Faculty and Staff Data Collection

Laura Montas- Brown

Division of Teaching and Learning
Each year, every District of Columbia local education agency (LEA) must complete the Faculty and Staff data collection. LEAs must report faculty and staff roster information for all instructional, administrative, and support staff in LEAs and schools filled by direct hire or by contracting. The data reported in this collection should represent the LEA’s faculty and staff roster and vacancies as of the 2019-20 school year enrollment audit (Oct. 7, 2019). This collection will satisfy a number of federal, local, and Staffing Data Collaborative reporting requirements which include but are not limited to:

- EdFacts Reports
- Federal Teacher Shortage Areas Report
- Equitable Access to Excellent Educators Calculations under ESSA (Teacher Equity Calculations)
- DC School Report Card
- Staffing Data Collaborative
During this presentation we will be reviewing the following:

- Faculty and Staff Technical Guide
- Faculty and Staff Data Collection Template
- Common Core of Data’s (CCD) Definitions of Staff Categories document
- Federal Role Cross Walk

**Goal:** to ensure you have the resources and tools you need to complete the Faculty and Staff Collection Template in a timely manner.
### Deadlines

<table>
<thead>
<tr>
<th>Staffing Data Collaborative</th>
<th>Sept. 24, 2019</th>
<th>Oct. 25, 2019</th>
<th>TNTP FTP Site</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Staffing Data Collaborative</td>
<td>Sept. 24, 2019</td>
<td>Oct. 25, 2019</td>
<td>Faculty and Staff Application</td>
</tr>
</tbody>
</table>

- Every LEA will receive their prior year’s data in the updated template on **Sept. 24, 2019** and every LEA must upload to the respective secure site **by Oct. 25, 2019**.
How Is the Data Collection Template Organized?

- The 2019-20 Faculty and Staff Data Collection Template is organized into the following sections:
  - Vacancy Information
  - Staff Member Identifiers and Demographic Information
  - LEA and School Information
  - Insight Survey Information
  - Returning Status
  - Role and FTE Percentage
  - Special Education: Percentage of Time and Ages
  - Limited English Proficiency (LEP) FTE
  - Certifications
  - Years of Teaching Experience
  - Education and Preparation
  - Performance Ratings
## How is the Technical Guide Organized?

<table>
<thead>
<tr>
<th>Subsections</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty and Staff Inclusion</td>
<td>The subsection describes which faculty and staff members must be reported on in the section.</td>
</tr>
<tr>
<td>Data Elements</td>
<td>The Data Elements section serves as a data dictionary for all data elements in that section of the data collection template. The data dictionary is formatted into a table that describes the data fields, definition, permitted values, and use.</td>
</tr>
<tr>
<td>FAQ</td>
<td>The subsection answers common questions that may arise.</td>
</tr>
</tbody>
</table>
1. Common Core of Data Definitions of Staff Categories

The definitions below align with the Common Core of Data’s (CCD) definitions of staff categories.

**Instructional Staff**

**Teacher, Adult**: Teachers of an attest-approved adult education program, regardless of the age of the students.

**Teacher, Elementary**: A teacher who teaches grades 1 through 6 as an elementary teacher. If a grade 6 teacher is in a middle school, they may be listed as a secondary teacher. However, a middle school that includes grades 5 and 6, which add additional rooms to classify teachers of students in those grades as elementary teachers. Teachers who teach multiple grades in an elementary school that includes kindergarten and Pre-K, must also be separated out based on the time spent teaching specific grade spans. All schools that serve students in grades 1-9 are required to report having elementary teachers.

**Exclude** pre-kindergarten and kindergarten teachers from this count.

**Teacher, Kindergarten**: Teachers of a group or class that is part of a public school program and is taught during the year preceding first grade. All schools that serve kindergarten students are required to report having Pre-kindergarten teachers.

**Teacher, Pre-Kindergarten**: Teachers of a group or class that is part of a public school program that is taught during the year or years preceding kindergarten. All schools that serve Pre-kindergarten students are required to report having Pre-kindergarten teachers.

**Include** teachers of head start students if Head Start is part of an authorized public education program of an LEA.

**Teacher, Secondary**: A teacher who teaches grades 7 through 12. If a middle school teacher is a middle school, they may be listed as a secondary teacher. However, a middle school that includes grades 5 and 6 must add additional rooms to classify teachers of students in those grades as elementary teachers.

