

WELCOME



“Preparing Today's Youth For Tomorrow's Responsibilities”



Fountain • Fort Carson

SCHOOL DISTRICT EIGHT

Dear Applicant:

Thank you for your interest in Fountain-Fort Carson School District Eight. This electronic recruitment packet will provide you with information that will help familiarize you with our district. Included is information about...

Values and Beliefs

Salary

Benefits

Colorado License Credentialing System

Application Process

Teacher Insight

This packet is a general guide to assist you in your decision about whether you want to work for our district. Specific questions and other matters not included in this packet will be available to you at the individual building when you report for an interview, or if hired at a hiring orientation session.

Thank you for choosing District Eight as a place you would like to consider for employment. We wish you the best of luck in securing a position.

Sincerely

Henry Gonzales

Executive Director of Human Resources

John Fogarty

Director of Human Resources



Fountain • Fort Carson
SCHOOL DISTRICT EIGHT

**BUILD YOUR FUTURE AND APPLY FOR A CAREER
WITH
FOUNTAIN-FORT CARSON SCHOOL DISTRICT 8**

- Log on to wwwffc8.org and click on FFC 8 Employment tab
- Click on - **CLICK HERE TO VIEW JOB POSTINGS & APPLY ON-LINE**
- Follow the process to submit your on line application
(We do not accept paper applications)

Preparing students to think critically and apply their knowledge.....

If you have any questions please contact the Administration Office at (719) 382-1300



Fountain • Fort Carson

SCHOOL DISTRICT EIGHT

"Preparing today's Youth for Tomorrow's Responsibilities"

10665 Jimmy Camp Rd., Fountain, CO 80817 • 719-382-1300 • fax 719-382-7338 • www_ffc8.org

Initial to Professional License

An Initial License is the license to those persons who are new to Colorado's credentialing system. An Initial license is valid for three years and renewable only once for an additional three years. In Fountain-Fort Carson School District Eight, teachers are expected to meet the requirements for a Professional license during their first three years as a condition of employment.

Requirements for an Initial License holder to gain a Professional License

- ♦ Successfully complete the Induction Program with activities relating to Colorado Professional Standard for Teachers provided by the Fountain-Fort Carson School District and be recommended by their principal and the district for the Professional License.
- ♦ Participate in on going professional development.
- ♦ File application with CDE for the Professional License.

Temporary Authorization Interim License

Temporary authorizations are issued to out-of-state candidates who hold a certificate in another state, meet all the requirements for the Initial License, but have not completed the required P.L.A.C.E. assessments or PRAXIS II.

This authorization is valid for one year, and is renewable once.

Requirements for holders of a Temporary or Interim Authorization to gain an Initial License

- ♦ Participation in the Induction Program provided by the Fountain-Fort Carson School District with activities relating to Colorado Professional Standards for Teachers.
- ♦ Successfully complete the State Board adopted performance assessments (P.L.A.C.E.) or PRAXIS II.

This information is provided by the Human Resources Office, Fountain-Fort Carson School District Eight. For more information, call the Human Resources Office (719.382.1300) or the Colorado Department of Education (303.866.6628) / www.cde.state.co.us

Fountain-Fort Carson Public Schools

Values and Beliefs

The Fountain-Fort Carson School District is a place where the importance of each person is valued and celebrated. Students, staff, parents and community members all make significant contributions to the success of the district. As such, we place a high value on all people and seek to afford them the dignity they rightfully possess. How we interact as adults provide powerful role models for children. We therefore embrace the following beliefs:

