**EMPLOYEE GROUP**

<table>
<thead>
<tr>
<th>Teachers</th>
<th>Media Specialists</th>
<th>Counselors</th>
<th>Assistant Principals</th>
<th>Principals</th>
<th>Executive Directors</th>
<th>Campus &amp; Central Professional &amp; Support Staff &amp; Operations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher Excellence Initiative (TEI)</td>
<td>LPDAS</td>
<td>School Counselor Appraisal Instrument</td>
<td>Assistant Principal Excellence Initiative (APEI)</td>
<td>Principal Excellence Initiative (PEI)</td>
<td>Executive Director Excellence Initiative (EDEI)</td>
<td>Career Management System (CMS)</td>
</tr>
</tbody>
</table>

**EVALUATION INSTRUMENT**

- Teacher Excellence Initiative (TEI)
- LPDAS
- School Counselor Appraisal Instrument
- Assistant Principal Excellence Initiative (APEI)
- Principal Excellence Initiative (PEI)
- Executive Director Excellence Initiative (EDEI)
- Career Management System (CMS)

**PLATFORM**

Cornerstone [https://dallasisd.csod.com](https://dallasisd.csod.com)

**Performance Management Tasks and Timelines**

**PHASE 1 (BOY)**

**Goal Planning Conference**

- Dates: Sept 3 – 27, 2019
- Action Item:
  - Approve SLO goal
  - Review PDP
  - Conduct conference

**PHASE 2 (MOY)**

**Mid-Year Checkpoint/Review**

- Dates: By Dec 9, 2019
- Action Item:
  - Complete half of required spots

**PHASE 3 (EOY)**

**Performance Evaluation, Goal Accomplishment, Conference**

- Dates: Feb 3 – May 24, 2020
- Action Item:
  - Score SLO Goal Accomplishment (opens Feb 3)
  - Conduct and Submit Extended Observation and conference
  - Complete Summative Performance Evaluation and conference (by ___)
  - Complete Individualized Summer P2LD Plan and Summer PD Agreement
  - Summative Rebuttal window May 20 – May 31

**CONTACT**

- TEI@dallasisd.org (972) 749-5712
- PerformanceManagement@dallasisd.org (972) 749-5712

**Dates subject to change**

Employees hired after April 1, 2020 do not require completion of a 2019-2020 evaluation.