**Virginia Fire Rescue Conference**

**Course Descriptions for 2020**

**WEDNESDAY, FEBRUARY 19, 2020**

**NFPA 1033 Recertification Hours 1A 8am-5pm**

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 1033 recertification.**

**Rescue Boat Operator Course – Off Site 8am-5pm**

**Captain Jon Rigolo (Virginia Beach Fire Department**): This 8-hour (1 day) Class will focus on the operations of boats used for surface water rescue. Students will participate in the following workshops: inflatable boat- motor failure operations (paddling), inflatable boat- power operations, rigid hull- power operations, boat maintenance, outboard engine maintenance and troubleshooting, boat navigation (paddle and power) and victim extraction from a stationary object. PPE- PFD’s and water rescue helmets will be provided. Additional recommended PPE based on weather conditions (student supplied) - Dry-suits and water shoes. Students attending and successfully completing this class will receive a certificate of completion.

**"We lift things up, we put them down." Advanced Lifting, Moving, and Stabilization 8am-5pm**

**16 Hours Hands On Training (HOT) Class to be held at the Virginia Beach Fire Training Center Full PPE Required**

**Battalion Chief Jason Probst: (Virginia Beach Fire Department**): In this 2 day 16 hour class students will be presented the opportunity to gain a better understanding of the advanced tools, equipment, and techniques required for the competent rescuer in todays ever changing rescue environment. The students will utilize the latest and most advanced tools and equipment to perform tasks related to structural collapse, passenger vehicle rescue, and heavy vehicle rescue through simulated scenarios that have been based on real life events. Students should be prepared for two days of intense hands on training with a cadre of instructors who have dedicated their careers to the advancement of technical rescuer knowledge, skills, and abilities. Maximum Students: 24 PPE required: Full turnout gear or Technical Rescue gear, helmet, firefighting or vehicle rescue gloves, ANSI rated eye protection, and safety boots/turnout boots.

**The First Five Minutes: The Must Have's for the First Arriving 1B 8am-12pm**

**Captain Jonah Smith: (Charlotte Fire Department):** 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. This course will bring factual basis to many of the necessary fire ground tactics that are utilized by initial arriving companies.

**DOD Session 3C 8am-12pm**

**A. Taking Care of People- An “All-In” Priority - Instructor**: **Deputy Chief Kevin Good** **0800 -0920**

Look, Listen, learn and lead… There is no question we have a mission to accomplish and it’s an “All-In” job to get done. The most important resource to accomplish that mission is the people. Understanding the dynamics of today’s federal firefighters and the realization that if you did not have people in your organization, you would be leading yourself; and really, that makes you a doer vice a leader.

Do the people in your organization wake up in the morning and get ready for a bright new day full of opportunities (which will come with mistakes too)? Understanding firefighters generally want to do a good job and add value to their department. This presentation is focused on embracing your role in helping your team thrive and becoming comfortable in being uncomfortable with the intentions of taking care of people. Hear about opportunities to demonstrate that people are important to you and that you truly care about them. Demonstrating that leadership in today’s DOD Fire and Emergency Services organizations cannot be lip service because the team will see right through the façade.

**B. Challenges, Successes, and lessons learned of a DOD Fire Peer Support Team** **0930-1020**

**Instructors:** **Firefighter Jonathan Lang, Fire Marshal Julien Crolet, Fire Inspector: Jimmy Dansereau**

Startling suicide and substance abuse rates for public safety professionals as a whole attest the need for peers supporting each other when in need. DOD fire service agencies are far from immune from these events. Has your agency been doing everything it can to ensure a support network in place? Please join as we discuss the challenges, successes, and lessons learned of our Federal Firefighter Peer Support Team. This experienced team will discuss and share personal experiences in regards to SOP’s, course options, clinician referrals, contact tracking, team member selection, deployments and many aspects you will need for a successful Peer Support Team within your own DOD organization.

**C. EM What!!!! How to implement EMD in your communications center 1030-1115**

**Instructor: Devon Clary, E911 Coordinator Brunswick County Sheriff’s Office**

Does your agency participate in Emergency Medical Dispatch (EMD). This 45 minute session will cover lessons learned from implementations, Championing EMD in the public safety community, dispelling myths, review associated costs and recurring costs.

**Fire Service Mortar: The Critical Role of the Company Officer 1C 8am-12pm**

**Captain Jarrod Sergi: (Norfolk Fire and Rescue Department):** This program is designed to be a no-nonsense approach to company officer leadership. No theory here, just realistic and practical ways proven to build an effective group of performers within your team. I will bring previous military experience as well as experience in my current role to reinforce the importance of unit cohesion and how to achieve it. We will talk about team building and relationships, conflict management, accountability and more. This class is meant to inspire action and produce results in your company and your department as a whole. You will be given tools today to make immediate change tomorrow.

**Severe Weather and A New Chief..... The not so perfect storm 2B 8am-9:45am**

**Battalion Chief Justin Adams (Chesterfield, VA Department of Fire and Emergency Medical Services):** On September 17, 2019 severe weather threatened Chesterfield County Virginia, resulting in several incident responses from an EF2 Tornado. The tornado covered approximately nine miles of destruction path, caused severe damage to several large structures, and was responsible for several building collapses along the Hull Street Road corridor. This class will focus on the lessons learned from the after-action report, to include organizational, incident and timeline overview, incident response, mitigation, demobilization phases. We will then take a detailed look at the lessons learned from the above areas so that other may learn from our experience. The class will include audio of first hand video footage, incident wave file, and other auditory components to illustrate the lessons reinforced and learned. Those lessons include command presence, ICS organizational and strategic guidance during high risk, low frequency emergency events, and complex incidents.

**Emergency Service Incident Investigation 3B 8am-9:45am**

**Educational Specialist Russell Kough: (VFIS):** Each year there are approximately 100 LODDs and over 100,000 FF are injured. VFIS, believes that most of these are preventable. One of the best tools in the prevention of injuries and deaths is the use of the incident investigation process following every incident or near miss. Every incident, including minor injury and near misses, offers a potential lesson to be learned. The unreported incident is a lesson that has gone unlearned. When incidents are not reported, their causes usually go uncorrected, perhaps causing a reoccurrence, a more serious injury, or even a fatality. All incidents must be investigated to determine the cause and to ensure that actions to prevent recurrence are implemented. Upon completion, the participant will be able to: Identify incident causes and develop corrective actions Understand the importance of incident investigation procedures Identify policies and procedures related to incident investigation Identify steps in incident investigation.

**Saving Our Own: Changing The Culture of Mental Health in Public Safety 2A 8am-9:45am**

**Captain Wendy Bowman (Dulles Airport EMS Supervisor):** This presentation focuses on ensuring that the attendee is able to recognize the signs of depression, PTSD and other mental health conditions, as well as recognize when suicide risks are present. This presentation will share some stories of public safety personnel who have battled mental health issues with very different outcomes. It will also discuss resources that are available to responders, their friends and family members. It will conclude with a questions and answer period

**Get to Know Cornerstone OnDemand; VDFP's New Learning Management System**: **2A10am-12pm**

**Amanda Kennedy**: As technology is the torch advancing the training environment; we must also light the way for each learner. The following session will provide participants an in depth orientation of Cornerstone OnDemand(CSOD). From system navigation, evaluation, and reporting we will explore how CSOD will support you learning experience. Participants will also hear how this tool will evolve in coming phases.

