**Virginia Fire Rescue Conference**

**Course Descriptions for 2019**

**Monday Through Friday Feb. 18-22**

**Type 3 All-Hazards Incident Management Team  O0305**

**Monday Through Friday 0800-1700. Course held at the Virginia Beach Law Enforcement Training Academy. 411 Integrity Way**

This course focuses on the importance of developing and operating as a functional U.S. Fire Administration (USFA) Type 3 All-Hazards Incident Management Team (AHIMT).

This course meets the needs of the National Incident Management System (NIMS) and the National Response Framework (NRF).

This course will assist individual responders to perform as viable team members by:

* Demonstrating the goals of NIMS and NRF.
* Emphasizing the nature and purpose of a USFA Type 3 AHIMT so that others in the community and emergency services are more willing and able to assist within various components of their local USFA Type 3 AHIMT.
* Demonstrating the critical role that leadership and teamwork skills play in the success of a USFA Type 3 AHIMT.
* Providing a basic framework for building and maintaining critical interpersonal communications and working together as a team member of a USFA Type 3 AHIMT.
* Offering practical experience of on-scene operations through extensive exercises and simulations, as well as through post-course refresher training, by providing students with the opportunity to perform as members of a USFA Type 3 AHIMT during a mock incident management situation.

**Selection criteria**

**Recommended**: This course is intended to be taught at a basic level. Participants in this course should include emergency response personnel, such as fire protection and law enforcement personnel, Emergency Medical Services (EMS) responders, department of public works, department of public health, emergency management, mass care, nongovernmental agencies, and members of various community and tribal groups offering critical emergency response services.

The National Integration Center disciplines are ideal:

* Incident management/Emergency management/Incident Command System (ICS) change management.
* EMS.
* Firefighting and hazardous materials response.
* Law enforcement.
* Public health/Medical.
* Public works.
* Search and rescue.
* Animal control/Veterinary.
* Mass care.
* Aviation.
* Emergency management.

 **Prerequisites**

**Recommended**:  Incident Command System (ICS)-100-level and ICS-200-level training. Preferred courses are Q0462 and Q0463, available through [NFA Online.](https://www.usfa.fema.gov/training/nfa/courses/online.html)

**Wednesday February 20, 2019**

**NFPA 1031/1033 Recertification Hours 8am-5pm**

Topic:

**Forensics and evidence procedures update** – 4 hours **8am-Noon**

Presenter:

Brenda B. Christy, M.S., F-ABC

Trace Evidence Section Supervisor, Eastern Laboratory

Virginia Department of Forensic Science

Topic:

**Legal Update** – 4 hours **1pm-5pm**

Presenter:

Sara Poole

First Sergeant Attorney
Office of Legal Affairs

Bureau of Administrative

& Support Services

Virginia Department of State Police

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 1031/1033 recertification.**

**Effective Aerial Apparatus Positioning and Operations 8am-Noon**

**Capt. John Buruss (Charlottesville Fire Department):** This interactive and fast-paced presentation explores the reasons why fire service personnel should become knowledgeable with modern aerial ladder operations. Presented will be best practices when positioning and operating aerial ladders for fire and rescue operations. Topics include proper placement and use of aerial ladders for both aggressive fire attack as well as technical rescue situations. The various types of aerial apparatus advantages and disadvantages will be discussed as well as the physics behind aerial devices and their improper operation. Also discussed will be OSHA, manufacturer recommendations and NFPA standards involved, as well as aerial ladder failure case studies.

**Stress First Aid for Fire and EMS Personnel: Train the Trainer 8am-5pm**

**Director Vickie Taylor (Director, Prince William Public Safety Resilience Center), Co-Presenting with Lisa Tilley:** Exposure to line of duty stress creates a risk for potentially severe stress reactions and functional problems in first responders. Over the last decade, advances have been made to address this need in the field of peer support models. This training will focus on “best practices” for addressing stress reactions in first responders, will review recent research on the prevalence and impact of different types of reactions, and will introduce the core components of an evidence-based self-care and peer support framework called Stress First Aid.

**Creating a ‘High-Performance’ Team (or ‘Culture’) 8am-5pm**

**Dr. Michael Wriston, President, The Competitive Edge:** During this (engaging and highly experiential) day, participants will not only be given a (comprehensive) ‘road-map’ of ‘what it takes’ to create a ‘high-performance’ team and/or culture but will have the opportunity to develop and/or strengthen the critical skills, and action steps, required to do so. They will also have the opportunity to assess ‘their own’ team and/or organization and the next steps they need to take to make significant improvements.

**All Things Engine: Simplifying Fire Attack 10am-noon**

**Captain Jonah Smith (Charlotte NC Fire Dept.):**  The most basic building block of any fire department is the engine company. This course will thoroughly examine all that is Engine. The class will discuss and examine building an Engine Company that is fit for battle in each department represented by the attendee. The foundation of the program will be the construction of an Engine company that is versatile and effective at all incidents as well as proficiency within Engine company operations. Attendees will gain knowledge that will assist in creating an effective, proficient, and efficient Engine within departments of all shapes and sizes. This workshop will be beneficial for departments of all sizes who want to understand the why and how behind engine company operations both in the construction of the apparatus and attack package, as well as in the tactical level deployment of the initial attack.

**Critical Decision Making 1pm-5pm**

**District Chief Michael Barakey (Virginia Beach Fire Dept.):**  Point to Point Decision Making for Fire Service Leaders:Critical Decision Making (CDM) “Point to Point Leadership” is designed to lead the class through real, life altering incidents that resulted in critical decisions and action. We will break down the incidents to understand the variables and obstacles that were presented the decision makers. Next, after building a foundation, I will provide “step by step,” tangible principles and methods to prevent this same result from occurring. Finally, I will tie back why critical decision makers are needed in fire and emergency services. Through education, experience, wisdom and training, the future fire service leaders, and emergency service leaders, will be set to make critical decisions.

**Impact of Concussions in the Fire Service 1pm-3pm**

**Firefighter Mat Blankenship (Henrico County Division of Fire):** Concussions are not just an NFL problem. Up to 4,000 firefighter head injuries are reported annually and only 1 in 6 concussions are diagnosed. Learn about the often overlooked signs, symptoms of concussions. Listen to FF Blankenship tell his personal story of his on duty concussions. Become aware of popular concussion myths. Be introduced to the latest concussion baseline/sideline testing that is available and see how these tests can be practically utilized in the fire service. Get inside the brain and better understand CTE (the brain disease found in football players) and find out if firefighters are at risk. Review case studies of athletes that have been diagnosed with CTE. Hear the latest “remove from play” concussion guidelines for athletes as well as when it is acceptable to “return to play.” See why a long forgotten blow to the head can be misdiagnosed as PTSD, ADHD, sleep disorders, depression, or even cause suicidal thoughts. Find out why the fire service needs to document head impacts.

