



Ontario
Provincial
Police

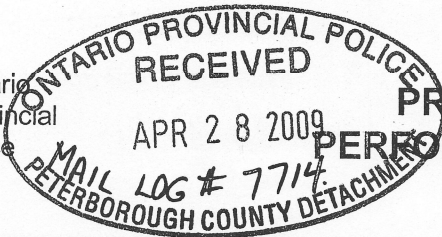


EXHIBIT 15

File: 291

PROBATIONARY CONSTABLE PERFORMANCE EVALUATION REPORT (PCS-066P)

Probationary Constable Category (select one):	<input checked="" type="checkbox"/> 4 th Class Constable, Probationary Status	Report Month: 2
	<input type="checkbox"/> Experienced Officer	Report Month: select month
	<input type="checkbox"/> Amalgamated Officer	Report Month: select month

Surname: Jack	Given Name: Micheal
Badge: 12690	WIN:
Detachment/Section: Peterborough County	Region/Bureau: Central East
Evaluator: Filman	Badge: 11212
Evaluation Period: (DD/MM/YY) Start: 09 Jan 09 End: 09 Mar 09	
Probationary Period Start Date* (DD/MM/YY) 09 Jan 09	
**4 th Class Constables begin their probation period on the date of their graduation from the Provincial Police Academy	
** Experienced Officers and Amalgamated Officers begin their probationary period on their start date with the OPP	

Coach Officers and Accountable Supervisors have responsibilities associated with the day-to-day coaching, development and supervision of the Probationary Constable utilizing the Recruit Field Training Manual.

All completed PCS 066P documents are to be sent to the Career Development Bureau after Regional Command comments and signatures are obtained.

Ontario Public Service (OPS) policy requires every OPS employee to have an annual Performance Development Plan (PDP) and Learning and Development Plan. The Probationary Constable Evaluation form, in conjunction with the Constable position description constitutes the PDP for OPP Constables while on probation. This form specifies the criteria by which the performance of Probationary Constables is evaluated and establishes the basis for recommending (or not) a change from probationary to permanent status.

The Recruit Field Training Manual is the generic Performance Evaluation Plan for Probationary Constables. It is supplemented with an individualized Work Improvement Plan when necessary to help a Probationary Constable satisfactorily meet all expectations set out in this form. The Coach Officer and Supervisors roles are essential to the Probationary Constable's success in obtaining permanent status.

PERFORMANCE ASSESSMENT

The Performance Assessment Criteria have been developed to provide a standardized rating for levels of performance.
Probationary Constables must achieve "Meets Requirements" in all categories in order to be recommended for permanent status.

Meets Requirements	Performance consistently meets requirements.
Does Not Meet Requirements	Performance fails to meet requirements. (Mandatory that Work Improvement Plan be completed)
No Basis for Rating	Not demonstrated or observed. (Mandatory comment required)

JOB KNOWLEDGE & SKILLS	RATING
<p>ATTITUDE TOWARDS LEARNING</p> <p>Able to re-evaluate personal opinions, judgments and assumptions based on new information and experiences; able to learn from mistakes and accept disappointments as well as successes.</p> <p>Specific example: PC JACK shows a very positive attitude towards learning. He was interested in reviewing the Niche manual and when one was not available he searched one out and in fact his efforts had the OPP intranet website updated with the manual.</p>	Meets Requirements
<p>PROVINCIAL STATUTES</p> <p>Able to identify, articulate and process applicable elements in Provincial Statutes.</p> <p>Specific example: PC JACK has issued several Provincial offences notices for a variety of different offences. PC JACK has demonstrated no issues in identifying and processing the offences.</p> <p>PC JACK issued 24 speeding tickets 1 seatbelt ticket 1 headlight ticket 1 fail to display plate ticket</p>	Meets Requirements
<p>FEDERAL STATUTES</p> <p>Able to identify, articulate and process applicable elements in Federal Statutes.</p> <p>Specific example: PC JACK responded to a harassment complaint SP09042962. PC JACK performed a thorough investigation and ultimately found that no grounds existed for a charge. PC JACK provided the complainants with advice that served to ease their concerns.</p>	Meets Requirements

