

International Public Safety Leadership and Ethics Institute

A Public Safety Industry
Collaborative



An Overview of the Public
Safety Leadership and Ethics
Program



International Public Safety Leadership and Ethics Institute

The International Public Safety Leadership and Ethics Institute (IPSLEI) is a 501(c)(3) non-profit corporation organized to support the development of excellence in public safety leadership. IPSLEI was formed in the Spring of 2006 as a means of continuing the development of a public safety industry collaborative in leadership and ethics. Initial efforts of the collaborative were established through the California Community College Chancellor's Office Public Safety Education Advisory Committee by awarding a Carl D. Perkins VETA Grant for development of a comprehensive program for public safety leadership development. The history and endorsements of the collaborative's efforts are detailed in the pages to follow.

The California Public Safety Leadership and Ethics Program, as the original program is known, originated in the Spring of 2001. Through the leadership and vision of the California Community College Chancellor's Office Public Safety Education Advisory Committee, the program has gained national attention. This national interest led to the formation of IPSLEI as the vehicle to take the vision of leadership and ethics development designed by and for public safety personnel beyond the boundaries of any one state.

In the spirit of the original design work, IPSLEI continues to foster its partnership with Phi Theta Kappa International Honor Society Leadership Development Programs (PTK). Through this partnership, IPSLEI and PTK promote the dynamic blend of unique, humanities-oriented leadership development with the reality of the leadership challenges in providing public safety services to a culturally rich, diverse, and often hectic world. Additionally, IPSLEI continuously seeks the input of public safety and academic professionals from throughout the world to maintain an energetic, visionary, and realistic approach to facilitating the growth of excellence in public safety leadership.

It is the desire of IPSLEI that through effective, realistic, and purposeful leadership dialogue and interaction among public safety personnel from all disciplines, we learn the true meaning of interoperability. From this process it is our ultimate goal that we all go home safely at the end of our shifts and that we provide the safest environments for our families and communities.

The Public Safety Leadership and Ethics Training Program has been endorsed by the following organizations.

- California Police Chiefs Association
- California Board of Corrections
- California Fire Chiefs Association
- California Peace Officers Standards and Training (POST)
- California Association of Administration and Justice Educators
- Chancellor's Advisory Committee on Public Safety Education
- California Fire Technology Directors Association
- Commission on Correctional Peace Officers' Standards and Training (CPOST)
- California State Fire Training
- California Sheriffs Association
- U.S. Fire Administration - National Fire Academy

Acknowledgements

The California Public Safety Leadership and Ethics Program would not have been possible without the vision, cooperation, and tenacity of many organizations and their leadership. In addition to those endorsing organizations the following organizations and individuals are gratefully acknowledged for their unique support in the development of this program.

California Community College Chancellor's Office

This program was funded in cooperation with a grant process made available through the California Community College Chancellor's Office. Funding was specifically awarded through the Carl D. Perkins Vocational and Technical Education Act of 1998 – Title I-B (State Leadership) Grant Agreement No.: 00-434-002

2004 California Public Safety Education Advisory Committee

Art Cota, Chair
Division Chief
California State Fire Training

Mr. Norman Cleaver
Director, Santa Rosa Training Center
Santa Rosa Junior College

Captain Greg Kyritsis
Commander
San Bernardino County Sheriff's Training Center

Mr. Dick Reed
Assistant Executive Director
Commission on Peace Officer Standards & Training

Dr. Jan Hayes
CPOST Education Advisor
Merced College

Mr. David Senior
Director, Fire, and Emergency Services

Dr. Leo Ruelas, Chancellors Liaison
Public Safety Specilaist
California Community College Chancellors Office

Dr. Rene' Trujillo, Executive Director
So. Bay Regional Public Safety Training
Consortium

Professor Max Futrell
California State University, Fresno
College of Social Sciences

Mr. Thomas Purvis
West Hills College

Mr. Al Iannone
Director of Fire Technology
Sacramento Regional Public Safety Training Center

