

CRM LESSON PLAN REPORT

INTRODUCTION TO DISMOUNTED COUNTER-IED TACTICS-MASTER TRAINER (DCT-MT)
071-FREBA001 / 02.0 ©

Analysis
21 May 2013

Effective Date: N/A

SCOPE:

None

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Foreign Disclosure: FD3 - This training product has been reviewed by the developers in coordination with the MCOE, Fort Benning, GA foreign disclosure officer. This training product cannot be used to instruct international military students.

SECTION I. ADMINISTRATIVE DATA

All Course Masters/POIs Including This Lesson

Courses				
<u>Course Number</u>	<u>Version</u>	<u>Title</u>	<u>Phase</u>	<u>Status</u>
9E-F59/950-F38	02.0	Dismounted Counter-IED Tactics Master Trainer	N/A	Analysis

POIs				
<u>POI Number</u>	<u>Version</u>	<u>Title</u>	<u>Phase</u>	<u>Status</u>
9E-F59/950-F38	02.0 ©	Dismounted Counter-IED Tactics Master Trainer	0	Analysis

Task(s) Taught(*) or Supported

<u>Task Number</u>	<u>Task Title</u>	<u>Status</u>

Reinforced Task(s)

<u>Task Number</u>	<u>Task Title</u>	<u>Status</u>

Knowledge

<u>Knowledge Id</u>	<u>Title</u>	<u>Taught</u>	<u>Required</u>
None			

Skill

<u>Skill Id</u>	<u>Title</u>	<u>Taught</u>	<u>Required</u>
None			

Administrative/Academic Hours

The administrative/academic (50 min) hours required to teach this lesson are as follows:

<u>Academic</u>	<u>Resident Hours / Methods</u>		
No	0 hrs	30 mins	Discussion (small or large group)
<hr/>			
Total Hours(50 min):	0 hrs	30 mins	

Instructor Action Hours

The instructor action (60 min) hours required to teach this lesson are as follows:

<u>Hours/Actions</u>		
0 hrs	10 mins	Classroom Breakdown
0 hrs	15 mins	Classroom Setup
<hr/>		
Total Hours (60 min):	0 hrs	25 mins

Test Lesson(s)

<u>Hours</u>	<u>Lesson Number Version</u>	<u>Lesson Title</u>
None		

Prerequisite Lesson(s)

<u>Hours</u>	<u>Lesson Number Version</u>	<u>Lesson Title</u>
None		

Training Material Classification

Security Level: This course/lesson will present information that has a Security Classification of: U - Unclassified.

Foreign Disclosure Restrictions

FD3. This training product has been reviewed by the developers in coordination with the MCOE, Fort Benning, GA foreign disclosure officer. This training product cannot be used to instruct international military students.

References

<u>Number</u>	<u>Title</u>	<u>Date</u>
AR 40-501	Standards of Medical Fitness	14 Dec 2007
ATP 5-19 (Change 001 09/08/2014 78 Pages)	RISK MANAGEMENT http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/atp5_19.pdf	14 Apr 2014
DA FORM 5500	BODY FAT CONTENT WORKSHEET (MALE)	01 May 2013
DA FORM 5501	BODY FAT CONTENT WORKSHEET (FEMALE)	01 May 2013
DD FORM 2977	DELIBERATE RISK ASSESSMENT WORKSHEET	01 Jan 2014
FB (Safety) Form 385-1-E	Daily Risk Management Assessment Matrix	01 Oct 2013
FM 3-34.210	Explosive Hazards Operations	27 Mar 2007
FM 3-34.5	Environmental Considerations	16 Feb 2010
STP 3-CIED-SM-TG	Soldier's Manual and Trainer's Guide for Counter Improvised Explosive Device	09 Dec 2011

Student Study Assignment

NONE

Instructor Requirements

Instructor must be certified in the following courses: Army Basic Instructor Course (ABIC) or DOD equivalent, Dismounted Counter-IED Tactics Master Trainer (DCT-MT) Course, Combat Life Saver (CLS), Small Group Instructor Course (SGIC), and Hand Held Device (HHD).

