



## **Rogers Fire Department 2015 Annual Training Plan ATP - SOP 141, 621, 653**



The 2015 Rogers Fire Department Training Plan has been formatted to serve the members of the department as a reference for training requirements and opportunities throughout the calendar year. This training plan provides a schedule balanced throughout all risk related disciplines and services the department provides to the City of Rogers. Training topics and objectives are engineered to ensure that all department personnel receive adequate knowledge and skills to perform at a competent level in all disciplines. The 2015 training plan is combined with quarterly company standards, specialized training, operational scenarios, and certification classes.

In addition to standard disciplines, the 2015 training plan incorporates specialized training for the Special Operations Team (SOT) and the Aircraft Rescue and Firefighting (ARFF) Team. Incorporation of these disciplines ensures that the members of these specialized teams receive training necessary to perform the duties required of them and as indicated by NFPA Standards 472, 1003 & 1006.

The 2015 training plan also incorporates risk reduction activities that are necessary for all members to perform to ensure maintenance of a working knowledge and skills relevant to risk reduction activities. These activities are directed at all operations personnel and are intended to meet monthly, quarterly, and annual benchmarks. When utilized appropriately, the training plan will serve all personnel in scheduling and time management of all activities required by the department.

Officer development will continue to be a monthly component of professional development. Two development tracks will be offered each month. Company officers will attend monthly company officer meetings, with incorporated training sessions. Fire Equipment Operators will attend these meetings during their C.O.'s absence. FEOs and aspiring officers will attend officer development sessions. These sessions will be held during the same time as C.O. meetings. These sessions will be led by either members of the training staff or command staff. Depending on current rank, officers and aspiring officers will be provided with classroom based work sessions that incorporate lessons, scenarios and opportunities for discussion of supervisory topics.

Another focus for the training division officers will be the Rogers Fire Department Recruit Academy. This academy will orient new Rogers Firefighters with the department, operations, equipment, tactics and expectations. This academy will incorporate firefighter standards (NFPA 1001 – Standard for Firefighter Professional Qualifications) training and Rogers Fire Department EMS operations. The firefighter standards phase of the academy will once again be conducted with the partnership of the Northwest Arkansas Metropolitan Fire Chiefs and the Northwest Arkansas Community College's firefighter I & firefighter II programs.

Multiple certification courses will be offered throughout 2015. Personnel interested in any certification course should request admission by completing and submitting Form 95 for each course. The Fire Equipment Operator (FEO) academy will be delivered once during 2015. Incumbent FEO training will be managed through a quarterly training program. This program is projected for implementation in the third quarter of 2015. The FEO program will incorporate driver/operator standards (NFPA 1002 – Standard for Fire Apparatus Driver/Operator Professional Qualifications) training.

The 2015 Rogers Fire Department Training Plan establishes the minimum training hours per discipline as well as the objectives for each training session for scheduling and to ensure that training requirements and expectations are met. The training plan ensures that all department personnel are trained to respond appropriately and perform necessary skills.

This training plan may be modified throughout the year to address training opportunities that arise and are identified by the department as providing benefit to it and the community. The management of the ATP is the responsibility of the Deputy Fire Chief of Special Operations and Training (DFC-SOT). It is the responsibility of all personnel to ensure the components of the ATP are utilized to balance training and necessary risk reduction and field operations duties and activities. The annual training plan will remain the ultimate authority for training topics. Changes must be approved by the DFC-SOT.





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Training Division Topics	Color Coding	Hours
Fire Suppression		40
Hazardous Materials (Job-Wide)		12
Rescue		12
Driver Operator		80
Aircraft Rescue and Firefighting		8
Officer Development		12
EMS		60
ARFF Team		8
Special Operations Team		24

### Quarterly Company Standards

In addition to the monthly training sessions, Quarterly Company Standards (QCS) are to be conducted by all personnel assigned to field operations. Company officers are responsible for ensuring their crew adequately performs these standards. In 2015, QCS will incorporate skills related to: fire ground operations, EMS – patient care, hazardous materials response, rescue response along with 1404 and 1410 evolutions. The goal of QCS is to confirm individuals and crews have mastered the many skills needed to succeed in all risk related disciplines. Identified deficiencies found in the skill level of any member will require additional training until the deficiency has been eliminated.

With input from the training committee, the Training Division will formulate, and publish the QCS. This effort will coordinate topics between QCS and other company training with the intent being to reduce duplication of effort and resources. The QCS skills will be adjusted based upon the topics within the annual training plan, as well as any deficiencies identified, on the fire ground and through post incident analysis.

### Company & Individual Minimum Training Hours

Company Officers are responsible to ensure their company continuously trains on multiple disciplines each month. Company level training will be entered into Firehouse records by members of the company. Company level training conducted by training staff will be captured on RFD Form 101 and entered by the staff. These categories will be included in a monthly performance report, compiled by the Training Division. The categories and minimum hours are:

Company Fire/Rescue	16 hours/month	192 hours/year
Company EMS	5 hours/month	60 hours/year
Company Hazardous Materials	1 hour/month	12 hours/year
Driver/Operator	5 hours/month	60 hours/year
Officer	2 hours/month	24 hours/year
Physical Fitness Training	5 hours/month	60 hours/year
ARFF (Team members)	2 hours/month	24 hours/year
Special Operations (Team Members)	10 hours/month	120 hours/year
Minimum individual	30 hours/month average	360 hours/year

If a company is identified with deficient performance, they may be issued a company training improvement plan. Training led by the Training Division staff, and quarterly standards, will count toward cumulative hours. However, it is imperative that all company officers track their company's progress, and meet, or exceed, the established minimums, through company effort. Company Officers are responsible for ensuring personnel assigned to their company individually attend an average of 30 hours of training per month, withstanding leave status, and 360 hours throughout 2015, notwithstanding leave status.





