

**AWARD OF CREDIT
for
VALENCIA COLLEGE'S**

**Public Safety Leadership Development Certificate Program
and the
Criminal Justice A.S. Degree
Fire Science Technology A.S. Degree**

To provide career opportunities for students in career and technical education programs, Valencia College agrees to award at no cost (other than the application for admission fee) full college credit to the eligible students who have who have successfully completed the Public Safety Leadership Development Certification (PSLDC) Program at Valencia College, and have successfully completed the approved end-of-course assessment examination.

Public Safety Leadership Development Certification Program (PSLDC) – 160 Hours	Criminal Justice A.S. Degree	CCJ 2452 – Criminal Justice Administration (3 credits)
	Fire Science Technology A.S. Degree	FFP 2780 – Fire Administration (3 credits)

MAXIMUM AWARD OF CREDIT

This agreement makes it possible for a student to receive three (3) semester hours of college credit towards the Fire Science Technology A.S. degree OR the Criminal Justice A.S. degree at Valencia College which is in accordance with commonly accepted good practice in higher education.

EDUCATIONAL PROGRAM

Valencia's faculty and staff who have responsibility for the supervision and coordination of the Fire Science Technology and Criminal Justice programs have assessed the adequacy of the documentation and determined that the learning outcomes, performance standards, and assessment procedures of the Public Safety Leadership Development Certification (PSLDC) Program meet the college standards for college credit course work, and that the learning outcomes are consistent with the course work in the A.S. degree being articulated.

Credit by Valencia College for Public Safety Leadership Development Certificate Program
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AWARD OF CREDIT PROCESS


To have the credit awarded on the official Valencia College transcript, students must meet the following criteria:

1. Furnish a valid and current copy of the Certificate of Completion for the Public Safety Leadership Development Certification (PSLDC) Program.
2. Successfully pass the end-of-course Assessment Examination.
3. Successfully complete the PSLDC Research Paper based on the college course outcomes. (*Appendix A illustrates the course outcomes*)
4. Meet regular College entrance requirements.
5. Complete the College Application and pay the College Admission Fee.
6. Be accepted into Valencia within five years of completing the Public Safety Leadership Development Certification (PSLDC) Program.
7. Declare a major in the Fire Science Technology A.S. degree OR the Criminal Justice A.S. degree program.
8. Comply with the appropriate placement, prerequisites and requirements of the college.
9. Must successfully complete at least one course with a "C" or better while currently enrolled at Valencia for one semester.
10. The Deans and Program Chairs for the Criminal Justice and Fire Science programs at Valencia, will evaluate the student's record to determine the eligibility, and notify the Registrar's Office of acceptable credit to be transferred and awarded.

TERMS OF AGREEMENT

This agreement applies to students who have successfully completed the Public Safety Leadership Development Certification (PSLDC) Program at Valencia College. The agreement will be reviewed as needed, and it shall remain in effect from March 2015 until there is a need for revision or termination of the agreement.

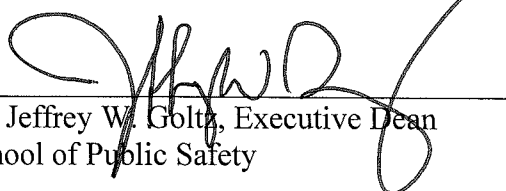
APPROVED:



Carin Gordon
Dean, Business, IT & Public Service

3/17/15

Date



Dr. Jeffrey W. Goltz, Executive Dean
School of Public Safety

3/18/15

Date

Appendix A

CCJ 2452 – Criminal Justice Administration			
CCJ 2452 Outcomes	PSLDC Block of Instruction	PSLDC Outcomes	Notes
<p>1) Demonstrate an understanding of the organizational theories that shape the structure and administration of criminal justice agencies</p>	<ul style="list-style-type: none"> • Leadership vs. Mgt. • Leadership Culture • DISC Assessment Tool 	<ul style="list-style-type: none"> • Define and understand organizational systems • Understand the dynamics of public safety cultures • Learn the foundations of the DISC model • Understand the implications of DISC styles 	<ul style="list-style-type: none"> • Org. theories of rational, natural, and open systems, to include contingency theory discussed in the Leadership vs. Mgt. block • Organizational environments discussed in Leadership Culture block
<p>2) Apply professional standards of ethics in the application of criminal justice policy</p>	<ul style="list-style-type: none"> • Leadership Values • Leadership Culture • Internal Affairs 	<ul style="list-style-type: none"> • Define values • Examine the role values play in a leadership style • Understand levels of integrity directly relates to a team's ability to perform safely and effectively • Understand that ethical behavior is integral to success as a leader and to the success and safety of a team • Realize that leaders must be totally trustworthy for subordinates and seniors to have faith and confidence in leaders • Write policies that support and promote the goals and objectives of the team and the organization 	<ul style="list-style-type: none"> • Values discussed in detail in the Leadership Values and Leadership Culture blocks • Liability and policies discussed in the Internal Affairs block • Early Warning/Intervention Systems discussed in detail in Internal Affairs block

