

- Give an overall rating in the space provided, using the definitions below as a guide.

Performance Rating Definitions

The following ratings must be used to ensure commonality of language and consistency on overall ratings: (There should be supporting comments to justify ratings of "Outstanding", "Below Expectations", and "Unsatisfactory")

Outstanding	Performance is consistently superior
Exceeds Expectations	Performance is routinely above job requirements
Meets Expectations	Performance is regularly competent and dependable
Below Expectations	Performance fails to meet job requirements on a frequent basis
Unsatisfactory	Performance is consistently unacceptable

A. PERFORMANCE FACTORS(use job description as basis of this evaluation).

Administration - Measures effectiveness in planning, organizing and efficiently handling activities and eliminating unnecessary activities	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
Knowledge of Work - Consider employee's skill level, knowledge and understanding of all phases of the job and those requiring improved skills and/or experience.	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
Communication - Measures effectiveness in listening to others, expressing ideas, both orally and in writing and providing relevant and timely information to management, co-workers, subordinates and customers.	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
	Exceeds Expectations	
Teamwork - Measures how well this individual gets along with fellow employees, respects the rights of other employees and shows a cooperative spirit.	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
	Outstanding	
Decision Making/Problem Solving - Measures effectiveness in understanding problems and making timely, practical decisions.	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	

Law Enforcement Performance Evaluation Guide

Brian D. Fitch



Law Enforcement Performance Evaluation Guide:

В театре и в цирке, 1976 *Guidelines for Police Performance Appraisal, Promotion and Placement Procedures* Sidney Epstein, Richard S. Laymon, 1973 These guidelines are intended to provide instruction and guidance to police managers and supervisors concerned with carrying out personnel appraisal responsibilities Data used in developing the guidelines were gathered from a literature review covering performance appraisal promotion and placement functions as well as a survey of personnel procedures followed by over 200 police departments throughout the country While the emphasis here is on the patrolman position and his promotion either to corporal or sergeant or his transfer to a lateral position to investigations or technical support the guidelines are applicable to other police positions The three substantive areas covered in the guidelines include performance appraisal promotion and placement each section contains information on existing technologies and practices and specific recommendations for procedural improvements 7 figures and 14 references Field Training for Police Officers Michael S. McCampbell, 1987 **Law Enforcement Ethics** Brian D. Fitch, 2013-03-22 Law Enforcement Ethics Classic and Contemporary Issues for the New Millennium covers many of the important facets of law enforcement ethics including the selection training and supervision of officers Editor Brian D Fitch brings together the works of a diverse task force with a vested interest in reducing officer misconduct including law enforcement scholars educators and practitioners from a variety of disciplines to present a comprehensive look at this critical subject that is gaining more attention in agencies and in the media today The text covers topics on the roles of culture environment social learning policy and reward systems as they pertain to law enforcement ethics as well as the ethics of force interrogations marginality and racial profiling This volume also covers several unique aspects of ethics such as the role of Post Traumatic Stress Disorder in misconduct PTSD cheating during law enforcement promotional practices off duty misconduct and best practices in developing countries *Performance Evaluation Guide for Detectives and Police Officers Assigned to Detective Track Commands* New York (N.Y.). Police Department, 1996 *Begg V. City of Park Ridge, Illinois*, 1982 Management and implementation United States. National Highway Traffic Safety Administration, 1977 **Police Performance Appraisals** Serdar Kenan Gul, Paul O'Connell, 2012-09-24 Police performance appraisal is one of the most important components of law enforcement management affecting the quality of the services a department delivers as well as the satisfaction of its employees Therefore it is crucial that the performance appraisal process is conducted in an effective and equitable manner Police Performance Appraisals A Comparative Perspective employs the comparative case study approach to evaluate systems in police departments in two diverse locales Ankara Turkey and Toledo Ohio The study seeks to determine whether there are any common trends or obvious similarities that transcend national and cultural boundaries From this information best practices can be identified to improve the system of any police organization The data from the survey raises a host of issues essential to police management Are traditional or modern appraisal systems more preferable to

police personnel Are field and command officers perceptions of the performance evaluation instruments in their departments similar or do they differ from those of their subordinates Asking these and other critical questions the authors also examine the relationship between the officer s perception of the appraisal system and his or her rank taking into account level of education gender age and years of service Employing both qualitative and quantitative methodologies this study yields important findings and valuable insights for police organizations as to which characteristics an appraisal process should have for the best quality system Lessons learned from this study should provide guidance to future efforts to design better appraisal systems and may also contribute to heightened focus on nationwide assessments of evaluation practices and standards for police organizations

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