

TEI Frequently Asked Questions: 2020-2021 Evaluation Modifications

Annual Evaluation Requirements

What exactly did the Board of Trustee approve in the February 2021 resolution?

The Board of Trustees approved a written plan that:

- (1) eliminates the student achievement and student perception components of TEI in **2020-2021 only**;
- (2) produces a scorecard with numerical evaluation score only;
- (3) acknowledges that no teacher will have an effectiveness level associate with 2020-21 performance; and,
- (4) suspends and waives performance pay requirements in local policy.

Schools did not close. Why did the District recommend proceeding with these modifications in 2020-21?

Teacher and campus leader feedback regarding the stress of the evolving school year paired with an inability to access sufficient and appropriate data to inform many TEI components informed this recommendation on modifications in this school year. In short, we could not ensure all teachers would receive a fair, accurate, and rigorous evaluation in line with district philosophy this year.

Will I receive my required annual teacher evaluation in 2020-21?

Yes, with modifications. Due to the COVID-19 pandemic, the Board of Trustees approved through Board Resolution in February 2021 the following modification regarding 2020–2021 school year teacher appraisals under the Teacher Excellence Initiative (“TEI”).

How will teachers working remotely be evaluated in 2020-21?

Teachers working remotely in any capacity in the 2020-21 school year will be evaluated on TEI. Please refer to the [2020-21 TEI Guidebook](#) for more information.

Teacher Performance

Will teachers continue to receive TEI Observations this year?

Teachers will continue to receive spot observations, an extended observation, and a summative appraisal under the TEI Teacher Performance component for the 2020–2021 school year based on all available data in accordance with established TEI regulations and guidance.

Will teachers receive a TEI Summative Evaluation this year?

Yes. Before the end of the 2020–2021 school year, teachers will receive a summative annual appraisal and summative conference that, in accordance with the TEI Teacher Performance Rubric, includes consideration of the teachers’ implementation of discipline management procedures and the performance of teachers’ students.

What if I disagree with my summative evaluation?

Employees are encouraged to discuss their concerns and grievances with their supervisor/appraiser, principal, or other appropriate administrator.

Option 1: A teacher may submit a written response or rebuttal within 10 working days of receiving their summative evaluation. Employees are notified of their 10-day rebuttal window via Cornerstone. Rebuttals submitted by employees are shared with their evaluator and added to the summative performance evaluation within their employee file. Evaluators are not required to respond or act on a rebuttal. A rebuttal is NOT a grievance.

Option 2: When informal discussions fail to resolve the concern or dispute, the employee may file a grievance with the Employee Relations Department. The grievance process precipitates a response and/or action. See DGBA at <http://pol.tasb.org/Policy/Code/361?filter=DGBA>.

A grievance form must be filed no later than fifteen (15) business days from the date the employee first knew or, with reasonable diligence, should have known of the decision or action giving rise to the grievance or complaint. Please contact Employee Relations for additional information or clarification.

Student Experience

Will the Panorama survey be used in my TEI Scorecard this year?

Because of a lack of sufficient data, the Student Perception component will not be scored or considered as part of teachers' TEI evaluations for the 2020–2021 school year.

Why will the student survey be given if it is not being used for TEI?

We believe student voice is important. While this component may not yield sufficient results for evaluations, the information gives the teachers and the district important information about the student perspective even in these challenging times.

Student Achievement

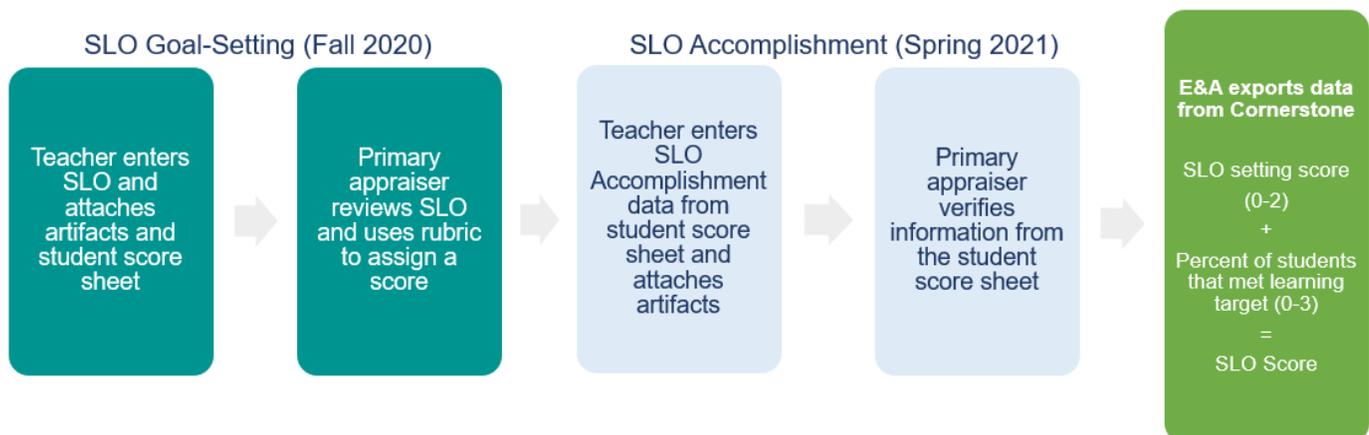
Should teachers complete the Student Learning Objective (SLO)?

