



VCJC Entrance Test Working Group Meeting Minutes July 12 (1-2)

Meeting Date and Time: Monday, July 12, 2021 1:00PM – 2:00PM

Meeting Location: This meeting was via Microsoft Teams and Room 118 at 317 Academy Rd. Pittsford, VT 05763.

Members Present: Steve Coote, Jon Federico, Chris Brickell, Julie Scribner, Jon Murad, Justin Stedman

Others in Attendance: Heather Simons, Lindsay Thivierge, Cindy-Taylor Patch

Call to Order 1:03PM

There were no additions or deletions to the agenda

Set Regular Meeting Dates : Motion to set regular meeting dates for Mondays at 1PM. Julie Scribner, 2nd by Steve Coote , all in favor.

Working Group Member Check-in: Discussion about member involvement and level of commitment needed for working group, all participants were in favor of remaining members.

Open Discussion—Discussion on where entrance testing and standards are and where we wish to go.

-Big risk for agencies to dictate their own standards.

-Do bigger agencies have a test and mind that we could look towards?

- Where should the entrance test be available?

-Testing Centers (Pearson—Entrance and MMPI)

-Data collection and analyzing

-online (currently don't have back-end server)

-trusted testing partners—could provide entrance test when not offered regularly

-Will everyone agree to trust everyone to not poach? Even large agencies?

-Discussion around the psychological and what we are looking for in officers

-Fitness test

-Eliminating fitness is risk to student in training and lifelong wellness.

-Copper abandoned LE test—have been developing rower standards

-If we have PT in academy we should have PT in test—Some do not like idea of different standards for different agencies

MMPI—available online—send results to Bartoll analyzes the data to give performance predictors

Only have to offer psychological not necessarily MMPI

-Could be a baseline standard

-what is the balance—what is easy and what does justice to the test

-Pearson easy for student and test



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-what is measured overall—are we defining standards right now or a test?

Work on each test individually one at a time

How can this group speak for all of law enforcement

Needs: we need a test that can minimize adverse impacts

Can we compare current test to another?

Obtaining a vendor—companies test for disparate impact

We are all white police officers, who decides what is next that is not a white police officer?

Motion to Adjourn 2:03PM J. Stedman, 2nd C. Brickell

Vote for adjournment: Unanimous