The purpose of CTE program-level assessment at PCC is to look at student achievement of degree and certificate-level outcomes and to help faculty focus on how to improve student learning based on assessment.

Please choose one of the degree and/or certificate outcomes that was part of this year’s Summary Data Report, and provide a more in-depth explanation of your assessment process, results and how this might be used to enhance teaching and learning.

This form to be used for both assessments (first time the outcome is assessed) and for re-assessments (a follow-up for the initial assessment of the same outcome).

On completing the form, please e-mail it to learningassessment@pcc.edu.

SAC Assessment Contact(s):

<table>
<thead>
<tr>
<th>Name</th>
<th>e-mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doug Smith</td>
<td><a href="mailto:doug.smith@pcc.edu">doug.smith@pcc.edu</a></td>
</tr>
</tbody>
</table>

1. Which SAC do you represent?

Fire Protection

2. Which outcome is reported here? (Please provide the text of the outcome, and the degrees/certificates to which it applies).

1. Assess, examine, and reflect on personal professional competencies and beliefs and how these impact and relate to the emergency services environment and actively build skills by identifying assessing, and taking advantage of learning opportunities that contribute to personal and professional growth in a supervisory or managerial role. AAS: Fire Protection Technology.
3. Please share **how** this outcome was assessed to help us understand your process for assessment. Please attach a rubric, sample score sheet, or other assessment tool.

   1. This outcome was assessed in FP 273, fire Service Human Resource Management by weekly multiply choice type quizzes over the previous week subject, a midterm exam in the multiply choice format that covered information up to that point, a final in multiple choice format that covered information from the midterm to the final, 4 weekly assignment in essay format, and 7 weekly required discussion posts. The weekly assignments and the discussion posts are assessed by the instructor who is a subject area expert. Grading criteria is based on the quality of the student response. See attached examples for FP 273.

   This outcome was also assessed in FP 275 Community and Government Relations by multiply choice weekly quizzes, midterm exam, final exam, weekly discussion posts, and a term project which is in the form of a presentation. See attached examples.

4. Please include information about your benchmark (the score that indicates successful attainment of the outcome), and how it was determined.

Benchmark for FP 273: 100% to 70% success rate for the entirety of the course is consider passing. 70% passing grade is an industry standard.
Benchmark for FP 275: 100% to 70% success rate for the entirety of the course is consider passing. 70% passing grade is an industry standard.
5. Please provide data collected in the assessment of this outcome (including score distribution and percent of students meeting benchmark). Summarize your findings in the box below. Attach supplemental information or appendices. For this report, please do not include student identifying information, but you can assign an arbitrary identifier, especially if you wish to reference individual scores in your discussion.

97% of the students obtained passing grades 70% or greater. 3% of the students did not obtain a passing grade. This data was spread over 3 classes: 2 FP 273 classes, and 1 FP 275 with the failures only in FP 273. There is no data on the reason for the failures. Past experience have revealed that failures result from students not being able to balance classes with home life, work, and other outside influences and forget to withdraw. Occasionally, we will get a student who signs up for class and then stops attending after the first week is over.

6. Please discuss your overall findings regarding student learning. (What did you learn from this assessment? Were there any surprises? Do the data make sense? How do the data relate to student learning?)

Discussions with the instructors of these courses all have indicated that student success is directly related to student involvement in the class. There isn’t any data to support this other than attendance and student scores. It would also appear that the ore the instructor is deemed approachable, the greater student success.

7. Please reflect on the entire project and share how your CTE SAC will use the results to improve student mastery of this outcome. Are there changes that need to be made to improve teaching and/or learning?

It is our opinion that the current instructional and assessment procedures are meeting the needs to the course content and outcomes. Our instructors are looking for ways to make their classes more engaging and relative to the real world by using the class room time to practice and demonstrate the skills necessary to be successful in the field while using the online learning platform to deliver the assessment materials.

8. What changes do you plan to make to your assessment of this outcome in the future?

There are no planned changes to the assessment.
Has the outcome been assessed before? (If not, skip this question).

9. Were any modifications to instruction implemented between the prior assessment and this one? How did the assessment methods and results compare with the prior assessment?

