

Legislative Oversight Committee

Questions

Remediation

- How many troopers graduated from the Criminal Justice Academy in the last five classes? Of that number how many required remediation?

Basic 96 through Basic 100 graduated a total of 189 troopers. The following information represents remediation data for SCHP Basic Training Classes 95 – 99, which consists of 167 troopers. (Basic 100 remains in the field training and evaluation program and is not included in this information.) For these 167 troopers, a total of 8 remedial phases were reported with each remediation successfully completed. It must also be noted that this data is limited by the timely submission of Field Training and Evaluation reports from the participating Troops and, as a result, is taken solely from reports presently filed with the SCHP Training Unit.

<i>Basic class and number of graduates</i>	<i>Number of remediations reported</i>
Basic 95 (40 troopers)	0
Basic 96 (42 troopers)	3
Basic 97 (40 troopers)	2
Basic 98 (27 troopers)	1
Basic 99 (18 troopers)	2

- What is the process for determining if a graduate of the Criminal Justice Academy needs remediation?

Troopers are evaluated during each work period and rated on a scale of 1-3 in five critical areas: Performance, Communications, Knowledge, Attitude/Relationships and Appearance. These areas are subdivided into specific work related components; for example, the Performance area involves job tasks such as driving, officer safety, control of conflict, self-initiated activity, investigative skills, problem solving and decision making. (See the attached evaluation form.) Troopers must achieve an average score of 2 in all related fields in order to successfully complete each training phase. The rating scale is as follows:

- 1 = Requires Remediation
- 2 = Minimally Acceptable
- 3 = Acceptable

- What is the agency's standard process for providing remediation (e.g. number of field training officers (FTO) the trooper works with, amount of time with the FTO, etc.)?

The Field Training and Evaluation Program (FTEP) is comprised of four phases, which span 400 hours of enforcement duty. (See the attached phase outline). Troopers must pass all phases of the program and are typically assigned to one FTO for the duration of the FTEP. However, troopers may be assigned to another FTO at the discretion of their Troop Commander or at either their request or the request of the FTO. (Such changes may be based on factors such as personality conflicts.) The four phases of the FTEP are as follows:

- **Observation Phase (40 hours)** – troopers observe the FTO during daily operations.
- **Application Phase (120 hours)** – troopers begin applying their knowledge and skills with continuous assistance from the FTO. Remediation for this phase can be a minimum of 36 hours to 120 hours as needed. A deficiency training plan must be completed by the FTO prior to the remediation.
- **Demonstration Phase (150 hours)** – troopers demonstrate their ability to do the job and FTO's provide minimum assistance as needed. Remediation for this phase can be a minimum of 36 hours to 120 hours as needed. A deficiency training plan must be completed by the FTO prior to the remediation.
- **Evaluation Phase (90 hours)** – troopers are evaluated for a minimum for 90 hours by the FTO. The FTO provides no assistance during this phase except in exigent circumstances. If passed by the FTO, troopers must then be evaluated by a first line supervisor, a mid-level supervisor and lastly an executive level supervisor. Any unsuccessful evaluations require remediation by the FTO for 36 hours to correct identified deficiencies. Following remediation, troopers are re-evaluated.

**SOUTH CAROLINA HIGHWAY PATROL
FIELD TRAINING AND EVALUATION PROGRAM REPORT**

DATE:

TOTAL HRS. OBSERVED:

PHASE OF TRAINING:

PROVISIONAL TROOPER'S NAME:

FIELD TRAINING OFFICER:

TROOP:

POST:

RATING INSTRUCTIONS: This report is completed by Field Training Officer at the end of all three (3) training phases conducted in the field. It summarizes the Provisional Trooper's performance during the entire training period. Field Training Officer are to use the following guidelines to evaluate the performance of provisional Troopers in order to determine the overall rate of progress as Satisfactory or Unsatisfactory. An End of Phase Counseling Report must accompany this report at the end of each graded phase.

RATING SCALE BY PROGRAM STANDARDS

Remediation Needed

①

Minimally Acceptable

②

Acceptable

③

RATING

1	2	3	4	5	6	7	8	9	10	N.O.	AVG.	PERFORMANCE
										<input type="checkbox"/>		1. Driving Skill: Non-Stress Conditions
										<input type="checkbox"/>		2. Driving Skill: Stress Conditions
										<input type="checkbox"/>		3. Field Performance: Non-Stress Conditions
										<input type="checkbox"/>		4. Field Performance: Stress Conditions
										<input type="checkbox"/>		5. Officer Safety: General
										<input type="checkbox"/>		6. Officer Safety: Suspicious Persons & Prisoners
										<input type="checkbox"/>		7. Control of Conflict: Voice Commands
										<input type="checkbox"/>		8. Control of Conflict: Physical Skill
										<input type="checkbox"/>		9. Orientation Skills
										<input type="checkbox"/>		10. Self-Initiated Field Activity
										<input type="checkbox"/>		11. Investigative Procedures
										<input type="checkbox"/>		12. Problem Solving / Decision Making Ability
1	2	3	4	5	6	7	8	9	10	N.O.	AVG.	COMMUNICATIONS
										<input type="checkbox"/>		13. Oral
										<input type="checkbox"/>		14. Written: Form Selection/Organization/Accuracy
										<input type="checkbox"/>		15. Written: Grammar/Spelling/Neatness
										<input type="checkbox"/>		16. Written Time Utilized
										<input type="checkbox"/>		17. Radio: Listens & Comprehends Transmissions
										<input type="checkbox"/>		18. Radio: Articulation of Transmissions
1	2	3	4	5	6	7	8	9	10	N.O.	AVG.	KNOWLEDGE
										<input type="checkbox"/>		19. Departmental Policies & Procedures
										<input type="checkbox"/>		20. Criminal Laws
										<input type="checkbox"/>		21. Traffic Laws
1	2	3	4	5	6	7	8	9	10	N.O.	AVG.	ATTITUDE/RELATIONSHIPS
										<input type="checkbox"/>		22. Acceptance of Feedback: Verbal/Behavior
										<input type="checkbox"/>		23. Attitude Towards Police Work
										<input type="checkbox"/>		24. With Citizens
										<input type="checkbox"/>		25. Relationship With FTO/Supervisors
1	2	3	4	5	6	7	8	9	10	N.O.	AVG.	APPEARANCE
										<input type="checkbox"/>		26. General Appearance

