



Red Oak Fire Rescue

Train like Your Life Depends on it!!

Because it Does

2021

Annual Training Plan
Battalion Chief Brandon Nichols



2021 RED OAK FIRE RESCUE ANNUAL TRAINING PLAN

Red Oak Fire Rescue Annual Training Plan (ATP) has been established to serve the members of the department as a reference for the training requirements and opportunities throughout the calendar year. This training plan provides a balanced schedule throughout all scheduled training topics and objectives to ensure that all department personnel are trained in all disciplines and hazards encountered within the city of Red Oak and surrounding areas. The ATP will be combined with minimum company standards, specialty training, impromptu operational scenarios, and scheduled opportunity training to form a comprehensive training program to meet the current as well as the future needs of the department.

The ATP includes discipline specific specialty training for Special Operations (SO), EMS, Company Officer, D/E, etc...The inclusion of these disciplines within the training plan ensures that all training is accounted for and that all members of the department receive the training necessary to perform the duties required as a member of Red Oak Fire Rescue. This plan is directed at all personnel, regardless of rank, and meets the objectives established in the Strategic Plan. The ATP will serve all personnel in scheduling and time management of all activities required by the department.

The ATP may be modified as the year progresses to include other training opportunities that are made available or organizational directions or deficiencies that are identified. The ATP is designed to encompass and schedule as many events as accurately as possible for the purposes of time management and efficiency throughout the year. The management of the ATP is the responsibility of the Training Battalion Chief. **However, it is the responsibility of all personnel to utilize the components of the ATP to balance training as well as the other the daily responsibilities necessary for fire department operations.** The annual training plan will remain the ultimate authority for training topics and any changes shall be approved by the Training Battalion Chief.

The training plan continues to serve as a comprehensive all-hazards approach that meets or exceeds federal, state, and local regulations as well as the needs of our personnel. This approach allows the department to maintain its operational and response capabilities to the city of Red Oak. The ATP will require individuals to increase their knowledge and abilities in all response disciplines while simultaneously allowing individuals to specialize in subjects according to their abilities and interest. The plan is designed to be specific yet allow for flexibility in the event of training that is made available or as departmental needs dictate.

In order to meet the training requirements for 2021, the ATP continues to maintain a balanced approach for all disciplines including EMS, Fire, Special Operations, Driver Engineer, and Officer Development.

All personnel will participate in technical rescue training at a minimum of the operations level. This approach allows all members to act as force multipliers and increases the operational and response capability of the department. This will continue in 2021 and the emphasis will be on operational response capabilities in these specific disciplines not only within the city of Red Oak but as part of the EDUCT mutual aid system.

The ATP ensures that all personnel are prepared to meet the mission of the organization. Our mission is to provide exceptional risk-related services, while preserving our heritage and developing our future. The mission statement for the Training Division states; "The mission of ROFR Training Division is to facilitate the highest quality and most progressive education and training to ensure our personnel can safely and effectively deliver exceptional services".



The hours listed below have been established by the Training Battalion Chief and shall be delivered throughout the course of 2021 as detailed within the ATP.

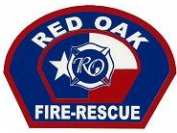
Company Training Topics		ROFR Required Hours
Fire Operations		81
Special Operations		51
Driver Engineer		22
Officer Development		30
Crew Discussion		36
Wildland Urban Interface/MISC...		16
EMS		18 EMT/36 EMT-P
Company Performance Standards		14 Standards



The keys to the Annual Training Plan are time management and flexibility. To accomplish the established training requirements, the following quarterly parameters have been established to ensure balance and continuity across all training disciplines. This balance will allow personnel to train in all disciplines throughout the course of the year and maintain the necessary skills and proficiencies necessary for optimal performance in the case of an emergency. This balance will reduce redundancy and also eliminate large periods of time before training on topics that are low frequency / high risk.

