

# EDUCATOR DATA OVERVIEW

*Educator-related Databases and Dictionaries of Search Terms and Processes*

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# EDUCATOR DATA AND EDUCATOR-RELATED DATABASE

The purpose of this section is to provide an overview of educator related data work and an associated data dictionary, including who the educators are, the educator career continuum, and its associated agency's database from which the Educator Data, Research and Development (EDRAD) department sources information. Please contact Educator Data, Research and Development ([EducatorData@k12.wa.us](mailto:EducatorData@k12.wa.us)) if you have any questions related to educator data and data collection.

## Who Are the Educators

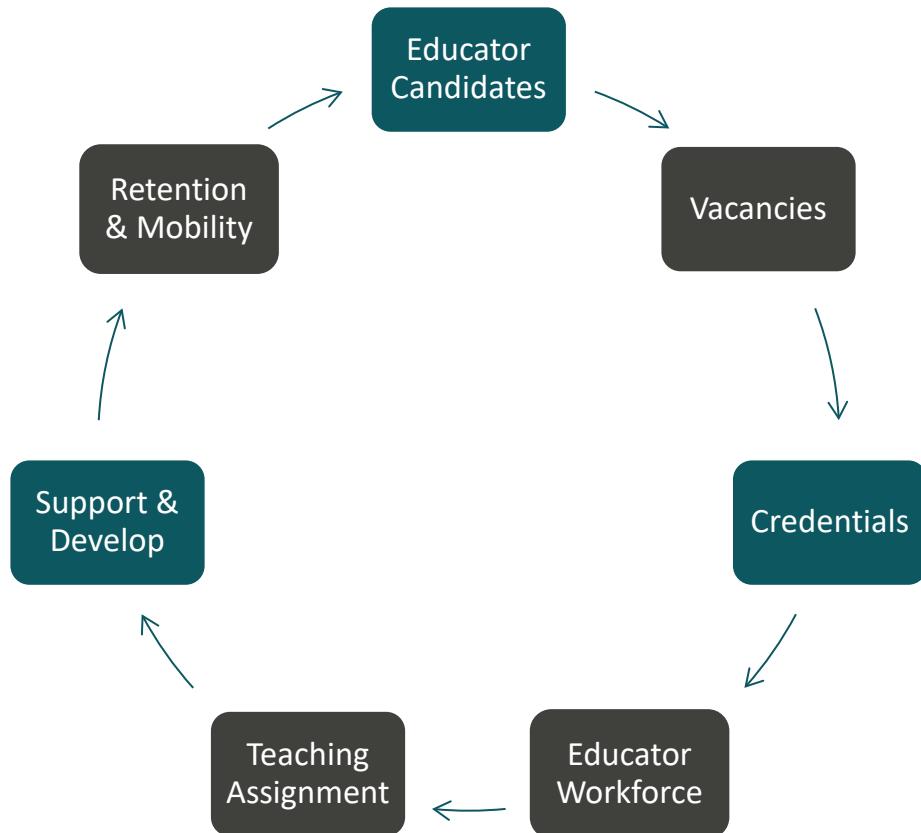
Educators are those who provide instruction(s) or service(s) for student learning and well-being regardless of certification type or duration of employments. Educators are also required to obtain a certain amount of clock hours or training. Educators include:

- **Instructional Paraeducators** (Instructional role: Duty root 91y and activity code 27 or 22)
- **Classroom Teachers**
- **Education Staff Associates (ESAs)** such as school counselors, school nurses, school psychologists, school behavior analysts, school occupational therapists, school orientation and mobility specialists, school physical therapists, school social workers, and school speech language pathologists/audiologists
- **Principals**
- **District Administrators and School-Level Administrators**

# Educator Career Continuum

**Diagram 1: The Educator Career Continuum**

The educator career continuum refers to a structured approach to professional development and advancement for educators, recognizing the diverse roles and responsibilities throughout their careers and operational phases in the K-12 system. It includes pathways from pre-service preparation to experienced practice, often culminating in certification or advanced roles. OSPI's educator-related data collection and its data sources are associated with each educator career continuum phase.



