EXECUTIVE DIRECTOR’S RAMBLINGS

A little bit about a lot…

I am pleased to report that we recently released the eighth edition of the IFSTA Fire Service Technical Search and Rescue manual. This manual’s roots date back to the very beginning of our organization in 1934. Manual 108, simply titled Rescue, was one of the 10 original “red books.” The latest edition covers the Level I requirements for many of the chapters contained in NFPA® 1006, Standard for Technical Rescuer Professional Qualifications. It also uses corresponding information from NFPA® 1670, Standard on Operations Training for Technical Rescue Incidents. Numerous types of rescue situations, such as high-angle, confined space, trench, structural collapse, water, and more are covered in this new edition. Curriculum materials to support this manual will be released soon…

IFSTA and Fire Protection Publications are proud to support the International Fire Service Journal of Leadership and Management, the only peer-reviewed fire service journal of its type in the world. Each year, a Journal Research Symposium is held in conjunction with the IFSTA Validation Conference. The symposium features timely presentations by many of the fire service’s foremost researchers and leaders. You can now view the presentations from the 2014 symposium on-line, free of charge via http://www.ifslim.org/. See presentations by many of the fire service’s top leaders and researchers, including Dennis Compton, Dr. Denis Onieal, Dr. Lori Moore-Merrell, and Dan Madrzykowski, and so on…

IFSTA/FPP has proudly partnered with Action Training Systems (ATS) for more than a quarter of a century to provide you quality training materials in video and on-line course formats. In this edition of SOF, George A. Avila, Jr., CEO of ATS, and FPP Director Craig Hannan discuss how ATS’s line of products match closely with IFSTA/FPP products and can be combined to provide powerful traditional and on-line training opportunities…

Derrick S. Clouston, a faculty member in the Fire and Emergency Management Degree program at Kaplan University writes about The Whole Picture of Professional Development. He discusses the struggle to structure professional and career development programs within actual fire departments. This article is the first in a series that we will feature from authors who represent the Center for Public Safety Excellence (CPSE). CPSE provides the only accreditation program for fire service organizations in the world, and offers nationally-recognized designations for fire and emergency services officers…

Enjoy the summer, slow down, and keep all of your wheels on the road!

Mike Wieder
Associate Director, FPP
Executive Director, IFSTA

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Speaking of Fire

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Speaking of Fire 1
Fire Service Technical Search and Rescue,

This NEW training manual focuses on Operations-level situations most common for firefighters and rescue squad members. Technician-level information has been included to provide Operations-level fire/rescue personnel with the background information needed to effectively support complex technical rescue operations. A firefighter or rescue squad member will find the knowledge and skills in this manual to safely and effectively perform basic search and rescue operations under appropriate supervision.

The manual includes review questions at the end of each chapter, 69 skill sheets, and learning activities.

Book Organization and Chapter List
Chapters 1-9 are required by NFPA® 1006 for all rescuers. Chapters 10-14 each focus on a single rescue discipline.

Chapter 1 – Introduction to Technical Rescue
Chapter 2 – PPE and Rescue Equipment
Chapter 3 – Scene Support Operations
Chapter 4 – Preincident Planning and Hazard Recognition
Chapter 5 – Organizing the Response
Chapter 6 – Search Operations
Chapter 7 – Victim Management
Chapter 8 – Basic Ropes and Systems
Chapter 9 – Low Angle and High Angle Rope Rescue
Chapter 10 – Confined Space Rescue
Chapter 11 – Trench Rescue
Chapter 12 – Structural Collapse Rescue
Chapter 13 – Surface Water Rescue
Chapter 14 – Swift Water Rescue
All-Star Group of Fire Leaders Present Papers at the 10th Anniversary of the International Fire Service Journal of Leadership and Management Research Symposium

