

Goals and Method of Evaluation for MCPD Citizen Academy

Response from Sgt. John Mullaney, Police Instructor, on 12/24/20:

The goals of the CA are to:

1. Foster a better understanding about law enforcement and how the MCP officers work with the community to prevent, detect and deter crime.
2. Provide an inside look into the hiring, training, operations, investigations and policies of the department.
3. Educate and develop positive relations between the department and the residents of the county.

I utilize a Kirkpatrick model of summative evaluation looking at Reaction, Learning, Behavior, and Results. For the reaction portion, the overwhelming majority of the emails I get after the course concludes are positive and the graduates would and do recommend the course to family and friends. For the learning portion I focus on the answering of each and every question both during and after the block of instruction as the students are future jurors as well as better educated policing ambassadors for the department. For the behavior portion, you can see the attitude shift in folks as they get their questions answered or after they shoot the unarmed person who merely startled them in the box drill. Many of the graduates also go on to become volunteers for the department, join the alumni association and come back to volunteer as role players for me during future CA classes. For the results portion, we invest minimal dollars in the program as most instructors schedule adjust their work hours to come teach for me. My instructors continue to come and present class after class as they see it as a worthwhile messaging venture for themselves and the department to be involved in. We also have far less negative interactions with the citizens we serve than many of our surrounding jurisdictional partners.