

ANDRÉ JACQUE

STATE SENATOR • 1ST SENATE DISTRICT

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State Capitol - P.O. Box 7882

Madison, WI 53707-7882

Testimony before the Senate Committee on Labor and Regulatory Reform

Senator André Jacque

February 17, 2022

Chairman Nass and Committee Members,

Thank you for the opportunity to testify as the author in support of Senate Bill 679, the Law Enforcement and First Responder Resiliency & Wellness Training Program.

In the last 5 years the State of Wisconsin has lost at least 15 Officers to suicide. This bill requires the Department of Justice, in cooperation with the Department of Health Services and the Center for Suicide Awareness, to establish a training curriculum for the purposes of reducing Officer and First Responder Suicide and provide information concerning programs that offer crisis intervention and counseling services to law enforcement officers. The bill requires that the training curriculum be made available to law enforcement agencies to be used as part of ongoing officer training. The bill also provides that DOJ must provide a \$250,000 annual grant to the Center for Suicide Awareness to provide training to law enforcement officers based on the curriculum that is established.

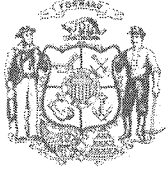
This program which is backed by the FBI National Academy Associates and Researched by the University of Pennsylvania has proven to reduce anxiety, stress, critical incidents, maladaptive behaviors, and suicides when implemented.

Since the FBI Academy and The Center for Suicide Awareness has conducted the training that started in March 2021, has had at least 15 Officers have come forward to ask for additional mental health support. Proving that the training is effective and that our Officers and First Responders need additional emotional and crisis support. This program provides that and saves money for counties and cities through retention and reform.

The Officer and First Responder Wellness Program focuses on these components:

- Mental – the ability to effectively cope with unique mental stressors and challenges.
- Physical – the ability to adopt and sustain healthy behaviors needed to enhance health and wellbeing.
- Social – the ability to engage in healthy social networks that promote overall wellbeing and optimal performance.
- Spiritual – the ability to strengthen a set of beliefs, principles, or values that sustain an individual's sense of wellbeing and purpose.

These components create a holistic resilience and wellness approach to maladaptive behaviors and increases self-awareness, self-regulation, and reduces suicide.



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This bill and the budget motion previously submitted this year is supported by Fraternal Order of Police, UW Health Emergency Education Center, Medical College of Wisconsin, Menasha Police Dept, Winnebago County Law Enforcement Peer Support, Theda Care - Security and Officers, Appleton Police Department, Grand Chute Police Department, Brown County and Dane County, Badgers Sheriffs Association, and the Middleton Police Department.

Thank you for your consideration of Senate Bill 679.



RACHAEL A. CABRAL-GUEVARA

STATE REPRESENTATIVE • 55TH ASSEMBLY DISTRICT

Testimony before the Senate Committee on Labor and Regulatory Reform

Representative Rachael Cabral-Guevara

February 17th, 2022

Thank you Chairman Nass and committee members for allowing me to testify on Senate bill 679, an essential bill to help promote the mental wellbeing of our law enforcement officers.

Over the course of the past few months, the state legislature has worked to afford law enforcement officers all pertinent and necessary resources to dutifully carry out the roles and responsibilities within their profession. This bill furthers those conversations by incorporating the consideration of their mental welfare.

AB668 requires that the Department of Justice, alongside the Department of Health Services and The Center for Suicide Awareness to institute a training program with the sole focus of reducing officer and First Responder suicides, as well as providing information that will direct concerned Responders to crisis intervention and other counseling programs. This piece of legislation will also direct DOJ to provide an annual grant of \$250,000 to the Center for Suicide Awareness, based on the established curriculum.

With 15 officers having committed suicide over the past 5 years, and the emotional toll being the highest in years, we must look to take genuine care of our officers who are committed to protecting our communities. The program specifically focuses on four key components: mental, physical, social and spiritual well-being. This program, since its conception by the FBI National Academy Associates and The Center for Suicide Awareness in March of 2021, over 10 officers have reached out for additional support; an important notion that goes to show that this type of support is greatly needed in this line of work, and the officers are now beginning to receive it.

Thank you again for allowing me to testify on this important piece of legislation, I hope you consider supporting Senate bill 679. I would be happy to answer any questions you or any committee members may have.



Wisconsin State Lodge *Fraternal Order of Police*



PO Box 206 West Bend, WI 53095

Ryan Windorff
President

Shane Wrucke
Secretary

February 17, 2022

Wisconsin Fraternal Order of Police Testimony in Support of Senate Bills 679, 848, 849

Senate Committee on Labor and Regulatory Reform

Thank you, Senator Nass and fellow committee members for the opportunity to provide testimony in support of Senate Bills 679, 848, and 849. My name is Mark Sette and I am the Vice President of the Wisconsin Fraternal Order of Police. The Fraternal Order of Police is the world's largest organization of sworn law enforcement officers, with more than 364,000 members in more than 2,100 lodges. The Wisconsin State Lodge is made up of more than 2,600 members in 23 lodges throughout the state. We are committed to improving the working conditions of law enforcement officers and the safety of those we serve through education, legislation, information, community involvement, and employee representation.

Law enforcement is an incredibly difficult and dangerous profession and today officers are under more stress than ever before. High exposure to repeated stress and trauma leaves officers at a higher risk of post-traumatic stress disorder, depression, anxiety, cardiovascular disease, and addiction. Numerous studies indicate that law enforcement officers have a higher rate of suicide than many other professions. We know that many officers are dealing with the emotional and physical impacts of their duties, but the actual rates of suicide are difficult to determine as there is no centralized repository of this data.