Modifications of instruction to the FP 275 classes was changing the instructor who instituted more student interaction in the classroom. The assessment methods didn’t change nor did changes in student success within the class. Ideally, finding out how the student does in the field would be the ultimate assessment. At this point, it would be logistically impossible to conduct that type of assessment but who knows what the future holds.

To help us understand your SAC’s overall processes, please complete these additional questions.

1. Was the SAC able to include Part-Time (PT) and Full-Time (FT) faculty for this assessment? If PT faculty did not participate, please explain any barriers that might account for this fact.

All of the courses that were used in this assessment were taught by part-time instructors that are also active in the field directly related to the subject. As the only full-time instructor, my part in this assessment was communicating with the instructors to discuss their thoughts on the courses that they were teaching and how the students were doing.

3. Are there any areas that you might want help with from your CTE coach? Please let us know.

The general findings of this assessment will be shared with the SAC at the yearly in services but more importantly, with the individual instructors by the SAC chair. This will be informal sessions where successes and improvements are discussed.

3. Is there anything else you would like to share with us? Please let us know.
In the Fire Protection program, we are looking for better ways to present the course material design to exposure the students to situations where the presented material can be applied to the real world. As we progress towards a more demonstrated skills type of instruction, our assessment will need to change. Obstacles will be funding and time.

Thank you for completing this report!

We hope this has been a useful project to help your CTE SAC assist your students!

**Attachments**

**FP 273 assessment tool examples**

**Grading Criteria**

**Activities, Assignments and Assessments**

**Assignments**

You will have 4 assignments that must be completed during the week. There are 7 discussions that will be graded. Week 1 has two. Weeks 3, 4, 5, and 7 each have one.

Each week that has a quiz the quiz must be completed by Sunday 11:59 pm Pacific time. Midterm exam also must be completed by 11:59 pm Pacific time Sunday.

**Assessments**

You will be assessed on your discussion activity. You will have a weekly quiz that must be done by the end of the week. The Final must be completed by the last Sunday of the class.

**Evaluation of Assignments/Assessment**

Grades are based on your written assignments, discussions, quizzes and final project, and the quality of your participation in class discussions. I will send feedback on assignments and discussions and post grades within one week after the due date. Be sure to look at your drop box and discussions after they have been graded in order to view feedback.

**Grading Criteria:**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Points each</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Discussions (7)</td>
<td>Vary</td>
<td>85</td>
</tr>
<tr>
<td>Assignments (5)</td>
<td>Vary</td>
<td>110</td>
</tr>
</tbody>
</table>
Quizzes (8)  Vary  195
Exams (2)  vary  100
Total  490

Grading Scale:

Letter Grade  Total Final Percentage
A  441 - 490
B  392 - 440
C  343 - 391
D  294 - 342
F  < 294

Weekly discussion topic:
Discuss one issue in the fire service work environment that may complicate the management of diversity.
Discuss with one other person in class. What are the differences/similarities of your issue?
Worth 15 points

Weekly Assignment sample:
Assignment Sheet Apply the Interpersonal Communications Model to an Emergency Situation Scenario
References:  NFPA 1021, 5.2.2

Introduction
As an effective leader, a fire officer must be able to communicate with others. Communication skills rank directly below leadership capability among attributes most employers find desirable for new employees. Emergency scene communications are a critical portion of a fire officer’s required skill set. The fire officer must be able to proficiently apply interpersonal communications through direct contact or by radio with others during emergency situations.

Directions
Review the following scenario. Based on the information in the scenario, complete Form 100-1, Annual Performance Evaluation, for Driver/Operator John Smith. Assume you are the captain on the shift and Smith’s direct supervisor. Add any pertinent comments in the comment section of the form. This may
include recommendations on improving performance, recognizing excellent performance, training needed, etc. Use your signature and today’s date on the signature line for the company officer.

Activity

You are the supervisor of Driver/Operator John Smith. Smith has worked for you for the past 2½ years. It is time for his annual performance appraisal. The performance period is January 1 through December 31 of last year.

