



# ETHICAL LEADERSHIP FOR INSTRUCTORS (2018) Curriculum Implementation Plan

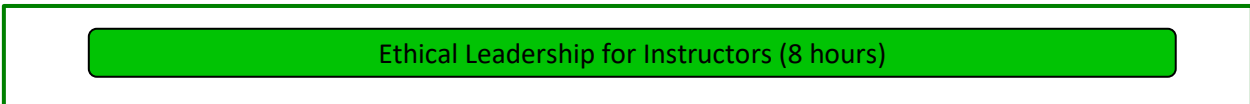
Issued: November 2019

## OVERVIEW

This document is intended to provide information for all State Fire Training (SFT) stakeholders on the curriculum Ethical Leadership in the Classroom (2007) being updated with Ethical Leadership for Instructors (2018). Historically, Ethical Leadership in the Classroom (2007), commonly referred to as "Ethics" was developed to professionally develop and qualify instructors who delivery courses for both the Fire Service Training and Education Program (FSTEP) and the California Fire Service Training and Education System (CFSTES). It is intended to maintain the professional development of all Instructors desiring to teach and deliver SFT course curriculum. The Cadre is recommending to maintain the essential requirements and to introduce additional qualifications for new instructors.

## IMPLEMENTATION

**New Ethical Leadership for Instructors (2018) Curriculum..... Available November 1, 2019**



**Old Ethical Leadership in the Classroom (2007) ..... Phase out March 31, 2020**  
Effective January 1, 2020, Ethical Leadership in the Classroom (2007) course will no longer be delivered and the curriculum will be retired.

## INSTRUCTOR REQUIREMENTS

**Instructor Registration ..... Available November 1, 2019**

Current registered instructors of the Ethical Leadership in the Classroom (2007) will be authorized to instruct the Ethical Leadership for Instructors (2018). New instructors for the Ethical Leadership for Instructors (2018) shall meet the SFT requirements for registered primary instructors, and in addition will be required to complete the following:

- Fire Instructor 2A or Techniques of Evaluations (FSTEP)
- Fire Instructor 2B or Group Dynamics (FSTEP)
- Fire Instructor 2C or Employing Audio Visual Aids (FSTEP)

### Rank and Professional Experience:

- Have a minimum of five years' full-time paid experience in a Recognized Fire Agency in California
- Held the rank of company officer or above for a minimum of two years
- Have a minimum of five years' experience as an SFT registered instructor in good standing
- Taught a minimum of three CFSTES courses within the last five years

### OR

Taught a minimum combination of 120 hours of State Fire Training courses or Community College courses within the last five years

Candidates who do not meet the Rank and Professional Experience requirements can utilize the PACE II review. An example of what SFT would consider to be equivalent to the Rank and Professional Experience requirement is: ten years of military service, Bachelor's Degree in Ethics with 2 years fire service experience to become a new registered instructor.

**SFT Approval:**

Upon instructor approval from SFT, all new Ethical Instructors shall have a minimum of one delivery of Ethical Leadership for Instructors (2018), which must be evaluated by an authorized designee of the Chief of State Fire Training. The authorized designee shall submit a letter signing-off the successful requirement to the Chief of State Fire Training for their administrative review and approval. At this point in time, SFT will authorize instructors to deliver Ethical Leadership for Instructors (2018).

**POTENTIAL AGENCY IMPACTS**

Fire agencies utilizing any existing previous course curriculum from the FSTEP courses shall realign with the updated FSTEP curriculum. The previous curriculum will realign with the updated FSTEP course curriculum. and the curriculum has been updated to current instructional standards.

After review, fire agencies should update their job specifications and recruitment documentation to reflect any new course requirements. Fire agencies should also evaluate how these new courses may impact their existing labor agreements.

Accredited Regional Training Programs (ARTP), Accredited Local Academies (ALA), community colleges and all other local delivery venues need to review the curriculum and seek approval from their curriculum committee/program sponsor, as deemed appropriate.