

Adapting to a Changing Landscape: Online Training Programs and Platforms

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***2025 FIRE SERVICE INSTRUCTOR
CONFERENCE***



Florida's Chief Financial Officer and Florida's State Fire Marshal's Office

Director JoAnne Rice, Division of State Fire Marshal

Elias “Buck” Tomlinson

“This class will be the most important class you will ever take!”



46 years in the fire service as a forest ranger, Captain with NASA Fire Service, and Instructor at the Florida State Fire College.

BIO: Jeff Gold

Jeff Gold is in his 42nd year of public safety, working in law enforcement and fire service. As a current certified firefighter, paramedic, and law enforcement officer, he served 24 years in law enforcement as a patrol supervisor and Bomb Squad Commander before retiring and becoming a County Commissioner and Board Chairman of one of the fastest-growing counties in Florida. Dr. Gold's fire service experience includes working as a firefighter, EMT, Paramedic, Fire Lieutenant, Fire Investigator and Inspector, Division Chief, Deputy Chief, and Fire Chief before retiring from full-time service in December 2024.

Gold continues to work part-time as a Public Safety Officer and as an instructor at the Florida State Fire College. He teaches graduate and undergraduate fire, EMS, and Criminal Justice courses and is a doctoral chair and committee member. In addition, Dr. Gold has published several books. He is finishing his sixth published book, *Leadership X: Learning Good Leadership from Bad Leaders*.





BFST: Delivery Formats:

1. Face-to-Face or **Traditional**
2. Fully Online or Distance Learning (Synchronous and Asynchronous)
3. Hybrid or Blended

History of Non-Traditional Learning

- The Correspondence Course
 - Dates back to 1728 Shorthand (Next 1840)
 - 1858 University of London offered diplomas and degrees (Non-Accredited).
 - Little to no interaction with teachers (remember this – we are seeing this again).
 - Very few left? Correspondence vs. Distance Learning?

Technological History of Non-Traditional Learning

- The Distance Learning Course
 - 1920's radio then television (1970's).
 - 1984 University of London offered diplomas and degrees.
 - Late 1988-1989 University of Phoenix Started Exploring Idea
 - 1997 Blackboard
 - 2003 Skype
 - 2005 UoP Recruiting
 - 2005 YouTube
 - 2011 Zoom
 - 2020-2021 COVID-19
 - 2024 UoP tried to sell to University of Idaho
 - 2023-2024 73% Classes are online.

History BFST Online

- 2015 First Inquiries
- Susan Schell
- Public Safety Training & Development, LLC (October 2016)
- Ricky Rescue (November 2016)
- 30 (28) Distance Learning Providers
- 18 Distance Learning Colleges/Universities


History BFST Online

- 2024 – present: Multiple Inquiries
- Few follow through
- Disapprovals:
 - Fail to provide the class to review.
 - Fail to provide JPRs that are listed in BFST Syllabus.
 - Submit a “canned class” with nothing else.

BFST

Online/Blended Course Evaluation Guidelines

- Review the guidelines before building the class.
- BFST Course Curriculum
- Syllabus
- Review NFA JPR (Job Performance Requirements)



THE BUREAU OF FIRE STANDARDS AND TRAINING

Online/Blended Course Evaluation Guidelines

The BFST Online/Blended Course Evaluation Guidelines are intended to help instructors create and facilitate well-designed online/blended courses. The Guidelines outline specific features of online/blended courses and recommend ways to design, deliver, and improve courses. The Guidelines identify the key features of courses and gives suggestions on how to implement each one in a course. Not all Guidelines will apply in every course.

The Guidelines are divided into 5 categories (course overview/information and content, learning objectives and learning engagement, learner support, interaction/presence, feedback and assessment).

The Guidelines shall be used as a tool:

- for self-assessment by instructors during the design and development of their online/blended courses.
- For BFST personnel to provide constructive feedback to instructors on the design and delivery of their online/blended courses.

Course Submitted by: _____

Course Name/Number: _____

Date Submitted: _____

Evaluator Name / Signature: _____

Review Process

- JPR (Build the classes with the JPRs)
- Syllabus
- Discussion Questions
- Timing mechanism.
- Test and Quizzes
 - Do not:
 - Look for similarity in classes (who is copying who).
 - Costs

Colleges and Universities

Regionally/Nationally Accredited Colleges and Universities are NOT required to follow the process listed above. To obtain Bureau of Fire Standards and Training (BFST) course approval, **Regionally/Nationally Accredited Colleges and Universities** shall submit a letter to the BFST from the Program Dean listing the certification courses they intend to teach in an online/blended format.

