

2019-2020 TEI Frequently Asked Questions

Arising from the COVID-19 outbreak and indefinite school closures

The district is continuing to evaluate the impact of the COVID-19 school closures on TEI and is committed to holding teachers harmless during this time. Additional information will be forthcoming, and this document will be updated as additional information becomes available.

Annual Evaluation Requirements

Will I receive my required annual teacher evaluation?

No. Due to circumstances arising from the COVID-19 outbreak, the Board of Trustees has waived this annual requirement in 2019-2020. In lieu of an evaluation, teachers will be provided “No Appraisal” documentation in their personnel file. No 2019-2020 TEI Scorecards will be produced.

TEI Compensation

Will I receive a TEI Scorecard in 2019-2020?

No. Due to circumstances arising from the COVID-19 outbreak, TEI scorecards will not be produced in 2019-2020.

How will I know my salary for 2020-2021?

Returning teachers with prior year TEI data will carry over the 2019-2020 Effectiveness Level in abeyance. These teachers will earn the greater of (1) Change to the TEI Compensation level or (2) Board approved increase. Please see the approved compensation plan [here](#).

2019-2020 newly hired teachers who do not yet have an Effectiveness Level will be placed on the 2020-2021 New Hire Schedule by years of service or may eligible for a board-approved increase. These teachers should contact notifycomp@dallasisd.org with any questions.

When will I know my salary for 2020-2021?

HCM shared the proposed 2020-2021 TEI compensation schedules at the February Board Briefing. Please see the approved compensation plan [here](#).

LEVEL	TEACHER EXCELLENCE INITIATIVE								
	2020-2021 DRAFT								
	Unsat	Progressing		Proficient			Exemplary		Master
	I	II	I	II	III	I	II		
187/191	\$47,000	\$57,000	\$57,500	\$64,000	\$67,000	\$72,500	\$76,000	\$84,000	\$100,000

Will any teacher see a salary decrease next year?

No returning teacher will have a decrease in base salary in 2020-2021. Please see the approved compensation plan [here](#).

When will I receive my salary increase in 2020-21?

Salary increases for Excellence Initiatives (TEI, PEI, APEI, EDEI) are paid in October retroactive to contract start date.

Will the district still offer High Priority Campus and ACE stipends in 2020-2021?

Yes. The district is committed to increasing access to highly effective teachers at High Priority and ACE campuses, and teachers may earn additional stipends for service at these campuses. See additional information linked below:
[Expanding Teacher Compensation through HB3 Teacher Incentive Allotment](#)
[High Priority Campus Roster](#)

Teacher Performance**Will teachers receive any additional TEI Observations this year?**

No new formal observations (spot or extended) should be completed during the school closure time; however, campus leaders are encouraged to provide informal feedback that will facilitate teacher growth.

Will teachers receive a TEI Summative Evaluation this year?

No. Due to circumstances arising from the COVID-19 outbreak, the Board of Trustees has waived this annual requirement in 2019-2020. In lieu of an evaluation, teachers will be provided "No Appraisal" documentation in their personnel file.

My 2019-2020 TEI Summative was already conducted. What happens to those points?

Due to circumstances arising from the COVID-19 outbreak, the Board of Trustees has waived this annual requirement in 2019-2020. As a result, completed summatives will not be utilized to calculate a 2019-20 TEI Scorecard.

My evaluator completed an extended or summative review. Why can I no longer view it in Cornerstone?

Because appraisal requirements have been waived in 2019-20, HCM has disabled the Extended and Summative review tasks in Cornerstone. Please contact us at tei@dallasisd.org for more information.

Student Experience**Will the Panorama Student Perception Survey be given this year?**

No. Due to circumstances arising from the COVID-19 outbreak, the Panorama Student Perception Survey will not be completed by students in Spring 2020.

Student Achievement**Should teachers complete the Student Learning Objective (SLO)?**

Student Learning Objective (SLO) Accomplishment tasks will remain available to teachers in Cornerstone, however, there is no further action required for the SLO as teachers will be held harmless for this component in 2019-20..

What if I have already submitted my SLO Accomplishment?

If you have already completed your SLO, there is no further action required of you.

Will teachers complete Teacher Roster Verification in May?

Since teacher-level student achievement measures (STAAR, ACP, TELPAS, Norm-Reference) **will not** be utilized in 2019-20 TEI Evaluation processes, teachers will not be required to complete the Teacher Roster Verification process.

STAAR is not being given. How does this impact TEI Evaluations?

Teacher-level student achievement measures (STAAR, ACP, TELPAS, Norm-Reference) **will not** be utilized in 2019-2020 TEI Evaluation processes.

