

G.O. 23.1.1 -- ATTACHMENT A

CAREER DEVELOPMENT PLAN

Career Development Plan
Springfield Police Department

Employee's Name: _____ Date _____

Date of Hire: _____ Current Assignment: _____

Near-Term (1-2 years) Plan:

In the next one to two years, I hope to be assigned to the following area (choose one):

- Patrol Investigations Traffic SRO Sergeant

In the next one to two years, I hope to be assigned to one of the following special assignments should an opening arise:

- Firearms Instructor Major Accident Investigations SWAT K-9
 Hostage Negotiator Field Training Officer EVOG Instructor
 DRE Instructor Taser Instructor Radar Instructor
 Impact Munitions Bicycle Officer Defensive Tactics Instructor

In the next one to two years, I hope to attend training related to the following areas of interest (prioritize your top two choices only):

Criminal Investigations

Crime Scene Investigations _____ Homicide Investigations _____
Sexual Assault Investigations _____ Child Abuse Investigations _____
Photography _____
Computer Crime _____ Drug Investigations _____
Interviewing & Interrogation _____

Patrol Functions

Street Survival _____ Tactical Training _____ Bicycle Officer Training _____
DUII Training _____ Street Gang/Motorcycle Gang Training _____

Supervisory Training

First Level Supervision _____ Leadership Training _____

Other (Specify) _____

Medium-Term (3-5 years) Plan:

In the next three to five years, I hope to be assigned to the following area (choose one):

- Patrol Investigations Traffic INET SRO Sergeant

In the next three to five two years, I hope to be assigned to one of the following special assignments should an opening arise:

- | | | | |
|--|--|---|------------------------------|
| <input type="checkbox"/> Firearms Instructor | <input type="checkbox"/> Major Accident Investigations | <input type="checkbox"/> SWAT | <input type="checkbox"/> K-9 |
| <input type="checkbox"/> Hostage Negotiator | <input type="checkbox"/> Field Training Officer | <input type="checkbox"/> EVOG Instructor | |
| <input type="checkbox"/> DRE Instructor | <input type="checkbox"/> Taser Instructor | <input type="checkbox"/> Radar Instructor | |
| <input type="checkbox"/> Impact Munitions | <input type="checkbox"/> Bicycle Officer | <input type="checkbox"/> Defensive Tactics Instructor | |

In the next three to five years, I hope to attend schools related to the following areas of interest (prioritize your top two choices only):

Criminal Investigations

- | | |
|-------------------------------------|----------------------------------|
| Crime Scene Investigations _____ | Homicide Investigations _____ |
| Sexual Assault Investigations _____ | Child Abuse Investigations _____ |
| Photography _____ | |
| Computer Crime _____ | Drug Investigations _____ |
| Interviewing & Interrogation _____ | |

Patrol Functions

- | | | |
|-----------------------|--|--------------------------------|
| Street Survival _____ | Tactical Training _____ | Bicycle Officer Training _____ |
| DUII Training _____ | Street Gang/Motorcycle Gang Training _____ | |

Supervisory Training

- | | |
|-------------------------------|---------------------------|
| First Level Supervision _____ | Leadership Training _____ |
|-------------------------------|---------------------------|

Other (Specify) _____

Long-Term (6+ years) Plan:

In the next six years, I hope to be assigned to the following area (choose one):

- Patrol Investigations Traffic SRO

In the next six plus years, I have the following interest in promotional opportunities (choose one):

- No Interest in Promotion Sergeant Captain Chief

Any comments you may have on your career development plan:

Supervisor comments on employee's career development plan:

Signature: _____ Supervisor's Name: _____

Training Officer: _____ Date: _____