

Note: This information was presented is also available as a webinar in Cornerstone.

Approved 2020-21 TEI Modifications – *March 2021*

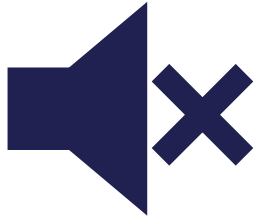
2020-21 Approved TEI Modifications

- *2020-21 System Adjustments*
- *2020-21 Overall Evaluation*
- *2021-22 Compensation*

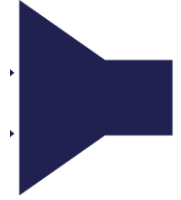
Spring 2021 Key Reminders and FAQs

- *Teacher Performance*
- *Student Learning Objective*
- *DTR*

Next Steps for Experts



Remain **muted** unless speaking



Leave able to **communicate**
information effectively



System **BEFORE** Self

Extend Grace

2020-2021 *APPROVED* TEI MODIFICATIONS



Campus Leaders

(Principal and ED Focus Groups)

- Challenges to calibrate across different learning modalities (in-person, virtual, simultaneous)
- Reiterate system safeguards that adjust to meet scheduling needs at campuses
- Examine impact on all teacher groups (early career, near-distinguished, “capped”, etc.)
- Ensure that sufficient data is available to inform employment decisions/non-renewal



Teachers

(TEI Expert Focus Groups,
TEI phone and inbox inquiries)

- Student attendance and engagement jeopardizes validity of TEI statistics (achievement and experience)
- Recognition and reward for added stress is needed for teachers in current environment
- Concerns regarding fairness but teachers should not be “held back”



Policy and Legal

(TEA and Outside Counsel)

- State and local guidelines require annual evaluation of employees
- Evolving guidance from TEA on required Chapter 21 appraisals. Waivers may now be available.
- Waivers should be used sparingly to ensure accurate data validation for TIA
- Make no policy changes that may have long term impact

