



2014-2015 Staff Interchange – Staff Profile

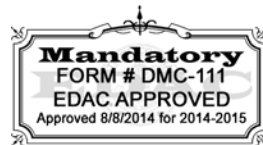
Purpose: The purpose of the Staff Interchange – Staff Profile file is to capture and verify the attributes of staff employed at the district for the currently selected school year. This data is collected for the Human Resources snapshot (employees as of December 1st); Special Education December Count snapshot (employees as of December 1st) and Teacher Student Data Link snapshot (all teachers throughout).

Dependencies: Each staff has been assigned an Educator Identifier (EDID) and updated through the Educator Identity System (EDIS).


Record Expectation: In the Staff Interchange-Staff file, the LEA should submit 1 record per staff per LEA for staff employed as of December 1st of the selected school year (for the purpose of the December 1st count snapshots) AND all educators of record/contributing professionals (definitions below) employed during the school year (for the purpose of the Teacher Student Data Link snapshot). *The Educator of Record is an individual assigned primary responsibility for a student's learning in a subject/course with aligned performance measures; a Contributing Professional is an individual assigned responsibility to provide additional services that support and increase a student's learning in a subject/course with corresponding aligned performance measures.*

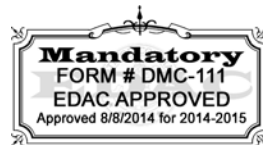
- Indicates Primary Key

Name of Field	Field Length	Text Start Position	Text End Position	CSV Order	Excel Column	Examples	Remarks
STAFF FILE							
Note: ZERO-FILL ALL NON-APPLICABLE FIELDS							
*Indicates Required							
Admin Unit/SOP Code 	5	1	5	1	A2	00000	
School District/BOCES Code 	4	6	9	2	B2	0000	
Social Security Number*	9	10	18	3	C2	000000000	



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EDID* 	8	19	26	4	D2	00000000	
Staff's First Name*	30	27	56	5	E2	valid name	
Staff's Middle Name*	30	57	86	6	F2	NMN	
Staff's Last Name*	30	87	116	7	G2	valid name	
Staff's Gender*	2	117	118	8	H2	01	Remains 01-Female or 02-Male
Staff's Date of Birth*	8	119	126	9	I2	01011980	MMDDYYYY Format
Staff's Ethnicity: Hispanic or Latino*	1	127	127	10	J2	0	Changed to yes-1 or no-0
Staff's Race: American Indian or Alaska Native*	1	128	128	11	K2	0	Changed to yes-1 or no-0
Staff's Race: Asian*	1	129	129	12	L2	0	Changed to yes-1 or no-0
Staff's Race: Black or African American*	1	130	130	13	M2	0	Changed to yes-1 or no-0
Staff's Race: White*	1	131	131	14	N2	0	Changed to yes-1 or no-0
Staff's Race: Native Hawaiian or Other Pacific Islander*	1	132	132	15	O2	0	Changed to yes-1 or no-0
Staff's District of Residence*	4	133	136	16	P2	0000	
Beginning (start) Date at School District*	8	137	144	17	Q2	08012000	MMDDYYYY Format
Ending (end) Date at School District	8	145	152	18	R2		MMDDYYYY Format if applicable



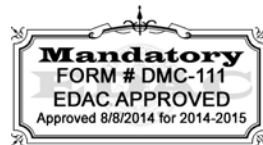
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Reason for Exiting District/Admin Unit	2	153	154	19	S2	-	Required if End Date at School District is provided
Years of Prior Pre/K-12 Teaching Experience In-State	2	153	154	19	S2	5	Required for Job class Codes between 100-299
Years of Prior Pre/K-12 Teaching Experience Out-of-State	2	155	156	20	T2	0	Required for Job class Codes between 100-299
Years of Prior Pre/K-12 Education Experience In-State	2	157	158	21	U2	10	Required for Job class Codes between 100-299
Years of Prior Pre/K-12 Education Experience Out-of-State	2	159	160	22	V2	0	Required for Job class Codes between 100-299
Years Principal at any school	2	161	162	23	W2	0	Required for Principals and Superintendents Serving as Principal
Teacher Probationary Status*	2	163	164	24	X2	01	
Highest Level of Education Completed*	2	165	166	25	Y2	15	
Institution Code of Degree*	4	167	170	26	Z2	0000	
State Code of Degree*	2	171	172	27	AA2	00	
Subject Area of Degree 1*	4	173	176	28	AB2	0000	
Subject Area of Degree 2*	4	177	180	29	AC2	0000	
Subject Area of Degree 3*	4	181	184	30	AD2	0000	
Subject Area of Degree 4*	4	185	188	31	AE2	0000	
Subject Area of Degree 5*	4	189	192	32	AF2	0000	



