

Comparative Compliance Training Program Objectives

Implementation by December 1, 2024

Approved by the Maryland Police Training and Standards Commission on January 24, 2024.



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- All objectives apply to the police officer trainee.
- Terminal objectives must be taught and tested/assessed.
- Enabling objectives must be taught.
- “Identify” objectives refer to knowledge.
- “Given a scenario” objectives refer to the application of knowledge. The scenario may be hypothetical, or it may be physically acted out.
- “Demonstrate” objectives require physical demonstration of a skill and/or a physically acted out scenario. These demonstrated objectives are indicated with an asterisk (*).

Comparative Compliance Training Program Objectives

Section 1: Organizational Principles and Law		
Terminal	Enabling	
01.01		Identify the requirements for receiving certification as a police officer in the State of Maryland.
01.02		Identify the requirements for maintaining certification as a police officer in the State of Maryland.
01.03		Identify the potential consequences if a police officer performs official duties without a valid certification from the Maryland Police Training and Standards Commission.
01.04		Identify professional development activities which may enhance a police officer's career.
01.05		Identify the importance of discipline to an efficient police organization.
	01.05.01	Identify procedures and categories of misconduct incorporated in Maryland's Statewide Police Disciplinary Matrix.
	01.05.02	Define "aggravating factors".
	01.05.03	Define "mitigating factors".
01.07		Given a scenario, use reference material to determine whether the elements of any crimes are present.
	01.07.01	Identify the basic elements of Child Abduction and Kidnapping.
	01.07.02	Identify the basic elements of Rape.
	01.07.03	Identify the basic elements of Sexual Offenses.
	01.07.04	Identify the basic elements of Hate Crimes.
	01.07.05	Identify the basic elements of Stalking.
	01.07.06	Identify the basic elements of Reckless Endangerment.
	01.07.07	Identify the basic elements of Resisting a Lawful Arrest.
	01.07.08	Identify the basic elements of Robbery.
	01.07.09	Identify the basic elements of Theft.
	01.07.10	Identify the basic elements of Trespassing.
	01.07.11	Identify the basic elements of crimes involving Dangerous Weapons.
	01.07.12	Identify the basic elements of crimes involving Wearing, Carrying, or Transporting a Handgun.
	01.07.13	Identify the basic elements of crimes involving Alcohol Beverage Laws.
	01.07.14	Identify the basic elements of Arson.
	01.07.15	Identify the basic elements of Burglary.
	01.07.16	Identify the basic elements of Carjacking.
	01.07.17	Identify the basic elements of Child Abuse.
	01.07.18	Identify the basic elements of Disorderly Conduct.
	01.07.19	Identify the basic elements of crimes involving Domestic Violence.
	01.07.20	Identify the basic elements of Escape.
	01.07.21	Identify the basic elements of False Report of a Crime.
	01.07.22	Identify the basic elements of Fraud.
	01.07.23	Identify the basic elements of Forgery.
	01.07.24	Identify the basic elements of Interfering with a Police Officer Making a Lawful Arrest.
	01.07.25	Identify the basic elements of crimes involving Vehicular Homicide.
	01.07.26	Identify the basic elements of Indecent Exposure.
	01.07.27	Identify the basic elements of Manslaughter.
	01.07.28	Identify the basic elements of Murder.
	01.07.29	Identify the basic elements of crimes involving Controlled Dangerous Substances (CDS).