Overall, Smith is a steady performer. He is not a ‘shining star’ but neither is he a sluggard. He is there when you need him and he is always willing to help when asked. On his last annual performance he received an average score of 2.33 (out of 3) overall.

Smith’s one strong area is his driving and pumping ability. He is known as the best pump operator on the job. He takes time to try and teach younger firefighters how to do rule-of-thumb and set up the pump. During the 11 years he has been a driver he has never received a ticket, warning or any type of citation. He has never been involved in even a scratched fender.

In preparing for the evaluation you review the following notes you have made during the previous year.

- In January and February Smith helped two firefighters prepare for the driver/operator promotional test. Both firefighters made the promotional list and have been promoted.
- On May 3 you had to discuss the condition of Smith’s uniform. It was worn and dirty when he came to work.
- At a fire on June 16 Smith had to pump the engine and assist another driver with his truck also.
- The week of July 7 Smith volunteered to attend a two-day National Fire Academy course.
- On August 19 you had to discuss the condition of Smith’s uniform. It was dirty.
- On November 22 Smith was late to work by 20 minutes. He did not call in to notify you that he was going to be late. He offered no explanation about his tardiness. He was counseled about being on time.
- On December 29 Smith reported to work with trousers that were torn and unserviceable. You had to send him home to change.

Based on this information about Smith, complete Form 100-1 beginning on the next page.
Form 100-1: Annual Performance Evaluation

<table>
<thead>
<tr>
<th>Job Duty</th>
<th>Performance Rating</th>
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<tbody>
<tr>
<td>a. Station cleaning and maintenance</td>
<td>1  2  3  N/A</td>
</tr>
<tr>
<td>b. Maintenance of apparatus</td>
<td>1  2  3  N/A</td>
</tr>
<tr>
<td>c. Compliance with orders, directives &amp; policies</td>
<td>1  2  3  N/A</td>
</tr>
<tr>
<td>d. Personal responsibility &amp; initiative</td>
<td>1  2  3  N/A</td>
</tr>
<tr>
<td>e. Pump &amp; equipment operation</td>
<td>1  2  3  N/A</td>
</tr>
<tr>
<td>f. Driving of apparatus</td>
<td>1  2  3  N/A</td>
</tr>
<tr>
<td>g. Personal appearance</td>
<td>1  2  3  N/A</td>
</tr>
<tr>
<td>h. Teamwork &amp; cooperation</td>
<td>1  2  3  NA/</td>
</tr>
</tbody>
</table>

For each of the driver/operator job duties listed below, assign a score of ‘1’, ‘2’, or ‘3’ based on the employee’s performance during the annual evaluation period. If a ‘1’ is assigned, you must provide written justification for the rating in the space provided.

3 = Exceptional performance – The employee exceeds supervisor’s expectations in this job duty.
2 = Satisfactory performance – The employee meets supervisor’s expectations in this job duty.
1 = Unsatisfactory performance – The employee fails to meet supervisor’s expectations in this job duty.
Weekly Quiz sample: Week 5 quiz

**Question 1** (1 point) With regard to selection standards, what does the term *validity* mean?

- The test to determine whether the standard can be used for selection purposes
- The test instrument that has been approved by the EEOC
- A measure of the distribution of the test scores
- The extent and accuracy to which a test measures what it is designed to measure

**Question 2** (1 point) Which of the following is a critical factor that must be present if a test is to be used for the selection of firefighters?

- Job description
- Job analysis
- Job standards
Question 3 (1 point) The way to determine validity is to compute the statistical relationship between applicant scores on a test and job performance. Is this statement true or false?

- True
- False

Question 4 (1 point) The degree to which a selection device is free from random error is a measure of its:

- validity
- adverse impact
- reliability
- job relatedness

Question 5 (1 point) Which of the firefighter selection devices listed below has the highest level of validity?

- Physical ability
- Written exam
- Background check
- Interview

Question 6 (1 point) Which of the firefighter selection devices listed below has the lowest level of validity?

