



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

2018-2019 State of the Teaching Profession in
North Carolina

General Statute § 115C-12(22)

Date Due: March 15, 2020
DPI Chronological Schedule, 2019-2020

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2018-2019
Annual Report on the State of the Teaching Profession in North Carolina

Overview of the Annual Report

GS §115C-12(22) requires the State Board of Education to include specific data in its annual report on the teaching profession.

Attrition data within this report are summarized in multiple ways: by individual local education agencies (LEA) and by the new State Board of Education (SBE) Districts. Improvements were made to this report last year based on feedback from the NC Department of Public Instruction and the State Board of Education. The five summary categories were realigned to better represent the reasons teachers have self-reported their change in employment. Additionally, the North Carolina Department of Public Instruction (NCDPI) has eliminated the use of the term "Turnover" from this report and will use, and define, the terms "attrition" and "mobility" to describe changes in teacher employment status. For the purposes of this report, the following definitions apply:

Attrition: a reduction in the number of employees that occurs when employees leave an employing unit. Attrition can be measured at the state or LEA level.

Mobility: the relocation of an employee from one LEA/charter school to another within the state of North Carolina. For the purposes of this report, mobility only exists at the state level; employee mobility across LEAs/charter schools is considered to be attrition for the employing unit from which the employee departs.

Given the change in how NCDPI is defining employment trends in this report, results from reports after the 2015-2016 school year cannot be compared to prior year reports in a meaningful way. Differences in employment trends between the 2015-2016 and later reports and reports from prior years are not comparable and should not be attributed to any programs or policies implemented in prior years.

Data Collection Procedures

Every Local Education Agency (LEA) reports teacher turnover to the state yearly. These data are used in calculations to satisfy state legislation as well as the NC School Report Card (SRC). Calculations are based on a snapshot of employment for classroom teachers employed in the LEA as reflected in the DPI payroll database. Classroom Teachers are determined by Purpose Codes beginning with 51, 52, or 53 and Object Codes 121, 123, 124, or 128. Purpose and Object Codes are part of the payroll budget code. To determine attrition, the teacher's Unique Identifier (UID) is queried against all employee budget codes in the previous year's payroll data file. If a teacher's UID is not found to be employed in the state in March of the current year as they were in March of the previous, the teacher is classified as attrition at the state level. If a teacher's UID is found to be employed in the state in March of the current year but in a different LEA from the prior year, that teacher is classified as attrition at the LEA level, but mobility at the state level. Teachers who remain in the same LEA but move from an instructional to non-instructional role within the measurement period do not contribute to the attrition or mobility rate at the state or local level.

The Financial and Business Services Division at the Department of Public Instruction provides each LEA a list of individuals employed as teachers within the March date range, and they are asked to provide summary data on the reasons teachers leave the profession. These reasons are self-reported by teachers to LEA personnel during exit interviews, surveys, and/or factual information from their human resources database.

Charter school data are not reflected in this report except where teachers in an LEA in March 2018 moved to a charter school in March 2019 (identified as mobility in state-level reporting). Charter schools do not report attrition data to the State as teachers employed by NC charters are at-will employees and only 50% of their staffs are required to hold teacher licenses, according to GS §115C-218.90(a)(1).

This report does not include teachers who moved from one school to another school within the LEA or teachers who are on approved leave; they continue as active and current employees. This report does not include information regarding local vacancies or any statewide salary/cost analysis.

There are **28 reasons** LEAs use to code their attrition data. For purposes of this report, those self-reported reasons are combined into **five (5) summary categories**. The five (5) summary categories were established to organize the data, to make comparisons of the data, and to find relationships among the data to better understand the reasons why teachers leave the profession. The categories are as follows:

- 1) Teachers who left the LEA but remained in education
- 2) Teachers who left the LEA for personal reasons
- 3) Teachers who were terminated by the LEA
- 4) Teachers who left the LEA for reasons beyond the LEA's control
- 5) Teachers who left the LEA for other reasons not listed above

From the perspective of the LEAs, all 5 summary categories represent attrition (loss of an employee from the LEA). From the perspective of the state, however, only summary categories 2-5 represent attrition from the state. Summary category 1, "Remained In Education" represents mobility within the State of North Carolina. The summary category, "Remained In Education" is excluded from the analysis on state attrition, but is analyzed in the section related to teacher mobility in the state.