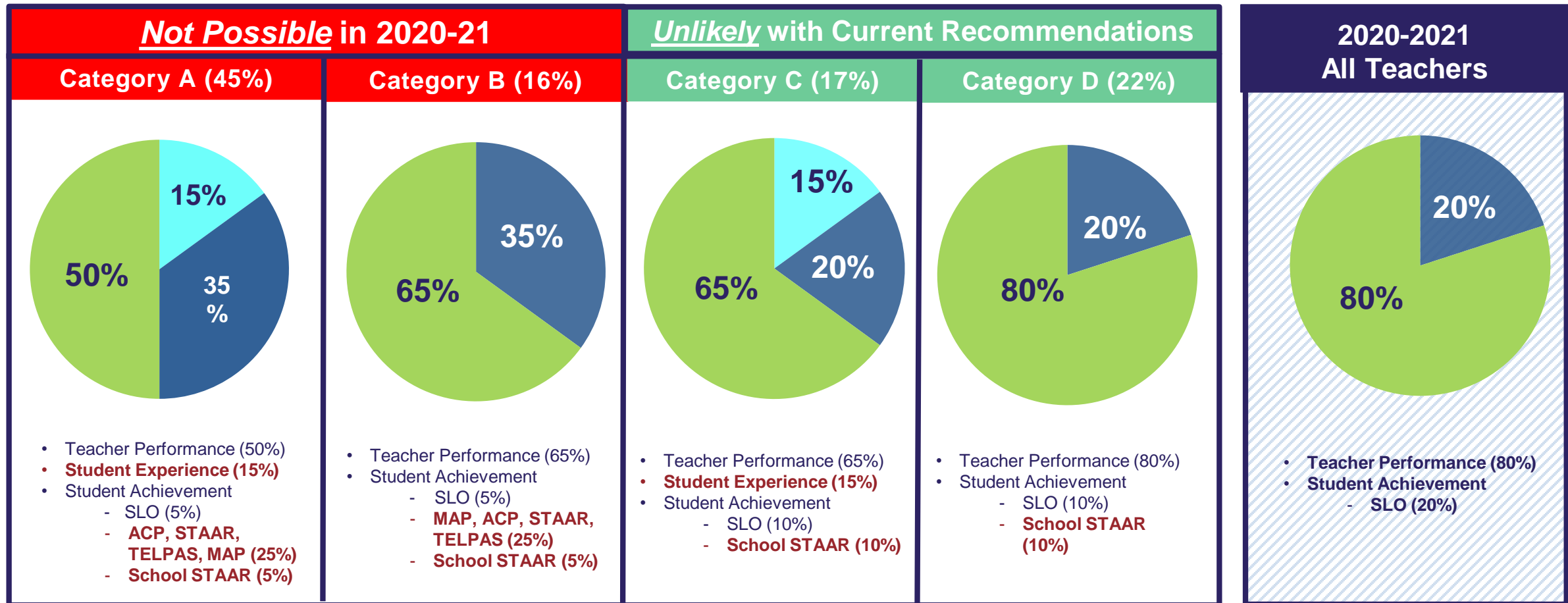
TEI Components: 2020-21 Evolution

	TEI System Design	Priority at Re-Entry (August 2020)	Current State (January 2021)	Recommendation
Teacher Performance	<ul style="list-style-type: none"> Teacher Performance Rubric Formal and informal observations inform the Teacher Summative 	<ul style="list-style-type: none"> Develop guidance document (TPR-Online Learning) Modify spot observation requirements 	<ul style="list-style-type: none"> 28k spot observations completed Monitor calibration; mitigate pain points as they arise 	<ul style="list-style-type: none"> Balance accountability with feedback No further adjustment to observation requirements
Student Achievement	<ul style="list-style-type: none"> Teacher- and School-Level achievement (ACP, MAP, STAAR, TELPAS) Student Learning Objective (SLO) 	<ul style="list-style-type: none"> Utilize NWEA Map in Grades 1-11 to provide baseline data for student growth metrics 	<ul style="list-style-type: none"> Fall ACPs eliminated Incomplete data limits the ability to calculate growth for teacher- and school-level student achievement measures 	<ul style="list-style-type: none"> Eliminate teacher- and school-level student achievement in 2020-21 Use SLO to inform student growth component*
Student Experience	<ul style="list-style-type: none"> Student Survey administered in May annually in grades 3-12 	<ul style="list-style-type: none"> Modify survey items to ensure fit for remote and in person learners Adjust survey administration date 	<ul style="list-style-type: none"> Attendance and engagement concerns will impact survey rosters Sufficient data may be unavailable 	<ul style="list-style-type: none"> Administer survey in May <i>for information only</i> Eliminate survey component in 2020-21
Distinguished Teacher Review	<ul style="list-style-type: none"> Eligibility determined by prior scorecard annually 	<ul style="list-style-type: none"> Develop alternate methodology for existing and new DTR eligibility 	<ul style="list-style-type: none"> Up to 1,300 teachers in Round 2 eligibility process 	<ul style="list-style-type: none"> No further adjustment to DTR process in 2020-21

*Dallas ISD SLO process meets statutory requirements for growth component in Chapter 21 and HB3 TIA statute

Overall Evaluation: TEI Categories and Components

Recommended adjustments to the student achievement and student experience components have impact on 75%+ of teachers in the TEI system this year.



■ Performance ■ Achievement ■ Experience

Up to 30 additional points available through Distinguished Teacher Review Process

Utilize available component data to produce evaluations for information and Teacher Incentive Allotment (TIA) only.

- Evaluation rating is total of available components. No qualitative evaluation rating (*Progressing*, *Proficient*) and No Effectiveness Level
- Modify compensation process in 2021-22
- Subsequent DTR eligibility for 2021-22 awarded in accordance with existing system rules
- **Submit top 25% of teachers meeting TIA performance standards for Recognized designation.***

TEI Scorecard 2020-21

Category D

TEACHER NAME
Employee Number XXXXXX

2021-2022 Effectiveness Level	No Level
Evaluation Score and 2020-21 Evaluation Rating	107

2019-2020 Evaluation Score: Not Available 2020-2021 Evaluation Score: 107

TEI Evaluation Component	Points Possible	Result / Information	Points Earned
Teacher Performance	70 [Ⓜ]	Summative: 98 Points: 98% of 80 (before DTR adjustment)	70
Student Experience			
Student Achievement	20		20
School STAAR			
Student Learning Objective (SLO)	10		20
Distinguished Teacher Review	25		17
Application Score (max 14; adjusted to 20)	20		17 [Ⓜ]
Leadership	6	Eligible for 2021-22 DTR	
Lifelong Learning	4		
Contributions to Profession	4		
HPC Service while DTR eligible	5		-

INFORMATION ABOUT DTR ELIGIBILITY FOR 2018-19:
Teacher is eligible to apply for Distinguished Teacher Review in 2018-19 based on existing eligibility criteria. Go to www.dallasisd.org/tei for information about DTR eligibility requirements and the DTR application process.