**Paraprofessionals** – General Education or Special Education: Staff members assigned to assist a teacher with routine activities associated with teaching including, activities requiring minor decisions regarding students, such as monitoring, conducting role exercises, operating equipment and cleaning.

**Include** tutors if the position does not require teaching credential; only paid staff, whether direct hire or contracted staff.

2. Allowable values and use of metrics guide

<table>
<thead>
<tr>
<th>Metric</th>
<th>Description/Special Considerations/Variables</th>
<th>Required for 2013-2014 School Year</th>
<th>Data Use</th>
<th>How is this metric reported?</th>
<th>Lists of allowable values for drop-down menus on the collection tab</th>
</tr>
</thead>
<tbody>
<tr>
<td>Filled or Vacant</td>
<td>Indicate whether a position is filled or vacant. For each vacant position, fill in all information relevant to the position (school, Title, Subject, Federal Rule, FTE).</td>
<td>Yes</td>
<td>Federal Teacher Shortage Area Report; Educator Preparation Report; Statewide Teacher Report</td>
<td>Filled</td>
<td>Vacant</td>
</tr>
<tr>
<td>If Vacant: Vacancy Reason</td>
<td>If the position is vacant, indicate the reason the position is vacant.</td>
<td>Yes</td>
<td>Federal Teacher Shortage Area Report; Educator Preparation Report; Statewide Teacher Report</td>
<td>SEA</td>
<td>New hire did not show up; Unexpected leave of absence; Late summer retirement/negotiation; Late promotion of teacher; Candidate failed background/licensure check; No qualified candidates; No candidates were a good fit; Waiting for final enrollment numbers; Late addition of new position; Late opening of a new campus; Other</td>
</tr>
</tbody>
</table>

3. Federal Role Crosswalk

This document aims to help LEAs determine the federal role that corresponds with the staff title. OSSE has compiled a list of all staff roles previously submitted by LEAs and determined the federal role used most of the time.

**How to use this tool**: Search for the example staff titles and scroll to the right to determine federal role. The federal role can vary depending on if the staff member works at the LEA, school, works exclusively with students with disabilities, or if the staff member is considered ancillary.

<table>
<thead>
<tr>
<th>Staff Title - Titles previously provided by LEAs</th>
<th>Federal Role for most instances of this staff title:</th>
<th>Federal Role if staff is LEA-based</th>
<th>Federal Role if staff is school-based</th>
<th>Federal Role if staff that does not specifically serve students with disabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>504/ELD Coordinator</td>
<td>School Administrator</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ABA Assistant Teacher</td>
<td>Special Education</td>
<td>Special Education</td>
<td>Special Education</td>
<td>Paraprofessional</td>
</tr>
<tr>
<td>ABA Coordinator</td>
<td>School Administrator</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ABA Specialist</td>
<td>Student Support Staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Advisor</td>
<td>Student Support Staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Affairs Program Mgr</td>
<td>Instructional Coordinator and Supervisor</td>
<td>Instructional Coordinator and Supervisor</td>
<td>Instructional Coordinator and Supervisor</td>
<td>School Administrator</td>
</tr>
<tr>
<td>Academic Coordinator</td>
<td>Instructional Coordinator and Supervisor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Counselor</td>
<td>Guidance</td>
<td>Guidance</td>
<td>Guidance</td>
<td>Supervisor/Director</td>
</tr>
<tr>
<td>Academic Dean</td>
<td>School Administrator</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Support Coach</td>
<td>Student Support Staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Support Resource/Teacher Aide</td>
<td></td>
<td></td>
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</tr>
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<td></td>
</tr>
<tr>
<td>Academic Support Resource/Teacher Aide</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Who should be included in this collection?

- All instructional, administrative, and support staff in LEAs and schools filled by direct hire or by contracting.

- Long-term substitute teachers employed for four weeks or longer in the same position as of Oct. 7, 2019.

- Contract staff who contract directly with the LEA or school and are considered part of regular operations. Examples include:
  - Bus drivers
  - School nurses
  - Psychologists
  - Physical therapists

- Staff employed by another entity that is contracted to provide work that can be considered part of the district’s regular operations. These staff work within the district but are employees of the entity with which the district contracts. Examples include:
  - School security personnel provided by a private firm
  - Charter school teachers who are employees of a charter school operator
Who to should be excluded from the template?

