



**FOREST SERVICE HANDBOOK
NATIONAL HEADQUARTERS (WO)
WASHINGTON, DC**

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT
QUALIFICATIONS HANDBOOK**

CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP

Amendment No.: 5109.17-2005-4

Effective Date: June 15, 2005

Duration: This amendment is effective until superseded or removed.

Approved: ROBIN L. THOMPSON
Associate Deputy Chief

Date Approved: 05/20/2005

Posting Instructions: Amendments are numbered consecutively by Handbook number and calendar year. Post by document; remove the entire document and replace it with this amendment. Retain this transmittal as the first page(s) of this document. The last amendment to this Handbook was 5109.17-2005-3 to 5109.17_25.2-25.36.

New Document	5109.17_30	16 Pages
Superseded Document(s) by Issuance Number and Effective Date	5109.17_30 (Amendment 5109.17-2004-3, 04/28/2004)	12 Pages

Digest:

This amendment makes minor editorial and format changes throughout the document and adds live links.

31 - Adds "P" for Prevention courses in the course designator table.

31.1 - Changes instructor qualification language to align with the National Wildfire Coordinating Group Field Manager's Course Guide referenced in FSM 5108.

31.11 - Adds National Wildfire Coordinating Group Adjunct Instructor definition.

32 - Adds historical course titles to the L-380 Fireline Leadership equivalencies.

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

Digest--Continued:

32.1 - Provides direction that the Forest Service does not recognize S-201/S-281 Supervisory Concepts and Techniques as equivalent to L-280 Followership to Leadership; includes historical course equivalencies recorded in past amendments to the 5109.17.

32.2 - Adds course development history; includes course certification dates or dates associated with course removal from the National Wildfire Coordinating Group curriculum along with course numbering and title changes.

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

Table of Contents

31 - TRAINING	4
31.1 - Instructor Qualifications and Certification	4
31.11 - National Wildfire Coordinating Group Instructor Levels	5
31.12 - Instructor Training Requirements for Certified Instructors.....	5
31.13 - Lead Instructor Requirements for 300-level Leadership “L” Courses	6
31.2 - National Wildfire Coordinating Group Certified Course Delivery	6
31.3 - Forest Service Refresher Training	7
32 - EQUIVALENCY COURSES	8
32.1 - Historical Information for Equivalency Courses.....	10
32.2 - Course Development History	13
33 - DEVELOPMENT	14
33.1 - Supervisory Development	14
34 - LEADERSHIP	15
34.1 - Annual Leadership Continuing Education Program.....	15

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

31 - TRAINING

Courses should be taken in an ascending order of complexity, based on successively higher levels of responsibility and skills in fire and aviation management. The required training identified for each position is set out in the exhibits to sections 25.1 through 25.36 of this Handbook.

1. Courses are identified by a number preceded by a designator letter A, D, FI, I, L, M, P, RX, or S as follows:

<u>Designator</u>	<u>Courses</u>
A	Interagency Aviation Training Modules
D	Dispatch courses
FI	Fire Investigation courses
I	Courses in the National Interagency Incident Management System - Incident Command System (NIIMS - ICS)
L	Leadership courses
M	Managerial/support courses
P	Prevention courses
RX	Fire use courses
S	Skills courses

2. The ascending numbering system shows the level of sponsorship:

<u>Course Number</u>	<u>Sponsorship</u>
100-200 level	Local
300-400 level	Regional
500-600 level	National

Refer to the Field Manager's Course Guide, NFES number 1260, PMS 901-1, for descriptors, purpose, prerequisites, and objectives of the training courses (FSM 5108).

31.1 - Instructor Qualifications and Certification

Certification of instructor qualifications is the responsibility of the employing agency. A qualified instructor:

- a. Meets the position currency requirements as described in this Handbook.
- b. Has completed an instructor training course (Facilitative Instructor or National Fire Protection Association (NFPA) 1041, Fire Service Instructor).

