

Three Day Course

Wednesday, Thursday, & Friday, February 20-22

Apparatus Section

Presenter – Kenny Stevens

This multiplexing class will consist of:

- A comparison of conventional vs. Multiplex systems.
- Learning to identify module groups, different modules in each group, specific settings and function per module type and how they are configured within the system.
- Commutations – how they are linked to one another and specifications of the network cabling.
- Troubleshooting techniques and using the information center.
- Hands-on troubleshooting – students will have to troubleshoot and identify the same types of problems they may see on their own trucks.

25 person limit (Wednesday beginning at 1 p.m., all day Thursday, 4-hour testing session on Friday morning)

Two Day Courses

Thursday, & Friday, February 21 & 22

Taking Command of the Incident

Presenters – Joe Bailey, William Burris and Jeff Bailey

This 2-day class is being presented to allow Command and Company Level Officers an opportunity to expand on the knowledge and skills established from their Tactics and Strategy class, as well as their introduction to overall scene management (ICS), with an emphasis on task and personnel tracking.

After a brief two hour review of the principles of ICS and Tactics and Strategy, the remainder of the session will be filled with interactive multiple screen simulations of incidents utilizing *Fire Studio Software*. Each exercise will take officers through simulated incidents to prepare them to make better decisions on the fire ground – decisions that could potentially preclude firefighter and civilian injuries.

Exercises will be focused on Single Family Dwelling, Townhomes, Garden Apartments, and Strip Centers. Every attempt is made to make these simulations as realistic as possible. As these incidents escalate and command is potentially transferred or assumed, the Incident commander will have the opportunity to expand the command team to match the incident.

A simulation lasts from 15-20 minutes with eight to 10 people participating in an incident. Radios are provided to allow communications. During the simulation, it is possible that instructors will role-play victims, media representatives or others to distract the commanders, as in real life. After the incident is complete, the participants reconvene in the classroom to dissect the incident.

Prerequisites: A recent Strategy and Tactics class and Introduction to ICS.

IS-400

Presenter – VDFF Representative

All Federal/State/Local/Tribal/Private Sector & Nongovernmental personnel should take ICS-400, including: Persons who will serve as command or general staff in an ICS organization, select department heads with multi-agency coordination system responsibilities, area commanders, emergency managers, and multi-agency coordination system/emergency operations center managers. The class discusses functions of the Command and General Staff, Deputies and assistants as related to unified command, and the organizational relationships between Area Command, Unified Command, Multi Entity Coordination Systems, and Emergency Operations Centers. (8 am-5 pm)

Thursday, February 21, 2008

Shaker's Forum

Presenters – Executive Director Tom Hawkins and Mark Light

This is an 8-hour facilitated discussion that involves all of the participants. Chief Tom Hawkins of Alexandria, VA (retired) and Mark Light, Deputy Executive Director for IAFC will work with the participants to develop a list of subjects relevant to today's fire service. The group will discuss the various "hot topics" and share information on successes and challenges. This is the ultimate in fire service networking. Come and join the group of Fire Service Shakers and learn from real world experiences. (8 am-5 pm)

Electrical Hazards for Fire and EMS Responders

Presenter – Frank Cheatham

This course was put together due to several instances that occurred locally that caused some research into what might be happening elsewhere. Several fatalities and numerous reports of emergency personnel becoming entangled in the electrical hazards substantiated the need for some type of course in the awareness of electrical hazards.

The objectives are to review the responsibilities of the first responders and make sure they are knowledgeable in the proper actions to take while waiting on the utility to arrive. In the course, there is a discussion of the positions that Command may be placed in when dealing with electrical hazards.

The content of the course includes all aspects of the electrical system from generation stations to the end user, both residential and the various levels of commercial customers. The program is in 2 parts. The first part contains various perspectives from both sides of the issue, and the second part highlights a program that is available for departments to use to carry out training for their departments.