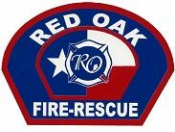
January 2021	February 2021	March 2021
	Live Fire-4 hours per crew-BC Nichols	Denver Drill-Capt. Ussery 2 Hours
		Operations/Tech Rescue D/E Horn/FF. Slovak
	Vehicle Extrication 4 Hour /D/E Bruce	
	Leadership Class-Chief Griffith-5 Hours Battalions and Captains (Round 2)-HOLD	
Crew Tabletop Safety	Crew Tabletop Size-up SIMS—Red Oak Buildings	Crew Tabletop Swift Water
	Live Fire @ Reyrosa Ranch WUI	Lifescan for all employees ROFR
EMS Navarro 3 Hours	EMS Navarro 3 Hours	EMS Navarro 3 Hours
CPS (MayDay) Standard 4 - Company Officer	CPS (Straight Lay/Deck Gun) Standard 7 – Company Officer	CPS (Deploy Ground Monitor) Standard 3 – Company Officer
Ladder Test / Issue Company Pre-Plans		Collect Company Pre-Plans

April 2021	May 2021	June 2021
Fireground Operations/ICS-Multi City Training with GH & Ovilla 2 Hours (Batt Chiefs) with GH & Ovilla FD's	Riordan or S. Jones—TOPIC-???	Fireground Operations (Engine Ops) 2 Hours – Capt. Moses
		Swift Water Capt. Petricca-Boat Operations
		Driver Engineer (Pump Ops) 2 Hours - D/E J. Guerrero
Active Shooter Training-TBD with ROISD PD-HOLD	Officer Development 4 hours-All crews train together and discuss Toledo Fire LODD	
Crew Tabletop Forcible Entry	Crew Tabletop Tech Rescue	Crew Tabletop Firefighter Wellness
Annual Physicals with Dr. Thomison	PAT/Cooper ROPD Gym	
EMS Navarro 3 Hours	EMS Navarro 3 Hours	EMS Navarro 3 Hours
CPS (Straight Lay/Two Pre Connects) Standard 2 - Company Officer	CPS (Aerial Rescue) Standard 1 - Company Officer	CPS (Reverse Lay/Elevated Master Stream) Standard 5 – Company Officer
Continue Pre-plans		Collect Company Pre-Plans



July 2021	August 2021	September 2021
Fireground Operations-2 Hours -Forcible Entry/Mean of Egress- Capt. J. Nichols	Mayday Drill including Dispatch per Best Practices- All companies-BC's will coordinate	
Rescue CPS #2	Special Operations/Tech Rescue (Swift Water)-Chief Petricca Special	Special Operations (Ag Rescue) 2 Hours - T. Schlottman
Oncor 2-4 hours pending-HOLD		Leadership Class-Chief Griffith Drivers and Firefighters (Round 2)HOLD
Crew Tabletop Forcible Entry	Crew Tabletop Leadership	Crew Tabletop Spec Rescue
		WUI (CE Program for TIFMAS) 4 Hours - Capt. Wilkinson
EMS Navarro 3 Hours	EMS Navarro 3 Hours	EMS Navarro 3 Hours
CPS (Straight Lay/Elevated Master Stream) Standard 6 – Company Officer	CPS (Deploy High Rise Load) Standard 8 - Company Officer	CPS (3 Company Structural Response) Standard 9 – Chief Officer
Issue Company Pre-Plans		Collect Company Pre-Plans

October 2021	November 2021	December 2021
	Special Operations (Wide Area Search) 2 Hours - Capt. Trojacek	Fireground Operations-2 Hours T. Griffith Tactics
	Special Operations/Tech Rescue D/E Horn/FF. Slovak	Rescue (Chlorine Training) 2 Hours –Chief Jakubik
D/E Markgraf- Traffic Incident Mgmt 2 Hours		
ATMOS 2-4 Hours Pending HOLD		Step Up Your Teamwork-Refer to Frank Viscusso—Chief Nichols 4 hours
Crew Tabletop Size-up Sims	Crew Tabletop SCBA Videos	Crew Tabletop Aircraft Rescue
EMS Navarro 3 Hours	EMS Navarro 3 Hours	EMS Navarro 3 Hours
CPS (Bunker Gear Readiness) Standard 10/Standard 4 MAYDAY	CPS 2 Man 24ft Extension Ladder Raise) Standard 11 - Company Officer	Rescue CPS #1 & #3
Pub. Education/Fire Prevention-if allowed		Collect Company Pre Plans



It is the goal of ROFR to provide a safe, comprehensive training program to all personnel and increase the overall effectiveness of the organization. This multifaceted approach allows our department to receive training on all levels of the organization and ensures all disciplines are engaged on a regular basis. The ability to adjust training to the needs of the department will be strength of the plan as it ensures constant evaluation and accountability throughout the course of the year. This plan will be reevaluated on an on-going basis by command staff, training chief and all company officers to ensure it is as effective as intended and receiving the commitment that is necessary for success.

