



PENNSYLVANIA STATE FIRE ACADEMY

INCIDENT SAFETY OFFICER I SKILL STATIONS

Effective March 1, 2026:

- All certification candidates are required to maintain an active Acadis user portal account. (Acadis portal location = OSFC website/ Training and Certification Portal, or click here: [ENVISAGE Acadis®](#))
- All certification candidates are to be registered with the designated test site and rostered for the certification test.
- All certification candidates are to be registered within Acadis for the certification test. (You will need to register twice for the certification test, with the test site *and* Acadis)

Incident Safety Officer Skill Stations

NFPA 1521 – Chapter 5 (2020 Edition)

Station A	Incident Management and Control	Mandatory Station
Station B	Technical Rescue – Incident Management and Control	Random Station
Station C	HAZMAT – Incident Management and Control	Random Station
Station D	Accident Investigation	Mandatory Station
Station E	Post Incident Analysis (PIA)	Mandatory Station
Station F	Wildland Incident Management and Control	Random Station



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STATION A – Incident Management and Control		Reference NFPA 1521 (2020 Edition), Chapter 5 Mandatory Station: JPRs: 5.2.1, 5.2.2, 5.2.4, 5.2.5, 5.2.6, 5.2.7, 5.2.9, 5.2.10, 5.2.12, 5.2.13, 5.2.14, 5.2.15, 5.3.1, 5.3.2, 5.3.3, 5.3.4, 5.3.5, 5.3.6, 5.4.2	
Test Site	Test Date	Candidate #	Check Test Type _____ Initial _____ Retest

Directions: You will be provided a scenario or simulated incident. Utilizing the form(s) provided, evaluate the situation, communicate your observations and decisions. Also record your observations and summarize your findings in a report to your immediate supervisor. **Note: Refer to the ISO Candidate Handbook, Guide 1 for the narrative and scenario.**

Performance Outcome: Pass / Fail is determined by **21 of 21** tasks being correctly performed.

No.	Tasks	Yes	No
1	Implements the Incident Command System (ICS)		
2	Identifies any additional safety requirements or information needed from size-up		
3	Identifies strategic incident requirements for an Assistant Safety Officer		
4	Verifies an accountability system is followed		
5	Evaluates changing incident conditions		
6	Determines hazardous sources that can harm responders		
7	Predicts area of potential harm		
8	Identifies strategic incident requirements		
9	Identifies conditions that would require the incident to stop, alter, or suspend operations based on imminent threats/danger to responders		
10	Monitors operations, conditions, activities, and IAP and reports hazards to the IC MUST monitor all four items. _____ Weather _____ Activities _____ Work Cycles _____ Ability to recognize medical emergencies to include heat, cold, cardiac		
11	Sets up control zones and limits accessibility for the safety of personnel		
12	Identifies and adapts established control zones for incident challenges		
13	Identifies other resources that may be required for the incident		
14	Enforces department policies and procedures		
15	Enforces department health and safety policies and REHAB		
16	Verifies readiness of a rapid intervention crew		
17	Identifies environmental conditions and contaminants		
18	Verifies contamination control procedures are initiated		
19	Monitors radio transmissions for missed, unclear, or incomplete communications		
20	Candidate will write what would be verbally communicated to the RIT team/IC		
21	Documents typed, complete, spelling and grammar correct		
Please indicate skill outcome		PASS	FAIL

Place all evaluator comments on the back of this page.



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STATION A – Incident Management and Control		Reference NFPA 1521 (2020 Edition), Chapter 5 Mandatory Station: JPRs: 5.2.1, 5.2.1, 5.2.2, 5.2.4, 5.2.5, 5.2.6, 5.2.7, 5.2.9, 5.2.10, 5.2.12, 5.2.13, 5.2.14, 5.2.15, 5.3.1, 5.3.2, 5.3.3, 5.3.4, 5.3.6	
Test Site	Test Date	Candidate #	Check the Test Type ____ Initial ____ Retest

Evaluator Comments

Evaluator Signature _____

Evaluator # _____



PENNSYLVANIA STATE FIRE ACADEMY INCIDENT SAFETY OFFICER I SKILL STATIONS

STATION B – Technical Rescue: Incident Management and Control		Reference NFPA 1521 (2020 Edition), Chapter 5 Random Station: JPRs 5.2.1, 5.2.2, 5.2.3, 5.2.4, 5.2.5, 5.2.6, 5.2.7, 5.2.8, 5.2.9, 5.2.10, 5.2.11, 5.2.12, 5.2.13, 5.2.14, 5.2.15, 5.4.1, 5.4.2, 5.4.3	
Test Site	Test Date	Candidate #	Check the Test Type ____ Initial ____ Retest

