



**THE POLICE SOCIETY FOR  
PROBLEM BASED LEARNING**

## **PTO FIELD TRAINING TO SUPPORT POP**

**The 29<sup>th</sup> Annual Problem-Oriented Policing Conference,  
Santa Cruz, California, Nov 11-13, 2019**



## WHAT IS PTO?

The Police Training Officer (PTO) Program was designed to be a community oriented, problem-based alternative to the traditional Field Training Officer (FTO) Model. A committee comprised of police researchers, including PSPBL Co-Chairs Gregory Saville and Gerard Cleveland developed the PTO model in response to concerns of police executives that recruit training was not changing with the times.

A nationwide survey of police agencies helped determine key areas (competencies) required in a contemporary training program. Six agencies of various sizes from across the country were chosen to help field-test the model. The resulting feedback was instrumental in shaping the content of the new model. Numerous police agencies throughout the United States and Canada have since implemented the model in their agencies with great results.

## PROBLEM BASED LEARNING (PBL)



PBL is an approach that challenges students to learn through engagement in real problems.

[READ MORE...](#)

## ACADEMIC INSTRUCTIONAL AUDITING



Break free from your old training practices. Begin the progressive training of our future police officers.

The latest version is PTO V2.0 available on  
[www.pspbl.org](http://www.pspbl.org)

**A PROBLEM-BASED LEARNING MANUAL**  
FOR TRAINING AND EVALUATING POLICE TRAINEES

**2013-2018**

PTO VERSION 2.0

Gerard Cleveland and Gregory Saville

# WHAT IS Police PBL?

- ❑ Learn-by-doing
- ❑ Use real-life problems
- ❑ CLGs - Community Learning Groups
- ❑ EQ - Emotional Intelligence



Currently, about the only police training that incorporates the elements of PBL is canine

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# WHAT WOULD YOU DO AS A TRAINING OFFICER?

You are on patrol with a recruit and receive a radio call regarding a theft from a car in a parking lot. You are aware there are ongoing theft issues in that parking lot, but you are not sure what day, what time, how the thefts occur or who might be involved. Your recruit responds to this as a single crime incident, and ignores that it is a wider problem. In other words, the recruit fills out a report, scans for simple evidence, and considers only the symptoms of the problem. You realize the recruit is uninterested in tackling the root causes, crime patterns or physical conditions that led to this call in the first place. Your recruit is an excellent incident responder, but shows no interest in becoming a problem solver. Your recruit does not think more needs to be done, even though there is enough time over the next few weeks to do much more.

The PTO recruit is evaluated based on competencies

# The Learning Matrix

Core Competencies	1 Non-Emerg.	2 Emerg.	3 Patrol	4 Criminal Investig.
1. Vehicle Operations	A1		C1	D1
2. Conflict Resolution	A2		C2	D2
3. Use of Force	A3		C3	D3
4. Local Procedures	A4			
5. Report Writing	A5			
6. Leadership	A6			
7. Problem Solving Skills	A7			
8. Community Specific Problems	A8			
9. Cultural Diversity	A9			
10. Legal Authority	A10	E		
11. Civil Rights	A11	E		
12. Officer Safety	A12	B		
13. Communication Skills	A13	B		
14. Ethics	A14	B		
15. Self Awareness/LifestyleStress	A15	B		

Cell 1B: Vehicle Operations  
Emergency Response

- High speed/skid control
- Defensive driving
- Vehicle stop procedure
- Patrol car positioning
- Awareness of surroundings and conditions

How do recruits learn?  
What kind of training  
supports adult learning?

