SWAT TEAM LEADER DEVELOPMENT

COURSE OVERVIEW AND INSTRUCTIONAL GOALS

COURSE LENGTH: 40 Hours  5 Days

COURSE OVERVIEW

This course is designed for law enforcement personnel who are responsible for deploying in the capacity as a SWAT Team Leader or as a supervisor who is responsible for the training and deployment of tactical teams. The focus of this training will be on pre-incident training, planning, organizing, and the tactical decision-making process used in the resolution of high-risk operations. Also included in the curriculum is an overview of SWAT training topics including selection and testing, training issues and liability, national SWAT standards and critical incident reviews. Practical applications will consist of scouting and planning warrants, small team planning, tactics used in the resolution of critical incidents, and the review of tactical incidents and videos. Attendees will participate in-group discussions, write operations orders, and develop training plans, plus critique and evaluate tactics and decisions based on a principle based SWAT decision-making process.

INSTRUCTIONAL GOALS

Upon completion of this course the attendee will be familiar with:

1. NTOA Tactical Response & Operational Standards for Law Enforcement
2. Recruitment, Selection, and Training of SWAT Personnel
3. Team Leader Legal Liability Concepts
4. SWAT Structure and Leadership
5. Survival for the Tactical Team Leader
7. Team Leaders and the OODA Loop
8. Less Lethal Tactical Decision-Making
9. High-Risk Warrant Planning
10. Resolution of Barricaded Subjects
11. Hostage Rescue Operations
12. Principle Based Decision-Making Review
13. Incident Reviews from Past Operations
SWAT TEAM LEADER DEVELOPMENT
DAY TO DAY / HOUR TO HOUR AGENDA

DAY ONE

Hours: Instruction:
0800-0830 Course Administration
0830-0930 NTOA Tactical Response and Operations Standards for Law Enforcement
0930-1100 Recruitment, Selection, and Testing of SWAT Personnel
1100-1200 Lunch
1200-1400 Team Leader Legal Liability Concepts
1400-1600 SWAT Team Structure and Leadership
1600-1700 Incident Debrief

DAY TWO

Hours: Instruction:
0800-0830 Group Review and Discussion
0830-1030 Survival for the Tactical Team Leader
1030-1200 Strategy, Training, and Mission Planning
1200-1300 Lunch
1300-1500 Team Leaders and the OODA Loop
1500-1700 Incident Debrief

DAY THREE

Hours: Instruction:
0800-0830 Group Review and Discussion
0830-1030 Less Lethal Tactical Decision-Making
1030-1200 Incident Debrief
1200-1300 Lunch
1300-1500 High-Risk Warrant Service
1500-1700 High-Risk Warrant Service Exercise and Briefings
### DAY FOUR

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<th>Hours</th>
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<tbody>
<tr>
<td>0800-0830</td>
<td>Group Review and Discussion</td>
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<tr>
<td>0830-1130</td>
<td>Resolution of Barricaded Suspects</td>
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<td>1130-1230</td>
<td>Lunch</td>
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<tr>
<td>1230-1400</td>
<td>Incident Debrief</td>
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<tr>
<td>1400-1700</td>
<td>Hostage Rescue</td>
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### DAY FIVE

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<th>Hours</th>
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<tr>
<td>0800-0930</td>
<td>Incident Debrief</td>
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<tr>
<td>0930-1230</td>
<td>Hostage Rescue Exercise and Briefings</td>
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<tr>
<td>1230-1330</td>
<td>Lunch</td>
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<tr>
<td>1330-1500</td>
<td>Principle Based Decision-Making Review</td>
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<tr>
<td>1500-1630</td>
<td>Team Leader Written Test</td>
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<tr>
<td>1630-1700</td>
<td>Course Closeout</td>
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COURSE OUTLINE

I. Preface
   A. Course Overview
   B. Instructional Goals
   C. Agenda
   D. Outline
   E. Co-Host Logistics

II. NTOA Tactical Response and Operations Standards for Law Enforcement
   A. Purpose of Standardization
   B. Scope of Standards
   C. Defining Tactical Law Enforcement Operations
   D. Tactical Capabilities
   E. Common Terminology

