

# **BELOIT POLICE DEPARTMENT**

## **BEAT MANAGEMENT PLANS**



**BELOIT, WISCONSIN POLICE DEPARTMENT**  
**100 STATE STREET**  
**BELOIT, WISCONSIN 53511**

Revised April 2004



## *Beloit Police Department Beat Management Plan*

### **VISION**

Beloit Police Department: An accredited progressive department with tremendous capacity; responsive to the needs of a diverse citizenry, providing resources to support a safe community.

### **MISSION STATEMENT**

The Beloit Police Department celebrates its committed service to the community through a skilled, determined, and diverse workforce.

### **DEPARTMENT GOALS**

1. Engage in modern policing practices in conjunction with state-of-the-art technology.
2. Partner with neighborhoods and other resources to ensure a high quality of life.
3. Manage resources in an efficient and effective manner.
4. Provide a high level of customer service.

### **BELOIT POLICE DEPARTMENT PHILOSOPHY**

Beloit's policing philosophy is value driven. We are committed to collaboration through the mobilization of community organizations, special interest groups, neighborhood associations, the business community and school district. We exist as an integral part of the community - not as an organization that is legislated upon the community.

We utilize Problem Oriented Policing as the mechanism to conduct business within the community. It addresses the underlying causes of deviance, disorder, and crime.

Problem-oriented policing requires an officer with special skills of analysis, interpersonal relations, and responsible decision-making. Problem-oriented policing also requires a new standard for policing performance that shifts the focus from legalistic obedience to workmanship accountability.

## Beloit Police Department Beat Management Plan

### S.A.R.A. METHOD OF PROBLEM SOLVING/COMSTAT

#### SCANNING

- çj Brainstorm a laundry list of community concerns.
- £ Which fits the definition of a "problem."
- £ Prioritize the actual "problems."
- £ Ethical issues in the way the problem is being identified?
- çj State the one "problem" the group wishes to address.

#### ANALYSIS

- £ Where/When does the problem occur?
- £^ What conditions or event preceded the problem?
- 2, What conditions or events accompany the problem?
- Ej What harm results from the problem?
- £ What has been done in the past?
- £ State the best guess of the group as to why this is happening.

Analysis is the most important step in the problem solving process

#### RESPONSE

- 4 What is your goal in dealing with this problem - eliminate, reduce or deal with the problem more effectively or refer the problem to an appropriate authority.
- £ Brainstorm possible solutions.
- çj Consider feasibility - given time, money and resources and choose among alternatives.
- £, What needs to be done before the plan is implemented?
- £ Who will be responsible for action?
- £, Discuss likely consequences with implementing the plan.
- E, Ethical issues in the response chosen?
- E, State your plan in writing, who will do what, potential obstacles, what data will be collected to know the plan is working.

#### ASSESSMENT

- £, Did you achieve the intended outcome?
- E, Does the plan need to be changed?
- £, How will you monitor the situation to be sure the "problem does not come back?"
- E, Ethical issues in the assessment method?
- çj Write a case study.

**Problem Solving**

Problem solving is best defined by its parts. It is a process in which the police in partnership with the community:

- £, Identify neighborhood crime, disorder and fear problems
- E, Understand the conditions that give rise to these problems
- £, Develop and implement short and long term solutions tailored to the problem
- ^ Determine the solution's impact on the problem

# BEAT MANAGEMENT PLAN

# AREA

# 301

## Beloit Police Department Beat Management Plan

### PATROL AREA 301

#### Area Description

From the railroad tracks just north of the intersection of Milwaukee and White Aves. going Northeast along the south side of Turtle Creek to Chatsworth Dr. Along the south side of Chatsworth Dr. to 139/190 and then along the west side of 139/190 to 143. Turtle Creek and named streets or highways set the boundaries for the west and north sides of this area. The area also has another smaller section bordered by Woodward Ave and Strong Ave on the north, Brewster Ave. and Milwaukee Rd. to the east, Emerson St. and Bushnell St. to the south, and Central Ave. to the west. The far south and far east boundaries are only set at the city limits and will continue to grow as this area expands. See the area-by-area map located in the front of this manual for further reference.

