

The background image shows a driving course with several cars, including a police car, and a podium in the foreground. The scene is overlaid with a blue tint. A red vertical bar is on the left side of the image.

Annual Report

2025 Justice Academy Annual Report

A small red square graphic located in the bottom right corner of the page.

From the Director



-Trevor Allen, Director

2025 was a year of growth for the Justice Academy. Attorney General Jeff Jackson has completed his first year in office, and his support of NCJA is greatly appreciated.

On the Operations side, NCJA completed the resurfacing of the driving track on the Salemburg campus. Furthermore, the resurfacing of Faculty Drive has made considerable progress and is expected to be complete by early 2026. With all design documentation submitted to the State Construction Office, NCJA looks forward to having the Administration Bldg. and Residence Hall renovation project at our Edneyville campus ready to bid in early 2026, as well. NCJA leadership continues to submit legislative funding requests for additional renovations and upgrades at both campuses.

The NCJA Training Section continued to work extremely hard to serve both the Criminal Justice and the Sheriffs' Education & Training Standards Commissions through commission-mandated training programs.

Revisions to the Specialized Driver Instructor, Compliance & Control Tactics Instructor, and Firearms Instructor Training programs we completed, with each beginning a pilot delivery phase. The Commissions jointly established a mandate prohibiting the certification of any officer who tests positive for THC. The NCJA In-service team promptly responded to this mandate, creating an online training/attestation to be completed by all certified officers by December 31, 2025, and by all BLET students beginning January 1, 2026. Our training staff also delivered over 450 in-person classes to nearly 12,000 students across our non-commission training programs. NCJA stakeholder partnerships also grew in 2025. We continue to host the Chiefs Leadership Institute for the NC Association of Chiefs of Police twice per year, helping prepare newly appointed chiefs to serve their communities. NCJA also produced a video project for the NC Sheriffs' Association, highlighting the efforts of our Sheriffs helping their communities recover from Hurricane Helene.

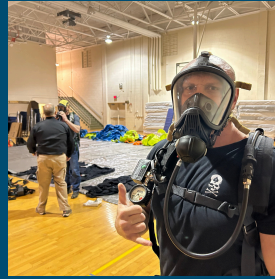
Our mission is to enhance the careers of criminal justice officers through research, education, and training. We take that mission seriously and strive to do it at the highest level for our stakeholders.

Come see us in Edneyville or Salemburg soon!



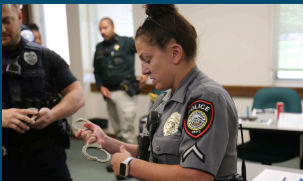
Our Mission

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.



