



# POST Instructor Development Institute (IDI)

Program Overview

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# Instructor Development Institute

## IDI Program Overview Information

In 2007, the POST Commission approved the Instructor Development Institute (IDI) to develop professionalism in the delivery of law enforcement instruction. The IDI process provides a tiered approach to law enforcement instructor development, grounded in contemporary adult learning methodologies, critical thinking, taxonomies of learning, effective presentation, facilitation and course design skills. These courses provide the foundational skills to be an effective and influential instructor in any training environment. In addition to individual instructor skill development, this program is also designed to be a leadership program. Students attending this program will develop the skills to mentor, coach and develop their students as well as other instructors. Students within the program will be able to enhance and support agency training, identify training gaps and effectively redesign training to address issues in real time, as well as effectively document training for agency sustainability, risk reduction management and succession planning. These courses are **tuition free** for POST reimbursable agencies.

### **Basic Instructor Certification Course (Level I) – CCN 21749**

This 40-hr course is the foundational course for all instructors, including law enforcement, public safety dispatchers and professional staff. Students will apply adult learning methodologies and build skills in facilitation and presentation skills. Students will also learn how different delivery strategies enhance student retention and understand their role and responsibilities as an instructor. This course is specifically designed for instructors teaching in-service, advanced officer training, or in the role of a field training officer/dispatch trainer.

*The Academy Instructor Certification Course (AICC) or Institute of Criminal Investigations Instructor Course (ICII) are also considered Level I of the IDI program, but are designed to align with their corresponding POST regulation for teaching within either training environment.*

### **Intermediate Instructor Certification Course (Level II) – CCN 21707**

This 40-hr course is designed to offer experienced instructors new and enhanced understandings related to the active learner-focused classroom, facilitation skills, presentation skills, critical thinking skills, outcome-based learning, problem-based learning and the assessment of learning. Students attending this course will demonstrate the ability to identify a training need and develop or redesign an 8-hr course in response that is focused on student retention and skill transference.

There is an optional **Instructional Technology** course available within this level for instructors looking to enhance their use of instructional resources and technology within the classroom environment.

### **Advanced Instructor Certification Course (Level III) – CCN 21719 & 21721**

The Advanced Course consists of a 40-hr Phase I and a 16-hr Phase II. These sessions build on the foundational skills obtained in the earlier levels while ensuring students know how to correctly document curriculum for training integrity, instructor succession planning and agency risk management purposes. The class is specifically designed to integrate the skills for effective instruction and curriculum design, while ensuring the highest quality learning environment for students.

### **Leadership, Mentoring & Coaching (LMC) Course – CCN 21722**

The LMC course is designed to improve leadership skills by emphasizing skills necessary to effectively manage and develop yourself and those around you. While this course is part of the IDI program, it is open to any line level worker, supervisor, manager or leader who desires to improve their skills in the areas of leadership, mentoring and coaching.

### **Master Instructor Certification Course (Level IV)**

The Master Instructor Certification Course is a 9-month program, focused on the design, development and delivery of a public safety course. Over the course of several workshops, students will research and develop a training needs assessment, use an Instructional Systems Design (ISD) process to design curriculum focused on skill and knowledge transference, develop and document a Total Training Package (TTP) for their course to be shared throughout CA public safety, then market and implement their course.

*Updated September 2024*



# Instructor Development Institute

It is recommended that all trainers entering the IDI program, take “Learners First” on the POST Learning Portal prior to attending any of the Level I classes

Government Training Agency (GTA) | [www.govtraining.com](http://www.govtraining.com)



## Basic Instructor Certification Course (Level I)

The Basic Instructor Certification Course is the foundation of the IDI and successful completion is required to progress in the IDI Program. This entry level course, or its equivalent, will provide the apprentice instructor with the basics of contemporary adult learning methodologies, paralanguage, critical thinking, taxonomies of learning, and presentation and platform skills. Two other courses are considered to be an equivalent to this basic course - the Academy Instructor Certification Course (AICC) and the Institute of Criminal Investigations (ICI) Instructor course (ICII).

### Academy Instructor Certification Course (AICC) OR Equivalency

AICC is required for those teaching within a POST academy, per Regulation 1070.  
Equivalency for AICC is specified in Commission Regulation 1009(c)(4).

### ICI Instructor (ICII)

This instructor course is required for those teaching within the POST Institute of Criminal Investigations (ICI), per Regulation 1070.

## Intermediate Courses (Level II)

**Intermediate Course (40 hours)**

***Instructional Technology (16 hours) \****

\*As of 10/19/2023, this course is not required to move to the next level. It is an elective course available for those interested in or in need.

## Advanced Courses (Level III)

**Advanced Instructor Course - Phase I & Phase II (56 hours)**

**Leadership Mentoring and Coaching (24 hours) \***

\*This course is open to any instructor, at any time



## Master Instructor Certification Course – MICC

\*Submit Application to Government Training Agency

**Orientation Workshop (24 hours)**

**Progress Workshop #1 (24 hours)**

**Core Workshop (40 hours)**

**Progress Workshop #2 (24 hours)**

**Progress Workshop #3 (24 hours)**

**Facilitation Validation Workshop (32 hours)**

**Course Implementation** - Must present course project to target audience in California

**Course Validation & Graduation Workshop (8 hours)**



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## COURSE CHECK LIST

- Level 1 – Basic Instructor**, ICI Instructor, AICC **OR** Equivalency Process  
*\*Any of the above courses (Basic, AICC, ICII) are considered Level I for the purposes of IDI.*  
Course Control Number: \_\_\_\_\_ Date(s): \_\_\_\_\_
- Level 2 – Intermediate Core Course** (40 hours)  
Course Control Number: \_\_\_\_\_ Date(s): \_\_\_\_\_
- Level 3 – Advanced Instructor Course** – Phase I (40 hours) & Phase II (16 hours)  
Phase I: Course Control Number: \_\_\_\_\_ Date(s): \_\_\_\_\_  
Phase II: Course Control Number: \_\_\_\_\_ Date(s): \_\_\_\_\_
- Leadership, Mentoring & Coaching Course\*** (24 hours)  
*\*This course may be taken at any time, as it is open to all instructors*  
Course Control Number: \_\_\_\_\_ Date(s): \_\_\_\_\_
- For those interested in the **POST Master Instructor Course**, please submit your **MICC Application** to GTA. Application & program dates information can be found on the GTA website at [Instructor Development Institute - Master Instructor Certification Course \(MICC\) - Government Training Agency \(govtraining.com\)](http://www.govtraining.com)

Registration for Instructor Development Institute courses may vary, but additional information can be found at [www.post.ca.gov/Instructor-Development-Institute](http://www.post.ca.gov/Instructor-Development-Institute)

Level I courses may be found regionally.

Level II courses are offered by a few presenters (GTA, SouthBay, CHP).

Level III, LMC & MICC are presented by the Government Training Agency (GTA) at

[www.govtraining.com](http://www.govtraining.com)

