

Revised: July 2021

FIC instructors are generally assigned from the SDSD, RBC regionalized cadre at the SDRPSTI and/or local allied agencies. RBC 'cadre' meet the AICP/AICC and or equivalency requirements. All FIC instructors employed for this course meet POST regulations 1070 a /b. FIC content meets POST regulation 1082.

COURSE DESCRIPTION AND PURPOSE

The purpose of this Firearms Instructors Course is to provide the law enforcement officer with POST Certified instruction of a firearm to be able to be taught to other law enforcement officers. A forty hour (40) course designed to train the participants to teach small arms to law enforcement personnel. Instruction analyzes and organizes concepts of legal issues, performance evaluations, gun handling, gun fighting, range management, firearms safety, tactics, vicarious liability, training design, methods of instruction, development of training, writing lesson plans/outlines and presentation strategies (adult learning concepts). This course provides updated legislative content of Penal Code Section 835a

REQUISITES

Pre-Course work is assigned.
Participants must pass a pistol qualification to remain enrolled in the course.

COURSE OBJECTIVES

Upon successful completion of all course work the participant will:

1. Teach and demonstrate firearms safety practices
2. Adhere to and practice range safety procedures
3. Create a small arms course of fire, safely present the course and revise as needed
4. Analyze other small arms course of fire exercises and summarize effective training practices
5. Develop a 'teaching' outline to the third degree of detail
6. Teach the 'developed' outline to other participants in a '*traditional classroom*' environment.
7. Use Adult learning concepts (ALC's) when 'teaching' any course work
8. Select instructional presentation strategies.
9. Identify hazards associated with firearm instruction and range operations
10. Discuss an emergency response plan that deals with small arms training emergencies
11. Explain the importance of accurate record keeping associated with firearms training and testing
12. Apply effective/accepted/ best practices that evaluate/ improve small arms marksmanship skills
13. Summarize and argue various theories / methodologies/ concepts of law enforcement small arms training

REQUIRED CONTENT

Commission Regulation 1081

Firearms Instructor

1. Coaching
2. Firearms Maintenance
3. Fundamentals of Shooting
4. Range Preparation
5. Tactical Considerations
6. Target Analysis
7. Use of Force Guidelines
8. Adult Learning Concepts
9. Legal Issues
10. Performance Evaluation Techniques
11. Safety Protocols
12. Written/Oral Demonstration Assessment (in each topic area)

COURSE OUTLINE AND SCOPE

(The following topics are included in the framework of the course but are not intended as limits on content. The order of presentation and relative emphasis will vary with each presenter/instructor.)

- I. Introduction and overview
 - A. Administrative matters
 - B. Introductions
 - C. Site tour (if needed)

- II. Safety
 - A. Range management/Emergency planning
 - 1. Type of range, indoor or outdoor
 - 2. Exact site location known to all participants
 - 3. Closest medical/ trauma unit
 - a. Sharp Chula Vista Medical Center: 751 Medical Center Court, Chula Vista, CA 91911. 619-502-5800
 - 4. Range exercises
 - a. Application of safety
 - b. Management of range exercises
 - c. Identifying hazards
 - d. Presenting tactical and stationary shoots
 - B. Equipment required for communications
 - 1. Location of telephones/ Cell phones
 - 2. Portable radios
 - 3. Other
 - C. Personal protection
 - 1. Hearing protection
 - 2. Eye protection
 - 3. Body armor (vests)
 - 4. Sun screen
 - 5. Clothing/footwear/hat
 - D. Lead as a health hazard
 - 1. Wash hands prior to smoking/eating
 - 2. Clothing considerations
 - 3. Lead management plan
 - E. Emergency equipment and emergency planning for all injuries
 - 1. Anticipate any injury
 - 2. Rehearse emergencies

- III. Range operations
 - A. Ensuring a safe training environment
 - B. Management of range exercises
 - C. Identifying hazards
 - D. Presenting tactical and stationary shoots

- IV. The Instructor
 - A. Define Role
 - 1. Teacher
 - 2. Coach
 - 3. Mentor
 - B. Define duties
 - 1. Safety
 - 2. Ensure officer has correct equipment
 - 3. Correct marksmanship errors
 - 4. Documentation when necessary
- V. Fundamentals of Marksmanship
 - A. Pistol sighted shooting - two hand hold
 - 1. Grip
 - 2. Stance
 - 3. Sight alignment
 - 4. Sight picture
 - 5. Trigger control
 - B. Long gun (shotgun) sighted shooting- two hand operation
 - 1. Grip
 - 2. Stance
 - 3. Sight alignment
 - 4. Sight picture
 - 5. Trigger control
- VI. Marksmanship: Analysis/ corrections of sighted shooting errors
 - A. Target analysis - sighted shooting
 - 1. Pattern recognition
 - 2. Corrective techniques
 - 3. Assessing/watching the shooter
 - 4. Coaching the shooter
 - 5. Dry firing
 - 6. Inert exercises (Ball & dummy)
- VII. Presentation Techniques (ALC's)
 - A. Techniques and strategies of instruction including public speaking
 - 1. Adult Learning Concepts
 - 2. Learning styles
 - B. Learning Objectives
 - 1. The desired outcome expected of the *learner*
 - 2. Bloom's taxonomy
 - C. Outlines
 - 1. Develop to the third degree of detail (CA. POST)
 - D. Lesson plan development
 - 1. Not an outline
 - 2. The detailed 'game plan' (direction) for the Instructor