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### 2015 Goals Summary

#### General

- Establish RFD as an approved training site for the North American Association of Emergency Medical Technicians
- Develop instructor corps certified by NAEMT to deliver new pediatric curriculum
- Implement new curriculum for pediatric patient assessment and care
- Incorporate physical fitness into training module of Firehouse RMS for reporting
- Increase company level training hours to levels indicated in ATP
- Improve reporting of training to at least minimum required hours for all companies
- Implement training improvement planning for underperforming companies
- Accelerate annual evaluations to allow results to be incorporated in 2016 training plan
- Accommodate three to seven paramedic students (class of 2016)
- Obtain course director status for one personnel approved by the American Heart Association for Advanced Cardiac Life Support
- Implement quarterly certification course offerings for CPR and ACLS certification
- Complete biennial EMT and Paramedic refresher courses
- Deliver at least one NFA Managing Officer Program requisite course
- Develop quarterly training standards for Fire Equipment Operators
- Implement FEO quarterly standards by fourth quarter of 2015

#### Special Operations

- Deliver Hazardous Materials Technician certification course (integrate as requirement for all probationary firefighters)
- Develop SO discipline skills of new SOT members
- Support new SOT members attainment of at least three additional SO discipline certifications
- Develop at least three additional members to become SOT members
- Develop and implement preventative maintenance and inventory control system for special operations assets
- Provide continued focus on communication and relations with Northwest Arkansas Task Force 1
- Complete 1003 certification for all ARFF team members

#### Physical Resources

- Rehabilitate windows on training tower
- Retrofit ETC apparatus room lighting system
- Increase live fire training scenario capabilities
- Develop site plan for ETC expansion
- Attain a minimum of one EVT certification for two personnel





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### Fire Suppression

Fire suppression related topics will be structured as formal training sessions delivered by the Training Division to all companies. Suppression topics in 2015 are intended to increase the knowledge, skills and abilities of personnel through practical evolutions, lecture and established learning objectives. Monthly training focused on fire suppression and support activities should ensure that the department is utilizing the most current and nationally accepted skills related to fire suppression and safety.

Monthly fire suppression training will incorporate sessions ranging from two to eight hours; time allotted to each subject will be dependent on the topic, resources and personnel required. The prescribed objectives may be altered dependent upon personnel and resources required to ensure training evolutions are productive and safe.

<b>ROGERS FIRE DEPARTMENT - FIRE SUPPRESSION 2015 TRAINING PLAN</b>	<b>Building Construction</b> Objectives: <ul style="list-style-type: none"> <li>• Review building construction types</li> <li>• Identify occupancies found in the City of Rogers</li> <li>• Identify building construction components that are potentially dangerous to emergency operations</li> </ul>	January
	<b>High Rise Operations</b> Objectives: <ul style="list-style-type: none"> <li>• Review of standing fire ground orders</li> <li>• Assignment of responsibilities of companies assigned to high rise fire response</li> <li>• Perform assignments and skills during an evolution involving a high rise assignment to ensure successful response and deployment</li> </ul>	February
	<b>Live Fire</b> Objectives: <ul style="list-style-type: none"> <li>• Review standing fire ground orders</li> <li>• Utilize live fire training structure</li> <li>• Perform proper suppression tactics in live fire environment</li> </ul>	March
	<b>Vehicle Stabilization</b> Objectives: <ul style="list-style-type: none"> <li>• Review safety procedures when working with extrication equipment</li> <li>• Review proper cribbing techniques</li> <li>• Perform vehicle stabilization utilizing a combination of cribbing, rescue jacks and air bags</li> </ul>	April
	<b>Search &amp; Rescue</b> Objectives: <ul style="list-style-type: none"> <li>• Review best practices to include oriented search and large area search techniques</li> <li>• In a limited visibility environment utilizing a thermal imaging device complete a primary and secondary search of a structure</li> </ul>	May