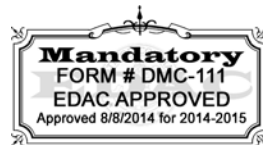
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Passed Paraprofessional Test*	1	193	193	33	AG2	0	Changed to yes-1 or no-0
Passed NCLB HQ Approved Out Of State Elementary Or Early Childhood Core Content Test*	1	194	194	34	AH2	0	Changed to yes-1 or no-0
State Approved Content Test Administered for Elementary or Early Childhood Core Content Test (outside of Colorado)*	2	195	196	35	AI2	00, KS, CO	CO would now be allowed
Teacher/Specialized Service Professional (SSP) Overall Performance Evaluation Rating*	2	197	198	36	AJ2	02	Required for all teachers and librarians, job class codes 201-206 and 216 for 2014-15. Required for SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 1: Knowledge of Content/Professional Expertise*	2	199	200	37	AK2	02	Required for all teachers and librarians, job class codes 201-206 and 216 for 2014-15. Required for SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 2: Establish Environment/Learning Environment*	2	201	202	38	AL2	02	Required for all teachers and librarians, job class codes 201-206 and 216 for 2014-15. Required for SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 3: Facilitate Learning/High Quality Delivery*	2	203	204	39	AM2	02	Required for all teachers and librarians, job class codes 201-206 and 216 for 2014-15. Required for SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 4: Reflect on Practice/Reflection*	2	205	206	40	AN2	02	Required for all teachers and librarians, job class codes 201-206 and 216 for 2014-15. Required for SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 5: Demonstrate Leadership/Leadership*	2	207	208	41	AO2	02	Required for all teachers and librarians, job class codes 201-206 and 216 for 2014-15. Required



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							for SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 6: Measures of Student Learning/Student Outcomes*	2	209	210	42	AP2	02	Required for all teachers and librarians, job class codes 201-206 and 216 for 2014-15. Required for SSPs in 2015-2016.
Performance Ratings Principal Overall Performance Rating*	2	211	212	43	AQ2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 1: Strategic Leadership*	2	213	214	44	AR2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 2: Instructional Leadership*	2	215	216	45	AS2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 3: Culture*	2	217	218	46	AT2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 4: Human Resource Leadership*	2	219	220	47	AU2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 5: Management Leadership*	2	221	222	48	AV2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 6: External Development*	2	223	224	49	AW2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 7: Student Growth*	2	225	226	50	AX2	02	Required for all principals and asst. principals, job class codes 105 & 106



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Educator Preparation Program*	5	227	231	51	AY2	00001	Required for all teachers, job class codes 201-206 with 4 or less years of total teaching experience.
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Staff File Data Elements and Definitions

Admin Unit/SOP Code - A unique five-digit number assigned to an Administrative Unit or State Operated Program by CDE. Refer to Administrative Unit/State Operated Program Codes at http://www.cde.state.co.us/DataPipeline/org_admin.asp.

School District/BOCES Code - A unique code assigned by CDE. Refer to School District/BOCES Code table at http://www.cde.state.co.us/DataPipeline/org_dist-BOCES.asp

Social Security Number – The Federally assigned Social Security Number for the employee.

EDID – An eight (8) digit numeric field containing the 8 digit value assigned by CDE for the Educator.

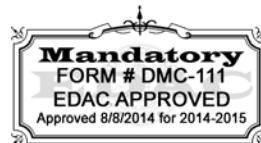
Staff's First Name – A name given to an individual at birth, baptism, or during another naming ceremony, or through legal change.