Department of Defense Day

Presenter – Art Kaminski, Office of the Secretary of Defense

As part of the 5th Annual DOD Day, this session will discuss updates and challenges of the current Department of Defense Fire and Emergency Services program. The key areas of discussion will include certification, wellness and fitness, staffing levels, and the various ongoing challenges that are presented in our ever-changing environment. (8 am-5 pm)

The Courage to Be Safe...So Everyone Goes Home® Training Program

Presenter – Tom Swartz

Firefighters must have the courage to face a multitude of risks in order to save lives and protect their communities. But a different type of courage is required to stay safe in potentially dangerous situations, avoiding needless risks and tragic consequences. That different type of courage is the subject of "The Courage to Stay Safe - So Everyone Goes Home®" program. This provocative and moving presentation is designed to change the culture of accepting the loss of our firefighters as a normal occurrence.

"The Courage to Stay Safe" was conceived and developed by the National Fallen Firefighters Foundation's Firefighter Life Safety Initiatives Program Team to develop a program aimed at Line-of-Duty Death Prevention.

At the heart of "The Courage to Stay Safe" are the gripping, untold stories of LODD survivors, revealing how family members must live with the consequences of a firefighter death. The program graphically underscores the need for firefighters and officers to change fundamental attitudes and behaviors in order to prevent line of duty deaths, and promotes the courage to do the right thing so that "Everyone Goes Home®" at the end of the day. (2 sessions – 8 am-Noon and 1 pm-5 pm)

Mass Decontamination for the First Responder**Presenter – Glen Rudner**

This program is designed to meet the needs of the first arriving emergency response units who may be faced with an overwhelming number of contaminated victims. Upon arrival, the officer will be faced with many decisions. The decontamination of multiple civilian casualties requires the implementation of effective methods with due consideration of citizen safety, modesty, and sensibility. The idea that first arriving units will simply open up on the crowd with deck guns or straight streaming victims is wrong and must be dispelled. This program will provide the first responder with a tool they can use when arriving first on the scene. (8 am-Noon and 1 pm-5 pm)

ALS Recruitment and Retention: Keeping the Best! An ALS Retention Case Study**Presenter – Sara Gaba and Bob Ryalls**

Getting and keeping ALS providers is a serious challenge for Virginia's EMS agencies. Learn how the leaders of the James City County Fire Department used an analytical process to define their current and future ALS workforce and how they developed project teams to fill the gap. Find out how your fire department can use the "Keeping The Best! How to Retain ALS Providers, Workforce Utilization Strategies and Applying EMS Retention Principles" workbook to improve your ALS workforce retention. Using actual data and conclusions from the JCCFD, you will see how this disciplined process can be applied to any fire/EMS agency. This class will include an overview of the JCCFD case study, lessons learned and a section on how to maximize the use of this workbook in your department or agency. Each participant will also receive a workbook. (2 sessions – 8 am-Noon and 1 pm-5 pm)

Wildfire Symposium

(2 sessions – 8 am-Noon and 1 pm-5pm)

This symposium will feature three short segment presentations in each morning and afternoon sessions. Students are encouraged to attend all sessions consecutively either during the morning or afternoon sessions.

- So You Want To Be A Wildland Firefighter**

Presenter –John Miller

This presentation will focus on the qualification and credentialing requirements to be a wildland firefighter at the state and national level. The program will cover in-state requirements to work as a part-time firefighter with the Virginia Department of Forestry as well as national level certification through the DOF leading to out-of-state assignments.

- Wildfire Related Grant Opportunities for Your Department**

Presenter – John Miller

Grant opportunities available to fire departments from the Virginia Department of Forestry. Includes an overview of the Volunteer Fire Assistance (VFA), Dry Hydrant and Money for Mitigation grant programs. Question and answer format with tips and tricks to help secure the available funding.

- Firewise Virginia Program**

Presenter – Fred Turck and John Miller

A new cooperative program between your fire department and the Department of Forestry. The program provides an excellent opportunity to help reduce the wildfire threat in key woodland home communities in your response area with the ability to earn funding for your department based on your time and effort in the program.