**Meadowwood Court Mayday: Survival from the Company Officers Perspective 1pm-5pm**

**Batt. Chief Micah Kiger (Loudoun County Fire & Rescue):** On May 25th, 2008, four firefighters from the Loudoun County Fire and Rescue (Virginia) became trapped on the second floor while performing interior operations on a house fire in Leesburg, Virginia after conditions rapidly deteriorated secondary to a flashover occurring on the first floor. Four firefighters were burned and required hospitalization for their injuries. A full investigative report was completed on this incident and I will present incident operations, provide video footage of the incident with respective radio transmissions, describe our departmental changes/recommendations, and the lessons learned from the company officer's first-hand perspective. This presentation will also cover how training yourself and crew the right way becomes second nature and how you can rely on training when it truly counts.

**Emergency Management: Beyond the Weather Forecast 1pm-3pm**

**Sherri Laffoon and Emily Ashley (Chesterfield County Fire & EMS-Emergency Management):** There is more to emergency management than receiving weather updates from your Emergency Manager. This presentation will expand upon the discipline to include how emergency managers can assist your operations to include large scale incidents, exercise planning, community risk reduction and public outreach.

**The First Five Minutes: The must Haves for The First Arriving 1pm-5pm**

**Captain Jonah Smith (Charlotte NC Fire Dept.):**  The Must Haves for the First Arriving: The First Five Minutes on a fireground generally dictate how the remainder of the incident goes. This class will present not only necessary and successful fireground strategies and tactics but also means to be able to carry them out. Company level training evolutions that end in successful outcomes will be presented to bring a holistic picture of methods to be successful as the first arriving company in any jurisdiction. Firefighters and Company Officers will gain methods for proper size up, deployment, and assignment of resources to ensure positive and successful fire ground outcomes in jurisdictions of all sizes.

**Diagnosis: CANCER - Almost Everything You Need to Know 1pm-3pm**

**Deputy Chief Steve Weissman, Assistant Director, Virginia Chapter-Firefighter Cancer Support Network:** Everyday Firefighters are being diagnosed with Cancer. Cancer is a personal catastrophe for each and every firefighter and their family. If you receive this diagnosis do you know what to do, who to contact, what’s your next step? This course will provide you the needed guidance including a discussion of the problem of cancer in the fire service, emotional, financial and family responsibilities to cope with and understand the diagnosis of cancer.

**It’s All Relative: Navigating the Ups and Down of Family Life 1pm-3pm**

**Mike Verano, Optima EAP:** This program focuses on the unique challenges facing first responders and their families. Beyond the often misleading statistics about divorce rates and martial satisfaction is the reality that the stresses and strains of EMS work are impacted by, and have an impact on, one’s loved ones. The program offers insights into family dynamics and practical tips for dealing with some of the more common issues that arise in the home.

**Thursday February 21, 2019**

**Shakers Forum 8am-5pm**

**Chief’s Chris Eudailey and Loy Senter**

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.

**NFPA 1031 Recertification Hours 8am-5pm**

Topic:

**Construction Site Fire Safety** – 8 hours

Presenter:

Phillip J. Oaks

National Program Director

National Association of State Fire Marshals

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 1031/1033 recertification.**

**Use of Heavy Wreckers for Rescue Operations H.O.T. 8am-5pm**

**Capt. John Buruss (Charlottesville Fire Department):** Vehicle accidents involving large trucks and buses are becoming more frequent and fire-rescue personnel are ill-prepared and trained to meet this unique challenge. One way of dealing with large transportation vehicle accidents is to involve the use of heavy wreckers and collapse-rated rescue equipment. This course teaches rescuers how to interface with wrecker operators and better understand how commercial heavy wreckers can help turn accidents that took hours in the past to mitigate, into just several minutes. A three-hour classroom session will teach rescuers the physics of heavy wreckers as well as the rigging equipment used, while the remainder of the day will be hands-on training reviewing heavy rescue equipment limitations, working load limits, proper use, and heavy wrecker rigging for lifting and moving large trucks. This course will be held at the Virginia Beach Training Center. Proper PPE is required. There is a 32 student limit for this class.

**Vent, Enter, Search H.O.T. 8am-5pm**

**Firefighter Zachary Schleiffer (Charlotte Fire Dept.):** The fire problem in the United States continues to impact our communities. There are a number of factors that contribute to civilian occupant injury & death that we must aim to reduce. Vent, Enter, Search is a proven tactic that saves lives on all firegrounds from the rural setting to the densely populated urban areas in the US. In this program, we aim to break down the multiple skillsets needed to preform VES effectively; ground ladder work, masking up, search, moving trapped occupants, and victim removal. These skills will then be put to the test during the second portion of class, where we run through multiple scenarios.

**NAEMT TECC Course H.O.T. 8am-5pm**

**Jeff McPhearson Regional EMS Liaison (Southside Regional Medical Center):** NAEMT's Tactical Emergency Casualty Care (TECC) teaches EMS practitioners and other prehospital providers how to respond to and care for patients in a civilian tactical environment. It is designed to decrease preventable deaths in a tactical situation.  The course presents the three phases of tactical care: Direct Threat Care that is rendered while under attack or in adverse conditions. Indirect Threat 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.  The 16-hour classroom course covers the following topics: 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. The NAEMT TECC prepares the student for the new NFPA 3000 Guidelines. Co-Presenters for the course are Frank Chinn, Brian Harness, Chris Lawrence, Lynn Seward, William Jeffords, and Thomas Hollowell.

**Recruitment & Retention Coordinator Certification Course 8am-5pm**

**Spencer Cheatham Program Manager: Volunteer Workforce Solutions, International Association of Fire Chiefs:** Many classes offer “gimmicks” on the recruitment and retention of volunteers but leave you questioning how to effectively deliver those in your department. This course, in conjunction with a 4-hour web-based class, will allow the student to go back to their department with a curated plan specific to their department. From targeted marketing to the buy-in of leadership; from conducting interviews to how to “sell” your department; from needs assessments to successful onboarding, all aspects of recruitment and retention will be covered in an educational experience designed to get the student involved and motivated.