**Creating Partnerships with Customer Service 2B 10am-12pm**

**Fire & Life Safety Director Anthony Rodkey:** Customer Service is why we are in the Fire Service, to help those in need, really no matter what the emergency or request might be. It is our position to respond, solve problems and ne nice. This presentation will demonstrate that by providing the best customer service to all constituents of the community, a foundation for creating resourceful partnerships will be established. The benefits of creating partnerships with excellent customer service will enhance programs in many ways, including but not limited to manpower, marketing, positive press, business opportunities, interagency support, new ideas, professional guidance, donations and funding. Therefore, increasing and improving fire safety education and prevention programs for community risk reduction.

**Firefighter Rehabilitation 3B 10am-12pm**

**Educational Specialist Russell Kough: (VFIS):** The leading cause of FF LODD death is cardiac events. Over-exertion, dehydration, and improper physical conditioning are all contributory. A comprehensive rehab plan is a key element to ensure responder safety, recognizing potentially lethal symptoms early. The IC, Company Officers, FFs, EMS and other rehab personnel must work together to prevent FF injury and death through an aggressive comprehensive rehabilitation plan. Collaboration before, during, and after an incident is vital. Upon completion, the participant will be able to: Study the causes of FF injury and death Define rehab Discuss the relevance of standards and best practices Describe the importance of the ICS in FF rehabilitation Understand the phases of an incident or training exercise as it relates to rehab Identify a suitable location for a rehab site Differentiate medical monitoring from medical treatment and reference any applicable local EMS treatment protocols.

**The Passion of Training: The Moral Imperative of the Company Officer 2A 1pm-2:45pm**

**Lieutenant David Bullard (Columbia County Fire Rescue):** In the classroom session, using case studies, visuals, and dynamic examples will be key. The audience will be included in examples of success and failures of key points presented. Whether their position has been appointed or tested, the responsibility is the same. The delivery of the presentation will focus on the role of the officer, regardless of career or volunteer. Operational task discipline is imperative to the success of fireground operations. While we operate in a dynamic environment, assigned tasks should be completed or communication should be made as to changes in conditions or events that alter our actions. Through the building of a good company dynamic and effective training, the company officer can instill this principle to their crew. We will discuss various events that may alter our tasks, how to train for recognition, and how to add stress in a manner to be learning tool, when conducting training.

**Understanding Moral Injury in the Fire Service 2B 1pm-2:45pm**

**Firefighter Michelle Fayed: (Miami-Fire Rescue):** Current data shows that roughly 20% of fire/EMS service professional will develop PTSD over the course of their career. A lesser known, but perhaps more pervasive topic that needs to be discussed is Moral Injury. This presentation will introduce participants to the topic of Moral Injury and understanding the differences/similarities of PTSD and Moral Injury. An increasing amount of studies and articles are available regarding PTSD, but little has been discussed about Moral Injury and how destructive it can be to both the individual and an organization.

**Stop The Bleed Course by the American College of Surgeons 3C 1pm-2:45pm**

**- Committee on Trauma (ACS-COT)**

**Jeff McPhearson, Regional EMS Liaison; FireFighter / Paramedic; NAEMT Affiliate Faculty - TCCC/TECC/PHTLS: (Southside Regional Medical Center, Petersburg, VA**): It is a maximum 90-minute course including a formal presentation and hands-on practice of direct pressure application, wound packing, and use of a tourniquet. The course was developed for a nonmedical audience to address the needs of the immediate responder to control life-threatening bleeding until help arrives.

**Leading at The Company Level 1B 1pm-2:45pm**

**Captain Jonah Smith: (Charlotte Fire Department):** It is well known that the transition to Company officer is one of the most difficult transitions in the fire service. This class will offer solutions to many of the challenges that an Officer faces. Attendees will be presented with proven methodologies, behaviors, and new age ideas to allow for new company officers to increase their effectiveness in all areas of responsibility. Too often tactical proficiency and command presence are not emphasized enough to both aspiring and new officers and quite often this is where respect is based at the company level. This class will enlighten attendees to training techniques, leadership methods, and tactical actions that will increase effectiveness as a company officer both in the station and on the fire ground.

**High-Rise Fires: Implementing an Effective Operational 1C 1pm-2:45pm**

**Policy in Your Department.**

**Captain Jarrod Sergi: (Norfolk Fire and Rescue Department):** Creating a proactive high-rise policy is critical for our fire departments. High-rise buildings offer multiple challenges and can tax our resources very quickly. This class will share with the students how an effective policy and operational plan can be created to aid your organization in the rapid mitigation of these events. This course will cover detailed descriptions of the responsibilities of each responding apparatus how they fit into the high rise puzzle. It will cover specifics on areas such as elevator operations, standpipes, equipment selection, and some command and control considerations. The goal of this program is to provide a template for the student to take back to their organization and implement, or, use the information provided to better improve or modify their existing policies and procedures.

**Harassment in the Fire Service: Zero Tolerance or Total Tolerance? 3B 1pm-2:45pm**

**Michael McDonald, EMS Training Officer:** Have you completed your compliance training?...you know, the one that says you understand about Quid Pro Quo in the workplace, and dating co-workers can have negative professional outcomes? Check! The one that says texting photos of your inebriated self, in the bar, in uniform, at the conference, will cause your career dissipation light to flash into overdrive? Check! The one that says having the new guy feed the goldfish in the Tanker, is harassment? Wait!...What?!? We can't do that?!? Come join us for an open dialogue discussion on harassment; not just the obvious, but the more insidious subtle forms that pervade our culture. The modern fire service touts a culture of respect, tolerance, and inclusion for all; that as brothers and sisters, we need to care for and nurture each other. Are we just talk, or are we walking the walk?!? True Change starts with a conversation, no matter your level in the chain of command. Come tell us what's on your mind!

**Opening Ceremony and Awards - Ballroom** **3pm – 5pm**

**THURSDAY FEBRUARY 20, 2020**

**Rescue Boat Operator Course – Off Site 8am-5pm**

**Captain Jon Rigolo (Virginia Beach Fire Department):** This 8 -hour (1 day) Class will focus on the operations of boats used for surface water rescue. Students will participate in the following workshops: inflatable boat- motor failure operations (paddling), inflatable boat- power operations, rigid hull- power operations, boat maintenance, outboard engine maintenance and troubleshooting, boat navigation (paddle and power) and victim extraction from a stationary object. PPE- PFD’s and water rescue helmets will be provided. Additional recommended PPE based on weather conditions (student supplied) - Dry-suits and water shoes. Students attending and successfully completing this class will receive a certificate of completion.

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**Shakers Forum for Chief Officers 4C,D,E 8am-5pm**

**Chief Mark Light (ret) and Chief Chris Eudailey (ret)** -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 Shakers 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 afternoon session will bring the attendees from the Company Officer Shakers session and the attendees will share information and insight related to the topics discussed during the morning sessions.

