IRVING MEASURES OF EXCELLENCE · FOR TEACHERS

# IME Launch

Week of November 16

IRVING ISD MEASURES OF EXCELLENCE

**In one sentence:** Your pay will follow performance sustained over time, not years served, and no one's pay goes down while the new system starts.

## FIVE PROTECTIVE ELEMENTS

1. **Pay follows sustained performance.** Ratings earn points, and points build your career stage and pay.
2. **No pay cut for two years.** No one is paid less than their July 1, 2026 base salary in 2027-28 or 2028-29.
3. **One hard year does not move you down.** It takes two years in a row below your stage's floor.
4. **Years of service count once, at placement.** Up to 20 years, combined with your 2026-27 rating.
5. **You see your data first.** Preliminary scorecard, a verification window, and appeals.

## PLACEMENT, FOR 2027-28

**20 × years of service (up to 20) + 3 × 2026-27 rating points**

### Your rating sets a range

Proficient I or II places no higher than Educator II; Exemplary at Educator III; Master at Educator III or IV.

### One-time review

After 2027-28, placement is recalculated with the better rating. It only moves people up.

### No 2026-27 rating

Placed after the first rated year; pay unchanged until then.

## QUESTIONS YOU MIGHT HAVE

**Will my pay go down?**
Not in 2027-28 or 2028-29. In 2029-30, a salary above career stage pay moves to career stage pay.

**Where are my targets?**
The summer review sets the final goals and cut scores.

**Does this year change my pay?**
No. 2026-27 is the data capture year; the rating sets placement for 2027-28.

**Which scorecard am I on?**
Find your courses in the teacher group table, then your card on Scorecards-at-a-Glance.

**I was hired late or my schedule changed.**
With no student outcomes that can be scored, you are on the Group 4 card, if your T-TESS is complete.

**What if I change campuses?**
Your career stage, points and pay go with you. Teacher pay is the same at every campus.

## WHERE TO FIND ANSWERS

### IME Essentials

Start here. Pages 1 to 3, then the teacher page and the At a Glance pages.

### IME Guidebook

Every rule, with examples. Section numbers are on each Essentials role page.

### Technical Manual

Every number: how each measure is scored, targets and cut scores.

**Not sure?** Ask your principal or write the question down and send it to ime@irvingisd.net rather than guess. Every answer here comes from the IME Essentials and Guidebook.

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# Take action by staying focused on student learning

Six things you control. Each one is everyday teaching, and each one earns points on your scorecard.

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| WHAT YOU CAN DO | ON YOUR SCORECARD |
|---|---|
| **1 Push every student**<br>Know where each student started and plan for each one to grow. The lowest and highest starters have the same chance to meet growth. | Growth **15–30**<br>Achievement **10–20** |
| **2 Internalize every lesson**<br>Know the lesson's goal, the work students will do and the checks you will use before you teach it. | Lesson internalization **5–10**<br>T-TESS observation **25–30** |
| **3 Hold high expectations**<br>Ask students to explain their thinking and help them keep trying. Three of the six survey questions ask about exactly this. | T-TESS observation **25–30**<br>Student survey **5–15**<br>Growth **15–30** |
| **4 Check for understanding and adjust**<br>Check often while you teach and change course when students aren't there yet. | T-TESS observation **25–30**<br>Growth **15–30**<br>Achievement **10–20** |
| **5 Use walkthrough feedback right away**<br>Try the next step your appraiser names in your next lessons, and track your own goals. | T-TESS observation **25–30**<br>Professional practice **5–10** |
| **6 Help English learners move up**<br>Move emergent bilingual students past Beginning in TELPAS Reading. 70% at Advanced reach Approaches on STAAR, vs. 19% at Beginning. | TELPAS **5–10**<br>Achievement **10–20**<br>Growth **15–30** |

**90** of 100

### On most cards, these six steps connect to 90 of the 100 points

Everything except the two attendance measures (gray). Half the points is the starting line for a typical year; the steps above are how you move past it.




**Keeping student learning at the center all year is what makes it a successful year for you and your students.**

Point ranges are for cards C01–C13. Your card shows your exact points.