



Call/Volunteer Recruit Firefighting Training Program Acceptance Packet

You have been accepted into the Massachusetts Firefighting Academy's Call/Volunteer Recruit Firefighter Training Program class number 105 being held at the DFS Stow Campus, 1 State Road, Stow, MA.

Orientation day is on February 13, 2023 at 1830 hours at the DFS Stow Campus.

Required Text : IFSTA Essentials of Fire Fighting (7th Edition), IFSTA Resource One Access and Hazardous Materials for First Responders, Fifth Edition
(Please reference the document called Resource One Instructions to get enrolled in the classroom)

Uniform of the day

Uniform of the day shall be a clean department work uniform, Class B pants and shirt, black belt, and black shoes or boots. All -shirts and polo shirts shall be home department labeled or shall be plain navy. T-shirts worn under another shirt shall be navy blue only. Dungarees may not be worn in place of uniform pants. Sneakers shall not be worn at any time. Only the Student's fire department sweatshirt and/or firefighting turnout coat shall be worn while at the training site. No other coats, jackets or hooded sweatshirts are acceptable.

Coordinator Contact

Christopher Norris-Program Coordinator
EMAIL: dcnorris911@gmail.com
CELL: 413-437-4686

Support Contact

Christine Dansereau- Program Assistant
EMAIL: christine.dansereau@mass.gov
PHONE: 978-567-3227

Mask Fit Test

All students must pass in the mask fit test results that are within a year to the start date of the class. If you have not done this, please do so ASAP.

Personal Protective Clothing Requirements

- You will be required to bring your personal protective clothing that you will be wearing for all practical evolutions with you to every class.
- Personal Protective clothing must be NFPA compliant with tag and consist of a complete ensemble: coat, bunker pants, boots, gloves, hood and helmet. **Please remove all stickers, shields and eagles from your helmets prior to training day 3.
- All protective clothing must have been **manufactured within the last ten years of the start date of the program.**
- You are also required to bring your Self-Contained Breathing Apparatus along with a spare bottle that you will be using throughout this training program to every class.
- **All SCBA tanks must have a current hydrostatic date for them to be refilled on site.**

Incident Command System

Every student will be required to submit a certificate of completion prior to training day 1 for the following:

- ICS 100, Introduction to Incident Command System -
<https://training.fema.gov/is/courseoverview.aspx?code=IS-100.c>
- ICS 200, National Incident Management System (NIMS) An Introduction -
<https://training.fema.gov/is/courseoverview.aspx?code=IS-200.c>



Traffic Incident Management (online)

Every student will be required to submit a certificate of completion prior to training day 1:

- Log into the learning management system - System https://hraccess-us.technomedia.com/mfa/?_3x10463S1Z98U6Ke6ff0653-9310-4a92-8c48-85cf2540ee21
- Click on catalog search
- Type 461_v6
- After completion of the course go to your training history and print the training certificate and send it to Christine Dansereau

Photo Identification

You must be 18 years of age at the time this class starts on orientation night. To verify this, you must bring your license or another form of identification with you to on training day 3.

Accommodations and Support Services

The Massachusetts Firefighting Academy (MFA), a division of the Massachusetts Department of Fire Services, and the Massachusetts Fire Training Council (MFTC), are committed to equal opportunity for individuals with learning disabilities to access firefighter programs and training. In conformity with the Americans with Disability Act, Section 504 of the Rehabilitation Act of 1973 (where applicable) Massachusetts General Law and the Governor's Executive Order # 526, the MFA and MFTC will provide reasonable accommodations to qualified individuals with a disability if such accommodations do not fundamentally alter the nature of the program or affect academic requirements essential to the program.

Any student with a learning disability should make a written request for reasonable accommodation at the earliest time possible but no later than thirty (30) days prior to the start date of the program by contacting Mary Travers, Civil Rights Officer at (978) 567-3145 or via email at Mary.Travers@state.ma.us. Every student requesting reasonable accommodations must provide medical documentation of disability to the Civil Rights Officer.

Each request will be handled confidentially and may require follow-up information to be filed directly with the Civil Rights Officer.

All written requests will be acknowledged in writing within ten working days, and approved or denied within twenty working days of receipt unless further medical or technical documentation /evaluations are required by the Civil Rights Officer who has granted an extension of time. For more information, please refer to the attached MFA Reasonable Accommodation Policy.

Academic Honesty

Academic misconduct includes cheating, plagiarism, falsification of records, unauthorized possession of examinations, intimidation, and any and all other actions that may improperly affect the evaluation of a student's academic performance or achievement; assisting others in any such act; or attempts to engage in such acts. Any incident of academic misconduct will result in the student being dropped from the course.