Real Leadership Is Not For Wimps**Presenter – Kim Alyn**

Great leaders positively influence others to WANT to follow. This workshop will cover some of the important aspects of being an effective leader. Regardless of your position, leadership skills are necessary to be successful and effective in any job. Training will include hands-on activities, discussions, and interactive learning tools. Topics include: The real definition of leadership, shy individuals won't follow certain people in positions of power, real leadership versus positional leadership, the four main leadership styles, how to lead and follow the different styles of leadership, the 15 hats every leader must wear, how to employ situational leadership, creative problem-solving, leadership accountability, and stress management for leaders. (8 am-5 pm)

Virginia Statewide Mutual Aid: What Does it Mean For Your Department?**Presenter – Kenny Hayes**

The Statewide Mutual Aid (SMA) program was developed to assist localities to more effectively and efficiently exchange services and resources in response to declared disasters and emergencies. SMA is a local government program established in partnership with the Commonwealth of Virginia. The program provides a framework for resolution of some inter-jurisdictional issues and for reimbursement for the cost of services. (2 sessions – 8 am-Noon and 1 pm-5 pm)

The 4-hour course will cover the following topics:

1. Purpose
2. Concept of Operation
3. Forms
4. Similarity to EMAC
5. How VAFC can help the SMA program in Virginia
6. Liabilities and Reimbursement
7. How do you make SMA work for you

NFPA 1031 Recertification**Presenter – Robin Preece**

VDFP will present a four-hour program that will meet a portion of the recertification requirements of NFPA 1031. (8 am-Noon)

NFPA 1033 Recertification**Presenter – Karl Mercer**

VDFP will present a four-hour program that will meet a portion of the recertification requirements of NFPA 1033. (1 pm-5 pm)

Flashover Simulator**Presenter – VDFP**

This prop, referred to as the "Can" is designed to provide our firefighters with a safe and secure system to recognize the signs of a flashover. The burning of class "A" combustibles will take place in the burn chamber located three feet off the ground. Firefighters will be able to witness a fire grow from an incipient stage to flashover conditions. As the combustibles burn, the interior instructors will have the ability to control the conditions inside the simulator through the combined use of ventilation and "penciling of water." It is through this management technique that firefighters will be able to experience a safe observation of a flashover. (2 sessions – 8 am-Noon and 1 pm-5 pm)

Full Personal Protective Equipment and Self-Contained Breathing Apparatus will be required by each participant! 25 person limit per session

Friday, February 22, 2008 Continued

COMPANY OFFICERS SYMPOSIUM

- **Street Smart Fire Officers (0800 to 1100 am)**

Presenter – Skip Coleman

This presentation looks at managing every-day fires in your community. It is based on Chief Coleman's text "Incident Management for the Street Smart Fire Officer" published by Fire Engineering. The first portion of the presentation covers ICS and managing residential fires. Incident Priorities, Initial Assignments, Safety and Risk Assessment are looked at. The second portion deals in specific tactical evolutions such as Attack, Search, and Ventilation and Back up lines. Case studies focusing on several areas will be discussed.

- **Overcoming Resistance to Change within Your Fire Department (11:15 am to 2:45 pm with lunch break)**

Presenter: Robert S. Fleming, Ed.D.

Contemporary fire and emergency service organizations face many challenges as a result of the dynamic environment in which they operate. One of the greatest challenges is the desire to maintain tradition at all costs and resist anything that is new or different. This session will prepare participants to function as effective change agents within their departments, by identifying the reasons that individuals, groups, and organizations resist change and providing proven strategies for overcoming resistance to change.

- **Cultural Awareness in the Fire Service (3 pm to 5 pm)**

Presenter: T.C Hairston and Doug Malaspino

Participants will learn how to understand the powerful effects that culture plays in every person's life. This session will help participants prepare for living and working with people from other departments, disciplines, genders, races, and ages. Discussions will explore some of the questions asked by your staff during informal discussions about our customers, such as:

- "If a person wearing a turban is involved in a MVA, can we remove the turban in order to provide patient care?
- If we enter the home of a devout Muslim family, must we remove our fire boots?
- Are all Muslims required to pray five times a day? If so, how can this be facilitated in the fire/EMS environment?

During this workshop, students will learn to:

- Build awareness of how cultural differences can profoundly impact people in an organization.
- Motivate participants to rethink their behavior and attitude toward others.
- Allow participants to examine their own bias and focus on how they perceive differences.
- Examine how stereotypes are developed, barriers are created, and misunderstandings are magnified.
- Identify diversity issues within the organization that must be addressed.