Support Personnel Requirements

None

Additional Support Personnel Requirements

<u>Name</u>	<u>Student Ratio</u>	<u>Qty</u>	<u>Man Hours</u>
Guest Speaker		1	0.5
Combat Lifesaver		1	1.5

**Equipment
Required
for Instruction**

<u>ID - Name</u>	<u>Student Ratio</u>	<u>Instructor Ratio</u>	<u>Spt</u>	<u>Qty</u>	<u>Exp</u>
4110-01-485-3548 - Chest, Ice Storage, White, 162 Quart Capacity	1:5	0:0	No	0	No
5820-00-NSN - SCREEN, PROJECTION	0:0	0:0	No	1	No
5820-00-T93-6432 - PROJECTOR, VIDEO, LCD EPSON ELP33 WITH REMOTE	0:0	0:0	No	1	No
5860-01-363-8730 - Laser Pointer	1:15	0:0	No	0	No
5895-01-540-4543 - Computer, Laptop	0:0	0:0	No	2	No
6530-01-290-9964 - Litter, Folding, Rigid Pole	1:15	0:0	No	0	No
6545-01-532-3674 - Medical Equipment Set, Combat Lifesaver, Version 2005, UA 245A	0:0	0:0	Yes	1	No
6665-01-381-3023 - Wet Bulb-Globe Temperature Kit	1:30	0:0	No	0	No
6685-01-590-1047 - Monitor, Heat Stress: Questemp 44	1:30	0:0	No	0	No
6760-00-985-6749 - Tripod, Photographic	1:30	0:0	No	0	No
7240-00-098-3827 - Can, Military	1:30	0:0	No	0	No

(Note: Asterisk before ID indicates a TADSS.)

**Materials
Required***Instructor Materials:*

1. Lesson plan with Appendix A, C, and D as applicable
2. PowerPoint Lesson Presentation
3. All references linked to this lesson plan
4. Visitor Book
5. Risk Assessment
6. Pre-Test Assessment
7. Personal Data Sheet
8. Course Survey

Student Materials:

1. Student disc
2. All references linked to this lesson
3. Pen/Pencil and note taking material

**Classroom,
Training Area,
and Range
Requirements**

<u>ID - Name</u>	<u>Quantity</u>	<u>Student Ratio</u>	<u>Setup Mins</u>	<u>Cleanup Mins</u>
17120-M-1200-30 Classroom, Multipurpose, 1200 Square Feet, 30 Students	1		15	15
72114-0-0 Enlisted Barracks, Transient Training, 0 Square Foot, 0 Starting Point , Service Points, or Persons Supported		1:30	0	0
74046-0-0 Consolidated Open Dining Facility, 0 Square Foot, 0 Seats		1:30	0	0
44224-0-0 Organizational Storage Building, 0 Square Foot, 0 Cubic Foot		1:30	0	0

**Ammunition
Requirements**

<u>DODIC - Name</u>	<u>Exp</u>	<u>Student Ratio</u>	<u>Instruct Ratio</u>	<u>Spt Qty</u>
None				

NOTE: Before presenting this lesson, instructors must thoroughly prepare by studying this lesson and identified reference material.

1. Have on hand identified reference materials linked to the lesson plan.
2. Review presentation and develop a list of questions to use during class.
3. Review and prepare conference/discussion material presented.
4. Ensure all equipment listed for this Lesson Plan (LP) is present, operable, and set up for use before class.
5. Refer to the practical exercise, Appendix C, of this lesson plan. When necessary develop additional situations to use during the practical exercise.
6. PowerPoint users: Ensure the Instructor's file has been called up using Microsoft PowerPoint Viewer and Instructor/slide 1 is displayed on the screen before class.
7. Whenever noted, slides are available to assist in explanation of task steps. Use slides as needed during class or practical exercise to reinforce training. The Instructor may choose to use/not use the LP SLIs as developed, modify the existing SLIs content/order or insert new material as is necessary based on audience analysis to assist in Soldier learning. Changes must be annotated as a pen/ink change on the vault file master LP, VIP LP, and Instructor LP.
8. Whenever necessary, ask leading questions of Soldiers in order to prompt Soldier discussion.
9. Most materials associated with this LP are provided to Soldiers in digital format loaded on their school issued CD and student handout unless stated within instructional notes. Instructor will have to issue all necessary materials to Soldiers in hard copy unless they have individual Soldier laptop/digital capability.
10. Encourage Soldiers to relate their first hand experiences during the activities.
11. Facilitate this lesson using Instructor's methodologies.
12. Control group activities using Instructor's techniques.

