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

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
Norms and Expert Role

- Remain **muted** unless speaking
- Leave able to **communicate** information effectively
- System **BEFORE** Self
- Extend **Grace**
2020-2021 APPROVED TEI MODIFICATIONS
TEI Feedback: Three Perspectives

**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

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td><strong>Teacher Performance</strong></td>
<td>• Teacher Performance Rubric</td>
<td>• Develop guidance document (TPR-Online Learning)</td>
<td>• Balance accountability with feedback</td>
</tr>
<tr>
<td></td>
<td>• Formal and informal observations inform the Teacher Summative</td>
<td>• Modify spot observation requirements</td>
<td>• No further adjustment to observation requirements</td>
</tr>
<tr>
<td></td>
<td>• Teacher- and School-Level achievement (ACP, MAP, STAAR, TELPAS)</td>
<td>• 28k spot observations completed</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Student Learning Objective (SLO)</td>
<td>• Monitor calibration; <strong>mitigate pain points</strong> as they arise</td>
<td></td>
</tr>
<tr>
<td><strong>Student Achievement</strong></td>
<td>• Utilize NWEA Map in Grades 1-11 to provide baseline data for <strong>student growth metrics</strong></td>
<td>• Fall ACPs eliminated</td>
<td>• Eliminate teacher- and school-level student achievement in 2020-21</td>
</tr>
<tr>
<td></td>
<td>• Complete data limits the ability to calculate growth for teacher- and school-level student achievement measures</td>
<td>• Incomplete data</td>
<td>• Use SLO to inform student growth component*</td>
</tr>
<tr>
<td><strong>Student Experience</strong></td>
<td>• Student Survey administered in May annually in grades 3-12</td>
<td>• Modify survey items to ensure fit for remote and in person learners</td>
<td>• Administer survey in May for information only</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Adjust survey administration date</td>
<td><strong>Eliminate survey component in 2020-21</strong></td>
</tr>
<tr>
<td></td>
<td>• Attendance and engagement concerns will impact survey rosters</td>
<td>• Sufficient data may be unavailable</td>
<td></td>
</tr>
<tr>
<td><strong>Distinguished Teacher Review</strong></td>
<td>• Eligibility determined by prior scorecard annually</td>
<td>• Develop alternate methodology for existing and new DTR eligibility</td>
<td>• No further adjustment to DTR process in 2020-21</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Up to 1,300 teachers in <strong>Round 2</strong> eligibility process</td>
<td></td>
</tr>
</tbody>
</table>

*Dallas ISD SLO process meets statutory requirements for growth component in Chapter 21 and HB3 TIA statute.
Recommended adjustments to the student achievement and student experience components have impact on 75%+ of teachers in the TEI system this year.

### Not Possible in 2020-21
- **Category A (45%)**
  - Teacher Performance (50%)
  - Student Experience (15%)
  - Student Achievement
    - SLO (5%)
    - ACP, STAAR, TELPAS, MAP (25%)
    - School STAAR (5%)

- **Category B (16%)**
  - Teacher Performance (65%)
  - Student Achievement
    - SLO (5%)
    - MAP, ACP, STAAR, TELPAS (25%)
    - School STAAR (5%)

### Unlikely with Current Recommendations
- **Category C (17%)**
  - Teacher Performance (65%)
  - Student Experience (15%)
  - Student Achievement
    - SLO (10%)
    - School STAAR (10%)

- **Category D (22%)**
  - Teacher Performance (80%)
  - Student Achievement
    - SLO (10%)
    - School STAAR (10%)

### 2020-2021 All Teachers
- Teacher Performance (80%)
- Student Achievement
  - SLO (20%)
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.*

*Pending feedback on TIA statutory requirements from TEA
2020-21 Overall TEI Evaluation

**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)

### TEI Scorecard 2020-21

**Category D**

<table>
<thead>
<tr>
<th>2021-2022 Effectiveness Level</th>
<th>No Level</th>
</tr>
</thead>
</table>

#### Evaluation Score and 2020-21 Evaluation Rating

<table>
<thead>
<tr>
<th>TEI Evaluation Component</th>
<th>Points Possible</th>
<th>Result / Information</th>
<th>Points Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Teacher Performance</strong></td>
<td>70</td>
<td>Points: 80% of 80 (before DTR adjustment)</td>
<td>70</td>
</tr>
<tr>
<td><strong>Student Experience</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Student Achievement</strong></td>
<td>20</td>
<td></td>
<td>20</td>
</tr>
<tr>
<td><strong>School STAAR</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Student Learning Objective (SLO)</strong></td>
<td>10</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Distinguished Teacher Review</strong></td>
<td>25</td>
<td></td>
<td>17</td>
</tr>
</tbody>
</table>

**Application Score (max 14; adjusted to 20)**

| Leadership | 6 |
| Lifelong Learning | 4 |
| Contributions to Profession | 4 |

**HPC Service while DTR eligible**

| 5 |

*Information about DTR eligibility: TEI scores are subject to eligibility requirements and the DTR application process.*

*Average evaluation scores 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 and time.*
2021-22 DTR Eligibility and TIA Designations

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

<table>
<thead>
<tr>
<th>Effectiveness Level</th>
<th>Progressing I – Proficient I</th>
<th>Proficient II</th>
<th>Proficient III</th>
<th>Exemplary I / II Master</th>
</tr>
</thead>
<tbody>
<tr>
<td>TIA Designation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>High Priority Campus (57)</td>
<td>NA</td>
<td>$4,000</td>
<td>$6,000</td>
<td>$8,000</td>
</tr>
<tr>
<td>ACE (23)</td>
<td>$4,000</td>
<td>$12,000</td>
<td>$15,000</td>
<td>$18,000</td>
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</tbody>
</table>
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 EXCELLENCE INITIATIVE

