## **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 pro							ssign percenta a.	ge
	Tra	nining		% E	valuation	1	0	<b>⁄o</b>	
2.	Using percen	tages, indi	cate how	you perc	eived you	ır FTO	related to	you.	
	I am one of a	a number o	of recruit	ES	% I a	m an ir	ndividual	%	
	Circle	e the respo	nse that	best answ	ers the q	uestion	or comme	nt	
3.	What type of				·				
		POOR	FAIR	AVERA	AGE G	GOOD	EXCELLI	ENT	
4.	Was the FTC	) attentive	to your i	needs, pro	blems or	concer	ns?		
	NEV	ER SEL	DOM	OCCASIO	NALLY	USUA	LLY AL	WAYS	
5.	Rate the FTC	O's knowle	dge of th	e training	, materia	l cover	ed.		
		POOR	FAIR	AVERA	GE G	GOOD	EXCELLI	ENT	
6.	How would y such as hand						his/her trai	ning methods	
		POOR	FAIR	AVERA	GE G	GOOD	EXCELLI	ENT	
7.	Rate the FTO	O's ability	to comm	unicate w	ith you.				
		POOR	FAIR	AVERA	GE G	GOOD	EXCELLI	ENT	
8.	Rate the FTC	O's honesty	y, fairnes	s, and obj	ectivity i	n ratin	g you.		
		POOR	FAIR	AVERA	GE 6	COOD	EXCELLI	ENT	

9. Describe the FTO's method of critiquing your performance, whether verbally or in writing.							
TOO NEGATIVE TOO CRITICAL GO	OOD EXCELLENT						
10. Did the FTO work with you on areas he/she ident improvement was needed?	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 t	hem with you?						
NEVER SELDOM OCCASIONALLY	USUALLY ALWAYS						
12. The FTO was diligent in training and did not sperelated activities.	nd excessive time on non-work						
NEVER SELDOM OCCASIONALLY	USUALLY ALWAYS						
13. Your FTO treated other FTO's, citizens, co-work	ters, 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.							

hase II F	го				-
	program's emp (00%) to the am				ation. Assign percentage each area.
	Training	%	Evaluation	·	%
2. Using per	rcentages, indica	ate how you p	erceived you	ır FTO re	lated to you.
I am one	of a number of	recruits	% I am	an indivi	dual%
C	ircle the respon	se that best ar	nswers the qu	uestion or	comment
3. What typ	e of role model	was the FTO	for you?		
	POOR	FAIR AV	ERAGE G	GOOD 1	EXCELLENT
4. Was the	FTO attentive to	your needs,	problems or	concerns	?
1	NEVER SELD	OM OCCA	SIONALLY	USUALL	Y ALWAYS
5. Rate the	FTO's knowled	ge of the train	ing material	l covered.	
	POOR	FAIR AV	ERAGE G	GOOD 1	EXCELLENT
	ld you describe andouts, visual				/her training methods
	POOR	FAIR AV	ERAGE G	GOOD 1	EXCELLENT
7. Rate the	FTO's ability to	communicat	e with you.		
	POOR	FAIR AV	ERAGE G	GOOD 1	EXCELLENT
8. Rate the	FTO's honesty,	fairness, and	objectivity i	n rating y	ou.
	POOR	FAIR AV	ERAGE G	GOOD 1	EXCELLENT
9. Describe writing.	the FTO's meth	od of critiqui	ng your perf	formance,	whether verbally or in
	TOO NEGATIVE	TOO CRITI	CAL GOO	DD EXC	CELLENT
	TO work with ynent was needed		e/she identif	fied as def	icient or where
1	NEVER SELD	OM OCCA	SIONALLY	USUALL	Y ALWAYS
11. Evaluatio	ons were timely	and the FTO	discussed the	em with y	ou?
I	NEVER SELD	OM OCCA	SIONALLY	USUALL	Y ALWAYS
12. The FTO related a		training and	did not spen	d excessiv	e time on non-work

NEVER	SELDOM	OCCASIONALLY	USUALLY	ALWAYS	
13. Your FTO treat	ted other FTO	's, citizens, co-worke	ers, and super	visors with res	pect
NEVER	SELDOM	OCCASIONALLY	USUALLY	ALWAYS	
	•	o be the FTO's grea d law knowledge, re		`	tills,
15. List the area(s)	in which you f	eel the FTO needs in	nprovement.		
16. Where there an	y conflicts with	h the FTO's training	g and your aca	ademy training	?
Yes	S No				
If there were di	screpancies, pl	ease explain.			
17. Did you experie	ence any discre	pancies between FT	O's? Yes	No	
If there were di	screpancies, pl	ease explain.			

18. Please list any additional comments or suggestions here.

ase	III FTO
1.	The FTO program's emphasis is on both training and evaluation. Assign percentage (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.

## OCCASIONALLY **NEVER** SELDOM 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 \_\_\_\_

18. Please list any additional comments or suggestions here.

If there were discrepancies, please explain.

# 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?

<b>Department Policies and Procedures</b>	YES	NO
<b>Patrol Vehicle Operations</b>	YES	NO
Office Safety	YES	NO
<b>Report Writing</b>	YES	NO
Codes and Law	YES	NO
<b>Patrol Procedures</b>	YES	NO
Handcuffing and Searches	YES	NO
Use of Force	YES	NO
Traffic	YES	NO
Search and Seizure	YES	NO
Radio Procedures	YES	NO
<b>Investigations and Evidence</b>	YES	NO
<b>Conflict Resolution</b>	YES	NO
<b>Courtroom Procedures</b>	YES	NO
<b>Community Policing</b>	YES	NO
<b>Beat Responsibility</b>	YES	NO
	Patrol Vehicle Operations Office Safety Report Writing Codes and Law Patrol Procedures Handcuffing and Searches Use of Force Traffic Search and Seizure Radio Procedures Investigations and Evidence Conflict Resolution Courtroom Procedures	Patrol Vehicle Operations Office Safety Report Writing Codes and Law YES Patrol Procedures Handcuffing and Searches Use of Force Traffic Search and Seizure Radio Procedures Investigations and Evidence Conflict Resolution YES Community Policing YES YES YES YES YES YES YES YES

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