Since January 2016, the nonprofit organization Blue H.E.L.P. has been compiling a list of first responders lost to suicide. These numbers are the best data we have but are compiled from publicly available information, so they are not a true representation of the problem. According to Blue H.E.L.P. 768 law enforcement officers have died by suicide since 2016, including 17 right here in Wisconsin. Officers are the most valuable resource law enforcement agencies have and we need to make every effort to ensure that they stay healthy both physically and mentally.

Senate Bill 679 would establish a training curriculum designed to prevent suicide in the law enforcement profession. There is currently no standardized training for officers to identify the causes, behaviors, warning signs, or risk factors associated with law enforcement suicide. This training would further identify intervention strategies to efficiently prevent suicide including crisis intervention and counseling services available to officers. This type of training has been used effectively and shown positive results in first responders across the country and is even taught in the United States military.

Senate Bill 679 would also require the Department of Justice to collect data on officer suicides in Wisconsin so we can better understand the true scope of the problem and tailor our response in the most effective way possible. This legislation will save lives and show that Wisconsin values their law enforcement officers and is willing to make an investment in them.



Wisconsin State Lodge *Fraternal Order of Police*



PO Box 206 West Bend, WI 53095

Ryan Windorff
President

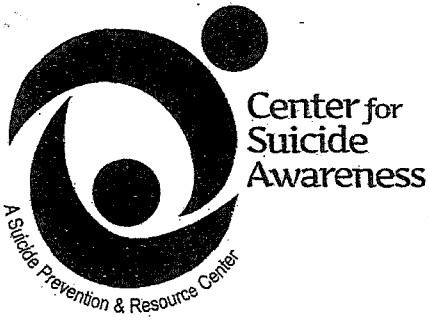
Shane Wrucke
Secretary

The law enforcement profession in many areas of our country, including Wisconsin, is at a tipping point. We are seeing record numbers of officers retiring at the first opportunity they can, officers resigning prior to retirement to enter the private sector, and the lowest number of new officers entering the profession in a decade. There are many reasons for these trends, not the least of which is the erosion of respect for law enforcement coupled with public figures promoting anti-police rhetoric and efforts to defund departments. Additionally, the starting salaries of law enforcement officers often does not reflect the increasing educational qualifications we demand of our officers. All of this with the recognition that law enforcement is an increasingly dangerous profession. This past year, violence directed at law enforcement officers surged. In 2021, 346 officers were shot in the line of duty, 63 of whom were killed by gunfire. There were 103 ambush-style attacks on law enforcement officers last year, which was an increase of 115% from 2020, and resulted in 130 officers being shot. Thirty of those officers were killed.

Senate Bill 848 would require the Law Enforcement Standards Board to reimburse costs associated with preparatory training that were paid by an individual going into the law enforcement profession. As we struggle to recruit officers in our state, we need to recognize that there is a large pool of qualified candidates that are ready and willing to serve but may not have the financial means to pursue the career on their own. The law enforcement academy is a full time 720-hour commitment. Individuals who are not employed by a law enforcement agency not only have to pay for the tuition of this training but must continue to pay for their living expenses during that time. The reimbursement that this bill would provide would allow for a new pool of quality candidates to enter the profession that may have been previously prohibited by cost. The bill would additionally increase reimbursements to agencies to cover increasing costs associated with annual recertification of officers.

Senate Bill 849 would require the implementation of a "Pro-Cop Wisconsin Campaign" designed to recruit law enforcement officers to and retain law enforcement officers in Wisconsin. We know through our work that despite what is being presented in the media that most of the good law-abiding citizens in Wisconsin support law enforcement officers. We need to get that message out to citizens of Wisconsin young and old, existing Wisconsin officers, and out of state officers that Wisconsin values their law enforcement officers and is willing to make an investment in them. This will make great strides in correcting the recruitment and retention issues we are experiencing.

Thank you again for the opportunity to testify in support of these bills, and I am happy to answer any questions you may have.



The Center for Suicide Awareness
181 W. Wisconsin Ave.
Kaukauna, WI 54130
920-475-4748

www.centerforsuicideawareness.org

February 17th, 2022

Chairman Sen. Nass, and Vice-Chair Sen. Wanggaard, My name is Mike Crum, I am a prior service Marine, and currently work for the Army National Guard as a Master Resilience Trainer, Suicide Intervention Trainer and serve as the Policy and Resilience Director for the Center for Suicide Awareness. I come before you today humbled, and grateful to speak before you about Senate Bill 679 but sit here with a heavy heart. A heavy heart because as we sit here there is a first responder, law enforcement officer, EMS provider, dispatcher, or public safety officer in crisis. They could be contemplating suicide, could be feeling depressed, have anxiety, be struggling with their last call, having trouble processing their emotions, they could be having issues with their relationships with their spouses and kids, and could be sitting with their service weapon asking themselves where their will is to live.

As of Feb. 17th 2022, there have been at least 20 Law Enforcement Suicides throughout the United States. This according to Blue H.E.L.P a national nonprofit organization that works to track law enforcement suicides. Since 2017 there have been over 750 Law Enforcement Suicides, at least 24 of these suicides have been a Wisconsin Law Enforcement Officer.

According to the Firefighter Behavioral Health Alliance (FBHA) in 2020 97 Firefighters and 26 EMT's and Paramedics died by Suicide, and Wisconsin is not excluded from these numbers. According to the Suicide Prevention Resource Center as of 2022 the cost of one suicide equates to 1.3 million dollars, 97% of this cost is a result of lost productivity.

So, the question becomes what do we do to address the support needed for mental health and suicide intervention? Senate Bill 679 presents a strategy to collect data and provide evidenced based training to provide support, guidance and life skills that officers and public safety official can implement on a daily basis that

would increase their ability to perform optimally on the job.

