

1. Interpersonal Relationships

Evaluates Probationer's interaction with the public while providing law enforcement services.

Evaluates Probationer's interaction with all agency members within the agency including Field Training Officers, Supervisory/Command Staff, Sworn/Nonsworn Support Personnel in accordance with Agency guidelines (policy and procedure, general and special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill, application, and competency without Field Training Officer prompting or assistance.

Meets Standards: Yes

The Probationer establishes a mutual trust and rapport with all persons by maintaining a respectful and polite demeanor even in difficult situations. The Probationer cultural competence results in all individuals treated with respect, regardless of their race, ethnicity, gender, age, religion, sexual orientation, or socio-economic background. Probationer utilizes clear and concise communication in a respectful and calm manner to defuse tense and challenging situations. The Probationer's active listening and body language (physical posturing) enhances conflict-resolution by preventing situations from escalating by remaining neutrally objective and working toward acceptable resolutions. Interpersonal problem resolution is determined by immediate and accurate assessment and following through by executing realistically feasible service delivery options (e.g., social services referrals, victim assistance, etc.). The Probationer demonstrates personal stress management by not being goaded, manipulated, or baited into escalating confrontations including those videotaping police actions. Probationer actively engages with community members without prompting (e.g., park, walk and talk). Probationer's actions indicate that they are cognizant that gaining community support as well as acceptance requires mutual trust, respect, and collaboration.

The Probationer interacts and works effectively with all First Responders. Probationer is responsive to the self-evaluation/coaching process with all Field Training Unit members by demonstrating 1) ownership, 2) accountability, 3) responsibility, and full understanding of the *consequences* of their actions. The Probationer prepares the *Daily Training Plan* and *Probationer Manual Training Tasks* to prepare for and facilitate the on-shift training planned for the next duty day. The Probationer asks questions and does not hesitate to seek corrective action as well as performance coaching assistance; initiates the requests for additional training opportunities.

Meets Standards: No

The Probationer is formal, tense when dealing with the public. Probationer fails to demonstrate personal stress management by being goaded, manipulated, or baited into escalating confrontations. The Probationer fails to remain objective and neutral during call/incident handling, street contact with persons videotaping police actions, open carry persons, etc. The Probationer's biases and prejudice are apparent in their verbal and nonverbal actions/behaviors based upon the individual's race, ethnicity, national origin, gender, age, religion, sexual orientation, physical, mental disability, as well as their criminal history status (e.g., suspect, arrestee, parolee). Probationer does not utilize feasible service delivery options to resolve problems and assist individuals. The Probationer fails to recognize that gaining and maintaining community support and acceptance requires mutual trust and respect between the public and law enforcement. The Probationer fails to recognize that professional law enforcement practices require investigating patterns of criminal behavior and that the use of race as a reason to stop someone is illegal (profiling).

Probationer fails to take ownership, accountability, and responsibility, and does not understand the consequences of their actions. The Probationer rationalizes errors and mistakes by becoming verbally and non-verbally defensive and is reluctant to ask questions and seek assistance for corrective action. Probationer fails to prepare the *Daily Training Plan* and *Probationer Manual Training Tasks*.

2. Jurisdictional Geography and Orientation

Evaluates Probationer's understanding of the jurisdiction's geographic boundaries, including knowledge of major streets, landmarks and key locations within the area and competence to expeditiously respond to locations while operating police motor vehicle during general patrol and emergency response situations in accordance with Agency guidelines (policy and procedure, general and special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill and application competency without Field Training Officer prompting/assistance.

