2015-2016 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 the school year).

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 <u>Educator of Record</u> is an individual assigned primary responsibility for a student's learning in a subject/course with aligned performance measures; a <u>Contributing Professional</u> 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.* All data fields must be reported and not blank with the exception of 'Ending (end) Date at School District'.

- 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	*SSN must match in EDIS*
EDID* 🔑	8	19	26	4	D2	00000000	*Must match in EDIS*

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Staff's First Name*	30	27	56	5	E2	valid name	*First name must match in EDIS*
Staff's Middle Name*	30	57	86	6	F2	NMN	*Middle name must match in EDIS*
Staff's Last Name*	30	87	116	7	G2	valid name	*Last Name must match in EDIS*
Staff's Gender*	2	117	118	8	H2	01	Remains 01-Female or 02-Male *Gender must match in EDIS*
Staff's Date of Birth*	8	119	126	9	I2	01011980	MMDDYYYY Format *DOB must match in EDIS*
Staff's Ethnicity: Hispanic or Latino*	1	127	127	10	J2	0	
Staff's Race: American Indian or Alaska Native*	1	128	128	11	K2	0	
Staff's Race: Asian*	1	129	129	12	L2	0	
Staff's Race: Black or African American*	1	130	130	13	M2	0	
Staff's Race: White*	1	131	131	14	N2	0	
Staff's Race: Native Hawaiian or Other Pacific Islander*	1	132	132	15	O2	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. Blank if not applicable.
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

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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 Supt 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	
Passed Paraprofessional Test*	1	193	193	33	AG2	0	
~~Passed NCLB HQ Approved Elementary Or Early Childhood Core Content Test*~~	~~1~~	~~194~~	~~194~~	~~34~~	~~AH2~~	~~0~~	
~~State Approved Content Test Administered for Elementary or Early Childhood Core Content Test *~~	~~2~~	~~195~~	~~196~~	~~35~~	~~AI2~~	~~00~~	~~CO would now be allowed~~

Teacher/Specialized Service Professional (SSP) Overall Performance Evaluation Rating*	2	194	195	34	AH2	02	Required for all teachers and librarians, job class codes 201-206, 216 AND SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 1: Knowledge of Content/Professional Expertise*	2	196	197	35	AI2	02	Required for all teachers and librarians, job class codes 201-206, 216 AND SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 2: Establish Environment/Learning Environment*	2	198	199	36	AJ2	02	Required for all teachers and librarians, job class codes 201-206, 216 AND SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 3: Facilitate Learning/High Quality Delivery*	2	200	201	37	AK2	02	Required for all teachers and librarians, job class codes 201-206, 216 AND SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 4: Reflect on Practice/Reflection*	2	202	203	38	AL2	02	Required for all teachers and librarians, job class codes 201-206, 216 AND SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 5: Demonstrate Leadership/Leadership*	2	204	205	39	AM2	02	Required for all teachers and librarians, job class codes 201-206, 216 AND SSPs in 2015-2016.
Teacher/Specialized Service Professional (SSP) Quality Standard 6: Measures of Student Learning/Student Outcomes*	2	206	207	40	AN2	02	Required for all teachers and librarians, job class codes 201-206, 216 AND SSPs in 2015-2016.
Performance Ratings Principal Overall Performance Rating*	2	208	209	41	AO2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 1: Strategic Leadership*	2	210	211	42	AP2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 2: Instructional Leadership*	2	212	213	43	AQ2	02	Required for all principals and asst. principals, job class codes 105 & 106
Principal Quality Standard 3: Culture*	2	214	215	44	AR2	02	Required for all principals and asst. principals, job class codes 105, 106

Principal Quality Standard 4: Human Resource Leadership*	2	216	217	45	AS2	02	Required for all principals and asst. principals, job class codes 105, 106
Principal Quality Standard 5: Management Leadership*	2	218	219	46	AT2	02	Required for all principals and asst. principals, job class codes 105, 106
Principal Quality Standard 6: External Development*	2	220	221	47	AU2	02	Required for all principals and asst. principals, job class codes 105, 106
Principal Quality Standard 7: Student Growth*	2	222	223	48	AV2	02	Required for all principals and asst. principals, job class codes 105, 106
Educator Preparation Program*	5	224	228	49	AW2	00001	Optional. Must be either a valid code or 00000.