Staff's Middle Name - A secondary name given to an individual at birth, baptism, or during another naming ceremony, or through legal change. (Note: this cannot be left blank, if no middle name is known, you may enter NMN.)

Staff's Last Name – The name borne in common by member of a family.

Staff's Gender – An individual's sex.

01	Female
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02	Male
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Staff's Date of Birth – The month, day, and year on which an individual was born.

Staff's Ethnicity: Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin", can be used in addition to "Hispanic or Latino".

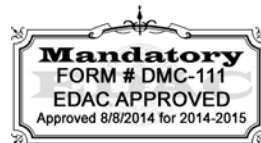
0	No— Not Hispanic or Latino
1	Yes— Hispanic or Latino

Staff's Race: American Indian or Alaska Native - A person having origins in any of the original peoples of North or South America (including Central America), and who maintains a tribal affiliation or community recognition.

0	No— Not American Indian or Alaska Native
1	Yes— American Indian or Alaska Native

Staff's Race: Asian - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

0	No— Not Asian
1	Yes— Asian



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Staff's Race: Black or African American - A person having origins in any of the Black racial groups of Africa.

0	No— Not Black
1	Yes— Black

Staff's Race: White - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

0	No— Not White
1	Yes— White

Staff's Race: Native Hawaiian or Other Pacific Islander - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

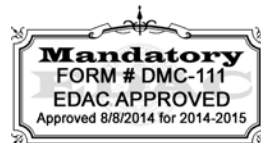
0	No-- Not Native Hawaiian or Other Pacific Islander
1	Yes— Native Hawaiian or Other Pacific Islander

Staff's District of Residence - A unique code assigned by CDE designating the school district in which the employee resides. Refer to School District/BOCES Code table at http://www.cde.state.co.us/DataPipeline/org_dist-BOCES.asp

Beginning (start) Date at School District – The month, day, and year the individual was employed by the district or Administrative Unit. (Note: If the individual was rehired, the most current hire date would be reported.)

Ending (end) Date at School District – The month, day, and year the individual ended their employment within the district or Administrative Unit.

Reason for Exiting District/Admin Unit – The reason provided for ending employment within the district or Administrative Unit.



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Years of Prior Pre/K-12 Teaching Experience In-State - The total number of years that an individual has previously held a teaching position in Colorado. (Note: This is only required for Administrators and Instructional Staff Only.)

Years of Prior Pre/K-12 Teaching Experience Out-of-State - The total number of years that an individual has previously held a teaching position outside of Colorado. (Note: This is only required for Administrators and Instructional Staff Only.)

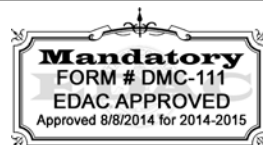
Years of Prior Pre/K-12 Education Experience In-State - The total number of years that an individual has previously held an educational position in Colorado for which licensure/certification is necessary. This includes positions such as teacher, administrator, counselor, media consultant/librarian, nurse, psychologist, social worker, etc. Do not include the current year in the number provided. (Note: This is only required for Administrators and Instructional Staff Only.)

Years of Prior Pre/K-12 Education Experience Out-of-State - The total number of years that an individual has previously held an educational position outside of Colorado for which licensure/certification is necessary. This includes positions such as teacher, administrator, counselor, media consultant/librarian, nurse, psychologist, social worker, etc. Do not include the current year in the number provided. (Note: This is only required for Administrators and Instructional Staff Only.)

Years Principal at any school - The total number of years that an individual has previously held a principal position at any school in any district. Do not include assistant principal experience. Do not include the current year in the number provided. (Note: Required for job class code 105 Principal or Superintendents Serving as Principals.)

Teacher Probationary Status - The probationary status of the teacher, defined by statute 22-603-203(2)(a): 'During the first three years school years that a teacher is employed on a full-time continuous basis by a school district, such teacher shall be considered to be a probationary teacher...' (Note: Required for All Teachers; job class codes between 201 and 206).

00	N/A
01	Probationary
02	Non-Probationary
03	At-Will

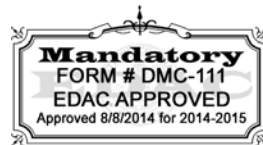


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Highest Level of Education Completed - The extent of formal instruction an individual has received (e.g., the highest grade in school or its equivalent or the highest degree received). (Note: Only required for administrative, instructional and paraprofessionals; Job Classification Codes between 100-199, 200-299 or 415-419.)