Approval Granted

- Email is sent.
- Class is added to the appropriate website.
- The class can then be approved in FCDICE.

[illegible]

What are the advantages of Online or Distance Learning Classes?

- For the student:
 - Flexible Schedule: Depending on class structure.
 - Self-Paced: Usually weekly assignments and possible ability to work ahead.
 - No travel time to class.
 - Good for Visual Learner and possibly the Audible Learner.
 - Solitary Learner.

What are the Disadvantages of Online or Distance Learning Classes?

- For the student:
 - Self-Paced: 80-95% of College Students procrastinate¹.
 - Technology requirements.
 - Physical learner and those who learn better traditionally.
 - Social Learner.
 - Cost: Technology fees, out-of-state tuition, private corporations.

1. [https://www.apa.org/gradpsych/2010/01/procrastination#:~:text=A%202007%20meta%2Danalysis%20by,coursework%20\(Psychological%20Bulletin%2C%20Vol.](https://www.apa.org/gradpsych/2010/01/procrastination#:~:text=A%202007%20meta%2Danalysis%20by,coursework%20(Psychological%20Bulletin%2C%20Vol.)

What are the Advantages of Online or Distance Learning Classes?

- For the School:
 - Overhead Costs: Classrooms and offices.
 - Safety: No onsite location and limited interaction with students and staff (liability).
 - “Canned” Classes.
 - PROFIT: Instructor salary (adjunct), worldwide students, and potential for passive income.

What are the Disadvantages of Online or Distance Learning Classes?

- For the School:
 - Technology Costs: Platforms and support.
 - Lack of interaction with students and staff.
 - Accreditation standards may be more difficult.
 - Stigma of online classes (lessening).
 - Instructors (who are they?).
 - Competitive Market.

What are the Disadvantages of Online or Distance Learning Classes?

- For the Fire Service:
 - Are the students learning?
 - Are they picking classes because they are “easy?”
 - Networking
 - Social Interaction Skills
 - “War Stories”

Are the students learning?

- Law Enforcement Academies vs. Fire Academies
- Advanced Courses
- Continuing Education



How can we make an online class
more interesting?



First: What LMS? (Learning Management System)

- Blackboard (28%)
- Canvass (21%)
- Moodle
- Google Classroom
- Others out there...
 - Size
 - Cost
 - Interaction

Canvas LMS

canvas lms images - Google Search x FES6736-7D36(17510) - Homeland Security x

https://ufl.instructure.com/courses/454013

PriceLine.com iCloud Photos 2011 survey firefigh... New folder Amazon.com - Onli... Amazon.com - Onli... Apple Disney ESPN HP - See What's Hot Yahoo! Other favorites

UF
UNIVERSITY of FLORIDA

Account

Dashboard

Courses

Calendar

Inbox

History


Help

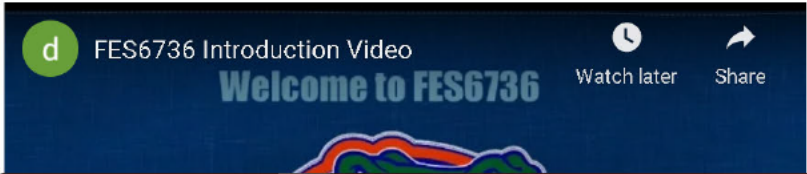
FES6736

- Modules
- Assignments
- Discussions
- Grades
- People
- Pages
- Syllabus
- Files
- Collaborations
- Chat
- Office 365
- Library Research
- GatorEvals
- Zoom Conferences

Recent Announcements

FES6736-7D36(17510) - Homeland Security & Em(ESD) A+

 **UF** UNIVERSITY of FLORIDA

 FES6736 Introduction Video
Welcome to FES6736
Watch later Share

Immersive Reader

View Course Stream

View Course Calendar

View Course Notifications

To Do

- Module 2 Forum: R...
FES6736-7D36(17510) - Homeland Security & Em(ESD)
50 points | Jun 5 at 11:59pm
- Module 3 Paper As...
FES6736-7D36(17510) - Homeland Security & Em(ESD)
100 points | Jun 19 at 11:59pm
- Module 4 Forum: ...
FES6736-7D36(17510) - Homeland Security