1. DURING INSTRUCTION

- a. Follow the lesson plan, show and discuss slides as appropriate, and facilitate group discussion.
- b. Ensure students stay attentive and pay proper military respect to senior officers, dignitaries, and/or guest speakers.
- c. Ensure students take notes and actively participate in group discussions and stay focused on the lesson training objectives.

2. AFTER INSTRUCTION

- a. Ensure proper police of classroom and other areas used by the students.
- b. Ensure that no classified/sensitive material is left in the classroom.
- c. Check classroom for security, cleanliness, and energy conservation before departing area.
- d. Annotate FB Form 1087a, Instructor/Evaluator Comment Record as appropriate.

3. BEFORE USING EQUIPMENT

- a. Ensure students are given a specific safety briefing, if necessary.
- b. Perform proper power up/down procedures for computer equipment.

Note: The above examples in no way limit the safety precautions that the individual

instructor/facilitator may stress. There may be specific instances during conduct of lesson that the instructor/facilitator may caution students about.

**Proponent Lesson
Plan Approvals**

<u>Name</u>	<u>Rank</u>	<u>Position</u>	<u>Date</u>
None			NO DATA

SECTION II. INTRODUCTION

Method of Instruction: Discussion (small or large group)

Mode of Delivery: Resident Instruction

Instr Type (I:S Ratio): Military - NON-ICH, ABIC/FIFC Qual (1:30)

Time of Instruction: 3 mins

Motivator

Slide 1

Welcome to the Dismounted Counter-IED Tactics Master Trainer's (DCT-MT) course. This course is designed to empower you with the necessary skills and knowledge to integrate training, advise leaders on threat assessments, and plan tactical employment of enablers to counter IED related threats targeting dismounted patrols.

Note: Use this statement or develop one of your own relating to the material.

Instructor Note:

1. Welcome students to the Dismounted C-IED Tactics Master Trainer Course.
2. Before we start with a course introduction and officially start the course we need to go through some admin points.

Slide 2:

NOTE. Inform the students of the following Terminal Learning Objective requirements.

At the completion of this lesson, you [the student] will:

Action:	Receive DCT-MT course introduction
Conditions:	In a classroom environment with pen, paper, required documents, and given course administrative forms and rubrics.
Standards:	Perform administrative actions IAW unit SOP and Individual Student Assessment Plan (ISAP) and will include: 1. . Receive DCT-MT course introduction Learning Domain: Psychomotor Learning Level: Articulation
Learning Domain - Level:	None assigned
No JPME Learning Areas Supported:	None

Terminal Learning Objective

Safety Requirements

Safety Requirements in a Classroom Setting:

Safety is of the utmost importance in any training environment. During the training process, commanders will utilize the 5-Step Risk Management process to determine the safest and most complete method to train. Every precaution will be taken during the conduct of training. Safety is everyone's responsibility to recognize, mitigate, and report hazardous conditions.

Instructor note: The instructor will brief the students on the unit/facility SOP for classroom

contingencies (i.e. what doors will be used to exit the classroom, rally points, severe weather, WBGT/Kestrel set up, etc).

Safety Requirements other than Classroom Settings:

Safety must be paramount in the complex outdoor environment. During the training process, commanders will utilize the 5-Step Risk Management process to determine the safest and most complete method to train. Every precaution will be taken while replicating realistic battlefield conditions. Safety is everyone's responsibility to recognize, mitigate, and report hazardous conditions. The instructor will brief the unit/site SOP and Risk Management Worksheet for all potential contingencies encountered during that training period/event (i.e. WBGT/Kestrel set up, trail vehicles for PT/foot marches, severe weather, fire, evacuation routes, muzzle awareness, range safety briefs, required medical FLA with driver and medics with emergency equipment, student injury procedures, and rally points etc).

Risk Assessment Level

Low - II Army Instructors will conduct a Risk Assessment Worksheet (FB Form 385-1-E, Daily Risk Management Assessment Matrix, OCT 2013) prior to training and brief Soldiers on identified hazards.

Assessment: The Principal Instructor will prepare a risk assessment using the before, during, and after checklist and the risk assessment matrixes contained in Risk Management FM 5-19.

Controls: See Attached FB Form 385-1-E.

