

INSTRUCTIONS: This rubric was designed to guide the RIPA Board's review of POST Field Training Program (FTP) Volume II Section 6 (Community Relations/Professional Demeanor).

Your FTP Review will require close reading of the following three documents and using the attached rubric to rate the third document, "Section 6":

1. Field Training Program Guide, Volume I, Appendix 1 (Standardized Evaluation Guidelines), Performance Category 6 (Relationship with Citizens/Community)
2. Field Training Program Guide, Volume I, Appendix 2 (Daily Observation Report/DOR)
3. Field Training Program Manual, Volume II, Section 6 (Community Relations/Professional Demeanor)

To conduct the assessment, you may reference the following *background* materials:

4. PC 13519.4
5. Learning Domain 3 Training and Testing Specifications and supplemental workbook from the Basic Academy and a summary of Learning Domain 3 prepared by the consultants; Learning Domain 42 Training and Testing Specifications and supplemental workbook from the Basic Academy and a summary of Learning Domain 42 prepared by the consultants
6. A note on the POST Basic Academy Course Instructional System prepared by the consultants
7. Excerpt from the 2026 RIPA Report on the FTP

Using all of the above documents, you will rate "Section 6" across four dimensions:

- 1) Compliance with PC 13519.4
- 2) Continuity of Content
- 3) Inclusion of Core Values
- 4) Outcome-Based Training

Complete your ratings based only on the specific guidelines provided within each dimension to ensure consistency across reviewers. To fully complete your assessment of the FTP, please:

- Assign a rating for each section of the rubric
- Provide examples from the materials (e.g., page numbers, quotations) to support your rating
- Offer comments, suggestions, and/or recommendations
- Include questions you have for POST regarding each dimension
- Include any general feedback or observations

Thank you for your time and contribution!

DIMENSION #1: COMPLIANCE WITH PC 13519.4

Law enforcement training must prepare officers to respond appropriately and effectively to situations that arise in the field. This includes a clear understanding of legal requirements and practical guidance for fulfilling them. PC 13519.4 mandates training on racial and cultural differences among California residents, including the prohibition of racial or identity profiling. This dimension assesses whether the reviewed portions of the Field Training Program support these requirements.

Elements of Dimension #1	Guidelines	Rating	Reason/Support for Rating	Comments/Suggestions
Legal Requirements	<i>Review PC 13519.4.</i>			
Rating Tasks	Based on your overall impression, do the reviewed FTP materials meet the core requirements of PC 13519.4?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Rating Tasks	Do the reviewed materials clearly communicate and provide instruction on the legal mandate that peace officers “shall not engage in racial or identity profiling” (PC 13519.4 (f))?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Rating Tasks	Do the reviewed materials provide adequate instruction on diversity for the purpose of “foster[ing] mutual respect and cooperation between law enforcement and members of all racial, identity, and cultural groups” (PC 13519.4 (b))?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		

Rating Tasks	Assuming the field training officer (FTO) receives no specific instruction or training on the cultures or history of the community, are you confident in the FTO's ability to evaluate the trainee's responses – specifically to prompts to “explain how the culture of the community can affect the community's relationship with their agency” (6.3.01) and “discuss how the history of the community can have an effect on the community's relationship with their agency” (6.4.04)?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Rating Tasks	Do the reviewed materials provide adequate instruction on “effective, noncombative methods of carrying out law enforcement duties in a diverse racial, identity, and cultural environment” (PC 13519.4 (a))?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Rating Tasks	More generally, do the materials prepare trainees for what PC 13519.4 (and the Government Code sections referenced therein) will require of them once on duty? For example, are trainees informed about the mandatory collection of stop data?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Rating Tasks	From your perspective, are any core elements of PC 13519.4 missing from the reviewed field training materials?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Additional Questions for POST	Do you have questions for POST about the FTP's compliance with PC 13519.4?			

DIMENSION #2: CONTINUITY OF CONTENT

Core competencies in law enforcement must be reinforced over time. Instruction should be consistent and build on itself across an officer's career. Ideally, key concepts introduced in the Basic Academy are revisited and applied during the Field Training Program and are sustained through Continuing Professional Training.¹ This dimension assesses whether the content and approach of the Field Training Program are aligned with earlier instruction, such as Learning Domains 3 and 42, and lay the groundwork for a broader progression of learning that supports long-term officer development.

Elements of Dimension #2	Guidelines	Rating	Reason/Support for Rating	Comments/Suggestions
Legal Requirements	<p><i>Please review the following sections of PC 13519.4 to inform your ratings.</i></p> <p>PC 13519.4 establishes that continuing training on racial and identity profiling is essential for every peace officer in California and it must be reinforced throughout an officer's entire career.</p> <p>Specifically:</p> <ul style="list-style-type: none"> • Subsection (b) outlines the requirements for basic training • Subsection (g) states that "Every peace officer in this state shall participate in expanded training as prescribed and certified by the Commission on Peace Officers Standards and Training" • Subsection (i) requires ongoing training such that "each peace officer in California...shall be required to complete a refresher course every five years thereafter, or on a more frequent basis if deemed necessary" 			
Rating Tasks	<p>Consider the RIPA Board's review of portions of the Basic Academy.</p> <p>Does LD 42 provide a foundation that is built on and applied in the field as part of Section 6 of the FTP?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Rating Tasks	<p>Does LD 3 provide a foundation that is built on and applied in the field as part of Section 6 of the FTP?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		

Rating Tasks	Is the content generally consistent between LD 42 and Section 6?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Rating Tasks	Is the content generally consistent between LD 3 and Section 6?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Additional Questions for POST	Do you have questions for POST about the continuity of content – either between the Basic Academy and the FTP, or between the FTP and Continuing Professional Training for veteran officers?			