The annual research symposium that supports the International Fire Service Journal of Leadership and Management (IFSJLM) met in Tulsa, Oklahoma, on July 12, 2014, at the Renaissance Tulsa Hotel & Convention Center. IFSJLM is sponsored and published by Fire Protection Publications (FPP) and the International Fire Service Training Association (IFSTA) located on the campus of Oklahoma State University (OSU). Because of its red cover, which pays tribute to the long tradition of FPP and IFSTA training manuals that also have red covers, IFSJLM is also affectionately called the “Red Journal.” IFSJLM is the only academic journal in the world that publishes peer-reviewed articles focusing exclusively on fire leadership and management. The Red Journal is published annually in September/October. FPP released the first issue of IFSJLM in 2007. For information about how to submit articles or subscribe to IFSJLM, go to http://www.ifsjlm.org/

The annual research symposium that supports IFSJLM was first held in 2004. The symposium is held on the Saturday before the start of the IFSTA Validation Conference held in July. The original intent of the research symposium (abbreviated to RS plus the last two digits of the current year) was to bring together subject-matter experts to present papers on fire leadership and management topics and issues. These papers could then be submitted for peer review and possible publication in IFSJLM. The strategy worked perfectly! To date, many of the articles appearing in the Red Journal were first presented at a research symposium.

RS14 was a special event since it marked the 10th anniversary of the annual research symposium. To celebrate the milestone, an all-star lineup of speakers presented papers at the symposium. Each of these speakers was a previous recipient of the Dr. John Granito Award for Excellence in Fire Leadership and Management Research. This award honors the many contributions and achievements of Dr. John Granito, Professor Emeritus and Retired Vice President for Public Service and External Affairs at the State University of New York at Binghamton, to the scholarly study of fire leadership and management.

Speakers at RS14 and their paper titles included the following:

- “Do Current Fire Service Issues Offer Political and Operational Leadership Challenges?” Chief Dennis Compton, Chair of the Board of Directors of the National Fallen Firefighters Foundation
- “Constrained Leadership: The Conditions Facing Today’s Fire Chiefs,” Dr. John Granito, Professor Emeritus and Retired Vice President for Public Service and External Affairs at the State University of New York at Binghamton and Public Safety Consultant
- “The Future of the Fire and Emergency Services: The Next 35 Years,” Dr. Denis Onieal, Superintendent of the National Fire Academy
- “Integrated Community Healthcare: A Paradigm Shift for the Fire Service,” Dr. Lori Moore-Merrell, Assistant to the General President of the International Association of Fire Fighters

Pen Pals Meet at Fire Protection Publications

The IFSTA editorial and instructional developers were pen pals with 2nd grade students from Fogarty Elementary (Guthrie, Oklahoma) to encourage the development of writing skills. During this past school year, the students were in constant hand-written communication with FPP staff about fire safety and life interests. To celebrate the student’s hard work and dedication, they were able to meet their pen pals in person, toured FPP’s facilities and got to try on firefighter gear! It was a fun and touching event that both the students and grownups won’t soon forget.

View the video: https://youtu.be/2O_1sIJKTkg
Welcome New FPP Staff Members

Simone Rowe
Simone Rowe started with Fire Protection Publications as an instructional developer in October of 2014. She comes to FPP with over a decade of experience in technical writing and editing. She has taught college level classes on diverse topics such as disease, evolution, osteology, and archaeology. Simone is currently Lead Instructional Developer for Hazardous Materials for First Responders, 5th Edition. For fun, Simone plays in the dirt – she is an avid gardener and uses her graduate degrees in Archaeology and Physical Anthropology to convince pals to let her horn in on their digs.