09	No high school diploma
10	High school graduate--high school diploma or equivalent
11	Post graduate (Grade 13)
12	Formal award, certificate or diploma (less than one year)
13	Formal award, certificate or diploma (more than or equal to one year)
14	Some college but no degree
15	Associate's degree or two or more years (48 semester hours or more of college with no degree)
16	Bachelor's (Baccalaureate) degree (e.g., B.A., A.B., B.S.)
17	First-professional degree (e.g., D.C. or D.C.M., D.D.S. or D.M.D., M.D., O.D., D.O., D.Pharm., Pod.D. or D.P.M., D.V.M., L.L.B. or J.D., M.Div., M.H.L., B.D., or Ordination)
18	Master's degree (e.g., M.A., M.S., M.Eng, M.Ed, M.S.W., M.B.A., M.L.S.)
19	Specialist's degree (e.g., Ed.S)
20	Doctoral (Doctors) degree (e.g., Ph.D., Ed.D)

Institution Code of Degree – A unique code assigned by CDE to Colorado institutions of higher education where the highest degree was received by the employee. Please refer to the Institution Code List at: http://www.cde.state.co.us/datapipeline/org_orgcodes



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State Code of Degree - A broad description of degree(s) a middle, junior or high school teacher has received (bachelors, masters or doctorate). This code is required for teachers teaching 7th grade or higher.

AL - Alabama	LA - Louisiana	OH - Ohio
AK - Alaska	ME - Maine	OK - Oklahoma
AZ - Arizona	MD - Maryland	OR - Oregon
AR - Arkansas	MA - Massachusetts	PA - Pennsylvania
CA - California	MI - Michigan	RI - Rhode Island
CT - Connecticut	MN - Minnesota	SC - South Carolina
DE - Delaware	MS - Mississippi	SD - South Dakota
DC - District of Columbia	MO - Missouri	TN - Tennessee
FL - Florida	MT - Montana	TX - Texas
GA - Georgia	NE - Nebraska	UT - Utah
HI - Hawaii	NV - Nevada	VT - Vermont
ID - Idaho	NH - New Hampshire	VA - Virginia
IL - Illinois	NJ - New Jersey	WA - Washington
IN - Indiana	NM - New Mexico	WV - West Virginia
IA - Iowa	NY - New York	WI - Wisconsin
KS - Kansas	NC - North Carolina	WY - Wyoming
KY - Kentucky	ND - North Dakota	XX - Other than United States



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Subject Area of Degree 1 - A broad description of degree(s) a middle, junior or high school teacher has received (bachelors, masters or doctorate). This code is required for teachers teaching 7th grade or higher.

0000	N/A		
0100	Agriculture	1100	Mathematics
0200	Art	1200	Music
0300	Business	1300	Natural Science
0400	Distributive/Marketing Education	1400	Office Occupations
0450	Elementary Education	1500	Social Sciences
0500	English Language Arts	1600	Technical Education/Computer Technology
0600	Foreign Languages	1700	Special Education
0700	Health Occupations Education	1800	Co-curricular Activities I - Athletic/Sport
0800	Physical Curriculum	1900	Co-curricular Activities- Non-athletic
0900	Family and Consumer Education	2000	Other Degree
1000	Industrial Arts/Technology Education	2100	No Degree

Subject Area of Degree 2 - A broad description of degree(s) a middle, junior or high school teacher has received (bachelors, masters or doctorate). This code is required for teachers teaching 7th grade or higher. (Refer to Subject Area of Degree 1 Definition for Valid Codes and Descriptions)

Subject Area of Degree 3 - A broad description of degree(s) a middle, junior or high school teacher has received (bachelors, masters or doctorate). This code is required for teachers teaching 7th grade or higher. (Refer to Subject Area of Degree 1 Definition for Valid Codes and Descriptions)



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Subject Area of Degree 4 - A broad description of degree(s) a middle, junior or high school teacher has received (bachelors, masters or doctorate). This code is required for teachers teaching 7th grade or higher. (Refer to Subject Area of Degree 1 Definition for Valid Codes and Descriptions)

Subject Area of Degree 5 - A broad description of degree(s) a middle, junior or high school teacher has received (bachelors, masters or doctorate). This code is required for teachers teaching 7th grade or higher. (Refer to Subject Area of Degree 1 Definition for Valid Codes and Descriptions)

Passed Paraprofessional Test - The paraprofessional demonstrated knowledge of reading, writing and mathematics, as well as the ability to assist in reading, writing, and mathematics through a locally or a nationally developed academic assessment.

