

COURSE DESCRIPTIONS FOR 2018

(Detailed presenter biographies can be found under the “Instructor Bios” tab on the VFCA Conference Website)

Wednesday February 21, 2018

NFPA 1031 Recertification Hours
Presenters: VDFP Staff

(8 AM - 5 PM)

The course is open to all state and local inspectors and will provide CEU's for those that are currently certified with the VFMA and require recertification credits. Conference attendees are encouraged to take advantage of this opportunity to earn much needed recertification hours. **This course qualifies for 8 hours towards 1031 recertification.**

Fireground Leadership for Command and Company Officers 2018
Presenter: Chris Naum

(8 AM - Noon)

This program will provide insights into emerging concepts and methodologies related to today's unique challenges for combat structural fire engagement requiring new strategic, tactical and operational modeling due to rapid fire behavior, building construction and occupancy risk. The need for new training and operational requirements for firefighters, company and command officers will become prevalent. Fireground leadership has many forms and layers used to identify the mission critical elements required today to meet tomorrow's incident responses and demands that will directly influence operational success. Fire chiefs, officers and firefighters operating at structure fires must have an understanding of the building, the compartment and the fire company member's skills; knowledge and abilities to effectively integrate and mitigate an incident that integrates safe and aggressive firefighting; and predictive risk management and tactical discipline associated with three primary areas associated with the building, compartment, and company for operational excellence

Fire Service Mortar: The Critical Role of the Company Officer
Presenter: Jarrod Sergi

(8 AM - Noon)

This course is designed for the newly promoted company officer or firefighters aspiring to be company officers. The goals of this course are meant to inspire you and provide the tools and knowledge needed to lead by example with your actions and your attitude which will ultimately change your organization in a positive way. Topics discussed are leadership traits, team building, attitudes, accountability, discipline and other important topics. The instructor will combine the values he learned in the military with important fire service values. Students will leave with a newfound passion for your position and turn your actions into influence.

Leadership Logic: Overcome Challenges and Gain Respect
Presenters: Joel Britt and Justin Adams

(10 AM - Noon)

This course will facilitate an interactive group led discussion about the challenges that newly promoted and aspiring company officer's face during the transition of moving from the jump seat to the front seat. The view from the front seat offers quite a different perspective as it did from the jump seat. As an officer you are now responsible for not only your own safety but those who work with you. You will be forced to make decisions based on your experience and tenure while maintaining the mission and value of your respective organization. While many departments and promotional process deal with the tactical portion of the job, this class will primarily focus on the interpersonal skills and challenges associated with being an officer. This class will help equip you with the necessary knowledge, skills and abilities to overcome the challenges you will face as a new officer. Utilizing examples from movie clips, the class will participate in a group led discussion on the leadership topics and principles presented. This class is an entertaining and effective way to stimulate critical thinking and decision making on the fire ground and in the fire station.

Time Management When There Is No Time
Presenter: Jesse Quinalty

(1 PM - 3 PM)

This course covers basic time management strategies which are often associated with people management. This program will cover topics including monitoring subordinates, delegating, managing upwards, decision making, the time wedge, completing projects, filing and appointment systems, procrastination nation and dealing with crisis. The program will culminate with some time management exercises and an in box exercise.

Building Construction for Today's Fire Service
Presenter: Chris Naum

(1 PM - 5 PM)

Today's buildings and occupancies present increasing challenges that have redefined strategic and tactical fireground operations and impact these operations on a wide variety of levels that often include adverse compartment fire conditions, structural compromise, collapse and predictable building performance. Presenting insights on building construction for today's fire service, the primary objective of this program is to increase awareness and understandings and promote new skill sets in the fundamentals of building construction, architecture, engineering and design that directly impact firefighting operations at structure fires. Five fundamental areas integrating building and construction methodologies will be threaded throughout the program related to construction systems; occupancy risks; collapse and compromise characteristics; methods and materials; and fire dynamics related to building anatomy. Vintage and intrinsic building and occupancy characteristics, comprehensive case studies, history repeating events, research findings and emerging fire suppression theory will be also be discussed.

Today's Mayday: Applying Maneuver Warfare to the Fire-ground
Presenters: James Kenny and Rex Strickland

(1 PM - 5 PM)

In the simplest terms, on any structure fire there are two important objectives; to extinguish the fire and to search for and remove any victims. What changes when a mayday occurs? The need for extinguishment still exists and there are still potential victims. In many situations, extinguishment should remain the main effort, however historically this has not been the case. The big change during a mayday is the human reaction which causes officers, incident

commanders and firefighters to become obsessed with rescuing one of our own. This program will highlight how we can adjust our RIT training programs for a better outcome of decision making on the fire-ground. This program will show why, if immediate available resources can only focus on one of these objectives, in many cases it should be the fire. As Korean War veteran James Brady states when referring to being attacked, "That's what counts in a firefight, not the casualties but where the fire came from." Brady's point is that if you don't identify and handle the threat first, the casualty won't matter because everyone will end up a casualty.

Teaching Live Fire Training While Incorporating Research

(1 PM - 5 PM)

Presenter: Brian Kazmierzak

This class will provide a firsthand look at the UL/NIST Modern Fire Behavior/Dynamics studies and show instructors how they can be delivered and instituted in their fire departments. Controversial to some so be prepared for some great discussion, but in the end, no one can argue with the numbers and the studies – these will change how the ENTIRE fire service operates. Students will also be provided at the end of class with all materials necessary to deliver this at home! You don't have to look far for good discussion regarding fire command, control, accountability and especially.....fire behavior. The info from NIST, UL, ISFSI, IAFC and others is another tool, options, for your fireground. We need to apply it as needed - based upon our size up. Don't throw your other tools (tactics, procedures etc.) away, just add this updated information to do what's best for the people having the fire and the members fighting the fire. If we can end up less hurt or killed (them and us) - that's a good thing. Fire operations are risky and sometimes we must take risks to take care of people. We must take worthy risks; not predictable risks. MANY departments have trained their firefighters and officers to consider a hard hit as they prepare to go in. Most departments have adjusted some attack guidelines based upon conditions. But it's all about understanding the expected consequences of our actions and focusing on what's best for the people having the fire. The course will ask the hard-hitting question: are you ready to take the science to your next live fire training so it truly hits the streets?

**The Art of Critical Decision Making: Point-to-Point Decision
Making for Fire Service Leaders**

(3 PM - 5 PM)

Presenter: Michael Barakey

The closest distance between two points is a straight line. Achievement is not arriving at the solution; it is the journey and overcoming the obstacles to achieve a successful outcome. In the fire service, getting from point "A" to point "B" is a challenge on some emergency incident scenes, especial critical incidents. Firefighters are faced with challenges around the fire station and challenges in the administrative arena, like development of a succession plan or team. Point to point leadership provides fundamental principles that identify the challenges that fire service leaders' encounter; and offers a step by step process to get through difficult situations and incidents. Leaders possess the ability to get to the point to point in the most expeditious route, but not necessarily in a straight line. Obstacles, variables, and predictable influences are ever present and this class will teach you to understand, predict and manage the obstacles on the emergency incident scene. This course will teach the students how to make critical decisions.

