

Substitute Teacher Hiring and Compensation Data Collection

Action Required for Data Collection

In accordance with [Revised Code of Washington 28A.300.615](#), school districts and LEAs must submit the Substitute Teacher Hiring and Compensation collection to OSPI by **June 12, 2026**. This submission confirms compliance with statutory requirements and is completed once per district. OSPI uses this to better understand districts' staffing needs and to provide support.

Instructions

District and LEA staff can complete this collection through the **Educator Equity Data Collection** tool in [Education Data System](#) using the **Substitute Teacher Hiring and Compensation** tab. Staff will need the **Teacher Quality Data Collection user role** in this application. Access is provided by each LEA's [District Data Security Manager](#) and takes one day to update.

Key Dates

- **Collection opens:** May 4, 2026
- **Submission deadline:** June 12, 2026

Additional Information

- Districts or LEAs that do not submit will appear as "Data not reported" in public reporting and will not be included in analyses used to identify support needs.
- Districts or LEAs missing data from prior years (2021–22 onward) may still submit those data for a limited time.
- This is separate from federally-required teacher quality data collected on other tabs of the Educator Equity Data Collection tool.
- Next year's timeline will be earlier in the spring.

How OSPI Uses the Data

OSPI uses this to better understand districts' hiring and compensation for long-term and short-term staffing needs and to provide support and resource needs for effective hiring, support and development, and retention of substitute teachers. Substitute Teacher Hiring and Compensation data are displayed publicly on [Data Displays and Maps](#). Substitute teachers identified as long-term substitute teachers in this data collection may receive induction and mentoring support if identified as [novice teachers \(some conditions may apply\)](#). See [Beginning Educator Support Team grant funds](#) for more information.



Resources

- [Substitute Teacher Hiring and Compensation Reporting Guidance, Template and Examples of the Uploading Files](#) are available on the [Educator Data Sharing at OSPI](#) webpage.
- **Office Hours** Hosted by OSPI's Educator Data, Research and Development team on Mondays and Thursdays. See the full schedule on the [Educator Data Office Hours](#) webpage.
- **More About OSPI Data**
 - [Educator Data Sharing at OSPI](#)
 - [Data Collections at OSPI](#)

Contacts

- Educator Data, Research and Development EducatorData@k12.wa.us
- General data governance questions: Data.Governance@k12.wa.us