Online Requirements

You will be required to view all power point presentation, access additional media resources, and take all quizzes online through the IFSTA website.

You will be required to have computer capabilities that have audio and visual capabilities. This training program will be using Adobe Connect as the online learning platform for classroom lectures. It is recommended that your computer system has Google Chrome or Firefox as a browser for navigating to this site. You will receive the link to the adobe connect classroom before your first virtual lecture.



Massachusetts Firefighting Academy - Class 105 – MFA

Link: <https://moodle.ifsta.org/course/view.php?id=24627>

Enrollment key: MFA24627

Students, in order to access your course please complete the following steps:

- 1.) Click the above link to your course.
- 2.) Login or create a new ResourceOne account.

NOTE: If you have previously purchased items from the IFSTA website you already have an account.

- 3.) At this point you will be prompted to enter the enrollment key for your course. If you do not see where to enter the enrollment key, click the above link to your course again and ensure you are logged in.
- 4.) You are now enrolled in your course. You can return to this course by using the "My Courses" link at the top right of the page.

If you have questions or problems, please feel free to contact us at support@ifsta.org or (800) 654-4055



Call/Volunteer Recruit Firefighter Training Program
Class 105 – MFA - Online Assignments

ALL of the quizzes open at 0800 hours and close at 2300 hours

You have 60 minutes and two attempts to take each quiz

Open & Close Dates	Self-Study Lectures	Online Chapter Quiz
2/14/2023 – 3/12/2023	Chapter 1 – Intro. To the Fire Service & FF Safety	Chapter 1
2/14/2023 – 3/12/2023		Chapter 5
2/14/2023 – 3/12/2023		Chapter 12
2/14/2023 – 3/12/2023		Chapter 13
2/14/2023 – 3/12/2023		Chapter 11
3/12/2023 - EXAM 1 ON CHAPTERS 1, 5, 11, 12, AND 13		

3/12/2023 – 4/1/2023		Chapter 4
3/12/2023 – 4/1/2023		Chapter 14
3/12/2023 – 4/1/2023		Chapter 3
3/12/2023 – 4/1/2023		Chapter 16
3/12/2023 – 4/1/2023		Chapter 10
4/1/2023 - EXAM 2 ON CHAPTERS 3, 4, 10, 14, AND 16		

4/1/2023 – 4/22/2023	Chapter 6 – Portable Fire Extinguishers	Chapter 6
4/1/2023 – 4/22/2023	Chapter 18 – Foam Firefighting, Liquid Fires & Gas Fires	Chapter 18
4/1/2023 – 4/22/2023		Chapter 8
4/1/2023 – 4/22/2023		Chapter 7
4/1/2023 – 4/22/2023	Chapter 15 – Overhaul, Property Conservation & Scene Preservation	Chapter 15
4/22/2023 - EXAM 3 ON CHAPTERS 6, 7, 8, 15, AND 18		

4/22/2023 – 5/16/2023		Chapter 22
4/22/2023 – 5/16/2023		Chapter 17
4/22/2023 – 5/16/2023		Chapter 9
4/22/2023 – 5/16/2023	Chapter 19 – Incident Scene Operations	Chapter 19
4/22/2023 – 5/16/2023	Chapter 20 – Fire Origin & Causes Determination	Chapter 20
5/16/2023 - EXAM 4 ON CHAPTERS 9, 17, 19, 20 AND 22		

Please read chapters 4, 5, 6, 7, 9, 10, and 13 in the Hazardous Materials for First Responders, Fifth Edition textbook for the Haz Mat certification exam

