

**The Maryland Police & Correctional Training Commissions at  
the Public Safety Education & Training Center**



# **Annual Report**

## **Calendar Year 2024**







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MARYLAND  
**Police and Correctional  
Training Commissions**

# Mission & Vision



The Maryland Police and Correctional Training Commissions (MPCTC) provide training and regulatory services to Maryland's certified police and correctional professionals through the recommendation and implementation of standards. MPCTC staff supports the Police Training and Standards Commission (PTSC) and Correctional Training Commission (CTC) and manages and operates the Public Safety Education and Training Center (PSETC). Visit our website to learn more!

[mpctc.dpscs.maryland.gov](http://mpctc.dpscs.maryland.gov)

The Maryland Police and Correctional Training Commissions is a component of the Department of Public Safety & Correctional Services (DPSCS). The vision of MPCTC is to be the premier training agency developing law enforcement and correctional professionals to promote a safer Maryland.



This past year was the first time in the history of the Agency where we saw a new organizational leadership structure of three Executive Directors. Each Director has their own distinct role in supporting the functions of the MD Police and Correctional Training Commissions. My role as the Executive Director of the Public Safety Education and Training Center is to oversee the operations of the training campus and administrative staffing. Our staff develop and conduct training, perform critical operational services and directly support the work of the Correctional Training Commission and the Police Training and Standards Commission.

Our Annual Report for 2024 reflects an overview of our programs and training statistics over the past calendar year. Prior annual reports' data was based on the fiscal year. However, our training programs and the majority of our work is scheduled by calendar year. This updated format provides a better overview of the work of our staff during this period.

We are excited to report an ongoing increase in training programs and participation. In calendar year 2024, our staff provided training to over 5,775 public safety professionals. Aside from these courses conducted by our staff, instructors and support personnel were also involved in numerous other programs, meetings and events hosted on our campus.

Our leadership changes necessitated an early review of our goals with the development of a strategic plan and objectives. The executive team identified six goals with focused priorities on the enhancement of our programming, improvements to our facility and technology, and further development of our staff.

- ◇ Strengthen the Public Safety Education and Training Center's position as the statewide leader in public safety training and education.
- ◇ Develop innovative education programs.
- ◇ Enhance the Public Safety Education and Training Center's reputation for delivering exceptional training.
- ◇ Enhance and expand innovative technology in classrooms.
- ◇ Enhance and expand technology to improve communications with statewide public safety partners.
- ◇ Ensure the Public Safety Education and Training Center technology and facilities support the agency mission.

The Police Training and Standards Commission Training Fund continues to support the new initiatives and goals described in our strategic plan. The plan also called for a thorough review of our performance measures and specific data collection points. Our program evaluations have been updated to collect specific feedback and more detailed training statistics. Results will be shared in the future.

Thank you for continuing to support our vision. We look forward to continuing to work with you and further serve our public safety partners.

Kate Gossard  
Executive Director  
Public Safety Education and Training Center

# CORRECTIONAL TRAINING UNIT

The Correctional Training Unit's mission is to provide comprehensive, high quality training and professional development opportunities for correctional staff. Through rigorous instruction, hands on experience, and adherence to the highest ethical and operational standards, we prepare personnel to ensure safety and security within our facilities. Included within the Correctional Training Unit through the end of 2024 was the Division of Parole and Probation (DPP) Training Unit. Its mission is to provide the highest quality academic and scenario-based training, with a goal that they will provide a level of service that is professional, ethical, lawful, sensitive, respectful and consistent with the law and the public's interest.

## Academy Programs—Comparison 2023 vs 2024

Program	# Sessions 2024	# Grads 2024	# Sessions 2023	# Grads 2023
Corrections Academy Sykesville	12	290	9	267
Corrections Academy Hagerstown	4	69	6	127
Corrections Academy Cumberland	2	36	4	53
DPP Agent Academy	7	56	4	113
DPP Monitor	2	9	2	25

In 2024, the Correctional Training Unit instituted a new initiative – Implicit Bias Awareness training. The Implicit Bias Awareness training objective is to promote fair and impartial decision-making and behavior on the part of DPSCS staff. The training applies decades of research on human bias to the decisions that institutional and community corrections professional make every day, with the goal of teaching staff skills to reduce and manage their own biases. During the year, 41 sessions for non-supervisors were held and 995 staff attended. In addition, there were 19 sessions for first line supervisors, attended by 452 staff.

