



2024 ANNUAL REPORT



Letter from the Director

2024 was a momentous year for the North Carolina Justice Academy (NCJA), both literally and ceremonially. Founded in 1973 in Salemburg, NCJA celebrated its 50th year of providing research, education, training, and technical assistance to our diverse group of criminal justice stakeholders.

The Academy began operations in 1974, originally in support of the Criminal Justice Education & Training Standards Commission. NCJA's mandate and mission have grown over the past 50 years, adding support to the Sheriffs' Education & Training Standards Commission and in the development and delivery of scores of non-commission courses.

To meet an increased demand, NCJA's facilities have grown with the addition of a Western Campus in Edneyville in 1998. Moreover, an online training platform was established in 2014, resulting in exponential increases in student completions, totaling an all-time high of over 240,000 in 2024.

While funding delays stalled several major facility renovations in 2024, NCJA Operations staff made numerous facility improvements at both campuses. In November of 2024 funding was approved to begin major projects such as the resurfacing of the Driving Track and Faculty Drive (Salemburg), and the renovations of the Residence Hall and Administration Building (Edneyville) in mid-2025. NCJA leadership has submitted legislative funding requests for additional renovations at both campuses, totaling over \$21 million in the 2025-26 legislative biennium.

2024 saw the completion of the pilot delivery phase of the all-new Basic Law Enforcement Training (BLET) curriculum. This new industry-leading curriculum received Commission approval in 2024 for statewide implementation in January of 2025. Hundreds of subject matter experts, dozens of partner agencies, and both the Criminal Justice and Sheriffs' Standards Commissions assisted NCJA in bringing this new training program to fruition. On behalf of NCJA staff, I thank you all.

Finally, our thanks to Attorney General Josh Stein and Chief of Staff Seth Dearmin for their leadership over the past eight years. We congratulate AG Stein on his election as North Carolina's next Governor and look forward to serving Attorney General-elect Jeff Jackson and his administration moving forward.

Optimistically,
Trevor Allen



-Trevor Allen, Director



Our Mission

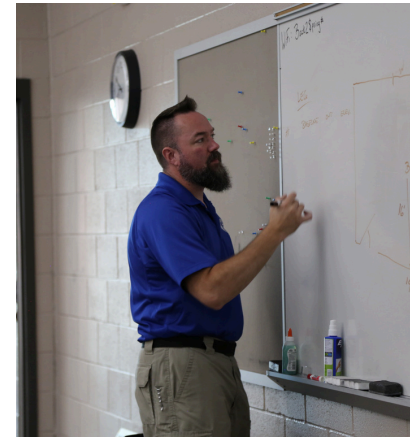
To serve the citizens of North Carolina by enhancing the careers of criminal justice officers through research, education, and training.





About Us

The North Carolina Justice Academy is a division of the North Carolina Department of Justice. It acts under enabling legislation to provide Basic and Advanced Law Enforcement Training to North Carolina's law enforcement officers. Training and self-paced independent and blended web courses are offered at our campuses in Salemburg and Edneyville.





Organization Chart

Trevor Allen

Director



Dan Worley

Deputy Director - Operations



Chris Anderson

Deputy Director - Training



Ramona Higgins
Audio/Visual
Production Unit



Greg Raynor
Campus Operations
Salemberg



Nathan Bright
Instructional
Support Services



Anthony Farrior
Business Office



Ken Lillie
Campus Operations
Edneyville



Merrily Cheek
Training Manager



Robert Taylor
Training Manager



Alex Gazaway
Training Manager

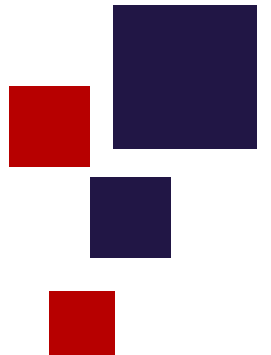


Floyd Yoder
Training Manager





TRAINING HIGHLIGHTS



The Training Section had an incredibly successful year. We kicked things off with the well-deserved retirement of several team members who had dedicated many years of successful service to the people of North Carolina. These changes resulted in several promotions and the recruitment of several new team members who are extremely well-qualified.

