

2019-2020 Human Resources Snapshot

Purpose:

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

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 1st 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 1st or prior to December 1st of reporting school year
- End Date is either blank or post December 1st 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, 25 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 and District Code.

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	
EDID	8	Staff Profile & Assignments Interchange	Staff File	

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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 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	
Staff's Race: Native Hawaiian or Other Pacific Islander	1	Staff Profile & Assignments Interchange	Staff File	
Federal Race Category	2	Staff Profile & Assignments Interchange	Staff File	Calculated value based on Ethnicity and race

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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	
Passed Paraprofessional Test	1	Staff Profile & Assignments Interchange	Staff File	
Years of Prior Pre/K-12 Teaching Experience	2	Staff Profile & Assignments Interchange	Staff File	
Years of Prior Pre/K-12 Education Experience	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	

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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	
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	

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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	
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

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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
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

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Grade Level - 12th	1	Staff Profile & Assignments Interchange	Staff Assignment Association File	yes-1 or no-0
Demonstrates In-Field Status 1	2	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Number of Classes Taught in Subject	2	Staff Profile & Assignments Interchange	Staff Assignment Association File	
Active Colorado License Type	30	N/A	N/A	Referenced
FTE (Full Time Equivalency)	6	Staff Profile & Assignments Interchange	Staff Assignment Association File	Calculated field
Evaluation Waiver Indicator	1	N/A	N/A	Referenced

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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.

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

Active Colorado License Type

The active license found for the SSN in the CDE licensing database. The license must be valid for the current school year to be included. If two or more licenses are held, the license ranked first will appear.

Order	License Type	Order	License Type
1	Teacher	9	Adjunct Teacher
2	Professional Teacher License (Master)	10	Adjunct Teacher
3	Professional Teacher License	11	Adjunct Teacher
4	Initial Teacher License	12	Provisional Teacher License

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5	Alternative Teacher License	13	Substitute Authorization (Five Year)
6	Alternative Teacher License	14	5-YR Substitute Authorization
7	Alternative Teacher License Waiver	15	Charter School Waiver
8	Interim Teacher	16	No Approved Teacher License Type Found

FTE (Full Time Equivalency)

A calculated field based on the job class code, hours per day and contract days reported in the Staff Assignment data file. The FTE is calculated per snapshot record. Each job class code is first grouped into 22 job categories which are then used to calculate the mode hours and mode days for the district/BOCES. The mode hours and mode days for each of the job categories may be viewed in the COGNOS report “Mode Contract Days/Hours Per Day by Job Class Category” in the Human Resources data folder.

The calculation used is:

$$\frac{(Contract\ Days) \times (Hours\ per\ Day)}{(Mode\ Contract\ Days) \times (Mode\ Hours\ per\ Day)}$$

Evaluation Waiver Indicator

Indicates if the school code has a current waiver from reporting educator evaluation ratings to CDE.

N	The school is not listed with an evaluation rating waiver. The evaluation rating must be reported for all teachers SSPs, principals and assistance principals for the school.
Y	The school is listed with an evaluation rating waiver. The evaluation rating can be reported as '00' (N/A) for all teachers SSPs, principals and assistance principals for the school.