- We believe that all people are capable of achieving high expectations with appropriate support and training.
- We believe that making a positive difference in the lives of children is both the focus and the mission of the district.
- We believe that academic excellence is a goal worthy of pursuit for all children, and we hold each individual in District Eight accountable for the academic success of children.
- We believe in the absolute and unwavering value of each individual.
- We believe that open, honest, and credible communication is at the heart of our success and that each of us will strive to utilize this concept in all areas of our work together.
- We believe that through cooperation, teamwork, and collegial efforts, our individual as well as collective goals, dreams, and aspirations can be met.
- We believe that the district's foundation is built upon personal integrity, trust, and a strong belief in one another.
- We believe in service; our personal as well as corporate actions are dedicated to helping others be successful.
- We believe that high quality, positive relationships are a vehicle for achieving outstanding results.
- We believe that a caring, professional environment brings out the best in all of us.
- We believe that diversity enriches the environment for everyone, and makes us stronger.
- We believe that conflict, when handled in a respectful manner, can be healthy for the organization.
- We believe that the commitments we make to one another bind us together as a community.
- We believe in the inherent goodness of all people, and in their desire to make positive contributions.
- We believe that all individuals are to be accepted, loved, and respected.
- We believe in continual improvement and recognize that change is a natural part of that process.

The above statements represent our beliefs and aspirations. We recognize that the quickest path to achieve these beliefs is by personally practicing them and facilitating their achievement with others.

Instructional Staff Contracts/Compensation Salary Schedules
2012-2013 Salary Schedule

YR	BA	BA+24	BA+48	MA	MA+24	MA+48	MA+72/EDS	EDD/PHD
1	33,800	35,000	36,200	38,200	39,400	40,600	41,800	43,000
2	33,800	35,000	36,200	38,200	39,400	40,600	41,800	43,000
3	33,800	35,000	36,200	38,200	39,400	40,600	41,800	43,000
4	34,800	36,000	37,200	39,200	40,400	41,600	42,800	44,000
5	35,800	37,000	38,200	40,200	41,400	42,600	43,800	45,000
6	36,800	38,000	39,200	41,200	42,400	43,600	44,800	46,000
7	37,800	39,000	40,200	42,200	43,400	44,600	45,800	47,000
8	38,800	40,000	41,200	43,200	44,400	45,600	46,800	48,000
9	39,800	41,000	42,200	44,200	45,400	46,600	47,800	49,000
10	40,800	42,000	43,200	45,200	46,400	47,600	48,800	50,000
11	41,800	43,000	44,200	46,200	47,400	48,600	49,800	51,000
12		44,000	45,200	47,200	48,400	49,600	50,800	52,000
13		45,350	46,550	48,550	49,750	50,950	52,150	53,350
14		46,700	47,900	49,900	51,100	52,300	53,500	54,700
15		48,050	49,250	51,250	52,450	53,650	54,850	56,050
16		49,400	50,600	52,600	53,800	55,000	56,200	57,400
17		51,950	53,950	55,150	56,350	57,550	58,750	
18		53,300	55,300	56,500	57,700	58,900	60,100	
19		54,650	56,650	57,850	59,050	60,250	61,450	
20		56,000	58,000	59,200	60,400	61,600	62,800	
21		57,350	59,350	60,550	61,750	62,950	64,150	
22		59,350	61,350	62,550	63,750	64,950	66,150	
23		61,350	63,350	64,550	65,750	66,950	68,150	
24		63,350	65,350	66,550	67,750	68,950	70,150	
25		65,350	67,350	68,550	69,750	70,950	72,150	
26			69,350	70,550	71,750	72,950	74,150	

Outside Teaching Experience: One year of credit will be provided for each year of approved outside teaching experience up to a maximum of eight (8) years (earned within the past 12 years) less one year for prior salary schedule freezes. Exceptions for placement on the Salary Schedule may be made by the Superintendent based upon the needs of the School District.

A year's experience on the Salary Schedule will correspond to the same amount of time that the State of Colorado uses to determine a year for the purpose of granting non-probationary status (90 days under assignment).

Teachers new to the District shall receive a one time stipend of \$500 to be paid in August upon completion of the New Teacher Academy.