Over the last 3.5 years I have taught Soldiers the foundational skills of Resilience Training that were created by the University of Pennsylvania Positive Psychology Program. This is the foundation of the FBI Academy training that we implement, that is also taught throughout the United States Air Force, and United States Army. The PERMA or Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment techniques have decades of empirical data to show that Resilience Training:

- Increases well-being and optimism
- Reduces and prevents depression, anxiety, and conduct problems
- Results in fewer substance abuse and mental health diagnoses
- Improves physical health

Over the last two years we have coached, mentored, and guided various law enforcement agencies on resilience and wellness. In one of our first trainings, we discussed the importance of Gratitude. It was truly humbling to see the look on Officers faces that said, seriously you are going to walk in here and talk about gratitude. when we spoke about Gratitude and relationships, gratitude and purpose, gratitude, and the power of fighting the negativity bias, those attitudes changed.

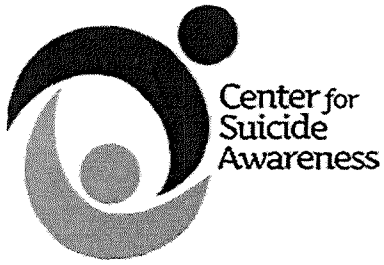
We asked the officers to create a gratitude, wall, which was highly recommended by the Police Chief that they participate. At first there were things like I am grateful to just be here, I am grateful for food, or grateful for waking up, kind of surface layer things. Until a few weeks later, someone wrote I am grateful I had the courage to speak to my spouse about my thoughts of suicide, it spoke volumes on the impact this training can have. Since we have done the training we have had 15 Officers ask for additional mental health resources, and additional services, this also speaks volumes to the effectiveness of this training.

With this training we do not have to reinvent the wheel. We have implemented the program with results that already show the impact the training can have. Imagine what we can do with funding and support? As far as I am aware New Jersey is the only State that has legislatively mandated training. Although we do not want to mandate training, we want training to be an option and opportunity for our public safety to start considering their mental health to know that it is OK to ask for help and trust that we would provide the training and service they need to continually perform optimally while protecting themselves and their communities.

I Magine Police - 1st Responder

The Call Insuper Infant.

When you Arrive you see - An



CENTER FOR SUICIDE AWARENESS

ASSEMBLY BILL AB668

Law enforcement officer suicide prevention and reporting

Presenting:

Barb Bigalke

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FIRST RESPONDERS AND LAW ENFORCEMENT RESILIENCY TRAINING

OVERVIEW

The American Psychological Association (APA) defines resilience as: *“The process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress — such as family and relationship problems, serious health problems or workplace and financial stressors. It means “bouncing back” from difficult experiences.”* In 2019, 228 American police officers died by suicide. Resiliency training will help officers to become spiritually, socially, physically, and mentally resilient and decrease the rate of suicide in Wisconsin law enforcement officers and first responders. The training will help officers and first responders navigate their thoughts and emotions during situations in the field and will give them the tools they need to process traumatic events.

STATISTICS

- The National Police Foundation estimates that it costs more than \$100,000 to recruit, hire, equip, and fully train a police officer.
- The American Ambulance Association determined that there is a 25% turnover rate for EMT personnel.

CURRICULUM OF THE COMPREHENSIVE OFFICER RESILIENCE PROGRAM

1. Overview of Resilience and the Resilience Toolkit
 - Resiliency is a trait that is learned through training and life experiences. Officers will be given resiliency training.
 - Officers will be trained on how to identify life experiences that have shaped their resiliency or ability to recover from situations.
2. Counting Blessings
 - Gratitude practices are crucial in helping officers and first responders recognize their resiliency skills, improving quality of life, and encouraging positive thinking.
3. Accomplishing Goals
 - Law Enforcement Officers and First Responders will utilize realistic and attainable goals to further their resiliency by helping determine their values and accomplishments.
 - Setting and achieving goals will help to increase officer’s confidence in their abilities. Self-efficacy is critical to resiliency training.
4. ABC (Activating event, Brain, Consequences)
 - ABC training will help officers to make the connection between how thoughts and emotions can affect reactions.
 - ABC training is essential to helping officers de-escalate tense situations and process traumatic events.

5. Check Your Playbook, Understanding Bias, Beliefs, and Values
 - Officers and First Responders will learn how their current mood, past experiences, biases, and culture influence their decision-making and responses.
 - Understanding their thoughts and self-regulation will help responders make better decisions in the field.
6. Balance Your Thinking and Instant Balance your Thinking.
 - Now that officers are trained in understanding and processing their thoughts, they will be able to identify and adjust their reactions and emotions.
 - Officers will identify cognitive traps that affect their perception of situations. After training, officers will be able to examine available information in the field and utilize new tools to take appropriate action.
7. Capitalizing on Strengths
 - Law Enforcement Officers and First responders will be able to recognize their strengths, strengths in others, and understand the best way to use and develop their strengths. Officers will learn how to build on strengths they do not utilize as often and learn to grow their strengths to be more well-rounded.
8. Acceptance Strategies, Mindfulness, and Meaning-Making
 - Acceptance helps officers to focus and improve their productivity and performance.
 - Law Enforcement officers who learn the skill of acceptance will have lower anxiety, depression, and chronic pain rates.
9. Spiritual Resilience
 - Spirituality will help law enforcement officers and first responders to connect to something beyond themselves.
 - Focusing on spiritual resilience will give officers the tools they need to look at events through a spiritual lens and help to influence their reactions and outlook.
10. Physical resilience
 - Law enforcement officers and first responders will learn about the importance of physical resilience with goals for moving, eating, sleeping, and health management.
 - An officer who is taking care of themselves physically will have reduced work fatigue, higher levels of focus, and improvements in mood and memory.
11. Interpersonal Problem Solving
 - Interpersonal Problem Solving will be crucial in the field for first responders and law enforcement officers as it will provide methods that help with conflict resolution.
 - Constructive conflict methods will lead to officers finding solutions to problems, greater understanding, and better communication.
12. Good Listening and Active Constructive Responding (ACR)
 - Good listening techniques will help officers to build relationships with citizens, co-workers, and leadership.