**Table 1: Educator Career Continuum and Related Agency Database/application in Education Data System (EDS)**

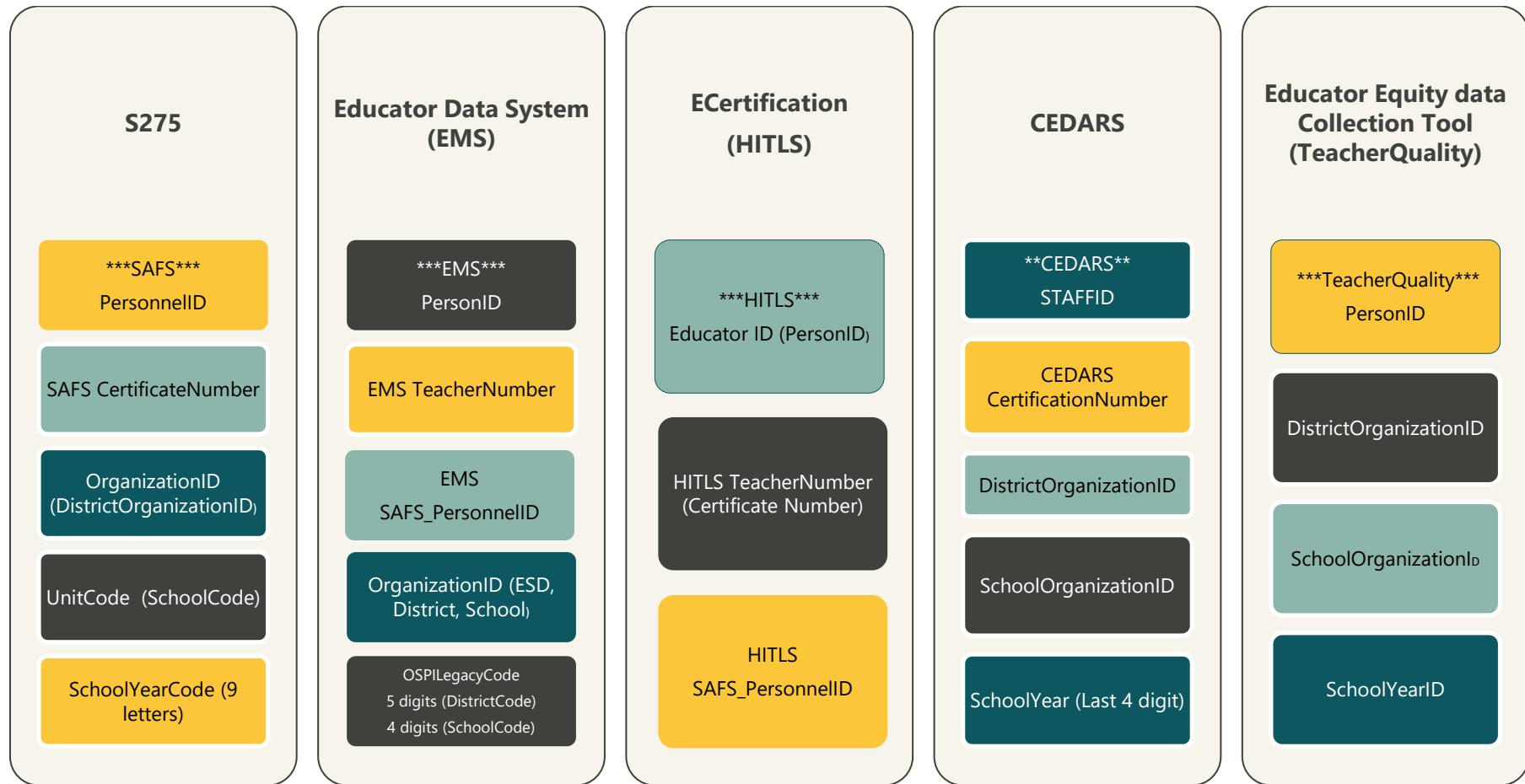
<b>Educator Career Continuum</b>	<b>Agency Database/ Application in EDS</b>	<b>Related Inquiry/Questions</b>
Educator Candidates	Not available	Who will be educators in WA K–12 systems? Which certificate and endorsement are they pursuing? How many educator candidates are coming into K–12 systems?
Vacancy	Not available	How many teachers with which endorsement(s) do each LEA and school need to hire? Which LEAs are having hard time recruiting and hiring? Which position(s) and how many positions are hard to fill?
Vacancy	Staff Hiring Projections (Currently collected by School Apportionment)	How many teachers did LEAs intend to hire last year and do they intend to hire next year for each content area?
Credentials	E-Certification (HITLS)	Which certificate(s) and endorsement(s) does each educator hold? Which teachers are specialized in which content areas and programs? Which educators completed which trainings? How many clock hours does each educator have?

Educator Career Continuum	Agency Database/ Application in EDS	Related Inquiry/Questions
Educator Workforce	Personnel Reporting (S275/SAFS)	<p>Which LEA(s) and school(s) has each educator worked for during current/past school year(s)?</p> <p>Which role (duty code and activity code) does/did each educator fill at a school?</p> <p>How many FTE does/did each educator work?</p> <p>Which fund source does/did each educator have for each role?</p>
Teaching Assignment	Comprehensive Education Data and Research System (CEDARS)	<p>Who are teaching what content/program areas?</p> <p>Which students are educators providing instruction(s)/services to?</p>
Teacher Qualification for each course/content area	Educator Equity data Collection Tool (TeacherQuality)	<p>Which courses are taught by teachers with associated endorsement?</p> <p>Which teacher provides instruction outside of their endorsed subject area or outside of the grade level that the endorsement is for (Out-of-Field status)?</p> <p>Which teachers have fewer than five (5.0) years of experience (Inexperienced status)?</p> <p>Which courses are taught by teachers who use their limited certificate to teach (Limited certificated status)?</p>

Educator Career Continuum	Agency Database/ Application in EDS	Related Inquiry/Questions
Support & Develop	NBPTSScholorship, EGADShared	Which educators are eligible for WA NB conditional loans? Which educators are eligible and received NBCT bonuses? Which educators need to repay NB conditional loans? Who accesses which trainings? How many clock hours did each educator obtain and receive through pdEnroller?
Retired & Rehired	EGADShared/S275/CEDARS	How many educators were retired each school year? How many educators were rehired after their retirement?
Retention & Mobility	EGADShared/S275/CEDARS	Which educators are more likely to be retained at the same school and/or LEA? How long does each educator stay at the same school and/or LEA? Which school and LEA does each educator move to/from?