1	Yes (paraprofessional test was taken and passed)
0	No (paraprofessional test was either taken and not passed, or was not taken)

Passed NCLB HQ Approved Out Of State Elementary Or Early Childhood Core Content Test - Teachers (job class codes 201-206) teaching General Elementary, Middle School Self Contained Classrooms, General Pre-School Education, Integrated Education or CSAP-A only students, who have passed either a Elementary or Early Childhood Core Content Test which is listed in the approved test name table below. For acceptable tests, please refer to Approved Tests for Elementary Teachers at http://www.cde.state.co.us/FedPrograms/dl/tii_a_hqt_listofoselemassessments.xls

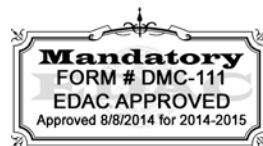
1	Yes (test was taken and passed)
0	No (test was either taken and not passed, or was not taken)

State Approved Content Test Administered - The state (Colorado is not valid) in which the teachers passed the Elementary or Early Childhood Core Content Test. If Passed Elementary or Early Childhood Core Content Test field is marked with 1-yes this is required. For states with acceptable tests and test names, please refer to Approved Tests for Elementary Teachers at http://www.cde.state.co.us/FedPrograms/dl/tii_a_hqt_listofoselemassessments.xls. The appropriate 2 letter state code would be reported in this field.



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AL - Alabama	KY - Kentucky	ND - North Dakota
AK - Alaska	LA - Louisiana	OH - Ohio
AZ - Arizona	ME - Maine	OK - Oklahoma
AR - Arkansas	MD - Maryland	OR - Oregon
CA - California	MA - Massachusetts	PA - Pennsylvania
CO - Colorado	MI - Michigan	RI - Rhode Island
CT - Connecticut	MN - Minnesota	SC - South Carolina
DE - Delaware	MS - Mississippi	SD - South Dakota
DC - District of Columbia	MO - Missouri	TN - Tennessee
FL - Florida	MT - Montana	TX - Texas
GA - Georgia	NE - Nebraska	UT - Utah
HI - Hawaii	NV - Nevada	VT - Vermont
ID - Idaho	NH - New Hampshire	VA - Virginia
IL - Illinois	NJ - New Jersey	WA - Washington
IN - Indiana	NM - New Mexico	WV - West Virginia
IA - Iowa	NY - New York	WI - Wisconsin
KS - Kansas	NC - North Carolina	WY - Wyoming



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Teacher/Specialized Service Professional (SSP) Overall Performance Evaluation Rating - The final evaluation rating provided in the teacher's or SSP's written evaluation report from the prior academic school year. This is required for job class codes 201-206 (Teachers) and 216 (Librarian) in 2014-2015. This will also be required in 2015-2016 for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

01	Highly Effective, or the equivalent, where applicable (e.g., if the district assigns a rating of "highly than satisfactory or "exemplary")
02	Effective, or the equivalent, if the district uses a different term (e.g., "satisfactory" or "proficient")
03	Partially Effective, or the equivalent, where applicable (e.g., "progressing", "approaching satisfactory")
04	Ineffective, or the equivalent, if the district uses a different term (e.g. "unsatisfactory")
05	Not Yet Evaluated—to use with new hired teachers that have not yet been formally evaluated
06	Evaluation of teacher was not conducted in prior year-for a reason other than that the teacher is new

Teacher/SSP Quality Standard 1: Knowledge of Content/Professional Expertise –The final rating on teacher quality standard 1 from the prior school year. This is required for job class codes 201-206 (Teachers) and 216 (Librarian) in 2014-2015. This will also be required in 2015-2016 for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242

