The Dallas Independent School District is committed to having the **BEST TEACHERS**

**The BEST teachers are highly effective instructional leaders.**

160,000 students need effective teachers to be college and career ready. Effective teachers engage every student every day in a challenging academic experience that ensures they are ready for what is next. We aim to build highly effective teachers and compensate them for their effectiveness.

Teachers are the most important school-based factor in improving student achievement. The Teacher Excellence Initiative, or TEI, represents a thoughtful approach to measuring the impact teachers have on each student.

**How do we define the best?**

Classroom teachers are annually evaluated on the following components:

- **Student Experience**
  - How they prepare lessons
  - How they deliver instruction
  - How they develop classroom culture
  - How they grow as professionals

- **Student Achievement**
  - Student growth and performance on multiple tests
  - School growth and performance on state standardized tests
  - Teacher determined measure of student growth (Student Learning Objective)

Once teacher performance, student achievement and student experience scores are combined, each teacher receives an evaluation score.

**How do we support the best?**

Teachers in all grade levels and subject areas are supported with the knowledge and resources to plan and implement rigorous and engaging lessons.

The district provides professional development opportunities, digital curriculum tools, classroom resources, and coaching from campus leadership.

**How do we reward the best?**

Strategic compensation places a premium on results—teacher performance, student achievement, and student experience—and rewards teachers accordingly.

**Effectiveness Levels and Proposed Annual Compensation**

<table>
<thead>
<tr>
<th>Level</th>
<th>Novice</th>
<th>Proficient</th>
<th>Exemplary</th>
<th>Master</th>
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<tbody>
<tr>
<td>I</td>
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<td>$90K</td>
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<td>II</td>
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To view the system rules for effectiveness levels and compensation, please visit: [http://www.dallasisd.org/Page/27323](http://www.dallasisd.org/Page/27323)

**Greater Earning Potential**

- **Earn $60,000 per year sooner.**
  - Through TEI, obtainable in about 5 years
  - Traditional ladder could take 20+ years

To receive a Proficient II effectiveness level or above, teachers must go through the Distinguished Teacher Review, which includes a review of their quality of instruction, leadership, lifelong learning, and contributions to the profession.