

Field Training Officer Refresher

March 7-10, 2016

Training Syllabus



William Penn Mott Jr. Training Center



Memorandum

Date: February 19, 2016

To: Supervisor

From: Debbie Fredricks, Department Training Officer
Training Section
California State Parks

Subject: Employee Attendance at Formal Training
Field Training Officer Refresher Group 12

An employee from your office will soon be attending the formal training program described in the attached. Please insure that the employee is fully prepared to attend the session and that the groundwork is laid for the employee's implementation of the training upon returning to work. You can assist with capturing the full value of the training by taking the following steps:

Prior to Training

1. Make sure that **specific** employee needs are identified and, if necessary, called immediately to the attention of the Training Coordinator.
2. Review with the employee the reason for the employee's attendance.
3. Review objectives and agenda with the employee.
4. Discuss objectives and performance expected after the training.

Immediately Following Attendance

1. Discuss what was learned and intended uses of the training.
2. Review the employee's assessment of the training program for its impact at the workplace.
3. Support the employee's use of the training at the work place.

Three Months Following Training

1. Supervisor evaluates the effectiveness of the training on the employee's job performance.

Thank you for your assistance in seeing that the full benefit of training is realized.

Attachment

cc: Participant

TABLE OF CONTENTS

Formal Training Guidelines	1
Program Attendance Checklist/Pre-Training Assignments.....	6
Post-Training Assignment	8
Agenda.....	9
Location Map.....	10

***Mission Statement
Training Section***

The mission of the Training Section is to improve organizational and individual performance and productivity through consulting, collaboration, training, and development.

TRAINING SECTION STAFF

Debbie Fredricks.....Department Training Officer
Ann D. SlaughterMTC Manager
Jack Futoran EMS and LFG Program Manager
Dave GalantiTraining Specialist
Kenney GlaspieTraining Specialist
Karyn LombardTraining Specialist
Sara M. SkinnerTraining Specialist
Jason Smith Academy Coordinator and FTP Manager
Matt Cardinet Cadet Training Officer
Jeremy Alling Cadet Training Officer
Lisa Anthony Assistant Program Coordinator
Edith Alhambra Assistant Program Coordinator
Alex Franck..... Assistant Program Coordinator
Pamela Yaeger Assistant Program Coordinator

THE MISSION

of the California State Parks is to provide for the health, inspiration, and education of the people of California by helping to preserve the state's extraordinary biological diversity, protecting its most valued natural and cultural resources, and creating opportunities for high quality outdoor recreation.



FORMAL TRAINING GUIDELINES

Welcome to formal training, an essential component in your career development.

Since 1969, our Department has been providing a continuously changing number of diverse training programs at its main training facility, the William Penn Mott Jr. Training Center, and other locations including Marconi Conference Center. The Department strives to enhance your learning and job performance with formal training of the highest quality.

Our Department's dedication to training is only one aspect of its commitment to you and to the public. This commitment is costly and represents an important investment in you and your career. You and the Department realize a return on that investment by your positive participation in formal training itself and post training follow-through.

The program you will be participating in is described in this training syllabus, which outlines what you can expect from this training and what is expected of you. This syllabus details what you should do before you leave for training; what to do when you arrive; what you will be doing while in training; and, importantly, what you should be able to do when you return to your work site. Specifically:

1. **SYLLABUS:** The syllabus is now accessible on the Employee Training Management System (ETMS). Your copy of this syllabus is an important part of your training experience and should be brought with you to training. Read it before you arrive and review it following the program along with material you received at training.
2. **PRE-TRAINING ASSIGNMENTS:** Your completion of pre-training assignments is essential to the success of your training. You are responsible for all reading assignments in preparation for classroom sessions. Time will be provided during working hours to accomplish any assignments which involve either individual or group efforts and resources.

3. TRAVEL: Arrange your travel to and from the training site through your District or Office. (No reimbursement for travel expense – including per diem costs – will be approved for travel not specifically authorized in advance by the District Superintendent). Individuals may claim reimbursement for incidental expenses incurred as outlined in DAM 0410.6. The Mott Training Center does not have the capability to provide transportation to/from Monterey Airport.