Ms. Lana J. Kennon
STC Field Representative

Allan Hancock College

Board of Corrections

Chief Marc Revere
Fire Chief
Mountain View Fire Department

Mr. Brad Young
Administration of Justice Coordinator
Los Angeles Harbor College

Dr. Paul Bestolarides
Academy Administrator
Correctional Training Center

Mr. Ron Allen
Assistant Sheriff
El Dorado County Sheriff's Office

Chief John Gurney
Sonoma Police Department

Mr. Fred Allen
Deputy Chief Probation Officer
Tulare County

Allan Hancock Community College Initial Grant Administrator

Ann E Foxworthy, President

*David Senior, Director
Fire and Emergency Services*

*Christy Lopez, Administrative Assistant
Fire and Emergency Services*

*Cheryl Dettrick, Director
Grant Development Programs*

*Sally Miller, Administrative Assistant
Grant Development Programs*

*Craig Wilde, Director
Business Services*

*Annette Chapman, Administrative Assistant
Business Services*

Pilot Course Sites

Allan Hancock College,
Santa Maria, CA

Riverside Community
College, Riverside, CA

Santa Rosa Junior College,
Santa Rosa, CA

Ann E. Foxworthy, President

Mary Figueroa, President

Robert F. Argella, President

*David Senior, Director
Fire and Emergency Services*

*Rick Vogt, Coordinator
Fire Technology Programs*

*Norm Cleaver, Director
Santa Rosa Training Center*

*Larry Stimic, Director
In-service and Corrections*

South Bay Regional Public Safety Training Consortium

2002 – 2005 Grant Administration

Dr. Rene Trujillo, Executive Director

Shirley Andre, Administrative Assistant

Initial Curriculum Development Team

While organizational support for a program such as this is important, the end product cannot be achieved without the enduring support, energy, passion, professionalism and dedication of a small group of true leaders. Without them this project simply could not have been achieved. With heartfelt thanks, respect, and friendship the following individuals are most graciously acknowledged:

David Barr	Director of Criminal Justice Programs	Golden West College
Joe Davis	Captain	Orange County Sheriffs Department
Louis Fetherolf	Captain	Riverside County Sheriffs Department
Sarita M. Ledet	Individual & Organizational Development Manager	County of San Mateo
Ree McLaughlan	Administrative-Leadership Training Manager	California Department of Forestry and Fire Protection
Susan Panighetti	Probation Manager (retired)	San Jose, California
Pat Parks	Police Chief	Petaluma Police Department
Marc Revere	Fire Chief	Mountain View Fire Department
Cherie Rita	Fire Chief	West Plainfield Fire Department
David Schoonover	Training Chief	San Jose Fire Department
Jeanne Woodford	Director	California Department of Corrections
Lisa Wrobel	Lieutenant	California Highway Patrol

2004 Curriculum Review Committee

Ivan Clay	Captain	California Department of Corrections
Louis Fetherolf	Captain	Riverside County Sheriffs Department
Sarita M. Ledet	Individual & Organizational Development Manager	County of San Mateo
Susan Panighetti	Probation Manager (retired)	San Jose, California
Richard Resurreccion	Training Consultant	Long Beach Fire Department
Dan Runnestrand	Battalion Chief	Orange County Fire Authority
David Schoonover	Training Chief	San Jose Fire Department

**Phi Theta Kappa International Honor Society
Leadership Development Program**

In addition to the previously noted support, the California Public Safety Leadership and Ethics Program was developed in cooperation and partnership with the Phi Theta Kappa International Honor Society Leadership Development Program. The Phi Theta Kappa effort at bringing leadership development into the community college classrooms across the world is unmatched by any organized effort. Their belief in the vision of the CPSLEP was unending and their willingness to assist and guide the development journal was simply outstanding. In particular a warm and gracious “thank you” goes to:

*Rod Risley,
Executive Director*

*Monika Byrd,
Director
Leadership Development*

*Tammy Harvey,
Program Coordinator
Leadership Development*

As in every effort of this magnitude, the front line players are always supported by those behind the scenes. To this light I wish to personally thank all the family members and significant others of the development team. As for myself, I cannot express in words my appreciation for the support and love offered by my own family over the course of the sixteen months of development work. While I often spent more times in airplanes and hotels than at home, my family’s patience and belief in the vision was truly supportive. In particular I wish to thank

Terra L. Brame

For organization and processing of invoices, travel claims, and all around project support

Jessica L. Brame

For her word processing and various organizational efforts

To anyone I may have forgotten I apologize but let it be known that the endeavor was the effort of many, all of whom acted as leaders on behalf of all Public Safety members and the communities we all serve.