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/2015-16_au_and_district_codes.

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_orgcodes.

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.

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Staff's Gender – An individual's sex.

01	Female
02	Male

Staff's Date of Birth – The month, day, and year on which an individual was born. *Formatted as MMDDYYYY*

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.

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.)

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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 statue 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

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.Phar., 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

State Code of Degree – The state in which the employee received their highest level of education (bachelors, masters or doctorate) outside of Colorado. If the employee received their highest level of education (bachelors, masters or doctorate) within Colorado, please report 00 for Not Applicable in this field and report the Colorado Institution Code (above) instead.

00 – N/A	LA - Louisiana	OH - Ohio
AL - Alabama	ME - Maine	OK - Oklahoma
AK - Alaska	MD - Maryland	OR - Oregon
AZ - Arizona	MA - Massachusetts	PA - Pennsylvania
AR - Arkansas	MI - Michigan	RI - Rhode Island
CA - California	MN - Minnesota	SC - South Carolina
CT - Connecticut	MS - Mississippi	SD - South Dakota
DE - Delaware	MO - Missouri	TN - Tennessee
DC - District of Columbia	MT - Montana	TX - Texas

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FL - Florida	NE - Nebraska	UT - Utah
GA - Georgia	NV - Nevada	VT - Vermont
HI - Hawaii	NH - New Hampshire	VA - Virginia
ID - Idaho	NJ - New Jersey	WA - Washington
IL - Illinois	NM - New Mexico	WV - West Virginia
IN - Indiana	NY - New York	WI - Wisconsin
IA - Iowa	NC - North Carolina	WY - Wyoming
KS - Kansas	ND - North Dakota	XX - Other than United States
KY - Kentucky		

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

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)

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 Elementary Or Early Childhood Core Content Test –**~~

~~**State Approved Content Test Administered**~~

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 (2014-2015). This is required for job class codes 201, 202, 206 (Teachers) and 216 (Librarian) in and is now required for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	**N/A –** to use for staff that are not teachers or SSPs (Jobclass codes not equal to 201,202, 206, 211, 231, 233, 234, 235, 236, 237, 238, or 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/SSPs that have not yet been formally evaluated
06	Evaluation of teacher/SSP 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 (2014-2015). This is required for job class codes 201, 202, 206 (Teachers) and 216 (Librarian) in and is now required for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A	Use for staff that are not teachers or SSPs (Jobclass codes not equal to 201,202, 206, 211, 231, 233, 234, 235, 236, 237, 238, or 242)
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 (2014-2015). This is required for job class codes 201, 202, 206 (Teachers) and 216 (Librarian) in and is now required for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A	Use for staff that are not teachers or SSPs (Jobclass codes not equal to 201,202, 206, 211, 231, 233, 234, 235, 236, 237, 238, or 242)

