

Appendix A.1 may be used as a handout for the 40-Hr FTP Course (Block 8 – HO4 and Block 10 – HO5) and for the 24-hr FTP Update Course (Block 7 – HO3).

## APPENDIX 1

### Standardized Evaluation Guidelines (SEGs)

The Standardized Evaluation Guidelines (SEGs) define the competency levels for all required performance categories and any agency-specific requirements. The SEGs are intended to provide a fair and uniform scoring method to assess each trainee's progress. It is through the use of these guidelines that the field training program achieves a recognized level of standard, competency, and credibility.

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#### Overview

Throughout the Field Training Program, the FTO rates the trainee's performance. Each observed behavior is rated using the **Daily Observation Report (DOR)** described in [Appendix 2](#) in the FTP Guide. The rating scales can be scored in two ways: the **Numeric Scale (1–7)** or the **NICS Scale (NI–Needs Improvement/C–Competent/S–Superior)**. The numeric scale offers more flexibility to rate behaviors on a sliding scale between 1 and 7. The NICS scale provides a more direct scoring method. Agencies decide which method best meets their particular training approach.

A rating of "1" or "N/I" indicates the observed behavior is *Unacceptable* or *Needs Improvement*, a rating of "4" or "C" meets the **minimal** standard of *Acceptable* or *Competent*, and "7" or "S" indicates the trainee's performance is at a *Superior* level.

Any rating of "1" or "7" on the numeric scale or "N/I" or "S" on the NICS scale **requires** a Documented Situation (DS) to describe the event which resulted in the observed rating. The FTO fills out the **Narrative Evaluation** portion of the DOR to document the event (see [Appendix 2](#)).

The following SEGs correspond to the numbered observable behaviors listed in the DOR for each performance category. Use these value definitions when rating a trainee's level of performance.

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#### Performance Categories

##### ATTITUDE

##### 1. Acceptance of Feedback/FTO/FTP

Evaluates the way the trainee accepts criticism, how the trainee interacts with the FTO, and how the trainee accepts the training program, including how the FTO's feedback is received and used to further learning and improve performance.

- |          |   |
|----------|---|
| 1 or N/I | <i>Unacceptable</i> – Rationalizes mistakes. Denies that errors were made. Is argumentative. Refuses to, or does not attempt to, make corrections. Considers criticism a personal attack. |
| 4 or C   | <i>Acceptable</i> – Accepts criticism in a positive manner and applies it to improve performance and further learning.  |
| 7 or S   | <i>Superior</i> – Actively solicits criticism/feedback in order to further learning and improve performance. Does not argue or blame other persons/things for errors.                     |

# Standardized Evaluation Guidelines

**Karen A. Frankel, Joyce  
Harrison, Wanjiku F.M. Njoroge**



## **Standardized Evaluation Guidelines:**

**The Student Evaluation Standards** Joint Committee on Standards for Educational Evaluation, Arlen R. Gullickson, 2003 Teachers make judgments about students every day based on such formal and informal appraisals of their work as classroom observation homework assignments and teacher made quizzes Soon they ll have the first set of professional standards to help guide them in making such decisions Education Week Education Week A practical guide to designing and assessing student evaluation Student evaluation and assessment are central to every school and classroom Evaluation and assessment are how we find out what students are learning how they are progressing and how we can make improvements for their future development With requirements for testing and standards based instruction at an all time high effective student evaluation is more essential today than ever before But where in the instructional process should assessments occur What kinds of questions should be asked How is the information used to direct student learning Who has the right to access and use this information The Joint Committee presents 28 certified standards for assessing evaluation practices in elementary and secondary classrooms These standards are broken down into four essential attributes of sound evaluation each providing definitions guidelines common errors supportive documentation and illustrative case studies Propriety standards which protect individual rights Utility standards which ensure that evaluations are timely informative and influential Feasibility standards which recognize real world dynamics and environmental influences Accuracy standards which determine whether an evaluation has produced sound information These standards provide teachers and administrators with the tools they need to master every nuance of student evaluation including validity political viability teacher biases conflicts of interest a student s right to privacy and much more But most important they will help ensure that student evaluation practices are on track so we can properly serve and improve student learning These standards have been approved by the American National Standards Institute ANSI and were developed with assistance from members of 16 professional societies American Association of School Administrators American Counseling Association American Educational Research Association American Evaluation Association American Psychological Association Association for Supervision and Curriculum Development Canadian Evaluation Society Canadian Society for the Study of Education Consortium for Research on Educational Accountability and Teacher Evaluation Council of Chief State School Officers National Association of Elementary School Principals National Association of Secondary School Principals National Council on Measurement in Education National Education Association National Legislative Program Evaluation Society National School Boards Association

