Michigan Ed-Fi Data v3.1 - Staff

Last Modified on 12/14/2025 8:45 pm CST

Tool Search: Ed-Fi

This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.

> A Staff Education Organization Assignment Association or a Staff Education Organization Employment Association record must be sent in order to see/access a Staff Record in the ODS. This is is the security protocol set by Ed-Fi, you cannot see the Staff record until they are associated to a District or School through the SEOAA or SEOEA records.

Object Triggering Logic

This table describes logic for triggering syncing of this object.

Action	Trigger
Post	When a person has a District Employment or District Assignment record that overlaps the configured year and they have an Ed-Fi ID. • Do NOT report a record if any one of the following scenarios are true: 1. There is not an Ed-FI ID for the staff person. 2. The staff records are not active based on the Scope Year logic listed below. 3. If the record is being triggered from a District Assignment record and it is marked as Exclude. 4. If the record is being triggered from a District Assignment record and the School is marked as Exclude.
Put	When any data is edited for the person in the Data Elements fields below. • When the person's identity record is changed. • When the person's employment assignment record is changed. • When the person's employment record is changed. • When one of the person's employment credentials is changed. • When one of the person's section staff history records is changed.
Delete	Staff records are a shared resource among all districts, this record will not delete.

School Exclude, Calendar Exclude, Resource Toggle and Resync Logic

This table describes the School Exclude, Calendar Exclude, Resource Toggle and Resync logic of this object.

Action	Trigger
None	If a resource is toggled to 'OFF' after data has sent, all sent data will remain in the ODS but no new data will send.
Resync	If a record is in the Ed-Fi Identity Mapping table and not in the ODS, it will be deleted from the Ed-Fi Identity Mapping table.
Resync	If a record is in the ODS and it does not have a matching record in Campus or the Ed-Fi Identity Mapping table, it will be deleted from the ODS.
Resync	If a mapping is changed in Resource Preferences, a resync will need to be done to reflect the changes.

Natural Key Changes, Cascading Updates, and Deletes Logic

This table describes the Natural Key Changes/Cascading Updates and Deletes logic of this object.

Action	Trigger
Delete/Post	Cascading Deletes: The logic for an Ed-FI ID change will update all resources impacted by this change.
Dependent Resources	Staff Education Organization Assignment Associations, Staff Education Organization Employment Associations, Staff School Associations, Staff Section Associations, Staff Cohort Associations

Scope Year Logic

This table describes scope year logic of this object.

Logic
A record will report when a person has a District Assignment or District Employment record that is aligned to a scoped year. • Report when a staff has an active District Assignment or District Employment record that overlaps with the School year Start and End Dates. ○ If School Year Start Date is NULL, 7/1/xxxx will be the default start date used. ○ If School Year End Date is NULL, 6/30/xxxx will be the default end date used. • Data will only send for the years that have valid configuration.
When using data in Campus that has an effective date, the following logic will be applied to determine the scope year(s) to report the data to. • Current Year: Records will be compared to today's date to determine if the record is eligible to report. • Previous Years: The record's date must be on or before the schools year's end date defined in the School Years editor. If blank, the default date of 6/30/xxxx is used. • Future Years: The record's date must be on or after the schools year's start date defined in the School Years editor. If blank, the default date of 7/01/xxxx is used.
When using data in Campus that have start and end dates, the following logic will be applied to determine the scope year(s) to report the data to. • Current Year: The records start date must be on or before today's date and the records end date must be on or after today's date. • Previous Years: The record's start date must be on or before the school year's end date and the record's end date must be after the school year's end date defined in the School Years editor. If blank, the default date of 6/30/xxxx is used. • Future Years: The record's start date must be on or before the schools year's start date and the record's end date must be on or after the school year's start date defined in the School Years editor. If blank, the default date of 7/01/xxxx is use.

Identity Mapping Object Key

This table describes the Identity Mapping Object Key of this object.

campusObjectType	Object Key Data Source
Person	personID

Event Queue Detail

This table describes the Event Queue Detail of this object.