**NOTE: \*\*\*THIS COURSE IS A COOPERATIVE EFFORT BETWEEN THE VFCA AND THE IAFC THROUGH A SAFER GRANT. STUDENTS WHO WISH TO ATTEND MUST SIGN UP BY SENDING A REQUEST TO SCHEATHAM@IAFC.ORG. THERE IS A PRE-REQUISITE ONLINE COURSE AND STUDENTS WILL RECEIVE REIMBURSEMENT FOR LODGING, TRAVEL, AND FOOD.\*\*\* 10 SRUDENT LIMIT**

**SLAB SAVERS Strategies and Tactics 8am-5pm**

**Capt. Jesse Quinalty (San Bernardino, CA):** This program first looks at the SLAB (Safety Profile, Life Profile, Air Track and Building) and utilizes the information to come up with the Strategy. More importantly whether the fire is offensive or defensive based on this situational awareness and 360 walk around. It is aligned with the IAFC Rules of Engagement and the Everyone Goes Home Program to work through a risk vs. gain process. The program then looks at how to develop tasks and tactics for this strategy using the division of labor. The tactics are assigned based on SAVERS. Search / Rescue Attack Ventilation Extension / Exposures Rapid Intervention Crew (RIC) Salvage This interactive course utilizes digital simulation and dash cam videos to enhance the rapid decision making process. This course reviews basic command elements during structure fires with a focus on new fire behavior and reading smoke, risk assessment and control of resources. It focuses on condition reports using the BELOWME method.

**Fire Dynamics for the Street-Smart Firefighter 8am-5pm**

**Chief Brian Kazmierzak (Penn. Twp. Fire Department and ISFSI):** We have all heard lots about UL/NIST studies. This course will specifically look at deployment of tactics in small to medium career, combination and volunteer fire departments. This class walks you through the implementation steps of updating tactics and response policies.  From discussion, to training, to response, you will be left with the tools necessary to implement tactical change in your organization. Be prepared for some good discussion and myth busting along the way!

The objectives of this class are:

* Gain a basic understanding of the fire triangle and fire tetrahedron
* Understand the research conducted by UL/NIST & ATF
* Understand how flow path exists at every fire
* Understand flow path management
* Use the candle experiment to understand fire behavior
* Conduct a doll house fire to bring all the concepts together
* Take the science to the street through tactical implementation

**The Engine Company: Building Fireground Efficiency 8am-5pm**

**Capt. Carlton King (Henrico County Fire):** This class will discuss the four basic building blocks needed to immediately improve fireground efficiency in the following engine company disciplines; hose lines, nozzles, methods of extinguishment, simplified hydraulics, forcible entry, and ladders. . It will deliver proven techniques and solutions that are Simple, Reliable, and Repeatable. The objective of this class is to promote the transition from “proficiency to mastery”…. regardless of staffing/skill level. This will be accomplished through the use of objective reasoning, simplicity, education, experience, and science

**Stress First Aid for Fire and EMS Personnel: Train the Trainer 8am-5pm**

**Director Vickie Taylor (Director, Prince William Public Safety Resilience Center), Co-Presenting with Lisa Tilley:** Exposure to line of duty stress creates a risk for potentially severe stress reactions and functional problems in first responders. Over the last decade, advances have been made to address this need in the field of peer support models. This training will focus on “best practices” for addressing stress reactions in first responders, will review recent research on the prevalence and impact of different types of reactions, and will introduce the core components of an evidence-based self-care and peer support framework called Stress First Aid.

**Riding in the RIGHT front seat – Leadership for current or aspiring officers H.O.T. 8am-5pm**

**Capt. Michael Carter (Virginia Beach Fire Dept.):** Riding in the RIGHT front seat – Leadership for current or aspiring officers. This is not your typical leadership lecture! This course will be a combination of lecture, discussion, use of radio communications, role-playing as well as scenario-based learning. Students will engage in real life scenarios when placed in the position of a company officer to include personnel issues, administration functions, safety related issues, hot topics and receive tips of the trade for incident command scenarios. Students will practice functions on the fire and EMS ground through a scenario based learning environment.

**Improving Fire ground Communications**  **8am-10am**

**Captain Jonah Smith (Charlotte NC Fire Dept.):**  The radio is arguably the most important piece of equipment that a firefighter carries and it is the least trained on piece of equipment we have. Additionally, the context of the modern mayday has changed, technology is present in communications and it has directly affected operations on the fire scene. Communicating the mayday is often a neglected skill after initial training, but it is one that a member may need on any given day. Many features, practices, and training evolutions can help to positively reinforce the necessary changes the fire service must make when it comes to communications. The presentation will address size-up, situational updates, and the actual mayday call as they relate to fire ground safety. The critical concepts of radio familiarization, training, and matching of capabilities to needs of individual departments will be addressed. This program will use actual fire ground audio and video to indicate the improvements that can be made to improve

**Special Considerations for the Tech Rescue Patient 10am-Noon**

**FF/PM Nancy Hughes (Spotsylvania County Fire, Rescue, & Emergency Management):** This is an engaging and interactive EMS lecture that will bring to light the resources often over looked when treating and transporting a critical patient involved in a technical rescue. Students will be asked to engage, share stories and discuss their department’s resources. The teaching will include pictures of graphic scenarios open for class discussion of the patient’s treatment plan and extrication/disentanglement.

**The Behavioral Health MAYDAY; are you ready for it? 8am-10am**

**Lt. Christopher Jett (Stafford County Fire-Rescue Dept.):** We frequently train on how to prevent and respond to a fire ground MAYDAY; however, what about the behavioral health MAYDAY? Come learn about critical incident stress, recognizing the signs of someone in need, suicide prevention and how to keep your fire house atmosphere from becoming one that meets the definition of immediately dangerous to life or health.

**Fire Service Mortar: The Critical Role of the Company Officer 8am-noon**

**Captain Jarrod Sergi (Norfolk Fire Rescue):** This course is designed to provide the tools needed to lead from the front as a Company Officer. It is designed for current Company Officers as well as those who may assume the role in the future, but will ultimately benefit anyone who wants to make positive change at the company level. The Company Officer truly is the mortar in any fire department. They can keep their department running efficient with their example, attitude, and passion. In this program, I will bring military leadership experience as well as experience in my current role to explain the importance of values driven leadership. Key concepts will be preparation, credibility, training, team building, conflict resolution, and more. This course will reinforce that there is no room in our fire service for negligent officers at the company level. Fire Service Mortar is meant to inspire action and produce results in your company, your station, and your department. I will give you the realistic tools, not theory, to make immediate change in your firehouse!