Note: Teachers on approved leave and teachers who moved from one school to another school within the LEA are not captured in the state report at this time. Calculations include International Teachers who are required to return to their home countries after three years, Teach for America (TFA) teachers who are high-achieving recent college graduates and professionals enlisted to teach for at least two years in designated high-need communities, and teachers receiving financial assistance through the Troops to Teachers Program who agree to teach in their position for at least three years.

State of the Teaching Profession in North Carolina

Key Findings

1. Generally, North Carolina teachers are remaining in the classroom. The overall state attrition rate for 2018-2019 is 7.5%.
2. There were 94,672 teachers employed in NC between March 2018 and March 2019. Of these teachers, 7,115 are no longer employed in NC public schools (or public charter schools).
3. Teachers with fewer than three years of teaching experience are considered Beginning Teachers in NC. During the period between March 2018 and March 2019, there were 15,691 Beginning Teachers (BTs) employed statewide and 1,768 were reported as attrition. The attrition rate for Beginning Teachers in NC is 11.3%, substantially higher than the attrition rate for those not classified as a Beginning Teacher ($5,347/78,981 \approx 6.8\%$).
4. 4,868 beginning Lateral entry (LE) teachers were employed in March 2018, and, of those, 683 (14.0%) were no longer employed in NC public schools in March 2019. A total of 1,382 teachers were employed in North Carolina as International Teachers, and 218 (15.8%) of those teachers left employment with NC public schools; a total of 419 Teach for America (TFA) Teachers were employed in March 2018, and 84 (20.1%) were no longer employed in NC public schools in March 2019. (see Table 1)
5. The majority (58.3%) of teachers who left employment in NC public schools cited "Personal Reasons" for their decision to depart. Retirement with full benefits and resigned due to a career change were the largest individual reasons (19.1% and 12.5%, respectively) cited for teachers' decision to leave employment in NC public schools. (see Table 2)
6. On average, teachers who leave employment with the state have lower teaching effectiveness (as measured by EVAAS index scores) than their counterparts who remain employed in NC public schools. This relationship holds true when departing teachers are compared with remaining teachers in terms of years of teaching experience. (see Table 3 and Charts 2 & 3)
7. LEAs experience attrition as the combined effect of teacher attrition from the state and mobility of teachers from one LEA to another LEA/charter school. On average, 4.5% of the state's teaching force changed employment during the measurement period. The average effect of the LEA-attrition rate for the state is 12.1% (7.52% state attrition rate + 4.53% mobility rate). There is a wide range of LEA-attrition rates across the state. (See Table 8)
8. Some LEAs are able to recapture their losses due to teacher attrition by capitalizing on teacher mobility. The rate at which LEAs are able to attract transferring teachers to their system is defined as the "recoupment rate". The LEAs with the highest and lowest recoupment rates are listed in Table 9.
9. Hard to Staff subject areas are determined by teacher vacancy reports submitted by the LEAs. For elementary schools, core subject teaching positions exhibit the highest vacancy totals. In middle schools (6-8) LEAs have the highest vacancies for mathematics and in high schools (9-12) the highest vacancies are for CTE. (See Tables 11 and 12)

State Attrition Rates for NC Teachers

All 115 operational LEAs reported their district-level employment data for the 2018-2019 reporting period. The newly created Innovative School District (ISD) is included in this report but will not be included in any highest or lowest categories due to the small sample size of the district. The calculations show that out of the 94,672 teachers employed during the 2018-2019 school year, 7,115 teachers were reported as attrition (i.e., no longer working in a North Carolina public school in the 2018-19 school year), resulting in an overall state attrition rate of 7.5%. This state-level attrition rate is slightly less than the attrition rate of the 2017-2018 reporting year of 8.1%. Generally, teachers in North Carolina are remaining in the classroom.

