

Teacher Vacancy Collection

July 22, 2026

Agenda – 2026-2027 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



Texas Education Agency



Overview

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

Timeline

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
Teacher Vacancy due date for LEAs	September 23, 2027
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 school system will republish it to the next year's Individual Operational Data Store (IODS).

Data Collection Changes

LocalEducationAgency Entity

LocalEducationAgency Entity

Data Element	NP*	Core	PEIMS	Length	Data Type	Descriptor Table	Element ID
EducationOrganizationCategory *(may have multiple instances)*	✓				Descriptor	C331	NP004
NameOfInstitution		✓	PA,PF,PM,PS,PE,EF	75	String		E3037
LocalEducationAgencyId		✓	PA,PF,PM,PS,PE,EF	6	Number		E0212
LocalEducationAgencyCategory		✓	PA,PF,PM,PS,PE,EF		Descriptor	C337	E3036

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 *(may have multiple instances)*		✓			Descriptor	C338	E3045
GradeLevelRange *(may have multiple instances)*		✓			Descriptor	C370	E3144
InstructionalSubject *(may have multiple instances)*		✓			Descriptor	C366	E3145
PositionVacancy *(may have multiple instances)*							
DatePositionVacant		✓		10	Date		E3146
VacancyReason		✓			Descriptor	C367	E3147

PositionNumber (E3143)

- New PositionNumber (E3143) data element:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3143	PositionNumber	12/01/2025	

Definition

PositionNumber 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.

Special Instructions

Table Identification	Length	Data Type	Domain of Values
	20	String	

Used in Entities

OpenStaffPositionExt

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
- ☐ CSW Charter School Waitlist
- ☐ ECDS ECDS-KG
- ☐ ECDS ECDS-PK
- ☐ NP Not Promoted
- ☐ RFT Residential Facility Tracker
- ☐ SELA Special Education Language Acquisition
- ☐ SPEDS SPEDS Camera
- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event UID Enrollment Event

GradeLevelRange (E3144)

- New GradeLevelRange (E3144) data element:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3144	GradeLevelRange	12/01/2025	

Definition

GradeLevelRange indicates the range of grade levels of a teaching position.

Special Instructions

Table Identification	Length	Data Type	Domain of Values
GradeLevelRange(C370)		Descriptor	

Used in Entities

OpenStaffPositionExt

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
- ☐ CSW Charter School Waitlist
- ☐ ECDS ECDS-KG
- ☐ ECDS ECDS-PK
- ☐ NP Not Promoted
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- ☐ SPEDS SPEDS Camera
- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event
- UID Enrollment Event

GradeLevelRange (C370)

- New GradeLevelRange (C370) descriptor table:

CSV

Table ID	Name	Date Issued	Date Updated
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)

InstructionalSubject (E3145)

- New InstructionalSubject (E3145) data element:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3145	InstructionalSubject	12/01/2025	

Definition

InstructionalSubject indicates the academic subject of instruction for the position.

Special Instructions

Table Identification	Length	Data Type	Domain of Values
InstructionalSubject(C366)		Descriptor	

Used in Entities

OpenStaffPositionExt

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
- ☐ CSW Charter School Waitlist
- ☐ ECDS ECDS-KG
- ☐ ECDS ECDS-PK
- ☐ NP Not Promoted
- ☐ RFT Residential Facility Tracker
- ☐ SELA Special Education Language Acquisition
- ☐ SPEDS SPEDS Camera
- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event UID Enrollment Event

InstructionalSubject (C366)

- New InstructionalSubject (C366) descriptor table:

CSV

Table ID	Name	Date Issued	Date Updated
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

DatePositionVacant (E3146)

- New DatePositionVacant (E3146) data element in the PositionVacancy common type:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3146	DatePositionVacant	12/01/2025	

Definition

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.

Special Instructions

Table Identification	Length	Data Type	Domain of Values
	10	Date	YYYY=2026-2027 MM=01-12 DD=01-31

Used in Entities

OpenStaffPositionExt > PositionVacancy

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
- ☐ CSW Charter School Waitlist
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- ☐ SPEDS SPEDS Camera
- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event UID Enrollment Event

VacancyReason (E3147)

- New VacancyReason (E3147) data element in the PositionVacancy common type:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3147	VacancyReason	12/01/2025	

Definition

VacancyReason indicates the reason that the position became vacant.

Special Instructions

Table Identification	Length	Data Type	Domain of Values
VacancyReason(C367)		Descriptor	

Used in Entities

OpenStaffPositionExt > PositionVacancy

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
- ☐ CSW Charter School Waitlist
- ☐ ECDS ECDS-KG
- ☐ ECDS ECDS-PK
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- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event UID Enrollment Event

VacancyReason (C367)

- New VacancyReason (C367) descriptor table:

CSV

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

New RequisitionExt 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

RequisitionNumber (E3148)

- New RequisitionNumber (E3148) data element:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3148	RequisitionNumber	12/01/2025	

Definition

RequisitionNumber indicates the identifier assigned to an open staff position to initiate hiring, typically a number assigned by Human Resources.

Special Instructions

Table Identification	Length	Data Type	Domain of Values
	20	String	

Used in Entities

RequisitionExt

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
- ☐ CSW Charter School Waitlist
- ☐ ECDS ECDS-KG
- ☐ ECDS ECDS-PK
- ☐ NP Not Promoted
- ☐ RFT Residential Facility Tracker
- ☐ SELA Special Education Language Acquisition
- ☐ SPEDS SPEDS Camera
- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event UID Enrollment Event

EmploymentStatus (E3149)

- New EmploymentStatus (E3149) data element:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3149	EmploymentStatus	12/01/2025	

Definition

EmploymentStatus indicates the type of employment or contract desired for the position

Special Instructions

Table Identification	Length	Data Type	Domain of Values
EmploymentStatus(C368)		Descriptor	

Used in Entities

RequisitionExt
StaffEducationOrganizationEmploymentAssociation

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
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- ☐ ECDS ECDS-PK
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- ☐ SPEDS SPEDS Camera
- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event UID Enrollment Event

EmploymentStatus (C368)

- New EmploymentStatus (C368) descriptor table:

CSV

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

DatePosted (E3150)

- New DatePosted (E3150) data element:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3150	DatePosted	12/01/2025	

Definition

DatePosted indicates the date that the requisition was posted.

