

GRADING RUBRIC:						
Name:			Class:		Date:	
CORE COMPETENCIES:					RATING SCALE:	

<p>1. Police Vehicle Operations <i>Rating 1: Unacceptable: Involved in accident(s). Overuses blue lights and siren. Aggressive and unnecessary speed. Fails to slow for intersections and loses control on corners. Continually violates traffic laws, lacks dexterity and coordination during vehicle operation</i> <i>Rating 3: Acceptable: Maintains control of vehicle while being alert to activity outside of vehicle. Practices good defensive driving techniques</i> <i>Rating 5: Superior: High degree of reflex ability and competence in driving skills. Sets good example of lawful, courteous driving while exhibiting good manipulative skill required of patrolman, i.e., operate radio</i></p>	1	2	3	4	5	N	O	NRT
<p>2. Conflict Resolution <i>Rating 1: Unacceptable: Improper voice inflection, i.e., too soft, too loud, confused voice command or indecisive, poor officer bearing. Cowardly, physically weak, or uses too little or too much force for given situation. Unable to use proper restraints</i> <i>Rating 3: Acceptable: Speaks with authority in a calm, clear voice. Maintains control without excessive force, good physical condition</i> <i>Rating 5: Superior: Always gives appearance of complete command through voice tone and bearing. Excellent knowledge and ability to use restraining holds. Always prepared to use necessary force</i></p>	1	2	3	4	5	N	O	NRT
<p>3. Use of Force <i>Rating 1: Unacceptable: Becomes emotional and panic-stricken, unable to function, loses temper</i> <i>Rating 3: Acceptable: Exhibits calm and controlled behavior, does not allow situation to further deteriorate</i> <i>Rating 5: Superior: Maintains control and brings order under any circumstances without assistance</i></p>	1	2	3	4	5	N	O	NRT
<p>4. Procedures, Policies, Laws Issues <i>Rating 1: Unacceptable: No knowledge of common practices and procedures, and makes no attempt to learn. Doesn't know elements of basic sections. Not able to learn; no attempt at improvement. Is not familiar with the more often violated laws taught. Confuses criminal with non-criminal activity. Does not recognize when offenses are committed. Violates procedural requirements; attempts to conduct illegal searches, fails to search when appropriate, attempts to illegally seize evidence, and attempts to unlawfully arrest</i> <i>Rating 3: Acceptable: Familiar with most common acceptable practices and procedures. Working knowledge of commonly used sections; relates elements to observed criminal activity, applies appropriate sections of laws. Knows and recognizes commonly encountered criminal violations. Follows required procedure in commonly encountered situations. Conducts proper searches and legally seizes evidence. Arrests within legal guidelines</i> <i>Rating 5: Superior: Outstanding knowledge of Penal Code, and ability to apply it to both normal and unusual criminal activity. Exceptional working knowledge of common practices and procedures; accurately applies law relative to searching, seizing evidence and affecting arrests. Outstanding knowledge of commonly used sections; relates and applies it to both normal and unusual observed related situations</i></p>	1	2	3	4	5	N	O	NRT
<p>5. Report Writing <i>Rating 1: Unacceptable: Unable to determine proper form for given situations; forms are incomplete. Totally incapable of organizing events into written form. Illegible, misspelled words, incomplete sentence structure. Requires 2-3 hours to complete basic simple reports</i> <i>Rating 3: Acceptable: Knows most standard forms and understands format. Completes forms with reasonable accuracy. Converts field situations into a logical sequence of thought to include all elements of the situation. Grammar, spelling and neatness are satisfactory in that errors are rare and do not impair understanding. Completes simple, basic reports in 31 minutes</i> <i>Rating 5: Superior: Consistently and rapidly completes detailed forms with no assistance. High degree of accuracy. A complete and detailed account of what occurred from beginning to end; written and organized so as to assist any reader in comprehending the occurrence. Very neat and legible; no spelling mistakes and excellent grammar. Completes simple basic reports in no more time than that of a skilled veteran officer</i></p>	1	2	3	4	5	N	O	NRT
<p>6. Leadership <i>Rating 1: Unacceptable: "It's just a job"; uses job for ego trip; abuses authority (badge heavy); no dedication. Began as a follower and remained a follower throughout. Disregarded crimes or obvious procedures; swept crimes aside. Lazy, distracted, shirks responsibility, avoids contact, avoids people of different cultures, genders</i> <i>Rating 3: Acceptable: Expresses active interest toward the job. Actively engaged in the scenario; steps up</i> <i>Rating 5: Superior: Maintains high ideals toward professional responsibilities</i></p>	1	2	3	4	5	N	O	NRT
<p>7. Problem Solving Skills <i>Rating 1: Unacceptable: Acts without thought or is indecisive. Over reliance on others to make his/her decision. Does not accept assistance from peers to the detriment of the situation</i> <i>Rating 3: Acceptable: Able to reason out problems and relate it to what he/she was taught. Has good perception and ability to make his/her own decisions</i> <i>Rating 5: Superior: Excellent perception in foreseeing problems and arriving at advanced decisions. Addresses situations which if left unchecked would deteriorate or aggravate a problem</i></p>	1	2	3	4	5	N	O	NRT
<p>8. Community-Specific Problems <i>Rating 1: Unacceptable: Unable to recognize community specific issues or explain how they relate to training; is unable to analyze or apply which laws, SOPs, or regulations relate to community issues</i> <i>Rating 3: Acceptable: Understands and generally can recognize community specific issues and generally applies the appropriate resource to the situation</i> <i>Rating 5: Superior: Easily able to describe community specific problems and explain how they relate to training; is able to analyze and determine useful resources in handling these problems</i></p>	1	2	3	4	5	N	O	NRT

