The majority of teachers will be evaluated using all three components of the evaluation: performance, student achievement and student surveys. However, in order to ensure a fair, accurate, and rigorous evaluation for all teachers, adjustments are made for various categories of teachers. Teachers will be placed into four categories depending on the components available to them in the subject and grade they teach.

The templates in this document outline the components for each category and the measures for the achievement component in particular. The achievement score makes up 35 percent of the overall evaluation for teachers in Categories A and B and 20 percent of the evaluation for teachers in Categories C and D.

There are two measures that all teachers have as part of their achievement templates: Student Learning Objective and school STAAR. For Categories C and D teachers, these will be the only two measures that comprise their student achievement score. When school-level STAAR results are not available, the SLO is all of the student achievement score.

Please note that some teachers may begin the school year with an evaluation template from Category A or Category B, but at the end of the evaluation period may have a different category, depending on the percentage of students with appropriate assessment data and other factors. There are requirements for a minimum number of scores that must exist before metric statistics are calculated.
Category A: Elementary School

**ES Grade 3 General**
- Student Achievement 35%
  - ACP Semester 1
  - Teacher STAAR
  - School STAAR
  - Student Learning Objective

**Teacher Performance 50%**

**ES Grade 3 RLA (TELPAS)**
- Student Achievement 35%
  - Teacher TELPAS

**Teacher Performance 50%**

**ES Grade 4 General**
- Student Achievement 35%
  - ACP Semester 1
  - Teacher STAAR
  - School STAAR
  - Student Learning Objective

**Teacher Performance 50%**

**ES Grade 4 RLA (TELPAS)**
- Student Achievement 35%

**Teacher Performance 50%**

**ES Grade 5 General**
- Student Achievement 35%
  - ACP Semester 1
  - Teacher STAAR
  - School STAAR
  - Student Learning Objective

**Teacher Performance 50%**

**ES Grade 5 RLA (TELPAS)**
- Student Achievement 35%

**Teacher Performance 50%**
AP US History teachers will have both AP and STAAR EOC scores included in student achievement calculations. For additional information on how scores are calculated for teachers with multiple achievement templates, please refer to the TEI Rulebook, Chapter 2 available on the TEI Resources website.
Category C

Category C with School STAAR

- **Student Achievement 20%**
- **Student Learning Objective** 10%
- **Student Experience** 15%
- **Teacher Performance** 65%

Category C without School STAAR

- **Student Achievement 20%**
- **Student Learning Objective**
- **Student Experience** 15%
- **Teacher Performance** 65%
Category D

### Category D with School STAAR

- **Student Achievement 20%**
- **School STAAR**: 10%
- **Student Learning Objective**: 10%
- **Teacher Performance**: 80%

### Category D without School STAAR

- **Student Achievement 20%**
- **Student Learning Objective**: 20%
- **Teacher Performance**: 80%