- Physical ability
- Interview
- Written exam
- Medical exam
CTE Annual Assessment Report Template

**Question 7** (1 point) Which of the firefighter selection devices listed below has the *highest* level of reliability?

- [ ] Interview
- [ ] Written exam
- [ ] Application form
- [ ] Reference check

**Question 8** (1 point) Which of the firefighter selection devices listed below has the *lowest* level of reliability?

- [ ] Medical exam
- [ ] Interview
- [ ] Physical ability
- [ ] Written exam

**Question 9** (1 point) Which factor has created major issues for fire departments involved in testing and selection of firefighter applicants?

- [ ] Insufficient job analysis
- [ ] Tests are too long
- [ ] Tests are overly job related
- [ ] None of the above

**Question 10** (1 point) Which of the following occurs when a member of a protected class is treated differently from others with respect to employment?

- [ ] Reverse discrimination
- [ ] Discrimination
- [ ] Business necessity
Question 11 (1 point) Which of the following is the key feature of the U.S. Supreme Court decision in Griggs v Duke Power?

- Tests must be job related
- Business necessity
- Duty of fair representation
- Adverse Impact

Question 12 (1 point) A hiring practice that has adverse impact on any legally protected group is _____ evidence of discrimination.

- legal
- historical
- prima facie
- perceived

Question 13 (1 point) When the selection process denies employment opportunity to a disproportionately large number of members of a protected class, it is deemed a violation of what law?

- EEOC Title VII
- EEOC Title V
- Affirmative Action Standards
- Fair Labor Standards Act

Question 14 (1 point) If a firefighter interview panel spent an average of 45 minutes with each male applicant but only 10 minutes with each female applicant, this would most likely be viewed as which of the following?

- Disparate impact
- Unfair labor practice
Question 15 (1 point) Which act of law states that a fire department cannot conduct a medical physical until after a determination to hire has been made?

- Fair Labor Standards Act
- Wagner Act
- Americans with Disabilities Act
- EEOC

Question 16 (1 point) Written examinations test for what type of ability?

- Psychomotor skills
- Cognitive ability
- Affective ability
- Memory ability

Question 17 (1 point) Which of the following is the physical ability test developed by the IAFF and the IAFC?

- Bruce protocol
- Candidate physical ability test
- Firefighter ability test
- None of the above

Question 18 (1 point) Which type of interview process is recommended for firefighter job applicants?

- Nonstructural interviews
- Structured interview process
Question 19 (1 point) One method to improve the effectiveness and validity of the interview process is to implement which type of interview?

- Cognitive based interviews
- Behavior based interviews
- Participative based interviews
- Retrospective based interviews

Question 20 (1 point) Negligent hiring is defined as a situation in which an employer is liable to a third party for injury where an employer knew or should have known of the employee's dangerous proclivities. Is this statement true or false?

- True
- False

Question 21 (1 point) The use of a polygraph test for employment purposes is at the sole discretion of the employer. Is this statement true or false?

- True
- False

Question 22 (1 point) If a fire department decides to conduct medical evaluations of employees, it must include which of the following factors?

- Medical evaluation must be consistent with business necessity
- Medical evaluation must be job related
- Medical evaluation must be compliant with NFPA standards
- Both A and B

Question 23 (1 point) Which of the following is one of the major disadvantage when using medical examinations?
CTE Annual Assessment Report Template

- Is expensive to administer
- Reduces potential disability
- May not be comprehensive
- Establishes a medical baseline for future purposes

**Question 24** (1 point) When were assessment centers first used?
- During World War II
- During the Gulf War
- During World War I
- During the Vietnam War

**Question 25** (1 point) Which of the following is true regarding assessment centers?
- Validity is high
- Limits adverse impact
- Reliability is high
- All of the above

**Midterm exam: (Final exam is in same format)**

**Question 1** (1 point) Which of the following is the most accurate statement with respect to the increasing diversity of the fire service organizations?
- Organizations with greater diversity are better suited to serve a diverse customer base.
- Organizations with greater diversity are respected by the population they serve
- Organizations with greater diversity display higher creativity and innovation
- All of the above
Question 2 (1 point) Title VII requires that organizations categorize their employees according to race and gender and report this information to the EEOC? Is this statement true or false?