**"We lift things up, we put them down." Advanced Lifting, Moving, 8am-5pm**

**and Stabilization 16 Hours HOT Class to be held at the Virginia Beach Fire Training Center Full PPE Required**

**Battalion Chief Jason Probst: (Virginia Beach Fire Department**): In this day 2 of the 16 hour class. Students will be presented the opportunity to gain a better understanding of the advanced tools, equipment, and techniques required for the competent rescuer in todays ever changing rescue environment. The students will utilize the latest and most advanced tools and equipment to perform tasks related to structural collapse, passenger vehicle rescue, and heavy vehicle rescue through simulated scenarios that have been based on real life events. Students should be prepared for two days of intense hands on training with a cadre of instructors who have dedicated their careers to the advancement of technical rescuer knowledge, skills, and abilities. Maximum Students: 24 PPE required: Full turnout gear or Technical Rescue gear, helmet, firefighting or vehicle rescue gloves, ANSI rated eye protection, and safety boots/turnout boots.

**Company Officers/Firefighters Shakers Forum 5A/4CDE 8am-5pm**

**Vance Cooper (VBFD) and Todd Lupton (Manassas Fire) :** Company officers and firefighters from all over the Commonwealth will have the opportunity to participate in a facilitated discussion regarding current issues facing them in the fire service. This is an opportunity to compare issues among departments and to learn from each other’s successes and failures. The group will capture topics to be discussed by Chief officers in the afternoon session. Attendees are invited to sit in and listen in the afternoon session to see how the Chiefs discuss and find possible solutions to the identified issues. **The afternoon session will join the Chief Officer Shakers in Suite 4 CDE for insight on the morning discussion.**

**Critical Decision Making. Point-to-Point Decision Making 1C 8am-12pm**

**for Fire Service Leaders**

**Fire Chief Michael Barakey (Suffolk Department of Fire & Rescue):** 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.

**Advanced Apparatus Specification Considerations 3C 8am-12pm**

**HTR Instructor John Burruss (Virginia Department of Fire Programs):** With fire apparatus now costing upwards of a million dollars, apparatus design committees are under intense pressure to ensure they are making the right design choices, compromises, and trade-offs. This seminar reviews how to design the committee for efficiency, the apparatus design and bidding process from start to finish, how to determine fluff from necessity considering the many options that are available, and the top ten topics your committee should be aware of to get the most bang for your buck and avoid ordering a poorly designed rig. Also presented will be a review of NFPA 1901, lessons learned to avoid common pitfalls, as well as many tips and tricks top-notch agencies have installed that adds value and efficiency to their million-dollar design.

**Marine, Airborne, Ranger, Firefighter: The Case For Effective Small Unit 2A 8am-12pm**

**Leadership in the Fire Service**

**Captain Marc Davidson (Fairfax County**): The fire service has failed in its obligation to train its company officers, particularly with respect to leadership. The art and science of leadership has can be abstract, but for the unit officer on the line the focus must be on its application at the small-unit level. We’ll study the evolving history of small unit leadership in the armed forces and the fire service and then focus on an effective model for small-unit leadership, the U.S. military. We’ll talk about what a young NCO does to effectively lead a fire-team, similar in number to what a young fire officer needs coming off a rig at oh-dark in anywhere America, responding to a 911 call with limited information, compressed timelines, and insufficient resources. Discussion will focus on takeaways for applying the traits, skills and characteristics needed to transition between direct supervision and task-level action which are the bedrock for leadership success on the street and in the firehouse.

**Let's Go! Improving Decision Making on the Fireground 2B 8am-12pm**

**Captain Jack McGovern: (Fredericksburg Fire Department):** Have you ever shown up at a call and felt like you are spinning wheels? On the fireground or the incident scene, time is of the essence- things get worse the longer we take to make a decision. There is a vast number of acronyms and memory-joggers to move from point A to B to C to… you get the picture. How many steps do we have to go through before we start to DO WORK? This discussion will help personnel hone their skills to make good, quick decisions on the fireground. Topics included in the presentation are the OODA Loop and breaking down the evolving fire scene to assess and observe 4 areas- Temperature, the Neutral Plane, Smoke, and Thermal Data, so that personnel can do the most important thing on the fireground- TAKE ACTION! If you have ever had difficulty explaining why you made a decision, this will give you a method to pass along and train future personnel to take action. You will learn it today and use it tomorrow.

**Managing Employee Fires 1B 8am-12pm**

**Captain Jesse Quinalty: (San Bernardino County Fire Department):** 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 and the condition of the building), the extent and location of the fire (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 to prevent fires and keep them small. The course will end with conducting several “Fire Simulations” using video and role player scenarios for the students.

**All Things Engine: Simplifying Fire Attack 5D 8am-12pm**

**Captain Jonah Smith: (Charlotte Fire Department):** 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.

**Put me in the game Coach! 3A 8am-9:45am**

**Division Chief Dereck Baker (Virginia Department of Fire Programs):** Attendees will benefit from a presentation on the game plan on being a leader. The various types of leaders that will be addressed will always have a solution to the vast majority of problems that arise. As a leader, attendees will have a focus on being in-charge and making the right calls. Attendees will also be able to describe their own type/style of leadership and how calling an audible at times, will make a difference in outcomes that are presented. Taking action is the key to making decisions but you might have to punt at times to allow your defense to make the right calls and keep you in the game.

**Change The Attitude, Your role in Firefighter Health and Fitness 3B 8am-9:45am**

**Captain Randolph Feltner: (Naval District Washington Fire and Emergency Services):** As a Firefighter and Survivor of Cardiac Arrest on duty I have started a program to tell my story and help bridge the gap from the classroom to action on improving Health and Fitness in the Fire Service. By getting down to the problem and identifying solutions to get past the stigma around talking care of ourselves as opposed to "firehouse meals" and "sitting in the recliners" The program contains the following. Basic numbers on Heart Attack and Cancer in the Fire Service and how a healthy lifestyle reduces the risk. My Story, the events of that day and my recovery Discussion on how to change the attitude towards PT, Healthy Habits at work, leading from all positions on changing the culture and sustaining the change longterm.

**Intro into Mobile Integrated Healthcare 4AB 8am-945am**

**Dr. Allen Yee (Chesterfield Fire and EMS OMD**): Fire and EMS providers are no stranger to answering 911 calls at all times of the day and night.  While some of the calls are truly emergent, there exists a fair number which do not need any emergent intervention.  Learn what your department can do to decrease calls through innovation projects and collaboration with existing available services

**The evolution of mobile communications, data, connectivity and GPS, and the 3B 10am – 12pm**

**Impact on All Hazards Response**

**Dave Morales (Henrico Division of Fire):** Presentation will provide an overview of the 4G and 5G cellular technologies, GPS and other emerging platforms. Will also provide an introduction to FirstNet and how it, along similar technologies from Verizon, can improve incident response and operations. Presentation will also cover emerging trends and technologies that will impact the fire service.