00	N/A	
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01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)

Teacher/SSP Quality Standard 2: Establish Environment/Learning Environment - The final rating on teacher quality standard 2 from the prior school year. This is required for job class codes 201-206 (Teachers) and 216 (Librarian) in 2014-2015. This will also be required in 2015-2016 for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)



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Teacher/SSP Quality Standard 3: Facilitate Learning/High Quality Delivery - The final rating on teacher quality standard 3 from the prior school year. This is required for job class codes 201-206 (Teachers) and 216 (Librarian) in 2014-2015. This will also be required in 2015-2016 for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)

Teacher/SSP Quality Standard 4: Reflect on Practice/Reflection - The final rating on teacher quality standard 4 from the prior school year. This is required for job class codes 201-206 (Teachers) and 216 (Librarian) in 2014-2015. This will also be required in 2015-2016 for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)



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04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)

Teacher/SSP Quality Standard 5: Demonstrate Leadership/Leadership – The final rating on teacher quality standard 5 from the prior school year. This is required for job class codes 201-206 (Teachers) and 216 (Librarian) in 2014-2015. This will also be required in 2015-2016 for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)

Teacher/SSP Quality Standard 6: Measures of Student Learning/Student Outcomes – The final rating on student learning outcomes. This is required for job class codes 201-206 (Teachers) and 216 (Librarian) in 2014-2015. This will also be required in 2015-2016 for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A
01	More than Expected



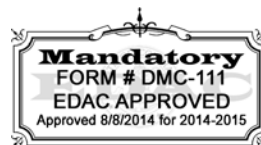
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02	Expected
03	Less than Expected
04	Much Less than Expected

Principal Overall Performance Rating - The final evaluation rating in the principal's written evaluation report from the prior academic school year. This is required for all principals and assistant principals, job class codes 105 and 106.

00	Not Applicable
01	Highly Effective, or the equivalent, where applicable (e.g., if the district assigns a rating of "higher than satisfactory or "exemplary")
02	Effective, or the equivalent, if the district uses a different term (e.g., "satisfactory" or "proficient")
03	Partially Effective, or the equivalent, where applicable (e.g., "progressing", "approaching satisfactory")
04	Ineffective, or the equivalent, if the district uses a different term (e.g. "unsatisfactory")
05	Not Yet Evaluated –to use with newly hired principals that were not employed for a length of time long enough to warrant a formal evaluation (e.g. for at least six weeks).
06	Evaluation of principal was not conducted in prior year for a reason other than that the teacher is new

Principal Quality Standard 1: Strategic Leadership– The final rating on principal quality standard 1 for the prior year. This is required for all principals and assistant principals, job class codes 105 and 106.

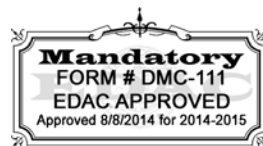


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00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)

Principal Quality Standard 2: Instructional Leadership - The final rating on principal quality standard 2 for the prior year. This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)



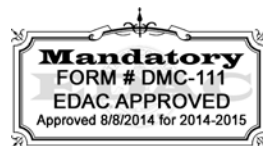
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Principal Quality Standard 3: Culture - The final rating on principal quality standard 3 for the prior year. This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)

Principal Quality Standard 4: Human Resource Leadership - The final rating on principal quality standard 4 for the prior year. This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)



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05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)
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Principal Quality Standard 5: Management Leadership - The final rating on principal quality standard 5 for the prior year. This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)
02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)

Principal Quality Standard 6: External Development - The final rating on principal quality standard 6 for the prior year. This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	
01	Exemplary	Or the equivalent, where applicable (e.g., if the district assigns a rating of distinguished, or highly effective... the highest rating)



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02	Accomplished	Or the equivalent, where applicable (e.g., advanced)
03	Proficient	Or the equivalent, where applicable (e.g., effective)
04	Partially Proficient	Or the equivalent, where applicable (e.g., partially effective, developing)
05	Basic	Or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating.)

