

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

**Course: Fire Service Safety Culture: Who Protects Firefighters from Firefighters? (F/W0349)**

### **Curriculum: Responder Health and Safety**

This course is designed to help fire and Emergency Medical Services (EMS) service personnel identify their present fire and EMS service safety culture, explain how culture drives safety behavior, identify risk management strategies, and develop a safety culture intervention plan to reduce injury and death to members of their organization. The two-day course includes National Institute for Occupational Safety and Health Fire Fighter Fatality Investigation and Prevention Program reports, risk control systems, organizational change, and leadership models. The instructional methods include case study review, problem-solving processes, strategies, and tactical planning methods that are discussed in individual, small group and class activities.

The course is appropriate for field supervisors or company-level officers, chief officers, and civilian managers who have department-level health and safety responsibilities.

Areas of study include firefighter fatality and injury data, risk-management processes, regulations, standards and policies, health and wellness, communications, operational risk management, situation-specific hazards, and post-incident analysis.

### **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.

All instructor candidates must meet or exceed the published course instructor criteria and meet the general and administrative requirements including:

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

##### **a. Minimum.**

A baccalaureate degree 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 (e.g., fire protection technology, fire administration, fire science, or a similar program).

- b. Preferred.

A graduate degree 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 (e.g., fire protection technology, fire administration, fire science, or a similar program).

## **2. Instructional Requirement**

A minimum of five years' experience in facilitated adult learning processes within the last 10 years, to include the use of the Socratic method of instructional delivery and student-centered learning, preferably at the baccalaureate level or higher.

## **3. Documented Knowledge and Experience**

Instructor candidates must have the following:

- a. Experience and knowledge in facilitating/instructing in the designated course subject areas.
- b. A minimum of five years of documented organizational work experience at the level of supervisor or above within the last 10 years. Experience related to fire and EMS organizations, public sector agencies serving the public safety, or closely related fields is preferred.
- c. Completed the course(s) as a student, attended the course as an instructor candidate (at own expense), or completed a course instructor development program (at own expense).

## **4. Continuing Practice or 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 relevancy on a periodic basis, but no more than every three years. Work experience may be verified through submission of a work resume.

## **5. Academic Relevancy**

Instructor candidates must have academic relevance by evidence of one or more of the following:

- a. Teaching the course(s) at the NFA ("W" or "R" course code) or in the field ("F" or "N" course code) at least once within the last three years.

- b. Teaching a similar course at an accredited institution of higher learning at least once within the last three years.
- c. Completing a similar course of instruction within the last three years through an accredited institution of higher learning or a nationally recognized organization providing certified continuing education credits.

## **6. Request to Criteria**

These criteria are subject to revision 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 reapplication for failure to submit verification of the continuing practice and education requirements when requested. Additionally, existing contract instructors are subject to reapplication 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 for each application:

- 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 want to teach (e.g., academic requirement, instructional experience, knowledge and experience in the subject matter, and continuing practice or education). The document must be written in that order. Incomplete packages will not be processed.
- d. Three references from persons who are knowledgeable about your character as well as your teaching ability. One reference letter should be from the department or agency head in your organization or certifying organization.
- e. A current email address so we can communicate more efficiently with you.

Application package(s) must be submitted to:

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