



**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

**National Fire Academy. Field Programs
Division**



Fire Department Officers Development Guide:

Fire Officer's Guide to Management and Leadership: a Scenario-Based Approach Jeffrey R. Barlow, 2018-02-16
The Fire Officer's Guide to Management and Leadership A Scenario Based Approach will help develop critical decision making skills The fire service has emphasized the importance of emergency response size up The majority of situations for which an officer is solely responsible are in the station relying on on the job training for guidance *The Directory of Metropolitan Fire Department Training Systems* National Fire Academy. Field Programs Division, 1986 **Management in the Fire Service** Harry R. Carter, Erwin Rausch, 2007-08 Learning objectives are provided for each chapter Key terms are easily identified and defined within the text A comprehensive list with definitions follows each chapter Comprehensive scenarios with detailed analyses are used throughout t **Fire Officer** . Iafc, 2010-08-19 The National Fire Protection Association NFPA And The International Association Of Fire Chiefs IAFC Are Pleased To Bring You The Second Edition Of Fire Officer Principles And Practice A Modern Integrated Teaching And Learning System For The Fire Officer I And II Levels Fire Officers Need To Know How To Make The Transition From Fire Fighter To Leader Fire Officer Principles And Practice Second Edition Is Designed To Help Fire Fighters Make A Smooth Transition To Fire Officer Covering The Entire Scope Of NFPA 1021 Standard For Fire Officer Professional Qualifications 2009 Edition Fire Officer Combines Current Content With Dynamic Features And Interactive Technology To Better Support Instructors And Help Prepare Future Fire Officers For Any Situation That May Arise Safety Is Principle The Second Edition Features A Laser Like Focus On Fire Fighter Safety Reducing Fire Fighter Injuries And Deaths Requires The Dedicated Efforts Of Every Fire Fighter Fire Officer Fire Department And The Entire Fire Community Working Together It Is With This Goal In Mind That We Have Integrated The 16 Firefighter Life Safety Initiatives Developed By The National Fallen Firefighters Foundation Into The Text Likewise In Each Of The Chapters Actual National Fire Fighter Near Miss Reporting System Cases Are Discussed To Drive Home Safety And The Lessons Learned From Those Incidents Some Of The Guiding Principles Added To The New Edition Include Description Of The Everybody Goes Home And The National Fire Fighter Near Miss Reporting System Including Over A Dozen Company Officer Near Miss Examples Throughout The Text Description Of The IAFC IAFF Firefighter Safety And Deployment Study The Latest Fire Fighter Death And Injury Issues As Reported By The NFPA National Fallen Firefighters Foundation IAFC And IAFF Including Results Of A Thirty Year Retrospective Study Changes In Fire Ground Accountability And Rapid Intervention Practices Results Of National Institute Of Standards And Technology Research On Wind Driven Fires Thermal Imaging Cameras And Fire Dynamics As Related To Fire Fighter Survival The Latest Developments In Crew Resource Management The Second Edition Also Reflects The Latest Developments In Building A Personal Development Plan Through Education Training Self Development And Experience Including A Description Of The Fire And Emergency Services Higher Education FESHE Program The Impact Of Blogs Video Sharing And Social Networks How To Budget For A Grant Changes In The

National Response Framework And National Incident Management System Additional Items Related To Fire Fighter Safety And Health Are Included *Fire Service Training Programs; a Guide for the Development and Continuation of Progressive Training. [Officer Training]* Everett Hudiburg, 1962 Chief Officer: Principles and Practice Includes Navigate Advantage Access, Fourth Edition Jones & Bartlett Learning, LLC, 2025-10-27 The Jones Bartlett Learning Public Safety Group in partnership with The National Fire Protection Association NFPA and the International Association of Fire Chiefs IAFC is pleased to present the fourth edition of Chief Officer Principles and Practice Revised to address chief officers most pressing challenges today this edition has been updated to meet Chapters 11 Fire Officer III NFPA 1021 and 12 Fire Officer IV NFPA 1021 of NFPA 1020 Standard for Fire and Emergency Services Instructor Fire Officer and Emergency Medical Services Officer Professional Qualifications 2025 Edition Chief Officer Principles and Practice Fourth Edition enables future chief officers to skillfully transition from company officers to the problem solving leaders their organization needs to take on everyday challenges in their community Instructors and learners will find a clear division of Fire Officer III and IV content chapters organized to communicate content clearly and reinforce critical concepts throughout the text engaging case studies and new content that every chief officer should know New to the fourth edition Chapters featuring discussion questions to spark debate review questions for self assessment case studies to promote critical thinking and summaries listing the NFPA job performance requirements JPRs as well as the knowledge and skill objectives needed for student competency Correlation grid featuring the job performance requirements JPRs from Chapters 11 and 12 of NFPA 1020 the detailed chapter knowledge and skill objectives and the chapters and page numbers where the JPRs are covered Updated content on professional development communications legal issues human resources government relations budget and finance community relations code enforcement community risk reduction personnel management at the executive level executive level planning and disaster management Updated National Fallen Firefighters Foundation Life Safety Initiatives New discussion on identifying courses and programs to assist employees in meeting their professional development goals New legal discussions on civil and criminal cases stages of a lawsuit elements of a binding contract laws governing EMS best practices Firefighter Bill of Rights providing accommodations records retention cyberlaw and more New discussions on evaluations and the promotion process New discussions on budget reductions and cost recovery programs New discussions on briefing public officials post incident analysis PIA data and using organizational benchmarks New discussions on cybersecurity and fire service threats Much more Chief Officer Principles and Practice Fourth Edition with Navigate Advantage Access is a print and digital solution that includes access to the following learning materials to help fire students engage in their learning and succeed in their careers as chief officers Print textbook Interactive eBook Audiobook Lesson outlines Learning objectives Flashcards TestPrep Prepare your chief officer candidates with the knowledge and skills they need to lead fire organizations through the challenges that the highest ranked officers face every day Fire Officer:

Principles and Practice includes Navigate Advantage Access Michael J. Ward, 2019-12-18 The fourth edition of Fire Officer Principles and Practice was significantly updated and reorganized to better serve the Fire Officer I and Fire Officer II The content meets and exceeds the job performance requirements for Fire Officer I and II in the 2020 Edition of NFPA 1021 Standard for Fire Officer Professional Qualifications The new edition places an emphasis on the application of leadership traits and management theories common leadership and management challenges and how leadership is used to meet objectives The basic principles and methods of Community Risk Reduction are also discussed In addition the program now has two distinct sections Section One includes eight chapters which set the foundation for Fire Officer I knowledge and understanding Section Two comprises six chapters which encompass the higher level competencies required for Fire Officer II This new organization will allow you the flexibility to teach your Fire Officer I and II course s exactly the way you wish

Company Officer for Fire & Emergency Services Robert S Fleming, 2023-04-12 Establishing a strong foundation in management and leadership principles is critical to becoming an effective company officer and leader *Company Officer for Fire and Emergency Services* is both a valuable resource to current company officers and a preparation tool for aspiring ones It provides a comprehensive overview of the roles and responsibilities of company officers within contemporary fire and emergency services organizations The book also includes questions and projects to assist candidates in preparing for the knowledge and skills competencies outlined for Fire Officer I and Fire Officer II in NFPA 1021 Standard for Fire Officer Professional Qualifications Learn how to lead fire and emergency services organizations effectively efficiently and safely with this resource *Chief Officer: Principles and Practice* Iafc, 2011-08-04 *Fire Department Incident Safety Officer*

Dodson, 2015-08-21 The third edition of *Fire Department Incident Safety Officer* has been thoroughly updated to cover the latest trends information and best practices needed by current and aspiring Incident Safety Officers ISO s Developed in partnership with the Fire Department Safety Officer s Association and based on the 2015 Edition of NFPA 1521 Standard for Fire Department Safety Officer Professional Qualifications this authoritative resource focuses uniquely on the roles responsibilities and duties for fire service officers assigned to the incident command staff position of safety officer From smoke reading to alternative energy sources to green construction buildings *Fire Department Incident Safety Officer* Third Edition is loaded with up to date information needed to keep fire department members safe including A new chapter dedicated to the Incident Safety Officer at Training Drills and Special Events Entire chapters devoted to important topics like reading smoke reading buildings

Chief Officer: Principles and Practice David J. Purchase, 2015-12-18 Chief officers need to know how to make the transition from company officer to chief officer *Chief Officer Principles and Practice* is designed to help make the transition from company officer to chief officer a smooth evolution Covering the entire scope of Levels III and IV from the 2014 Edition of NFPA 1021 Standard for Fire Officer Professional Qualifications *Chief Officer Principles and Practice* is your complete Fire Officer III IV training solution **A Leadership Guide for Combination Fire**

Departments Fred C. Windisch, Fred C. Crosby, 2008 A must have for every combination fire department leader Leading a combination fire department is one of the greatest challenges a fire chief can face To successfully lead this type of organization fire chiefs must recognize the unique difficulties inherent in combination systems and overcome them by applying lessons learned from other chiefs who have faced similar challenges Authored by a team of seasoned fire service leaders and modeled after the Chief Fire Officer's Desk Reference A Leadership Guide for Combination Fire Departments is a compilation of the best practices and lessons learned through experience It is designed to provide chief and officer level personnel with the tools necessary to lead today's combination service department **The Aviation Fire Officer**