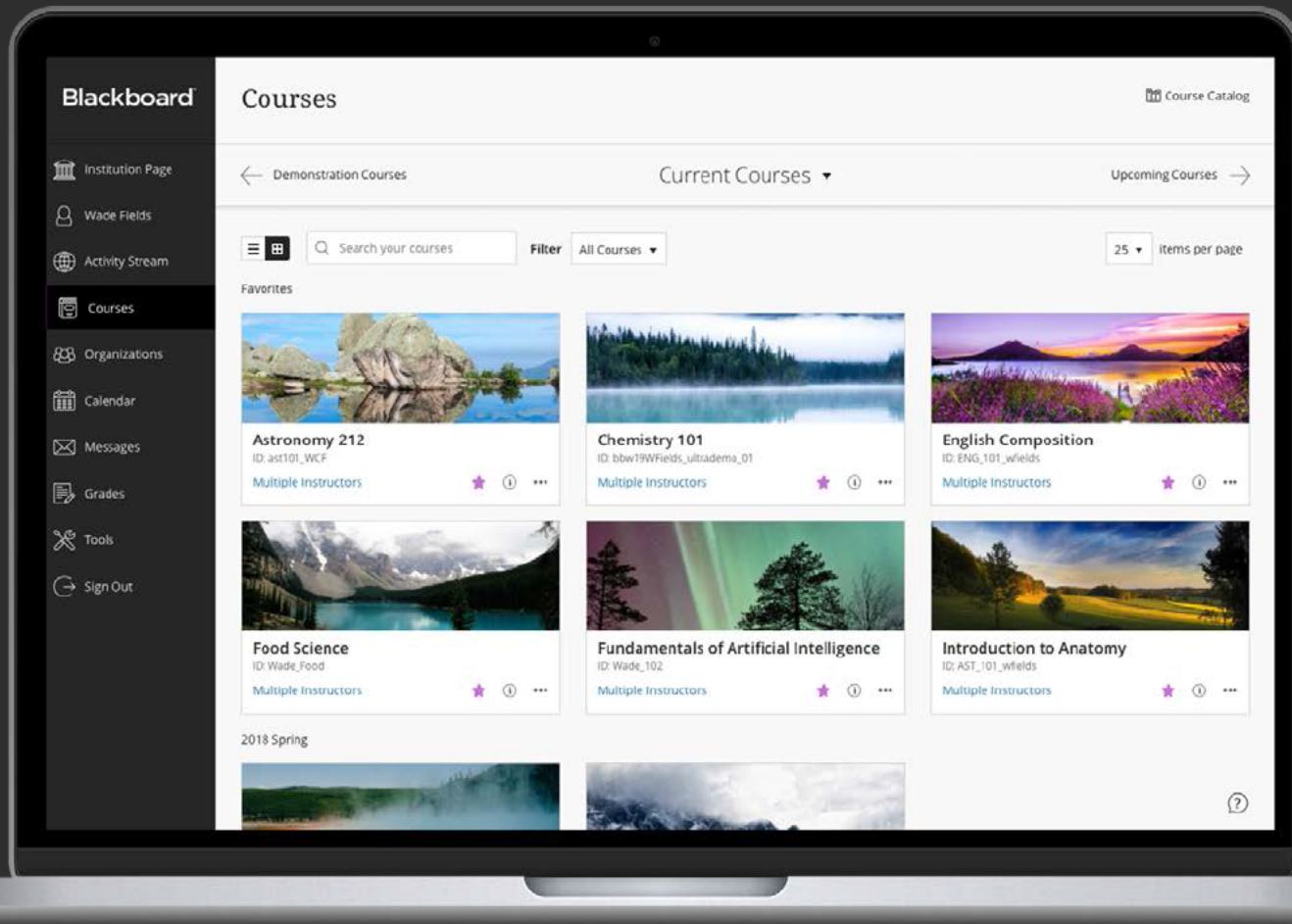
Type here to search

Desktop OneDrive

89°F

5:45 PM 5/17/2022

Blackboard LMS



Moodle LMS

Moodle 3.9 - Sales

Intro to Business

Dashboard / My courses / Business 101 / General / YuJa

YuJa

Media Library

Manage Media Create Recording Video Conference

Search EDIT CHANNEL MORE ACTIONS

PERSONAL

My Media

Shared With Me

SHARED

EnterpriseTube

Shared Folders

All Channels

User Collections

ARCHIVE

My Archive

1 Intro to Business

2 Additional Videos

3 Student Submissions

The Cycle of Supply & Demand

5 months ago 3:28

Business 101

a year ago 53:07

Legal Language of the Market

a year ago 12:18

Net Income Statements

a year ago 00:33

Income Tax

a year ago 1:17

Profile Interview Series

a year ago 16:27

Mastering Accounting Numer...

a year ago 2:53

Trial Balance

a year ago 17:19

Accounting on Wall Street

a year ago 1:31

More Media

Operating Financial Budgets

a year ago 25:06

CEO Talks Interview

a year ago 23:40

The Technological Revolution

a year ago 18:50

Working Abroad as an Account...

a year ago 1:03

Why Timing is Everything in B...

a year ago 11:54

Bookkeeping 101

a year ago 2:22

Business: Cost Behavior

a year ago 1:58

Meet Accounting Mastermind...

a year ago 25:18

The Risk of the Stock Market

a year ago 1:15

Business Entrepreneurship Edu...

a year ago 17:46

Intro to Debits and Credits

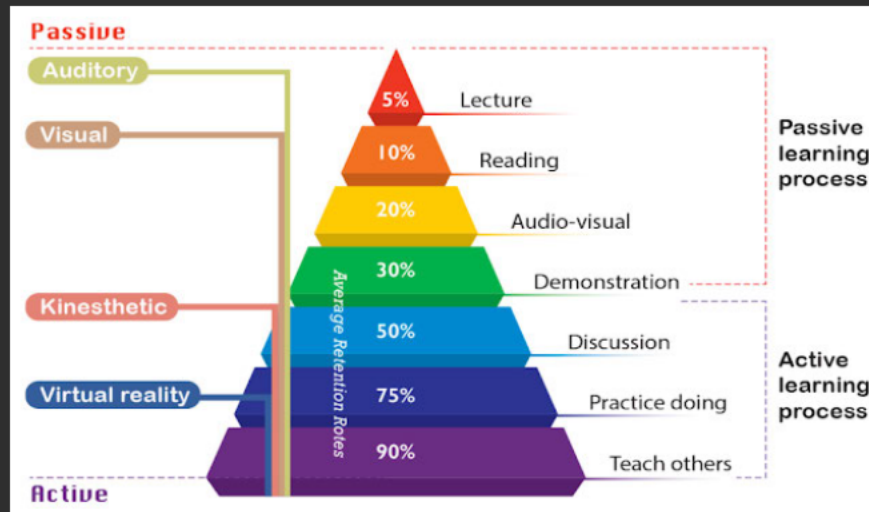
a year ago 4:27

Ask Accounting Questions

