

- 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 Evaluation Manual

SB Merriam



Law Enforcement Evaluation Manual:

Law Enforcement Performance Evaluation Manual ,1996 *A Handbook for Psychological Fitness-for-Duty Evaluations in Law Enforcement* Cary D. Rostow,Robert D. Davis,2014-03-18 While some books about police psychology contain a chapter on the fitness for duty question this is the first comprehensive publication focused exclusively on psychological fitness for duty evaluations FFDEs for law enforcement personnel This handbook is ideal for professionals and for coursework designed to prepare individuals for careers as police or municipal officials psychologists students behavioral science specialists human rights advocates and attorneys A helpful glossary makes the book even more useful for students and those who do not have extensive academic or formal training in psychology or public administration A Handbook for Psychological Fitness for Duty Evaluations in Law Enforcement describes in detail the mechanics of setting up a fitness for duty methodology and examines the effectiveness of FFDEs in law enforcement You ll find clear instructions for developing a FFDE system from the law enforcement executive s viewpoint valuable for attorneys police psychologists and civil service board members as well and an extensive bibliography with particular emphasis on laws and cases that provide guidance to psychological and law enforcement professionals Several appendices provide examples of documentation that can be used in the evaluation process This book brings you reliable information on legal precedents with a review of legal cases in language appropriate for law enforcement executives and psychologists the interaction between police culture psychological assessment and therapy federal laws that impact FFDEs including the HIPAA the Americans with Disabilities Act the Family Medical Leave Act and the Fair Credit Reporting Act case law and FFDEs with emphasis on civil rights laws labor issues professional ethical dilemmas and the psychologist as a potential expert witness the proper uses and the misuses of the FFDE approach police departmental civil liability and the role that the FFDE plays in addressing legal risks In addition this book contains a succinct review of psychological testing psychometrics and the technicalities of employing a professional psychologist to determine the fitness of commissioned officers A Handbook for Psychological Fitness for Duty Evaluations in Law Enforcement proposes a model law that could be used to improve the utility and effectiveness of FFDEs and presents a forward looking discussion of FFDE issues that may become controversial in the near future *Document Retrieval Index* ,1972 *A Handbook for Psychological Fitness-for-Duty Evaluations in Law Enforcement* Cary D. Rostow,Robert D. Davis,2014-03-18 While some books about police psychology contain a chapter on the fitness for duty question this is the first comprehensive publication focused exclusively on psychological fitness for duty evaluations FFDEs for law enforcement personnel This handbook is ideal for professionals and for coursework designed to prepare individuals for careers as police or municipal officials psychologists students behavioral science specialists human rights advocates and attorneys A helpful glossary makes the book even more useful for students and those who do not have extensive academic or formal training in psychology or public administration A Handbook for Psychological Fitness for Duty Evaluations in Law Enforcement describes in detail the mechanics of setting up

a fitness for duty methodology and examines the effectiveness of FFDEs in law enforcement You ll find clear instructions for developing a FFDE system from the law enforcement executive s viewpoint valuable for attorneys police psychologists and civil service board members as well and an extensive bibliography with particular emphasis on laws and cases that provide guidance to psychological and law enforcement professionals Several appendices provide examples of documentation that can be used in the evaluation process This book brings you reliable information on legal precedents with a review of legal cases in language appropriate for law enforcement executives and psychologists the interaction between police culture psychological assessment and therapy federal laws that impact FFDEs including the HIPAA the Americans with Disabilities Act the Family Medical Leave Act and the Fair Credit Reporting Act case law and FFDEs with emphasis on civil rights laws labor issues professional ethical dilemmas and the psychologist as a potential expert witness the proper uses and the misuses of the FFDE approach police departmental civil liability and the role that the FFDE plays in addressing legal risks In addition this book contains a succinct review of psychological testing psychometrics and the technicalities of employing a professional psychologist to determine the fitness of commissioned officers *A Handbook for Psychological Fitness for Duty Evaluations in Law Enforcement* proposes a model law that could be used to improve the utility and effectiveness of FFDEs and presents a forward looking discussion of FFDE issues that may become controversial in the near future **Federal Evaluations** ,

Contains an inventory of evaluation reports produced by and for selected Federal agencies including GAO evaluation reports that relate to the programs of those agencies **Handbook of Police Psychology** Jack Kitaeff,2011-03-17 The Handbook of Police Psychology represents the contributions of over thirty police psychologists all experts in their field on the core subject matters of police psychology Police psychology is broadly defined as the application of psychological principles and methods to law enforcement This growing area includes topics such as screening and hiring of police officers conducting screening for special squads e g SWAT fitness for duty evaluations investigations hostage negotiations training and consultation and stress counseling among others The book examines the beginnings of police psychology and early influences on the profession such as experimental investigations of psychological testing on police attitude and performance Influential figures in the field of police psychology are discussed including the nation s first full time police psychologist who served on the Los Angeles Police Department and the first full time police officer to earn a doctorate in psychology while still in uniform with the New York Police Department Federal Program Evaluations ,1980 Contains an inventory of evaluation reports produced by and for selected Federal agencies including GAO evaluation reports that relate to the programs of those agencies **Monthly Catalog of United States Government Publications** ,1982-05 *Selected Literature on Evaluations* National Institute of Law Enforcement and Criminal Justice,1975 Personality Assessment in Police Psychology Peter A. Weiss,2010 In recent years personality assessment by professional psychologists has taken on an increasingly important role in the field of police work Most importantly personality assessment instruments have been utilized in the pre employment psychological screening

of police officer candidates This psychological screening takes place at the end of the hiring process to ensure that candidates do not have personality characteristics or existing psychopathology that would interfere with their job performance Personality assessment is also used for other applications in police psychology These applications include fitness for duty evaluations FFDEs and second opinion evaluations of officers who challenge hiring decisions Moreover police psychologists are involved in a considerable amount of research in order to determine which tests and scales are most appropriate for evaluations The present volume is divided into four parts to cover the relevant issues in personality assessment for police work Part I provides an introduction and the basic principles of personality assessment in police psychology Part II focuses on the major assessment instruments used in police psychology These include the MMPI 2 the Personality Assessment Inventory PAI the Inwald Personality Inventory IPI and Hilson Tests the M PULSE Inventory pre offer integrity instruments and the Rorschach Comprehensive System Part III examines multiple issues in personality assessment research in the field of police psychology Part IV covers applications of personality assessment in police psychology These applications include pre employment evaluations fitness for duty evaluations conditional second opinion psychological evaluations of candidates using multiple sources of information when conducting mandatory or required evaluations and the politics of personality assessment in police agencies This unique and comprehensive text is designed for psychologists who are actively working in the field of law enforcement including psychologists in both applied and research academic settings

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