

Syntactical and grammatical analysis of my Probationary Performance  
Evaluation Reports completed by my first coach officer Constable Shaun Filman

The following analysis is an acute examination of my first 5 evaluations in order to exemplify the lack of education in the areas of communication and writing and the overall lack of the thoroughness of my coach officer and my supervisors in coaching, supervising and building me up.

**PCS-066P (Month 1 & 2)** (Exhibit 15) - *The evaluation was overdue by a month and a half.*

**Given Name** (page 2): It should be "Michael" instead of the misspelled "Micheal".

**ATTITUDE TOWARDS LEARNING** (page 3):

**PROVINCIAL STATUTES** (page 3): It should be "Provincial Offence Notices" instead of the "Provincial offences notices". Further, the actual offences are poorly identified and poorly documented.

**FEDERAL STATUES** (page 3):

**POLICE ORDERS/PROCEDURES/TECHNICAL SKILLS** (pages 4):

**POLICE VEHICLE OPERATION** (page 4):

**TRAFFIC ENFORCEMENT** (page 4):

**ORAL** (page 4 & 5):

**WRITTEN** (pages 5):

**LISTENING SKILLS** (page 5):

**NON-VERBAL** (page 5):

**RADIO COMMUNICATIONS** (page 5): It should be "alphabet" instead of the misspelled "alphbet".

**COMMUNITY FOCUS** (page 5):

**VALUING DIVERSITY** (page 6): It should be "Detachment" instead of the misspelled "Detachemnt".

**DECISIVE INSIGHT** (page 6): It should be "... at the complainant's request" instead of the misspelled "... at the complainants request". Also, the business owners kept receiving numerous nuisance phone calls. It was not just one phone call. Had it been one phone call, it would not have been a nuisance.

**ANALYTICAL THINKING** (page 6):

**RESOLUTION** (page 6): "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."

- 1) This could be interpreted two ways either of which contain grammatical errors: It could mean that ... PC Jack responded to a neighbor dispute SP09036655 where the neighbors have had an ongoing dispute and in this instance one neighbor caused the contractors to stop working

on the other's property. It could also mean that there is supposed to be a new sentence after the SP number.

- 2) Second, it should be "one neighbor" instead of the misspelled "one nieghbor".
- 3) Third, it should be "other's property" instead of the misspelled "others property".
- 4) Fourth, the Present Perfect Tense should be used as the dispute has begun in the past and is still ongoing. Hence "The neighbors involved have had an ongoing dispute..."

**FOLLOW-UP ORIENTATION** (page 6):

**INITIATIVE** (page 6 & 7):

**PERSONAL ACCOUNTABILITY** (page 7):

**PLANNING & ORGANIZING** (page 7):

**FLEXIBILITY** (page 7):

**INTEGRITY** (page 7):

**RESPECTFUL RELATIONS** (page 7 & 8):

**SELF-CONFIDENCE** (page 7 & 8):

**TEAM WORK** (page 8): It should be: "PC JACK always asks his shift officers, who have been working on calls for service well into overtime, what assistance he could provide. He always stays with them, not leaving until the last of his shift officers has gone home." instead of the "PC JACK has always asked other officers who are working on calls for service, well into overtime, what assistance he can provide and often stays with them not leaving until the last of his shift has gone home"

**SELF-AWARENESS** (page 8):

**DEPARTMENT** (page 8):

**APPEARANCE** (page 8):

**PCS-066P (Month 3) (Exhibit 17) - The evaluation was presented along with the PCS-066P (Month 1 & 2) (Exhibit 15)**

In this evaluation there are many copy/paste paragraphs from the previous evaluation.

**Given Name** (page 2): It should be "Michael" instead of the misspelled "Micheal". Note the copy/paste from the previous evaluation.

**ATTITUDE TOWARDS LEARNING** (page 3):

**PROVINCIAL STATUTES** (page 3): It should be "Provincial Offence Notices" instead of the "Provincial offences notices". Note the copy/paste from the previous evaluation.

This time the offences are properly identified and documented, since I took charge of identifying and documenting the offences I issued and emailed them to PC Filman, which he copied and pasted.

**FEDERAL STATUES** (page 3): It should be "... he could identify the offences which best fit the circumstances," or "... he could identify the offences and decide which one best fit the circumstances," instead of the improper "... he could identify the offences and which one best fit the circumstances".

**POLICE ORDERS/PROCEDURES/TECHNICAL SKILLS** (pages 3 & 4): There is an unnecessary repetition of a word with the same meaning: "... his own personal time ..."

