



**DEPARTMENT OF FORESTRY AND FIRE PROTECTION
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To: State Board of Fire Services

From: Jim Eastman, Fire Service Training Specialist III, State Fire Training

**SUBJECT/AGENDA ACTION ITEM:
FSTEP Instructor Curriculum (2017)**

Recommended Actions:

Seeking Approval of updated Instructor Curriculum moved from CFSTES to FSTEP

Background Information:

The Fire Instructor Level II certification was established September 1, 1984 and the certification guidelines were revised January 1, 1988.

The Fire Instructor II certification track required that a person complete the course of study which consisted of three courses:

1. Fire Instructor 2A: Techniques of Evaluation - revision 1991
2. Fire Instructor 2B: Group Discussion Techniques - revision 1990
3. Fire Instructor 2C: Employing Audiovisual Aids - revision 1989

Fire Instructor II. In addition to the completion of these three courses the person must have completed Level I courses as prerequisites. Fire Instructor II certification was only available to those certified as Fire Instructor I. Experience requirement - the person must have a minimum two (2) years full-time, paid or four (4) years volunteer or part-time, paid experience in a California fire department as a fire fighter performing suppression duties. Rank requirement – the person was required to have (one year/two year) respective in the position of a designated department training instructor. Teaching requirement – 160 hours teaching experience within a fire service related program. Followed with submittal of an application and fees.

Fire Instructor III. Up to the mid 2010s, additional educational requirements included Fire Instructor 3, Master Instructor and either Fire Management 2E, Contemporary Issues OR Management 2E, Ethics and the Challenge of Leadership (2009) to qualify to teach Instructor Training at Level I. With qualifications of being an Agency Training Officer and documenting 240 hours' teaching experience within a fire service related program, a candidate could become certified as Fire Instructor III.

To be the Primary Instructor and teach a California Fire Service Training Education System (CFSTES) Fire Instructor/Training Instructor course for SFT, the following qualifications were required:

- Have attended and passed the SFT course you are applying to teach
- Completed Regional Instructor Orientation
- Completed Ethical Leadership in the Classroom (Signed the Instructor Code of Ethics/Conduct)
- Instructor Training:
 - Completed Fire Instructor 1A, 1B, 2A, 2B, 2C, and 3
 - 2009, Training Instructor 1A/1B/1C (Fire Instructor 1A and 1B), and 2A, 2B, 2C, and 3
- Teaching Experience: Taught a minimum of 160 hours within a fire service related program
- Rank and Experience for CFSTES Class delivery:
 - (a) Instructor 1A and 1B.
 - Held the position of designated department training instructor for a minimum of three (3) years within a California fire department
 - (b) Instructor 2A, 2B, and 2C (both of the following):
 - Held the position of designated department training instructor for a minimum of three (3) years within a California fire department
 - Course specific expertise

The old Fire Instructor II certification track retired on December 31, 2016 with the replacement of the new Instructor I and Instructor II curriculum and certification. These courses were approved unanimously by STEAC on July 14, 2017.

Analysis/Summary of Issue:

During 2014 / 2015 a cadre was formed to look at the Instructor curriculum and certification tracks. The cadre consisted of subject matter experts and current instructors of the level II Fire Instructor curriculum. The cadre initially reviewed the 2012 edition of NFPA 1041, Standard for Fire Service Instructor Professional Qualifications.

In the analysis, the first item that stood out was that NFPA 1041 did not fully address the existing Fire Instructor 2A, 2B and 2C curriculum and recommended that the curriculum be updated for utilization. The cadre utilized instructors and industry standards as our guiding principles to develop and update proposed curriculum. The updated curriculum would be relocated to Fire Service Training Education Program (FSTEP). This FSTEP curriculum will meet the requirements approved to teach CFSTES Instructor curriculum as has been done previously. The similar titles would be utilized and continue for all students that are in the current process of education development.

Updated 2017 Curriculum:

- Techniques of Evaluation (2017)
- Group Dynamics and Problem Solving (2017)
- Employing Audiovisual Aids (2017)

It is the recommendation of the cadre to continue to require the completion of these three courses to qualify Certified Instructor II(s) to be able to teach both Instructor I and Instructor II. This would maintain the model of experience and education development as the California Fire Service has experienced in the past. This level of educational requirements would establish a minimum base of instructional background for the improved professional delivery of Instructor I and Instructor II curriculum.