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# Collaboration & Efficiencies

OPC / CPKN Partnership



**OPC**

**Ontario Police College**  
The Police Training Provider of Choice  
Le Fournisseur d'Entraînement de Police de Choix

OPC / CPKN Partnership



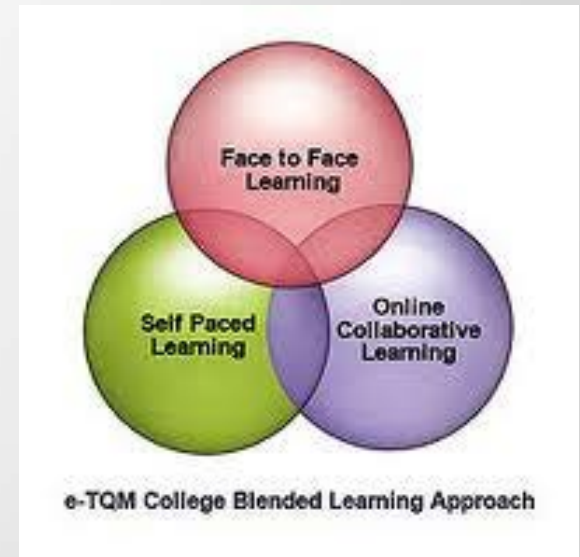
# The Challenge

- In consultation with partners, CPKN identified an on-line learning opportunity
  - Front Line Supervisory Training
- They needed a partner
  - An SME
- OPC had partnered on many other courses, but
  - Although OPC had the SME
  - Did we have the time?



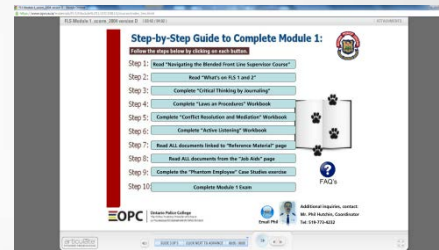
# Considerations

- Stand Alone On-Line
  - SME's believed the Face to Face was needed
- Blended
  - Possible
  - Done in the past
- Facilitated On-Line
  - We're not there yet
- Blended with Self-Study
  - Adult focused
  - Time savings
  - Cost efficient



# Approach

- Suspended the current in-class program for nine months
- Developed framework for
  - Self-Study
  - On-Line
    - Interactive learning
  - In-Class
    - Evaluation strategies
  - Transfer Evaluation



# Self-Study

Student Enroll Assign x

https://www.opcva.ca/TPOnline.dll/Student%20Enroll%20Assign/ENROLLNO=ENRO2013090615270004531574&ENROLLASSIGNNO=ENRA2013090615270007231623&LAUNCH=True&ENCV=A80D9679

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75-0530, Contact Us, Logout

**Catalogs**  
**Instructor**  
**My Learning**

Training  
Change Password  
Programs  
Training History

**FLS Module 1 (9/6/2013)**

**Information**  
Learner: 75-0530  
Course: FLS Module 1  
Date: 9/6/2013  
Status: Confirmed Position  
Applied: 9/6/2013 - 3:27 PM  
Grade:

**Units**  
To launch the unit, click the unit name. Current or last attempted unit is

Unit  
FLS Module 1  
FLS Module 1


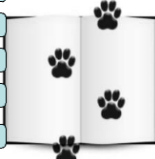

FLS Module 1\_scorn\_2004 version D - Google Chrome  
https://www.opcva.ca/materials/FLS/Module%201/20130814/course/index\_lms.html

FLS Module 1\_scorn\_2004 version D (03:42 / 04:02) ATTACHMENTS


## Step-by-Step Guide to Complete Module 1:

Follow the steps below by clicking on each button.

- Step 1: Read "Navigating the Blended Front Line Supervisor Course"
- Step 2: Read "What's on FLS 1 and 2"
- Step 3: Complete "Critical Thinking by Journaling"
- Step 4: Complete "Laws an Procedures" Workbook
- Step 5: Complete "Conflict Resolution and Mediation" Workbook
- Step 6: Complete "Active Listening" Workbook
- Step 7: Read ALL documents linked to "Reference Material" page
- Step 8: Read ALL documents from the "Job Aids" page
- Step 9: Complete the "Phantom Employee" Case Studies exercise
- Step 10: Complete Module 1 Exam


  
  


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Additional inquiries, contact:  
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articulate POWERED PRESENTATION

SLIDE 3 OF 5 CLICK NEXT TO ADVANCE 00:05 / 00:05

Queen's Printer for Ontario 2013 

3:44 PM  
09/06/2013

# On-Line

- Leadership
- Performance Management
- Domestic Violence
- Organizational Skills
- Self Managing Skills

The screenshot shows a Windows Internet Explorer browser window displaying an online course page. The page title is "Management and Leadership". The main content area contains the following text:

**Management and Leadership**

New police supervisors are often confronted with issues while still trying to be "one of the group." It is important for supervisors to understand and demonstrate the behaviours required for the often difficult transition from team member to team leader. Dealing effectively with transition issues and team leader behaviours will contribute to the success of new supervisors.

When you have completed this lesson, you will be able to:

- Describe and model the role of a leader
- Describe and model the characteristics of a leader and a manager
- Describe the responsibilities for a supervisor to manage
- Describe the roles, functions and expectations of a supervisor

Click Play to view the video introduction.

The video player shows two women in police uniforms smiling. A "Play" button is overlaid on the video. The player controls at the bottom show a progress bar at 3 / 20.

On the right side of the page, there is a "HIDE TABLE OF CONTENTS" button and a table of contents with the following items:

- Pre-course Assessment
- Management and Leadership
- Leadership
- Leadership Models
- Final Assessment

Below the table of contents is a "Legend" section:

- Not Attempted
- Incomplete
- Completed
- Passed
- Failed

The browser's address bar shows a URL starting with "http://team.cpkn.ca/policer/5com/Player/V3\_2/Player.aspx?param=Yuog1d5Whh7q29A%2F%54E12d8%2b90C%2b6KORV8HK%2bbdNA@f8-M6Dy5C3C4NG292pcKFHMdWPHHTSce9GzDDefbyQgl67qua%2FwimBHDyLKGQLmVpm52bndx#98000964ee126af6d8bc1d44132". The Windows taskbar at the bottom shows the system tray with the date 09/06/2013 and time 4:17 PM.



# In-Class

- Facilities
  - OPC
  - On-site at Police Services
- Evaluation Strategies
  - Based on OSPE's
    - In-Basket Exercise
    - Group Exercise
    - Oral Presentation Exercise
    - Counseling Simulation Exercise
    - Problem Analysis Exercise





# Feedback

## From Learners

- On- line learning **has to happen**
- Material was relevant; **very good**
- My MAC worked well with CPKN, not so much with OPC
- **I like the CPKN portion** of the course
- I felt the journaling was “grey”
- I **struggled with journaling** – I’m used to taking notes for university courses
- A lot of back-and-forth between workbook and resource material
- We will reach a point where **all of our learning will be online**
- We need to be able to review our exam before we submit it
- CPKN help line was great
- Format and design was excellent
- **I got a lot of learning out of Modules 1 & 2**



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