

The Davis Police Department

Field Training Program

Critique Form

In an effort to ensure each Field Training Officer (FTO) maintains a high level of skill, performance, and interest, this critique form is to be completed by the trainee. The purpose of the form is to provide objective feedback to the FTOs so they can use the information to enhance their teaching/training skills. It is imperative these questions be answered honestly and directly. FTOs benefit by knowing the impression they have made on you, the trainee.

This critique form is confidential and will only be reviewed by the FTO supervisors. Only the general content of your feedback will be relayed to the FTO to assist with improving training methods.

Phase I FTO _____

1. The FTO program's emphasis is on both training and evaluation. Assign percentages (to total 100%) to the amount of effort your FTO exerted in each area.

Training _____% Evaluation _____%

2. Using percentages, indicate how you perceived your FTO related to you.

I am one of a number of recruits _____% I am an individual _____%

Circle the response that best answers the question or comment

3. What type of role model was the FTO for you?

POOR FAIR AVERAGE GOOD EXCELLENT

4. Was the FTO attentive to your needs, problems or concerns?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

5. Rate the FTO's knowledge of the training material covered.

POOR FAIR AVERAGE GOOD EXCELLENT

6. How would you describe the FTO's skill as a trainer and his/her training methods such as handouts, visual aids, scenarios, role-plays, etc?

POOR FAIR AVERAGE GOOD EXCELLENT

7. Rate the FTO's ability to communicate with you.

POOR FAIR AVERAGE GOOD EXCELLENT

8. Rate the FTO's honesty, fairness, and objectivity in rating you.

POOR FAIR AVERAGE GOOD EXCELLENT

9. Describe the FTO's method of critiquing your performance, whether verbally or in writing.

TOO NEGATIVE TOO CRITICAL GOOD EXCELLENT

10. Did the FTO work with you on areas he/she identified as deficient or where improvement was needed?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

11. Evaluations were timely and the FTO discussed them with you?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

12. The FTO was diligent in training and did not spend excessive time on non-work related activities.

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

13. Your FTO treated other FTO's, citizens, co-workers, and supervisors with respect.

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

14. List the area(s) you consider to be the FTO's greatest strengths (i.e. training skills, officer safety tactics, codes and law knowledge, report writing).

15. List the area(s) in which you feel the FTO needs improvement.

16. Where there any conflicts with the FTO's training and your academy training?

Yes _____ No _____

If there were discrepancies, please explain.

17. Did you experience any discrepancies between FTO's? Yes _____ No _____

If there were discrepancies, please explain.

18. Please list any additional comments or suggestions here.

Phase II FTO _____

1. The FTO program's emphasis is on both training and evaluation. Assign percentages (to total 100%) to the amount of effort your FTO exerted in each area.

Training _____% Evaluation _____%

2. Using percentages, indicate how you perceived your FTO related to you.

I am one of a number of recruits _____% I am an individual _____%

Circle the response that best answers the question or comment

3. What type of role model was the FTO for you?

POOR FAIR AVERAGE GOOD EXCELLENT

4. Was the FTO attentive to your needs, problems or concerns?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

5. Rate the FTO's knowledge of the training material covered.

POOR FAIR AVERAGE GOOD EXCELLENT

6. How would you describe the FTO's skill as a trainer and his/her training methods such as handouts, visual aids, scenarios, role-plays, etc?

POOR FAIR AVERAGE GOOD EXCELLENT

7. Rate the FTO's ability to communicate with you.

POOR FAIR AVERAGE GOOD EXCELLENT

8. Rate the FTO's honesty, fairness, and objectivity in rating you.

POOR FAIR AVERAGE GOOD EXCELLENT

9. Describe the FTO's method of critiquing your performance, whether verbally or in writing.

TOO NEGATIVE TOO CRITICAL GOOD EXCELLENT

10. Did the FTO work with you on areas he/she identified as deficient or where improvement was needed?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

11. Evaluations were timely and the FTO discussed them with you?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

12. The FTO was diligent in training and did not spend excessive time on non-work related activities.

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

13. Your FTO treated other FTO's, citizens, co-workers, and supervisors with respect.

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

14. List the area(s) you consider to be the FTO's greatest strengths (i.e. training skills, officer safety tactics, codes and law knowledge, report writing).