Kevin S. Brame, M.A. - Grant Director

International Public Safety Leadership and Ethics Institute

Program Overview

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The International Public Safety Leadership and Ethics Institute was developed to bring the concepts of leadership and ethics to the forefront of an individual's career, rather than waiting until a person is promoted into a supervisory position. This program is based on the belief one need not be a supervisor or manager to understand leadership principles and contribute to the leadership process. A cornerstone of the program is that effective leadership skills and influences are needed at all levels of the organization.

The International Public Safety Leadership and Ethics Institute is focused on an established Vision, and supported by the Mission Statement and a Statement of Values and Beliefs. The overall program consists of four courses of growth designed to lead the participant on a learning journey, which includes:

- Developing a personal philosophy of leadership and ethics
- Leading others
- Organizational leadership
- Ethics and the challenge of leadership

This program utilizes the Phi Theta Kappa International Honor Society Leadership Development Program as a foundational component to the learning process. Through a variety of learning methodologies such as written case studies, video case analysis, and interactive learning processes, the participant will not only study leadership, but will experience leadership within a nurturing, learning environment.

Ideally, this course will be presented to an integrated group of participants from public safety professions. A focus of this program is to provide public safety members with a greater understanding and appreciation of the mutual concerns and issues, which exist within public safety leadership. Further, it is the goal of this program for each participant to exercise effective leadership in all aspects of life.

Vision and Mission Statement

The **vision** of the International Public Safety Leadership and Ethics Institute is exceptional leadership throughout public safety organizations.

Our **mission** is to develop quality leaders at all levels of public safety organizations through innovative leadership and ethics education. This program is designed to have individuals develop critical thinking skills through four levels of increasingly complex learning experiences.

To achieve this mission we will:

- Assist participants in Developing a Personal Philosophy of Leadership and Ethics;
- Guide participants in developing skills for Leading Others;
- Prepare participants to act on opportunities for Organizational Leadership; and
- Guide participants through an in-depth exploration of Ethics and the Challenge of Leadership.

Statement of Values and Beliefs

The International Public Safety Leadership and Ethics Institute provides a learning and developmental experience focused on the individual as well as the larger community. The following values and beliefs are at the foundation of the program.

- Leadership is action, not position, and in the context of community, is shared among all members.
- Leaders must be able to make thoughtful, critical, and informed decisions.
- Leaders inspire a shared vision.
- Leaders have a broad responsibility to enhance the quality of life in society.
- Communication and trust are cornerstones of successful leadership.
- Leaders must truly know themselves before they can understand and effectively lead others.
- Leaders value diversity, and believe that diversity fosters learning and creativity.
- Leaders are anchored to positive values and ethical decision-making.
- Leaders are committed to life-long learning.
- Leaders are committed to service.

Expected Outcomes

At the conclusion of this program, participants will:

- understand themselves in the context of leadership, ethics, and values within the public safety environment;
- understand and identify their roles and responsibilities as leaders in the community;
- through a process of personal growth, understand and apply leadership principles in their personal, family, community, and professional lives;
- develop confidence in their roles as leader, delegator, conflict manager, team-builder, coach, and strategic thinker;
- develop a broader view of the cultural and political dynamics of organizations;
- recognize their ability to have a positive impact on individuals and organizations;
- gain insight into the challenges of leadership in the public safety arena;
- understand their responsibilities as leaders to develop and communicate *vision*;
- recognize the process, importance, risks, and rewards of ethical and principle-centered decision making.

Ultimately, the individual will understand how to utilize leadership skills and talents to positively influence others.