

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 2016-2017 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	41
A	Progressing I	42	52
A	Progressing II	53	63
A	Proficient I	64	79
A	Proficient II	80	88
A	Proficient III	89	96
A	Exemplary I	97	115

Category B			
Category	Evaluation Rating	Low	High
B	Unsatisfactory	0	43
B	Progressing I	44	56
B	Progressing II	57	66
B	Proficient I	67	83
B	Proficient II	84	91
B	Proficient III	92	99
B	Exemplary I	100	115

Category C			
Category	Evaluation Rating	Low	High
C	Unsatisfactory	0	47
C	Progressing I	48	59
C	Progressing II	60	69
C	Proficient I	70	86
C	Proficient II	87	94
C	Proficient III	95	102
C	Exemplary I	103	115

Category D			
Category	Evaluation Rating	Low	High
D	Unsatisfactory	0	50
D	Progressing I	51	62
D	Progressing II	63	71
D	Proficient I	72	86
D	Proficient II	87	95
D	Proficient III	96	101
D	Exemplary I	102	115

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For the 2017-2018 school year, teachers must meet the following eligibility criteria in order to participate in the Distinguished Teacher Review:

2017-2018 Distinguished Teacher Review Eligibility Requirements

Teachers must have an effectiveness level of Proficient 1 or above and be in the top 30 percent within their teacher category.*

Creditable Years of Service (CYS)	2+ (in at least third year in 2017-2018)
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 2016-2017 evaluation results, must have a summative performance evaluation completed by December 4, 2017. 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 2017-2018)
- Teachers who are new to Dallas ISD and are in at least their third year of service

The minimum 2016-2017 evaluation score that corresponds with the top 30 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 2017-2018 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	78
C	82
D	81

Please note, meeting the 2017-2018 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.