#### Educational Facilities

Morgan School	1811 Lee Ln.
Todd School	1621 Oakwood Ave.
University of WI. Coop. Extension	804 Broad St.

#### Area Objectives

1. This is a large business/retail/restaurant area. As such, the area officers should make themselves known to business owners once per year to receive input on area needs and problems.
2. Emphasis on traffic enforcement, traffic flow. Several main arteries run through this area offering ample opportunity for crash reduction and traffic enforcement on a daily basis.
3. Participate with department crime/crash reduction

#### Shift Specific Activities

##### First Shift

- E, Each school should be contacted at the start of the school year. Speak directly with the principal.
- \ Speed and parking enforcement at the schools during the first two weeks of each semester.
- £ Make contact with 15 Milwaukee Rd. corridor businesses in the area no less than quarterly.
- ^ Traffic and speeding violations on main thoroughfares within area daily.
- £ Problem identification and solving during the beat assignment.

#### Second Shift

- £, Traffic and speeding violations on main thoroughfares within area daily.
- % Speed and parking enforcement at the schools during the first two weeks of each semester.
- £, Make contact with 15 Milwaukee Rd. corridor businesses in the area no less than quarterly.
- £ Make contact with the Neighborhood Watch Captains quarterly.
- 4 Problem identification and solving during the beat assignment.

#### Third Shift

- E, Quarterly business contacts with open businesses, especially along the Milwaukee Rd. corridor. Emphasis on motels and convenience businesses.
- £, Security business checks at motels and taverns at least 15 times per quarter.
- E, Security checks at the motels on homecoming, prom, and graduation night to prevent problems associated with parties and underage consumption.
- E, Traffic enforcement with emphasis on operating a motor vehicle while under the influence and transportation of drugs into Beloit on a daily basis.
- £ Problem identification and solving during the beat assignment.

#### Traffic Focus/High Crime Incident

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BEAT MANAGEMENT PLAN

AREA  
302

## Beloit Police Department Beat Management Plan

### PATROL AREA 302

#### Area Description

The Stateline is the southern boundary from Eighth St. to the west to Strasburg St to the east. Eighth St west to St. Lawrence which is the north boundary to Fourth St. North on Fourth St to Barrett PL and the east to the Rock River. The Rock River is the east boundary back to West Grand. Bushnell St. becomes the north boundary, to Milwaukee Rd., to Emerson St. See the area-by-area map located in the front of this manual for further reference.

#### Educational Facilities

Blackhawk Technical College- Beloit Center	167 W. Grand Ave.
Hackett School	533 W. Grand Ave.
Rock County Christian	916 Bushnell St

#### Area Objectives

1. Downtown businesses continue to request the area officer make presence known by foot patrol when possible.
2. This is a large business/retail/restaurant area. As such, the area officers should make themselves known to the various business owners to receive input on area needs and problems.
3. Emphasis on traffic enforcement, traffic flow, and parking enforcement, in the business district. Quality of life issues must be addressed in the residential area of this beat.

#### Shift Specific Activities

##### First Shift

- £ Walk the high business concentrations once each quarter. Keep current with business owners for problem identification and resolution.
- 4 At the start of the school year make contact with each principal.
- £, Speed and parking enforcement at the schools during the first two weeks of each semester.
- ^ Enforce downtown parking and handicapped parking violations monthly.
- 4 Responsible for jail checks and prisoner meals.
- £ Problem identification and solving during the beat assignment.

## Second Shift

- £ Tavern checks of each tavern monthly.
- % Weekly, traffic and speeding violations on main thoroughfares within area.
- £ Speed and parking enforcement at the schools during the first two weeks of each semester.
- £ Responsible for jail checks and prisoner meals.
- £ Make contact with the Neighborhood Watch Captains quarterly.

