



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: Friday, April 3, 2026.** Please include this submission form as the first page of your electronic entry. Contact [Gage Harter](#) with any questions.

PROGRAM INFORMATION

County: _____

Program Title: _____

Program Category: _____

CONTACT INFORMATION

Name: _____

Title: _____

Department: _____

Telephone: _____ Website: _____

Email: _____

SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: _____

Title: _____

Signature: _____

Chesterfield County Police Department

10001 Ironbridge Road

Chesterfield VA, 23832

27 March 2026



The Chesterfield County Police Department is currently working on delivering its third straight year of Command Excellence School (CES). CES was developed by our agency to fulfill a vision of making Chesterfield County Police Department a regional thought leader and “teaching hospital” for other agencies to learn exceptional policing practices and leadership skills.

Command Excellence School is an intensive command leadership program for police lieutenants and above, as well as professional support staff managers working in a law enforcement agency. We are particularly mindful of our smaller agency partners, who often do not have the resources to provide their command-level personnel with exceptional leadership training. The vision for our program is not just to provide a strong leadership curriculum that is on par with other nationally known law enforcement command level training, but to be good corporate partners with other agencies in the Commonwealth of Virginia and offer a high-quality program for police leadership which otherwise may be out of reach due to financial concerns.

Our 2024 and 2025 CES program included students from our own agency, regional partners and agencies from outside the state.

2024 – (35 students)

Chesterfield County Police Department, Spotsylvania County Sheriff’s Office, Culpeper County Sheriff’s Office, Middleburg PD, Bedford PD, Purcellville Police Department, Town of Orange Police Department, Richmond PD, Caroline County Sheriff’s Office

2025- (29 students)

Chesterfield County Police Department, Summerville Police Department, Roanoke PD, Richmond Police Department, Culpeper County Sheriff’s Office, Vinton Police Department, Town of Dumfries, Spotsylvania County Sheriff’s Office, Richland County Sheriff’s Department (South Carolina), Longwood University Police Department, Henrico County Police Division, Virginia State Police, Town of Warsaw, New Market Police Department,

Participants were expected to complete reading and writing assignments pertaining to the challenging, but fun and rewarding, curriculum. This program requires an open mind, a strong work ethic, and a commitment to excellence in leadership on the part of the students.

The instructors for the courses come primarily from within the Chesterfield County Police Department and County government. The ten instructors have served in leadership roles and have a total of over one hundred and sixty years of public service and leadership experience. This volume of leadership experience brings a vast amount of real-world knowledge to benefit students.

The curriculum is approximately sixty hours long, presented over eight total days. It is delivered in the form of 4-two-day sessions, with one session delivered per month over four months. It consists of all subjects related to leadership but has included: reflecting on your “why” in leadership, leadership communication, leading with emotional intelligence, re-envisioning challenges with an emotionally intelligent mindset, customer service in public safety, legal concerns, creating your communication team, crisis communication, resilient leadership, appreciative inquiry, building a high performance team and culture and Struggle Well mental wellness training for first responders.

Students were required to complete four writing assignments (3-to-5-page opinion papers), one verbal presentation, read six books, and complete a lengthy Emotional Intelligence Assessment Test. The cost of providing this training is roughly \$12,000 and includes: books and materials for 30 to 40 students, a welcome breakfast social network event, graduation ceremony and luncheon for students and agency representatives as well as graduation certificates. Financial support for the program comes in part from donations made by business and organization within the community. As a result, we have been able to deliver this high-quality training for free.

We at the Chesterfield County Police Department believe that the relationships we have within our community is fundamental to our success as an agency. The concept of “loving those you lead” is foundational to that belief. The individual traits of being “hungry, humble and smart” drive our individual performance to support organizational success. The future of policing is one in which police departments are a part of their communities, not apart from their communities. It is critical that we train the next generation of police leadership in these important tenants. And we believe that we play a part in ensuring all police agencies in Virginia have access to these tenants.

2025 COMMAND EXCELLENCE SCHOOL



Tuition and class materials are free.

DATES

August 11: 0800-1630
August 12: 0800-1630
September 15: 0800-1630
September 16: 0800-1630
October 27: 0800-1630
October 28: 0800-1630
November 10: 0800-1630
November 11: 0800-1330

Participants must attend all eight days to graduate from the program.

Take a moment and consider...
When did you become a leader?
What got you here? Who are you currently leading? Where are you going? And how will you get there? Sure, you've been to plenty of "leadership" classes, but when is the last time you took stock of what it all means and how to apply it to your day to day? How do you take the knowledge, skills, and abilities you've honed and use them to inspire others? How do you change your culture for the better? How do you lead with your brain and your heart? Explore your servant's heart and get answers to all these questions and more in the Chesterfield County Police Department's Command Excellence School.

The CCPD Command Excellence School is an intensive eight-day command leadership program for lieutenants and above, as well as professional support staff managers. Participants will be expected to complete reading and writing assignments pertaining to the challenging, but fun and rewarding, curriculum. All books and course materials will be provided. This program requires an open mind, a strong work ethic, and a commitment to excellence in leadership.

CCPD CHESTERFIELD COUNTY
POLICE DEPARTMENT