Absolutely. Student Learning Objective (SLO) Goal Setting and Accomplishment tasks will remain available to teachers in Cornerstone. The SLO will inform the student achievement/growth component of the scorecard this year, and weighting will not be shifted if the SLO is missing. **This means a teacher can earn 0 points in 2020-21 if both SLO setting and Accomplishment are not submitted for Student Achievement.** The final deadline to submit SLO accomplishment is May 28, 2021.

What if I have already submitted my SLO Accomplishment?

If you have already completed your SLO, there is no further action required of you.

How will the SLO total score be determined for the 2020-2021 scorecard?



My teaching assignment has changed. Do I need to adjust my SLO?

Yes, please contact TEI at tei@dallasisd.org so that we may return your SLO for edits.

Will teachers complete Teacher Roster Verification in May?

No. Teachers will not complete this process in May in 2020-2021.

Fall ACPs have been canceled, and many questions still linger around Spring STAAR Assessments. How does this impact TEI Evaluations?

Teacher-level student achievement measures (STAAR, ACP, TELPAS, MAP) **will not** be utilized in 2020-2021 TEI Evaluation processes.

Distinguished Teacher Review

How will the district determine new DTR eligibility in 2021-22

While sufficient data to produce full evaluations and inform new effectiveness levels cannot be accessed in this school year, available data will be used to inform subsequent DTR eligibility. To be eligible to apply for DTR in the 2021–2022 school year, teachers must:

- A. Be in at least their third year of service;
- B. Earn a minimum score of 80 on their 2020–2021 summative appraisal;
- C. Earn at least half of available points on their 2020–2021 SLO; and,
- D. Receive a 2020–2021 TEI evaluation score within the top **30% of scores**

How do these recommendations impact teachers undergoing DTR Round 2 this Spring?

While no effectiveness level will be awarded in 21-22, these points will be included on the upcoming TEI scorecard and may make the teacher eligible for next year's DTR process and a TIA Designation. Teachers earning new designations in 2021-22 will become eligible for [High Priority and ACE Campus stipends](#).

What is the impact if a teacher chooses not to complete the DTR process this Spring?

Teacher who do not submit a DTR application and/or do not have carryover points available will not be considered for TIA Designation.

Will additional compensation be provided for teachers who undergo the DTR process this Spring?

At this time, DTR-eligibility alone will not be considered for additional compensation in 2021-22. Performance-based stipends will be awarded by effectiveness level **or** TIA Designation.

I applied for DTR this year. What will happen to my application and points earned?

DTR applications submitted in 2020-21 will be fully scored. These points will be applied in accordance with system rules, and snapshots will be released until September 2021.

If I meet DTR eligibility criteria, am I guaranteed Distinguished status or a TIA Designation?

No. Teachers who undergo the Distinguished Teacher Review must also earn an average evaluation score within or beyond the Proficient II effectiveness level range to earn a Distinguished effectiveness level.

Will carryover points be applied for this year’s modified scorecard?

Yes, for teachers who maintain DTR-eligibility, these points will be applied and “count” towards the teacher’s three years of application rollover. Please see the chart below for when a teacher must re-apply.

Application Year	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
2017-18	Applied (1)	Optional Carryover (2)	Optional Carryover (3)		Application Required		
2018-19		Applied (1)	Optional Carryover (2)		Optional Carryover (3)	Application Required	
2019-20			Applied (1)		Optional Carryover (2)	Optional Carryover (3)	Application Required
2020-21				Applied (1)	Optional Carryover (2)	Optional Carryover (3)	Application Required

How will I know if I need to re-apply for DTR in 2021-22?

The 2020-21 TEI Scorecard issued in September 2021 will include in the footnotes if the teacher needs to re-apply in the current school year.

Teacher Incentive Allotment

Will eligible teachers be submitted for HB3 Teacher Incentive Allotment designations?

Yes, the District has full 5-year approval for participation in the TIA. As a result of the 2020-2021 TEI modifications, the submission of teachers for TIA Designation will follow the process outlined below.