OVERALL RATING

* Average the daily ratings in each of rated areas by the total score of all training phases observed. The rating officer will then average each observed category to obtain an overall rating. The Provisional Trooper must have an average of "2" in order to be considered as "SUCCESSFUL" during the training phase.

PROVISIONAL TROOPER'S OVERALL ASSESSMENT:

SUCCESSFUL:

REMEDiate:

JUSTIFICATION FOR RATING

PERFORMANCE:

KNOWLEDGE:

ATTITUDE/RELATIONSHIPS:

APPEARANCE:

PROVISIONAL TROOPER'S SIGNATURE:

FTO'S SIGNATURE:

SOUTH CAROLINA HIGHWAY PATROL
FIELD TRAINING AND EVALUATION PROGRAM
DEFICIENCY TRAINING PLAN

TRAINING PLAN #:

DATE:

PROVISIONAL TROOPER'S NAME:

RATER:

PHASE OF TRAINING:

AREA OF DEFICIENCY:

TOTAL HOUR OF REMEDIAL TRAINING:

PROBATIONARY OFFICER'S RATING:

1 2 3

EXPLANATION OF DEFICIENCY:

PAST TRAINING PLAN:

PROVISIONAL TROOPER'S RESPONSE TO PLAN:

1-SATISFACTORY 2-UNSATISFACTORY

CURRENT TRAINING PLAN:

PROVISIONAL TROOPER'S SIGNATURE:

FTO SIGNATURE:

South Carolina Highway Patrol
Field Training and Evaluation Phase Outline

Phase	Length of Phase	Explanation	Remedial
Observation	40 hours	<ul style="list-style-type: none"> Provisional Trooper is observing FTO during the FTO's daily routine. FTO will drive their issued vehicle and Provisional Trooper will ride with the FTO. It is recommended that FTO work five 8 hour day shifts during this Phase to allow the Provisional Trooper time to meet essential job task personnel in assigned posts and familiarize them geographically with Post. Provisional Trooper will not make contact with general public. Provisional Trooper must complete 40 hours of observation before moving to Application. 	No Remediation
Application	120 hours	<ul style="list-style-type: none"> Provisional Troopers will begin driving their issued Patrol vehicle (not the FTO's vehicle). Monitor traffic for moving violations, make routine traffic stops, issue Warnings and Traffic Summons, conduct collision investigations, attend court with FTO, and assist disabled motorists while under direct observation of the FTO and with continuous assistance from the FTO. Court dates should be set during the Field Evaluation Phase. 	Remediate for a minimum of 36 hours and a maximum of 120 hours in the form of continuous assistance by FTO
Field Demonstration	150 hours	<ul style="list-style-type: none"> Provisional Troopers will continue to monitor traffic for moving violations, make routine traffic stops, issue Warnings and Traffic Summons, conduct collision investigations, attend court with FTO, and assist disabled motorists while under direct observation of the FTO and with minimal assistance by FTO. Provisional Trooper must complete 150 hours of enforcement (special assignments do not count towards hours) during this phase. 	Remediate for a minimum of 36 hours and a maximum of 120 hours in the form of minimal assistance by FTO
Field Evaluation	* 90 hours	<ul style="list-style-type: none"> Provisional Troopers will be evaluated by FTO for a minimum of 90 hours. In addition to evaluating the duties outlined in the Field demonstration phase, FTO's should also evaluate the Provisional Trooper on his/her court date. After the Provisional Trooper has been evaluated for a minimum of 90 hours and deemed successful by the FTO, the progressive supervisor evaluations can begin. Corporal, Sergeant/First Sergeant, and then Lieutenant. Any unsuccessful evaluation causes remediation for a minimum of 36 hours before re-evaluations can begin. *Prior Certified Law Enforcement officers may be evaluated by supervisors after 36 hours during this phase at the discretion of the FTO. 	Remediate for a minimum of 36 hours and a maximum of 90 hours in the form of minimal assistance by FTO

400 hours total are required by the Provisional Trooper to successfully complete the SChP FTEP program, with the exception of prior certified Law Enforcement Officers which require a minimum of 346 hours and up to 400 hours based on Provisional Trooper's progress.