**The Encyclopedia of Police Science** Jack R. Greene, 2007 First published in 1996 this work covers all the major sectors of policing in the United States Political events such as the terrorist attacks of September 11 2001 have created new policing needs while affecting public opinion about law enforcement This third edition of the Encyclopedia examines the theoretical and practical aspects of law enforcement discussing past and present practices

**Learning disabilities screening and**

**evaluation guide for low- and middle-income countries** Anne M. Hayes, Eileen Dombrowski, Allison H. Shefcyk, Jennae Bulat, 2018-04-29 Learning disabilities are among the most common disabilities experienced in childhood and adulthood. Although identifying learning disabilities in a school setting is a complex process, it is particularly challenging in low and middle income countries that lack the appropriate resources, tools, and supports. This guide provides an introduction to learning disabilities and describes the processes and practices that are necessary for the identification process. It also describes a phased approach that countries can use to assess their current screening and evaluation services, as well as determine the steps needed to develop, strengthen, and build systems that support students with learning disabilities. This guide also provides intervention recommendations that teachers and school administrators can implement at each phase of system development. Although this guide primarily addresses learning disabilities, the practices, processes, and systems described may be also used to improve the identification of other disabilities commonly encountered in schools. **An**

**Evaluation Guide for Adult Basic Education Programs** Alan Boyd Knox, Columbia University. Teachers College. Center for Adult Education, 1974 **Clinical Guide to Psychiatric Assessment of Infants and Young Children** Karen A. Frankel, Joyce Harrison, Wanjiku F.M. Njoroge, 2019-04-02 This book provides a clinical guide to the psychiatric assessment of infants and young children birth through five years and their families. It offers a comprehensive, data-rich framework for conducting mental health assessments of infants, toddlers, and preschoolers. The book includes a step-by-step guide for evaluation and assessment, reviewing relevant literature, and best practices for working with very young children. It begins with an overview of the purpose and principles of psychiatric assessment and offers a protocol for planning and executing a thorough evaluation. Chapters examine critical aspects of the assessment process, including children's relationships with parents, caregivers, assessment of parents, cultural considerations, and play behaviors. Chapters also provide illustrative case vignettes and information on specialized tools that can be adapted for use in a private office or training clinic. Topics featured in this book include play-based assessment models for accessing the inner world of young children, the effect of caregivers and their reflective functioning on the mental health of young children, the use of adult report rating scales in the clinical assessment of young children, psychopharmacologic considerations in early childhood, and The Clinical Guide to Psychiatric Assessment of Infants and Young Children is a must-have resource for researchers, clinicians, and related professionals and graduate students in infancy and early childhood development, pediatrics, social work, psychiatry, and public health. The volume is both highly practical and up-to-date, impressively bridging the gap between science and practice. The book is an invaluable guide for students and trainees and an important reference for seasoned clinicians. David Oppenheim, Ph.D. University of Haifa. The book integrates relational, developmental, and social-emotional health dimensions within each chapter, reviewing subjective and objective measures in a range of domains. The book is clear and user-friendly. I wholeheartedly recommend it. Daniel S. Schechter, M.D. New York University School of Medicine. This important new volume provides multiple

perspectives on the entire range of assessment methods and procedures used in early childhood mental health This is a vital read for students and practitioners Charles H Zeanah M D Tulane University      **Field Training for Police Officers** Michael S. McCampbell,1987      **The Principal's Quick-Reference Guide to School Law** Robert F. Hachiya,2022-01-31

