PTO FIELD TRAINING TO SUPPORT POP

The 29th Annual Problem-Oriented Policing Conference, Santa Cruz, California, Nov 11-13, 2019
WHAT IS PTO?

The Police Training Officer (PTO) Program was designed to be a community oriented, problem-based alternative to the traditional Field Training Officer (FTO) Model. A committee comprised of police researchers, including PSPBL Co-Chairs Gregory Saville and Gerard Cleveland developed the PTO model in response to concerns of police executives that recruit training was not changing with the times.

A nationwide survey of police agencies helped determine key areas (competencies) required in a contemporary training program. Six agencies of various sizes from across the country were chosen to help field-test the model. The resulting feedback was instrumental in shaping the content of the new model. Numerous police agencies throughout the United States and Canada have since implemented the model in their agencies with great results.
The latest version is PTO V2.0 available on www.pspbl.org

A PROBLEM-BASED LEARNING MANUAL
FOR TRAINING AND EVALUATING POLICE TRAINEES

2013-2018

PTO VERSION 2.0
Gerard Cleveland and Gregory Saville
WHAT IS Police PBL?

- Learn-by-doing
- Use real-life problems
- CLGs - Community Learning Groups
- EQ - Emotional Intelligence
Currently, about the only police training that incorporates the elements of PBL is canine.
You are on patrol with a recruit and receive a radio call regarding a theft from a
car in a parking lot. You are aware there are ongoing theft issues in that
parking lot, but you are not sure what day, what time, how the thefts occur or
who might be involved. Your recruit responds to this as a single crime incident,
and ignores that it is a wider problem. In other words, the recruit fills out a
report, scans for simple evidence, and considers only the symptoms of the
problem. You realize the recruit is uninterested in tackling the root causes,
crime patterns or physical conditions that led to this call in the first place. Your
recruit is an excellent incident responder, but shows no interest in becoming a
problem solver. Your recruit does not think more needs to be done, even
though there is enough time over the next few weeks to do much more.
The PTO recruit is evaluated based on competencies

<table>
<thead>
<tr>
<th>Core Competencies</th>
<th>1 Non-Emerg.</th>
<th>2 Emerg.</th>
<th>3 Patrol</th>
<th>4 Criminal Investig.</th>
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<tbody>
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<td>1. Vehicle Operations</td>
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<td>2. Conflict Resolution</td>
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<td>3. Use of Force</td>
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<td>4. Local Procedures</td>
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<td>5. Report Writing</td>
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<td>6. Leadership</td>
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<td>7. Problem Solving Skills</td>
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<td>8. Community Specific Problems</td>
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<td>9. Cultural Diversity</td>
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<td>10. Legal Authority</td>
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<td>11. Civil Rights</td>
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<td>12. Officer Safety</td>
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<td>13. Communication Skills</td>
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<td>14. Ethics</td>
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<td>15. Self Awareness/Lifestyle Stress</td>
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**Cell 1B: Vehicle Operations**
- Emergency Response
  - High speed/skid control
  - Defensive driving
  - Vehicle stop procedure
  - Patrol car positioning
  - Awareness of surroundings and conditions
How do recruits learn? What kind of training supports adult learning?

Bloom’s Taxonomy - *How do we learn?*

- Remembering
- Interpreting
- Applying
- Analyzing
- Evaluating
- Creating

**complex work envts**

**simple work envts**
PBL / PTO

Mimetic learning

Creating
Evaluating
Analyzing
Applying
Interpreting
Remembering
MULTIPLE INTELLIGENCES

- Verbal
- Logic/Math
- Physical
- Spatial
- Musical
- Interpersonal (group focus)
- Intrapersonal (individual focus)

PTO also incorporates adult learning principles
WHAT IS PBL?

Step 1 – IDEAS (HYPOTHESES)

Step 2 – KNOWN FACTS (SCAN)

Step 3 – LEARNING ISSUES 1 (ANALYSE)

Step 4 – LEARNING ISSUES 2 (ANALYSE)

Step 5 – ACTION PLAN (RESPOND)

Step 6 – EVAL P & P (ASSESS)
NPE

Trainee

Activity Reports

Neighbourhood Portfolio Exercise

DOCUMENTATION
# PTO Program 2.0

## Core Competency Logbook

## Neighborhood Portfolio Exercise

<table>
<thead>
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<th>Week</th>
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1. Non-Emergency Incident Response
2. Emergency Incident Response
3. Patrol Activities
4. Criminal Investigation

Integration

Mid Term Evaluation

Shadow Final Evaluation