Police Field Training Officer Examination

Choose the best answer to each of the following questions:

1. Which of the following should not be a consideration in the selection of a Field Training Officer?
   A. Desire to serve as a mentor
   B. Strong communication skills
   C. The most senior officer
   D. Good moral and ethical character

2. The person in the department most likely to leave the biggest impression on a recruit officer is:
   A. The Police Chief
   B. The Initial FTO
   C. The FTO Supervisor
   D. The Phase Three FTO

3. The foundation of the FTO and Recruit relationship is:
   A. Fear
   B. Confidence
   C. Knowledge
   D. Respect

4. Which of the following are skills an FTO should possess as an evaluator?
   A. Fair and impartial observation, providing feedback of performance
   B. Provide honest and objective documentation of performance
   C. Provide direction and recommend remedial training when required
   D. All of the above

5. The FTO may do any of the following to help alleviate stress, except:
   A. Take the recruit out for a drink at a local "cop" bar to unwind
   B. Have the recruit "unplug"
   C. Use role reversal
   D. Refer the recruit for counseling

6. It is always appropriate to intervene when the FTO observes the Recruit Officer writing the wrong law section on a uniform traffic ticket.
   A. True
   B. False
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7. It maybe appropriate for the FTO to knowingly let the recruit make a mistake, in handling a situation, so that the recruit can learn from the mistake as long as the mistake is a minor one.
   A True  B False

8. The recruit officer should be permitted to do everything possible, during field training, as long as the end result is positive development of knowledge, skills, attitudes, and behavior.
   A True  B False

9. It is important for the FTO to turn the call back over to the recruit after intervening because:
   A it shows the recruit that the FTO is in charge
   B it will relieve the recruit of the responsibility in solving the problem
   C it relieves the FTO from having to do a report
   D it gives the recruit back their confidence
   A True  B False

10. The case that addresses issues concerning the Americans with Disabilities Act is:
    A Fadli v. City of San Francisco
    B Skelly v. State of California
    C Beadle v. City of Tampa
    D Sieffin v. Village of Arlington Heights

11. One difference between adult and child learning is that adults are externally motivated and children are internally motivated.
    A True  B False

12. Learning is an observable sustained change in:
    A attitude
    B behavior
    C perception
    D emotion

13. Visual, auditory, and tactile / kinesthetic are learning styles an FTO should be concerned with when training a recruit
    A True  B False
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14. The FTO is obligated to provide an environment where learning can occur.
   A True  B False

15. Creating and using a lesson plan is useful because:
   A It standardizes training
   B It makes an orderly, logical presentation of lesson material
   C It ensures that goals and objectives are met
   D All of the above

16. Using Instructional Systems Designs are a way to standardize training. The most commonly used system is IPAT. IPAT stands for:
   A Interpret, Produce, Appraise, Translate
   B Illustrate, Plan, Analyze, Teach
   C Introduction, Presentation, Application, Test
   D Introduction, Pre-test, Acknowledgment, Test

17. Open mindedness is crucial for good interpersonal communication.
   A True  B False

18. It should be a main priority of the FTO to be sensitive to the concerns and needs of the recruit.
   A True  B False

19. Which of the following are liability issues that may be related to inadequate or improper Field Training?
   A failure to train
   B negligent supervision
   C negligent training
   D all of the above

20. Close supervision is one way to keep the recruit from:
   A becoming independent
   B learning
   C harm or civil/criminal liability
   D getting the FTO in trouble
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21. Documentation is one of the most effective methods of reducing liability.
   A True         B False

22. Verbal, visual, physical harassment, and creating a hostile work environment may all be considered forms of:
   A favoritism
   B sexual harassment
   C impaired objectivity
   D fraternization

23. A “Skelly Hearing” involves due process in termination.
   A True         B False

24. All of the following are methods for reducing potential civil liability except:
   A Selection of high quality training officers.
   B Developing a rapport with the recruit officer.
   C Documentation of all training that is provided.
   D Documentation of appropriate training, supervision, and remediation efforts.

