

UPDATE TO FINAL EVALUATION REPORT  
TRI-COUNTY AREA CADET TRAINING PROGRAM  
(SW-251-738)

25135



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On October 1, 1974, Bartell Associates, Inc. submitted its final evaluation report of the Tri-County Area Cadet Training Program. The purpose of the final report was to provide information on the following:

1. Continuation of the internal operational analysis of the training program to include the following:
  - (a) evaluation of the handout materials included in the last three months of the training program.
  - (b) evaluation of the subjects of instruction during the last three months of the program, and changes that have been made since the interim report.
  - (c) a more thorough evaluation of the instructional techniques used by the instructors.
2. Recommendations for the second year program including length, structure, and content.
3. A review of the outputs and inputs including a discussion of the criteria to be used for the input analysis.
4. Summary conclusions and recommendations. The continuation of the internal operational analysis of the training program demonstrated that, unlike the first half of the evaluation, the cadet course of instruction was beginning to move positively away from the pattern of the State Police Training Course. This was demonstrated through a priority ranking of courses as was done in the Interim report. The handout material was also analyzed for the final report. The handout material, as in the first half of the evaluation, has provided excellent training material for the cadets. In addition, the



instructional techniques used by instructors of the training program also proved to be of excellent value in the training program in preparing the cadets as future police officers.

Recommendations for a second year program were also made in the final report which followed the basic pattern of the model cadet training program outlined in the first interim report. The recommended structure included the State Police Training as early in the program as possible and placing the two days in the classroom and three days in the sponsoring agencies after State Police Training is received. The length of the training was recommended at one year. The content of the program as stressed in the interim and final reports should build upon the State Police Training rather than be redundant with it. The final report also demonstrated that the training program made progress toward the short-term recommendations made in the interim report in terms of the subject areas moving away from the State Police pattern and also a change in priorities. Based on these changes, the program was recommended for refunding for the second year.

This final update report will examine the following indicators in an attempt to assess the initial impact of the training program.

- Number of cadets who were placed in the sponsoring agencies in which they received their training.
- Number of cadets who were placed in agencies other than their sponsoring agencies.
- Grades of the cadets at the State Police Academy.

The Table on the following page entitled "Cadet Job Analysis" presents information on cadet job placement. The Table includes information on whether the cadets



## CADET JOB ANALYSIS

| Cadet | Obtained<br>Police Employment | Sponsoring<br>Agency | Other (specify)  |
|-------|-------------------------------|----------------------|--|
| 1     | YES                           | NO                   | City of Butler   |
| 2     | YES                           | NO                   | Deputy Sheriff<br>Butler County  |
| 3     | YES                           | YES                  |  |
| 4     | YES                           | YES                  |  |
| 5     | YES                           | NO                   | Lower Providence Township  |
| 6     | YES                           | NO                   | Butler County Security   |
| 7     | YES                           | YES                  |  |
| 8     | NO                            |                      | Quit to attend<br>school full-time   |
| 9     | YES                           | YES                  |  |
| 10    | YES                           | NO                   | Butler County<br>Detective   |
| 11    | YES                           | YES                  |  |
| 12    | YES                           | NO                   | Butler County Security   |
| 13    | YES                           | YES                  |  |
| 14    | YES                           | NO                   | Butler County<br>Prison Guard  |
| 15    | NO                            | -                    | Offered job in Butler<br>County Detectives but<br>returned to previous<br>employment |
| 16    | YES                           | NO                   | Lower Providence Township  |
| 17    | YES                           | YES                  |  |
| 18    | YES                           | YES                  |  |
| 19    | NO                            | -                    | Reenlisted in<br>U.S.M.C.  |
| 20    | YES                           | YES                  |  |



obtained police employment, and at what agency, i.e., the agency they were assigned to during their training or another agency.

As the Table shows, 17 out of the 20 cadets obtained police employment. Of the three cadets that did not receive police employment, one enrolled in school full-time, and another reenlisted in the Marine Corps. The third cadet who did not receive police employment was offered a job with the Butler County Detectives but elected to return to his previous employment.

Nine of the cadets received employment at the agency that they were assigned to during their training. It is the opinion of the evaluator, that this is a good average.

It is interesting to note, however, that 8 of the cadets are presently employed by Butler County in one of three capacities - Butler County Detectives, Butler County Security, or as a prison guard. It would seem that the County of Butler took a large responsibility in offering employment to the cadets and should be commended for its efforts.

In addition, the grades of the cadets while at the State Police Academy ranged from 78 to 92 which are all passing.



Based upon the above information, it would seem that the Tri-County Area Cadet Training Program has done a good job in producing trained police officers for the Tri-County area. As mentioned in the final report, however, in order to test the full impact of the training program, further analysis will be required once the cadets are on the job for a period of at least one year. Once this time has elapsed, the following indicators can be used.

- Rate of promotion of the cadets compared to other members of the police department.
- Number of cases lost in court due to improper procedures, etc.
- Results of personnel evaluation forms.
- Number of accidents cadets were responsible for.
- Amount of property damage or personal injuries inflicted by the cadets.
- The number of public complaints against the cadets.
- The number of cases not "cleared" by an officer due to poor processing of evidence.
- Number of mistakes on written reports or in handling matters covered by a Standard Operating Procedure.
- Number of official reprimands lodged against an officer.

The above indicators can be used for measuring



the long range impact of the cadet training program. It is highly recommended that these indicators be used.

In conclusion, it is recommended that the Cadet Training Program be refunded for a second year. If this is done, however, it is highly recommended that the recommendations made in the interim and final reports be very strongly considered for implementation. If this is not done refunding of the project is not recommended.



**END**

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