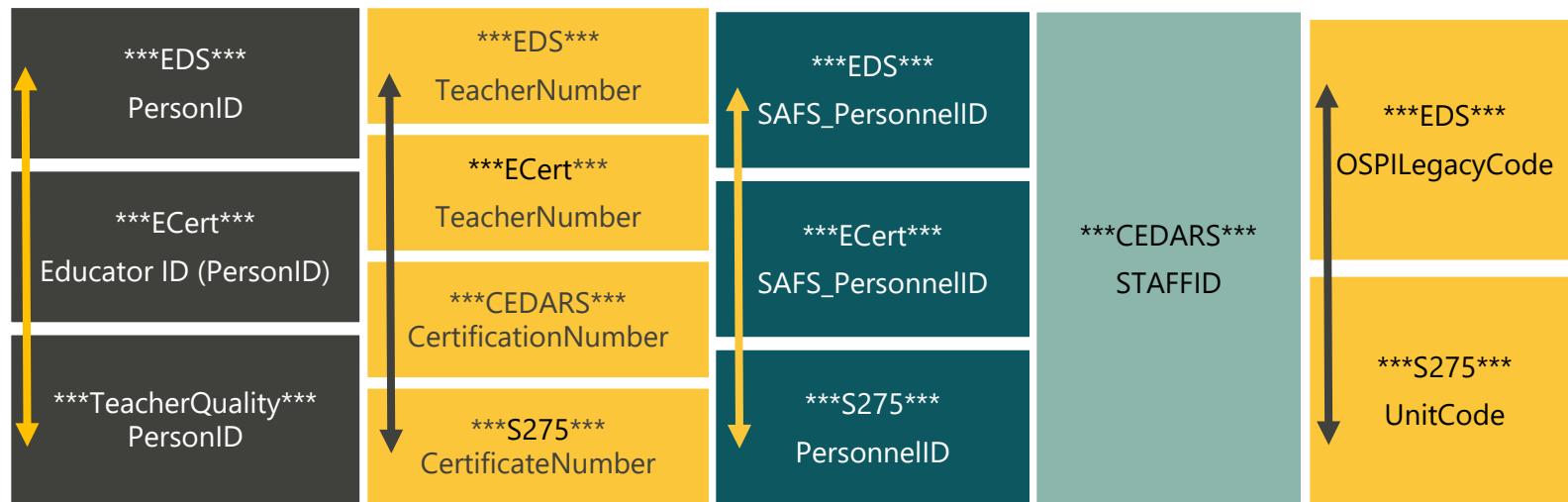
## Diagram 2: Unique Identifiers in each Database

This diagram indicates unique identifiers for a variety of data elements in each database. Linking data together across databases is possible if they share identifiers, such as Certificate Number, Organization ID and School Year. Each unique identifier is color coded if other databases have a common unique identifier.



### Diagram 3: Common Unique Identifiers across Databases

This diagram shows common unique identifiers across databases. A common unique identifier has the same color. For example, Person ID (black in the diagram below) exists in three different databases: the Educator Data System (EDS), E-Certification (ECert), and the Educator Equity Data Collection Tool (TeacherQuality). By using Person ID, we can connect those three databases.



## EDUCATOR DATA DICTIONARY

Educator and teacher data is spread across several different collections at OSPI, so there is not one single data dictionary about all the teacher-level data, but rather one per data collection. Individual-level records are obtainable via a Data Sharing Agreement (DSA), which typically takes several months to establish. Aggregate-level information is requestable by submitting an [Educator Data Request Form](#) (minimum eight weeks for delivery, if it is not already published). Individual-level data are collected in the following application in EDS and stored in its associated databases:

### S275 Personnel Reporting

- The S275 webpage ([Personnel Reporting \(ospi.k12.wa.us\)](#)) has links to the S275 Personnel Reporting Handbook for each school year. While this is not a data dictionary, it does describe the data contained in the S275. In brief, the S275 has assignment locations, salary, and program funding sources for certificated and classified individuals hired as of October 1<sup>st</sup>.
- The S275 from 2013-14 to present is publicly available to download on [SAFS Data Files \(ospi.k12.wa.us\)](#) under the "Personnel Reporting Data (S275)" dropdown > Access Databases. A minimal number of records are removed from these public files for privacy reasons.

## CEDARS

- CEDARS is a longitudinal data warehouse of educational data. The reporting webpage ([CEDARS \(ospi.k12.wa.us\)](https://CEDARS.ospi.k12.wa.us)) has a data manual and appendices describing the numerous files and the elements in each file. Commonly sought teacher-level information can be found in files: D – Course Catalog; F – Staff; G – Staff Schedule; and E – Student Schedule.
- CEDARS files related to staff information can be requested by submitting an [Educator Data Request Form](#) or having a DSA.