The Principal s Quick Reference Guide to School Law provides the go to help leaders need to navigate the complex legal aspects of today s school      *India's Education Examination System (From Independence to the Present)* KHRITISH SWARGIARY,2024-07-01 India s journey in education particularly its examination system has been a compelling narrative of transformation challenges and continuous evolution Since gaining independence in 1947 India has navigated a complex path to develop an education system that meets the needs of a diverse and rapidly growing population The examination system as a critical component of this journey reflects the broader socio economic cultural and political changes that the country has undergone over the past seven decades This book India s Education Examination System From Independence to the Present aims to provide a comprehensive examination of the evolution reforms and current practices within India s examination system By delving into the historical context key reforms and future directions this book offers an in depth understanding of how India has shaped its education policies to address the aspirations and challenges of its people The examination system often criticized for its rigidity and high stakes nature has seen numerous reforms aimed at making it more inclusive equitable and reflective of students diverse talents and capabilities From the early post independence commissions such as the University Education Commission and the Secondary Education Commission to contemporary policies like the National Education Policy NEP 2020 each chapter of this book explores the milestones and turning points that have defined India s examination landscape      **The Post Field Training Program Guide** ,1997 The purpose of this guide is to provide a standardized program to guide law enforcement agencies and field training officers FTOs in the initial orientation and field training of newly assigned patrol officers The program is designed to assist these officers in making the transition from what they learned in the academy to performing general law enforcement patrol duties competently in the field The role of the FTO is a critical component of the field training program It is the primary responsibility of the FTO to facilitate this transition process by supervising training and evaluating trainees in the initial application of their previously acquired knowledge and skills      *The Global Recruiter's Guide to the U.S. IT Industry* Jay Barach,2025-07-10 The Global Recruiter s Guide to the U S IT Industry is a practical step by step handbook for recruiters talent acquisition specialists and HR professionals seeking to succeed in U S technology hiring Written for a global audience this comprehensive guide demystifies IT job roles industry domains sourcing strategies and compliance essentials empowering recruiters from India the Philippines Europe Africa and beyond to connect with top U S employers You ll learn how to navigate organizational charts apply proven sourcing and screening techniques master U S compensation models and visa requirements and communicate effectively with both candidates and hiring managers The guide also covers key differences between recruiters and talent acquisition specialists

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*Faculty Evaluation Methods* Mason Ross, AI, 2025-04-07 *Faculty Evaluation Methods* explores the complex process of assessing law professors examining the various methods used to gauge teaching quality and overall effectiveness This book addresses a critical need in legal education ensuring that faculty evaluations are comprehensive and genuinely contribute to academic rigor and faculty development Interestingly while student evaluations are common their reliability and validity are often debated highlighting the need for more holistic approaches that incorporate peer review and administrative reviews The book argues for a shift from purely quantitative metrics to a more qualitative approach emphasizing the importance of diverse perspectives in evaluation It meticulously analyzes the strengths and weaknesses of different evaluation tools such as student feedback peer observations and self assessments while providing practical guidance for designing effective evaluation instruments By drawing on empirical research and case studies the book connects to fields like educational psychology and higher education administration to support arguments for improved evaluation practices The book progresses logically starting with core principles and moving through the analysis of different evaluation methods their role in promotion and tenure and culminating in strategies for creating fair and transparent systems This approach offers a unique and valuable perspective for law school deans faculty and administrators seeking to enhance teaching quality and foster a supportive environment for faculty growth through comprehensive academic management

*Early Childhood Education in Chinese Societies* Nirmala Rao, Jing Zhou, Jin Sun, 2017-01-20 This book provides an up to date account of relevant early childhood policy and practice in five Chinese societies the People s Republic of China or Mainland China Hong Kong Macao Singapore and Taiwan It analyses how traditional Chinese values Eastern and Western curricular approaches and socio political economic cultural and demographic changes influence current policies services and practice It addresses responses to global concerns about the excluded and disadvantaged and about quality and explains lessons from and for Chinese early childhood education divThis book is the first English language research based

review of early childhood education and the factors that affect it in different Chinese societies It is particularly timely given the increased recognition of the importance of early childhood education for human capital development globally and the international interest in understanding early education in Chinese societies iv **The Encyclopedia of Police Science**

William G. Bailey,1995 The first edition 1989 is cited in ARBA 1990 and the Supplement to Sheehy A reference that contains signed alphabetical entries which examine all major aspects of American policing and police science including history current practices new initiatives social pressures and political factors The second edition considerable expands its scope with 70 new entries and revisions and updates of others In this edition greater emphasis is placed on the coverage of drug abuse suppression new types of crime federal mandates for action and international developments that affect American police Annotation copyright Book News Inc Portland OR **Oversight Hearings on the Administration of the Economic**

**Opportunity Act** United States. Congress. House. Committee on Education and Labor,1971 **CISA Certified**

**Information Systems Auditor Study Guide** David L. Cannon,2009-10-06 Prepare for CISA certification and improve your job skills with the training you ll receive in this valuable book Covering the very latest version of the exam it s packed with instruction on all exam content areas including the most up to date regulations IS auditing best practices and compliances You ll find practical exercises and plenty of real world scenarios just what you need for the CISA exam and beyond Note CD ROM DVD and other supplementary materials are not included as part of eBook file **Encyclopedia of Police Science**

