



# ABINGTON TOWNSHIP FIRE DEPARTMENT

OG - 700-110

## Performance Based Training Measurements

### 1.0 PURPOSE

- 1.1 This guideline shall serve as an overview for Performance Based Measurements utilized by the Abington Township Fire Department.
- 1.2 This guideline supports the premise of the need to maintain various skill sets of the fire department member who has already been trained for the job category of the department and maintains the competency required to perform in the given role.

### 2.0 RESPONSIBILITY

The responsibility to ensure that the above actions are taken in an appropriate manner is defined as indicated below:

- 2.1 Company Members (CM)
- 2.2 Company Officers (CO)

### 3.0 PROCEDURE

- 3.1 This guideline supports the premise of the need to maintain various skill sets of the fire department member who has already been trained for the job category of the department and maintains the competency required to perform in the given role.
- 3.2 The use of Job Performance Reviews (JPR's) will be utilized to formulate performance based measurements of the department.
  - 3.2.1 These JPR's will evolve as core reviews as well as specialized reviews, depending on the experience level of the member and the specialization of the performance category, i.e., Driver Operator, Vehicle Rescue, Hazardous Materials, etc.
- 3.3 The use and practice of the JPR's will be specifically linked to the records maintained within the training component of Firehouse Software and be reviewed on an annual basis.
  - 3.3.1 Records management from the software platform will be utilized to monitor the effectiveness of this review process and gauge any areas for improvement.
- 3.4 Many of the JPR's are arranged in a manner which support our operating objectives, Standards of Cover and Risk Analysis for the hazards routinely realized for Abington Township.
  - 3.4.1 Furthermore, these reviews are arranged as activities that can be accomplished routinely at the Abington Township Fire Training Facility.
  - 3.4.2 The features associated with the Drill Tower, Burn Simulator and assorted props for use at the facility are to be utilized for these reviews.

### 4.0 RECORDS

- 4.1 Each JPR will have a section referred to as "evaluator notes" which will reflect the link to be used in the data entry aspect of Firehouse Software.

- 4.2** This reference will also correspond to a standard or curriculum, when available, for the given performance review.
- 4.3** The majority of the JPR's will reflect a connection to NFPA 1001 - Standard for Firefighter Professional Qualifications and the Essentials of Firefighting curriculum from IFSTA – International Fire Service Training Association.