## Certification

- OSPI's E-Certification system has certificate and endorsement information for teachers and other educators. While there is a comprehensive data dictionary for this system, the following tables give a broad sense of what can be found in it:

**Table 2: Certificates (A teacher may have one or more certificates. Certificate represents an educator role or professional level, but does not indicate employment status).**

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
EducatorCertificateID	int	NULL	NULL	Identifier for single certificate. An educator may hold multiple.	What are the identifiers of particular certificates an educator has?
EducatorID	int	NULL	NULL	A unique identifier for each educator. Same as PersonID.	How are educators identified in the state systems?
CertificateCode	varchar	10	NULL	Identifier of the type of certificate.	What are the types of educator certificates and how are they identified?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
StatusCode	varchar	10	NULL	The real time status of the credential, such as issued, expired, withdrawn, suspended.	Is the certificate a certain educator has still valid?
CredentialRuleCode	varchar	10	NULL	NULL	N/A
CredentialSourceCode	varchar	10	NULL	NULL	N/A
RecommendationInstitutionId	int	NULL	NULL	The ID for the institution (preparation program provider) that recommended the certificate for the candidate.	How are educator preparation programs identified in the state systems?
RecommendationDate	datetime	NULL	NULL	When the certificate was recommended for the candidate.	At what point in time did an educator qualify for their certification?
IssueDate	datetime	NULL	NULL	When the credential was issued.	At what point in time did an educator obtain their certification?
ExpireDate	datetime	NULL	NULL	When the credential expires.	At what point in time will an educator's credential expire?
ParentEducatorCertificateID	int	NULL	NULL	Which certificate was the predecessor to this certificate.	Which certificate did an educator have to get before their current one?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
RecommendingAgencyCode	varchar	5	NULL	Which institution recommended the educator for this credential, such as a preparation program, a district, or OSPI.	Which institution recommended an educator for their credential?

**Table 3: Endorsements (One or more endorsements are attached to each certificate. Endorsement represents specific teachable content areas, such as Math, Science, Spanish, etc.).**

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
EducatorCertificateAreaId	int	NULL	NULL	The unique identifier for each record in tb_hlts_EducatorCertificateArea	How are records identified in this system?
EducatorID	int	NULL	NULL	A unique identifier for each educator. (Same as PersonID).	How are educators identified in the state systems?
EducatorCertificateID	int	NULL	NULL	Identifier for single certificate. An educator may hold multiple.	What are the identifiers of particular certificates an educator has?
EndorsementCode	varchar	4	NULL	Identifier for a single endorsement. An educator may hold multiple on a single certificate.	What are the types of educator endorsements and how are they identified?
StatusCode	varchar	10	NULL	The real time status of the credential, such as issued, expired, withdrawn, suspended.	Is the certificate a certain educator has still valid?
CredentialRuleCode	varchar	10	NULL	NULL	N/A
CredentialSourceCode	varchar	10	NULL	NULL	N/A

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
RecommendationInstitutionId	int	NULL	NULL	The ID for the institution (preparation program provider) that recommended the certificate for the candidate.	Which institution recommended an educator for their certificate?
RecommendationDate	datetime	NULL	NULL	When the certificate was recommended for the candidate.	At what point in time did an educator qualify for their certification?
IssueDate	datetime	NULL	NULL	When the credential was issued.	At what point in time did an educator obtain their certification?
RecommendingAgencyCode	varchar	5	NULL	Which institution recommended the educator for this credential, such as a preparation program, a district, or OSPI.	Which institution recommended an educator for their credential?

## Educator Equity Data Collection

- The [educator equity data collection](#) (EEDC, aka EE Tool) provides teacher-level data which is a blend of employment status and roles (S275), teaching assignment (CEDARS), and credential information. What makes it unique is that it attaches the flags for teacher qualifications, which are later reported in aggregate on [Washington's State Report Card](#) > "Teacher Qualification." EEDC identifies teachers who were inexperienced (<5 years' experience), out of field (their endorsement area did not match their assigned course's subject area), and those using a limited certificate in lieu of a full teacher certificate.
- EEDC files can be requested by submitting an [Educator Data Request Form](#) or having a DSA.

