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CREATING AND REFINING A FIRE ACADEMY: THE ROLE OF THE TRAINING OFFICER

1. INTRODUCTION

Creating and Refining a Fire Academy: The Role of the Training Officer focuses on the critical role that training officers play in developing effective training programs and ensuring operational excellence in the fire service.

2. DEVELOPING AN AGGRESSIVE ATTITUDE TOWARD TRAINING

A. The Decision

- i. Self-preparation as a foundation for success

B. Principles and Values

- i. Honor
- ii. Discipline
- iii. Responsibility
- iv. Accountability

C. Evaluating Your Perspective

- i. Your personal style
- ii. Understanding the environment and ability to adjust

3. INTEGRATING INNOVATION WITH HISTORY

A. Technology

- i. Simulations
- ii. AV / IT

B. Science and Research

- i. Evidence-based approaches

C. Props

- i. Reinforce objectives that traditionally lack skills

4. DEPARTMENT TRAINING ASSESSMENTS

A. Define “Good”

- i. Clear standards
- ii. Tactical equality

B. Learning Styles

- i. Adjustment of training delivery
- ii. Recognition of learning challenges

C. Calendar of Compliance

- i. Ensure regular approach to maintaining proficiency

5. STUDENT MANAGEMENT

A. Policies and Procedures

- i. Guidelines that outline behavior and conduct

B. Performance Expectations

- i. Key traits for successful performance
 - (1) Judgment
 - (2) Communication
 - (3) Teamwork
 - (4) Problem-solving
 - (5) Initiative
 - (6) Work ethic
 - (7) Stress management
 - (8) Integrity

C. Documentation

- i. Highlight positive and negative
- ii. Detailed record of progress and performance

6. BEYOND THE ACADEMY

A. Programs for Further Development

- i. Continuous improvement
- ii. Beyond the basics

B. Data in Training

- i. External - data to drive training strategies and improve outcomes
- ii. Internal - recreation of incidents to determine how others would perform

C. Staying Relevant

- i. Conferences, training, education
- ii. Right people for right task

7. "IT'S YOUR DUTY"

- A. Training Officers have a responsibility to uphold and advance the standards of the fire service.

8. REFERENCES

Buchanan, E., Drake, B., Buckman III, J., (2024) *Training Officer's Handbook*. Fire Engineering Books & Videos. Tulsa, OK.

<https://fireengineeringbooks.com/shop-all-products/training-officers-handbook/?srsltid=AfmBOorw4bn200PiSj9QV93JcVKPzVislcRW61BPAnZ1ejxmaBxtqdl>