Comparative Compliance Training Program Objectives

Section 1: Organizational Principles and Law		
Terminal	Enabling	
	01.07.30	Identify the basic elements of Assault 1 st Degree.
	01.07.31	Identify the basic elements of Assault 2 nd Degree.
	01.07.32	Identify the basic elements of Aggravated Cruelty to Animals.
	01.07.33	Identify the basic elements of crimes involving Dogfighting.
	01.07.34	Identify the basic elements of Identity Theft.
	01.07.35	Identify the basic elements of Human Trafficking.
	01.07.36	Identify the basic elements of Threats of Mass Violence.
01.08		Identify the legal requirements to lawfully detain a person.
	01.08.01	Identify the legal requirements for an investigative stop.
	01.08.02	Identify the legal requirements for detaining a witness.
01.09		Identify the legal requirements to make a lawful arrest.
	01.09.01	Define "arrest".
	01.09.02	Identify the legal requirements for a warrantless misdemeanor arrest.
	01.09.03	Identify the legal requirements specific to a reported incident of misdemeanor domestic violence.
	01.09.04	Identify the legal requirements for a warrantless felony arrest.
01.10		Identify basic juvenile law concepts.
	01.10.01	Identify criminal violations for which a juvenile may be charged as an adult.
	01.10.02	Identify criminal violations for which a juvenile must be charged as an adult.
	01.10.03	Identify the minimum age of juvenile court jurisdiction.
	01.10.04	Identify the legal requirements for interrogation of juveniles.
	01.10.05	Define "Child in Need of Supervision (CINS)".
	01.10.06	Define "Child in Need of Assistance (CINA)".
	01.10.07	Define "delinquent act".
01.12		Demonstrate completing and issuing a civil citation.*
	01.12.01	Identify violations for which a civil citation may be issued.
	01.12.02	Identify the procedures for issuing a civil citation.
01.13		Demonstrate completing and issuing a criminal citation.*
	01.13.01	Identify violations for which a criminal citation may be issued.
	01.13.02	Identify the procedures for issuing a criminal citation.
01.16		Identify the procedures to apply for and serve court orders.
	01.16.01	Identify the procedure to apply for and serve a summons.
	01.16.02	Identify the procedure to apply for and serve probate orders, if applicable.
	01.16.03	Identify the procedure to apply for and serve a writ, if applicable.
	01.16.04	Identify the procedure to apply for and serve a subpoena, if applicable.
	01.16.05	Identify the procedure for serving an eviction order, if applicable.
	01.16.06	Identify the procedure for serving a property repossession order, if applicable.
	01.16.07	Identify the procedure to apply for and serve a protective order.
	01.16.08	Identify the procedure to apply for and serve a peace order.
	01.16.09	Identify the procedure to apply for and serve extreme risk protective orders.
	01.16.10	Identify the procedure to apply for and serve an arrest warrant.
	01.16.11	Identify the procedure to apply for and serve a search warrant.

Comparative Compliance Training Program Objectives

Section 1: Organizational Principles and Law		
Terminal	Enabling	
01.17		Identify the legal requirements to conduct a stop or search based on evidence of cannabis.
	01.17.01	Identify the limits on stops and searches based on the odor of cannabis.
	01.17.02	Identify the limits on stops and searches based on a personal use amount of cannabis.
	01.17.03	Identify the limits on stops and searches based on the presence of cash or currency in proximity to cannabis.
01.19		Identify the procedures for handling citizen complaints according to the Maryland Uniform Complaint Process.
01.27		Identify a police officer's legal responsibilities to intervene when another police officer is using unnecessary force or acting outside the scope of their duties.
01.28		Given a scenario, determine what level of use of force is justified.
	01.28.01	Define "reasonable".
	01.28.02	Define "necessary".
	01.28.03	Define "proportional".
	01.28.04	Define "deadly force".
	01.28.05	Identify legal requirements related to a police officer's use of force based upon Maryland law.
	01.28.06	Identify how a suspect's level of resistance may impact the level/type of force used by a police officer.
	01.28.07	Identify specific conditions or factors that may impact the level/type of force used by a police officer.
	01.28.08	Identify Maryland law related to police use of chokeholds.
01.29		Identify the consequences of police officer actions that are not legal.
	01.29.01	Identify the consequences of an illegal search.
	01.29.02	Identify the consequences of an illegal arrest.
	01.29.03	Identify the consequences of an illegal stop.
	01.29.04	Identify the consequences of an illegal interrogation.
	01.29.05	Identify the consequences of an illegal use of force.
	01.29.06	Identify the consequences of an illegal denial of 1 st Amendment rights.
01.31		Identify behavior that could constitute sexual harassment.
	01.31.01	Define "quid pro quo".
	01.31.02	Define "hostile work environment".
	01.31.03	Identify how to report a complaint of sexual harassment.
	01.31.04	Identify the consequences of sexual harassment under Maryland and Federal law.

