



Annual Instructors' Awards and Training Conference 2023 Session Descriptions

(Instructor Biographies located below the Session Descriptions)

Academic Coaching and Mentoring

Presented by Capt. Nicholas Hill & Sgt. Eugene Fominyen, Department of Public Safety & Correctional Services

This course will explore the critical role instructors play as academic mentors and coaches and how it correlates to the professional development of public safety and law enforcement personnel. In addition, the course addresses navigating the delicate balance of instructing those with ranging abilities, interest and proficiency while addressing the needs of students from diverse backgrounds.

Advanced Technology for Officer Development

Presented by Bill Blake & Sarah Chatfield, MD Police & Correctional Training Commissions

This course is based on an MPCTC Police Entrance Level pilot program. It is designed to demonstrate how trending technology like Virtual Reality, UAV Drones and Smartboards can be implemented during skill labs and Scenario Based Learning exercises to help further develop officers, either recruit or veteran, while also using self-critique techniques.

"Gaming the System": Interactive learning for Adult Learners

Presented by Capt. Scott Macallair, Anne Arundel County Police & Capt. Jennifer Macallair, Anne Arundel County Fire Dept.

From the team that brought you "Herding Cats" in 2022! Be prepared to become a part of the action as you experience various activities guaranteed to make your classroom engaged, energized, and eager to learn! Years of experience have demonstrated that adult learners yearn most for hands on experience. We'll show you how to bring the real world back into the classroom. In this presentation, you'll get a firsthand perspective on how to develop and manage scenario based learning, team building activities and small group interaction.

Instructional Pacing

Presented by Shannon Meers-Gimon, Assistant Professor, Community College of Baltimore County

There is correlation between effective pacing and student engagement, so it is crucial to consider the speed at which you move through a lesson and the rate of delivery for different parts of the lesson. When pacing is too slow, students become bored and disengaged; too fast and students miss critical information. Pacing a lesson so it's nearly seamless takes expertise and practice, and can be one of the greatest challenges for new

instructors. For those more seasoned instructors, here's a scenario many of us can relate to from the early days: way too much time for one learning activity while not enough time for another with clunky transitions in between.

Training Liability

Presented by Matthew Mellady, Deputy Director, MD Police & Correctional Training Commissions

Training Liability is a course designed to inform trainers of the legal issues they may face in their duties as trainers. The course objectives include the reasons why law enforcement and corrections train their staff, the legal standard for claims of negligent training, the relationship between policy, training, supervision and accountability, and the significance of documentation as part of the training process. The course includes a brief overview of how lawsuits come about and who is involved as well as an introduction to various claims of liability that involve training or potentially the trainers themselves.

Annual Instructors' Awards and Training Conference 2023 Instructor Biographies

Bill Blake is a retired Detective from Baltimore County Police Department. He's been an instructor since 1996, and joined MPCTC Police Entry Level in 2014 as an instructor. In 2017, he became the Manager of Entry Level Training.

Sarah Chatfield started her career with Maryland Police and Correctional Training Commissions in 2019 as an IT functional analyst. She quickly developed a passion for media communications and in 2022 became the Media Communications Administrator. In 2023, Sarah obtained a Remote Pilot Certification from the FAA and pilots a DJI Mavic 3 classic Drone.

Sergeant Eugene Fominyen has eight years of service with the DPSCS Division of Corrections. He started in the Jessup Correctional Institution in January of 2015, where he served diligently until 2020. Sgt. Fominyen then relocated to the Hagerstown Region in February of 2020, when he got promoted to the rank of Sergeant, and was assigned to MCIH. His goal is to do the job he is called to do, while also looking to advance to the highest position possible in the department. Eugene is currently in charge of a housing unit in MCIH and strives to be an inspiration and role model to all the officers he works with, especially the new hires. He has a constant desire to learn new skills relevant to the job, as well as passing that knowledge to others, although he admits to not having always been the most confident public speaker. However, he decided to face his fears and attended training for train-the-trainer, field training officer, defensive tactics instructor and fire safety certification. Sgt. Fominyen also became a member of the JCI Honor Guard, and is not done yet! He firmly believes that the desire to be an instructor stems from a desire to learn, because he believes one actually learns when he thought he was teaching. His six years of military service (MD-ARNG) reinforced this discipline and integrity, some of the values we seriously need in our institutions & Law Enforcement as a whole.