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

- c. Exhibits knowledge of the proficiencies identified in the Field Manager's Course Guide (FSM 5108).

Instructors are not required to meet physical fitness and annual refresher requirements to be considered qualified.

31.11 - National Wildfire Coordinating Group Instructor Levels

The National Wildfire Coordinating Group (NWCG) requires the following general instructor requisites and levels:

1. Lead Instructor. Lead Instructors must have sufficient experience in presenting all units of the course to be capable of last-minute substitution for unit instructors. Exceptions are allowed where courses are of such a technical nature that no one person may be technically competent to instruct all units.
2. Unit Instructor. Unit Instructors must be experienced in the lesson content they are presenting.
3. Adjunct Instructor. Adjunct Instructors may be utilized to provide limited instruction in specialized knowledge and skills at the discretion of the lead instructor. They must be experienced, proficient, and knowledgeable of current issues in their field of expertise.

31.12 - Instructor Training Requirements for Certified Instructors

1. All 100-level courses may be taught by anyone possessing the knowledge and skills and who is approved by the local unit Fire Management Staff Officer. Instructor training is highly recommended at this level.
2. Courses at higher complexity levels (200-level and higher) generally involve significant travel costs and often are intended to teach supervisory skills. To ensure quality training for employees, instructors shall have formal instructor training except as provided in the following paragraph b.
 - a. Lead and Unit Instructors for 200-level and higher courses shall successfully complete an instructor course (either Facilitative Instructor or NFPA 1041, Fire Service Instructor I).
 - b. Exceptions to these instructor training requirements may be made by the Regional Director of Fire and Aviation Management for persons who have demonstrated strong instructional skills and abilities. This authority may also be delegated to the Regional Training Officer by the Director; however, the authority shall not be delegated lower. The local Geographic Area Training Working Team shall review those candidates for instructors.

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

3. Lead and Unit Instructors for Annual Refresher Training shall be qualified at the Single Resource Boss level.

31.13 - Lead Instructor Requirements for 300-level Leadership “L” Courses

The L-380 Fireline Leadership and L-381 Incident Leadership are training recommendations which do not have a standard NWCG course package available for Lead Instructors. Therefore, the Forest Service uses the following process to evaluate and certify Lead Instructors who develop materials that meet the intent and the criteria established by the NWCG Leadership Committee. The course description and criteria are available at:

http://www.fireleadership.gov/courses/L_380/criteria.html or

http://www.fireleadership.gov/courses/L_381/criteria.html.

Recommendations for certification of Lead Instructors for “L” courses must be done by an evaluation team comprised of:

1. A Team Leader designated by the Forest Service representative to the NWCG Leadership Committee.
2. At least one additional evaluator from any of the Federal agencies participating in NWCG.

A format for evaluation is available upon request from the Washington Office Fire and Aviation Training Projects Coordinator, located at the National Interagency Fire Center.

31.2 - National Wildfire Coordinating Group Certified Course Delivery

The National Wildfire Coordinating Group (NWCG) Training Working Team certifies Incident Command System courses contained within this Handbook. The NWCG Standards and Development Division recommends to NWCG the appropriate course delivery methods, individual unit and course duration. The certified course curriculum includes individual unit objectives and overall course objectives identified by the course development groups who develop or revise an existing NWCG course.

1. Instructors shall not deviate from the delivery style or duration of the certified course curriculum without prior approval from the Regional Director of Fire and Aviation Management or the Regional Training Specialist.

2. Although it may be possible to deviate slightly from the established unit timeframes and sufficiently deliver the course objectives, the Regional Training Specialist must be notified prior to planning any deviation from the standards contained within the course.

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

3. The Regional Training Specialist shall review proposed deviations from the certified curriculum and shall appoint or request an equivalency evaluation to be performed on the proposed curriculum changes; see this Handbook, section 32, Equivalency Courses for direction on the processes to determine NWCG certified course equivalencies.

4. Units have the authority, and are encouraged to exercise this authority, to enhance existing NWCG course curriculum through simulation, scenarios, demonstrations, table-top and field exercises, or other methods of adult education.