Campus Table	Ed-Fi Action	Fields
employment	Post/Put/Delete	The primary table used for sending data for this resource.
employmentassignment	Post/Put/Delete	The primary table used for sending data for this resource.
identity	Put	Hispanic or Latino, Gender, First Name, Suffix, Last Surname, Middle Name
person	Put	Ed-FI ID, Staff Number
contact	Put	Email
raceethnicity	Put	Races
employmentCredential	Put	Highest Completed Level of Education, Highly Qualified Teacher, License Number
employment	Put	Highest Completed Level of Education, License Number

Object Data Elements

This table describes data elements sent within the Staff resource.

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
id	The unique identifier of the resource.		M		
staffUniqueId	A unique alpha-numeric code assigned to a staff.	1. Report the Ed-Fi ID.	M	Census>People> Demographics> EdFi ID	person.edFiID
addresses	Report the person's address(es).	1. This is optional, does not report.	O		
birthDate	The month, day, and year on which an individual was born.	1. Report the Birth Date from the person's current identity record. 2. If blank, do not report.	O	Census>People> Identities>Birth Date	identity.birthdate
citizenshipStatus Descriptor	A unique identifier used as Primary Key, not derived from business logic, when acting as Foreign Key, references the parent table.	1. This is optional, does not report.	O		
credentials	An unordered collection of staffCredentials. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. This is optional, does not report.	O		
electronicMails	An unordered collection of staffElectronicMails. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. See array section for logic.	O		
firstName	A name given to an individual at birth, baptism, or during another naming ceremony, or through legal change.	1. Report the first name from the person's current identity record.	M	Census>People> Identities>First Name	identity.firstName
generationCodeSuffix	An appendage, if any, used to denote an individual's generation in his family (e.g., Jr., Sr., III).	1. Report the suffix from the person's current identity record. 2. If blank, do not report.	C	Census>People> Identities>Suffix	identity.suffix

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
highestCompletedLevel OfEducationDescriptor	The highest level of education completed for a staff member.	1. Report if the staff member has a Credential record with a Credential Type = ED: Education and Education Level selected is mapped to a valid Ed-Fi code in Resource Preferences. 2. If the staff does not have a valid credential record, report from the Education droplist on the person's District Employment record and the Education is mapped to a valid Ed-Fi Code in Resource Preferences. 3. If there is no Education record or the Ed-Fi code value is NULL, do not report. 4. See Business Rule S3 in Scope Year logic to determine the Scope Year to post or update.	O	Census> People> Credentials OR Census > People> District Employment	employmentCredential.employr OR employment.educationLevel

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
highlyQualifiedTeacher	An indication of whether a teacher is classified as highly qualified for his/her assignment according to state definition. This attribute indicates the teacher is highly qualified for ALL sections being taught. Section 9101(23) of the ESEA defines the term "highly qualified."	1. Report "True" when the person has a Credential Type = HQ: Highly Qualified and has a Staff History record on a Section. ○ See Business Rule S3 in Scope Year logic to determine the Scope Year to post or update. 2. Report "False" when person is a teacher on any active course section and does not have a HQ: Highly Qualified Credential. ○ The record will still report if the Staff History or District Assignment record has ended. 3. If person has a HQ Credential but does not have .a Staff History record, do not report.	O	Census> People> Credentials	employmentCredential.employ
hispanicLatinoEthnicity	An indication that the individual traces his or her origin or descent to Mexico, Puerto Rico, Cuba, Central and South America, and other Spanish cultures, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."	1. Report from "Is the individual Hispanic/Latino?" from the person's current identity: ○ If droplist is = Yes, report "true". ○ If droplist is = No or NULL, report "false".	M	Census>People> Identities>Is the individual Hispanic/Latino?	identity.hispanicEthnicity
identificationCodes	An unordered collection of staffIdentificationCodes. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. See array section below for logic.	O		

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
identificationDocuments	An unordered collection of staffIdentificationDocuments. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. This is optional, does not report.	O		
internationalAddresses	An unordered collection of staffInternationalAddresses. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. This is optional, does not report.	O		
languages	An unordered collection of staffLanguages. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. This is optional, does not report.	O		
lastSurname	The name borne in common by members of a family.	1. Report the last name from the person's current identity record.	M	Census>People>Identities>Last Name	identity.lastName
loginId	The login ID for the user; used for security access control interface.	1. This is optional, does not report.	O		
maidenName	The person''s maiden name, if applicable.	1. This is optional, does not report.	O		
middleName	A secondary name given to an individual at birth, baptism, or during another naming ceremony.	1. Report the middle name from the person's current identity record. 2. If blank, do not report.	C	Census>People>Identities>Middle Name	identity.middleName
oldEthnicityDescriptor	Previous definition of Ethnicity combining Hispanic/latino and race 1 - American Indian or Alaskan Native 2 - Asian or Pacific Islander 3 - Black, not of Hispanic origin 4 - Hispanic 5 - White, not of Hispanic origin.	1. This is optional, does not report.	O		

