



Officer Development Program Leadership Development Certification Series

Leadership Development Certification Series (LDCS-CHF I)

Chief Officer I

Micro-Credential Course: Online and Hybrid - Unit Learning Outcomes (ULOs)

1. Leadership and Team Management:

1. Select approaches for inspiring members to achieve organizational goals collaboratively.
2. Recognize strategies for creating a culture of teamwork and professional development.
3. Identify methods to mentor emerging leaders to promote succession planning and growth.
4. Indicate tactics for resolving conflicts and challenges with effective communication.

2. Budget and Resource Management:

1. Indicate tactics for managing departmental resources within budget constraints.
2. Identify data analysis approaches for informed financial and resource decisions.
3. Select cost-saving strategies while maintaining service quality and safety.
4. Recognize methods for demonstrating fiscal responsibility and transparency in budget management.

3. Strategic Planning:

1. Identify long-term strategies aligned with departmental objectives.
2. Select measurable goals to guide department growth and performance.
3. Determine approaches for monitoring progress and adjusting strategies to adapt to changing needs.
4. Choose methods for engaging stakeholders in strategic planning and community-centered decision-making.

4. Community Relations:

1. Identify techniques for building positive relationships with stakeholders and gaining community support.
2. Indicate open communication and community engagement strategies for enhancing public trust.
3. Recognize best practices for advocating for community safety.
4. Select methods for responding to community needs with sensitivity and responsiveness.

5. Risk Assessment and Mitigation:

1. Identify potential risks and hazards within the community.
2. Recognize risk mitigation strategies and preventive measures.
3. Select emergency response plans for risk reduction and community protection.
4. Choose methods for adapting to evolving risks and emerging threats with proactive strategies.

6. Training and Professional Development:

1. Identify methods for facilitating ongoing training to enhance team competence and readiness.
2. Recognize continuous learning and professional growth opportunities within an organization.
3. Indicate current industry advancement and emerging technologies.
4. Select procedures for supporting personnel in pursuing certifications and professional development opportunities.

7. Regulatory Compliance: (Online)

1. Select methods for ensuring departmental adherence to local, state, and federal regulations.
2. Indicate procedures for maintaining certification and training requirements for personnel and equipment.
3. Recognize techniques for implementing policies and procedures that align with regulatory standards.
4. Identify best practices to advocate for necessary policy changes and updates to meet compliance.

8. Emergency Management: (Online)

1. Identify tactics to lead complex emergency responses.
2. Choose methods to coordinate resources for efficient community protection.
3. Select incident command principles for diverse emergency scenarios.
4. Indicate strategies for managing crises with adaptability and risk mitigation.

Leadership Development Certification Series (LDCS-CHF II)

Chief Officer II

Micro-Credential Course: Online and Hybrid - Unit Learning Outcomes (ULOs)

1. Personnel Development and Mentorship:

1. Identify strategies to mentor personnel for skill advancement and career progression.
2. Recognize approaches for inspiring professional growth and fostering a culture of continuous learning.
3. Indicate tactics for evaluating personnel development programs and ensuring effectiveness.
4. Select methods to advocate mentorship by cultivating future leaders within a department.

2. Health and Wellness Programs:

1. Select holistic health and wellness initiatives.
2. Recognize wellness program impacts to optimize member well-being.
3. Identify mental health support strategies to address evolving challenges.
4. Indicate program efficacy, including adapting to changing wellness needs.

3. Public Relations and Community Engagement:

1. Identify strategic public relations campaigns to enhance community support.
2. Choose techniques for engaging actively with the community to foster trust and collaboration.
3. Select community engagement strategies to respond to diverse needs.
4. Indicate methods for evaluating community relations efforts to adjust for maximum impact.