- E. R.I.D.E.M.
 - 1. Relevant
 - 2. Involvement
 - 3. Discovery
 - 4. Experience
 - 5. Model

- VIII. Building Training from Lesson Learned
 - A. Case Studies
 - 1. Review applicable case studies

 - B. Conduct a Training Needs Assessment (TNA)
 - 1. Keep the TNA brief
 - 2. Resource and equipment

 - C. Build a 'network' of Subject Matter Experts (SME's)

- IX. Designing Training- Courses of fire
 - A. Courses of fire development
 - 1. Designing a course of fire
 - 2. Instructor preparation
 - 3. Officer preparation
 - 4. Range preparation
 - 5. Identifying hazards

- X. Target Focused Shooting/ Task Oriented Qualifications (TOQ's)
 - A. Using the officers: define Target Focused Shooting
 - B. Discuss TOQ's

- XI. Small Arms Wounding Ballistics
 - A. Effects of pistol caliber missiles/ projectiles/ bullets
 - B. Effects of long gun caliber missiles/ projectiles/ bullets
 - 1. Rifle missiles/ projectiles/ bullets
 - 2. Shotgun
 - a. buckshot (general rule for spread)
 - b. slug projectile
 - c. other
 - C. Human element (incapacitation)
 - 1. Psychological
 - 2. Physiological

- XII. Liability - Policies
 - A. Civil Liability/ Use of force - deadly force
 - 1. Police Officers in Civil Actions
 - 2. Indemnification to Police Officers
 - B. Civil Liability under State Law
 - C. Civil Liability under Federal Law
 - D. Criminal Liability under State Law
 - E. Criminal Liability under Federal Law
 - G. Statutes Relating to Use of Force

San Diego Sheriff's Department
P.O.S.T. Certified Firearms Instructors Course: 40 hours
Course Certification number: 4690-21640

- 1. 835a PC
- H. Civil Liability for Negligent Failure to train
- J. Vicarious Liability/ Liability for negligent retention
- K. Train to Department policy
 - 1. Training within agency policy
 - 2. Developing agency policy
 - 3. Procedures for providing small arms instruction

- XIII. Response to Resistance/Use of Force
 - A. Use of non-deadly and deadly force
 - 1. Incorporation into training
 - 2. 'Force on Force' Training

 - B. Case law

- XIV. Record Keeping
 - A. Civil Liability for small arms instructors
 - B. Importance of documentation when training and testing
 - 1. Retention of training/testing records
 - 2. Documentation of personnel who do not pass testing
 - 3. Documentation of personnel who do not attend testing

- XV. Coaching Considerations: Effective/accepted/best practices
The Officer/Instructor will 'coach' the class with the primary course instructor providing guidance.
 - A. Methods of pistol/ long gun (shotgun) marksmanship
 - 1. Sighted shooting - two hand hold
 - 2. Grip
 - 3. Stance
 - 4. Sight alignment
 - 5. Sight picture
 - 6. Trigger control
 - B. Pistol gun handling-manipulations
 - 1. Right hand
 - 2. Left hand
 - 3. One hand
 - C. Close quarter engagements

- XV. Coaching Considerations: Effective/accepted/best practices (continued)
 - D. Long gun (shotgun) gun handling- manipulations
 - 1. Left hand operation
 - 2. Right hand operation
 - 3. One hand operation

 - E. Stoppages (pistol and long gun)
 - 1. Clearing strategies- accepted and or best practices
 - 2. Transitions
 - 3. Other options

 - F. Use of flashlights lighting devices with pistols

- XVI. Range Exercises- courses of fire (varies)
 - A.
 - 1. Firing exercises
 - 2. Pistols (self loaders/ revolving)
 - 3. Long guns (shotgun/rifle)

B. Coaching exercises

The Officer/Instructor will 'coach' the class with the primary course instructor providing guidance.

1. Officers will 'coach' the other class instructors
2. Primary class instructor will debrief/mentor the Officer coaching the class

C. Gun-fighting techniques

1. Present effective methods
2. Follow through
3. Stress inoculation techniques

D. Gun handling- manipulations (pistol and long gun)

1. Using only the right hand
2. Using only the left hand

E. Marksmanship

1. Officer/Instructor conducts pistol target analysis

F. Safety

1. Officer/ Instructor advise of safety protocols
2. Addresses and corrects any safety issues

G. Tactics

1. Presents effective and or accepted methods
2. Follow through
3. Stress inoculation techniques

XVII. Officer/Instructor 'facilitated' presentations

A. Review 'outlines' developed to the third degree

1. Ensure content is to the 3rd degree
2. Make / request needed corrections

B. Facilitation /presentation of topic

1. Traditional 'classroom'
2. Classroom 'Range'
3. Use of R.I.D.E.M. (ALC's)
4. Performance Evaluation Techniques
 - a. Oral critiques
 - b. Written Evaluations

XVIII, Testing

A. Test is in the instructor's manual (workbook)

1. If the 'learner' has not already completed the test, direct him/her to it and provide one hour for completion
2. Any /all resources can be used to complete the test
3. Reviews and scores

B. Collect test

XVII. Concluding activities

A. Debrief

B. Award P.O.S.T. Certificates