Special Instructions

Table Identification	Length	Data Type	Domain of Values
	10	Date	YYYY=2026-2027 MM=01-12 DD=01-31

Used in Entities

RequisitionExt

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
- ☐ CSW Charter School Waitlist
- ☐ ECDS ECDS-KG
- ☐ ECDS ECDS-PK
- ☐ NP Not Promoted
- ☐ RFT Residential Facility Tracker
- ☐ SELA Special Education Language Acquisition
- ☐ SPEDS SPEDS Camera
- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event UID Enrollment Event

DatePostingClosed (E3151)

- New DatePostingClosed (E3151) data element:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3151	DatePostingClosed	12/01/2025	

Definition

DatePostingClosed indicates the date the posting was closed or filled.

Special Instructions

Table Identification	Length	Data Type	Domain of Values
	10	Date	YYYY=2026-2027, MM=01-12, DD=01-31

Used in Entities

RequisitionExt

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
- ☐ CSW Charter School Waitlist
- ☐ ECDS ECDS-KG
- ☐ ECDS ECDS-PK
- ☐ NP Not Promoted
- ☐ RFT Residential Facility Tracker
- ☐ SELA Special Education Language Acquisition
- ☐ SPEDS SPEDS Camera
- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event UID Enrollment Event

PostingClosedReason (E3152)

- New PostingClosedReason (E3152) data element:

Data Element ID	Data Element Name	Date Issued	Date Updated
E3152	PostingClosedReason	12/01/2025	

Definition

PostingClosedReason indicates whether the position was filled or closed unfilled.

Special Instructions

Table Identification	Length	Data Type	Domain of Values
PostingClosedReason(C369)		Descriptor	

Used in Entities

RequisitionExt

Used in Domain

Staff

Former Data Element Name

Used in Data Collections/Submissions

- ☐ PEIMS Attendance
- ☐ PEIMS Extended Year
- ☐ PEIMS Fall
- ☐ PEIMS Fall Enrollment
- ☐ PEIMS Mid-Year
- ☐ PEIMS Summer
- ☐ CR Winter
- ☐ CSW Charter School Waitlist
- ☐ ECDS ECDS-KG
- ☐ ECDS ECDS-PK
- ☐ NP Not Promoted
- ☐ RFT Residential Facility Tracker
- ☐ SELA Special Education Language Acquisition
- ☐ SPEDS SPEDS Camera
- ☐ SPEDS SPEDS Summer
- ☐ SPPI-14 SPPI-14
- ☑ TVC Teacher Vacancy
- ☐ UID Enrollment Event UID Enrollment Event

PostingClosedReason (C369)

- New PostingClosedReason (C369) descriptor table:

CSV

Table ID	Name	Date Issued	Date Updated
C369	PostingClosedReason	12/01/2025	

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



Business Rules

New Business Rules

- The following new rules will be added to the Teacher Vacancy Collection:
  - 2 Fatals – 31000 is a new sub-category – Teacher Vacancy
    - 31000-0001
    - 31000-0002
  - 2 Special Warnings
    - 31000-0003
    - 31000-0004
    - 31000-0005
    - 31000-0006
    - 31000-0007

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. HireDate should be reported if the open position has been filled.	S L2, L3	✓		District, Charter

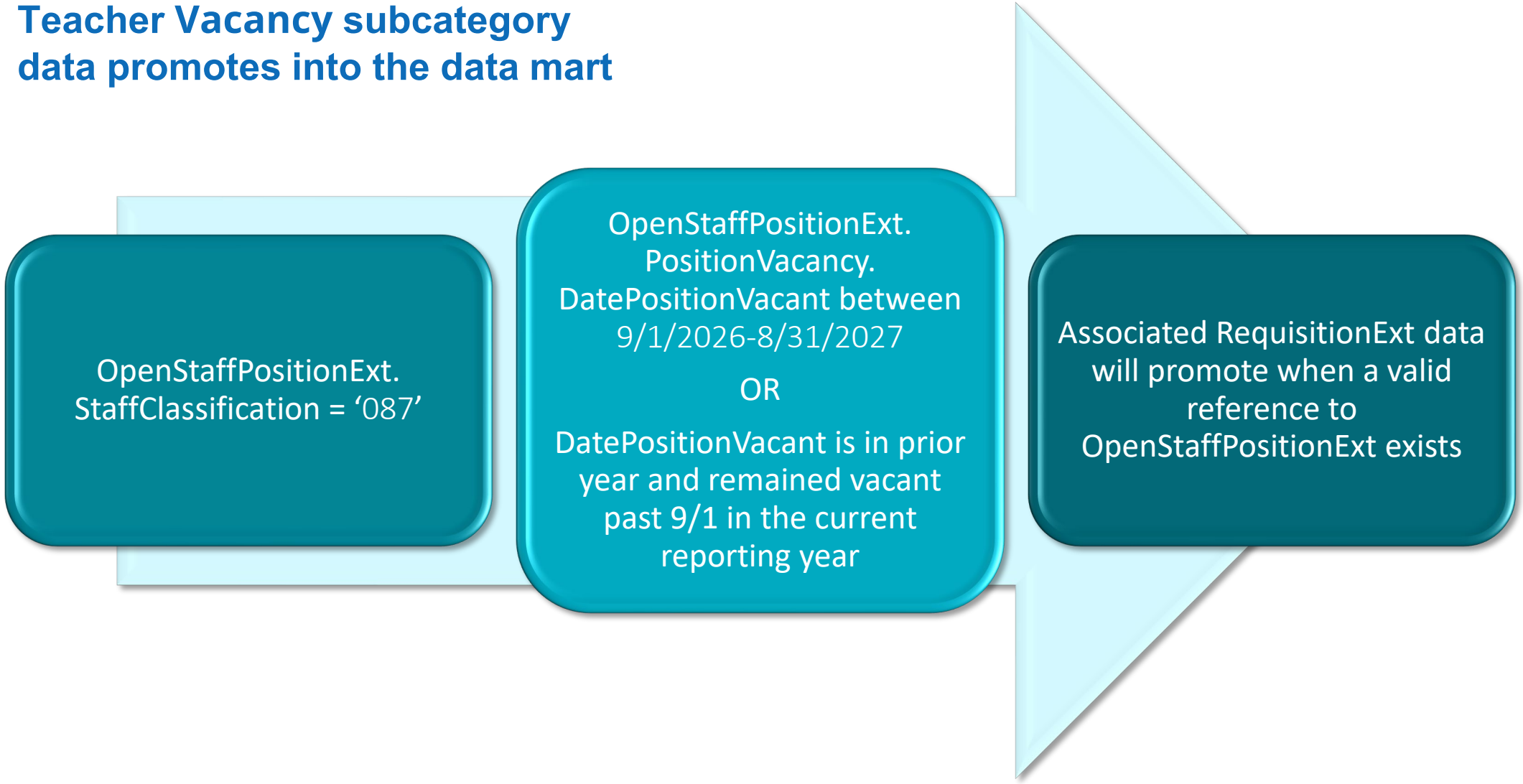
Rule #	Rule Text / Business Meaning	Sev./ Level	Core	PEIMS	Applies To
31000-0004	If PostingClosedReason is "02" (Posting Cancelled), then HireDate should not be reported. HireDate should not be reported if the open position posting has been cancelled.	S L2, L3	✓		District, Charter