31.3 - Forest Service Refresher Training

1. The annual safety training refresher, referenced in 22.3, must focus on the following minimum core subject areas:

a. Fire shelter purpose and use to include:

- (1) Practicing fire shelter deployments.
- (2) Discussion of deployment survival considerations.

b. Entrapment avoidance to include:

- (1) Fire behavior review.
- (2) Mitigating watch-out situations.
- (3) Applying the Standard Firefighting Orders and Look-Outs, Communications, Escape Route and Safety Zones (LCES).

c. Wildland Fire Operations Reporting System (SAFENET) system use.

d. Annual emphasis topics identified on the Wildland Fire Safety Training Annual Refresher (WFSTAR). These topics can be found on the refresher training website provided in the following paragraph 2.

2. The Forest Fire Management Program Staff Officer may identify and include additional subject areas in this training in response to local need. Refer to the following website for instructor resources to support delivery of annual refresher training:

<http://www.nifc.gov/wfstar/index.htm>

3. The Qualifications Card, Incident Command System, Form PMS 310-3 shall not be issued to individuals until supervisors certify that those individuals have completed annual fire safety refresher training.

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

32 - EQUIVALENCY COURSES

Equivalency courses are classes that are adequate substitutes for National Wildfire Coordinating Group (NWCG) approved curriculum and that are approved by the Washington Office, Branch Chief for Fire Training.

Approved equivalency courses are listed in exhibit 01.

1. Process to Evaluate and Establish Equivalency Courses. The appropriate Regional Training Working Team or steering committee shall identify the need for an equivalency analysis of a specific course. The committee shall assign an evaluation team (see para. 2 regarding the team composition) to conduct the analysis, document their findings, and submit recommendations through agency channels to the Washington Office, Fire and Aviation Management Staff, Branch Chief for Fire Training for an equivalency review.

- a. If the Branch Chief for Fire Training determines that the equivalency course analysis is sufficient and the proposed course meets the NWCG certified course standards, the Branch Chief shall recognize the course as equivalent.
- b. The Branch Chief may also recommend acceptance of the equivalency course(s) to the NWCG Training Working Team (TWT).

2. Evaluation Team Composition. The evaluation team shall be comprised of a minimum of three of the following members, including: Lead Instructor, cadre member, and course developer or subject matter expert for the respective NWCG course. The evaluators shall be individuals either who have been involved within the past 3 years with instructing the NWCG course, or who are familiar with the course development and revision process.

3. Equivalency Courses. The Branch Chief for Fire Training has determined that the courses listed in exhibit 01 are equivalent to the identified NWCG course. Persons who have successfully completed the identified equivalency course do not need to attend the corresponding NWCG course.

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
 CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

32 - Exhibit 01

<u>NWCG Approved Curriculum</u>	<u>Approved Equivalency Course(s) and Experience</u>
L-180 - Human Factors on the Fireline	S-130 - Firefighter Training (2003 version). The 2003 version of S-130 incorporates L-180 into the course package. Individuals completing the 2003 version of S-130 should be given course completion certificates for both S-130 and L-180, both courses should be entered into the Incident Qualification and Certification System (IQCS).
L-380 - Fireline Leadership This course was also delivered under the following titles in 2001-2003: FMO Leadership Workshop Leading in Fire Management	Employees who completed L-380 can be granted course competency in IQCS for the L-180 Human Factors on the Fireline and L-280 Followership to Leadership courses with the following justification statement: "Employee's Name" completed L-380 prior to L-180 and L-280. Course competency has been granted for these courses.
L-381 - Incident Leadership	Employees who completed L-381 can be granted course competency in IQCS for L-180 Human Factors on the Fireline.
M-410 - Facilitative Instructor	National Fire Protection Association (NFPA) 1041, Fire Service Instructor I, with proficiency as set out in the NWCG Field Manager's Course Guide.
S-110 - Basic Wildland Fire Orientation	Experience in operations positions on an incident. S-110 is designed for non-operations personnel slated for a first on-incident assignment. Many of the Technical Specialist positions listed in chapter 20 reflect S-110 as Level 1, required training. However, if the incumbent has had fireline experience or previous incident experience, S-110 is not required. In these instances, course competency for S-110 should be granted in IQCS with a justification statement explaining that the individual has previous incident experience.
S-580 - Advanced Fire Use Applications	Managing Wildland Fire for Resource Benefits (offered in Region 1). Applies only to Fire Use Manager 2 qualifications.
RX-310 - Introduction to Fire Effects	Successful completion of Technical Fire Management.

