

B-PAD's Correlation With Observed Competencies in the Police Academy

Purpose of the Study. The purpose of this study was to determine the relationship between B-PAD Overall Effectiveness (Scale 3) scores and instructor ratings of key competencies of police recruits.

Methodology and Subjects. 40 police (constable) recruits attending the Ontario (Canada) Regional Police College were administered *B-PAD for Police* during the mid-course of their academy training. As part of Ontario's province-wide police constable recruitment and assessment program, key essential competencies of police constables were identified and rated at the completion of the recruits' training program. B-PAD's Overall Effectiveness score for each recruit was analyzed in contrast to the various essential competency ratings to determine its correlations with observed competencies.

Results. Seven essential competencies (analytic thinking, self-assurance, accurate self-assessment, communication/understanding, communication/listening-expressing, flexibility, and self-control) achieved adequate content and statistical requirements for inclusion in this study. Of these, four (self-assurance, accurate self-assessment, communication/listening-expressing, and self-control) revealed moderate correlation with B-PAD's Overall Effectiveness score. Among the 40 recruits, 16 subjects received supervisory ratings of less-than-minimally-acceptable competency on each of the four key competencies; 24 subjects earned a minimum competency rating on at least one of the four categories. The B-PAD Scale 3 scores of the 16 Ontario recruits with no minimum competencies averaged 21.56 (SD = 4.40); the 24 recruits with at least one competency earned a mean Scale 3 score of 24.47 (SD = 4.44) ($t = 2.04, p < .05$).

Conclusion. The results add to the growing independent evidence of the relationship between an applicant's B-PAD score and criterion measures of job-relevant performance. The sample size in this study is small and warrants replication. The Ontario Police Constable Selection Project, under the auspices of the Office of the Solicitor General and Hay Management Group of Canada, have selected B-PAD as a component of its model selection protocol and will study the predictive utility of B-PAD as it monitors the progress of thousands of applicants currently under assessment throughout the province. Its most recent analysis of more than 2,000 applicants reveals that using B-PAD, as a qualifying test produces no differences in selection rates among gender and ethnic groups.