Thursday and Friday, February 22-23, 2018

IFMA Fire Marshals Management Institute
Presenters: Robby Dawson and Ron Farr

(8 AM - 5 PM Daily)

This eight module program has been developed for management level fire marshals and supervisors. Targeted to the appointed fire marshal, or mid-level managers of fire marshal offices; the program includes the following modules: management and leadership; politics; budget and budgeting; legal considerations and concerns; strategic planning; benchmarking and performance measurement; community risk reduction; and staffing. Each module will include didactic and group participation to enhance the presentations and emphasize critical learning objectives. **This course qualifies for 16 hours towards 1031 and 1033 recertification.**

Tactical Emergency Casualty Care (TECC)

(8 AM - 5 PM Daily)

**Presenters: Jeffrey McPhearson, Brian Harness, Bill Jeffords,
Chris Lawrence, Thomas Hollowell, Eddie Buchanan and Frank Chin**

Developed by the National Association of Emergency Medical Technicians' (NAEM) Prehospital Trauma Life Support (PHTLS) Committee, the TECC program is based on the guidelines from the Committee on Tactical Emergency Casualty Care and the Tactical Combat Casualty Care (TCCC) program. TECC uses lessons learned from our military and applies them to the civilian world of tactical medicine. This 16-hour course covers topics designed to decrease preventable death in the tactical situation. Topics include: hemorrhage control; surgical airway control and needle decompression; strategies for treating wounded responders in threatening environments; caring for pediatric patients; and techniques for dragging and carrying victims to safety. At the core of the TECC program are three distinct phases that have been well-proven by TCCC personnel in the war against terrorism in Iraq and Afghanistan. The phases are:

- Direct Threat Care: care that is rendered while under attack or in adverse conditions.
- Indirect Threat Care: care that is rendered while the threat has been suppressed, but may resurface at any point.
- Evacuation: care that is rendered while the casualty is being evacuated from the incident site.

TECC focuses on the medicine during these phases of care and provides guidelines for managing trauma in the civilian tactical or hazardous environment. While TECC has a tactical slant, it takes an all-hazards approach to providing care outside the normal operating conditions of most EMS agencies, such as responding to a mass casualty or active shooter event. **Class size is limited to 24 students; students must attend both sessions in their entirety. Designed for EMTs and paramedics, upon successful completion, students will receive a certificate of completion, a wallet card recognizing them as TECC providers for 4 years, and 16 hours of Commission on Accreditation for Prehospital Continuing Education (CAPCE) credit.** *This class contains a hands-on tactical operational component on Friday afternoon. This component will require attendees to lift, drag and pull patients in a real world environment. Attendees should wear clothing suitable for a working environment (coveralls, work pants and shirts, gloves, etc. --no firefighter turnout gear) and appropriate for anticipated weather conditions of the day. Attendees should be aware that clothing may be damaged or soiled during the operational exercises and plan accordingly.*

Residential Primary Search: Training for Success (Classroom)
Residential Primary Search: Training for Success (H.O.T)

(1 PM - 5 PM Thurs)
(8 AM - 5 PM Friday)

Presenters: James Kenney, Rex Strickland, Jason Abitz, Ryan Miller and Casey Snider

The importance of a primary search is second only to getting water on the fire and in some cases, the argument can be made that it even ranks number one. This hands-on training course is filled with skill building to ensure the search is done both effectively and efficiently. One of the biggest reasons for a poor search is lack of practice and being comfortable in zero visibility. This course will provide the skills and repetitions to perform a successful search. The fire service has unknowingly handicapped firefighters by limiting search training to concrete buildings with oversized doors, windows and stairwells. These buildings typically lack any amount of furniture along with other items typically found in homes in our county. The training environment and operational reality simply do not match. Without the ability to see, FF's are forced to visualize where they are searching by creating a mental map. When the training environment does not have the same feel of floor coverings, furniture, actual bedding or contents of most homes, a flawed mental image is engrained into our minds. This course will provide real world training and the repetition to master the residential primary search. **Requirements: Full firefighting PPE, SCBA with extra bottle and mask, and be SCBA proficient. This is a 12 hours course with a full 8 hour hands-on work component preceded by a 4 hour classroom session. This course can be physically demanding at times. Students should be in good physical condition. This H.O.T portion of this course will be held at the Virginia Beach Training Center and the classroom portion will be at the Virginia Beach Convention Center. There is a 28 student limit for this class; students must attend both sessions in their entirety.**

Thursday, February 22, 2018

Shaker's Forum

(8 AM - 5 PM)

Presenters: Mark Light and Chris Eudailey

Designed for chief officer level issues, this facilitated discussion will involve all participants in an open forum environment. Facilitators 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, challenges and best practices. The Shaker's Forum is the ultimate in fire service networking. Come and join the group of fire service Shakers and learn from the real world experiences of your peers and colleagues.

The Irons Academy: H.O.T.

(8 AM - 5 PM)

Presenters: Jeremy Williams and Joseph Rock

As fire ground tactics and procedures continue to evolve, the focus tends to fall away from the fundamental and foundational fire ground skills. No matter your stance on current fire ground tactical debates, you will always need to access a building; however, many firefighters are not proficient at accessing buildings. This course focuses on increasing efficiency through proficiency and places a focus on using the most reliable tools, the irons, for accessing buildings. Learning and proficiency is achieved by understanding the tools and developing a system of steps that will allow the attendee to establish a working foundational approach when forcing doors with conventional tools. This course is focused on strengthening and building upon the participant's foundational forcible entry skill sets and developing muscle memory. The instructors will focus on what academies and manuals commonly fail to teach or explain, and will demonstrate and teach street proven techniques. This course is reality based training, and not theory based teaching.

Requirements: Full firefighting PPE, SCBA and mask. Hearing protection is recommended. Students are recommended to bring any forcible entry tools they want to use. This is a full 8 hour course with hands-on work. This course can be physically demanding at times. Students should be in good physical condition. This course will be held at the Virginia Beach Training Center. There is a 25 student limit for this class.

Understanding and Fighting Basement Fires: Where Science Meets the Streets

(8 AM - 5 PM)

Presenter: Brian Kazmierzak and Murrey Loflin

This course was developed to teach firefighters and officers about the research results that were obtained from the 2016-2017 Basement Fire Tactics Research Panel in partnership with ISFSI, UL FSRI and the Delaware County (PA) Fire Academy. The Basement Fire Tactics Research Panel looked at numerous types of tactics and basement fires in search of more effective and efficient attack methods. These methods will be presented and discussed, as well as LODD case studies related to basement fires. The learning objectives of this class are to: understand the history of modern fire attack and tactics; understand current knowledge versus beliefs of the most recent UL/NIST findings from the basement fire tactics research panel; understand basement fire LODDs and why this research is important; and teach instructors how to deliver and fully understand the science, and to also be capable of delivering the material appropriately to firefighters and officers of their departments. This course and will be taught with

that mindset directed at training officers and instructors that are interested in learning the information necessary to present this material to their own fire departments. To do that, the instructors must not only be properly taught but also must completely understand the material they are about to be given to present. The material covered will be a custom program developed with the instructor in mind. The goal will be to combine and adapt all the research into the principles of modern fire attack; their department's tactics and SOGs; research; and actual incidents, Students will be tasked to demonstrate their understanding of the material to reinforce the success of the program.

