



KNOWLEDGE, SKILLS, AND ABILITIES (KSA) STANDARD GS001

AUTHORITY

California Penal Code 13601(a)(1): The CPOST shall develop, approve, and monitor standards for the selection and training of state correctional peace officer apprentices.

BACKGROUND

It is the CPOST's intention to thoroughly and efficiently review training against established training standards and adult learning theory, establishing a common understanding of training principles.

STANDARD

All Correctional Peace Officers will be trained in the Knowledge, Skills, and Abilities (KSA) necessary to effectively perform their scope of duties.

COMPONENTS OF STANDARD

- 1) **Knowledge** is the understanding of what laws, regulations, policies and procedures apply to the subject. It would also include the “why” and “how”.
- 2) **Skills** are the student's ability to apply Knowledge to the lesson. Basic learning theory is clear that skills must be practiced to be retained. The amount of practice must be determined by the complexity and difficulty of skill as well if the new skill is replacing an existing habit.
- 3) **Abilities** are the student's ability to use both the Knowledge portion of the training along with the practiced Skills in the correct context and situation in scenario or a real life setting.

CITATIONS

- 1) DOM 32010.4 Training Defined
- 2) Government Code Sections 19995 – 19995.5