

Division Of EMS Office of Fire Services



Practical Skill Evaluator Training Course Manual for
Firefighter I and Firefighter II

- Course Goals
- Course Overview
- Course Prerequisites
- Registration & Attendance



- Preparatory and Legal Issues



Certification Terminology

- Fire Charter Program
- Accreditation
- Certification
- Certificate of Completion
- Program Director
- Authorizing Official



Firefighter
Certification
Before 4/7/14

Firefighter Certification After 4/7/14

Volunteer Firefighter Certification after 4/7/14

- No Practical Exam
- Not eligible for Pro Board certification
- Must submit initial fire application within 12 months from course start date
- No change to age requirements

Firefighter I and II Certification after 4/7/14

Within 12 months from program start date:

- Complete Firefighter course
- Pass practical (within 3 attempts)
- Pass written (within 3 attempts)
- Submit initial fire application
- No change to age requirements

Ohio Firefighter Certification & National Board of Fire Service Professional Qualifications (Pro Board) Certificate





Agencies that achieve Pro Board accreditation are recognized as having met the rigors of review by an independent organization. This independent review is the best way of assuring candidates and governing bodies that the training meets the national standards.

As an accredited Pro Board agency, DEMS has the authority to issue internationally recognized credentials to Ohio Firefighter 1 and Firefighter II candidates who demonstrate proficiency in Job Performance Requirements (JPRs) specified in the National Fire Protection Association (NFPA) standards.

The primary focus of the Division of EMS and Pro Board is the consistent delivery of valid and reliable tests that meet the NFPA standards.

Fire Charter Programs Starting before

April 7, 2014

will comply with old rules

Fire Charter Programs Starting after

April 7, 2014

must comply with new rules

Grandfathering

Practical only:

NFPA 1001 FFI Standard 2003 Edition

NFPA 1001 FFI Standard 2008 Edition

NFPA 1001 FFI Standard 2013 Edition

NFPA 1001 FFII Standard 2003 Edition

NFPA 1001 FFII Standard 2008 Edition

NFPA 1001 FFII Standard 2013 Edition

Group Discussion

Legal Issues in Skills Evaluating



Realistic vs. safety risks

Malfeasance

Nonfeasance

Negligence

Reduce Liability

- Equipment working order
- Safe conditions
- Candidates do not pose a risk
- Equipment regularly checked
- Keep candidate info private



American with Disabilities Act (ADA)





FACTORS

Module 3

Testing Roles and Responsibilities

Skills Evaluator Qualifications



Professionalism



Skills Evaluator Expectations



**Be
Objective**



**No
Coaching**



Skill Evaluator Tendencies



- Halo Effect
- Leniency Effect
- Stringency Effect
 - Personal Bias
 - Recency Effect
- Error of Perception



Scenario 1

Jack was recently given an award by the local fire department for actions above and beyond the call of duty.

He is now in your test group. You noticed during the course that he is proficient at donning Personal Protective Equipment (PPE). However, during the evaluation, he does not pull on his hood.

Because he is exceptional firefighter, you let this slide and pass him.

Scenario 2

Jennifer was the fastest in class at donning PPE. She was also the most capable at naming the parts and contributed informative discussion on PPE in class. Furthermore, her father was well known as a long standing, honored fire chief.

You feel that you do not really need to test her on the use of PPE because you are certain that she already has the required knowledge.

Scenario 3

The crew of firefighters in your class just returned from working long hours at a major fire in Northwest Ohio.

They are tired and dragging, but their department did not want to reschedule their testing.

You figure that you will give them the benefit of the doubt and go easy on scoring them.

Scenario 4

A candidate, who performed well in the firefighter course, scored unusually low compared to other candidates.

The candidate's skills evaluator had a conflict with the candidate the day before testing.

Scenario 5

When reviewing the skills tests conducted at practical skills testing, the Office of Fire Services notices that all candidates scored unusually low when compared to other practical skills testing sessions.

While it is possible that everyone performed poorly, which evaluator tendency was most likely exhibited?