Revised May 13, 2003
 Revised May 12, 2004
 Revised May 11, 2005
 Revised May 10, 2006
 Revised May 9, 2007
 Revised May 6, 2008
 Revised May 7, 2009
 Revised May 4, 2010
 Revised May 3, 2011
 Revised April 25, 2012

INSURANCE PREMIUMS

2012-2013

UNITED HEALTH CARE MEDICAL INSURANCE

	<u>EMPLOYEE</u>	<u>EMPLOYEE + 1</u>	<u>FAMILY</u>
POS	EMPLOYEE \$ 134.54	\$ 352.48	\$ 582.89
	DISTRICT <u>\$ 345.96</u>	<u>\$ 528.73</u>	<u>\$ 712.42</u>
	TOTAL \$ 480.50	\$ 881.21	\$1295.31

EL PASO COUNTY SCHOOL DISTRICT #8 DELTA DENTAL PLAN

EMPLOYEE	\$ 8.94	\$ 23.54	\$ 35.88
DISTRICT	<u>\$ 28.30</u>	<u>\$ 45.70</u>	<u>\$ 66.63</u>
TOTAL	\$ 37.24	\$ 69.24	\$ 102.51

VISION SERVICE PLAN - Employee pays full premium

TOTAL	\$10.06	\$ 14.58	\$ 26.15
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CIGNA LIFE INSURANCE - Coverage is 2.5 times annual salary

EMPLOYEE	\$.08 (PER \$1,000 COVERAGE)	DEPENDENTS:\$.757 FOR \$1,000
DISTRICT	<u>\$.08</u>	
TOTAL	\$.16	

CIGNA LT DISABILITY

EMPLOYEE	\$.22 (PER \$100 MONTHLY GROSS)
DISTRICT	<u>\$.22</u>
TOTAL	\$.44

PRUDENTIAL ACCIDENTAL DEATH - Employee pays full premium

EMPLOYEE	\$.40 (PER \$10,000 COVERAGE)
SPOUSE	\$.45
CHILDREN	\$.61 (\$10,000 ONLY)

CHIROPRACTIC COST MANAGEMENT, INC. - Employee pays full premium

EMPLOYEE	\$12.00
EMPLOYEE +1	\$15.00
EMPLOYEE + FAMILY	\$18.00

TeacherInsight® FAQ

Q1: *What is the TeacherInsight?*

A: The TeacherInsight is an automated online interview used by many school districts to help them identify the best potential teachers. If you ever had a personal interview for a job, the interviewer asked a variety of questions to get to know you better and determine if you would be a good fit for the job. Gallup's TeacherInsight is much the same, but with several advantages. TeacherInsight is fair because all applicants are asked exactly the same questions and they are evaluated exactly the same way. The questions have been thoroughly researched and tested to be sure they identify potentially superior teachers. The TeacherInsight interview development study, completed in January 2002, demonstrated content, construct, and criterion-related validity as well as fairness across Equal Employment Opportunity Commission (EEOC) classifications of race, gender, and age. Subsequent analysis of candidate scores indicates similar results and interview fairness across groups. TeacherInsight does not replace personal interviews, but by efficiently identifying the best potential teachers, district representatives are able to spend more time with these promising candidates and conduct more productive personal interviews.

Q2: *How should I prepare to do my best on the TeacherInsight?*

A: While you can't really study for the questions, TeacherInsight is an important part of your job application process, so you should approach it seriously. As in a personal interview, you will be asked questions about yourself and how you might handle certain situations. Don't over-think the questions; just give your honest, top-of-mind responses as there are no trick questions. We recommend you get a good night's sleep and arrange to have at least 45 uninterrupted minutes for the interview. Make sure you are using a computer in good working order with a stable Internet connection. Finally, be sure to read the questions carefully before responding. In particular, read the scale on the Likert questions to ensure you are answering the way you intend.

Q3: *What kind of questions are on the TeacherInsight?*

A: There are two types of questions. First are multiple choice questions where you'll have 50 seconds to choose the response that BEST describes you from four possible responses. Second are Likert questions where you'll have 20 seconds to read a statement and rate your level of agreement with the statement. You'll select from five possible responses: "Strongly Disagree," "Disagree," "Neutral," "Agree," and "Strongly Agree." Be sure to read the scale carefully on the Likert questions so you mark the response you intend.

Q4: *Can I change my answers?*

A: Once you click the "Next" button, your answer is recorded as final and cannot be changed. If you don't choose an answer within the time limit, no answer will be recorded and TeacherInsight will move to the next question. You will not be able to go back to skipped questions.

