

**CHAPTER 23**

**SOLID, REALISTIC, ONGOING, VERIFIABLE TRAINING PROGRAM**

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## CHAPTER 23

### SOLID, REALISTIC, ONGOING, VERIFIABLE TRAINING PROGRAM

#### 1. GENERAL.

a. The purpose of the California Highway Patrol's (CHP) Solid, Realistic, Ongoing, Verifiable Training (SROVT) Program is to ensure field supervisors utilize every day as a training day through interactive training at shift briefings in all field commands, including inspection facilities.

b. Solid, Realistic, Ongoing, Verifiable Training scenarios shall be applied consistently statewide and accomplished through the use of training scenarios applicable to the daily critical tasks, activities, and responsibilities of the Department's field officers. Following is the background of the SROVT Program.

(1) Solid, Realistic, Ongoing, Verifiable Training is a scenario-based training program covering high-risk/low-frequency tasks and critical issues faced by field officers (e.g., vehicular operations, deadly force, false arrest, forced entry, special relationships, job-based harassment, ethics, physical methods of arrest, officer safety).

(2) This program focuses on SROVT daily training scenarios involving those high-risk/low-frequency tasks or events that occur in the field where there is little or no nondiscretionary time for decision making.

(3) The consistent, daily exposure to SROVT training scenarios will assist in maximizing officer safety and minimizing civil liability by ensuring officers can recognize and appropriately and effectively deal with high-risk/low-frequency situations encountered while on road patrol.

#### 2. POLICY.

a. It is the policy of the CHP to utilize SROVT as part of a field officer's ongoing daily training regimen.

b. The policy and procedures outlined in this chapter will be accomplished as directed.

3. OBJECTIVE. Supervisors will provide officers with interactive daily training scenarios to reinforce their knowledge of critical departmental policies and procedures, including topics most relevant to high-risk/low-frequency events and other field-related situations.

4. RESPONSIBILITIES.

a. Office of the Academy. The Office of the Academy (Academy) is responsible for the overall management, administration, and coordination of the SROVT Program including, but not limited to, the following:

- (1) Develop and maintain policy and procedures for the SROVT Program.
- (2) Periodically assign training topics to field Division Training Units, headquarters Divisions with Office of Primary Interest training responsibilities, and other subject matter experts for research and preparation of training scenarios.
- (3) Compile reviewed/approved SROVT training scenarios for distribution to field Divisions and other interested/impacted personnel.
- (4) Maintain permanent SROVT archives.
- (5) Annually assess the SROVT program's effectiveness. Executive Management shall be advised of findings and recommendations.

b. Departmental Subject Matter Experts.

- (1) The subject matter experts (SMEs) shall review each submitted training scenario for accuracy, relevancy to assigned topics, and compliance with departmental policy and procedures.
- (2) The SMEs shall provide written comments explaining their rejection of a submitted SROVT training scenario. Inaccurate/incomplete training scenarios will be corrected/revised by SMEs who will in turn notify the Division Training Units of the changes.
- (3) As requested, the SMEs shall research and develop training scenarios addressing critical training topics.

c. Field Divisions. Division commanders shall ensure compliance of their Training Unit and the field commands'/inspection facilities' compliance with the SROVT policy and procedures contained in this chapter.

(1) Each Division Training Unit is responsible for preparing seven SROVT training scenarios on pre-assigned topics per calendar quarter. Division Training Units shall e-mail their completed scenarios directly to srovt@chp.ca.gov by the following quarterly dates: January 1, April 1, July 1, and October 1.

(2) Submitted training scenarios shall be concise, but thorough. Scenarios should be able to be presented within a six-minute time span. Each scenario shall follow a predetermined format (refer to Annex A), providing:

- (a) Questions about specific scenario aspects.
- (b) Current CHP policy.
- (c) Case law, if applicable.
- (d) Applicable state and federal laws/statutes.
- (e) Legal updates.
- (f) Pictures/examples (if applicable).

(3) Background material, along with references, shall accompany each training scenario.

(4) The Academy Instructional Services Program will provide each Division Training Unit with a quarterly supply of SROVT Monthly Calendars (refer to Annex B) and associated daily scenarios. Distribution shall be made for the next quarter by the following dates: March 15, June 15, September 15, and December 15.

(5) Division Training Units shall maintain SROVT training scenarios within the Training Unit. Refer to retention policy in paragraph 5. of this chapter.

(6) One training scenario per month shall be allocated for the presentation of a Division-specific topic.

(7) Each Division Training Unit shall independently identify, research, and develop a monthly training scenario covering Division-specific training topics for use within their field commands.

(8) Division Training Units shall e-mail their Division-specific training topics to srovt@chp.ca.gov by the quarterly due dates provided in paragraph 4.d.(1) of this chapter.

(9) Division Training Units will provide their field commands with the selected daily SROVTs for use at daily shift briefings.

(10) Division Training Units may obtain past SROVT training scenarios by contacting the Academy Instructional Services Program at (916) 376-3200.

e. Field Commanders. Field commanders shall ensure SROVT training scenarios are provided the requisite six-minute minimum time frame needed for presentation at every shift briefing.

(1) Field Sergeants. The field sergeant's role in the SROVT program is critical and goes far beyond a mechanical reading of briefing scenarios. The program's effectiveness depends upon field sergeants making every day an effective training day by providing positive support of the program.

(a) All field sergeants shall pre-read daily scenarios in order to effectively present and discuss scenario topics. As needed, sergeants shall review referenced departmental policy and procedures prior to briefings.

(b) Sergeants can promote the interaction of officers by:

1 Including scenario-relevant questions and discussion that provide a forum for interactive response and relating personal work experiences (both positive and negative) which effectively illustrate the scenario topic.