Meets Standards: Yes

The Probationer is constantly aware of location (e.g., street/highway, block, mile marker, etc.) and responds to locations and destinations by most direct route. Knows block numbering sequence and major cross streets. Demonstrates knowledge of key landmarks, institutions including government buildings, schools, hospitals, major commercial/businesses, and public facilities including parks/recreation areas within the jurisdiction. Effectively utilizes street directories and map overlays, and when necessary, Global Positioning Satellite (GPS) to determine locations and destinations with minimal need for Field Training Officer or Telecommunication's assistance. Does not require assistance to locate major streets, intersections and locations. The Probationer effectively executes *On-Board Navigator* protocols by:

- 1) Identifying and articulating the current location (street/highway).
- 2) Identifying and articulating the precise block number, or closest mile marker.
- 3) Determining and articulating the geographic direction of travel, and
- 4) Identifying and articulating upcoming major cross streets and intersections, entrance/exit ramps.

The Probationer demonstrates knowledge of routing shortcuts as well as tactical response considerations including concealment, cover, low visibility approaches, etc. Effectively maneuvers traffic flow while responding to emergency calls or incidents and accurately locate the scene. Does not compromise public or officer safety due to lack of familiarity with frequently visited or hot spot locations.

Meets Standards: No

The Probationer is unaware of the current and target location (e.g., street/highway, block, mile marker, etc.). Probationer is unfamiliar with major streets, intersections, and locations, block numbering sequence, landmarks, and geographic direction and becomes disoriented and lost. Probationer fails to effectively utilize streets directories and map overlays to precisely arrive at call locations utilizing most direct route. Requires use of Global Positioning Satellite (GPS) to respond to major streets and frequently visited locations. Lengthy response time compromises public and/or officer safety. Probationer is unable to execute the visual, auditory and biomechanical multi-tasking capabilities during *On-Board Navigator* exercises. The Probationer compromises public and officer safety due to lack of familiarity with frequently visited locations or hot spot locations.

3. Motor Vehicle Operation/Use of Emergency Equipment

Evaluates Probationer's competence to operate police motor vehicle and equipment during general patrol and emergency response situations regardless of environmental conditions, and vehicular and pedestrian traffic volumes in accordance with Agency guidelines (policy and procedure, general and special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill and application competency without FTO prompting/assistance.

Meets Standards: Yes

The Probationer is compliant with traffic laws and procedural guidelines including operation and use of emergency equipment lights/sirens, speed –over posted protocols, fleeing-eluding and pursuit procedures, etc.) while operating police motor vehicle. The Probationer effectively demonstrates multi-tasking and psychomotor skills by maintaining total control of the police motor vehicle emergency equipment (lights/sirens) while responding to calls for service and general patrol operations. The Probationer responds to *hot calls* by driving at safe and defensible speeds, maintaining visual contact with road surfaces (e.g., streets, side-streets/intersections) while simultaneously utilizing on-board equipment. The Probationer anticipates driver and pedestrian actions by taking appropriate and timely evasive actions and does not place self or public at risk.

Meets Standards: No

The Probationer's inattentiveness results in traffic control/speed violations (e.g., improper lane usage, failure to completely stop at traffic control signs/devices, approaches to intersections, preparing for turns, etc.), placing other motorists and pedestrians at risk. Probationer drives too fast or too slow while responding to calls for service during general patrol operations or while responding to hot, in-progress calls. Probationer is unable to execute multi-tasking responsibilities and safely operate the police motor vehicle while observing people, places, situations and events. The Probationer is unable to simultaneously operate on-board equipment and handle tasks requiring momentary diversion of the eyes from the roadway surface.

4. Electronic Communications/Use of Equipment

Evaluates Probationer's competence to operate patrol vehicle electronics including the computer (MDT), telecommunications, and digital and video recording equipment, global positioning systems (GPS), cellular phone equipment, Automated License Plate Readers, etc. in accordance with Agency guidelines (policy and procedure, general and special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill and application competency without FTO prompting/assistance.