Leadership Team



Trevor Allen

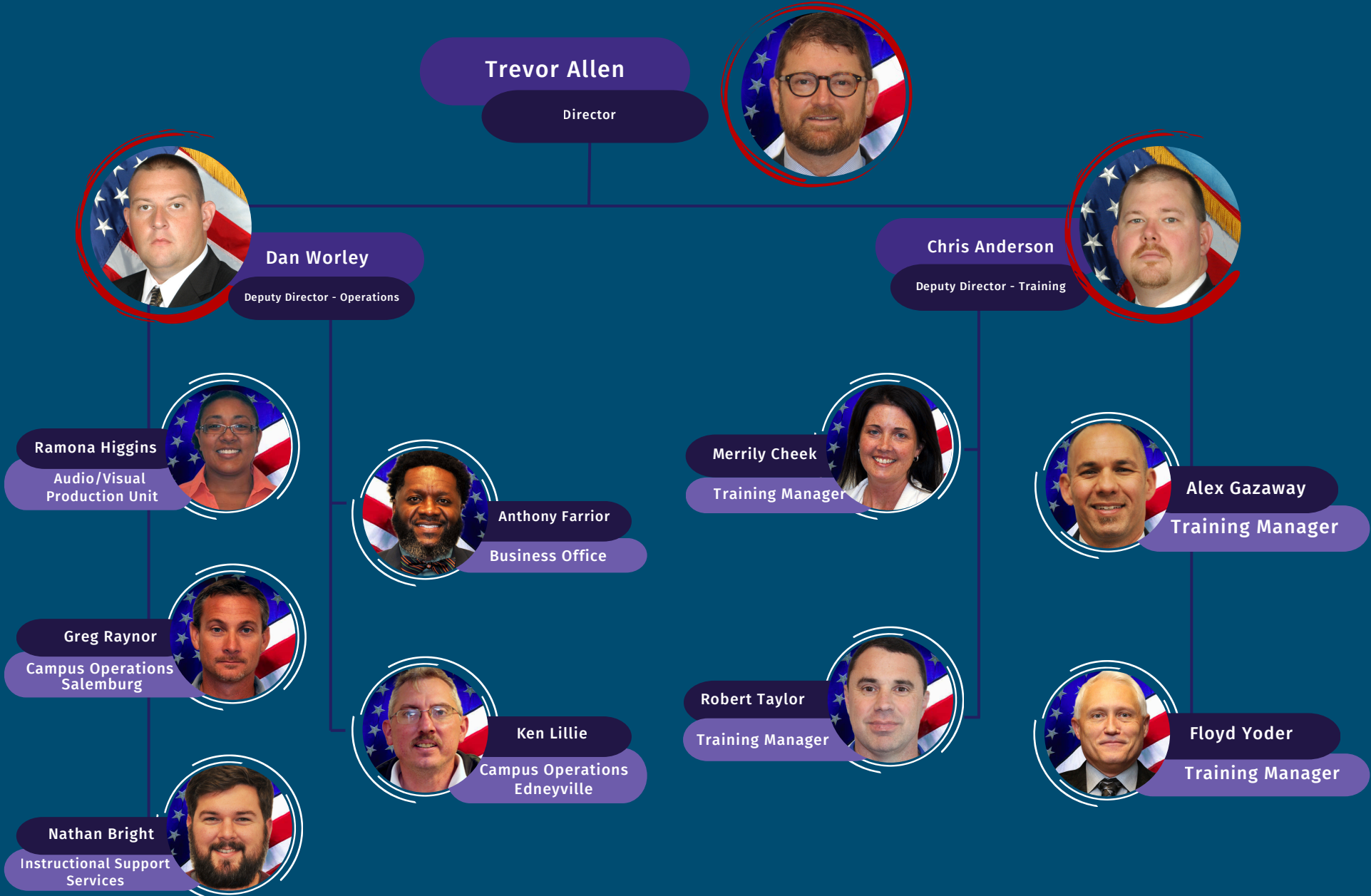


Chris Anderson



Dan Worley

Organization Chart



Training Success

Success Story

Wonderful class. The most knowledge I have gained from any single class I have ever taken. [The] case Law portion of the class was great.

Success Story

This course was enjoyable, and the online version gives the opportunity for officers to gather information on their own time and not [be] placed under a time crunch. Having the full month also gave me more time to think and reflect on the articles.

Success Story

The instructor demonstrated an outstanding ability to teach tactical leadership through a perfect balance of real-world experience, clear instruction, and engaging delivery. Their ability to break down complex scenarios into practical, actionable strategies not only deepened my understanding but also inspired confidence in applying these principles in high-pressure situations. This was one of the most impactful and professionally relevant courses I've taken.

**Direct feedback received from officers completing anonymous surveys related to NCJA training courses.*



Training Highlights



The BLET team initiated the next revision cycle by distributing six topics to school directors statewide, inviting feedback and collaboration to ensure the program remains responsive and effective.

We also continued our commitment to instructor development through mandatory updates. In 2024 and 2025, we trained over 1,650 Specialized Firearms Instructors and nearly 350 Control and Compliance Tactics Instructors, ensuring readiness for the evolving BLET curriculum and reinforcing our commitment to high standards.

In response to agency needs, we expanded the NCJA-Academy Authorized Instructor program to include a Train-the-Trainer component for several high-impact courses. In 2025, this expansion included Police Law Institute, Officer Safety and Survival Tactics, Field Training Officer, School Resource Officer, and Fundamentals of CSI—empowering certified instructors to bring vital training directly to their agencies.

Training Highlights

Reflecting on 2025: A Year of Teamwork, Progress, and Purpose



2025 has been a remarkable year for the NCJA Training Section—defined by collaboration, innovation, and a shared commitment to excellence. Together, our team has launched new programs, strengthened support for the Commissions, and advanced key initiatives that will shape the future of law enforcement training across North Carolina.

Among our proudest accomplishments was the successful statewide implementation of the new BLET program. This milestone reflects the dedication and coordination of our entire team, as well as the invaluable input from our stakeholders. We also completed major updates to several Specialized Instructor programs, including Compliance and Control Tactics and Driver Instructor Training, and began reviewing and revising the Radar and Lidar Instructor programs.

