

National Fire Academy Criteria for Contract Instructor Selection

Course: Leadership in Supervision Series (F/W0646, F/W0647, F/W0648 and R/N0645)

Curriculum: Leadership and Executive Development

Effective Date: October 2026

“Leadership in Supervision: Creating Environments for Professional Growth” (F/W0646). This 2-day course presents the supervisor with the basic leadership skills and tools needed to perform effectively in the fire service environment. The course includes concepts related to a successful transition to supervisory and leadership roles, such as concepts of adaptive leadership; change management; active followership; effective communication, including difficult conversations and advocacy-inquiry-based dialogue; ethics; authority; power; decision-making; and active engagement through the development of a personal plan.

“Leadership in Supervision: Perspectives in Thinking” (F/W0647). This 2-day course provides the supervisor with the conceptual foundation and framework for success in leadership roles by exploring creative, analytical, political and critical thinking perspectives. The course addresses skills needed for assessing situations from multiple perspectives, making critical decisions, fostering creativity and innovation and using persuasion.

“Leadership in Supervision: Frameworks to Success” (F/W0648). This 2-day course provides the supervisor with the knowledge and skills to perform successfully in the fire and emergency medical services (EMS) environments. The course addresses professionalism, resilience, emotional intelligence and situational awareness, as well as managing conflict, delegating, mentoring, coaching, empowering and building collaboration and synergy for professional growth.

“Leadership in Supervision” (R/N0645). This 5-day course incorporates all the content from the courses listed above and is intended to be presented in 5 consecutive days either on the National Emergency Training Center campus or as a regional delivery.

Criteria for Contract Instructor Selection

All new contract instructors may be evaluated in 3 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 (found at <https://www.usfa.fema.gov/nfa/about/contract-instructors/teach-for-nfa.html>) before being approved to bid.

1. Academic/Training Requirement

Requires a 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 6 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

- a. Experience and knowledge in facilitating/instructing in **each** of the designated course subject areas.
- b. A minimum of 2 years of documented organizational work experience at the level of supervisor/lieutenant or above within the last 3 years. Experience related to fire and 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 were 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 may be required on a periodic basis 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 academic relevance as evidenced by 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 4 times within the last 3 years.
- b. Teaching a similar course at an accredited institution of higher learning at least 4 times 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 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 meet and/or 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 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. 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. 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 a request for additional verification, including, 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