

FIELD TRAINING OFFICER COURSE
BLOCK 11
TEST AND SCENARIO DEVELOPMENT STRATEGIES
General Course Outline

TOPIC OUTLINE	INSTRUCTIONAL CLUES
INTRODUCTION Field training staff should agree on a schedule and manner for training and testing new officers/deputies Not every field incident or objective in an agency's program will occur within the time frame of the FTP, FTOs may have to set up a scenario exercise or rely on the trainee's written response to specific situations Competency may be demonstrated through department constructed knowledge tests, scenario exercises, or field performance A. DISCUSS THE USE OF WRITTEN AND SCENARIO TESTS WITHIN THE FIELD TRAINING PROGRAM 1. Written testing appropriate for: a. Penal, vehicle codes, etc. b. Radio codes 2. Scenarios are appropriate for: a. Making up for low volume of calls b. Exposure to calls which may not be received B. DISCUSS THE POSITIVE AND NEGATIVE ASPECTS OF SCENARIO TRAINING, INCLUDING: 1. Positive aspects a. Provides a safe learning environment b. Less liability than actual calls for service c. Events are repeatable d. Training can be halted at key points to reinforce learning e. Can fill in the "holes" for things the trainee may not be exposed to during training f. Can prepare the trainee for more difficult situations 2. Negative aspects a. Not as realistic as calls for service	

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1) May not be taken seriously b. Can be predictable c. Must be maintained and updated d. Requires good role players and resources 1) Team up with dispatch to add an element of realism 2) Determine availability of alternate radio channels to use during scenarios	
C. EXPLAIN SITUATIONS WHERE WRITTEN TESTS AND/OR SCENARIOS ARE APPROPRIATE, INCLUDING: 1. To cover more specific knowledge components such as code sections and crime elements, as well as, agency policies and procedures 2. To assist in remedial training efforts 3. To make up for low volume of calls for service	<i>Testing</i>
D. RECOGNIZE OFFICER SAFETY AND LIABILITY ISSUES INVOLVED IN SCENARIO TRAINING, TO INCLUDE: 1. Recognize the FTOs risk management responsibilities 2. No agency policy, procedure, or safety standards can be compromised or violated for the sake of training 3. Loaded weapons should NEVER be used 4. Scenario should not be dangerous demeaning, harassing or expose the agency to liability	<i>Safety in Role Playing</i>
E. DETERMINE DETAILED LOGISTICS, TIMING AND LOCATION OF SCENARIOS, INCLUDING: 1. Clearly defined training goals or performance objectives should be developed for each scenario 2. Safety inspection of all vehicles, weapons, equipment, and locations to be used in each scenario 3. Establishment of an audible signal for any participant to halt the scenario at any time	

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4. Notification of appropriate entities (supervisor, dispatch, outside agencies, etc.) F. DESIGN, FACILITATE, AND EVALUATE SCENARIOS USED FOR BOTH REMEDIAL TRAINING AND COMPETENCY EVALUATION	