The ATP continues to address the paradox of firefighter training through an aggressive, tiered approach. This paradox states that as Red Oak does a better job in preventing fires and other emergencies, the less proficient and experienced firefighters may become. **With this understanding, basic skills as well as high risk / low frequency events must be practiced, refreshed, and mastered.** The inconsistency of the current firefighter training accelerates the need for an aggressive training program to be implemented in order to provide superior services to the community. The final ingredient to the ATP is the hard work and dedication on the part of the members. Dedication to the mastery of the requisite knowledge and skills is critical to departmental success.

Definitions of Disciplines

Fire

Fire related topics will be addressed as formal training sessions delivered by a variety of instructors to all companies. These topics are aimed at increasing the overall ability of department personnel by addressing low frequency / high risk topics. The established topics are designed to ensure that the department is utilizing the most current and nationally accepted requisite skills and knowledge necessary for fire suppression and firefighter safety.

The established topics will be in addition to the already adopted company performance standards which are conducted by all personnel delivered by the company officers. Additionally, we will focus on what we call the “Big 6”. Ladders, SCBA, Firefighter Survival, Building Construction, Ventilation, and NFPA 1410 Evolutions make up the *BIG 6*. The goal of the “Big 6” is to demonstrate mastery through repetition in each of the adopted topics. Company officers should ensure that personnel perform these skills as if in a real situation with attention to speed as well as proficiency in details, and take the necessary steps to master the performance of each crew member. The Training Division will establish company performance standards for the “Big 6” topics. The skills will be adjusted on a quarterly basis based upon the topics identified as deficiencies noted during training, on the fire ground, and through post incident analysis.

It is the responsibility of each company officer to not only complete the assigned minimum company standards, but to also ensure that each crew member possesses the knowledge, skills, and abilities to perform his or her duties to meet the established expectations.

Additional training such as night drills and impromptu evolutions may be scheduled throughout the course of the year. These will increase the capabilities of the organization and to further meet the requirements necessary of an all hazards department. The use of drills and scenarios for department training will continue to be a primary focus since the realism provided proves to be an invaluable aspect of the training program. These drills and scenarios will be scheduled for a period not to exceed two (2) hours per session. However, the content of the drill and established objectives will not be revealed as it is critical that personnel manage the situation using their decision making ability similar to an emergency incident. The minimum goals for this type of training have been established for 2021.



- High Rise Drills – a minimum of one high rise drill per station, per shift, annually
- Impromptu Scenarios - A minimum of one impromptu per station, per shift, per quarter
- Live Fire – A minimum of one live fire scenarios per station, per shift, annually

ROFR understands that additional training classes may be required throughout the year for identified deficiencies, promotional purposes, specialized disciplines, and simply the professional development of personnel. Throughout the course of the year, classes will be offered for certification, advanced and specialty training and training that will development our personnel. Certification classes will continue to be hosted by the department and published in conjunction with this plan. Additional courses may be considered as approved by the Training Battalion Chief dependent upon budget capabilities.

Special Operations (SO)

The ATP mandates a comprehensive all-hazards approach that complies with federal, state, and local regulations. This design will allow personnel to increase their abilities in all SO disciplines, which will increase the overall capabilities of the organization. The ATP will ensure that all members are provided the necessary training to establish a strong foundation in technical rescue and hazardous materials operations, and can perform the minimum competencies required. The ATP establishes (3-4) sessions of technical rescue training for all department personnel on an annual basis. This training allows all members to receive 32 hours of special operations training.