## Third Shift

- £ Tavern checks of each tavern monthly.
- £ 10-security business checks quarterly.
- £ Weekly, traffic enforcement with emphasis on drunk driving and the transport of drugs into Beloit.
- £ Responsible for jail checks and prisoner meals.
- ^ Problem identification and solving during the beat assignment.

### Cross-Beat Intra-Departmental Resources

The Beloit Health Department is a wide based resource with problem solving applications available across the various beats. Some of these resources include, but are not limited to:

- £ Code Enforcement Response Team (CERT) Inspections. A multi-department approach to problem residences, inspected from each area of expertise- fire, police, code, health, etc.
- ^ Domestic Violence coalition. Working in conjunction with the domestic violence shelter, the Health Department can be a resource for abuse related challenges.

### Traffic Focus/High Crime Incident

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# BEAT MANAGEMENT PLAN

# AREA

# 303

## Beloit Police Department Beat Management Plan

### PATROL AREA 303

#### Area Description

Luety Pkwy. and the north side of Turtle Creek to Chatsworth Dr. and then to 139/190. This along with 139/190 to 143 and I 43 to the east make the southern boundary. The east, north, and most of the west boundaries are made by the city limits. Luety Pkwy. and Prairie Ave. to Cranston Rd. forms the other west boundary. See the area-by-area map located in the front of this manual for further reference.

#### •Educational Facilities

Aldrich Middle School	1859 Northgate Dr.
McLenegan School	2639 Sunshine Ln.
Our Lady of the Assumption School	2222 Shopiere Rd.
Robinson School	1801 Cranston Rd

#### Area Objectives

1. This is a large business/retail/restaurant area. As such, the area officers should make themselves known to the various business owners once per year to receive input on area needs and problems.
2. Emphasis on quality of life issues in residential areas, especially traffic enforcement, traffic flow, and parking enforcement. Several main arteries run through this area offering ample opportunity for crash reduction and traffic enforcement.

#### Shift Specific Activities

##### First Shift:

- £ Make contact with 10 business owners each quarter. Keep current with business owners for problem identification and resolution.
- £, Make contact with each school principal at the start of the school year.
- Z, Speed and parking enforcement at the schools during the first two weeks of each semester.
- £ Problem identification and solving during the beat assignment.

#### Second Shift

- £, Make contact with 5 business owners quarterly. Keep current with business owners for problem identification and resolution.
- 4 5-tavern checks monthly.
- Ej Traffic and speeding violations on main thoroughfares within area.
- çj Speed and parking enforcement at the schools during the first two weeks of each semester.
- ^ Problem identification and solving during the beat assignment.
- £ Make contact with the Neighborhood Watch Captains quarterly.

#### Third Shift

- £, 5-tavern checks monthly.
- £, 10-security business checks monthly.
- çj Weekly, traffic enforcement with emphasis on drunk driving.
- çj Problem identification and solving during the beat assignment.

#### Cross-Beat Intra-Departmental Resources

The Beloit Health Department is a wide based resource with problem solving applications available across the various beats. Some of these resources include, but are not limited to:

- 4 Domestic Violence coalition. Working in conjunction with the domestic violence shelter, the Health Department can be a resource for abuse related challenges.

#### Traffic Focus/High Crime Incident

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# BEAT MANAGEMENT PLAN

# AREA

# 304

*Beloit Police Department Beat Management Plan*

PATROL AREA 304

*Area Description*

Shirland Ave. to the south from the city limits to Eighth St. is the southern boundary. Eighth St. from Shirland Ave. to St. Lawrence and then from St. Lawrence to liberty Ave. makes up the east boundary. The northern boundary is the city limits and Madison Rd to Liberty as well as Liberty Ave. to Hackett St. The western boundary is simply the city limits. See the area-by-area map located in the front of this manual for further reference.