Leader Actions: See Attached FB Form 385-1-E.

Environmental Considerations

NOTE: Instructor should conduct a Risk Assessment to include Environmental Considerations IAW FM 3-34.5, Environmental Considerations {MCRP 4-11B}, and ensure students are briefed on hazards and control measures.

It is the responsibility of all Soldiers and DA civilians to protect the environmental from damage. There are no environmental concerns during this block of training.

Instructional Lead-in

The DCT-MT course is designed to empower you with the necessary skills and knowledge to advise, train, and support dismounted efforts home and abroad.

Note: Use this statement or develop one of your own relating to the material.

SECTION III. PRESENTATION

TLO - LSA 1. Learning Step / Activity TLO - LSA 1. Receive DCT-MT course introduction

Method of Instruction: Discussion (small or large group)

Mode of Delivery: Resident Instruction

Instr Type (I:S Ratio): Military - ICH, ABIC/FIFC Qual and CIED SME (1:30)

Time of Instruction: 25 mins

Media Type: CD-ROM / Handout / Oral Presentation

Other Media: Unassigned

Security Classification: This course/lesson will present information that has a Security Classification of: U - Unclassified.

Slide 3. Administrative Notes

1. On behalf of the Maneuver Center of Excellence (MCoE) welcome to the DCT-MT Course.
2. Course security level is For Official Use Only (FOUO).
3. Share experiences and ask questions.

Instructor Note:

- Discussed course history plug in data from Training strategy

Slide 4. This is About IEDs - Video

Instructor Note:

1. Show a 2min 30 sec video -Click in box to start video.
2. Solicit reaction from the students.

Slide 5. Agenda

1. Course purpose and outcomes
2. Lessons learned
3. Two week course training schedule
4. Information, guidance and rules
5. Tests, STX and surveys
6. Graduation and Out-processing
7. Slide 6. DCT-MT Purpose

Slide 6. Course Outcomes

1. Outcome Statement. "Upon completion of this course, the Master Trainer (MT) will have the foundations to become a SME in C-IED Tactics. The MT will apply knowledge to assist leaders with C-IED training, planning, executing, and supervising at company/battalion level. The MT will advise unit leaders and personnel about IED threats, recommend enablers to mitigate IED threats, incorporate C-IED TTPs into a the Unit Training Plan, conduct a company level C-IED training program"
2. Four rubrics designed to assess each outcome.
 - a. Threat assessment

- b. Tactical Planning of Mission 1, 2, 3
- c. Unit Train Training Plan/unit training calendar
- d. Instructor/facilitator Facilitation Skills

Instructor Note:

- 1. Course curriculum is designed to ensure that course outcomes are met at the end of the course.
- 2. Also developed rubrics to measure each outcome

Slide 7. Lessons Learned

- 1. The best method to avoid IED strikes is to take the most unpredictable routes available.
- 2. Honesty traces conducted after every patrol were instrumental in ensuring routes were constantly varied.
- 3. The greatest C-IED asset is the warrior skill set..
- 4. Understanding the theater of operation.

Instructor Note:

- 1. The troops on the ground very quickly discover that the enemy isn't afraid to take you on.
- 2. There way of learning our TTP's and bringing the fight to our doorstep is a different concept we have not seen on previous deployments.
- 3. These are some comments from troops that have been in theater that had to learn very quickly to adapt their TTP's to counter the diverse threat.
- 4. Speed does not equal security in IED hot spot
- 5. Honesty trace pattern setting and how to integrate into threat assessment and planning
- 6. Discussed 4 C-IED battle drills overview
- 7. Statistical information is only good for the exact area that its discusses. Best information comes from unit being replaced

Slides 8. Week #1 Training Schedule

- Day 1 thru day 5

Instructor Note:

- 1. Update schedule as necessary
- 2. Highlight critical events

Slides 9. Week # 2 Training Schedule

- Day 6 thru day 10

Instructor Note:

- 1. Update schedule as necessary
- 2. Highlight critical events such as the STX missions

Slide 10: State the Course Information, Course Guidance, and Class Rules.

1. Cell Phones
2. Course Attendance
3. Class Leader Responsibility
4. Fire Evacuation Plan
5. Medical
6. Latrines
7. Safety
8. Take Notes
9. No Dipping & Tobacco use
10. Uniform dress code
11. Clean-up/taking out trash

Instructor Notes:

1. Cell phones will be turned off during training (includes no texting or emailing, but can be used during break periods and at lunch break.

