

State of New Hampshire
Inter-Department Memorandum

From: **Director John V. Scippa**
NH Police Standards and Training Council

Date: July 15, 2020

At: **NH Police Standards
& Training Council
17 Institute Drive
Concord, NH 03301**

To: All Members of the Governor's Commission on Police Accountability, Transparency and Community

Cc: File

Reference: Summary of Review of Police Academy Recruit Evaluations

To All Members of the Commission:

As requested by members of the Commission, herewith, please find the summary results of my review of Recruit Evaluations of the Police Academy that are collected during the last week of each academy session. These evaluations are open question format to allow the recruit to provide their own unique thoughts on their experience. I collected this information after reviewing about 120 evaluations by sampling from the last three sessions, (179th, 180th and 181st). I focused on specific questions asked in the evaluation and did not summarize data from all the questions we ask. I focused my summary review on questions that spoke to topic areas of study and the amount of time devoted to such topic areas, as I understood that the commission was seeking that particular information. The numbers represent the number of students who identified a particular class or thought in their answer.

Those questions that I did not include covered areas like the fitness program, sequence of classes, evaluation of testing process and discipline. It should be noted that most recruits state that there is too little discipline during the session and they wish and/or expected that there would/should be more!

I stand ready to answer any questions or provide more depth to this summary as requested.

Director John V. Scippa

What subject areas were most beneficial to you and why? (Top 5 Answers)

Scenario Training	43
Intox/DWI Laws	30
Simmunitions	20
Firearms Training	16
Domestic Violence Laws	15

Respondents generally stated that these classes would help them stay safe, were most applicable to their understanding of their job and felt that they would be dealing with these types of events the most during their career.

What subject areas in your opinion were necessary but allowed too much time? (Top 5 Answers)

Radar	15
Mental Health Training	11
Deaf and Hard of Hearing	9
Blue Courage	9
Marine Patrol	7

What subjects in your opinion were necessary and were not given enough time? (Top 5 Answers)

Scenario Training	25
Simmunitions	17
M/V Stops (practical)	10
Report Writing	8
Defensive Tactics	6

What subject areas not included in the curriculum would have been beneficial to you? (Top 5 Answers)

TCCC/First Aid/CPR	34
Using a Radio/Dispatch	10
Writing Reports/Complaints/Warrants	8
Night Driving	3
Wet lab for DWI	3
Evidence Collection	3

What teaching techniques did you find to be most helpful in learning the material? (Top 5 Answers)

Scenario/Practical Training	34
Video/Pictures/Demos	19
Open Class discussions	14
Instructor sharing experiences	10
Student's perception of Instructor	7

What is your overall Evaluation of the Police Academy (Top 5 Negative Answers)?

Needed More Scenario Training	29
Too much down time, (both day and night)	12
Should be a Day Academy (no overnights)	10
Move away from para-military style	5
Facility/Furniture/Equipment is rundown	5

What is your overall Evaluation of the Police Academy (Positive Answers)?

Generally across the board, recruits reported that they held the staff and instructors in high regard, that they felt they were prepared to do their job, that their experience at the academy changed them in a positive way and that they saw their completion of the academy as a major personal and/or professional accomplishment in their life.