**Table 4: EEDC Data Elements**

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
SchoolYearId	int	NULL	NULL	The school year id number used in TeacherQuality (not CEDARS). SchoolYearID 9 = 2017-2018	How are school years identified in this system?
SchoolYearCode	varchar	9	NULL	School year, formatted FFFF-SSSS.	How are school years formatted equally in this system?
SevenDigitSchoolYearCode	varchar	7	NULL	The school year formatted to 7 characters like 2019-20.	How are school years formatted with the second part shortened in this system?
SchoolYear	int	NULL	NULL	The school year, formatted to 4 digits. The 4 digit school year of 2019 represents the end of the school year, so school year 2019 is the same as school year code 2018-2019.	How are school years referenced by just one year in this system?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
ClassID	int	NULL	NULL	The class ID in ESSA equity gap is unique per class. Class ID increments are recalculated each school year. If more than one teacher taught the same class, the records share a class ID. Since class ID is unique per school year, the class ID from one school year has nothing to do with the record sharing the same class ID in another year.	How are unique classes taught by teachers identified for each year?
TeacherLMCOTFDistrictSubmissionId	int	NULL	NULL	The primary key for the TeacherLMCOTFDistrictSubmission table. Unique per record.	How does the TeacherLMCOTFDistrictSubmission table work?
StateOrganizationId	int	NULL	NULL	The organization ID for the State Education Agency (SEA). Washington's organization Id is 103300.	What is the unique identifier in these systems for OSPI?
ESDOrganizationId	int	NULL	NULL	The unique organization ID for the Educational Service District (ESD). Each ESD has one or more Local Education Agencies (LEAs) within it.	What are the unique identifiers for Washington's Educational Service Districts?
ESDName	varchar	250	NULL	The name of the Educational Service District (ESD).	What are the names of Washington's Educational Service Districts?
LEAOrganizationId	int	NULL	NULL	AKA School District Organization Id. The Local Education Agency (LEA) may have one or more schools within it.	What are school districts' unique organization identifiers?
LEACode	varchar	5	NULL	AKA School District Code. The unique code representing the Local Education Agency (LEA). May have a leading 0 to make it 5 characters long.	What is a school district's unique code?
LEAName	varchar	250	NULL	AKA School District Name. The name of the Local Education Agency (LEA).	What are the official names of Washington school districts?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
SchoolOrganizationId	int	NULL	NULL	The organization ID for the school building.	What are the unique identifiers for school buildings?
SchoolCode	varchar	4	NULL	The unique four-digit code representing the school. May have a leading 0 to make it 4 characters long. School code can be joined on the UnitCode field.	What are the ID codes for schools?
Schoolname	varchar	250	NULL	The name of the school.	How can I find school names?
SourceSystem	varchar	20	NULL	The system that houses the data that was used to create this data. Valid values are "CEDARS" and "CourseDefinition". CourseDefinition entries are from manual EE Tool entries when the teacher had no assignments in CEDARS but appeared in SAFS.	What is the term for the name of the system that houses this data?
EducatorID	int	NULL	NULL	A unique identifier for each educator. Same as PersonID.	How are educators identified in the state systems?
LatestEducatorID	int	NULL	NULL	As Educator IDs are occasionally merged when a single educator is found to have two or more Educator IDs, the Latest Educator ID represents the most current Educator ID for that individual at the time the record was created.	If an educator is shown to have more than one Educator ID, how do I determine which is their current one?
FirstName	varchar	60	NULL	The first name of the educator.	What are educators' first names?
LastName	varchar	60	NULL	The last name of the educator.	What are educators' last names?
MiddleName	varchar	60	NULL	Educator's middle name	What are educators' middle names?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
TeacherExperienceYears	decimal	10	1	Reported years of certificated educator experience (any role). While this can work ok to find year 1 or year 2 teachers, it does not work well to find administrators in the first year of their role.	How many years has an educator been in the profession?
TeacherOTFReasonId	int	NULL	NULL	When a teacher is flagged as Out Of Field (OTF) in the EE Tool, this field indicates exactly why they are being flagged. Reason ID descriptions can be found in TeacherQuality.dbo.OutOfFieldReason.	What was the reason a teacher was flagged as being Out Of Field?
TeacherOTFSpecialistContentAreaId	int	NULL	NULL	NULL	N/A
TeacherLMCOTFId	int	NULL	NULL	The primary key for the TeacherQuality.TeacherLMCOTF table. Unique id per record in that table.	How does the TeacherQuality.TeacherLMCOTF table work?
UploadedSchoolBoardApproval	bit	NULL	NULL	If it was verified in EE Tool that the school board approved the assignment of the OTF teacher.	How can I verify a school board approved a teacher's assignment?
TeacherOverrideOTFLMCTyperId	int	NULL	NULL	NULL	N/A
TeacherOTFActionId	int	NULL	NULL	When a teacher is flagged as Out Of Field (OTF) in the EE Tool, a district can enter the action they are taking. Action ID descriptions can be found in TeacherQuality.dbo.OutOfFieldAction.	What are the unique identifiers for actions a district takes for flagged Out of Field teachers?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
LimitedCertificateCode	varchar	10	NULL	Is always NULL in BuildingTeacherLMCOTF. In the old TeacherLMCOTFDistrict submission table, when an educator in EE Tool was flagged as Out of Field (OTF), the district could override the OTF flag by selecting a valid limited certificate that the teacher held that the teacher used for that course. This field's value was the certificate code of that chosen certificate.	How can I see if a district has overridden an Out Of Field flag for a teacher?
IsOTF	bit	NULL	NULL	Flag if the teacher is out of field or not. Out of field teachers do not have a matching endorsement for the course and grade level they are teaching.	What shows whether a teacher is Out Of Field or not?
IsLMC	bit	NULL	NULL	If the teacher is using a limited certificate to teach their OTF course. (As opposed to getting school board approval to teach OTF). This would typically be either a conditional certificate with a matching endorsement on it, or a lifetime substitute certificate (which can be used for any course).	If they haven't gotten school board approval to teach Out Of Field, how is a teacher managing to do that?
IsINX	bit	NULL	NULL	If the teacher has < 5.0 years of experience, they are flagged as inexperienced (IsINX = 1).	How can I determine if a teacher is categorized as inexperienced?
ContentAreaID_CEDARS	int	NULL	NULL	NULL	N/A
ContentAreaID	int	NULL	NULL	NULL	N/A
ContentAreaName	varchar	60	NULL	The content area for the course, such as Math, Science, Music, Visual Arts, More Than One Core Content Area (Block Class), Media Arts.	What are the content areas for specific courses?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
stateCourseCodeID	int	NULL	NULL	The unique id for a state course code description. State course code id preserves the history of changes to a state course code. IE when a state course has a change in its description, the record has an end date attached to it and a new state course code id is created. Can join to LUStateCourseCode.	What is the unique identifier for education courses?
CourseCode	varchar	6	NULL	The state course code, as from Appendix V from CEDARS annually. <a href="https://www.k12.wa.us/data-reporting/reporting/cedars">https://www.k12.wa.us/data-reporting/reporting/cedars</a>	What is the unique identifier for state courses that aligns with Appendix V of CEDARS?
OfficialCourseName	varchar	250	NULL	The name of the state course code (not the name of the course as defined by the district).	Where can I find the names of state course codes for courses that have not been pulled from CEDARS?
CourseDefinitionId	int	NULL	NULL	Course definition is when a district records a course in the EE tool instead of it pulling in from CEDARS. It happens when a teacher is identified in S-275 but doesn't have any courses associated with them in CEDARS, so those courses are manually added for those people in the EE tool. And because those courses are added differently, there isn't the same info for those courses compared to a course that pulls from CEDARS. For example, manually added added courses don't have any student info for those courses.	N/A