All members will be required to train at a minimum of an operations level in the identified disciplines. The technician level is required for being assigned to special operation assignments. Operating at this level will not only require initial certification training but on-going refresher training and evaluations to ensure that this level is maintained at all times. ROFR will utilize the following NFPA standards for the foundation of all training certifications and job performance requirements (JPR).

- NFPA 472 Standards for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents
- NFPA 1006 Standard for Technical Rescuer Professional Qualifications
- NFPA 1670 Standard on Operations and Training for Technical Search and Rescue Incidents

SPECIAL OPERATIONS	
Hazardous Materials	
Rope Rescue	Swift Water Rescue
Confined Space	
Vehicle Extrication	

By utilizing the identified NFPA standards as a training framework, ROFR will work to provide technician level response capabilities to Technical Rescue and awareness and operations levels for Hazardous Materials incidents.

Additional training in the form of team evolutions, impromptu scenarios, and spontaneous drills will be scheduled throughout the course of the year to increase the capabilities of shift personnel to identify operational deficiencies and further meet the requirements necessary of an all-hazards team. These sessions will evaluate the knowledge and skills in addition to



response capabilities in special operations emergencies. Simulating the application of decision-making is a critical aspect to the success of Special Operations.

Driver Engineer

The 2021 Annual Training Plan will ensure that all department personnel meet the requirements for TCFP certification by ensuring that personnel demonstrate competency in the necessary knowledge and skills, associated with the driving and operation of a fire service pumping apparatus.

Specific training for this discipline will include emergency vehicle operations for all department apparatus but will primarily focus upon the requisite knowledge and skills to meet TCFP Standard for Fire Apparatus Driver/Operator Professional Qualifications. This program is designed to educate personnel in the requisite skills and knowledge necessary for operating apparatus equipped with fire pumps and is based on the IFSTA Pumping Apparatus Driver Engineer Handbook 2nd edition. The TCFP DO certification includes an overview of the qualities and skills needed by a Driver Engineer, safe driving techniques, types of pumping apparatus, positioning apparatus to maximize efficiency and water supply, fire pump theory and operation, hydraulic calculations, water supply considerations, relay pumping principles, water shuttle procedures, foam system operation, and apparatus maintenance and testing.

Driver Engineer training will be scheduled a minimum of four hours per quarter with subjects that are predetermined according to the ROFR D/E development curriculum. In addition, minimum company standards will be utilized to supplement skills training and performance evolutions required by ROFR for eligibility for working in a higher classification. All members will be required to complete the DE development course established by ROFR driver engineers and command staff.

Courses for this subject material will be taught by Company Officers and specified Driver Engineers that are qualified instructors. The Training chief will ensure consistency in all instruction and instructors meet the requirements of TCFP. In addition, all personnel will be provided the curriculum and other materials necessary to assist them in the training process.

Officer Development

The succession plan through officer development continues to be a primary focus for ROFR. Officer development will be delivered to all personnel. This will ensure that all personnel, regardless of rank, are receiving development training in addition to certification training required for promotion. This approach will allow personnel to receive training in topics that officers must handle on a daily basis and will be instructed based on current ROFR Standard Operating Procedures and practices. The established ROFR career development guide shall be utilized as a foundation for this program.

These classes will be conducted by Command Staff, Company Officers, and outside instructors to ensure quality and consistency in delivery to all personnel regardless of rank. All topics will be based upon National Fire Protection Association 1021 Standard for Fire Officer Professional Qualifications. This approach ensures that all personnel are familiar with the requirements of being an officer for RO and are prepared for their role as an officer. Topics will focus on current issues and case studies to allow for training on current topics and issues within the fire service.



Wildland Urban Interface

As our community grows and we continue to expand into undeveloped areas the occurrence and probability for wildland urban interface incidents remains a threat. We will take every precaution to help protect our firefighters and the citizens we protect. It is not a question of if but when the next large wildland event occurs. All department members will receive a minimum level of wildland training that meets the TCFP wildland certification requirements. Members will receive annual instruction to be eligible to participate in the TIFMAS program. Department personnel will receive annual training according to the TIFMAS credentialing requirements.