Directions: You will be provided a scenario or simulated incident. Utilizing the form(s) provided, evaluate the situation, communicate your observations and decisions. Also record your observations and summarize your findings in a report. **Note: Refer to the ISO Candidate Handbook, Guide 2 for the narrative and scenario.**

Performance Outcome: Pass / Fail is determined by **25 of 25** tasks being correctly performed.

No.	Tasks	Yes	No
1	Implements an Incident Command System (ICS)		
2	Identifies any additional safety requirements or information needed from size-up		
3	Determines need for Technical Rescue Trained ISO or Assistant ISO		
4	Identifies technical rescue resources needed		
5	Verifies an accountability system is followed		
6	Evaluates changing incident conditions		
7	Determines hazardous sources that can harm responders		
8	Predicts area of potential harm		
9	Identifies strategic incident requirements		
10	Delivers a safety briefing for technical rescue SAR team members		
11	Prepares a safety plan that identifies corrective or preventative actions		
12	Identifies conditions that would require the incident to stop, alter, or suspend operations based on imminent threats/danger to responders		
13	Monitors operations, conditions, activities, and IAP and reports hazards to the IC MUST monitor all four items. ____ Weather ____ Activities ____ Work Cycles ____ Ability to recognize medical emergencies to include heat, cold, cardiac		
14	Sets up control zones and limits accessibility for the safety of personnel		
15	Identifies and adapts established control zones to incident challenges		
16	Identifies other resources that may be required for the incident		
17	Enforces department policies and procedures		
18	Enforces department health and safety policies and REHAB		
19	Verifies readiness of a rapid intervention crew		
20	Determines hazards associated with Helicopter Landing Zone		
21	Identifies environmental conditions and contaminants		
22	Verifies contamination control procedures are initiated		
23	Monitors radio transmissions for missed, unclear, or incomplete communications		
24	Visually inspect tools and attachments while returning them to a state of readiness and verbally report any excessive usage or damage .		
25	Documents typed, complete, spelling and grammar correct		
Please indicate skill outcome		PASS	FAIL

Place all evaluator comments on the back of this page.



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STATION B – Technical Rescue: Incident Management and Control		Reference NFPA 1521 (2020 Edition), Chapter 5 Random Station: JPRs 5.2.1, 5.2.2, 5.2.3, 5.2.4, 5.2.5, 5.2.6, 5.2.7, 5.2.8, 5.2.9, 5.2.10, 5.2.11, 5.2.12, 5.2.13, 5.2.14, 5.2.15, 5.4.1, 5.4.2, 5.4.3	
Test Site	Test Date	Candidate #	Check the Test Type ____ Initial ____ Retest

Evaluator Comments

Evaluator Signature _____

Evaluator # _____



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STATION C – HAZMAT: Incident Management and Control		Reference NFPA 1521 (2020 Edition), Chapter 5 Mandatory Station: JPRs 5.2.1, 5.2.2, 5.2.3, 5.2.4, 5.2.5, 5.2.6, 5.2.7, 5.2.8, 5.2.9, 5.2.10, 5.2.12, 5.2.13, 5.2.14, 5.2.15, 5.5.1, 5.5.2, 5.5.3, 5.3.4	
Test Site	Test Date	Candidate #	Check the Test Type ____ Initial ____ Retest

Directions: You will be provided a scenario or simulated incident. Utilizing the form(s) provided, evaluate the situation, communicate your observations and decisions. Also record your observations and summarize your findings in a report. **Note: Refer to the ISO Candidate Handbook, Guide 3 for the narrative and scenario.**

Performance Outcome: Pass / Fail is determined by **24 of 24** tasks being correctly performed.