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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 3: Facilitate Learning/High Quality Delivery - The final rating on teacher quality standard 3 from the prior school year (2014-2015). This is required for job class codes 201, 202, 206 (Teachers) and 216 (Librarian) in and is now required for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	**N/A**	Use for staff that are not teachers or SSPs (Jobclass codes not equal to 201, 202, 206, 211, 216, 231, 233, 234, 235, 236, 237, 238, or 242)
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 (2014-2015). This is required for job class codes 201, 202, 206 (Teachers) and 216 (Librarian) in (2014-2015). This is required for job class codes 201-206 (Teachers) and 216 (Librarian) in and is now required for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A	Use for staff that are not teachers or SSPs (Jobclass codes not equal to 201,202, 206, 211, 216, 231, 233, 234, 235, 236, 237, 238, or 242)
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 5: Demonstrate Leadership/Leadership - The final rating on teacher quality standard 5 from the prior school year (2014-2015). This is required for job class codes 201, 202, 206 (Teachers) and 216 (Librarian) in and is now required for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A	Use for staff that are not teachers or SSPs (Jobclass codes not equal to 201,202, 206, 211, 216, 231, 233, 234, 235, 236, 237, 238, or 242)
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 6: Measures of Student Learning/Student Outcomes – The final rating on student learning outcomes from the prior school year (2014-2015). This is required for job class codes 201, 202, 206 (Teachers) and 216 (Librarian) in and is now required for all Specialized Service Professionals (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242).

00	N/A - Use for staff that are not teachers or SSPs (Jobclass codes not equal to 201, 202, 206, 211, 216, 231, 233, 234, 235, 236, 237, 238, or 242)
01	More than Expected
02	Expected
03	Less than Expected
04	Much Less than Expected
05	Not rated in prior year for reason other than being new

Principal Overall Performance Rating- The final evaluation rating provided in the principal's written evaluation report from the prior academic school year (2014-2015). This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A – to use for staff that are not principals or assistant principals (jobclass codes not equal to 105 or 106).
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 principal was not conducted in prior year-for a reason other than that the teacher is new.

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Principal Quality Standard 1: Strategic Leadership – The final rating on principal quality standard 1 for the prior school year (2014-2015). This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	Use for staff that are not principals or assistant principals (jobclass codes not equal to 105 or 106).
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 school year (2014-2015). This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	Use for staff that are not principals or assistant principals (jobclass codes not equal to 105 or 106).
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 school year (2014-2015). This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	Use for staff that are not principals or assistant principals (jobclass codes not equal to 105 or 106).
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 school year (2014-2015). This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	Use for staff that are not principals or assistant principals (jobclass codes not equal to 105 or 106).
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 5: Management Leadership - The final rating on principal quality standard 5 for the prior school year (2014-2015). This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	Use for staff that are not principals or assistant principals (jobclass codes not equal to 105 or 106).
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 school year (2014-2015). This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A	Use for staff that are not principals or assistant principals (jobclass codes not equal to 105 or 106).
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 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 - use for staff that are either not principals or assistant principals (jobclass codes not equal to 105 or 106) or new principals/assistant principals not yet rated.
01	**More than Expected**
02	**Expected**
03	**Less than Expected**
04	**Much Less than Expected**
05	**Not rated in prior year for reason other than being new**

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 optional but strongly encouraged to be provided for all teachers (job class codes 201-206) with less than 4 years of teaching experience (in state plus out of state).

Not Available	00000	Bel-Rae Institute of Animal Technology	09052
Adams State College	00001	Beth-El College of Nursing	00285
Aims Community College	00111	Boulder Journey School	00340
American Sentinel University	02532	Centennial B BOCES	09035
Arapahoe Community College	00323	Chapman University - Colorado Springs	12075
Archdiocese Of Denver	00339	Charter School	00538
Argosy University	03568	Charter School Institute (CSI)	00539
Art Institute of Colorado	08177	College America	09079
Aspen Christian College & Seminary	12352	Colorado Academy	00342
Aspen University	08978	Colorado Christian University	00002
Aspire To Teach: At University Of Colorado At Denver	00705	Colorado College	00003
Barnes Business College	09073	Colorado Heights University	09060

