101 Drills For The Company Officer / The Company Officer As The Training Officer Of Their Crew

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OBJECTIVES:

• Identify 101 different drills to use in a variety of situations.

• Define the role a company officer has in training, educating and mentoring their crew.

• Create a training plan to best meet the needs of their personnel.
What are the challenges a Company Officer has when attempting to train their personnel?
What is the role of the company officer in regards to training?
What are the characteristics of an effective Training Officer?
Top 10 Contributing LODD Factors:

• Command and Control (includes size-up)
• Fire Behavior
• Building Construction
• Human / Cultural Items
• Communications
Top 10 Contributing LODD Factors:

- Safety / Staffing
- Water Supply
- Fire Prevention
- Ventilation
- Training & SOP/SOGs
What is the role of the company officer in regards to training?
CREATING A TRAINING PLAN

• Daily, weekly, monthly, annual, long-term
• Don’t just rely on your Training Officer
• Understand the mandates
• Know strengths/weaknesses of crew
• Know the career development needs of crew
WHERE TO DRILL

• Fire station / apparatus bay / kitchen table
• First-due area
• Other locations within your jurisdiction
• Outside of your jurisdiction
• Department training center / classroom
WHO WILL INSTRUCT?

• The company officer
• The paramedic or EMT
• The engineer
• The firefighter
• The probationary firefighter
• The resident expert
• Outside instructors
101 DRILLS FOR THE COMPANY OFFICER
APPARATUS FAMILIARIZATION

1. What is in each compartment? Can they name what is inside, location / quantity / use of each item, etc., with the door closed?

2. Pick a seldom used tool, one per shift, and tell everything you know about it.

3. Visit other types of rigs within your department - “show and tell”
APPARATUS OPERATION

4. Perform the daily DMV pre-trip inspection

5. Review basic hydraulics / pump pressure calculations.

6. Review pump operations – basic and troubleshooting.
APPARATUS OPERATION

7. Practice basic & defensive driving techniques.

8. Spot apparatus for a variety of situations (fires, freeway calls, etc.)
BASIC FIREFIGHTING

9. Review search and rescue techniques, terminology, challenges, and then practice in different types of structures

10. Review forcible entry tools, techniques, and challenges

11. Review operations for unique situations such as basements, parking garages, subways, railroads, trench rescue, confined space, water rescue, etc.
BUILDING CONSTRUCTION

12. Review the basic types (I, II, III, IV, V) of construction, especially common buildings within your jurisdiction.

13. Walk through buildings under construction, identifying type of construction, also discuss strategy & tactics.
14. Identify unique hazards relating to buildings within your jurisdiction (window bars, driveway gates, etc.).

15. Locate videos on YouTube showing differences in time of building collapse for lightweight vs legacy construction.

17. Department paperwork (ICS form 201, form 214, t-cards, tactical worksheets, commonly used maintenance forms, etc.).

18. Radio etiquette / terminology
DEPARTMENT MANUALS

19. Review a Policy / Rule / S.O.P. a day

20. Review the Labor / Management agreement (if applicable)

21. Scavenger hunt to locate different, commonly used Policies (sick leave, shift trades, etc.)
Pick a different diagnosis to discuss (cardiac, respiratory, ALOC, etc.) each day

Pick a treatment protocol each day to review with the crew

Review Triage procedures
25. Practice a different National Registry Skill (patient assessment, splinting, taking vital signs, airway management, spinal immobilization, childbirth, etc.)

26. Review Mass Casualty Incident procedures
27. Review fire behavior terms and strategy / tactics to mitigate each.

28. Watch Dave Dodsen’s Reading Smoke DVDs.

29. Review YouTube videos showing flashover time – then vs. now.
30. Review basic Haz Mat awareness & operations level actions (Safety, Isolate & Deny Entry, Notifications)


32. Practice setting up an emergency decontamination station

33. Show and tell with your local Haz Mat unit
HIGH-RISE FIREFIGHTING

34. Review key ICS positions for High-rise incidents

35. Review High rise operations (including ALS Base)

36. Practice standpipe operations, including troubleshooting, pumping, etc.
37. Hose terminology / maintenance, including hose streams, nozzles and foam

38. Deploy small hand lines (1 ½“, 1 ¾”)

39. Deploy large hand lines (2 ½“)
40. Deploying a portable deck gun / master stream

41. Determining length of hose needed

42. In a building, make the hose into spaghetti and order personnel out to see if they can find the couplings
43. Review common components of ICS / NIMS, including:

- **Terminology**
- **Command staff**
- **General staff**
- **Position titles**
- **Position duties, etc.**
LADDERS

44. Ladder terminology / maintenance
45. Determining appropriate length for job
46. Attic / Folding ladder usage
47. Throw each size of ladder carried
48. Aerial device operation / placement
49. How to read different map books

50. Place street names in a coffee can to pass around to see if your crew knows where the street is.
MAP READING / AREA FAMILIARIZATION

51. Reviewing log book, previous calls

52. Target hazard review (FDCs, challenges, etc.)

53. Key address points within the jurisdiction (N/W/S/E, digits, etc.)
MISCELLANEOUS

54. Do a fire inspection with a fire inspector

55. Have a fire investigator review cause/origin & evidence preservation techniques

56. You Tube / videos / DVDs
57. Fire trade magazine articles / pictures

58. Computer usage (reports, email, etc.)

59. History of the fire service, and more importantly, history of your department
60. Review RIC operations, including terminology, tool caches, member assignments, radio communications, deployment issues, etc.

