

2023-2024 Staff Interchange – Staff Profile

Teacher Quality Standard 4: Professionalism – The final rating on teacher quality standard 4 from the prior school year. This is required for job class codes 201, 202, 206 (Teachers), 216 (Librarian) and 222, 223 (Interventionists). This field can be zero-filled for contracted staff and preschool teachers not required to participate in the educator effectiveness evaluation system.

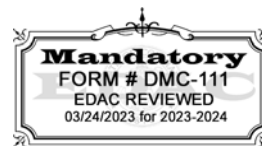
00	N/A – Use for staff who are not teachers OR if a code 05, 06, or 07 score was assigned for the overall rating.
11	Exemplary , or the equivalent, where applicable (e.g., distinguished, highly effective, the highest rating)
12	Accomplished , or the equivalent, where applicable (e.g., advanced)
13	Proficient , or the equivalent, where applicable (e.g., effective)
14	Partially Proficient , or the equivalent, where applicable (e.g., partially effective, developing)
15	Basic , or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating)

Teacher Measures of Student Learning – The final rating on student learning outcomes from the prior school year. This is required for job class codes 201, 202, 206 (Teachers), 216 (Librarian) and 222, 223 (Interventionists). This field can be zero-filled for contracted staff and preschool teachers not required to participate in the educator effectiveness evaluation system.

00	N/A – Use for all staff in the 2021-2022 file.
01	More than Expected
02	Expected
03	Less than Expected
04	Much Less than Expected

Special Services Provider (SSP) Overall Performance Evaluation Rating – The final evaluation rating provided in the SSP’s written evaluation report from the prior academic school year. This is required for all Special Services Providers (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242). This field can be zero-filled for contracted staff.

00	N/A – to use for staff who are not SSPs (Job class codes not equal to 211, 231, 233, 234, 235, 236, 237, 238, or 242); including contracted employees.
11	Highly Effective , or the equivalent, where applicable (e.g., if the district assigns a rating of “highly satisfactory” or “exemplary”)
12	Effective , or the equivalent, if the district uses a different term (e.g., “satisfactory” or “proficient”)



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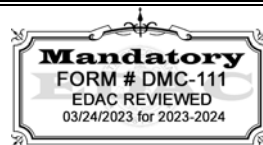
13	Partially Effective , or the equivalent, where applicable (e.g., “progressing”, “approaching satisfactory”)
14	Ineffective , or the equivalent, if the district uses a different term (e.g. “unsatisfactory”)
05	Not Yet Evaluated — to use with new hired SSPs who have not yet been formally evaluated
06	Evaluation of SSP was not conducted in prior year — for a reason other than that the SSP is new. (This code should be used for educators that should have received a rating but could not for a reason such as going on medical leave. Note that usage of this code should be very limited and over-use will cause an error.)
07	No Score — an evaluation was previously conducted, but during the course of a review, grievance, or appeal process (e.g., in the case of an ineffective rating), the district determined that an educator’s rating was not accurate. Additionally, there is not sufficient data to assign the original rating or to change the rating. Thus, the SSP receives a “No Score”.

Special Services Provider (SSP) Quality Standard 1: Professional Expertise—The final rating on SSP quality standard 1 from the prior school year. This is required for all Special Services Providers (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242). This field can be zero-filled for contracted staff.

00	N/A —Use for staff who are not SSPs (Job class codes not equal to 211, 231, 233, 234, 235, 236, 237, 238, or 242) OR if a code 05, 06, or 07 score was assigned for the overall rating.
11	Exemplary , or the equivalent, where applicable (e.g., distinguished, highly effective, the highest rating)
12	Accomplished , or the equivalent, where applicable (e.g., advanced)
13	Proficient , or the equivalent, where applicable (e.g., effective)
14	Partially Proficient , or the equivalent, where applicable (e.g., partially effective, developing)
15	Basic , or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating)

Special Services Provider (SSP) Quality Standard 2: Learning Environment—The final rating on SSP quality standard 2 from the prior school year. This is required for all Special Services Providers (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242). This field can be zero-filled for contracted staff.

00	N/A —Use for staff who are not SSPs (Job class codes not equal to 211, 231, 233, 234, 235, 236, 237, 238, or 242) OR if a code 05, 06, or 07 score was assigned for the overall rating.
11	Exemplary , or the equivalent, where applicable (e.g., distinguished, highly effective, the highest rating)
12	Accomplished , or the equivalent, where applicable (e.g., advanced)



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13	Proficient , or the equivalent, where applicable (e.g., effective)
14	Partially Proficient , or the equivalent, where applicable (e.g., partially effective, developing)
15	Basic , or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating)

Special Services Provider (SSP) Quality Standard 3: High Quality Delivery – The final rating on SSP quality standard 3 from the prior school year. This is required for all Special Services Providers (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242). This field can be zero-filled for contracted staff.