Comparative Compliance Training Program Objectives

Section 2: Patrol		
Terminal	Enabling	
02.09		Demonstrate responding to an active threat situation, including room entry and clearing, locating suspects, target identification, and containing/ stopping the threat.*
	02.09.01	Identify the primary responsibility of a police officer responding to an active threat.
	02.09.02	Identify specific threat and safety concerns to be considered when responding to an active threat.
	02.09.03	Identify room entry and room clearing tactics.
	02.09.04	Identify tactics utilized to locate an active threat suspect.
	02.09.05	Identify tactics utilized to contain and/or stop an active threat suspect.
	02.09.06	Identify target identification tactics in an active threat situation.
	02.09.07	Identify the role and responsibilities of police officers during Rescue Task Force operations.
02.15		Identify basic elements of community policing.
	02.15.01	Identify the value of community engagement and partnerships.
	02.15.02	Identify the value of a problem-solving approach to crime and disorder.
	02.15.03	Identify the value of positive interactions in police-public contacts.
02.18		Identify criminal activities associated with gangs.
	02.18.01	Define "gang".
	02.18.02	Identify criminal gangs active in the U.S. and locally.
	02.18.03	Identify factors that motivate individuals to join gangs.
	02.18.04	Identify reasons to consider the gang affiliation of a person involved in a crime or other incident.
	02.18.05	Identify strategies for preventing and controlling gang activity.

Comparative Compliance Training Program Objectives

Section 3: Traffic		
Terminal	Enabling	
03.03		Identify options a violator may exercise in response to a traffic citation.
03.04		Identify situations when an arrest is the appropriate response during a traffic stop.
03.05		Identify a police officer's options if a violator refuses to sign a traffic citation.
03.06		Given a scenario, determine that there is a traffic violation and identify it by common name, classification, and section number.
03.10		Successfully complete a Driving Under the Influence Detection and Standardized Field Sobriety Testing Course as recognized by the Maryland Police and Correctional Training Commissions.
03.16		Given a scenario, investigate a simulated motor vehicle collision.
	03.16.01	Identify those situations that fit the definition of a traffic collision.
	03.16.02	Identify how to gather complete and appropriate information from drivers and witnesses at a traffic collision scene.
	03.16.03	Identify types of physical evidence a police officer should look for at the scene of a traffic collision, such as final position of vehicles, tire marks, metal scars, debris, fixed objects.
	03.16.04	Identify the reasons for gathering evidence at a collision scene as soon as possible.
	03.16.05	Identify circumstances that dictate the need for photographs and technical expertise at the scene of a collision.
	03.16.06	Identify circumstances in which a follow-up investigation is needed for a traffic collision.
03.17		Demonstrate completing and issuing a traffic citation.*
03.18		Identify instances when a police officer may tow, store, or impound a vehicle.
	03.18.01	Identify the process to inventory property found in a vehicle.
	03.18.02	Identify reporting requirements for a vehicle inventory.
	03.18.03	Identify procedures for requesting a tow truck to store a vehicle
03.19		Demonstrate completing a Maryland motor vehicle collision report.

Comparative Compliance Training Program Objectives

Section 4: Criminal Investigation		
Terminal	Enabling	
04.02		Identify responsibilities of a police officer who discovers or is first to respond to a crime scene.
	04.02.01	Identify techniques to contain a crime scene, not allowing unauthorized police officers or citizens access to the area.
	04.02.02	Identify the importance of separating witnesses as soon as it is practical at the scene of an investigation.
	04.02.03	Identify factors to be considered in locating, identifying, and retaining witnesses at the scene of a crime.
	04.02.04	Define “perimeter of the crime scene”.
	04.02.05	Identify the elements of a crime scene which would require attention of specialists.
04.03		Identify basic considerations when conducting a criminal investigation.
	04.03.01	Identify basic considerations when investigating crimes against persons.
	04.03.02	Identify basic considerations when investigating crimes against property.
04.04		Identify available resources to review criminal activity in assigned area.
04.05		Identify resources pertaining to crime victims.
	04.05.01	Identify the police officer’s responsibility to inform a crime victim of their rights under Maryland law.
	04.05.02	Identify the rights of sexual assault victims under Maryland law.
	04.05.03	Identify the rights of human trafficking victims under Maryland law.
	04.05.04	Identify the rights of identity theft victims under Federal law.
04.13		Identify the basic responsibilities of the police officer when investigating a rape or sexual offense.
04.14		Identify the basic responsibilities of the police officer when investigating domestic violence.
	04.14.01	Identify methods for documenting physical injuries in cases of domestic violence.
	04.14.02	Identify the police officer’s responsibility to protect a domestic violence victim during the reporting process.
	04.14.03	Identify the police officer’s responsibility to accompany a domestic violence victim to the family home.
04.16		Identify the basic responsibilities of the police officer when investigating hate crimes, including the recognition of, response to, and reporting of incidents.
04.23		Identify the basic responsibilities of the police officer when investigating the crime of identity theft.
04.24		Demonstrate the application of an MPTSC approved lethality assessment tool while investigating a domestic violence situation.*
	04.24.01	Identify the purpose and importance of conducting a lethality assessment.
04.25		Identify the basic responsibilities of the police officer when investigating the crime of Human Trafficking.
04.26		Identify types of child exploitation.