		<ul style="list-style-type: none"> • Understand that an Early Warning System is a mechanism for identifying officers “at risk” 	
<p>3) Demonstrate an understanding of how federal laws and collective bargaining agreements affect the human resource practices of criminal justice agencies</p>	<ul style="list-style-type: none"> • Internal Affairs • Hiring the Right People • Essential of Employment 	<ul style="list-style-type: none"> • Understand that a leader plays a role in protecting their employees, agency, and the community 	<ul style="list-style-type: none"> • Title VII of the Civil Rights Act of 1964, sexual harassment (quid pro quo and hostile environment), and other forms of harassment discussed in Internal Affairs block • Job qualifications, recruitment, and retention strategies discussed in Hiring the Right People block • Improper classifications of workers, overtime calculations • Unexplained inconsistent treatment • Imprecise policies • Failure to do adequate investigations • Failure to make adequate accommodations • Perceived retaliation • Improper documentation of performance problems and terminations

FFP 2780 – Fire Administration			
FFP 2780 Outcomes	PSLDC Book of Instruction	PSLDC Outcomes	Notes
<p>1) Identify the management functions within the Fire Service</p>	<ul style="list-style-type: none"> • Leadership & Management • Advanced Business Writing for Public Safety Professionals 	<ul style="list-style-type: none"> • Define Management and when to use these skills in directing the work of others • Understand the similarities and differences between leadership and management • Explore the effects your writing has on your 	<ul style="list-style-type: none"> • Management functions refer to fiscal, organizational and operational responsibilities and relationships.

		<ul style="list-style-type: none"> professional image Hone skills for creating compelling reading that connects to your audience and brings positive surprises to their experience. 	
<p>2) Establish the Fire Officer's role in commanding an emergency scene</p>	<ul style="list-style-type: none"> Communications Decision Making 	<ul style="list-style-type: none"> Recognize and value the importance of effective communication skills. Be aware of communication barriers and ways to overcome them Understand and manage assumptions more effectively. Determine when a rapid decision is appropriate and when a more analytical approach is needed. Use a consistent approach when facing rushed decisions in your organization. 	<ul style="list-style-type: none"> Decision making and communication structures are critical parts of incident command.
<p>3) Elaborate on the practices of Fire Prevention, Code Enforcement, Fire & Life Safety Education, and the use of pre-incident planning and other loss reduction activities</p>	<ul style="list-style-type: none"> Strategic Management 	<ul style="list-style-type: none"> Learn the components of a strategic plan. Gain a deeper understanding of the process used to develop a plan. Define the difference between strategy and tactics.* Complete practical exercises In strategic planning ** 	<ul style="list-style-type: none"> The third learning outcome in this block address the difference between <i>strategic and tactics</i>. The correct form should be <i>strategy and tactics</i>.* At least one exercises for firefighters should be related to fire prevention and public safety education**
<p>4) Describe the management of physical, financial, and personnel</p>	<ul style="list-style-type: none"> Crucial Conversations The Power of Problem 	<ul style="list-style-type: none"> Identify the conversations that are keeping you from 	<ul style="list-style-type: none"> Management and leadership guidelines must be applied in budgeting and

<p>resources</p>	<p>Solving Finance & Budget</p> <ul style="list-style-type: none"> • 	<p>desired results.</p> <ul style="list-style-type: none"> • Speak persuasively, not abrasively, no matter the topic. • Influence without exerting force. • Begin the problem-solving process by quantifying the gap that exists between the current state and the desired state. • Recognize how to achieve problem solving results through a blended approach to process and people. • Understand the financial stewardship of managing your department resources. • Identify the budgetary aspects that you have control over and plan how to utilize them to enhance your team and the organization's mission. 	<p>managing resources.</p>
<p>5) Explain the similarities and differences in personnel management and employee relations</p>	<ul style="list-style-type: none"> • Internal Affairs • Performance Evaluations and Goal Setting • Building High Performance Teams. 	<ul style="list-style-type: none"> • Write policies that support and promote the goals and objectives of your team and the organization. • Know when and how to effectively intervene. • Develop Goals and objectives that inspire, challenge and stretch capabilities • Develop a succession plan 	<ul style="list-style-type: none"> • Management and leadership abilities and expertise directly affects employee relations and personnel management.

			<p>for key positions within your team, including your own, that meets the organization's needs.</p> <ul style="list-style-type: none"> • Enhance team effectiveness by identifying and eliminating conditions that are preventing your team from achieving high levels of performance. 	
6) Relate training as a management function	<ul style="list-style-type: none"> • Training Others and Needs Assessments 	<ul style="list-style-type: none"> • Understand the value of training while recognizing problems that are not training related. *** • Understand the process of conducting a needs assessment. • Write goals and objectives that support and encourage team members to seek and participate in training opportunities. 	<ul style="list-style-type: none"> • Explore how public safety agencies can be creative and innovative. • Learn why this type of thinking is important to the organization. • Gain an understanding that best practices exist beyond this country. • Explore international networks to develop best practices within your agency. 	<ul style="list-style-type: none"> • The fourth Learning outcome in this clock talks about the importance of the latest techniques, tools and skills in <i>law enforcement</i>. Please change it to read <i>Public safety</i>. *** • Comprehensive training involves management and leadership skills.
7) Forecast fire department services beyond traditional roles and activities	<ul style="list-style-type: none"> • Creativity and Innovation • International Public Safety 	<ul style="list-style-type: none"> • Explore how public safety agencies can be creative and innovative. • Learn why this type of thinking is important to the organization. • Gain an understanding that best practices exist beyond this country. • Explore international networks to develop best practices within your agency. 	<ul style="list-style-type: none"> • Addressing today's numerous rapidly changing challenges requires public safety leaders to employ equally innovative thinking and problem solving processes. 	