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	<p><b>Water Supply &amp; Rapid Intervention</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review standing fireground order for assignment of water supply</li> <li>• Establish water supply to an engine from a hydrant supply</li> <li>• Establish water supply to an engine from a static water source</li> <li>• Establish a tandem water supply to both an engine and ladder</li> <li>• Establish a relay water supply from an engine to a ladder</li> <li>• Review SOP 507</li> <li>• Perform RIT evolution(s) utilizing either the ETC or an acquired structure as available</li> </ul>	June
	<p><b>Master Stream – blitz attack</b> Objectives</p> <ul style="list-style-type: none"> <li>• Review pump operations with engine and ladder</li> <li>• Establish a municipal water supply</li> <li>• Direct a fire stream from deck gun on engine into target area</li> <li>• Direct a fire stream from ladder pipe into target area</li> </ul>	July
	<p><b>Large Area Search</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review best practices for large area search</li> <li>• In a limited visibility environment conduct primary search with large area search bag</li> </ul>	August
	<p><b>Annual Evaluations</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Evaluate skills included on the Quarterly Minimum Company Standards forms during the 2015 ATP period</li> </ul>	September
	<p><b>Vehicle Extrication</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review safety procedures for working with extrication equipment</li> <li>• Safely and properly stabilize vehicles for extrication scenario</li> <li>• Perform door removal</li> <li>• Perform roof removal</li> <li>• Perform dash roll up</li> <li>• Perform third door conversion</li> <li>•</li> </ul>	October
	<p><b>Flashover</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review pre flashover conditions in classroom setting</li> <li>• Utilize flashover simulator to demonstrate flashover conditions</li> <li>• Demonstrate methods of controlling pre flashover conditions</li> <li>• Perform fire attack scenario utilizing flashover simulator</li> </ul>	November
	<p><b>Flue Fires</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review RFD Policy 512 Flue Fire Response</li> <li>• Complete simulated ICS scenarios based on RFD Policy</li> <li>• Utilizing RFD drill tower exercise all applicable portions of policy 512</li> </ul>	December





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### Hazardous Materials

To meet the annual training requirements of the Arkansas Department of Emergency Management (ADEM), for Level 3 – Hazardous Materials Technicians, hazardous materials training will be allotted 24 hours. The Training Division will incorporate a Level 3 – Hazardous Materials Technician refresher course for all department personnel in 2015. Hazardous materials training will incorporate technician standards (NFPA 472 – Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents).

Hazardous materials training will also be incorporated in the quarterly company standards and is intended for all company members to maintain their skills and ensure operational proficiency. Company personnel will be required to meet the recertification and training requirements associated with their level of certification regardless of their SOT involvement or their company assignment.

ROGERS FIRE DEPARTMENT - HAZARDOUS MATERIALS 2015 TRAINING PLAN	<p><b>Level A Operations</b> Objectives:</p> <ul style="list-style-type: none"> <li>Review and demonstrate donning/doffing of Level A CPC</li> <li>Review hot zone responder emergencies</li> <li>Perform tasks while in LA CPC through scenario based application</li> </ul> <p><b>Monitoring Operations</b> Objectives:</p> <ul style="list-style-type: none"> <li>Review operation, capabilities, and maintenance of monitors carried by special operations</li> <li>Review environmental hazards and “No Go” environments for monitors</li> <li>Demonstrate proper use of monitors in a controlled setting</li> </ul> <p><b>Leak Mitigation</b> Objectives:</p> <ul style="list-style-type: none"> <li>Review use, capabilities and limitations of patch kits carried by special operations</li> <li>Demonstrate proper use and application of patch kits in a controlled setting</li> <li>Demonstrate steps to verify leak control and stoppage</li> </ul>	1Q
	<p><b>Hazardous Materials Refresher</b> Objectives:</p> <ul style="list-style-type: none"> <li>Review Hazardous Materials Technician requisite knowledge and skills (NFPA 472)</li> <li>Practical application of HMT skills through scenario based application</li> <li>Demonstrate proper decontamination setup and procedures</li> <li>Review documentation procedures for hazardous materials incidents</li> </ul>	3Q







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### Rescue

Rescue training will be allotted 24 hours with subjects that have been determined according to requirements and identified needs. 16 hours are projected to be delivered by the Training Division. The remaining hours will be prescribed by quarterly standards. Company level technical rescue training will incorporate all disciplines of technical rescue. This is to ensure that all department members' skill and knowledge increase the operational readiness and response capability of the Rogers Fire Department.

All company level technical training will utilize the technical rescue core established by the Arkansas Fire Academy to ensure the ability to assist technical rescue teams regardless of the nature of the technical rescue emergency. This will ensure that department personnel are familiar with the technician level of response established by the Rogers Fire Department as the acceptable level of service to the city of Rogers.

Company technical rescue training will be awareness and operations level. It is necessary for all field operations personnel to be proficient with their responsibilities in supporting rescue operations. It is vital that all company officers confirm that their crew is proficient in knowledge and skills required to support these missions. Practical evolutions will be incorporated to demonstrate organizational preparedness and capability.

<b>ROGERS FIRE DEPARTMENT – RESCUE 2015 TRAINING PLAN</b>	<p><b>Confined Space Rescue</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review current policy regarding response and standing orders for confined space incidents</li> <li>• Review all confined space equipment carried by RFD</li> <li>• Review uses, capabilities and limitations of confined space equipment carried by RFD</li> <li>• Scenario based application of confined space incident scene management in accordance with RFD policy and standing orders</li> </ul>	2Q
	<p><b>Trench Rescue</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review current policy regarding response and standing orders for trench rescue incidents</li> <li>• Review all trench rescue equipment carried by RFD</li> <li>• Review uses, capabilities and limitations of trench rescue equipment carried by RFD</li> <li>• Discuss outside resources and potential need for request during trench rescue incidents</li> <li>• Scenario based application of trench rescue incident scene management in accordance with RFD policy and standing orders</li> </ul>	4Q





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**Driver / Operator**

NFPA 1002: Standard for Fire Apparatus Driver Operator Professional Qualifications identifies the minimum requirements for a firefighter to operate fire apparatus. The 2015 Training Plan incorporates an opportunity for personnel to attend an 80 hour Driver/Operator course. This course will prepare personnel to successfully operate apparatus of the Rogers Fire Department, and successful completion of the course will qualify individuals to challenge IFSAC certification testing. Class size may be limited to 20 students.

