

119TH CONGRESS
2D SESSION

S. 4449

To strengthen Federal data collection regarding the teacher and principal workforce.

IN THE SENATE OF THE UNITED STATES

APRIL 30, 2026

Mr. DURBIN (for himself, Ms. HIRONO, and Mr. BOOKER) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To strengthen Federal data collection regarding the teacher and principal workforce.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Strengthening Educa-
5 tor Workforce Data Act”.

6 **SEC. 2. CIVIL RIGHTS DATA COLLECTION ON THE EDUCA-**
7 **TOR WORKFORCE.**

8 (a) MANDATORY EDUCATOR WORKFORCE DATA
9 COLLECTION.—In carrying out the civil rights data collec-
10 tion required under section 203(c)(1) of the Department

1 of Education Organization Act (20 U.S.C. 3413(c)(1)),
 2 the Assistant Secretary for Civil Rights of the Department
 3 shall, as part of the data collection, collect and publish
 4 the data described in subsection (b) on the educator work-
 5 force with respect to teachers and principals.

6 (b) METRICS.—

7 (1) IN GENERAL.—A civil rights data collection
 8 described in subsection (a) shall include the fol-
 9 lowing metrics from each local educational agency
 10 and public elementary school or secondary school
 11 that is required to respond to such data collection:

12 (A) PRINCIPAL DATA.—For each local edu-
 13 cational agency, the following data regarding
 14 principals employed at public elementary
 15 schools and secondary schools served by the
 16 local educational agency:

17 (i) The number of full-time principals
 18 employed.

19 (ii) Including the year of the data col-
 20 lection—

21 (I) the median number of years
 22 of principal experience of full-time
 23 principals employed; and

1 (II) the years of experience of the
2 full-time principals employed, based
3 on the following categories:

4 (aa) Less than 1 year of
5 principal experience.

6 (bb) At least 1 year but less
7 than 3 years of principal experi-
8 ence.

9 (cc) At least 3 years but less
10 than 7 years of principal experi-
11 ence.

12 (dd) At least 7 years but
13 less than 15 years of principal
14 experience.

15 (ee) 15 or more years of
16 principal experience.

17 (B) TEACHER DATA.—For each local edu-
18 cational agency and public elementary school or
19 secondary school, the following data regarding
20 teachers employed at all public elementary
21 schools and secondary schools served by a local
22 educational agency, and each such school, re-
23 spectively:

24 (i) The number of full-time teachers
25 employed.

- 1 (ii) Including the year of the data col-
 2 lection, but excluding student teaching and
 3 similar teaching preparation experiences—
- 4 (I) the median number of years
 5 of teaching experience of full-time
 6 teachers employed; and
- 7 (II) the years of experience of the
 8 full-time teachers employed, based on
 9 the following categories:
- 10 (aa) Less than 1 year of
 11 teaching experience.
- 12 (bb) At least 1 year but less
 13 than 2 years of teaching experi-
 14 ence.
- 15 (cc) At least 2 years but less
 16 than 5 years of teaching experi-
 17 ence.
- 18 (dd) At least 5 years but
 19 less than 10 years of teaching ex-
 20 perience.
- 21 (ee) At least 10 years but
 22 less than 20 years of teaching ex-
 23 perience.
- 24 (ff) 20 or more years of
 25 teaching experience.

1 (iii) The number of full-time teachers
 2 employed who meet all State licensing and
 3 certification requirements.

4 (iv) The number of full-time teachers
 5 employed who do not meet all State licens-
 6 ing and certification requirements.

7 (v) The numbers of full-time teachers
 8 employed who meet all State license, cer-
 9 tificate, and endorsement requirements in
 10 each of the following:

11 (I) Mathematics.

12 (II) Science.

13 (III) English as a second lan-
 14 guage.

15 (IV) Special education.

16 (2) DISAGGREGATION AND CROSS-TABULA-
 17 TION.—The Secretary shall collect the data de-
 18 scribed in paragraph (1) in a manner that allows the
 19 disaggregation and cross-tabulation of each data cat-
 20 egory (including each subcategory) described in such
 21 paragraph by race, ethnicity, and sex, subject to
 22 subsection (d).

23 (c) REPORTING REQUIREMENTS.—

24 (1) SPECIAL REPORT.—Upon the conclusion of
 25 each civil rights data collection that includes the

1 data required under subsection (b), the Secretary,
2 acting through the Assistant Secretary for Civil
3 Rights of the Department, shall prepare a special re-
4 port regarding the educator workforce.

5 (2) CONTENTS.—The report required under
6 paragraph (1) shall—

7 (A) be accessible through the website of
8 the Office for Civil Rights of the Department;

9 (B) include information on—

10 (i) for each State, the total number of
11 principals in the educator workforce, as
12 calculated in the most recent civil rights
13 data collection that includes the data re-
14 quired under subsection (b), based on a
15 summary of the data collected in accord-
16 ance with this section; and

17 (ii) for each State, the total number
18 of teachers in the educator workforce, as
19 calculated in such data collection, based on
20 a summary of the data collected in accord-
21 ance with this section; and

22 (C) for each category described in subpara-
23 graph (B), present in an easily accessible man-
24 ner, such as through percentages or a graph or
25 other visual representation, the—

1 (i) disaggregated results based on
 2 race, ethnicity, and sex; and

3 (ii) the disaggregated results based on
 4 the years of experience categories under
 5 subparagraph (A)(ii)(II) or (B)(ii)(II) of
 6 subsection (b)(1), as applicable.

7 (3) ACCESS TO DATA.—The Secretary shall
 8 make the underlying data used for the report under
 9 paragraph (1) accessible to the public through the
 10 website of the Office for Civil Rights of the Depart-
 11 ment.

12 (d) DATA PRIVACY.—In carrying out data collection,
 13 disaggregation, cross-tabulation, and reporting in accord-
 14 ance with this section and under section 203(c)(1) of the
 15 Department of Education Organization Act (20 U.S.C.
 16 3413(c)(1)), the Assistant Secretary for Civil Rights of
 17 the Department shall coordinate with the Chief Privacy
 18 Officer of the Department to ensure that teacher and prin-
 19 cipal privacy is protected and that individually identifiable
 20 information about teachers and principals remains con-
 21 fidential.

22 (e) DEFINITIONS.—In this section:

23 (1) ESEA DEFINITIONS.—The terms “Depart-
 24 ment”, “elementary school”, “local educational
 25 agency”, “secondary school”, and “State” have the

1 meanings given such terms in section 8101 of the
2 Elementary and Secondary Education Act of 1965
3 (20 U.S.C. 7801).

4 (2) TEACHER.—The term “teacher” means an
5 individual employed as a teacher, including a pre-
6 school teacher, at a public elementary school or sec-
7 ondary school.

8 (f) APPLICABILITY.—This section shall apply with re-
9 spect to each civil rights data collection required under
10 section 203(c)(1) of the Department of Education Organi-
11 zation Act that begins on or after the date of enactment
12 of this Act.

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