

## ***LE FTO NEWS AND EVENTS***

*Sgt. Kevin O'Brien*

### **PBSO Law Enforcement FTO Program Gets A Facelift**

In May, 2007, the Palm Beach County Sheriff's Office Law Enforcement Field Training Unit got a much needed "face-lift", by hiring on to use an automated daily evaluation and reporting system known as ADORE. Automated **D**aily **O**bservation **R**eport, or ADORE for short, is a fairly new program, that utilizes "cold fusion" technology to assist Law Enforcement and corrections facilities to maintain an up to date, real time recording of Daily Evaluation Reports, DER, for Field Training Officers and Trainees.

The program started out as a computer based, multi-licensed, in house system of recording evaluations for trainees and Field Training Officers. The Law Enforcement FTO Program looked to the future and purchased a first edition web-based version of ADORE. FTO's are able to log on from any Internet ready computer and create daily evaluations, monitor trainee's performance in the program and create weekly summaries of a new deputy's training. The addition of ADORE has proved to be indispensable.

### **Sergeant and Corporal Academies**

Over the past two years, with the new administration in LE FTO, we have created two outstanding academies for newly promoted Corporals and Sergeants. Both in-house academies include instruction that covers leadership principles, effective teaching and instructing skills, strategies in counseling for affecting positive employee/trainee behavior, and topics to help them understand their new duties and responsibilities.

Leadership reading material borrowed from military reading lists, is introduced to newly sergeants who are encouraged to read and seek growth. A comprehensive 3-day course for Sergeants introduces them to the key personnel in the Agency that will have a profound impact on them as supervisors, and gives them a chance to learn about the policies that effect the daily operation of a very large Sheriff's Office.

The Corporal Academy begins where deputies recently graduated from the CMS FTO Advanced School ends. They are taught policy and procedure, paperwork procedures and about the internal working of a nearly 85 strong FTO program that is recognized throughout the United States as one of the best in the country.

## **FTO Program Plays An Important Role in Mergers**

Over the past two years PBSO has merged forces with several cities and towns to handle their law enforcement needs. The LE FTO Program has been intrinsically involved in each of the 5 past mergers. Our biggest to date was the acquisition of Royal Palm Beach Police Department. We were involved with training 50 officers over a very short period of time. We were tasked with preparing the officers to become effective deputies in a large organization such as PBSO. Several Corporals and one Sergeant were sent in as a “training team” to get the officers squared away and on track. They were very successful in training the officers. After the merger training ended two corporals made the decision to remain in Royal Palm Beach because they liked the area so much.

The other mergers included Belle Glade PD, South Bay PD, Pahokee PD and Mangonia Park PD to round out the five agencies. The Sheriff’s Office has the talent and the ability to effectively patrol the streets of Palm Beach County and our Field Training Officers are at the forefront of training the newest additions to the PBSO family.

## **Training Second to None for Corporals**

Each quarter members of PBSO LE FTO attend training geared at the hot topic issues, team building skills, knowledge base testing and other various issues and topics that are needed to improve the overall quality of the program. The training, both educational and fun, is headed by the Field Training Coordinator, Sgt. Kevin O’Brien, himself a veteran of PBSO with over 20 years of experience. A key component of the training is the inclusion of team-building exercises used to foster greater understanding of each other’s strengths and weaknesses. Areas that are of vital importance to FTO’s are also taught to ensure we are giving the trainees the very best training and knowledge we can. Guided by accreditation, the training is also a necessity in maintaining a passing grade with the State of Florida accreditation standards for training.

Give us a call at 688-3605 to see what new and exciting things are happening at the Law Enforcement Field Training Program. We’d love to hear from you.