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CHAPTER 4

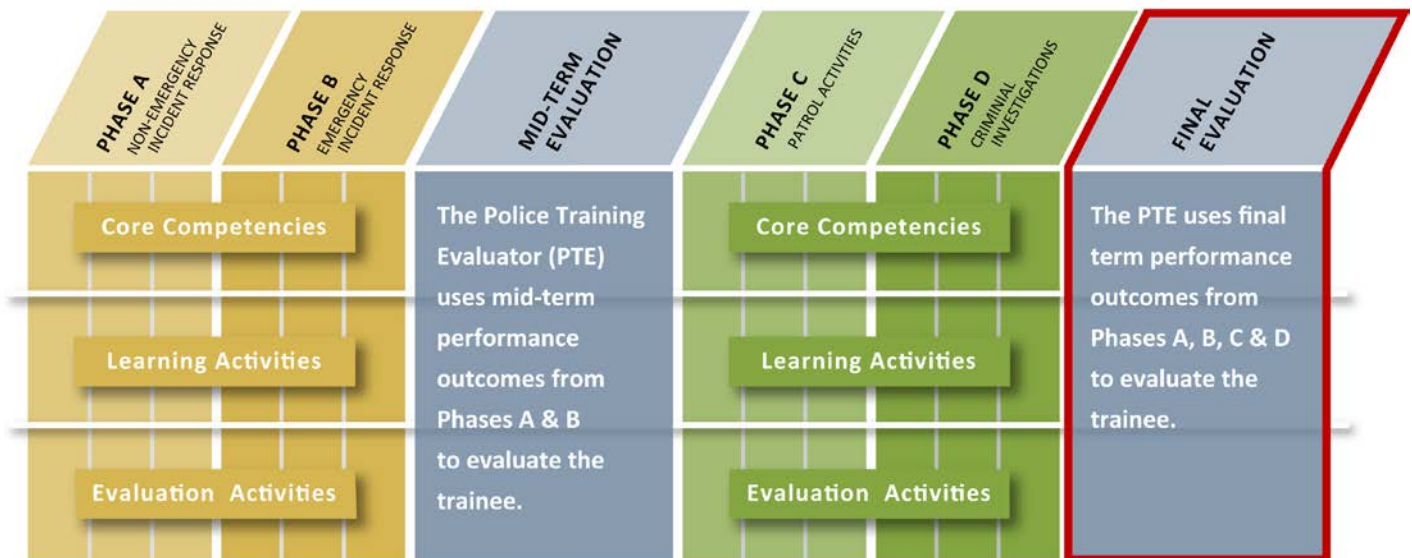
Final Evaluation and Matrix Performance Outcomes

Final Evaluation

The trainee transfers to a PTE to participate in the final evaluation to determine his/her progress before assuming a solo police assignment. **The [learning matrix](#) will guide the evaluation process.** The PTE will use the *Learning Matrix Outcomes* as a basis for the evaluation. The duration of the final phase evaluation is one to two weeks, depending on the agency. See [Appendix J](#) for Performance Outcomes for Phases A and B and [Appendix K](#) for Phases C and D.

Table 4.1

EVALUATION CHART: FINAL



If the trainee does not successfully complete the final evaluation, he/she may be returned to a PTO for additional training as prescribed by the Board of Evaluators (BOE) or PTP staff. The BOE may also choose other remedies or actions as deemed necessary.

If the trainee successfully completes the final evaluation, he/she will be required to participate in a program exit interview with the BOE. This allows for a review of trainee progress, PTO performance, and effectiveness of the program. The trainee may present the NPE before graduating.

Matrix Performance Outcomes: All Phases

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 in three levels:

- Knowledge
- Application
- Evaluation

Performance Outcomes are NOT to be used as a checklist by police trainee evaluators. 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. Police training evaluators will use the performance outcomes as a guide to assess the trainee's overall performance during the Final Evaluation period.

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

See [Appendix K](#) for Performance Outcome Goals for Phases C and D.

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