Meets Standards: Yes

The Probationer effectively serves as *On-Board Telecommunicator* by remaining attentive. Immediately responds to radio and computer transmissions by providing current location and status accurately, briefly and clearly. Probationer demonstrates awareness of potential telecommunication *dead spots* and *compromised transmission locations* e.g., radio and cellular phone) within the jurisdiction. Probationer demonstrates full understanding and execution of the use of all law enforcement computers, MDT, telecommunications, digital/video recording equipment, Global Positioning Systems, cell phone equipment and can operate same without placing self or others at risk (e.g., loss of visual contact with road surfaces, etc.). Probationer demonstrates the multi-tasking ability to actively listen and proactively respond to transmissions for other law enforcement units when appropriate. Probationer's transmissions are complete and clearly articulated regardless of circumstances (e.g., stressful and in-progress events). Probationer effectively operates law enforcement computers, MDT, telecommunications systems by formatting and sending computer-based information systems including NCIC inquiries, state and local databases to execute file checks on individuals, vehicles, locations, etc.

Meets Standards: No

The Probationer's inattentiveness results in missed telecommunication by failing to actively listen and hear transmissions/acknowledge/read terminal message - computer transmissions, requires dispatches to be repeated. Probationer fails to provide Telecommunications/other units with accurate patrol unit location. Probationer fails to demonstrate multi-tasking ability and is inattentive to other unit's transmissions and telecommunication traffic thereby placing others at risk by not initiating spontaneous back-up response. Probationer fails to pre-plan – think through telecommunication responses and transmissions are not clear due to over-under modulations, speaking too fast and/or taking excessive pauses. Probationer requires FTO assistance to operate law enforcement computers, MDT, telecommunications, formatting and sending computer-based information systems including NCIC inquiries, state and local databases to execute file checks on individuals, vehicles, locations, etc. Probationer is unable to effectively operate digital/video recording equipment, Global Positioning Systems, cell phone equipment.

5. Directed Patrol Strategies and Self-Initiated Field Activity

Evaluates Probationer's competence to utilize multiple sources of information to initiate proactive patrol activities in accordance with Agency guidelines (policy and procedure, general and special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill and application competency without FTO prompting/assistance.

Meets Standards: Yes

The Probationer recalls information from roll call, shift activity summaries (e.g., CAD patrol printouts, want/warrants, hot sheets, BOLOs, etc.) and updates/maintains *Map Overlays* and utilizes this information to initiate proactive *Location and Perpetrator Oriented Patrols (LOP/POP)*. Probationer anticipates trends and patterns of recurring incidents and potential problem areas by preparing a *Daily Patrol Plan* to target hot-spot areas during uncommitted patrol time (self-initiates field activity). Probationer constantly checks areas for out-of-the-ordinary activity. Probationer communicates pertinent *Location-Perpetrator Oriented Patrol* information while executing *Commentary Driving* exercises. Probationer does not hesitate to make street contact with suspicious persons and develop street sources (e.g., informants).

Meets Standards: No

The Probationer fails to update *Map Overlays* and does not utilize the information to generate self-initiated field activity during non-committed patrol time with a *Daily Patrol Plans* targeting problem areas. Probationer fails to observe and detect out-of-the-ordinary events by articulating suspicious activity and behaviors (e.g., suspicious persons, high crime areas, etc.). The Probationer is unaware of career criminals' on-view (e.g., parolees, convicted sex offenders, etc.) and fails to initiate field interview contacts and develop street sources for information (e.g., informants).

6. Patrol Tactics/Field Investigations/Officer Safety

Evaluates Probationer's competence to effectively execute uniform patrol operational tactics, conduct Field Investigation contacts and preliminary investigations in accordance with Agency guidelines (policy/procedure, general/special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill and application competency without FTO prompting/assistance.