Specific training for this discipline will include emergency vehicle operations for aerial and pumping apparatus. Also presented during the course will be: safe driving techniques, types of pumping apparatus, positioning apparatus, maximization of efficient 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.

Due to the specific content and nature of the Driver/Operator curriculum, these courses will be taught by instructors qualified by the State of Arkansas as a Fire Service Instructor. The Training Division will ensure consistency in all instructional requirements of the Arkansas Fire Academy. In addition, all personnel will be provided curriculum and other materials necessary to assist them in the certification process. The end of course certification examination will follow procedures prescribed by, and will be facilitated by, the Arkansas Fire Academy.

<b>ROGERS FIRE DEPARTMENT 2015 DRIVER / OPERATOR</b>	<p><b>Driver/Operator Standards (Fire Equipment Operator Academy)</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Prepare personnel to drive and operate all firefighting apparatus types</li> <li>• Skills and scenarios will be utilized to incorporate pumping water from municipal and static supplies</li> <li>• Lectures and text will be incorporated to increase knowledge of driver/operator candidates</li> <li>• Written and practical examinations will be administered to ensure students are competent in their knowledge and skills with driving and operating apparatus</li> </ul>	<p>August</p>
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### Aircraft Rescue and Firefighting

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. The Rogers Fire Department realizes the importance of ARFF training and the need for all personnel to have familiarization with subject matter and emergency response of ARFF. This enables an effective and coordinated response to an aircraft emergency within the city of Rogers.

This training will ensure compliance with Federal Aviation Administration regulations and NFPA 1003- Standard for Airport Firefighter Professional Qualifications. ARFF training will be conducted on a quarterly basis for all department personnel. In addition, ARFF Team members will assist the Training Division in the development and delivery of all ARFF related course content and skill development. ARFF training will be coordinated with quarterly company standards training. This will ensure consistency throughout the annual training plan and also increase the effectiveness of ARFF members and department response to airport and aircraft emergencies.

<b>ROGERS FIRE DEPARTMENT - ARFF JOB-WIDE 2015 TRAINING PLAN</b>	<b>Airport Response Familiarization</b> Objectives: <ul style="list-style-type: none"> <li>• Review airfield identification markers (lines, lights, colors)</li> <li>• Review communication protocol (ATCT, unit to unit)</li> <li>• Discuss the emergency equipment storage that is on the airport grounds</li> </ul>	1Q
	<b>Aircraft Familiarization</b> Objectives: <ul style="list-style-type: none"> <li>• Review various aircraft types and typical hazards/problems associated with each</li> </ul>	2Q
	<b>Aircraft Rescue and Firefighting Response</b> Objectives: <ul style="list-style-type: none"> <li>• Review staging, scene access, and expected airfield hazards during aircraft emergencies</li> <li>• Discuss steps and responsibilities for closing and opening the airport during emergency on airfield</li> <li>• Review procedures for proper foam application</li> </ul>	3Q
	<b>Aircraft Rescue and Firefighting Response</b> Objectives: <ul style="list-style-type: none"> <li>• Review current SOP regarding response and SFGO for aircraft emergencies</li> <li>• Review capabilities and limitations of ARFF vehicle</li> </ul>	4Q





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### Officer Development

Officer development will incorporate three primary components (see table below). Routine development will be provided to current officers through monthly officer meetings. These meetings will be utilized to reinforce policy knowledge and applicability; tasks assigned to officers, administrative procedures, and general updates. Along with officer meetings, other personnel will be invited to attend leadership sessions. These sessions will be conducted separately from the officer meeting and will focus on developing future officers. Primary objectives of these classes will involve review of officer expectations, personnel management, and the incident command system.

This will ensure that all personnel, regardless of rank, are receiving developmental 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 Rogers Fire Department Standard Operating Procedures and practices established by the city of Rogers. It is in the interest of the Rogers Fire Department to provide these development opportunities to facilitate succession of the department's officers.

<b>ROGERS FIRE DEPARTMENT - OFFICER DEVELOPMENT 2015 TRAINING PLAN</b>	<p><b>ICS for Residential Structure Fires</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review industry best practices as they apply to fire suppression</li> <li>• Complete table top exercises of fires in single family, multi family and long term healthcare facilities</li> <li>• Demonstrate ability to accurately “size-up” a fire in a residential occupancy on arrival</li> </ul>	January
	<p><b>Personnel Management</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Conduct round table discussions of expectations as a newly promoted officer</li> <li>• Develop confidence in solving difficult personnel conflict(s)</li> </ul>	February
	<p><b>ICS for Commercial Structure Fires</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review industry best practices as they apply to fire suppression</li> <li>• Complete table top exercises of fires in taxpayers, strip malls, warehouses and “big box” retail occupancies</li> <li>• Demonstrate ability to accurately “size-up” a fire in a commercial occupancy on arrival</li> </ul>	March
	<p><b>Personnel Management, Measuring Company Level Performance</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review expected company performance standards for the Rogers Fire Department</li> <li>• Discuss ways to improve individual and company performance standards</li> <li>• Discuss the organizational need to develop company level standards for emergency response</li> <li>• Discuss the organizational needs to develop company level standards for training events</li> <li>• Demonstrate the need for accurate record keeping</li> <li>• Conduct PIA of simulated fire incident</li> </ul>	April





