



## Sniper Training Matrix

### Content and Hours

After graduating from a comprehensive police sniper school, sniper team members must receive ongoing training year-round to maintain their operational readiness. This document is a framework of necessary annual content, hours and justification for a police sniper skills maintenance program. The justification is based on the ASA's Police Sniper Essential Skills List, which was created to give form and purpose to sniper training. Note that by necessity and the unique nature of the competencies covered, much of this training will have to be conducted by, and administered to the sniper team, independent of other team elements.

Some areas of instruction should be addressed as a SWAT team at the beginning of the training year. Others should be scheduled quarterly, and others must be part of the monthly training evolution. Some topics will overlap synergistically with others, diminishing the need to train each area separately, and to avoid redundancy. The goal is to make sure all topics and skills are addressed with the frequency and duration necessary for snipers to learn them, master them, and maintain operational readiness at all times.

### Operational Skills:

#### Team Review

- Annual policy review (state use of force statutes, department deadly force policy, SWAT and sniper team SOP, officer-involved shooting policy). This should be conducted with the entire SWAT Team – 4 Hours
- Annual equipment inventory and detailed inspection – 4 Hours
- Annual equipment review and testing (function, nomenclature) – 4 Hours

Total Annual Review Hours

**12**

Classroom Instruction	Frequency	Duration	Total Hours
Ballistics (external and terminal)	1x	2hr	2
Intermediate barriers	1x	2hr	2
Special shooting conditions (high angle, wind, low light)	1x	2hr	2
Hide construction (interior, exterior and vehicle)	1x	2hr	2
Observation	1x	4hr	4

Tactical Vision exercises	12x	.5hr	6
Reporting and communications	1x	2hr	2
Camouflage	1x	2hr	2
Counter-sniper operations	1x	2hr	2
Sniper Survival Skills	1x	2hr	2
Target Assessment Program	1x	2hr	2
Case studies	12x	1hr	12

### Practical Exercises

Full team scenario training	2x	4hr	8
Site diagramming (Range Cards)	4x	1hr	4
Distance estimation	2x	1hr	2
Observation exercises	4x	1hr	4
Concealment exercises	4x	1hr	4
Movement skills	4x	1hr	4
Hide construction	4x	2hr	8
Target Assessment	2x	4hr	8
Sniper Cover	2x	1hr	2
Sniper-initiated assaults	2x	1hr	2

Total Annual Academic Hours **82**

### FIREARMS

- This section of the matrix is meant to organize the overall training goals. The design of the courses of fire is left to the individual training officer.
- In some instances, one range exercise may encompass several individual skill sets.
- The scheduling of range training must take into account the need to practice all of these listed skills in all seasons, and in both daylight and low light conditions. ALL of the listed firearms skills have to be duplicated and mastered in low light training conditions.
- If the team has night vision sighting equipment, additional training hours may be needed for both classroom instruction and live fire exercises.
- Range exercises take into account time to set up, execute and then evaluate each course of fire.

Firearms Skills	Frequency	Duration	Total Hours
Cold Shot	12x	.25hr	3
Zero confirmation	12x	.5hr	6
Fundamental drills	12x	.5hr	6
Cover Safe drill	12x	.5hr	6
Position work (Standing, Sitting, Kneeling)	12x	.5hr	6
Stress shooting	12x	.5hr	6