<p>POLICE ORDERS/PROCEDURES/TECHNICAL SKILLS</p> <p>Able to identify, locate, articulate and demonstrate applicable elements of Police Orders pertaining to policy, procedure, and guidelines. Able to utilize CPIC, E-mail, RMS Systems.</p> <p>Specific example: PC JACK has on his own time reviewed police orders and the Niche manual. He has made himself well versed in the use of these systems</p>	<p>Meets Requirements</p>
<p>POLICE VEHICLE OPERATION</p> <p>Drives a motor vehicle in compliance with traffic laws in a safe and proficient manner. Employs appropriate pursuit and emergency driving strategies in compliance with policy. Able to multitask effectively.</p> <p>Specific example: PC JACK has demonstrated that he can operate the police vehicle in a safe manner, although he has not yet been tested in pursuit driving. He did receive a negative 233-10 for a minor collision in which he drove a cruiser into the ditch.</p>	<p>Does Not Meet Requirements</p>
<p>TRAFFIC ENFORCEMENT</p> <p>Able to maintain a consistent level of proactive visible deterrence patrol in conjunction with enforcement and motorist contacts. Generates a level of productivity and enforcement quantity consistent with a conscientious effort balanced against the requirements of other duties. Takes ownership of Road Safety, participates in initiatives, ensures data integrity, seeks and identifies solutions to problems, and shares relevant information/ideas.</p> <p>Specific example: PC JACK has been active in RIDE initiatives and as well whenever time permits is active in RADAR and observation of other traffic infractions. PC JACK has investigated 3 MVC's and has identified and laid appropriate charges in these investigations.</p> <p>PC JACK issued 24 speeding tickets 1 seatbelt ticket 1 headlight ticket 1 fail to display plate ticket and participated in three RIDE checks</p>	<p>Meets Requirements</p>

COMMUNICATION SKILLS	RATING
<p>ORAL</p> <p>Questions and interviews others appropriately to gain information. Communicates ideas and concepts clearly, effectively and in a professional manner.</p> <p>Specific example: PC JACK has performed several audio video interviews including SP09034153 which was a</p>	<p>Meets Requirements</p>

landlord tenant dispute. PC JACK received two video interviews and laid an appropriate utter threats charge based on the information he received.	
<p>WRITTEN</p> <p>Expresses self clearly and concisely in writing. Documents information accurately in a timely manner and includes all necessary information that is required for reports utilizing electronic forms such as RMS.</p> <p>Specific example: PC JACK has responded to 37 calls for service, 22 of which have been reportable. His reports have had to have some fine tuning but for the most part contain the relevant information required. The reports have also been done in a timely manner.</p>	Meets Requirements
<p>LISTENING SKILLS</p> <p>Expresses active listening skills; accurately understands and attends to the facts and feelings of the sender. Able to clarify and re-frame the message with the sender in a professional manner.</p> <p>Specific example: PC JACK has demonstrated that he has effective listening skills. As indicated above he has performed several video interviews gathering appropriate information and using that to complete accurate reports.</p>	Meets Requirements
<p>NON-VERBAL</p> <p>Uses appropriate body language, gestures, and demeanor; is aware of their effect on others.</p> <p>Specific example: PC JACK uses appropriate body language, gestures and has a positive demeanor when dealing with the public.</p>	Meets Requirements
<p>RADIO COMMUNICATIONS</p> <p>Uses appropriate and respectful language when utilizing the communications system, communicates effectively, uses 10 codes.</p> <p>Specific example: PC JACK is becoming better at using 10 codes and the phonetic alphabet but requires some assistance at times. PC JACK does need to do some work on clearing events effectively.</p>	Does Not Meet Requirements

