



## **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
6. Strategy, Training, and Mission Planning
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

<b>Hours:</b>	<b>Instruction:</b>
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

<b>Hours:</b>	<b>Instruction:</b>
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

<b>Hours:</b>	<b>Instruction:</b>
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**

**Hours:**

0800-0830

0830-1130

1130-1230

1230-1400

1400-1700

**Instruction:**

Group Review and Discussion

Resolution of Barricaded Suspects

Lunch

Incident Debrief

Hostage Rescue

#### **DAY FIVE**

**Hours:**

0800-0930

0930-1230

1230-1330

1330-1500

1500-1630

1630-1700

**Instruction:**

Incident Debrief

Hostage Rescue Exercise and Briefings

Lunch

Principle Based Decision-Making Review

Team Leader Written Test

Course Closeout



## SWAT TEAM LEADER DEVELOPMENT

### 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