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
 CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

32.1 - Historical Information for Equivalency Courses

Beginning with the 2002 amendment to the 5109.17, the Forest Service developed an equivalency process for evaluating courses which adequately substitute for NWCG courses. The following courses were removed from the NWCG curriculum, and the following is provided for historical documentation in an employee's master file record (FSH 5109.17, sec. 22.1 Record Keeping).

<u>NWCG Approved Curriculum</u>	<u>Approved Equivalency Course(s)</u>
<p>S-201/S-281 - Supervisory Concepts and Techniques (Prior to 10/1/2003)</p> <p>Note: removed from the NWCG curriculum in October 2003. Credit should not be given for the course after 9/30/2003.</p>	<p>Forest Service Corporate Training Practical Leadership Skills for New First-Line Supervisors.</p> <p>Note: The Forest service does not recognize S-201/S-281 as equivalent to L-280 Followership to Leadership.</p>
<p>S-301/S-381 - Leadership and Organizational Development</p> <p>Note: Removed from Forest Service recognition in July 2003. Removed from the NWCG curriculum in October 2004.</p>	<p>L-380 Fireline Leadership. This course was also delivered under the following titles in 2001-2003:</p> <p>FMO Leadership Workshop Leading in Fire Management</p>
<p>S-336 - Fire Suppression Tactics</p>	<p>Successful completion of either:</p> <p>S-230 (1996 version) - Single Resource Boss AND S-215 - Fire Operations in the Urban Interface OR S-330 - Task Force/Strike Team Leader AND S-215 - Fire Operations in the Urban Interface</p>

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
 CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

Historical Information for Equivalency Courses--Continued

<u>NWCG Approved Curriculum</u>	<u>Approved Equivalency Course(s)</u>
<p>Interagency Aviation Management and Safety (IAMS)</p>	<p>The following modules are offered at the Aircraft Conference and Education (ACE) and are equivalent to the NWCG IAMS course for identified positions:</p> <p><u>Supervisory Dispatcher (EDSP):</u> A-101 Basic Aircraft Safety A-104 Aircraft Capabilities and Limitations A-106 Aircraft Mishap Reporting A-109 Aircraft Radio Use A-112 Mission Planning and Flight Request Process A-202 Interagency Aviation Organizations A-203 Airspace Management and Coordination A-206 Aviation Acquisition/Procurement I A-207 Aircraft Dispatching A-302 Personal Responsibility and Liability A-303 Human Factors in Aviation A-305 Risk Management A-307 Aviation Policy and Regulations II</p> <p><u>Helicopter Manager:</u> A-101 Aviation Safety A-103 Helicopter Safety A-104 Overview of Aircraft Capabilities and Limitations A-105 Aviation Life Support and Equipment A-106 Aviation Mishap Reporting A-107 Aviation Policy and Regulations 1 A-108 Pre-Flight Checklist and Briefing/Debriefing A-111 Flight Payment Document A-112 Mission Planning and Flight Request Process A-113 Crash Survival</p>

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
 CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

