

# 2015-2016 Human Resources Snapshot

**Purpose:**

The purpose of the Human Resources snapshot is to obtain the general education staff data currently employed as of December 1<sup>st</sup>.

**Dependencies:**

Employee has been assigned an EDID and demographic data is updated in the EDIS system.

Employee has a record in the staff interchange for:

- Staff Profile (demographics and educational background)
- Staff Assignment Association

Employee was hired and currently employed prior to December 1<sup>st</sup> of reporting school year

**Criteria:**

Pull all error-free records from the Staff Assignment Association file that match the following criteria:

- Start date is December 1<sup>st</sup> or prior to December 1<sup>st</sup> of reporting school year
- End Date is either blank or post December 1<sup>st</sup> of the reporting school year
- Special Education Assignment Flag is coded 0 (non-Special Education)
- Job class codes are not equal to 632 (Temporary/Part-time Worker As Needed) or 634 (Student Worker)
- Employment Status Code = 11, 12, 13, 23 or 26.

The records selected from the Staff Assignment Association file will be joined with data from the Staff Profile data

- Joined based on EDID, District Code or Administrative Unit.

**Note: The primary key for the Human Resources Snapshot aligns with the primary key for the Staff Interchange – Staff Assignment Association File**

Name of Field	Field Length	Source Interchange	Source File	Remarks
School District/BOCES Code	4	Staff Profile & Assignments Interchange	Staff File	

## 2015-2016 Human Resources Snapshot

EDID	8	Staff Profile & Assignments Interchange	Staff File	
Social Security Number	9	Staff Profile & Assignments Interchange	Staff File	
Staff's Last Name	30	Staff Profile & Assignments Interchange	Staff File	
Staff's First Name	30	Staff Profile & Assignments Interchange	Staff File	
Staff's Middle Name	30	Staff Profile & Assignments Interchange	Staff File	Remains 01-Female or 02-Male
Staff's Date of Birth	8	Staff Profile & Assignments Interchange	Staff File	MMDDYYYY Format
Staff's Gender	2	Staff Profile & Assignments Interchange	Staff File	
Staff's District of Residence	4	Staff Profile & Assignments Interchange	Staff File	
Staff's Ethnicity: Hispanic or Latino	1	Staff Profile & Assignments Interchange	Staff File	
Staff's Race: American Indian or Alaska Native	1	Staff Profile & Assignments Interchange	Staff File	
Staff's Race: Asian	1	Staff Profile & Assignments Interchange	Staff File	
Staff's Race: Black or African American	1	Staff Profile & Assignments Interchange	Staff File	
Staff's Race: White	1	Staff Profile & Assignments Interchange	Staff File	

## 2015-2016 Human Resources Snapshot

Staff's Race: Native Hawaiian or Other Pacific Islander	1	Staff Profile & Assignments Interchange	Staff File	
FEDERAL_RACE_STAFF	2	Staff Profile & Assignments Interchange	Staff File	Calculated value based on Ethnicity and race
Highest Level of Education Completed	2	Staff Profile & Assignments Interchange	Staff File	
Institution Code of Degree	4	Staff Profile & Assignments Interchange	Staff File	
State Code of Degree	2	Staff Profile & Assignments Interchange	Staff File	
Subject Area of Degree 1	4	Staff Profile & Assignments Interchange	Staff File	
Subject Area of Degree 2	4	Staff Profile & Assignments Interchange	Staff File	
Subject Area of Degree 3	4	Staff Profile & Assignments Interchange	Staff File	
Subject Area of Degree 4	4	Staff Profile & Assignments Interchange	Staff File	
Subject Area of Degree 5	4	Staff Profile & Assignments Interchange	Staff File	
Passed Paraprofessional Test	1	Staff Profile & Assignments Interchange	Staff File	Changed to yes-1 or no-0
<del>Passed NCLB HQ Approved Out Of State Elementary Or Early Childhood Core Content Test</del>	<del>1</del>	<del>Staff Profile &amp; Assignments Interchange</del>	<del>Staff File</del>	<del>Changed to yes-1 or no-0</del>
<del>State Approved Content Test Administered (outside of Colorado)</del>	<del>2</del>	<del>Staff Profile &amp; Assignments Interchange</del>	<del>Staff File</del>	<del>-</del>