The cost of your travel (airfare, mileage, rental car, etc.) is paid by your District or Office **to** and **from** the location of training.

4. HOUSING: Housing will be assigned to you at Deer Haven Inn and Suites only. No per diem allowance will be authorized for other arrangements. In the event of an emergency, staff must know your room assignment; therefore, you may not switch rooms without staff approval. Overnight guests are not allowed in the buildings unless registered beforehand at the front desk.

Note: You may be assigned a room at a motel while attending training. If so you may be asked to present a valid credit or debit card while checking in to your room. Many motels require a credit card to cover charges incurred such as telephone calls, damages to rooms and/or furnishings, fees to clean rooms that have been smoked in that are not designated as smoking rooms, etc. Be prepared to handle this appropriately.

5. **ENROLLMENT OR HOUSING CANCELLATION POLICY:** To cancel participation in a course, the participant must have their District Superintendent or Section/Office Manager send an email to the Training Specialist assigned to the course requesting to remove the participant. If you do not need lodging or must change or cancel your reservation for lodging, you must contact the Mott Training Center or Training Specialist assigned to the course at least 2 weeks prior to your date of arrival. Lodging, registration, and associated fees will be charged to the employee's District or Section/Office if a training cancellation is received with less than two weeks' notice.

The Mott Training Center is committed to ensuring that the reservation that has been made for you is accurate and needed.

6. OFF-GROUNDS ACCOMMODATIONS: When authorized to stay off-grounds by the Department Training Officer, the Mott Training Center will absorb the cost of your room and meals at the current DPR Asilomar rate. If you stay off-grounds and have meals on grounds, the Mott Training Center will authorize only what the Department pays Asilomar for lodging.
7. MEALS: Meals will be provided, semi-cafeteria style, from dinner on the date of arrival through lunch on the date of departure. Meals will be served at 7:15 a.m. for breakfast, 12:00 noon for lunch, and 6:00 p.m. for dinner. Hot or box lunches may be provided on some days. If you require a special diet, contact the Training

Specialist Sara M. Skinner to request the Asilomar Dietary Restriction form no later than two weeks prior to the course start date. The Training Specialist will forward the form to the appropriate Asilomar Conference Grounds staff.

In order to assist participants with limited mobility, Asilomar provides a shuttle to and from the dining hall. Contact either Asilomar staff upon check-in, or Mott Training Center staff upon your arrival, for instructions on arranging a transport.

8. CLOTHING: Field uniforms as found in "Description of Required Field Uniforms", DOM Chapter 2300, Uniform Handbooks, not including optional items, will be worn daily by all uniformed employees during formal training sessions **unless otherwise specified in the Program Attendance Checklist**. Non-uniformed employees shall wear apparel normally worn on the job. Appropriate attire includes apparel suitable for professional office dress. It does not include such items as shorts, t-shirts, tank tops, or sandals.

Because we are on the conference grounds with many other groups, and the image we project as State Park employees is important not only during working hours but off duty hours as well, your informal sportswear should be appropriate.

9. SMOKING: Smoking is not permitted in the Mott Training Center.
10. TRAINING CENTER: The Mott Training Center is located on Asilomar Conference Grounds, part of Asilomar State Beach. The Conference Grounds are operated for our Department by a concessionaire, and all lodging and food services are provided to us by employees of the concessionaire. Constant efforts are made to maintain a sound, harmonious working relationship between the Department and concessionaire. None of us can expect preferential treatment for any reason and, as a departmental employee; you will be expected to join in our continuing effort toward an effective relationship with each Asilomar concession staff member. On occasion, non-departmental groups may be staying on grounds. It is imperative that you represent the Department well on and off duty.
11. REGISTRATION: When you arrive at Asilomar Conference Grounds, proceed directly to the front desk at the Asilomar Administration Building for your dining room tickets. If you require vegetarian meals, notify the front desk representative and your meal ticket will be marked accordingly.
12. COURSE LEADERS: The formal training you will attend is developed and, for the most part, conducted by experienced State Park employees in field and staff positions. Some courses will be conducted by qualified instructors from other agencies and educational institutions. Your course leaders have proven their ability and knowledge in their profession, and provide a level of expertise difficult to match.
13. TRAINING SECTION STAFF: Kevin Forrester is your Training Specialist and has been assigned the responsibility for your training group. That staff member usually serves as a Course Leader as well as a Coordinator. During the program, you may be asked to assist Training Section Staff in the logistics of your training program

(organizing field trip transportation, supervising classroom breaks, etc.). Training Section Staff will do all within their power to make your training experience pleasant and meaningful.