Our Instructor Training program entered a transformative phase, with a comprehensive revision that will result in two distinct certifications: General Instructor, focused on presentation and platform skills, and Developer, centered on lesson plan creation. Similarly, the Specialized Firearms Instructor Training program is undergoing a major revision, with pilot delivery planned for early 2026.

Training Highlights

As we close out this exceptional year, we celebrate the resilience, innovation, and teamwork that made these achievements possible. Our collective efforts have laid a strong foundation for continued growth, and we remain committed to supporting our stakeholders with integrity and purpose.

Looking ahead to 2026, we are energized by the opportunities before us. With a clear vision and a united team, we will continue to elevate training standards, foster collaboration, and deliver impactful programs that serve the law enforcement community across North Carolina.

Here's to another year of progress, partnership, and purpose.



Operational Success

Success Story

The Maintenance team at the Salemburg Campus demonstrated exceptional dedication, craftsmanship, and professionalism by going far beyond routine responsibilities to remodel and enhance the campus driver training facility track house. Their work was completed under tight timelines, significantly elevating the facility's appearance, functionality, and overall presentation for guests, students, and staff.



Success Story

During the fall of 2025, the NCJA was tasked by the joint commission with creating an asynchronous Acadis training to enumerate the expectations of North Carolina officers regarding the use of THC products and how it would impact their careers in law enforcement. The NCJA was flooded with calls and emails regarding the online class. Between 10/14 and 11/12, the NCJA Acadis Helpdesk received over 6000 emails. This figure alone represents a 300% increase in the average number of emails received and does not account for the 13 days of emails between the initial launch and the 14th. It is needless to enumerate further, but this was a major task, shouldered with grace, customer service, and a commitment to excellence, indicative of these two divisions at the NCJA.

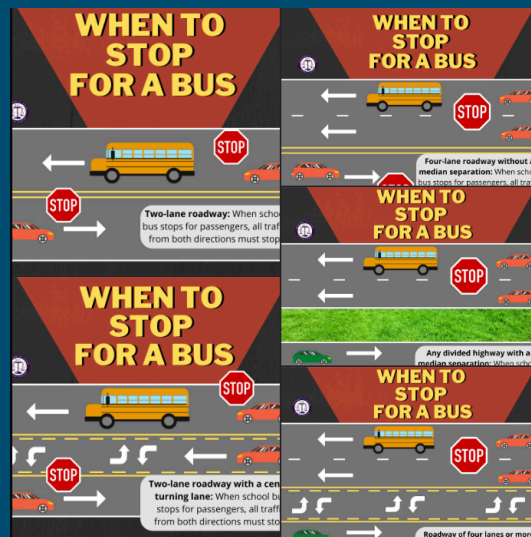
Operations Highlights

2025 has been a year of reassessing and transitioning for the operations section. We have been reassessing how the operations section can increase customer service levels. We have also been transitioning our technology and procedures to enhance the experience of our students and guests, with the goal of raising the bar on our customer service levels.



Operations Highlights

Additionally, the audio/visual production team has been diligently considering new ways to enhance engagement with our stakeholders, students, and citizens in 2025. One way is through a more active social media presence. The audio/visual team developed a more defined method to promote upcoming Academy trainings, broadcast public safety announcements and reminders, and disseminate information critical to criminal justice agencies in 2025. We will continue to expand our social media presence, ensuring the Academy remains a valuable resource for our citizens and customers.



Capital Projects Update



2025 has been a very busy year with numerous capital projects, leaving us thankful for the critically needed funding for these projects, which was granted by our General Assembly. Several renovation and repair project designs are currently under review across both the Edneyville and Salemburg campuses.

For Edneyville, we have worked with designers to produce plans for several projects. These projects include a significant renovation of the residence hall and administration building, featuring new exterior and interior finishes, roofing, and a revised floor plan for the check-in area.

Additionally, for Edneyville, we have plans in the review phase to repair the gymnasium roof to prevent further water intrusion. Plans are also under review to replace the aging and unreliable HVAC system in the cafeteria building. Designs for these projects are currently with the State Construction Office for review and approval.



For Salemburg, as Director Allen identified earlier, we completed the resurfacing of the driving track in 2025. The facility is now paved with fresh asphalt, enabling the enhanced delivery of life-saving skills training.

