

# CJPS After Action Report (AAR)

SARS-nCoV-2 - Gillette Mission (11/18/2020 - 11/30/2020)

What follows is the aggregate of all the team feedback. A lot of feedback was similar and therefore grouped or eliminated. Suggestions for the future were listed with a student name to give credit for the suggestion.

## **Ups**

- Everybody worked well together for not all being in class (online vs. in person).
- Students adapted well to the hybrid model even though it was a challenge.
- Groups worked well together, Incident Commander made sure people had information and assignments they needed.
- Communication between groups, multiple people working each section.
- Help was available when needed, from most of the other groups and Mr. L.
- Once established, the IAP was solid; well organized and everyone knew what to do.
- Work that was produced was of a quality that students could be proud of.
- High level of active participation.
- Having sophomores shadow juniors as trainees exposed them to the structure while allowing juniors to act as trainers.
- Even on days when there was no school students stepped up to volunteer to keep the project moving forward.
- People in one section offering to assist with others when their work was done.
- The frequent video check-ins from Mr. C. in the field was helpful and inspiring.
- Jobs got done quickly, orderly and were well coordinated.
- People were motivated to help.
- There was no arguing or complaining about tasks.
- The pace was good and was a great learning experience.
- Cooperation and focus were strong, especially once the IAP was established.
- Sophomores did an outstanding job of stepping up to assist when their work was done.
- Section Chiefs did a great job of keeping their people on task and picking up slack when necessary.
- Format easy to follow when an activation suddenly pops up.

## **Downs**

- Being in shop was easier than being home / not having everyone in shop.
- Lack of communication among some sections about information on what was needed from the others and what they needed in particular.
- Hearing others through meets was sometimes difficult.
- Procrastination in getting certain things done.
- Some people did little to no work.
- Sometimes clearer directions were needed.
- People editing the work of others.
- WiFi issues.
- More communication needed between sections.
- People knowing their assignments within a group and still not completing their tasks.
- People taking advantage of downtime.
- Some sections had much more downtime than others.
- Certain groups carrying sophomores through the activation found the task challenging.
- Some groups were not given enough time to complete their forms before higher ups would complete it for them.
- It was hard working with the sophomores I didn't know because we were opposite DL and In person.
- Tough to concentrate when in DL.
- People were unsure of what to do specifically for their section.
- People logged off for the day and didn't contribute to their group.
- Of course it was more challenging with our COVID circumstances but communication was difficult with half online and some in person, as well as not being able to sit with your group to work due to the constant disruption of admin walking in.
- One thing that didn't go well would have been that some people would take over the entire group and wouldn't let others have any room to breathe. For instance one person did all the work before others even could.
- We need to get coordinated faster, we need to stay focused longer, we need to stay on top of technical issues.
- Remote members were hard to stay in contact with throughout the day.
- The IAP doc was very laggy so for some people it would mess with their work causing it to get deleted or either the work would end up on another page.
- Some of the sophomores were confused about what they needed to do for the IAP.
- FROM THE IC:
  1. There were too many people from other groups helping out, I feel like people needed to have been responsible for

the work that they put in although it was good other people helped it's just on that responsibility standpoint that some people weren't able to carry.

- 2. So I realized throughout the activation that everyone was coming to me with a question and although I know I am the Incident Commander, they are supposed to be going to the Deputies to see if they can help and if it's something that they can't answer then I could see if I can. By going straight to me, I was able to help but felt overloaded because I couldn't help everyone at once and I was trying to focus on helping people individually, helping groups, figuring out plans and a bunch more.
- 3. I feel that the communication was lackluster amongst the other groups, if there was something people wanted to add to another section they should have been getting in touch with the section chiefs and letting them approve it before doing so, or even things such as the pages on the documents, people were getting their work deleted because someone else was trying to fix it and it was just a mess.

### **Suggestions**

- Give some more work later in the deployment, like work we need to get done and give us time to do it so people have work they can do when they have finished everything. (Ethan)
- Possibly only allow one person per group to edit the document/slide due to the slowness and lag there was, making it hard to edit. (Gianna)
- Communicate more if we need help and explain better. (Genesis)
- Connecting to the faster wifi because it was really slow in school. The binders were helpful but I feel they should be updated now. (Brianna)
- Make the breakout rooms a requirement so we can communicate more. (Mia)
- Do a practice IAP when you do the FEMA training so people can know their tasks. (Eric E.)
- communicate better with each other especially now that some people are online and do not know what's going in the shop. (Paola)
- Maybe be a little more clear when assigning roles, I also think we should update the binders for next time so we can work faster and it will be a little easier. (Gabriella)
- I feel that for the next deployment we should try and have each group have their own google doc that pertains to their section and have them fill out all the information and then have the section chiefs put that information on the IAP. It will just make things a lot easier because when we were first starting out it was very hard to scroll between the documents since everyone was on it at once. This just made the doc very slow and annoying to insert information or fix something so I think by having each group put it separately on a doc and then have the section chief insert the information, it will save a lot of the annoyance. (Sheraud)

**"I liked how even on days when there was no school there was a good amount of people who would work on the IAP."**

**- Wyatt**