Buildings on Fire: Lessons from the Fireground 2018
Presenter: Chris Naum

(8 AM - Noon)

This program will present and lead through past History Repeating (HRE) Events and present leading insights and findings from pertinent case studies, NIOSH LODD Investigative Reports and after actions reports from select incidents. These resources will be used to facilitate an examination of apparent and contributing factors, and an analysis and review of recommendations and actions to preclude similar events on the local and regional level. Elements of effective and adaptive fireground leadership and the hard lessons learned will be presented in this highly interactive program. Select case studies will be reviewed and applied to identify gaps and vulnerabilities. Lessons from the fireground resonate with recommendations and actions that all fire departments and personnel must recognize and implement in future fireground operations in order to reduce operational risks and improve incident mitigation and structure fires.

PUBLIC SAFETY TECHNOLOGY FORUM

(This 8 hour forum takes an in-depth look at the various uses of technology related to public safety. Each module is presented as stand-alone offerings; therefore attendees may attend one or more modules.)

Measuring Fire Department Performance Beyond Annual Runs
Presenter: Joseph Powers

(8 AM - 9:45 AM)

Organizational decision-making must be based on more than just annual response numbers. Today's fire service environment demands measured performance to drive every day decisions. Understanding practical performance measurement is the first step to matching your department with the ever-changing environment. The dynamics of our environment in which we manage our department presents daily challenges. Decision-making based upon intuition and gut-feelings is obviously not the best course of action. As the fire service evolves, so does our access to information. Measured data to evaluate organizational performance provides vast opportunities to improve upon programs, processes, and streamline workload for efficiency. Performance measurement, in many cases, is a foreign language and often avoided because of misunderstanding. This program will help students gain an understanding of what information is available and how it can be visualized to aid in organizational management.

Instant Technology for Fire and EMS
Presenter: David Denniston

(10 AM - Noon)

Texting, tweeting, websites and Facebook have made it easier than ever for fire and EMS responders to share information with each other and the public. All of these methods can be used to our benefit, however more often than not; they can get individuals and organizations in trouble as well. Organizations must take steps to understand how these forums can spread information and lead to concerns such as privacy and harassment issues. This fast paced, eye opening class will explore the modern trends in information sharing and your department's need to address the issue before it causes major problems.

Digital Technology and Data in the Fire Service
Presenter: Dave Morales

(1 PM - 2:15 PM)

Digital technology and big data are transforming the fire service. Rugged mobile computers, tablets, high speed wireless connections, robotics, geo-location and predictive analysis are presenting a powerful disruption to business as usual for public safety. How fire and EMS responders work, communicate, collaborate and maintain situational awareness is under constant evolution. Join us as we discuss these issues in an open forum, share lessons learned and seek answers in this changing technology landscape. This facilitated program will allow attendees to discuss and share their unique perspectives, challenges and solutions. All attendees will be encouraged to engage, question and share.

GIS: A Foundation for All Hazard Preparedness and Response
Presenter: Alison Yeloushan and Jeff Dulin

(2:30 PM - 3:45 PM)

Spatial data can be the foundation for the preparedness, response, and recovery of any all hazard public safety agencies. The data available to most localities can be employed to improve pre-incident intelligence, provide for efficient deployment of resources during the response, and focus recovery efforts after the event. The fire service has institutionalized GIS technology in community risk reduction initiatives, risk assessments, pre-incident planning, common operating picture development, response, and recovery operations. This presentation will discuss how GIS was used to improve multi-agency responses and preparedness for major events.

Unmanned Aerial Systems: A New Frontier for the Fire Service
Presenter: Chris Sadler

(4 PM - 5PM)

Small unmanned aerial systems, or sUAS, are transforming how the fire service plans for and responds to emergencies. In this session, attendees will gain an understanding of the capabilities and advantages of these systems, and where these platforms are heading in future years. Learn how these systems can be applied to pre-planning activities, HAZMAT incidents, wildland and commercial fires, and search and rescue operations. The instructor will share their experience surrounding the planning, funding and deploying of a specialty response team. This session will also cover the regulatory environment and how your agency can navigate federal and state requirements for emergency operations.

+++++END OF PUBLIC SAFETY TECHNOLOGY FORUM +++++

LEADERSHIP AND MANAGEMENT SYMPOSIUM (Day 1)

(Important Note: Formerly known as the Company Officer Symposium, this is a two day, 16 hour offering; however, each day and module are presented as stand-alone offerings, therefore attendees may attend one or both days, any or all modules. These classes are applicable to all fire and EMS personnel, regardless of rank.)

Results Through Embodied Leadership

(8 AM - 10 AM)

Presenter: Croft Edwards

How many times have you been through leadership training or seminar but the next day couldn't remember, let alone apply, any of the concepts to your real life? Today is a new day! Current challenging world and business environments require you, as a leader, to be clear on who you are and how you show up in the worlds you live in, and if necessary, make the changes to show up differently. In this highly participatory and skill building presentation, you will engage in activities and conversations about how you are currently showing up as a leader, and how to shift to BE the leader you want and need to be for your situation. As a result of this presentation you will be clearer on the practices that you as a leader need to undertake to BE the leader your organization requires. This session begins with a foundational understanding of what it means to BE a leader and why, how we as leaders BE is critical to the success of our teams and organizations. How we, as leaders show up; in our bodies, our moods and emotions, and how we use language, creates the results in ourselves and others. Results are the product of the leader we are. Key topics include: a generative definition of leadership and management and the difference between the two; what it means to embody leadership; an exploration of how you as a leader are currently showing up to your followers; understanding how your followers view and relate to you; exercises to begin practicing being the leader you aspire to become; and creating an awareness of how to center yourself as a leader.

Leadership is a Journey

(10 AM - Noon)

Presenter: Blake Stephens

We don't arrive as a leader; it's a journey to discover your growth and greatness as a leader. Becoming a front line officer is a monumental point in a firefighter's career. Being able to succeed and make an impact can be stifled without the right tools or understanding of how engagement, vision and basic principles fit into the big picture. The journey to become a great leader does not always have to start on your shift or in your station. It can start in one's district, home or even community. Reaching your level of greatness comes from many experiences but more importantly, it comes from the people in your life. This course is designed by a front line officer for front line officers or future officers to self-evaluate and learn about the journey of becoming a leader. The program will discuss the different ways to learn and think outside of the box; create opportunities for advancement; and to develop into the leader you want and desire to be.

The “D” Makes All the Difference...

(1 PM - 3 PM)

The Line Between Discipline and Disciplined

Presenter: Tim McKay

As supervisors, some of our most unpleasant experiences are dealing with disciplinary issues. Using interactive lecture and case studies, this session will challenge participants to examine their organizations and to work to grow and develop them into one that stresses being "disciplined" as opposed to doling out "discipline" except when truly necessary. An organizational culture focused on accountability at all levels will help reduce the need for formal disciplinary action, will improve morale, and will increase ownership in the agency.

Disposable Heroes

(3:15 PM - 5 PM)

Presenter: Jeremy Johns

This presentation is a raw and real account of the instructor's life with post traumatic stress disorder (PTSD). He will share the events that led him to a near suicide attempt and his path to recovery. The instructor will share his strategies, lessons, and experiences in order to teach and empower other firefighters into seeking and getting help with their personal mental health issues. Many agencies are using PTSD PowerPoint presentations or videos that drone on about mental health and PTSD awareness. Nobody is offering a real, tangible presentation that will allow the listener to be immersed in the experience of someone else that has navigated the clouded world that mental disorders give individuals. This presentation is mostly an oral presentation with a few visual slides, statistics, and images to drive home the messages. The name "Disposable Heroes" may put off some people, but the term comes from a line in the presenter's paper that reads, "We need to accept the fact that we are far from indestructible gods but are not disposable heroes."

