

## **National Fire Academy Criteria for Contract Instructor Selection**

**Course:**           **Shaping the Future (F/W0602)**

**Curriculum:**   **Leadership and Executive Development**

**Effective Date:** **February 2025**

This 2-day course focuses mid-level managers and first-line supervisors in fire and emergency medical services (EMS) organizations on the skills and techniques needed to provide leadership and direction for their departments. The first module focuses on identifying opportunities and/or problems. Topics include environmental scanning, paradigm shifts and methods for reframing problems accurately. The second module deals with group problem-solving techniques. The third module explains the need to quantify, justify and communicate decisions so they will be implemented effectively. Managing change will be discussed in the final module. Topics include people who resist change, overcoming that resistance, and monitoring and evaluating the change before, during and after implementation.

### **Criteria for Contract Instructor Selection**

All new contract instructors will be evaluated in accordance with the National Fire Academy's (NFA's) Contract Instructor Evaluation program. Existing contract instructors are subject to evaluation in accordance with this program.

#### **1. Academic/Training Requirement**

Required baccalaureate degree, graduate degree preferred, from a nationally or regionally accredited institution recognized by the Department of Education. The degree should be in a field closely related to the specific course's subject matter.

#### **2. Instructional Requirement**

A minimum of 3 years of experience in facilitated adult learning processes within the last 3 years, to include the use of the Socratic method of instructional delivery and student-centered learning at the baccalaureate level or higher.

#### **3. Documented Knowledge and Experience in the Subject Area(s)**

- a. Experience and knowledge in facilitating/instructing the designated course subject areas.
- b. A minimum of 2 years documented organizational work experience at the level of supervisor/lieutenant or above within the last 3 years. Experience related to fire, EMS organizations, public sector agencies serving public safety or closely related fields is preferred.

- c. Successfully completed the course(s) as a student and attended the course at the NFA as an instructor candidate (at own expense).

While attending as an instructor candidate, you will be assigned a topic(s) for purposes of an evaluated teaching demonstration in accordance with the NFA's Contract Instructor Evaluation program.

#### **4. Continuing Practice and Education**

Contract instructors must maintain both work experience and academic relevance specific to the course(s) for which they are approved. To maintain eligibility to instruct any of the courses in this series, contract instructors will be required to submit verification of both work experience and academic relevance. Work experience may be verified through submission of a resume.

#### **5. Academic Relevancy**

Instructor candidates must have and maintain academic relevance as evidenced by 1 or more of the following:

- a. Teaching the course(s) at the NFA ("W" course code) or in the field ("F" course code) at least 4 times within the last 3 years.
- b. Teaching a similar course at an accredited institution of higher learning at least once within the last 3 years.
- c. Completing a similar course of instruction within the last 3 years through an accredited institution of higher learning or a nationally recognized organization providing certified continuing education credits.

#### **6. Revisions to Criteria**

These criteria are subject to revision as based on course changes and NFA needs. Potential instructors will be subject to the criteria effective at the date of application. Existing contract instructors are subject to re-application for failure to meet and/or submit verification of the continuing practice and education requirements when requested. Additionally, existing contract instructors are subject to re-application and meeting revised criteria as determined by the NFA based on revisions to course content.

#### **7. How to Submit an Application**

The following documents are required with each submission:

- a. A cover letter listing the courses you want to teach.
- b. Your resume.

- c. Documentation that clearly addresses how you meet the instructor selection criteria for each course you are seeking to teach. Incomplete packages will not be processed. List the criteria in this order:
- Academic requirement.
  - Instructional experience.
  - Knowledge and experience in the subject matter.
  - Continuing practice or education.
- d. 3 references from persons who are knowledgeable about your character as well as your teaching ability. 1 reference letter should be from the department or agency head in your organization or certifying organization.
- e. Include a current email address so we can communicate more efficiently with you.

**Do not include your Social Security number and your date of birth on any of the documents you submit.**

All documentation and statements provided may be subject to request for additional verification, to include, but not limited to, the following: academic transcripts, verification of work experience and professional references.

Application package(s) must be submitted to:

National Fire Academy  
[fema-nfainstructorapp@fema.dhs.gov](mailto:fema-nfainstructorapp@fema.dhs.gov)