

# Derrick R. Crews, Police Lieutenant (Ret.)

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## Education

- B.A. Criminal Justice, American Military University, 3.9 GPA, Charlestown, WV, 2020.
- A.A. Criminal Justice, Forsyth Technical Community College, 3.5 GPA, W-S, NC, 2006.
- F.B.I. U.S. Army Ordinance School, Hazardous Devices, Huntsville, AL, 1999.

## Professional Experience

### Force Science Institute, IL

#### Partnering Instructor

2021 - Present

- Expert instructor for law enforcement professionals regarding the complexities of human performance factors involving use-of-force events.
- Delivery of a comprehensive training curriculum on the concept of de-escalation to law enforcement trainers at all levels, including investigators, attorneys, and administrators.

### Kernersville Police Department, NC

#### Criminal Investigative Division Supervisor (Ret.)

2018 – 2023

- Extensive experience in budgeting and managing equipment and supplies for high-profile and complex criminal investigations.
- Develop and implement investigative strategies, collaborating with other law enforcement agencies to achieve successful outcomes.
- Proven track record of ensuring the highest quality of investigations, resulting in the successful resolution of serious felonies including homicides and juvenile victimization.

#### Uniformed Patrol Manager

2017 – 2018

- Successfully supervised uniform patrol team and ensured excellence in community policing practices.
- Participated in budget preparation and management of team fiscal matters.
- Demonstrated ability to lead and supervise all operational components during non-business hours.

#### Uniformed First Line Supervisor

2014 – 2017

- Supervised a team of uniformed officers and provided guidance and support in daily operations.
- Managed patrol responses to crimes in progress and initial investigations.
- Organized daily tasks and assignments for each team member.

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Project Manager: Commission on Accreditation for Law Enforcement Agencies 2012 – 2014

- Managed the department's accreditation program, resulting in my agency's initial accreditation.
- Conducted regular audits and assessments of department operations to identify areas for improvement and ensure ongoing compliance with CALEA standards.
- Collaborated with agency supervisors to develop effective scheduling and assignments, maintaining adherence to CALEA standards.
- Developed and maintained accreditation-related documentation and records, ensuring accuracy and completeness of all accreditation materials.

First Line Supervisor 2009 – 2012

- School Safety Officer with expertise in emergency management and planning.
- Successfully managed overall school safety for seven schools.
- Developed and delivered comprehensive school safety plans in collaboration with the Forsyth County Office of Emergency Management.
- Proven ability to lead and manage crisis response efforts and maintain a safe learning environment for students.

Community Policing Officer 2007 – 2009

- Experienced Community Police Officer with a strong commitment to youth engagement and community partnerships.
- Implemented the G.R.E.A.T. program in middle schools, providing critical education and mentorship to at-risk youth and promoting positive relationships between youth and law enforcement.
- Developed and led a successful youth volunteer graffiti eradication program, reducing graffiti incidents by 70% in targeted areas while promoting community pride and ownership.
- Partnered with local sports association to provide opportunities for at-risk youth through sports participation.

School Resource Officer 2005 – 2007

- Provided a safe and secure learning environment for approximately 1600 elementary and middle school students.
- Achieved recognition for exceptional school safety, receiving the prestigious Super Safe School Award from the North Carolina Department of Public Instruction.
- Implemented an effective school safety team by collaborating with parents, teachers, and students to enhance school safety and security.

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- Provided training and education to students and staff on emergency response procedures, resulting in improved awareness and preparedness.

Kernersville Patrol Officer

2002 – 2005

- Completed any calls for service within my assigned area requiring a police response.

### **Ancillary Duties**

Sandhills Center Crisis Intervention Team Instructor

2022 – Present

- Experienced Crisis Intervention Team Instructor with expertise in mental health and emotional crisis events.
- Creation and delivery of interactive and engaging training sessions on the application of police tactics during crisis intervention events.
- Provide consultation and support to law enforcement agencies and community organizations on crisis intervention and mental health-related issues.

Law Enforcement Leadership Academy Program

2022 – Present

- Delivery of leadership training for law enforcement officers to enhance professional development.
- Instructional subject matter regarding best practices for reviewing use of force events to ensure accountability.

Professional Standards

2018 – 2023

- Experienced in handling complaints against officers, investigating internal police agency issues, and evaluating internal discipline, and integrity for employees.
- Conducted thorough investigations regarding officer excessive and deadly force events, ensuring compliance with state and federal laws and departmental policies.
- Analyzed annual data and provided recommendations for improvements in high liability areas such as vehicle pursuits, officer use of force, assaults on law enforcement, bias policing, and duty to intervene actions.

Lead Use of Force Instructor

2018 – 2021

- Developed and reviewed all less-lethal use-of-force training to ensure compliance with national standards.
- Updated and revised all less-lethal training curricula to reflect the latest training techniques and equipment.
- Mentored aspiring instructors and provided guidance in developing their instructor skills and careers.