In December 2024, DPP piloted a new 40-hour annual in-service class for agents. The class included, among other topics, 8 hours of defensive tactics and chemical agents, intending to increase staff safety. The pilot was a success and became the new annual in-service training requirement for all DPP agents.

Also in 2024, the Community College of Baltimore County (CCBC) agreed to look into our Memorandum of Understanding to review the number of college credits recruits earn for participation in our Correctional Entrance Level Training Program. Previously, CCBC offered 12 credits. After discussion and review of the training materials, CCBC increased the number of college credits a CELTP graduate receives to 15 credits.

In partnership with Loyola University, the Correctional Training Unit also hosted the “LEADing to Learn” program which provided training for corrections supervisors on working with individuals with developmental disabilities. The training was funded by a grant through Loyola, and was provided in the Jessup region DPSCS facilities since these institutions target all disciplines (youth, male and female populations). We are awaiting feedback from Loyola on the program, and hope to continue offering the LEAD training in the future.

## Special Programs

Program	# Sessions	# Students
Implicit Bias Awareness - Frontline Staff	41	995
Implicit Bias Awareness - First Line Supervisors	19	452
Loyola LEADing to Learn	10	147



# COMMUNITY POLICING INSTITUTE

The Maryland Community Policing Institute (MCPI) oversees the Crime Prevention, Community Policing, Outreach, and Drug Abuse Resistance Education (D.A.R.E.) programs. MCPI staff distributed over 12,000 pieces of resource materials, literature and promotional items to citizens, citizen organizations, and law enforcement agencies. Several of our pamphlets are available to print and download on our [website](#).

MCPI staff provided community-policing feedback to 83 law enforcement agencies who submitted their mandated Annual Community Policing Reports for review in accordance to Public Safety Article §3-517. The Annual Community Policing Reports are a police agency's plan to meet specific needs of their community.

MCPI provided valuable guidance and suggestions to agencies, enhancing their Community Policing programs.



MCPI presented two sessions of the 2-Day Residential & Commercial Crime Prevention course for 39 participants. MCPI also conducted Crime Prevention Training for the MPCTC Police Entrance Level Training Program and the Howard County Police Academy. The Annual D.A.R.E. In-Service Conference 2024 was an in-person training held at PSETC with 98 in attendance. As part of the Community Outreach Project, MCPI staff provided D.A.R.E. curriculum lessons in three schools from four counties to 575 students.



## MCPI Program Stats

Program	Session Info	# Students
Crime Prevention	28 hrs	39
Community Outreach Education	29 events	2,343
D.A.R.E. In-Service	14 hrs	98
D.A.R.E. Officer Training	80 hrs	19
D.A.R.E. Outreach	22.5 hrs	575
D.A.R.E. Statewide Program	106 schools	10,794
D.A.R.E. Out of State Training Assistance (VA & PA)	160 hrs	48

# LAW ENFORCEMENT

**Police Entrance-Level Training Program** Class 38 graduated 14 recruits representing 10 agencies in 2024. The 1,016 hour program consists of classroom instruction, firearms training, emergency vehicle operations, defensive tactics and physical fitness training. The program is based on scenario based learning principles, allowing recruits to demonstrate leadership, decision-making, and comprehension. The program uses state-of-the art technology to support key objectives and includes APEX virtual reality simulator, body worn cameras, SMART board technology and drone technology. The program incorporated the requirements in the Police Reform and Accountability Act of 2021. In partnership with the Community College of Baltimore County, graduating recruits receive 52 credits towards a degree.

**Comparative Compliance** is an abbreviated 6 week entrance-level mandated training program for officers who are transferring laterally from another state or who are returning to service after an absence of 3-5 years. Comparative Compliance included mandated legislative changes regarding the use of force, sanctity of life, de-escalation, and failure to intervene into the updated program. Twenty five officers from 22 agencies completed the 200 hour program in 2024.

**Mandated training programs** were also hosted by the unit to include the Instructor and Field Training courses. Instructor Training programs were offered as 5-day and 8-day programs in 2024. The 8-day program provides the student the experience of writing a full lesson plan for those who will be developing curriculum. Field Training programs highlight the concepts and philosophies that are essential to the role of the field training officer. The refresher course is required every 4 years.



