

Field Training Officer Course

This course is designed to develop police officers into effective field training officers. The course will assist the field training officer at critically looking at themselves before the evaluation process of a new officer. Teaching, teambuilding, mentoring and coaching will be focused on during the course. The objective is to have the field trainers understand themselves more accurately and properly teach our new era of police officers.

Adult learning techniques such as discussions, group activities, research and student lead instructing will take place in the course.

Course Objectives

- Discuss learning styles
- Understand the basic concepts of field training
- Know the standard evaluation guidelines
- Take a DISC assessment
- Cover the ways to properly document performance
- Exam current ethical issues in policing
- Review liability
- Identify strengths and challenges with various age groups of officers
- Learn about reality-based training techniques
- Discuss Artificial Intelligence (AI)

Group Activity

This session will provide students with the necessary information to complete a group activity. The primary focus will be on teamwork and communication, ensuring they work together effectively to achieve a common goal.

Discussing the DISC

Students will review the DISC model and how it applies to them. Each student will complete a DISC assessment, followed by a group activity designed to reinforce teamwork and communication skills.

Overview of Field Training

This class will cover the responsibilities of the field training unit, field training supervisors, and, most importantly, field training officers. The new roles and responsibilities they will take on will be reviewed. Students will also share their experiences with their own field training officers and discuss what they learned from them.

Adult Learning

Recognizing adult learning principles is essential when training police officers. This class will provide students with an understanding of different learning styles. Field trainers must identify which learning style best suits each new officer. An assignment will be given and later discussed in class.

Standard Evaluation Guidelines (SEG)

Standard Evaluation Guidelines (SEG) form the foundation of a field training program. Each SEG will be reviewed and applied as students analyze scenarios. A group discussion will follow to assess their findings.

Remedial Training and Not Responding To Training

This instruction will cover the need for remediation, when to implement it, and how to create a remediation plan. It will also address what to do when a probationary officer does not respond to training efforts.

Written Documentation

Written documentation is essential in any field training program. This instruction will explain why field training officers must document all aspects of a probationary officer's performance. Students will review examples of both positive and negative documentation.

Leadership

This instruction will cover different types of leadership and the daily leadership opportunities field training officers (FTOs) encounter. Discussions will focus on how FTOs can apply effective leadership in their roles.

The Field Training Officer and Liability

This block will delve into the intricacies of past and ongoing field training litigation, shedding light on the complexities that field training officers face in terms of liability. Understanding the legal landscape surrounding field training is essential for ensuring officers are equipped to navigate potential risks effectively. By examining real-world cases and legal precedents, officers can enhance their knowledge and skills to mitigate liability concerns in their roles.

The Field Trainer's Role and Teaching

The field trainer, taking on the mantle of an instructor, guides the new officer through a comprehensive block of instruction. This segment looks into the art of imparting wisdom to fresh recruits, focusing on key strategies and techniques. Addressing common challenges encountered by new officers, students are tasked with tackling a specific issue through a short, focused presentation. This hands-on approach equips them with practical skills while fostering a deeper understanding of the nuances of law enforcement.

Artificial Intelligence (AI) in the Training Environment

This section explores how Artificial Intelligence (AI) and related technologies can significantly enhance the effectiveness of training new personnel.

Reality Based Training (RBT)

This instruction will focus on low to no cost measures FTOs can use while training. It will also explore safety factors needing addressed along with learning objectives needed while training.

Ethics

Through these discussions, students will be encouraged to analyze the complex ethical dilemmas faced within the criminal justice system. Working collaboratively in groups to tackle scenarios will not only foster critical thinking skills but also promote nuanced perspectives on navigating ethical issues in the field of criminal justice. This training aims to equip students with the knowledge and skills necessary to make sound ethical decisions when faced with real-world situations.