Meets Standards: Yes

The Probationer demonstrates multi-tasking capabilities of maintaining visual contact and scanning of individuals and demonstrating *disciplined focus* by recognizing, assessing and reacting to situations that contain rapidly changing, chaotic, suspicious (e.g., persons entering/exiting crime scenes) or unpredictable events. Probationer does not hesitate to immediately provide physical and verbal back-up assistance. Probationer appropriately sizes up situations and requests additional resources to manage situations/events. The Probationer effectively executes *contact and cover protocols*. Probationer's tactical response protocols do not compromise officer or civilian safety. Probationer offsets patrol vehicle and maintains appropriate spatial distance. The Probationer is tactically aware of approach to active/suspicious activity target areas (e.g., cover, concealment, inner-outer perimeters, etc.). Probationer is constantly aware of physical proxemics, maintains reactionary/bladed stance-gap, keeps weapon hand free, handcuffs prior to search and effectively communicates actions (e.g., clear and audible with appropriate dynamics of *officer presence*) to others to gain compliance and minimize confrontation and resistance. Probationer immediately complies with the Field Training Officer's direction, instruction and when necessary, *Directed Coaching*.

The Probationer demonstrates understanding of potential trace evidence by recognizing and protecting crime scenes and when appropriate, processing/collecting same (e.g., fingerprinting for AFIS submittal).

Meets Standards: No

The Probationer fails to demonstrate multi-tasking capabilities (e.g., visual, auditory, bio-mechanical) and stay task-focused under time urgency. Probationer does not immediately provide verbal/physical back-up assistance when required. The Probationer fails to preplan by preparing for encounters, assessing situations, entering locations and controlling scenes with tactical threat neutralization protocols. Probationer's tactical response protocols compromise officer and civilian safety. Probationer fails to offset patrol vehicle and maintain appropriate spatial distance. The Probationer is not tactically aware of his/her approach to active/suspicious activity target areas such as cover, concealment, inner-outer perimeters, etc. Probationer fails to utilize only that force necessary to overcome the resistance of others. Probationer's verbal and non-verbal actions fail to neutralize and/or deescalate situations. Probationer is not aware of physical proxemics with others, fails to maintain reactionary/bladed stance-gap, keep weapon hand free, handcuff prior to search or effectively communicates commands/directions (e.g., lack of clear and audible directions and appropriate dynamics of *officer presence*). Fails to gain compliance and minimize confrontation and resistance. Probationer does not demonstrate personal stress management and is goaded, manipulated or baited into escalating confrontations. Probationer fails to immediately comply with the Field Training Officer's direction, instruction and when necessary, *Directed Coaching*.

The Probationer fails to recognize and preserve possible crime scenes; contaminates potential trace evidence. Is unable to process crime scene when appropriate (e.g., identifying possible fingerprint sources) process/collect for AFIS submittal).

7. **Criminal Statutes/Ordinances – Procedural Criminal Law – Courtroom Protocols**

Evaluates Probationer's knowledge and competent application of substantive and procedural criminal laws and prepares for criminal cases in accordance with Agency guidelines (policy and procedure, general and special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill and application competency without FTO prompting/assistance.

Meets Standards: Yes

The Probationer demonstrates knowledge of the elements of substantive criminal laws (e.g., state statute and local ordinance) and determines the most appropriate reason(s) for apprehension/detainment/arrest. Probationer can readily distinguish between criminal and non-criminal activity. Probationer demonstrates understanding and application of laws of arrest, search and seizure and does not compromise exclusionary rule protocols. Probationer fully comprehends and executes lawful stop, frisk and search principles and practices in field contact/suspicious persons/custody situations.

Probationer demonstrates competent warrant procurement (e.g., affiant for search and arrest warrants) and execution (e.g., return of service) protocols.

Probationer prepares for courtroom testimony by reviewing all notes and incident/arrest report(s) and chain-of-custody protocols. Probationer ensures that victim(s), witness(s) were properly notified. Probationer makes contact with prosecuting attorney to review direct-examination and potential cross-examination questions prior to court appearances.

Meets Standards: No

The Probationer fails to demonstrate knowledge of the elements of substantive criminal laws (e.g., state statute and local ordinance); cannot determine the most appropriate reason(s) for apprehension/detainment or arrest. Probationer fails to distinguish between criminal and non-criminal activity. Probationer fails to demonstrate understanding and application of laws of arrest, search and seizure and compromises exclusionary rule protocols. Probationer does not fully comprehend and execute lawful stops, frisk and search principles and practices while in field contact with suspicious persons and/or custody situations.