Scan the code to learn more  
about the Police Entrance  
Level Training Program!



Programs (# Conducted)	Attendees
Instructor Training Program (12)	211
Field Training Officer Program (16)	297
Additional Training (10)	131



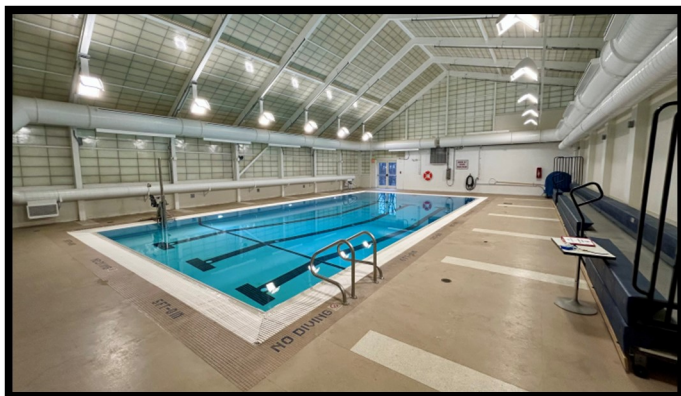
# TRAINING UNIT

The Law Enforcement Training Unit (LETU) has instituted virtual training to meet the mandated training requirements in both entrance level and in-service programs. This style of training has been instrumental in continuing to meet the needs of our client agencies. The LETU continues to research and develop proactive training methods to further the educational needs for public safety.

Within the LETU are the Driver Training Facility, Firearms Training Facility, and Physical Training Facility. The instructors in each of these facilities have dual roles as they provide entrance level and in-service training to professionals from both law enforcement and corrections.

The Physical Training Facility includes the gymnasium, practical venues, outdoor track, weight room, scenario room, training tank and classroom.

In 2024, 661 training sessions were held in the gym, defensive tactics room, and the physical fitness track totaling 3,966 hours. The practical venues hosted 222 training sessions totaling 1,776 hours.



Scan the code to view drone  
footage from our Driver  
Training Facility!

Firearms Training Facility		
Program	# Sessions	# Students
Firearms Instructor School (70 hrs)	4	52
Entrance-Level Firearms (80 hrs)	2	30
Schools (Revolver 14 hrs, Patrol Rifle 35 hrs, Armorer 8 to 16 hrs)	8	134
Law Enforcement Officer Safety Act Sessions (3.5 hrs)	82	730
Orientation Programs (4 hrs)	3	12
User Agency Training	733	4,000+
Driver Training Facility		
Program	# Sessions	# Students
Entrance-Level (EVO 40 hrs, Traffic Stops 40 hrs, LIDAR Certification 24 hrs)	65	774
Emergency Vehicle Operations Instructor Certification 80 hrs)	2	25
In-Service (8 hr & 16 hr programs) + Motorcycle (8 hours)	37	229

# LEADERSHIP DEVELOPMENT

The Leadership Development Institute (LDI) staff is responsible for coordinating, developing, and delivering leadership and professional development training for public safety professionals. LDI currently conducts all courses at the PSETC while actively exploring synchronous and hybrid learning methodologies. LDI is committed to identifying emerging topics and issues in leadership training to enhance critical leadership skills. In response to legislation and current trends in policing and policies, LDI has expanded its training to include Implicit Bias, Servant Leadership, Equitable Decision Making, Managing Across the Generations, and Ethics and Accountability. In 2024, the LDI staff provided training to over 1,500 public safety practitioners.

## **Mandated Programs: First Line Supervisor and First Line Administrator**

The mandatory programs provide newly promoted first line supervisors and administrators with the essential skills, tools, and leadership principles necessary for success in their roles. The programs include interactive problem solving exercises focusing on the fundamental skills required of a first line supervisor or administrator. Class exercises are tailored to give the students experience in identifying problems they will commonly face in the workplace, and provides the tools to plan, implement, and evaluate solutions for impactful and meaningful change. The programs facilitate the understanding of effective management and leadership in both the supervisor and administrator capacities.