**POLICE VEHICLE OPERATION** (page 4):

**TRAFFIC ENFORCEMENT** (page 4): It should be "Provincial Offence Notices" instead of the "Provincial Offences notices". Note the copy/paste from the previous evaluation.

**ORAL** (page 4): A missing colon before and missing commas between the listing of the occurrences.

**WRITTEN** (pages 4 & 5): Incorrect use of the Present Perfect Tense. Proper English language grammar suggests using Past Simple Tense due to the fact that the time period of the evaluation is known and is over. Hence, it should be "... responded ... were ..." instead of the "... has responded ... have been ...".

**LISTENING SKILLS** (page 5): Note the copy/paste from the previous evaluation.

**NON-VERBAL** (page 5):

**RADIO COMMUNICATIONS** (page 5): It should be "alphabet" instead of the misspelled "alphbet". Note the copy/paste from the previous evaluation.

**COMMUNITY FOCUS** (page 5):

**VALUING DIVERSITY** (page 5): It should be "Detachment" instead of the misspelled "Detachemnt". Note the copy/paste from the previous evaluation.

**DECISIVE INSIGHT** (page 6): It should be "... at the complainant's request" instead of the misspelled "... at the complainants request". Also, it should read ... "in which business owners kept receiving numerous nuisance phone calls." It was not just one phone call. Had it been one phone call, it would not have been a nuisance. Note the copy/paste from the previous evaluation.

**ANALYTICAL THINKING** (page 6):

**RESOLUTION** (page 6):

**FOLLOW-UP ORIENTATION** (page 6):

**INITIATIVE** (page 6):

**PERSONAL ACCOUNTABILITY** (page 7): Note the copy/paste from the previous evaluation.

**PLANNING & ORGANIZING** (page 7): Note the copy/paste from the previous evaluation.

**FLEXIBILITY** (page 7): It should be "... he did not complete the previous task." Instead of the "... he wasn't fully completed the previous task."

**INTEGRITY** (page 7):

**RESPECTFUL RELATIONS** (page 7): Note the copy/paste from the previous evaluation.

**SELF-CONFIDENCE** (page 7 & 8):

**TEAM WORK** (page 8): It should be: "PC JACK has been asking other officers who have been working on calls for service, well into overtime, what assistance he could provide them with and has always stayed with them, not leaving until the last of his shift officers have gone home." instead of the "PC JACK has always asked other officers who are working on calls for service, well into overtime, what assistance he can provide and often stays with them not leaving until the last of his shift has gone home" Note the copy/paste from the previous evaluation.

**SELF-AWARENESS** (page 8):

**DEPARTMENT** (page 8): Note the copy/paste from the previous evaluation.

**APPEARANCE** (page 8): Note the copy/paste from the previous evaluation.

**PCS-066P (Month 4) (Exhibit 18)**

In this evaluation there are many copy/paste paragraphs from the previous evaluations.

**Given Name** (page 2): It should be "Michael" instead of the misspelled "Micheal". Note the copy/paste from the previous evaluations.

**ATTITUDE TOWARDS LEARNING** (page 3):

**PROVINCIAL STATUTES** (page 3): It should be "Provincial Offence Notices" instead of the "Provincial offences notices". Note the copy/paste from the previous evaluations.

**FEDERAL STATUES** (page 3):

**POLICE ORDERS/PROCEDURES/TECHNICAL SKILLS** (pages 4): There is an unnecessary repetition of a word with the same meaning: "... his own personal time ...". Note the copy/paste from the previous evaluation.

**POLICE VEHICLE OPERATION** (page 4):

**TRAFFIC ENFORCEMENT** (page 4): It should be "Provincial Offence Notices" instead of the "Provincial offences notices". Note the copy/paste from the previous evaluations.

**ORAL** (page 4 & 5):

**WRITTEN** (pages 4 & 5):

**LISTENING SKILLS** (page 5): Note the copy/paste from the previous evaluations.

**NON-VERBAL** (page 5):

**RADIO COMMUNICATIONS** (page 5): "PC JACK is aware that he has a thick accent and makes an effort to speak clearly and concisely". I had not been conscious about the thickness of my accent until I started working at the OPP where I was periodically reminded about it.

**COMMUNITY FOCUS** (page 5 & 6): It should be the "... complainants' requests..." and the "... accused's former spouse ..." instead of the "... complainants requests..." and the "... accused former spouse ...". It is paramount to mention that the accused's name is Dave Edwardes Evans and he turned out to be one of the undesirables with whom I was maliciously alleged to associate 4 months later. The allegation was fabricated out of thin air to oppress and discredit me and was later dismissed on the basis of insufficient evidence.

