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Windsor Police Chief Achieves Excellence in Internal Affairs Investigations Course





VLCT has learned that Chief Jennifer Frank of the Windsor Police Department was named valedictorian of the FBI-LEEDA's Managing and Conducting Internal Affairs Investigations certification course, which was held September 23-27 in Augusta, Maine. LEEDA stands for Law Enforcement Executive Development Association, and the class trained law enforcement professionals from around the country. This esteemed recognition highlights Chief Frank's exceptional performance and dedication to enhancing agency accountability amid ongoing police reform efforts.

The training program, which focused on best practices for effective internal control mechanisms, equips law enforcement professionals with vital skills necessary for the investigation, adjudication, and discipline of internal affairs matters. The course's comprehensive curriculum is designed not only for internal affairs investigators but also for supervisors, managers, and command staff across all governmental disciplines, fostering a deeper understanding of administrative procedures.

Chief Frank excelled in key areas such as the treatment of statutory bill of rights, investigation of personnel complaints, and administrative law. The training emphasized the importance of effective complaint processes and disciplinary due process, ensuring



that decisions made during investigations are both safe and defensible. Moreover, she completed the training program earning the highest academic score on the final exam.

As police reform continues to be a crucial topic nationwide, Chief Frank's achievement is a testament to the Windsor Police Department's commitment to implementing best practices that foster transparency and accountability.

Chief Frank was able to attend this training with the financial assistance of a [John Lawe Scholarship](#) from VLCT PACIF. She regularly uses these scholarships to improve the leadership skills – and, consequently, the morale – of other Windsor law enforcement officers. About her recent training, she wrote “Thank you to VLCT for the John Lawe scholarship assistance for the Managing and Conducting Internal Affairs Investigations course. The course information was valuable with some good takeaways that I will bring back to our Regional Investigative IA team.”