Captain Nicholas Hill is an Administrative Correctional Professional, who manages statewide entry level training for the State of Maryland Department of Public Safety and Correctional Services. He travels throughout the state, monitoring and meeting with staff and new hires to ensure that training is meeting the needs of the department. Nick has been recognized as the Department of Public Safety's Employee of the Year, for his outstanding service to the citizens of Maryland, and has been awarded the Governor's Citation for his efforts.

Scott & Jennifer Macallair are Captains with the Anne Arundel County Police Department and Fire Department, respectively. Their career paths bring a combined 47 years of public safety and leadership experience to each of their dynamic and engaging classroom presentations. You may recognize them as longstanding guest instructors with the MPCTC-Leadership Development Institute with an instructional focus on leadership, coaching, problem solving, and effective messaging. Together they have developed unique programs for emerging leaders in public safety and tour the country sharing their proven methods.

Matthew Mellady is the Deputy Director of the Maryland Police and Correctional Training Commissions. He is responsible for directing the Training Operations at the Public Safety Education and Training Center, (including the Correctional Training Unit), the Certification Unit, the Compliance Unit and has a supporting role with both the Police Training and Standards Commission and the Correctional Training Commission. He has held this position since June 28, 2023. Before assuming his role as Deputy Director, Mr. Mellady was the Assistant Attorney General for the Maryland Police and Correctional Training Commissions, from January 15, 2020, through June 27, 2023. In that capacity, he served as counsel to the Maryland Correctional Training Commission, to the Maryland Police Training and Standards Commission, and to the units of the Public Safety Education and Training Center. He provided legal advice and other assistance as requested, such as drafting regulations, providing training and reviewing various documents for legal sufficiency. In addition, he assisted with the defense of litigation filed against various units of the Department of Public Safety and Correctional Services, including the Division of Correction, the Division of Pretrial Detention and Services, and the Police and Correctional Training Commissions. Prior to coming to work for the State of Maryland, Mr. Mellady worked as an attorney for the U.S. Department of Justice, Federal Bureau of Prisons for 25 years. He began working under the Attorney General's Honors Program in 1994, and in 1995 transferred to the Federal Correctional Institution in Memphis, Tennessee, where he provided legal advice and representation to the Warden and staff at the facility, until he was promoted to Assistant General Counsel in 2000. After receiving promotions to positions of increasing responsibility, he was promoted to Regional Counsel for the Bureau of Prisons' Mid-Atlantic Region, which encompasses 7 states, including Maryland, that are home to 22 federal correctional facilities. He retired from that position in December 2019. During his federal career, Mr. Mellady also served as a Special Assistant United States Attorney in the Western District of Tennessee and in the District of Maryland. He was a member of the DOJ Mediator Corps and a volunteer mediator in Baltimore County District Court from 2009-2019. Mr. Mellady is a 1991 graduate of Wabash College in Crawfordsville, Indiana and a 1994 graduate of Tulane University School of Law in New Orleans, Louisiana.

Shannon Meers-Gimon has been in education for the past 25 years, first as a special education teacher in a local county school system, then as an Assistant Professor in Teacher Education at the Community College of Baltimore County. Professor Meers-Gimon earned a Master of Arts in Teaching from Goucher College, and a Masters in Curriculum and Instruction with a focus on Reading from Concordia University-Portland. She is currently a doctoral candidate working on a dissertation centered on the retention of experienced educators in the classroom and seeks to learn more about the current stresses and reasons why so many experienced teachers are leaving the profession. When not teaching future teachers, Professor Meers-Gimon enjoys teaching Grammar Remedial courses for the Baltimore County Police Academy and the Maryland Transportation Authority Police Academy.

