



Use of Force Recommendation 55

Instructor Evaluation



Agenda

- Objective
- Recommendation Highlights
- Current Policy
- Gap Analysis
- Industry Trends
- Pros and Cons
- Proposed Action
- Questions



Objective

Enhance consistency in training through standardized instructor development and periodic audit of classes.



Recommendation Highlights

- Evaluate instructors on a regular basis.
- Senior academy leadership should personally attend ICAT classes to observe training and ensure training is presented as intended.

DPM 1.5.35 Training Instructors

- Only AZPOST instructors or recognized specialty instructors instruct AZPOST mandated or Department training.
- MPD supervision is provided by the use of the evaluation form, which is returned to the Training Section.
- Instructors are selected on the basis of having acquired AZPOST Instructor certification, their expertise in the chosen field of instruction and a review of their workstation file.
- AZPOST instructors who do not teach for a period of two (2) years will be put on an inactive list.



Gap Analysis

Evaluate instructors on regular basis

- Every class is evaluated by the students. Instructors are provided feedback on department form.
- Proficiency skills instructors are informally mentored by subject matter experts.

Gap

- No policy requirement for instructors to be evaluated.
- No formal process for vetting instructors.
- No formal instructor development process for new instructors.

Recommendation: DPM 1.5.35.2

New Section: Inservice Training

- Instructors shall attend in-service training presented by members of the SME Curriculum Teams as scheduled by the Advance Training Lieutenant or designee at least once per year.

Existing Section: Instructor Responsibilities

- Instructors will review course evaluations to ensure the lesson plan material and instruction techniques are meeting students needs.
- Instructors will meet with the training staff to discuss area of concern noted in course critiques.



DPM 1.5.10 Training Planning

- The Training Section reviews agency training programs annually to ensure they meet MPD personnel and operational needs, legal requirements and agency policies. The evaluation and updating process ensures that any necessary updating of training programs is implemented.
- Training classes that are tactic-based, or have legal presumptions as the basis for the instruction, shall be reviewed by the MPD Legal Unit to ensure they comply with Mesa Police Department policies and practices.



Gap Analysis

Senior leadership attends class

- Department wide training is presented to staff for review and comment prior to presentation to department members.

Gap

- No formal policy requiring presentation of department wide training to staff.

Recommendation: DPM 1.5.10.3

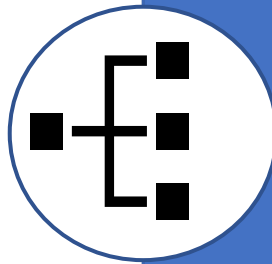
Existing Section: Training Program Review

- At the discretion of the Chief of Police, and prior to training being delivered to department personnel, MPD Staff members will be scheduled to review and participate in the training.



Industry Trends

- IACP Net lists numerous agencies with instructor requirements which follow their State POST standards
- AZPOST Rules specify general instructor requirements and specifies certifications for certain proficiency skills
- AZPOST certifies Subject Matter Expert (SMEs) and periodically hosts SME committee meetings to facilitate communication between agencies



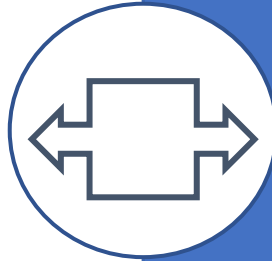
Pros and Cons

List the reasons **for** adopting the recommendation

- *Routine evaluation of instructors identifies areas of concern and allows for improvement of instruction and consistency in training.*
- *Policy language for instructor evaluations will set expectations for instructor development and provide guidance to the training staff.*
- *Adding policy language on staff presentations for department training will set expectations for staff which will aid in sustaining the practice.*

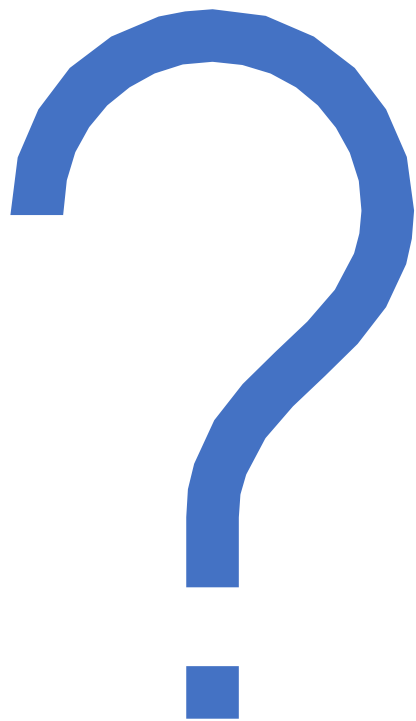
List the reasons **against** adopting the recommendation

- None



Proposed Action

- Add written guidelines to reflect current practice for instructor evaluation and development.
- Add written guidelines to reflect current practice for staff preview and participation in department training.



Discussion