+++++END OF LEADERSHIP AND MANAGEMENT SYMPOSIUM DAY 1 +++++

Getting Behind the Shield: Overcoming First Responder's

(10 AM - Noon)

Resistance to Mental Health Services

Presenter: Michael Verano

This program outlines the factors that create resistance in first responders to seek mental health services and offers practical tips for overcoming these barriers. The program is geared toward leadership and line personnel as it addresses both personal and cultural factors contributing to many first responders suffering in silence. The program relies on the presenter's 30 years of experience in the mental health field and direct work with first responders in counseling sessions and work as a peer support clinical director for the cities of Newport News and Hampton.

Engine Company Essentials
Presenter: Richard Ray

(10 AM - Noon)

The challenges faced by an engine company in today's fire service are more dynamic and difficult than ever before. The backbone of firefighting is the engine company. There is more to engine company success than just fire suppression. Today's engine company firefighters must be willing to prepare, train and perform on the fireground at a much higher level to ensure life safety and property conservation is successfully and safely achieved. This class is designed to give engine company firefighters vital elements to increase their level of performance to achieve efficiency and safety on the fireground.

Custom Unit Hour Utilization: A Case Study at Mecklenburg EMS Agency (10 AM - Noon)
Presenters: Mike Salonish and Todd Sims

High-performance EMS organizations apply best practices, measurement, and real-time analytics to continuously improve operations, allocate resources, balance workload, and manage the workforce. The Mecklenburg EMS Agency set about creating a powerful and robust system capable of handling a tremendous amount of data, and mining it in real-time to forecast and plan resources. The goal was to ensure adequate resources were readily available when and where they were most likely needed. To achieve this goal, they needed to quantify its resource workload and performance through a Custom Unit Hour Utilization (CUHU) specific to its organization. The presenters will discuss the successes and lessons learned in building this EMS system.

High Performance EMS Agency: Characteristics and Culture
Presenters: Mike Salonish and Todd Sims

(1 PM - 3 PM)

Regardless of the level of service, roster size, call volume, or geographic location, there are certain traits and characteristics that are common to high-performing EMS agencies. Management teams must provide a clear and concise vision for the agency and ensure inclusiveness and participation at all levels. The characteristics associated with high-performance EMS organizations include the commitment to and the investment into the improvement process. Some of the characteristics of organizations that have committed to operational improvement include collaboration, transparency, an environment willing to change, enterprise focus, a culture of measurement and analysis, and reward for performance. The investments involved in becoming a high performing organization include allocating personnel resources with the right levels of knowledge, capability and time to manage operational improvement; allocating financial resources and budget to manage the operational improvements; and providing the technology resources to acquire the appropriate data. The presenters will discuss the successes and lessons learned in building a high performance EMS agency.

Prevention and Care of Firefighter Burn Injuries
Presenter: Jason Woods and Dr. Jeffrey Shupp

(1 PM - 5 PM)

Each and every day, thousands of career and volunteer firefighters place themselves in harm's way in the performance of duty. Regardless of personal protective equipment, training, or experience on the job; smoke and fire can overcome any firefighter and lead to a long and difficult battle for survival. Without exception, burns are life altering and can be career changing or life ending injuries. This course will provide a better understanding of the factors that increase the risk of a firefighter sustaining a burn injury and ways to reduce these risks. The proper sizing of the firefighter's personal protective equipment (PPE), along with appropriate gear selection, care and maintenance, and the proper use of PPE will be discussed. The program will outline common trends that have resulted in burn injuries, steps to prevent these injuries, and the importance of having a plan in place prior to these injuries occurring. An overview of the resources available regionally, statewide, and nationally for firefighters burned in the line of duty will also be discussed. After attending this program, firefighters and fire service leaders will have a better understanding of the burn care processes, burn center treatment, and returning to full duty protocols.

Rescue Me – Managing Employee Fires
Presenter: Jesse Quinalty

(1 PM - 5 PM)

Most fire officers and chiefs will fight more fires in the station than they will out in the streets. This program will utilize basic fireground terminology to break down and make sense of employee coaching, counseling and disciplinary procedures. It will apply such firefighter knowledge as conducting a size up, which will include looking at the building construction (how the employee is built as well as the condition of the building), the extent and location of the fire (the problem) and doing a risk assessment. Once these observations are considered, a strategy can be determined and tactics can be put in place to address the issue. Students will then utilize the acronym RECEO to determine what tactics to use when dealing with a problem employee. Students will also focus on using fire prevention, education, pre-planning and fire behavior recognition training (aka reading smoke) to prevent fires (problems) and keep them small. The instructor will also compare hostile fire events such as rapid fire progression, flashover, backdraft and smoke explosions to the more difficult personnel issues. The course will end with conducting several "fire simulations" using video and role player scenarios.

Results Through Embodied Leadership
Presenter: Croft Edwards

(3 PM - 5 PM)

How many times have you been through leadership training or seminar but the next day couldn't remember, let alone apply, any of the concepts to your real life? Today is a new day! Current challenging world and business environments require you, as a leader, to be clear on who you are and how you show up in the worlds you live in, and if necessary, make the changes to show up differently. In this highly participatory and skill building presentation, you will engage in activities and conversations about how you are currently showing up as a leader, and how to shift to BE the leader you want and need to be for your situation. As a result of this presentation you will be clearer on the practices that you as a leader need to undertake to BE the leader your organization requires. This session begins with a foundational understanding of what it means to BE a leader and why, how we as leaders BE is critical to the success of our

teams and organizations. How we, as leaders show up; in our bodies, our moods and emotions, and how we use language, creates the results in ourselves and others. Results are the product of the leader we are. Key topics include: a generative definition of leadership and management and the difference between the two; what it means to embody leadership; an exploration of how you as a leader are currently showing up to your followers; understanding how your followers view and relate to you; exercises to begin practicing being the leader you aspire to become; and creating an awareness of how to center yourself as a leader.

Achieving Optimal Performance and Job Satisfaction (3 PM - 5 PM)
By Communicating Clear Expectations
Presenter: Steve Strawderman

This presentation is designed to discuss the need for establishing and communicating clear expectations in order to get the best performance to maximize success. Every organization strives to be the best at what they have been asked to do. There is also an internal expectation and dependency on other team members. How do we know when we have meet the expectations of our bosses, team members, the public and other stakeholders that have high expectations of you? Performance is driven by three key elements: expectations; motivation; and the individual's/team's knowledge, skills and abilities (KSAs) to perform the job. Students will see how they are interconnected and learn that communication skills are essential to establishing expectations and in evaluating performance. A review of communication skills will lead to a self-evaluation of your own communications style.