EVIDENCE-BASED ARTICLES

Joyce, S., Shand, F., Tighe, J., Laurent, S., Bryant, R., & Harvey, S. (2018, June 01). Road to resilience: A systematic review and meta-analysis of resilience training programmes and interventions. Retrieved February, 2021, from <https://bmjopen.bmj.com/content/8/6/e017858>

Leppin, A., Bora, P., Tilburt, J., Gionfriddo, M., Zeballos-Palacios, C., Dulohery, M., . . . Montori, V. (2014, October 27). The efficacy of resiliency training programs: A systematic review and meta-analysis of randomized trials. Retrieved February 24, 2021, from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4210242/>

Violanti, J. M. (2013). Law Enforcement Suicide: A National Analysis. Retrieved February, 2021, from <https://destination-zero.s3.amazonaws.com/Law%20Enforcement%20Suicide%20A%20National%20Analysis.pdf>

Testimony before the Assembly Committee on Mental Health

Representative Rachael Cabral-Guevara

February 9th, 2022

Thank you, Chairman Tittl and committee members, for allowing me to testify on Senate bill 668 today, a straightforward bill created for our Law Enforcement and First Responders.

Thank you for taking the time to discuss Officer Wellness and Resiliency and the funding this bill would create. The exposure to extreme situations, critical incidents, and other stressors on the job lead to 100-150 officers taking their own lives every year. While we train our officers to handle these situations in the moment, we offer little in the way of training in how to handle the mental toll this takes on every member of law enforcement. Additionally, many good officers leave the profession every year when this burden becomes too much to bear. In a time when recruiting for law enforcement is extremely difficult and when many departments are facing massive officer shortages it is imperative, we provide every bit of support we can. These officers put their lives on the line for the safety of the public and we owe them this support in return.

My department has had multiple officers leave the profession over the last 5 years due to PTSD and mental health issues. Having a voluntary check in that would provide an early intervention to these issues before they become career enders would save careers and lives and is a pretty minimal cost to bear compared to losing our well-trained veteran officers. Training new officers is expensive and that's the best-case scenario. Much worse is the repercussions of an officer suicide. The family, friends, and coworkers all suffer when a suicide occurs. Blaming oneself for not seeing the signs, not being close enough to the person to see it coming, and the myriad of other thoughts people have after losing someone they care about adds to the mental health issues of all impacted and can increase PTSD, mental health and suicide risk.

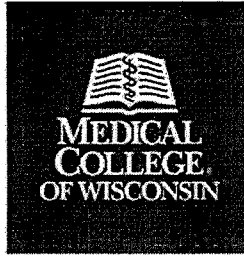
With Gratitude,

Cassie Fleischman

Sun Prairie Police Dispatch

300 E Main St, Sun Prairie, WI 53590

Phone: 608-837-7336



knowledge changing life

Department of Emergency Medicine
Division of EMS Medicine

Matthew Chinn
Assistant Professor
Department of Emergency Medicine
Medical College of Wisconsin
8701 W. Watertown Plank Rd
Milwaukee, WI 53226

February 8, 2022

Wisconsin State Legislature
Assembly Committee on Mental Health
Wisconsin State Capitol
2 East Main St
Madison, WI 53703

Dear Chairman Tittl and Vice-Chairwoman Cabral-Guevara,

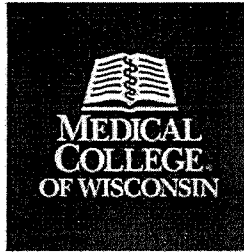
I would like to offer my unwavering support for the proposed Assembly Bill (AB) 668 re: law enforcement officer (LEO) suicide prevention and reporting and making an appropriation. This AB will serve to develop and implement a mental health and suicide prevention curriculum and provide the necessary funding to implement this very important initiative. It will also allow us to monitor and target future mental health related needs amongst LEOs.

This bill would allow Wisconsin to become one of the few states that specifically utilizes evidenced-based resiliency and wellness training to provide the tools necessary for law enforcement officers to discuss their mental health and teach them the necessary skills to enhance their resiliency and wellness.

As a physician at the Medical College of Wisconsin (MCW) who is Board Certified in Emergency Medicine and Emergency Medical Services (EMS) Medicine, I can tell you that there is a critical need for wellness and resiliency education. As an EMS professional who works closely with our first responders, I often witness the horrendous aftermath of calls that involve victims of fire, car crashes, gun violence, suicides, and many other critical incidents. I witness the first responders who work diligently to save lives, provide critical care, and respond to victims and their families. I witness these amazingly courageous acts of heroism every day. And with these acts comes the emotional toll these officers must also endure and for which they are often underprepared and left to fend for themselves – something that can take a toll on their personal health and wellbeing. This is where a program as proposed in AB668 can be of critical importance.

As an EMS Medical Director and emergency medicine physician at a Level 1 Trauma Center, I witness the trauma, moral injury, and psychological impact that law enforcement officers experience as a result of the demands of their jobs and duty to their communities. As a participant in the Center for Suicide Awareness's resiliency training program, I was personally reminded of the importance of self-care and the understanding of the importance of emotional, spiritual, physical, and social resilience.

Without proper education on officer resiliency, I fear the numbers of suicide for law enforcement officers will continue to devastate our LE community. Blue Help, an organization that tracks law enforcement suicides, has



knowledge changing life

Department of Emergency Medicine
Division of EMS Medicine

reported that at least 133 LEOs have died by suicide last year; as of February 8th, 2022, there have been at least 19 law enforcement suicides in the United States. Since 2017, there have been at least 17 law enforcement suicides in the State of Wisconsin. Law enforcement officers are five times more likely to have symptoms of post-traumatic stress than the general population. This is truly concerning.

