

UNIT Title: EOD Team Leader Certification Preparation

Designer: Donny Petrie

Purpose: Close knowledge, skill, and attitude gaps regarding EODTLC

Seat-time: 2 hrs.

Context: This new instructional unit will serve as a stand-alone course of instruction for newly acquired U.S. Army Explosive Ordnance Disposal (EOD) Technicians at the organizational level. Junior EOD Soldiers begin to prepare for EOD Team Leader Certification (EODTLC) immediately upon unit arrival. The rates of success for these Soldiers during the certification process are lower than desired and may be attributed to a lack of understanding regarding the EODTLC process. This course of instruction will serve to enhance junior EOD Soldier understanding of the knowledge, skills, and attitudes required to be successful during the EODTLC process through lecture, demonstration, and preparation activities focused on the general processes involved during EODTLC. This instruction will occur in the classroom and in a practical demonstration area and will be facilitated by the organization's senior EOD Team Leaders.

Target Audience: New EOD Soldiers, who are graduates of NAVSCOLEOD, recently assigned to operational EOD organizations. These Soldiers possess foundational existing knowledge of EOD operations and Team Leader skills, as provided by NAVSCOLEOD curriculum, but have not been placed in EOD Team Leader positions, do not have any EOD Team Leader experience, and have been identified as potential future EOD Team Leader candidates.

Expected UNIT outcomes:

- New EOD Soldiers will be able to describe and explain the role of an EOD Team Leader during comprehensive EOD operations.
- New EOD Soldiers will be able to identify the appropriate equipment required to conduct full-spectrum EOD operations.
- New EOD Soldiers will be able to demonstrate the proficiencies required to receive and respond to EOD incidents 100% of the time.

Overview: This storyboard presents the flow of activities comprising two 1-hour blocks of instruction on EODTLC preparation for new EOD Soldiers. The first session includes an introduction, lecture on EODTLC process with supporting instructional material, and a live demonstration of EOD Team Leader response techniques during a practical explosive incident. Learners will then be provided the opportunity to practice these skills over the next week, with the mentorship of their assigned EOD Team Leaders, in preparation for session two.

Session two will include a practical application session for learners to demonstrate their skills with feedback and a written assessment to assess learner knowledge. Following the completion of session two, learners, mentors, and unit facilitators will conduct a debrief session to cover all lessons learned, share thoughts from reflective journaling, provide unit feedback, and conduct a brief question and answer session.

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Key UNIT content:

- Newly assigned EOD Soldiers (learners) will be familiarized with the roles, duties, expectations, and responsibilities of a prospective EOD Team Leader during EODTLC.
- Learners will engage in organizational-specific EODTLC process lectures and demonstrations focused on the techniques, tactics, and procedures required of an EOD Team Leader during explosive incident response missions.
- Learners will utilize identified resources for practice while conducting reflective journaling.
- This content will allow learners to gain significant EOD subject matter understanding, properly respond to EOD incidents, identify relevant and critical EOD response equipment, and to conduct inner-reflection upon their identified meaning of an EOD Team Leader.

Content learning assessments: Learners will be observed by their assigned Team Leaders during practice and by other organizational Team Leaders throughout this unit with immediate feedback during all events. Learners will also conduct a practical exercise during the second session focused on the application of EOD Team Leader response skills. Additionally, learners will be given a written, multiple-choice exam to assess knowledge retention during the second session. Lastly, learners attitudes will be assessed during an open-discussion event focused on their reflective journaling practices.

Resources required for UNIT: Instructor guides, slide presentation and associated audio/visual equipment, EOD response equipment and vehicle, mentor guides and practice scenario guide for assigned Team Leader Mentors to utilize during practice week, learner guides to be used as study material, feedback sheets for use by all evaluators, multiple-choice assessment, and reflective journals.

Facilities required for UNIT: Classroom for 10 learners equipped with audio/visual capabilities (computer, projector, and screen), organizational training area, equipment storage area, and access to training areas and equipment within the organizational footprint during practice week.