- Short-term substitutes employed fewer than four weeks in the same position.
- Contract employees who provide a non-regular service. Examples include:
  - Carpenters
  - Electricians
  - Individuals working for a firm hired to refurbish the school
  - Cooks or drivers who prepare and deliver meals once a week to schools under a contract with a food-service firm
Important things to consider when completing this year’s template

- OSSE is prepopulating staff roster templates for the 2019-20 school year using data from the 2018-19 school year.

- OSSE is adding a Unique Faculty and Staff Identifier (UFSI) to every staff member on your roster.

- OSEE needs staff full names, dates of birth, and last four digits of Social Security Numbers in order to create the USFI.

- Every LEA must provide data for teachers that work with every grade level served.

- Include staff with multiple roles and/or multiple schools in different rows.

- For fields with drop-down menus, only use the values provided.

- LEAs are required to report the proportion of FTE for teachers who work with English learners and students with disabilities.
Metrics eliminated from template

• For Staffing Data Collaborative LEAs
  ▪ If vacant, length of time
  ▪ Position offer date
  ▪ In-field, other subject area
  ▪ Compensation

• Non-Staffing Data Collaborative LEAs:
  ▪ License Expiration date
  ▪ Emergency or Provisional Credential (Initial) Status
  ▪ Year Conferred
Complete transparency

- This year’s template and supplemental materials include how OSSE plans to use or report the data in the specific column.
  - SEA: Data will be reported in aggregate for DC.
  - LEA: Data will be reported in aggregate by LEA.
  - School: Data will be reported in aggregate by school.
  - N/A: Data will not be reported externally.

Please note, the data will never be reported by staff member.
Basics: Who is a teacher?

A teacher is defined as a school-based employee who instructs any core or non-core academic subject.

**Includes**: general, English learner, or special education teachers instructing students in the “core” subject areas of English language arts, math, science, and social studies, as well as noncore subjects such as arts, foreign language, and physical education.

**Does not include**: student teachers, teachers aides, paraprofessionals, student support professionals (e.g., speech therapists or social workers), counselors, librarians, coaches, principals, special education coordinators, program coordinators, deans, office staff, custodians or any other non-instructional personnel.
# Vacancy Information

This section needs to be completed for all teaching positions.

<table>
<thead>
<tr>
<th>Faculty &amp; Staff as of October 7, 2019</th>
<th>Vacancy Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metric</td>
<td>Filled or Vacant</td>
</tr>
<tr>
<td>Description/Special Considerations</td>
<td>Indicate whether a position is filled or vacant. For each vacant position, fill in all information relevant to the position (School, Title, Subject, Federal Role, FTE).</td>
</tr>
<tr>
<td>Required for 2019-20 School Year</td>
<td>Yes</td>
</tr>
<tr>
<td>How is this metric reported?</td>
<td>SEM</td>
</tr>
<tr>
<td>Type</td>
<td>Option Set</td>
</tr>
</tbody>
</table>

Example:
- SEM
- Filled
- No candidates were a good fit
- SEM

This section needs to be completed for all teaching positions.
What other columns should be completed if the position is vacant?

- Filled or Vacant
- If Vacant: Vacancy Reason
- LEA Name/LEA Code
- School Name/School Code
- Staff Member's Title
- Federal Role
- FTE Percentage
- Subject
- Grade Span
<table>
<thead>
<tr>
<th>Unique Faculty and Staff Identifiers (UF31)</th>
<th>Last Name</th>
<th>First Name</th>
<th>Middle Name</th>
<th>Alias or Maiden Name</th>
<th>SSN</th>
<th>Local Staff ID</th>
<th>Date of Birth</th>
<th>Gender</th>
<th>Race/Ethnicity</th>
</tr>
</thead>
<tbody>
<tr>
<td>The staff member's unique identifier provided by OSSE</td>
<td>The legal last name of the faculty or staff member</td>
<td>The legal first name of the faculty or staff member</td>
<td>The legal middle name of the faculty or staff member</td>
<td>An alternate or maiden name of the faculty or staff member. Any additional names or previous names that the faculty or staff member may have had</td>
<td>The last four digits of the staff member's social security number</td>
<td>The ID assigned to your staff member by your internal system</td>
<td>The day, month, and year on which the faculty or staff member was born</td>
<td>A coded value representing the staff member's reported gender</td>
<td>The reported race/ethnicity of the faculty or staff member. If the staff member did not report a race/ethnicity, please select &quot;unknown&quot;. Only one race/ethnicity option may be selected per staff member.</td>
</tr>
</tbody>
</table>

This section needs to be completed for all staff members.
• **Who should be included in the Staff Member Identifiers and Demographic Information?** All instructional, administrative, and support staff in LEAs and schools filled by direct hire or by contracting.