STUDENT SCHEDULE

CLASS #105

MFA

TRAINING DAY	DATE	DAY	TIMES	VIRTUAL LECTURE	PRACTICAL (IN-PERSON)	
	2/13/2023	Mon	1830 - 2200		Orientation - Program Overview	MANDATORY
1	2/28/2023	Tue	1830 - 2200	Cancer in the Fire Service Lecture		
2	3/2/2023	Thu	1830 - 2200	Chapter 5 FF Personal Protective Equipment		
3	3/5/2023	Sun	0800 - 1600		Gear set up, roll call formation, gear checks, medical backgrounds, PPE donning (entire class together), SCBA coat donning, SCBA overhead donning, SCBA inspection	
4	3/7/2023	Tue	1830 - 2200	Chapter 12 Fire Hose & Chapter 13 Hose Operations & Hose Streams		
5	3/9/2023	Thu	1830 - 2200	Chapter 11 Tactical Ventilation		
6	3/12/2023	Sun	0800 - 1600		EXAM #1, SCBA cylinder change & inspection, hose loads, hose rolls & drains and carries, hose deployment	MANDATORY
7	3/14/2023	Tue	1830 - 2200	Chapter 4 Fire Dynamics		
8	3/16/2023	Thu	1830 - 2200		SCBA coat & overhead, SCBA inspections; check off SCBA cylinders change & hose extension	MANDATORY
9	3/19/2023	Sun	0800 - 1600		AM session: Chapter 14 Fire Suppression Lecture PM session: Nature of fire, horizontal ventilation, vertical ventilation, reverse vent & hydraulic ventilation	MANDATORY
10	3/21/2023	Tue	1830 - 2200	Chapter 3 Building Construction & Chapter 16 Building Materials, et al.		
11	3/23/2023	Thu	1830 - 2200	Chapter 10 Structural Search & Rescue		
12	3/26/2023	Sun	0800 - 1600		LLO, Search & rescue, hose deployment from engine, Check off: Exterior hose handling & nozzle operations, SCBA inspection	MANDATORY
13	3/28/2023	Tue	1830 - 2200		Primary search, Grade PPE donning , SCBA donning overhead & coat, SCBA inspection	MANDATORY
14	3/30/2023	Thu	1830 - 2200		Grading: SCBA overhead, SCBA coat , SCBA inspection (set up at least 2 stations for SCBA inspection), Drager maze	MANDATORY
15	4/1/2023	Sat	0800 - 1600		Exam #2, Exterior fire attack- car fires, hydrant operations, extinguishers, MPO (charging pre-connect with tank water) & foam	MANDATORY
16	4/2/2023	Sun	0800 - 1600		Hydrants, drafting, standpipe operations, chicago loop & master streams, MPO overview change over from tank water to pressurized water source.	
17	4/4/2023	Tue	1830 - 2200	Chapter 8 Ground Ladders		
18	4/6/2023	Thu	1830 - 2200		1 FF 24' carry and throw for rescue, 16' carries & throws, 2 FF flat perpendicular raise	
19	4/8/2023	Sat	0800 - 1600		16' carries and throws, 2FF flat raise perpendicular raise, 2 FF beam raise, LLO, primary search, Ground ladder climb at end of class	
20	4/11/2023	Tue	1830 - 2200		Hose handling in the burn building & hydraulic ventilation (1/2 class)-- & other 1/2 class does Grade Primary Search, Grade LLO , ground ladder climbs	MANDATORY
21	4/13/2023	Thu	1830 - 2200		Hose handling in the burn building & hydraulic ventilation (1/2 class)-- & other 1/2 class does Grade Primary Search, Grade LLO , ground ladder climbs	MANDATORY
22	4/15/2023	Sat	0800 - 1600		Combination Attack (1/2 class) (at grade, above grade) check off sheets	MANDATORY
23	4/16/2023	Sun	0800 - 1600		Combination Attack (1/2 class) (at grade, above grade) check off sheets	MANDATORY
24	4/18/2023	Tue	1830 - 2200	Chapter 7 Ropes & Knots		
25	4/20/2023	Thu	1830 - 2200		Ropes & knots practical, 1 FF 24' ladders carries & throws, 2 FF flat raise, 2 FF beam raise	
26	4/22/2023	Sat	0800 - 1600		Exam #3 , check off aerial climb #1, 2 FF flat perpendicular raise, 2 FF beam raise, 1 FF 24' for rescue, ground ladder climbs, transitions, and climbing with tools, ropes/knots/tying & hauling	MANDATORY