2. Course Attendance: Ensure each Soldier is in attendance, on time, and not late for class each day. Students are allowed to miss up to 4 hours of training during the course. After 4 hours of absence the student will be dismissed from the course. The NCOIC will make the determination for all administrative actions.

3. Class Leader Responsibility: A Class Leader will be appointed daily. The Class Leader will be the main POC for the course if we need to get a message to anyone in the course.

4. Fire evacuation plan: Explain the fire exits and the assembly area for your location.

5. Medical: If for any reason you have to see a medic let the instructors know immediately. You can't miss more than 4 hours of training. If you miss 4 hours or more you will be dismissed from the course.

6. Restroom locations: Point out the location of the restrooms for the period of training.

7. Safety: Everyone is responsible for safety, please let an instructor know of any potential safety issues in advance so they can be addressed ASAP.

8. Smoking is prohibited in any government building to include dipping, chewing, and spitting of tobacco while in the classroom (exception when on break, lunch, or in a field environment) per AR 600-73, 7 MAY 2007, Section 7-3(a), Policy for controlling tobacco use.

9. Take notes: There is a great deal of information to absorb. You have all been provided with the latest Dismounted smart book, please take notes.

10. Uniform: The uniform of the day is specified in the training schedule.

11. Class Leader will be responsible for ensuring the classroom is clean and trash emptied at the end of each day.

12. Reinforce and stress to Soldiers the safety factors and the need for proper

equipment preparation prior to outdoor PEs and STX. Due to changing weather conditions (heat, cold, rain, wind) all Soldiers will have the following equipment: wet/cold weather gear (parkas, gloves, rain gear, etc.), hydration (camelback, canteens), and proper skin protection (suntan lotion, bug spray, lip balm). Recommendation to include a standard packing list with PDSS documentation.

Slide 11: Testing Overview

1. Each student will take 3 written tests the first week of training consisting of multiple choice questions.
2. Students must achieve a score 80% or greater on each examination and hands on tests graded thru rubrics.
3. Failure on any test will result in a retest.

Instructor Notes:

1. Update slide as necessary
2. Point out that failure of a retest will result in not receiving a course certificate.

Slide 12: Discuss the Team Situational Training Exercise (STX) Evaluation

1. Each student will be assigned to a squad with an assigned position.
2. The squad will be assessed and must receive a positive evaluation to pass the STX portion to graduate from this course.

Slide 13: Course Surveys

1. Two surveys must be completed for this course:
 - a. Initial Course Survey completed on Day 1.
 - b. End of Course Survey at completion of DCT-MT course.
2. Be honest when filling out each form.
3. Take notes daily on your comments for the survey.
4. Leave your contact information and details for reach back.
5. Complete Initial Course Survey before leaving classroom and give to the Instructor.

Instructor Notes:

1. Be honest; fill out daily so the information is fresh in your heads.
2. This will help adjust the course to support subsequent courses.
3. Student must complete and turn in survey before leaving classroom.

Slide 14 Graduation

- Conduct out-processing and graduation.

Instructor Notes:

1. Discuss graduation plans for this class.
2. Discuss out-processing plans for this class.

Check on Learning: Determine if the students have learned the material presented by soliciting student questions and explanations.

Ask the students questions and correct misunderstandings.

Review Summary:

Conduct a review and summarize the introductory material.

SECTION IV. SUMMARY

Method of Instruction:	Discussion (small or large group)
Mode of Delivery:	Resident Instruction
Instr Type(I:S Ratio):	Military - NON-ICH, ABIC/FIFC Qual (2:30)
Time of Instruction:	2 mins

Check on Learning

Determine if students have learned the material presented by soliciting student questions and explanations. Ask the students questions and correct misunderstandings.

Review/ Summary

Slide 15:

In this lesson you received an introduction to the DCT-MT course and included:

1. The purpose of the DCT-MT course
2. DCT-MT course schedule
3. In-processing requirements
4. Completed Personal Data sheet
5. Course Information/Classroom rules
6. Written Examinations and Test Standards
7. Completion of Course surveys
8. Graduation and Out-processing

Slide 16: Questions

SECTION V. STUDENT EVALUATION

**Testing
Requirements**

There is no evaluation for this lesson.

