

# Teacher Vacancy Collection

## 2026-27

# Agenda 2026-27 Teacher Vacancy Collection

- Overview
- Timeline
- Data Collection Changes
- Business Rules
- Promotion Logic and Reports
- TEAL Roles
- Closeout
  - Frequently Asked Questions
  - Key Takeaways
  - Technical Resources
- Questions

# Background

- **HB 2 Section 3.08** amends Subchapter J, Chapter 21, Education Code by adding TEC §21.468, which adds a collection of data from school districts and open-enrollment charter schools to address teacher retention and recruitment, including the classifications, grade levels, subject areas, duration, and other relevant information regarding vacant teaching positions at districts.

TEA has added a new core collection, **Teacher Vacancy Collection (TVC)** with three entities:

1. LocalEducationAgency
2. **New** - OpenStaffPositionExt
3. **New** - RequisitionExt

# 2026-2027 Timeline

## 2026-2027 School Year

The Teacher Vacancy Collection will be due yearly on the fourth Thursday of September.

| TVC-Teacher Vacancy Collection                                   |                           |
|------------------------------------------------------------------|---------------------------|
| TSDS ready to load data to IODS                                  | August 3, 2026            |
| 2026-2027 Teacher Vacancy Collection ready for users to complete | September 7, 2027         |
| <b>Teacher Vacancy due date for LEAs</b>                         | <b>September 23, 2027</b> |
| Teacher Vacancy Collection data available to customers           | October 7, 2027           |

\*vacant positions from September 1, 2026, through August 31, 2027, will be promoted for the 2026-2027 school year.


Subsequently, if the posting is still vacant on September 1, 2027, the LEA will republish it to the next year's Individual Operational Data Store (IODS).



# NEW OpenStaffPositionExt Entity



## OpenStaffPositionExt Entity

| Data Element                                                | NP* | Core | PEIMS | Length | Data Type  | Descriptor Table | Element ID                                                                        |
|-------------------------------------------------------------|-----|------|-------|--------|------------|------------------|-----------------------------------------------------------------------------------|
| LocalEducationAgency                                        |     |      |       |        |            |                  |                                                                                   |
|                                                             |     |      |       |        |            |                  |  |
| PositionNumber                                              | ✓   |      |       | 20     | String     |                  | E3143                                                                             |
| StaffClassification                                         | ✓   |      |       |        | Descriptor | C021             | E0721                                                                             |
| ProgramAssignment <i>(may have multiple instances)</i>      | ✓   |      |       |        | Descriptor | C338             | E3045                                                                             |
| GradeLevelRange <i>(may have multiple instances)</i>        | ✓   |      |       |        | Descriptor | C370             | E3144                                                                             |
| InstructionalSubject <i>(may have multiple instances)</i>   | ✓   |      |       |        | Descriptor | C366             | E3145                                                                             |
| <b>PositionVacancy <i>(may have multiple instances)</i></b> |     |      |       |        |            |                  |                                                                                   |
| DatePositionVacant                                          | ✓   |      |       | 10     | Date       |                  | E3146                                                                             |
| VacancyReason                                               | ✓   |      |       |        | Descriptor | C367             | E3147                                                                             |

# OpenStaffPosition Entity Elements and Definitions



- **NEW PositionNumber** E3143 indicates the locally assigned position number for the open staff position, typically a number assigned by Human Resources that is associated with the specific role.
- **NEW GradeLevelRange** E3144 indicates the range of grade levels of a teaching position.

| Table ID   | Name              | Date Issued                                        |
|------------|-------------------|----------------------------------------------------|
| C370       | GradeLevelRange   | 12/01/2025                                         |
| Descriptor | Short Description | Long Description                                   |
| 01         | EE-PK             | EE – PK (Early Childhood through Pre-Kindergarten) |
| 02         | Elementary        | Elementary (Kindergarten through 5th grade)        |
| 03         | Middle School     | Middle School (6th through 8th grade)              |
| 04         | High School       | High School (9th through 12th grade)               |

# OpenStaffPosition Entity Elements and Definitions cont.



- **NEW InstructionalSubject** indicates the academic subject of instruction for the position.

| Table ID   | Name                         | Date Issued                  |
|------------|------------------------------|------------------------------|
| C366       | InstructionalSubject         | 12/01/2025                   |
| Descriptor | Short Description            | Long Description             |
| 01         | Technology Applications      | Technology Applications      |
| 02         | Special Education            | Special Education            |
| 03         | Social Studies               | Social Studies               |
| 04         | Self-Contained               | Self-Contained               |
| 05         | Science                      | Science                      |
| 06         | Physical Education & Health  | Physical Education & Health  |
| 07         | Other                        | Other                        |
| 08         | Non-Classroom Role           | Non-Classroom Role           |
| 09         | Mathematics                  | Mathematics                  |
| 10         | Foreign Language             | Foreign Language             |
| 11         | Fine Arts                    | Fine Arts                    |
| 12         | English Language Arts        | English Language Arts        |
| 13         | Career & Technical Education | Career & Technical Education |

- **NEW DatePositionVacant** indicates the date when the position becomes vacant. This should be the day after the final day of employment for the individual currently holding the position.