Tara Moore
Tara Moore has a bachelor’s degree in News-Editorial Journalism from OSU and has worked in journalism, advertising, and marketing for 17 years. She started her career at the Stillwater NewsPress while still working on her undergrad degree. Tara went on to work for retailers CDW (Chicago) and Bass Pro Shops (Springfield, MO). Tara returned to the Stillwater NewsPress in 2001, where she was the news editor and crime beat reporter. Tara ended her journalism career in 2005 when she took a position with the Payne County District Attorney’s Office. Tara completed her M.S. in Criminal Justice in 2006 and after four years with the local DA, moved to the District Attorney’s Council in OKC, where she was a federal grants manager for several grants, including Violence Against Women Act (VAWA), Coverdell Forensic Science Improvement Assistance (FSIA), and three others. It was during her time in the DA system that she began training and developing curriculum for various audiences on different topics. The highlight of Tara’s time there was being asked to prepare and present training on Best Practices in Grant Monitoring for the U.S. Department of Justice VAWA Administrators’ Conferences in San Francisco and Nashville, in 2011 and 2012, respectively. Tara was recruited by the Office of Management and Enterprise Services (OMES) for the position of training coordinator with the task to “make on-line learning happen” for the state of Oklahoma’s financial systems. Tara started her PhD in Occupational Education at OSU in 2012 and plans to finish in 2017. She is married to Roger Moore, a sports broadcaster and freelance writer, who recently completed his master’s at OSU. Their son, Zak, is 21 and a junior at OSU.

Lucy (McCoy) Newlin
Lucy (McCoy) Newlin joined Fire Protection Publications in March as the Customer Service supervisor. Lucy is a native of Stillwater, graduated from Stillwater High School and Oklahoma State University. She also holds a master’s degree from Wichita State University. Local activities include being a soloist at churches and events, and participating in initiatives to help research and alleviate poverty in the immediate area. Lucy is a bit of a homebody, preferring most evenings on the sofa with a book or movie, next to her husband Brian.

Billy Dwinell
Billy Dwinell joined the Fire Protection Publications Warehouse in December, 2014. Billy comes to us after working at EZPawn for three years, and Wal-Mart for six years. Billy was born and raised in Payne County, and calls Stillwater home. Billy graduated from Perkins-Tryon in 2002, and attended Northern Oklahoma College in Enid, Oklahoma. Billy is recently married. He and his wife enjoy traveling, trying new things, and watching sports. Billy has enjoyed his time as a FPP family member, and hopes to be one for a long time.

Brad Epperley
Brad Epperley is the newest addition to the IFSTA/FPP family. He holds English degrees from Tulsa Community College and Oklahoma State University as well as a master’s degree in Mass Communications from OSU. Brad has nine years of experience as a developmental editor, ghost writer, and scriptwriter on fire training and safety books. He is a Senior Editor for Fire Protection Publications line of products. Brad brings with him not only a wealth of knowledge and experience in the field of Fire Science, but an enthusiasm for the job and its importance in appropriately preparing tomorrow’s firefighters for the potential dangers they will face, both on the fire ground and at the various other types of incidents to which firefighters must now respond. He looks forward to generating many valuable products here at IFSTA/FPP.

Gena Bennett
Gena Bennett joined Fire Protection Publications in 2014. She worked in loans and customer service for 10 plus years. Gena enjoys spending time with her family, reading books, watching and cheering on Oklahoma State Football, hanging out with friends and cookouts.

Congratulations to Tara Roberson-Moore and David Schaap on their election to the 2015-2016 OSU Staff Advisory Council. They continue a tradition of FPP staff serving on the SAC. Thank you for representing FPP!
Fire Protection Publications (FPP) IFSTA Projects Manager Clint Clausing was awarded the 2015 College of Engineering, Architecture, and Technology (CEAT) Sustained Superior Performance Award in the category of Exempt Staff with five (5) or more years of experience. The award was presented at the annual CEAT employee award luncheon. Clint has been employed at FPP since 2007 and is responsible for managing the editorial staff that develop the IFSTA manuals. This award recognized the outstanding manner in which he serves the employees of our organization, and ultimately our customers who depend on our products. Congratulations Clint!

IFSTA/FPP NEWS

Making the Training Officer’s Job Easier

IFSTA/FPP and Action Training Systems (ATS) online training tools now make life a lot easier for training officers.

Training for emergency response is critical but increasingly difficult with departments tasked to do more, and more with less. How do training officers find the time and budget to properly prepare training, implement it effectively, and keep it engaging for both rookies and veterans?

Quality online training tools can make the training task easier by providing around the clock access to training from any location with an internet connection. Using online tools to create a blended learning or “flipped classroom” environment can reduce the use of traditional classroom sessions by 30% or more allowing instructors to spend more time with students in hands-on skills sessions.