• **Should student teachers be included in this data collection?** Student teachers should be excluded from this data collection unless they have been hired by the LEA or are contracted to fill a position that is part of the LEA’s regular operation.

• **Should substitute teachers be included in this data collection?** Long-term substitute teachers serving four weeks or longer in the same position as of Oct. 7, 2019 should be included in this data collection with the federal role of Student Support Staff. Short-term substitutes should be excluded from this data collection.
# LEA and School Information

<table>
<thead>
<tr>
<th>LEA Name</th>
<th>LEA Code</th>
<th>School Name</th>
<th>School Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>This field should have the name of the LEA the staff member serves.</td>
<td>Unique OSSE-assigned identifier for local education agencies (LEAs), three to four digits.</td>
<td>This field should have the name of the school that the staff member serves. If the staff member works in multiple schools, use a different row for each school. <strong>All teachers must be assigned to a specific school.</strong></td>
<td>Unique OSSE-assigned identifier for schools, three to four digits. This field should have the school code that the staff member serves.</td>
</tr>
</tbody>
</table>

- Yes
- Yes
- Yes
- Yes

- All federal and local reports
- All federal and local reports
- All federal and local reports
- All federal and local reports

- SFA, LEA, School
- SFA, LEA
- SFA, LEA, School
- SFA, LEA, School

This section needs to be completed for all staff members
• **What if a staff member works at the LEA level in the main office?** If a staff member works at the main office, report “N/A” for the School Code and School Name. If a staff member teaches an online class, report the school code associated with that online class. All teachers must be assigned to a specific school.

• **What if a staff member works at more than one LEA?** If a staff member works at more than one LEA, each LEA will report the staff member along with the portion of time the staff member serves that LEA in the FTE percentage tab.

• **What if a staff member serves multiple schools?** If a staff member serves multiple schools, report each school the staff member serves along with the portion of time the staff member serves each respective school. This should be denoted using separate rows for each school served.
Insight Survey Information

<table>
<thead>
<tr>
<th>Email Address</th>
<th>Insight Survey Participant?</th>
<th>Insight School Campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>The staff member's school email address, Staffing data collaborative members only--TNTP will use the email address to send out the TNTP Insight survey.</td>
<td>Inspecting data collaborative members only--Should this staff member participate in the Insight Survey? Insight is intended for employees who spend 50% or more of their time delivering instruction to students in the classroom. For staff that are listed multiple times based on roles or campuses, please indicate &quot;Yes&quot; in only one row.</td>
<td>Staffing data collaborative members only--For staff participating in Insight, please select the Insight school or campus where this staff member surveys. Responses should be directed for reporting. If the campus is not listed in the options, select other and your Insight contact will follow-up.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Yes</th>
<th>Yes</th>
<th>Yes</th>
</tr>
</thead>
</table>

This section needs to be completed for all staff that takes the Insight Survey
FAQ

- **What if my LEA does not participate in the staffing data collaborative?** If your LEA does not participate in the Staffing Data Collaborative, you should not complete this section.

- **Why does OSSE ask for staff email addresses?** LEAs that are not part of the staffing data collaborative do not need to provide their staff emails. For LEAs that are part of the staffing data collaborative, emails will be used by TNTP to send out the TNTP Insight survey.

- **What if a staff member does not participate in the Insight Survey?** If the staff member does not participate in the Insight survey, the Insight Participant column should say “No.”
## Returning Status 2018-19 School Year

This section needs to be completed for all staff members.