Reference Eric J. Russell, The Aviation Fire Officer Reference by Eric J Russell equips current and aspiring ARFF officers with leadership strategies hazard response tactics and guidance aligned with FAA NFPA ICAO and DoD standards

Federal Civil Defense Guide United States. Office of Civil Defense, 1966 **Fire Captain Written Exam Study Guide** Arthur R. Couvillon, 1993 320 page book with eleven chapters containing over 3000 selections of information that all Firefighters should know This book is designed to assist Firefighters prepare for the FIRE CAPTAIN LIEUTENANT promotional WRITTEN EXAM Topics included fire administration leadership management fire prevention fire behavior hazardous materials fire fighting as well as a 100 question practice exam and muchmore Chief Fire Officer's Desk Reference International Association of Fire Chiefs, 2006 This cutting edge book has been designed to be a roadmap to success for chief officers and aspiring chief officers It is an insiders guide filled with indispensable advice and guidance provided by some of the most knowledgeable and wise chiefs in the fire service Readers will find a wealth of vital information on essential topics along with the reasoning behind the recommendations Fire Officer's Guide to Occupational Safety & Health Ron Kanterman, 2019-02-22 There has to be accountability at every level of the organization from the chief to the rookie Company officers have to step up and remind those under their command of safe operations and related procedures Accountability at all levels is key to the success of any program and it's the key to survival when it comes to firefighter safety Chief Ron Kanterman's Fire Officer's Guide to Occupational Safety Health is a guide to safe operations and a healthy work force Who needs this book Fire chiefs fire officers incident safety officers and health and safety officers Why To gain the tools they need to operate the department within some acceptable parameters of safety and occupational health Ask yourself these questions Have you made firefighter safety and health a primary value of your organization Is there a culture of safety in your fire department Do the chief and line officers walk the walk and talk the talk Key concepts and resources Risk management Personnel protection protecting the protectors Scene safety The 16 Life Safety Initiatives and The Courage to be Safe Everyone Goes Home program Training Occupational safety and health Fitness Codes and standards that dictate and or assist within the genre of health and safety **Research in Education**, 1968 **Chief Officer: Principles and Practice includes Navigate Advantage Access** David Purchase, 2019-12-06 The National Fire Protection Association NFPA and the

International Association of Fire Chiefs IAFC are pleased to present you with the third edition of Chief Officer Principles and Practice The Third Edition addresses both Fire Officer III and Fire Officer IV levels of the 2020 Edition of NFPA 1021 Standard for Fire Officer Professional Qualifications and is designed to help future chief officers as they transition from company officer and become problem solving leaders for their organization Good leadership is an essential element in the successful operational management of any organization Today s chief officers must prepare themselves and the staff they lead to navigate powerful trends including political ethical legal and sociological that are likely to shape the fire service impacting department structures and roles in the community and altering the demands placed not only on fire service leaders but also on the personnel they lead The Third Edition features exceptional content to prepare today s fire service leaders to develop the leadership skills necessary to excel in their position and motivate their department members to become an efficient effective and safe response force New to the Third Edition A section on media relations programs that addresses communication methods policy development and crisis managementA discussion of department risk management including the importance of creating a risk management plan taking an inventory of potential risks faced by department employees and implementing control measures to correct deficienciesA section on preparing to deal with an active shooter or hostile event situationA discussion of the ways generational differences may influence a department member s workplace expectations and preferencesExpanded coverage of diversity policies and practices and consideration of LGBTQ rights to reflect the current workforceInformation on long range planning including how to create a capital improvement plan and meet training needsThe Third Edition features A clear division of Fire Officer III and IV contentAfter Action Review sections that include detailed chapter summaries key terms and Chief Officer in Action case scenarios designed to reinforce chapter contentNew Deputy Chief and Fire Chief Activities that encourage students to take what they have learned about the Job Performance Requirements covered in the chapters and apply it to their own departmentsNew case study continued from Fire Officer Principles and Practice Fourth Edition that addresses the progression of responsibility from Fire Officer I to Fire Officer IV

Incident Safety Officer; ISO-Student Manual ,2004

The book delves into Fire Department Officers Development Guide. Fire Department Officers Development Guide is a vital topic that needs to be grasped by everyone, ranging from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Fire Department Officers Development Guide, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:
 - Chapter 1: Introduction to Fire Department Officers Development Guide
 - Chapter 2: Essential Elements of Fire Department Officers Development Guide
 - Chapter 3: Fire Department Officers Development Guide in Everyday Life
 - Chapter 4: Fire Department Officers Development Guide in Specific Contexts
 - Chapter 5: Conclusion
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