



National Association of Field Training Officers Indiana Chapter

February 2003

Make sure the front of the Daily Observation Report matches the back.

It's a simple concept, but one that is often overlooked. The key is grading by the standard evaluation guidelines. Often when FTO's are filling out the DOR they will choose a scale value number, then write a narrative on the back of the form which contradicts that number. A good example of this can be found in the Nancy Fadhl case.

One of the FTO's in the Nancy Fadhl case rated her performance as "minimally acceptable" by giving her a scale value of '4' on the front of the DOR. On the back of the DOR while filling out the narrative portion of the evaluation the FTO described Nancy Fadhl's performance in the same category as "Flawless." The court found in this instance that subjective grading was taking place.

Remember to properly apply the standard evaluation guidelines to the DOR and make sure that the narrative of the event matches the scale value assigned to the appropriate category.

-Steven Kellams