*Educational Facilities*

Cunningham School	910 Townline Ave.
Gaston School	610 McKinley Ave.
McNeel Middle School	1524 Frederick Ave.



Area Objectives

1. This is a largely residential area. As such, the area officers should make themselves known to the various citizens and businesses to receive input on area needs and problems.
2. Liaison with the Hackett neighborhood and CBC-West.
3. Emphases on quality of life issues especially with traffic enforcement, parking enforcement, noise ordinance violations and drug houses.
4. Maintain safe atmosphere at Vernon Play Park

Shift Specific Activities

First Shift

- t, Make contact with each principal at the start of the school year.
- ^ Speed and parking enforcement in school zones the first two weeks of each semester.
- ^ Promote and establish citizen contacts by monthly foot patrols- in the Hackett neighborhood, April -September.
- ^ 5-business checks monthly.
- ^ Problem identification and solving during the beat assignment.

Second Shift

- £ Promote and establish citizen contacts by monthly foot patrols- in the Hackett neighborhood, April-September.
- £ Speed and parking enforcement in school zones the first two weeks of each semester.
- £ Special focus on monthly-directed patrol looking for gang and/or drug activity in the 8<sup>th</sup> and W. Grand corridor.
- £ 5 monthly business checks.
- £ Weekly directed patrol to identify suspicious persons in the area documented by F.I. cards or reports.
- cj Make contact with the Neighborhood Watch Captains quarterly.
- % Problem identification and solving during the beat assignment.

Third Shift

- % Special focus on weekly-directed patrol looking for gang and/or drug activity in the 8<sup>th</sup> and W. Grand corridor.
- ^ Monthly Alternate parking enforcement.

- £ Weekly, traffic enforcement with emphasis on drunk driving.
- £ Weekly directed patrol to identify suspicious persons in the area documented by F.I. cards or reports.
- ^ Problem identification and solving during the beat assignment.

Cross-Beat Intra-Departmental Resources

The Beloit Health Department is a wide based resource with problem solving applications available across the various beats. Some of these resources include, but are not limited to:

- £ Code Enforcement Response Team (CERT) Inspections. A multi-department approach to problem residences, inspected from each area of expertise- fire, police, code, health, etc.
- £ Domestic Violence coalition. Working in conjunction with the domestic violence shelter, the Health Department can be a resource for abuse related challenges.

Traffic Focus/High Crime Incident

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# BEAT MANAGEMENT PLAN

# AREA

# 305

## Beloit Police Department Beat Management Plan

### PATROL AREA 305

#### Area Description

Woodward Ave., to Howes Dr., to Strong Ave., to Milwaukee Rd., to Turtle Creek makes up the southern boundary. The north side of Turtle Creek and Luety Pkwy. make up the east boundary. Prairie Ave. and Copeland Ave. make up the north boundary. Park Ave. is the west boundary. See the area-by-area map located in the front of this manual for further reference.

#### Educational Facilities

Kolak Administration Center	1633 Keeler Ave.
Wright School	1033 Woodward Ave.

#### Area Objectives

1. This is a largely residential area. As such, the area officers should make themselves known to the various citizens to receive input on area needs and problems.
2. Liaison with Merrill Revitalization Group.
3. Emphasis on quality of life issues including, traffic enforcement, noise violations, parking enforcement, and code violations.
4. Reduce fear of crime.
5. Focus on drug and gang activity accordingly.
6. Maintain a safe atmosphere at Hope Play Park
7. Maintain a safe atmosphere at Brown Hatchett Play Park

#### Shift Specific Activities

##### First Shift

- £ Make contact with each principal at the schools at the start of each semester.
- £ Promote and establish citizen contacts by weekly foot patrols - specifically in the Merrill neighborhood, March-November.
- 4 Monthly visits to the Merrill Community Center.
- £ 5 Regular business checks per month.
- 4 Speed enforcement at the schools the first two weeks of each semester.
- £ Problem identification and solving during the beat assignment.