In order to truly overcome the at risk behaviors that lead to suicide and the stigma of mental health problems, I encourage you to support this critical piece of legislation that would have a direct impact on the wellbeing of our LEOs. In addition to collecting data, this bill would lead to the development and implementation of a curriculum to improve the mental health of our frontline heroes and provide the much needed financial support to implement it.

For all these reasons, I believe it is critically important to pass this legislation. Please do not hesitate to contact me with any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "mchinn", written over a horizontal line.

Matthew Chinn, MD
Assistant Professor
Department of Emergency Medicine
Medical College of Wisconsin
Office: 414-955-1110
Email: mchinn@mcw.edu

To date, The Center for Suicide Awareness has trained and partnered with the following agencies/organizations in the resilience training curriculum:

North West Technical College – Continuing

University of Wisconsin Health - Continuing

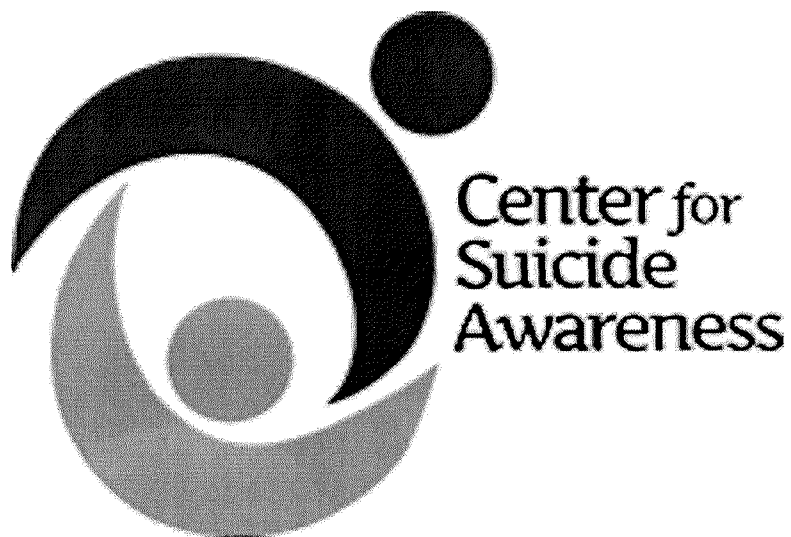
Middleton Police Department - Completed

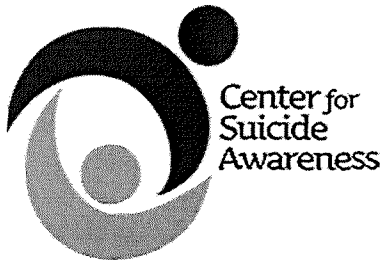
Menasha Police Department - Continuing

New Berlin Emergency Medical Services and Fire Department - Completed

Administration of Wisconsin Electrical Union – Completed

Total People to date: 106





OTHER BILLS THAT DIRECTLY NAME AN
ORGANIZATION



2021 ASSEMBLY BILL 927

January 28, 2022 - Introduced by Representatives SNYDER, SKOWRONSKI, ALLEN, CABRAL-GUEVARA, EDMING, MOSES, SHANKLAND and WICHGERS, cosponsored by Senators PETROWSKI, WIMBERGER, TESTIN, BERNIER, CARPENTER, JACQUE, PFAFF and WIRCH. Referred to Committee on State Affairs.

1 **AN ACT relating to:** a grant to the Wisconsin Lao Veterans of America, Inc., and
2 making an appropriation.

Analysis by the Legislative Reference Bureau

Under current law, the Department of Veterans Affairs may make grants from a certain biennial appropriation to nonprofit organizations in order to provide financial assistance or other services to veterans and their dependents. The grants may total up to \$250,000 annually, with a limit of \$25,000 per recipient. This bill requires DVA to make from the same appropriation a \$20,000 grant in the 2022-23 fiscal year to the Wisconsin Lao Veterans of America, Inc. in order to provide financial assistance or other services to Hmong-Lao individuals that assisted the United States during the Vietnam War.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

3 **SECTION 1. Nonstatutory provisions.**

4 (1) WISCONSIN LAO VETERANS OF AMERICA, INC. GRANT. Notwithstanding the
5 requirement under s. 45.46 that grants under that section be made in order to
6 provide financial assistance or other services to veterans and their dependents, from

ASSEMBLY BILL 927

SECTION 1

1 the appropriation under s. 20.485 (2) (th) the department of veterans affairs shall
2 make a \$20,000 grant in the 2022-23 fiscal year to the Wisconsin Lao Veterans of
3 America, Inc. for the purpose of providing financial assistance or other services to
4 Hmong-Lao individuals that assisted the United States during the Vietnam War.

5 (END)



2021 SENATE BILL 709

November 19, 2021 - Introduced by Senator ROTH, cosponsored by Representatives MURPHY, CABRAL-GUEVARA, KUGLITSCH, SORTWELL, TUSLER and WICHGERS. Referred to Committee on Veterans and Military Affairs and Constitution and Federalism.

1 **AN ACT relating to:** construction and renovation of a veterans village.

Analysis by the Legislative Reference Bureau

This bill requires the Department of Administration to award a grant of \$1,500,000 to the Wisconsin Veterans Village Association, Inc., to assist in the construction and renovation of a veterans village in Outagamie County providing housing, assisted living and end-of-life care, health care, and community resources to veterans. The bill requires the governor to allocate \$1,500,000 of the funds accepted under the federal American Rescue Plan Act of 2021 for the grant to Wisconsin Veterans Village Association, Inc., for assistance in the construction and renovation of the veterans village in Outagamie County.

For further information see the state fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

2 **SECTION 9101. Nonstatutory provisions; Administration.**

3 (1) VETERANS VILLAGE OUTAGAMIE COUNTY.