Throughout the year, we continued implementing strategic plans designed to provide enhanced support for our stakeholders and the Commissions. This included realigning duties and responsibilities, resulting in two focused teams: one of instructor developers working on the Mandatory In-service Training (MIST) project, and another team of instructor developers concentrating on Basic Law Enforcement Training (BLET).

With these realignments, the North Carolina Justice Academy (NCJA) successfully partnered with thirteen delivery sites to pilot and validate the new BLET curriculum, culminating with the approval and adoption by the Criminal Justice Education and Training Standards Commission on September 6, 2024, for statewide implementation starting January 1, 2025. The BLET team, consisting of three dedicated instructor developers, will continue to work closely with school directors across the state—West, Central, and East—collecting feedback and maintaining the new 2025 BLET curriculum.





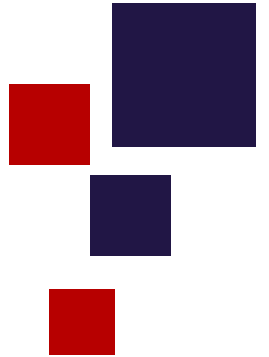
Training Highlights



Additionally, the NCJA Training Section implemented a program for mandatory instructor updates for all Specialized Firearms Instructors and Subject Control Arrest Tactics instructors. These updates, required by the Criminal Justice Education and Training Standards Commission, were crucial to preparing instructors for the new BLET topics. In 2024, we offered 32 Specialized Firearms Instructor BLET Updates, successfully training 1,071 firearms instructors, with 843 more to be updated in 2025. We also conducted 14 trainings for the update from Subject Control Arrest Tactics to Control and Compliance Tactics Instructor, with 295 instructors attending and 138 more needing to attend in 2025.

Furthermore, the Training Section successfully revised several popular programs, updating the curriculum while also considering the needs of our stakeholders. As a result, several programs now offer a Train-the-Trainer component, allowing certified instructors to attend the program and then deliver the respective training to their agencies. Two such programs implemented in 2024 are Fundamentals of CSI and Forensic Analysis for Patrol Officers. Our team plans to expand Train-the-Trainer offerings in subject classes and the number of offerings in the coming year.

As we look back on an exceptional year, we are filled with pride and a sense of accomplishment. Our dedicated team has navigated significant changes with resilience and enthusiasm, all while keeping the mission of the NCJA at the forefront. The partnerships we've fostered and the innovative programs we've implemented have set a strong foundation for future success. We are excited to continue our journey of growth and excellence in the year ahead, committed to enhancing the skills and knowledge of law enforcement professionals across North Carolina. Here's to another year of impactful progress and collaboration!





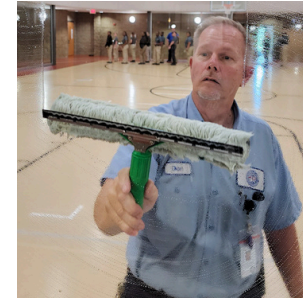
OPERATIONS HIGHLIGHTS

The Operations Section of the North Carolina Justice Academy has been extremely busy during 2024. A special emphasis has been placed on renovating the appearance and usefulness of facilities across both the Salemburg and Edneyville campuses throughout 2024 to improve student and guest experiences while on either of our campuses.





Operations Highlights





Operations Highlights

Maintenance and housekeeping staff across both campuses have worked to improve the experience of our visitors through upgrades and repairs. These include:

- Walkway breezeway coverings repaired, cleaned, and freshly painted.
- Sidewalks and buildings cleaned and pressure-washed
- Landscaping areas cleaned and fresh vegetation planted
- Classrooms freshly painted, ceiling tiles replaced, LED lighting installed, and ergonomic setups adjusted for better instructor-to-student engagement.
- Phase I of upgrading the information technology infrastructure at the Salemburg campus. This included mapping the campus for future high-speed fiber data lines.
- Installation of a new turning target system for the outdoor firearms training range in Salemburg, and other upgrades to the facility.





Operations Highlights

A notable event occurring in 2024 was Hurricane Helene's unfortunate arrival and impact. Our west campus in Edneyville and the surrounding area experienced record-breaking rainfall, flooding, and high winds. Power loss, no running water, and impassable roadways across western North Carolina and near our west campus resulted in a marked deviation from our typical mission of researching, developing, and delivering training.