Ⓜ Average evaluation score computed only if scores are from the same category. Prior and current categories are different.
Ⓜ Maximum performance points possible for this teacher due to DTR-related adjustment. Value is 10 points less than evaluation template maximum.
Ⓜ DTR points from last year have been carried over one time.

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MODIFIED FOR 2020-21

No Average Evaluation Score
No *qualitative* Evaluation Rating
No 2021-22 Effectiveness Level

NO CHANGE TO CURRENT TEI SYSTEM RULES

Teacher Performance (80%)
Student Learning Objective (20%)
DTR (where available)

2020-21 Data will be used to inform subsequent DTR eligibility and state Teacher Incentive Allotment Designations

2021-22 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.**

2020-21 **new** TIA Designation

The district will recommend an additional cohort for a **Recognized** designation:

- A. Be in at least their third year of service;
- B. Undergo the 2020-21 DTR process (new application or carryover)
- C. Earn a minimum score of 80 on their 2020–2021 summative appraisal;
- D. Earn at least half of available points on their 2020–2021 SLO; and,
- E. **Receive a 2020–2021 TEI evaluation score within the top 25% of scores.**

In February 2021, the Board of Trustees suspended and waived TEI pay for performance requirements in 2021-22.

- 2021-22 Compensation will be determined in the annual budget process in May-June. Proposed flat-rate increase for all EI-eligible employees, including teachers, in 2021-22
- Continue performance-based stipends using Effectiveness Level or earned TIA Designation

Effectiveness Level	Progressing I – Proficient I	Proficient II	Proficient III	Exemplary I / II Master
OR				
TIA Designation		Recognized	Exemplary	Master
<i>High Priority Campus (57)</i>	NA	\$4,000	\$6,000	\$8,000
<i>ACE (23)</i>	\$4,000	\$12,000	\$15,000	\$18,000

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.

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

Teachers 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 provide 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.

How do these modifications impact teachers who have been capped, or had an evaluation rating that was higher than the Effectiveness Level?

There are a number of reasons an earned Effectiveness Level may be higher or lower than the Evaluation Rating. Because sufficient data cannot be generated to ensure the earned evaluation rating would result in a higher effectiveness level in 2020-21 or 2021-22 no effectiveness levels will be generated for ***any teacher*** in this year.

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, which will be released in September 2022.



TEACHER PERFORMANCE

Teacher Performance



TYPE	DURATION	MINIMUM FREQUENCY	REVISED	PURPOSE	SCORED	WRITTEN FEEDBACK	CONFERENCE	INFORMS SUMMATIVE
Spot	10-15 minutes	No Level - 8	No Level - 7	1) Coaching – Domains 2 & 3 2) Inform holistic evaluation	Yes	Required within 2 working days	Recommended Teachers can respond in Cornerstone	Yes
		Prog I - 8	Prog I - 7					
		Prog II - 8	Prog II - 7					
		Prof I - 5	Prof I - 5					
		Prof II – Mast 4	Prof II – Mast 4					
Extended	45 minutes	1	1	1) Observe full lesson cycle 2) Collect evidence	Yes	Required within 10 working days	Required within 10 working days Teachers can respond in Cornerstone	Yes
Informal	Any length	Any amount	Any amount	Any	No	Optional	Optional	Yes

The Summative evaluation is **calculated** out of 100 points and **applied** as the score for Teacher Performance

- **Only** the Summative score counts on your TEI Scorecard
- *Spot, Extended, and informal observations are **considered but not calculated***
- **Summative Rebuttal** window will open **June 1st-14th**

Teachers who would like to submit a rebuttal to an accelerated summative may make that request in writing to TEI and will be provided an alternate window.

