New training for problem-solvers
PTO and PBL programs

Gregory Saville
Richmond CA police were one of the first 6 agencies to pilot the PTO program in 2005. Collaborative training in problem-solving produces results desired by the community.
You are on patrol with a recruit and receive a radio call regarding ongoing theft and vandalism issues in a parking lot. Your recruit responds to the symptoms of the issue but is not dealing with the root causes of the problem. Your recruit is an excellent incident responder, but shows no interest or initiative in becoming a problem solver. Your recruit is satisfied taking reports and does not think anything else should be done, even though there is time over the next while to do more.

This is a real-life problem faced by training officers. Spend a few minutes with your partner and list the skills and competencies that a trainer and rookie require to solve this…
WHAT ARE THE SKILLS AND COMPETENCIES REQUIRED?
OF THE TRAINERS?
OF THE ROOKIE?
How do Police solve most crimes?
The skills and competencies that a trainer and rookie require to solve training problems are the same skills police need to solve most crime problems…
PBL and PTO are the best methods to do this

WHAT DOES PBL BRING TO POLICE TRAINING

* Modern education methods
* Critical thinking
* More thorough evaluations
* Multiple intelligence
* Emotional intelligence
* Core competency development
* Creative problem solving
Lecture-based classes, instructor-driven with PowerPoints, multiple-choice exams and a sprinkle of war stories and scenarios, result in the lowest levels of comprehension. PBL reaches for the top of Bloom’s...
WHAT IS PBL – Problem Based Learning

a. Learning-by-doing with multiple learning styles
b. Uses a complex, real-life problem on the street
c. Learner works with others to resolve problem
d. 5 step process – not SARA
MULTIPLE INTELLIGENCE – it’s not how smart you are, it’s how you are smart!

- Verbal/language
- Math/logical
- Interpersonal
- Spatial
- Intrapersonal
- Big picture
- Body/kinesthetic
- Musical

Let’s see HOW you are smart...
EMOTIONAL INTELLIGENCE (EQ)

• Awareness & management of self EQ
• Awareness & management of others EQ

Let’s see how emotionally intelligent YOU are...
1. Anger management
2. Impulse control
3. Fear of failure...obsessing on “what if”
4. Difficulty deferring judgment

The Big Four EQ issues in Policing
PTO Program 2001
<table>
<thead>
<tr>
<th>Core Competencies</th>
<th>A: Non-Emerg</th>
<th>B: Emerg</th>
<th>C: Patrol</th>
<th>D: Crim Invest</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Vehicle Operations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Conflict Resolution</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Use of Force</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Local Procedures</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Report Writing</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Leadership</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Problem Solving Skills</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Community Specific Problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Cultural Diversity</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Legal Authority</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Civil Rights</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Officer Safety</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. Communication Skills</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14. Ethics</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15. Self Awareness/Lifestyle Stress</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Cell 1B: Vehicle Operations Emergency Response**
- High speed/skid control
- Defensive driving
- Vehicle stop procedure
- Patrol car positioning
- Awareness of surroundings and conditions
NPE

Activity Reports

Trainee

Neighbourhood Portfolio Exercise
## PTO Program 2.0

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

- **Week 1**: Non-Emergency Incident Response
- **Week 2**: Emergency Incident Response
- **Week 3**: Mid Term Evaluation
- **Week 4**: Patrol Activities
- **Week 5**: Criminal Investigation
- **Weeks 6-15**: Shadow Final Evaluation
2017 PSPBL Annual Conference
Wed – Fri, August 16-18, 2017
Westward Look Wyndham Grand Resort and Spa
Tucson, AZ

Gregory Saville
gregorysaville@gmail.com