Course Syllabus for

“ICS for Long-term Care and Smaller Hospital Facilities”

**Instructor:** Nick Gatlin, Senior Consultant  
Gatlin Consulting, LLC  
Nashville, Tennessee

**Course Length:** Four hours

**Course Purpose:** Long-term Care Facilities are required by the Tennessee Department of Health, Board for Licensing of Healthcare Facilities to maintain plans for managing facilities and sustaining patient care during times of disaster. These plans are required by TDH’s “1200-08-25-.16 Disaster Preparedness” regulations to address these matters for a variety of emergency situations, including fires, weather-related emergencies, earthquakes, and bomb threats. In addition to managing these incidents internally, the regulations call for plans to interact with outside response agencies, including the Tennessee Emergency Management Agency when required. A key component of this interaction is the mandatory FEMA Incident Command System (ICS) and/or various customized versions of the system for hospitals, nursing homes, and other entities. Each of these systems is based on the FEMA model, which must also comply with the FEMA/DHS National Incident Management System (NIMS) and the National Response Framework (NRF). “ICS for Long-term Care and Smaller Hospital Facilities” is a course that is designed to provide the foundational information that administrators and managers need to prepare them for further training and form a basis for better organizing their disaster planning efforts. This training will also enhance their ability to provide patient care and protection under difficult circumstances.

Most currently-available ICS training concentrates on terminology, resource typing, extensive modeling examples, and use of numerous ICS forms, while failing to adequately establish an understanding of the true function of ICS rather than its form. Such courses emphasize the **complexity** of ICS while ignoring its scalable **simplicity**. This leaves many students overwhelmed and confused. This course breaks ICS into simple concepts, building as it progresses, and consistently maintaining awareness of how ICS can become an essential element in response and planning, even for smaller facilities. It will also ensure that participants are better prepared for more advanced ICS training in the future.

**Course Synopsis:** This course begins by focusing on the most easily understood aspects of ICS. Building on this basic understanding, certain principles are progressively applied to more
complex situations. This approach allows for a more comfortable learning pace than other ICS training. As each concept is presented and demonstrated, participants are given examples of the usefulness of ICS in situations other than emergency response.

**Module 1:** Introduction, objectives for course; definition, origin, and evolution of ICS; other available training; introduction to ICS basic principles, purpose, and features.

**Module 2:** ICS philosophy, expounded presentation of ICS principles, explanation of staffing chart purpose and definitions of staff levels; group activity involving the building of staffing models for a non-clinical scenario while adhering to accepted ICS principles.

**Module 3:** Applying ICS principles to create models for individual facilities; ICS as a planning tool as well as an operational tool; scenario-based group activity to identify critical tasks and organize them within ICS; concepts for assigning tasks and reflecting assignments with conceptual modeling; using the ICS model to ensure that critical considerations are addressed in emergency planning; course review and participant quiz.

**Conclusion:** Participant feedback session.