COMMUNITY FOCUS	RATING
<p>COMMUNITY FOCUS</p> <p>Demonstrates a desire to help and serve others; works to discover and meet community needs; demonstrates a customer service orientation towards the public; develops culturally appropriate contacts that can provide support to victims of crime.</p> <p>Specific example: PC JACK has been attending at community events like the BEL Rotary polar plunge and as well PC JACK has attended at 2 community policing meetings.</p>	Meets Requirements

<p>VALUING DIVERSITY</p> <p>Works effectively with a wide cross-section of the community representing diverse backgrounds, cultures and socio-economic circumstances.</p> <p>Specific example: PC JACK has never displayed any bias during his time at Peterborough Detachemnt</p>	<p>Meets Requirements</p>
---	---------------------------

PROBLEM SOLVING SKILLS	RATING
------------------------	--------

<p>DECISIVE INSIGHT</p> <p>Uses knowledge and training to effectively problem solve situations and make the best decision at the most appropriate time.</p> <p>Specific example: PC JACK reported to a phone calls complaint SP09049751 in which business owners received a nuisance phone call. PC JACK followed up by locating the originator of the calls and issuing a warning at the complainants request.</p>	<p>Meets Requirements</p>
--	---------------------------

<p>ANALYTICAL THINKING</p> <p>Demonstrates logical cause and effect thinking; systematically identifies basic patterns or connections between situations, persons or events; identifies key elements in complex situations.</p> <p>Specific example:</p>	<p>No Basis For Rating</p>
---	----------------------------

<p>RESOLUTION</p> <p>Selects the most effective problem-solving strategy and (when appropriate) implements this strategy involving the community.</p> <p>Specific example: PC JACK responded to a neighbor dispute SP09036655 the neighbors involved have an ongoing dispute and in this instance one nieghbor caused contractors to stop working on the others property. PC JACK completed an extensive investigation and although there were no grounds for charges, PC JACK provided valuable advice in order to avoid a similar situation in the future.</p>	<p>Meets Requirements</p>
---	---------------------------

<p>FOLLOW-UP ORIENTATION</p> <p>Conducts appropriate follow-up as required to complete a thorough investigation.</p> <p>Specific example: PC JACK has had several calls that required follow up interviews SP09036655. These have been completed in a timely fashion without reminder.</p>	<p>Meets Requirements</p>
---	---------------------------

LEADERSHIP ATTRIBUTES	RATING
-----------------------	--------

<p>INITIATIVE</p>	
--------------------------	--

<p>Tries to make a positive difference, improve outcomes and effectively manage problems.</p> <p>Specific example: PC JACK has made efforts to participate in RIDE initiatives and target high complaint areas during patrol.</p>	<p>Meets Requirements</p>
<p>PERSONAL ACCOUNTABILITY</p> <p>Takes responsibility for one's own actions and consequences and willingly deals with any identified performance deficiencies.</p> <p>Specific example: When advised of a deficiency PC JACK is receptive and strives to remedy the issue</p>	<p>Meets Requirements</p>
<p>PLANNING & ORGANIZING</p> <p>Sets priorities, co-ordinates and schedules each task in a logical manner while exercising time management skills.</p> <p>Specific example: PC JACK is a very organized person. He usually comes to work with a pre-written task list.</p>	<p>Meets Requirements</p>
<p>FLEXIBILITY</p> <p>Adapts to a variety of changing situations, individuals and groups.</p> <p>Specific example: PC JACK does need to understand that more than one call requiring follow-up will be on his task list. Other officers have raised concerns that PC JACK has not answered the door or phone when he is doing something else that could wait.</p>	<p>Does Not Meet Requirements</p>