15. List the area(s) in which you feel the FTO needs improvement.

16. Where there any conflicts with the FTO's training and your academy training?

Yes _____ No _____

If there were discrepancies, please explain.

17. Did you experience any discrepancies between FTO's? Yes _____ No _____

If there were discrepancies, please explain.

18. Please list any additional comments or suggestions here.

Phase III FTO _____

1. The FTO program's emphasis is on both training and evaluation. Assign percentages (to total 100%) to the amount of effort your FTO exerted in each area.

Training _____% Evaluation _____%

2. Using percentages, indicate how you perceived your FTO related to you.

I am one of a number of recruits _____ % I am an individual _____%

Circle the response that best answers the question or comment

3. What type of role model was the FTO for you?

POOR FAIR AVERAGE GOOD EXCELLENT

4. Was the FTO attentive to your needs, problems or concerns?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

5. Rate the FTO's knowledge of the training material covered.

POOR FAIR AVERAGE GOOD EXCELLENT

6. How would you describe the FTO's skill as a trainer and his/her training methods such as handouts, visual aids, scenarios, role-plays, etc?

POOR FAIR AVERAGE GOOD EXCELLENT

7. Rate the FTO's ability to communicate with you.

POOR FAIR AVERAGE GOOD EXCELLENT

8. Rate the FTO's honesty, fairness, and objectivity in rating you.

POOR FAIR AVERAGE GOOD EXCELLENT

9. Describe the FTO's method of critiquing your performance, whether verbally or in writing.

TOO NEGATIVE TOO CRITICAL GOOD EXCELLENT

10. Did the FTO work with you on areas he/she identified as deficient or where improvement was needed?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

11. Evaluations were timely and the FTO discussed them with you?

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

12. The FTO was diligent in training and did not spend excessive time on non-work related activities.

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

13. Your FTO treated other FTO's, citizens, co-workers, and supervisors with respect.

NEVER SELDOM OCCASIONALLY USUALLY ALWAYS

14. List the area(s) you consider to be the FTO's greatest strengths (i.e. training skills, officer safety tactics, codes and law knowledge, report writing).

15. List the area(s) in which you feel the FTO needs improvement.

16. Where there any conflicts with the FTO's training and your academy training?

Yes _____ No _____

If there were discrepancies, please explain.

17. Did you experience any discrepancies between FTO's? Yes _____ No _____

If there were discrepancies, please explain.

18. Please list any additional comments or suggestions here.

FTO Program

1. **Did the orientation process help you prepare for the FTO program and did you understand the program expectations? YES NO**

Please comment:

2. **Was the length of the program adequate? YES NO**

Please comment:

3. **Do you feel the training you received in the program was meaningful in relation to the job you are doing now? YES NO**

Please comment:

4. **Were there any areas of training you felt were ignored or which should have been included or extended? YES NO**

Please comment:

5. **Do you feel the written tests were relevant and better prepared you for field work? YES NO**

Please comment:

6. Upon completion of the program, do you feel you were proficient in each of the following areas?

a. Department Policies and Procedures	YES	NO
b. Patrol Vehicle Operations	YES	NO
c. Office Safety	YES	NO
d. Report Writing	YES	NO
e. Codes and Law	YES	NO
f. Patrol Procedures	YES	NO
g. Handcuffing and Searches	YES	NO
h. Use of Force	YES	NO
i. Traffic	YES	NO
j. Search and Seizure	YES	NO
k. Radio Procedures	YES	NO
l. Investigations and Evidence	YES	NO
m. Conflict Resolution	YES	NO
n. Courtroom Procedures	YES	NO
o. Community Policing	YES	NO
p. Beat Responsibility	YES	NO

7. Are there any changes that need to be made to the program?