##### Second Shift

- £ Promote and establish citizen contacts by weekly foot patrols- specifically in the Merrill neighborhood, March-November.
- £ 5 regular business checks per month.
- £ Special focus on directed patrol for gang and/or drug activity.

- ξ Monthly^ visits to the Merrill Community Center.
- ξ Speed and parking enforcement at the schools during the first two weeks of the semester.
- ξ Make contact with the Neighborhood Watch Captains quarterly.
- ξ Problem identification and solving during the beat assignment.

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#### Third Shift

- ξ, Promote and establish citizen contacts by monthly foot patrols- specifically in the Merrill neighborhood, March-November.
- ^ Special focus on weekly-directed patrol for gang and/or drug activity.
- ξ, Monthly, traffic enforcement with emphasis on drunk driving.
- ^ Abandon vehicle-parking enforcement.
- ξ, Problem identification and solving during the beat assignment.

#### Cross-Beat Intra-Departmental Resources

The Beloit Health Department is a wide based resource with problem solving applications available across the various beats. Some of these resources include, but are not limited to:

- ^ Code Enforcement Response Team (CERT) Inspections. A multi-department approach to problem residences, inspected from each area of expertise- fire, police, code, health, etc.
- ^ Domestic Violence coalition. Working in conjunction with the domestic violence shelter, the Health Department can be a resource for abuse related challenges.

#### Traffic Focus/High Crime Incident

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# BEAT MANAGEMENT PLAN

# AREA

# 306

## Beloit Police Department Beat Management Plan

### PATROL AREA 306

#### Area Description

The city limits and Madison Rd. is the west boundary. Liberty Ave to the Rock River is the south boundary. The Rock River is the east boundary. The city limits serve as the north boundary. See the area-by-area map located in the front of this manual for further reference.

#### Educational Facilities

Beloit Memorial High School	1225 Fourth St.
Burge School	321 Olympian Blvd.
Converse School	1602 Townline Ave.
Royce School	825 Liberty Ave

#### Area Objectives

1. This is a large geographical area with diverse business and residential aspects. As such, the area officers should make themselves known to the various citizens and businesses to receive input on area needs and problems.
2. Emphasis on quality of life issues, especially traffic enforcement, traffic flow, parking enforcement, noise and code violations.

#### Shift Specific Activities

##### First Shift

- £ Make contact with each principal at the start of the school year.
- £ 5 business checks per quarter.
- 4 Monthly, visits to the Boy's Club/Hackett Pool, especially in summer months.
- £ Speed and parking enforcement at each school the first two weeks of each semester.
- £ Problem identification and solving during the beat assignment.

##### Second Shift

- £ Weekly, visits to the Boy's Club/Hackett Pool, June-August.
- ^ 5 regular business checks monthly.
- £ Speed/parking enforcement focus- especially in school zones and residential areas.
- £ Make contact with the Neighborhood Watch Captains quarterly.

Third Shift

- £, 5 business checks monthly on those locations open during the shift.
- £ Weekly, traffic enforcement with emphasis on drunk driving.
- £ Monthly Alternate parking enforcement.
- £ Problem identification and solving during the beat assignment.

Cross-Beat Intra-Departmental Resources

The Beloit Health Department is a wide based resource with problem solving applications available across the various beats. Some of these resources include, but are not limited to:

- £ Code Enforcement Response Team (CERT) Inspections. A multi-department approach to problem residences, inspected from each area of expertise- fire, police, code, health, etc.
- E, Domestic Violence coalition. Working in conjunction with the domestic violence shelter, the Health Department can be a resource for abuse related challenges.