2023 Panel Member Biographies

Michelle Andrews ensures DJS's newest trainees and transfer and promoted staff receives world-class training to help build the foundation for their career. Ms. Andrews is also an Adjunct Professor with the University of Maryland Global Campus (previously University of Maryland University College) since 2007. Ms. Andrews served over 15 years with the United States Air Force (USAF) from 1990-2004 as an Equal Opportunity Trainer/Advisor for senior leadership and supervisors to enforce, address, train, investigate, evaluate, mediate, and resolve human relations issues that impact mission effectiveness. Mrs. Andrews was

appointed by the Secretary of the United States Air Force in 2003 to assess and develop a training policy for the USAF Academy cadets to address Sexual Assault and Sexual Harassment issues. After leaving the USAF, Andrews worked for the Department of Veteran Affairs. In June 2014, Mrs. Andrews retired as the Course Manager for supervisors and senior leadership programs on the Leadership Development Team. She holds a BS in Workforce, Education, and Development from (Cum Laude) Southern Illinois University Carbondale and an MS in Human Resource Management from Troy State University. She also completed a dual degree, Masters of Arts in Counseling and Masters of Divinity in Practical Theology, from Regent University in Virginia Beach, Virginia. Mrs. Andrews also holds certificates from the Defense Equal Opportunity Management Institute, Patrick AFB in Florida, and an Advance Instructor Course at the Community College of the Air Force, Maxwell AFB, Alabama. Mrs. Andrews is currently pursuing her Ph.D. in Education with an emphasis in Organizational Leadership at Liberty University, Lynchburg, VA.

Lieutenant Gregory Chatfield graduated from the Maryland State Police Academy in Class #120. He has over 21 years of law enforcement experience and has been a police instructor for over 13 years. He has taught subjects such as leadership, ethics, regulation, communication, history, and geography. He holds a Bachelor's Degree in Criminal Justice from the University of Maryland University College and is a graduate of the Northwestern School of Police Staff and Command 438th session. He has been the Commander of the Maryland State Police Academy since February 2018 and is currently the Northeastern Representative to IACP's State and Provincial Police Academy Directors Association, and is the Chair of the Maryland Academy Directors Association.

Lieutenant Stacy Holt has an impressive 17-year tenure with The Department of Public Safety and Correctional Services (DPSCS). Her journey began in 2006 at the Patuxent Institution, where she joined as a Correctional Officer I. Over the years, she showcased her dedication and expertise, which led to remarkable advancements in her career. In 2015, Lt. Stacy Holt assumed the role of Institutional Training Coordinator and Defensive Tactics Instructor at the Patuxent Institution. In this capacity, she exhibited exceptional teaching skills, instructing both line staff and supervisors on various important topics, including Sexual Harassment, Security Threat Groups, and CPR. Lieutenant Stacy Holt was offered a prestigious opportunity to teach at the Correctional Training Academy in 2017. Her impact was profound, as she received the distinguished honor of "Instructor of the Year" in both 2018 and 2021, acknowledging her outstanding contributions. Continuing her upward trajectory, Lt. Stacy Holt was promoted to the position of Sergeant at the Correctional Training Academy in 2020. In this new role, she became a mentor and role model for recruits entering the academy. Her dedication for the Corrections profession earned her another promotion in 2023, this time to the esteemed position of Academy Supervisor. Currently, she leads and supports her incredible staff with enthusiasm and commitment. Lt. Stacy Holt's profound impact extends beyond her own career growth; she has inspired and educated numerous officers throughout her journey. Her passion for the Corrections profession is evident in the lives she has touched and the positive influence she continues to exert within the department.

Melissa McDermott Lane is the Chair of the Criminal Justice Studies Department at the Community College of Baltimore County. She is also the CCBC-Baltimore County Entry-Level Police Academy Coordinator and the CCBC-Corrections Entry-Level Training Program Coordinator. She has worked in the field of Criminal Justice since 1987 and has taught college and graduate level courses since 1989.