

Reno Police Department

Integrity - Service - Excellence

Police Training Officer (PTO) Program at the Reno Police Department



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Background

- Brief history of PTO at the RPD
- PTO Evolution:
 - Program adjustments
 - Supervisory program
 - Detention program
 - Management program
 - Academy
- Benefits
- Closing comments



PTO History at RPD

- Beta-site for PTO training and implementation
- RPD has trained approximately 200 RPD personnel since 2001
- PTO program has spread throughout the state. Impacting 1000 law enforcement personnel
- RPD continues evaluation and program development
- RPD develops first Regional Academy utilizing PTO principles



PTO Evolution

- PTO program has evolved incorporating:
 - Adult learning and leadership principles
 - Operational and legal components
- Developed and implemented:
 - Police Training Supervisor Program (PTS)
 - Detention Officer Program (DTO)
 - Civilian Manager Program (CMP)
- Implemented PTO principles into Regional Academy and all in-service training



Academy

- Transitioning from traditional law enforcement academy to adult-based learning environment
- PTO principles incorporated include:
 - Journaling
 - Coaching and Training Reports (CTR)
 - Problem Based Learning Exercises (PBLE)
 - Cohort work in problem solving
 - Teaching the importance and role of leadership
- Improved cross boundary communications and technical work between pre-employment, academy and PTO processes



Benefits

- Improved critical thinking and problem solving skills (PBLE and NPE)
- Officers are more resourceful and effective at developing networks in the community
- Earlier interaction and assimilation in the organization (PTO and trainee roles)
- More successful in competing for special assignments (PTO trainees realize the needs of the organization)
- A focus on training and development over evaluation
- Leadership role and opportunity more prevalent (Involvement in organizational and community programs)
- Cornerstone for developing a learning organization

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**Think of education as the means
of developing our greatest
abilities, because in each of us
there is a private hope and dream
which, fulfilled, can be translated
into benefit for everyone.**



John F. Kennedy