Jack Raymond Greene,2006-10-23 In 1996 Garland published the second edition of the Encyclopedia of Police Science edited by the late William G Bailey The work covered all the major sectors of policing in the US Since then much research has been done on policing issues and there have been significant changes in techniques and in the American police system Technological advances have refined and generated methods of investigation Political events such as the terrorist attacks of September 11 2001 in the United States have created new policing needs while affecting public opinion about law enforcement These developments appear in the third expanded edition of the Encyclopedia of Police Science 380 entries examine the theoretical and practical aspects of law enforcement discussing past and present practices The added coverage makes the Encyclopedia more comprehensive with a greater focus on today s policing issues Also added are themes such as accountability the culture of police and the legal framework that affects police decision New topics discuss recent issues such as Internet and crime international terrorism airport safety or racial profiling Entries are contributed by scholars as well as experts working in police departments crime labs and various fields of policing **Emotion-Focused Couples'**

**Communication Program** Dr. Joshy Vazhappilly CMI,2018-04-06 There is no perfect marriage In all relationships there will be stages of fluctuations Intimacy and understanding may not always remain at a high level Couples may sometimes feel that they are living with strangers their passion ebbing out like a receding tide and they may feel trapped in the same old arguments over finance or kids And it is normal too Life may seem to go in a monotonously boring way with all its daily

stresses propelling emotional distance between the partners and ushering in boredom in the bedroom However the problem arises when partners neglect or fail to address these fluctuations in a constructive and positive manner This will lead them to coldness and distance conflicts of interests disagreements in decisions aggressiveness and violence in communication even to the point of physical aggression and ultimately to the degeneration and dissolution of marriage and family EFCCP proposes a novel style of communication based on Nonviolent Communication by Marshall Rosenberg and Emotionally Focused Therapy by Johnson The program will teach the couples how to engage in a compassionate communication and how to relate to their own feelings and needs as well as to that of their partners in a constructive manner leading to reconnection and healing

*Psychosocial Care of End-Stage Organ Disease and Transplant Patients* Yelizaveta Sher, José R. Maldonado, 2018-11-22 This book takes an integrated evidence based approach the psychiatric aspects of organ transplantation Unlike any other text currently on the market this title presents the core principles of transplant psychiatry through an organ based structure that includes the heart lungs liver GI organs kidney composite tissue and other key areas of transplantation Each section is divided into chapters discussing psychosocial medical and surgical considerations prior to and post transplant such as indications leading to a particular type of transplantation medical course and complications after transplantation psychiatric and psychosocial considerations before and after transplantation history of each type of organ transplant and any other special considerations The text ends with special topics in care including psychopharmacology substance abuse psychosocial evaluation of recipients and donors ethical considerations cross cultural aspects and building the transplant psychiatry practice It includes excellent learning tools including over 140 tables and figures for ease of use Written by interdisciplinary experts *Psychosocial Care of End Stage Disease and Transplant Patients* is a valuable resource for students and medical professionals interested in psychiatry psychology psychosomatic medicine transplant surgery internists hospital administrators pharmacists nurses and social workers

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**Questions & Answers** CloudRoar Consulting Services, 2025-08-15 Master ITIL V3 Service Strategy concepts with this prep guide offering 350 detailed questions and answers focused on service portfolio management financial management demand forecasting and business relationship management Each question provides insights into applying ITIL Service Strategy principles effectively in real world business environments Ideal for IT leaders service managers and consultants this guide combines exam readiness strategies with practical case studies to ensure both certification success and professional growth ITIL V3 Service Strategy IT Service Management Service Portfolio Financial Management Demand Forecasting Business Relationship Management ITIL V3 Certification IT Strategy IT Certifications IT Management Service Design Career Growth Tech Certifications Exam Preparation Service Strategy Processes

**An Evidence-Based Guide to Combining Interventions with Sensory Integration in Pediatric Practice** Erna Imperatore Blanche, Clare

Giuffrida, Mary Hallway, Bryant Edwards, Lisa A. Test, 2021-11-22 This book offers practical ideas on the combination of



sensory integration theory principles with other evidence based approaches in the evaluation and treatment of multifaceted issues in children with disabilities Using the ICF Model a Clinical Reasoning Model and featuring numerous case studies the opening chapters focus on the evidence for combining intervention approaches with diagnoses most often encountered in clinical practice The latter half of the book covers the delivery of services using blended intervention approaches in different settings such as the school the hospital and in nature Featured are existing community programs illustrating the combination of approaches in practice Appendices include reproducible resources a guide to assessments and approaches The text will guide occupational therapists and other health professionals working with children and adolescents across a variety of settings in using clinical reasoning skills in a systematic manner that will lead to better interventions

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