



**McHenry Township Fire Protection District
2020 Part-Time Lieutenant Testing Process**

Education & Activity Points

Activity Points

Maximum of 6 points

Candidate _____

Evaluation Criteria:

- 1. Attitude, organizational and individual maturity** – shows initiative, motivation, humility, cooperation, is dependable, has the ability to adapt to change, learns from their mistakes, and supports the organization.
- 2. Performance at emergency incidents** – as a Firefighter uses good judgment and decision making, tasks are completed safely, can adapt to incident scene changes, and has ability to work effectively under emergency conditions.
- 3. Reliability and productivity** – can be relied upon to complete tasks and assignments, requires minimal supervision, provides follow up, accepts additional assignments/activities beyond the regular and normal expectations of a Firefighter, including assignment as a Big Brother/Big Sister, public education, teams, committees, etc.
- 4. Leadership** – demonstrates the *Coach-Counsel-Mentor* approach, projects enthusiasm, supports an atmosphere of teamwork, willingness to solve problems rather than create them, decisions and performance at their level are consistent with department policies and SOG's, can both lead and follow. Demonstrates or shows potential to lead others in both emergency and non-emergency situations.
- 5. Interpersonal relationships** – Cooperates and communicates well with other firefighters, listens, cooperates and communicates well with officers, Chief officers and other personnel, understands and follows the Chain of Command, treats civilians, customers, and others with respect, builds relationships.
- 6. Communications** – Speaks effectively, ability to write clearly and concisely, maintains open communications, completes records and reports accurately and timely.
- 7. Professional development** – maintains skills/knowledge required of a Firefighter and EMTB or Paramedic, completes assigned training, seeks and participates in additional educational opportunities.
- 8. Attendance** - meets monthly shift requirements and attendance at All Company meetings, off duty (POC) response, and other department activities.
- 9. Status as an Acting Officer** – is an approved Acting Officer, performance in Acting Officer position.
- 10. Overall preparedness/readiness to be promoted to Lieutenant**

Total points: _____

Evaluator name: _____

Fire Department Officers Development Guide

**Thirumalaisamy P.
Velavancorresponding**



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