**Feedback
Requirements**

Feedback is essential to effective learning. Schedule and provide feedback on the assessment and any information to help answer Soldiers questions about the training exercise.

Appendix A - Viewgraph Masters

**Introduction to Dismounted Counter-IED Tactics-Master Trainer (DCT-MT)
071-FREBA001 / Version 02.0 ©**

Sequence	Media Name	Media Type
0	Non Academic Subjects for Dismounted Counter-IED Tactics Master's Trainer Course	PPTX

Appendix B - Assessment Statement and Assessment Plan

Assessment Statement: None.

Assessment Plan: None.

Appendix C - Practical Exercises and Solutions

PRACTICAL EXERCISE(S)/SOLUTION(S) FOR LESSON 071-FREBA001 Version 02.0 ©

Appendix D - Student Handouts

**Introduction to Dismounted Counter-IED Tactics-Master Trainer (DCT-MT)
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Sequence	Media Name	Media Type
0	Personal Data Sheet	DOCX
0	DCT-MT End of Course Survey	PDF
0	DCT-MT Company CDR Pre Selection Survey	PDF
0	DCT-MT Initial Student Survey	PDF

Appendix E - TRAINER'S LESSON OUTLINE

Introduction to Dismounted Counter-IED Tactics-Master Trainer (DCT-MT)

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DRAFT

1. The importance of this lesson: (Why)

Receive DCT-MT course introduction

2. What we want our Soldiers to Achieve: (Outcomes/Standard)

Perform administrative actions IAW unit SOP and Individual Student Assessment Plan (ISAP) and will include:
1. . Receive DCT-MT course introduction

Learning Domain: Psychomotor
Learning Level: Articulation

3. Tasks to be taught

<u>Task Number</u>	<u>Task Title</u>	<u>Task Type</u>
None		

Additional Non-Standard Tasks

None

4. References:

<u>Reference Number</u>	<u>Reference Title</u>	<u>Date</u>
AR 40-501	Standards of Medical Fitness	14 Dec 2007
ATP 5-19 (Change 001 09/08/2014 78 Pages)	RISK MANAGEMENT http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/atp5_19.pdf	14 Apr 2014
DA FORM 5500	BODY FAT CONTENT WORKSHEET (MALE)	01 May 2013
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FM 3-34.5	Environmental Considerations	16 Feb 2010
STP 3-CIED-SM-TG	Soldier's Manual and Trainer's Guide for Counter Improvised Explosive Device	09 Dec 2011

Additional Non-Standard References

None

5. Resources

TIME: Time of Instruction: 0 hrs 30 mins

LAND: Classroom, Training Area, and Range Requirements

<u>Id</u>	<u>Name</u>
17120-M-1200-30	Classroom, Multipurpose, 1200 Square Feet, 30 Students
72114	Enlisted Barracks, Transient Training
74046	Consolidated Open Dining Facility
44224	Organizational Storage Building

AMMO: Ammunition Requirements

<u>DODIC</u>	<u>Name</u>
None	

MISC: Materiel Items and TADSS Requirements

<u>Id</u>	<u>Name</u>
4110-01-485-3548	Chest, Ice Storage, White, 162 Quart Capacity
5820-00-NSN	SCREEN, PROJECTION
5820-00-T93-6432	PROJECTOR, VIDEO, LCD EPSON ELP33 WITH REMOTE
5860-01-363-8730	Laser Pointer
5895-01-540-4543	Computer, Laptop
6530-01-290-9964	Litter, Folding, Rigid Pole
6545-01-532-3674	Medical Equipment Set, Combat Lifesaver, Version 2005, UA 245A
6665-01-381-3023	Wet Bulb-Globe Temperature Kit
6685-01-590-1047	Monitor, Heat Stress: Questemp 44
6760-00-985-6749	Tripod, Photographic
7240-00-098-3827	Can, Military

(Note: Asterisk before ID indicates a TADSS.)

Additional Non-Standard Resources

None

6. A possible technique to achieve the outcome:

None

7. Conduct AAR with Soldier and Cadre.

None

NOTE: Before presenting this lesson, Instructors must be thoroughly prepared by studying the appropriate lesson plan and identified reference material.