

GENERAL DTR INFORMATION

What is the purpose of the Distinguished Teacher Review?

The Distinguished Teacher Review (DTR) is a component of the Teacher Excellence Initiative. The aim of DTR is to retain and reward our best teachers, inspire other teachers to grow, and raise the bar for effective teaching.

What is the 2016-17 DTR eligibility criteria?

For the 2016-17 school year, all teachers *with prior TEI data* must meet the following eligibility criteria:

1. Teachers must be in at least their third year of service in the 2016-17 school year.
2. Teachers must have earned at least 65 points on their summative performance evaluation in the 2015-16 school year.
3. Teachers must have received at least half of available points from a combination of their student achievement and student experience points, if applicable, in the 2015-16 school year.
4. Teachers must be in the top 25 percent of their teacher category based on their 2015-16 school year evaluation results.

Note: DTR Eligibility Criteria is adjusted for teachers *with no prior TEI data*, specifically teachers who are new to the district, do not have 2015-16 evaluation results, received a Scorecard indicating “No Level,” or did not receive a Scorecard. These teachers must have a summative performance evaluation completed **by December 6, 2016** and earn at least 65 points to be eligible to apply to the Distinguished Teacher Review. After the application process is complete, teachers must receive at least half of available points from a combination of their student achievement and student experience points, if applicable, from the 2016-17 school year to remain eligible.

If I meet DTR eligibility criteria, am I guaranteed a Distinguished effectiveness level?

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

Do I have to go through the Distinguished Teacher Review to earn a Distinguished effectiveness level?

Newly eligible teachers (i.e. DTR-eligible teachers with an effectiveness level below Proficient II) must undergo the Distinguished Teacher Review to receive an effectiveness level of Proficient II or higher.

If I currently have a Distinguished effectiveness level, do I need to go through the Distinguished Teacher Review to remain a Distinguished Teacher?

No. For Distinguished Teachers who maintain DTR eligibility, DTR points will rollover for one year. However, Distinguished Teachers must reapply to the Distinguished Teacher Review to be eligible to advance to the next highest effectiveness level. Note that a teacher’s effectiveness level will not go down unless they earn a lower evaluation rating for three consecutive years.

If I currently have a Distinguished effectiveness level, will my DTR points rollover after two years?

No. For teachers who maintain DTR eligibility, DTR points rollover for one year only. After the DTR points have been applied to a teacher’s Scorecard for two consecutive years, teachers must undergo DTR again to earn DTR points.

What is the deadline to submit a DTR Application for the 2016-17 school year?

For teachers *with prior TEI data*, the deadline to submit a DTR Application is **November 3, 2016**. These teachers will receive access to the online application on *September 26, 2016* and must submit their application during the designated window for consideration.

For teachers with *no prior TEI data*, the deadline to submit a DTR Application is **January 19, 2016**. These teachers will receive access to the online application on *December 12, 2016* and must submit their application during the designated window for consideration.

Now that the DTR Observation has been removed, what happens to my points earned from the observation?

Starting in the 2016-17 school year, the observation component of DTR has been removed. Going forward, the DTR process will only include the DTR Application through which DTR-eligible teachers can earn up to 14 points by demonstrating examples of their leadership, lifelong learning and contributions to the profession. For teachers who underwent DTR in the 2015-16 school year and choose not to reapply during the 2016-17 school year, 2015-16 DTR Observation points will not roll over onto the Scorecard released September 2017.

DTR APPLICATION

What is the purpose of the DTR Application?

The purpose of the DTR Application is to retain and reward teachers for the many roles they hold within and beyond the classroom. The application emphasizes three key levers of impact: leadership, lifelong learning, and contributions to the profession.

What types of experiences should I include in the Leadership domain of the DTR Application?

In the Leadership domain, a Distinguished Teacher serves as a role model and leader for peers across the campus in formal and informal settings, proactively setting high standards and demonstrating commitment that accelerates the goals of the school. Examples may include mentoring new teachers, coordinating new teacher support at the campus, or demonstrating initiative in starting a new campus system. Experiences are differentiated across performance levels based on the *strength of the outcome*. For more information about the Leadership domain, view the Resources page on the TEI website or attend a DTR Application Workshop.

What types of experiences should I include in the Lifelong Learning domain of the DTR Application?

In the Lifelong Learning domain, a Distinguished Teacher initiates or seeks out multiple learning opportunities and applies learning successfully to improve individual and campus practice, showing commitment to team innovation and growth. Examples may include professional learning experiences such as personal research, formal training, or degree programs. Experiences are differentiated across performance levels based on the *outcomes* resulting from implementing learning. For more information about the Lifelong Learning domain, view the Resources page on the TEI website or attend a DTR Application Workshop.

What type of experiences should I include in the Contributions to the Profession domain of the DTR application?

In the Contributions to the Profession domain, a Distinguished Teacher contributes to the improvement of instructional practice of other K-12 teachers and/or impacts K-12 education policy at the campus, district, state, or national level. Examples may include collaboration, development of resource materials, leading professional development, or participation in committees or groups that impact education policy. Experiences are differentiated across performance levels based on the strength of the outcome and scope of impact. All experiences must cite outcomes to meet the requirements for this domain. For more information about the Contributions to the Profession domain, view the Resources page on the TEI website or attend a DTR Application Workshop.

How is my DTR Application score determined?

The DTR Application is reviewed by a trained, TEI and DTR Certified, panel. Each experience is individually scored using the DTR Rubric and assigned a performance level. Applicants are given the highest performance level based on individually scored experiences within each domain. Therefore, it is in an applicant's best interest to provide the three strongest experiences within each domain. Teachers will receive the points earned from the review of their application on their DTR Snapshot by June 2017.

Where can I find additional resources to assist me in completing the DTR Application?

Additional materials may be found on the Resources page on the TEI website. Applicants are also strongly encouraged to attend a DTR Application Workshop.

ADDITIONAL INFORMATION

When will I be notified if I earn a Distinguished effectiveness level?

Applicants will be notified of their effectiveness level based on the 2016-17 SY via their Scorecard in September 2016.

How do I reach Exemplary II or Master teacher status?

To reach Exemplary II, an applicant must have served as an Exemplary I teacher for at least one year, as well as reapply to the Distinguished Teacher Review before being placed at the Exemplary II level. The first Exemplary II teachers will be designated in September 2016. To reach Master teacher status, an applicant must have been rated at the Exemplary II level for at least two consecutive years and taught in a Tier I school as a Distinguished Teacher for a minimum of four consecutive years. The first Master teachers will be designated in September of 2018.

Is there a limit to the number of Distinguished Teachers there can be at one school?

No. There is no limit to the number of Distinguished Teachers there can be at one school.

If you have additional questions, please email the TEI team at tei@dallasisd.org or call 972-749-5712.