Promotion Logic and Reports

Promotion Logic

Teacher Vacancy subcategory data promotes into the data mart



Scenario #1 – Mr. George Costanza

- Mr. Costanza left at the end of the 2025-2026 school year to teach at another school system. He left vacant a third grade science/social studies bilingual team position at Fraiser Elementary School.
- Principal Ricardo of Fraiser Elementary put in a request to HR to post the position vacated for the 2026-2027 school year to find a permanent replacement for Mr. Costanza.
- The 2026-2027 school year starts, and Principal Ricardo was finally able to secure a replacement who started August 31, 2026.

Scenario #1 – What Data is Reported?

- **No data is reported** for the 2026-2027 Teacher Vacancy Collection for this vacancy.

- The position was filled before the September 1, 2026, through August 31, 2027, reporting year and does not meet the guidance standard to qualify as part of the 2026-2027 reporting year.

Scenario #2 – Mrs. Leslie Knope

- Mrs. Knope won the lottery on October 15, 2026. Needless to say, she called her principal the next day and resigned her position as a Computer Science teacher at Barone High School, a 6th-12th grade campus.
- Principal Bing contacted HR immediately and requested a posting to replace the position. HR notified Principal Bing that due to financial constraints, they will be seeking a contracted staff member instead of a permanent employee.
- The position was posted for three weeks.
- A replacement was hired on November 28, 2026.

Scenario #2 – What Data is Reported?

