

PROFESSIONAL STANDARDS & TRAINING



2026 ANNUAL TRAINING PLAN

OUR MISSION

The mission of St. John's Fire District is to foster a safe and resilient environment through education, prevention, and effective emergency response.

OUR VISION

We will meet the changing needs of our community through a proactive approach. We will move the District forward through and inclusive, family-oriented, and customer service based culture. This will be accomplished with open communication, innovative technology, high professional standards, and a team-based approach.

OUR VALUES

We are rooted in tradition, driven by progress, and held **ACCOUNTABLE** with integrity.

We are committed to providing **SERVICE** to our community with trust, compassion, and empathy.

We will provide an **INCLUSIVE** environment exemplified by honesty, respect, and equity.

We will achieve **EXCELLENCE** through professional development, dedication, and honor.

A MESSAGE FROM CHIEF KUNITZER

The 2026 Annual Training Plan is designed to advance the mission and operational readiness of the St. John's Fire District. Our organization remains committed to being prepared for any incident at any time, recognizing that emergencies are unpredictable and demand a high level of competence and adaptability. This plan outlines a deliberate, well-rounded training strategy that prepares our personnel to respond effectively to an all-hazards environment.

Building upon the foundation established in previous years, this year's plan continues to emphasize emergency medical services, fire suppression, and technical rescue, while also prioritizing leadership development, personal growth, and professional excellence. Notably, the practical fireground skills emphasized during last year's training cycle have demonstrated measurable success on the emergency scene, directly contributing to effective operations and documented civilian rescues. These outcomes reinforce the value of realistic, hands-on training and validate our continued investment in scenario-based skill development.

The Training Advisory Group will continue to play a key role in evaluating operational trends, identifying performance gaps, and guiding training priorities based on emerging fire service challenges. The Annual Training Plan is developed in alignment with certification requirements, Insurance Services Office (ISO) standards, and accreditation best practices. Ongoing performance evaluations and skill assessments support continuous improvement and ensure members maintain a high level of proficiency

Training and preparedness remain core values of the St. John's Fire District. This plan serves as a structured roadmap for maintaining operational excellence, strengthening team performance, and ensuring our members are equipped to protect lives and property while safely serving our community.

ANNUAL TRAINING PLAN

The 2026 St. John's Fire District Annual Training Plan (ATP) has been established to serve the members as a reference guide for the training curriculum for the 2026 calendar year. This training plan provides a balanced schedule across all training topics and strives ensure that all operations personnel are trained in disciplines and hazards encountered. The ATP encompasses minimum company standards, position-specific performance standards, specialized disciplines, medical, and health and wellness to form a comprehensive program designed to meet our current services demands, while simultaneously preparing for the future needs of the District.

The ATP may be modified as the year progresses to include other training opportunities that are made available along with organizational directives or to address opportunities for improvement as identified. The ATP is designed to encompass and schedule as many events as accurately as possible for the purposes of time management and efficiency throughout the year. The management of the ATP is the responsibility of the Office of Professional Standards & Training, working in coordination with the Assistant Fire Chief of Emergency Operations. However, it is the responsibility of all personnel to utilize the components of the ATP and Quarterly Training Plan to balance training as well as the daily responsibilities necessary for District operations.

The ATP will require individuals to enhance their knowledge and abilities in all response disciplines while simultaneously providing individuals with the ability to specialize in subjects according to their capabilities and interest. The plan is designed to be specific, yet allow for flexibility in the event of training that is made available or as District needs dictate. Moreover, officers are provided autonomy to train in areas aimed at continuous improvement of their respective crew.

PROFESSIONAL STANDARDS



BRIAN YUNCKER - ASSISTANT FIRE CHIEF



JUSTIN MILES-MILLER - BATTALION CHIEF

TRAINING ADVISORY GROUP

The Training Advisory Group is instrumental in the development of curriculum and performance standards. The members of the group serve as an instructor cadre for specific disciplines and areas to assist in the delivery of training. Quarterly meetings are held to review previously conducted training to evaluate improvement opportunities and identification of measures to enhance skill proficiency and service delivery.

