APPENDIX: B

RESOURCES FOR CONFLICT RESOLUTION

Applying the SARA Model in Operation Waterside

Summary: This article discusses the application of the SARA (Scanning, Analysis, Response, and Assessment) model in a real-world law enforcement operation, highlighting its effectiveness in structured problem-solving.

URL: https://www.policechiefmagazine.org/sara-model-operation-waterside/

Problem-Solving Tips: A Guide to Reducing Crime and Disorder Through Problem-Solving Partnerships

Summary: This guide provides practical advice for law enforcement agencies on implementing problem-solving strategies to address crime and disorder through collaborative efforts.

URL: https://portal.cops.usdoj.gov/resourcecenter/content.ashx/cops-p019-pub.pdf

Assessing Responses to Problems: An Introductory Guide for Police Problem-Solvers

Summary: This publication offers guidance on evaluating the effectiveness of problem-solving initiatives within police work, emphasizing the importance of assessment in the SARA model.

URL: https://portal.cops.usdoj.gov/resourcecenter/content.ashx/cops-w0012-pub.pdf

Problem-Solving Strategies for Community Policing: A Practical Guide

Summary: This guide outlines practical steps for implementing problem-solving strategies within community policing frameworks, providing actionable insights for supervisors.

URL: https://www.ojp.gov/ncjrs/virtual-library/abstracts/problem-solving-strategies-community-policing-practical-guide

Successful Police Problem Solving: A Practice Guide

Summary: This guide aims to build on existing problem-solving practices within the police service, offering strategies for continuous improvement and effective resolution of issues.

URL: https://popcenter.asu.edu/sites/default/files/successful_police_problem_solving_a_guide.pdf

APPENDIX: C

SUPPORTING RESOURCES FOR PERFORMANCE EVALUATIONS

Law Enforcement Performance Evaluation Digital Manual

Summary: This manual provides over 1,000 bullet phrases covering various performance traits, helping supervisors articulate evaluations clearly and efficiently.

URL: https://www.cfiweb.com/

Law Enforcement Tech Guide for Creating Performance Measures That Work

Summary: Published by the U.S. Department of Justice, this guide offers a framework for developing performance measures and improving performance evaluations.

URL: https://www.search.org/files/pdf/PMTechGuide.pdf

Best Practices for Writing Police Employee Evaluations

Summary: An article by MdE, Inc., detailing practical advice for documenting performance, using specific examples, and staying organized during the evaluation process.

URL: https://mde-inc.com/best-practices-for-writing-police-employee-evaluations/

Making Performance Evaluations Worth It (White Paper)

Summary: Written by Gordon Graham, this white paper discusses common mistakes in public safety evaluations and provides actionable solutions for improvement.

URL: https://www.police1.com/chiefs-sheriffs/articles/making-performance-evaluations-worth-it-white-paper-4hplwXiZE1y9KmCs/

Improving Personnel Performance Through Evaluations and Training

Summary: An article by Lexipol that emphasizes the importance of effective evaluations and strategies for using them to improve employee performance.

URL: https://www.lexipol.com/resources/blog/improving-personnel-performance-through-evaluations-and-training/

Public Employer's Guide to Conducting Performance Evaluations

Summary: A guide tailored to public sector employers, including law enforcement, that explains the legal and organizational risks of poorly conducted evaluations and provides strategies for improvement.

URL: https://www.workforce.com/news/public-employers-guide-to-conducting-performance-evaluations

Performance Appraisal Handbook for Supervisors

Summary: Published by the Office of Personnel Management, this handbook offers comprehensive guidance on creating legally defensible and effective evaluations.

URL: https://www.opm.gov/policy-data-oversight/performance-management/reference-materials/

Avoiding Legal Risks in Employee Evaluations