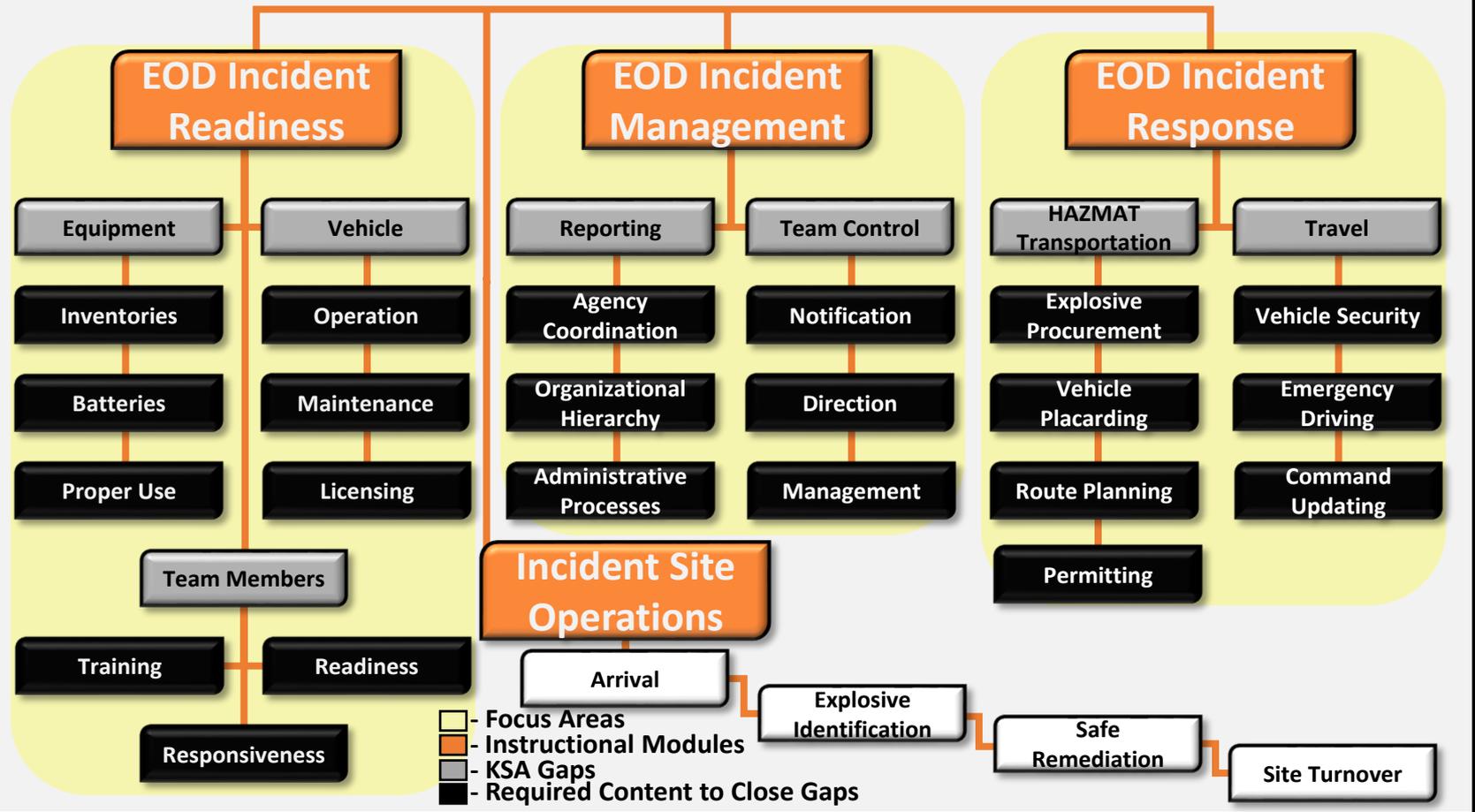
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Content Hierarchy: Prospective EOD Team Leaders are expected to perform in four major areas: incident readiness, incident management upon notification, incident response, and incident site management. This unit of instruction will focus on the first three areas as the fourth area, incident site management will be the primary focus of future instruction and assessment during actual EOD Team Leader certification. This unit of instruction is a new unit designed to prepare junior EOD Soldiers, who are graduates of NAVSCOLEOD, for future experiences during EODTLC processes.