HEALTH AND WELLNESS TEAM

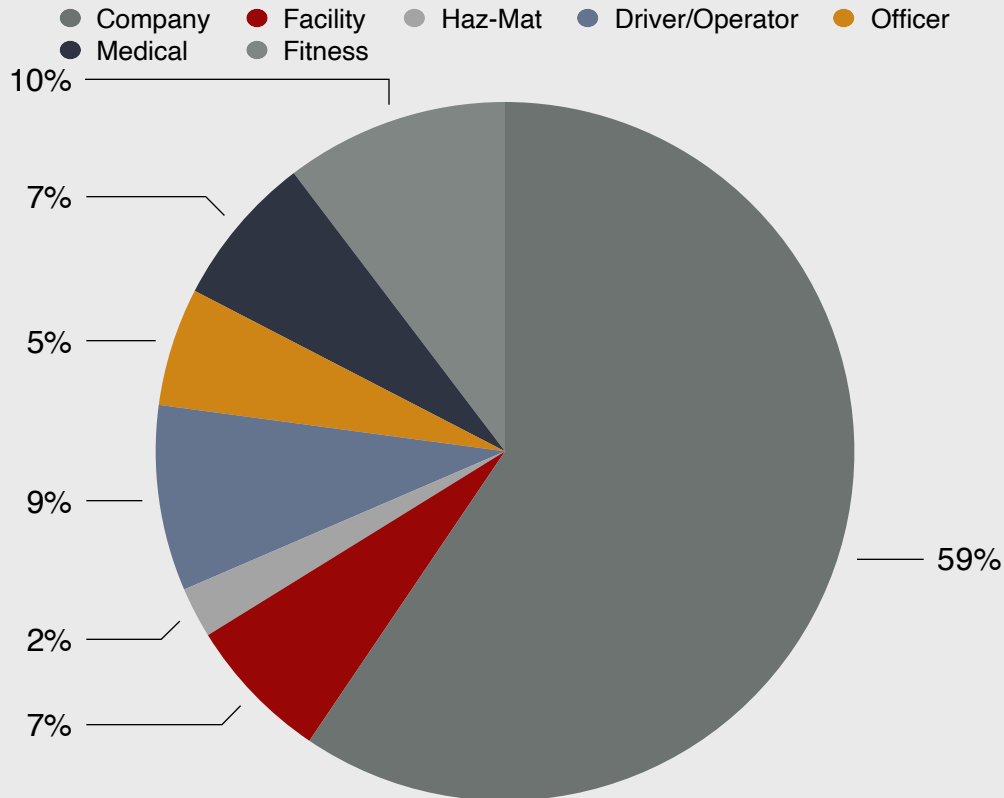
The Health & Wellness Team serves as a steering committee for initiatives aimed to improve the comprehensive wellness of our members. The 2026 objectives for the Health & Wellness Committee include upgrading fitness facilities and education to achieve a 100% pass rate for NFPA Fit for Duty status. Initiatives include increased education, cancer reduction measures, and the enhancement of behavioral health resources for our members.

RISK MANAGEMENT & SAFETY TEAM

The Risk Management and Safety Team seeks to enhance the safety and health of our members through preventative measures achieved by identifying risks and developing strategies to reduce accidents, injuries, and critical incidents. Meeting quarterly, the committee reviews incidents involving significant events, injuries, exposures, and property damage to deliver evidence-based recommendations to promote an optimal environment. Through education and training, the committee works to reduce preventable accidents and injuries.

2025 ACHIEVEMENTS AND AWARDS

41,437 TRAINING HOURS



- 2,929 Medical Training Hours
- 4,283 Physical Fitness Hours
- 100% pass rate on NFPA 1410 Evolutions
- Multi-agency training with Charleston, North Charleston, Mt. Pleasant, St. Andrews, James Island, St. Paul's, and Folly Beach Fire Departments.