**Strategies & Tactics for Highway Operations 3A 10am-12pm**

**Jack Sullivan CSP, CFPS: (Director of Training for the Emergency Responder Safety Institute):** Distracted, drowsy, drunk, drugged and disgruntled drivers are striking firefighters and emergency personnel and vehicles at highway incidents with increasing frequency. Fire & EMS personnel must train and operate in a methodical and professional manner at all roadway incidents. The highway is one of the most dangerous areas of operation for firefighters and EMTs so it is critical that personnel establish and maintain a solid defensive strategy during all highway operations. This session will review specific case studies, describe successful strategies and tactics for highway operations, and educate attendees about some emerging technologies that present more hazards and some potential solutions for crew safety. Participants will walk away with the essential steps and actions every FD should be taking to protect their personnel from being struck on the highway.

**Fire Protection Systems for Company Operations 1B 1pm-5pm**

**4 Hours**

**Captain Jarrod Sergi: (Norfolk Fire and Rescue Department):** Ever walked into a fire pump room and wondered what the heck you are looking at? How about the other types of fire protection systems that are out there? The need to understand these systems at the company and command level is critical. This class is designed to be a basic overview of the design and operation of many types of passive and active fire protection systems that are out there. This class will provide an overview of standpipe systems, PRV's, sprinklers, alarm systems, smoke management systems and more. If you are looking to increase your knowledge on identification and operation of these various types of building systems, this class will be of benefit to you.

**A Continuum of Training: The Case for Effective Officer Training From The Ground Up 2A 1pm-5pm**

**Captain Marc Davidson and Captain Jason Abitz (Fairfax County Fire and Rescue Department**): The fire service has abdicated its responsibility to train and educate its officer corps. This leads directly to bad outcomes in the firehouse and on the fireground. Strategic leaders throughout the fire service wonder why. They shouldn’t be shocked when things go wrong, they should be shocked when things go right. This is in large measure because the organization did nothing to effect the outcome, leading to something called “leadership by accident”. We’ll review the real world implementation of a new officer development training section and discuss how that template can be scaled and implemented in fire departments of every size. Using a relatively simple model followed by other similarly tasked high-performing organizations we will explore training that comes from the bottom-up, not the top-down. Finally, we will discuss how, fundamentally, the fire service must change course and stop believing that officer development is a luxury that can occur as time and budgets allow.

**Firefighter/EMT Procedural Guarantees: How FDs handle inquiries and 3C 1pm-2:45pm**

**administrative investigations regarding employee conduct and performance.**

**Investigator Steven Van Winkle: (Office of Professional Standards Loudoun County-Combined Fire & Rescue System):** Fire and EMS agencies need to know the difference between an inquiry and an investigation into employee conduct/performance and how it applies to 9-1-301 FF/EMT Procedural guarantees. 9.1-302 "Breach of Procedures" was amended and effective July 1, 2019. The change makes the evidence obtained during interrogation that violates 9.1-301 FF/EMT Procedural Guarantees inadmissible in an administrative hearing against FF/EMT personnel.

**Going the Distance on Developing Leadership Habits 3A 1pm-2:45pm**

**Battalion Chief Paul Strong: (Valley Regional Fire Authority, King County Washington):** This class is about living your life as a leader by developing and reinforcing daily habits and setting goals that you put into action to strengthen your leadership development. We will go beyond the usual discussion of character traits and map out a course of action that will put you on a road of successful personal growth. This interactive class will get you to think about yourself from a broad perspective and help you identify where you can start, or strengthen, your leadership development. Participants will identify how to reinforce or change patterns of behavior in order to strengthen leadership transformation and development and apply leadership skills to everyday life. In addition, they will realize how specific goal setting produces desired results with leadership actions and behaviors. We will also discuss how to change others’ perception of you as you focus on your leadership goals through practice and practical application.

**Updates from cTECC** **4AB** **1pm-245pm**

**Dr. Allen Yee (Chesterfield Fire and EMS OMD):** The committee on Tactical Emergency Casualty Care (cTECC) continuously updates their guidelines.  The open source guidelines then can be used by agencies as a foundation for care guidelines and operational procedures.  See what cTECC has recently released and see what topics they are working on.

**The Effective First Due Officer: Simplifying the Complex 5D 3pm-5pm**

**Captain Jonah Smith: (Charlotte Fire Department):** The first due officer often shapes the incident especially in the early stages. This course will discuss and break down basic concepts to assist in having an effective framework to simplify the often complex emergency scene. This course will address the immediately necessary first due actions on an emergency and ways to accomplish them in all deployment models. The course will offer proven and effective methods to ensure fire ground success.

**Cult of Personality: Why can't we all get along? 3C 3pm-5pm**

**Michael McDonald, EMS Training Officer:** Personalities... we all have one, or two, or maybe even three! How well do you know your?!? Why do you communicate and relate with some better than you do with others? Do you know their personalities?? Are you able to relate to them through their personalities?? Come join us as we explore major personality types, and figure out which one, or two, or three you are. Then, we will explore how our personalities combine and clash with one another, and consider suggestions on how to improve our chances of better communication, cohesion, and cooperation, in both our professional and personal relationships.

**Hot topics in EMS 4AB 3pm-5pm**

**Dr. Allen Yee (Chesterfield Fire and EMS OMD**): As the industry matures, we are learning that the way we have done things for years may actually be the wrong approach.  The open discussion format of the lecture will outline innovations in EMS, evidence based guidelines, changes we should undertake in our everyday practice, and allow attendees to voice their operational concerns to these potential changes.

**Firefighter Rehab: What we are doing right and wrong 2B 3pm-5pm**

**Erica Wood, Paramedic : (King William Fire and EMS):** Rehab is one of the most important aspects of an emergency incident that is often overlooked and under-utilized by providers. This course will discuss aspects of Rehab that include, Prehab, Rehab and Posthab. In additional to some cutting-edge changes to the rehab process that will change your mind on how your department is conducting their rehab, backed up with scientific evidence-based medicine.

**It’s not Rocket Science - Tactical Considerations and Actions; 3A 3pm-5pm**

**Understanding the “Why”**

**Battalion Chief Paul Strong: (Valley Regional Fire Authority, King County Washington):** You’re riding in the hot seat and need to make effective decisions when you arrive at the fire. More importantly, you better understand why you are doing what you are doing. We’re going to discuss fire behavior / dynamics, tactical considerations, spot-on size up, and your initial actions in those first 10 minutes. This is an interactive class that requires your participation in discussion and practice with developing your initial radio reports, follow up reports, initial action plan, and putting your plan to work. We will use videos and tactical simulations in this class to support real world decision-making. The target audience for this class is the company officers and acting officers who are expected to make critical decisions. The decisions and actions taken in the first 10 minutes will determine how the rest of the incident plays out. Attendees will walk away with increased knowledge, understanding, and confidence in their decisions made on the fire ground.

