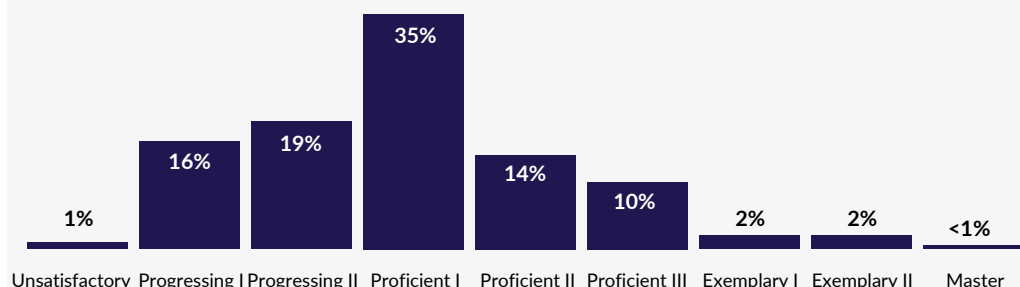




The **Teacher Excellence Initiative (TEI)** is a Dallas Independent School District initiative that replaced the previous tenure-based compensation system with an integrated system that defines, supports, and rewards teacher excellence. Teachers are evaluated each year based on a holistic view of their instructional performance (e.g., classroom observations, student achievement, and student experience surveys). In addition to a higher earning potential, there is evidence that performance-based pay systems can improve student outcomes and increase the retention rate of highly effective teachers.

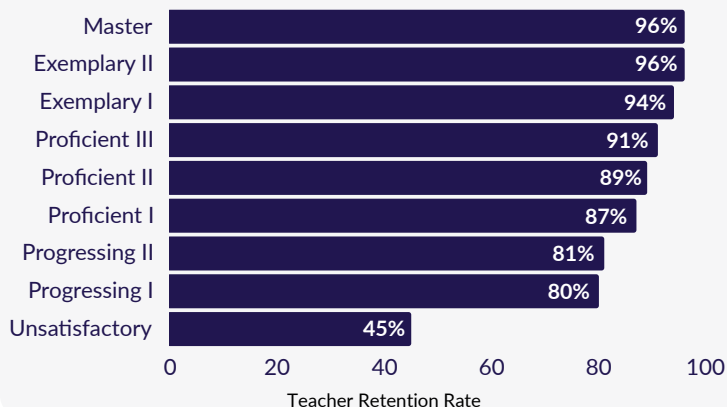


The **largest percentage of teachers** received an effectiveness level of **Proficient I**, followed by Progressing II and Progressing I.

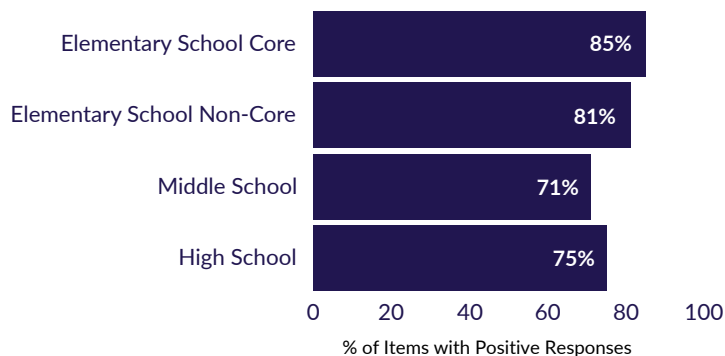


28%
teachers
achieved **Distinguished Teacher Review (DTR)**
status

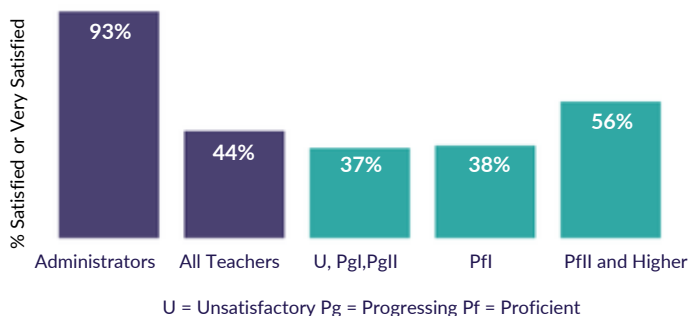
Teacher retention rate generally increased as effectiveness level increased. Dallas ISD retained effective teachers at higher rates than less effective teachers.



Elementary core teachers had the highest positive responses on the **student experience survey**, significantly exceeding those of elementary non-core, middle, and high school teachers.



Most administrators expressed **high levels of satisfaction with TEI** as compared to less than half of teachers overall. Levels of satisfaction with TEI varied by effectiveness level.



Teachers rated at Proficient II or higher were **more likely** than the overall teacher population to find spot observations, extended observations, and summative performance evaluations helpful.

Challenges facing lower performing schools compared to higher performing schools was the **top reason for perceived TEI unfairness** among administrators and teachers.