2025 FALL CLASS CHAMPIONS



**RESCUE 701 C SHIFT
BEN BRIGGS, JASON MALPHRUS, ROBERT OROS, CAPTAIN BEN BAKULA, NIC LAPOLLA**

PREPAREDNESS AWARDS

In recognition of the most training hours in the respective category

INDIVIDUAL



WILLIAM CANTALOPS



COMPANY



RESCUE 701



CREW



RESCUE 701 B SHIFT
LINO ROSARIO, CAPTAIN STEVEN CLARK, GARRETT MACK, BRANDON CRISP





TRAINING ASSURANCE AND COMPLIANCE

Several considerations are utilized in formulation of the Annual Training Plan to ensure members meet or exceed compliance:

- St. John’s Fire District Standard Operating Procedures
- National and State guidelines
- Occupational Safety and Health Administration (OSHA) Regulations
- Insurance Services Office (ISO) minimum requirements
- Consensus Standards (National Fire Protection Association)
- Center for Public Safety Excellence (CPSE) Accreditation recommendations
- Post Incident Analysis
- EMS Quality Assurance reviews

The following table illustrates the categories on training and the minimum hours required per member on a annual basis. Training is recorded and tracked in the District’s Learning Management System.

Category	Minimum Annual Hours
Company Training	192
Driver/Operator Training	30
Officer Training	20
Facilities Training	18
Hazardous Materials	6
Medical	40
Physical Fitness	60

FIRE TRAINING

Fire training is scheduled and conducted from two main avenues. Professional Standards training and company training. Professional Standards led training sessions will generally be scheduled on Tuesday, Thursday, and Friday. These sessions will focus on operational efficiency that will incorporate fireground tactics, the implementation of new equipment, standard operating procedures, along with new techniques and methods introduced to members. Additionally, Professional Standards & Training will evaluate each company on a quarterly Company Performance Evolution (CPE).

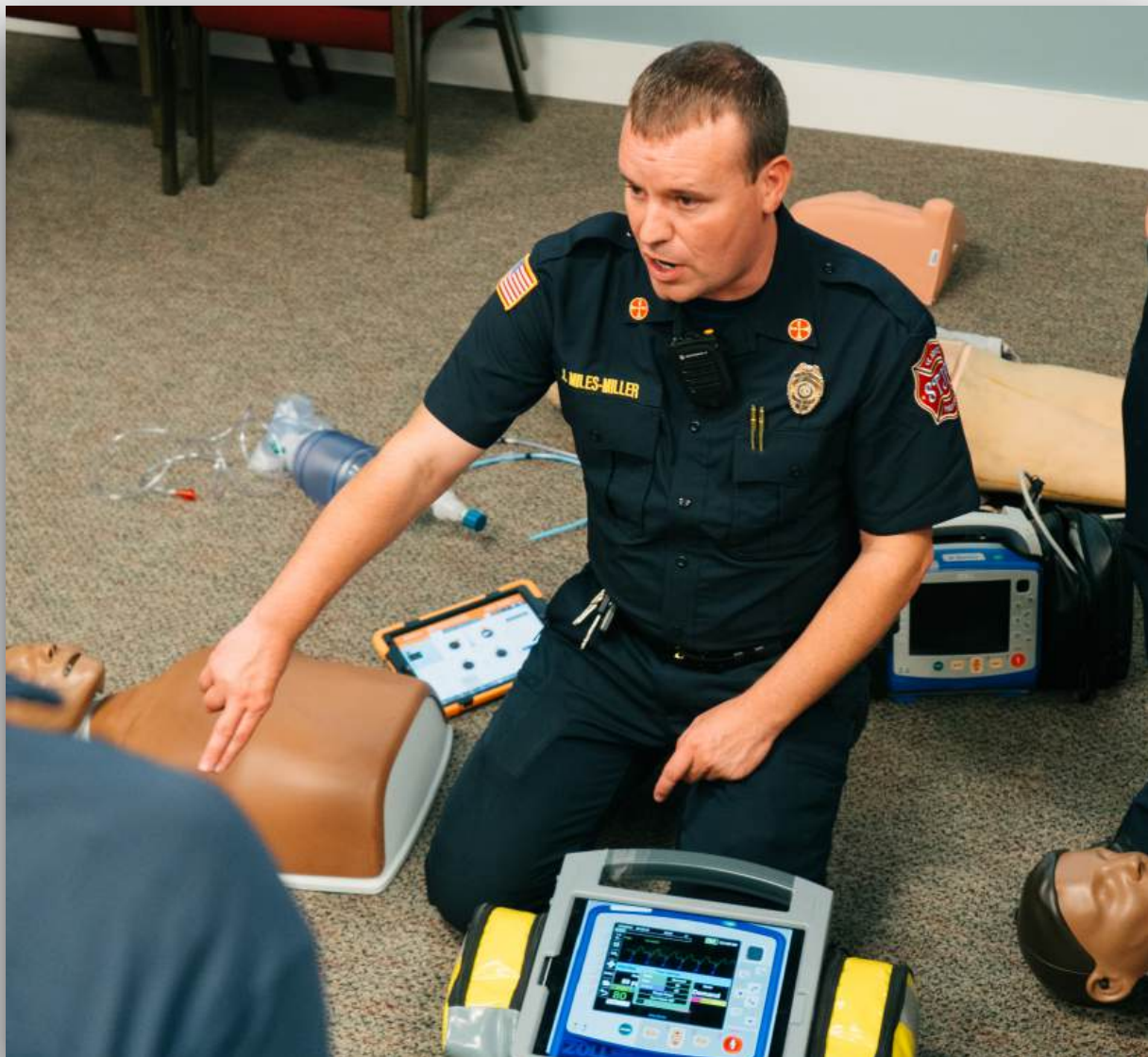
Company training will be planned by the company officer in coordination with their respective Battalion Chief. This training will involve position-specific Performance Standards, Company Performance Evolutions, and foundational knowledge and skills. It is the responsibility of the Captain to ensure that each crew member possesses the knowledge, skills, and abilities to perform their duties to meet the District expectations.



