Teacher Vacancy Collection – Frequently Asked Questions (FAQ)

Quick facts

- The Teacher Vacancy Collection (TVC) is an upcoming new Texas Student Data System (TSDS) core collection.
- School Systems will report vacant teaching positions from September 1 through August 31 of each year.
- The collection is due yearly on the fourth Thursday of September.
- The collection will open in August 2026.
- The first collection is due in September 2027; school systems will report information based on vacancies from September 1, 2026, to August 31, 2027.

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A. Overview: Teacher Vacancy Collection

1. What is the Teacher Vacancy Collection?

The Teacher Vacancy Collection is a new TSDS core collection for reporting information about vacant teaching positions at school systems. The data is collected at the position/vacancy level, meaning that if a position becomes vacant, data is reported.

2. What statute authorizes this collection?

HB 2, Section 3.08 added Texas Education Code (TEC) §21.468, directing TEA to collect teacher position information related to vacant teaching positions.

3. Who must report?

All public school systems, including Independent School Districts and open-enrollment charter schools, are required to submit this data. Private schools will not submit this data. If a school system does not have a position become vacant during the reporting period, no data would be reported for this collection for the reporting period. It is expected that this would be very rare.

Update 5/1/2026:

A limited number of school systems do not submit staffing data to TEA. These include the Texas School for the Deaf (TSD), Texas School for the Blind and Visually Impaired (TSBVI), and the Lone Star School District (LSSD). These school systems are not required to submit data to the Teacher Vacancy Collection.

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

4. When does reporting begin?

The first data submission will be due on September 23, 2027. The data reported by September 23, 2027, will provide information about all teacher vacancies between September 1, 2026, and August 31, 2027.

5. What positions will be reported?

The Teacher Vacancy Collection includes vacancies for teaching positions with StaffClassification (C021) code 087 (Teacher).

If a teaching position classified as 087 (Teacher) becomes vacant at any point during the reporting period, the vacancy is reported in the Teacher Vacancy Collection, regardless of whether the position is ultimately filled. Positions reported with other staff classifications (such as Educational Aides 033, Teacher Supervisors 028 or Substitute Teachers 047) are not included.

6. Is the collection a snapshot or comprehensive?

The collection will consist of all vacancies that occur over the course of the year. Rather than reporting the positions that are vacant at a specific time, all positions that are vacated over the course of the year will be reported, including those that are vacant at the beginning of the year.

7. How will TEA use the vacancy data?

The vacancy data is a new collection required by TEC §21.468. Per statute, the data will be used in efforts to support teacher retention and recruitment. Data products presenting this information have not yet been developed but will be developed with input from stakeholders following the final submission of this collection. This collection will not impact current approaches to calculating and reporting on teacher retention.

B. Reported Information

1. What vacancy information will be collected?

Staff classification, program assignment, instructional grade level range, academic subject, and requisition / posting / filled dates for vacant teaching positions.

The full data element list and links to the relevant code tables can be found at https://tealprod.tea.state.tx.us/TWEDSAPI/33/512/571/DataComponents/DataElements/DataElementsList

2. What is the reporting window for vacancies?

The reporting window for the Teacher Vacancy Collection is September 1 through August 31 of each year. Positions that are vacant during any portion of the time period should be reported in the subsequent collection. For example, all positions vacant at any point between September 1, 2026, and August 31, 2027, would be reported by September 23, 2027. This includes those that were vacant at the start of that period, those that became vacant but were not filled by the end of that period, and those that became vacant and were filled all within that reporting period.

3. How is the Date of the Vacancy defined?

The date of the vacancy, reported as DatePositionVacant (E3146), is the date when the position becomes vacant—typically the day after the final day of employment for the individual holding the position.

4. How do I report positions that are vacated at one grade level but filled at a different grade level?

Based on stakeholder feedback during the design phase of the collection, the vacancy is reported with a grade level range, GradeLevelRange (E3144), which allows for this situation. Additionally, the grade level element allows for multiple selections for positions that are across grade level ranges.

5. How do I report positions that are vacated that teach multiple subjects?

The OpenStaffPositionExt Entity allows multiple subjects to be associated with an individual vacancy. When reporting a vacancy, the school system can report multiple values for InstructionalSubject (E3145).

6. How do I report vacancies that teach multiple grade levels?

Vacancy records allow multiple grade level ranges to be associated with an individual vacancy. When reporting a vacancy, the school system can report multiple values for GradeLevelRange (E3144).

7. How do I report positions that include multiple program assignments (e.g., Regular Education and Honors)?

Vacancy records allow multiple program assignment values to be associated with an individual vacancy. When reporting a vacancy, the school system can report multiple values for ProgramAssignment (E3045).

8. How do I report vacancies that are filled with a long-term substitute?

Report the vacancy as described above. The object being reported is the vacancy. If a long-term substitute is hired to fill the position and the position is no longer considered vacant, then you would report the vacancy as being filled, with the associated DatePostingClosed (E3151), PostingClosedReason (E3152), and HireDate (E3032). If a long-term substitute is temporarily covering the position, but the position is still considered vacant, it would not be reported as filled until a permanent hire is made.

9. How do I report a newly created position?

Report the vacancy as described using the VacancyReason (C367) of "New Position" (01).

10. How do I report positions that are not filled?

Report the vacancy as described above. If the position is not filled by the end of the reporting period, and is still open, then the data submitted will not include DatePostingClosed (E3151), PostingClosedReason (E3152), and HireDate (E3032). The data for the position would then be republished in the next school year's school system individual operational data store (IODS).