Scenario 6

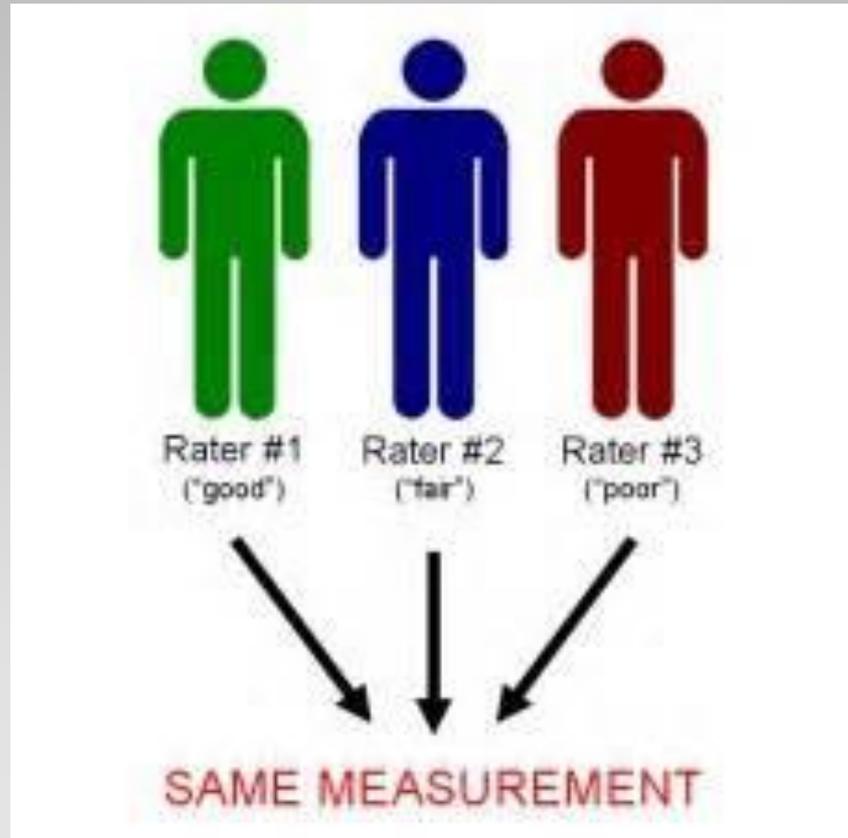
An evaluator has preconceptions about the abilities of women vs. men.

His evaluations showed that women in his class scored unusually low when compared to other practical skills testing sessions.

Which evaluator tendency was most likely exhibited?

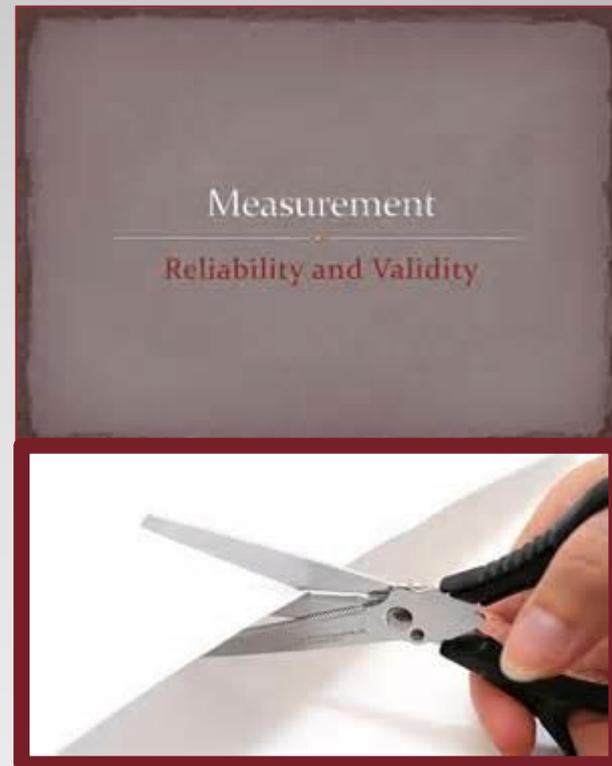
Discussion Points

Inter-Rater Reliability



Objective Skills Analysis

- **Validity**
- **Reliability**
- **Cut Score**



Performance-Based (Skill) Assessments



Skills Assessment Categories

- Mandatory Skills
- Simulated Skills
- Flip the Switch Skills
- Random Skills

Required Practical Skills by Level

Each fire classification practical examination includes both mandatory and random skills

Firefighter I	7 Mandatory Skills + 3 Random Skills
Firefighter II	3 Mandatory Skills + 1 Random Skill
Firefighter I and II	10 Mandatory Skills + 4 Random Skills

Mandatory Skills

“Mandatory Skills” are skills that have been approved and must be passed by each student completing a Firefighter I and/or Firefighter II fire training course. The following practical skills that are mandatory:

1-1	FFI	PPE – Inspecting SCBA
1-2	FFI	PPE – Donning PPE
1-3	FFI	PPE – Donning SCBA
1-4	FFI	PPE – SCBA Emergency Procedures
7-3	FFI	One Firefighter Extension Ladder Carry and Raise
10-1	FFI	Search and Rescue- Primary Search
13-1	FFI	Interior Structure Fire Attack
13-2	FFII	Establishing Command and Coordinating Crews
25-1	FFII	Flammable Gas Fire
26-1	FFII	Vehicle Extrication

Simulated Skills

“Simulated Skills” are random skills that have been approved to allow the student to perform the skill by simulating the required task as an alternative to actually performing the skill. The following practical skills have been approved for simulation:

19-1	FFI	Securing Building Utilities
19-2	FFI	Emergency Scene Illumination
20-1	FFI	Ground Cover Fire
21-1	FFI	Equipment Maintenance – Cleaning and Inspecting Ladders
21-2	FFI	Equipment Maintenance – Cleaning and Inspecting Rope
21-3	FFII	Equipment Maintenance – Cleaning and Inspecting Power Tool Maintenance
22-1	FFI	Equipment Maintenance – Cleaning and Inspecting Fire Hose
24-1	FFII	Ignitable Liquid Fire

All skills shall be evaluated at the end of the course prior to taking the state written certification examination.

Exception=The following skills may, at the discretion of the fire charter, be tested as "flip the switch":

8-1	FFI	Passenger Vehicle Fire
10-1	FFI	Search and Rescue – Primary Search
13-1	FFI	Interior Structure Fire Attack
24-1	FFII	Ignitable Liquid Fire
25-1	FFII	Flammable Gas Fire
26-1	FFII	Vehicle Extrication

"Flip the Switch" testing allows the Fire Charter Program to conduct fire training & practical skills testing on the same day.

Skills Permitted to be Evaluated During Fire Charter Course*

At Fire Charter Program discretion, the following skills tests can be evaluated by a skills evaluator during the course:

8-1	FFI	Passenger Vehicle Fire
10-1	FFI	Search and Rescue – Primary Search
13-1	FFI	Interior Structure Fire Attack
24-1	FFII	Ignitable Liquid Fire
25-1	FFII	Flammable Gas Fire
26-1	FFII	Vehicle Extrication

* These skills may be tested as “Flip the Switch”

Random Skills

www.ems.ohio.gov

Practical Skills Sheets

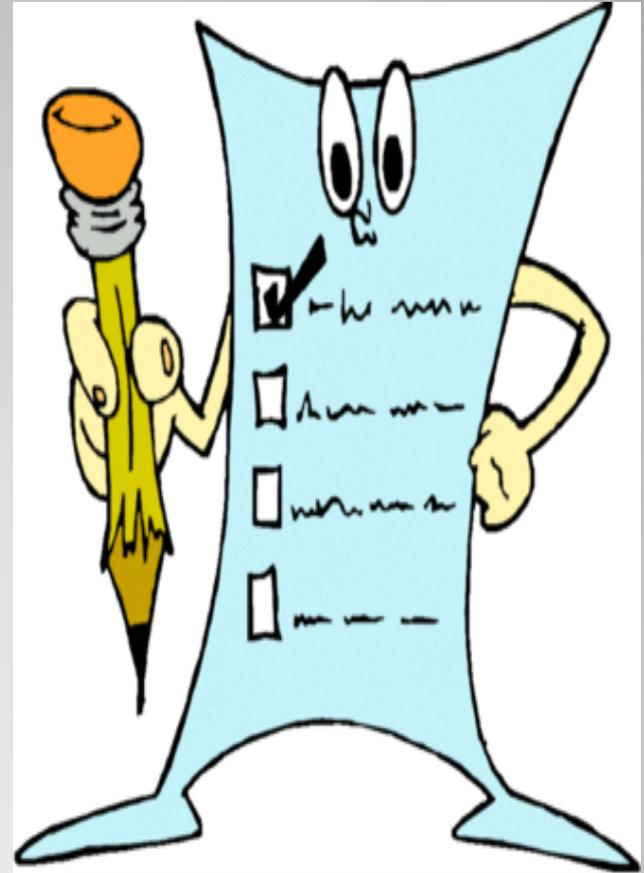
All practical skills sheets have the following components:

- * Primary task
- * Reference source
- * Candidate instructions
- * List of performance steps
- * Number of attempts
- * Evaluator's comments
- * Overall indication of pass/fail for entire skill
- * Evaluator signature lines
- * Job performance requirements (JPRs) number
- * Skill number
- * State maximum allotted time limit
- * Initial test, 2nd and 3rd retest sections
- * Skill time
- * Skills test date
- * Required score on critical point and/or non-critical skills

Types of Practical Skills Evaluations

- Individual
- Team
- Testing Assistant

Practical Skill Testing Administration



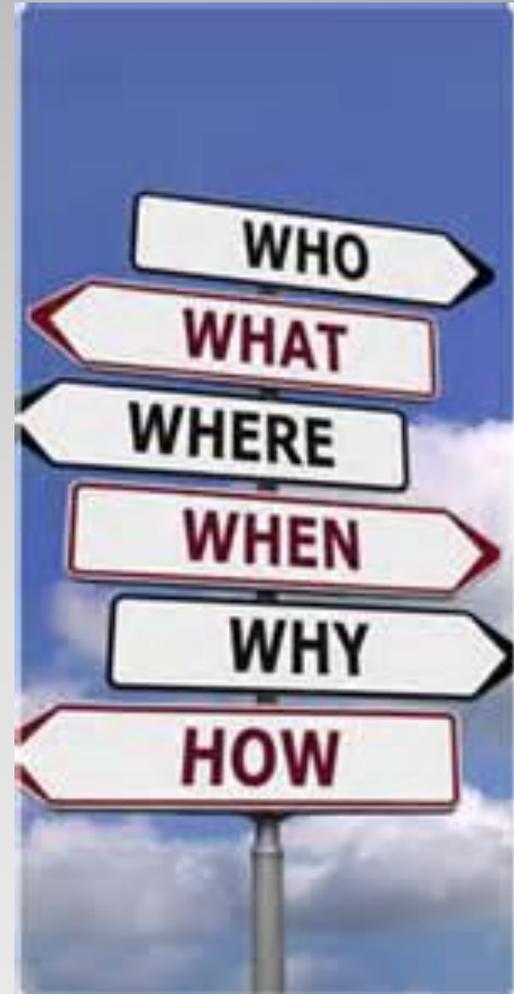
Module 4

Practical Skills Testing Administration

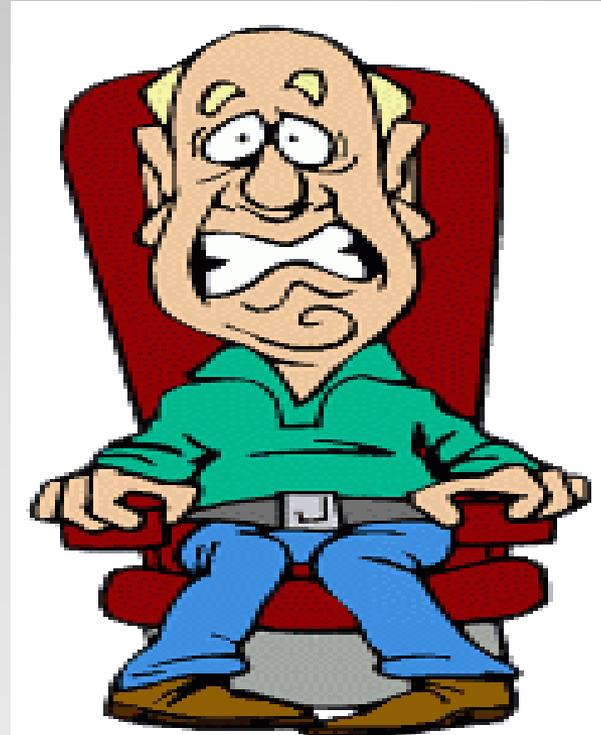
Practical Skills Testing Process

- Set-Up
- Holding Areas
- Test Stations
- Emergency Medical Personnel

Candidate Orientation



Test Anxiety





Interrupted Skills

Safety Issues During Testing



Conducting Practical Skills Evaluations

PRACTICAL SKILLS SHEETS

SCENARIOS



FIREFIGHTER 1 & 2 COURSE
PRACTICAL SKILL TEST SUMMARY SHEET



STUDENT'S NAME

LAST NAME	FIRST NAME	MI
CHARTER SCHOOL		CHARTER NUMBER

SKILL #	MANDATORY SKILLS	TIME ALLOTTED	FIRST ATTEMPT	SECOND ATTEMPT	THIRD ATTEMPT
1-1	PPE – Inspecting SCBA	5 min	P F	P F	P F
1-2	PPE – Donning PPE	1 min	P F	P F	P F
1-3	PPE – Donning SCBA	1 min	P F	P F	P F
1-4	PPE – SCBA Emergency Procedures	4 min	P F	P F	P F
7-3	One FF Ext. Ladder Carry and Raise	10 min	P F	P F	P F
10-1	Search and Rescue-Primary Search	10 min	P F	P F	P F
13-1	Interior Structure Fire Attack	10 min	P F	P F	P F
13-2	Establishing Command and Coordinated Crews	10 min	P F	P F	P F
25-1	Flammable Gas Fire	10 min	P F	P F	P F
26-1	Vehicle Extrication	15 min	P F	P F	P F
SKILL #	RANDOM SKILLS	TIME ALLOTTED	FIRST ATTEMPT	SECOND ATTEMPT	THIRD ATTEMPT