<table>
<thead>
<tr>
<th>Returning Employee?</th>
<th>Leave/Transfer Date</th>
<th>Leave Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indicate the staff member's returning status. If an employee returned at the same school in any role for the current (2019-20) school year, select &quot;Returner.&quot; For employees who transferred to a new school within the LEA, select &quot;Transfer - New School.&quot; For employees that left the LEA, select &quot;Leaver - LEA.&quot; For new employees, select &quot;New Employee.&quot;</td>
<td>If &quot;Leaver - LEA,&quot; what was the employee's last month of employment at your LEA? If &quot;Transfer - New School,&quot; what was the employee's last month of work at their previous school?</td>
<td>Staffing data collaborative members only—If &quot;Leaver - LEA,&quot; please select a reason why the employee left from the drop-down menu.</td>
</tr>
</tbody>
</table>

- New
- Yes
- Yes

- Stateswide retention analysis report
- Stateswide retention analysis report
- Stateswide retention analysis report

- SEA
- SEA
- SEA

- Option Set
- Month
- Option Set
• **What if my LEA’s first operating year is the 2019-20 school year?** If your LEA just opened, report every employee as a “New Employee.”

• **What if an employee transferred to another school in the same LEA?** If an employee transferred to a school inside the same LEA, report the employee as “Transferred.”

• **What additional columns need to be completed if the employee left the LEA?** If the employee left the LEA, designate the staff member as a leaver, you must complete the following sections:
  ▪ Vacancy Information
  ▪ Staff Member Identifiers and Demographic Information
  ▪ LEA and School Information
  ▪ Returning Status 2019-20 School Year
  ▪ Role and FTE Percentage
  ▪ Special Education (if relevant with role)
  ▪ Limited English Proficiency (if relevant with role)
  ▪ Performance Ratings (if vacant teacher or administrator position)
This section needs to be completed for **all** staff members

Use the Common Core of Data’s (CCD) Definitions of Staff Categories document and/or the Federal Role cross walk document as a reference.
• **What if a staff member serves multiple roles?** Report each role the staff member serves using a separate row. The FTE percentage in each row should represent the percentage of time the staff member spends in performance of that unique role.

• **How should the LEA determine the elementary versus secondary teacher classification?** Classify a teacher who teaches grades 1 through 6 as an elementary teacher. Classify a teacher who teaches grades 7 through 12 as a secondary teacher.

• **How should the LEA report a special education teacher?** Report a special education teacher based on the grade level served (e.g., elementary teacher, secondary teacher). Designate “Special Education” as the curriculum in the Teaching Curriculum and Years of Teaching Experience section of the data collection template and complete the “Special Education: Percentage of Time and Ages Served” section.

• **How should the LEA report school counselors?** Classify a school counselor who serves students grades 1 through 6 as an elementary school counselor. Classify a school counselor who serves students grades 7 through 12 as a secondary school counselor. Report school counseling supervisors or directors using the “School Counselors/Directors” role.
How should administrators and administrative support staff be reported in an LEA that consists of a single school? If your LEA consists of a single school and the LEA administrator is also the school administrator, report that staff member’s FTE at the school level. In this case, select the “School Administrator” role. The same is true for an LEA administrative support staff member who is also a school administrative support staff member. Report that staff member’s FTE at the school level.

How is the FTE percentage reported? The FTE percentage is reported as a number. Report a staff member who works full-time as 1.0. Report a staff member who works half-time as 0.5. The majority of staff will be reported between 0 and 1.0. If a staff member regularly works overtime, that staff member’s FTE percentage will exceed 1.0.

How should I report Physical Education (PE) Teachers? PE Teachers should be reported as Teachers in their corresponding grade spans and “Health and Physical Education” should be selected in the curriculum column.
## Special Education: Percentage of Time and Ages Served

This section needs to be completed for teachers, paraprofessionals, and support staff who work with students ages 3 to 21 with disabilities on a full-time or part-time basis.

<table>
<thead>
<tr>
<th>Special Education Teacher</th>
<th>Special Education FTE</th>
<th>Special Education Ages 3 to 5 FTE</th>
<th>Special Education Ages 6 to 21 FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Indicate if the staff member is a Special Education Teacher.</strong></td>
<td><strong>Indicate the amount of time (FTE) the teacher, paraprofessional, or special education support staff (e.g., audiologist, psychologist) serve students with disabilities.</strong> Should equal sum of next two columns. If a teacher has students with disabilities in their general education classroom, please report their special education percentage of time as 0, as they are not exclusively serving students with disabilities.</td>
<td><strong>Indicate the amount of time (FTE) the teacher, paraprofessional, or special education support staff (e.g., audiologist, psychologist) serve students with disabilities between the ages 3 to 5 years old.</strong></td>
<td><strong>Indicate the amount of time (FTE) the teacher, paraprofessional, or special education support staff (e.g., audiologist, psychologist) serve students with disabilities between the ages 6 to 21 years old.</strong></td>
</tr>
<tr>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

**EdFacts**

| | | | |
| | | | |

**SEA LEA**

<table>
<thead>
<tr>
<th>Option Set</th>
<th>Numerote 0-1.0</th>
<th>Numerote 0-1.0</th>
<th>Numerote 0-1.0</th>
<th>Numerote 0-1.0</th>
</tr>
</thead>
</table>

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• **What if a staff member serves students with disabilities exclusively?** If a staff member serves students with disabilities exclusively, report the special education percentage of time as 1.

