Ethical Leadership for Instructors (2026) Implementation Plan

Issued: November 2026

OVERVIEW

This document is intended to provide information for all State Fire Training (SFT) stakeholders on the updated Ethical Leadership for Instructors' curriculum requirements. Stakeholders are encouraged to study this information carefully and seek clarification from SFT if questions arise.

Ethical Leadership for Instructors (2026) is presented as a Fire Service Training and Education Program (FSTEP) curriculum. SFT updated the course plan based on State Fire Training's authority.

IMPLEMENTATION

Candidates entering the SFT system should enroll in the 2026 Ethical Leadership for Instructors courses and comply with the most current Ethical Leadership for Instructors requirements.

New Curriculum	Hours
ELI: Ethical Leadership for Instructors (2026)	**8.0 hours**

Ethical Leadership for Instructors 2026 Curriculum Launch……December 1, 2026
SFT will release the Ethical Leadership for Instructors (2026) curriculum on December 1, 2026.

Ethical Leadership for Instructors (2017) Curriculum Retirement ……. December 1, 2026
Effective December 1, 2026, SFT will retire Ethical Leadership for Instructors (2017). On December 1, 2026, SFT will remove the curriculum from the SFT course catalog, and it will no longer be available.

INSTRUCTOR REQUIREMENTS

Instructor Registration…….. December 1, 2026
Instructors for the Ethical Leadership for Instructors (2026) curriculum must meet the SFT requirements for Registered Instructor. Instructors must have appropriate education and practical experience relating to the specific course content.

Instructor Verification Requirements
SFT developed the following verification document to promote instructor quality and consistency:

- Ethical Leadership (ELI) Instruction Requirement Verification

Effective Month December 1, 2026, all Ethical Leadership for Instructors (2026) Registered Instructors are required to complete and submit the Ethical Leadership (ELI) Instruction

Requirement Verification.

Existing Registered Instructors
SFT will authorize existing Ethical Leadership for Instructors (2017) Registered Instructors who meet the following requirements to teach Ethical Leadership for Instructors (2026). SFT will update the SFT User Portal.

- Review and complete the SFT Ethical Leadership for Instructors 2026 Instructor Update in the SFT User Portal.

New Instructor Registration
New instructor candidates shall meet the following requirements:

Category	Requirement
Instructor Registration	Be an OSFM Registered Instructor
Education	Ethical Leadership for Instructors (2026)
Instructor Task Book	Ethical Leadership (ELI) Instruction Requirement Verification
Experience	• A minimum of five (5) years' experience as an OSFM Registered Instructor in good standing • A minimum of five (5) years' full-time paid experience as a Fire Fighter • A minimum of two (2) years' full-time paid experience working as a Company Officer or above in a recognized California fire agency • Have taught a minimum of three (3) CFSTES courses taught in the last three (3) years or a minimum of 160 hours providing fire-service-related instruction within the last three (3) years
Chief's Letter	Provide a letter signed by their Fire Chief or authorized designee that verifies qualification to deliver Ethical Leadership for Instructors (2026) curriculum.
Application	Submit an SFT Instructor Registration Application
Fee	Pay the registration fee (if applicable)

POTENTIAL AGENCY IMPACTS

Fire agencies desiring to use the Ethical Leadership for Instructors (2026) curriculum as a requirement for their recruitment/promotion activities need to review the Ethical Leadership for Instructors (2026) curriculum requirements to be sure that all agency training needs are met. After review, fire agencies should update their job specifications and recruitment documentation to reflect these new courses and certification requirements.

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 appropriate. ARTPs should review the

new Ethical Leadership for Instructors (2026) curriculum and discuss potential impacts with their advisory committees.