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.
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.
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.
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?