The west campus became a residence hall for out-of-county firemen and law enforcement, serving as mutual aid to Henderson and other nearby counties. Our campus grounds served as a remote refueling and landing zone for helicopters dropping off evacuees from the cutoff regions in the area and for the drop-off of supplies.

The Academy's campus also served as a citizen-led distribution center of supplies and donations to those in and around Edneyville who had no access to other resources. Our cafeteria vendor served free meals to volunteers, academy staff, and members of the immediate community in their time of need.

Even while several of our staff had extensive damage and one lost their home entirely, our west campus operations team reported to work to serve our first responders, volunteers, and our community. The Academy leadership is exceptionally proud of the wonderful job our west campus staff performed during such as catastrophic event.







Measuring Progress

NIGHTS ON CAMPUS

Edneyville	4,193
Salemburg	17,914

COURSE COMPLETIONS

IN-PERSON

Classes	On Campus Students	Off Campus Students
524	6,820	4,874

ONLINE TRAINING

240,904 Completions - 153 Courses

OUTSIDE AGENCIES

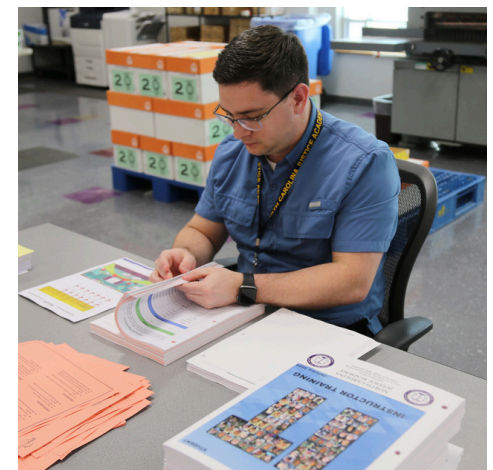
5,366 Students - 362 Hosted Courses

PRINT SHOP STATS

Total Impressions 9,408,233

Outside Agencies:

NC Sheriffs' Association	98,028
School Directors Conference	22,640
Sheriffs' Standards	8,588
NC Crime Lab	4,100





Popular Products

Concealed Carry Handgun	13,314
NC Motor Vehicle Law	1,503
NC Criminal Law & Procedure	1,432
Arrest, Search & Investigation	1,270
BLET	1,265

TOTAL NCJA BOOKS SOLD 28,013





Looking Ahead

With a new year typically comes resolutions of change and improvement in our lives. The Operations Division staff of the North Carolina Justice Academy and the services we provide to our stakeholders are no different. Before 2024 had even concluded, our operations staff was already executing plans for improvements into 2025 with the ultimate desire to present a better experience for first responders visiting either of our campuses for high-quality training.

The North Carolina Justice Academy remains very appreciative of the support provided by our legislators at the North Carolina General Assembly for providing funding to accomplish the following needed projects in 2025:

1. A complete renovation and upgrade of the driver training facility, including resurfacing of the asphalt and installation of a parking garage for the driver training fleet of automobiles.
2. A complete renovation and upgrade to the residence hall and administration building at our west campus in Edneyville.
3. A complete renovation and upgrade to Faculty Avenue, our primary drive on the east campus in Salemburg.
4. A complete renovation and upgrade to multiple parking areas on the east campus in Salemburg.
5. Minor renovation to the parking areas located at the west campus in Edneyville.
6. Repairs to the roofs of multiple buildings across both the west and east campus.
7. Completion of the information technology infrastructure upgrade and installation on the east campus in Salemburg.





Looking Ahead



Additionally, the Operations Division will be working on the following areas in 2025 to better serve our stakeholders and customers:

1. The Justice Academy bookstore will be overhauling the online bookstore website to improve user-friendliness and the overall shopping and ordering process.
2. Video and media production staff will partner with training developers and focus on revising and updating our media products to improve the overall quality of our products.
3. Assess strategic planning to provide priority requests to our legislators related to funding needs for capital projects with the highest positive impact on our stakeholders and guests.



The staff of the North Carolina Justice Academy is honored to partner with and serve our public safety professionals across this great state by providing quality training that is relevant, innovative, timely, and engaging. We are looking forward to another successful year in 2025.



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Follow us on  : North Carolina Justice Academy