

Blue Shield Tactical

FTO with Integrated Leadership

\$725

40 hours



This FTO with Integrated Leadership Course is a 5-day, 40-hour program that equips Field Training Officers to train, mentor, and evaluate new officers while modeling strong leadership behaviors. This course blends proven coaching strategies, adult learning principles, and TCOLE-compliant evaluation methods with leadership and communication techniques that build trust, shape decision-making, and strengthen trainee performance. FTOs leave with the ability to develop confident, competent officers and foster a positive, performance-driven training culture. Training, Mentorship, and Leadership Development for Field Training Officers.

This 5-day, 40-hour program is designed to prepare Field Training Officers to effectively train, evaluate, and mentor probationary officers using proven adult-learning principles and leadership-focused methods. This course not only covers the traditional 24-hour Basic FTO Course (TCOLE #3702) requirements but adds an additional 16 hours of integrated leadership development, ensuring FTOs are equipped to shape performance, professionalism, and decision-making from day one.

Participants learn how to teach, coach, and evaluate using structured, TCOLE-compliant methods while modeling the communication, emotional regulation, and ethical leadership behaviors expected of modern law enforcement professionals. Through lectures, group discussions, practicum evaluations, and scenario-based exercises, FTOs gain the skills to build trainee confidence, deliver supportive and constructive feedback, recognize performance deficits early, and foster a positive training culture grounded in clarity, accountability, and growth.

Key Learning Outcomes

Participants will learn how to:

- Understand the responsibilities of an FTO as both trainer and leader
- Apply adult learning principles and coaching strategies to enhance trainee performance
- Use TCOLE-compliant evaluation and documentation methods
- Deliver clear, constructive, and supportive feedback
- Build trainee confidence, communication skill, and decision-making ability
- Model leadership behaviors that influence long-term professionalism and performance
- Identify early signs of trainee stress, burnout, or performance decline
- Create a positive, ethical, and accountability-driven training environment

Course Format

- 5 Days In-Class - 40 Total Training Hours
- TCOLE #3702 Basic FTO Certification + Certificate
- Scenario-based exercises & evaluation practicums
- Classroom instruction, group discussions, video analysis, and guided coaching practice

Course Requirements

Participants must:

- Attend all five training days
- Participate in group discussions, evaluations, and scenario exercises
- Complete all practicums demonstrating training and leadership competency

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