STUDENT SCHEDULE

CLASS #105

MFA

TRAINING DAY	DATE	DAY	TIMES	VIRTUAL LECTURE	PRACTICAL (IN-PERSON)	
27	4/23/2023	Sun	0800 - 1600		Certification Presentation; Transitional fire attack Lecture & practical	MANDATORY
28	4/25/2023	Tue	1830 - 2200	Chapter 22 Community Risk Reduction		
29	4/27/2023	Thu	1830 - 2200	Flashover & McNamara Lectures		
30	4/29/2023	Sat	0800 - 1600		AM session: ropes/knots/tying & hauling, 16' carries & throws, 24' 1 FF carry & raise, 2 FF flat raise; PM Session: Flashover Practical (1/2 class)	MANDATORY
31	4/30/2023	Sun	0800 - 1600		AM session: ropes/knots/tying & hauling, 16' carries & throws, 24' 1 FF carry & raise, 2 FF flat raise; PM Session: Flashover Practical (1/2 class)	MANDATORY
32	5/2/2023	Tue	1830 - 2200		Ropes & knots, tying & hauling, 24' 1 FF carry & raise, 2 FF Beam Raise, Grade 16' ladder	
33	5/4/2023	Thu	1830 - 2200	Chapter 9 Forcible Entry		
34	5/6/2023	Sat	0800 - 1600		Hydrants, drafting from a bag, 35' 3 FF carry & throw, 24' 1 FF carry & throw, Ropes/knots/tying & hauling	
35	5/7/2023	Sun	0800 - 1600		Forcible entry trailer & friction force door, power equipment review, roof opening prop, aerial climb #2	MANDATORY
36	5/9/2023	Tue	1830 - 2200		35' 3 FF carry & throw, Ropes, knots, tying & hauling, 24' 1 FF carry & raise, Grade 2 FF flat raise	MANDATORY
37	5/11/2023	Thu	1830 - 2200		35' 3 FF carry & throw, ropes/knots/tying & hauling, 2 FF beam raise, 1 FF 24' carry & throw- climb with tools & leg lock	
38	5/13/2023	Sat	0800 - 1600		Chapter 17 Lecture Vehicle Extrication & practical	
39	5/16/2023	Tue	1830 - 2200		Exam #4 , 1 FF 24' throw and climb with leg lock, 35' 3 FF carries & throws, & knots / tying / hauling	MANDATORY
40	5/18/2023	Thu	1830 - 2200		Grade 2 FF Beam Raise, Grade 1 FF 24' carry & throw, climb and leg lock, Grade ropes / knots / tying & hauling	MANDATORY
41	5/20/2023	Sat	0800 - 1600		Structure fires (1/2 class)- below grade	MANDATORY
42	5/21/2023	Sun	0800 - 1600		Structure fires (1/2 class)- below grade	MANDATORY
43	5/23/2023	Tue	1830 - 2200		Certification / Final Exam	MANDATORY
44	5/25/2023	Thu	1800 - 2200	OLR 1		MANDATORY
45	6/1/2023	Thu	1800 - 2200	OLR 1		MANDATORY
46	6/6/2023	Tue	1800 - 2200	OLR 2		MANDATORY
47	6/8/2023	Thu	1800 - 2200	OLR 2		MANDATORY
48	6/10/2023	Sat	0800-1630		OLR 3 Lecture & Practical	MANDATORY
49	6/13/2023	Tue	1830 - 2200		Gas Lecture	MANDATORY
50	6/14/2023	Wed	1830 - 2200		Certification / Final Exam Retake	
51	6/15/2023	Thu	1830 - 2200	Gas Lecture		MANDATORY
52	6/17/2023	Sat	0800 - 1600		Gas Practical	MANDATORY
53	6/20/2023	Tue	1830-2000		Air management practical, entanglement prop & SCBA harness conversion, wall breach / low profile, Drager maze	MANDATORY
54	6/21/2023	Wed	1830 - 2200		OLR Certification Exam	MANDATORY
55	6/22/2023	Thu	1830 - 2200		salvage & overhaul practical, entanglement prop, SCBA harness conversion, wall / breach & low profile	
56	6/25/2023	Sun	0800 - 1600		CISM lecture & combined evolutions	MANDATORY
	6/29/2023	Thu	1700 - 2100		Graduation	

**Rules and Regulations
For the
Call/Volunteer Recruit Firefighter Training Program
Massachusetts Firefighting Academy**

UNIFORM

- A. Students should report to each training session in a clean departmental work uniform, Class B pants and shirt, black belt and black shoes or boots. All t-shirts and polo shirts shall be home department labeled or shall be plain navy. T-shirts worn under another shirt shall be navy blue only. Dungarees may not be worn in place of uniform pants. Sneakers shall not be worn at any time. Only the Student's fire department sweatshirt and/or firefighting turnout coat shall be worn while at the training site. No other coats, jackets or hooded sweatshirts are acceptable.
- B. No hats or caps are permitted any time or place.
- C. No glasses other than prescription glasses or clear safety glasses will be worn at the Academy or other training sites.
- D. All Students shall be clean-shaven when they arrive for each training session. Mustaches may be allowed if allowed by the Student's departments; however, in no case shall beards or any facial hair, which may impair the safety of the Student or the proper operations of self-contained breathing apparatus, be worn. If a question of impairment arises, the MFA will have final determination if the facial hair needs to be removed.
- E. Hair shall be cut neatly and Students shall be well groomed. Students with long hair will have the hair secured in back neatly, away from the facial area, during the training day.
- F. Any jewelry, i.e. chains, earrings, necklaces, facial piercings, tongue piercings etc. that presents a safety hazard, shall not be allowed. If a question of safety arises, the MFA will have final determination if the item presents a safety hazard and shall be removed.
- G. All clothing worn under personal protective equipment (PPE), will be Department Class B uniform or a cotton t-shirt. Shorts are not permitted to be worn under any PPE.
- H. Graduation: A clean class B departmental uniform shall be worn for graduation. No t-shirts or polo shirts will be allowed. The Student must wear a collared uniform shirt with a department patch. Badge is optional, but encouraged.

