



ABLE Instructor Role Overview

ABLE instructors are responsible for advancing ABLE training within their agencies, providing instruction to officers on active bystandership, and equipping officers with the skills and tools they need to effectively intervene, and accept interventions, to prevent or stop harm.

ACE instructors are chosen based on positive classroom evaluations and a unique desire to provide ABLE instruction statewide. ACE instructors are paid for their time instructing and travel by the ABLE Center of Excellence. If you desire to be an ACE recognized instructor, please email Chief Max Geron (ret.) at MGeron@MMHPI.org

Potential instructors must successfully complete the twenty-hour virtual ABLE Train-the-Trainer (TTT) session to be certified as an ABLE instructor. Agency leadership must ensure candidates are given uninterrupted time to attend the events and to complete assignments, including ensuring that TTT participants are NOT assigned to work shifts or take on projects during the week of TTT training that could interfere with the training, homework, or independent study.

During the TTT course, potential instructors learn about the science behind active bystandership, encounter real-world case studies and role play realistic scenarios, study the strategies and tactics of giving and receiving an intervention, and are trained in teaching ABLE to others.

Once they have successfully completed the required training, as confirmed by the ABLE team, two or more ABLE-certified instructors teach classes of no more than 25-30 officers. All training materials are provided by ABLE and retained by the ACE for updates. Instructors must adhere to the content, organization, and timing of the curriculum and may not add or change content without the prior written approval of the National ABLE Director. In Texas material changes must also be approved by TCOLE for TCOLE courses 5316 and 5317.

Role and Responsibilities

ABLE Instructors will be expected to:

- Train classes of no more than 25 officers at their agency in the 8-hour ABLE curriculum, using the materials provided by ABLE. Two or more ABLE-certified instructors must teach each 8-hour class.
- Train officers in the yearly two-hour ABLE refresher training, using the materials provided by ABLE. Refresher training classes may be led by one or more ABLE-certified instructors.
- Be prepared to answer questions from officers and be equipped to address hesitation or resistance to the ideas put forth in the program.

ABLE ACE Instructors will be expected to:

- Train classes of no more than 25 officers statewide or in your regional area as requested by ACE in the 8-hour ABLE curriculum, using the materials provided by ABLE. Two or more ABLE-certified instructors must teach each 8-hour class. ACE instructors may teach with another ACE instructor or alongside an instructor for the department being trained.
- Sign up to teach for monthly ABLE courses provided by the ACE or accept at least one teaching assignment every 90 days by the ACE.
- Mentor new ABLE instructors upon request and availability.
- Train officers in the yearly two-hour ABLE refresher training, using the materials provided by ABLE. Refresher training classes may be led by one or more ABLE-certified instructors.
- Submit invoices for reimbursement timely and provide 72 hours' notice of a need to cancel an accepted session.
- Be prepared to answer questions from officers and be equipped to address hesitation or resistance to the ideas put forth in the program.

- Be knowledgeable about the agency's wellness program and available services, and be prepared to direct officers in need to the appropriate resources.
- Attend annual refresher trainings to receive updates regarding the ABLE 8-hour curriculum and to receive training on the annual refresher curriculum.
- Communicate with the agency's designated ABLE Program Coordinator regarding any problems, questions, or areas of concern.
- Be a model of the ABLE standards both on and off duty, and practice active bystandership to prevent or stop harm as needed.

Required Skills and Qualifications

Instructors should possess:

- A passionate belief in active bystandership and an understanding of the philosophy;
- An innovative mindset;
- A natural ability to teach and a genuine desire to become skilled at training;
- A love of learning;
- Excellent listening skills;
- Strong knowledge of your agency's employee wellness program and other available resources;
- Credibility and a high degree of respect from other officers at their agency; and
- Basic technological skills: knowledge of PowerPoint presentation facilitation and projector management. If teaching virtually, instructors must also be able to use video conferencing software (Zoom, Microsoft Teams, Cisco WebEx, etc.) and its features such as break-out rooms and screen-sharing, simple technology troubleshooting.

Additionally, instructors should be comfortable sharing their own stories of intervention (as applicable), and/or of instances in their own experience where active bystandership could have been helpful. We find that instructors with recent patrol experience tend to have more credibility when speaking to classes about opportunities to intervene on the job. While it may be helpful to have instructors from a variety of backgrounds, we suggest that *at least* one instructor for each class has current or recent patrol experience.

Selection Process

Your agency may wish to implement an application process for individuals interested in becoming ABLE instructors. We suggest asking for the following as part of the application

process:

- A cover letter (no more than 1-2 pages) explaining their interest in becoming an ABLE instructor and their understanding of, and commitment to, the ABLE standards;
- Most recent annual evaluation;
- Internal Affairs history (candidates should have no sustained misconduct complaints within the past 24 months);
- Statement of support from the individual's direct supervisor indicating a willingness to allow the individual to complete instructor duties as part of their regular tour of duty (unless you plan to offer overtime).

As an ACE instructor we will host a brief interview to determine your wish to become part of the ACE and your availability to provide instruction. We will also request no fewer than 2 course evaluations completed by students. Interview questions may include:

- Why are you interested in becoming an ABLE instructor? What do you think you personally will bring to the role?
- How do you think serving as an ACE instructor will benefit you, and how do you think it will benefit your fellow officers across the state?
- Tell me about a time when you noticed a potential need for an intervention. How did you handle it? (It's okay if the person didn't intervene at the time; you want to see how they reflect on the experience and how they talk about how they might handle it differently today.)
- You may receive pushback from some officers while you are teaching. How do you plan to address this pushback? How will you adjust if you feel the class is getting off-track?
- Do you foresee any obstacles to your availability to provide ABLE instruction at least once every 90 days? If yes, do you have any ideas on how to overcome those obstacles?