- True
- False

Question 3 (1 point) Managing diversity and affirmative action plans are essentially the same thing. Is this true or false?

- True
- False

Question 4 (1 point) Stereotyping can best be described by which of the following?

- A process of eliminating undesirable traits
- Group behavior directs individual behavior
- Taking specific action against a person based on the person's group
- A process in which specific behavioral traits are ascribed to individuals based on their membership in a larger group

Question 5 (1 point) Which of the following statements about ethnocentrism is NOT true?

- Ethnocentrism is a major barrier to managing diversity
- Ethnocentrism is prejudice on a grand scale
- Ethnocentrism views other groups less favorably than one's own group
- All of the above statements are false

Question 6 (1 point) Cultural competence means acquiring the skills and sensitivity to build rapport within one's group but not at the risk of alienating other groups. Is this statement true or false?

Question 6 options:

- True
- False
**Question 7** (1 point) Title VII was a component of what federal legislation?

- Civil Rights Act of 1964
- Americans with Disabilities Act
- Fair Labor Standards Act
- Wagner Act

**Question 8** (1 point) Diversity training programs are very important and should be focused on legal liability and past discrimination. Is this a true or false statement?

- True
- False

**Question 9** (1 point) Failure of a fire department to be compliant with EEOC laws can result in which of the following?

- Fines
- Negative publicity
- Lawsuits
- All of the above

**Question 10** (1 point) Increasing diversity is moving the American society from a "mass society" to a ___ society.

- malcontent
- mosaic
- multifunctional
- multifaceted

**Question 11** (1 point) An effective fire officer must be conscious of and generally understand the legal implications of personnel management. This would require which of the following levels of understanding?
Detailed understanding and knowing when to contact an attorney

No legal knowledge is necessary of a fire office

Detailed knowledge of court decisions

General knowledge and knowing when to contact an attorney

**Question 12** (1 point) Which of the following best describes the Civil Rights Act of 1964?

- Limited scope and ability to deal with EEOC issues
- Major legislation regulating equal employment opportunity
- Found by the U.S. Supreme Court to be invalid
- None of the above

**Question 13** (1 point) Which of the following best describes the Fair Labor Standards Act?

- Establishes minimum wages, but not maximum hours worked per week
- Provides overtime pay in public sector jobs
- Establishes minimum wage and maximum hour standards as well as controlled the working hours of children
- Established maximum hours worked, but not minimum

**Question 14** (1 point) The Age Discrimination in Employment Act protects employees at what age?

- 35 and older
- 60 and older
- 40 and older
- 55 and older

**Question 15** (1 point) The basic principles of the Pregnancy Discrimination Act are best described by which of the following statements?

- Pregnancy is only if complications are involved in the birth
Pregnancy is a disability and must receive the same benefits and treatment as any other disability

Woman can have four weeks of leave if pregnant

Pregnancy is not treated as a disability, but rather as a sickness

**Question 16** (1 point) Under the Family and Medical Leave Act employers with more than 50 employees have to provide up to ___ weeks of unpaid leave for births, adoptions, etc.

- 6
- 16
- 12
- 8

**Question 17** (1 point) What does *doctrine of state decisis* mean?

- Places limits on testimony in criminal cases
- Use of precedents to decide cases
- Limits damage awards in civil cases
- Protects defendants by immunity

**Question 18** (1 point) The U.S. Supreme Court case of *Griggs v Duke Power Company* dealt with what legal concept?

- Employment test have to be job related
- Sexual harassment
- Equal pay for equal work
- Reverse discrimination

**Question 19** (1 point) The U.S. Supreme Court case of *Meritor Savings Bank v Vinson* dealt with what legal concept?

- Sexual harassment
Question 20 (1 point) The U.S. Supreme Court case of *Garcia v San Antonio Metropolitan Transit Authority* dealt with what legal concept?

- Fair Labor Standards Act
- Age Discrimination in Employment Act
- Wagner Act
- None of the above

Question 21 (1 point)

Under the ADA, essential functions are fundamental job duties performed in a position.

Which of the following would be included?

- Large number of employees available
- Positions exists to perform that function
- Function is highly specialized
- Both B and C

Question 22 (1 point) The federal court system is structured at three levels. Which of the following lists these from lowest to highest level?