Comparative Compliance Training Program Objectives

Section 5: Emergency Medical Care		
Terminal	Enabling	
05.03		Successfully complete an emergency medical care program approved by MPTSC.
	05.03.01	Identify circumstances in which a person under the influence of alcohol or CDS should be transported to a hospital.
	05.03.02	Identify procedures for administering Naloxone (Narcan) to a person experiencing an opioid overdose.
	05.03.03	Identify legal protections that apply to any person who seeks, provides, or assists with the provision of medical assistance as the result of a person ingesting or using alcohol or drugs.
05.04		Demonstrate methods for addressing a trauma wound that poses an imminent threat to life.
05.05		Identify measures a police officer must take for self-protection and clean-up for infectious diseases, blood borne pathogens, etc.
05.06		Identify a police officer's first aid responsibilities to a person injured as a result of a police action.
05.07		Identify a police officer's responsibilities to a semi-conscious or unconscious suspect.

Comparative Compliance Training Program Objectives

Section 6: Communications		
Terminal	Enabling	
06.01		Identify the importance of cultural awareness for police officers.
	06.01.01	Define “cultural diversity”.
	06.01.02	Define “sexual orientation”.
	06.01.03	Define “gender identity”.
	06.01.04	Identify ways that police officers can show respect for cultural diversity.
06.02		Demonstrate communication that contributes to a positive response from the public.*
	06.02.01	Identify communication that contributes to a negative response from the public, such as profanity and offensive terminology.
	06.02.02	Identify personal factors that affect an individual's perception of communication, such as native language and past experiences.
	06.02.03	Identify non-verbal factors that affect an individual's perception of communication, such as body language and emotions.
	06.02.04	Identify considerations and methods for delivering a death notification.
06.03		Identify the elements of procedural justice in interactions with the public.
	06.03.01	Identify why police officers should introduce themselves and explain their actions, whenever reasonably possible.
	06.03.02	Identify why police officers should give persons “voice” and answer questions, whenever reasonably possible.
	06.03.03	Identify why police officers should express appreciation for assistance and apologize for inconveniences, whenever reasonably possible.
06.04		Demonstrate communication skills for de-escalation in police-public interactions.*
	06.04.01	Identify the practice of active listening.
	06.04.02	Identify communication techniques for de-escalation, conflict resolution, and mediation.
06.09		Identify implicit bias and how it can influence decision-making in policing.
	06.09.01	Define “implicit bias”.
	06.09.02	Identify reasons why fair and impartial policing is important for police officers and for the public.

Comparative Compliance Training Program Objectives

Section 7: Report Writing and Composition		
Terminal	Enabling	
07.06		Demonstrate completing a statement of probable cause and statement of charges for a warrantless arrest.*
07.07		Demonstrate obtaining and serving an arrest warrant.*
07.08		Demonstrate obtaining and serving a search warrant, including completing a search warrant affidavit, application, and return.*