- Teachers designated in 2019-20 will carry forward the existing designation for 2021-22.
- Additional teachers will be submitted for a Recognized Designation who meet criteria outlined below:
 - Be in at least their third year of service;
 - Undergo the 2020-21 DTR process (new application or carryover)
 - Earn a minimum score of 80 on their 2020–2021 summative appraisal;
 - Earn at least half of available points on their 2020–2021 SLO; and,
 - Receive a 2020–2021 TEI evaluation score within the top 25% of scores.
 - Meet all other requirements outlined in HB3 statute and [Dallas ISD TIA Designation Submission Rules](#).

When will a teacher learn if they have received a state TIA Designation?

Designations will be announced in September 2021 at the time of scorecard release.

TEI Scorecard, Evaluation Rating, and Effectiveness Level

Will teachers receive a TEI Scorecard in 2019-2020?

Yes. Teachers will receive a TEI Scorecard in September 2021 that reflects performance during the 2020-2021 school year.

How do teachers know their TEI category this year?

All District teachers’ evaluation scores will be based on the same evaluation template, with 80% of the score based on results for the Teacher Performance component and 20% of the score based on results for the Student Achievement component.

Will any TEI Effectiveness Levels increase or decrease in 2020-21?

No. Teachers will not be assigned an effectiveness level for the 2021–2022 school year based on their TEI evaluation for the 2020–2021 school year. All teachers will show as “No Level” in 2021-22.

My Evaluation Rating is currently higher than my Effectiveness Level. Will my level be adjusted in 2020-21?

There are a number of scenarios that might result in an Evaluation Rating that is higher than Effectiveness Level. Because sufficient appropriate statistics cannot be generated for all teachers, the district cannot verify that the earned Evaluation Rating would result in an increase in Effectiveness Level in 2021-22. As such, no levels will increase or decrease in 2021-22.

It is important to remember that while teachers may not advance under TEI in 2021-22, eligible teachers will be identified for state designation, which may make the teacher eligible for up to \$18,000 in additional performance-based stipends.

Will this year’s evaluation score be averaged with 2018-19? 2021-22?

The 2020-21 evaluation score will not be averaged with the 2018-19 school year. Information about the use of this year’s score in the 2021-22 scorecard is not yet available.

Will teachers be eligible to “jump” levels on the 2021-22 scorecard?

Tentative. Yes, if earned, teachers will be eligible to advance more than one level on the 2021-22 scorecard.

TEI Compensation

How will I know my salary for 2021-22?

Due to pandemic-related modifications to the district’s Excellence Initiatives, no Excellence Initiative employees will earn an effectiveness level in 2021-2022. Returning teachers will be eligible for a differentiated flat-rate increase ranging from \$1,250-\$2,000 dollars.

Increase will be based on the greater of existing effectiveness level or Teacher Incentive Allotment designation.

TIA Designation	No Designation	Recognized	Exemplary	Master
OR				
19-20 TEI Effectiveness Level	No Rating, Progressing I, II	Proficient I Proficient II	Proficient III	Exemplary I/II Master
Amount	\$1,250	\$1,500	\$1,750	\$2,000

Will any teacher see a salary decrease next year?

No returning teacher will have a decrease in base salary in 2021-2022 unless there is a change to the number of working hours (for example, length of contract or change to part-time status).

When will I receive my salary increase in 2020-21?

Salary increases for Excellence Initiatives (TEI, PEI, APEI, EDEI) are paid in October retroactive to contract start date.

Will the district still offer High Priority Campus and ACE stipends in 2021-22?

Yes. The district is committed to increasing access to highly effective teachers at High Priority and ACE campuses, and teachers may earn additional stipends for service at these campuses. See additional information linked below:

[Expanding Teacher Compensation through HB3 Teacher Incentive Allotment High Priority Campus Roster](#)

What is the eligibility for ACE and HPC campus stipends in 2021-22?

As outline in the compensation resource manual, teachers are eligible for the greater of the stipend associated with the existing TEI Effectiveness Level or Teacher Incentive Allotment designation. Please see page 53 of the compensation resource manual, linked here:

<https://www.dallasisd.org/cms/lib/TX01001475/Centricity/Domain/110/DallasISD%202021-2022%20Compensation%20Handbook.pdf>

H1B Employees and Permanent Residency**How does this change to TEI impact H1B employees' eligibility for permanent residency?**

Each September, the District issues an invitation for a new "PERM Group" of teachers based on local eligibility criteria. In prior years, these criteria have included TEI Effectiveness Levels. This eligibility criteria is evaluated annually and was modified in 2020 due to the COVID-19 pandemic and lack of TEI data. In 2020, teachers who met Progressing II status and were in at least through their fourth year with the District were considered for the PERM Group. While the formal requirements for PERM status have not yet been finalized for the September 2021 cohort, HCM anticipates similar accommodations in this year. Please reach out to Blanca Mansur at bmansur@dallasisd.org or Estella Ayala at eyala@dallasisd.org for more information