Friday, February 23, 2018

Tactical and Command Center Training Presenters: Joe Bailey and Wally Burris

(8 AM - 5 PM)

This session will be action packed with participants actively engaged in role playing under real time stress imparted scenarios using Fire Studio Software. Scenario settings shall include single family dwellings, town homes, apartments, and commercial structures. The goal of this educational session shall be to present simulated incidents to personnel to promote confidence in their capability to control and manage structural incidents through various elements of the incident command structure ranging from company officer to Incident Commander. Following a 45-minute introduction and briefing, selected participants will be assigned as response units and dispatched per generic protocols described during the initial briefing. Units with individual radios will report to one of three locations based on their role and assignment: One area will provide a view from the alpha side/interior; another area for the Charlie side/interior and a third area will serve as the formal incident command post. Incident simulation conditions change and will be affected by participant actions or inactions. Each scenario has predetermined learning objectives which are discussed in length during an extensive after action review of each incident. Each simulation assessment shall be evaluated in three areas: initial on scene actions; technical and tactical decision making; and command and control issues/resource tracking. Whether you are preparing for the tactical exercise for promotion or just need to boost your confidence, this class will be beneficial and rewarding! **There is a 32 student limit for this class.**

Engine School: H.O.T. Presenters: Carlton King, Shaun Whiteley, Darren Lucas, Brad Harris Hayden Foster and Chip Johnson

(8 AM - 5 PM)

This class is centered on engine company firemanship and reinforces the transition from “proficiency to mastery” in the following engine company disciplines: nozzle theory and nozzle mechanics; water application; hoseline deployment; ladders; and forcible entry. This course is comprised of four H.O.T. stations, operating on two hour rotations. Each student will participate in each station. **This course will be held at the Virginia Beach Training Center. PPE is required. There is a 32 student limit for this class.**

Fire and Law Policy: The Prevention of Legal Fires Presenter: John Murphy

(8 AM - Noon)

This interactive class explores the relationship of the law and the fire service. The threat of a lawsuit places our fire departments, fire officers, firefighters and EMS personnel in harm’s way. When something goes wrong in the operations, policies and practices of the fire department especially in the area of personnel management, response, customer service and interpersonal relationships, legal fires can and will occur. The presenter will discuss the hot buttons and flashpoints related to legal issues, and provide guidance on keeping them in the incipient stage.

Who's the Boss
Presenter: Jesse Quinalty

(8 AM - Noon)

This class introduces and reviews some basic leadership models and theories. The intent of the session is to figure out what leadership is and how we can implement it. The class will focus on topics such as servant leadership, situational leadership, the leadership continuum and the Johari Window. Once these concepts are digested, the instructor will then take the "Buddy to Boss" (Chase Sargent) concept into the fire station to look at crew continuity, public perception and customer service interactions. The instructor will also discuss station pranks, hazing and poor behavior through fire service videos and case studies.

VOLUNTEER SUMMIT

(Important Note: Each module is presented as stand-alone offerings; therefore attendees may attend any or all modules. These classes are applicable to all fire and EMS personnel, regardless of rank.)

Extinguishing the Flames of Liability
Presenter: David Denniston

(8 AM - 9:45 AM)

An alarming number of firefighters and EMT's across the country are being charged, injured or even killed while performing duties which were intended to protect the public. This fast paced multi-media seminar will explore fire service leaders' roles in protecting our firefighters and EMT's. Fire service leaders also have an obligation to the firefighters to provide a safe working environment and to the public to protect the interests of the tax payers and to limit liability that may be imposed on the department. This no holds barred seminar will review the leading causes of injury, death and liability issues facing fire service organizations and provide sample policies and procedures to help limit these exposures.

Professionalism: It's Not About Getting Paid
Presenter: Tim McKay

(10 AM - Noon)

A fire officer posts an inappropriate photo to Facebook. A career firefighter is arrested at an emergency scene for fighting with a volunteer. A fire chief makes a joke video that people find offensive rather than funny. A firefighter quits due to hazing and files a lawsuit for sexual harassment. These are just a few of the personnel issues confronting fire departments today. Every fire service leader is challenged with how to draw the line between enforcing appropriate behavior and giving firefighters latitude to run their own crews and shifts. When more and more regulations are developed, there is inevitable pushback that the fire service has gone soft, and that political correctness will destroy crew integrity as well as effective team response. This presentation will take a fresh look at how to strike the balance between creating a safe, inclusive, and professional workplace while still respecting fire department traditions. The essence of the presentation will be an examination of the role of trust in creating effective crew and community relationships. Discussion topics will include hazing and pranks, social media, inter-departmental relationships, and roles and responsibilities within the service community. The format will be highly interactive and based on actual fire service case studies.

Breaking Barriers: Busting Through Recruitment and Retention Challenges

(1 PM - 2:45 PM)

Presenter: Candice McDonald

The volunteer fire service is experiencing its biggest challenge to date with volunteer firefighter recruitment and retention. With today's era of competing demands for the volunteer/potential volunteer firefighter, the question becomes, "What strategies are volunteer fire departments using to successfully recruit and retain volunteer firefighters?" This workshop is based on a three-year doctoral study and will offer participants proven strategies to reduce turnover and increase recruitment among all generation of volunteers. These strategies are not based on costly recruitment campaigns and incentives, but offer practical professional applications that can be easily deployed.

Volunteer Shaker's: A Guided Discussion

(3 PM - 5 PM)

Presenter: Kelly Ameen

This facilitated discussion will involve all participants in an open forum environment. Facilitators 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, challenges and best practices. Come and join the group of fire service Shakers and learn from the real world experiences of your peers and colleagues.

******* END OF VOLUNTEER SUMMIT *******

The Mayday: An Officer's Perspective

(8 AM - 9:45 AM)

Presenter: John Gannon

The presenter will perform an incident review of an accident that killed a woman, severely injured a state trooper, and injured a firefighter. The presentation will discuss the incident, short and long term affects including the needs of the department, the responding firefighters and the supervisor. In February 2016, the presenter responded to a vehicle accident on State Route 288 in a snow/ice storm. The initial accident was under control when a car crashed through the accident scene killing a woman, injuring firefighters, and severely injuring a state trooper. The presentation will discuss the incident itself and the changes made as an organization. Topics discussed will be mayday usage, PTSD, mental health support, workers compensation, NFIRS reporting and highway traffic safety.

Flipping the Fire Service Classroom

(8 AM - 10 AM)

Presenter: Brian Kazmierzak

This class will look at how flipped training can be used in the fire service. Flip teaching/training (or flipped classroom) is a form of blended learning which encompasses any use of technology to leverage the learning in a classroom, which allows an instructor to spend more time interacting with students instead of lecturing. This is most commonly being done using teacher-created videos that students view outside of class time. These methods are also referred to as backwards classroom, reverse instruction, flipping the classroom, and reverse teaching. In flip teaching, the student first studies the topic by himself, typically using video lessons created by

the instructor or shared by another educator. Once in the classroom, the student then tries to apply the knowledge by solving problems and doing practical work. The instructor will answer the following in this presentation: what is flipped learning and how do you actually flip the classroom; how does flipped learning apply to the fire service; and how does one actually flip a fire service classroom.

Barrier Hoods for Better Protection
Presenter: Robert Keys

(9 AM - 10 AM)

After opening his presentation with a historical perspective of the dramatic changes and advancements in firefighter personal protective equipment (PPE), the instructor will provide an in-depth look at the results of many studies and analyses of statistics that all come to a similar conclusion—firefighters face cancer rates that are significantly greater than most Americans. The instructor will discuss facts and figures from parallel studies stating that the problem of carcinogen contamination in firefighters is through the hood material. The instructor will identify and discuss a three-prong attack on cancer necessary to save firefighters' lives: (1) educate firefighters about cancer risks; (2) change the firefighter culture; and (3) embrace technology changes. This third prong — embracing technology changes — will be the focal point of the presentation, with the emphasis on barrier hoods (also known as particulate-blocking hoods).