4 (a) From the moneys allocated under par. (b), the department of administration
5 shall award a grant of \$1,500,000 in the 2021-22 fiscal year to the Wisconsin

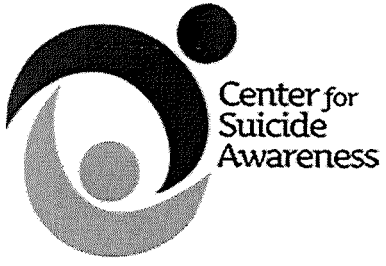
SENATE BILL 709

SECTION 9101

1 Veterans Village Association, Inc., to assist in the construction and renovation of a
2 veterans village in Outagamie County to provide housing, assisted living and
3 end-of-life care, health care, and community resources to veterans.

4 (b) Of the moneys the governor accepts from the federal government under s.
5 16.54 pursuant to section 602 of the federal Social Security Act as amended by the
6 federal American Rescue Plan Act of 2021, P.L. 117-2, the governor shall allocate
7 \$1,500,000 for the grant under par. (a).

8 (END)



DHS
NO STATE FISCAL EFFECT

Fiscal Estimate Narratives

DHS 11/8/2021

LRB Number	21-4727/1	Introduction Number	AB-0668	Estimate Type	Original
Description law enforcement officer suicide prevention and reporting and making an appropriation					

Assumptions Used in Arriving at Fiscal Estimate

This bill requires the Department of Justice (DOJ), in consultation with the Department of Health Services (DHS) and the Center for Suicide Awareness, to establish a training curriculum designed to prevent suicide by law enforcement officers. The bill also requires DOJ to collect data about law enforcement officer suicide and publish an annual report on officer suicide on DOJ's website.

The bill would authorize DOJ to provide an annual \$250,000 GPR grant to the Center for Suicide Awareness for the law enforcement officer suicide prevention training. Per the bill, the training must include the causes, behaviors, warning signs, and risk factors associated with law enforcement officer suicide. The training must also identify intervention strategies that can be used by law enforcement agencies to prevent law enforcement officer suicide, provide information on programs offering crisis intervention and counseling services to law enforcement officers, and the program must be made available to each law enforcement agency in the state as part of ongoing officer training.

The bill requires all persons in charge of law enforcement agencies to supply to DOJ data on law enforcement officer suicide within their agency, using instructions provided by DOJ. DOJ would also be able to audit the reports provided by law enforcement agencies and will share the data through the DOJ Internet site for use in suicide prevention and intervention studies. The proposed statutory language would not impact local human services departments.

DHS would be able to meet its obligations under the bill with existing staffing and resources. This bill would not have a fiscal effect for DHS or local human services departments.

Long-Range Fiscal Implications



UPCOMING TRAINING



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Course Description

SP-GC - Suicide Prevention and Resiliency for First Responders

Professionals and volunteers serving as first responders can become overwhelmed with situations they see on a daily basis. Unfortunately, most feel they can't talk about how it affects them. Resilient people are not as negatively impacted by hostile events, and after an adverse event, they recover faster and are more likely to experience post-event growth. No one is born resilient, rather they learn and flourish from life experiences.

The four domains are the areas of a person's life that capture the totality of how they experience and relate to others and themselves and being fit across the four domains will lead to a more resilient individual. These tenets are the key characteristics in an individual that foster resilience. The tenets include:

- Mental – the ability to effectively cope with unique mental stressors and challenges
- Physical – the ability to adapt and sustain healthy behaviors needed to enhance health and wellbeing
- Social – the ability to engage in healthy social networks that promote overall wellbeing and optimal performance
- Spiritual – the ability to strengthen a set of beliefs, principles, or values that sustain an individual's sense of wellbeing and purpose

Prerequisites & Other Information:

This class is being taught by members of the Center of Suicide Awareness.

The Center for Suicide Awareness is a 501 (c) (3) non-profit headquartered in Kaukauna, Wisconsin. The Center for Suicide Awareness is dedicated to preventing suicide through proactive education, training, emotional support, collaboration, and intervention. The vision of the Center is compassionate, readily accessible, barrier free and sustained support for any individual or entity in need, while free of any mental health stigma.

Cost:
No tuition is charged.

No feedback has been left for this course.

Course Specifics

Hours: 0.00
 Provider: Other
 Sponsor: N/A
 Disciplines: Fire Service
 Government Administration
 HazMat
 Health Care
 Human Services
 Law Enforcement
 Military
 Public Health
 Public Safety Communications
 Public Works
 Volunteer Organization
 Education
 Elected Official
 Emergency Management
 Emergency Medical Service

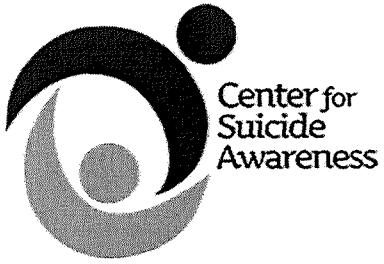
Available Classes

View	Course Number	Class Name	Location	Dates	Seats Available	
Q	SP-GC	Suicide Prevention and Resiliency for First Responders - 2022 Governor's Conference Pre Conference Training	Kalahari Resort Wisconsin Dells 1305 Kalahari Drive Wisconsin Dells, WI 53965	03/07/2022	19	View Details

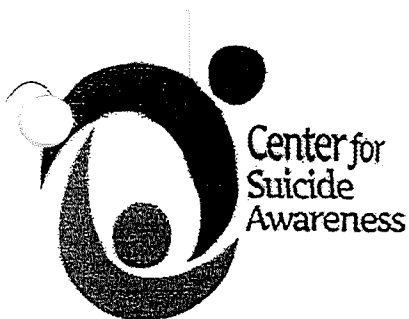
2400 Wright St., P.O. Box 7865, Madison WI, 53707-7865 | (608)242-3232

[Home](#) | [Schedule](#) | [Training Catalog](#) | [Related Links](#) | [Contact Info](#) | [Help and FAQ](#)





EVALUATIONS



Presentation Evaluation Form

Presentation Grade

5= Excellent;

4 = Good;

3 = Satisfactory;

2 = Some problems;

1 = Many problems;

Please also elaborate on likes/dislikes in the provided space below question!

