



Dear Deputy Director General Kristi Hallas,

The Metropolitan Police Department (MPD) is launching its fourth cohort of the **DC Police Leadership Academy** this September. I am inviting you to send aspiring future leaders from the Estonian Police and Border Guard Board to join this professional development opportunity to benefit your department and the individual(s) of your selection. We are requesting your nomination(s) by August 9, 2024.

MPD is focused on building a legion of police leaders and our DC Police Leadership Academy uniquely targets growth for middle management ranks (i.e., supervisors of supervisors, but not in appointed ranks). Through this program, participants will develop a critical growth mindset and learn management approaches to continually hone their personal and organizational leadership skills. The DC Police Leadership Academy brings together a diverse group of passionate future leaders to engage in shaping the future of our great profession by developing their personal leadership abilities. The program will provide participants with the fundamental tools, ideas, and strategies to develop a foundational knowledge on leadership as participants seek to grow through the ranks within their organization.

Founded in 1861 by President Abraham Lincoln, the DC Metropolitan Police Department is one of the most diverse police departments policing in one of the most visited—and visible—cities in the world. The dynamic mix of residents from native Washingtonians, students, commuters, tourists, and business travelers provides a complex public safety environment. With a complex system of interagency collaboration between local and federal partners, policing in the nation's Capital provides a rich backdrop for developing leadership skills.

Participants will:

- ✓ Learn from renown speakers, chiefs, and leading experts
- ✓ Hear from a compilation of diverse experiences and perspectives
- ✓ Participate in experiential learning with hands-on, interactive discussions using case studies and field experiences to supplement classroom topics
- ✓ Hone relationship-building skills
- ✓ Join a broad international network of peers and benefit from ongoing alumni engagement

A draft agenda is forthcoming as we finalize the list of speakers and activities. In the meantime, I have attached the agendas from our last cohort. I invite you to identify member(s) that would be ideal candidate(s) for the DC Police Leadership Academy.



### Program Details

- **Target audience:** Mid-level managers (e.g., lieutenants and captains or supervisors of supervisors that supervise front line managers, and are not in an appointed rank); there are no degree requirements to attend.
- **Program structure:** three weeks total broken out into 2 sessions. Participants must attend both sessions.
  - Session 1: September 30-October 11, 2024
  - Session 2: November 18-22, 2024
- **Training location:** 1015 Half Street SE, Washington, DC 20003 (walking distance from hotel)
- **Cost to attend:** MPD will sponsor tuition, books, materials, and lunch on training days. Agencies must provide travel, lodging, and other per diem expenses as required. MPD will arrange for a government per diem room rate at a nearby hotel.

Please direct any questions and your nomination to Jessica Bress at [Jessica.bress@dc.gov](mailto:Jessica.bress@dc.gov). Provide the name, rank, and email address of the individual(s) you would like to nominate for this program.

Sincerely,

A handwritten signature in black ink that reads "Pamela A. Smith".

Pamela A. Smith  
Chief of Police