# OpenStaffPosition Entity Elements and Definitions cont.




- **NEW VacancyReason** indicates the reason that the position became vacant.

| Table ID   | Name                                    | Date Issued                                                                   | Date Updated |
|------------|-----------------------------------------|-------------------------------------------------------------------------------|--------------|
| C367       | VacancyReason                           | 12/01/2025                                                                    |              |
| Descriptor | Short Description                       | Long Description                                                              |              |
| 01         | New Position                            | New Position                                                                  |              |
| 02         | Position Vacant: Retired                | Position is vacant because the incumbent retired from the position            |              |
| 03         | Position Vacant: Leaving The Profession | Position is vacant because the incumbent left the profession                  |              |
| 04         | Position Vacant: Transfer               | Position is vacant because the incumbent took another position within the LEA |              |
| 05         | Position Vacant: Other                  | Position is vacant for a reason other than what is listed                     |              |

# ProgramAssignment (C338)



- Revised ProgramAssignment (C338) descriptor table:

[CSV](#) 

| Table ID   | Name                            | Date Issued                           | Date Updated |
|------------|---------------------------------|---------------------------------------|--------------|
| C338       | ProgramAssignment               | 03/01/2022                            | 12/01/2025   |
| Descriptor | Short Description               | Long Description                      |              |
| 01         | TIA Teacher                     | Teacher Incentive Allotment – Teacher |              |
| 02         | Regular Education               | Regular Education                     |              |
| 03         | Bilingual                       | Bilingual                             |              |
| 04         | Compensatory/Remedial Education | Compensatory/Remedial Education       |              |
| 05         | Gifted and Talented             | Gifted and Talented                   |              |
| 06         | Career and Technical Education  | Career and Technical Education        |              |
| 07         | Special Education               | Special Education                     |              |
| 08         | ESL                             | ESL                                   |              |
| 09         | Adult Basic Education           | Adult Basic Education                 |              |
| 10         | Honors                          | Honors                                |              |
| 11         | Migratory                       | Migratory                             |              |

# NewRequisitionExt Entity



## RequisitionExt Entity

| Data Element         | NP* Core | PEIMS | Length | Data Type  | Descriptor Table | Element ID |
|----------------------|----------|-------|--------|------------|------------------|------------|
| OpenStaffPositionExt |          |       |        |            |                  |            |
| RequisitionNumber    | ✓        |       | 20     | String     |                  | E3148      |
| EmploymentStatus     | ✓        |       |        | Descriptor | C368             | E3149      |
| DatePosted           | ✓        |       | 10     | Date       |                  | E3150      |
| DatePostingClosed    | ✓        |       | 10     | Date       |                  | E3151      |
| PostingClosedReason  | ✓        |       |        | Descriptor | C369             | E3152      |
| HireDate             | ✓        |       | 10     | Date       |                  | E3032      |

# New Requisition Ext Entity Elements and Definitions cont.

- **NEW RequisitionNumber** indicates the identifier assigned to an open staff position to initiate hiring, typically a number assigned by Human Resources.
- **NEW EmploymentStatus** indicates the type of employment or contract desired for the position

| Table ID   | Name                                                | Date Issued                                                                                            | Date Updated |
|------------|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------|--------------|
| C368       | EmploymentStatus                                    | 12/01/2025                                                                                             |              |
| Descriptor | Short Description                                   | Long Description                                                                                       |              |
| 01         | Probationary                                        | Probationary                                                                                           |              |
| 02         | Contractual                                         | Contractual                                                                                            |              |
| 03         | Employed/Affiliated With Outside Agency (Part-Time) | Employed by or affiliated with an outside organization other than the school system, working part-time |              |
| 04         | Employed/Affiliated With Outside Agency (Full-Time) | Employed by or affiliated with an outside organization other than the school system, working full-time |              |
| 05         | Employed Part-Time                                  | Employed part-time                                                                                     |              |
| 06         | Other                                               | Other                                                                                                  |              |
| 07         | Substitute/Temporary                                | Substitute/Temporary                                                                                   |              |
| 08         | Permanent                                           | Permanent                                                                                              |              |
| 09         | Volunteer/No Contract                               | Volunteer/No Contract                                                                                  |              |

# NewRequisitionExt Entity Elements and Definitions cont.

- **NEW DatePosted** indicates the date that the requisition was posted.
- **NEW DatePostingClosed** indicates the date the posting was closed or filled.
- **NEW PostingClosedReason** indicates whether the position was filled or closed unfilled.

| Table ID | Name                | Date Issued |
|----------|---------------------|-------------|
| C369     | PostingClosedReason | 12/01/2025  |

| Descriptor | Short Description | Long Description  |
|------------|-------------------|-------------------|
| 01         | Position Filled   | Position filled   |
| 02         | Posting Cancelled | Posting cancelled |