61. Have a mayday scenario to put it all together
ROPES & KNOTS

62. How to inspect and maintain your ropes

63. How to tie each type of knot you may have to know

64. Use a rope to tie a tool or hose line for hoisting to an upper floor
ROPES & KNOTS

65. Review mechanical advantage principles

66. Set up a basic lowering system

67. Change the lowering system to a raising system (z-rig)
SAFETY & SURVIVAL

68. Review vehicle fire safety operations

69. Don your PPE for time

70. How to inspect and maintain your PPE

71. Review electrical emergency operations
SAFETY & SURVIVAL

72. Review and discuss Firefighter Fatality reports, and websites such as

- www.firehouse.com
- www.firefighternearmiss.com
- www.firefighterclosecalls.com
- www.respondersafety.com
- www.modernfirebehavior.com
73. How to maintain and use various salvage tools (salvage covers, hall runners, visqueen, squeegees, water vacuums, sprinkler shut-offs, etc.)
SCBA

74. SCBA terminology & maintenance

75. Don your SCBA for time

76. Pass through a narrow opening while wearing an SCBA
SCBA

77. Determine how long it takes to suck down one SCBA bottle

78. Emergency procedures while using an SCBA

79. How to refill / change SCBA cylinders
80. Review basic components of size-up.

81. Practice doing radio reports on different types of buildings and in different situations.
82. Review the different strategic modes of firefighting (offensive, defensive, etc.)

83. Review the 3 primary Incident Priorities:

- Life Safety / Customer service (us and them)
- Incident Stabilization / Hazard Mitigation
- Property conservation
STRATEGY & TACTICS

84. Review RECEO-VS, SLICERS, etc.

R = Rescue
E = Exposures
C = Confinement
E = Extinguishment
O = Overhaul

V = Ventilation
S = Salvage
STRATEGY & TACTICS

84. Review RECEO-VS, SLICERS, etc.

Sequential Actions:

S = Size-up
L = Locate fire
I = Identify/control flow path
C = Cool heated space from safe location
E = Extinguish

Actions of Opportunity:

R = Rescue  S = Salvage
TOOLS & EQUIPMENT

85. How to inspect and maintain a specific tool or grouping of tools (hand tools, power tools, etc).

86. How to inspect, maintain and operate each fire extinguisher.
VEHICLE EXTRICATION

87. Review how to use, inspect, and maintain power tools & hand tools relating to vehicle extrication

88. Review information on “new” vehicles and what challenges you may be faced with

89. Get a used vehicle from your local tow yard to cut up
90. Review ventilation principles and procedures

91. Using actual buildings, discuss where and how to ventilate

92. Demonstrate inspecting, maintaining, and using each ventilation tool
WATER SUPPLY

93. Review commonly used water supply systems in your jurisdiction (hydrants, tanks, sprinkler components, etc.)

94. Spot the apparatus for a hydrant connection

95. Practice forward / reverse / split hose lays
WATER SUPPLY

96. Practice drafting water from a static water source

97. Practice water shuttle operations

98. Practice relay pumping
LAST BUT NOT LEAST

99. Participate in the UL / NIST online training that relate to modern fire behavior, basement fires, and vertical ventilation and suppression tactics in single family homes.

100. Attend an off-duty class as a crew.

101. It’s not all about you - designate each member of your crew to create and deliver a drill each month.
10 Commandments of an ideal Company Officer as the Training Officer of their crew
#1: Know The Strengths & Weaknesses Of Your Personnel
#2:

Identify the training needs of your personnel – create a training plan
#3:

Learn what is killing & injuring firefighters (don’t forget the basics!)
Know your topic

#4:
#5: Select instructors carefully
#6:

Practice like you play
#7:

Don’t let days that end in "y" stop your training (or weather, time of day, etc.)
#8: Mix Up Your Training
#9: Hold yourself and your personnel accountable – don’t accept mediocrity, incompetence or complacency!
#10:

Document, document, document!
LESSONS LEARNED FROM THE FRONT OF THE CLASS
STUDENT INTERACTION