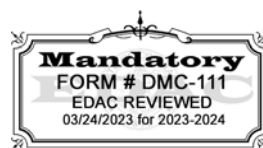
00	N/A —Use for staff who are not SSPs (Job class codes not equal to 211, 231, 233, 234, 235, 236, 237, 238, or 242) OR if a code 05, 06, or 07 score was assigned for the overall rating.
11	Exemplary , or the equivalent, where applicable (e.g., distinguished, highly effective, the highest rating)
12	Accomplished , or the equivalent, where applicable (e.g., advanced)
13	Proficient , or the equivalent, where applicable (e.g., effective)
14	Partially Proficient , or the equivalent, where applicable (e.g., partially effective, developing)
15	Basic , or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating)

Special Services Provider (SSP) Quality Standard 4: Professionalism – The final rating on SSP quality standard 4 from the prior school year. This is required for all Special Services Providers (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242). This field can be zero-filled for contracted staff.

00	N/A —Use for staff who are not SSPs (Job class codes not equal to 211, 231, 233, 234, 235, 236, 237, 238, or 242) OR if a code 05, 06, or 07 score was assigned for the overall rating.
11	Exemplary , or the equivalent, where applicable ((e.g., distinguished, highly effective, the highest rating)
12	Accomplished , or the equivalent, where applicable (e.g., advanced)
13	Proficient , or the equivalent, where applicable (e.g., effective)
14	Partially Proficient , or the equivalent, where applicable (e.g., partially effective, developing)
15	Basic , or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating)

Special Services Provider (SSP) Measures of Student Outcomes – The final rating on student outcomes from the prior school year. This is required for all Special Services Providers (SSPs); job class codes (211, 231, 233, 234, 235, 236, 237, 238, and 242). This field can be zero-filled for contracted staff.

00	N/A —Use for all staff in the 2021-2022 file.
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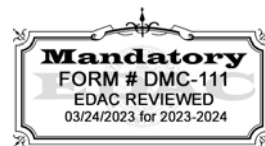
01	More than Expected
02	Expected
03	Less than Expected
04	Much Less than Expected

Principal Overall Performance Evaluation Rating—The final evaluation rating provided 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	N/A —to use for staff who are not principals or assistant principals (job class codes not equal to 105 or 106).
11	Highly Effective , or the equivalent, where applicable (e.g., if the district assigns a rating of “highly satisfactory” or “exemplary”)
12	Effective , or the equivalent, if the district uses a different term (e.g., “satisfactory” or “proficient”)
13	Partially Effective , or the equivalent, where applicable (e.g., “progressing”, “approaching satisfactory”)
14	Ineffective , or the equivalent, if the district uses a different term (e.g. “unsatisfactory”)
05	Not Yet Evaluated —to use with newly hired principal/assistant principal that have not yet been formally evaluated
06	Evaluation of principal/assistant principal was not conducted in prior year —for a reason other than that the principal is new. (This code should be used for educators that should have received a rating but could not for a reason such as going on medical leave. Note that usage of this code should be very limited and over-use will cause an error.)

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

-00	N/A —Use for staff who are not principals or assistant principals (job class codes not equal to 105 or 106) OR if a code 05 or 06 score was assigned for the overall rating.
11	Exemplary , or the equivalent, where applicable (e.g., distinguished, highly effective, the highest rating)
12	Accomplished , or the equivalent, where applicable (e.g., advanced)
13	Proficient , or the equivalent, where applicable (e.g., effective)
14	Partially Proficient , or the equivalent, where applicable (e.g., partially effective, developing)
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Principal Quality Standard 2: Culture – The final rating on principal quality standard 2 for the prior school year. This is required for all principals and assistant principals, job class codes 105 and 106.

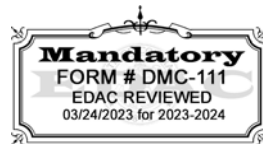
-00	N/A – Use for staff who are not principals or assistant principals (job class codes not equal to 105 or 106) OR if a code 05 or 06 score was assigned for the overall rating.
11	Exemplary , or the equivalent, where applicable (e.g., distinguished, highly effective, the highest rating)
12	Accomplished , or the equivalent, where applicable (e.g., advanced)
13	Proficient , or the equivalent, where applicable (e.g., effective)
14	Partially Proficient , or the equivalent, where applicable (e.g., partially effective, developing)
15	Basic , or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating)