Content Hierarchy

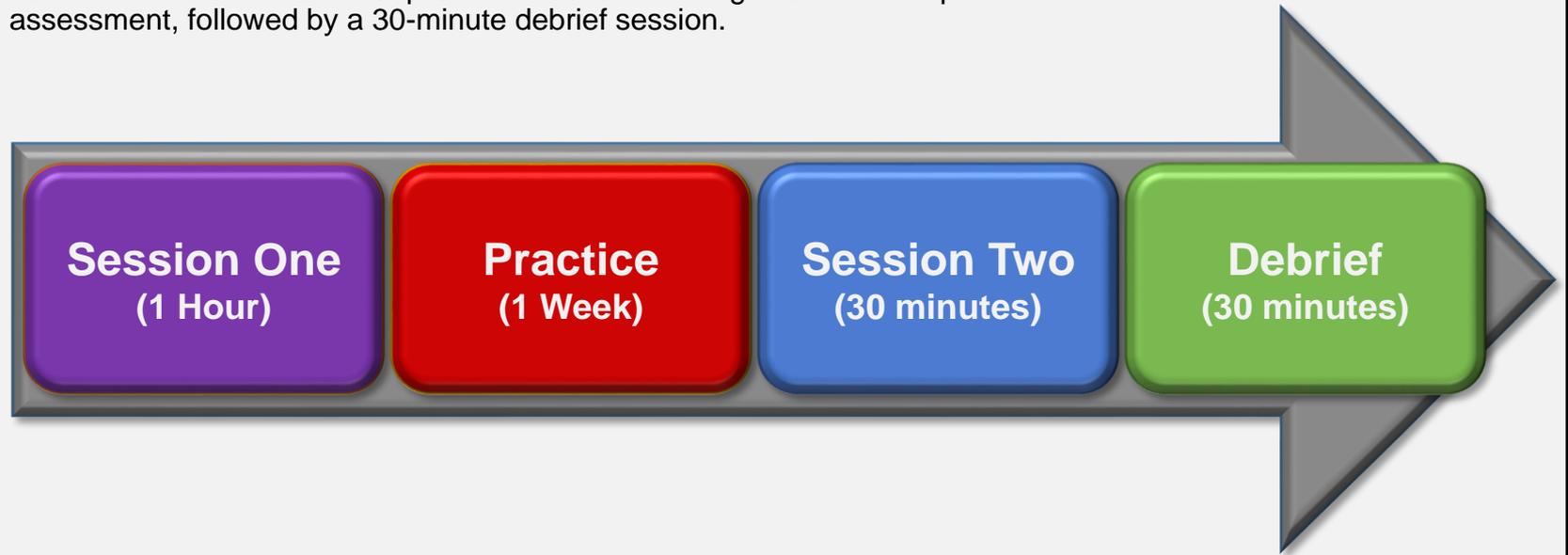
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UNIT Flow Chart of EVENTS: The flow of activities includes a 1-hour classroom lecture/practical demonstration followed by one week of practical application with EOD TL oversight followed by a 30-minute session used to provide feedback during EOD TL response learner demonstration and a written assessment, followed by a 30-minute debrief session.



Brief EVENT descriptions:

- Introduction
- EODTLC process lecture
- EOD TL incident response demonstration
- Practice of knowledge, skills, and attitudes with oversight and feedback from EOD Team Leader; Reflective journaling
- Practical application of EODTL response techniques with feedback.
- Written assessment
- Sharing of lessons learned and reflections from journaling; Instructor observational feedback; Q&A

UNIT Title: EOD Team Leader Certification Preparation

EVENT Title: EODTLC Procedures and Task Preparation - **UNIT OVERVIEW** **Estimated Time for EVENT:** 1 Week & 2 hrs.



EVENT Description:

- Instructors provide introductory lectures focused on the EODTLC process and dynamic demonstrations of EOD response techniques.
- Learners conduct practical application of gained KSAs during a one-week practice session with reflective journaling activities.
- Learners conduct a live practical application of EOD Team Leader response tactics and techniques with instructor feedback.
- Learners complete a multiple-choice written assessment.
- Instructors and learners conduct a reflective feedback, question and answer, and debrief session.

EVENT Deliverables:

- Junior EOD Soldiers capable of success during the formal EODTLC process

EVENT-Required Resources:

- Instructor guide
- Mentor guide
- Learner guide
- Reflective journal
- Slide presentation and associated audio/visual equipment
- EOD response equipment and vehicle
- Feedback sheets
- Multiple-choice assessment

Clarifying Notes on EVENT:

- Instructors focus learners on gaining understanding regarding the duties and responsibilities of an EOD Team Leader during EOD incident response including:
 - Team preparation
 - Equipment accountability
 - Procedures upon incident notification
 - Incident response criteria, procedures, and techniques
 - Attitudes and professionalism required of an EOD Team Leader

EVENT Primary and Sub-Learning Objectives:

- Learners will be able to describe and explain the role of an EOD Team Leader during comprehensive EOD operations.
- Learners will be able to identify the appropriate equipment required to conduct full-spectrum EOD operations.
- Learners will be able to demonstrate the proficiencies required to receive and respond to EOD incidents 100% of the time.