Principal Quality Standard 7: Student Growth – The final rating on student learning outcomes. This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A
01	More than Expected
02	Expected
03	Less than Expected
04	Much Less than Expected

Educator Preparation Program - The educator preparation program is the public or private institution of higher education, or alternative licensure designated agency that offered the program for initial licensure. This is required for all teachers (job class codes 201-206) with less than 4 years of teaching experience (in state plus out of state).

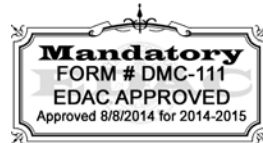
Educator Preparation Program	Code		
Not Available	00000	Colorado Christian University	00002
Adams State College	00001	Colorado College	00003
		Colorado State University - Fort Collins	00004



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Colorado State University - Pueblo	00005
Denver Seminary	00006
Fort Lewis College	00007
Johnson And Wales University	00008
Jones International University	00009
University Of Colorado At Boulder	00010
University Of Colorado At Colorado Springs	00011
University Of Colorado At Denver	00012
University Of Denver	00013
University Of Northern Colorado	00014
University Of Phoenix - Colorado Campus	00015
Western State Colorado University	00016
Colorado Mesa University	00017
Metropolitan State College Of Denver	00018
Regis University	00019
Rocky Mountain College Of Art And Design	00020
Colorado School Of Mines	00041
Community College Of Aurora	00052
Front Range Community College-Westminster Campus	00054
Aims Community College	00111
Red Rocks Community College - Lakewood Campus	00112
Otero Junior College	00115
Pueblo Community College	00116
Englewood Public School	00120
Community College Of Denver	00121
Colorado Technical University - Colorado Springs	00163

Naropa University	00222
Beth-El College of Nursing	00285
Arapahoe Community College	00323
Archdiocese Of Denver	00339
Boulder Journey School	00340
Colorado Academy	00342
Eagle Rock School & Professional Development Ctr.	00347
Friend's School	00349
PEBC: Boettcher Teacher Residency	00350
Naropa University	00353
Stanley British Primary School	00360
Teach For America (TFA)	00361
Teacher Institute At La Academia	00362
West Central Licensing Program	00364
Get Smart Schools	00366
Principal Institute, LLC	00367
School Leaders For America	00368
Colorado Mountain College - Central Administration	00388
Lamar Community College	00392
United States Air Force Academy	00425
Pikes Peak Community College	00451
Denver Teaching Fellows	00509
Denver Paralegal Institute	00517
Denver Teaching Residency	00537
Charter School	00538
Charter School Institute (CSI)	00539



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Aspire To Teach: At University Of Colorado At Denver	00705
Denver Public Schools	00880
Douglas County School District	00900
St. Thomas Theological Seminary	02239
American Sentinel University	02532
Lesley University	03127
Argosy University	03568
School Leaders for Colorado, Inc.	06311
Front Range Community College - Larimer Campus	08049
Front Range Community College - Boulder Campus	08050
Front Range Community College - Brighton Campus	08051
Red Rocks Community College - Arvada Campus	08055
University of Phoenix - Fort Collins Learning Ctr	08065
University of Phoenix - Southglenn Learning Center	08066
University of Phoenix - Southlands Learning Center	08068
University of Phoenix - Turnpike Learning Center	08069
University of Phoenix - Colorado Springs Downtown	08070
University of Phoenix - Pueblo Student Resource Ct	08071
University of Phoenix - Southern Colorado Campus	08072
Art Institute of Colorado	08177
Aspen University	08978
East Central BOCES	09025
Mountain BOCES	09030
Centennial B BOCES	09035
Northeast BOCES	09040
Pikes Peak BOCES	09045

Colorado Northwestern Community College	09048
Denver School of Nursing	09049
Colorado State University - Global Campus	09050
DeVry University - Colorado Springs	09051
Bel-Rae Institute of Animal Technology	09052
Colorado Technical University - Aurora	09053
DeVry University - Westminster	09054
Morgan Community College	09055
Northeastern Junior College	09056
University of the Rockies - Colorado Springs	09057
Iliff School Of Theology	09059
Colorado Heights University	09060
Parks College	09061
Trinidad State Junior College - Trinidad Campus	09062
Trinidad State Junior College - Alamosa Campus	09063
University Of Colorado Health Science Center	09064
Nazarene Bible College	09066
Platt College	09067
Barnes Business College	09073
Southeastern BOCES	09075
Denver Institute of Technology	09077
College America	09079
Delta-Montrose Technical College	09082
National American University	09086
Northwest BOCES	09095
Pima Medical Institute	10221