III. Recruitment, Selection, and Testing of SWAT Personnel
   A. Recruiting for SWAT
   B. Testing Factors
   C. Essential Job Functions
   D. Retention of SWAT Personnel
   E. Legal liability

IV. Team Leader Legal Liability Concepts
   A. Understanding Civil Liability and Awareness on How to Avoid Civil Litigation
   B. Defining Qualified Immunity
   C. Understanding the Seven General Theories of Liability
   D. Understanding Use of Force Case Law
   E. Understanding the Importance of Training

V. SWAT Team Structure and Leadership
   A. Understanding the Mission of SWAT
   B. Understanding Team Composition, Roles, Command and Control
   C. Understanding the Importance of Leadership during Incidents, Past Problems and other Issues

VI. Survival for the Tactical Team Leader
   A. Officer-Down Principles and Tactics
   B. Understanding the Tactical Decision-Making Process and How It Applies to SWAT Incidents
   C. Understanding Mission Based Movement and Increasing Officer Safety
   D. Training the Proper Tactical and Warrior Mindset

VII. Strategy, Training, and Mission Planning
   A. Developing Training Plans
B. SWAT Tactical Doctrine  
C. Tactical Planning  
D. Developing Tactical Plans and the Planning Process

VIII. Team Leaders and the OODA Loop  
A. Mindset  
B. Understanding Law Enforcement Crises  
C. Boyd’s OODA Loop  
D. Tactical Decision-Making Process  
E. Understanding how the OODA Loop related to SWAT Movement and Operations

IX. Less Lethal Tactical Decision-Making  
A. Review and Understand the Less Lethal Decision-Making Process  
B. Less Lethal Projectiles and How They Work  
C. Chemical Agents and their Use, Type, and Tactical Considerations  
D. Flash Sound Diversionary Devices

X. High-Risk Warrant Service  
A. Criteria for SWAT  
B. Risk Assessment  
C. Mission Planning  
D. Tactical Options

XI. Resolution of Barricaded Suspects  
A. Response to Barricaded Suspect Situations  
B. Risk Assessment  
C. Defining Roles  
D. Tactical Options  
E. Duties and Responsibilities

XII. Hostage Rescue Overview  
A. Response to Hostage Situations  
B. Risk Assessment  
C. Force Options  
D. Crisis Negotiations Team (CNT) Strategies and Considerations  
E. Tactical Operations Center (TOC) Considerations

XIII. Hostage Rescue Tabletop Exercise
XIV.  Principle Based Decision-Making Review

A.  Understanding the Priorities of Life and Decision-Making Process
B.  Understand the Importance of Time Tested Concepts Related to Time, Suspects, and Tactics
C.  Understanding the Basics of Call-Outs, Tactical Response to Barricades, Warrants, and Hostage Situations
D.  Understand the Role of the SWAT Team Leader for Developing the Team and Meeting Operational Challenges

XV.  Team Leader Written Test
SWAT TEAM LEADER DEVELOPMENT
CO-HOST LOGISTIC REQUIREMENTS

CLASSROOM

Adequate seating for up to 34 students with tables, good ventilation
Marker board & markers
Flip chart with paper

AUDIO VISUAL

LCD Projector for computer presentation
Large projection screen (minimum of 6’x6’ screen size)
Speaker system to connect to laptop for audio
Extension cord and power strip
AV table or cart

OTHER

Access to copier
SWAT TEAM LEADER DEVELOPMENT

STUDENT EQUIPMENT LIST

INDIVIDUAL

Law Enforcement I. D.
This course is conducted entirely in the classroom
Laptop is helpful to the student, but not mandatory
Business casual dress may be worn
SWAT call-out forms and briefing forms
After Action Report forms

RECOMMENDED READING: STUDENTS ARE ENCOURAGED TO BRING TO CLASS FOR DISCUSSION & REVIEW:

“Leadership and Training for the Fight: A Few Thoughts on Leadership and Training by a Former Special Operations Soldier” By MSF Paul R. Howe

“Sound Doctrine: A Tactical Primer” By Charles Sid Heal