CHIEF OFFICERS SYMPOSIUM

- **Survival Skills for the New Fire Chief**

Presenter – Dr. Robert Fleming

The success and effectiveness of the new fire chief is typically determined within the first year of a fire chief's tenure. This session will provide an overview of the numerous mistakes that new fire chiefs often make that compromise their effectiveness and ability to lead their fire departments. Strategies for enhancing success during your early years as a chief officer will be presented. Whether a new fire chief or a chief officer aspiring to become fire chief, this seminar will give you management and career insights

Friday, February 22, 2008 Continued

CHIEF OFFICERS SYMPOSIUM Continued

- **Managing Major Fires (11:15 am to 2:45 pm w/ lunch break)**

Presenter – Skip Coleman

This presentation will cover strategies and tactics used to handle Major Fires in your community. Along with Strategy and Tactics, Command Responsibilities, Communications, and Building Construction will be among the topics covered. Emphasis will be placed on Safety and Accountability. Case Studies will be used to emphasize points. Participants of all ranks and department size should benefit from this fast moving day of discussion. Apartment, strip mall, restaurants, nursing homes, hotels/motels, and other occupancy types will be studied.

- **Leading with Humility (3 pm to 5 pm)**

Presenter – Chuck Burkell

The nature of the presentation evolves around one of the great paradoxes of exercising leadership. Humility is a powerful virtue, and has deep origins to the earliest of times. The *Latin* root word "humiliores" equates to the lowest class of Roman society, with a translation to represent "humus" or dirt. Over the centuries, this virtue or characteristic has evolved whereby humility is now perceived as an admirable trait. However, in many instances humility is not widely practiced by both organizations and individuals.

Authority figures often find themselves in situations and venues where humility is replaced by overconfidence if not arrogance and other forms of narcissistic behavior. Due to the value of humility in association with having authority, one key question results: "How can an individual lead and retain the virtue of humility while acknowledging (and coping with) one's position of authority?"

That central question will be the basis of the workshop presentation. A self- assessment tool, discussion, mini-cases, various theories, along with video segments will comprise this important examination. A concluding premise will be that humility can be developed, both individually and organizationally. This presentation will seek to provide a framework for assisting in this development.

How To Develop And Implement A Fire/EMS Recruit Academy **Presenters – Shawn Gregory and Greg Leitz**

This course is a four-hour overview of the 24-hour Instructor College course. This program will provide insight into coordinating and instructing Fire Recruit Academies with specific emphasis on advanced instructional methodology and the development of discipline in our newest employees. Other course topics will include development of philosophies and core values, academy preparation, logistics, evaluation and documentation. This course can be modified to be appropriate for any size fire department that conducts a recruit academy.

The program was developed and instructed by Career Fire Instructor Shawn L. Gregory, who has conducted nine Fire Recruit Academies for the Henrico County Division of Fire.

Saturday, February 23, 2008

High Performance Organizations: What They Look Like and How Do You Get There?

Presenter – Steve Strawderman

This session provides a look at high performance organizations as related to both emergency response and station management practices. The high performance factors are discussed and a roadmap is outlined to move your organization towards being a high powered team. The linkage between vision statements, mission statements, goals and objectives, performance measures, and other factors will be discussed in search of sharing best practices.

Saturday, February 23, 2008 Continued

21st Century Recruitment and Retention for Emergency Services

Presenter – William Jenaway

This session will review the results of a research project to analyze current trends and impacts of volunteer fire and EMS agency recruitment and retention. The session will detail the strategies identified that local organizations must apply in order to develop appropriate recruitment and retention philosophies and programs that meet the needs of today's volunteers. Research through St. Joseph's University validated these approaches and needs. The project background and details will be reviewed for you, as well as how to access it.