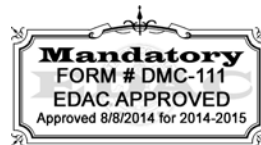
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Everest College - Aurora	10268
Everest College - Colorado Springs Campus	10269
Newman University	11189
University of the Rockies	12066
San Juan Basin Technical College	12067
Pickens Technical College	12071

Emily Griffith Opportunity School	12074
Chapman University - Colorado Springs	12075
Aspen Christian College & Seminary	12352
ITT Technical Institute	12464
Columbia College	13295
Outside Of Colorado	99999

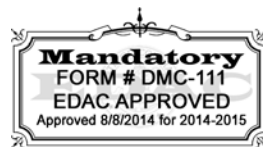
Document Changes

Date	Description of change	Reason for change	Elements affected
12-6-13	Added Educator Preparation Program Field with Codes	22-2-112- (q) (I) (copied below)	Educator Preparation Program
12-6-13	Added Specialized Service Professionals (SSPs) Job class codes for Evaluation and Quality Standard Ratings as well as updated the quality standard titles	Effectiveness Ratings required for all licensed personnel	Teacher or Other Personnel Overall Performance Rating & Teacher or Other Personnel Quality Standards 1-6 Ratings
3-14-14	Removed Reason for Exiting	Information will now be collected	Reason for Exiting District



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	District	differently	
4-24-14	Corrected CSV order and Excel Column information for removing 'Reason for Exiting District field'	Information was incorrectly displayed	
5-5-2014	Updated list for educator preparation program as well as updated EDAC stamp to reflect 2014-2015 school year		
5-13-2014	Clarified job class codes for evaluation ratings	Accurate reflection of requirements for 2015-2016 data collection	Teacher/SSP Evaluation Ratings
5-28-2014	Formatting corrections		
6-20-2014	Adding further explanations for standard evaluation ratings	Additional clarification requested	Standard Ratings
6-20-2014	Updated list of Educator Preparation Program Codes	Additional program codes needed as several were missing	Educator Preparation Program
8-14-2014	Updated purpose and record expectations for clarifications. Updated codes for Teacher/SSP Quality Standard 6: Measures of Student Learning/Student Outcomes.	Additional clarification	
8-21-2014	Updated Teacher Overall Ratings- before the listing was incorrectly replaced with the ratings for quality standards instead	Typo in document	Teacher/SSP overall ratings



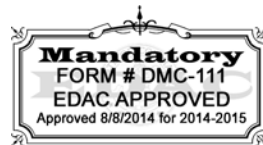
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22-2-112. Commissioner - duties

(1) Subject to the supervision of the state board, the commissioner has the following duties:

...

(p) To establish and maintain an educator identifier system to assign unique identifiers to educators employed in a school district or local education agency. Each educator's identifier must be unique. The identifier must not use any personal identifying information, such as social security numbers or contact information, except for alignment purposes in data processing. Any personal identifying information that is collected must be linked in a secure data location so data sets can be matched based on the personal identifying information when the identifier is not included.



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(q) (I) To assist the state board in reviewing the content of educator preparation programs offered by institutions of higher education within the state. In so doing, the commissioner shall direct the department to collaborate with the department of higher education to prepare an annual report on the effectiveness of educator preparation programs.

(II) For purposes of this paragraph (q), the department shall use data collected from an educator in his or her first three years of placement as the educator of record.

(III) The report required pursuant to this paragraph (q) must include, but need not be limited to, the correlation between different educator preparation programs in the state, including alternative educator preparation programs, and student academic growth, educator placement, educator mobility and retention, and educator performance evaluation ratings.

(IV) The department shall work collaboratively with educator preparation programs and the department of higher education and make the report prepared pursuant to this paragraph (q) available to the public on its web site no later than thirty days after its completion. The department shall share the information with educator preparation programs to inform curriculum and program improvements.