2 Utilizing officers to demonstrate physical methods of arrest (PMA) scenario techniques. Whenever possible, officers shall be pre-advised (one to two days in advance) that they have been selected to demonstrate a specific PMA technique.

(c) As sergeants are in the best position to observe high-risk, low-frequency incidents in the field, it is their responsibility to recommend scenarios for inclusion in the program. Division training units should solicit such feedback from commands within the respective Division.

(2) Field Command Management. It is incumbent upon field commanders and their management staff to understand that the SROVT Program is a risk management tool which the Department utilizes to reduce and/or eliminate personal injury, lost time, and litigation against the Department from

employees' actions and/or decisions. As opportunities arise, managers should discuss briefing scenario topics with sergeants and officers.

(a) Each field command shall identify a SROVT training coordinator, who shall receive SROVT training scenarios from the Division Training Unit. The training coordinator shall maintain copies of the provided SROVTs for use at each shift briefing.

(b) Officers returning to work from scheduled days off, vacation, sick leave, "4800 time," court, or training shall be directed to review missed training scenarios.

(c) Daily training scenarios and the monthly SROVT calendar shall be initialed and dated by each shift's briefing sergeant or officer-in-charge. The daily training scenarios should be retained in the briefing book until the end of the month. Refer to retention policy in paragraph 5. of this chapter. A copy of the initialed monthly SROVT calendar shall be forwarded to the Academy at the end of each month and no later than the fifth of the following month.

(d) Commands may obtain past SROVTs by contacting their respective Division Training Unit.

## 5. RETENTION.

a. The Academy shall permanently retain all field commands' monthly SROVT calendars and training scenarios.

b. Division Training Units and field commands shall retain SROVT training scenarios and calendars for the current year plus one year.

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## ANNEX A

### SAMPLE SOLID, REALISTIC, VERIFIABLE, ON-GOING TRAINING SCENARIO FORMAT



# CHP SROVT

Solid Realistic Ongoing Verifiable Training

January 1, 2010

#### Title

This section is for the scenario. Keep it short and to the point. Write it in such a way that any officer in the state could relate to the scenario. Be sure to add the title as it is written on the Topic Calendar for your assigned day. Change the date at the top of this page to match the Topic Calendar.

#### Critical Issues

- Ask an open ended question here when possible.
- Your scenario should raise only a few critical issues.

#### Discussion<sup>1</sup>

This section is for your discussion about the critical issues you addressed in your scenario. Notice the little "1" after the title "Discussion." That is a footnote to reference at the bottom of the page. Any sources you use (Penal Code, Vehicle Code, Policy Manuals, books, etc) are to be listed at the bottom of the page. The SROVT shall be no longer than 1 page and a half in length.

Double click on the grey section at the bottom of the page. This will allow you to edit the page footer. Be sure to add your Office Area and the date you completed the SROVT.

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<sup>1</sup> California Vehicle Code Sections 12500, 12504; HPM 70.6; Chapter 22

Prepared and Submitted By: Area, 01/01/10  
Subject Matter Expert Review: , Office of the Academy, Date



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## ANNEX B

### SAMPLE SOLID, REALISTIC, ON-GOING, VERIFIABLE TRAINING MONTHLY CALENDAR

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 Officer Safety  A: _____ B: _____ C: _____ D: _____	2 Topic of the Month  A: _____ B: _____ C: _____ D: _____	3 Routine Patrol Activities  A: _____ B: _____ C: _____ D: _____	4 SSP Suspicious Package  A: _____ B: _____ C: _____ D: _____	5 PMA OC Spray  A: _____ B: _____ C: _____ D: _____
6 V.C./P.C.  A: _____ B: _____ C: _____ D: _____	7 Commercial Enforcement  A: _____ B: _____ C: _____ D: _____	8 Weapons Violations  A: _____ B: _____ C: _____ D: _____	9 Searches Exigent Circumstances  A: _____ B: _____ C: _____ D: _____	10 Evidence Handling  A: _____ B: _____ C: _____ D: _____	11 PMA Preliminary Frisk  A: _____ B: _____ C: _____ D: _____	12 Off-Duty Incident  A: _____ B: _____ C: _____ D: _____
13 Misc. HR/LF Event  A: _____ B: _____ C: _____ D: _____	14 Officer Safety  A: _____ B: _____ C: _____ D: _____	15 V.C./P.C.  A: _____ B: _____ C: _____ D: _____	16 EMS/ CPR  A: _____ B: _____ C: _____ D: _____	17 PMA Standing Search  A: _____ B: _____ C: _____ D: _____	18 DRE/ DUI  A: _____ B: _____ C: _____ D: _____	19 Pursuits Allied Agencies  A: _____ B: _____ C: _____ D: _____
20 Civil Disturbance  A: _____ B: _____ C: _____ D: _____	21 Sexual Harassment  A: _____ B: _____ C: _____ D: _____	22 Congestion Relief  A: _____ B: _____ C: _____ D: _____	23 PMA Twistlock  A: _____ B: _____ C: _____ D: _____	24 Warrantless Search  A: _____ B: _____ C: _____ D: _____	25 Foreign Nationals  A: _____ B: _____ C: _____ D: _____	26 Routine Activities  A: _____ B: _____ C: _____ D: _____
27 Juvenile Arrests  A: _____ B: _____ C: _____ D: _____	28 Special Relationships  A: _____ B: _____ C: _____ D: _____	29 Firearm Retention  A: _____ B: _____ C: _____ D: _____	30 SSP Alarm Call  A: _____ B: _____ C: _____ D: _____			

Area Name & Number \_\_\_\_\_

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