OpenStaffPositionExt

PositionNumber: 45

StaffClassification:
'087' -*Teacher*

ProgramAssignment:
'06'-*CTE*, '10'-*Honors*

GradeLevelRange:
'03'-*Middle School*,
'04'-*High School*

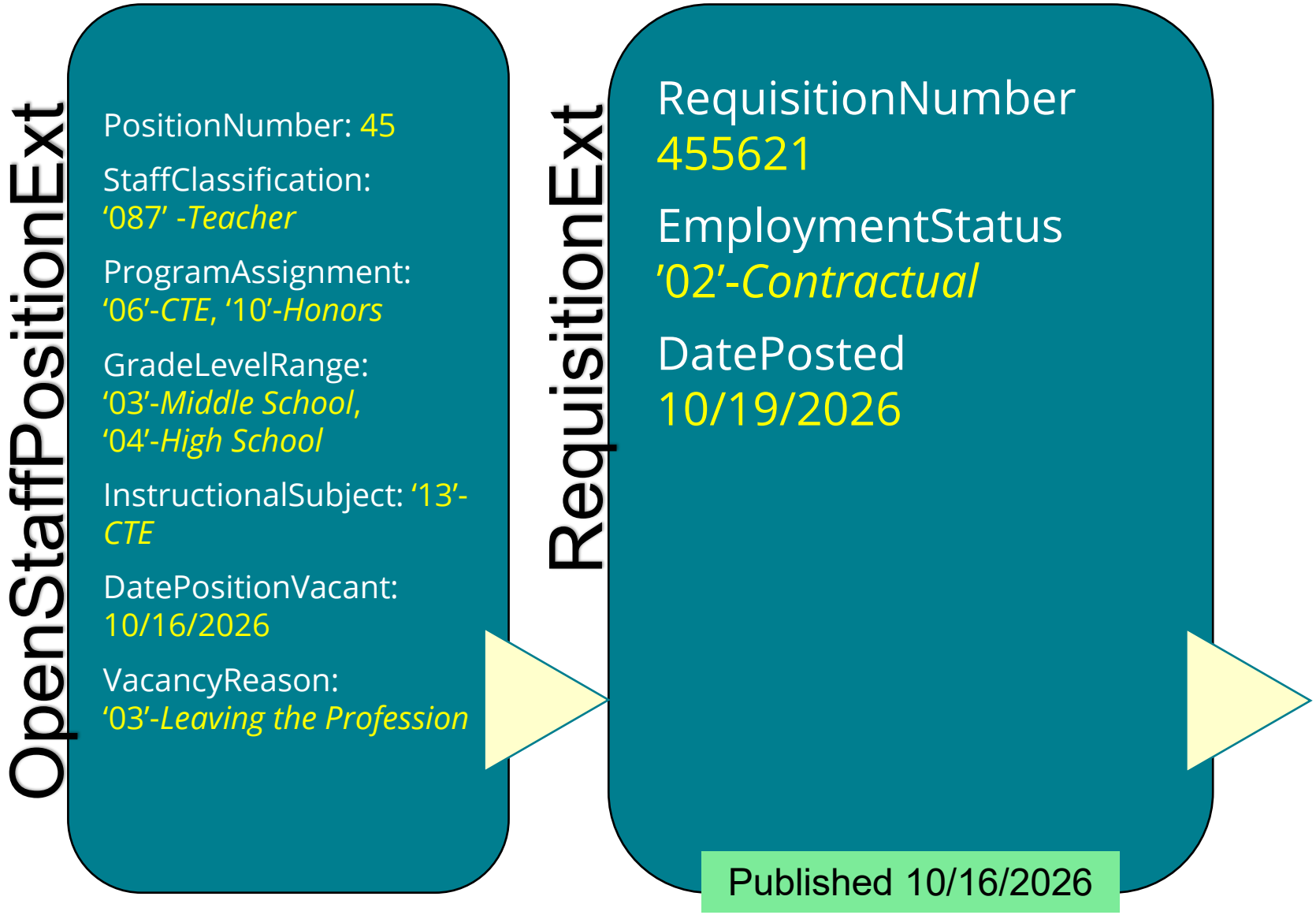
InstructionalSubject: '13'-*CTE*

DatePositionVacant:
10/16/2026

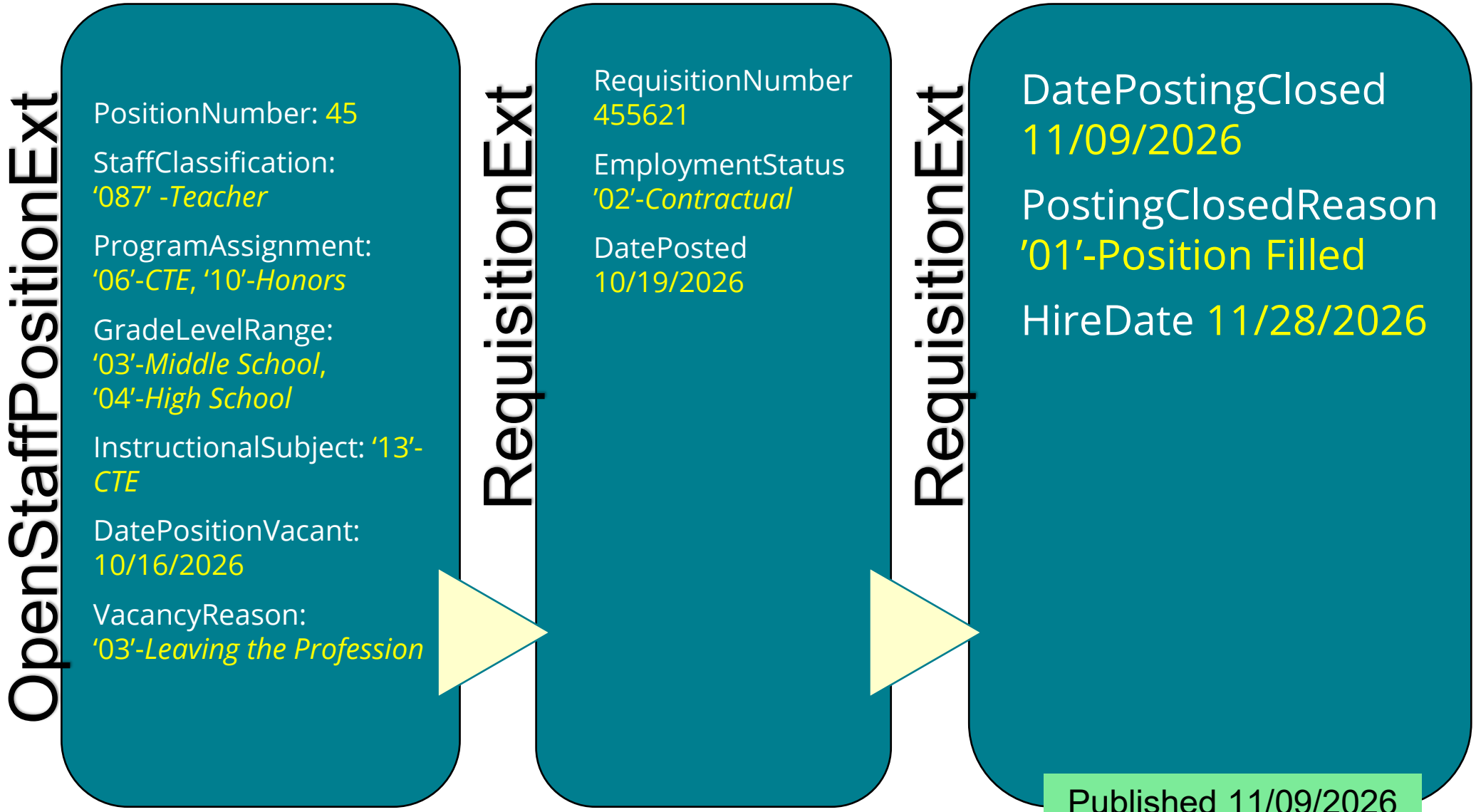
VacancyReason:
'03'-*Leaving the Profession*

Published 10/16/2026

Scenario #2 – What Data is Reported?



Scenario #2 – What Data is Reported?



Scenario #3 – Dr. Barney Fife

- Dr. Fife, an active National Board-Certified teacher, was promoted from P.E. teacher to principal of Dwight Senior High on January 6, 2027.
- HR immediately went to work prepping to post the vacancy as Dr. Fife specifically served medically fragile and life skills students.
- The position was posted on January 7, 2027.
- Without success in finding a replacement mid school year for such a unique set of classes, the decision was to roll the students into other existing sections of P.E.
- The position was closed on March 24, 2027.

Scenario #3 – What Data is Reported?

