COLORADO
Department of Education

2026-2027 Staff Interchange

File Changes Summary

For additional details please refer to the posted file layouts.

General Information

File Timeline

- **LEA Data Collection:** LEAs need the ability to input data for all fields by **07/01/2026**.
- **Interchange Opens:** September 2026
- **Interchange Closes:** October 2027

Connected Data Collections

The following data collections utilize information from this file.

Collection Name	Collection Window
Human Resources Snapshot	September 2026 to March 2027
Special Education December Count Snapshot	September 2026 to March 2027
Staff Evaluation Snapshot	May 2027 to October 2027

Changes

Record Expectation-Staff Profile

Staff will no longer be asked if they are Hispanic or Latino. Staff can choose one or more of the race/ethnicity categories. Two new race/ethnicity categories added Middle Eastern or North African and South Asian.

New (Removed) Codes-Staff Profile Interchange file

Ethnicity

Removed the separate question “Are you Hispanic or Latino”

New (Added) Codes-Staff Profile Interchange file

Ethnicity

Added staff can solely choose Hispanic or Latino as their ethnicity/race.

Ethnicity-Hispanic or Latino

Individuals of Mexican, Puerto Rican, Salvadoran, Cuban, Dominican, Guatemalan, and other Central or South American or Spanish culture or origin.

Code	Description
0	No, not Hispanic or Latino
1	Yes, Hispanic or Latino

Staff will select all ethnicities/races that apply (they must select at least one).

Two new race/ethnicity categories added South Asian and Middle Eastern or North African.

South Asian

Individuals with origins in any of the original peoples of South Asia; for example: Asian Indian, Pakistanis, Bangladeshis, Nepalese, Bhutanese, Sri Lankans, and Maldivians.

Code	Description
0	No, not South Asian
1	Yes, South Asian

Middle Eastern or North African

Individuals of with origins in any of the original peoples of the Middle East or North Africa; for example: Lebanese, Iranian, Egyptian, Syrian, Iraqi, and Israeli

Code	Description
0	No, not Middle Eastern or North African
1	Yes, Middle Eastern or North African

Record Expectation-Staff Assignment

Valid code added to the list of Employment Status codes. LEAs will select employment status (30) PERA Retiree-for staff previously retired from a Colorado public school and have an active employment this year. Educators reported with this code will be considered as hired via a shortage mechanism.

New (Added) Codes-Staff Assignment Interchange file

Employment Status Code

Code	Description	Logic Notes
30	PERA Retiree-previously retired from a Colorado public school and has an active employment this year. Educators reported with this code will be considered as hired via a shortage mechanism.	Employment status (30) added as a valid code.

Record Expectation-Staff Evaluation Interchange file

Staff coded with job codes 105, 106, 201, 202, 206, 211, 213, 216, 218, 222, 223, 231, 233, 234, 235, 236, 237, 238, 242, and Employment status (30) must have a record in the staff evaluation interchange file along with their evaluation ratings.

FAQs

Employment Status valid code Added/Staff Interchange files

Staff Profile:

New Teacher is hired and has selected Hispanic/Latino as their race/ethnicity. How should they be coded?

Teacher has a record in the staff profile with valid code of 1 for Hispanic/Latino and all other race/ethnicities are coded 0.

New Teacher is hired and has selected Hispanic/Latino and Asian as their race/ethnicities. How should this teacher be coded?

Teacher has a record in the staff profile with valid code of 1 for Hispanic/Latino, and 1 for Asian and all other race/ethnicities are coded 0.

LEA hired a teacher that previously retired from their LEA. How should the teacher be coded?

Teacher has a record in the staff profile with their demographics. Teacher has a record in the staff assignment file with their assignment of teacher and employment status of 30 (PERA-Retiree). Teacher has a record in the staff evaluation interchange file with their teacher evaluation ratings.

LEA hired a teacher that previously retired from Teaching from another state other than Colorado. Should I use the PERA-Retiree (30) employment status since they retired from teaching?

Because the educator is not a PERA-Retiree, utilizes the active employment status code (e.g., 11, 12, or 13) that most accurately defines their role.

LEA hired a teacher that recently retired from a private Colorado school. Should I code the teacher with the PERA-Retiree (30) employment status since they are retired teachers?

As the educator is not a **Colorado PERA retiree**, utilize the active employment status code (e.g., 11, 12, or 13) that most accurately defines their current role.

LEA hired a retired Teacher that recently retired from another Colorado LEA to teach 4th grade. Should this teacher have evaluation data?

Teacher has a record in the staff profile with their demographics. Teacher has a record in the staff assignment file with their assignment of teacher and employment status of 30 (PERA-Retiree). Teacher has a record in the staff evaluation interchange file with their teacher evaluation ratings.