If the position is closed without being filled, then you would report DatePostingClosed (E3151) as the date that it is closed and PostingClosedReason (E3152) as Posting Cancelled (C369, 02). This is the procedure if the position was an existing position which was not filled and if it was a newly created position which was not filled.

For additional information about what data is required for positions that are closed without being filled, please review the TWEDS business rule validations found here: https://tealprod.tea.state.tx.us/TWEDSAPI/33/512/571/Rules/DataErrorLevel/Level3?errorLevel=SpecialWarning

11. Our school system does "anticipated hiring" – that is, we will create postings that do not have an associated vacant position at the time of posting. How do I report postings that are not connected with an existing vacancy?

This collection is based on vacancies and the results of those vacancies. Since any anticipated hiring would ultimately result in the placement of the hired individual into a vacancy, be it a new position or a vacated position, you should report the eventual vacancy and include the relevant requisition information with it.

12. What do I report if I do not know the reason for vacancy, or if the reason is not listed?

This list of reasons for the vacancy reported through the VacancyReason (E3147) was created in collaboration with stakeholders and to answer key questions without requiring overly detailed information. If you do not know the reason for the vacancy, or if the reason for the vacancy is not listed, select Position Vacant: Other (C367, 05).

13. Can a vacancy be reported across multiple years?

Yes. Some positions become vacant prior to September 1 of a year and remain vacant past September 1. These vacancies will be reported in both years by republishing the vacancy to the next year's IODS (see Implementation Timelines section below).

14. How do I report a position that serves multiple campuses?

This report is completed at the school system level and does not currently include campus information. This means that if a position serves multiple campuses only one vacancy will be reported.

15. How do I report a within-district transfer?

Per the statute, the purpose of the report is to understand vacancies. Following this purpose, if a position is vacated, even if it is filled with a within- school system transfer, it should be reported as a vacancy. The school system would report the VacancyReason (E3147) as Position Vacant: Transfer (C367, 04).

16. How do I report a position that is filled via an administrative transfer, rather than a formal posting?

This reporting is about the vacancy, so a position that is vacated, even if it is filled with an administrative transfer, would be reported in this collection.

17. How do I report positions that have different funding sources?

The funding source of the position is not reported in the Teacher Vacancy Collection. A vacancy is required to be reported regardless of funding source.

18. Is this reporting at the FTE level or the position level?

This reporting is at the position level. For example, if a position that is less than 1.0 FTE is vacated, it would be reported. EmploymentStatus (C368)(5) allows for the school system to report a position that is desired to be filled by a part-time employee. Alternatively, if a position has its associated FTE shifted (e.g., from 1.0 FTE to 0.9 FTE) this would not be reported as a vacancy.

19. What are the different dates that are included in the collection?

- DatePositionVacant (E3146): This is date that the position becomes vacant – typically the day after the final day of employment for the individual currently holding the position, or the date that the new position is created.
- DatePosted (E3150): This is the date that the hiring requisition is posted.
- DatePostingClosed (E151): This is the date that the posting is closed or filled.
- HireDate (E3032): This is the first day the staff member hired for the vacancy is employed at the school system.

Updated 5/1/2026

20. If a teacher vacates a position to enter a non-teaching role, what should I submit for VacancyReason (E3147)?

If a vacancy is created due to the teacher moving into a non-teaching role, it should be reported as Position Vacant: Leaving The Profession (C367, 03). This is consistent with teacher attrition reporting computed by TEA.

21. Hold 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.

22. Does this collection require a update of vacant positions each day?

No. This collection is due in September, at which time all teacher vacancies for preceding year need to be submitted. We encourage you to work with your vendor to determine the best approach to submitting this data.

C. Implementation Timelines

1. What are the key milestone dates?

Key Milestones for school systems.

Due Date	Submission
08/03/2026*	TSDS ready to load data to IODS
09/07/2027	2026–2027 Teacher Vacancy Collection ready for users to mark data as complete
09/23/2027	Teacher Vacancy Collection due date for school systems

*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 the vacancy to the next year's Individual Operational Data Store (IODS).

D. Resources and Support

1. Where is information about the Teacher Vacancy Collection, including its data elements, descriptor tables, and reporting guidance?

Information about reporting the Teacher Vacancy Collection including data elements, descriptor tables, and guidance can be found in the Texas Education Data Standards published through the TSDS Web-Enabled Data Standards (TWEDS). Information about updates in 2026-2027 are found at this link: https://www.texasstudentdatasystem.org/tsds/teds/tweds-upgrade.

Specifically, the TWEDS information for the Teacher Vacancy Collection is found at this link: https://tealprod.tea.state.tx.us/TWEDSAPI/33/512/571/Overview?IntroductionId=0

2. Who should school systems contact with questions?

School systems with technical questions should submit technical questions via the TSDS Incident Management System (TIMS), which is available within the TSDS Portal using a TEAL log in. Vendors with technical questions can email TSDSCustomerSupport@tea.texas.gov.

3. What trainings are available?

TEA will communicate additional implementation details through the TSDS ESC training offered on March 31, 2026. A summer training for ESCs will also be available on July 21-22. Vendors receive webinar trainings on a monthly basis.

School systems should coordinate with their vendors and internal data managers to ensure readiness for the Teacher Vacancy Collection.