



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Academic and Student Affairs Committee

DATE: November 19, 2024

TITLE: Law Enforcement Education Reform Update & POST
Board Proposed Changes

Action

Review and Discussion

This item is required by policy

PRESENTERS

Satasha Green-Stephen, Senior Vice Chancellor for Academic and Student Affairs
Erik Misselt, Executive Director, Minnesota Board of Peace Officer Standards and Training

PURPOSE

Minnesota State established the Taskforce on Law Enforcement Education Reform (LEER) in 2020 to establish priorities for law enforcement education. The discussion of the LEER will include updates on the taskforce recommendations. The discussion will also provide an update on the changes proposed by the POST Board and its implications for Minnesota State professional peace office education programs.

BACKGROUND INFORMATION

The Law Enforcement Education Reform (LEER) Taskforce was convened to address systemic inequities within law enforcement education, focusing on producing culturally competent, anti-racist graduates who can equitably serve all communities. Given that 86% of Minnesota's officers are trained through Minnesota State, these reforms present an opportunity to enhance law enforcement education statewide.

Summary of LEER Action Steps Requirements

The LEER Taskforce outlined action steps for educational programs focused on advancing recruitment, retention, and curriculum reform to close educational and career equity gaps in law enforcement. LEER's initiatives aim to strengthen pathways for recruiting and retaining BIPOC students, cultivating a workforce that reflects and serves diverse communities. Additionally, LEER's curriculum reform integrates cultural competency, anti-racism, and community responsiveness, ensuring that graduates possess the skills necessary for effective, equitable support that meets community needs.

Summary of Minnesota State's Internal Program Review Efforts for LEER Alignment

Minnesota State has adopted a coordinated approach to integrate LEER's action steps consistently across all campuses, ensuring every program meets the same high standards in cultural competency and anti-racism. Each campus completed a standardized file reflecting each of the categories and action steps, which included data-driven reflections and revisions to programs, where appropriate. A system office panel reviewed all submissions prior to approval of determining program's satisfaction of LEER action steps integration.

In addition to integrating LEER action steps, the program review process also required institutions to align their program learning outcomes with PPOE learning objectives outlined in Category 1.6. Institutions demonstrated how these requirements are met within existing curricula or indicated necessary modifications for comprehensive integration. Additionally, each program provided a map of learning outcomes achieved through required courses. This mapping illustrated specific pedagogies that support the strategic attainment of program objectives throughout the student journey, ensuring alignment with both LEER and PPOE standards.

Summary of current status of LEER work (fall 2022 – present)

The Minnesota State College and University System's LEER Program Review has been successfully completed across Peace Officer/Public Safety and Criminal Justice program offerings, encompassing all 24 participating institutions, including 20 that are POST certified. Each institution conducted program reviews in line with LEER Task Force action items, tailoring implementation based on their unique capacities and resources. This extensive review process underscored both strengths and areas for growth within programs.

All POST-certified institutions demonstrated alignment through clear Program Learning Outcomes, course mapping, or comprehensive matrices linking programs to PPOE learning objectives of Category 1.6. Notable examples of this alignment include curriculum revisions at Northland Community & Technical College, Minnesota North, and Fond du Lac Tribal & Community College. These institutions have refined their learning outcomes to more clearly convey the achievements required for program completion, thereby reinforcing their commitments to LEER curriculum goals and PPOE learning objectives.