TEACHER PERFORMANCE
## Teacher Performance

<table>
<thead>
<tr>
<th>TYPE</th>
<th>DURATION</th>
<th>MINIMUM FREQUENCY</th>
<th>REVISED</th>
<th>PURPOSE</th>
<th>SCORED</th>
<th>WRITTEN FEEDBACK</th>
<th>CONFERENCE</th>
<th>INFORMS SUMMATIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Spot</strong></td>
<td>10-15 minutes</td>
<td>No Level - 8</td>
<td>No Level - 7</td>
<td>1) Coaching – Domains 2 &amp; 3</td>
<td>Yes</td>
<td>Required within 2 working days</td>
<td>Recommended Teachers can respond in Cornerstone</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Prog I - 8</td>
<td>Prog I - 7</td>
<td>2) Inform holistic evaluation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Prog II - 8</td>
<td>Prog II - 7</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td></td>
<td>Prof I - 5</td>
<td>Prof I - 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Prof II – Mast 4</td>
<td>Prof II – Mast 4</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Extended</strong></td>
<td>45 minutes</td>
<td>1</td>
<td>1</td>
<td>1) Observe full lesson cycle</td>
<td>Yes</td>
<td>Required within 10 working days</td>
<td>Required within 10 working days Teachers can respond in Cornerstone</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2) Collect evidence</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Informal</strong></td>
<td>Any length</td>
<td>Any amount</td>
<td>Any amount</td>
<td>Any</td>
<td>No</td>
<td>Optional</td>
<td>Optional</td>
<td>Yes</td>
</tr>
</tbody>
</table>
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 1\(^{st}\)-14\(^{th}\) 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

#### Unsatisfactory (0 Points)
- A teacher rated three of four criteria points for Objective Accomplishment.
- SLO is not approved by the appraiser, AND/OR
- SLO does not use appropriate content standards or establishes low growth target AND/OR
- No objective is written
- Artifacts and student score sheet are not uploaded to Cornerstone.

#### Progressing (1 Point)
- A teacher rated three of four criteria points for Objective Accomplishment.
- Student group (20-40%) is appropriately identified
- Selected content standards are broad and capture deep ideas, AND
- Assessment items are aligned with the learning content, cognitive demand may be at a low level, AND
- Established growth targets are rigorous, attainable projecting 40-69 percent or more students meet the target.
- Artifacts and student score sheet are missing or incomplete to Cornerstone

#### Proficient (2 Points)
- A teacher rated three of four criteria points for Objective Accomplishment.
- Student group is appropriately identified (20-40%)
- Selected “Content Standards” are broad and capture deep ideas, AND
- Assessment items are aligned with the learning content and with an appropriate level of cognitive demand, AND
- Established growth targets are rigorous, attainable projecting 70 percent or more students meet the target, AND
- Alignment statement demonstrates that the SLO is tied to the success of the team, department, or school
- Artifacts and student score sheet are fully complete and uploaded to Cornerstone

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**Score 0-2 awarded by appraiser**

**Score 0-3 determined centrally**

Appraisers verify documents; percent of students meeting goal scored centrally.
How will the SLO total score be determined for the 2020-21 TEI Scorecard?

SLO Goal-Setting (Fall 2020)
- Teacher enters SLO and attaches artifacts and student score sheet

SLO Accomplishment (Spring 2021)
- Teacher enters SLO Accomplishment data from student score sheet and attaches artifacts
- Primary appraiser verifies information from the student score sheet

E&A exports data from Cornerstone
- SLO setting score (0-2) + Percent of students that met learning target (0-3) = SLO Score
Student Learning Objective

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
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

- **March**: Portal Opens via Email
- **April**: Portal Closes at Noon*
- **2 - 8 May**: Primary Evaluator Portal Window
- **June**: DTR Applications Under Review
- **August**: DTR Snapshots are Released

*There will be no extensions granted.
# DTR Application Workshops (LIVE)

<table>
<thead>
<tr>
<th></th>
<th>MON</th>
<th>TUES</th>
<th>WEDS</th>
<th>THURS</th>
<th>FRI</th>
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<td>2</td>
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<td>4</td>
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</tr>
<tr>
<td>8 AMBASSADOR LED</td>
<td>9</td>
<td>10 AMBASSADOR LED</td>
<td></td>
<td>11 TEI LED*</td>
<td>12</td>
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<td></td>
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<td></td>
<td></td>
<td>Spring Break</td>
<td></td>
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<td>22</td>
<td>23 AMBASSADOR LED</td>
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</tr>
<tr>
<td></td>
<td>29 TEI LED</td>
<td>30 AMBASSADOR LED</td>
<td>31</td>
<td></td>
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</tr>
</tbody>
</table>
Additional DTR Support

- Informational Webinar
- How to Use Covid-19 Experiences
- Using DTR Artifacts

- Contact Information Available on the TEI Website

- Informational DTR Support Videos
- Example DTR Applications
- DTR Application Toolkit
Commonly Asked DTR Questions

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
<table>
<thead>
<tr>
<th>Contact Information</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Call Center</strong></td>
<td>(972) 749-5712</td>
</tr>
<tr>
<td><strong>Email</strong></td>
<td><a href="mailto:tei@dallasisd.org">tei@dallasisd.org</a></td>
</tr>
<tr>
<td><strong>Website</strong></td>
<td><a href="http://www.dallasisd.org/tei">www.dallasisd.org/tei</a></td>
</tr>
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</table>
THANK YOU