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<p><b>ICS for Residential Structure Fires</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review industry best practices as they apply to fire suppression</li> <li>• Complete table top exercises of fires in single family, multi family and long term healthcare facilities</li> <li>• Demonstrate ability to accurately “size-up” a fire in a residential occupancy on arrival</li> </ul>	May
<p><b>Personnel Management</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Conduct round table discussions of expectations as a newly promoted officer</li> <li>• Develop confidence in solving difficult personnel conflict(s)</li> </ul>	June
<p><b>ICS for Commercial Structure Fires</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review industry best practices as they apply to fire suppression</li> <li>• Complete table top exercises of fires in taxpayers, strip malls, warehouses and “big box” retail occupancies</li> <li>• Demonstrate ability to accurately “size-up” a fire in a commercial occupancy on arrival</li> </ul>	July
<p><b>Personnel Management, Measuring Company Level Performance</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review expected company performance standards for the Rogers Fire Department</li> <li>• Discuss ways to improve individual and company performance standards</li> <li>• Discuss the organizational need to develop company level standards for emergency response</li> <li>• Discuss the organizational needs to develop company level standards for training events</li> <li>• Demonstrate the need for accurate record keeping</li> <li>• Conduct PIA of simulated fire incident</li> </ul>	August
<p><b>ICS for Residential Structure Fires</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review industry best practices as they apply to fire suppression</li> <li>• Complete table top exercises of fires in single family, multi family and long term healthcare facilities</li> <li>• Demonstrate ability to accurately “size-up” a fire in a residential occupancy on arrival</li> </ul>	September





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	<p><b>Personnel Management</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Conduct round table discussions of expectations as a newly promoted officer</li> <li>• Develop confidence in solving difficult personnel conflict(s)</li> </ul>	October
	<p><b>ICS for Commercial Structure Fires</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review industry best practices as they apply to fire suppression</li> <li>• Complete table top exercises of fires in taxpayers, strip malls, warehouses and “big box” retail occupancies</li> <li>• Demonstrate ability to accurately “size-up” a fire in a commercial occupancy on arrival</li> </ul>	November
	<p><b>Personnel Management, Measuring Company Level Performance</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review expected company performance standards for the Rogers Fire Department</li> <li>• Discuss ways to improve individual and company performance standards</li> <li>• Discuss the organizational need to develop company level standards for emergency response</li> <li>• Discuss the organizational needs to develop company level standards for training events</li> <li>• Demonstrate the need for accurate record keeping</li> <li>• Conduct PIA of simulated fire incident</li> </ul>	December





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### Emergency Medical Services

Emergency Medical Service (EMS) training consists of several subjects required of all licensed EMT's and Paramedics. The Arkansas Department of Health requires minimum training of all EMT and Paramedic licensees. The department aims to exceed the minimum requirements. Those are supplemented with courses identified by the Rogers Fire Department as critical to the development of knowledge and skills imperative to successful patient care. EMS training will be delivered through a variety of methods, including: classroom sessions, skills sessions, company level training, independent study and skills validation. Due to the variety of discipline specific instructors, EMS topics may be instructed by a variety of personnel or through outside subject matter experts. Each month will have training pertinent to a crew based approach of emergency medical care delivery.

With input from the EMS Advisory Committee, the EMS Program Manager will oversee the development and delivery of all EMS training within the department for quality assurance. Additional topics will be delivered through distributed material that will be incorporated into quarterly company standards. This will ensure continuing education requirements established by the Arkansas Department of Health are achieved by all personnel.

Additional EMS related topics will be addressed include: Blood-borne Pathogens; RSI; High Performance CPR; HIPAA compliance; mandated reporting.

<b>ROGERS FIRE DEPARTMENT - EMERGENCY MEDICAL SERVICE 2015 TRAINING PLAN</b>	<b>Pediatrics: Medical assessment &amp; Shock</b> Objectives: <ul style="list-style-type: none"> <li>• Identify the different types and stages of shock</li> <li>• Understand the physiology of shock</li> <li>• Apply the correct intervention(s) pertinent to specific type of shock</li> <li>• Scenario based application</li> </ul>	January
	<b>Adult Medical Assessment &amp; Toxicology</b> Objectives: <ul style="list-style-type: none"> <li>• Identify different types of medical emergencies</li> <li>• Discuss different methods of medical assessment</li> <li>• Discuss interventions pertinent to field diagnosis</li> <li>• Scenario based application</li> </ul>	February
	<b>Pharmacology</b> Objectives: <ul style="list-style-type: none"> <li>• Review medications in department inventory</li> <li>• Review medication doses</li> <li>• Calculate medication doses through scenario(s)</li> </ul>	March
	<b>Central Nervous System Injuries &amp; Shock</b> Objectives: <ul style="list-style-type: none"> <li>• Understand physiology of CNS</li> <li>• Identify different symptoms of CNS insult</li> <li>• Understand symptoms and pathophysiology resulting from spinal cord insult</li> <li>• Apply correct interventions during CNS injuries</li> <li>• Scenario based application</li> </ul>	April