OpenStaffPositionExt

PositionNumber: 221

StaffClassification:
'087' -*Teacher*

ProgramAssignment:
'07'-*Special Education*

GradeLevelRange:
'04'-*High School*

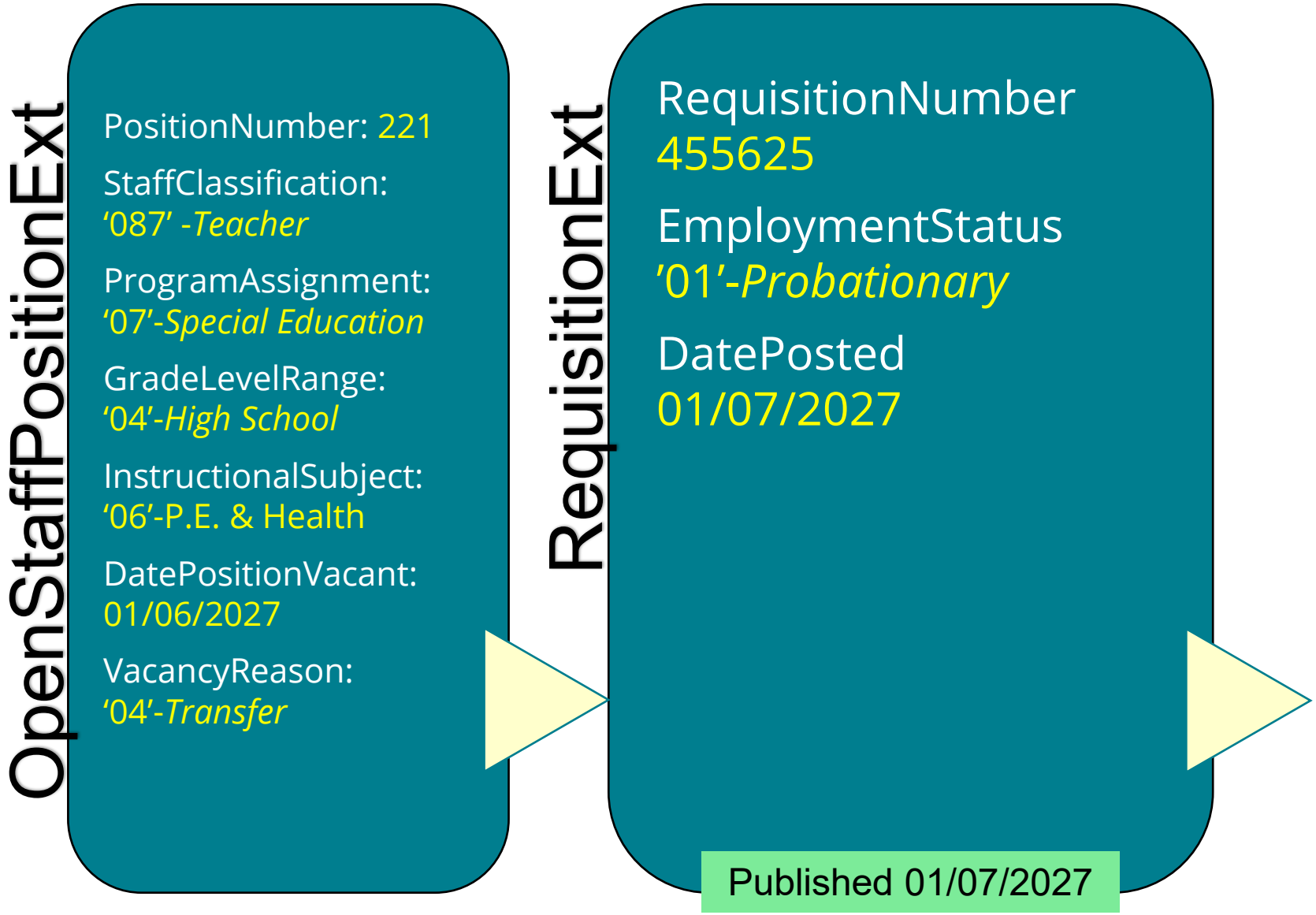
InstructionalSubject:
'06'-P.E. & Health

DatePositionVacant:
01/06/2027

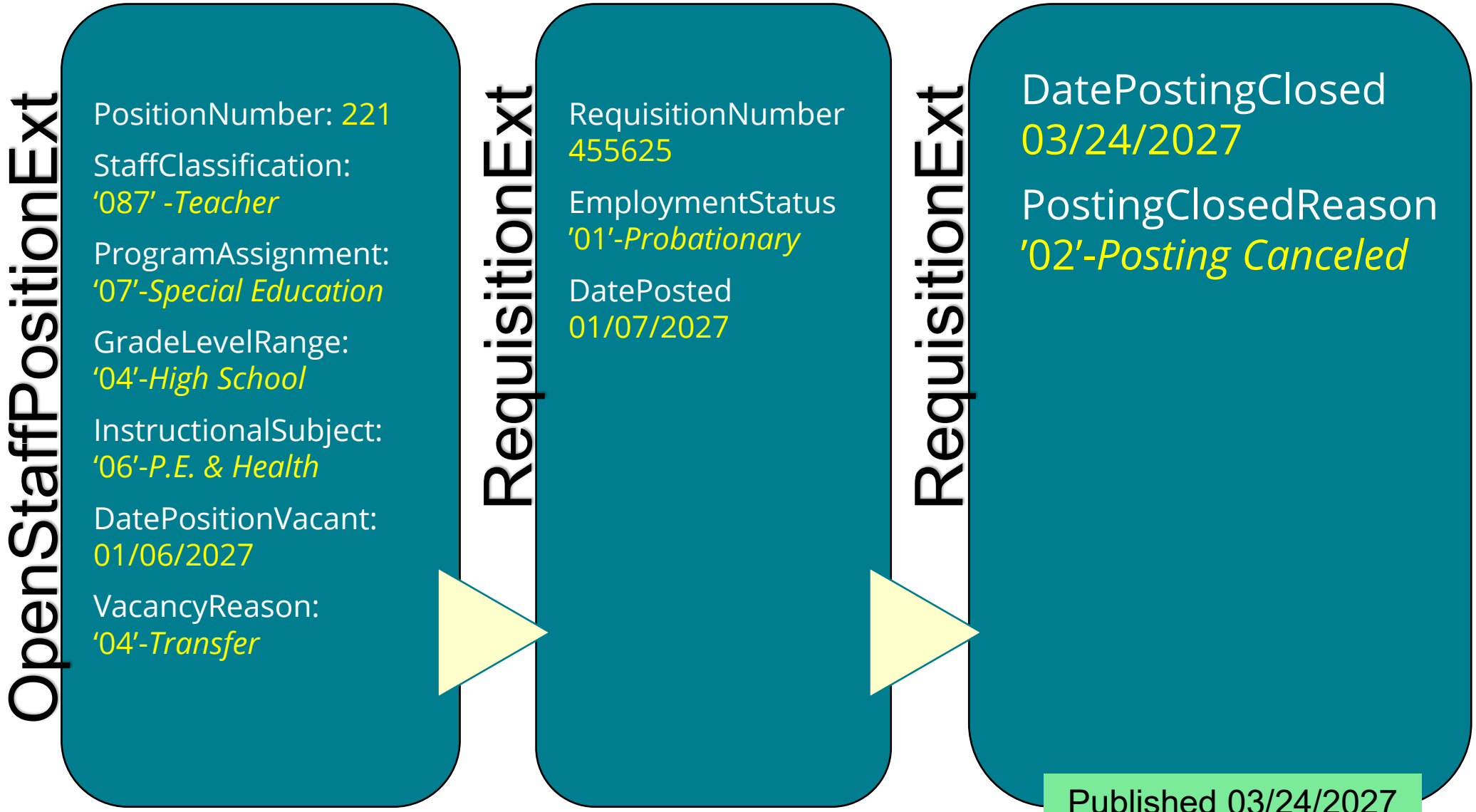
VacancyReason:
'04'-*Transfer*

Published 01/06/2027

Scenario #3 – What Data is Reported?