# New Business Rules

- The following new rules will be added to the **Teacher Vacancy Collection**:
  - 2 Fatafs – **31000** is a new sub-category – **Teacher Vacancy**
    - 31000-0001
    - 31000-0002
  - 2 Special Warnings
    - 31000-0003
    - 31000-0004



# Business Rules – Special Warning

- 31000-0003
- 31000-0004

| Rule #     | Rule Text / Business Meaning                                                                                                                             | Sev./ Level | Core | PEIMS | Applies To           |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------|-------|----------------------|
| 31000-0003 | If PostingClosedReason is "01" (Position Filled), then HireDate should be reported.<br>HireDate should be reported if the open position has been filled. | S<br>L2, L3 | ✓    |       | District,<br>Charter |

| Rule #     | Rule Text / Business Meaning                                                                                                                                                  | Sev./ Level | Core | PEIMS | Applies To           |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------|-------|----------------------|
| 31000-0004 | If PostingClosedReason is "02" (Posting Cancelled), then HireDate should not be reported.<br>HireDate should not be reported if the open position posting has been cancelled. | S<br>L2, L3 | ✓    |       | District,<br>Charter |

# Promotion Logic and Reports

## Promotion Logic

New: Staff > Teacher  
Vacancy subcategory

RequisitionExt data is promoted only when the RequisitionExt Entity is associated with an OpenStaffPositionExt Entity where the DatePositionVacant Entity is during the reporting year.

## Reports

One detailed report to include all reported elements per each vacancy reported

## Training

Training for the Teacher Vacancy Collection is currently in development, with timing to be communicated once finalized.

# TEAL Roles

- A new privilege - **Teacher Vacancy Access** will be available for each of these roles:
  - Core ESC Data Viewer
  - Core LEA Data Approver
  - Core LEA Data Completer
  - Core LEA Data Promoter
  - Core LEA Data Viewer
  - Core TEA Data Viewer

Users will need to apply for this new privilege even if they already have one of the roles above.

# FAQ – Reporting Timeline and School Year Alignment

**Why is the vacancy reporting timeline set from September 1 to August 31, and does this mix school years?**

The September 1–August 31 timeline is intended to capture vacancies associated with the school year, as reflected in the LEA’s Individual Operational Data Store (IODS).

Although hiring activity often occurs in the summer, this approach helps avoid requiring two separate collections in one year. Any position that is vacant at any point within this timeframe should be reported for that corresponding school year.

# FAQ – Vacancies Spanning Multiple Reporting Periods

## How is a vacancy reported when it spans two separate reporting periods?

A vacancy that remains open across reporting periods must be **reported in both periods**.

- In the **first reporting period**, the vacancy will be reported **without** Posting Closed information because the position has not yet been filled.
- In the **second reporting period**, the vacancy is reported again, this time **including** the Posting Closed information once the position is filled.

## FAQ – Vendor Responsibility for Vacancy Reporting

**Which vendor is responsible for reporting teacher vacancy data—the SIS, the HR system, or a third-party recruiting vendor?**

TEA shared reporting requirements with all vendors, but cannot mandate which specific system must report the data.

LEAs are responsible for coordinating with their vendors to ensure the required vacancy data is reported.

## FAQ – Staff Classification and Reporting

**Are vacancies reported for Staff Classification (C021) codes 087 (Teacher) and 047 (Substitute Teacher)?**

**No. Only vacancies for Staff Classification 087 (Teacher) are reported.**

## FAQ – Internally Filled Vacancy Reporting

**How should vacancies be reported when a position is filled through internal movement—for example, a vacant 5th-grade position filled by shifting a kindergarten teacher, followed by hiring a new kindergarten teacher?**

Reporting is tied to the original vacancy. Only the original 5th-grade vacancy should be reported.

Reporting focuses on the initial teacher vacancy, not on who later filled the secondary position created by internal movement.



# Key Takeaways

## What Matters Most For Successful Teacher Vacancy Data Reporting

### Why It Matters

- Supports statewide teacher vacancy reporting
- Ensures consistent, transparent data
- Helps identify trends in teacher shortages

### How It Fits

- A new yearly core collection due every fourth Thursday of September
- Uses three entities to capture vacancy details
- Reports any open teaching position from September 1- August 31. A vacancy can be reported across multiple years.

### What's New

- Two new entities
- New data elements (PositionNumber, GradeLevelRange, InstructionalSubject, Vacancy Reason, RequisitionNumber, EmploymentStatus, DatePosted, DatePostingClosed, PostingClosedReason)
- New descriptor tables for subjects, grade levels, and reasons

### What To Report

- Report all teacher (087) vacancies within the reporting period, including unfilled vacancies from a prior reporting period
- Base reporting on when the position became vacant
- Only report the original vacancy when internal moves occur


### Business Rules

- New 31000-series validations
- Align data with descriptor tables and required elements for each status

### Bottom Line

- Identify all vacancies in the required timeframe
- Ensure consistency in reporting by using published guidance and business rules

# Thank You



All rights reserved: This material may not be reproduced or distributed without the express written permission of the Education Service Center Region 11.