4. Emergency Medical Services (EMS) Integration:

1. Identify tactics to integrate emergency medical operations (EMS) seamlessly within the department's responsibilities.
2. Recognize methods for optimizing coordination between fire and EMS services for enhanced efficiency.
3. Select EMS response protocols that align with evolving health care trends.
4. Indicate EMS integration effectiveness to ensure timely patient care.

5. Fire Investigation and Prevention:

1. Associate methods for conducting meticulous fire investigations to identify root causes accurately.
2. Identify proactive fire prevention initiatives to implement within the community.
3. Select prevention strategies for adapting to emerging fire risks.
4. Indicate measures for prevention programs to optimize fire risk reduction efforts.

6. Hazmat Response and Planning:

1. Select tactics for leading hazardous materials responses with precision and safety.
2. Indicate comprehensive hazmat response plans for diverse scenarios.
3. Identify hazmat response strategies to address emerging threats.
4. Evaluate strategies for evaluating hazmat readiness to ensure rapid and safe response.

7. Emergency Services Technology: (Online)

1. Identify the latest emergency services technologies for operational excellence.
2. Indicate tactics for integrating technology into emergency services operations to enhance efficiency.
3. Recognize innovative technology adoption strategies that can be used to stay ahead of industry trends.
4. Choose technology investments to optimize departmental capabilities.

8. Strategic Resource Allocation: (Online)

1. Recognize approaches to strategically allocate resources for optimizing readiness and fiscal responsibility.
2. Select resource utilization measures to ensure alignment with departmental goals.
3. Choose resource allocation strategies for enhanced operation efficiency.
4. Identify measures for gauging resource allocation effectiveness and adapting to evolving needs.

Leadership Development Certification Series (LDCS-CHF III)

Chief Officer III

Micro-Credential Course: Online and Hybrid - Unit Learning Outcomes (ULOs)

1. Resource Allocation and Optimization:

1. Assess resource allocation strategies for enhanced operational efficiency.
2. Identify resource optimization methods that apply to fiscal responsibility.
3. Indicate resource utilization evaluation methods for continuous improvement.
4. Select innovative resource management approaches for strategic advantage.

2. Interagency Collaboration and Coordination:

1. Assess tactics to champion interagency collaboration for effective multiagency incident response.
2. Select innovative coordination strategies for seamless emergency response.
3. Identify methods for assessing interagency partnerships concerning operational synergy.
4. Choose cross-agency initiatives to enhance community safety.

3. Technology Integration and Innovation:

1. Select advanced technology solutions for operation enhancement.
2. Identify technology-driven innovations to improve response capabilities.
3. Assess emerging tech for departmental integration.
4. Choose tactics to advocate for tech investments aligning with strategic goals.

4. Public Education and Community Outreach:

1. Choose comprehensive public education campaigns for fire safety.
2. Select community outreach programs to foster resilience.
3. Assess outreach impact and strategies.
4. Identify tactics to advocate for community engagement in safety initiatives.

5. Incident Analysis and Continuous Improvement:

1. Identify methods to conduct in-depth incident analyses for response optimization.
2. Assess data insights to drive continuous improvements.
3. Indicate incident response strategies based on analysis.
4. Select best practices for incident mitigation.

6. Global Perspectives and Emerging Threats:

1. Assess global perspectives to inform departmental strategies.
2. Identify strategies for adapting to emerging threats, including pandemics and climate change.
3. Recognize tactics to advocate for proactive measures against global challenges.
4. Select response strategies for evolving threats.

7. *Environmental Sustainability and Resilience: (Online)*

1. Assess sustainability initiatives within the department.
2. Choose approaches to foster community resilience to environmental challenges.
3. Select tactics for evaluating environmental impact and adapting strategies.
4. Identify methods for integrating sustainable practices into operations.

8. *Ethical Leadership and Diversity Inclusion: (Online)*

1. Show ethical leadership principles with integrity and transparency.
2. Identify methods for promoting diversity and inclusion within the department.
3. Assess diversity initiatives for inclusivity.
4. Distinguish ethical behavior among personnel.