Scenario #3 – What Data is Reported?



Scenario #4 – Ms. Liz Lemon

- Ms. Lemon went on maternity leave on December 14, 2026 due to return in eight weeks. On January 15, 2027 she tendered her resignation and did not plan to return to her fifth grade ELA teaching position. She was going to miss her afternoon rotation class full of gifted and talented students!
- Principal Fine was motivated to get a permanent replacement since this is a tested grade/subject for state assessment.
- HR was notified of the vacancy and posted the position on their website on January 17, 2027.
- Principal Fine decided to move a properly certified teacher from KG to fill the vacancy left by Ms. Lemon. The prior KG teacher, Mr. Urkle started in the fifth grade classroom January 24, 2027
- HR closed the posting on January 25, 2027.

Scenario #4 – What Data is Reported?

OpenStaffPositionExt

PositionNumber: 58

StaffClassification:
'087' -*Teacher*

ProgramAssignment:
'02'-*Regular Education,*
'05'-*Gifted & Talented*

GradeLevelRange:
'02'-*Elementary*

InstructionalSubject:
'12'-English Language Arts

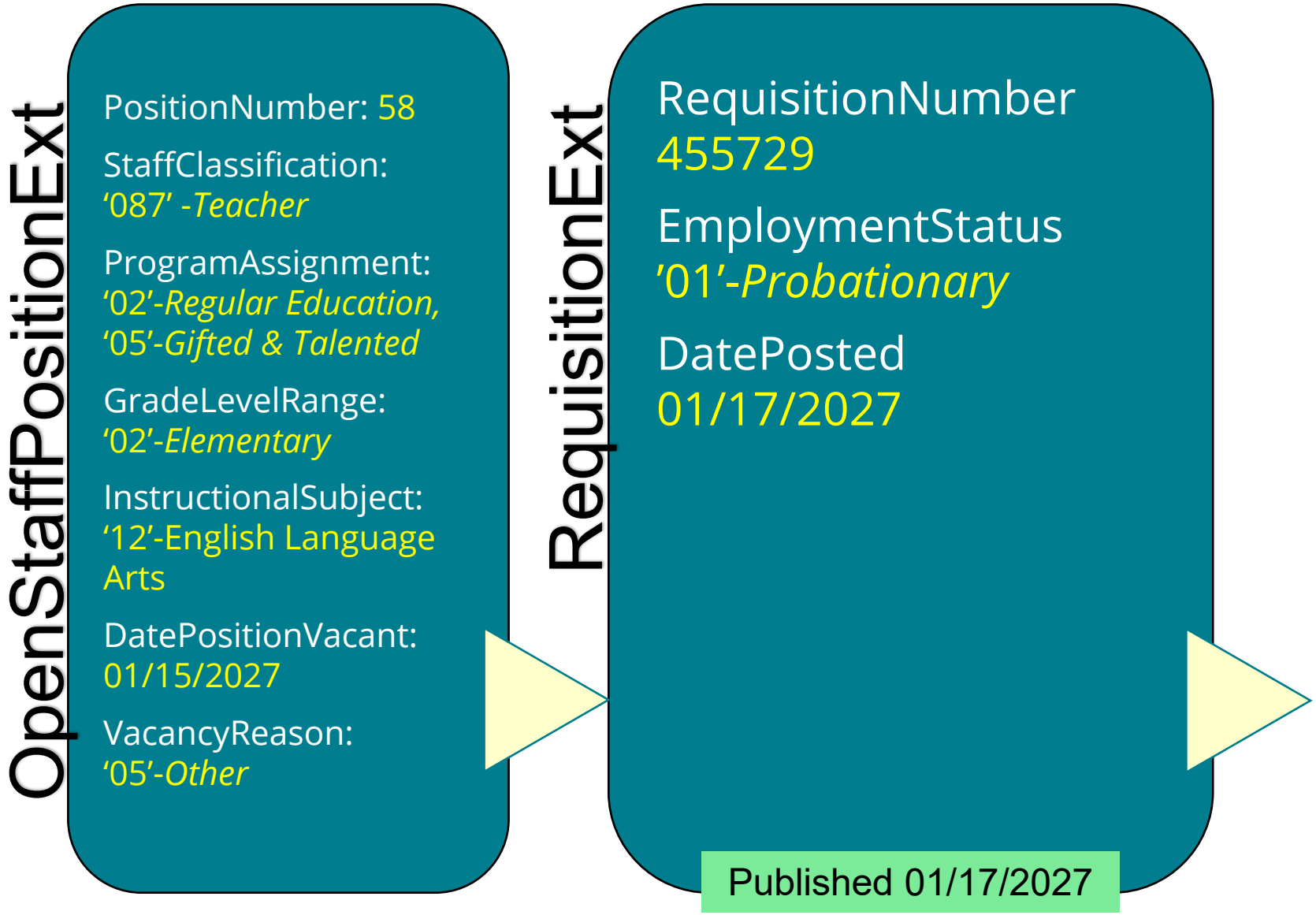
DatePositionVacant:
01/15/2027

VacancyReason:
'05'-*Other**

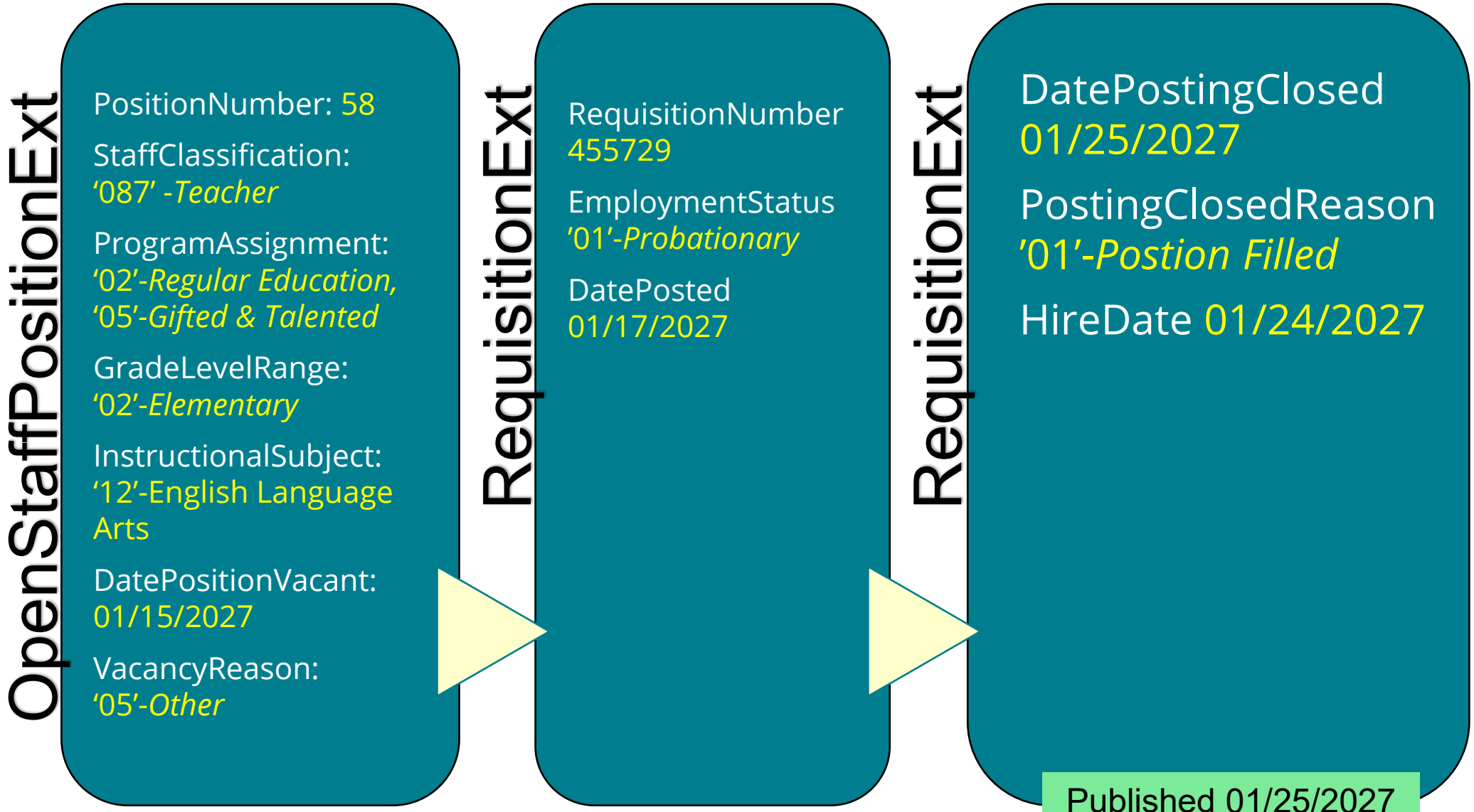
Published 01/15/2027

*Other-Depends on the school system's decision on why vacated.

Scenario #4 – What Data is Reported?



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TVC0-100-001 Teacher Vacancy Report

Texas Education Agency
TVC0-100-001
vyyy.n.n

TSDS TVC Teacher Vacancy Report
TEA-level Data