Presenter(s): _____

Topic: _____

___ 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?

___ 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?

___ 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?

___ 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?

___ 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

___ 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

___ 7. Discussion: Were questions answered accurately, clearly, effectively?

___ 8. General Comments (use back as well if needed):



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Presenter(s): Barb, Amanda, Aaron

Topic: EMS Resilience

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5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

5 7. Discussion: Were questions answered accurately, clearly, effectively?

5 8. General Comments (use back as well if needed):



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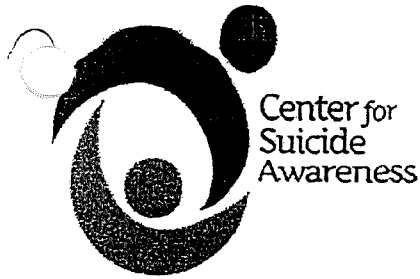
Presenter(s): Ann Farnsworth, Barb Bigalk, Amanda Bates

Topic: EMS Resilience

- 5 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?
- 4 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?
- 4 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?
- 5 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?
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- 5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?
- 5 7. Discussion: Were questions answered accurately, clearly, effectively?

 8. General Comments (use back as well if needed):

I came here for information to bring back to my agencies, but I think I'm



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Presenter(s): _____

Topic: EMS Resilience

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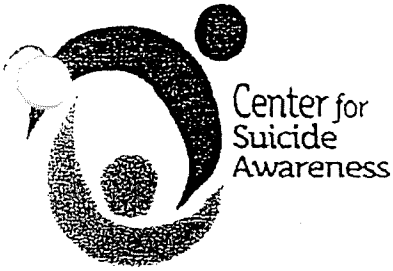
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5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

5 7. Discussion: Were questions answered accurately, clearly, effectively?

8 8. General Comments (use back as well if needed):

Really really well done. Will definitely ~~use~~ incorporate



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Presenter(s): _____

Topic: EMS Resilience

5 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?

Yes, all good stuff

5 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?

Yes

5 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?

Yes

5 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?

Yes

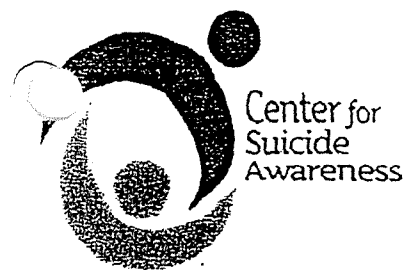
5 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

Thank you for your hard work today

5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

5 7. Discussion: Were questions answered accurately, clearly, effectively?

5 8. General Comments (use back as well if needed):



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Presenter(s): Barb, Aaron, Amanda

Topic: EMS Resilience

- 5 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?
made everyone feel very comfortable and open to sharing
- 5 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?
organization was clear - handout was nice
- 4 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?
would love content more specific to us (fire/ems), but it was very clear how this can all be applied
- 4 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?
slides were nice and not overwhelming
- 5 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?
All the material was presented very clearly
- 4 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?
enthusiastic presenters - your passion shows
- 5 7. Discussion: Were questions answered accurately, clearly, effectively?
All questions were addressed nicely
- 8 8. General Comments (use back as well if needed):



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Please also elaborate on likes/dislikes in the provided space below question!

Presenter(s): Aaron, Barb, Amanda

Topic: EMS Resilience

___ 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?

___ 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?
Yes.

___ 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?
I think the information is good, but it lacks information specifically for first responders. This was a good general suicide awareness training.

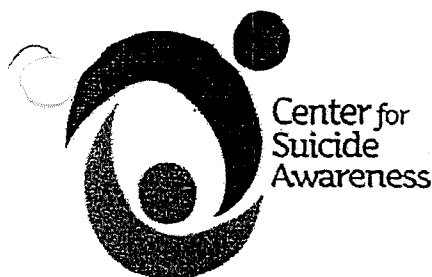
___ 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?
Enjoyed videos

___ 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

___ 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?
Yes. They are all very passionate.

___ 7. Discussion: Were questions answered accurately, clearly, effectively?
Yes

___ 8. General Comments (use back as well if needed):
Consider discussing the specific concerns of first responders.



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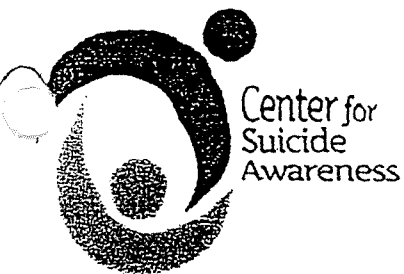
1 = Many problems;

Please also elaborate on likes/dislikes in the provided space below question!

Presenter(s): Barb & Aaron & Amanda

Topic: EMS Resilience

- 5 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed? Nil icebreaker to begin the day on a very heavy & subject material
- 5 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion? yes nice breaks good use of time, especially w/ tech issues
- 5 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date? Yes!
- 5 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared? slides with lots of content difficult to read
- 5 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed? Hard to put into 1 day but pleasantly surprised
- 5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used? Yes! Yes! Barb gets very soft/quiet Yes!
- 5 7. Discussion: Were questions answered accurately, clearly, effectively? Quiet group but what was asked - yes
- 5 8. General Comments (use back as well if needed): Hard to cover - we need to get talking - thank you!!!



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Presenter(s): Aaron, Barb, Amada

Topic: EMS Resilience

5 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?

4 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?

4 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?

