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.

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

Course Objectives
At the conclusion of this course the student will:

- 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
- Discuss the value of AI in training probationary officers

Group Activity

During this block of instruction students will be given information to allow them to perform a group activity. Teamwork and communication will be the focus.

Discussing the DISC

The DISC will be reviewed and how it applies to the student. A DISC assessment will be taken by each student. A group activity will be conducted during the class.

Overview of Field Training

This class will focus on the responsibilities of field training unit, field training supervisors and most importantly the field training officers. The new roles and responsibilities the field training will experience will be reviewed. The students will share their experiences with their own field training officers and how they learned from them.

Adult Learning

Adult learning is imperative to recognize while training police officers. The instruction included in this class will give the student's an understanding of different styles of learnings. It's the field trainer's responsibility to understand what style of learning a particular new officer might be more accustomed to. An assignment will be given and later discussed in class.

Standard Evaluation Guidelines (SEG)

Standard Evaluation Guidelines (SEG) is the framework of a field training program. Each of the SEGS will be reviewed. The SEGS will be placed into action when student's review scenarios. A group discussion will take place on the student's findings.

Remedial Training and Not Responding To Training

This block of instruction will identify the need for remediation, explain when to remediate, and show a remediation plan. Also, when a probationary officer does not respond to training options to make them successful will be discussed.

Written Documentation

Written documentation is a must for any field training program.   This block of instruction will provide information on why field training officers must document all aspects of a probationary officer's performance. Examples of positive and negative documentation will be reviewed.

Leadership

This block of instruction will explore various types of leadership. The daily opportunities for leadership an FTO are presented with will be discussed.

The Field Training Officer and Liability

Liability is a constant for the field training officer. In this block, past and current field training litigation will be studied.

The Field Trainer's Role and Teaching

The field trainer has the role of an instructor to a new officer. This block of instruction will include tips on how to instruct a new officer. The student's will be given a common issue faced by new officers.   Students will prepare a short presentation on an assigned problem.

Artificial Intelligence (AI)

This course introduces how artificial intelligence can be used in law enforcement training and instruction. It covers practical applications such as scenario-based decision-making, de-escalation, and performance feedback. Emphasis is placed on ethical use, bias awareness, and policy alignment. The course shows how AI can support instructors without replacing human judgment.

Ethics

This block of training will cover a wide variety of ethical issues relating to criminal justice. Students will review ethical cases that occurred locally as well as regionally. Scenarios will be given to the students to discuss in groups.