14. **TRAINING MATERIALS:** May be made available to you at both your unit and the Mott Training Center. Handout materials issued at your unit should be brought to training for possible use. A conference binder or notebook will be issued to you at the training session for note taking and convenience in handling materials. Copies of DAM and DOM will be available to you for self-study. Bring your own pens and pencils.
15. **ATTENDANCE:** Regular attendance is a critical course requirement and your participation is important to the success of this training. An absence of more than 10% of the course hours constitutes grounds for dropping a participant from the course. The Department Training Officer may modify this requirement based upon participant knowledge level and/or the portion of the course missed. All absences, except those of an emergency nature, must be approved in advance by the Training Specialist.
16. **VEHICLES:** All vehicles should be parked in the lots adjacent to the Mott Training Center. Any questions regarding use of a State vehicle while at the Mott Training Center should be discussed with your supervisor prior to your departure for training, or with your Program Coordinator while at the Mott Training Center.
17. **BICYCLES:** If you bring your bicycle, store it in the bicycle shed next to the Mott Training Center. Bicycles may not be brought into any building nor chained to lamp posts, trees, etc. The Mott Training Center has a limited number of bicycles available for your use. Prior to your use, you are required to complete a safety inspection and sign a waiver which is posted in the bicycle shed.
18. **MAIL:** Mail forwarded to you during your time at the Center should be addressed to you in care of:

Department of Parks and Recreation
WILLIAM PENN MOTT JR. TRAINING CENTER
PO Box 699, Pacific Grove, CA 93950

19. **CELL PHONES:** As a courtesy to your fellow participants and course leaders ensure that your cell phone is turned off during classes. Participants should not be receiving or making cell phone calls during class time. Limit those calls to your breaks.
20. **FAX:** The Mott Training Center's FAX number is (831) 649-2824.
21. **TELEPHONE:** Limit phone calls during classroom hours to urgent business or emergencies. Anyone wishing to contact you by telephone during working hours should call the Center at (831) 649-2954. Calls after 5:00 p.m. or during weekends should be made to (831) 372-8016, Asilomar Conference Grounds, and the caller should tell the switchboard operator you are with a California State Parks training

group. **Note: There are no longer pay telephones outside of the Mott Training Center. There are pay telephones located at the Asilomar Administration Building.**

22. LAUNDRY AND DRY CLEANING: May be taken care of by you at one of several local establishments.
23. RECREATION: Facilities available on grounds include a heated swimming pool, pool tables, and a volleyball court. The Monterey area offers horseback riding, golf, tennis, racquetball, deep sea fishing, and many historical landmarks and scenic sights to explore.
24. POST-TRAINING ASSIGNMENTS: In connection with formal training are to be completed under the direction of your supervisor.
25. COFFEE BREAK REFRESHMENTS: Will be available throughout each session. You will be asked to contribute to the "Hospitality Fund" to defray expenses. Bring your own coffee cup.

PROGRAM ATTENDANCE CHECKLIST/PRE-TRAINING ASSIGNMENT

To assist you in your preparation for formal training session at the William Penn Mott Jr. Training Center, the following list is provided:

- _____1. Read and understand the Field Training Officer Refresher program syllabus prior to your arrival at the Mott Training Center.
- _____2. Arrange travel through your Unit/District Office.
- _____3. Complete the following pre-training assignments:
 - Prepare three (3) questions about the Field Training Program. Email questions to Kevin Forrester, Kevin.Forrester@parks.ca.gov before the first day of class. Your questions will be reviewed and discussed in class.
 - Be prepared to talk about the definition of leadership and who you feel exhibits these qualities.
 - What areas have you had the most training difficulties with Trainees? Be prepared to discuss with the class.
 - What top 5 areas have you identified to be the most difficult for a new trainee on the Daily Observation Report? Be prepared to discuss with the class.
- _____4. Bring the following with you to training:
 - Program syllabus.
 - Ensure you bring an appropriate uniform and clothing items including your Field Uniform. The Field Uniform will be worn for this class (see page 3, #8 CLOTHING).
 - Bring a reusable coffee cup, refillable water bottle, alarm clock, pens, and pencils.