Proactively participate in the evaluation process by:



Studying the Teacher Performance Rubric

Providing information and evidence to your evaluator

Seeking and implementing feedback

Responding timely to all feedback, questions, or concerns

Asking clarifying questions

Embracing a growth mindset

Important Reminders

- Use **feedback** from your observations to **improve** before having your Summative Evaluation
- If you feel that **another appraiser** is warranted, work with the Campus Principal
- The **Summative Performance Evaluation** worksheet can be found on the TEI resources page
- **Summative Evaluation Rebuttal** window will open **June 1st-14th** for all teachers





STUDENT LEARNING OBJECTIVE

Minimum student population requirement for SLO:

- 20% for year-long courses
- 40% of one-semester course (use Fall semester)
- 30% of one grade level for Elementary Specials classes

Teacher has 30 days to re-submit SLO if:

- Teacher transitions to a new **campus, content, or grade level**
- Population drops below the minimum student requirement

New 2020-21* SLO Goal Accomplishment:

The SLO will inform the student achievement component this year and the weighting will not be shifted if the component 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

Primary Appraiser will verify the SLO Goal Accomplishment data submitted by the teacher in **Spring 2021** but will not issue a score

Student Learning Objective

Objective Setting	Unsatisfactory (0 Points) <i>A teacher rated here cannot receive any points for Objective Accomplishment</i>	Progressing (1 Point) <i>A teacher rated here can receive up to 2 pts for Objective Accomplishment</i>	Proficient (2 Points) <i>A teacher rated here can receive up to 3 pts for Objective Accomplishment</i>
	<ul style="list-style-type: none"> <input type="checkbox"/> SLO is not approved by the appraiser, AND/OR <input type="checkbox"/> SLO does not use appropriate content standards or establishes low growth target AND/OR <input type="checkbox"/> No objective is written <input type="checkbox"/> Artifacts and student Score Sheet are not uploaded to Cornerstone. 	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Student group</u> (20-40%) is appropriately identified <input type="checkbox"/> Selected <u>content standards</u> are broad and capture deep ideas, AND <input type="checkbox"/> <u>Assessment items</u> are aligned with the learning content; cognitive demand may be at a low level, AND <input type="checkbox"/> Established <u>growth targets</u> are rigorous, attainable projecting 40-69 percent or more students meet the target. <input type="checkbox"/> Artifacts and student score sheet are missing or incomplete to Cornerstone 	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Student group</u> is appropriately identified (20-40%) <input type="checkbox"/> Selected "Content Standards" are broad and capture deep ideas, AND <input type="checkbox"/> <u>Assessment items</u> are aligned with the learning content and with an appropriate level of cognitive demand, AND <input type="checkbox"/> Established growth targets are rigorous, attainable projecting 70 percent or more students meet the target, AND <input type="checkbox"/> <u>Alignment statement</u> demonstrates that the SLO is tied to the success of the team, department, or school <input type="checkbox"/> Artifacts and student score sheet are fully complete and uploaded to Cornerstone

1

Must meet criteria for student group, rigor of goal, alignment, and compliance with required documentation at the proficient level.