DEPORTMENT

- A. No obscene or abusive language may be used and no obscene or offensive literature shall be brought onto any academy training site.
- B. All gambling is prohibited at any academy training site.

- C. Alcoholic beverages and/or narcotics are prohibited and may not be consumed at any academy training site or during any break period or lunch hour. Students who appear at any training session while under the influence of, or suspected to be under the influence of, alcoholic beverages or any illegal substance will not be allowed to participate in training for the day and their department notified as to the alleged condition of the Student. Students will not be allowed to leave the academy training site until a departmental decision is made for their safe transportation back to the Student's respective community.
- D. No smoking, chewing of tobacco or snuff shall be allowed during classes, in the classroom or at any training site.
- E. No visitors other than Chiefs of Department and/or Training Officers shall be allowed at any academy training site. All visitors shall check in with the Lead Instructor.
- F. All electronic devices including but not limited to cell phones, beepers, department radios, smart watches ,pagers and devices that would give an undue advantage shall remain in the student's vehicle during the training sessions.
- G. No telephone calls shall be placed by a Student unless in the event of an emergency during training and then after receiving permission from the Lead Instructor.
- H. "Mr.", "Sir", Ms. or "Ma'am" shall be used when addressing Lecturers and Instructors.
- I. All Students and visiting officers will be respectful and courteous to each other, the staff, and all others. Harassment and/or disrespectful comments of a personal or sexual nature will not be tolerated.
- J. Gum chewing, eating and drinking (except for the MFA issued water bottle) in the classroom and all other training areas is not allowed. Only water shall be used in the MFA water bottles.
- K. Audio/video recorders and still photography equipment shall not be allowed except by permission from the Program Coordinator.

SAFETY RULES AND REGULATIONS

- A. Students will keep clear of any training equipment, building or prop unless accompanied by an MFA instructor.
- B. Horseplay will not be tolerated. Any infraction of the Rules and Regulations or breach of discipline will be cause for immediate dismissal from and failure of the training program.
- C. All personal vehicles will be parked in the area designated the first day of class. Students will not return to their vehicles without permission of the Lead Instructor.
- D. All Students while engaging in training exercises must wear full protective clothing. Full protective clothing according to the NFPA shall include; turnout coat, turnout pants, helmet with eye protection, earflaps and chinstrap secured under chin, gloves, boots and hood.
- E. All gear will be inspected the first night by the MFA. Students are required to have a full set of NFPA compliant turnout gear from the first class forward. If any turn out gear is not in NFPA compliance the Student will be notified and given an opportunity to correct the deficiency. Under

no circumstances will any Student be allowed to participate in any live fire evolutions without fully compliant turn out gear.

- F. While participating in training evolutions, including going between training stations, Students shall be fully dressed using all of their protective equipment unless directed differently by the Lead Instructor. When wearing turnout gear, it will be properly worn and secured including the use of chinstraps, gloves, coat closed and properly secured, etc. Protective hoods worn over the head unless changed by the Lead Instructor. Any Student not in compliance with the above turnout gear requirements will not be allowed to participate in the training and will not receive credit for the training session.
- G. Students will bring to all classes a Department SCBA with a full cylinder and a spare full cylinder. All bottles must be within current hydrostatic date in order for the bottle to be refilled. This shall be brought on the first training day and every training date. The SCBA and spare bottle will be inspected on the first training day.
- H. All students must pass in the mask fit test results that are within a year to the start date of the class (effective for all classes beginning November 2020).

ATTENDANCE

- A. Students shall not leave the training sites during classes. This includes all-day sessions. Students shall make lunch arrangements ahead of time for full day sessions.
- B. Any Student who anticipates being absent or is absent from recruit class due to illness or injury shall be required to notify the Lead Instructor and their Fire Chief. The Student shall also complete an absence report immediately upon return to class following any absence. Absence reports will become part of the Student's permanent record and copies shall be forwarded to the Chief of Department.

Any illness or injury which requires a Student to miss two (2) or more consecutive recruit training classes shall be required to present upon their return to recruit training a written medical authorization from a Physician or Physician Assistant stating the reason for the absence and must include authorization for the Student to return back to recruit training on "full-duty with no restrictions".

If necessary, following a one (1) class or longer absence due to minor illness or injury, the Program Coordinator or Lead Instructor may request other supporting documentation in order to determine if a Student's fitness for duty to return to full training activities is appropriate.