Probationer fails to demonstrate competent warrant procurement (e.g., affiant for search and arrest warrants) and execution (e.g., return of service) protocols.

Probationer fails to adequately prepare for courtroom testimony by reviewing all notes and incident/arrest report(s) and chain-of-custody protocols. Probationer fails to ensure that victim(s), witness(s) were properly notified. Probationer fails to make contact with prosecutor (e.g., face-to-face meeting or by telephone) to review direct-examination and potential cross-examination questions prior to court appearances.

8. Information Processing/Case Building and Report Writing

Evaluates Probationer's competence to fully and accurately investigate and record general incidents and criminal offenses and prepare/submit appropriate reports in accordance with Agency guidelines (policy and procedure, general and special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill and application competency without FTO prompting/assistance.

Meets Standards: Yes

The Probationer in-the-field/preliminary investigative notes contain the essential information (e.g., who, what, when, where, why, witnesses, welfare, weapons, how) by documenting events in the logical order they occurred. Reports are complete for the information and facts. Grammar, spelling, word usage and sentence structure do not compromise clarity of meaning. Probationer double-checks pertinent information prior to clearing contact with reportees, victim(s) and witnesses. Probationer proofreads reports for errors and omissions and makes corrections prior to the Field Training Officer's review. Probationer effectively utilizes body camera video to double-check for content/accuracy of statements/responses from victims, witnesses, etc. Probationer's reports are infrequently returned after Field Training Officer review for correction and revision.

Meets Standards: No

The Probationer in-the-field/preliminary investigative notes do not contain essential information (e.g., who, what, when, where, why, witnesses, welfare, weapons, how) by documenting events in the logical order they occurred. Reports are incomplete for the information and facts. Grammar, spelling, word usage and sentence structure errors compromise clarity of meaning. Probationer fails to double-check for pertinent information prior to clearing contact with reportees, victim(s) and witnesses. Probationer does not utilize body camera video to double-check for content/accuracy of statements/responses from victims, witnesses, etc. Probationer fails to thoroughly proofread reports for errors and omissions and make corrections prior to the Field Training Officer's review. The Probationer's reports are frequently returned after Field Training Officer review for correction and revision. Probationer's reports require extensive revision in order to meet submittal quality standards. Reports are not completed in an acceptable timeframe. Excessive report processing compromises the completion of other Field Training and Evaluation Process requirements (e.g. *Training Tasks*).

9. Problem Solving and Decision Making

Evaluates Probationer's competence to gather and process information and then define and resolves problems in accordance with Agency guidelines (policy and procedure, general and special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill and application competency without Field Training Officer prompting/assistance.

Meets Standards: Yes

The Probationer thinks through and develops realistic options for problem resolution by:

- 1) Accurately identifying and defining the exact nature of the problem/issue,
- 2) Identifying multiple options for resolving the situation,
- 3) Determine and selecting the most appropriate course of action and justifying why, and
- 4) Following through on a *plan of action* to resolve the situation.

The Probationer accurately determines the urgency of the situation, available resources including community support services, etc. Probationer utilizes recall of information from prior situations/contacts to expedite problem resolution. Probationer can quickly articulate the pros and cons of resolution options. The Probationer's problem solving and decision-making skills are clear during actual calls for service, and street contacts as well as during *Verbal Testing (V/T)* scenario execution.

Meets Standards: No

The Probationer fails to first think through and clearly define the problem or situation they are facing. Probationer does not gather relevant information, observe the scene, and seek to understand the context (e.g., emotional intelligence). Probationer does not think through, consult colleagues/experts (if available) and generate possible solutions for problem resolution. Probationer does not:

- 1) Accurately identify the exact nature of the problem(s) or issue(s),
- 2) Identify multiple options for resolving the situation,
- 3) Determine and selecting the most appropriate course of action and justifying why, and
- 4) Follow through by articulating a plan of action to resolve the situation.