**Stretching Long and Working Short 8am-10am**

**Captain Jonah Smith (Charlotte NC Fire Dept.):**  This course will discuss the stretching of lines beyond the pre-connect. The course will focus on simplifying the most complex of stretches and present solutions to ensure success, efficiency and success when utilizing lines that are not pre-connected. This course will present methods for all types of departments that can be designed around the layouts of various hose beds and apparatus. This course is built on simplicity and simplifying the most complex into manageable tasks.

**Building Character in the 21st Century Fire Service** **8am-10am**

**Linda Willing President, RealWorld Training & Consulting; Retired Fire Officer, Boulder, CO FD:** Everyone agrees that firefighters need to have good character to be successful as public servants. Fire officers and chiefs are held to a higher standard when it comes to character. But how does a department create an environment and culture that fosters positive character development? Is it possible to teach ethical attitudes and good decision making? What are the challenges in promoting character development across generations? This presentation/workshop will promote discussion to define what is meant by good character and provide interactive opportunities for participants to come up with a personal plan for their own organizations. Scenarios will be used to discover how individuals can be supported in making ethical decisions, how standards and expectations are important for achieving goals, and how adversity can be managed to promote positive character development. The role of communications and effective feedback will be emphasized. Special attention will be given to generational differences in effective character development.

**Can Confidence-Operating with The Pressurized Water Can H.O.T. 8am-Noon**

**Captain Edward Landgrover (Virginia Beach Fire Dept.):** Utilizing the pressurized water can during primary searches for occupants and fire in conjunction with or ahead of a charged hoseline.

**Building a Tradition of Passion 1pm-3pm**

**Lt. Marc Aloan (Columbia County, GA):**  This course is all about bringing passion back to our firehouses and its importance to morale and teamwork. It is designed for firefighters of all ranks and experience levels with a focus on the role of the Company Officer. The course is built around the core values of passion, dedication, and accountability. Building a Tradition of Passion is derived from my personal love for the job as well as my experience, professional interactions, social media interactions, and research. Topics discussed include cultivating enthusiasm, the calling of the fire service, traditional roles and responsibilities, channeling emotion, setting expectations, leadership, followership, accountability, humility, polarization, realistic goals, training considerations, and strategies for improving morale. The goal of the course is to make passionate firefighters the norm rather than the exception. Students will leave this class inspired to start building their own tradition today!

**Leadership skills: Coaching 1pm-3pm**

**District Chief Randy Keirn (Lealman Fire District Pinellas County FL):** Coaching is one of the fastest and most effective ways to positively create change in others.

**Professionalism: It’s Not About Getting Paid 1pm-3pm**

**Linda Willing President, RealWorld Training & Consulting; Retired Fire Officer, Boulder, CO FD:**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.

**C.O.D.E. B.L.U.E. Leadership 3pm-5pm**

**Lt. Bobby Drake (Hanover Fire-EMS Dept.):** This leadership principle will provide an acronym easily identified and employed by supervisors and persons of all leadership rank and experience. *C.O.D.E. B.L.U.E. Leadership* is a method and improvement tool that has zero associated costs to individuals or to the department.

**Managing Change 3pm-5pm**

**District Chief Randy Keirn (Lealman Fire District Pinellas County FL):** Understand change and the emotional impact on team members; learn how to effective develop and implement strategies for managing change as a leader.

**Friday February 22, 2019**

**NFPA 1031 Recertification Hours 8am-5pm**

Topic:

**Electronic Surveillance** - 8 hours

Presenter:

David J. Smith

Surveillance Agent

High Tech Crimes Division/Bureau of Criminal Investigations

Virginia State Police

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 1031/1033 recertification.**

**NAEMT TECC Course H.O.T. 8am-5pm**

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**Recruitment & Retention Coordinator Certification Course 8am-5pm**

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**Rescuing the Leader Inside You** **8am-5pm**

**Capt. Larry Conley (St. Louis Fire Dept.) and David Conley**: Leadership is usually defined by promotion or rank. We believe leaders are made through the development of good habits. We use a combination of lecture, role play and interactive games. Participants learn the EMPOWER model. Participants who practice this model on a daily basis will see an improvement in their efficiency and effectiveness. Stronger individuals make stronger teams. Stronger teams make stronger departments. Stronger departments make a stronger Fire Service.

**Rescue Me – Managing Employee Fires 8am-5pm**

**Capt. Jesse Quinalty (San Bernardino, CA):** Most Fire Officers and Chiefs will fight more fires in the station then 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 then a strategy can be determined and tactics can be put in place. We will then utilize the acronym RECEO to determine what tactics to use when dealing with a problem employee. We will also focus on using Fire Prevention, Education, Pre-Planning and Fire Behavior Recognition Training (Reading Smoke) to prevent fires (problems) and keep them small. We 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 for the students.

**Engine School: H.O.T. 8am-5pm**

**Capt. Carlton King (Henrico County Fire):** This class focuses on the most important operation on any fireground…hoseline operations. It will deliver proven techniques and solutions that are Simple, Reliable, and Repeatable for the most important engine based topics such as; hose loads, hose pulls, hose layouts, hoseline advancement, nozzle operations and nozzle mechanics. The objective of this class is to transition from “proficiency to mastery”…. regardless of staffing/skill level. This will be accomplished through the use of objective reasoning, simplicity, education, experience, and scienc**e.**

**Buddy to Boss 8 Hour Teaser 8am-5pm**

**District Chief Ret. Chase Sargent (Virginia Beach Fire Department):** Whether you’re a new officer or in need of a mentor, From Buddy to Boss: Effective Fire Service Leadership is a must-have LEADERSHIP PROGRAM you will turn to over and over again. Fire service veteran Chase Sargent has taken his popular course and written a no-holds-barred leadership book and seminar for the fire service in a conversational and easy-to-read style. He tells you how to accept and survive politics, deal with the fringe employees, and keep your cool -- tricks of the trade that usually take years to acquire. This seminar provides boundless information regardless of your rank. It’s fun, street oriented, interactive, logical and addresses real world issues that you will recognize. If you are a 20-year veteran, a newly promoted officer or an aspiring officer, I guarantee this will make you re-think how you and the organization does business. It will alert you to career ending pitfalls and mistakes and in the end make you a better leader, with management skills, not a manager. It is interactive, fun, interesting, challenging, soul searching and career changing. Ask anyone who has attended one of these programs and they will tell you it’s the best program they have ever been to! We will cover this and more!!

