

Newly Certified Superintendent Demographics by Preparation Route 2018-19 through 2023-24

This report shows the number and percentage of candidates who received a standard superintendent certification through a Texas educator preparation program or who were issued a certification based on prior certification in a state other than Texas, aggregated by preparation route, gender, and race / ethnicity.

Definitions: An initial superintendent certificate is a standard superintendent certificate issued to an educator who was not previously issued a standard or lifetime superintendent certificate. Standard certificates, as defined in [19 TAC Chapter 230](#), are certificates offered since September 1, 1999 that have to be renewed every five years. The academic year is determined by the date of issuance. An academic year is defined as September 1 through August 31. Educators self-identify their gender and race / ethnicity in the Educator Certification Online System (ECOS). Educators may identify their gender as male or female. Hispanic ethnicity is collected separately from race information. We collapse these two items by counting all individuals identified as Hispanic ethnicity in the Hispanic / Latino category. All other categories include only those individuals who were not identified with Hispanic ethnicity. In some instances, gender or race / ethnicity is not reported by the individual.

Newly Certified Superintendent Gender by Preparation Route

Preparation Route	Academic Year	Total Certified Superintendents	Female Certified Superintendents	Pct. Female Certified Superintendents	Male Certified Superintendents	Pct. Male Certified Superintendents
Alternative	2023-24	181	105	58.01%	76	41.99%
	2022-23	154	102	66.23%	52	33.77%
	2021-22	135	89	65.93%	46	34.07%
	2020-21	158	105	66.46%	53	33.54%
	2019-20	102	57	55.88%	45	44.12%
	2018-19	117	67	57.26%	50	42.74%
University	2023-24	278	181	65.11%	97	34.89%
	2022-23	297	198	66.67%	99	33.33%
	2021-22	278	175	62.95%	103	37.05%
	2020-21	370	238	64.32%	132	35.68%
	2019-20	282	170	60.28%	112	39.72%
	2018-19	284	172	60.56%	112	39.44%
Out of state	2023-24	22	8	36.36%	14	63.64%
	2022-23	28	15	53.57%	13	46.43%
	2021-22	32	16	50.00%	16	50.00%
	2020-21	25	9	36.00%	16	64.00%
	2019-20	17	7	41.18%	10	58.82%
	2018-19	22	8	36.36%	14	63.64%
All Routes	2023-24	481	294	61.12%	187	38.88%
	2022-23	479	315	65.76%	164	34.24%
	2021-22	445	280	62.92%	165	37.08%
	2020-21	553	352	63.65%	201	36.35%
	2019-20	401	234	58.35%	167	41.65%
	2018-19	423	247	58.39%	176	41.61%

Newly Certified Superintendent Race / Ethnicity by Preparation Route

Preparation Route	Academic Year	Total Certified Superintendents	American Indian / Alaska Native Certified Superintendents	Pct. American Indian / Alaska Native Certified Superintendents	Asian Certified Superintendents	Pct. Asian Certified Superintendents	Black / African American Certified Superintendents	Pct. Black / African American Certified Superintendents	Hispanic / Latino Certified Superintendents	Pct. Hispanic / Latino Certified Superintendents	Pacific Islander Certified Superintendents	Pct. Pacific Islander Certified Superintendents	White Certified Superintendents	Pct. White Certified Superintendents	2+ Races / Ethnicities Certified Superintendents	Pct. 2+ Races / Ethnicities Certified Superintendents
Alternative	2023-24	181	1	0.55%	1	0.55%	27	14.92%	31	17.13%	0	0.00%	119	65.75%	2	1.10%
	2022-23	154	2	1.30%	2	1.30%	22	14.29%	33	21.43%	0	0.00%	94	61.04%	1	0.65%
	2021-22	135	0	0.00%	0	0.00%	30	22.22%	24	17.78%	0	0.00%	78	57.78%	3	2.22%
	2020-21	158	0	0.00%	3	1.90%	21	13.29%	24	15.19%	0	0.00%	107	67.72%	3	1.90%
	2019-20	102	0	0.00%	0	0.00%	25	24.51%	13	12.75%	0	0.00%	63	61.76%	1	0.98%
	2018-19	117	0	0.00%	2	1.71%	22	18.80%	15	12.82%	0	0.00%	78	66.67%	0	0.00%
University	2023-24	278	0	0.00%	0	0.00%	36	12.95%	82	29.50%	0	0.00%	154	55.40%	6	2.16%
	2022-23	297	0	0.00%	1	0.34%	37	12.46%	62	20.88%	0	0.00%	194	65.32%	3	1.01%
	2021-22	278	0	0.00%	1	0.36%	58	20.86%	51	18.35%	0	0.00%	164	58.99%	4	1.44%
	2020-21	370	0	0.00%	2	0.54%	55	14.86%	108	29.19%	0	0.00%	202	54.59%	3	0.81%
	2019-20	282	1	0.35%	4	1.42%	40	14.18%	47	16.67%	1	0.35%	182	64.54%	7	2.48%
	2018-19	284	1	0.35%	4	1.41%	33	11.62%	54	19.01%	0	0.00%	190	66.90%	2	0.70%
Out of state	2023-24	22	0	0.00%	1	4.55%	5	22.73%	4	18.18%	0	0.00%	12	54.55%	0	0.00%
	2022-23	28	1	3.57%	0	0.00%	4	14.29%	2	7.14%	0	0.00%	20	71.43%	1	3.57%
	2021-22	32	0	0.00%	1	3.13%	8	25.00%	2	6.25%	0	0.00%	21	65.63%	0	0.00%
	2020-21	25	0	0.00%	0	0.00%	7	28.00%	4	16.00%	0	0.00%	13	52.00%	1	4.00%
	2019-20	17	1	5.88%	0	0.00%	4	23.53%	3	17.65%	0	0.00%	8	47.06%	1	5.88%
	2018-19	22	0	0.00%	0	0.00%	6	27.27%	0	0.00%	0	0.00%	15	68.18%	1	4.55%
All Routes	2023-24	481	1	0.21%	2	0.42%	68	14.14%	117	24.32%	0	0.00%	285	59.25%	8	1.66%
	2022-23	479	3	0.63%	3	0.63%	63	13.15%	97	20.25%	0	0.00%	308	64.30%	5	1.04%
	2021-22	445	0	0.00%	2	0.45%	96	21.57%	77	17.30%	0	0.00%	263	59.10%	7	1.57%
	2020-21	553	0	0.00%	5	0.90%	83	15.01%	136	24.59%	0	0.00%	322	58.23%	7	1.27%
	2019-20	401	2	0.50%	4	1.00%	69	17.21%	63	15.71%	1	0.25%	253	63.09%	9	2.24%
	2018-19	423	1	0.24%	6	1.42%	61	14.42%	69	16.31%	0	0.00%	283	66.90%	3	0.71%

Methodology: All standard superintendent certifications that were issued since September 1, 2018 to educators who did not previously hold a superintendent certification were identified in ECOS. These initial certifications were categorized into the academic year in which they were issued. Educators were categorized into one of the three mutually exclusive routes through which they obtained their initial certification and according to their self-identified gender and race / ethnicity.

Notes: The counts may differ from those reported in previous years. This occurs for two reasons: (1) as errors are discovered, they are corrected, or (2) we update our programming to improve the accuracy in capturing the population of interest.

The demographic data contained in ECOS may be different than that contained in the employment records in the Public Education Information Management System (PEIMS) database, which relies on data reported to TEA by individual local education agencies annually, and, therefore, may not be fully comparable to Agency reports that rely on the PEIMS demographic data.