How will student achievement/student growth be measures in 2020-21?

To gauge student proficiency for instructional planning, and to provide a valid prior assessment for use growth statistics for Local Accountability and Excellence Initiatives, the district will be conducting MAP assessments in Reading and Math for grades K-11 early in the 2020-21 school year. More information will be forthcoming.

Distinguished Teacher Review

The District is continuing to evaluate the impact of the COVID-19 school closures on 2020-21 TEI process, including DTR eligibility and the application of 2019-20 DTR points in subsequent years. Additional information will be forthcoming.

How will the district determine new DTR eligibility in 2020-21?

In lieu of 2019-20 TEI scorecards, DTR eligibility for the 2020-21 school year will be determined as follows:

Currently DTR Eligible	New DTR Eligibility for 2020-21
<p><i>Teachers who are CURRENTLY eligible based on 2018-19 scorecard results or through the 2019-20 DTR Round 2 process:</i></p> <ul style="list-style-type: none"> • Eligibility from 2018-19 Scorecard will be carried forward through 2020-21. • Submission of new application during the Fall window is <u>optional</u> • No teacher with current eligibility will be required to re-apply in 2020-21. <p>See chart on page 4 for additional information.</p>	<p><i>Returning teachers must meet the following criteria and complete the "Opt-in" process in Fall 2020:</i></p> <ul style="list-style-type: none"> • 2+ years of teacher services (in the third year of teaching service) • Complete half of required spots and extended by primary appraiser before 12/18/2020 • Submit summative meeting minimum criteria (80) before 01/30/2021_ • Meet minimum requirements for student achievement/experience on the 2020-21 scorecard • Teachers with prior TEI data must have 2018-19 Evaluation Rating of Proficient I or higher

I applied for DTR this year. What will happen to my application and points earned?

DTR applications submitted in 2020-21 will be fully scored; however, snapshots will not be released until September 2020. Teachers will be provided option to (1) re-apply in Fall 2020 OR (2) automatically apply those points earned to the 2020-21 scorecard.

If teachers submitted a 2019-2020 DTR Application when will the DTR Snapshot be shared?

Pending revisions to the DTR process arising from the COVID-19 closures, DTR Snapshots will be released to teachers in Fall 2020 prior to the 2020-21 DTR Application Window.

I am currently DTR-eligible with points available for carryover. Will I need to re-apply in 2020-21?

No. Under the current proposal, no teacher with DTR-eligibility in 2019-20 will be required to re-apply in 2020-21. Teachers may continue to carryover points up to three times before re-applying while eligibility is maintained.

Application Year	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
2017-18	Applied (1)	Optional Carryover (2)	Optional Carryover (3)		Application Required		
2018-19		Applied (1)	Optional Carryover (2)		Optional Carryover (3)	Application Required	
2019-20			Applied (1)		Optional Carryover (2)	Optional Carryover (3)	Application Required
2020-21				Applied (1)	Optional Carryover (2)	Optional Carryover (3)	Application Required

Will the 2019-2020 school year be used to determine the total number of Tier 1/HPC points on my 2020-2021 TEI Scorecard?

Yes. While scorecards will not be produced for 2019-20, teachers’ Tier I service will be credited based on 2019-20 campus assignment.

Will eligible teachers be submitted for HB3 Teacher Incentive Allotment designations?

The district is in process of applying for the state Teacher Incentive Allotment. Pending feedback and approval, eligible teachers will receive state designations in Fall 2020.

TEI Scorecard, Evaluation Rating, and Effectiveness Level

Will teachers receive a TEI Scorecard in 2019-2020?

No. Due to circumstances arising from the COVID-19 outbreak, TEI scorecards will not be produced in 2019-2020.

Will any TEI Effectiveness Levels increase or decrease in 2020-21?

No. Teachers with prior year TEI data will carry over their 2019-2020 Effectiveness Level in abeyance. As a result, no TEI Effectiveness Levels will increase or decrease next year.

My Evaluation Rating is currently higher than my Effectiveness Level. Will my level be adjusted in 2020-21?

There are a number of scenarios that might result in an Evaluation Rating that is higher than Effectiveness Level. Because valid statistics cannot be generated for all teachers, the district cannot verify that the earned Evaluation Rating would result in an increase in Effectiveness Level in 2020-21. As such, no levels will increase or decrease in 2020-21.

How do teachers know their TEI category this year?

Because no teachers will receive a scorecard, no teacher will have a TEI Category in 2019-2020.

What impact will not having a 2019-2020 TEI Scorecard have on evaluation averages in 2020-2021?

Evaluation scores will not be averaged in 2020-21.