a year ago 2:34

Back to Basics

- Visual: Text, PowerPoint, video, etc.
- Auditory: Audible books or lessons.
- Kinesthetic: Physical activity.
- Active vs. Passive Learning



Be Creative

- Provide links to articles, videos, audible links and books (review them first).
- Have students create video discussion replies.
- Create video lessons yourself.
- Utilize online games for review and study (Kahoot).
- Have students video themselves teaching.

PowerPoint Presentation on Zoom saved on YouTube

Why I selected this study:



Introductions and Syllabus

- Consider a video introduction.
- Reply to the student with an original message.
- Have students reply to others' posts.
- Clear syllabus with all expectations.
- Deadlines in the syllabus.
- Consider a quiz about the syllabus.

Discussion Questions

- Relevant
- Require replies for interaction.
- Minimum standards (word count) for initial response and replies.
- Monitor for inappropriate content.
- Make interactive replies YOURSELF.
- Check for fraud, spelling, and grammar errors.
- Enforce APA or MLA standards.

Assignments

- Give clear directions and have ability to answer student questions.
- Provide rubric.
- Give examples if possible.
- Grade in timely manner and add feedback.
- Make sure assignment is correct from the instructor.
- Check for plagiarism.

Life or Death!

“This class (EVERY ONLINE CLASS) is the most important class you will ever take!” Buck Tomlinson

ANY
QUESTIONS?

