



## Local Selection and Training Standards (LSATS) Project Update

The LSATS project is a comprehensive review and revision of the selection and training standards for the entry level classifications of Adult Corrections Officer (ACO), Juvenile Corrections Officer (JCO), and Probation Officer (PO) as well as correctional Supervisors and Managers. The project began with a job analysis that provides the foundation for identifying training needs and informing subsequent revisions to existing selection and training standards.

### PROJECTED TIMELINE, ACTIVITIES, OUTCOMES, AND BENEFITS TO LOCAL AGENCIES

#### 1. JOB ANALYSIS and a STUDY OF HOW THE JOBS HAVE CHANGED

The job analysis and study of how the jobs have changed is complete and the full report is available here (insert link). The results were informed by a survey completed by nearly 4,700 job incumbents, supervisors and managers. In addition, multiple focus groups were held with incumbents, supervisors, managers and administrators.

#### 2. ESTABLISHMENT OF AN EXECUTIVE STEERING COMMITTEE (ESC)

The role of the ESC is to examine the job analysis results, including core tasks and required knowledge, skills and abilities. The ESC may make recommendations to change some of the STC standards in order to align with the changing selection and training needs of local corrections agencies.

##### LSATS ESC MEMBERS:

**Michael Ertola, ESC Chair**  
Chief Probation Officer, Nevada County

**Darren Thompson**  
Sheriff, San Benito County

**Kory Honea**  
Sheriff, Butte County

**Jaymie Clayton**  
Jail Manager, Imperial County

**Steven Kea**  
Assistant Sheriff, Orange County

**Mark Matsuda**  
Chief of Police, Torrance

**Stacy Lopez**  
Training, CDCR

**Mesha Elliott**  
Training Manager, Kern Co. Probation

**Jeffrey Sloan**  
Attorney

**Larry Myers, PhD**  
CSU, Sacramento

**Bernard Licata**  
HR Director, Stanislaus Probation

**Luis Dominguez**  
Bureau Chief, Los Angeles Probation

**John Keene**  
Chief Probation Officer, San Mateo County

**Brian J. Richart**  
Chief Probation Officer, El Dorado County

**Mark Covington**  
Provider, Napa Valley College

**Matt Cervantes**  
Senior Program Officer, Public/Advocate

**John Dodson**  
Sutter Health

**The first meeting of the LSATS ESC occurred on August 27, 2015. The ESC is expected to meet again Summer 2016.**

### **3. SELECTION EXAMINATION REVISION**

Results from the job analysis supports the development of a single exam to measure the cognitive abilities of candidates for the classifications of ACO, JCO and PO. Currently, there is a separate exam for each classification. Work is currently underway to develop a shared exam that will allow candidates to take one exam for all three classifications. This will reduce test administration and maintenance costs and eliminate duplicative testing. The new exam and an explanation of how it will be scored to take into account differences in jobs, is expected to be completed in Spring 2017.

### **4. TRAINING STANDARDS REVISION**

SME meetings are scheduled for the Spring and Summer of 2016 to revise the current core standards for all STC entry level academies. Revisions will be based on job analysis data including how the jobs have changed due to realignment.