			P F	P F	P F
			P F	P F	P F
			P F	P F	P F
			P F	P F	P F

INDICATE WHICH SKILL THE STUDENT DID NOT PASS IN 3 ATTEMPTS BY CIRCLING THE SKILL NUMBER.
All third attempts must be scheduled with the Program Director

We attest that the practical skills listed above have been met and all information provided is true and accurate to the best of our knowledge. We hereby give permission to the Ohio Department Of Public Safety, Division of Emergency Medical Services to verify any of the above information.

DID THE CANDIDATE PASS ALL SKILLS WITHIN 3 ATTEMPTS? YES NO

CANDIDATE NAME (PRINTED)	CANDIDATES SIGNATURE X
SKILLS COORDINATOR SIGNATURE X	CERTIFICATION #
PROGRAM DIRECTOR SIGNATURE X	DATE

Retesting





After 1st failed
practical skills
test



After 2nd
failed
practical
skills test



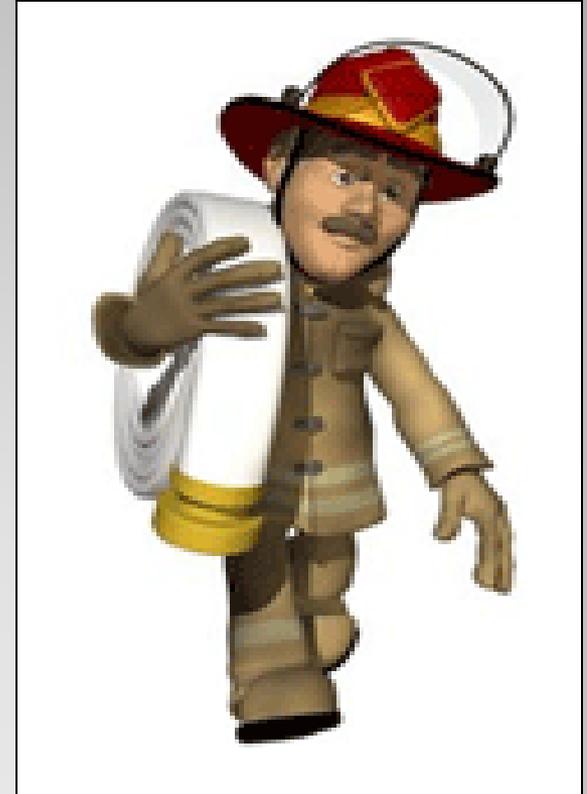
After 3rd
failed
practical
skills test

Team Evaluation Retesting

Request for Testing Change

Final Processing

Guidelines For Practical Skills Testing



Program Director Guidelines For Practical Skills Testing



Day of Testing

Candidate Orientation

After Testing

Retesting



Skills Coordinator Guidelines for Practical Skills Testing

Day of Testing

After Testing

Retesting

Skills Evaluator Guidelines For Practical Skills Testing



Skill Evaluator Examination Set Up



Skill Evaluator Providing Testing Information



Skill Evaluator Starting the Test



**Skill
Evaluator
During Test**



Skill Evaluator After Test



Skill Evaluator

Safety Issues



Skill Evaluator

Interrupted Skills



Skill Evaluator Retesting



Discussion

We are responsible to the Ohio fire service and to the citizens of Ohio to make sure that the candidate certified in a skill can competently perform the task in the real world!