EVENT Primary Content Points:

- EOD Team Leader incident response procedures
- Reflection on EOD Team Leader roles and responsibilities

UNIT Title: EOD Team Leader Certification Preparation

EVENT Title: EODTLC Procedures and Task Preparation – **INTRODUCTION**

Estimated Time for EVENT: 10 min



EVENT Description:

- Gain learner attention through discussion on criticality of EOD Team Leader expert-level proficiency led by the First Sergeant.
- Instructors provide introduction to learners focused on:
 - Unit agenda and content
 - Unit timelines
 - Learning objectives
 - Issuance of learner guides and reflection journals
 - Expectations of learners

EVENT Deliverables:

- Learners prepared for unit activities with a full understanding of expectations, requirements, and journaling responsibilities.

EVENT-Required Resources:

- Instructor guide
- Learner guide
- Reflective journal
- Slide presentation and associated audio/visual equipment

Clarifying Notes on EVENT:

- To begin session one of this instructional unit, instructors will explain the purpose and expectations of learner including:
 - Unit overview
 - Unit timeline
 - Unit administrative requirements
 - Learner responsibilities during course

EVENT Primary and Sub-Learning Objectives:

- N/A

EVENT Primary Content Points:

- Unit orientation
- Administrative requirements

UNIT Title: EOD Team Leader Certification Preparation

EVENT Title: EODTLC Procedures and Task Preparation – **LECTURE**

Estimated Time for EVENT: 25 min



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EVENT Description:

- Instructor provides introductory lecture focused on:
 - Expectations of Prospective EOD Team Leaders
 - The EODTLC process
 - EOD Team Leader responsibilities during EOD incident response
 - Equipment accountability
 - Command communication
 - Team control
- Expected professionalism and attitudes of EOD Team Leaders

EVENT Deliverables:

- Junior EOD Soldiers knowledgeable on EOD Team Leader roles, responsibilities, and requirements during EOD incident responses.

EVENT-Required Resources:

- Instructor guide
- Learner guide
- Slide presentation and associated audio/visual equipment

Clarifying Notes on EVENT:

- During this second event of session one, instructors will thoroughly detail the EODTLC process to provide learners with increased understanding regarding their future career paths within the organization.
- Instructors will outline the step-by-step procedures, from notification through departure, during EOD incident response activities.
- Instructors will emphasize the importance of maintenance and accountability of EOD Team equipment and vehicles, as well as ammunition and explosive accountability.
- Instructors will highlight the personal attributes, focused on confidence, candor, and professionalism, requisite of EOD Team Leaders.

EVENT Primary and Sub-Learning Objectives:

- Learners will be able to describe and explain the role of an EOD Team Leader during comprehensive EOD operations.
 - Learners will be able to explain the EODTLC process and the expectations required of them throughout certification.
 - Learners will be able to fully describe the processes, in detail, associated with EOD incident response, pertaining to the EOD Team Leader.

EVENT Primary Content Points:

- EOD Team Leader incident response procedures
- EODTLC process
- Roles and responsibilities of the EOD Team Leader
- Levels of professionalism required of EOD Team Leaders

UNIT Title: EOD Team Leader Certification Preparation

EVENT Title: EODTLC Procedures and Task Preparation – **DEMONSTRATION**

Estimated Time for EVENT: 25 min



EVENT Description:

- Instructor narrates and describes procedures to learners during a demonstration observation of a practical EOD incident response.
- Learners observe an EOD team Leader from incident notification through departure including:
 - Telephonic coordination with reporting agency, installation emergency management personnel, higher-level command, and Team Members.
 - Equipment inventory and vehicle inspection procedures.
 - Control and direction of Team Members

EVENT Deliverables:

- Learners with an understanding of EOD incident response procedures, techniques, and tactics as they pertain to the EOD Team Leader.

EVENT-Required Resources:

- Instructor guide
- Learner guide
- EOD response equipment and vehicle

Clarifying Notes on EVENT:

- The demonstration event will conclude session one of the unit and will move learners from the classroom to the organization's readiness bay area for observation of a mock EOD incident response performed by a certified EOD Team Leader.
- As the EOD Team Leader progresses through the procedures of incident response, the instructor will narrate, explain, and clarify the observed actions for the learners.
- The instructor will also provide elaboration on the demeanor and attitude of the EOD Team Leader to highlight the importance of these traits to the learners.
- The instructor will also identify and correlate the observed actions with previously acquired NAVSCOLEOD knowledge and skills, which the learners possess.