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	<p><b>Thoracoabdominal Injuries</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Anatomy review of thorax and abdomen</li> <li>• Kinematics and implication of injury to thorax and abdominal regions</li> <li>• Identify symptoms of thoracoabdominal injury</li> <li>• Scenario based application of interventions</li> </ul>	May
	<p><b>Emergency Vehicle Operations</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review SOP 304</li> <li>• Review SOP 307</li> <li>• Successfully navigate EVOC (ambulance and fire apparatus per individual assignment)</li> </ul>	June
	<p><b>Basic &amp; Advanced Airway Management</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Anatomy review of upper and lower airway</li> <li>• Review BLS airway equipment</li> <li>• Review ALS airway equipment</li> <li>• Review RSI/PAI</li> <li>• Scenario based application of airway management</li> </ul>	July
	<p><b>High Performance CPR</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review HPCPR need, equipment, and assignments</li> <li>• Scenario based application of HPCPR</li> </ul>	August
	<p><b>Mass Casualty</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Understand the purpose and function of an incident command system.</li> <li>• Define the components of the “START” acronym</li> <li>• Identify appropriate patient care activities during an MCI.</li> <li>• Review of SOP for triage, mass casualty incidents, and rescue task force</li> <li>• Demonstrate operational readiness and performance during joint evolution with Rogers Police Dept.</li> </ul>	September
	<p><b>Pediatrics: IV/IO Access</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Anatomy review of IO sites</li> <li>• Review of IO insertion procedure</li> <li>• Scenario based application of IO insertion</li> </ul>	October
	<p><b>Trauma Assessment</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review traumatic injury and kinematics</li> <li>• Review Arkansas Trauma System and ATCC procedures</li> <li>• Review emergent wound care and packaging</li> <li>• Scenario based application of trauma management</li> </ul>	November







**Rogers Fire Department  
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ATP - SOP 141, 621, 653**



EMS Refresher closeout

Objectives:

- Administrative closeout of extended refresher (October '14 – November '15)

December





## Rogers Fire Department 2015 Annual Training Plan ATP - SOP 141, 621, 653



### Special Operations Team

Rogers Fire Department Standard Operating Procedure 621 – Special Operations Team Annual Training Plan requires a specialized training plan for handling emergencies requiring special operations. The intent of this plan is to increase the knowledge and skills of SOT personnel responsible for responding to such incidents. Consistent and thorough training specific to these disciplines will ensure the department provides an acceptable level of service for the citizens and visitors of the City of Rogers.

The design of the SOT training plan allows team personnel opportunities to enhance their skills and abilities in all specialty disciplines. SOT training will be conducted in two primary formats: 1) on-shift 2) full team.

The on-shift formatted training will be accomplished by all SOT members on their scheduled tour of duty during such assigned months. On-shift training dates may incorporate additional fire companies into those training opportunities.

Full team training will require the attendance of all team members to assemble for training on the prescribed dates whether they are scheduled for a tour of duty. SOT members are expected to be present throughout the day for all prescribed full team training dates.

To ensure coordination of SOT training, the Training Division will prepare comprehensive lesson plans and skill sheets that enable SOT members to conduct training using consistent methodology with common objectives. The SOT training plan details the scheduled monthly training topics and objectives. These may be modified throughout the year with approval of team leadership and the Deputy Chief – SOT.

All SOT training dates that are listed within the SOT training plan are subject to change with approval of the Deputy Chief - SOT. Topics for team training sessions will be coordinated with the training plan topics for job-wide objectives. It is the responsibility of each SOT Captain to ensure their assigned personnel complete all monthly SOT training requirements. The requirements of these sessions will be provided by the Training Captain - SOT with collaboration from the SOT Leadership.

All SOT members are required to complete quarterly training standards (SOP 631 – Special Operations Team Training Standards). The objective of these standards is to ensure constant maintenance of knowledge and skills for individuals and SOT companies. These standards will be prepared by the Training Captain – SOT and delivered through quarterly standards.