The challenge is finding quality online training materials that:

- are standards based
- are vetted by rigorous technical review
- contain high quality content that improves comprehension
- can be tailored to fit any training program
- are affordable

The challenge is met with the combination of IFSTA and ATS online training materials. Quality online training from these two respected publishers is now extremely affordable.

IFSTA curriculum content for instructors is FREE to access on the ResourceOne Website r1.ifsta.org with the purchase of IFSTA manuals. IFSTA Curriculum includes Lesson Outlines, PowerPoint® Slides, Chapter Tests, Quizzes, Clip Art, and Skill Sheets (if applicable).

Instructors can set up lesson plans online to guide students in using their manuals and other materials. There is no charge for student access.

Action Training Systems’ (ATS) online courses are a great fit with IFSTA’s manuals and ResourceOne. Links to ATS Online courses that correlate to chapters in IFSTA manuals can be included in ResourceOne lesson plan outlines.

“ATS products have been a really good fit with our products for 27 years,” says FPP Director Craig Hannan. “The quality and commitment to making sure the content is exactly what it should be is there. And it’s not just the end product that matters: it’s how you get there and how you treat the customer that’s so important to us, and ATS has those same values. I think it’s a pairing of two great companies that are focused on the learning experience for the student. Through the expertise that Action Training has in video presentation and now online training products, the student can work through the lessons on their own time or they can be adapted as an extension of the instructional materials we provide.”

ATS correlation guides show instructors where ATS training programs line up with chapters in IFSTA manuals. This makes it easy to coordinate the use of manuals with ATS Online courses or DVDs.

With the new pricing ATS rolled out in January of 2015, a complete training catalog of video based online interactive courses and/or streaming videos is now affordable on any department budget.

“Action Training programs have been used for over a quarter of a century in North America, Europe, Asia, Africa, Australia, and the Middle East by municipal fire departments, private industry, and the US military. Our focus is producing content that is visually stimulating and instructionally sound, sharing IFSTA’s commitment to the highest standards in training and impeccable customer support,” states George A. Avila, Jr., CEO of ATS.

“Our online platform allows us to bring the ‘seeing is believing’ power of high quality video based interactive training to organizations at a lower cost than ever before. With our new online pricing model and IFSTA’s free online instructor tools, any department can afford the quality tools they need to succeed.”

Fire Protection Publications staff members Holly Clapp, Janice Moore, Samantha Dawson, and Gena Bennett attend the 2015 College of Engineering, Architecture, and Technology Administrative Staff Retreat at the Professional Skills Center.
An Incredible Event Reminds Us That “The Future Depends on Informed Leaders”

By Chief Dennis Compton

The 27th Annual National Fire and Emergency Services Symposium and Dinner is behind us…and what a special couple of days it was! The Congressional Fire Services Institute (CFSI) hosted the events on April 15 and 16, 2015, in Washington, DC. More than 1,500 attendees took advantage of these two days of learning, sharing, networking, and advocating through the Administration, Congress, and federal agencies for the needs of fire departments, and the fire and emergency services community as a whole. It was amazing to see so many representatives from the fire and emergency services community on Capitol Hill telling their stories. If a person left this experience without having their batteries recharged, perhaps they should consider replacing them altogether.

The 2015 CFSI Symposium offered an exceptional curriculum of seminars for the attendees. These 50-minute sessions cover a variety of timely and critical policy level topics. This year, the sessions addressed:

- Grassroots Advocacy
- Informing Fire Service Leaders
- Firefighter Health and Safety
- Building Federal Partnerships Before Disasters
- Federal Funding for First Responders
- Community Risk Reduction
- Emergencies Involving Rail Cars
- Fire Service-Based EMS and Community Health Care Providers
- Future Economic Issues
- Everyone Goes Home Town Hall

CFSI Seminar speakers are truly among the best, brightest, and most respected in the fire service. They offer a great opportunity to become better informed on critical issues and, at the same time, attendees can earn CEU’s through a recently formed partnership between Congress Southern University (CSU) and the CFSI.