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

00	N/A – Use for staff who are not principals or assistant principals (job class codes not equal to 105 or 106) OR if a code 05 or 06 score was assigned for the Principal Overall Performance Evaluation Rating
11	Exemplary , or the equivalent, where applicable (e.g., distinguished, highly effective, the highest rating)
12	Accomplished , or the equivalent, where applicable (e.g., advanced)
13	Proficient , or the equivalent, where applicable (e.g., effective)
14	Partially Proficient , or the equivalent, where applicable (e.g., partially effective, developing)
15	Basic , or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating)

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

-00	N/A – Use for staff who are not principals or assistant principals (job class codes not equal to 105 or 106) OR if a code 05 or 06 score was assigned for the overall rating.
11	Exemplary , or the equivalent, where applicable (e.g., distinguished, highly effective, the highest rating)
12	Accomplished , or the equivalent, where applicable (e.g., advanced)
13	Proficient , or the equivalent, where applicable (e.g., effective)
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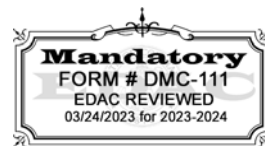
15	Basic , or the equivalent, where applicable (e.g., ineffective, unsatisfactory, the lowest rating)
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Principal Measures of Student Learning—The final rating on student learning outcomes from the prior school year. This is required for all principals and assistant principals, job class codes 105 and 106.

00	N/A —Use for staff who are not principals or assistant principals (job class codes not equal to 105 or 106) OR if a code 05 or 06 score was assigned for the overall rating.
01	More than Expected
02	Expected
03	Less than Expected
04	Much Less than Expected

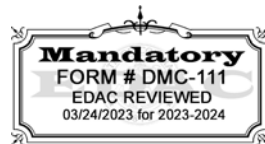
READ Teacher Training Status—This field has been put on hold for the 2021-2022 collection and is planned to be removed for the 2022-2023 collection. This field can either be blank or reported with a valid code listed below, however it will not be pulled into either the Human Resources or Special Ed December Count snapshots.—*Required for K-3 educators who teach reading. Educators need to only complete one of the options to meet the training requirement. For a teacher to successfully meet the requirement, they must have passed an end-of-course assessment of learning. Please select the training option the individual educator completed. If the educator has not yet completed the READ training and is newly hired, use code 11. If the educator has not completed the READ training for another reason, use code 12, however additional information may be requested by the CDE Preschool-3rd Grade (P-3) office for those educators.*

00	N/A, this educator's role does not meet the criteria for requiring READ Teacher training.
01	Yes, the educator has completed a reading teacher or reading specialist endorsement.
02	Yes, the educator has completed a State Board approved assessment of knowledge of teaching reading. <i>(Note that teachers who have completed one of the approved evidence-based training options but lack proof of an end-of-course assessment may take and pass an alternative assessment authorized by the State Board.)</i>
03	Yes, the educator has passed a CDE approved undergraduate or graduate reading course and passed the end-of-course assessment in learning.
04	Yes, the educator has completed a course appropriate for license renewal and passed the end-of-course assessment of learning.
05	Yes, the educator has successfully completed the CDE provided reading training and passed the end-of-course assessment of learning.



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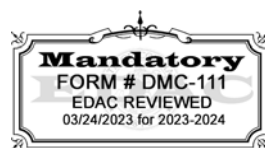
06	Yes, the educator has passed a CDE-approved district or BOCES reading course and passed the end-of-course assessment of learning.
07	Yes, the educator has completed a training program from the CDE Advisory List of Professional Development and passed the end-of-course assessment of learning.
11	No, this educator did not complete the training as they were newly hired. <i>(Note that newly hired date is to be determined by CDE.)</i>
12	No, this educator did not complete the training due to another reason other than being newly hired. <i>(Note that usage of this code should be very limited and over use will cause an error. Additional information will be requested and must be approved by CDE.)</i>



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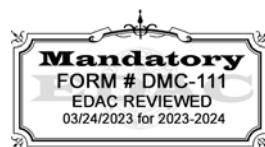
Document Changes