**Real Fire Training’s “The Irons Academy” H.O.T. 8am-5pm**

**Captain Jeremy Williams (Norfolk Fire & Rescue) and Captain Mike Rock (Virginia Beach Fire Dept.):** This 8 hour course is focused to strengthen and build on the participant’s foundational forcible entry skill sets. Participants repeatedly force doors via a series of door props while using a strengthened systematic approach. This in return sets the foundation to building a muscle memory approach. Attendees will be introduced into doors with increasing difficultly to allow the participant to gain confidence in their strengthened skill sets. Once the participants become proficient they encounter environments that will raise their stress level. This is done to assist in maintaining focus on their tasks while increasing an overall working confidence.

**Probie to Promotee** **8am-Noon**

**Lt. Marc Aloan (Columbia County, GA):**  The Missing Link of Professional Development: This course addresses the largest gap of fire service development; initial certification to first promotion. The fire service has become overly focused on educating current and prospective officers and chiefs on leadership, yet has failed to prepare our newest, most influential members how to survive our firehouses once they join a company and what to expect during their transition from probation to promotion. The goal of this program is to groom our future leaders to be successful followers first. This course is centered around followership, enthusiasm, early appreciation of fundamental skills, and enjoying the unique perspective and rewards that can only be enjoyed as a junior member. From the first-year firefighter to the 30-year chief, all members will find strategies in this course to make a solid foundation of fundamental concepts in their department!

**The Case for Effective Small Unit Leadership in the Fire Service 8am-Noon**

**Lt. Marc Davidson (Fairfax County Fire & Rescue Dept.): The Case for Effective Small Unit Leadership in the Fire Service:** The longer title for my class is “Marine, Airborne, Ranger, Firefighter: The Case for Effective Small Unit Leadership in the Fire Service”. The title represents my career path. I started my public service, and path to learning about leadership, as a United States Marine. Through my career I was fortunate enough to become a staff non-commissioned officer and had opportunities to lead in austere environments throughout the world, with groups of Marines and other allied forces ranging from 2 to 30. I was able to see every aspect of small-unit leadership in action and to gain a solid understanding of what effective leadership looks like. With almost 23 years in the fire service I have had the chance to see leadership in our industry and want to transfer those experiences. The unfortunate reality, which I feel strongly about, is that the fire service has not fulfilled its obligation to its company officers in preparing or supporting them as leaders. While the fire service in general greatly appreciates and holds in high esteem the U.S. Military, they take what they see in movies and TV at its surface value without understanding what underpins that model. That being said, it is not a perfect product. But the ability of such a large entity, composed of multiple organizations, with widely varying mission sets, to produce hundreds, thousands or tens of thousands of leaders, quite literally to operate from one side of the globe to the other, bears studying and understanding. The focus of my period of instruction is to do just that. The learning objectives: - Understand the history of military leadership, the evolution of small unit leadership, and its parallels to the fire service - Define leadership traits, styles, skills and principle - Identify clearly what effective firehouse leadership looks like.

**So you want to be a speaker/trainer and get paid for it! 8am-Noon**

**District Chief Randy Keirn (Lealman Fire District Pinellas County FL):** Learn what it takes to become an effective speaker AND how to create a successful speaking business.

**Instructor Development Clinic 2019: 1pm-3:30pm**

**Chief Brian Kazmierzak (Penn. Twp. Fire Department and ISFSI):** This course primarily serves to give instructors, most of whom already have years of instructional experience within their own organizations, insight into adult education principles as well as the opportunity to comment on and improve their instructional style. The course focuses on enhancing instructional skills that may be applied within their organizations courses, but it also discusses organization specific policies, procedures and practices. The goal of this course is to ensure instructional excellence by providing a forum for experienced instructors to share their experiences with participants and learn together, both during discussions of instructional techniques and in commenting on each other’s presentation skills during prepared teach backs. A special focus will be put on the millennial student and our interactions with them!

**Effective Practices for Reducing Community Risk 8am-10am**

**Captain Joe Powers (Henrico County Division of Fire):** Developing a meaningful and measurably effective Community Risk Reduction program requires multi-agency collaboration and comprehensive community risk analysis using reliable data. With a proper foundation, a simple community program can effectively deliver real outcomestothose most at risk.

**Engine Boss – Station to the Street 8am-10am**

**Batt. Chief Richard Ray (Durham NC Fire Dept.):** Engine company officers within today’s fire service face a multitude of challenges while leading firefighters. In many instances the engine boss is not given any formal leadership training and guidance to help them succeed. Lack of leadership results in dissention among personnel and failure on the fireground. This presentation will give the engine boss tools and tips to help them build and lead their firefighters to success both on and off the fireground.

**Rural Engine Company Operations 10am-Noon**

**Batt. Chief Richard Ray (Durham NC Fire Dept.):** This class is designed to give volunteer and rural engine company firefighters vital elements to increase their level of performance to achieve efficiency and safety on the fireground. The principles covered are based on engine companies that respond in rural areas where the challenges of nozzle and hose packages, water supply, apparatus set-up, and staffing affect fireground success. Once the engine has arrived on the scene of a building fire do you have the firefighters and the equipment on the engine to effectively perform all the functions of the engine company? This presentation will show safe effective ways to train and equip the rural engine company to get the job done.

**Strategic Plan Development in the Fire Service 10am-Noon**

**Captain Joe Powers (Henrico County Division of Fire):** A strategic plan is more than just a document that sits on a shelf. An effective strategic plan is contingent upon solid development, implementation, and continuous review. A well-developed plan will be reflective of the community and agency's needs alike, be adaptable, and be an effective tool at all levels of the organization.

**Combination or Competition: The Pathway to Success in Combination Systems 1pm-3pm**

**Fire Chief Jay Cullinan (Spotsylvania Fire Dept.):** This program will review the methodologies and philosophies identified through an applied research process to enhance the performance of combination systems, while also reviewing the real world application of these concepts to the evolution of the speaker’s combination department. This will review lessons learned, and discussion on the pathway towards future successes in combination systems, in an effort to identify best practices for others to employ.

**Looking Back from the Tailboard – Historical Review of Notable Fires 1pm-3pm**

**District Chief Dennis Keane (Va. Beach Fire Department):** The presentation is designed to provide a historical look at notable fires that have impacted the fire service (large loss of civilians – Firefighter LODD) and how these fires and similar fires have influenced our operations today.

