ASSESSMENT REPORT
Field Coaching Program

Please refer to the Field Coaching Program (FCP) Training Standard for additional information on how to complete this form.

INSTRUCTIONS

1) Both learners and coaches should be fully familiar with the Criteria for Assessment and the Definition of Ratings (please refer to the Field Coaching Program Training Standard).

2) Assessment Reports are completed at the 2, 4 and 6 month mark of the Field Coaching Program and, if applicable, during an extension period.

3) The coach completes this form using the information accumulated to that point on the Performance Record Sheets. If competencies remain "unacceptable" (U), in "need of improvement" (NI) or "superior" (S) at the end of the reporting period, reference should be made to specific incidents on the Assessment Report in the Coach's comments. In cases where competencies remain a "U" or "NI" you should attach a copy of any relevant Learning Assistance Plan. Recommendations, with justification, for extensions to the Program should also be made on the form.

DEFINITION OF RATINGS

All learners are expected to perform at the Professional level in ALL competencies.

U - UNACCEPTABLE - indicates the individual's performance is either:
   a. not tolerable, as in the case of treating others with disrespect or insensitivity; or
   b. is well below the professional (P) standard and limited progress has been made towards its achievement. In this case, behaviours that have the potential to negatively affect the outcome of a policing situation should be noted.

NI - NEEDS IMPROVEMENT - indicates that the individual is likely to meet the (P) professional standard with practice, research, study, and/or coaching from peers or experts.
   a. allows for action to be taken immediately to improve the performance;
   b. allows for improvement prior to final evaluation.

P - PROFESSIONAL - indicates the individual's performance meets the RCMP standards of excellence.
   The learner's performance is being measured in comparison to their peers at the same level of same level of service, e.g. 2, 4 and 6 month member versus 10 year member.

S - SUPERIOR - indicates that the individual's performance stands out compared to the criteria for assessment which indicates professional behaviour, that it is truly exceptional performance. This category should rarely be used so that when it is used, it is given the value it deserves.

At the end of the 6 months evaluation period, the Assessment Report should show "P's" and "S's" in all competencies for the learner to successfully complete the Field Coaching Program.
## ASSESSMENT REPORT
### Field Coaching Program

<table>
<thead>
<tr>
<th>HRMS no.</th>
<th>Surname of learner</th>
<th>Given name of learner</th>
<th>Detachment</th>
<th>ASSESSMENT PERIOD</th>
<th>Completion date</th>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2 MONTHS</td>
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- 4 MONTHS (include a brief description/summary of the proposed Field Project)  
- 6 MONTHS  
- EXTENSION

<table>
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<tr>
<th>COMPETENCIES</th>
<th>Unacceptable</th>
<th>Needs Improvement</th>
<th>Professional</th>
<th>Superior</th>
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</table>

### I. CLIENT
- A. Core Values of the RCMP
- B. Dress, Cleanliness and Deportment
- C. Meeting Client Needs
- D. Problem Solving
- E. Communication

### II. ANALYSIS
- A. Knowledge of Applicable Legislation and RCMP Policies and Procedures
- B. Ability to Conduct Investigations
- C. Records and Information Management
- D. Crime Scene Management
- E. Knowledge of Investigative Interviewing Techniques
- F. Ability to Use Office Technology, Software and Applications

### III. PARTNERSHIP
- A. Teamwork
- B. Knowledge of Conflict Management Practices
- C. Networking and Relationship Building
- D. Planning and Organizing

### IV. RESPONSE
- A. Self Control and Composure
- B. Concern for Safety
- C. Conscientiousness and Reliability
- D. Ability to Obtain Judicial Authorizations
- E. Ability to Prepare and Present Testimony in Court
- F. Knowledge of Community and Cultural Issues
- G. Victim Relations and Services
- H. Skills:  
  - a. Tactical Manoeuvres and Operations
  - b. Driving
  - c. Firearms
  - d. Police Defensive Tactics
  - e. Fitness and Lifestyle
  - f. Care, Handling, Arrest and Release of Suspects and Prisoners

### V. ASSESSMENT
- A. Flexibility
- B. Developing Self

Copy distribution: Two copies to OIC Division Training - One copy to Learner - One copy to Detachment Commander
COACH’S COMMENTS ON PERFORMANCES  
(if a 6 month assessment, please fill out CAPRA category below)

CAPRA FIELD EXERCISE  □ S  □ P  □ NI  □ U  
6 month assessment: (please forward project to training NCO / CDRA)

TOPICS:
□ Aboriginal Communities   □ Recruiting                □ Terrorism
□ Economic Integrity       □ SAFE - School action for emergencies □ Youth
□ Organized Crime          □ Other (specify):

Signature  Date

RECOMMENDATION - PASS / FAIL / EXTENSION

Signature  Date
LEARNER’S COMMENTS  (If a 4 month assessment, attach a summary of your field exercise topic)

Signature                                      Date

NCO OR DETACHMENT COMMANDER’S COMMENTS

Signature                                      Date

RCMP GRC 3737e (2011-07)                        PAGE 4 of 5
<table>
<thead>
<tr>
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**OIC HUMAN RESOURCE OR DESIGNATE'S COMMENTS**
Exhibit: National Inquiry into Missing and Murdered Indigenous Women and Girls
Location/Phase: Part 2: Regina
Witness: Brenda Luchi
Submitted by: Anne Turley, Canada
Add’l info: P02.002.001.01
Date: JUN 25 2018
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