Friday February 21, 2020

**NFPA 1031 Recertification Hours 1A 8am-5pm**

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.**

**Tactical Drafting: How to Move Big Water In the Rural Environment HOT 8am-5pm**

**8 Hours Class to be held at the Virginia Beach Fire Training Center Full PPE Required**

**Firefighter Andy Soccodato (Firefighter Charlottesville Fire Department):** Operating from a draft is one of the most fundamental skills an engine operator will have to perform. Most operators are confident in their ability to achieve a prime through a single intake utilizing some sort of priming device; however, large flow fires will require the operator to use more advanced drafting techniques. This course is designed to teach students field proven methods and techniques for maximizing their capability while operating from a static source. Students will also be introduced to field proven tricks to establish a fast and reliable initial draft through a single intake. Methods for expanding the initial system to incorporate multiple intakes simultaneously, without interruption to their fire flow, will also be shown. By the conclusion of this course, the student will be capable of delivering large flow rates reliably in the rural setting.

**Surviving the Job - Behavioral Wellness 3C 8am-12pm**

**Chief John Buckman (Director of Government & Regional Outreach for IamResponding):** This workshop will provide information on surviving the job on issues dealing with behavioral wellness. Today's fire service environment requires an acceptance of the facts that we are human and can't always deal with the trauma we see and handle. This workshop is based upon the Yellow Ribbon Report from the Volunteer and Combination Officers Section. Attendees will have access to the curriculum after the presentation to return home to deliver the education back at the station. Acknowledging and accepting the mental and physical impact has only recently been recognized as having a short and long-term consequence on the mental wellness of our brothers and sisters, which we in the public safety community are now beginning to admit. The use of drugs, alcohol and other stimulants to disguise the symptoms must be recognized and action taken. Mental wellness is a necessary attribute for all public safety response personnel.

**1st Due with a Clue: Essential Functions of the First Due Engine and Truck 2B 8am-12pm**

**Tim O’Connor (Assistant Chief, Port Penn Fire Company):** The first due Engine and Truck set the pace on the fireground. There are a myriad of duties and tasks that need to get completed in short time upon arrival. This course will discuss those tasks, broken down for the Engine and the Truck. Positioning, Riding and Tool Assignments, Size up considerations, hoseline selection, building construction and training ideas will all be discussed. These topics will be aimed at the modern day fireground in terms of staffing and tactical considerations.

**Developing High Performance Teams 4 A,B 8am-12pm**

**Brian Ward,** **Global Emergency Preparedness and Response Leader:** 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.

**Building a Tradition of Passion 1B 8am-9:45am**

**Lieutenant Marc Aloan (Columbia County Fire Rescue):** 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!

**Maximizing Quint Effectiveness 2A 8am-9:45am**

**HTR Instructor John Burruss (Virginia Department of Fire Programs):** Some fire departments see quintuple fire apparatus as an answer to their diminishing budget thinking a “one truck fights all” concept work only to see the concept fail. Other departments have learned how to integrate quintuples into their operation and have come to embrace the concept. Learn the difference between a triple, quad and quint and the history of quintuple fire apparatus from its humble beginning that evolved into the “Total Quint Concept” and later to become the number one most ordered fire apparatus in the U.S. Learn why some experiments with quints failed, yet with understanding the three most important factors a department can maximize the efficiency and effectiveness of their quint company.

**Great Expectations: Exploring what we expect from each other 3A 8am-9:45am**

**Fire Chief Jay Cullinan (Spotsylvania County):** As officers, there are things that we want our firefighters to know, and certain expectations that we have for their performance. The same is true of our firefighters’ expectations of us. The presentation will include a review and discussion of a simple social media survey that the speaker conducted, answering the questions “As a firefighter, what is the one thing you wish your officer knew?” and “As an officer, what is the one thing you wish your firefighters knew?” Humorous, yet informative, correlations will be drawn between the two, developing a mutual understanding of the areas of understanding we should focus on in establishing trust and understanding between the ranks. The goal is to provide additional perspective in employee and supervisor interactions and relationships to those in and preparing to be in leadership positions.

**Being a Catalyst for Change in a World of Resistance 3B 8am-9:45am**

**Dr. Candice McDonald: (Cumberland Valley Volunteer Firemen’s Association):** The needs of the fire service are always changing, but the passion to serve remains strong in the American fire service. Change however, is often met with resistance. Organizations and individuals that fail to embrace change can become paralyzed and a good leader knows how to become a trailblazer for change. The question becomes, do you have what it takes to be an all-star change agent? Being a trailblazer for change is not easy and you will often be a target for doubters, skeptics, and cynics. There may be times when you may question whether the time spent advocating and driving new culture is even worth it, but the return is worth the work! This session was designed to challenge attendees to embrace change and will offer tactics to help firefighters at all levels implement change successfully within their organization.

**Managing for Success: What I Wish I'd Known 1C 8am-9:45am**

**Deputy Fire Chief Timothy McKay: (Chesterfield County Fire and EMS):** Are you a new or aspiring senior fire service executive? By sharing some lessons learned and a few "how tos" through interactive lecture and discussion, let's talk management instead of leadership for a change. It may not be as inspiring, but excellent management skills are a critical, yet often overlooked facet of executive-level leadership. Topics covered will include: time and task management, prioritization and scheduling, communicating the business case both verbally and in writing, crisis management and numerous others. With a focus on how to get things done while juggling the dynamic demands of a public safety agency, operational and budgetary pressures and while remaining connected to your people, this session is a must for improving productivity and effectiveness.

**Engine Boss - Skills for the Station to the Street 5A 8am-9:45am**

**Battalion Chief Richard Ray: (Durham Fire Department):** Leadership is a full-time responsibility in today’s fire service. Most are not ready for this responsibility when given. This class is designed to give the engine company officer tools for training and mentoring members of their crew. In this presentation, the student will learn the importance of the engine company officer but specifically what should be expected of the officer, the negative and positive influence that the officer has, and methods the officer can use to build a quality work environment. This presentation will also give the student the steps that are required to build an effective team that will work to accomplish the mission of their fire department both at the fire station and on the fireground. Lastly the student will learn how to apply these skills in their respective fire department to ensure safety and success of personnel. The skills and concepts taught are critical in developing personnel for ascension within the organization.

**Probie to Promotee: The Missing Link of Professional Development 1B 10am-12pm**

**Lieutenant Marc Aloan (Columbia County Fire Rescue):** 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 foundationof fundamental concepts in their department!

**Social Media. It’s the Devil; or is it? 3A 10am-12pm**

**Fire Chief Jay Cullinan (Spotsylvania County):** Many fire service professionals fear the use of social media at the department level, dreading the negativity associated with the world of social media. The presentation will provide information on the usefulness of social media in marketing a department, and providing a narrative of positivity and progress associated with a department. A sometimes humorous review of both positive and detrimental posts from social media sites will be presented for discussion. The speaker will present the story of how his department has successfully utilized social media platforms to educate the community, share department success stories, recognize employee accomplishments, build trust within a combination system, and solicit community support.