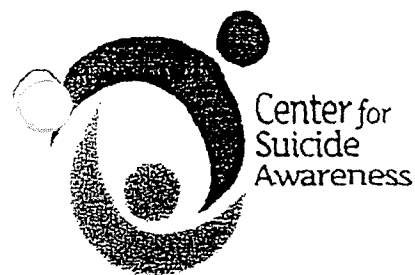
4 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?

4 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

4 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

5 7. Discussion: Were questions answered accurately, clearly, effectively?

 8. General Comments (use back as well if needed):



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Topic: EMS Resilience _____

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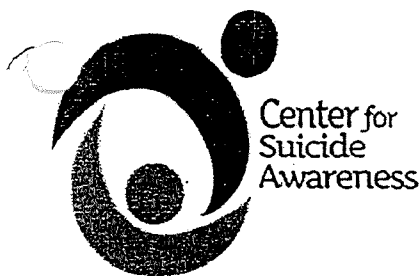
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5 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

5 7. Discussion: Were questions answered accurately, clearly, effectively?

 8. General Comments (use back as well if needed):



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Presenter(s): Aaron Wanserski + Barb Bigalke + Amanda

Topic: EMS Resilience

5 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?

GOOD poem..... Reminds us that we ~~can~~ choose our day + destiny with our choice of attitude.

4 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?

5 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?

5 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?

4 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

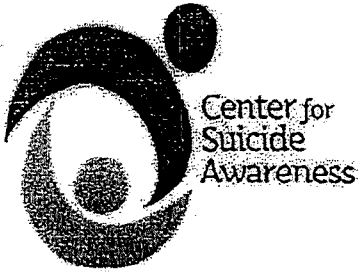
5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

Excellent! Shared valuable stories + insight

5 7. Discussion: Were questions answered accurately, clearly, effectively?

yes

5 8. General Comments (use back as well if needed): Thanks for your time + efforts



Center for
Suicide
Awareness

Presentation Evaluation Form

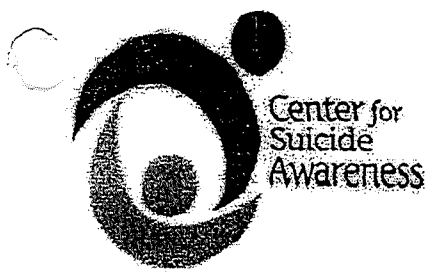
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Please also elaborate on likes/dislikes in the provided space below question!

Presenter(s): Mike Crum and Aaron Wanserski

Topic: Law Enforcement Resilience

- 5 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?
I enjoyed the fact that they both had different but yet relatable to the audience
- 5 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?
There was no awkward segways and it flowed smoothly.
- 5 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?
Aaron giving law enforcement background and Mike having social work/military- they were able to give genuine examples and hold conversation.
- 5 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?
The workbook was super handy.
- 5 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?
The recaps at the end of each unit was nice to pull it all together.
- 5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?
They were easy to listen to and I was impressed they remembered key points from what we said to make us feel heard.
- 4 7. Discussion: Were questions answered accurately, clearly, effectively?
We overthought some questions but being more open allowed better conversation.
- 5 8. General Comments: (use back as well if needed):
It was nice to have a training about discussions and practices before people are in crisis



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Topic: Law Enforcement Resilience

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4 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?

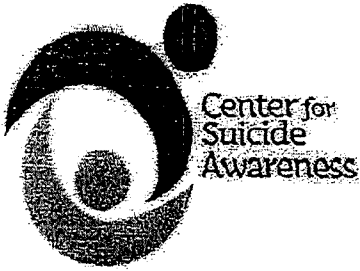
5 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?

4 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

4 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

4 7. Discussion: Were questions answered accurately, clearly, effectively?

4.5 8. General Comments (use back as well if needed):
 Great course! will refer to others!



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Presenter(s): Mike Crum and Aaron Wanserski

Topic: Law Enforcement Resilience

___ 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?

Yes

___ 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?

Yes

___ 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?

Yes

___ 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?

Yes.

___ 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

Yes

___ 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

Yes

___ 7. Discussion: Were questions answered accurately, clearly, effectively?

Yes

___ 8. General Comments (use back as well if needed):

Very good training! Very important & pertinent



Center for
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- 5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?
- 5 7. Discussion: Were questions answered accurately, clearly, effectively?
- 5 8. General Comments (use back as well if needed):



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Presenter(s): Mike Crum and Aaron Wanserski

Topic: Law Enforcement Resilience

5 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?

5 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?

The presentation was clearly organized and had clear goals and conclusions.

5 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?

Yes, the materials and information was very good.

5 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?

Very good. Well constructed.

5 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

Yes. Great job.

5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

5 7. Discussion: Were questions answered accurately, clearly, effectively?

Lots of good discussions. Very informative.

5 8. General Comments (use back as well if needed):

Great job!



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- 5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

- 5 7. Discussion: Were questions answered accurately, clearly, effectively?

- X 8. General Comments (use back as well if needed):



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Topic: Law Enforcement Resilience

5 1. Introduction: Did the introduction capture your interest? Was necessary background given? Was a clear purpose conveyed?

5 2. Organization: Was there a clear organization? Were transitions between sections clear and effective? Did the organization lead to a clear conclusion?

5 3. Content: Did the speakers support their points regarding resilience and first responders? Was the supporting material relevant, up to date?
Having each lesson be 1 hour, with a break given to rest before the next lesson

5 4. Visual Aids: Were visual aids used effectively and appropriately, carefully prepared?

5 5. Conclusion: Were key points reinforced? Was a sense of closure provided? If appropriate, was a course of action proposed?

5 6. Delivery: Was/were the speaker(s) natural, enthusiastic? Did they speak clearly? Were appropriate gestures, posture, expressions used?

5 7. Discussion: Were questions answered accurately, clearly, effectively?

8 8. General Comments (use back as well if needed):