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CHAPTER 3

Mid-Term Evaluation and Matrix Performance Outcomes

MID-TERM EVALUATION

The mid-term evaluation is the first formal independent evaluation of the trainee. The trainee transfers from his/her PTO to a Police Training Evaluator (PTE) and participates in a Mid-Term Evaluation ([Appendix F](#)) to determine progress. See [Appendix J](#) for Phase A and B Performance Outcomes.

Table 3.1

EVALUATION CHART: MID-TERM



The PTE will use the *Learning Matrix Performance Outcomes* as a guide for the evaluation period.

Following a successful mid-term evaluation, the trainee moves into Phase C (Patrol Activities) and works with a different PTO than in Phases A and B. At this point, the Program Coordinator will ensure that copies of all reports and evaluations regarding the trainee's progress are available to the designated training officer for Phases C and D.

Trainees who do not successfully complete this evaluation phase will return to Phase A and/or B for additional training as prescribed by the Board of Evaluators (BOE) or PTE. The BOE may assign the original PTO or designate another PTO to work with the trainee. The BOE may also take other actions as deemed necessary. These Substantive Topics are broad enough to incorporate any new concerns that a community may encounter.

MATRIX PERFORMANCE OUTCOMES: PHASES A AND B

Adult learning principles dictate that adults must know the reason they need to learn a given subject. Police trainees throughout the training program use Performance Outcomes. These outcomes are designed as goals for police trainees to achieve during the training program. By using the information contained in the [learning matrix](#) and applying it in the daily activities, trainees will get a holistic approach to policing. Performance Outcomes are designed on three levels:

- Knowledge
- Application
- Evaluation

Performance Outcomes are NOT to be used as a checklist by PTEs. Instead, PTEs may consider having the trainee write a self-assessment of their strengths and weaknesses based on the Learning Matrix Core Competencies. This self-assessment can then be compared with the performance outcomes during the evaluation period. PTEs will use the performance outcomes as a guide to assess the trainee's overall performance during the Mid-Term Evaluation period.

See [Appendix J](#) for Performance Outcome Goals for Phases A and B.

See [Appendix F](#) for Trainee Evaluation Report.