

Police Training Solutions

Professional * Relevant

21st Century Sergeants' Academy
Hosted by Douglas County Sheriff's Office

To resolve today's challenges in law enforcement you need strong supervisory and leadership skills every day. Each shift brings new challenges and opportunities for the first-line supervisor or sergeant to improve morale and performance.

The goal of leadership in today's environment is to combine technical and leadership skills in an empathetic way to set the example, train your people on how to do the job right, correct deficiencies in performance respectfully, and use tactical leadership skills when necessary to resolve problems. A strong first-line leader sets the standard for performance, collaborates with their officers to achieve common goals, and helps make the department's best resource, the officers, better.

Police Training Solution's 21st Century Sergeants Academy will provide you with numerous practical take-away skills to be an effective leader. This training is designed for Sergeants by an experienced police Sergeant.

The key blocks of instruction are:

- Transformational Leadership
- Tactical Leadership
- Incident Screening and Reporting
- Correcting, Documenting and Reporting performance issues
- Practical Supervisory Skills
- Sergeants Investigation of Force and Critical Analysis of Force
- Mentoring, Coaching, Counseling and Roll Call Training

Course Instructor

Tom Ovens is an experienced trainer, police officer and use of force expert whose agency worked under the most current national best practices established for police. The skills in this course are taken from around the country and have been through the crucible of review under a settlement agreement with the Department of Justice. Tom was a Police Sergeant for over a decade with a mid-size and large agency. He has over 24 years of experience testifying in court and consulting as an expert witness at the federal and state level on use of force and police practices (over two hundred cases). Tom is a nationally recognized expert on use of force. He provides a unique and valuable perspective on how agencies and officers can best navigate the fluid and constantly changing environment in which they must now operate.

Course details:

Duration: 40 hours – 5 consecutive days

Dates: September 21st to September 25th, 2026.

Location: Law and Justice Center, 100 19th St NW East Wenatchee, WA 98802

Audience: Sworn Supervisors, Acting Supervisors and those seeking promotion

Tuition: \$975. No shows without proper notice will be billed for the full tuition cost.

Scholarships

[Washington Counties Risk Pool](#) (WCRP) will pay one seat per member county, limit of five paid seats membership-wide, first come first served. Police Training Solutions will bill WCRP directly, and students must complete the training to avoid repaying WCRP for the paid tuition.

[AWC's Risk Management Service Agency](#) (AWC-RMSA) will reimburse 50% of the registration cost for member attendees. Those interested should contact RMSA at RMSA@awcnet.org for approval *prior to registering*, and with approval, will be reimbursed upon completion of the course.

Register by contacting Mr. Ovens at Tom@policetrainingsolutions.com or please visit our website at www.policetrainingsolutions.com