**MayDay, MayDay, MayDay – Learning from LODD’s 8am-noon**

**(Brian Kazmierzak, Murrey Loflin, Steve Miles):** The course will look at LODDs from different perspectives as well as common themes to LODDs and LODD prevention. Brian Kazmierzak serves as the Director of Operations for FirefighterCloseCalls.com as well as a subject matter expert for the NIOSH LODD Program and deals with LODD and Firefighter Close Calls on a weekly if not daily basis. At FirefighterCloseCalls.com we see the good, the bad and the ugly of the fire service. In addition, in August 2014 Brian’s volunteer department experienced the Line of Duty Death of Jamie Middlebrook. Steve Miles and Murrey Loflin are retired from the VA Beach Fire Department and both are currently employed by the CDC NIOSH Firefighter Fatality Investigation Program. In addition, Murrey was the Safety Officer at the 1996 Chesapeake, VA Double LODD.

**Picking Up Where Bruno Left Off: The Humanistic Approach to Fire and EMS 1pm-3pm**

**Deputy Chief Tim McKay (Chesterfield County Fire & EMS):** Click here to enter text.When Chief Alan Brunacini first introduced the concept of customer service to fire and EMS, it was a novelty. Today, rare is the fire department that doesn’t espouse its virtues in a motto, mission statement or list of values. But…there’s more we can do. Instead of simply practicing customer service principles, this session will encourage attendees to examine our profession as “Humanism”, the pinnacle of service to others. Major topics explored will include techniques for communicating for maximum impact to improve our human interaction and effectiveness.

**Writing a Winning Grant Proposal 1pm-3pm**

**Battalion Chief-Retired Gene Reems Owner- Gene Reams & Associates:** This training session will dissect the framework of a grant proposal to give the attendee a better understanding of the components that are necessary when composing an award-winning proposal. Grant proposal writing is a highly competitive process in which we compete with other agencies seeking the same funding dollars. We are also competing with the clock to construct a high-quality proposal in a small amount of time. Grant proposal writing is not especially difficult, but one should know the terminology and standards by which proposals will be reviewed and judged. Grant proposal writing is approximately 90% technical writing and 10% creative writing. But, in a sense it’s all technical writing with creative ways of expressing important points that are appropriately injected into the presentation of ideas. We need to paint that picture for the reviewer to see and understand our need just as you would verbalize your emergency scene size-up to present that picture to other responding resources. At the conclusion of this program the attendees will recognize the anatomy of the grant proposal necessary to the successful process.

**The Volunteer Fire Dept – Winning on the Fireground: 1pm-3pm**

**Batt. Chief Richard Ray (Durham NC Fire Dept.):** Volunteer firefighters respond to a wide array of emergencies across the country every day including fires, emergency medical incidents, natural disasters, hazardous materials incidents, and other general public service calls. In order to meet these challenges volunteer firefighters must adequately prepare. Fireground success for volunteer firefighters lies in the preparation and execution of firefighting skills. There are a number factors that must be in place in order to achieve success. Utilization of resources available and the initial actions performed will determine the outcome of the incident. The challenges of completing fireground tasks can be difficult for volunteer firefighters. Once on the scene of an incident do you have the firefighters and the equipment to safely and effectively accomplish fireground tasks? This presentation will show methods for preparing, training, and prioritizing the fireground based on staffing and equipment when the department utilizes volunteer firefighters.

**Critical Thinking, Not Critical Speaking: 3pm-5pm**

**Fire Chief Jay Cullinan (Spotsylvania Fire Dept.):** This program will focus on recognizing the value of engaging and listening to others in one’s department, regardless of their rank of time in the service. The program emphasizes the underlying concept that innovation comes from the acceptance of the variety of backgrounds and experiences that individuals bring with them into our departments. Information challenges attendees to embrace new ideas and work with others to develop them, rather than disregard their input.

**Random Thoughts on Incident Command – Taking the Helm: 3pm-5pm**

**District Chief Dennis Keane (Va. Beach Fire Department):** The presentation will take the participants through various Incident Commander characteristics/responsibilities utilizing thoughts, practices and insights collected from multiple sources and experiences over many years.

**Signing the Front of the Paycheck: A Take on 21st Century Leadership: 3pm-5pm**

**Deputy Chief Tim McKay (Chesterfield County Fire & EMS):** Leaders, those who sign the “front of the paycheck”, are faced with increasing challenges in with each passing year. They are leading a dynamic and increasingly diverse workforce in an environment which evolves so rapidly that it often creates an inversion of expertise between manager and employee. How do leaders remain legitimate and credible in this atmosphere? This session will focus on creating a values-based organizational culture to accomplish this and to aid leaders in moving their agencies forward with a high level of accountability.

**Saturday February 23, 2019**

**Awards Ceremony 8:30am-10am**

**The Efficient Engine Company. Understanding the Why and How H.O.T. 8am-5pm**

**John Spanbauer (The 350’ Line Inc.):** “The fire goes as the first line goes.” A well-disciplined, well-trained, well-educated engine company can be the difference between success and failure on the fireground. When engine crews can properly select the right line, stretch efficiently, and put water where it needs to go with a purpose, everyone benefits, citizens and firemen alike. So how are these “A-team” engine companies developed? From knowing the craft and being good at the basics.

The 350’ Line’s “Engine Company Operations” class is designed to not just simply show students the “how” of stretching and flowing, but to introduce them to the “why”. From demonstrating the importance of knowing the flows and capabilities of their water delivery set-ups, to stretching beyond the pre-connect, and being able to effectively flow “big water” to knock down an advanced body of fire, this class focuses on the true job of the Engine Company, which is the extinguishment of fire. The basics of the job make a difference, and being good at the basics is the foundation of a “go-to” Engine Company.

**Deconstructing the Fire Tetrahedron – Tactical Considerations H.O.T. 8am-5pm**

**Deputy Chief Warren Whitley (Project Kill the Flashover):** This presentation examines each part of the fire tetrahedron and how controlling one or more parts of it can have a positive impact on fire extinguishment. Different tools and tactics from other parts of the word will be discussed as well as their application in the US. Data and videos from demonstrations and tests conducted by Project Kill the Flashover will also be presented. (There are two different program options. The first is a 4-hour classroom presentation as described and the second adds live fire demonstrations using a 20’ burn box, a small wooden doll house and the Max Firebox.