- Circuit court, district court, U.S. Supreme Court
- District court, circuit court, U.S. Supreme Court
- Circuit court, appellate court, U.S. Supreme Court
- District court, appellate court, U.S. Supreme Court
Question 23 (1 point) Recruitment involves three basic steps:

- attracting individuals on a timely basis, in sufficient numbers, with appropriate qualifications
- attracting individuals, of sufficient numbers, with appropriate qualifications
- attracting individuals, of a diverse pool, with appropriate qualifications
- attracting individuals, with appropriate qualification, on a timely basis

Question 24 (1 point) What is the major challenge for fire departments when recruiting for a firefighter position?

- Having enough applicants with EMS experience
- Having enough applicants with firefighting experience
- Having enough qualified applicants
- Having a diverse applicant pool

Question 25 (1 point) One of the negative aspects to recruitment is that it is viewed as what type of process?

- One way process
- Take it or leave it process
- Two way process
- Multi level process

Question 26 (1 point) Which of the following is the most prominent factor to consider when forecasting the recruitment needs of the department?

- The budget, which will determine the number of positions to be filled
- Title VII
- The diversity to be achieved
- Where to begin the recruitment process
**CTE Annual Assessment Report Template**

**Question 27** (1 point) The job specifications that are used to guide the recruitment process must be which of the following?

- [ ] Product of a job analysis
- [ ] Valid
- [ ] Job related
- [ ] All the above

**Question 28** (1 point) Which of the following would be considered discriminatory if included in a job announcement?

- [ ] Substance abuse testing
- [ ] Criminal background checks
- [ ] Height requirements
- [ ] Level of education

**Question 29** (1 point) In order to attract more women and minorities to the fire department, recruiting techniques designed to reach a specific population of applicants are needed. This practice is known as which of the following?

- [ ] Selective recruiting techniques
- [ ] General recruiting techniques
- [ ] Preferred recruiting techniques
- [ ] None of the above

**Question 30** (1 point) What is one of the disadvantages of using the Internet to recruit for firefighter positions?

- [ ] Cost
- [ ] Some potential applicants may not have Internet access
- [ ] Large number of unqualified applicants will apply
Question 31 (1 point) How many people in general need to be recruited for each position filled within the fire department?

- 10 - 15
- 6 - 10
- 15 - 20
- More than 20

Question 32 (1 point) How do you determine if a fire department is underrepresented in regards to gender and ethnic group representation?

- Conduct a workforce analysis
- Conduct a review of previously filled positions
- Conduct a cross cultural study
- All of the above

Question 33 (1 point) Many of the traditional volunteer fire departments still operate as inflexible, fraternally oriented hierarchies, and, because of this, they have trouble recruiting new members. Is this true or false?

- True
- False

Question 34 (1 point) With regard to selection standards, what does the term validity mean?

- The test to determine whether the standard can be used for selection purposes
- The test instrument that has been approved by the EEOC
- A measure of the distribution of the test scores
- The extent and accuracy to which a test measures what it is designed to measure
Question 35 (1 point) The way to determine validity is to compute the statistical relationship between applicant scores on a test and job performance. Is this statement true or false?

○ True

○ False

Question 36 (1 point) Which of the firefighter selection devices listed below has the highest level of validity?

○ Physical ability

○ Written exam

○ Background check

○ Interview

Question 37 (1 point) Which of the firefighter selection devices listed below has the highest level of reliability?

○ Interview

○ Written exam

○ Application form

○ Reference check

Question 38 (1 point) Which of the following occurs when a member of a protected class is treated differently from others with respect to employment?

○ Reverse discrimination

○ Discrimination

○ Business necessity

○ Disparate treatment

Question 39 (1 point) A hiring practice that has adverse impact on any legally protected group is ______ evidence of discrimination.
Question 40 (1 point) When the selection process denies employment opportunity to a disproportionately large number of members of a protected class, it is deemed a violation of what law?

