



S-420 Introduction

Objectives:

Students will be able to:

- Demonstrate an understanding of the responsibilities and duties of each Command and General Staff position.
- Demonstrate skills to establish and maintain a positive team climate.
- Utilize various communication strategies to develop a common operating picture.
- Demonstrate critical thinking, decision making, and risk management skills.
- Demonstrate a practical understanding of the Incident Management Operational and Strategic Planning Processes.
- Demonstrate the ability to perform as a Command and General Staff member on a Type 2 IMT simulation.

Course at a Glance:

Units	Method	Duration
Keynote and Course Introduction	Presentation and Keynote	1 Hour
Unit 1: Team Development	Presentation, Video, and Exercise	2 Hours
Unit 2: Team Identity	Presentation and Group Activity	1 Hour
Unit 3: Functional Area Wisdom	Discussion, Exercise, and Q&A	2 Hours 30 Minutes
Unit 4: Communication	Exercise and Presentation	1 Hour
Unit 5: Incident Management Planning Processes	Exercise and Presentation	1 Hour 30 Minutes
Unit 6: Understanding the Situation	Presentation and Discussion	1 Hour
Unit 7: Conflict Management	Exercise and Presentation	1 Hour
Unit 8: Determining Goals and Objectives	Exercise and Presentation	1 Hour 30 Minutes
Unit 9: Risk Management	Presentation	1 Hour



Units	Method	Duration
Unit 10: Critical Thinking and Decision-Making	Presentation, Videos, and Exercise	1 Hour 30 Minutes
Unit 11: Plan Development	Presentation and Cadre Role Play	1 Hour
Unit 12: Plan Preparation, Review and Approval	Presentation	1 Hour 30 Minutes
Unit 13: Transition and Transfer of Command	Presentation	1 Hour
Unit 14: Multi-Agency Coordination, Incident Support Organizations, and Partners	Presentation and Optional Video	1 Hour
Unit 15: Mentoring and Recruitment	Exercise and Presentation	1 Hour
Unit 16: Panel Discussion	Panel Discussion	1 Hour
Simulation		13 Hours 30 Minutes
Coach Time – Rubric Review		3 Hours
Total Course Duration		38 Hours

Materials:

- Handouts:
 - Agenda

Classroom

- Ability to display images and video on large screen.
- White board or easel access for group breakout.
- *NWCG Glossary of Wildland Fire*, PMS 205, <https://www.nwcg.gov/glossary/a-z>.

Guides and Key

The presentations and instructor guides include notes to aid facilitators in instruction.

Key

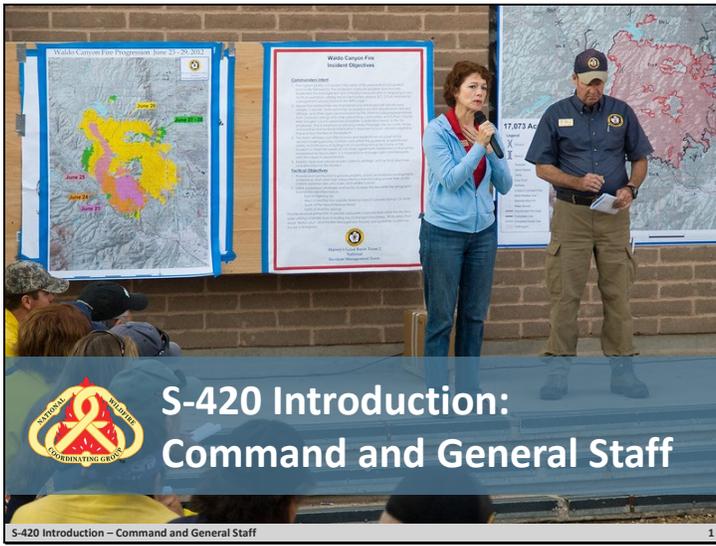
- Indicates an action for the instructor to take.
- Indicates topics and information for the facilitator to use as they see fit.

Discussion

- Facilitate a small or large group discussion using the activity and discussion questions.

Introduction

Slide 1



Keynote Address (15-20 minutes)

- ❑ Consider having a fire leader (agency lead, regional fire director, Agency Administrator, etc.) give this keynote. Keynote presents, from their perspective, and personal experience, the importance of participating in Type 2 IMTs and how these teams support the Cohesive Strategy and National Incident Management efforts. Potential topics include:
 - How has fire and fire management changed since you began your career?
 - What challenges will the students face?
 - How can the students contribute to addressing these challenges today and into the future?
 - How can S-420 prepare students to perform on a Type 2 C&G?

Slide 2

Course Goal

- The goal of the course is to assist in the development of effective Command and General Staff members on Type 2 Incident Management Teams (IMT).
- This course is not about how well an individual performs in a specific functional position; it is about how well an individual functions as a team member.

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- Review course goals.

Slide 3

Course Objectives

Students will be able to:

- Demonstrate an understanding of the responsibilities and duties of each Command and General Staff position.
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- Utilize various communication strategies to develop a common operating picture.

- Review course objectives.

Slide 4

Course Objectives

Students will be able to:

- Demonstrate critical thinking, decision making, and risk management skills.
- Demonstrate a practical understanding of the Incident Management Operational and Strategic Planning Processes.
- Demonstrate the ability to perform as a Command and General Staff member on a Type 2 IMT simulation.

- Review course objectives.

Introduction

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Course Overview

- **Agenda**
- **Pre-course work**
 - The Student Self-Assessment and Feedback Rubric is part of the required pre-course work.
 - The intent of the pre-course work is to increase knowledge of each C&G position responsibilities.
 - Throughout the course, there will be discussions and activities related to the pre-course work.
 - The SOPs for Student IMTs from the pre-course work will be used in the simulation.

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Agenda

- Hand out and review agenda with students.

Pre-course Work

- Encourage students to use their pre-course work notes on C&G positions throughout the week.

Discussion

- Coaches are encouraged to create opportunities to discuss this self-assessment with their students.

Introduction

Slide 6

Evaluating Student Performance

- Student Self-Assessment and Feedback Rubric is used for student evaluation.
- Students will be evaluated on ability to operate as a team member.

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- It is important for every student to understand the rubric.
- It should be clear to students that they are being evaluated on their ability to operate as a team member, not on their ability to perform the duties of a given position.
- Adults learn through self-reflection and feedback. Effective coaches develop relationships with their students where feedback is recognized as a sincere effort to improve performance.
- Coaches will lead a short discussion about how they will utilize the Rubric as a framework for feedback throughout the course.

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Course Overview

- **Student teams will:**
 - Work in an assigned group throughout the course.
 - Function as an IMT, with assigned position roles.
 - Have coaches assigned to work with the teams.

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Notes to Instructor

Prior to the course, organize students into groups of eight. Efforts should be made to distribute experience, functional area background, agency affiliation, etc. to make teams relatively equal.

- Students will function in the following position roles during the Simulation:
 - ICT2
 - SOF2
 - OSC2
 - PSC2
 - LSC2
 - FSC2
 - PIO2
 - LOFR
- There is the possibility of rotating to different positions within the team.
 - The students will work as a team to determine position assignments in Unit 1.
 - At least one coach will work with each team. The coaches will facilitate discussions and exercises and serve as subject matter experts for all C&G positions. The coaches also completes the coach portion of the Student Self-Assessment and Feedback Rubric.