Historical Information for Equivalency Courses--Continued

<u>NWCG Approved Curriculum</u>	<u>Approved Equivalency Course(s)</u>
Interagency Aviation Management and Safety (IAMS)	<u>Air Operations Branch Director (AOBD), Air Tactical Group Supervisor (ATGS), Air Support Group Supervisor (ASGS), Air Tanker/Fixed Wing Coordinator (ATCO), Ramp Manager (RAMP), and Fixed Wing Base Manager (FWBM):</u> A-101 Basic Aircraft Safety A-102 Fixed Wing Safety A-103 Helicopter Safety A-105 Aviation Life Support Equipment A-106 Aircraft Mishap Reporting A-107 Aviation Policy and Regulations 1 A-109 Aircraft Radio Use A-111 Flight Payment Document A-112 Mission Planning and Flight Request Process A-113 Crash Survival A-201 Overview of Safety and Accident Prevention A-202 Interagency Aviation Organizations A-203 Airspace Management and Coordination A-204 Aircraft Capabilities and Limitations A-206 Aviation Acquisition/Procurement I A-211 Aviation Planning A-301 Implementing Aviation Safety and Accident Programs A-302 Personal Responsibility and Liability A-303 Human Factors in Aviation A-305 Risk Management

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
 CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

32.2 - Course Development History

The NWCG Course Development and Standards Division provides historical information on course development which includes course numbering and course title changes. Information is available on the following website, under “Curriculum Status”:

<http://www.fire.blm.gov/training/develop/develop.html>

The following is an addendum to the information contained in the “Curriculum Status” website, and it includes dates of certification and removal of courses from the NWCG curriculum:

<u>Development History</u>	<u>NWCG Approved Curriculum - Equivalent Course(s)</u>
I-220 - Basic Incident Command System, certified in 1983, obsolete after November 1993	I-100 - Introduction to Incident Command System, available Feb. 1994 I-200 - Basic Incident Command System, available Feb. 1994
I-375 - Air Support Group Supervisor, certified in 1986, obsolete after December 1996	J-375 - Air Support Group Supervisor, certified in 1997
P-151 - Wildfire Origin and Cause Determination, obsolete after 2003	FI - 210 - Wildland Fire Origin and Cause Determination, certified in 2005
Prescribed Fire Management, obsolete after 2000	RX-300 - Prescribed Fire Burn Boss, certified in 2000
Managing Fire Effects, obsolete after 1995	RX-310/RX-340 - Introduction to Fire Effects, certified in 1995
S-213 - Tractor Use/Tractor Boss, certified in 1979; obsolete after November 1995	S-233 - Tractor/Plow Boss, Single Resource, certified in 1995
S-215 - Firing Equipment/Firing Boss, certified in 1979; obsolete after December 1991	S-234 - Ignition Operations, certified in 1991
S-261 - Personnel Timerecorder, S-262 - Equipment Timerecorder; S-263 - Claims Specialist, S-264 - Compensation for Injury Specialist; S-266 - Commissary Manager all courses were certified in 1988; obsolete after December 1996	S-261 - Applied Interagency Incident Business Management, certified in 1999

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
 CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

Course Development History--Continued

<u>Development History</u>	<u>NWCG Approved Curriculum - Equivalent Course(s)</u>
S-390 - Intermediate Wildland Fire Behavior, certified in 1981, obsolete after November 1993	S-290 - Intermediate Wildland Fire Behavior, available in February 1994 S-390 - Introduction to Wildland Fire Behavior Calculations, available in February 1994
I-330 - Task Force/Strike Team Leader ; I-333 - Strike Team Leader, Crew; I-334 - Strike Team Leader, Engine; I-335 - Strike Team Leader, Dozer; certified in 1984 and obsolete after September 1995	S-330 - Task Force/Strike Team Leader, certified in 1996
I-339 - Division/Group Supervisor, certified in 1985, obsolete after September 1995	S-339 - Division/Group Supervisor, certified in 1997
I-362 - Cost Unit Leader; I-363 - Compensation/Claims Unit Leader; I-365 - Time Unit Leader; I-368 - Procurement Unit Leader; certified in 1987, obsolete after 2000	S-360 - Finance/Administration Unit Leader, certified in 2000
I-271 - Helibase Manager, certified in 1986, obsolete after December 1996	S-371 - Helibase Manager, certified in 1997
I-403 - Information Officer, certified in 1988, obsolete after 2001	S-403 - Information Officer, certified in 2001
I-401 - Safety Officer, certified in 1986	S-404 - Safety Officer, certified in 2002