The Probationer fails to assess the pros and cons of potential solutions against established criteria, such as safety, legality, effectiveness, and ethical considerations. Probationer fails to recall information from prior/similar situations to expedite current problem resolution. Probationer's problem solving and decision-making skills are compromised and/or absent during actual calls for service and street contacts as well as during *Verbal Testing (V/T)* scenario execution. Probationer must rely on others to act (indecision).

10. Traffic Enforcement/Crash Scene Management and Investigation/Crash Scene Reporting

Evaluates Probationer's knowledge of the motor vehicle code and take appropriate motor vehicle code/traffic enforcement action, manage, and investigate crash scenes and direct/control vehicular and pedestrian traffic and complete required accident reports in accordance with Agency guidelines (policy and procedure, general and special orders).

Exceeds Standards (Consistently Meets Standards: Yes)

The Probationer consistently demonstrates knowledge, skill, and application competency without Field Training Officer prompting/assistance.

Meets Standards: Yes

The Probationer immediately observes/detects traffic violations demonstrate knowledge of applicable motor vehicle statute (state law and local ordinance) by determining the most appropriate enforcement action (e.g., citation issuance, verbal warning, etc.). The Probationer requests the appropriate personal (operator's license) and vehicle documents (e.g., registration, proof of insurance, rental contracts, etc.). Probationer properly cites hazardous action violation(s) when applicable. Probationer articulates their enforcement decisions with due regard to the type of violation, and the extent of driver behavior placing others at public safety hazard/risk, etc. Probationer's electronic citations are properly formatted. Probationer effectively utilizes *Map Overlays* and Traffic Crash mapping to proactively target enforcement and spontaneously effect proactive traffic enforcement (Self-Initiated Field Activity) at high frequency crash locations, school/recreation areas, prohibited right/left turn/light/stop sign violations, prohibited/posted turn violations and citizen/neighborhood complaints, etc.

Probationer responds promptly to crash scene, manages crash investigation by immediately assessing the level of injuries (if applicable) and summoning back-up/support services including additional law enforcement resources, emergency medical and fire personnel, life flight helicopter(s), towing services and Department of Transportation /public works personnel as necessary. Probationer demonstrates effective use of patrol vehicle placement and artificial lighting (patrol vehicle lights, emergency equipment, flares/cones, etc.) to protect persons from further injury and secure the crash scene. Probationer completely identifies involved parties, witnesses and accurately secures all pertinent information for crash reporting, properly sketches scene and takes photographs when required. Probationer effectively generates computerized crash reporting in a timely manner.

Meets Standards: No

The Probationer fails to detect or *see* vehicular and pedestrian violations. Probationer fails to cite a variety of traffic enforcement activity (e.g., cites only speed over violations, etc.). Probationer electronic citations are not properly formatted. Probationer fails to utilize/update *Map Overlays* with pertinent Traffic Crash mapping information. Probationer's electronic or paper citations are not properly formatted/completed. Probationer fails to effectively manages crash investigation by immediately assessing the level of injuries (if applicable) and summoning back-up/support services including additional law enforcement resources, emergency medical and fire personnel, life flight helicopter(s), towing services and Department of Transportation/public works personnel as necessary. Probationer fails to effectively utilize patrol vehicle placement and artificial lighting such as patrol vehicle lights, emergency equipment, flares/cones, etc. thereby compromising safety and crash scene investigation. Probationer requires the Field Training Officer's assistance to secure applicable information at property damage/personal injury crash scenes and complete state crash reports. Probationer's reporting require extensive Field Training Officer correction and revision in order to meet agency submittal quality standards (paper and computer); excessive report processing compromises the completion of other Field Training Process requirements (e.g., *Training Tasks*).