Grant Writing Seminar

Presenter – VDFP

The U.S. Fire Administration provides information on the Assistance to Firefighters Grant Program. The USFA holds workshops periodically around the country to explain this competitive grant program to fire service personnel. Interested fire department representatives are invited to attend. Information will be presented on the program and on the application process. Also, general assistance in the writing of a competitive narrative for a department's grant application will be discussed. (1pm-2:30 pm) and (3 pm-4:30 pm)

Case Study: I-81 Highway Safety – Surviving the Response

Presenters – Steve Weissman and Tom Harrison

An in-depth look at the conditions, actions and legal issues surrounding responses to roadway emergency incidents. Firefighter line of duty deaths while responding to incidents is second only to heart attacks. Discussion will create awareness to the hazards of this emergent issue, legal ramifications of your actions and the steps required to operate safely to safeguard personnel from this growing trend.

Survival Skills for the New Fire Chief

Presenter – Dr. Robert S. Fleming

The success and effectiveness of the new fire chief is typically determined within the first year of a fire chief's tenure. This session will provide an overview of the numerous mistakes that new fire chiefs often make that compromise their effectiveness and ability to lead their fire departments. Strategies for enhancing success during your early years as a chief officer will be presented. Whether a new fire chief or a chief officer aspiring to become fire chief, this seminar will give you management and career insights

Protecting Our Own: Rehabilitating Our Fire and EMS Responders

Presenter – Karen Owens

Fire and EMS responders often overlook their own personal needs while working at major incidents. This session will discuss the benefits of rehabilitation (aka REHAB) services on emergency scenes. In addition, the development of basic standard operating guidelines/procedures for implementing a rehabilitation program in your department will also be presented. (1 pm-2:30 pm) and (3 pm-4:30 pm)

Creating a Marriage Not a Divorce: Successful Strategies for Leading Combination Departments

Presenters – Dan Eggleston and John Oprandy

Unifying a combination career/volunteer department requires a true commitment and often results in occasional setbacks. In order to establish a unified combination department, fire service leaders must understand and address the needs of the career and volunteer members while focusing their efforts on service delivery. The program will provide the participants with solutions to real-life issues that arise from leading a combination career/volunteer system. Actual case studies will be used throughout the program.

Saturday, February 23, 2008 Continued

Leading with Humility

Presenter – Chuck Burkell

The nature of the presentation evolves around one of the great paradoxes of exercising leadership. Humility is a powerful virtue, and has deep origins to the earliest of times. The *Latin* root word "humiliores" equates to the lowest class of Roman society, with a translation to represent "humus" or dirt. Over the centuries, this virtue or characteristic has evolved whereby humility is now perceived as an admirable trait. However, in many instances humility is not widely practiced by both organizations and individuals.

Authority figures often find themselves in situations and venues where humility is replaced by overconfidence if not arrogance and other forms of narcissistic behavior. Due to the value of humility in association with having authority, one key question results: "How can an individual lead and retain the virtue of humility while acknowledging (and coping with) one's position of authority"?

That central question will be the basis of the workshop presentation. A self- assessment tool, discussion, mini-cases, various theories, along with video segments will comprise this important examination. A concluding premise will be that humility can be developed, both individually and organizationally. This presentation will seek to provide a framework for assisting in this development.

What Fire Departments Should Know: EMS Rules & Regulations for Fire Departments

Presenter – Mike Berg

This program is designed to enlighten fire-based EMS agencies on current State EMS regulations. An in-depth discussion relative to controversial issues surrounding Fire Based EMS will take place. In addition, the group will discuss what lies ahead in the future regarding the review and revision of the current EMS regulations. Group participation will be strongly encouraged.

The National Fire Fighter Near-Miss Reporting System: Paying Forward Knowledge from the Past

Presenter – John Tippett

The National Fire Fighter Near-Miss Reporting System launched in August of 2005. Over 1500 firefighters have filed accounts of near miss experiences ranging from in-station events to near fatal incidents on our highways and the fire ground. This presentation will give attendees an overview of the system, discuss the lessons learned to date, walk participants through the reporting process, review case studies, and demonstrate how the system can be used to enhance the safety culture of your fire department. Learn how this virtual firehouse kitchen table can be used in your fire department to enhance firefighter safety and health. (1 pm-2:30 pm) and (3 pm-4:30 pm)

Searching Smarter: Reading the Building for Search and Rescue

Presenter – John "Skip" Coleman

You're the officer of your engine company, and you're assigned search in a single-family residential structure fire or two floors of a garden apartment. Are you starting the search in the right part of the building at the right time? Can you search the entire area in an effective timeframe? Are you searching like you would want others to search for your family members? This class answers these and other questions concerning basic and more complicated searches.

