
	Administrative General Order	3.06 Professional Development Program	PAGE 1 OF 2
	SUBJECT		EFFECTIVE DATE
	Virginia Beach Police Department General Order Chapter 3 - Training		05/05/2020
			ORIGINATOR/REVIEW Professional Development & Training
DISTRIBUTION	CALEA: 33.8.1, 33.8.3		
ALL			
BY THE AUTHORITY OF THE CHIEF OF POLICE:			

Purpose

To establish a Professional development program for the sworn members of the Virginia Beach Police Department.

Policy (CALEA 33.8.3)

In support of its organizational values, Mission and Vision, the Virginia Beach Police Department is committed to the development, of its employees. To this end, the Department is committed to providing opportunities for training and development through varied assignments to assist employees in realizing job satisfaction and career goals. The Professional Development Program will be administered by Professional Development and Training.

The Professional Development Program is a voluntary program designed to enhance the proficiency, performance, and professional status of members of the Virginia Beach Police Department. It is a comprehensive program, which encourages training, education, and includes career counseling, and performance standards.

The program focuses on non-supervisors and first level supervisors and involves six (6) levels for officers and six (6) levels for sergeants. In order to advance from one level to the next members must complete all requirements and have the approval of their command and submit all completed paperwork to PD&T. If the application is denied the member may appeal to an appeals board, however the final decision on advancement shall be from the Chief of Police or designee.

The complete details of the Professional Development program, including the program structure, criteria for advancement, and program administration are contained in the Professional Development Program Field Guide.

Precinct Development Counselor Training (CALEA 33.8.1)

All supervisors and counselors assigned to conduct career development activities will receive documented orientation training in:

- General counseling techniques
- Techniques for assessing Skills, Knowledge and Abilities
- Salary, benefits and training opportunities of the Virginia Beach Police Department
- Educational opportunities and Incentive Programs
- Awareness of the cultural background of ethnic groups in the program
- Record-keeping techniques
- career development programs of other jurisdictions

- Availability of outside resources