Emergency Medical Services

Emergency Medical Service (EMS) training has established subject material by TDSHS required for licensure recertification at both the paramedic and basic level. Due to the large volume of EMS calls conducted by ROFR, training topics are established based on low frequency events and services, requirements established by the, Texas Department of State Health Services as well as training requirements established by federal, state, and local authorities. Additional EMS training may be necessary based on deficiencies identified during the quality improvement process as well as during the implementation of new policies, procedures, and for the acquisition of any new equipment to the department.

EMS continuing education has a specified topic and shall be scheduled in a minimum of three hours per month. These topics may be combined with other topics when practical to improve the efficacy and effectiveness. This training will be delivered in a variety of methods to include company level training, independent study, skills verification, and outside opportunities through Navarro College. Each month will have specific training pertinent quizzes and mandated CE hours dependent on the individuals EMS certification.

The EMS coordinator will be responsible for the development of curriculum and materials. The EMS Training Coordinator will oversee the development and delivery of all EMS training within the department to ensure it is the quality expected for EMS delivery within ROFR. This system will ensure continuing education requirements established by the Texas Department of State Health Services are met by all personnel on a monthly basis, and that all members remain proficient regardless of their level of certification or their assignment within the Operations Division.

Aircraft Rescue and Firefighting-pending

Aircraft Rescue and Firefighting (ARFF) is a specialized area of response requiring knowledge of topics including aircraft familiarization, foam application, victim extrication, principles of ARFF, and mass casualty incidents. Training for these types of responses has been limited to ARFF team personnel in many organizations. However, ROFR realizes the importance of ARFF training and familiarization and the need for its subject matter and emergency response to be conducted similar to other specialty disciplines; hazardous materials and technical rescue. This will enable a more effective coordinated response to any aircraft emergency within the Red Oak jurisdiction or the (3) close by airports Midway, Lancaster Regional and Dallas Executive.

ARFF training will be conducted on an annual basis for all department personnel. Due to its specialized content, ARFF topics will be taught by outside instructors with the specific credentials, knowledge and skills consistent with the specific scheduled discipline. (Pending)



Company Performance Standards

Purpose

Red Oak Fire Rescue's organizational plan of operation is laid out in our SOG's. They provide organizational structure and direction in what is to be done on a day to day basis. In order to ensure and document the effectiveness of our training and our capability to perform common fire ground tasks, company performance standards have been developed. Company performance standards are considered the bare minimum for a fire company. Such standards provide standardized structure of operation, reduce freelancing, and provide fire ground simulation in fire combat conditions. Testing allows crews as well as individuals to recognize limitations; this information provides points of focus for future company training.

Guidelines

Red Oak Fire Rescue's Company Performance Standards consist of time based evaluations and process/task based evaluations. Each company in the department is required to pass the assigned standards annually. Companies are allowed one retest on the day of the initial test, if needed. If the company does not pass the standard at that point, mandatory re-training followed by a retest is required. Testing is to take place every month, as outlined in the plan. A minimum of one standard is to be completed each month and will be conducted by the Captain or Battalion Chief. The documentation shall be forwarded to the training division where it will be retained for five years.

REFERENCE SOURCES

NFPA 1410 Standard on Training for Initial Emergency Scene Operations

IFSTA Essentials of Fire Fighting

IFSTA Fire Department Aerial Apparatus

IFSTA, Hose Practices

All Company Performance Standards will be conducted with at least one company officer and one Engineer

Assigned standards:

1. Aerial Rescue
2. Straight Lay Supply Line and Deploy Two Pre-Connected Attack Lines
3. Deploy Ground Set Master Stream and Establish A Water Supply
4. Mayday
5. Reverse Lay a Supply Line/Set up an Elevated Master Stream
6. Straight Lay a Supply Line/ Set up an Elevated Master Stream
7. Straight Lay a Supply Line/Fire Attack with Deck Gun
8. Deploy High Rise Load For Fire Attack on an Extended Attack
9. Three Company Initial Fire Deployment
10. Bunker Gear Readiness Evaluation
11. 2 Man 24ft Extension Ladder Evolution
12. Rescue#1—Basic Rescue Systems
13. Rescue#2---Basic Knots and Rigging
14. Rescue#3---Patient Packaging Devices