## **Professional Development**

LDI, in partnership with the Community College of Baltimore County (CCBC), hosts a robust offering of approximately 24 specialized exceptional professional development seminars each year. These comprehensive seminars delve into critical topics designed to address the evolving needs of public safety professionals. Participants can expect to engage in in-depth discussions and hands-on activities focusing on Managing Organizational Change, Employee Engagement and Motivation, and Coaching for Enhanced Performance. Each seminar is curated to reflect current trends and pressing issues encountered in the field, ensuring that participants receive relevant and practical knowledge that can be applied in their professional roles. Two (2) 4-day leadership courses were developed by LDI personnel for the National Security Agency (NSA) administrators and held at the PSETC.

## **Staff Ride to Antietam: A Comprehensive Leadership Development Experience**

LDI hosted one Staff Ride program in 2024. The Staff Ride to Antietam is meticulously designed to cultivate foundational leadership principles, utilizing the historical battlefield as a dynamic platform for fostering thought-provoking discussions relevant to law enforcement leadership. Antietam, recognized as one of the best-preserved battlefields in America, serves as an ideal setting for delving into these critical themes. This intensive two-day course includes engaging lectures, collaborative discussions, comprehensive battlefield tours, and hands-on group exercises. Participants, ranging from First Line Supervisors to Executive Administrators, are deeply immersed in the following key themes: clarity of intent and expectations in highly fluid environments, gaining enrollment and commitment, and mission first and self-interest last mindset.

"The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them."  
-John Maxwell

# INSTITUTE (LDI)

Programs	Attendees
First Line Supervisor (35 hours)	416
First Line Administrator (35 hours)	152
Civilian Supervisor (21 hours)	124
Leadership & CCBC Professional Development Seminars (Various hours)	861

## Speaker Series

In partnership with the Maryland Police Training and Standards Commission (PTSC), LDI launched its inaugural Speaker Series on October 29, 2024, with Captain Mike Abrashoff, author of the *It's Your Ship: Management Techniques from the Best Damn Ship in the Navy*, *It's Our Ship: The No-Nonsense Guide to Leadership*, and *Get your Ship Together: How Great Leaders Inspire Ownership from the Keel* series, and Stacey Cunningham, author of *Ship Happens: The Ultimate Guide to It's Your Ship*.

Captain Abrashoff taught the participants how to transform their team, reduce burnout, and build a culture of success in an engaging and interactive experience that empowered them to lead with purpose. The Speaker Series features a diverse lineup of renowned motivational speakers, accomplished authors, and subject-matter experts. These individuals bring a wealth of knowledge and experience on leadership and relevant public safety issues. It is anticipated that the series will host four or more events annually, creating an ongoing opportunity for learning, collaboration, and networking.



# CERTIFICATION

The Certification and Compliance Unit of the Maryland Police and Correctional Training Commissions (MPCTC) is tasked with maintaining and auditing the certifications and training records for individuals who are subject to the authority of the Maryland Police Training and Standards Commission (PTSC) and the Maryland Correctional Training Commission (CTC). These include police officers, sheriff's deputies, state and county correctional officers, parole and probation agents, non-uniformed staff, and certified staff from the Department of Juvenile Services. In 2024, records for over 16,000 police officers and 11,000 correctional officers were serviced by the Certification Section, over 2,000 programs were approved and more than 12,000 Instructors were certified. The Compliance Section, working in conjunction with Certification, provided regulatory guidance to 152 police agencies, 31 correctional agencies and 36 training academies who are regulated the PTSC and CTC.

## Certification System Integration Project

In 2024, Benchmark Analytics began customization of the newly procured Certification Management and Learning System. This web based system will automate and streamline certification and reporting processes with staff, including applications for certification, annual in-service training and mandated agency reporting. The system will provide real time access to compliance status on training and weapons qualifications, as well as offer a fast and reliable reporting engine at no cost to the end users. The system is expected to go live in 2025.

## Security Guard Training Programs

Effective June 1, 2024, the Maryland General Assembly revised the Maryland Code, Business Occupations and Professions Section §19-402 to establish training requirements for Security Guards. The Certification Section of MPCTC is responsible for reviewing and approving the training programs. In 2024 the Certification Section certified approximately 413 instructors, and approved 92 initial and 73 in-service programs.

## Special Police Commission Training

In 2024 the PTSC revised the objectives required for Special Police Officers (SPOs) in Maryland, aligning them based on the job task analysis conducted for the police officers. The Certification Section is assisting agencies as they transition to the new objectives. In 2024 the Certification Section approved over 200 new SPO training courses.