Score 0-2 awarded by appraiser

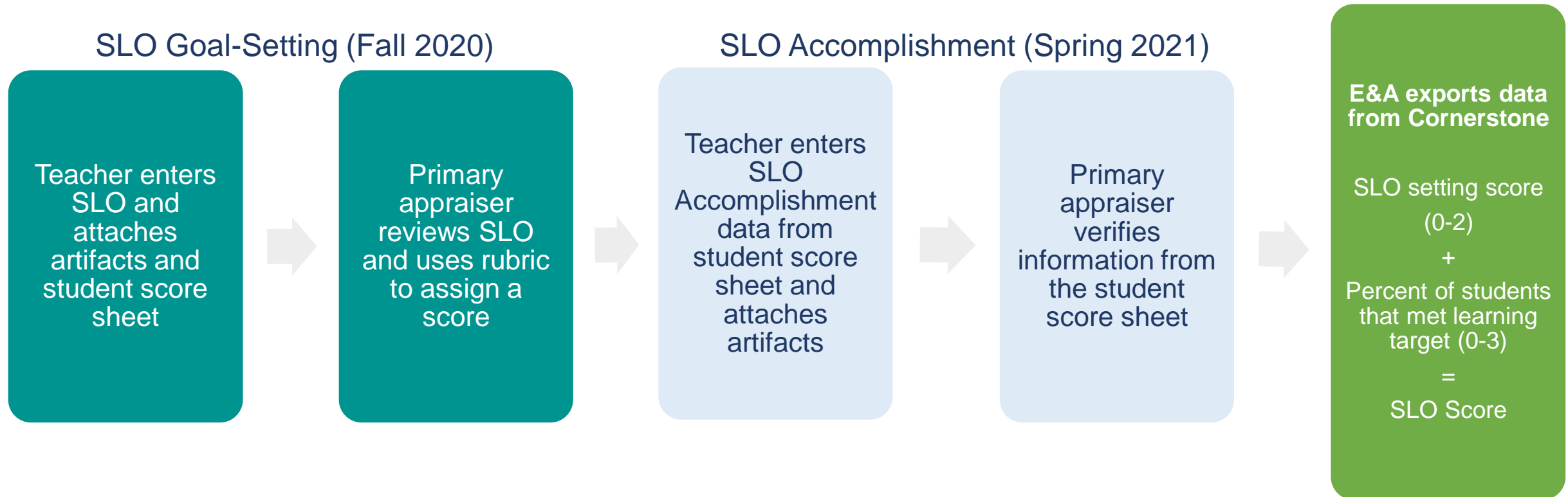
Objective Accomplishment	Unsatisfactory (0 Points)	Progressing (1 Point) <i>Must receive at least 1 point on Objective Setting to be rated in this category</i>	Proficient (2 Points) <i>Must receive at least 1 point on Objective Setting to be rated in this category</i>	Exemplary (3 Points) <i>Must receive at least 2 points on Objective Setting to be rated in this category</i>
	<ul style="list-style-type: none"> <input type="checkbox"/> Teacher accomplishes part of the objective with 39 percent or less of students meeting their growth targets 	<ul style="list-style-type: none"> <input type="checkbox"/> Teacher accomplishes the objective with 40 to 69 percent or more of students meeting their growth targets <input type="checkbox"/> Completed score sheet is uploaded to Cornerstone 	<ul style="list-style-type: none"> <input type="checkbox"/> Teacher accomplishes the objective with 70 to 89 percent or more of students meeting their growth targets <input type="checkbox"/> Completed score sheet is uploaded to Cornerstone 	<ul style="list-style-type: none"> <input type="checkbox"/> Teacher accomplishes the objective with 90 percent or more of students meeting their growth targets <input type="checkbox"/> Accomplishment has positively impacted the success of the team, department, or school <input type="checkbox"/> Completed score sheet is uploaded to Cornerstone

2

Appraisers verify documents; percent of students meeting goal scored centrally.

Score 0-3 determined centrally

How will the SLO total score be determined for the 2020-21 TEI Scorecard?



OPTIMIZING YOUR SLO



Use SLO resources to maximize your points

Progress Monitor Student Achievement

Submit both the Goal-Setting *and* Goal Accomplishment tasks

Follow instructions in the Cornerstone tasks to ensure all documents are available for verification

Important Reminders

- **Both** the SLO Goal Setting **AND** Goal Accomplishment must be scored
- The SLO **Goal Accomplishment** window opens early March in **Cornerstone**
- The SLO **Student Score Sheet must** be attached to both the Goal Setting and Goal Accomplishment tasks (**TEI template**)