Date	Description of change	Reason for change	Elements affected	Pages in Document
4-15-2019	Teacher, SSP and Principal Overall and Quality Standard Ratings	Updated evaluation standards require changes to data collection	Teacher, SSP, and Principal Overall and Quality Standard Ratings	Page 10 - 18
11-22-2019	Updated Teacher, SSP and Principal Overall and Quality Standard Ratings	Ratings are not comparable between school years	Teacher, SSP, and Principal Overall and Quality Standard Ratings	Page 10 - 18
2-20-2020	Updated Probationary Status	Alignment with requirement	Probationary Status	Page 7
2-23-2021	Added READ Teacher Training Status field	Colorado school LEA's are required to ensure that all K-3 teachers' complete evidence-based training in teaching reading as a result of changes to the Colorado READ Act in SB 19-199.	1 new data field: READ Training Status	Pages 4 and 19
3-31-2021	Added EDAC stamp	EDAC approved all updates and provided stamp	none	All pages
7-6-2021	Added clarification for READ Teacher Training Status field.	The field is no longer required in the Staff Interchange file.	READ Training Status	Pages 4 and 19
2-17-2022	Removed Passed Paraprofessional Test field	The field is no longer required	Passed Paraprofessional Test	Pages 3 and 10
3-15-2023	Added Gender choice	Approved by EDAC in January 2023 for all 2023-2024 collections	Gender 03 Nonbinary added and updated description of genders	Page 5
3-15-2023	Removed Probationary Status	This data element will now be collected in the new Staff Evaluation Interchange file	Probationary Status	Pages 7 and 8
3-15-2023	Removed Teacher Overall Evaluation Rating	This data element will now be collected in the new Staff Evaluation Interchange file	Teacher Overall Evaluation Rating	Page 10
3-15-2023	Removed Teacher Quality Standard 1: Know Content	This data element will now be collected in the new Staff Evaluation Interchange file	Teacher Quality Standard 1: Know Content	Page 10
3-15-2023	Removed Teacher Quality Standard 2: Establish Environment	This data element will now be collected in the new Staff Evaluation Interchange file	Teacher Quality Standard 2: Establish Environment	Pages 10 and 11
3-15-2023	Removed Teacher Quality Standard 3: Facilitate Learning	This data element will now be collected in the new Staff Evaluation Interchange file	Teacher Quality Standard 3: Facilitate Learning	Page 11



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3-15-2023	Removed Teacher Quality Standard 4: Professionalism	This data element will now be collected in the new Staff Evaluation Interchange file	Teacher Quality Standard 4: Professionalism	Page 11
3-15-2023	Removed Teacher Measures of Student Learning	This data element will now be collected in the new Staff Evaluation Interchange file	Teacher Measures of Student Learning	Page 12
3-15-2023	Removed Special Services Provider (SSP) Overall Performance Evaluation Rating	This data element will now be collected in the new Staff Evaluation Interchange file	Special Services Provider (SSP) Overall Performance Evaluation Rating	Page 12
3-15-2023	Removed Special Services Provider (SSP) Quality Standard 1: Professional Expertise	This data element will now be collected in the new Staff Evaluation Interchange file	Special Services Provider (SSP) Quality Standard 1: Professional Expertise	Page 13
3-15-2023	Removed Special Services Provider (SSP) Quality Standard 2: Learning Environment	This data element will now be collected in the new Staff Evaluation Interchange file	Special Services Provider (SSP) Quality Standard 2: Learning Environment	Page 13
3-15-2023	Removed Special Services Provider (SSP) Quality Standard 3: High Quality Delivery	This data element will now be collected in the new Staff Evaluation Interchange file	Special Services Provider (SSP) Quality Standard 3: High Quality Delivery	Pages 13 and 14
3-15-2023	Removed Special Services Provider (SSP) Quality Standard 4: Professionalism	This data element will now be collected in the new Staff Evaluation Interchange file	Special Services Provider (SSP) Quality Standard 4: Professionalism	Page 14
3-15-2023	Removed Special Services Provider (SSP) Measures of Student Outcomes	This data element will now be collected in the new Staff Evaluation Interchange file	Special Services Provider (SSP) Measures of Student Outcomes	Page 14
3-15-2023	Removed Principal Overall Performance Rating	This data element will now be collected in the new Staff Evaluation Interchange file	Principal Overall Performance Evaluation Rating	Pages 14 and 15
3-15-2023	Removed Principal Quality Standard 1: Strategy	This data element will now be collected in the new Staff Evaluation Interchange file	Principal Quality Standard 1: Strategy	Page 15
3-15-2023	Removed Principal Quality Standard 2: Culture	This data element will now be collected in the new Staff Evaluation Interchange file	Principal Quality Standard 2: Culture	Page 15
3-15-2023	Removed Principal Quality Standard 3: Instruction	This data element will now be collected in the new Staff Evaluation Interchange file	Principal Quality Standard 3: Instruction	Pages 15 and 16
3-15-2023	Removed Principal Quality Standard 4: Professionalism	This data element will now be collected in the new Staff Evaluation Interchange file	Principal Quality Standard 4: Professionalism	Page 16
3-15-2023	Removed Principal Measures of Student Learning	This data element will now be collected in the new Staff Evaluation Interchange file	Principal Measures of Student Learning	Page 16



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3-15-2023	Removed READ Training Status	This data element will be reported in the READ collection	READ Teacher Training Status	Page 17
3-29-2023	Added EDAC Stamp	EDAC approved 3-24-23	EDAC approved 3-24-23	Footer