- EEOC Title VII
- EEOC Title V
- Affirmative Action Standards
- Fair Labor Standards Act

Question 41 (1 point) If a firefighter interview panel spent an average of 45 minutes with each male applicant but only 10 minutes with each female applicant, this would most likely be viewed as which of the following?

- Disparate impact
- Unfair labor practice
- Disparate treatment
- Violation

Question 42 (1 point) Which act of law states that a fire department cannot conduct a medical physical until after a determination to hire has been made?

- Fair Labor Standards Act
- Wagner Act
- Americans with Disabilities Act
- EEOC
Question 43 (1 point) Written examinations test for what type of ability?

- Psychomotor skills
- Cognitive ability
- Affective ability
- Memory ability

Question 44 (1 point) Which of the following is the physical ability test developed by the IAFF and the IAFC?

- Bruce protocol
- Candidate physical ability test
- Firefighter ability test
- None of the above

Question 45 (1 point) One method to improve the effectiveness and validity of the interview process is to implement which type of interview?

- Cognitive based interviews
- Behavior based interviews
- Participative based interviews
- Retrospective based interviews

Question 46 (1 point) Negligent hiring is defined as a situation in which an employer is liable to a third party for injury where an employer knew or should have known of the employee's dangerous proclivities. Is this statement true or false?

- True
- False

Question 47 (1 point) The use of a polygraph test for employment purposes is at the sole discretion of the employer. Is this statement true or false?
Question 48 (1 point) If a fire department decides to conduct medical evaluations of employees, it must include which of the following factors?

- Medical evaluation must be consistent with business necessity
- Medical evaluation must be job related
- Medical evaluation must be compliant with NFPA standards
- Both A and B

Question 49 (1 point) When were assessment centers first used?

- During World War II
- During the Gulf War
- During World War I
- During the Vietnam War

Question 50 (1 point) A number of questions can be asked when faced with an ethical dilemma. What is the first question to ask, but the only one?

- Is it legal
- How does it make me feel
- Do others know of the situation
- Is it fair and balanced
FP 275 artifacts

Grading Criteria

Evaluation of Assignments/Assessments

Grades are based on your written assignments, quiz and exam results, and the quality of your participation in class discussions. I will post scores on assignments within one week after the due date. Be sure to look at your assignments and quizzes after they have been graded in order to receive feedback.

Grading Criteria:

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<th>Points</th>
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<td>Discussion Posts (10)</td>
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Grading Scale:

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<th>Grading Scale by Points</th>
<th>Grading Scale by Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>513-570</td>
<td>90 - 100%</td>
</tr>
<tr>
<td>B</td>
<td>456-512</td>
<td>80 - 89%</td>
</tr>
<tr>
<td>C (or P)</td>
<td>399-455</td>
<td>70 - 79%</td>
</tr>
<tr>
<td>D</td>
<td>342-398</td>
<td>60 - 69%</td>
</tr>
<tr>
<td>F (or NP)</td>
<td>0-341</td>
<td>&lt; 59%</td>
</tr>
</tbody>
</table>

Weekly quizzes, Midterm Exam, and Final Exam

These assessment tools are in the same format as FP 273.
Weekly Discussion Topic example

All discussions are worth 10 points and are graded based on the following:

- **0pts**: If not posted by the due date
- **3pts**: Discussion Message posted by due date
- **7pts**: Discussion Messages posted by due date AND are complete in answering all the required questions thoughtfully.
- **10pts**: Discussion Messages posted by due date with all requirements AND you also post a respectful reply to one of your classmates posts.

Give an example of a method of prevention or mitigation applied by you or your department in your home or community, and tell us why you feel it is important?

Final Project Presentation (Culminating Project)

Activity 6.1 explains the culminating project and is the basis for your presentation. A presentation can be a written paper or Power Point slides. A written paper should be a minimum of 5 pages double spaced using 12 point font and 1 inch margins. If you use a Power Point slide presentation, it should be 25 slides. Anything less than 5 pages or 25 slides will lower your score. Make sure to cite the sources of information you use on the sixth page or 26th slide. You can use data from your community or data provided in the content area after Week 3. Try to include tables, charts and graphs where possible to show community demographics and statistics. Post your presentation here in the Discussion Area.