Tuesday 10/01/2027 1:18 PM
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2026-2027 Yearly Submission

LEA: nnnnnn - DISTRICT NAME

Position Number: nnn
Program Assignment: nn, nn, nn, nn
Grade Level Range: nn, nn
Instructional Subject: nn, nn

Position Vacancy		Position Requisition					
Date Position Vacant	Vacancy Reason	Requisition Number	Employment Status	Date Posted	Date Posting Closed	Posting Closed Reason	Hire Date
mm/dd/yyyy	nn	nnnnnnnnnnnnnnnnnnn	nn	mm/dd/yyyy	mm/dd/yyyy	nn Short Description	mm/dd/yyyy
mm/dd/yyyy	nn	nnnnnnnnnnnnnnn	nn	mm/dd/yyyy	mm/dd/yyyy	nn Short Description	
mm/dd/yyyy	nn	nnnnnnnnnnnnnnnnnnn	nn	mm/dd/yyyy			

Position Number: nnnnn
Program Assignment: nn, nn, nn, nn
Grade Level Range: nn, nn
Instructional Subject: nn, nn

Position Vacancy		Position Requisition					
Date Position Vacant	Vacancy Reason	Requisition Number	Employment Status	Date Posted	Date Posting Closed	Posting Closed Reason	Hire Date
mm/dd/yyyy	nn	nnnnnnnnnnn	nn	mm/dd/yyyy	mm/dd/yyyy	nn Short Description	mm/dd/yyyy
mm/dd/yyyy	nn	nnnnnnnnnnnnnnnnnnn	nn	mm/dd/yyyy			

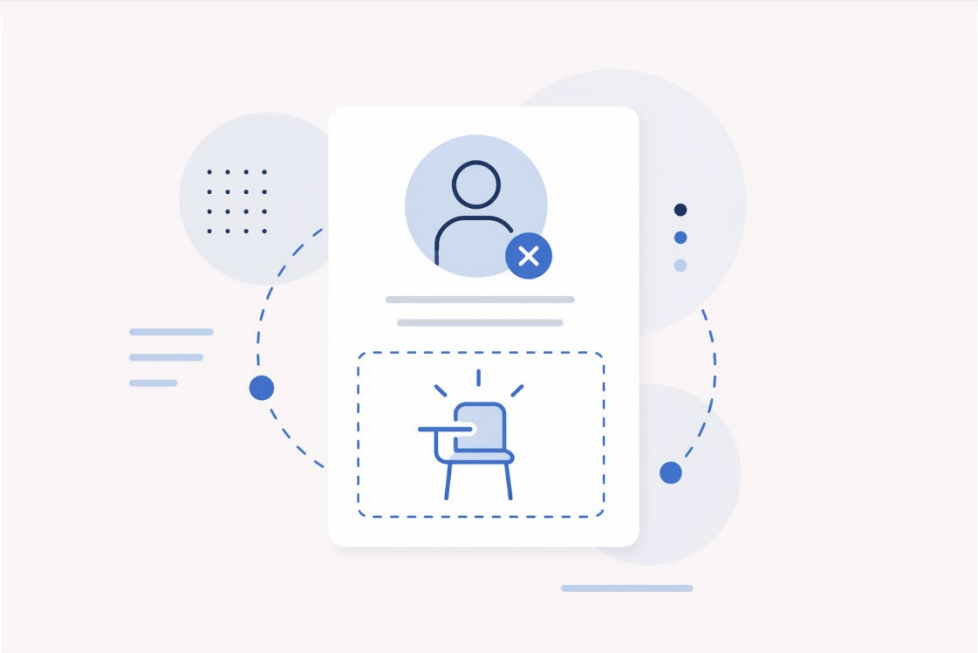
Position Number: nnnnnnn
Program Assignment: nn, nn, nn, nn
Grade Level Range: nn, nn
Instructional Subject: nn, nn

Position Vacancy		Position Requisition					
Date Position Vacant	Vacancy Reason	Requisition Number	Employment Status	Date Posted	Date Posting Closed	Posting Closed Reason	Hire Date
mm/dd/yyyy	nn	nnnn	nn	mm/dd/yyyy			

NOTE: This report reflects teacher vacancy information only for staff classification 087.