• **What if a teacher has students with disabilities in the general education classroom?** You would report the general education teacher’s special education percentage of time as 0, as they are not exclusively serving students with disabilities. Please keep in mind the FTE should be based on the purpose of the position. If the teacher is hired to be the special education inclusion teacher, and focus on students with disabilities, then their Sped FTE would be 1. If they’re hired to be a general education teacher, and focus on all students, their Sped FTE would be 0.

• **Why does the LEA need to report the ages of students with disabilities served?** Federal reporting requires that OSSE reports the portion of time an educator serves each of these age groups.
• **Why does the LEA need to report the ages of students with disabilities served?** Federal reporting requires that OSSE reports the portion of time an educator serves each of these age groups.

• **Will the sum of percentage of time serving ages 3 to 5 and ages 6 to 21 equal 1.0?** If a staff member serves students with disabilities exclusively and is a full-time staff member, the percentage of time serving students with disabilities ages to 3 to 5 and ages 6 to 21 will likely sum to 1.0. However, if a staff member serves students younger than age 3 old or students older than age 21, the sum of the percentage of time serving students with disabilities ages to 3 to 5 and ages 6 to 21 will not sum to 1.0.

• **How do I calculate a staff member’s total time spent serving students with disabilities between age groups 3 to 5 and 6 to 21?** Suppose that out of 4 hours the staff member spends 1 hour with students’ ages 3 to 5 and 3 hours with students ages 6 to 21. This means that the percentage reported in the “Special Education Age 3 to 5 Percentage” would be 0.17 (1 hour/6 hours), and the percentage reported in the “Special Education Age 6 to 21 Percentage” would be 0.50 (3 hours/6 hours).
This section needs to be completed for teachers who work with students ages 3 to 21 with Limited English Proficiency on a full-time or part-time basis.
How should the LEA report a staff member who serves both English learners (ELs) and non-English learners (non-ELs)? If a teacher serves both EL and non-EL students, report the percentage of time the staff member serves ELs in a specific language instruction program under “LEP FTE.” For example, if a staff member works 4 hours out of a 6-hour work day teaching ESL to English learners, and 2 hours out of a 6-hour work day teaching math to all students in a program not designed for English learners, report the “LEP FTE” as 0.66 (4 hours/6 hours).

How should the LEA report teachers in bilingual programs? If the teacher works in a bilingual program with ELs and is specifically teaching language, their time should be included. For example, if a teacher is teaching English through a Math class (content-based instruction or bilingual instruction), they should still be included with a 1.0 LEP FTE.
The section needs to be completed for:

- Teachers regardless of the ages of students served and the curriculum taught
- Paraprofessionals, and support staff who work with students with disabilities and limited ELs on a full-time or part-time basis
• Why does OSSE request credential information for all teachers? Under the Every Student Succeeds Act (ESSA) and the District of Columbia’s state plan, OSSE must calculate the percentage of out-of-field teachers.

• Should a charter LEA report certification or license information? Charter LEAs should report certification/license information for all teachers; paraprofessionals who work with students with disabilities; and support staff who work with students with disabilities.

• How should the LEA report information for a staff member who has multiple, current licenses or certifications? If a staff member has multiple current licenses or certifications, report information for each license or certification, separated by a forward slash. For example, suppose a staff member has three different licenses include the multiple licenses as Special Education/Administrative/Biology.
This section needs to be completed for all teachers and leaders regardless of the ages of students served and the curriculum taught.
• **What if a teacher teaches in more than one subject area?** If a teacher serves in more than one curricular area, report each curricular area along with the corresponding FTE percentage on a separate row.

• **Which subject should the LEA select for a special education inclusion teacher?** Select the “Special Education” curriculum for all special education teachers—both inclusion and self-contained.

