

FTO

FIELD TRAINING OFFICER COURSE

for Law Enforcement & Public Safety Officers

NOVEMBER 3-5, 2026

ALBUQUERQUE, NM



Sponsored by
Pueblo of Sandia Police Department

Our training follows Nationally Recognized Standards for Training FTOs including the San Jose Model

This comprehensive 3-day course focuses on being a Forward-Thinking and Progressive FTO, Role Model, Mentor, and Evaluator for Properly Training, Rating, and Documenting Performance and Behaviors of New-Hire and Lateral Officers. Participants engage in discussion, Q&A, and practical application throughout the class.

INSTRUCTIONAL AREAS

INTRODUCTION TO FTO PROGRAMS

Program Dynamics, FTO Attributes, Trainee Relationship, Filling the Training GAP, and Phase Training Concepts.

EVALUATION & DOR PROCESS

Five Step Evaluation Process, FTO Intervention Strategies, Anatomy of a DOR, Scale Value Ratings, SEGs, Narrative Documentation Methods, and Concepts for Good Coaching, Counseling, and Feedback with Trainees.

PRINCIPLES OF ADULT LEARNING

Adult Learning Concepts for FTOs, Contributions for Learning, Accumulation of Knowledge, Repetition Theory, Sensory Learning and Training, and Effective FTO/Trainee Communication.

PROGRESSIVE TRAINING TACTICS & STRATEGIES FOR FTO'S

Differences between New-Hire and Lateral Officers, Seven Steps of Training, distinguishing between Corrective Training and Remedial Training, Strategies, Tools, and Training Considerations for FTOs.

LEADERSHIP & MOTIVATION

Concepts and Principles for FTO Leadership and Trainee Motivation.

LEGAL LIABILITY & ETHICAL IMPLICATIONS

Training and Civil Liabilities, Title VII Implications, Seven Areas of Negligent Liability, and Supportive Case Laws related to FTO Programs.

COURSE INFORMATION

WHO SHOULD ATTEND:

Law Enforcement, Public Safety, and Detention Officers who are or will be assigned to their Department's FTO Program for training new-hire and lateral officers.

PRACTICAL APPLICATION:

Students will be tasked with completing DOR practical exercises, a daily training plan, and discussion of their results after each assignment.

Students must bring a laptop with a current version of Adobe DC Reader for using DOR exercise forms.



\$405 early registration
\$445 after October 26th, 2026



Pueblo of Sandia Police Department

10600 Apache Plume Drive, Albuquerque, NM 87113
 Just West of I-25 off Tramway Blvd./Roy Ave. Exit



8:15am - 5:00pm Daily



Training Location, Laptop Equipment, and Area Hotels will be included with registration confirmations.



To Register go to technicontraining.com registration tab or contact us for additional information, thank you.



NMLEA Accredited Training Course

Other State's POST may also accept this course as advanced training hours.