DIMENSION #3: INCLUSION OF CORE VALUES

Core values should serve as law enforcement’s north star. Training, policy, practice, and institutional decision-making should reflect and reinforce the core values that uphold the integrity of the profession and ensure accountability to the people of California. This dimension assesses whether core values are reflected in the reviewed field training program materials and whether trainees are supported in developing and demonstrating them in practice.

Elements of Dimension #3	Guidelines	Rating	Reason/Support for Rating	Comments/Suggestions
Expert Analysis	<p>PC 13519.4 requires that multiple learning objectives be included in mandatory law enforcement trainings. This set of learning objectives reflects a certain mindset as much as a concrete skillset.</p> <p>This mindset includes:</p> <ul style="list-style-type: none"> ▪ “Understanding and respect for racial, identity, and cultural differences” (Subsection (a)) ▪ Understanding of diversity “in order to foster mutual respect and cooperation between law enforcement and members of all racial, identity, and cultural groups” (Subsection (b)) ▪ Appreciation of how “racial or identity profiling alienates people from law enforcement, hinders community policing efforts, and causes law enforcement to lose credibility and trust” (Subsection (b)) ▪ Awareness of the “negative impact of intentional and implicit biases, prejudices, and stereotyping on effective law enforcement, including examination of how historical perceptions of discriminatory enforcement practices have harmed police-community relations” (Subsection (h)) <p>In sum, PC 13519.4 calls upon officers to uphold values such as equity, treating all people with respect and dignity, ensuring procedural fairness and transparency, and building trust with diverse communities.</p>			
Rating Tasks	<p>Are the values and mindset described above reflected in the reviewed portions of the FTP?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Rating Tasks	<p>Do trainees have opportunities to develop and practice this mindset and demonstrate the core values through their behavior? Are such behaviors clearly defined and explicitly evaluated as part of the Daily Observation Report?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		

Additional Questions for POST	Do you have questions for POST about the inclusion of core values in the FTP?	
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DIMENSION #4: OUTCOME-BASED TRAINING

To be effective, training must shape officers' observable behavior in the field. Law enforcement training should clearly define the outcomes it aims to produce, especially those that support California's goal of eliminating racial and identity profiling. This dimension assesses whether the Field Training Program identifies outcomes related to PC 13519.4 and provides clear instruction, guidance, and mechanisms to ensure trainees can demonstrate those behaviors in the field.

Elements of Dimension #4	Guidelines	Rating	Reason/Support for Rating	Comments/Suggestions
Expert Analysis	<p>Research shows that concepts like “respect” can be translated into concrete behaviors that officers can be trained to demonstrate during police-community interactions (e.g., Voigt et al., 2017; Camp et al., 2024).</p> <p>PC 13519.4 requires training on:</p> <ul style="list-style-type: none"> ▪ “effective, noncombative methods of carrying out law enforcement duties in a diverse racial, identity, and cultural environment” (Subsection (a)) ▪ “foster[ing] mutual respect and cooperation between law enforcement and members of all racial, identity, and cultural groups” (Subsection (b)) <p>These are not abstract ideals but actionable skills. They should be clearly defined as observable behaviors that trainees are explicitly taught and evaluated on in the field.</p>			
Rating Tasks	<p>Are trainees explicitly evaluated on their ability to demonstrate “noncombative methods of carrying out law enforcement duties” in a diverse environment during field training as part of the Daily Observation Report (which includes the Standardized Evaluation Guidelines)?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Rating Tasks	<p>Are trainees explicitly evaluated on their ability to “foster mutual respect and cooperation” between law enforcement and diverse groups during field training as part of the Daily Observation Report (which includes the Standardized Evaluation Guidelines)?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		

Rating Tasks	Are trainees explicitly evaluated on their ability to “not engage in racial or identity profiling” (Subsection (f)) during field training as part of the Daily Observation Report (which includes the Standardized Evaluation Guidelines)?	<input type="checkbox"/> Yes <input type="checkbox"/> Partially <input type="checkbox"/> No <input type="checkbox"/> N/A		
Additional Questions	Are there any officer behaviors related to PC 13519.4 and California’s prohibition of racial and identity profiling you would like to see explicitly evaluated as part of the FTP?			
Additional Questions	More broadly, what feedback do you have about the Daily Observation Report?			
Additional Questions	Are there other evaluation methods (e.g., incorporating community feedback) for assessing trainee behaviors related to PC 13519.4 and California’s prohibition of racial and identity profiling that you would like the Board to recommend be added to the FTP?			
Additional Questions for POST	Do you have questions for POST about the FTP being an outcome-based training, particularly in relation to PC 13519.4?			

GENERAL FEEDBACK: Please use this space to share any additional thoughts, observations, or suggestions you may have that were not already captured in the rubric.

QUESTIONS/COMMENTS/OBSERVATIONS:

QUESTIONS/COMMENTS DIRECTED TO POST:

COMMENTS/RECOMMENDATIONS FOR THE LEGISLATURE:

ⁱ Continuing Professional Training (CPT) is peace officer training that exceeds the minimum entry-level standards and is required on an ongoing basis to maintain, update, expand, or enhance an officer's knowledge and skills. It is part of POST's certification requirements and must be completed regularly throughout an officer's career to ensure continuing competence and professional development ([https://govt.westlaw.com/calregs/Document/I7696EB50D6A711F0B1108F89E56F458F?viewType=FullText&originationContext=documenttoc&transitionType=CategoryPageItem&contextData=\(sc.Default\)&bhcp=1](https://govt.westlaw.com/calregs/Document/I7696EB50D6A711F0B1108F89E56F458F?viewType=FullText&originationContext=documenttoc&transitionType=CategoryPageItem&contextData=(sc.Default)&bhcp=1)).