Additionally, in Salemburg, the primary access street on the campus, Faculty Street, had exceeded its expected lifespan. We began construction on that project in 2025 to resurface the street, install proper drainage and curbing, and resurface some adjoining parking and travel areas. Work on the Faculty Street project is still ongoing. Lastly, we have selected the designer to begin working through plans to execute a complete renovation of the outdoor firing range.

Measuring Progress

NIGHTS ON CAMPUS

Edneyville	2,732
Salemberg	18,955

PRINT SHOP STATS

Total Impressions 9,408,233

COURSE COMPLETIONS

IN-PERSON

Classes	On Campus Students	Off Campus Students
529	8,069	5,145

ONLINE TRAINING

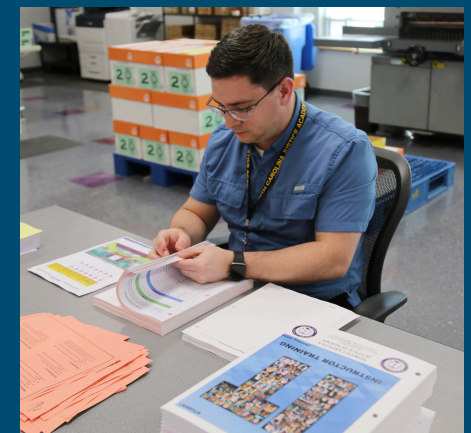
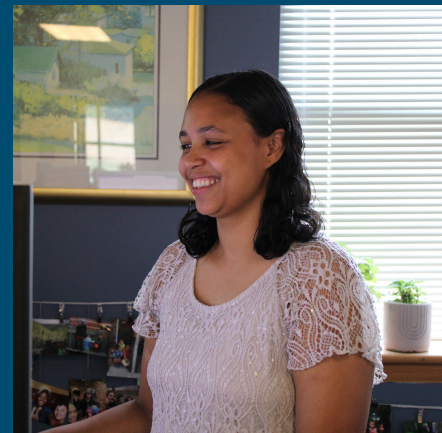
295,791 Completions - 176 Courses

OUTSIDE AGENCIES

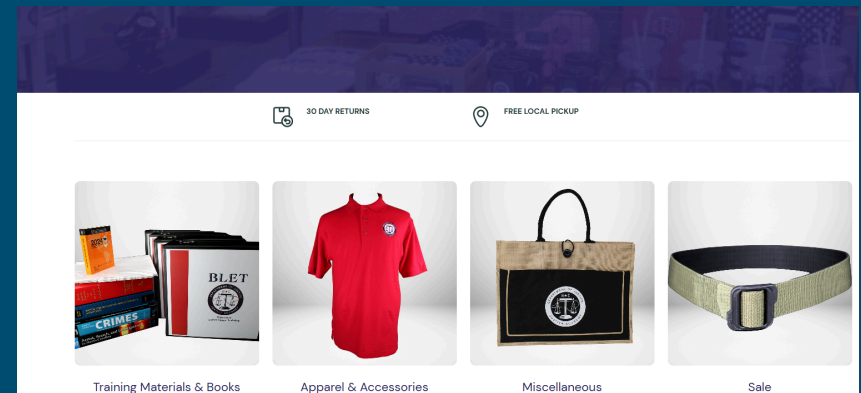
4,328 Students - 228 Hosted Courses

TOP BOOKSTORE SALES

Concealed Carry Handgun	5564
BLET	2551
Speed Measuring Instrument	1008
DOCC	794
PPS	752
Total NCJA Books Sold	21,179



PRODUCT & SERVICE INNOVATION



NCJA Bookstore



The Academy bookstore worked to improve our services. We completely remodeled the website. Our goal was to streamline the shopping experience, making it easier to find and check out products. We improved the quality of product photos and standardized how products are presented. This required considerable work and coordination among the bookstore, website developer, and the audio/visual production team. We invite you to visit <https://ncjabookstore.ncdoj.gov/> to experience the new online bookstore website.

Secondly, we updated the point-of-sale equipment. With this update to equipment and procedures, we process orders more efficiently, saving time and reducing hassle for our customers.

Looking Ahead

For the Justice Academy, 2025 was a year of accomplishment, both in and out of the classroom. For 2026, our goal is to continue building on that momentum and find even more ways to improve our stakeholder services. This commitment to continuous improvement ensures that we provide the highest level of service to our partner agencies. From curriculum revision to facility renovation, we are certain you will find NCJA doing things R.I.T.E.





Like us on  : @ncjusticeacademy
Follow us on  : @NCJAcademy
Follow us on  : North Carolina Justice Academy