• **How should the LEA record the years of teaching experience?** Record the years of teaching experience as a whole number, excluding the current year. If a teacher taught four and a half years prior to the start of the 2018-19 school year, report four years of teaching experience. Please note, for pre-populated data we have already adjusted the values.

• **How should the LEA record less than one full year of teaching experience?** Report 0 years of teaching experience for a teacher who has taught less than one full year.
**How do I determine if a teacher is “In-field”?**

To determine if a teacher is “In-field,” check if they meet ANY ONE of these three criteria:

- They were rated as “Effective” or “Highly Effective” in the same subject they are currently teaching in any previous school year (you can check their rating from last year in the data pre-populated in your template).

- They have a degree in a field related to the subject they are teaching. For example, if a high school social studies teacher has a B.A. in History, they would be considered “In-field.”

- They have a license or certification in the subject that they are teaching.
Education and Preparation

<table>
<thead>
<tr>
<th>Teacher Preparation Program Provider</th>
<th>Highest Education Attained</th>
<th>Highest Degree - Awarding Institution</th>
<th>Highest Degree Field/Major</th>
</tr>
</thead>
<tbody>
<tr>
<td>Please select from the drop-down menu. If a teacher attended multiple prep programs, select the one where the teacher received the majority of their training.</td>
<td>Indicate the type of degree the staff member received.</td>
<td>Indicate the name of the degree granting institution.</td>
<td>Indicates the field/major in which the staff member received the degree. If staff has multiple fields, include both on same line (i.e., Math/Science).</td>
</tr>
<tr>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Option Set</th>
<th>Option Set</th>
<th>Open Test</th>
<th>Open Test</th>
</tr>
</thead>
</table>

This section needs to be completed for:
- All teachers, regardless of the ages of students served and the curriculum taught
- Paraprofessionals who work with students with disabilities
- Support staff who work with students with disabilities
How should the LEA report education information for a staff member who has multiple degrees at the same level? If a staff member has multiple degrees at the same level, report information for each degree, separated by a forward slash. For example, suppose a staff member has earned two bachelor’s degrees from different institutions.

- Report the Bachelor’s Degree Year Conferred data field as “Degree 1 Year/Degree 2 Year.”
- Report the Bachelor’s Degree Field/Major data field as “Major 1/Major 2.”
### Performance Ratings

#### 2018-19 Below Effective Evaluation Rating

Indicate whether the teacher or school leader was rated on any evaluation tier lower than “effective” on the LEA’s evaluation system for the 2018-19 school year. For example, mark Yes if the person was rated partially effective, minimally effective, not effective, or any other rating below effective.

| Yes | No (SDE Only) |

#### 2018-19 school year Evaluation Overall Rating (For TNTP Only)

Staffing data collaborative members only—Include the overall rating for the 2018-19 school year. For data consistency, convert ratings to the 4 point scale indicated in the drop down menu. Include ratings for school leaders. (For TNTP only)

| DC School Report Card: Teacher Equity Calculations | Used for LEA reports produced by TNTP |

| SEA, LEA, School | All |

| Drop-Down | Option Set |

The section needs to be completed for All Teacher and School Administrators/Principals who were employed during the 2018-19 school year.
**Performance Ratings: FAQ**

- **What if my LEA uses a rating scale that does not match the drop down options?** Translate the values in your LEAs scale to the drop-down options.
  - Ineffective: Teachers who do not show effectiveness in any areas. This is the lowest rating for teachers. Other common terms are “Unsatisfactory” or “Not Proficient.”
  - Minimally Effective: Teachers who are not quite effective, but demonstrate some effective traits, or could be developed to be effective. Other common terms are “Developing,” “Not Quite Effective,” or “Somewhat Effective.”
  - Effective: Teachers who meet the bar for effective teaching at your LEA. Other common terms are “Satisfactory” or “Proficient.”
  - Highly Effective: The strongest teachers at your LEA.

- **Does OSSE view my individual teacher and school leader evaluation scores?** OSSE receives aggregated ratings by staff members indicating if the staff member receives a rating lower than effective (yes/no) to comply with the Teacher Equity Calculations.
• Faculty and Staff Collection website:

• In person office hours and Virtual Office Hours:
  Oct. 24, 2019, OSSE, Room 523, 1-4p.m.

• Submit all questions through the OSSE Support Tool
https://octo.quickbase.com/db/main?a=SignIn
Thank you!