No.	Tasks	Yes	No
1	Implements an Incident Command System (ICS)		
2	Determines need for a Hazardous Materials trained ISO or Assistant ISO		
3	Identifies any additional safety requirements or information needed from size-up		
4	Identifies additional resources needed for the incident		
5	Verifies an accountability system is followed		
6	Identifies strategic incident requirements		
7	Delivers safety briefing for HAZMAT incident response team members		
8	Evaluates changing incident conditions and reports them to the IC		
9	Determines hazardous energy sources that can harm responders		
10	Predicts area of potential harm		
11	Prepares a safety plan that identifies corrective or preventative actions		
12	Identifies conditions that would require the incident to stop, alter, or suspend operations based on imminent threats/danger to responders		
	Monitors operations, conditions, activities, and IAP and reports hazards to the IC MUST monitor all four items. ____ Weather ____ Activities ____ Work Cycles ____ Ability to recognize medical emergencies to include heat, cold, cardiac		
14	Sets up control zones and limits accessibility for the safety of personnel		
15	Identifies and adapts established control zones to incident challenges		
16	Identifies other resources that may be required for the incident		
17	Enforces department policies and procedures		
18	Enforces department health and safety policies and REHAB		
19	Verifies readiness of a rapid intervention crew		
20	Identifies environmental conditions and contaminants		
21	Verifies contamination control procedures are initiated		
22	Visually inspect tools and attachments while returning them to a state of readiness and verbally report any excessive usage or damage.		
23	Monitors radio transmissions for missed, unclear, or incomplete communications		
24	Documents typed, complete, spelling and grammar correct		
Please indicate skill outcome		PASS	FAIL

Place all evaluator comments on the back of this page.



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STATION C – HAZMAT: Incident Management and Control		Reference NFPA 1521 (2020 Edition), Chapter 5 Mandatory Station: JPRs 5.2.1, 5.2.2, 5.2.3, 5.2.4, 5.2.5, 5.2.6, 5.2.7, 5.2.8, 5.2.9, 5.2.10, 5.2.12, 5.2.13, 5.2.14, 5.2.15, 5.5.1, 5.5.2, 5.5.3, 5.3.4	
Test Site	Test Date	Candidate #	Check the Test Type ____ Initial ____ Retest

Evaluator Comments

Evaluator Signature _____ **Evaluator #** _____



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STATION D – Accident Investigation and Review		Reference NFPA 1521 (2020 Edition), Chapter 5 Mandatory Station: JPRs 5.1.2, 5.2.8, 5.4.2, 5.5.2, 5.6.1	
Test Site	Test Date	Candidate #	Check the Test Type _____ Initial _____ Retest

Directions: You will be provided a scenario involving some type of injury during an incident. Utilizing the form(s) provided, complete an Incident injury report on the injured firefighter and write a brief report that describes the events, investigation outcome, and corrective action(s).

Note: Refer to the ISO Candidate Handbook, Guide 4 for the scenario.

Performance Outcome: Pass / Fail is determined by **12 of 12** tasks being correctly performed.

No.	Tasks	Yes	No
1	Recognizes and identifies the problem		
2	References department policy and procedures for accident investigation		
3	Initiates an accident investigation		
4	Mitigate hazards to protect members if the incident is a vehicle accident,		
5	Recuses self if a witness to or participant in the accident		
6	Produces a report narrating events in the accident investigation		
7	Determines compatibility of PPE ensemble (if applicable)		
8	Analyzes data collected in the investigation		
9	Request assistance from Health and Safety Officer (if applicable)		
10	Recommends course of action to prevent further loss		
11	Prepares and submits an accident investigation report of findings to include who, what, where, when, and why		
12	Documents typed, complete, spelling and grammar correct		
Please indicate skill outcome		PASS	FAIL

Evaluator Comments _____

Evaluator Signature _____ **Evaluator #** _____



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STATION E – Post Incident Analysis (PIA)		Reference NFPA 1521 (2020 Edition), Chapter 5 Mandatory Station: JPRs 5.7.1, 5.7.2	
Test Site	Test Date	Candidate #	Check the Test Type _____ Initial _____ Retest

Directions: Given an actual or simulated single incident and utilizing the form(s) provided, evaluate the situation, and communicate and record your observations and summarize your findings in a report. All documentation must be typed, and spelling and grammar must be correct. **See Candidate Handbook Guide 5 for scenario.**

Performance Outcome: Pass / Fail is determined by **17 of 17** tasks being correctly performed.

