

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 2018-2019 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	42
A	Progressing I	43	54
A	Progressing II	55	66
A	Proficient I	67	80
A	Proficient II	81	88
A	Proficient III	89	96
A	Exemplary I	97	120

Category B			
Category	Evaluation Rating	Low	High
B	Unsatisfactory	0	45
B	Progressing I	46	59
B	Progressing II	60	71
B	Proficient I	72	84
B	Proficient II	85	92
B	Proficient III	93	99
B	Exemplary I	100	120

Category C			
Category	Evaluation Rating	Low	High
C	Unsatisfactory	0	45
C	Progressing I	46	62
C	Progressing II	63	73
C	Proficient I	74	87
C	Proficient II	88	95
C	Proficient III	96	102
C	Exemplary I	103	120

Category D			
Category	Evaluation Rating	Low	High
D	Unsatisfactory	0	51
D	Progressing I	52	65
D	Progressing II	66	76
D	Proficient I	77	89
D	Proficient II	90	97
D	Proficient III	98	102
D	Exemplary I	103	120

Category Cut Points: Distribution for Evaluation Ratings

For the 2019-2020 school year, teachers must meet the following eligibility criteria in order to participate in the Distinguished Teacher Review:

2019-2020 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 2019-2020)
Summative Score (both prior & current year)	65 or above
Achievement & Survey Points (both prior & current year)	At least 50% of combined points
Average Evaluation Score	Top 30% of teacher category

*Teachers who do not have 2018-2019 evaluation results, must have a summative performance evaluation completed by December 20, 2019. These teachers include:

- Teachers who received a scorecard indicating “No Rating” or “No Level” 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 2019-2020)
- Teachers who are new to Dallas ISD and are in at least their third year of service

The minimum 2018-2019 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 2019-2020 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	78
B	83
C	86
D	88

Please note, meeting the 2019-2020 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.