Comparative Compliance Training Program Objectives

Section 9: Crisis Intervention		
Terminal	Enabling	
09.01		Identify the duties of a police officer when intervening in an interpersonal conflict.
	09.01.01	Identify types of interpersonal conflict a police officer might encounter, such as domestic/family incidents and violence, hate incidents and hate crimes, sex offenses, elder abuse, and sudden death.
	09.01.02	Identify options a police officer has in resolving a conflict situation, such as de-escalate, separate, mediate, refer, and arrest.
	09.01.03	Identify de-escalation methods a police officer may use when dealing with emotional children while taking custody of a parent.
	09.01.04	Identify de-escalation methods a police officer may use when dealing with emotional parents and/or children while taking custody of children.
	09.01.05	Identify dangers to a police officer entering the home of a family involved in a dispute.
	09.01.06	Identify the property that a disputant is entitled to take if leaving the premises of a family dispute.
09.03		Identify why it is important to recognize psychological responses of crime victims.
	09.03.01	Identify basic victim psychological responses, such as feelings of helplessness, lack of control, self-blaming or blaming others, anger, and fear.
	09.03.02	Identify "rape trauma syndrome".
	09.03.03	Identify techniques a police officer can use to de-escalate a crime victim in crisis, such as active listening, acknowledging their ordeal, and explaining options and next steps.
09.06		Identify the police officer's role and responsibilities related to persons with disabilities.
	09.06.01	Define "Intellectual/Developmental Disability (I/DD)".
	09.06.02	Define "physical disability".
	09.06.03	Define "mental illness".
	09.06.04	Define "mental health crisis".
	09.06.05	Identify differences when encountering a person with a disability as an offender, victim, witness, or individual in need of assistance.
	09.06.06	Identify requirements of the Americans with Disabilities Act for police officers interacting with persons with disabilities.
	09.06.07	Identify search and rescue considerations when a person with a disability has wandered away from a home or facility.
09.07		Identify important considerations when interacting with a person who may have an Intellectual/Developmental Disability (I/DD).
	09.07.01	Identify indicators that a person may have an I/DD.
	09.07.02	Identify what is meant by hidden disabilities.
	09.07.03	Identify general behaviors associated with persons with an I/DD.
	09.07.04	Identify non-verbal distractions, both personal and environmental, that may affect an encounter with a person that has an I/DD.
	09.07.05	Identify the impact of prior trauma on interactions with a person who has an I/DD.
	09.07.06	Identify medical and physical vulnerabilities commonly associated with a person with an I/DD.
	09.07.07	Identify what it means to be safe from the perspective of a person with an I/DD.
09.08		Demonstrate effectively interacting with a person who has an Intellectual/Developmental Disability (I/DD).*
	09.08.01	Identify "person first language" and how it should be used when encountering a person with an I/DD.
	09.08.02	Identify communication and de-escalation techniques for effectively interacting with a person who has an I/DD.
	09.08.03	Identify how a person with an I/DD may acknowledge understanding.

Comparative Compliance Training Program Objectives

Section 9: Crisis Intervention		
Terminal	Enabling	
	09.08.04	Identify resources available to assist a police officer when responding to an individual with an I/DD.
09.09		Given a scenario, identify how to effectively interact with a person who has a physical disability.
	09.09.01	Identify indicators that a person may have a physical disability.
	09.09.02	Identify communication and de-escalation techniques for effectively interacting with a person who has a physical disability.
	09.09.03	Identify resources available to assist a police officer when responding to an individual with a physical disability.
09.10		Demonstrate effectively interacting with a person in mental health crisis.*
	09.10.01	Identify indicators that a person may have a mental illness or be experiencing a mental health crisis.
	09.10.02	Identify communication and de-escalation techniques for effectively interacting with a person in mental health crisis.
	09.10.03	Identify resources available to assist a police officer when responding to an individual in mental health crisis.
09.11		Demonstrate applying for an Emergency Petition.*
	09.11.01	Identify the process to initiate an Emergency Petition.
	09.11.02	Identify circumstances in which an Emergency Petition is appropriate.