**Rogers Fire Department  
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<b>ROGERS FIRE DEPARTMENT - SPECIAL OPERATIONS TEAM 2015 TRAINING PLAN</b>	<p><b>Collapse Rescue</b> Objectives:</p> <ul style="list-style-type: none"> <li>Review use, capabilities and limitations of collapse rescue equipment carried by RFD</li> <li>Specific equipment review and hands on use of: airbags, Stanley, petrogen and ICS saw)</li> <li>Review weight calculation formulas for various materials</li> <li>Demonstrate proficiency in use of all equipment typically used in collapse rescue incidents</li> </ul>	<p>January (Full Team)</p>
	<p><b>HazMat Research &amp; Documentation</b> Objectives:</p> <ul style="list-style-type: none"> <li>Scenario based application of proper identification of various containers and products</li> <li>Scenario based application of necessary forms and documentation</li> <li>Demonstration of proficiency in use of research materials available to RFD and proper identification of products through scenario based application</li> </ul>	<p>February (Shift)</p>
	<p><b>Plugging &amp; Patching</b> Objectives:</p> <ul style="list-style-type: none"> <li>Review use, capabilities and limitations of patch kits carried by special operations</li> <li>Demonstrate proper use and application of patch kits in a controlled setting</li> <li>Demonstrate steps to verify leak control and stoppage</li> </ul>	<p>March (Full Team)</p>
	<p><b>Confined Space Rescue</b> Objectives:</p> <ul style="list-style-type: none"> <li>Review current policy regarding response and standing orders for confined space incidents</li> <li>Review all confined space equipment carried by RFD</li> <li>Review uses, capabilities and limitations of confined space equipment carried by RFD</li> <li>Scenario based application of confined space incident scene management in accordance with RFD policy and standing orders</li> </ul>	<p>April (Shift)</p>
	<p><b>Water rescue &amp; Boat Operations</b> Objectives:</p> <ul style="list-style-type: none"> <li>Review current RFD policy and standing orders regarding water rescue incidents</li> <li>Review all water rescue equipment carried by special operations</li> <li>Review uses, capabilities and limitations of water rescue equipment</li> <li>Demonstrate proper use of water rescue equipment</li> <li>Scenario based application use of PFD's, throw bags, rope gun, Ocean ID, boat)</li> </ul>	<p>May (Full Team)</p>
	<p><b>Advanced Shoring</b> Objectives:</p> <ul style="list-style-type: none"> <li>Maintain strength and integrity of structurally unstable elements through load dispersion</li> <li>Review construction and limitations of commercial and built on site shores</li> <li>Discuss building assessments and review potential location of survivors based on type and pattern of collapse</li> <li>Demonstrate proficiency in building all shore types through scenario based application</li> </ul>	<p>June (Shift)</p>





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<p><b>Advanced Decontamination</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Identify materials requiring specific decontamination solutions</li> <li>• Properly prepare, apply and contain specified decontamination solutions</li> <li>• Demonstrate proper management of solution preparation, use and waste management</li> </ul>	<p>July (Full Team)</p>
<p><b>Rescue Swimmer Proficiency</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Successfully complete annual waterman ship test</li> <li>• Scenario based application of water rescue utilizing motorized and manpowered rescue craft</li> </ul>	<p>August (Shift)</p>
<p><b>HazMat Chemistry</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review periodic table</li> <li>• Review element bonding and energy release potential</li> <li>• Exercise identification of chemical structures of various compounds</li> </ul>	<p>September (Full Team)</p>
<p><b>Annual Evaluations</b></p> <ul style="list-style-type: none"> <li>• Demonstrate continued expertise in all special operations disciplines</li> <li>• Successfully complete predetermined scenarios/evaluations that demonstrate requisite knowledge and expertise</li> <li>• Successfully complete written examination.</li> </ul>	<p>October (Shift)</p>
<p><b>HazMat Sampling</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review use, capabilities and limitations of sampling tools carried by special operations</li> <li>• When provided unknown substances; demonstrate proper collection, identification and reporting of appropriate information</li> <li>• Demonstrate appropriate decontamination of sampling tools</li> </ul>	<p>November (Full Team)</p>
<p><b>Trench Rescue</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Review current policy regarding response and standing orders for trench rescue incidents</li> <li>• Review all trench rescue equipment carried by RFD</li> <li>• Review uses, capabilities and limitations of trench rescue equipment carried by RFD</li> <li>• Discuss outside resources and potential need for request during trench rescue incidents</li> <li>• Scenario based application of trench rescue incident scene management in accordance with RFD policy and standing orders</li> </ul>	<p>December (Shift)</p>





## Rogers Fire Department 2015 Annual Training Plan ATP - SOP 141, 621, 653



### Aircraft Rescue and Firefighting Team

Rogers Fire Department Standard Operating Procedure 653 - ARFF Team Annual Training Plan requires a specialized training plan for handling aircraft emergencies. The intent of this plan is to increase the knowledge and skills of ARFF team personnel responsible for responding to ARFF related incidents. Consistent and thorough training specific to this discipline will ensure the department provides an acceptable level of service for the Rogers Municipal Airport, as well as the Northwest Arkansas Regional Airport (XNA). The training plan requires a comprehensive approach that complies with applicable federal, state, and local regulations, specifically the Federal Aviation Administration (FAA) and the National Fire Protection Association (NFPA), specifically NFPA Standards: 402 - Guide for Aircraft and Firefighting Operations; 405 - Standard for the Recurring Proficiency of Airport Fire Fighters, and 1003 - Standard for Airport Fire Fighter Professional Qualifications

The established team training plan will ensure that all members are provided the necessary training to establish a strong foundation in aircraft emergencies and can perform competencies required of the ARFF team. Members, and reserve members, that have not obtained Certification as an Airport Firefighter will attend certification course in conjunction with the Dallas-Fort Worth Airport Firefighter Training Academy. Successful completion of this program will ensure the members of the Rogers Fire Department ARFF Team receive proper education in this specialized discipline.

ARFF training specific to team members will be complimented by company training for all department personnel. Company level ARFF training is included separately in this Training Plan. This training allows all members to receive a minimum of twenty hours of additional training specific to this discipline. This will allow for ensured integration of resources during emergency operations.