<p>9. Cultural Diversity/Sensitivity & Special Needs Groups Rating 1: Unacceptable: Hostile or overly sympathetic. Is prejudicial, subjective and biased. Treats different ethnic group members differently than members of his/her own ethnic or racial group Rating 3: Acceptable: Comfortable with relating to members of other ethnic/racial groups. Serves their needs objectively and with concern. Does not feel threatened when in their presence. Finds common ground Rating 5: Superior: Understands various cultural differences and uses this understanding to competently resolve situations and problems. Is objective and communicates in a manner that furthers mutual effectiveness</p>	1	2	3	4	5	N O	NRT
<p>10. Legal Authority Rating 1: Unacceptable: Not able to describe laws, SOPs, or common practices, and is not able to explain how they provide legal authority for policing activities Rating 3: Acceptable: Adequately describes laws, SOPs, or common practices, and can generally explain how they provide legal authority for policing activities Rating 5: Superior: Well-versed at describing laws, SOPs, and common practices, and can easily explain how they provide legal authority for policing activities</p>	1	2	3	4	5	N O	NRT
<p>11. Individual Rights Rating 1: Unacceptable: Not able to describe laws, SOPs, or common practices, and is not able to explain how they relate to individual rights Rating 3: Acceptable: Adequately describe laws, SOPs, or common practices, and can generally explain how they relate to an individual's rights Rating 5: Superior: Well-versed at describing laws, SOPs, and common practices, and can easily explain how they relate to individual rights</p>	1	2	3	4	5	N O	NRT
<p>12. Officer Safety Rank 1: Unacceptable: Fails to "pat search" or confront suspicious persons; fails to handcuff potentially hazardous prisoners or felons; and fails to thoroughly search prisoners or their vehicles; fails to maintain position of advantage with prisoners to prevent attack or escape</p> <p>Frequently fails to exercise officer safety by committing any of the following errors:</p> <ol style="list-style-type: none"> Exposes weapons to suspect (baton, OC, handgun, etc.) Fails to keep weapons hand free during enforcement situations Stands directly in front of violator's car door Fails to control suspect's movements Does not maintain sight of violator while writing citation Failure to use illumination when necessary Fails to advise Communications when leaving a vehicle Fails to utilize or maintain personal safety equipment properly Does not foresee potentially dangerous situations Points gun at other officers Stands too close to vehicle traffic Stands in front of door when knocking Fails to have weapon ready when appropriate; fails to put weapon away when appropriate Fails to cover other officers Fails to search police vehicle prior to duty or after transporting. Fails to check equipment <p>Rank 3: Acceptable: Understands principles of officer safety and generally applies same. Generally displays awareness of potential danger from suspicious persons and prisoners; maintains position of advantage Rank 5: Superior: Always keeps a safe position. Always watchful on approach to a call and able to do the same for his/her partner. Does not become paranoid or overconfident. Always alert to changing conditions</p>	1	2	3	4	5	N O	NRT
<p>13. Communication Skills Rating 1: Unacceptable: Abrupt, belligerent, overbearing, escalates problems, brings high emotions. Uncommunicative, avoids contact, dismissive. Does not or rarely uses appropriate tactical communication skills Rating 3: Acceptable: Courteous, friendly and empathetic; communication is professional and unbiased Rating 5: Superior: Establishes rapport and is always objective. Always appears to be at ease in any person-to-person situation. Exceptionally utilizes tactical communication skills in relationships with others</p>	1	2	3	4	5	N O	NRT
<p>14. Ethics Rating 1: Unacceptable: Lacks good judgment in making ethical decisions. Disregards his duties and obligations to the profession, the public, fellow officers. Lies, cheats, steals or condones the same Rating 3: Acceptable: Generally uses sound ethical judgment toward other individuals Rating 5: Superior: Exceptional at using ethical judgment when dealing with other officers and citizens</p>	1	2	3	4	5	N O	NRT
<p>15. Personality Stressors, Self-Awareness, Self-Regulation/Control Rating 1: Unacceptable: Does not handle stress well and does not recognize strengths or weaknesses pertaining to job performance. Unable to control emotions and bring clarity to the situation Rating 3: Acceptable: Adequately handles stress and generally recognizes strengths and weaknesses Rating 5: Superior: Is exceptional at handling stress and is excellent at recognizing strengths and weaknesses</p>	1	2	3	4	5	N O	NRT
Comments and observations:							