

Tab 1 -2: Employed Demographics by Role, Gender and Ethnicity

Attribute	Definition of Attribute
Description	Statewide information that displays the annual demographic information for regular classroom teachers, substitute teachers, and principals
Calculation	We extract employment records from the Public Education Information System (PEIMS) Fall Collection for all classroom teachers, substitute teachers and principals regardless of their full-time equivalencies for the academic years reported. We report race/ethnicity categories aligned with the Texas Performance Reporting System. We matched the teachers' employment record to their certification records in the Educator Certification Online System (ECOS) database. Educators' preparation routes were identified by the certification program of their initial standard or provisional certification. The report also displays information on teachers who are teaching on a certificate other than a standard certificate, including one-year, visiting international teacher, intern, probationary, emergency certificates, and no certificate or permit.
Population	All classroom teachers, substitute teachers, and principals reported in the Public Education Information Management System (PEIMS) fall collection regardless of their full-time equivalencies for the academic years shown (2018-19 through 2025-26).
Exclusion rules	Assistant principals, long-term substitutes.
Acceptable values	Positive whole numbers representing aggregate counts.
Methodological considerations	The counts may differ from those reported in previous years. This is due to ongoing efforts to validate the data for accuracy.
Data Source	Public Education Information Management System (PEIMS).
Example calculation	In 2025-26, 54.6% of employed principals were White, 27.01% were Hispanic/Latino, and 16.19% were Black/African American
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Tab 3-5: Administrator Experience

Attribute	Definition of Attribute
Description	Statewide information on the years of experience for principals, assistant principals, superintendents, and assistant superintendents in the Texas public school system.
Calculation	We extract the employment records for administrators in the roles of principal, assistant principal, superintendent, and assistant superintendent from the PEIMS Fall collection. This extraction included the "EXPER" variable, which reports the number of years, not including the current year, that the educator has been employed in the Texas public school system.
Population	All principals, assistant principals, superintendents, and assistant superintendents employed in a Texas public school system from the 2015-2016 until the current reporting year.

Exclusion rules	None
Acceptable values	Counts: positive whole numbers. Percentages: 0–100%.
Methodological considerations	The counts may differ from those reported in previous years. This is due to ongoing efforts to validate the data for accuracy.
Data Source	Public Education Information Management System (PEIMS).
Example calculation	In 2025-26, the average years of experience was 16.5 years for superintendents, 22.3 years for assistant superintendents, 19.8 for principals, and 23.7 for superintendents
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