The Dinner event on April 16th was special in many ways. The keynote speaker was Vice President Joe Biden. Two of the other featured speakers were Honorary Co-Chairs of the Congressional Fire Services Caucus, Congressman Bill Pascrell (NJ-09) and Congressman Steny Hoyer (MD-05). You couldn’t help but feel honored that these three leaders of our nation would not only participate in the Dinner program, but also humbly thank all attendees for their contributions to the safety of the people throughout the United States of America.

The weekend before the 2015 CFSI events brought some tragic news to the fire and emergency services community. Deputy United States Fire Administrator Glenn Gaines died suddenly of an apparent heart attack. Glenn was also a past Fire Chief of the Fairfax County Fire and Rescue Department in Virginia. On several occasions during the evening, speakers referenced Chief Gaines and his many accomplishments during his career. As a special part of the program, United States Fire Administrator Ernie Mitchell gave a beautiful tribute to Glenn and his family.

Four prestigious national awards were presented during the Dinner as well. The 2015 award presentations and recipients included:
- The CFSI/Motorola Solutions Mason Lankford Fire Service Leadership Award: Presented to Dr. Denis Onieal, Superintendent of the National Fire Academy.
- The CFSI/National Fallen Firefighters Foundation (NFFF) Senator Paul S. Sarbanes Fire Service Safety Leadership Award: Presented to the International Association of Fire Fighters (IAFF).
- The CFSI/International Fire Service Training Association (IFSTA) at Oklahoma State University (OSU) Dr. Anne W. Phillips Award for Leadership in Fire Safety Education: Presented to Catherine B. Lohr and Pamela A. Powell.
- The CFSI/Masimo Excellence in Fire Service-Based EMS Award: Presented to the Caribou Fire and Ambulance Department, the County of Henrico Division of Fire, and the city of Scottsdale Fire Department.

Congratulations to all 7 of these 2015 award winners. These awards will be presented again in 2016, so if you would like to submit a nomination, please watch for the notices to be distributed, and then do so.

The CFSI National Advisory Committee (NAC) meeting was held the morning of April 17, 2015. The agenda was significantly shortened to allow members of the NAC to attend the funeral service for Chief Glenn Gaines later that day. Two items of completed business that should be noted from the NAC meeting include:
- Jim Dalton was re-elected to a 2nd term as the CFSI NAC Chair. Doug Aiken was re-elected to a 2nd term as the CFSI NAC Vice-Chair. These are one-year terms.
- The CFSI NAC unanimously passed a resolution in support of the James Zadroga 9/11 Health and Compensation Reauthorization Act. The resolution was offered by the IAFF and the NFFF.

The 2016 National Fire and Emergency Services Symposium and Dinner is May 4 and 5, 2016 in Washington, DC, at the Washington Hilton Hotel. Now is the time to start making plans to attend. The positive message this annual event sends to the Administration, Congress, and federal agency heads is critical to maintaining federal support for myriad fire department issues and the fire and emergency services community as a whole. Please support the year round efforts of the CFSI by doing the following:
- Join the CFSI Associates Club at www.cfsi.org.
- Attend the 2016 National Fire and Emergency Services Symposium and Dinner May 4th and 5th – and bring some friends.
- Submit nominations for the CFSI National Awards offered each year.

The bottom line is this: the success of the CFSI at the national level translates directly to the success of fire departments and firefighters at the local level. That means your involvement at the national level is essential to your success at the local level, and this reality manifests itself in many ways. Get involved in 2016. Join your many colleagues who do so each year! It’s your time! See you on May 4 and 5 in Washington, DC!

About the Author:
Chief Dennis Compton is a well-known speaker and the author of several books including his most recent offering titled Progressive Leadership Principles, Concepts, and Tools. He has also authored the three-part series of books titled When in Doubt, Lead, the book Mental Aspects of Performance for Firefighters and Fire Officers, as well as many articles, chapters, and other publications.