Preventing Firefighter LODD and Injuries at Roadway Incidents
Presenter: Jack Sullivan

(10 AM - Noon)

Distracted, drowsy, drunk, drugged and disgruntled drivers are striking firefighters and emergency vehicles at roadway incidents with increasing frequency. This class provides guidelines for safe roadway incident scene response and management and reveals the most recent innovative ideas for highway incident safety. All firefighters and EMTs are exposed to moving traffic on almost every emergency run. The highway is the most common IDLH environment for firefighters and EMTs. This class will cover the essential steps and actions each fire department should be taking to protect their most valuable assets - firefighters and EMTs.

Improving and Evaluating the Effectiveness of
Your Training Program

(10 AM - Noon)

Presenter: Brian Kazmierzak

How do you evaluate and improve the effectiveness of your training program? The CFAI Accreditation Category 8 is dedicated to self-assessment of your training program. This presentation will look at evaluating the effectiveness of your training program, and will also look at some of the common pitfalls of most fire department training programs. The instructor will discuss the role of the training officer and the training division, in addition to the company officer and chief officer roles in the training program. Key objectives to this presentation are: (1) evaluating the effectiveness of your current training program; (2) improving the effectiveness of your training program with tools you can implement tomorrow; and (3) looking at new ideas in training and dealing with the 21st century Generation "Y" learner.

Behavioral Health and Suicide in Firefighters
Presenter: Beth Murphy

(10 AM - Noon)

This presentation is an overview of the growing mental health and suicide epidemic among firefighters. Anecdotal evidence indicates that suicide in firefighters is increasing, and something needs to be done. When a firefighter takes his or her own life, the family, friends, and coworkers are left wondering what happened, why it happened, how did they not see it coming, and how could they have prevented it. This presentation provides the answers to those questions. It will provide the attendees with tools to recognize signs and symptoms, assess the risk level, and help identify and create appropriate resources within your department and community.

The Assessment Center: A Game You Can Beat
Presenter: Mike Barakey

(1 PM - 5 PM)

Assessment centers are used for all ranks in the fire service. Most fire departments contract with vendors or delegate the assessment center to their human resource departments. These assessment centers are designed by non-firefighters, yet the only way to be promoted, especially in civil service, is by excelling during your assessment center. The assessment center is a "game" and the only way to "win" is to understand the rules, prepare and execute. This presentation will prepare you for the grueling assessment center process and provide you with the opportunity to learn the "how and why" behind the methods. The assessment center process is predictable and learnable. With this class, and with a strong desire to prepare and study, you will increase your chances for success in your next assessment center. The presenter will use interactive slides, pictures and videos to explain the "how and why" factors, and will allow for class interaction and participation as students review and demonstrate the four phases of a typical fire service assessment center: 1) the written examination, 2) the tactical assessment, 3) the oral interview and 4) the in-basket exercise.

Kids and Dinosaurs: Bridging the Gap
Presenter: Tim McKay

(1 PM - 3 PM)

For several years, particularly as the baby boomers have aged and more millennials begin to fill our fire stations as employees and volunteers, we've been hearing lectures on generational issues in the fire service, but we haven't been really listening. The clock is ticking rapidly, and most of us are not ready for this challenge. Merely understanding the differences between the generations is not near enough. We must be proactive not only in getting the various generations to understand and capitalize on each other's strengths; but we must also be preparing the "kids" to replace the "dinosaurs" as the next generation of fire service leaders. To achieve this, the instructor will address several questions through lecture and discussion. What are the generational influences on leadership? How do the different generations view the fire service? How do we best manage the millennials while preparing them to lead? How do we adapt to these changing demographics within our departments? Attendees can expect an engaging and thought-provoking session related to this dynamic, yet feared topic.

JHAT: What Is It All About?**(1 PM - 5 PM)****Presenters: Jamie Potter and Brian Acors**

As first responders, our job is always to keep those we serve safe by identifying potential hazards and mitigating the incidents quickly. Special events present hazards all in itself, however, there are opportunities for jurisdictional HazMat teams to combine with bomb technicians to make a fast, educated assessment without the complication of large apparatus and large amounts of resources. The Joint Hazard Assessment Team (JHAT) response provides a rapid assessment with expertise and limited equipment to identify a call for service at a special event as a true threat or not. This presentation is information and lessons learned from events held in Richmond and surrounding jurisdictions that have had very positive outcomes. The instructors will also discuss potential training ideas for JHAT teams to provide the opportunity for seamless response between multiple jurisdictions before the need arises.

Prioritizing Initial Fireground Tasks**(3 PM - 5 PM)****Presenter: Richard Ray**

This presentation is designed to help chief and line officers to prioritize fireground tasks based on rescue profiling, the building, fire volume, equipment and available personnel. Many times there are not enough initial firefighters at an incident to accomplish all the necessary tasks on the fireground. Effectiveness is lost and firefighter safety is compromised because on scene personnel try to perform too many task rather than prioritize and successfully complete them. The practices and concepts taught in this program are based on successful and unsuccessful experiences on the fireground and nationally recognized fireground priorities. This presentation will show the student how to prioritize and accomplish fireground tasks such as line placement and size, ventilation, search, water supply, and RIT with limited staffing. Fireground pictures and videos will be used to reinforce concepts taught. The practices and concepts discussed are effective, safe, inexpensive, and can be applied immediately. The challenges faced by firefighters become more dynamic each and every day. The obstacles that firefighters overcome and the level of professionalism displayed are the hallmark of the fire service. The desire to train and become proficient in fireground operations is the backbone of success for the fire service. This class is designed to teach and share ways to effectively prioritize and manage the fireground without compromising safety.

Reaching a Fire Department Threshold**(3 PM - 5 PM)****Presenter: Blake Stephens and David Johnson**

Today, there is a push to create the latest and greatest when it comes to hose deployments, tactics and strategies. This class reviews a brief history of the fire service; specifically the areas mentioned and how we have progressed. However, progress does not mean we have to move away from the basics, and learn every way to pack hose. We should be focusing on what works for our department and ensuring that we can readily deploy what we already have on our units. This class will focus on moving mindsets back to mastering the "rookie book." For very senior department members, they may not have trained on these topics for several years. At the end of the day, we must rely on the basics to ensure that everyone goes home. Once basic skills are mastered, we can now shift our focus to our people by building their confidence in themselves, their shift and the leader. A considerable amount of time will be spent on why we should master basic skills, what "mastering" a skill looks like and what this team/shift looks like.

LEADERSHIP AND MANAGEMENT SYMPOSIUM (Day 2)

(Important Note: Formerly known as the Company Officer Symposium, this is a two day, 16 hour offering; however, each day and module are presented as stand-alone offerings, therefore attendees may attend one or both days, any or all modules. These classes are applicable to all fire and EMS personnel, regardless of rank.)

Cancer in the Fire Service: Awareness, Acceptance and Action (8 AM - 10 AM) **Presenter: Peter Berger**

This presentation follows the guidelines of the national curriculum that the presenter is establishing in multiple universities. The program is geared towards probationary firefighters to the chief officers. This presentation will discuss three distinct areas: (1) awareness of the problem of cancer in the fire service; (2) accepting that there is a problem; and (3) taking action against the problem. The presentation is focused on research performed by the presenter as well as other leading researching entities.