Q5: *How do school districts use the information?*

A: Gallup recommends that school districts use the TeacherInsight interview as one piece of information when making their selection decisions. Specific decisions upon whom to personally interview or select for individual positions are made locally by school districts based on an overall evaluation of the candidates who best fit their needs.

Q6: *How soon after I complete the TeacherInsight will my interview be available to the school district?*

A: Results are posted immediately.

Q7: *Will I see my results?*

A: As an automated pre-employment interview, you will not see the results of your TeacherInsight assessment. This is much like an in-person interview, where the interviewer usually does not provide feedback.

Q8: *I already completed the TeacherInsight for a school district. Now I'm applying to another school district. Do I need to complete the interview again?*

A: Provided both school districts use compatible systems and you completed the TeacherInsight within the past 12 months, you will have the option of copying your previous results or retaking the interview for the new school district.

In order to make your previous TeacherInsight interview results available to another school district, follow the new district's instructions exactly, as if you were going to actually take the interview for them. Different districts incorporate TeacherInsight into their application process differently. So, if they tell you to go to a Web site and type in a code, be sure to do it exactly that way. Likewise, if they tell you to click a link to go to the TeacherInsight Web site, be sure you click that link because some important information is embedded in the link.

After following their instructions to the TeacherInsight Web site, login with your username and password. TeacherInsight will then recognize you and see that you're applying to a different school district. TeacherInsight will ask you some demographic and background questions, then offer you the option of copying your previous interview results or retaking the interview for the new school district.

Q9: *What is the next step in the application process?*

A: Each school district has its own application process and procedures. Please follow carefully the instructions they provide and contact the school district if you have questions about their application process.

Q10: *I forgot my password. Now my account is locked. What should I do?*

A: For security reasons, you will be locked out of your TeacherInsight account if you repeatedly enter an incorrect username and password combination. To have your account unlocked, you must contact Gallup Client Support by phone at 1-877-425-5872 Monday through Thursday, 7:00 a.m. to 7:00 p.m., or Friday, 7:00 a.m. to 5:00 p.m., Central Time, or by e-mail at srihelp@gallup.com

Q11: *My computer crashed while I was taking the TeacherInsight. What should I do?*

A: TeacherInsight saves your responses as you work. Simply login again and you will resume the interview where you left off.

Q12: *I'm being asked for a district code and/or an access code. Where do I get that information?*

A: District codes identify the school district to which you are applying, and access codes help school districts track your application and interview. Both codes are provided by the school districts, not by Gallup. In some cases, the school district may provide a link to the TeacherInsight Web site. In these cases, be sure to use this link, as the codes may be embedded within the link. Contact the school district if you still can't find either of these codes.

Q13: *I'm applying for a non-teaching position, and I've been asked to complete the TeacherInsight as part of my application. TeacherInsight asks me to indicate my primary and secondary teaching interests, but my non-teaching position isn't listed. How should I answer these questions?*

A: Gallup provides the TeacherInsight to school districts primarily to assist in the selection of teachers, so that is reflected in the lists of primary and secondary teaching interests. However, some school districts also find it useful to have applicants for non-teaching positions complete the TeacherInsight interview. If you are applying for a non-teaching position, but have been asked to take the TeacherInsight, please contact the school district to see what teaching interest they would like you to select from the list.

Q14: *I already completed the TeacherInsight, but think I can do better. Can I take it again?*

A: Most school districts allow you take the TeacherInsight only once in a 12-month period for their district. Other school districts only allow you to take the TeacherInsight once, and do not allow you to retake at all. Check with the school district for which you are applying to determine their policy.

Q15: *I think I did poorly on the TeacherInsight. Should I retake it next year and answer the questions differently?*

A: If you answered the questions honestly and accurately, the TeacherInsight is proven to be an excellent indicator of your chances to be an outstanding teacher. As you probably noticed in your years as a student, the best teachers seem to do it naturally, and they thoroughly enjoy their work. Their success may be due, in part, to subject matter expertise and to skills they learned in college and on the job. However, the best teachers tend to have certain natural abilities or talents that lend themselves to the teaching profession. Other teachers may be naturally skilled in other areas, but they aren't naturally great teachers. Despite expertise and learned skills, they tend to work harder, be less successful, and enjoy their work less.