**Real Fire Training’s “The Advanced Irons Academy” H.O.T. 8am-5pm**

**Captain Jeremy Williams (Norfolk Fire & Rescue) and Captain Mike Rock (Virginia Beach Fire Dept.):** This 8 hour course is focused to strengthen and build on the participant’s foundational forcible entry skill sets. Participants repeatedly force doors via a series of door props while using a strengthened systematic approach. This in return sets the foundation to building a muscle memory approach. Attendees will be introduced into doors with increasing difficultly to allow the participant to gain confidence in their strengthened skill sets. Once the participants become proficient they encounter environments that will raise their stress level. This is done to assist in maintaining focus on their tasks while increasing an overall working confidence.

**Advanced Drafting Operations**  **8am-10am**

**FF Andy Soccodato (Charlottesville Fire Department):** This course is designed to present students with strategies for maximizing water supply from a static source. Students will be introduced to alternative drafting techniques, as well as methods for achieving high flow rates while at a draft.

**Don’t Let Your Career Get in the Way of Your Calling: Using Case Studies to Help Develop Leadership**

 **10am-Noon**

**Chief of Training Jeremy Holmes (Covington Fire Dept. GA):** Career or a calling? We all know the proper the answer on a promotional exam on how to discipline a firefighter when they screw up. But do you know how to help that firefighter, or only punish? This class looks at moving past discipline, and understanding our calling in life and in the fire service is to help people. Do not let your career get in the way of your calling, and this class takes first-hand account of the instructor with life struggles and what makes the real difference in life. This class will challenge the attendee to perform better, be a better father and mother, and be the coworker and friend we really need to bring the brotherhood and sisterhood back in the fire service.

**The Successful Short Staffed Engine 10am-Noon**

**Tim O’Connor Back to Basics Firefighter Training:** With reduced crew sizes on responding apparatus, the need to become increasingly proficient at the basic operations of our profession has become paramount. Crews need to compensate for the lack of a crew member by being able to pick up the responsibilities of that position. Through training and practice, that can be done with little trouble. This class will discuss apparatus positioning, hose line selection, crew positions and responsibilities, building construction and training ideas all aimed at considerations when operating with limited staffing.

**Not Another Diversity Training 10am-Noon**

**Christina Smith, David Tesh, & Justin Adams (HR Administrator, Volunteer Coordinator, and Captain, Chesterfiled Fire and EMS):** NOT ANOTHER DIVERSITY TRAINING is a 1.5 - 2 hour, highly interactive and engaging presentation geared for all levels of Fire and EMS and designed to begin conversations at the basic foundations of diversity and inclusion – civility and unconscious bias. Through this session, participants will work together to identify personal and group beliefs and behaviors that impact the workplace and engagement levels among coworkers. This session is recommended for teams, and, as a facilitated discussion, is recommended for groups of 30 or less.

**“D” Drivers and other Hazards at Roadway Incidents 10am-Noon**

**Jack Sullivan, Instructor (Emergency Responder Safety Institute):** Distracted, drowsy, drunk, drugged and disgruntled drivers are striking firefighters and emergency vehicles at roadway incidents with increasing frequency. We can’t change their “D” behavior, but we can change how we operate at roadway incidents. With the highway being noted as the most immediately dangerous area of operation for first responders, it is critical that first responders safeguard themselves during roadway operations. This session will offer strategies and tactics for safe roadway incident scene management. Participants will walk away with the essential steps and actions every FD should be taking to protect their personnel from being struck on the roadway.

**Developing High Performance Teams**  **10am-Noon**

**Brian Ward, Division Leader: Fire Protection and Emergency Operations. (Georgia Pacific).** This program will explore the methods of developing hi-performance teams such as how Seal Team 6 prepared for the rescue of two Americans held hostage in Somalia. This team trained for upwards of 18 months for scenarios which may never occur, however, they must be prepared to adapt to any situation. This same philosophy can be applied in the fire house through behavior modeling and applying the overlearning theory of not performing just until we get it right, however, performing to the point where we cannot get it wrong. The instructor will use his personal experiences developing teams which tore down generation gaps and created a legacy which still exist in the station years later. We will discuss the phases of team building, leveraging strengths and developing weaknesses. This presentation is for the individual who considers mastery the minimum standard for team development.

**Water Supply Operations for Tower Ladders: Feeding the Beast 10am-Noon**

**FF Andy Soccodato (Charlottesville Fire Department** This course is designed to introduce students to advance techniques for supplying high flow fire streams through tower ladders. Tower ladders, when properly utilized, are awesome firefighting machines capable of extinguishing large amounts of fire. Supplying a tower ladder at the scene of a fire can be extremely taxing on the water supply system. These incredible machines are often times capable of delivering flow rates of up to 2,000 GPM. This requires the engine companies tasked with supplying these tower ladders to be extremely proficient in their water delivery techniques.

**Saturday February 23, 2019**

**General Session 1pm-2:30pm**

**Las Vegas Mandalay Bay Active Shooter Incident**

**Assistant Chief Larry Haydu (Clark County Fire Department)**

Larry Haydu is an Assistant Fire Chief with the Clark County Fire Department in Las Vegas Nevada. He has been with the Clark County Fire Department since 2010, but has a total of 38 years in the fire service. During his fire service career, Chief Haydu has held every position from Firefighter to Chief Officer. His primary assignment for the CCFD is Chief of the Rural Division. The Rural Division provides services to 7000 square miles of Clark County and consists of 10 fire stations and 160 volunteer members. On the night of October 1, 2017 Chief Haydu was the Duty Officer and PIO for the department. When he received the initial page at 2216 for a shooting on the South Las Vegas reporting 20 victims, he had no way of knowing what was in store for him or the department. As he responded the enormity of the incident became evident and to make matters worse Chief Haydu knew his youngest daughter was attending the Route 91 event. Upon arrival Chief Haydu was initially assigned to Operations and then to Deputy Incident Commander. Spend a couple hours with Chief Haydu and get an inside look at the details of the event. Review the Clark County Fire Department’s response and its successes and shortcomings and learn from both. The October 1 shooting is a lesson in planning, preparation, and partnerships.

**Leadership and Followership – The Fire Service Taijitu 2:30pm-4:30pm**

**Deputy Chief Alec Oughton (Henrico County Division of Fire):** In this program the facilitator will identify the importance of followership in the fire service. Attributes of excellent leader/followers will be identified and weaknesses in fire service leaders’ followership qualities will be exposed. The class will also discuss the importance of balance and transition between leadership and followership at all levels.