No Fear Leadership (10:15 AM - Noon) **Presenter: Todd Edwards**

No fear leadership is about knowing yourself, your people, what works, and how to avoid the biggest pitfalls in today's fire service. The instructor will share his story about leadership, and the 20 years it took him to really understand his self and his leadership style. Students will be encouraged to identify and discuss their strengths and weaknesses. The instructor will discuss how successful leaders must be willing to face the difficult, controversial and political aspects of today's fire service with respect and without fear. This program promises to be interactive and engaging.

Apples and Oranges (1 PM - 3 PM) **Presenter: Jesse Quinalty**

This program compares the variables between residential and commercial structure fires. Using data presented throughout the course, the student will gain an understanding on why these two fires need to be attacked differently. The class will cover topics to include building construction, large fire tactics, hidden or obscured fire behavior, access and egress to include forcible entry, search and rescue efforts, tactical ventilation and finally, utilizing fire protection systems. The apples and oranges presentation will keep you hungry for more.

Random Thoughts on Incident Command: Command Your Troops (3:15 PM - 5 PM) **Presenter: Dennis Keane**

The presentation will take the attendees through various incident commander characteristics and responsibilities utilizing thoughts, practices and insights gathered from multiple sources and the many years of experience of the instructor. The instructor will discuss how to achieve the following: establishing a strong, direct, effective, and visible command early; providing structure and order on every fire/emergency incident; clearly communicate all intentions and actions; motivating, inspiring and orchestrating; and developing a solid fireground vision necessary to be a successful incident commander.

+++++END OF LEADERSHIP and MANAGEMENT SYMPOSIUM DAY 2 +++++

Saturday, February 24, 2018

Morning Sessions

The Evolution of PPE and other Innovations

(8:30 AM - 10 AM)

Including Barrier Hood Technology

Presenter: Robert Keys

Chief Keys describes the changes in personal protective equipment and how it saved the life of two Brooklyn firefighters caught in a horrendous flashover. His presentation includes explanations of the FDNY Electronic Fire-ground Accountability System (EFAS) used to identify and track mayday transmissions and quickly conduct PAR checks. The EFAS saves valuable minutes when trying to account for firefighters after a collapse or withdrawal from a dangerous situation. The Personal Safety System (PSS or Bailout Bag) development is also discussed along with many other innovations that help make firefighting a little bit safer. Other inventions and innovations discussed include the Hi-Rise Nozzle used to safely combat wind driven fires in very tall buildings, and the Drag Rescue Device that allows firefighters to rescue one another with a strap built into their coats. Lastly, this presentation will include an in depth look into advancements in Particulate Barrier Hood Technology that is integral in reducing exposure to carcinogens. Recent statistics from the International Association of Fire Fighters (IAFF) show an alarming trend—the number of firefighters dying of cancer has skyrocketed since 1950. The Firefighter Cancer Support Network (FCSN) notes that there is a cancer epidemic among firefighters and cites numerous examples, such as the fact that 1 out of every 3 active Miami-Dade firefighters has been diagnosed with cancer. These are just some of the eye-opening facts shared by retired FDNY Battalion Chief Bob Keys during this presentation.

GET PAST THE CRAP! The 7 Habits of Highly Resilient Leaders

(10 AM - Noon)

Presenter: Chip Lutz

Leading isn't all cotton candy and lollipops! Most of the time, we're handed a big bag of crap and expected to make things happen. It can be stressful, it can be taxing and it can keep us from enjoying what should be a good day. If you want to lead others, you have to lead yourself first. We are no good to our teams if we're not running at our optimum and are weighed down by all the crap that gets thrown at us. This fun and energetic program shares the 7 habits that resilient leaders consistently do to lead themselves first, get past the crap and create environments where their teams flourish. Your leaders will leave this program with tools they can implement immediately to reduce their stress, connect better with their teams and bounce back when life kicks them in the backside.

Total Wellness: Fighting the Hidden Battle

(10 AM - Noon)

Presenter: Shawn Brooks

This program will take a comprehensive look at the many battles facing firefighters and the fire service. Total wellness looks at how the Denver Fire Department tackled the critical battles that firefighters face every day and what steps have been taken to help these struggles. Total wellness examines sudden cardiac events in the fire service and gets to the bottom of what is causing these tragedies. From dehydration to cancer, total wellness uses data and real world evidence to show how the Denver Fire Department has taken steps to help firefighters deal with these issues.

Saturday, February 24, 2018

Afternoon Sessions

Important Note: All Saturday afternoon sessions offered twice.

(SESSION 1: 1:00 PM to 2:30 PM and SESSION 2: 3:00 PM to 4:30 PM)

The Work of Leadership: Overcoming the Fear of Giving Up Control

Presenter: Dan Eggleston

Many fire serve leaders recognize that the traditional command and control model by which they lead their organizations is quickly becoming obsolete and in some cases counterproductive. Leaders instinctively know that the best decisions are made at the lowest level, but we continuously struggle with the dilemma between trust and control. This program will provide leaders with proven strategies to overcome the fear of control and build an empowered and adaptive organization.

Disposable Heroes

Presenter: Jeremy Johns

This presentation is a raw and real account of the instructor's life with post traumatic stress disorder (PTSD). He will share the events that led him to a near suicide attempt and his path to recovery. The instructor will share his strategies, lessons, and experiences in order to teach and empower other firefighters into seeking and getting help with their personal mental health issues. Many agencies are using PTSD PowerPoint presentations or videos that drone on about mental health and PTSD awareness. Nobody is offering a real, tangible presentation that will allow the listener to be immersed in the experience of someone else that has navigated the clouded world that mental disorders give individuals. This presentation is mostly an oral presentation with a few visual slides, statistics, and images to drive home the messages. The name "Disposable Heroes" may put off some people, but the term comes from a line in the presenter's paper that reads, "We need to accept the fact that we are far from indestructible gods but are not disposable heroes."

The "D" Makes All the Difference...The Line Between Discipline and Disciplined

Presenter: Tim McKay

As supervisors, some of our most unpleasant experiences are dealing with disciplinary issues. Using interactive lecture and case studies, this session will challenge participants to examine their organizations and to work to grow and develop them into one that stresses being "disciplined" as opposed to doling out "discipline" except when truly necessary. An organizational culture focused on accountability at all levels will help reduce the need for formal disciplinary action, will improve morale, and will increase ownership in the agency.

Rapid Intervention for the Understaffed Company
Presenter: David Topczynski

The 3rd edition of this program focuses on the decision making of the RIT officer and training for firefighters who may find themselves on a short staffed RIT. The class is applicable to both volunteer and career firefighters, teaching students new approaches to common RIT tactics and techniques. The class is designed to help an understaffed rapid intervention team (2 to 4 firefighters) operate more efficiently on the fireground by teaching students how their decision-making must change when conducting a scene size-up, staging, selecting tools and equipment, searching for a downed member, and when removing downed firefighters. The class focuses on the training aspect of preparing for understaffed RIT operations by using videos and pictures of modified methods for firefighter removal to help illustrate the techniques to the students. Students will gain skills that they can take back to their own departments. The ultimate goal of this class is to help an understaffed RIT crew be efficient and successful during a mayday, regardless of their staffing levels.