## 2015-2016 Human Resources Snapshot

Years of Prior Pre/K-12 Teaching Experience In-State	2	Staff Profile & Assignments Interchange	Staff File	
Years of Prior Pre/K-12 Teaching Experience Out-of-State	2	Staff Profile & Assignments Interchange	Staff File	
Years of Prior Pre/K-12 Education Experience In-State	2	Staff Profile & Assignments Interchange	Staff File	
Years of Prior Pre/K-12 Education Experience Out-of-State	2	Staff Profile & Assignments Interchange	Staff File	
Years Principal at any school	2	Staff Profile & Assignments Interchange	Staff File	
Teacher Probationary Status	2	Staff Profile & Assignments Interchange	Staff File	
Teacher or Other Licensed Personnel Overall Performance Evaluation Rating	2	Staff Profile & Assignments Interchange	Staff File	
Teacher Quality Standard 1: Knowledge of Content	2	Staff Profile & Assignments Interchange	Staff File	
Teacher Quality Standard 2: Establish Environment	2	Staff Profile & Assignments Interchange	Staff File	
Teacher Quality Standard 3: Facilitate Learning	2	Staff Profile & Assignments Interchange	Staff File	
Teacher Quality Standard 4: Reflect on Practice	2	Staff Profile & Assignments Interchange	Staff File	
Teacher Quality Standard 5: Demonstrate Leadership	2	Staff Profile & Assignments Interchange	Staff File	
Teacher Quality Standard 6: Student Growth	2	Staff Profile & Assignments Interchange	Staff File	

## 2015-2016 Human Resources Snapshot

Performance Ratings Principal Overall Performance Rating	2	Staff Profile & Assignments Interchange	Staff File	
Principal Quality Standard 1: Strategic Leadership	2	Staff Profile & Assignments Interchange	Staff File	
Principal Quality Standard 2: Instructional Leadership	2	Staff Profile & Assignments Interchange	Staff File	
Principal Quality Standard 3: Culture	2	Staff Profile & Assignments Interchange	Staff File	
Principal Quality Standard 4: Human Resource Leadership	2	Staff Profile & Assignments Interchange	Staff File	
Principal Quality Standard 5: Management Leadership	2	Staff Profile & Assignments Interchange	Staff File	
Principal Quality Standard 6: External Development	2	Staff Profile & Assignments Interchange	Staff File	
Principal Quality Standard 7: Student Growth	2	Staff Profile & Assignments Interchange	Staff File	
Educator Preparation Program	5	Staff Profile & Assignments Interchange	Staff File	
Beginning (start) Date at School District	8	Staff Profile & Assignments Interchange	Staff File	MMDDYYYY Format
School Code	4	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Employment Status Code	2	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Number of Contract Days	3	Staff Profile & Assignments Interchange	Staff Assignment Association File	

## 2015-2016 Human Resources Snapshot

Hourly Rate of Pay	5	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Base Salary or Wage	6	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Grant/Project Funding Source	4	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Job Classification Code	3	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Hours Worked per Day	4	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Years Principal at this school	2	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Teaching Subject Area	4	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Administrator/Instructional Area	4	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Grade Level - Infant	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - PreK	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - K	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 1st	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 2nd	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0

# 2015-2016 Human Resources Snapshot

Grade Level - 3rd	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 4th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 5th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 6th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 7th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 8th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 9th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 10th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 11th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Grade Level - 12th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Passed NCLB HQ Approved Elementary Or Early Childhood Core Content Test	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
24 Semester Hours Of Content Coursework In Teaching Area	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Passed NCLB HQ Approved Secondary Core Content Test	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0

## 2015-2016 Human Resources Snapshot

Number of Classes Taught in Subject	2	Staff Profile & Assignments Interchange	Staff Assignment Association File	
HOUSSE	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Highly Qualified Teacher Indicator for Assignment	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Active Colorado License Type	30	N/A	N/A	Pulled in from Licensure Database

### Internal Flags

#### Federal Race Staff

**Federal Race/Ethnicity Reporting Category** - the single category used to classify the student or staff member in aggregated federal or state reporting such as pupil counts, graduation rates, and assessment results. This designation is based on the race and ethnicity information provided to the reporting district by the student (or his or her parent/guardian) or staff member.

<b>01</b>	American Indian or Alaska Native
<b>02</b>	Asian
<b>03</b>	Black or African American
<b>04</b>	Hispanic or Latino
<b>05</b>	White
<b>06</b>	Native Hawaiian or Other Pacific Islander
<b>07</b>	Two or More Races



# 2015-2016 Human Resources Snapshot

**Active Colorado License Type:** Active license pulled based on SSN of record from the Colorado Licensing System.

TCH	Teacher
PFTM	Professional Teacher License (Master)
PFTL	Professional Teacher License
INTL	Initial Teacher License
ATL	Alternative Teacher License
ALT-P	Alternative Teacher License
ATLW	Alternative Teacher License Waiver
AITN	Interim Teacher
A1	Adjunct Teacher
ADJT	Adjunct Teacher
A1T	Adjunct Teacher
PVTL	Provisional Teacher License
A5S5	Substitute Authorization (Five Year)
SUB5	5-YR Substitute Authorization
WAIV	Charter School Waiver
NONE	No Approved Teacher License Type Found