**Prospective Vigilance: Preparing America's Fire & Rescue Service for the Complex Coordinated Attack**

 **2:30pm-4:30pm**

**Captain II Jared Goff (Fairfax County Fire & Rescue Dept.):** Within the United States, first responders have responded to, and mitigated a wide variety of complex events, including terrorist attacks. The US has not, however, experienced a complex coordinated attack (CCA) like those that have occurred in Mumbai, Paris, and London. This presentation will highlight past attacks, why they are important, and how the first responders managed and mitigated these incidents. Further, this presentation will, through comparative analysis, show our domestic preparedness activities, common themes, and challenges in preparing for an asymmetrical terrorist attack.

**Tough Firefighters Need Help Sometimes 2:30pm-4:30pm**

**Capt. Mike Dugan and FF John Walters (FDNY Ret.):** This class the instructors will share real-life experiences where counseling was not presented or available and the detriments they faced following these incidents. They will share how the lack of counseling impacted them, their families, and their ability to do the job. Then they will share personal stories of situations where they needed, accepted and embraced counseling and how this had a positive impact on them and their families. Tough guys and girls sometimes do need help and it's time we all came to thatrealization.

**Reducing Cancer in the Modern Fire Service 2:30pm-4:30pm**

**Lt. Kevin Pond (Henrico County Division of Fire):** A dual purpose presentation focusing on the current information available regarding fire service cancer risk, as well as current techniques and policies that can be employed to achieve risk reduction. This presentation includes techniques and recommendations for both no-low cost measures, as well as comprehensive program recommendations.

**Supply Engine Operations: Getting Greedy With Your Water 2:30pm-4:30pm**

**FF Andy Soccodato (Charlottesville Fire Department** This course is designed to present students with strategies for maximizing water supply from static and pressurized sources. The establishment of a reliable and sustainable water supply is one of the most important tactical priorities on any fireground. Failure to achieve this critical benchmark will often lead to the loss of life and/or property. On larger scale fires, the role of the water supply pumper may seem like a daunting task. Operators who aren’t prepared for these “once in a career fires” will often find themselves behind the eight ball.

**Barn Boss Leadership 2:30pm-4:30pm**

**Brian Ward, Division Leader: Fire Protection and Emergency Operations. (Georgia Pacific).** Barn Boss Leadership is a unique blend of fire, science, leadership, mentoring and history with a gut check for individuals of all ranks. However, an emphasis is placed on informal leaders, who are the catalyst for action in your department. True leaders develop their power long before they receive a promotion. This presentation is designed to provide a guide and self-awareness gut check for individuals of all ranks. However, the emphasis of this text if for the informal leader in the organization, who is the catalyst for action. This presentation is for the individual who considers mastery the minimum standard.

**The Future of Public Safety UAS & The Virginia Public Safety UAS Council 2:30pm-4:30pm**

**Fire Chief Charles Werner Ret. National Council on Public Safety Unmanned Aircraft Systems:** This presentation is a look at the significant advances in public safety UAS over the past year and the exciting UAS advancements in the near future. Also, an overview of the latest FAA regulations and what changes lie ahead. This presentation will also highlight the formation of the Virginia Public Safety UAS Council and how departments with existing UAS programs and departments that are interested in starting their own program. The presentation is informative to all levels of UAS interest.

**Courageous Leadership 6G: Stop Buffering and Lead 2:30pm-4:30pm**

**Battalion Chief Tiffanye Wesley:** Is your leadership style stuck in 2G? Are you or your organization holding on to old traditions, unhealthy cultures, outdated rules and regulations or personal agendas that no longer serve you, your team, your organization or your community any good? If you answered, “Yes” to any of these questions, this class is for you! This class was designed to help you gain strategies, tools and techniques to inspire yourself, your team and your organization to become more courageous in character and in leadership. Participants will engage in vigorous dialogue and discussions on real life scenarios to reinforce the lecture.

You will learn:

* The 4 types of everyday courage and how it applies to leadership
* The impact fear has on personal performance and organization performance…and what you can do to fix it
* The impact of the comfort zone…and why you need to get out as soon as you can
* How to create an environment that encourages people to behave more courageously
* How to stop buffering and take immediate action

**Opioids and the Fire Service Considerations for Preparedness and Response 2:30pm-4:30pm**

**Fire Chief John Butler (Fairfax County, VA):** Opioid overdoses are a leading cause of death in parts of the eastern US, migrating westward. Overdoses surpassed firearms violence and motor vehicle trauma. Attendees will understand what an opioid is. Recall how/why the crisis has reached epidemic levels. Recognize issues facing the fire service. Become familiar with strategies and best practices. Learn how to treat an opioid overdose. Will provide an overview of the opioid landscape, challenges to the fire service, strategies, and solutions for implementation. Participants will learn why issues surrounding the epidemic need to be an agency priority in the form of operational countermeasures, as well as new innovations such as outreach and prevention programs.

**Sunday February 24, 2018**

**Breakfast/Closing Session 9:00am-11:30am**

**Chesapeake Crossing Senior Citizen Complex 4 Alarm Fire**

On July 15, 2017 a severe storm front moved across the coastal region of southeast Virginia resulting in multiple lightning strikes and fire alarms across the City of Chesapeake. At 4:35am, Fire and Police units were dispatched to a report of a fire at Chesapeake Crossing, a multi-unit, three-story, residential apartment community for senior citizens. Upon arrival, the first engine company reported two buildings with heavy flames extending through the roof, with a third building already involved from the spread of the fire. The fire was quickly elevated to a four-alarm dispatch, bringing in additional companies, including mutual aid resources from surrounding cities.

The structure was a multi-story, lightweight construction apartment complex; all residents were senior citizens, many with mobility challenges; and the complex was protected only by a 13R sprinkler system, which was quickly disabled by the fire early in the event. There were 3 Fatalities and 159 residents were displaced due to the fire.

This presentation will review the management of the Fire and EMS response, the fire code compliance and challenges, and the emergency management perspective in dealing with sheltering and housing over 160 senior residents. Attendees will leave with a better understanding of how to prepare for, respond to, and recover from a multi-unit, senior residential apartment building fire. Effective Incident Command Functions coupled with fire code compliance and a comprehensive plan for emergency sheltering were key lessons learned.

All H.O.T. Courses are Presented at the Virginia Beach Fire Training Center

927 S. Birdneck Road