The Modern Day Fire Services Role in Homeland Security
Presenter: Brandon Frieder

This class will cover a relatively new topic within the modern day fire service. The class will discuss some of the general terroristic threats as well as some specific examples of threats that have taken place in the Commonwealth and our neighboring jurisdictions. It will also discuss the importance of the Nationwide Suspicious Activity Report Initiative. This class is perfect for anyone in the fire service ranging from probationary firefighter/EMT to the department chief.

Breaking Barriers: Busting Through Recruitment and Retention Challenges
Presenter: Candice McDonald

The volunteer fire service is experiencing its biggest challenge to date with volunteer firefighter recruitment and retention. With today's era of competing demands for the volunteer/potential volunteer firefighter, the question becomes, "What strategies are volunteer fire departments using to successfully recruit and retain volunteer firefighters?" This workshop is based on a three-year doctoral study and will offer participants proven strategies to reduce turnover and increase recruitment among all generation of volunteers. These strategies are not based on costly recruitment campaigns and incentives, but offer practical professional applications that can be easily deployed.

Jet Fuel Spill and Unified Command: Navy, Coast Guard, DEQ and Virginia Beach
Presenter: Erin Sutton, John Settle, Kevin Carroll and Alan Kersnick

Representatives from the unified command staff that responded to the 94,000 gallons of jet fuel spilled from NAS Oceana will discuss the positives and negatives of this event. Of the 94,000 gallons of spilled jet fuel, about 25,000 gallons leaked off the base and into the neighboring waterways and neighborhoods. This event was multi-jurisdictional and used a formal unified command and an incident management team to manage the spill and remediation efforts over a 2 ½ week period. The unified command consisted of the US Coast Guard, US Navy, Department of Environmental Quality, the City of Virginia Beach and several subject matter experts.

Special Operations Team Management: Considerations for Chief Officers
Presenter: Rick Edinger

Managing a special operations team response program requires knowledge, skills, and abilities that program managers need to successfully lead and support their programs. The purpose of this session is to provide attendees with an overview of model program management considerations and skill sets. Using lecture and facilitated discussion, attendees will gain a better understanding of the scope and complexities of managing a special operations team response program and share personal experiences so that others may learn. Funding, training, political interaction, regulatory compliance, and many other issues influence the management of such programs. It is vitally important that program managers understand the complexities of this responsibility and account for the various tasks and relationships needed to ensure that the program is effectively managed to meet its mission.

Stress Inoculation in a Politically Correct Fire Service
Presenter: Bobby Drake

In today's fire service there has been a cultural shift; which is not always a bad thing. This program was created to show how training can be high intensity and "stressful" while not engaging the students in a demeaning or personal manner. This course will show parallels with live mayday transmissions and simulated training evolutions. Students will discuss and highlight, through interactive facilitated discussion, the similarities in the audio clips. Most importantly, the students will learn what stress is, how it is created, and how to train to combat the physical and emotional battle known as stress.

Ring the Alarm: Promoting Fire Services in Virginia with Elected Officials
Presenters: CJ Stolle, David Hallock and Randy Pearson

In this session, attendees will learn the basics of the legislative and executive branches and how to interact with officials from both branches to best promote the interests of the fire services. Attendees will be briefed on the legislative process; how an idea becomes law; the committee process; the leadership within the General Assembly; and how to most effectively lobby your legislators.

Taking Action Against Cancer in the Fire Service
Presenters: Steve Weissman and Joe Brown

Cancer is the most dangerous threat to firefighter health and safety today. Since 2005, the nonprofit Firefighter Cancer Support Network has provided assistance and one-on-one mentoring to thousands of cancer-stricken firefighters and their families. Today, FCSN's key supporters and partners include the International Association of Fire Fighters (IAFF), the International Association of Fire Chiefs (IAFC), the National Volunteer Fire Council (NVFC), Firefighter Close Calls (FFCC), the National Fallen Firefighters Foundation (NFFF), and many other respected fire-service organizations. The training received in this presentation will provide the audience with awareness of what cancer is, where it is in the fire service, and practical prevention steps to keep members safe. An overview of FCSN services will also be provided.

Case Studies: The Comedy and Tragedy in the Pre-hospital Management of Envenomations
Presenter: Heather Borek

Injury, illness and death caused by encounters with venomous animals continue to be a significant public health issue in the United States. Numerous animals can induce significant harm through envenomation. Such envenomations result in thousands of human injuries and numerous fatalities per year in the United States. A key to appropriate care is proper education and sustained knowledge. As demonstrated in previous research, both clinicians and patients have become reliant upon the internet for components of their knowledge and education. Numerous studies have unfortunately highlighted the variety of misinformation available on the internet regarding pre-hospital care of envenomations. As the available data regarding pre-hospital care of envenomation has increased, sound scientific practices have replaced traditional remedies in treatment. Pre-hospital providers should be aware of these sound scientific practices. This lecture will present a number of factual envenomation cases and discuss the errors made in the pre-hospital management of those incidents, both with comedic and tragic effects. Lessons learned from these cases will be highlighted and the appropriate evidence-based pre-hospital medical care of envenomations will be discussed.

Sunday, February 25, 2018

HOT Session

IMPORTANT NOTE: The following Sunday morning class will be held at the Virginia Beach Fire Department Training Center. Attendees must provide their own transportation to and from the center.

The Advanced Irons Academy: H.O.T.

(9 AM - 5 PM)

Presenters: Jeremy Williams and Joseph Rock

Many firefighters and law enforcement members have attended 'The Irons Academy' and are looking to take their knowledge and skills to the next level. This Advanced Irons Academy will allow students to do this. This advanced program reinforces a focus on using the most reliable tools, the Irons, for accessing buildings but places you in even more realistic environments. This is done by strengthening your understanding of the irons while forcing you to overcome conditional and environmental obstacles commonly encountered on the fireground. This 8 hour course is focused to strengthen and build on the participant's foundational forcible entry skill sets developed in The Irons Academy. This course is reality based training and not theory based teaching with a focus on increasing efficiency through proficiency. Be prepared to be physically, mentally, and physiologically challenged in this program. **Requirements: Full firefighting PPE, SCBA and mask. Hearing protection is recommended. Students are recommended to bring any forcible entry tools they want to use. This course can be physically demanding at times so students should be in good physical condition. This course will be held at the Virginia Beach Training Center. It is highly recommended that attendees have attended Real Fire Training's 'The Irons Academy.'** There is a 25 student limit for this class.

Sunday, February 26, 2017

Breakfast and Closing General Session

9 AM - 11:30 PM

**Update on the VFCA 2015 SAFER Grant
Presenters: Kelly Ameen and Nick Caputo**

Representatives of the Virginia Fire Chiefs Association (VFCA) and the International Association of Fire Chiefs will provide a progress report on the 2015 SAFER grant awarded to the VFCA. Topics will include the VFOA Modular Program, recruitment radio ad campaign, basic firefighter training updates, leadership training and other aspects of the grant.

**Civil Unrest in Charlottesville: A Fire and EMS Response Perspective
Presenters: Mike Rogers and Andrew Baxter**

On August 11-12, 2017, thousands of protesters and counter-protesters clashed in the City of Charlottesville, Virginia over the planned removal of a confederate monument. The resulting melee resulted in the deaths of one counter-protester and two Virginia State Troopers along with over 40 injuries. This presentation will review the management of the fire and EMS response amidst the largest deployment of public safety resources in Virginia since September 11, 2001. Attendees will leave with a better understanding of how to prepare for, respond to, and recover from civil unrest incidents.