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
ProgramId	int	NULL	NULL	The section's program. Connect to TeacherQuality.dbo.Program to look up codes. In the BuildingLMCOTF table, the values may be one of 2 Bilingual/ESL, 3 General Ed, 5 Special Ed, or 6 CTE.	Where can I find a list of section programs?
IsSPED	bit	NULL	NULL	In 2023-24 and onwards, IsSPED is not calculated or used. In 2022-23 and earlier: If the section is identified as a SPED section (IsSPED = 1), it overrides the other endorsement requirements usually associated with that course code. SPED sections are identified by a certain threshold of students in attendance who have an Individualized Education Program (IEP).	N /A
SpEdServicesNotReceived	bit	NULL	NULL	This flag can be used by the district to indicate that a section is not a SPED section, even if 100% of the students have an IEP and the SpEdDesignedInstruction flag was flipped to 'true'.	What indicates that a section is not a SPED section, even if certain factors would seem to point to that?
SpEdDesignedInstruction	bit	NULL	NULL	This flag indicates if 100% of the students in the section had an IEP. This is considered a "SPED section" and the teacher must have a SPED endorsement. Currently a district cannot turn on this flag voluntarily (if not all students had an IEP on record at the time this flag check was run).	What is an indicator that a teacher must have a SPED endorsement?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
LocationId	varchar	4	NULL	District assigned identifier of the section's location. Usually given as a room number.	What are the unique identifiers districts give for where a section of instruction is located?
CourseID	varchar	20	NULL	District assigned course identification number.	What are the unique identifiers districts give for courses?
LocalCourseTitle	varchar	50	NULL	The district may enter any course title here, unlike the state course code name.	What are the unique names districts give to courses?
Term	varchar	12	NULL	The term of the course. Term values are entered by the district, there is no set list of term values to use.	How can I find the timeframe of a course, as set by the district?
SectionID	varchar	20	NULL	The unique identifier for the section, which is a course offered to a group of students, aka a period. Section ID is supposed to be unique per school year, per district. But it is safer to assume section ID is only unique (at least) per school year, per district, per school, and per course id.	What are the unique identifiers for periods of instruction?
SectionCount	int	NULL	NULL	When a course in EE Tool is entered as a course definition record, the district may enter the number of sections this record accounts for. Therefore, one course definition record does not necessarily equal only one section.	In this system, how is it accounted for that within a district one course may have several iterations of instruction?
CourseDesignationMasked	int	NULL	NULL	A bitmask representing the combined course designation letter codes of the course. To decode the bitmask, join the bitmask value to EGADShared..LU_CourseDesignationBitmask	How can I decode the bitmask representing the combined course designation letter codes of a course?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
DLProgramTypeID	int	NULL	NULL	In ESSA Equity Gap table, this is not currently implemented.	N/A
DLLanguageID	int	NULL	NULL	In ESSA Equity Gap table, this is not currently implemented.	N/A
instructionStartDate	date	NULL	NULL	Date educator began instruction of the section.	How do I find the date an educator began teaching a course?
InstructionEndDate	datetime	NULL	NULL	Date educator ended instruction of the section.	How do I find the date an educator ended teaching a course?
termStartDate	date	NULL	NULL	The date that the term started. Date is entered per section.	How do I find the date an education term started?
termEndDate	date	NULL	NULL	The date the term ended. The date is entered per section.	How do I find the date an education term ended?
InstructionDayCount	int	NULL	NULL	How many consecutive days the teacher taught the section.	What are the total days in a row a teacher taught a section of instruction?
StudentDataSource	varchar	15	NULL	NULL	N/A
StudentLowestGradeLevelCode	varchar	2	NULL	The code for the grade level of the student with the lowest grade in the section. Grade codes can be found in CEDARS.dbo.LuGradeLevel	How do I find the code for the grade level of the student with the lowest grade in a section?
StudentHighestGradeLevelCode	varchar	2	NULL	The code for the grade level of the student with the highest grade in the section. Grade codes can be found in CEDARS.dbo.LuGradeLevel	How do I find the code for the grade level of the student with the highest grade in a section?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiries/Question
StudentCount	int	NULL	NULL	The count of students in the section. Previously used in TeacherQuality.dbo.TeacherLMCOTFDistrictSubmission. However, in school years 2020-21 and 2021-22 this value was not calculating correctly. In 2024-25+ BuildingTeachLMCOTF was used instead of TeacherLMCOTFDistrictSubmission. The student count in BuildingTeacherLMCOTF has not been evaluated for accuracy yet.	Where are lists of how many students were enrolled in a section of instruction?
SubmissionDate	datetime	NULL	NULL	When the record was submitted and locked in EE Tool	How can I determine exactly when a record was submitted to this system?