**Rediscovering the Past to Brighten the Future: A Glance Back at the Wisdom 1C 10am-12pm**

**and History of Leadership**

**Deputy Fire Chief Timothy McKay: (Chesterfield County Fire and EMS):** Let's put our modern take on some time-honored leadership lessons. Using the ancient authors, poets and historians from around the world (along with their story telling), let's demonstrate that while the world has most definitely changed and continues to evolve rapidly, the tenets of leadership have remained the same. They can be used an effectively today as when they were discovered and in some cases are more critical than ever before. Together in this interactive session we will explore leadership through case studies, old and new, to uncover the principles and practices of true leadership. Then, let's determine how we can use these lessons to remain credible, relevant and connected as leaders in an era and with a workforce which requires change at a pace our big, messy, cumbersome, paramilitary organizations can't begin to handle.

**Communicating in the Firehouse with Candor and not Chaos 3B 10am-12pm**

**Dr. Candice McDonald: (Cumberland Valley Volunteer Firemen’s Association):** There is no room for chaos in effective communication. The art of message delivery is key for being effective for both the fire service officer and the department member. This session will help you to gain the skills needed to effectively say anything to anyone in a candid and professional manner. Learn how to effectively communicate to your superior; provide feedback to those you lead; address openly and professionally uncomfortable topics in the workplace; and learn the art of navigating through difficult conversations. This workshop is interactive and will get you talking, so come ready to implement the strategies provided!

**Rural Engine Company Operations 5A 10am-12pm**

**Battalion Chief Richard Ray: (Durham Fire Department):** The practices and concepts taught will be based on successful as well as unsuccessful experiences on the fireground and nationally recognized engine company practices. The student will gain ideas of how to set up the engine for success and ideas to improve the functionality of the engine within their department. The student will learn concepts for hose loads, appliance selection, and tools that the engine company should have and utilize when operating in a rural environment. The student will gain an understanding of the limitations of the engine while operating in a rural environment, successful hose and nozzle packages, and how to establish a positive water supply with and without a hydrant. Additionally, the student will learn how the rural engine company can adapt to the suburban environment. These practices and concepts taught are effective, safe, and inexpensive.

**VFCA 2019/2021 SAFER GRANT: What’s it all About and How Can It 2A 10am-12pm**

**Benefit Your Department?**

**Nick Caputo:** The VFCA was recently awarded a two-year FEMA Staffing for Adequate Fire and Emergency Response (SAFER) grant to fund various components of a statewide volunteer recruitment and retention program. The grant consists of three major areas: (1) creating a statewide marketing and awareness campaign; (2) developing recruitment and retention programs; and (3) delivering basic and leadership training programs. Attendees will learn about the details and specifics of the grant; what programs and funds may be available for their department; and how they may be considered for selection as one of ten departments eligible for a personalized recruitment and retention program. If your department has funding needs for recruitment, retention, basic firefighter and leadership training, you will find this program beneficial.

**Barn Boss Leadership 4A,B 1pm-5pm**

**Brian Ward,** **Global Emergency Preparedness and Response Leader:** 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.

**Slab Savers Incident Command 1C 1pm-5pm**

**Captain Jesse Quinalty: (San Bernardino County Fire Department):** 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.

**The Hat Dance: Realities of the Short-Staffed C.O. 1B 1pm-2:45pm**

**Lieutenant Marc Aloan (Columbia County Fire Rescue):** As adequate staffing becomes more of a fantasy than a reality for most, modern company officers are asked to wear many hats ranging from tailboard firefighter to command-level officer. This class aims to empower and encourage company officers who routinely operate as members of crews with 3 or less personnel armed only with formal training and education designed for staffing models that are no longer realistic. We will break down how to balance firemanship and leadership, discuss how to adapt leadership and managerial responsibilities to low staffing environments, the delicate balance of mentor and boss, proper approaches to delegation, the importance of humility, and strategies for accomplishing mission critical tasks early in the incident without the manpower to do so. By bridging personal and departmental expectations with the realities of limited manpower, current and aspiring company officers will leave with the tools and attitudes necessary to lead their teams to victory lane.

**The Art of Reading Smoke - The Next Generation 2A 1pm-2:45pm**

**Captain Rob Backer (Thornton Fire Department):** Today's structure fires are more dangerous than ever before. Lightweight construction, low-mass synthetics, and open space floorplans have created a perfect storm for rapid, prolific fire growth and extreme behavior. It is imperative for firefighters of all ranks and experience levels to be prepared for this battle. The Art of Reading Smoke, developed by Dave Dodson and continued by Rob Backer, provides the knowledge necessary for first-arriving firefighters, officers, and chief officers to determine the fire's location and progression "from the seat" before seeing any flame. Through the extensive use of actual fireground videos, first-time students will develop, and return students will refine their knowledge to become INTELLECTUALLY aggressive firefighters. The Next Generation of Reading Smoke brings new research, a new library of videos, and discussion on cancer prevention, tactics and strategies to blend today's extinguishment and safety cultures into one cohesive unit.

**Chief Survival Officer 3C 1pm-2:45pm**

**Chief John Buckman (Director of Government & Regional Outreach for IamResponding):** The role of a Fire Chief has changed to Chief Survival Officer which may result in a title change. The Chief Survival Officer is responsible for public education, community risk reduction, risk management, training of firefighters, reduction of stress, reducing exposure to carcinogens. At the core of the skill set of the Chief Survival Officer is the ability to communicate to the public, elected officials and firefighters the dangers they face daily. The unpredictability of a basic emergency medical call that can go from routine to tragic in a matter of a second. We rely on prior experience, a sense of having been there before, which we sometimes believe translates into an enhanced ability to perfo rm under pressure.

**Tactical Considerations for the Volunteer Fire Dept. 5A 1pm-2:45pm**

**Battalion Chief Richard Ray: (Durham Fire Department):** This presentation will identify fifteen basic tactical considerations to help chief officers, line officers, and firefighters of volunteer fire departments to prepare, train, and prioritize fireground tasks. These tactical considerations will help volunteer firefighters get started in the early stages of a structure fire and help them maintain a pro-active incident. Many times, there are not enough firefighters at the beginning of the incident to accomplish all the necessary tasks on the fireground. The tactical considerations taught are based on successful and unsuccessful experiences on the fireground and nationally recognized fireground principles and practices. This presentation will aid the student in developing operational guidelines, training, and how to prioritize and accomplish fireground tasks by dissecting and examining the tactical considerations. The practices and concepts taught are effective, safe, inexpensive, and can be applied immediately.

**The Successful Short Staffed Engine 2B 1pm-2:45pm**

**Assistant Chief Tim O’Connor: (Delaware):** In today’s fire service that is ruled by the almighty dollar, staffing reductions and lack of membership response has created a unique set of challenges. Regardless if your department is Career, Volunteer or Combination we have been tasked with doing more with less. Less funding, less equipment and less people. We, as the Fire Department, are still expected to solve every problem that is thrown our way. In order to do that, we must adapt and overcome-change or tactics and operations-to incorporate the increase in responsibility and decrease in staffing. The most common “change” that has been made is to operate with a crew of 3 personnel on the Engine. While this is no doubt less than optimal, it is attainable when you become extremely effective through training and practice. This course reviews some specifics related to the tools, responsibilities, considerations and operations of each of the positions on the Short Staffed Engine.

