2021 Fire Leadership Development Series

Owning Your Decisions - Trust, Honor, Ethics  
Marc Bashoor  
Monday, January 11, 2021  
Decision-making is a skill that needs to be developed the same as any other. This class will examine how your training, education and life experiences assist you in making decisions. The class will examine the different types of leadership styles and how the leader’s style influences their decision making. The class will also focus on abiding by and owning your decisions even when they turn out not to be popular. Time will also be spent discussing how you can learn from your decisions and how this can help you to make better decisions in the future.

Ethics in the Fire Service  
Father Malachi, TOR  
Wednesday, January 13, 2021  
As a leader and a role model it is important to remember that the Fire Service is a noble calling, one which is founded on mutual respect and trust between firefighters and the citizens they serve. This class will look at ways that leaders in the fire service can help ensure the continuing integrity of the Fire Service and keeping the highest standards of ethical conduct.

Understanding ISO and the PPC  
Tyler Olsen  
Monday, January 18, 2021  
This brief overview of ISO’s Public Protection Classification and the FSRS will allow fire department and community leaders to prepare and plan for changes within their community. A description of the rating system will be provided and overview of the major sections of the rating schedule. This class will focus on the fire departments role in improving the community’s PPC. The additional credit for Community Risk Reduction will also be discussed. Upon completion students will have a better understanding of ISO as a whole and the PPC system in particular.

How Understanding Fire Dynamics Can Benefit Rural Departments  
Jason Coughey  
Wednesday, January 20, 2021  
The science of fire behavior has revolutionized strategies and tactics across the nation. Jason will discuss how a fire starts, spreads, and develops. He will discuss the effectiveness of positive pressure ventilation. Jason will also discuss the practice of transitional attack and the theory of “keeping the door closed” The class will focus on how these operational methods can assist volunteer departments with effective and efficient fireground operations especially when dealing with limited resources.
Regionalization, Mergers & Consolidation What Could Work for Me
Rob Brady
Monday, January 25, 2021
This class is designed to provide the student with a basic understanding on the benefits and challenges involved when creating a new partnership for the delivery of public safety services.

A Cooperative Partnership© is any new partnership formally adopted by two or more participating organizations designed to serve a basic public safety need in the community. This includes merger, consolidation, regionalization, or some other combination of administrative or operational services used to create a strong and resilient emergency services system.

Fire-Rescue, EMS, Rescue Squad, Emergency Management and Municipal leaders are challenged to provide high quality services in a constantly changing environment. Today, the public is demanding more and more services but at less cost. Mergers, consolidations, and regionalization can work for your community, your organization and you. But what do each of the options mean? And which one is the best fit for you? Learn how a new partnership can build a stronger public safety service for the 21st Century!

Introduction to the Fire Service Strategic Planning Process
Jerry Ozog
Wednesday, January 27, 2021
This presentation will provide information on a strategic planning process for fire service organizations. This facilitated collaborative process will help develop a shared vision for the fire service in the community.

Strategic Planning is the following:
- To successfully align and design a future direction, fire service organizations should assess the community and the elected officials’ expectations. Those expectations should drive planning and decision making.
- Strategic planning is an ongoing process and provides short-term direction, building on a shared vision that develops goals and objectives.
- Strategic planning is a deliberative, disciplined approach to producing decisions and actions to shape and guide an organization.
- Strategic planning provides an opportunity to unify the various stakeholders by focusing on a common purpose.