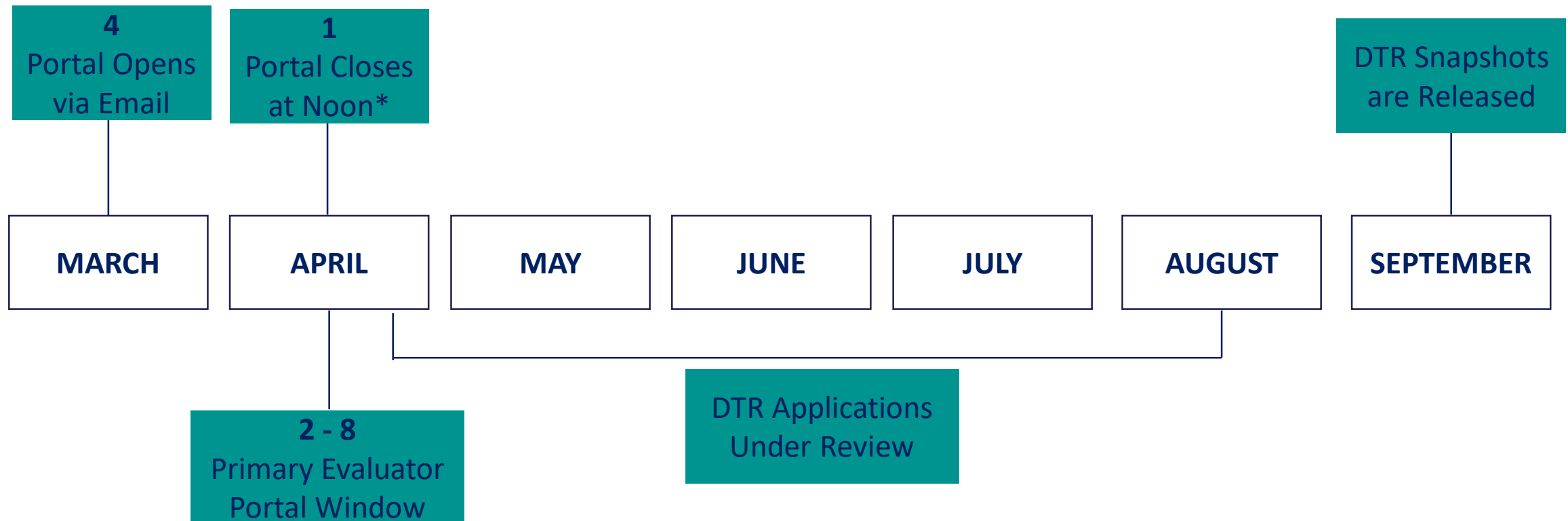




Distinguished Teacher Review

Round 2

DTR Round 2 Timeline



***There will be no extensions granted.**

DTR Application Workshops (LIVE)

MARCH				
MON	TUES	WEDS	THURS	FRI
1	2	3	4 AMBASSADOR LED	5
8 AMBASSADOR LED	9	10 AMBASSADOR LED	11 TEI LED*	12
<i>Spring Break</i>				
22	23 AMBASSADOR LED	24	25 AMBASSADOR LED	26
29 TEI LED	30 AMBASSADOR LED	31		



Additional DTR Support

DTR Application Webinars in Cornerstone <http://bit.ly/2021DTRsessions>

Informational Webinar

How to Use Covid-19 Experiences

Using DTR Artifacts

DTR Ambassadors <http://bit.ly/DTRambassadors>

Contact Information Available on the TEI Website

TEI/DTR Website <http://bit.ly/DTRresources>

Informational DTR Support Videos

Example DTR Applications

DTR Application Toolkit



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 evaluation score within or beyond the Proficient II effectiveness level range to earn a Distinguished effectiveness level or a TIA designation. **Note: no effectiveness levels will be generated in 2021-22.**

Are 2020-21 DTR Application Points eligible to rollover to the 2021-2022 TEI Scorecard?

Yes. For Distinguished teachers who maintain DTR eligibility, DTR points will carryover for two years.

How do I access to the DTR Portal?

Round 2 DTR-eligible teachers will receive access to the DTR Application Portal via email.

When will I find out the status of my application?

DTR Snapshots will be emailed in September 2021.

March 4: *Round 2 teachers who meet minimum criteria will receive access via email to the DTR Portal via email (after 3:00PM)*

March 5: *All teachers will receive email communication (TEI Newsletter) these approved modifications. This will also include the revised TEI Guidebook and links to FAQ documents.*



Important Reminder: The DTR Round 2 Process will continue. The approved modifications do not suspend the DTR process in 2020-2021.

Spring 2021 Key Messages

Eliminate teacher- and school-level student achievement

Eliminate survey component

No further adjustment to DTR process – *apply if you're eligible!*

Evaluation score derived solely from teacher performance, SLO, and DTR points.

**No Average Evaluation Score
No *qualitative* Evaluation Rating
No 2021-22 Effectiveness Level**

Utilize available component data to produce evaluations for information and Teacher Incentive Allotment (TIA) only.

Compensation will be determined in the annual budget process in May-June 2021

Call Center

(972) 749-5712

Email

tei@dallasisd.org

Website

www.dallasisd.org/tei

THANK YOU

Questions?