**Get to Know Cornerstone OnDemand; VDFP's New Learning Management System**: **3A3pm-5pm**

**Amanda Kennedy**: As technology is the torch advancing the training environment; we must also light the way for each learner. The following session will provide participants an in depth orientation of Cornerstone OnDemand(CSOD). From system navigation, evaluation, and reporting we will explore how CSOD will support you learning experience. Participants will also hear how this tool will evolve in coming phases.

**Coaching in the Fire Service**  **5A** **3pm-5pm**

**Battalion Chief Brian Turnage (Richmond Fire Department):** Most successful coaches are experts at developing and nurturing high performing teams. A high functioning fire company shares many characteristics with a high performing athletic team. This course aims to share many attributes of highly successful athletic coaches and bridge the gap between these attributes and leadership in the fire service.

**RIT for REAL - Lessons learned from 400 firefighters during 3C 3pm-5pm**

**elevated stress RIT training**

**Battalion Chief Paul Strong: (Valley Regional Fire Authority, King County Washington):** This class is about the detailed lessons learned from realistic, hands-on, rapid intervention training. 400 firefighters were put to the test in stressful training environments that challenged everything they have ever been taught. Firefighters were challenged in their basic skills, officers challenged in critical decision-making, and crews were challenged in their efficiency, choreography, and coordination all under realistic stress. This class provides the best practices on how to increase the possibility of a successful rescue by paying attention to the details in our training approach to RIT. The objectives for this class are to find the details that need attention in how you train and prepare for a firefighter rescue. I'll show you how 400 firefighters from 16 departments learned how to shave valuable time by operating more efficiently. We will also discuss how to approach rapid intervention training properly and to dump old habits that are setting you up for failure.

Saturday February 22, 2020

**Courage Under Fire: Being the best Fire Officer you can Ballroom 8am-12pm**

**Be in 2020 and beyond**

**Deputy Chief Steve Prziborowski (Santa Clara County Fire Department):** The primary focus of this session is to assist future or current fire officers (company and chief) prepare for and survive the challenges of their position. If you are fortunate to have the opportunity to serve as a leader, consider yourself lucky – however, don’t forget the significant responsibility that comes with such a critical role! As a fire officer (Fire Chief all the way down the chain of command to Lieutenant) in today's fire service, you must possess “Courage Under Fire” and continuously aspire to be the best leader you can be. The saying, “If I only knew then what I knew now,” is the focus of this session. Current topics affecting the fire service, as well as personal lessons learned (some the hard way), will be shared and discussed. Attendees, regardless of rank or the type of department they serve at, will leave with numerous tips for leadership success.

**Advanced Hydrant Operations: Getting Greedy With Your Water 4C 8am-12pm**

**Firefighter Andy Soccodato: (Charlottesville Fire Department):** Operating as the supply pumper is one of the most important positions on the fire ground. The success of any operation is dependent on the water supply pumper's ability to effectively and efficiently deliver water to the attack engine. This class will teach the student street proven tactics to operate functionally as the supply pumper and maximize their fire flow from a hydrant. Topics discussed in this class will include: positioning considerations for the supply pumper, the "Fast Water" process, dealing with blocked hydrants, tactics for maximizing fire flow, 4-way hydrant valve operations, "The Big 3 Urban Water Movement Methods," and methods for determining the available water from a hydrant. By the end of the class, students will realize that their imagination is the only limiting factor during big water supply operations!

**Battlefield Firefighting - Changing your vocabulary and tactical operations 1B 8am-9:45am**

**Division Chief Chase Sargent-Retired: (Virginia Beach Fire Department):** There are many tactical programs for operational concepts on the fire and rescue battlefield. This unique program seeks to understand the fire ground as a battlefield, with two sets of combatants seeking to impose their will on the other. It recognizes that this is a potentially deadly endeavor, with little room for mistakes. Decisions must be made in a compressed time frame, often with limited information, and limited resources. It draws from combat philosophies of General AM Grey, Commandant of the Marine Corps, Sun Tzu a famous Chinese general and others. It is designed to make the participant think about fire ground operations differently, recognizing the many factors, circumstances and changing battlefield conditions that contribute to success, failure, injury and death. It presents a new set of rules and terminology for the fire ground and its operations.

**Bundle it ALL! - Development, deployment of and uses of bundled/shoulder 2A 8am-9:45am**

**loaded hose loads including VB Bundle**

**Captain Michael Carter (Virginia Beach Fire Department**): Deploying the right hose line, with the appropriate nozzle, at a structure fire is imperative for success in the first few minutes of fire attack on the fire ground. This class will give and overview of some different hose loads, nozzle/hose packages, discuss hose line deployment and describe the development of the "VB Bundle". The classroom environment will be an interactive lecture with hose props, flow testing data and discussions on how to firefighters can and should understand, train and be ready to deploy the right lines and nozzles for the conditions presented.

**C.O.D.E. B.L.U.E. Leadership 2B 8am-9:45am**

**Lieutenant Bobby Drake: (Hanover Fire EMS):** 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. Throughout the presentation the presenter will engage students to offer examples of behaviors and previous experiences which will be utilized to challenge the principle. This principle is an acronym used to describe the active process in observing and implementing change in employees. The first word, C.O.D.E., describes the observation phase of the principle, while the second word B.L.U.E., describes the implementation phase. This engaging and active process will provide new and experienced leaders alike a tangible method and an organized thought process to leadership.

**Surviving the Fire Service - Cardiovascular, Cancer & Behavioral 1C 8am-9:45am**

**Chief Todd Leduc: (Broward County Fire Rescue Service):** This session is high energy and impactful on the science behind why we sadly continue to lose firefighters needlessly from preventable causes of cardiovascular threats, occupational cancers and behavioral health threats. This will translate the science of what we know to the practice of street practices. Each of these occupational diseases are entirely able to be mitigated with risk reduction practices, early detection and operational practice adaptations which will be reviewed. The sessions will include powerful survivor stories and lessons learned that are gripping and compelling. The Fire Service is at a turning point of addressing preventable occupational health risk and attendees will leave with best practices to assess and implement within their organizations as well as personnel actions to protect their risk.

**Leadership Lessons from the Sandbox -Iraq, Afghanistan 1B 10am-12pm**

**and other Garden Spots**

**Division Chief Chase Sargent-Retired: (Virginia Beach Fire Department):** The Fire Service has a lot in common with the military and other government organizations that provide security and combat support. You find that team concepts, safety, survive ability have a common theme and focus. This program provides some real world lessons on leadership, team operations, safety, survival tips and planning. These lessons were personally learned during 8 months in Afghanistan, three years in Iraq and another two years in Africa and a variety of Middle East and other locations. These lessons are immediately transferable to you, your organization and your application of strategy and tactics, planning and team building Its a different twist, with lessons from combat zones and high threat environments taken from all over the world. It’s challenging and opens your collective though process to new methods and functional realities.