No.	Tasks	Yes	No
	Prepares a written PIA from the ISO perspective – Areas Covered		
1	Identifies incident type and nature, date, time, number of on-scene personnel and apparatus, and incident location		
2	Identifies incident strategic and tactical objectives and their effectiveness		
3	Assesses the incident command structure		
4	Identifies the incident hazards and risks		
5	Assesses the effectiveness of the pre-plan		
6	Assesses the effectiveness and execution of assignments		
7	Assesses the Incident Action Plan: risk vs. gain; safety briefing		
8	Assesses Incident Safety Plan		
9	Identifies health and safety issues: risk exposure, PPE concerns. REHAB, RIC, accountability		
10	Provides resource analysis on equipment needs and availability, apparatus type, apparatus positioning, personnel effectiveness, staging, water supply		
11	Identifies strengths and areas of improvement based on applicable SOGs, orders, and best practices		
12	Identifies deviations from SOGs (if applicable)		
13	Provides an overall analysis of the incident		
14	Provides recommendations and action items to support recommendations		
15	Provides an overview of lessons learned		
16	PIA focused on service improvement (i.e., fact-finding not fault-finding)		
17	Documents typed, complete, spelling and grammar correct		
Please indicate skill outcome		PASS	FAIL

Evaluator Comments _____

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STATION F – Wildland: Incident Management and Control		Reference NFPA 1521 (2020 Edition), Chapter 5 Random Station: JPRs 5.2.1, 5.2.2, 5.2.3, 5.2.4, 5.2.5, 5.2.6, 5.2.7, 5.2.8, 5.2.9, 5.2.10, 5.2.11, 5.2.12, 5.2.13, 5.2.14, 5.2.15, 5.3.1, 5.3.5	
Test Site	Test Date	Candidate #	Check the Test Type ____ Initial ____ Retest

Directions: You will be provided a scenario or simulated incident. Utilizing the form(s) provided, evaluate the situation, communicate your observations and decisions. Also record your observations and summarize your findings in a report. **Note: Refer to the ISO Candidate Handbook, Guide 1 for the narrative and scenario.**

Performance Outcome: Pass / Fail is determined by **28 of 28** tasks being correctly performed.

No.	Tasks	Yes	No
1	Implements an Incident Command System (ICS)		
2	Identifies any additional safety requirements or information needed from size-up		
3	Verifies an accountability system is followed		
4	Evaluates continuously changing incident conditions and reports them to the IC		
5	Determines hazardous sources that can harm responders		
6	Predicts area(s) of potential harm		
7	Identifies strategic incident requirements for an Assistant Safety Officer		
8	Verifies temporary traffic control devices are utilized to protect members		
9	Identifies conditions that would require the incident to stop, alter, or suspend operations based on imminent threats/danger to responders		
10	Monitors operations, conditions, activities, and IAP and reports hazards to the IC MUST monitor all four items. ____ Weather ____ Activities ____ Work Cycles ____ Ability to recognize medical emergencies to include heat, cold, cardiac		
11	Develops Safety Message/Plan (ICS 208) and Incident Safety Plan (ICS 215A)		
12	Reviews and approves Incident Medical Plan (ICS 206)		
13	Sets up control zones and limits accessibility for the safety of personnel		
14	Identifies and adapts established control zones to incident challenges		
15	Identifies other resources that may be required for the incident		
16	Enforces department policies and procedures		
17	Enforces department health and safety policies and REHAB		
18	Verifies readiness of a rapid intervention crew		
19	Identifies environmental conditions and contaminates		
20	Verifies contamination control procedures are initiated		
21	Determines fire growth and blow up		
22	Interprets fuel, topography, flame length, weather effects of wildland fires		
23	Communicates information to the IC face-to-face or by radio		
24	Determines hazards associated with Helicopter Landing Zone		
25	Monitors radio transmissions for missed and unclear or incomplete communications		
26	Follows procedures for transfer of ISO duties		
27	Communicates critical messages both orally and in writing		
28	Documents typed, complete, spelling and grammar correct		
Please indicate skill outcome		PASS	FAIL

Place all evaluator comments on the back of this page.



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STATION F - Wildland Incident Management and Control		Reference NFPA 1521 (2020 Edition), Chapter 5 Random Station: JPRs 5.2.1, 5.2.2, 5.2.3, 5.2.4, 5.2.5, 5.2.6, 5.2.7, 5.2.8, 5.2.9, 5.2.10, 5.2.11, 5.2.12, 5.2.13, 5.2.14, 5.2.15, 5.3.1, 5.3.5	
Test Site	Test Date	Candidate #	Check the Test Type ____ Initial ____ Retest

Evaluator Comments

Evaluators Signature: _____ **Evaluator ID #** _____