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S.W.A.T. Team

2014 – 2022

- SWAT Operator and designated team Precision Shooter.
- Served as Assistant Team Commander, responsible for assisting and supporting operations and personnel.

### Winston-Salem Police Department, NC

Assignments

1994 – 2002

- Uniformed Patrol
- Street Crimes Unit
- Explosive Ordnance Disposal Team

### Published Works

- *Surviving the Street: Fatigue Threshold Training for Law Enforcement*. American Police Beat Magazine. April 2023.
- *Pre-Assaultive Indicators: Predicting Violence with Research*. Gracie Survival Tactics Insider. February 2023.
- *Fight Drill Duration: How long is a reasonable time?* (2023). International Association of Directors of Law Enforcement Standards and Training newsletter. Vol. 35 (1).
- *De-escalation Tactics Integrating the Emotional Perspective into a Use of Force Program*. (2022). American Police Beat Magazine. August.
- *Time Machine? The Distortion of Time, and Its Impact on Use of Force Reviews*. (2021). International Association of Directors of Law Enforcement Standards and Training newsletter. Vol. 33 (3).
- *The De-escalation Process: Giving options, are we teaching it correctly?* (2021). International Association of Directors of Law Enforcement Standards and Training newsletter. Vol. 33 (1).

### Curricula Development

- Two Nationally Certified De-escalation Courses: [Detention & Law Enforcement](#)
- Subject Control & Arrest / Weaponless Defense Tactics Scenario Training
- [Supervisory Use of Force Review Course](#)
- [Church Security Team Response](#)
- [Female 1<sup>st</sup> Responder: Response to Aggression](#)
- [Student Control Tactics for School Resource Officers](#)
- [Room Entry & Medical Care: Solo/Dual Officer](#)

## **Speaking Engagements**

- VA 2023 School Safety Training Forum: Conference
- NC School Resource Officer Association: Conference
- Kernersville Fire Academy: Presentation
- Guildford County Schools, SRO: Conference
- NC Department of Public Instruction: Conference
- NC Internal Affairs Association: OIS School
- NC Law Enforcement Training Officer Association: Conference
- Sword of the Lord: Conference

## **Professional Certifications**

### POST Academy

- Tactical Training Certification, North Carolina Justice Academy, 2019.
- Use of Force Decision Making, North Carolina Justice Academy, 2018.
- Physical Fitness Instructor, North Carolina Justice Academy, 2016.
- Subject Control & Arrest Tactics Instructor, North Carolina Justice Academy, 2015.

### Instructor

- Gracie Survival Tactics Level 2, Gracie University, 2023.
- Advanced Specialist Behavioral Analysis of Force Encounters, Force Science, 2023
- [Nationally Certified Instructor](#), IADLEST, 2018.
- Force Science Institute Analysis, 2018.
- Conducted Electrical Weapon Instructor, Axon Inc., 2018.
- Tactical Weapon Instructor, Armament Systems & Procedures, Inc., 2016.
- Advanced Conducted Electrical Weapons Course, Mindset Inc., 2016.
- Tactical Impact & Handcuffing Instructor, Armament Systems & Procedures, Inc., 2010.

### De-escalation

- De-escalation Instructor, Force Science Institute, 2021.
- Verbal Defense & Influencer Instructor, Vistelar, 2016.
- Verbal Defense & Influence, Verbal Judo Institute, 2016.
- Surviving Verbal Conflict, Dolan Consulting Group, 2016.

## **Classroom Instruction**

- Elkhart County Sheriff's Office, IN, 2023
- Mauston Police Department, WI, 2034
- Chester County Department of Mental Health, PA, 2023
- Virginia Department of Criminal Justice, 2023
- Kentucky Law Enforcement Council, KY, 2023
- Federal Law Enforcement Training Center, FL, 2022
- United States Dept. of Commerce, VA, 2022
- Michigan Police Academy, MI, 2022
- Westlake Police Department, OH, 2022
- Randolph County Police Academy, NC 2022
- Phoenix Police Academy, AZ, 2022
- Plainville Police Department, MA, 2022
- United States Marine Corps, VA, 2022
- Davie County Sheriff's Office, NC 2022
- Dept. of Emergency Services, PA, 2021
- Cape Fear Community College, NC 2021
- United States Secret Service, MD, 2021
- Florida Dept. of Law Enforcement, FL, 2021
- Central Piedmont Community College, NC 2021
- Howard County Sheriff's Office, MD, 2021
- Southern Illinois Law Enforcement Commission, IL, 2021
- Durham Technical Community College, NC 2021
- New Britain Police Department, CT, 2021

## **Awards**

- C.C. McGee Service to Youth Award
- Instructor Achievement Award
- Lifesaving Award
- Master Certification Award
- Stockton Police Innovation Award
- Tactical Officer Award