

FCSS Teacher Induction Early Completion Option (ECO)

Application Information and Process

Application materials will be released to candidates that have been reviewed and deemed eligible to participate in the ECO Application Process. Application materials will only be accepted until November 17th. **Late application materials will not be considered.** Review the information below for details on each of the **three phase** application process.

PHASE 1

1. ECO Informational Webinar and Survey

- View the ECO Informational Webinar to learn about eligibility to apply and the phases of the application process.
- Once you view the webinar, you will be prompted to complete a survey that will include the Teaching Experience Form.

2. Teaching Experience Form (Prepare ahead of time: [Click here to prepare the information you will need to submit](#))

- The Teaching Experience Form needs to be completed and submitted to the survey system by **September 30th.**
- **Once your information on this form is reviewed, you will be notified about your eligibility to participate in the application process. If eligible, you will move onto PHASE 2**

PHASE 2

Application materials will be released once eligibility to apply has been determined. You will receive access to submit the following materials until **November 17th only.**

3. Signed ECO Roles and Responsibilities (ECO R&R)

- Read these responsibilities using the ECO R&R Survey link in your application materials. Your submission acts as your acknowledgement and agreement of the described responsibilities to maintain professional conduct throughout the duration of the program.
- **These Roles and Responsibilities are specific to the ECO Program and are **in addition to** your Participating Teacher Roles and Responsibilities for your Induction program.**

4. CSTP Reflections

- Thoughtfully review and reflect on the questions provided using the CSTP Reflection Survey link in your application materials. *During your scheduled ECO observation(s), Induction staff will collect evidence of your teaching practice related to these CSTPs.*

5. Formal Evaluation (**signed and dated by the evaluator**)

- Submit your most recent formal evaluation (must be within two years). If your current administrator has not formally observed you yet, you may include a signed formal evaluation from the previous administrator (still within the two-year requirement). *This will be submitted through a Formal Evaluation survey link provided with your application materials.*

Also in PHASE 2, the current administrator will submit a recommendation:

6. Administrator Recommendation

- Once the candidate is determined by the program to be eligible to apply and all PHASE 2 application materials above have been submitted by the candidate, **Induction staff will contact your current administrator.**
- **FCSS Teacher Induction Staff will provide the recommendation survey link directly to the current administrator.**
- This survey is completed by the current administrator and submitted directly to our survey system by **Dec. 11th.**
- Any administrator recommendations for candidates to complete the two-year program will be honored.
- If a recommendation is not received, the candidate will continue in the two-year program.

PHASE 3

7. ECO Observation (**Scheduling window January 12th – January 23rd**)

Please note: ECO observations are exclusive to candidates applying for the ECO program and are **in addition to** the two observations that are required as part of your Induction Requirements. Subsequent observations and support will likely be scheduled as determined by Induction staff and/or the ECO Review Panel.

a. Scheduling your Observation:

ECO observations **will be conducted by Induction staff in February or March of the Spring Semester.** You will schedule this observation during the **January scheduling window of January 12th – January 23rd.**

- To schedule your ECO Lesson Observation, you will be provided a survey link to **submit your 1st, 2nd and 3rd choice date/time options and other important details necessary for successful scheduling. You are encouraged to complete this survey at the time it is released** as the calendar fills up quickly.
- Once a majority of candidates have submitted their choices, our team will consider your dates (in the order they are received), regional location and scheduling trends among other candidates. Once a draft schedule is complete, you will receive information to confirm your scheduled observation.

b. Observation Length:

- Observations are 30-45 minutes in duration so schedule the observation around the first 30-45 minutes of a lesson of your choice (in the area of your credential type that you are enrolled in Induction for).

c. Submit your Formal Lesson Plan at least **two school days prior** to your scheduled ECO Observation date:

- Submit the lesson plan at least **two days prior** to the Lesson Plan survey link in your application materials.
- **Highlight** opportunities for Checking for Understanding (CFU) and Student Engagement in your lesson plan.
- You may use any district-aligned lesson plan template or your preferred **formal** lesson plan template.
- **Lesson plans must be developed by you to address your chosen lesson and the individualized needs of your current students.** Subsequent ECO Observations, if requested, will also require a formal lesson plan.

Recommendations: All candidates will remain in Pending ECO status until all ECO observations are complete, and the ECO Review Panel has the evidence needed to make a recommendation for a one year or two-year program.