

mid-term evaluation

week 8



Mid-Term Evaluation

Phases A and B:
Matrix Learning Outcomes

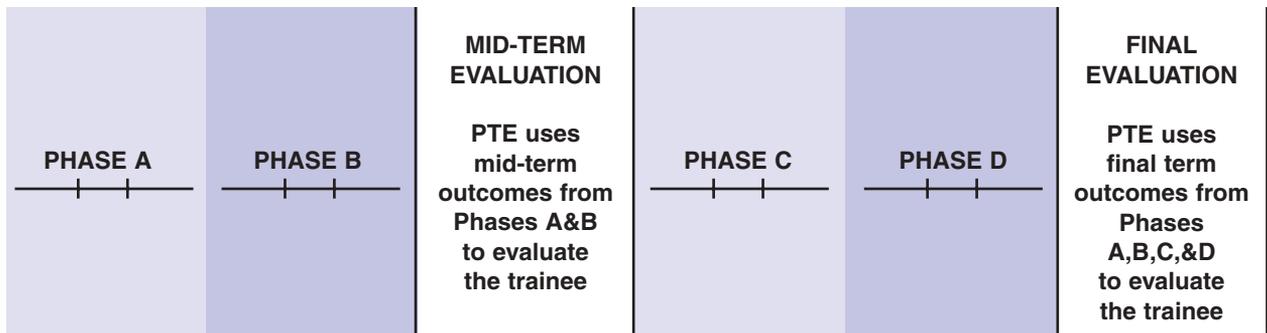
chapter contents

- Mid-Term Evaluation
- Phases A and B: Matrix Learning Outcomes

mid-term evaluation

The **Mid-Term Evaluation is the first formal independent evaluation of the trainee.** The trainee transfers from his or her PTO to a Police Training Evaluator (PTE) and participates in a Mid-Term Evaluation to determine progress. This evaluation lasts one week.

The PTE will use the *Matrix Learning Outcomes* as a basis for the evaluation period.



Following a successful Mid-Term Evaluation, the trainee moves into Phase C (Patrol Activities) and works with a different PTO than in Phases A and B. At this point, the Program Coordinator will ensure that copies of all reports and evaluations regarding the trainee's progress are available to the designated Phases C and D training officer.

Trainees who do not successfully complete this evaluation phase will return to Phase A or B for remediation as prescribed by the BOE or PTO. The BOE may assign the original training officer or designate another PTO to work with the trainee. The BOE may also take other actions as deemed necessary.

“the **matrix learning outcomes** form the **basis** for the **mid-term** evaluation”

phases A and B: matrix learning outcomes

Police Training Evaluators will use the following performance outcomes during the Mid-Term and Final Evaluations. Note that, while these outcomes record three levels of performance by trainees, they are NOT to be used as a checklist by the evaluator. Instead, in the morning of the first day of evaluation, evaluators should ask trainees to self-assess and write down their own strengths and weaknesses based on the learning matrix Core Competencies. This self-assessment can then be compared with the performance outcomes during the evaluation week.

During the Mid-Term Evaluation, the PTE will use the following learning outcomes:

Police Vehicle Operations

- The trainee is able to **describe** vehicle laws, standard operating procedures (SOPs) and policies and **explain** how they relate to training in Phases A and B.
- The trainee is able to **analyze** and **apply** what vehicle laws, SOPs and regulations relate to a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Conflict Resolution

- The trainee is able to **describe** various conflict resolution strategies, relevant SOPs and policies and **explain** how they relate to training in Phases A and B.
- The trainee is able to **analyze** and **apply** what conflict resolution strategies, SOPs and regulations **apply** in a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the conflict resolution resources in the cells within this competency.

Use of Force

- The trainee is able to **describe** laws, SOPs and policies relating to use of force and **explain** how they relate to training in Phases A and B.
- The trainee is able to **analyze** and **apply** what laws, SOPs and regulations relating to use of force pertain to a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Local Procedures, Policies, Laws, Organizational Philosophies

- The trainee is able to **describe** local laws, SOPs, policies and philosophies and **explain** how they relate to training in Phases A and B.
- The trainee is able to **analyze** and **apply** what local laws, SOPs, policies and philosophies relate to a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Report Writing

- The trainee is able to **describe**, **explain**, and identify the appropriate internal and external reports and forms required for recording daily police activities in Phases A and B.
- The trainee is able to **analyze** situations and determine what reporting requirements he or she must meet to fulfill agency, judicial, state and federal reporting mandates.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Leadership

- The trainee is able to **describe** leadership skills, applicable SOPs and policies, and **explain** how they relate to training in Phases A and B.
- The trainee is able to **analyze** and **apply** what leadership skills, SOPs and leadership activities relate to a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Problem-Solving Skills

- The trainee is able to **describe** problem-solving skills, problem-based learning, and COPPS practices and **explain** how they relate to training in Phases A and B.
- The trainee is able to **analyze** and **apply** problem-solving skills, problem-based learning, and COPPS practices in a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Community-Specific Problems

- The trainee is able to **describe** community-specific problems and **explain** how they relate to training in Phases A and B.
- The trainee is able to **analyze** and **apply** what laws, SOPs and regulations relate to community-specific problems.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Cultural Diversity and Special Needs Groups

- The trainee is able to **describe** relevant laws, SOPs and policies and **explain** how they relate to cultural diversity and special needs groups in the trainee's policing area.
- The trainee is able to **analyze** and **apply** what laws, SOPs and regulations relate to cultural diversity and special needs groups in the trainee's policing area.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Legal Authority

- The trainee is able to **describe** laws, SOPs and policies, and **explain** how they provide legal authority for his or her policing activities in Phases A and B.
- The trainee is able to **analyze** and **apply** what laws, SOPs and regulations relate to a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Individual Rights

- The trainee is able to **describe** relevant laws, SOPs and policies, and **explain** how they relate to individual rights.
- The trainee is able to **analyze** and **apply** what laws, SOPs and regulations relate to individual rights in a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Officer Safety

- The trainee is able to **describe** laws, SOPs and policies on officer safety and **explain** how they relate to training in Phases A and B.
- The trainee is able to **analyze** and **apply** officer safety policies, SOPs and regulations in a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Communication Skills

- The trainee is able to **describe** a variety of communication skills and practices and **explain** how they relate to training in Phases A and B.
- The trainee is able to demonstrate comprehension of communication skills and practices in a variety of situations.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells within this competency.

Ethics

- The trainee is able to **describe** laws, SOPs and policies relating to ethical policing and **explain** how ethics relates to training in Phases A and B.
- The trainee is able to **analyze** and **apply** ethical practices, relevant SOPs and regulations that govern his or her policing behavior.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells in this competency.

Lifestyle Stressors/Self-Awareness/Self-Regulation

- The trainee is able to **describe** strategies to deal with stress, self-awareness, and self-governance. The trainee is able to identify relevant SOPs and policies that address lifestyle stressors and those that govern self-awareness and self-regulation in his or her policing duties in Phases A and B.
- The trainee is able to recognize stressful circumstances and events and **apply** appropriate strategies to deal with them.
- The trainee is able to identify personal strengths and weaknesses and **describe** how those strengths and weaknesses affect his or her job performance.
- The trainee is able to **evaluate** the effectiveness of his or her use of the resources in the cells in this competency.