Comparative Compliance Training Program Objectives

Section 10: Protective Strategies and Tactics		
Terminal	Enabling	
10.01		Identify de-escalation requirements under the Maryland Use of Force Statute.
10.02		Given a scenario, apply the Critical Decision-Making Model (CDMM).
	10.02.01	Identify the steps in the CDMM.
	10.02.02	Identify the role of values, including the sanctity of life, in the CDMM.
	10.02.03	Identify the role of de-escalation in the CDMM.
10.03		Given a scenario, apply de-escalation techniques.
	10.03.01	Identify the roles of time, distance, and cover in de-escalation.
	10.03.02	Identify the role of communication in de-escalation.
10.07		Identify procedures when taking children into custody.
	10.07.01	Identify procedures to follow when detaining a child for a criminal act.
	10.07.02	Identify procedures to follow when detaining a child for a delinquent act.
	10.07.03	Identify procedures to follow when encountering a Child in Need of Supervision (CINS).
	10.07.04	Identify procedures to follow when encountering a Child in Need of Assistance (CINA).
	10.15.03	Identify those parts of the body that can be used to overcome resistance.
	10.15.04	Identify the areas of the body that are most vulnerable to potentially fatal attack.
10.25		Identify methods for preventing in-custody deaths.
	10.25.01	Define "positional asphyxia".
	10.25.02	Identify behavioral cues for individuals at high risk of sudden and in-custody death.
	10.25.03	Identify proper positioning for transport of handcuffed individuals.

Comparative Compliance Training Program Objectives

Section 12: Prisoner Processing and Security		
Terminal	Enabling	
12.02		Identify reasons why offenders of different sexes or sexual orientations should be separated when transported.
12.05		Identify the booking process for juvenile offenders.
	12.05.01	Identify the “sight and sound” standard when booking and detaining juvenile offenders.
	12.05.02	Identify the notification requirements pertaining to the confinement of a child less than 16 years.
	12.05.03	Identify a juvenile offender’s rights regarding parental notification and telephone calls upon being placed in temporary custody.
	12.05.04	Identify circumstances when a juvenile would be processed as an adult.
12.06		Identify reasons why an adult offender and a juvenile offender should not be transported in the same vehicle.
12.07		Identify the booking process for adult prisoners.
	12.07.01	Identify the booking process and notification procedures for adult offenders with medical conditions, injuries, or illnesses.
	12.07.02	Identify the booking process for adult offenders who are under the influence of drugs or alcohol.
	12.07.03	Identify the importance of checking for outstanding warrants on an individual prior to release from custody.
	12.07.04	Identify the importance of segregating offenders of different sexes and sexual orientations during booking.
	12.07.05	Identify the booking process for adult offenders with mental illness or emotional instability.
	12.07.06	Identify the responsibility for securing the personal property from a prisoner.
	12.07.07	Identify whether a police officer should recommend a particular attorney to a prisoner.

Comparative Compliance Training Program Objectives

Section 13: Courtroom Preparation and Testimony		
Terminal	Enabling	
13.01		Identify the general structure of the Maryland court system.
13.02		Identify the commonly recognized goals of the Maryland court system.

“Demonstrate” objectives require physical demonstration of a skill and/or a physically acted out scenario. These demonstrated objectives are indicated with an asterisk (*).

Implementation by 12/01/2024

Comparative Compliance Training Program Objectives

Objective Count

Section	Terminal	Enabling
1: Organizational Principles and Law	18	88
2: Patrol	3	15
3: Traffic	9	9
4: Criminal Investigation	11	15
5: Emergency Medical Care	5	3
6: Communications	5	15
7: Report Writing and Composition	3	0
9: Crisis Intervention	8	35
10: Protective Strategies and Tactics	5	12
12: Prisoner Processing and Security	4	11
13: Courtroom Preparation and Testimony	2	0
Total	73	203

Comparative Compliance Training Program Objectives

Objectives by Proficiency Type

Section	Identify	Given a Scenario	Complete a Course	Demonstrate
1: Organizational Principles and Law	14	2	0	2
2: Patrol	2	0	0	1
3: Traffic	4	2	1	2
4: Criminal Investigation	10	0	0	1
5: Emergency Medical Care	3	0	1	1
6: Communications	3	0	0	2
7: Report Writing and Composition	0	0	0	3
9: Crisis Intervention	4	1	0	3
10: Protective Strategies and Tactics	3	2	0	0
12: Prisoner Processing and Security	4	0	0	0
13: Courtroom Preparation and Testimony	2	0	0	0
Total	49	7	2	15