33 - DEVELOPMENT

33.1 - Supervisory Development

If an employee has not yet received credit for the Forest Service second 40 hours of supervisory training and development as required in FSH 6109.13, then completion of L-380 Fireline Leadership or L-381 Incident Leadership should meet this requirement. The contents and format of the second 40 hours of supervisor training are determined by the supervisor or management of the local unit and should be adapted to the needs of the employee's job.

Provided that the employee's supervisor approves L-380 or L-381 as part of the employee's Individual Development Plan (IDP), these training courses should meet the supervisory training requirement. Further direction regarding supervision training is found in FSH 6109.13.

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

34 - LEADERSHIP

34.1 - Annual Leadership Continuing Education Program

Because participation in fire management activities requires constant attention to and honing of leadership skills, those individuals in leadership roles should participate in at least one leadership development activity each year.

1. For the period from the issuance of the 2004 amendments of FSH 5109.17 Fire and Aviation Qualifications Management Handbook, until the issuance of the 2006 amendments, operations personnel in fireline leadership positions should participate in a voluntary annual leadership development program. Following are options to meet this leadership development:

a. Any leadership development course, seminar, or workshop satisfies the employee's continuing education responsibility. This includes the Forest Service corporate training curriculum as well as the NWCG approved leadership or "L" course curriculum.

b. In addition, a number of self-directed continuing education options would also redeem this responsibility, including:

(1) Read and discuss with the employee's supervisor, or other appropriate individual any book from the Professional Reading Program listed at:

http://www.fireleadership.gov/toolbox/documents/pro_reading_list.pdf

(2) Conduct a Tactical Decision Game session at the home unit:

http://www.fireleadership.gov/toolbox/documents/TDGS_STEX_Workbook.pdf

(3) Serve as an instructor for a L-180 Human Factors on the Fireline, L-280 Followership to Leadership, or L-380 Fireline Leadership course:

http://www.fireleadership.gov/courses/L_180/description.html

http://www.fireleadership.gov/courses/L_280/description.html

http://www.fireleadership.gov/courses/L_380/description.html or

http://www.fireleadership.gov/courses/L_381/description.html

(4) Complete a cohesion assessment for the employee's crew, team, or the home unit found at:

http://www.fireleadership.gov/toolbox/documents/Crew_Cohesion_Assessment.pdf

**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
CHAPTER 30 - TRAINING, DEVELOPMENT, AND LEADERSHIP**

(5) Develop a Standard Operation Procedure (SOP) reference for the employee's crew, team or home unit:

http://www.fireleadership.gov/toolbox/documents/SOP_Workbook.pdf

(6) Participate in a Staff Ride:

http://www.fireleadership.gov/toolbox/documents/Staff_Ride_Workbook.pdf

(7) Write and publish an article regarding some aspect of fire management (such as in Fire Management Today, Wildfire, or other fire publication).

(8) Participate as a member of a work group or committee at the Forest level, Regional level, or National level (such as Subject Matter Expert for an NWCG course revision group).

(9) Accept a temporary detail assignment into a leadership position with different responsibilities, location, or supervisor.

(10) Serve as a Crew Leader or Instructor at the National Apprenticeship Academy.

c. The self-development plan feature of the Leadership Toolbox at the following website can be utilized for additional guidance regarding options for continuing education:

<http://www.fireleadership.gov/toolbox/toolbox.html>

2. Employees shall identify their leadership continuing education activity annually in their Individual Development Plan.

3. Beginning with the 2006 amendment to this Handbook, FSH 5109.17, all Operations personnel in fireline leadership positions must annually participate in a continuing education leadership program. The actions listed in the proceeding paragraphs 1 through 1c are approved options to satisfy this requirement.