

FTO Program Flowchart

Orientation Phase (3 Weeks/120 Hours)

3 Weeks non-rated training
Weeks 1-3 (120 Hours)



Phase 1 (4 Weeks/176-180 Hours)

2 Days non-rated (20 Hours)
Followed by Weeks 4-7
4 Weeks Rated (156-160 Hours)



Phase 2 (5 Weeks/176-180 Hours)

2 Days non-rated (20 Hours)
Followed by Weeks 8-11
4 Weeks Rated (156-160 Hours)



Phase 3 (5 Weeks/176-180 Hours)

2 Days non-rated (20 Hours)
Followed By Weeks 12-15
4 Weeks Rated (156-160 Hours)



Fail



B.O.E.



Dismissal

Pass



Shadow Phase (2 Weeks/78-80 Hours)

Weeks 16 – 17 (78-80 Hours)
Rated Evaluation



Fail



B.O.E.



Dismissal

Pass



District Interview

Pass



Solo Probationary Period



Fail



Dismissal

Pass



Permanent Employee