Bloom's Taxonomy - *How do we  
learn?*

**complex  
work envts**

**simple work  
envts**

Creating

Evaluating

Analyzing

Applying

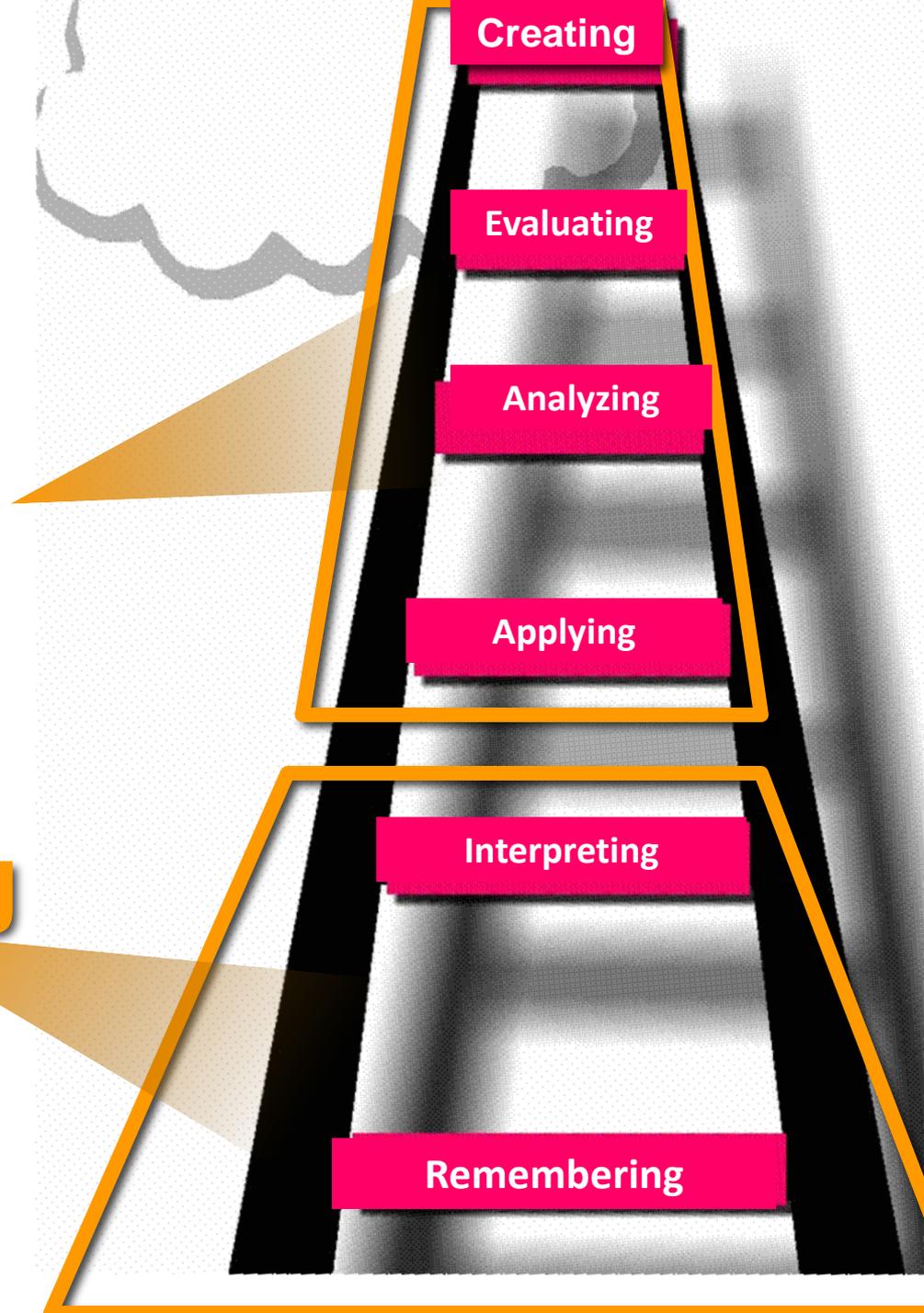
Interpreting

Remembering



**PBL / PTO**

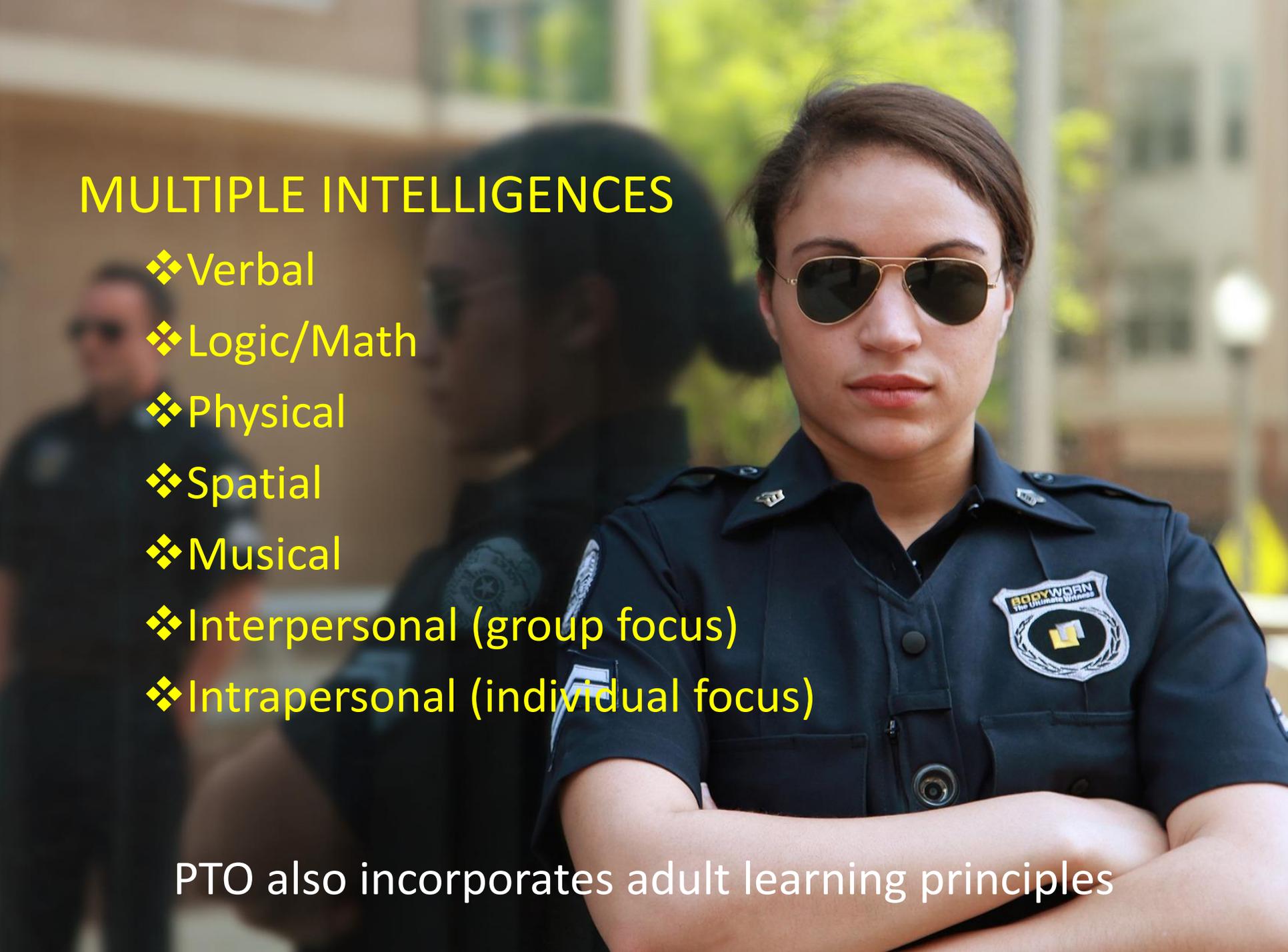
**Mimetic learning**



# MULTIPLE INTELLIGENCES

- ❖ Verbal
- ❖ Logic/Math
- ❖ Physical
- ❖ Spatial
- ❖ Musical
- ❖ Interpersonal (group focus)
- ❖ Intrapersonal (individual focus)

PTO also incorporates adult learning principles



# WHAT IS PBL?



# AR



# DOCUMENTATION

# NPE



# DOCUMENTATION

# CCL



# DOCUMENTATION

# PTO Program 2.0

Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15			
<i>Core Competency Logbook</i>																		
<i>Neighborhood Portfolio Exercise</i>																		
<i>Integration</i>	<i>1. Non-Emergency Incident Response</i>				<i>2. Emergency Incident Response</i>				<i>Mid Term Evaluation</i>	<i>3. Patrol Activities</i>				<i>4. Criminal Investigation</i>				<i>Shadow Final Evaluation</i>
	<i>Activity Report</i>				<i>Activity Report</i>					<i>Activity Report</i>				<i>Activity Report</i>				