Year End Figures	
Police	# Officers
Certified Mandated Officers	15,586
Probationary Officers	489
Officers Retired/ Resigned	976
Corrections	# Officers
Certified Mandated Officers	10,282
Probationary Officers	662
Officers Retired/ Resigned	1,041

# COMPLIANCE

The Compliance Section successfully completed a total of 52 compliance audits in 2024. The current auditing schedule requires that all Academies be reviewed biannually, Selection Standards every three to five years, and audits for In-Service Training every two to three years. As outlined in Public Safety Article (PSA) §3-209, the Selection Standards audits for police agencies involve evaluating compliance with Annual Physical Agility Assessments and Biannual Mental Health Assessments. Correctional In-Service audit reviews were started in 2023 and completed in 2024. Audit areas included officer ranks, training for First Line Supervisors and/or First Line Administrators, Firearms Authorization forms, and annual In-Service training hours.

In August of 2024, the Compliance Section initiated comprehensive audits for all approved Special Police Officers (SPOs) Authorized Training Providers. These audits are designed to review all training documentation pertaining to initial and annual training provided by the accredited agencies, ensuring that all special police officers fulfill the requirements outlined in PSA §3-303 and §3-312. During the audit process in 2024, a total of four SPO training providers were reviewed. The audits included a comprehensive examination of training materials, attendance records, and assessment methodologies employed by these agencies. The remaining 16 SPO training providers will be scheduled for similar audits in the upcoming audit cycle, which occurs every two to three years.

In 2025, the focus will shift towards Police In-Service auditing, emphasizing the requirements surrounding Field Training and the qualifications of Field Training Officers. This audit review will build upon the previously established standards set forth by the Compliance Section, to establish that police agencies are meeting all regulatory requirements.

2024 Compliance Audits	
Audits	Totals
Police Academy	7
Police Selection Standards	18
Police In-Service	4
Correctional Academy	2
Correctional Selection Standards	4
Correctional In-Service	17



# POLICY, PROCESS AND GRANTS

The staff of the Policy, Process, and Grants Unit supports the functions of both the Police Training and Standards Commission and the Correctional Training Commission through the review and support of existing and new legislation and regulations. This is done by collecting mandated data and preparing reports for the General Assembly and the Governor. In FY 2024, the Policy Unit collected and prepared reports on Speed Monitoring Systems (*speed cameras*). Fifty-three (53) agencies now operate systems in Maryland, an increase of four agencies compared to the previous year. The Unit also collected and published data regarding Serious Officer Involved Incidents and Use of Force Complaints for calendar year 2023. Annually, the Unit also researches new laws that were passed in the General Assembly that impacts law enforcement. The new laws were incorporated into the next edition (2024) of the Maryland Digest of Criminal Laws, an exclusively digital format which is used by officers in the field.

The Policy Unit also oversees the Police Training and Standards Commission Strategic Plan. The plan was originally developed in December of 2023 and updated in August of 2024. The strategic plan focuses on identifying and addressing gaps and deficiencies in training, as well as improving outcomes related to public safety. The plan includes specific training goals, timelines, and metrics for success and is aligned with recent changes to law enforcement statutes. A number of projects have already been completed or are well under way. Several new initiatives include:

- ◇ the purchase of officer training simulators used as a tool in use of force and de-escalation training;
- ◇ body-worn cameras purchased for the Police Entry Training Academy so trainees become familiar with their use during training scenarios;
- ◇ police driver training simulators were added to improve driving skills; and
- ◇ classroom technology upgrades.

Another responsibility of the unit includes the drafting of regulations on behalf of the Police Training and Standards Commission, and the Correctional Training Commission. There were no major changes drafted in 2024 for the Police Training and Standards Commission, but a new regulation was drafted for the Correctional Training Commission that aligns current drug screening and prior substance abuse regulations with Maryland law (*recreational cannabis use – COMAR 12.10.01.21 and .22*). The new regulation took effect in September of 2024. Unit staff also responded to a number of legislative proposals during the 2024 session of the General Assembly.

Staff of the Maryland Police and Correctional Commissions also administer a Professional Development Fund (PDF) grant. The intent of the grant is to award funds to correctional agencies, police agencies, and professional organizations to provide training opportunities. In FY2024, ten grants totaling \$45,000 were awarded to various public safety agencies and professional organizations for professional development training. The FY2025 budget includes the same funds for additional grants.