- C. Unexcused absences will not be tolerated. Any unexcused absence shall be evaluated as to the impact and effect on the Student at the attainment of proper skills and knowledge necessary to complete all graduation requirements. Any unexcused absence may be considered as grounds for dismissal from the class, and may result in consultation between the Chief of Department, academy representative, and the Student, as to the Student's continued attendance in the program. All Students will be allowed a total of eighteen hours of excused absence. If a Student is late for class, the time tardy will be deducted from the eighteen hours allowed.
- D. Students who miss more than **eighteen hours** of absence will not meet the requirements for graduation from the class and shall be dismissed from the class. When a Student exceeds the eighteen hours they shall be removed from the class. A Student whom is dismissed for exceeding the eighteen hours must take the entire course over to attain completion of the program. Absence

abuse may result in consultation between the Chief of the Department, the program representative and the Student as to the Students continued attendance in the program.

- E. A Student must have all required turnout gear and SCBA to participate in practical skills. Students who fail to bring the required gear will not be allowed to participate and will be considered absent from the skills training. Attendance and active participation in all practical skill evolutions is a course requirement for graduation from the class. Any Student who is absent from practical skill classes may be subject to dismissal.
- F. It is the Student's responsibility to be in attendance for the class roll call. Students who are tardy will be marked tardy for the period of time they missed. Constant abuse of punctuality will result in a consultation between the Chief of Department, the Program Coordinator and the Student resulting in possible dismissal from the program.
- G. Attendance at and active participation in **ALL** live fire evolutions as well as the maze trailer and maze is considered a requirement for graduation. Any Student absent or whom does not participate in any live fire evolution or maze training shall be subject to immediate dismissal.
- H. Missing a Mandatory Day- Missing a mandatory day prior to the final exam/certification exam will result in IMMEDIATE dismissal from the program. In the event a student misses any mandatory days after the final exam/certification exam that student will have the ability to make up any missed mandatory days with either of the next two consecutive classes that are being delivered. The classes to be made up will be the exact days that the student previously missed. Students who miss any of these mandatory days will not be able to graduate from the program until all mandatory days missed have been completed. Any change in the training schedule that results in the inability to have the exact days made up, will result in the Coordinator of the program and the Director of the Fire Academy agreeing on skills that need to be completed in order to finish the training program. A list of the mandatory days will be issued to the students in their acceptance packages.
- I. Attendance shall mean participation in and performance of all tasks that take place during the training day.
- J. Any Student unable, for any reason, to participate in training shall be counted as absent for the entire training day.
- K. Student shall have an obligation to notify the academy, in writing, of any change in fire department employment status also their phone number or address

MISCELLANEOUS

- A. Students must have a high school diploma or a GED in order to be eligible for entry into the program.

Violation of any of the above rules, regulations, or requirements shall be cause for appropriate punitive action leading to dismissal from the training program.
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CLASS CANCELLATIONS

If any class is canceled for any reason including inclement weather the MFA will take all possible steps to contact the Students prior to the training session. It is important that the Student keep the MFA informed

of all current contact information (i.e. telephone number). The program coordinator will set up a telephone call matrix with the Students of each class.

REQUIREMENTS FOR SUCCESSFUL COMPLETION OF TRAINING

No Student will graduate from the training program if, in the opinion of the Training Staff, Program Coordinator and/or MFA Director the Firefighter displays any of the following:

- A. Failure, refusal or inability to climb or work from all types of fire department ladders in the performance of firefighting practices. Failure to Climb Aerial Ladder to assigned height.
- B. Failure, refusal or inability to wear self-contained breathing apparatus in the performance of accepted firefighting practices. This is to include the tendency to display any indication of claustrophobia.
- C. Failure, refusal or inability to operate effectively or as directed during live fire operations
- D. Failure, refusal or inability to operate effectively in the presence of heat, smoke, flame or gases.
- E. Failure to perform all academy evolutions in accordance with program policy as prescribed by the academy instructors. No other method shall be accepted.
- F. Failure to attend, perform and operate effectively at all live fire training sessions.
- G. Failure, refusal, or inability to proficiently advance and operate 1 ¾ " and/or 2 ½ " hose lines while flowing appropriate gallonages using both fog and solid hose streams. Hose lines may require deployment to areas above and/or below grade within a structure. These skills will be completed as part of a two or three person hose line team.
- H. Failure to complete successfully the execution of at least two stipulated exercise encompassing the training maze.
- I. Evidence of deception, cheating or collaboration during a written examination will result in dismissal from the program.
- J. The Student Final Grade Point Average of 70% is the minimum average for passing the program.