Dennis served as the Fire Chief in Mesa, Arizona for five years and as Assistant Fire Chief in Phoenix, Arizona, where he served for twenty-seven years. Chief Compton is the Past Chairman of the Executive Board of the International Fire Service Training Association (IFSTA) and Past Chairman of the Congressional Fire Services Institute’s National Advisory Committee. He is currently the Chairman of the National Fallen Firefighters Foundation’s Board of Directors.
The Whole Picture of Professional Development

Derrick S. Clouston

One of the questions many training officer’s and fire chief’s struggle with is how to structure professional and career development programs within their departments. Many professional development programs in agencies focus on moving a person up through the organization, but seldom if ever identify how to challenge those employees who wish to simply serve their department at the current level.

In relation to position requirements for various positions in the fire service we can simply look at the many job placement ads in any professional journal and the minimum requirements are often related around education. So what tools do we have at our disposal in helping to clearly define the career and professional development of the members of our departments? The National Fire Academy provides one graphic through the National Professional Development Model that focuses on two areas that consist of the approach of “Eyes on the Horizon” or Eyes on the Road (National Fire Academy, 2015). This model uses a combination of certification and education to depict a method by which a person can see how to move up through a professional development process. Secondly, the National Fire Academy has produced the National Professional Development Matrix (National Fire Academy, 2015). This matrix is a tool that can be used to help create a road map of sorts to help guide someone through the various stages of professional development.

The approach by the National Fire Academy through the National Professional Development Model is designed to work:

“Collaboratively with the fire and emergency services professional development community to standardize training, education, experience, and certification activities, and create a national, competency-based professional development system. The national system will help to eliminate duplication of efforts and enhance the overall professional development of the fire and emergency services.”

So what tools are available to our profession to develop our organizations at all levels, not just those that want to move up through the organization? While not exhaustive in nature, below is a list of “starting points” and a definition for each we can research to determine which areas fit our organization’s needs. An important point we need to recognize is that any professional development program cannot depend on just one area, but should be a blend to ensure that we are creating a system that uses all the tools to develop our department. The areas we can look to are:

Training- Organized activity aimed at imparting information and/or instructions to improve the recipient’s performance or to help him or her attain a required level of knowledge or skill. (Business Dictionary, 2015)

Certification- An authoritative attestation; specifically, the issuance of a document that states an individual has demonstrated the knowledge and skills necessary to function in a particular fire service professional field. (National Fire Protection Association, 2010)

Education- The process of receiving or giving systematic instruction, especially at a school or university that results in a degree in a selected major of study.

Designation- Recognition of broad career and educational professional accomplishments. (Center for Public Safety Excellence, 2013)

Credentialing- Credentials are marks or “stamps” of quality and achievement communicating to employers, payers, and consumers what to expect from a “credentialed” specialist.

Licensure- Licensure is the state’s grant of legal authority, pursuant to the state’s police powers, to practice a profession within a designated scope of practice. (National Registry of Emergency Medical Technicians, 2015)

Recognition of Prior Learning- is one of a number of processes for establishing credit or advanced standing. RPL broadens access into formal learning by enabling credit to be given for student achievement through other formal, non-formal or informal learning. (Australian Qualifications Network, 2012)

Each of the tools listed and defined above, provide specific and unique characteristics that help develop our personnel initially, and continue to develop them throughout their entire career. The key to any professional development program is that no one person ever “arrives.” In other words, development of our people should continually challenge them and ensure that they are in a process of continual improvement. One of the greatest detriments to any profession is when our people become stagnant and do not continually develop themselves.

Works Cited


About the Author:

Derrick currently is a faculty member at Kaplan University and teaches in the Fire and Emergency Management Degree program. His career in the fire service started as a volunteer at Stone Point Fire Department in Cumberland County where he currently serves as accreditation manager, and worked for five years with the City of Fayetteville, North Carolina. Derrick has earned a Masters in Public Administration, a BS in Public Administration Fire Service Emphasis, and an AAS degree in Fire Protection. He also has several certifications and instructor qualifications from the NC Fire and Rescue Commission, is a graduate of the National Fire Academy Executive Fire Officer Program, and holds his Chief Fire Officer and Chief Training Officer designation.