

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.



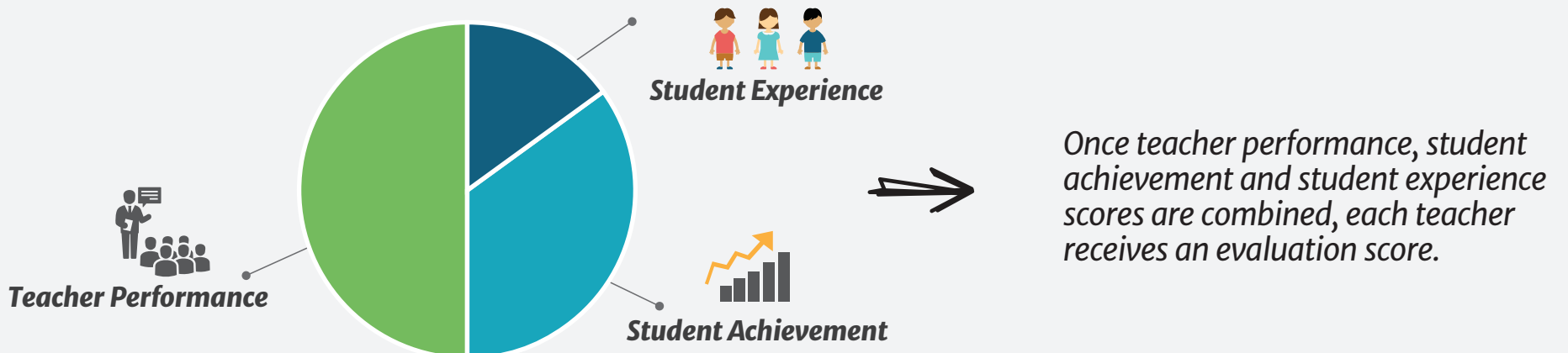
We aim to build highly effective teachers and compensate them for their effectiveness.

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.



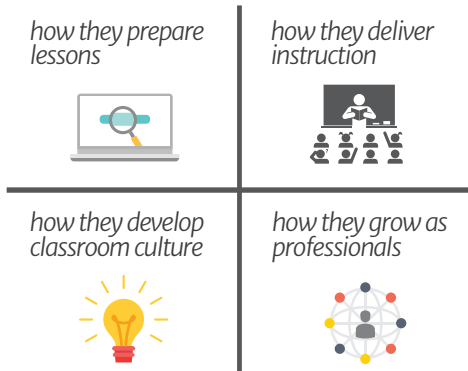
HOW DO WE DEFINE THE BEST?

Classroom teachers are annually evaluated on the following components:

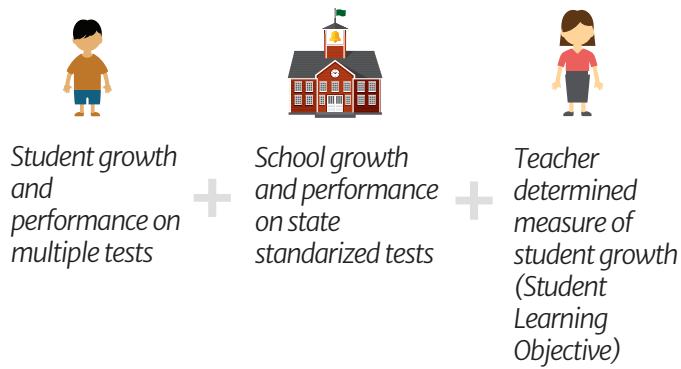


Teacher Performance

Teachers are evaluated and receive feedback on:

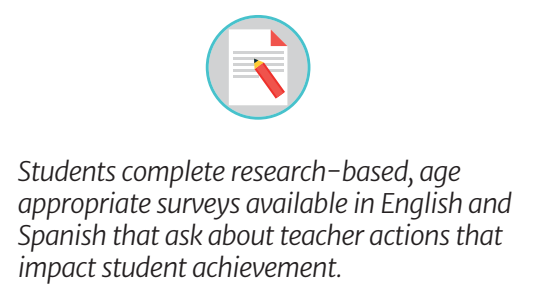


Student Achievement



Student Experience

(Grades 3-12 only)



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.

Types of professional development for teachers:



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

Teachers will receive an evaluation score after the school year ends. Rules are then applied, and teachers will be placed at an overall effectiveness level which is tied to compensation.

Novice	Progressing		Proficient			Exemplary		Master
	I	II	I	II	III	I	II	
\$50K	\$51K	\$53K	\$56K	\$60K	\$65K	\$74K	\$82K	\$90K

To view the system rules for effectiveness levels and compensation, please visit: <http://www.dallasisd.org/Page/27323>

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.

Greater Earning Potential
Earn \$60,000 per year sooner.