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
otherNames	An unordered collection of staffOtherNames. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. This is optional, does not report.	O		
personalIdentification Documents	The documents presented as evident to verify one's personal identity; for example: drivers license, passport, birth certificate, etc.	1. This is optional, does not report.	O		
personalTitlePrefix	A prefix used to denote the title, degree, position or seniority of the person.	1. This is optional, does not report.	C	Census > People > Identities	
races	An unordered collection of staffRaces. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. See Array section below for logic.	O		
recognitions	Recognitions given to the staff for accomplishments in a co-curricular or extracurricular activity.	1. This is optional, does not report.	O		
sexDescriptor	A person''s gender.	1. Report the following based on the value selected in the droplist: ○ Female report 'Female'. ○ Male report 'Male'. ○ If blank or Non-binary, report 'Not Selected'.	M	Census>People> Identities>Gender	identity.Gender
telephones	An unordered collection of staffTelephones. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. This is optional, does not report.	O		
tribalAffiliations	An American Indian tribe with which the staff member is affiliated.	1. This is optional, does not report.			

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
visas	An unordered collection of staffVisas. This entity represents an individual who performs specified activities for any public or private education institution or agency that provides instructional and/or support services to students or staff at the early childhood level through high school completion.	1. This is optional, does not report.	O		
yearsOfPriorProfessional Experience	The total number of years that an individual has previously held a similar professional position in one or more education institutions.	1. This is optional, does not report.	O		
yearsOfPriorTeaching Experience	The total number of years that an individual has previously held a teaching position in one or more education institutions.	1. This is optional, does not report.	O		

Arrays

▸ Click here to expand...

Staff Electronic Mail

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
electronicMailTypeDescriptor	Key for ElectronicMail.	1. The Email (primary) address will report as 'Work'. 2. The Secondary Email address will report as 'Home/Personal'.	M		
electronicMailAddress	The numbers, letters, and symbols used to identify an electronic mail (e-mail) user within the network to which the individual or organization belongs.	1. Reports the email address entered for that person.	M	Census> People> Demographics> Email Census> People> Demographics> Secondary Email	contact.email contact.secondaryemail
primaryEmailAddressIndicator	An indication that the electronic mail address should be used as the principal electronic mail address for an individual or organization.	1. This is optional, does not report.	O		

Staff Identification Code

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
staffIdentification SystemDescriptor	The key for StaffIdentificationSystem.	1. Report 'District' when reporting the local staff number. 2. Report 'State' when reporting the Staff State ID number.	M		
assigningOrganizati onIdentificationCode	The organization code or name assigning the Staff Identification Code.	1. Do not report, we do not collect the agency name that issues staff state id's or license numbers.	O		
identificationCode	A unique number or alphanumeric code assigned to a staff member by a school, school system, a state, or other agency or entity.	1. Report the Staff State ID if populated. 2. Report the Local Staff Number if populated.	M	Census > People > Demographics > State Staff ID Census > People > Demographics > Local Staff ID	individual.staffStateID

Race

Data Element Label	Business Requirement	Business Rules	M,C or O	Data Source GUI Path	Database Field

Data Element Label	Business Requirement	Business Rules	M,C or O	Data Source GUI Path	Database Field

raceDescriptor	The general racial category which most clearly reflects the individual's recognition of his or her community or with which the individual most identifies.	1. Determine the Race/Ethnicity(s) that are checked on the person's current identity record.
		   ◦ Use the Identity Race Ethnicity table to determine all of the check boxes checked for the person's current identity id.
		2. Report the Ed-Fi Code mapped in Resource Preferences to the corresponding Race Ethnicity.
		   ◦ Report all races if the student has more than 1 selected.
		3. Do not report if the person does not have a Race/Ethnicity checked or there is not a corresponding mapping.
			M	Census> People> Identities> Race/Ethnicity	IdentityRaceEthnicity and racethnicity.raceid