

CHAPTER 1
INTRODUCTION
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CHAPTER 1

INTRODUCTION

1. GENERAL.

a. Background. The California Highway Patrol's (CHP) Field Training and Evaluation Program (FTEP) became operational with the graduation and field assignment of the Academy's first cadet training class in 1990. During an FTEP workshop in 2002, several issues were identified which needed to be incorporated into the program to ensure compliance with Field Training Officer (FTO) certification guidelines established by the Commission on Peace Officer Standards and Training. Additionally, the FTEP underwent an extensive Departmentwide audit in 2011. As a result of the audit findings and the identification of numerous best practices, the program was revised in early 2012.

b. Objectives. The overall program objectives are to assist each new officer (hereafter referred to as trainee) in achieving specific training goals in order to be successful in their new departmental role, and help them develop knowledge, skills, and abilities (KSA) at a personal and professional level. The program is intended to develop and fine-tune the trainee's road patrol skills and promote a professional outlook so they can provide the highest level of Safety, Service, and Security to the public.

c. Program Phases. The program consists of a minimum of 600 hours of collaborative field training and is intended to support a competency-based training system. Specifically, the program is divided into four phases which will provide a systematic approach to field training and the means of ensuring the trainee's capability to perform competently as a solo patrol officer. The program also provides an opportunity for the trainee to work with different FTOs and be exposed to various methods and techniques while operating within standardized guidelines. The program begins with a minimum one-week orientation during Phase I and concludes with a one-week final evaluation during Phase IV. The program emphasizes objective evaluation and documentation of trainee progress. Training is guided by the program curriculum and the CHP 115, Trainee Checklist. Further, its effectiveness is evaluated and documented through performance ratings captured on the CHP 115A, Daily Observation Report, in conjunction with a set of well-defined rating guidelines. No evaluation will be conducted during the orientation period. Additionally, no evaluation will be conducted during "limbo" days at the beginning of each of the three training phases so trainees can adjust to the program and their new FTOs.

d. Program Coordination. The program is coordinated by the statewide FTEP coordinator. Field operations are coordinated at the Division level by the Division

FTEP coordinators and at the Area level by the Area FTEP coordinators. The intended training is carried out in the Area setting by FTOs under the supervision of the Area FTEP coordinator.

2. PURPOSE.

a. General. The mission of the CHP is to provide the highest level of Safety, Service, and Security to the people of California, and to assist governmental agencies during emergencies when requested. To carry out this mission, the Department has the responsibility to train and deploy competent and professional officers with the skills required to safely and effectively manage traffic on the state's highways. The FTEP is responsible for ensuring the smooth, effective, and safe transition of Academy graduates to patrol responsibilities.

b. Purpose. The purpose of the program is to gradually expose trainees to the realities of road patrol and provide them with the KSA necessary to successfully accomplish the duties and responsibilities of providing service to the public under both routine and emergency conditions. **This goal implies more than just producing a proficient officer; rather, it includes socializing Academy graduates into the Department so they internalize the values and ethics that law enforcement professionals are expected to possess.** Field training has a significant impact on the individual trainee in terms of imprinting attitudes, style, values, and ethics in carrying out the duties of policing that will remain with the officer throughout their career.

c. Objectives. Field Training Officers have the responsibility of building the future and maintaining the professional reputation of the Department through the people they train. To accomplish this, FTOs must create a positive environment in which learning is maximized and trainees are able to perform to the best of their abilities. The approach must be fair, firm, friendly, and, above all, professional. Evaluation must be sincere and given in a straightforward manner emphasizing the positive as well as the negative aspects of performance. At no time should trainees be demeaned or ridiculed. Trainees should never be treated in a way that deprives them of their dignity. Every effort must be made to ensure FTOs do not place additional stress on trainees which is not associated with the duties and responsibilities of an officer. The FTEP provides trainees with the opportunity to develop skills to perform the duties of road patrol safely and effectively. In addition, the program monitors trainee performance in order to detect problems for early remediation, and objectively identifies and selects only those trainees who are truly able to competently and safely handle the demands of road patrol. Specifically, the program strives to:

- (1) Produce a highly trained and motivated officer capable of meeting or exceeding the performance standards required by the Department to attain its primary mission.
- (2) Establish and maintain standardized, high-quality field training for all new Academy graduates, regardless of Area assignment.
- (3) Provide training that builds on the foundation of knowledge gained in the Academy, thereby creating an environment in which the trainee may develop new skills as well as increase proficiency in those acquired in the academic setting.
- (4) Promote a climate of competence and professionalism by fostering an awareness of the Department's high ethical standards of law enforcement, thereby increasing the overall prestige, efficiency, and effectiveness of the Department.
- (5) Open and maintain career paths within the Department by providing qualified officers with the opportunity to serve as FTOs and gain additional training to broaden skills and enhance leadership ability.
- (6) Improve the validity and defensibility of the FTO selection and retention process.

3. JOB-RELATEDNESS. The key principle guiding the program's evaluation system and termination procedures is the requirement that all evaluations and employment decisions be based on quantifiable, job-related criteria. The ultimate decision to terminate a trainee requires an unacceptable rating(s) on the CHP 115A, and should be linked to one or more of the eight Critical Tasks on the officer's CHP 118, Performance Appraisal - Officer. The CHP 115A was designed so that each of the eight Critical Tasks is embodied in one or more of the CHP 115A's performance rating categories. This procedure provides the evaluation system with an empirical, job-related foundation on which to base and defend employment decisions, including trainee termination.

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