**VALUING DIVERSITY** (page 5): Note the copy/paste from the previous evaluation.

**DECISIVE INSIGHT** (page 6):

**ANALYTICAL THINKING** (page 6):

**RESOLUTION** (page 6):

**FOLLOW UP ORIENTATION** (page 6):

**INITIATIVE** (page 6):

**PERSONAL ACCOUNTABILITY** (page 7): Note the copy/paste from the previous evaluations.

**PLANNING & ORGANIZING** (page 7): Note the copy/paste from the previous evaluations.

**FLEXIBILITY** (page 7): It should be "... he did not complete the previous task." Instead of the "... he wasn't fully completed the previous task." Note the copy/paste from the previous evaluation.

**INTEGRITY** (page 7):

**RESPECTFUL RELATIONS** (page 8): Note the copy/paste from the previous evaluations.

**SELF-CONFIDENCE** (page 8):

**TEAM WORK** (page 8):

**SELF-AWARENESS** (page 8): Note the copy/paste from the previous evaluation.

**DEPARTMENT** (page 8): Note the copy/paste from the previous evaluations.

**APPEARANCE** (page 8): Note the copy/paste from the previous evaluations.

**PCS-066P (Month 5) (Exhibit 21) - *The evaluation was overdue by two months.***

In this evaluation there are many copy/paste paragraphs from the previous evaluations.

**ATTITUDE TOWARDS LEARNING** (page 3):

**PROVINCIAL STATUES** (page 3): It should be "Provincial Offence Notices" instead of the "Provincial offences notices".

**FEDERAL STATUTES** (page 3): It should be "PC JACK did error in the amount of time he took to read the accused's Rights to Counsel..." instead of the "PC JACK did error in the time he read the accused's Rights to Counsel..."

**POLICE ORDERS/PROCEDURES/TECHNICAL SKILLS** (pages 3 & 4): It should be "... manuals ..." instead of the "... manuuls ..." and "... his own time ..." instead of the "... his own personal time ..." where there is an unnecessary repetition of a word with the same meaning. Note the copy/paste from the previous evaluation.

**POLICE VEHICLE OPERATION** (page 4): Note the copy/paste from the previous evaluation.

**TRAFFIC ENFORCEMENT** (page 4): It should be "Provincial Offence Notices" instead of the "Provincial Offences notices". Note the copy/paste from the previous evaluations.

**ORAL** (page 4): Note the copy/paste from the previous evaluation. Just the SP number is different.

**WRITTEN** (pages 5):

**LISTENING SKILLS** (page 5):

**NON-VERBAL** (page 5):

**RADIO COMMUNICATIONS** (page 5): "PC JACK is aware that he has a thick accent and makes an effort to speak clearly and concisely". Note the copy/paste from the previous evaluations.

**COMMUNITY FOCUS** (page 5):

**VALUING DIVERSITY** (page 5):

**DECISIVE INSIGHT** (page 6):

**ANALYTICAL THINKING** (page 6):

**RESOLUTION** (page 6):

**FOLLOW-UP ORIENTATION** (page 6): Note the copy/paste from the previous evaluation.

**INITIATIVE** (page 6):

**PERSONAL ACCOUNTABILITY** (page 7):

**PLANNING & ORGANIZING** (page 7): Note the copy/paste from the previous evaluations.

**FLEXIBILITY** (page 7):

**INTEGRITY** (page 7):

**RESPECTFUL RELATIONS** (page 7 & 8): Note the copy/paste from the previous evaluations.

**SELF-CONFIDENCE** (page 7 & 8):

**TEAM WORK** (page 8): It should be "PC JACK is a relatively quiet and reserved officer. He is encouraged to build his team working skills with his peers" instead of the "PC JACK is a relatively quiet and reserved officer. He is encourage to build his teamworking skills with his peers".

Why am I quite now? What transpired to make me quite now? What team working skills are meant to be built if I was told by officers in authority over me to keep quiet? How could I not be quite if I was reminded about the thickness of my accent by various officers numerous times and advised not to speak unless spoken to?

**SELF-AWARENESS** (page 8): Note the copy/paste from the previous evaluations.

**DEPORTMENT** (page 8): Note the copy/paste from the previous evaluations.

**APPEARANCE** (page 8): Note the copy/paste from the previous evaluations.