EVENT Primary and Sub-Learning Objectives:

- Learners will be able to describe and explain the role of an EOD Team Leader during comprehensive EOD operations.
 - Learners will be able to identify the actions required of an EOD Team Leader during all phases of an EOD incident response.
- Learners will be able to identify the appropriate equipment required to conduct full-spectrum EOD operations.
 - Learners will gain understanding regarding specific EOD equipment utilization based on incident notification information.

EVENT Primary Content Points:

- EOD Team Leader incident response procedures
- EOD equipment and vehicle maintenance and accountability
- Proper attitudes of EOD Team Leaders

UNIT Title: EOD Team Leader Certification Preparation

EVENT Title: EODTLC Procedures and Task Preparation – **PRACTICE/JOURNALING** Estimated Time for EVENT: 1 Week



EVENT Description:

- Assigned mentors will facilitate practice of KSAs learned during session one for learners.
- Learners will practice and apply all skills during scenario drive training exercises with mentor oversight and immediate feedback.
- Mentors will provide immediate feedback along with short debriefs after each practical exercise.
- Learners will utilize journals to record progress, concerns, reflections, questions, and comments.

EVENT Deliverables:

- Learners with increased proficiency regarding EOD Team Leader functions during EOD incident response.

EVENT-Required Resources:

- Mentor guide
- Practice scenario guide
- Learner guide
- Reflective journal
- EOD response equipment and vehicle

Clarifying Notes on EVENT:

- During this one-week practice period, learners will conduct their normal daily business, as directed by their assigned Team Leaders.
- Assigned Team Leaders will also serve as learner mentors and will ensure that learners conduct practice exercises, as outlined by the mentor guide, throughout the week.
- Learners will place a heavy emphasis on the utilization of reflective journals to ensure retention and personal growth throughout practice week.
- Journaling should also indicate connections made by learners with current material and previously acquired KSAs.

EVENT Primary and Sub-Learning Objectives:

- New EOD Soldiers will be able to identify the appropriate equipment required to conduct full-spectrum EOD operations.
 - Learners will gain experiential knowledge on EOD equipment and vehicles.
- New EOD Soldiers will be able to demonstrate the proficiencies required to receive and respond to EOD incidents 100% of the time.

EVENT Primary Content Points:

- EOD Team Leader incident response procedures
- Reflection on EOD Team Leader roles and responsibilities and EOD incident response practice exercises

UNIT Title: EOD Team Leader Certification Preparation

EVENT Title: EODTLC Procedures and Task Preparation – **PRACTICAL APPLICATION** Estimated Time for EVENT: 20 min



EVENT Description:

- Instructors observe learners during practical application of KSAs gained through session one and practice week.
- Learners will progress through a 20-minute EOD incident response training scenario in the role of an EOD Team Leader.
- Instructors will observe, provide course correction, and record observations of learner performance.

EVENT Deliverables:

- Instructor feedback sheets detailing learner performance during practical application exercise.

EVENT-Required Resources:

- Instructor guide
- Practice scenario guide
- EOD response equipment and vehicle
- Feedback sheets

Clarifying Notes on EVENT:

- This practical application will serve as the start point for session two of this instructional unit and is intended to serve as an assessment of **SKILLS** gained by the learners through session one of this unit and the practice week.
- Instructors will utilize scenarios which align with the practice scenarios provided to mentors during practice week.
- Learners will utilize instructional unit-provided KSAs in conjunction with previously acquired NAVSCOLEOD KSAs during execution of practical application exercises.

EVENT Primary and Sub-Learning Objectives:

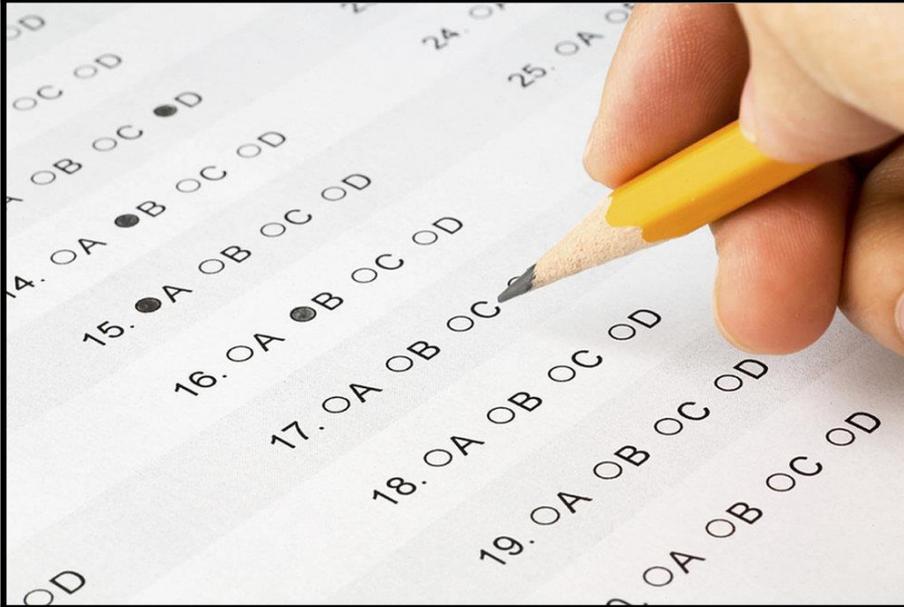
- Learners will be able to demonstrate the proficiencies required to receive and respond to EOD incidents 100% of the time.
 - Learners will demonstrate all procedures and techniques associated with EOD incident response from notification through departure from organizational facility.
- Learners will be able to identify the appropriate equipment required to conduct full-spectrum EOD operations.
 - Learners will ensure full functionality and readiness of all equipment and vehicles required for the successful completion of EOD incidents.

EVENT Primary Content Points:

- EOD Team Leader incident response procedural skills

UNIT Title: EOD Team Leader Certification Preparation

EVENT Title: EODTLC Procedures and Task Preparation – **WRITTEN ASSESSMENT** Estimated Time for EVENT: 10 min



EVENT Description:

- Learners will be issued a ten-question multiple-choice test focused on the content provided during session one and reviewed during the practice week.
- All learners will begin the test simultaneously.
- Results of the test will be utilized by the learner's and their assigned Team Leaders to design appropriate training plans upon completion of the unit.

EVENT Deliverables:

- N/A

EVENT-Required Resources:

- Multiple-choice assessment

Clarifying Notes on EVENT:

- The written assessment will conclude session two of this instructional unit and is designed to build upon the previous practical application as an assessment of **KNOWLEDGE** gained during instructional unit activities.
- The written test will not be used as a method of normal Soldier assessment during promotions, positional selections, or evaluations.
- The written assessment results will assist organizational leadership in designing appropriate training plans for junior EOD Soldiers in preparation for future EODTLC processes.

EVENT Primary and Sub-Learning Objectives:

- Learners will be able to describe and explain the role of an EOD Team Leader during comprehensive EOD operations.
- New EOD Soldiers will be able to identify the appropriate equipment required to conduct full-spectrum EOD operations.

EVENT Primary Content Points:

- EOD Team Leader incident response procedures
- Reflection on EOD Team Leader roles and responsibilities

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EVENT Title: EODTLC Procedures and Task Preparation-DEBRIEF

Estimated Time for EVENT: 30 min



EVENT Description:

- Instructors will facilitate an open dialogue of discussion focused on the lessons learned throughout the instructional unit.
- Learners will share reflections from journaling activities to enhance and enrich the discussion amongst the learners, mentors, and instructors.
- Instructors will provide group-level feedback, based on discussion topics and practical application feedback sheets, and will solicit further conversation through directed questioning.
- A question and answer period will allow learners to engage the instructors and mentors on any subjects that require clarification or further explanation.

EVENT Deliverables:

- None

EVENT-Required Resources:

- Instructor guide
- Mentor guide
- Learner guide
- Reflective journal
- Feedback sheets

Clarifying Notes on EVENT:

- During this final portion of the instructional unit, learners, instructors, and mentors will engage in thought provoking discussion focused on the events of the unit.
- Instructors will facilitate and mediate the discussion through guided exploration of presented thoughts and comments.
- Mentors will utilize this event to assess the **ATTITUDES** of learners as a result of the instructional unit and will incorporate this assessment into the learner's future organizational training plans

EVENT Primary and Sub-Learning Objectives:

- New EOD Soldiers will be able to describe and explain the role of an EOD Team Leader during comprehensive EOD operations.
- New EOD Soldiers will be able to identify the appropriate equipment required to conduct full-spectrum EOD operations.
- New EOD Soldiers will be able to demonstrate the proficiencies required to receive and respond to EOD incidents 100% of the time.

EVENT Primary Content Points:

- Instructional unit content clarification
- Reflection on EOD Team Leader roles and responsibilities
- Sharing of thoughts and lessons learned throughout instructional unit