



Use of Force Recommendation 55

*Guidance for
Instructor Evaluation*



Agenda

- Recommendation Highlights
- Gap Analysis
- Discussion
- Committee Feedback
- Further Analysis
- Final Guidance



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.

Gap Analysis - DPM 1.5.35 Training Instructors

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.
- Informal two-year window to remain certified to instruct.

Gap

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

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.



Gap Analysis – DPM 1.5.10 Training Planning

Senior leadership attends class

- Training supports the Law & Legal Curriculum Team and discussed needs at monthly meeting. PD Legal Unit reviews all training with legal presumptions.
- All department wide training is planned with the intent to 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

- 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.
- 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.



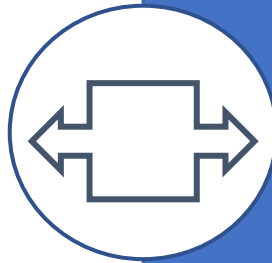
Pros and Cons

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.*

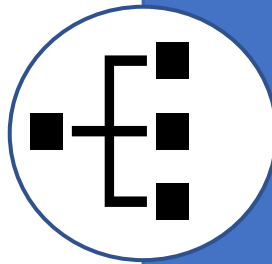
List the reasons **against** adopting the recommendation

- None



Committee Feedback

- Comments from the committee were supportive. No significant discussions to the contrary.
- There was a question on historical lack of consistency in police training and maintenance of relevant instruction.
- The response and discussion included a high-level overview of the ongoing instructor and curriculum developments plans, including mentions of the purpose of the Advanced Training Squad, training specific to the Field Training Officers, and continued development of additional curriculum teams supported through the Advanced Training Section.



Final Guidance

- 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.



Questions