## Strategic Plan Goals

Goal #1: Strengthen the Public Safety Education and Training Center's position as the statewide leader in public safety training and education.

Goal #2: Develop innovative education programs.

Goal #3: Enhance the Public Safety Education and Training Center's reputation for delivering exceptional training.

Goal #4: Enhance and expand innovative technology in classrooms.

Goal #5: Enhance and expand technology to improve communications with statewide public safety partners.

Goal #6: Ensure the Public Safety Education and Training Center technology and facilities support the agency mission.

# SUPPORT SERVICES DIVISION

The Support Services Division is responsible for the operation and management of services to support the Public Safety Education and Training Center (PSETC). The Center is comprised of 11 buildings encompassing 712 acres of land, recently adjusted due to a transfer to the Department of Veterans Affairs.

- ◇ Academic and Administration Building: Approximately 122,000 square feet of administrative and training space with 135 offices, 20 classrooms, 35 dormitory rooms, computer labs and a full-service cafeteria with seating for 400.
- ◇ Physical Training Center: Four staff offices, a full size gymnasium, weight room, classroom, tactical decision training room, doctor's suite, ¼ mile outdoor running track, and a training tank.
- ◇ Firearms Training Facility: Administration building housing classrooms, offices, simulator training rooms, as well as two 50-yard outdoor pistol ranges, two 25-yard outdoor pistol ranges and one 200 yard rifle range.
- ◇ Driver Training Facility: Administration building with staff offices and classrooms, simulator training room, a one-mile Highway Response Course, an Urban Grid training course with approximately 1.5 miles of various roadway surfaces, a Skid Pan, Skills Pad and an on-site vehicle maintenance garage responsible for service and repairs of the agency training fleet.
- ◇ Additional: Two separate dormitory buildings with a total of 59 dorm rooms, plus four Scenario Training Buildings.

## Fiscal Operations for the Center

Fiscal Year (July to June)	Operating Budget Salaries and Expenses	# Budgeted Positions
FY2024	\$8.8 Million	79.64
FY2025	\$9.3 Million	80.94

The Guest Services Unit welcomes visitors and students to the Center. A variety of agencies including resident partners, State and Federal agencies and other associated public safety organizations use the Center for training events. The unit is responsible for scheduling classrooms, the Physical Training Center, scenario training venues and residence halls.

The Center has seen an ongoing increase in training and residence hall use since classes have continued to return to in-person instruction. Since 2022, the Center has averaged 232 students on-site for training daily, a number which does not include visitors for non-training purposes such for meetings and graduation events. In addition to conducting mandated training classes and hosting annual events such as the Instructors' Conference and D.A.R.E. Officer Training, some noteworthy specialized training events included the MD Department of Assessments and Taxation programs and leadership training for the National Security Agency.



PCTC provides a variety of services and support for our training units, operations, Resident Partners, DPSCS Office of the Secretary, our students and many federal, state and local allied agencies. This year, the Center installed upgraded equipment in classrooms to enhance our audio/visual technology. We also launched our new website, ensuring our agency's information is organized and up to date for public view.



Some of our other on-site services include:

- ◇ Preparing training materials, including design and printing;
- ◇ Professional photography for events, academies and graduations;
- ◇ Videography for academy graduations and award ceremonies;
- ◇ Licensed drone pilots on-staff for video and/or photography for integration into training sessions and evaluations;
- ◇ Recording and producing virtual projects for training and events;
- ◇ Creating informative training videos for staff and allied partners;
- ◇ Technical assistance with classroom equipment, including audio setup for in-person, virtual or hybrid events.

**For more information, contact the  
MD Police and Correctional Training Commissions  
at the Public Safety Education and Training Center!**

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**State of Maryland**

Wes Moore, Governor  
Aruna Miller, Lt. Governor

**Department of Public Safety and  
Correctional Services**

Carolyn J. Scruggs, Secretary  
Anthony A. Gaskins, Chief of Staff  
Joseph Sedtal, Deputy Secretary - Administration  
Annie D. Harvey, Deputy Secretary - Operations



**Our Mission**

The Maryland Police and Correctional Training Commissions provide training and regulatory services to Maryland's certified police and correctional professionals through the recommendation and implementation of standards.

**Public Safety Education and Training Center**  
Kate Gossard, Executive Director