If you have any questions or need assistance, contact Training Specialist Kevin Forrester at (760) 881-6537 or Kevin.Forrester@parks.ca.gov.

FIELD TRAINING PROGRAM DAILY OBSERVATION REPORT PERFORMANCE OBJECTIVES

PUNCTUALITY/APPEARANCE

1. General Appearance/Prepared for Shift

ATTITUDE

2. Acceptance of Feedback from FTO/Program
3. Attitude towards enforcement work
4. Self-Initiated Field Activity

KNOWLEDGE

5. Knowledge of Department Policies/Procedures
6. Knowledge of Criminal Statutes
7. Knowledge of Codes of Criminal Procedure

PERFORMANCE

8. Driving Skill: "Non-Stress" Conditions
9. Driving Skill: Moderate/Stressful Situations
10. Orientation/Response Time to Calls
11. Routine Forms: Accuracy and Completeness
12. Report Writing: Correct Format/All Info Needed
13. Report Writing: Grammar, Spelling, Neatness
14. Report Writing: Appropriate Time Used
15. Field Performance: Non-Stress Situations
16. Field Performance: Stress Situations
17. Investigative Skills
18. Interview/Interrogation Skills
19. Officer Safety: General
20. Officer Safety: Suspects/Prisoners/Suspicious
21. Control of Conflict: Voice Command
22. Control of Conflict: Physical Skill
23. Problem Solving/Decision Making
24. Radio: Knowledge of Codes/Procedures
25. Radio: Listens, Comprehends, Understands
26. Radio: Articulation of Transmissions

FIRST AID

27. Minor Injuries
28. Major Injuries or Multiple Patients

PARK OPERATIONS

29. Kiosk Operations/Day-Use/Campground
30. Interpretation
31. Resource Management
32. Public Safety Management

RELATIONSHIPS

33. Relationships with Public
34. Relationships with Ethnic Groups
35. Relationships with Allied Agencies/other DPR Members

POST-TRAINING ASSIGNMENT

Prior to ninety days after the completion of this program, the employee and his/her supervisor should sit down and discuss the impact and assess the effectiveness this program has had on the employee.

The post-training evaluation process is intended to provide a bridge between classroom instruction and the on-the-job application of training. The information obtained through this process will assist the training participant, supervisor, and Training Section in providing a return on the investment the Department has on training.

FIELD TRAINING OFFICER REFRESHER GROUP 12 AGENDA

March 7-10, 2016

Monday

March 7

1500 REGISTRATION: *Check-in at the Asilomar Administration Building* All

Tuesday

March 8

0800-1000 BLOCK 1 - Introduction, Orientation, Leadership, Ethics and Professionalism Forrester/Smith

1000-1200 BLOCK 2 - Teaching and Training Skills Development and Demonstration Sapone

1200-1300 *Lunch*

1300-1500 BLOCK 2 - Teaching and Training Skills Development and Demonstration Sapone

1500-1700 BLOCK 9 - Role of the Field Training Officer (FTO) Anderson

Wednesday

March 9

0800-1200 BLOCK 3 - Leadership LEESD, Smith

1200-1300 *Lunch*

1300-1400 BLOCK 4 - Regular Basic Course Review Smith

1400-1500 BLOCK 10 - Field Training Program Goals and Objectives Smith

1500-1700 BLOCK 5 - Evaluation, Documentation and Competency Expectations Hofer

Thursday

March 10

0800-0900 BLOCK 5 - Evaluation, Documentation and Competency Expectations Hofer

0900-1000 BLOCK 6 - Intervention Techniques Hofer

1000-1200 BLOCK 8 - Remediation, Testing and Scenario Development Strategies Hofer

1200-1300 *Lunch*

1300-1700 BLOCK 7 - Legal Issues and Liabilities Legal/De Leon/
Von Hermann

Training Center, 837 Asilomar Blvd., Pacific Grove, CA 93950