Traffic Focus/High Crime Incident

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# BEAT MANAGEMENT PLAN

# AREA

# 307

## Beloit Police Department Beat Management Plan

### PATROL AREA 307

#### Area Description

The east side of the Rock River from Portland Ave. to Bayliss Ave. is the west boundary. Bayliss Ave to the railroad tracks and the railroad tracks and Cranston Rd to Cranston Rd and Prairie Ave. make up the north boundary. Cranston Rd and Prairie Ave to Prairie Ave. and Copeland Ave. as well as Copeland Ave and Park Ave to Woodward Ave and Park Ave. make up the east boundary. The south boundary is made up of Portland Ave. to Woodward Ave. and Copeland Ave. to Prairie Ave. See the area-by-area map located in the front of this manual for further reference.

#### Educational Facilities

Merrill School                      1333 Copeland Ave.

#### Area Objectives

1. This is a diverse area with business and residential aspects. As such, the area officers should make themselves known to the various citizens and businesses to receive input on area needs and problems.
2. Emphasis on quality of life issues, including traffic enforcement, parking enforcement, and noise violations in residential areas.
3. Focus on drug and gang activity accordingly near the Park and Henry area.
4. Maintaining a safe atmosphere at Riverside Park.
5. Maintain safe atmosphere at Summit Play Park.

#### Shift Specific Activities

##### First Shift

- 4 Make contact once each semester with the principal at the elementary school.
- £ 5 quarterly business checks and contact with owners.
- £ Speed and parking enforcement in school zones the first two weeks of each semester.
- £ Crash reduction on Riverside at Henry, Pleasant at Portland
- £, Problem identification and solving during the beat assignment.
- £ Weekly foot patrol at Riverside Park from May through August during lunch period.
- % Weekly foot patrol at Summit Play Park June through August

### Second Shift

- £, Crash reduction on Riverside at Henry, Pleasant at Portland.
- ¢j Speed and parking enforcement in school zones the first two weeks of each semester.
- ¢j Weekly foot patrol at Riverside Park from May through September.
- ¢j Weekly foot patrol at Summit Play Park June through August.
- £ Make contact with the Neighborhood Watch Captains quarterly.
- % Problem identification and solving during the beat assignment.

### Third Shift

- £ 5 Business checks monthly.
- £ Weekly foot patrol at Riverside Park from May through September.
- £ 5 security business checks.
- ¢^ Weekly, traffic enforcement with emphasis on drunk driving.
- % Alternate parking and abandon vehicle enforcement monthly.
- £, Problem identification and solving during the beat assignment.

### Cross-Beat Intra-Departmental Resources

The Beloit Health Department is a wide based resource with problem solving applications available across the various beats. Some of these resources include, but are not limited to:

- £ Code Enforcement Response Team (CERT) Inspections. A multi-department approach to problem residences, inspected from each area of expertise- fire, police, code, health, etc.

### Traffic Focus/High Crime Incident

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# BEAT MANAGEMENT PLAN

# AREA

# 308

## Beloit Police Department Beat Management Plan

### PATROL AREA 308

#### Area Description

Hackett St. is the west boundary. Liberty Ave. from Hackett St. to the Rock River is the north boundary. The north boundary continues as Portland Ave. crosses the Rock River and then becomes Woodward Ave. The north boundary ends at Central Ave. The east boundary is comprised of Central Ave. from Woodward Ave to Bushnell St. The southern boundary is made up Bushnell St from Central Ave. to Pleasant St. The southern boundary continues back across the Rock River along Barrett PL to Fourth St. as well as from Fourth St. and St. Lawrence Ave. to Hackett St. and St. Lawrence Ave. See the area-by-area map located in the front of this manual for further reference.

#### Educational Facilities

Beloit College	700 College
Brother Dutton	717 Hackett St.
St. John's	1000 Bluff St.

#### Area Objectives

1. This is a largely residential area that also includes some business and Beloit College. As such, the area officers should make themselves known to the various citizens and businesses to receive input on area needs and problems.
2. Emphasis on quality of life issues, especially traffic enforcement, parking enforcement, and noise violations.