NFPA 472 Update

Presenter – Glen Rudner

NFPA 472 is the most widely used NFPA standard in the world. *Professional Competence of Responders to Hazardous Materials Incidents* is the "Gold Standard" for Haz Mat team members. NFPA 472 and OSHA 1910.120 have defined the basic responder "levels" as Awareness, Operations, Technician and Incident Commander for over two decades. But all that may change with the proposed revisions to 472. You will learn if these changes will affect your operation and understand the intent of the changes. NFPA 472 committee members will be on hand to address your questions and any concerns.

Saturday, February 23, 2008 Continued

Resolution/Discipline in the Fire Service

Presenter – Kim Alyn

This session covers the discipline process in the fire service and how to reduce conflict while still maintaining consistent disciplinary procedures. Topics include: the progressive discipline model, laws governing discipline, how to use the "Sandwich Method" to discipline, and how to be on both sides of the discipline process without becoming angry. (1 pm-2:30 pm Only)

Building the Department of Tomorrow....Today!

Presenters – Tom Weiczorek and Debbie Sobotka

Leading fire departments are using self-assessment, integrated risk management planning, strategic planning, master planning and other processes to ensure that they have addressed due diligence and are delivering the best possible service to their communities now and in the future. Many departments have had little or no exposure to these concepts. In this session representatives from the Center for Public Safety Excellence will provide an overview of these practices and illustrate their long-term value. (3 pm-4:30 pm Only)

Saturday, February 23, 2008

GENERAL SESSION

Five Simple Tips on Getting a Grip on a More Successful Life

Presenter – Kim Alyn

This keynote presentation is from Kim's best-selling book by the same title. Kim uses her humorous and sarcastic style to address topics like: customer service, annoying people, doing the right thing, taking some responsibility, facing your fears, and having some stinkin' fun in life!

Kimberly Alyn is a best-selling author and a professional speaker and trainer. She is the owner of Fire Presentations, a company dedicated to training workshops for the fire service. Kim offers instruction on promotional process, conflict prevention and resolution, leadership skills, command presence, communication skills, presentations skills, writing skills, and sexual harassment.

Kim is the author of seven books and six CD/DVD productions. Kim holds a bachelors degree in management and a masters degree in organizational management. Kim has been a presenter at fire conferences all over the United States and assists fire departments and districts in the development of staff members at all levels.

Sunday, February 24, 2008

General Session



"Tragedy at Virginia Tech... Lessons Learned"

On April 16, 2007, Seung-Hui Cho, an angry and disturbed student, shot to death 32 students and faculty of Virginia Tech, wounded 17 more, and then killed himself making it the deadliest school shooting in U.S. history.

The incident received international media coverage and drew criticism of U.S. laws and culture from commentators around the world. It sparked intense debate about gun laws, gaps in the U.S. system for treating mental health issues, the perpetrator's state of mind, the responsibility of college administrators, privacy laws, journalism ethics, and other issues. Television news organizations that aired portions of the killer's multimedia manifesto were criticized by victims' families, Virginia law enforcement officials, and the American Psychiatric Association.

The tragic scenes that occurred at Virginia Tech are the worst that most emergency service providers will ever see. Images of so many students and faculty murdered or seriously injured in such a violent manner and the subsequent rescue efforts can only be described by those who were there.

By all accounts and although there is always opportunity for improvement, the *Report of the Review Panel Presented to Governor Tim Kaine*, states "the overall emergency response was excellent and the lives of many were saved. The challenges of systematic response, scene and provider safety, and on-scene and hospital patient care were effectively met. Responders are to be commended. The results in terms of patient care are a testimony to their medical education and training for mass casualty events, dedication, and ability to perform at a high level in the face of the disaster that struck so many people."

Come and learn first hand how the Virginia Tech and regions first responder's all went above and beyond the call of duty and the valuable lesson's learned they are now willing to share with their peer's.

