Staffs (Indiana v3.6)

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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 from early childhood through high school completion.

Object Triggering Logic

This table describes the logic for triggering the syncing of this object.

> 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 the security protocol set by Ed-Fi. Staff records are not visible until they are associated to a District or School through the Staff Education Organization Assignment Association or Staff Education Organization Employment Association records.

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 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 data is changed / edited on the person's identity record in the Data Elements fields below: • First Name • Legal First Name • Last Name • Legal Last Name • Middle Name • Legal Middle Name • Suffix • Legal Suffix • Gender • Legal Gender • Any Race/Ethnicity Information When any of the following are changed: • The person's employment assignment record. • One of the person's employment credentials. • One of the person's section staff history records.
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.

Action	Trigger
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 reports 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 only sends 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.

Resource Preferences

This table describes the Resource Preferences of this object.

Data Element Label	Mapping Needed
Race/Ethnicity	Race Descriptor

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 Labels in **bold** are part of the Natural Key and are required data elements for Data to send to Ed-Fi.

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Data Element Label	Business Requirement	Business Rules	M, C or O	Location
id	The unique identifier of the resource.		M	
staffUniqueId	A unique alpha-numeric code assigned to a staff.	Reports the Staff State ID.	M	Census > > Demogr > Staff Sta
addresses	Report the person's address(es).	This is optional, does not report.	O	
birthDate	The month, day, and year on which an individual was born.	1. Reports the Birth Date from the person's current identity record. 2. If blank, does not report.	M	Census > > Identities > Birth Da identity.bi
citizenshipStatus Descriptor	A unique identifier used as Primary Key, not derived from business logic, when acting as Foreign Key, references the parent table.	This is optional, does not report.	O	

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
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.	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.	See Array section below for logic.	O	
firstName	A name given to an individual at birth, baptism, or during another naming ceremony, or through legal change.	1. Reports the Legal First Name if present from the current Identity record. 2. Otherwise, reports First Name from the current Identity record.	M	Census > > Identitie Legal First / First Nam
generationCodeSuffix	An appendage, if any, used to denote an individual's generation in his family (e.g., Jr., Sr., III).	1. Reports the Legal Suffix if legal information is present on the current Identity record. ◦ If legal information is present and the Legal Suffix is blank, this will not report even if Suffix has a value. 2. Otherwise, reports the Suffix from the current Identity record.	C	Census > > Identitie Legal Suffi Suffix

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
highestCompleted LevelOfEducation Descriptor	The highest level of education completed for a staff member.	1. Reports 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, reports from the Education drop list 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, does not report.	O	Census > > Credential OR Census > > District Employme employme Credential employme Credential Type OR employme education Level

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
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. Reports 'True' when the person has a Credential Type = HQ: Highly Qualified and has a Staff History record on a Section. 2. Reports 'False' when person is a teacher on any active course section and does not have a HQ: Highly Qualified Credential. ○ The record still reports 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, does not report.	O	Census > > Credential employme Credential employme Credential Type
hispanicLatino Ethnicity	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."	Reports from "Is the individual Hispanic /Latino?" from the person's current identity: • If drop list is = Yes, reports "true". • If drop list is = No or NULL, reports "false".	M	Census > > Identities Is the indiv Hispanic/L identity.hi Ethnicity
identificationCodes	An unordered collection of staffIdentificationCodes. A unique number or alphanumeric code assigned to a staff member by a school, school system, a state, or other agency or entity.	See Array section below for logic.	O	

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
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.	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.	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.	This is optional, does not report.	O	
lastSurname	The name borne in common by members of a family.	1. Reports the Legal Last Name if present from the current Identity record. 2. Otherwise, reports the Last Name from the current Identity record.	M	Census > > Identitie Legal Last / Last Nam
loginId	The login ID for the user; used for security access control interface.	This is optional, does not report.	O	
maidenName	The person's maiden name, if applicable.	This is optional, does not report.	O	

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
middleName	A secondary name given to an individual at birth, baptism, or during another naming ceremony.	1. Reports the Legal Middle Name if legal information is present on the current Identity record. ○ If legal information is present and the Legal Middle Name is blank, this will not report even if Middle Name has a value. 2. Otherwise, reports the Last Name from the current Identity record.	C	Census > > Identitie Legal Midc Name / Mi Name
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.	This is optional, does not report.	O	
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.	This is optional, does not report.	O	
personal Identification Documents	The documents presented as evident to verify one's personal identity; for example: drivers license, passport, birth certificate, etc.	This is optional, does not report.	O	
personalTitle Prefix	A prefix used to denote the title, degree, position or seniority of the person.	This is optional, does not report.	C	Census > > Identitie

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
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.	See Array section below for logic.	O	
recognitions	Recognitions given to the staff for accomplishments in a co-curricular or extracurricular activity.	This is optional, does not report.	O	
sexDescriptor	A person's gender.	Reports from Legal Gender if present from the current Identity record. Otherwise, reports from Gender. Report the following: • Female reports 'Female'. • Male reports 'Male'. • If blank or Non-binary, reports Not Selected ○ This is not actually a valid code to report. It is reported to cause an error in the Ed-Fi Error Log. Indiana only allows Male and Female codes to report.	M	Census > > Identitie Legal Gen Gender identity.G
initialLicensePostSecondaryInstitutionDescriptor	The state assigned number of the post-secondary institution for this employee s initial license.	This is optional, does not report.	O	

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
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.	This is optional, does not report.	O	
tribalAffiliations	An American Indian tribe with which the staff member is affiliated.	This is optional, does not report.	O	
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.	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.	This is optional, does not report.	O	