#### Shift Specific Activities

##### First Shift

- E, Make contact with each principal at the schools during the first month of the school year.
- ^ Liaison with Beloit College Security at the start of each semester.
- Z, Enforce speed and parking at each school the first month of each semester.
- £ Emphasis crash reduction at 4<sup>th</sup> and Portland intersection.
- ^ Problem identification and solving during the beat assignment.

##### Second Shift

- ^ Promote and establish citizen contacts by monthly foot patrols June through August.
- £, Emphasis crash reduction at 4<sup>th</sup> and Portland intersection.

- ξ Directed patrol weekly to identify suspicious persons moving in the beat area especially near Beloit College September-April. Contact college security once each semester.
- ξ Make contact with the Neighborhood Watch Captains quarterly.
- ξ Problem identification and solving during the beat assignment.

Third Shift.

- £ Monthly Alternate parking enforcement/Weekly December, January, February.
- £, Drunk driving enforcement on a weekly basis.
- £, Directed patrol weekly to identify suspicious persons moving in the beat area especially near Beloit College, September-April. Contact college security once each semester.
- £ Problem identification and solving during the beat assignment.

Cross-Beat Intra-Departmental Resources

The Beloit Health Department is a wide based resource with problem solving applications available across the various beats. Some of these resources include, but are not limited to:

- £, Code Enforcement Response Team (CERT) Inspections. A multi-department approach to problem residences, inspected from each area of expertise- fire, police, code, health, etc.
- E, Domestic Violence coalition. Working in conjunction with the domestic violence shelter, the Health Department can be a resource for abuse related challenges.

Traffic Focus/High Crime Incident

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**BELOIT POLICE DEPARTMENT  
Employee Coaching Review**

DATE: 03/21/2005

EMPLOYEE'S NAME:

SHIFT/ASSIGNMENT:

PERIOD COVERED:        From:                                Through:

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**1. WORK PERFORMANCE**- Evaluates officer's overall ability to perform law enforcement activities while following the Beat Management Plan. The standard is for an officer to meet the written requirements of the BMP along with meeting the demands of daily dispatched calls. Officers are encouraged to work as individuals and teams to meet the BMP goals.

(O) Needs Improvement:

**What standards were not met?**

**What might be done over the next period to meet the standards?**

O) Competent:

**What suggestions does the officer have for adjusting the BMP?**

Revised: 3/21/2005

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**BELOIT POLICE DEPARTMENT  
Employee Coaching Review**

**2, PROBLEM SOLVING/DECISION MAKING-** Evaluates the officer's ability to recognize and identify problems in the beat management area using current data, supervisory and citizen input. Evaluates the officer's plan to address identified problems and the officer's effectiveness in positively impacting the problems, based on a measurable goal. Deciding if changing the course of action is needed. Finally, measure the success of your work.

(•) Needs Improvement:

**What are the reasons for not meeting standard?**

**What might be done over the next period to meet the standards?**

G) Competent:

**List identified problems, the outcome and what was used to measure the outcome:**

**Next Period:**

**List problems identified by current data that will be addressed in the beat area over the upcoming period.**

**What are the plans to address the problems?**

**How will success in addressing these problems be measured?**

Revised: 3/21/2005

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**BELOIT POLICE DEPARTMENT  
Employee Coaching Review**

**Tentative-Next Evaluation Date:**

Evaluations must be given twice during a twelve-month period as performance indicates, and may be given as often as 90 days apart.

**GENERAL COMMENTS RELATED TO THE REVIEW:**

**What specialty teams/assignments/ did this officer participate in during the period?**

**What exceptions should be considered when considering this review?**

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You are required to sign this document to indicate awareness of its contents but not necessarily agreement with the information contained herein. You have the right to have comments concerning your review attached. (CALEA 35.1.10)

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**Employee's Signature** **Date**

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**Evaluator's Signature** **Date**

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**Other** **Date**

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**Other** **Date**