

Category Cut Points: Distribution for Evaluation Ratings

A target distribution is used for all four teacher categories to determine point ranges for each evaluation rating. By using a target distribution in this way, our district is ensuring that a teacher in Category D has the same opportunity to excel under TEI as a Category B teacher. This approach builds in equity across all contents and grade levels.

The tables below reflect the cut points within each category for 2015-2016 TEI scorecards. Please note there are rules applied to determine effectiveness levels; your evaluation rating may not correspond to your effectiveness level.

Category A			
Category	Evaluation Rating	Low	High
A	Unsatisfactory	0	39
A	Progressing I	40	50
A	Progressing II	51	60
A	Proficient I	61	77
A	Proficient II	78	88
A	Proficient III	89	95
A	Exemplary I	96	114

Category B			
Category	Evaluation Rating	Low	High
B	Unsatisfactory	0	40
B	Progressing I	41	52
B	Progressing II	53	62
B	Proficient I	63	79
B	Proficient II	80	90
B	Proficient III	91	98
B	Exemplary I	99	114

Category C			
Category	Evaluation Rating	Low	High
C	Unsatisfactory	0	44
C	Progressing I	45	56
C	Progressing II	57	67
C	Proficient I	68	85
C	Proficient II	86	95
C	Proficient III	96	102
C	Exemplary I	103	114

Category D			
Category	Evaluation Rating	Low	High
D	Unsatisfactory	0	46
D	Progressing I	47	59
D	Progressing II	60	68
D	Proficient I	69	82
D	Proficient II	83	95
D	Proficient III	96	100
D	Exemplary I	101	114

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For the 2016-2017 school year, teachers must meet the following eligibility criteria in order to participate in the Distinguished Teacher Review:

2016-2017 Distinguished Teacher Review Eligibility Requirements

Teachers must have an effectiveness level of Proficient 1 or above and be in the top 25 percent within their teacher category.*

Creditable Years of Service (CYS)	2+ (in at least third year in 2016-2017)
Summative Score (both prior & current year)	65 or above
Achievement & Survey Points (both prior & current year)	At least 50% of combined points

*Teachers who do not have 2015-2016 evaluation results, must have a summative performance evaluation completed by December 6, 2016. These teachers include:

- Teachers who received a scorecard indicating “No Rating” and are in at least their third year of service
- Teachers who did not receive a scorecard and have two or more years of service (in at least third year in 2016-2017)
- Teachers who are new to Dallas ISD and are in at least their third year of service

The minimum 2015-2016 evaluation score that corresponds with the top 25 percent of each teacher category is reflected below. In this respect, those teachers who received at least the minimum evaluation score within their teacher category and meet the requirements listed above will be invited to participate in the 2016-2017 Distinguished Teacher Review. Please remember, a target distribution is set at the teacher category level to ensure the system is fair and equitable for all teachers across all grade levels and content areas.

Teacher Category	Minimum Evaluation Score
A	75
B	77
C	82
D	79

Please note, meeting the 2016-2017 DTR eligibility requirements and submitting a DTR Application does not guarantee a teacher will earn a Distinguished effectiveness level. To earn a Distinguished effectiveness level, a teacher must also earn an average evaluation score within or above the Proficient II evaluation rating range.*

For questions or comments regarding Category Cut Points, please email tei@dallasisd.org.