MEDICAL TRAINING

The District provides comprehensive in-service training provided by the Professional Standards & Training team. Delivered monthly, in-service training includes ongoing education, simulations, and scenario-based learning to achieve clinical excellence.

Moreover, in-service training reinforces skill proficiency to ensure high-level care by staying current with state and national standards to achieve clinical excellence. The District exceeds the minimum requirements mandated by the South Carolina Department of Public Health and the National Registry for initial education and recertification.



SPECIAL OPERATIONS

Special Operations training is designed to ensure that all personnel operating in the respective disciplines maintain proficiency at their level of certification. The current Special Operations disciplines are Marine and Technical Rescue. Special Operations performance standard training is conducted in Quarter 2. Additionally, all personnel will receive a refresher to the awareness level in both disciplines. Each member is required to complete an additional twelve hours of Special Operations training specific to their discipline each quarter.

Coinciding with the arrival of the new Heavy Rescue resource, the District will strive to enhance the level of capability for both support company crews by offering training opportunities that include:

South Carolina Fire Academy Technical Rescue

Trench Rescue

Confined Space

USAR Building Collapse

NFPA Rope Rescue Technician

Advanced Swiftwater Technician





PROFESSIONAL DEVELOPMENT

The District strongly encourages upward mobility in terms of rank and professional development and education. Professional Development is a continuous process that equips members to adapt to the evolving fire service by offering educational and training opportunities. Foundational courses and certifications are delivered through the South Carolina Fire Academy. Members are provided with training opportunities in an array of topics. This is achieved through various partnerships with fire services agencies, non-governmental organizations, and private business. Furthermore, the District encourages formal education and offers a tuition reimbursement program.

OFFICER DEVELOPMENT PROGRAM

In 2025 the District initiated an Officer Development Program that provides the foundational knowledge and skillset that prepare the candidate to effectively navigate the challenges of the officer role. Embracing a multidimensional approach, the program combines academia and emergency operations coupled with on-the-job experience.



