

National Fire Academy Criteria for Contract Instructor Selection

Course: **Advanced Leadership Issues in Emergency Medical Services (R0151)**

Curriculum: **Emergency Medical Services**

This course is designed to provide upper-level management personnel with the skills and knowledge for successful problem-solving, decision-making and leadership techniques as they relate to establishing and directing Emergency Medical Services (EMS) work teams.

Areas of study include leadership, costing, information management, quality improvement/assurance, human resources, risk management, political influence, health care delivery and medical oversight.

What is required is not merely an instructive style in which the instructor routinely asks questions of the class, but one in which the instructor disappears into the discussion — coaching only where necessary to allow students to pursue their own questions and to discover their own answers. Students will learn from attempting to apply the theory introduced in the readings and class discussions and from the individual feedback that the instructor and their peers are able to provide them.

Daily activities expected of the instructors in this course are using feedback techniques as a simulation progresses to prompt selected students to uncover a better alternative; observing the interactions of a small group and discussing the implications of the readings from the individual playing the role of EMS manager; and pointing out further resources that may be helpful to students who are researching a particular legal/ethical issue. In summary, successful instructors will be very student-focused, with an awareness of the content objectives, as opposed to the other way around.

Criteria for Contract Instructor Selection

All new contract instructors shall be evaluated in three consecutive course deliveries 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 Requirement

- a. The candidate must have a minimum of a bachelor's degree from an organization recognized by the U.S. Department of Education. The degree should be in a discipline closely related to the subjects covered in this course, i.e., fire or EMS service management, public administration, business administration, public health, etc.
 - A graduate level degree from an organization recognized by the U.S. Department of Education, in a discipline closely related to the subjects covered in this course, is preferred.

- An equivalent combination of college-level coursework and experience may be considered for meeting this requirement.
- b. Documentation of successful completion of ICS-100, ICS-200, National Incident Management System An Introduction (IS-700), ICS-300, ICS-400 and National Response Framework, An Introduction (IS-800).
- c. “Advanced Leadership Issues in Emergency Medical Services” course attendance, participation and completion with an “A” or “B” grade during a current version offering.

2. Instructional Experience

- a. Documented ability to explain current and emerging standards and practices for EMS, specifically those related to leadership, costing, information management, quality improvement/assurance, human resources, risk management, political influence, health care delivery and medical oversight to a diverse student population with a broad range of training and experience.
- b. Documented successful completion of a recognized adult educational methodology course at the college/university, state, International Fire Service Accreditation Congress, professional qualifications board level, or National EMS Educators Certification level.
- c. Ability to instruct courses or materials similar to the course content, at the community college, state or regional level, demonstrated by documented experience and copies of multiple supervisor and/or end-of-course student evaluations of instructional ability from courses taught with similar content.

Experience should include presentation of prepared material, facilitation of group discussion on specified topics, facilitation of group activity work, and constructive feedback to students on evaluated assignments.

3. Documented Knowledge and Experience in the Subject Area

- a. Knowledge of the current and emerging standards and practices related to EMS system management, leadership, costing, information management, quality improvement/assurance, human resources, risk management, political influence, health care delivery and medical oversight as demonstrated by an essay submission. (See “Additional Submittals,” b.)
- b. Knowledge in the use of computers and related software for documentation, projects and presentations as demonstrated by the submission of a clear, thorough application with resume and/or curriculum vitae and instructional video.

4. Additional Submittals

- a. For one subject or course related to this curriculum, provide a 12- to 18-minute video or digital video disk demonstrating your instructional style. This video will be used to evaluate your teaching style in a student-centric adult learning environment.
- b. Submission of a written essay not to exceed 500 words explaining how the instructor candidate has effected successful organizational change within EMS or related discipline.

5. Continuing Practice or Education

Ability to maintain currency in the field and the specific course by:

- a. teaching a similar course at the college or university level;
- b. taking a similar course within the last five years;
- c. teaching the course at the NFA or in the field within the last two years; or
- d. writing and researching a paper or article related to the course topic for at least one of the fire service or related disciplines' trade journals within the last two years.

Failure to provide approved documentation of ongoing training or instruction may result in revocation of the contract instructor status.

Submit cover letter and documentation to:

National Fire Academy
Deputy Superintendent for Curriculum and Instruction
16825 South Seton Ave.
Emmitsburg, Maryland 21727
fema-nfainstructorapp@fema.dhs.gov