• **Rule #1**: The student in front of you is the most important person

• **Rule #2**: Don’t forget rule #1

• Don’t forget breaks

• Don’t spoon feed
STUDENT INTERACTION

• Try to engage all students if possible

• Each student learns and retains info differently
PROFESSIONALISM

• Respect the allotted time frame

• **Know your stuff**

• Don’t let politics enter the classroom unless you can justify using politics

• **Dress the part of the instructor**

• Always practice safety, walk the walk, talk the talk
EXPECATIONS

• Establish expectations at the beginning of every session

• Hold students accountable

• Don’t settle for mediocrity
LEsson Plan Development

• Don’t rely on old lesson plans

• Use various sources to create

• Ensure information is consistent, accurate, and up-to-date

• Prepare your lesson with the thought that you may drop dead tomorrow
AUDIO-VISUAL RELATED

• Learn the audio-visual equipment in advance of class

• Don’t rely on one format

• Always have a back-up AV method
QUESTIONING

• **Overhead** question
• **Rhetorical** question
• **Direct** question
• **Relay** question

• Use all four as much as possible!
HANDS-ON PRACTICE:

• Set up your work area well in advance
• If someone else set it up, double-check
• Verify condition of equipment before, during and after training session
• Take any damaged equipment out of service
• Ensure appropriate safety gear is worn
HANDS-ON PRACTICE:

• Stop unsafe acts or behavior ASAP

• Always demonstrate how to do a skill at least once before having a student do it

• Leave plenty of time for extra practice if needed

• Always have multiple things for people to do, especially if some folks need practice in one area
ASSISTANT INSTRUCTORS:

• Choose them carefully

• Make sure they are qualified and certified

• Provide them with your expectations

• One of the biggest challenges will be with consistency
COURSE COORDINATION:

• If you ever find yourself coordinating a course:
  
  – Choose instructors carefully
  
  – Ensure instructors are qualified and certified
  
  – Provide instructors with expectations
  
  – Provide instructors with clear direction of what they are being asked to teach, including objectives
  
  – Have instructors provide you a copy of their entire presentation for your files
TRAINING:

• A minimum of **two hours** per day

• Make **every opportunity** to train, educate, mentor

• **Be creative**, know what you’re teaching

• Empower your personnel, **don’t be the only instructor**

• Don’t rely on the Department Training Officer to provide you with all the tools to train you’re personnel - **you are a TO!**
TRAINING RESOURCES:

- Firehouse Magazine: www.firehouse.com
- Fire Engineering Magazine: www.fireengineering.com
- Fire Rescue Magazine: www.firefighternation.com
- Fire Rescue 1 – www.firerescue1.com
- Daily Dispatch – www.dailydispatch.com
- Firefighter Close Calls – www.firefighterclosecalls.com
- Firefighter Near Miss – www.firefighternearmiss.com
- U.S.F.A. - www.usfa.fema.gov
RESOURCES – Publications:

• IAFC On Scene – www.iafc.org

• Firehouse Magazine – www.firehouse.com

• Fire Engineering Magazine – www.fireengineering.com

• Fire Nuggets Magazine – www.firenuggets.com
RESOURCES – Publications:

• Fire Rescue Magazine – www.firefighternation.com

• Firefighters Bookstore – www.firebooks.com

• FSP Books & Videos – www.fire-police-ems.com

• National Fire Academy

• State Fire Training/State Fire Marshal’s Office
RESOURCES – Free Email Lists:

• www.fireengineering.com
• www.firehouse.com
• www.dailydispatch.com
• www.firefighterclosecalls.com
• www.firerescue1.com
• www.firefighternation.com
RESOURCES – Associations:

• www.iafc.org (Int’l Association of Fire Chiefs)
• www.nfpa.org (Nat’l Fire Protection Association)
• www.fdsoa.org (FD Safety Officers Association)
• www.publicsafetyexcellence.org (Center for Public Safety Excellence)
RESOURCES – Associations:

• [www.isfsi.org](http://www.isfsi.org) (Int’l Society of Fire Service Instructors)

• Your State / Other State Firefighter’s Association
If you truly care about your personnel – don’t let things like this happen on your watch......
Mark "Mac" F. McCormack
Captain Santa Clara County
Fire Department
August 22, 1968 – February 13, 2005
Beloved Husband, Son, Brother, Grandson and Friend.
**BOTTOM LINE:**

- You are the TO of your company, get used to it

- Do the best you can to ensure your personnel are as prepared as they can be!
**BOTTOM LINE:**

• Train like your life & their lives depend on it!

• Nobody ever said being a company officer was going to be easy or fun – if you truly care about your personnel, train them until the cows come home!
Resources:

• Soft cover copy; or

• EBook version

• Available at:
  – iTunes
  – Amazon
  – www.code3firetraining.com
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• EBook

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Thank you very much for your time – don’t just stay safe – make it safe!

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