INTERPERSONAL ATTRIBUTES	RATING
<p>INTEGRITY</p> <p>Demonstrates courage of convictions and ethical standards as set out in The Promise of the OPP. Protects the rights of all persons (inclusive of victims, accused persons and marginalized persons) consistent with the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code.</p> <p>Specific example:</p>	<p>Meets Requirements</p>
<p>RESPECTFUL RELATIONS</p> <p>Exercises the skill and willingness to react sensitively; to be empathic, compassionate and sincere. Recognizes the positive contributions of others; demonstrates trust in others by acknowledging their strengths, skills and expertise.</p> <p>Specific example: PC JACK has shown that he values the experience of other officers and recognizes</p>	<p>Meets Requirements</p>

<p>when they are giving him positive assistance.</p>	
<p>SELF-CONFIDENCE</p> <p>Believes in one's abilities, understands one's own strengths and limitations; able to receive constructive criticism while maintaining professionalism.</p> <p>Specific example:</p>	<p>Meets Requirements</p>
<p>TEAM WORK</p> <p>Works effectively with others towards a common purpose while putting the group's goals ahead of personal achievement.</p> <p>Specific example: PC JACK has always asked other officers, who are working on calls for service well into overtime, what assistance he can provide. He often stays with them not leaving until the last of his shift has gone home</p>	<p>Meets Requirements</p>

PERSONAL IMPACT	RATING
<p>SELF-AWARENESS</p> <p>Recognizes and manages personal biases, assumptions and stereotypes that can influence actions, communication, relationships, judgments and decisions.</p> <p>Specific example:</p>	<p>Meets Requirements</p>
<p>DEPORTMENT</p> <p>Controls emotions, especially when provoked or when facing opposition or hostility. Takes constructive action, deals with situations while maintaining professionalism.</p> <p>Specific example: PC JACK remains professional. To date I am unaware of anytime that PC JACK has been faced with a confrontational person.</p>	<p>Meets Requirements</p>
<p>APPEARANCE</p> <p>Projects a positive and professional image; maintains uniform and equipment.</p> <p>Specific example: PC JACK is always early for his scheduled shift. PC JACK continues to attend work with his uniform neat and clean, all uniform is properly maintained</p>	<p>Meets Requirements</p>

COMMENTS AND SIGNATURES

Evaluation Meeting

- I have met and discussed my performance with my coach officer or my accountable supervisor.
- I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms.
- I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.

Employee's Comments: I ONLY DISAGREE ON THE FLEXIBILITY ASPECT OF MY EVALUATION. SHOULD HAD I BEEN INFORMED TO BE PROACTIVE AT ANSWERING THE PHONES FIRST, I WOULD HAVE KNOWN BETTER AND WOULD HAVE DONE SO.

Employee's Signature:

Date:

26-APR-09

Coach Officer Comments:

A few issues need to be worked on i.e. flexibility and P.V.O. but ultimately PC JACK is progressing positively.

Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category):

Date: 18 Mar 09

Accountable Supervisor's Comments (Mandatory):

PC JACK is progressing positively through his first months at the office. His Coach Officer has identified some deficiencies, which in my opinion, will be easily overcome in the following months. Keep up the good work.

Accountable Supervisor:

FLINDALL, R

Accountable Supervisor's Signature:

Date: 15 Apr 09

Detachment Commander

Comments (Mandatory): Issues reflected by the member's coach & supervisor are relatively minor. I am sure the member will fulfill the outlined short comings in his upcoming evaluation.

Detachment Commander:

Campbell MRS.

Detachment Commander's Signature:

Date:

27 Apr 09

Instructions:

At the conclusion of each evaluation period:

- Forward the completed and signed ORIGINAL document to Region/Bureau for signatures and tracking purposes.

Regional Commander (or designate)		
Comments (Mandatory)		
Regional Commander (or designate):	Regional Commander's (or designate) Signature:	Date:
Instructions: At the conclusion of the evaluation period. <ul style="list-style-type: none">• Return a signed COPY of completed document to the member.• Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.		

Personal information on this form is collected under the authority of Sec. 17(2) of the Police Services Act, R.S.O. 1990, and will be used for the purpose of evaluating your job performance with the Ontario Provincial Police.