25. The “landmark” FTO case that addressed the importance of documentation and standardization of Field Training was:
   A Steffen v. Village of Arlington Heights
   B Beadle v. City of Tampa
   C Sadil v. City of San Francisco
   D Skelly v. State of California

26. One of the goals of a successful Field Training Program is to produce a competent police officer capable of solo patrol.
   A True         B False

27. The object of standardized Field Training and Evaluation Programs is to provide clear standards for rating and evaluation so the agency can retain the strong recruits and “weed out” the weaker recruits.
   A True         B False
28. The regular Basic Course for Police Officers prepares the student for entry into solo patrol.

A  True  B  False

29. A fundamental element of the Field Training Program is ____ training.

A  skills  
B  phase  
C  specialized  
D  academy

30. If a Field Training Program is less than sixteen weeks in length, it will not succeed.

A  True  B  False

31. The phase of field training that is considered the evaluation only phase is:

A  phase one  
B  phase two  
C  phase three  
D  phase four

32. The “limbo” part of phase one is to allow for a smooth transition from the classroom to patrol and is not evaluated.

A  True  B  False

33. In order for the recruit to enter phase four, the recruit must meet three requirements, the FTO must have every reason to believe the recruit will succeed, in the last two weeks of phase three, the recruit must be consistently over the “brick wall” in all DOR categories 51% of the time, and:

A  approval from the original FTO  
B  the “rook book” must be completed  
C  extension time has been used up  
D  the recruit has rotated through every shift

34. It is not necessary for the FTO to account for every DOR category every day.

A  True  B  False
35. The courts have determined that Field Training Programs must pass four requirements to be legally defensible. The Field Training Program must be:

V
C
R
S

36. Which one of the following is not evaluated by the FTO?

A technique
B style
C performance
D attitude

37. If a Recruit Officer is in need of extension time, the officer may complete extension time training during the first week of phase four if approved by the FTO supervisor.

A True
B False

38. Which federal law case involved "reasonable accommodation and undue hardship?"

A Skelly v. State of California
B Fadhl v. City of San Francisco
C Beadle v. City of Tampa Bay
D Sietkin v. Village of Arlington Heights

39. Research has found that it takes the average recruit nationwide ___ to ___ Weeks to get over the "brickwall" consistently in all DOR categories.

A 3, 4
B 2, 5
C 1, 2
D 8, 12

40. A narrative must be written any time a recruit receives a rating of 3 or 4 on the DOR.

A True
B False

41. Upon entering remedial training, the recruit should already be aware and has acknowledged the areas where their performance was deficient.

A True
B False
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42. The phrase, “any time, any place” refers to:
   A documentation  
   B training opportunity  
   C performance evaluation  
   D catching criminals

43. The FTO who “hates to be the bad guy” is exhibiting which rating error characteristic?
   A personal bias  
   B central tendency  
   C leniency  
   D related traits

44. The phrase, “we learn things in terms of what is already familiar to us”, describes which of the following laws of learning?
   A reward  
   B association  
   C meaningfulness  
   D motivation

45. The place where learning levels off or stops is called as:
   A learning block  
   B learning curve  
   C learning valley  
   D learning plateau

46. The DOR rating category “REM” refers to “recruit evaluation memorandum.”
   A True  
   B False

47. In evaluating the Recruit Officer, the FTO should utilize the solo beat officer concept.
   A True  
   B False

48. If the FTO is unavailable, a non-FTO may be used for training a recruit.
   A True  
   B False
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49. The monetary award given to a plaintiff in a lawsuit to punish the defendant is referred to as _____ damages.
   A  Compensatory
   B  Vicarious
   C  Civil
   D  Punitive

50. Standardized Evaluation Guidelines are used to evaluate observed behaviors as being either acceptable or not acceptable.
   A  True  B  False