The ATP details the scheduled training topics and objectives for each quarter and may be modified as the year progresses to include other training opportunities that are made available or organizational directions or capabilities that are identified.

ARFF Team training will generally be conducted on the Thursday following Company Officer Development in the months of April, June, August and December. Evaluations will be conducted in December. With few scheduled Team training session, attendance at each session is vital to success for ARFF response operational readiness. ARFF personnel, regardless of shift or level of training, must be present and participate in each session.

Each member of the ARFF team will be required to complete an annual task book that consists of job performance requirements (JPR) established by the Rogers Fire Department, in accordance with state and federal regulations. These competencies will be evaluated in December.

The following table lists training topics and primary objectives for Team training throughout 2015.





## Rogers Fire Department 2015 Annual Training Plan ATP - SOP 141, 621, 653



ROGERS FIRE DEPARTMENT - AIRCRAFT RESCUE AND FIREFIGHTING TEAM 2015 TRAINING PLAN	Annual Live Fire Exercise Objectives: <ul style="list-style-type: none"> <li>• Successfully operate as a member of an ARFF fire attack team</li> <li>• Gain entry into an aircraft</li> <li>• Suppress fire</li> <li>• Provide for victim rescue</li> </ul>	March
	ARFF Response Objectives: <ul style="list-style-type: none"> <li>• Practical application of tower communications</li> <li>• Review fundamental aircraft fire-fighting techniques, including: approach, apparatus and personnel positioning, initial attack methods</li> <li>• Review application, and management of extinguishing agents and reaction of aircraft materials to heat and flame</li> <li>• Discuss hazards of aircraft related to ARFF operations.</li> </ul>	April
	ARFF Burn Evolution Objectives: <ul style="list-style-type: none"> <li>• Extinguish a controlled fire to ensure proper positioning of apparatus and application of proper extinguishing agent.</li> </ul>	June
	ARFF Rescue Operations Objectives: <ul style="list-style-type: none"> <li>• Gaining access to an aircraft</li> <li>• Review and demonstrate methods of evacuation process</li> <li>• Review aircraft normal entry points and emergency hatches</li> <li>• Review shut down procedures so that passenger evacuation and rescue can be accomplished.</li> </ul>	August
	ARFF Emergency Vehicle Operations Objectives: <ul style="list-style-type: none"> <li>• While operating ARFF Unit 3, demonstrate defensive driving techniques under emergency condition; maintain control of the vehicle while properly restrained; maintain safe following distances; maintain control of the vehicle while accelerating, decelerating, and turning, given road, weather, and traffic conditions; operate under adverse environmental or driving surface conditions; and use fire extinguishment gauges and controls.</li> </ul>	December
ARFF Team Evaluations Objectives: <ul style="list-style-type: none"> <li>• Demonstrate expertise in selected ARFF specific skills.</li> <li>• Evaluation of proficiency in responses to aircraft emergencies and airport emergencies.</li> </ul>		







## Rogers Fire Department 2015 Annual Training Plan ATP - SOP 141, 621, 653



It is the goal of the Rogers Fire Department to provide a safe, comprehensive training program to all personnel and increase the overall effectiveness of the organization. The development of the annual training plan (ATP) is the responsibility of the Deputy Fire Chief of Special Operations and Training (DFC-SOT) in accordance with Rogers Fire Department Standard Operating Procedures 141, 621, and 653. It is the responsibility of the Training Division to collaborate with the training committee to formulate the plan and schedule.

The 2015 training plan includes topics for the upcoming year and incorporates progressive fire service topics intended to enhance the abilities of all members in all disciplines. Imperative to success of the training plan is the active involvement of all personnel in attending training sessions and achieving their required performance standards.

While the 2015 training plan is the predominant influence to the department's daily activities, during the development of this plan, great consideration was given to the time required for companies to achieve the department's objectives in its Risk Reduction and Field Operations divisions. The 2015 calendar includes assignments from these divisions when provided.

Specific class topics and times may be adjusted with approval of the Deputy Chief - SOT. Starting times for training sessions will be included in the department's Outlook calendar titled Training Calendar. This calendar is available to all personnel through the city's computer system. Additionally, significant training sessions will be included in the departmental newsletter.

Additional courses, conferences, and conventions may be attended by personnel throughout the year. These may include:

- Fire Officer II
- Hazardous Materials Technician
- National Incident Management System ICS-300
- Core Rescue Technician
- Trench Rescue Technician
- Aircraft Rescue and Firefighter Refresher
- Swift Water Rescue
- Midwest First Responder Conference
- EMS Today JEMS Conference and Exposition
- Fire Department Instructors Conference
- National Fire Protection Association Conference and Expo
- Arkansas Firefighters and Fire Chiefs Associations Conference
- Firehouse Expo
- Arkansas Emergency Medical Services Conference
- Fire Rescue International
- Airport Firefighter NFPA 1003
- Hot Zone
- Officer Development Academy
- High Rise Evolutions
- Impromptu Scenarios
- Live Fire Evolutions

The Rogers Fire Department recognizes that additional training classes may be necessary and required throughout the year. These may be for: identified deficiencies, promotional purposes, specialized disciplines, or professional development. Additional courses will be delivered if approved by the DFC-SOT.

