



ASSESSMENT REPORT Field Coaching Program

Please refer to the Field Coaching Program (FCP) Training Standard for additional information on how to complete this form.

INSTRUCTIONS

- 1) Both learners and coaches should be fully familiar with the Criteria for Assessment and the Definition of Ratings (please refer to the Field Coaching Program Training Standard).
- 2) Assessment Reports are completed at the 2, 4 and 6 month mark of the Field Coaching Program and, if applicable, during an extension period.
- 3) The coach completes this form using the information accumulated to that point on the Performance Record Sheets. If competencies remain "unacceptable" (U), in "need of improvement" (NI) or "superior" (S) at the end of the reporting period, reference should be made to specific incidents on the Assessment Report in the Coach's comments. In cases where competencies remain a "U" or "NI" you should attach a copy of any relevant Learning Assistance Plan. Recommendations, with justification, for extensions to the Program should also be made on the form.

DEFINITION OF RATINGS

All learners are expected to perform at the Professional level in ALL competencies.

- U - UNACCEPTABLE -** indicates the individual's performance is either:
- a. not tolerable, as in the case of treating others with disrespect or insensitivity; or
 - b. is well below the professional (P) standard and limited progress has been made towards its achievement. In this case, behaviours that have the potential to negatively affect the outcome of a policing situation should be noted.
- NI - NEEDS IMPROVEMENT -** indicates that the individual is likely to meet the (P) professional standard with practice, research, study, and/or coaching from peers or experts.
- a. allows for action to be taken immediately to improve the performance;
 - b. allows for improvement prior to final evaluation.
- P - PROFESSIONAL -** indicates the individual's performance meets the RCMP standards of excellence.
The learner's performance is being measured in comparison to their peers at the same level of same level of service, e.g. 2, 4 and 6 month member versus 10 year member.
- S - SUPERIOR -** indicates that the individual's performance stands out compared to the criteria for assessment which indicates professional behaviour; that it is truly exceptional performance. This category should rarely be used so that when it is used, it is given the value it deserves.

At the end of the 6 months evaluation period, the Assessment Report should show "P's" and "S's" in all competencies for the learner to successfully complete the Field Coaching Program.

ASSESSMENT REPORT

Field Coaching Program

HRMIS no.	Surname of learner	Given name of learner	Detachment
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ASSESSMENT PERIOD	Completion date
<input type="checkbox"/> 2 MONTHS <input type="checkbox"/> 4 MONTHS (include a brief description/summary of the proposed Field Project) <input type="checkbox"/> 6 MONTHS <input type="checkbox"/> EXTENSION	

COMPETENCIES	Unacceptable <input checked="" type="checkbox"/>	Needs Improvement <input checked="" type="checkbox"/>	Professional <input checked="" type="checkbox"/>	Superior <input checked="" type="checkbox"/>
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I. CLIENT

A. Core Values of the RCMP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Dress, Cleanliness and Deportment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Meeting Client Needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Problem Solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

II. ANALYSIS

A. Knowledge of Applicable Legislation and RCMP Policies and Procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Ability to Conduct Investigations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Records and Information Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Crime Scene Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Knowledge of Investigative Interviewing Techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Ability to Use Office Technology, Software and Applications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

III. PARTNERSHIP

A. Teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Knowledge of Conflict Management Practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Networking and Relationship Building	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Planning and Organizing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

IV. RESPONSE

A. Self Control and Composure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Concern for Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Conscientiousness and Reliability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Ability to Obtain Judicial Authorizations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Ability to Prepare and Present Testimony in Court	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Knowledge of Community and Cultural Issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. Victim Relations and Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Skills: a. Tactical Manoeuvres and Operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Driving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Firearms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Police Defensive Tactics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Fitness and Lifestyle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Care, Handling, Arrest and Release of Suspects and Prisoners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

V. ASSESSMENT

A. Flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Developing Self	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Copy distribution: Two copies to OIC Division Training - One copy to Learner - One copy to Detachment Commander

COACH'S COMMENTS ON PERFORMANCES (if a 6 month assessment, please fill out CAPRA category below)

CAPRA FIELD EXERCISE S P NI U

6 month assessment: (please forward project to training NCO / CDRA)

TOPICS:

- | | | |
|---|---|------------------------------------|
| <input type="checkbox"/> Aboriginal Communities | <input type="checkbox"/> Recruiting | <input type="checkbox"/> Terrorism |
| <input type="checkbox"/> Economic Integrity | <input type="checkbox"/> SAFE - School action for emergencies | <input type="checkbox"/> Youth |
| <input type="checkbox"/> Organized Crime | <input type="checkbox"/> Other (specify): | |

Signature

Date

RECOMMENDATION - PASS / FAIL / EXTENSION

Signature

Date

LEARNER'S COMMENTS (if a 4 month assessment, attach a summary of your field exercise topic)

Signature	Date
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NCO OR DETACHMENT COMMANDER'S COMMENTS

Signature	Date
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TRAINING NCO'S COMMENTS

Signature

Date

OIC HUMAN RESOURCE OR DESIGNATE'S COMMENTS

Signature

Date

Exhibit: National Inquiry into Missing and
Murdered Indigenous Women and Girls

Location/Phase: Part 2: Regina

Witness: Brenda Lucki

Submitted by: Anne Turley, Canada

Add'l info: Po 2 P02 P01 U1

Date: JUN 25 2018

Initials

I/D

Entered

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