GRADING SYSTEM FOR WRITTEN EXAMINATIONS

A. **Final grades will be determined as follows:**

- **Program Average-** The program average will be determined by averaging all of the quizzes together to count as one exam score. This score (the average of all the quizzes) will then be averaged with the other four written exams administered throughout the program and will be the academic Program Average for the Student. This averaged percentage will count for 50% of the Students Final Grade Point Average.
- **Final Exam-** A final written examination that will count for the other 50% of the final grade.

- **Student Final Grade Point Average-** The final grade point average for the Student will then be determined by averaging the overall program average and the final exam score.

B. Grades achieved on written examinations will be calculated as follows:

- Total Average of all Quizzes will equal One Exam Grade
- Students must achieve a minimum average of 70% in the four intermediate written examinations and the Quiz grades to be eligible to take the final written examination.
- After each intermediate exam, all Students who are not maintaining a minimum average of 70% will participate in a counseling session with the Call/Volunteer Training Coordinator.
- Students who do not achieve a minimum grade average of 70% after four intermediate examinations and one Quizzes grade, and who mathematically cannot raise their average to a minimum 70%, shall be dismissed from the program and can repeat the entire program at a later time.
- Students must achieve a minimum of 70% for their final Grade Point Average in order to graduate from the program.
- Students who do not receive 70% for their final Grade Point Average after the first attempt on the final exam will be provided an opportunity to retake the examination. Failure to obtain a minimum Student Grade Point Average of 70% will result in dismissal from the program and the Student can repeat the entire program at a later time.

GRADING SYSTEM FOR PRACTICAL EVOLUTIONS

Practical evolutions will be subject to grading at all times during the program. The individual techniques, evolutions, and proper sequence of accomplishment as stated in the drill manual or appropriate reference, i.e., instructor reference, Student handout, etc. for the purpose of grading, have been divided into two categories; Major Errors and Minor Errors.

MAJOR ERRORS – Major errors are those errors that are classified as an act or omission that does any of the following:

- Endangers the safety of personnel
- Prevents the placing of water on the fire
- Requires the assistance of another member of the crew for the evolution to be successful
- Causes total breakdown of the evolution due to lack of completion of a key technique
- Results in undue loss of time

Committing a major error will result in the Student being charged with five deficiency points for each error.

MINOR ERRORS – Minor errors are those acts or omissions that, while incorrect, will not:

- Impair the safety of personnel
- Impairs placing water on the fire
- Prevents completion of the evolution

Committing a minor error will result in the Student being charged with one deficiency point for each error. Minor errors will not be charged against the Student if, in the opinion of the Instructor, the Student, without assistance from any other Student, instructor or visitor, discovers and corrects the mistake within the given time period.

CONSULTATIONS REQUIRED BY ACCUMULATION OF DEFICIENCY POINTS

- At **30** points, the Student shall meet with the Call/Volunteer Coordinator*
- At **75** points, the Student shall meet with the Call/Volunteer Coordinator* and the Director of the Fire Academy* and his/her Department Chief*
- At **120** points the Student shall meet with the Call/Volunteer Coordinator* and the Director of the Fire Academy* and his/her Department Chief* and shall be terminated from the program

*or their designee

SUBJECTIVE EVALUATIONS

Subjective evaluations will be written as necessary by all instructors to document each Student's performance. These evaluations may be positive and/or negative in nature and will be written when a Student operates outside the scope of his/her training skills during either a graded or non-graded evolution.

Subjective evaluations will be written to document a Student's unprofessional or unsafe behavior, inability to operate within fire academy guidelines and training procedures, and non-compliance with the Rules and Regulations for the Call/Volunteer Firefighter Recruit Training Program.

A subjective evaluation as written by an Instructor, and verified by the Coordinator or their Designee, that meets any of the following criteria: endangers the safety of personnel, impairs placement of water on the fire, requires the assistance of an Instructor for the evolution to be successful, causes the breakdown of the evolution due to lack of completion of a key technique, will be given five deficiency points.

There shall not be more than three of these counted that would amount to not more than 15 total deficiencies as a result. The Coordinator or their Designee must verify this particular subjective before points are assessed. If no points are assessed, then it will be treated as a normal subjective with a copy sent to the Chief.

If a subjective of this type is written, and points are assessed, then a consultation will be held with the Program Coordinator*, the Chief of the respective department, and the Student.

These subjective evaluations shall be limited to areas that have no grading associated with them, but still represent issues that could cause personal injury or meet the above stated guidelines:

- All live fire scenarios including live fires with extinguishers and car fires.
- The Draeger maze
- All gas evolutions, including vapor releases
- Aerial ladder practical evolutions
- Timed combined evolutions (after grading)
- Extrication practical scenario
- Rescue over ladders

If review of these evaluations indicates a need for realignment of a Student's behavior or performance (as observed by an individual Instructor or the Call/Volunteer Program Coordinator, all available methods will be utilized by the Academy to correct this behavior or performance. For those with adverse reports, the subject evaluations may be a contributing factor in prohibiting or denying graduation from the Academy.