## Retention Mobility

- Retention Mobility is the name of a research table OSPI has created for the express purpose of calculating retention/attrition rates more easily. It combines S275 and CEDARS data and attaches a number of flags indicating various types of movement and retention the educator had though the public WA K-12 system, such as exiting, moving schools or districts, and staying at the same location.
- Retention mobility data can be requested by submitting an [Educator Data Request Form](#) or having a DSA.

**Table 5: Retention Mobility**

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
SchoolYearCode	varchar	9	NULL	School year, formatted FFFF-SSSS.	How are school years formatted equally in this system?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
DistrictOrganizationId	int	NULL	NULL	The organization ID for the district.	What is the unique organization identifier for a district?
SchoolOrganizationId	int	NULL	NULL	The organization ID for the school building.	What are the unique identifiers for school buildings?
PersonnelId	int	NULL	NULL	A unique ID for personnel used in SAFS.	What are the unique personnel identifiers used in SAFS?
EducatorID	int	NULL	NULL	A unique identifier for each educator. Same as PersonID.	How are educators identified in the state systems?
CertificateNumber	varchar	7	NULL	A unique certificate number is given to each educator. This is the number educators are likely to be able to provide about themselves when asked for their ID number. Can be used to crosswalk to other data. Formatted in a combination of numerals and a letter like 123456R.	What are the unique identifiers that show a teacher is certified?
DOB	date	NULL	NULL	Date of Birth	What is the term for an educator's date of birth in this system?
IsAIAN	bit	NULL	NULL	Educator is American Indian/Alaskan Native. Includes Hispanic and multiracial.	What is the term in this system that shows an educator is American Indian/Alaskan Native, which also includes Hispanic and multiracial educators?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
IsAsian	bit	NULL	NULL	Educator is Asian. Includes Hispanic and multiracial.	What is the term in this system that shows an educator is Asian, which also includes Hispanic and multiracial educators?
IsBlack_AfricanAmerican	bit	NULL	NULL	Educator is Black/African American. Includes Hispanic and multiracial.	What is the term in this system that shows an educator is Black/African American, which also includes Hispanic and multiracial educators?
IsHispanic_Latino	bit	NULL	NULL	Educator is Hispanic or Latino. Includes multiracial and any other race.	What is the term in this system that shows an educator is Hispanic or Latino, which also includes multiracial educators and those of any other race?
IsNHPI	bit	NULL	NULL	Educator is Native Hawaiian/Other Pacific Islander. Includes Hispanic and multiracial.	What is the term in this system that shows an educator is Native Hawaiian/Other Pacific Islander, which also includes Hispanic and multiracial educators?
IsWhite	bit	NULL	NULL	Educator is White Includes Hispanic and multiracial.	What is the term in this system that shows an educator is White, which also includes Hispanic and multiracial educators?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
Race	varchar	2	NULL	Educator race. AS = Asian, BL = Black, WH= White, AM = Native American/Native Alaskan, PA = Native Hawaiian/Other Pacific Islander, MR = Multiracial, or NULL = Unknown	What term narrows down which race an educator is?
Ethnicity	varchar	2	NULL	Educator ethnicity. Y (Yes) = Hispanic, N (No) = Non-Hispanic, NULL = Unknown	What term narrows down which ethnicity an educator is?
RaceEthnicity	varchar	250	NULL	Educator race ethnicity. American Indian/ Alaska Native, Asian, Black/ African American, Hispanic/ Latino of any race(s), Native Hawaiian/ Other Pacific Islander, Not Provided, Two or more races, White, NULL	What term narrows down an educator's combined race/ethnicity determination?
Gender	varchar	25	NULL	Educator gender: Female, Male, Other, Not Provided, NULL	What term narrows down an educator's gender?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
HighestDegree	int	NULL	NULL	<p>Highest reported educational degree that school year.</p> <p>0 NULL. No degree recorded.</p> <p>1 Not a value</p> <p>2 Other / Non-Degreed</p> <p>3 Associate's Degree</p> <p>4 Bachelor's Degree</p> <p>5 Master's Degree</p> <p>6 Education Specialist / Specialist School Psychology</p> <p>7 Doctoral Degree</p>	How can I find which degrees an educator has?
ReportedExperience	decimal	10	2	Years of certificated experience at the start of the school year, from S275.	How can I narrow down how many years of experience an educator had at the start of the school year?
CalculatedExperience	decimal	NULL	10,2	Summation of FTE of certificated experience from past school years, from S275.	How can I calculate an educator's total FTE of certified experience from past school years?
IsParaeducator	bit	NULL	NULL	The educator was a paraeducator that school year.	Where is the list of paraeducators in a particular school year?
IsTeacher	bit	NULL	NULL	The educator was a teacher that school year.	Where is the list of teachers in a particular school year?
IsPrincipal	bit	NULL	NULL	The educator was a principal or vice principal that school year.	Where is the list of principals or vice principals in a particular school year?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
IsOtherSchoolLeader	bit	NULL	NULL	The educator was a superintendent, deputy superintendent, other district administrator, other school administrator, or had an activity in supervision (instruction) or instructional professional development.	Where is the list of educators who were superintendents, deputy superintendents, other district administrators, other school administrators, or had an activity in supervision (instruction) or instructional professional development in a particular year?
IsESA	bit	NULL	NULL	The educator was an Educational Staff Associate that school year.	Where is the list of educators who were Educational Staff Associates in a particular year?
IsStudentSupport	bit	NULL	NULL	The educator was other support personnel that school year.	Where is the list of educators who were other support personnel in a particular year?
IsOnLeave	bit	NULL	NULL	Certificated educator is on leave.	What term indicates an educator is on leave?
DataSourceld	varchar	4	NULL	Where the educator employment record came from. 1 = SAFS, 4 = CEDARS.	What indicates which system an educator's employment record came from?
IsLateHire	bit	NULL	NULL	The educator was hired after October 1 of that school year.	What term indicates an educator was hired after October 1 in a school year?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
IsNBCT	bit	NULL	NULL	The educator had a National Board Certified Teacher certificate that school year.	What term indicates an educator was a National Board Certified Teacher in a particular year?
ContentAreaId	int	NULL	NULL	The content area ID the teacher taught or Special Education program ID and activity codes were identified.	What unique identifier indicates the content area ID a teacher taught or Special Education program ID they were part of?
ContentAreaName	varchar	100	NULL	The content area for the course, such as Math, Science, Music, Visual Arts, More Than One Core Content Area (Block Class), Media Arts.	Where can I find the names for the content areas of courses?
GradeLevel	varchar	5	NULL	The grade level of the student or course.	What term indicates the grade level of students or courses?
IsNewHireSchool	INT	NULL	NULL	1 = Educator <= 0.5 years of certificated experience in their first reported school year. 2 = Educator > 0.5 years of certificated experience in their first reported school year (potentially out of state or from a private school). This field does not "reset" if an educator changes roles.	How can I determine if an educator is considered a new hire at a school?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
IsNewHireDistrict	INT	NULL	NULL	1 = Educator <= 0.5 years of certificated experience in their first reported school year. 2 = Educator > 0.5 years of certificated experience in their first reported school year (potentially out of state or from a private school). This field does not "reset" if an educator changes roles.	How can I determine if an educator is considered a new hire in a district?
IsNewHireState	INT	NULL	NULL	1 = Educator <= 0.5 years of certificated experience in their first reported school year. 2 = Educator > 0.5 years of certificated experience in their first reported school year (potentially out of state or from a private school). This field does not "reset" if an educator changes roles.	How can I determine if an educator is considered a new hire in the state?
IsStayer	bit	NULL	NULL	Educator stayed in the same district and the same school the following school year.	How can I determine if an educator stayed at the same school in the same district for consecutive years?
IsStayerInGrade	bit	NULL	NULL	Teacher taught the same grade the following school year.	How can I determine if an educator kept teaching the same grade for consecutive years?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
IsStayerInContent	bit	NULL	NULL	Teacher taught the same content area the following school year.	How can I determine if an educator kept teaching the same content for consecutive years?
IsMoverIn	bit	NULL	NULL	Educator moved to another school in the same district the following school year.	How can I determine if an educator moved to a different school in the same district in a particular year?
IsMoverOut	bit	NULL	NULL	Educator moved to another district the following school year. If the educator worked in more than 1 LEA, the continuing LEA is not marked as IsMoverOut.	How can I determine if an educator moved to a different district in a particular year?
IsRetire	bit	NULL	NULL	This field does not work yet. Eventually it will flag educators who are retired according to DRS.	N/A
IsReturnerInSchool	bit	NULL	NULL	Educator returned to the same school after exiting public education.	How can I determine if an educator returned to work at the same school after exiting public education?
IsReturnerInDistrict	bit	NULL	NULL	Educator returned to the same district after exiting public education.	How can I determine if an educator returned to work at the same district after exiting public education?
IsReturnerOut	bit	NULL	NULL	Educator returned to a different district after exiting public education.	How can I determine if an educator returned to work at a different district after exiting public education?

