A Commitment to Excellence and Leadership
Ohio Fire Chiefs’ Credentialing
Special Thank You

Chief Paul Wright – President, Ohio Fire Chiefs’ Board of Directors

Chief Porter Welch – President, Ohio Fire & Emergency Services Foundation

Lee Laubacher, Trustee
Craig Chessler, Trustee
Doug Haines, Trustee

Joyce Fetzer, Administrator & OTARMA Board of Directors

Ohio Fire Chiefs
Perry Township
Mark Martin

- 44 years of Public Safety Service
- Fire Chief – Perry Township Fire Department
- Master’s in Public Administration – Akron University
- Chairperson, Educational Committee – Ohio Fire Chiefs
- Professional Development Committee – International Association of Fire Chiefs

- The question?
The Ohio Fire Chief (OFC) credentialing program created to recognize chief grade fire officers who have demonstrated excellence and outstanding achievement throughout their career.

The credential demonstrates that individuals have developed a strategy for continued career improvement and development.

The credentialing assures departments and elected officials that their leaders have the educational and technical competencies necessary to meet the demands of today’s society.
What is a “Professional Designation”?

- Recognition of broad career and educational professional accomplishments.
- Competencies
History

- National Fire Protection Association (NFPA) first publish NFPA 1021 (Professional Fire Officer Qualifications 1976)

- 2008 four (4) specific levels of progression:
  - Fire Officer I (Supervising Fire Officer)
  - Fire Officer II (Managing Fire Officer)
  - Fire Officer III (Administrative Fire Officer)
  - Fire Officer IV (Executive Fire Officer)
Most Common Approach to Employee Development

What Works For Development
Professional Development Model for the Fire and Emergency Services
EMS Professional Development Model

- Focused on Horizon
- Ability to Manage

EDUCATION

EMS Executive
- Master's

EMS Chief Officer
- Risk Management
- Operations

EMS Manager
- Bachelor's

EMS Supervisor
- Associate's
- Special Certifications
- Preceptor/Instructor

Paramedic
- EMT

Focused on Road

Ability to do the Work

TRAINING

Developed by the U.S. Fire Administration/National Fire Academy's Fire and Emergency Services Higher Education network. For more information please visit www.usfa.fema.gov/fire-service/nfa/higher-ed/he.shtm
Ohio Fire Chiefs Credentialing

- Minimum total of 75 points needed for peer review.
- Application reviewed by two (2) peer reviewers.
- Applications meeting the minimum requirement are submitted to The Ohio Fire Chiefs’ Association Board of Directors for approval.
- $200.00 fee
- 3 year cycle
- Re-certification process.
Ohio Fire Chiefs Credentialing

- Introduction Letter
- Organizational Chart
- Resume
- Two Letters of reference/endorsement
- Evaluation of competencies
- Board of Directors approval
Ohio Fire Chiefs Credentialing

- Work History / Experience – max. 20 pts.
- Fire Officer Experience – max. 10 points
- Formal Education – max. 25 points
Ohio Fire Chiefs Credentialing

- Fire Officer Certifications – max. 20 points
- Other Certs. – max. 15 points
- Professional Development – max. 25 points
- Active Associations – max. 5 points
People learn best from experience.
Experience best way to develop competencies.
Experience must be aligned to current competencies but also strategic needs of organization.
A true experience, with more than just an exposure to different jobs.
Highly visible in the organization.
Structured to ensure that the risk of failure is present.
Provided so as to ensure a significant amount of pressure.
Work must be meaningful not just busy work.
Fire Officer Experience

- Opportunities to focus on project management
- Team building
- Change management
- Desire for greater influence in the organization
- Interest in the challenges of leadership
- Personal commitment to public service
Help build competencies
Each step in rank has greater challenges and complexities
Helps to develop “critical thinking” skills
Initial achievements are not sufficient to meet the 21st century challenges
Fire Officer Certifications

- Specific training (benchmarks) designed to assist a fire officer in development
- National Fire Protection Association (NFPA) 1021 – Standard for Fire Officer Professional Qualifications
- Officer Development Handbook – International Association of Fire Chiefs
Other Certifications

- Technical certifications
  - Hazardous materials
  - Paramedic
  - Inspector
  - Instructor
  - Technical rescue
Programs, training, education, etc. to improve oneself and the organization
  ◦ Ohio Fire Executive Program (Ohio)
  ◦ Executive Fire Officers Program (National Fire Academy)

Self-assessments of strengths and blind spots followed by specific plans for improvement
Professional Associations

- Opportunities to gain additional experience that can not be obtained in the organization
- Provide meaningful leadership opportunities
- External opportunities
“The Best Predictor of Future Performance is Past Performance”

- What’s needed in terms of performance today and in the future are leaders that have a commitment to continual learning and improvement – for themselves and their organization.

- Identifying those candidates that have demonstrated that commitment throughout their careers is a predictor of future success.

- The Credentialing program is designed to recognize a breadth of career and educational accomplishments that can be used to identify the most highly qualified candidate for fire service leadership positions.
“Professional development is the planned, progressive, life-long process of education, learning, self-development, and experience.”
Which Fire Officer Does Your Community Deserve?