**Stretching the First Line in Multiple Dwellings 1A 10am-12pm**

**Lieutenant Joseph Ficarelli: (FDNY):** During this presentation, the operations and tactics of engine companies at multiple dwellings will be discussed. Various topics will be covered such as; pre planning of hoseline stretches during walkthroughs, drills, and calls in multiple dwellings and how to adjust thinking-on-the-go while at a fire scene. Also, the importance of not only the physical stretch, but the mental and teamwork side of engine company operations. Engines working together are vital to the success of the operation. Second and third due engine companies need to have clear expectations of what their roles are at a fire scene and how they are aiding the first due engine with the first line, and only then stretch the second line.

**Leading from The Front ... Of the Classroom 2B 10am-12pm**

**Lieutenant Bobby Drake: (Hanover Fire EMS):** We always hear "lead from the front" but do we ever stop and think about the Fire Instructor in the front of the classroom. In many instances these instructors are informal leaders within their departments yet function on a day-to-day basis as formal leaders to recruits and other students. For many their time at the training academy is one of long hours, change in schedules, and a sense of removal from their operational duties and shifts. However, do instructors new and old think about the impact they have and will make on the future and current members of our departments while serving their time at the academy? This class will focus on who those instructors are, how they can provide so much more to your department, and ultimately what it takes to "lead from the front...of the classroom."

**Top Liability and Risk Issues For Chiefs and Line Officers 1C 10am-12pm**

* **Using Policy to Manage Risk**
* **Handling Firefighter deviation from Policy**
* **Using Policy to Support a Culture of Trust**

**Scott Eskwitt: (Operations Director, Fire Development for Lexipol):** Whether career, combination, or volunteer, policies and procedures should provide a basis for fire department training, command, practices and operations, while also laying a foundation for firefighter behavioral expectations. By providing this structure and a shared approach, good policy and procedures reduce the department’s risk and liability related to claims involving personnel issues, safety issues and even criminal acts. This session will discuss the current risk and liability exposures to fire departments, how good policy and procedure reduces risk and makes command and management easier, how to handle firefighter deviation from policy and how policy can support a culture of trust.

**A Successful Vent Enter Search and Why Seconds Matter 2A 10am-12pm**

**Firefighter Mitchell Riley: (Virginia Beach Fire Department):** 2:30 in the morning with multiple victims trapped in a well involved structure is not the time to wonder whose turn it is to pull the line. Having a disciplined company that thinks, acts, and moves as one will take the guess work out of who is expected to do what. This class will start with a post incident analysis from a structure fire with 2 trapped children. We will examine the events that lead to a successful rescue using the tactic of Vent Enter Search. We will also delve further into what we as responding units can do to prepare ourselves to perform at our top level when time is of the essence. From predetermined riding assignments to the mastering of tactics, we will lay out roles and responsibilities when you arrive to a fire scene. This class will emphasize the importance of realistic training, company unity, and preplanning for game day decisions. You will be provided first -hand information on the realities of a VES, and how minor details can make the difference in saving lives.

**"Not by the book leadership" Bridging the gap through action. 3A 10am-12pm**

**Battalion Chief Jason Probst: (Virginia Beach Fire Department):** In this session students will have an open and interactive discussion on what it takes for a leader, either formal or informal, to develop crew cohesiveness, an environment of accountability, and advance personal and professional growth. We will cast off the idea that everyone can be lead the same way or that there are such vast generational differences that the tradition of the fire service is waning. We will tackle the "Buddy to Boss" concept and how a bit of outside the box thinking can change the environment in your fire house.

**VB Shooting Information Ballroom 1pm-3pm**

**The Lucky 13: Lessons or Luck When You Are A New Officer 2B 3:15pm-5pm**

**Lieutenant Bobby Drake: (Hanover Fire EMS):** This presentation is focused on providing newly promoted and aspiring company officers with “lessons learned.” Officer development is a vital foundation to every leader, company, and department. The “Lucky 13” will be thirteen lessons the presenter encountered during his first year as an Engine Company Lieutenant. Lessons are learned the hard way and sometimes even through luck. This course will provide examples of successes and challenges new leaders may face during the first year, all while developing a foundation or building off an existing one for the future.

**So you want to attend the VFOA and the VCOA? A detailed informative session 3A 3:15pm-5pm**

**about the ins and outs of Virginia’s premier Fire leadership academy.**

**Master Firefighter Daniel Owens: (City of Richmond Fire Department):** The VFOA/VCOA are nationally recognized leadership academies heled each year in Richmond on the campus of the University of Richmond. This session will serve as an information session to introduce people to the VA Fire and Chief Officers academies. This will give the attendees a behind the scenes look at what goes into putting these leadership academies on each year. This session will cover the curriculum and operations of the academies to give Chiefs and Officers a head starts in to preparing to apply or sending members of their departments. This session will be facilitated by academy staff members to answer and all questions about how these academies can and will benefit your departments.

**Fire Apparatus Purchasing: Where Do I Start and Where Does this Road Lead? 2A 3:15pm-5pm**

**Captain Taylor Goodman: (Henrico County Division of Fire):** Are you currently in, or will soon be, the market for a new piece of fire apparatus or ambulance for your department? If so, you'll want to attend this course, where you'll learn what you can do to best prepare yourself for the complicated process of buying a new vehicle, which could have more than a million-dollar impact to your agency. You'll see how you can select your preferred vendors, navigate the many funding streams that exist in volunteer and municipal agencies, easily use cooperative purchasing agreements, and understand the very-necessary working relationship between you and your sales representative. Come to this class ready to explore ideas you may have never considered!

**This is Not Your Grandparents' Fire & Rescue Department: A Discussion on 1B 3:15pm-5pm**

**Todays Terrorism Threats, Challenges, and Solutions.**

**Captain Jared Goff: (Fairfax County Fire & Rescue):** This is not your granddads' fire & rescue department anymore. Over the last 18 years, America's first responders have responded to and mitigated a wide variety of complex events, including terrorist attacks. However, the terrorism landscape is ever-changing, and public safety professionals are forced to adapt, train, and manage high threat incidents. If you have a responsibility to respond to a terrorist event, you should not miss this. This presentation will highlight a variety of global attacks and focus on modern first responder challenges. Further, this presentation will compare our domestic preparedness activities and provide recommendations for training, policy, and collaboration.

**Courage Under Fire: Striving for Greatness! Ballroom 3:15pm-5pm**

**Deputy Chief Steve Prziborowski: (Santa Clara County Fire Department):** Successful organizations don’t happen by chance. It takes focus, drive, determination, persistence & a collaborative team effort, among other things, to be successful & more importantly sustainable & relevant in today’s world. Striving for Greatness is not easy; it requires some to get out of a routine they have fallen into & gotten used to: complacency, apathy, boredom, pessimism, group think, lack of desire for change & ultimately the desire to maintain the status quo. It’s not about us; it is about the organization we are fortunate to be a part of & more importantly those we are expected to serve & lead. Striving for Greatness means we will be the best we can be & that we will challenge our personnel & our organization to be the best they can be. If we do not lead by example, how do we expect others to follow? It’s not about our title or position we hold. It’s about what we do to leave our organization better than we found it & our personnel better than when they first met us!