Field Name	Data Type	Max Length	Scale	Definition	Related Inquiry/Questions
IsExiter	bit	NULL	NULL	Educator left public education the next school year.	How can I determine at what point an educator exited public education?
IsRoleChange	bit	NULL	NULL	The educator added or changed educator roles this school year, compared to last school year.	How can I determine if an educator added or changed educator roles from one year to the next?
DataAsOf	datetime	NULL	NULL	When this record was calculated or reported.	What indicates when a record was calculated or reported?

## Substitute Teacher Data Collection

- The [substitute teacher data collection](#) is a new collection and is rapidly evolving, so it currently has no data dictionary. The collection was created to produce a report defined in [RCW 28A.300.615](#). It collects the following five pieces of information about substitute teachers who were hired at each district regardless of duration or frequency of employment per school year:
  - The number of substitute teachers hired per school year;
  - The number of hours worked by each substitute teacher;
  - The number of substitute teachers that received benefits under the school employees' benefits board;
  - The full daily compensation rate per substitute teacher; and
  - The reason for hiring the substitute teacher.
- The substitute teacher data collection includes substitute teachers who were reported in the S275, CEDARS, and E-Certification. It also can contain substitute teachers who were not in those data sources. LEAs can manually add substitute teachers to the collection if the substitute was hired after October 1st (not being reported in S275) or if they were only a short-term substitute (not being reported in CEDARS).

- The substitute teacher hiring and compensation data can be requested by submitting an [Educator Data Request Form](#) or having a DSA.

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