



To: Law Enforcement Agency Command Staff

Subject: Why You Should Send Your FTOs to the FTO Clinic happening August 18<sup>th</sup> in Newark, California

Dear Command Staff,

Field Training Officers have one of the most important jobs in any police agency. They shape new officers during the most critical phase of their careers. Yet many agencies struggle with the same problems inside their Field Training Programs. I often hear that FTOs spend far more time evaluating trainees than actually teaching them. Documentation varies widely from one FTO to another. Two different FTOs may observe the same performance and assign completely different scores. When a trainee begins to struggle, the Daily Observation Reports often fail to clearly explain the problem or support meaningful remediation.

These issues create frustration for supervisors and unnecessary risk for the agency. If you have ever looked at your Field Training Program and thought, “We need to get all of our FTOs on the same page and make sure they are teachers who can save struggling recruits,” then you will want to send your FTOs to our upcoming clinic.

As you know, recruiting and hiring a new officer is expensive. By the time a recruit finishes the academy and enters field training, the agency has already invested significant amount of time and money. When a recruit fails the FTO program, that investment is lost and the hiring process starts all over again.

That is why strong Field Training Officers matter so much. The best FTOs are not just evaluators. They are teachers who can identify problems early, coach recruits effectively, and give them the best possible chance to succeed.

That is exactly what the FTO Clinic we will be presenting in Newark, California on August 18, 2026, is designed to address. This one-time training event will focus on the three core responsibilities of every Field Training Officer: teaching, evaluating, and documenting. My team will be teaching your FTOs practical techniques they can immediately apply in the field.

Topics include:

- Balancing teaching and evaluation in the Field Training Program
- Coaching techniques that accelerate trainee development
- Applying the Standardized Evaluation Guidelines consistently
- Avoiding common evaluation errors in FTO scoring
- Writing clear and defensible Daily Observation Reports
- Using documentation to guide remediation and training decisions
- Ensuring documentation supports personnel decisions if reviewed by supervisors, HR, or a court

Our instructional cadre is made up of experienced FTOs and FTO supervisors who train agencies across the country. They will be sharing their best ideas with the students.

The cost for this clinic is \$299, and the return on investment will be FTOs who are effective teachers and know how to document trainee performance in a way that will survive scrutiny.

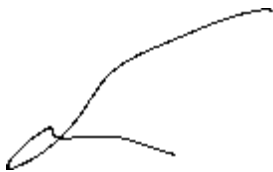
If you would like to send members of your team, you can find the course details and registration information here:

<https://savagetraininggroup.com/seminars/field-training-officer-clinic/>

I hope you will consider sending your FTOs because for now, this is only going to be a one-time event.

Please let me know if I can provide you or your team any additional information.

Respectfully,

A handwritten signature in black ink, appearing to read 'Scott Savage', with a long, sweeping horizontal stroke extending to the right.

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