

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE
POLICE DEPARTMENT

FIELD TRAINING PROGRAM GUIDE

TRAINEE _____



FOREWORD

The purpose of the *Field Training Program Guide* is to provide a standardized program to guide the CSUN Police Department and Field Training Officers (FTOs) in the initial orientation and field training of newly assigned patrol officers. The program is designed to assist these officers in making the transition from what they learned in the academy to performing general law enforcement patrol duties competently in the field.

The role of the FTO is a critical component of the Field Training Program. It is the primary responsibility of the FTO to facilitate this transition process by supervising, training, and evaluating trainees in the initial application of their previously acquired knowledge and skills.

This standardized program is an accumulation of the best aspects of existing field training programs as determined by POST. This program is designed with the following POST criteria in mind:

Defensible/Fair -- The program achieves defensibility and fairness by proper selection of FTOs, a trainee feedback mechanism, a comprehensive list of training tasks and goals, and a standardized evaluation process.

Effective/Manageable -- The program is performance-based and includes adequate documentation, minimum time completion requirements, and competency specifications.

Adaptable/Flexible -- The program is adaptable to any size or type of agency. Flexibility is afforded by agencies being able to incorporate agency-specific policies and procedures.

The Field Training Program is designed to achieve the following goals:

- To produce a competent peace officer capable of working a solo patrol assignment in a safe, skillful, productive, and professional manner.
- To provide standardized training to all newly assigned regular officers in the practical application of learned information.
- To provide clear standards for rating and evaluation which give all trainees every reasonable opportunity to succeed.
- To enhance the professionalism, job skills, and ethical standards of the law enforcement community.

The vision of the Police Department at California State University, Northridge, is to be a model public safety organization, in partnership with and indispensable to our customers, operating in a participative, team-based environment delivering quality community oriented services in a proactive and efficient manner. The POST standards incorporated into this *Field Training Program Guide* have been developed to support this vision, drawing upon the expertise of and input from the law enforcement community statewide.

The department appreciates the contributions made by the field training program staff in providing input to prepare this guide. Questions or comments regarding this document should be directed to the Field Training Program Administrator at (818) 677-2764.

GREGORY L. MURPHY
Chief of Police

ACKNOWLEDGEMENTS

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