Arrays

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Staff Electronic Mail

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
electronicMailTypeDescriptor	Key for ElectronicMail	1. The Email (primary) address will report as 'Work'. 2. The Secondary Email address will report as 'Home/Personal'.	M	

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
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.	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.	This is optional, does not report.	O	

Staff Identification Code

Data Element Label	Business Requirement	Business Rules	M, C or O	Location
staffIdentificationSystemDescriptor	A coding scheme that is used for identification and record-keeping purposes by schools, social services, or other agencies to refer to a staff member.	Reports the last4SSN for all Staff (hard-coded).	M	
assigningOrganizationIdentificationCode	The organization code or name assigning the Staff Identification Code.	This is optional, does not report.	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.	Reports the last 4 numbers of the Social Security Number.	M	Census > People > Demographics > Soc Sec Number

Race

Data Element Label	Business Requirement	Business Rules	M,C or O	Location

Data Element Label	Business Requirement	Business Rules	M,C or O	Location
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. The way this data element is listed, it must allow for multiple entries so that each individual can specify all appropriate races.	Reports the Ed-Fi Code mapped to the race selected in the checkboxes on the person's current Identity record. • If multiple checkboxes are checked, report Multiracial (two or more races) • If *Is the individual Hispanic/Latino?* is Y:Yes, reports Hispanic Ethnicity and of any race Reporting priority: • Hispanic Ethnicity and of any race • Multiracial (two or more races) • Ed-Fi Code mapped to the single checkbox selection Does not report if the person does not have a Race/Ethnicity checked or there is not a corresponding mapping in Resource Preferences.	M	Census > People > Identities > Race/Ethnicity IdentityRaceEthnicity and racethnicity.raceid

Type/Descriptor

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Level of Education Descriptors

Code Value	Description	Namespace	Short Description
Associate's Degree (two years or more)	Associate's Degree (two years or more)	uri://ed-fi.org/LevelOfEducationDescriptor	Associate's Degree (two years or more)
Bachelor's	Bachelor's	uri://ed-fi.org/LevelOfEducationDescriptor	Bachelor's
Did Not Graduate High School	Did Not Graduate High School	uri://ed-fi.org/LevelOfEducationDescriptor	Did Not Graduate High School
Doctorate	Doctorate	uri://ed-fi.org/LevelOfEducationDescriptor	Doctorate
High School Diploma	High School Diploma	uri://ed-fi.org/LevelOfEducationDescriptor	High School Diploma
Master's	Master's	uri://ed-fi.org/LevelOfEducationDescriptor	Master's
Some College No Degree	Some College No Degree	uri://ed-fi.org/LevelOfEducationDescriptor	Some College No Degree

Staff identification System Descriptor

Code Value	Description	Namespace	Short Description
Canadian SIN	Canadian SIN	uri://ed-fi.org/StaffIdentificationSystemDescriptor	Canadian SIN
District	District	uri://ed-fi.org/StaffIdentificationSystemDescriptor	District
Drivers License	Drivers License	uri://ed-fi.org/StaffIdentificationSystemDescriptor	Drivers License
Federal	Federal	uri://ed-fi.org/StaffIdentificationSystemDescriptor	Federal
Health Record	Health Record	uri://ed-fi.org/StaffIdentificationSystemDescriptor	Health Record
Medicaid	Medicaid	uri://ed-fi.org/StaffIdentificationSystemDescriptor	Medicaid
Other	Other	uri://ed-fi.org/StaffIdentificationSystemDescriptor	Other
Other Federal	Other Federal	uri://ed-fi.org/StaffIdentificationSystemDescriptor	Other Federal
PIN	PIN	uri://ed-fi.org/StaffIdentificationSystemDescriptor	PIN
Professional Certificate	Professional Certificate	uri://ed-fi.org/StaffIdentificationSystemDescriptor	Professional Certificate
School	School	uri://ed-fi.org/StaffIdentificationSystemDescriptor	School
Selective Service	Selective Service	uri://ed-fi.org/StaffIdentificationSystemDescriptor	Selective Service
SSN	SSN	uri://ed-fi.org/StaffIdentificationSystemDescriptor	SSN
State	State	uri://ed-fi.org/StaffIdentificationSystemDescriptor	State
US Visa	US Visa	uri://ed-fi.org/StaffIdentificationSystemDescriptor	US Visa

Electronic Mail Type Descriptors

Code Value	Description	Namespace	Short Description
Home/Personal	Home/Personal	uri://ed-fi.org/ElectronicMailTypeDescriptor	Home/Personal
Organization	Organization	uri://ed-fi.org/ElectronicMailTypeDescriptor	Organization
Other	Other	uri://ed-fi.org/ElectronicMailTypeDescriptor	Other
Work	Work	uri://ed-fi.org/ElectronicMailTypeDescriptor	Work

Race Descriptors

Code Value	Description	Short Description	Namespace
American Indian - Alaska Native	American Indian - Alaska Native	American Indian - Alaska Native	uri://ed-fi.org/RaceDescriptor
Asian	Asian	Asian	uri://ed-fi.org/RaceDescriptor
Black - African American	Black - African American	Black - African American	uri://ed-fi.org/RaceDescriptor

Code Value	Description	Short Description	Namespace
Native Hawaiian - Pacific Islander	Native Hawaiian - Pacific Islander	Native Hawaiian - Pacific Islander	uri://ed-fi.org/RaceDescriptor
White	White	White	uri://ed-fi.org/RaceDescriptor
Hispanic Ethnicity and of any race	Hispanic Ethnicity and of any race	Hispanic Ethnicity and of any race	uri://ed-fi.org/RaceDescriptor
Multiracial (two or more races)	Multiracial (two or more races)	Multiracial (two or more races)	uri://ed-fi.org/RaceDescriptor