

## ***Field Training Officer Instruction/Certification*** **Instructed by Field Training Associates**

This forty-hour course is specifically designed for experienced uniformed patrol personnel selected to serve as *Field Training Officers – Master Police Coaches* with probationary employees. Course emphasizes the Field Training Officer's role in assisting probationers certify for solo patrol operations by applying the knowledge and skills acquired during Basic Police Training/Certification. And, assimilating these principals according to agency policy and procedures, community service delivery standards consistently within the Probationary Officer Manual Training Task protocols.

The instruction highlights two essential Field Training and Evaluation Process skills: ❶ analyzing the probationer's training needs and using the *best fit* from the *Coaching Models* twelve (12) specific instructional techniques for enhanced job performance and ❷ the ability to examine and objectively document the probationer's job behaviors, performance utilizing EEOC-complaint *Standard Evaluation Guidelines* and, effectively debrief and coach for enhanced performance. The instructional presentation will focus upon classroom discussion as well as hands-on application of course materials. Students will be required to complete out-of-classroom reading assignments from the course text and workbook, ***Breaking Routine – Building a Better Cop™: Field Training Officer***. The course content will include:

- Operational structure and protocols of the *Field Training and Evaluation Process*.
- The Instructional Relay Race: Taking over where Basic Police Training/Certification left off.
  - Inventorying the probationer's current knowledge and skill proficiencies and moving forward by utilizing the *Probationer Officer Manual* as the Field Training *playbook*.
- Proper selection and use of *The Big Twelve Instructional/Coaching* tools.
- Determining what, and where, to document Probationer training and performance.
- Effectively utilizing the *Big Three Coaching Questions* during debriefing. Highlighting the *Daily Observation Report*, and when available, Body Worn Camera video, and police dash cam video assets.
- Defining and resolving areas of *Corrective Action Necessary*.
- Resolving issues of *Not Responding to Training*.
- Preparing the Probationer for Proactive – Problem Oriented Policing focusing on *Location and Perpetrator Oriented Patrols* and Practical Directed Patrol Mapping™ with Map Overlays and *Patrol Plans*.
- Mentoring and coaching Field Training Officers in basic – essential *we need to talk topics* such as mental health practices to enhance the Probationer's long-term career survival.

**Bottom line: Total focused upon building a better cop and creating a *Self-Reliant™ Law Enforcement agent for Solo Patrol responsibilities*.**

### **Special Attention**

Students should be familiar with their agency's current Field Training and Evaluation Process and bring a copy of their agency's current *Probationary Office Manual* and forms to class for reference/familiarization and comparison, discussion.