TVC0-100-001 Teacher Vacancy Report

A	B	C	D	E	F	G	H	I	J	K	L	M
LEA ID	Position Number	Program Assignment	Grade Level Range	Instructional Subject	Date Position Vacant	Vacancy Reason	Requisition Number	Employment Status	Date Posted	Date Posting Closed	Posting Closed Reason	Hire Date
nnnnnn	nnnn	nn, nn, nn, nn	nn, nn	nn, nn, nn, nn	mm/dd/yyyy	nn	nnn	nn	mm/dd/yyyy	mm/dd/yyyy	nn Short Description	mm/dd/yyyy
nnnnnn	nnnn	nn, nn, nn, nn	nn, nn	nn, nn, nn, nn	mm/dd/yyyy	nn	nnnn	nn	mm/dd/yyyy	mm/dd/yyyy	nn Short Description	
nnnnnn	nnnn	nn, nn, nn, nn	nn, nn	nn, nn, nn, nn	mm/dd/yyyy	nn	nnn	nn	mm/dd/yyyy	mm/dd/yyyy		
nnnnnn	nnnnnnn	nn, nn, nn	nn	nn, nn, nn	mm/dd/yyyy	nn	nnnnnnnn	nn	mm/dd/yyyy			
nnnnnn	nnnnnnn	nn, nn, nn	nn	nn, nn, nn	mm/dd/yyyy	nn	nnnnnnnnnnn	nn	mm/dd/yyyy	mm/dd/yyyy	nn Short Description	mm/dd/yyyy
nnnnnn	nnnnnnnnn	nn, nn, nn, nn	nn	nn, nn, nn	mm/dd/yyyy	nn	nnn	nn	mm/dd/yyyy			
nnnnnn	nnnn	nn	nn	nn	mm/dd/yyyy	nn	nnnnn	nn	mm/dd/yyyy			
nnnnnn	nnnn	nn	nn, nn, nn, nn	nn	mm/dd/yyyy	nn	nnnnn	nn	mm/dd/yyyy			





TEAL Roles

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 once they are made available on November 23, 2026.



Closeout

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 school systems 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 – Reporting Timeline and School Year Alignment

How should vacancies be reported when they occur at the end of one school year but are filled before the next begins?

Vacancies are reported based on when the position became vacant. For example, if a position becomes vacant in May and is filled in July, it should be reported for the school year in which the vacancy occurred.

A position vacant between September 1 and August 31 is included in that year's Teacher Vacancy Collection, even if it is filled before the first day of instruction in the next 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.

School systems are responsible for coordinating with their vendors to ensure the required vacancy data is 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.

FAQ – Staff Classification and Reporting

Are vacancies reported for StaffClassification (C021) codes 087 (Teacher) and 047 (Substitute Teacher)?

No. Only vacancies for StaffClassification 087 (Teacher) are reported.

FAQ – Reporting When No Vacancies Exist

If a school system has no teacher vacancies during the year, must the Teacher Vacancy Collection be submitted indicating zero vacancies?

No. If a school system has no teacher vacancies from September 1 through August 31, the school system does not need to submit the Teacher Vacancy Collection.

FAQ – Minimum Vacancy Time Requirements

How long must a position be vacant before it is reported as a teacher vacancy?

There is no minimum length of time a position needs to be vacant before it is reported in the Teacher Vacancy Collection.

FAQ – Vacancy Reason for Internal Role Changes

Does the VacancyReason (C367) 03 (Position Vacant: Leaving the Profession) include teachers who move into counselor, principal, or other non-teaching roles within the same school system?

Yes. If a vacancy is created due to the teacher moving into a non-teaching role, it should be reported with VacancyReason 03: Position Vacant: Leaving The Profession. This is consistent with TEA-computed teacher attrition reporting.

FAQ – Vacancy Reason (C367) Usage Examples

Can TEA provide examples when a school system would use each of the VacancyReasons (C367)?

New Position	The teaching position has been newly created.
Position Vacant: Retired	The teaching position is vacant because the person who held the position has retired.
Position Vacant: Leaving The Profession	The teaching position is vacant because the person who held the position has taken a position other than a classroom teaching role.
Position Vacant: Transfer	The teaching position is vacant because the person who held the position has transferred to a different teaching position at the school system.
Position Vacant: Other	The teaching position is vacant, but the school system does not know what the person who held the position is doing next. The teaching position is vacant because the person who held the position has taken a teaching position at a different school system.

FAQ – Claim Set TVC Collection Access

Which TEA claim sets will contain the Teacher Vacancy Collection entities and descriptors?

The OpenStaffPositionExt and RequisitionExt and all associated descriptors will be added to the following claim sets:

- HR Vendor
- HR/Finance Vendor
- Read-Only All Resources
- SIS/HR Vendor
- SIS/HR/Finance Vendor

FAQ – Data Source System

What is the expected source system for data in the Teacher Vacancy Collection?

Based on current guidance, there is **not one single required source system for all districts**. The source system may vary by school system depending on local processes and vendor setup. The key expectation is that school systems/vendors are able to provide the required Teacher Vacancy data for TSDS reporting within the reporting window.

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

Technical Resources

- Technical Specifications:
  - Texas Education Data Standards (TEDS)
- Technical Support:
  - TSDSCustomerSupport@tea.texas.gov
- Helpful Information and FAQ:
  - Teacher Vacancy Collection To The Administrator Addressed (TAA), March 26, 2026
  - Teacher Vacancy Collection – Frequently Asked Questions (FAQ), May 1, 2026

QUESTIONS

