



**Training Advisory
Council Member
Comments and
Suggestions**

**Field Training and
Evaluation Program Review**

May 8, 2019



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FIELD TRAINING AND EVALUATION PROGRAM REVIEW

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1. TAC Participants

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2. High Level Summary

This document does not contain official TAC recommendations, but rather acts as record of comments made independently by individual TAC members during the second Universal Review of the Field Training Program Directive. These comments were made outside of the TAC recommendation process and without consultation with PPB representatives.

3. Comments and Suggestions

In early 2019, the Portland Police Bureau (PPB) launched a review of its Field Training and Evaluation Program Directive 1501.00. The first Universal Review period was held February 1 through 16, 2019 and the second Universal Review on April 1 through April 30, 2019. While no comments were offered during the first review, during the second review, TAC members, as individuals, provided feedback regarding the directive. It should be noted that this feedback was provided without prior consultation with PPB representatives. This report should be seen as a collection of comments rather than recommendations made by the full TAC. The following are areas specifically commented on by TAC members:

- The policy states: "The Bureau is committed to appropriately training its Recruits to guarantee professional service delivery, while also engaging and serving the needs of the community." This seems like a strange way to state this, bringing up the question of why the bureau would separate and distinguish between "professional service delivery" and "serving the needs of the community" given that it would be assumed that police delivering good professional services ARE serving the needs of the community. It is recommended that the line in question be replaced with: "The Bureau is committed to training Recruits to serve the needs of the community through the broad range of engagement that professional law enforcement personnel can provide."
- It is noted in Procedure 1.2.1 that a recruit shall complete field training assignments in at least two precincts during the course of their field training. It is felt that this should be modified to require as well field training assignments in at least two different shifts.
- It is noted in Procedure 2.2.3 that FTO's shall not be assigned to the same recruit for more than two consecutive training sessions. While this does guarantee that recruits receive instruction from at least two FTO's; helping to ensure the presentation of a wider knowledge base to the recruit and allowing multiple FTO's to evaluate and report on a recruit's progress and readiness; it is felt that this can be taken a step further. Rather than requiring that no FTO be assigned to the same recruit for more than two consecutive training sessions, it should instead be required that each recruit be overseen by a minimum of at least 3 different FTO's over the course of their field training. Presenting a wider base of knowledge and requiring a larger number of FTO's to evaluate a recruit can do nothing but help the recruit and the bureau.

4. References and Sources

Field Training and Evaluation Directive 1501.00
<https://www.portlandoregon.gov/police/article/727323>