REPORTS TO CHIEF OF DEPARTMENT

The following written reports and grades are sent to the Chief of Department:

- Student progress report consisting of Grade Average, time missed and deficiency points. These will be generated after Exam 2 and Exam 3
- Late arrival and absence reports
- All injury reports
- Subjective Evaluations
- Deficiency Consultation Forms

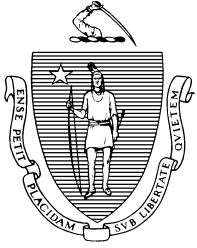
WARNING AND DISMISSAL NOTICES

- A. Warning notices shall be issued to Students for the following reasons:
 - Academic deficiency
 - Failure to comply with Rules and Regulations
- B. Warning notices shall become a part of the Student's file with a copy sent to the Chief of Department.
- C. Dismissal notices shall be issued from the Fire Academy Director to Students who fail to meet the graduation requirements as set forth in the Rules and Regulations or who fail to comply with the Rules and Regulations.
- D. Students dismissed are not allowed to graduate with the class or to attend the closed Certification test scheduled for this class.

PHYSICAL REQUIREMENTS, DISABILITIES, INJURIES AND ILLNESS

- A. All Students shall be at least eighteen (18) years of age by the first day of class. All Students must show a picture ID in order to be allowed entry into the first day of class.
- B. All Students shall be required to participate in vigorous physical activities.

- C. Any student with a diagnosed disability seeking a reasonable accommodation should, at the earliest time possible (but no later than thirty (30) days prior to the start date of the program), make a written request for such reasonable accommodations to the DFS Civil Rights Officer. Every request must be accompanied by either medical documentation by a qualified provider documenting the disability and providing the reasonable accommodations sought; or, in the alternative, a student may, if applicable, submit a valid individual education plan (IEP) which documents a learning disability and reasonable accommodations. Such IEP may not be older than five (5) years from its date of issue. All written requests will be acknowledged in writing within ten (10) business days, and approved or denied within twenty (20) business days of receipt unless further medical or technical documentation/evaluations are required by the Civil Rights Officer, who has granted such extension of time.
- D. All Students shall inform the Program Coordinator of any learning disability that may impede their progress in the program, prior to the first day of class. Reasonable accommodations may be requested with approved documentation of the learning disability submitted to the MFA.
- E. All Students are required to inform the Program Coordinator of any physical infirmities that they may have on their first day of class.
- F. All Students are required, upon entry, to report to the program coordinator, or OD if they are using any form of medication.
- G. All Students are required to report any injury or illness to the OD immediately
- H. A Doctors note will be required for Students to return to class after they are absent for serious illness or injury.



CHARLES D. BAKER
GOVERNOR

KARYN E. POLITO
LT. GOVERNOR

TERRENCE M. REIDY
ACTING SECRETARY

The Commonwealth of Massachusetts
Executive Office of Public Safety and Security
Department of Fire Services

P.O. Box 1025 ~ State Road

Stow, Massachusetts 01775

(978) 567~3100 Fax: (978) 567~3121

www.mass.gov/dfs



PETER J. OSTROSKEY
STATE FIRE MARSHAL

Request for Reasonable Accommodations

The Massachusetts Firefighting Academy (MFA), a division of the Massachusetts Department of Fire Services, and the Massachusetts Fire Training Council (MFTC), are committed to equal opportunity for individuals with disabilities to access firefighter programs and training. In conformity with the Americans with Disability Act, Section 504 of the Rehabilitation Act of 1973 (where applicable) Massachusetts General Law and the Governor's Executive Order # 526, the MFA and MFTC will provide reasonable accommodations to qualified individuals with a disability if such accommodations do not fundamentally alter the nature of the program or affect academic requirements essential to the program.

Any student with a disability should make a written request for reasonable accommodation at the earliest time possible but no later than thirty (30) days prior to the start date of the program by contacting Mary Travers, Civil Rights Officer at (978) 567-3145 or via email at Mary.Travers@mass.gov. Every student requesting reasonable accommodations must provide medical documentation of disability to the Civil Rights Officer.

Each request will be handled confidentially and may require follow-up information to be filed directly with the Civil Rights Officer.

All written requests will be acknowledged in writing within ten working days, and approved or denied within twenty working days of receipt unless further medical or technical documentation /evaluations are required by the Civil Rights Officer who has granted an extension of time. For more information, please refer to the attached MFA Reasonable Accommodation Policy.