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Colorado Mesa University	00017		Emily Griffith Opportunity School	12074
Colorado Mountain College - Central Administration	00388		Englewood Public School	00120
Colorado Northwestern Community College	09048		Everest College - Aurora	10268
Colorado School Of Mines	00041		Everest College - Colorado Springs Campus	10269
Colorado State University - Fort Collins	00004		Fort Lewis College	00007
Colorado State University - Global Campus	09050		Friend's School	00349
Colorado State University - Pueblo	00005		Front Range Community College - Boulder Campus	08050
Colorado Technical University - Aurora	09053		Front Range Community College - Brighton Campus	08051
Colorado Technical University - Colorado Springs	00163		Front Range Community College - Larimer Campus	08049
Columbia College	13295		Front Range Community College-Westminster Campus	00054
Community College Of Aurora	00052		Get Smart Schools	00366
Community College Of Denver	00121		Iliff School Of Theology	09059
Delta-Montrose Technical College	09082		ITT Technical Institute	12464
Denver Institute of Technology	09077		Johnson And Wales University	00008
Denver Paralegal Institute	00517		Jones International University	00009
Denver Public Schools	00880		Lamar Community College	00392
Denver School of Nursing	09049		Lesley University	03127
Denver Seminary	00006		Metropolitan State College Of Denver	00018
Denver Teaching Fellows	00509		Morgan Community College	09055
Denver Teaching Residency	00537		Mountain BOCES	09030
DeVry University - Colorado Springs	09051		Naropa University	00353
DeVry University - Westminster	09054		National American University	09086
Douglas County School District	00900		Nazarene Bible College	09066
Eagle Rock School & Professional Development Ctr.	00347		Newman University	11189
East Central BOCES	09025		Northeast BOCES	09040

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Northeastern Junior College	09056	Trinidad State Junior College - Alamosa Campus	09063
Northwest BOCES	09095	Trinidad State Junior College - Trinidad Campus	09062
Otero Junior College	00115	United States Air Force Academy	00425
Parks College	09061	University Of Colorado At Boulder	00010
PEBC: Boettcher Teacher Residency	00350	University Of Colorado At Colorado Springs	00011
Pickens Technical College	12071	University Of Colorado At Denver	00012
Pikes Peak BOCES	09045	University Of Colorado Health Science Center	09064
Pikes Peak Community College	00451	University Of Denver	00013
Pima Medical Institute	10221	University Of Northern Colorado	00014
Platt College	09067	University Of Phoenix - Colorado Campus	00015
Principal Institute, LLC	00367	University of Phoenix - Colorado Springs Downtown	08070
Pueblo Community College	00116	University of Phoenix - Fort Collins Learning Center	08065
Red Rocks Community College - Arvada Campus	08055	University of Phoenix - Pueblo Student Resource Ct	08071
Red Rocks Community College - Lakewood Campus	00112	University of Phoenix - Southern Colorado Campus	08072
Regis University	00019	University of Phoenix – Southglenn Learning Center	08066
Rocky Mountain College Of Art And Design	00020	University of Phoenix - Southlands Learning Center	08068
San Juan Basin Technical College	12067	University of Phoenix - Turnpike Learning Center	08069
School Leaders For America	00368	University of the Rockies	12066
School Leaders for Colorado, Inc.	06311	University of the Rockies - Colorado Springs	09057
Southeastern BOCES	09075	West Central Licensing Program	00364
St. Thomas Theological Seminary	02239	Western State Colorado University	00016
Stanley British Primary School	00360	Outside Of Colorado	99999
Teach For America (TFA)	00361		
Teacher Institute At La Academia	00362		

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Document Changes

Date	Description of change	Reason for change	Elements affected
3-16-15	Removed field for 'Passed NCLB HQ Approved Elementary Or Early Childhood Core Content Test'	Determined the field was a better fit in the staff assignment file, as it caused confusion for districts in the staff profile as it pertains to HQ status (which is by record)	File layout
3-16-15	Removed field 'State Approved Content Test Administered for Elementary or Early Childhood Core Content Test'	Field is no longer required to be collected for HQ purposes	File layout
8-6-2015	Provided clarification for Evaluation Rating fields	Frequently Asked questions prompted need to for clarification	
11-3-2015	Updated links for Administrative Unit Codes and District/BOCES codes.	Previous links were no longer working.	

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.

(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.