Financial Controls for Your Department
Paul Kunrod
Monday, February 1, 2021
This session will discuss best practices in Fire Department cash handling procedures and check writing practices in protecting fire department assets. The course will review the budget process and what is involved in analyzing income and expenses. Tax Free Status. What is a 501c3? The basic information you need to know about tax free status.
Legalities and Responsibilities of Officers
Attorney Kim Houser
Wednesday, February 3, 2021
The class will cover Corporate Governance including the following:
- Office Fiduciary Duty
  - Articles
  - By-Laws
  - Recognition of Ordinances/ Fire Service Agreements
- Corporate Practices
  - Offices Duties
  - Signing documents
  - Contracts and Motions
  - Personal liability
- Minutes/Motions
- Due process
- Member access/view
- Membership practices
- Rules
- EEOC
- Ops
  - Worker’s Compensation
  - SOG
  - Field Authority –
    - (NFPA) (OSH)
- Rules- Discipline
- Criminal background checks/ child abuse
- Insurance
  - Accident/ injury Insurance
  - Workers’ Compensation
  - Life Insurance

Positive Relations with the Media
Time Longwill
Monday, February 8, 2021
This module is to provide fire service leaders with guidelines for successful interactions with news media. This module is geared to any fire officer who may be called upon to provide information to the news media or interviews with reporters/photographers/producers regarding actual incidents or larger trends in the fire service. The module will cover topics such as:
- recognizing the needs of the news media
- balancing the needs of the news media with on-scene responsibilities
- building relationships with reporters and producers

The course will also discuss the benefits of cooperation with the media, including positive publicity for fire officers and their departments, and the opportunity to publicize fire service needs.
Social Media Best Practices and Opportunities
Ashley Henry Shook
Wednesday, February 10, 2021
Learn more about how social media can benefit your fire department, as well as what policies and guidance should be adopted to ensure that social media is being used strategically to inform your community, educate the public, and safeguard your department and its members.

How to Communicate Professionally
Randy Santone
Monday, February 15, 2021
Effective communication is key for department officers. This class will cover how to communicate professionally and successfully with other department officers and personnel and with outside agencies. The class will provide you with tips on becoming a better communicator. It will look at letters, emails, memos, and other forms of communication. The class will also cover topics like the legalities of these forms of communication and how small items like text messages could come back to haunt you.

Surviving the Fire Service Occupational Health Risks to Firefighters
Todd LeDuc
Wednesday, February 17, 2021
This class will focus on the unique and specific occupational health risks that members of the fire service are faced with. Elevated rates of cancer, cardiovascular events and behavioral health disorders continue to plaque the American fire service. The course will review the current state of the science and research as it has evolved to better understand and address these issues. Furthermore, risk mitigation, prevention, early detection, and intervention strategies like enhanced early detection and how that is evolving will be discussed in detail.

Taking Out a Loan for Your Department
Paul Kunrod
Monday, February 22, 2021
The class will discuss the basics of borrowing money from a financial institution. Financing of fire stations, apparatus and equipment is a major decision for every department that could impact your department’s financial outlook for years to come. Department officers need to realize the importance of their decision. The class will cover how to apply and receive financing, making payments and information Banks require in a loan transaction.

Data Driven Grant Applications
Jerry Brant
Wednesday, February 24, 2021
Funding agencies continue to turndown grant applications because applicants do not provide the funders with specific data and information on their community and coverage area. Instead applicants supply generalized statements which provide little insight into
the applicant’s situation and needs. This class will focus on discussing the type of data and information that will make your grant applications more competitive. It will inform you where this data is available, and it will focus on the importance of developing a grant planning process for your organization’s applications.

**Getting Along is Part of the Job: The Company Officer's Role in Conflict Resolution**  
*Linda F Willing*  
*Monday, March 1, 2021*

Effective company officers must do more than just manage technical emergency problems such as fires and rescues. They must also be able to resolve interpersonal conflict among their crews and with the public. This session will present a simple, fire service-based model for assessing and addressing conflict and provide real world examples of effective and ineffective problem solving among individuals and groups within the fire service.

**The Importance of Keeping Your Records Current**  
*Ed Mann*  
*Wednesday, March 3, 2021*

Too often fire departments, pay little or no attention to department record keeping. Then one day an unthinkable tragedy happens or a little from the internal Revenue Service arrives. This class will examine fire department documents like beneficiary cards, Form 990’s, State Sales Tax Exemptions, grant close outs and other similar documents. The instructor will discuss personnel experiences that have occurred and the negative effects they have had on fire departments that were not current with their record keeping.