FIRE APPARATUS ENGINEER SERIES

The Fire Apparatus Engineer Series is a four-session development process that prepares firefighters for promotion to the Engineer position. The series begins with apparatus operations and fireground pumping and graduates to advanced aerial operations. Instructional design utilizes repetitive simulation to bolster critical thinking skills. Upon successful completion, firefighters are eligible for promotion.



RECRUIT SCHOOL

For the first time in nearly three decades, the District will host a fire Recruit School. The Recruit School is a rigorous, drill-intensive training program that spans twenty-one weeks and includes certification as an Emergency Medical Technician, Firefighter II, Emergency Vehicle Driver, and Driver/Operator - Pumper. Upon graduation, members will transition to the Operations Division and begin their probationary period.

FIREFIGHTER TRAINING

St. John's Firefighter initial training is divided into two parts.

- Phase 1 - Recruit School
- Phase 2 - Probationary Period

The entire process is approximately one year in length and culminates with the Firefighter successfully completing the Probationary Firefighter Final Evaluation.





QUARTER I

COMPANY TRAINING

Live Fire Training (Night)
Rescue and Search
Nozzle Forward
Thermal Imaging Cameras
Fireground Survival
Hydrant Operations
Communications

COMPANY PERFORMANCE EVOLUTION

All Companies: Window Entry Rescue and Search

DRIVER/OPERATOR

Emergency Vehicle Operations Course
Pump Operations

OFFICER DEVELOPMENT

Critical Thinking
Incident Command
Rescue and Search Management

MEDICAL

Advanced Cardiac Life Support
Human Immunodeficiency Virus

HEALTH & WELLNESS

Cancer Reduction



QUARTER 2

COMPANY TRAINING

Saws
Ventilation
Forcible Entry
Hurricane Preparedness
Standpipe Operations
Medium Diameter Hoselines
Rapid Attack Monitor
Marine Awareness
Wildland Firefighting Awareness

COMPANY PERFORMANCE EVOLUTION

All Companies: NFPA 1410
Support Companies: Ground Ladder Combo

DRIVER/OPERATOR

Fire Department Connections
Water Supply
Master Streams

OFFICER DEVELOPMENT

Fire Officer: Management Responsibilities and Ethics
Water Supply Plans

MEDICAL

High Performance CPR
Septic Shock
Pulmonary Embolism: The Silent Killer
Vehicle Extrication

HEALTH & WELLNESS

First Responder Wellness Week
Safety Stand Down



QUARTER 3

COMPANY TRAINING

MSA G1 SCBA

Ropes

Salvage and Overhaul

Fire Extinguishers

Hazardous Materials

Technical Rescue

Occupational Safety and Health

Elevator Emergencies

Leadership - Dr. Candace Ashby

COMPANY PERFORMANCE EVOLUTION

Engine Company: Fireground Evolution

Support Company: NFPA 1410

DRIVER/OPERATOR

Aerial Operations

Drafting (Night)

Pump Calculations

OFFICER DEVELOPMENT

Tactical Decision Games

Fire Dynamics

MEDICAL

Basic Life Support

Management of Congestive Heart Failure

Sudden Infant Death

Clinical Operating Guidelines

HEALTH & WELLNESS

Respiratory Protection

SCBA Fit Testing



QUARTER 4

COMPANY TRAINING

Fire Attack Packages
Hydrant Operations
Fire Ground Evolutions
Live Fire Training
Railroad Safety and Response
Utility Emergencies

COMPANY PERFORMANCE EVOLUTION

Fall Classic Evolution

DRIVER/OPERATOR

Standpipe Operations

OFFICER DEVELOPMENT

Incident Command

MEDICAL

Cardiac Emergencies
Geriatric Emergencies

HEALTH & WELLNESS

Fireground Physical Ability Test

CS



PHOTOGRAPHY ACKNOWLEDGEMENTS: CHARLIE CRAWFORD AND MATT EBERSOLD