The state attrition rates for certain subgroups of teachers differ from those of experienced, licensed teachers. The state attrition rate for Beginning Teachers (fewer than three years of teaching experience) is approximately 60.4% higher for beginning teachers than for their more experienced counterparts (11.3% BT vs. 6.8% for non-BTs). Beginning Teachers account for approximately 24.8% of all teachers who separate from employment in NC public schools. The attrition rates for these teacher subgroups are presented in Table 1.

Teachers who enter the teaching profession on a lateral entry license are another subgroup of the teaching population whose attrition rates differ dramatically from the general population of licensed, experienced teachers. While there are many (4,868) lateral entry teachers who are classified as a BT, there is a substantial number of lateral entry teachers who are not currently classified as BTs (i.e., the lateral entry teacher has completed the Beginning Teacher Support Program but has not yet converted his/her license to a Continuing Professional License). There was a 4.7% percent increase in the number of teachers identified as lateral entry from the 2017-18 to the 2018-19 school year (5,636 versus 5,902, respectively). Of the 5,902 lateral entry teachers who were employed in NC public schools in March 2018, 804 of them were not employed in NC public schools in March 2019, resulting in a state attrition rate of 13.6%. The state attrition rate for non-lateral entry teachers was 7.1%. Lateral entry teachers have, on average, an 91.5% higher rate of attrition than their non-lateral entry counterparts. Passage of Senate Bill 599 discontinued issuing lateral entry licenses as of June 30, 2019 and replaced that route to teaching with a new residency license model. While candidates issued a lateral entry license prior to discontinuing the pathway will have the full three years to complete their requirements for a clear license, a precipitous decline in lateral entry candidates is anticipated between now and 2022 when the allotted time for completing the pathway is complete. During that same time, participation in the new residency license route is expected increase and ultimately replace the lateral entry pathway.

Other subgroups of the teaching population of interest are International Teachers and Teach for America (TFA)¹ teachers. A total of 1,382 International Teachers were employed in NC in March 2018, and 218 of those (15.8%) were not employed in NC public schools in March 2019. Of the 419 TFA teachers in NC in March 2018, 84 (20.1%) did not remain in employment in March 2019. These two subgroups of teachers do have a unique employment situation among NC teachers. In general, International Teachers and TFA teachers commit to a three-year or two-year contract, respectively, with NC school systems. While some teachers from these two groups do remain in education after the term of their initial contract, including attrition rates for those in the third year of their contract in March 2018 may skew the attrition rates higher. If one restricts the analysis to International Teachers and TFA teachers who did not cite the end of their contract term as their reason for leaving employment, International Teachers have a 11.1% attrition rate and TFA teachers have a 16.7% attrition rate.

¹ For the purposes of this report, TFA teachers are defined as those on an initial, TFA license. When, or if, a TFA teacher converts to a continuing license, the teacher is no longer identified as a TFA teacher.

Table 1: State Attrition Rates by Teacher Category 2018-2019

CATEGORY OF TEACHERS		Total Number of Teachers in Category 2018-2019	Number of Teachers Leaving Employment in NC public schools	% Attrition in Category 2018-2019
Experienced, Licensed Teachers		78,981	5,347	6.8%
Beginning Teachers ²		15,691	1,768	11.3%
Teach for America Teachers	All ³	419	84	20.1%
	Before Contract Term	235	47	16.7%
International Teachers	All	1,382	218	15.8%
	Before Contract Term	1,058	117	11.1%
Lateral Entry Licensed Teachers		5,902	804	13.6%

² *Note: Beginning Teachers, International Teachers, TFA, and Lateral Entry teachers may be included in multiple categories.

³ TFA numbers do not include any TFA teachers in NC charter schools.

Diversity of Work Force

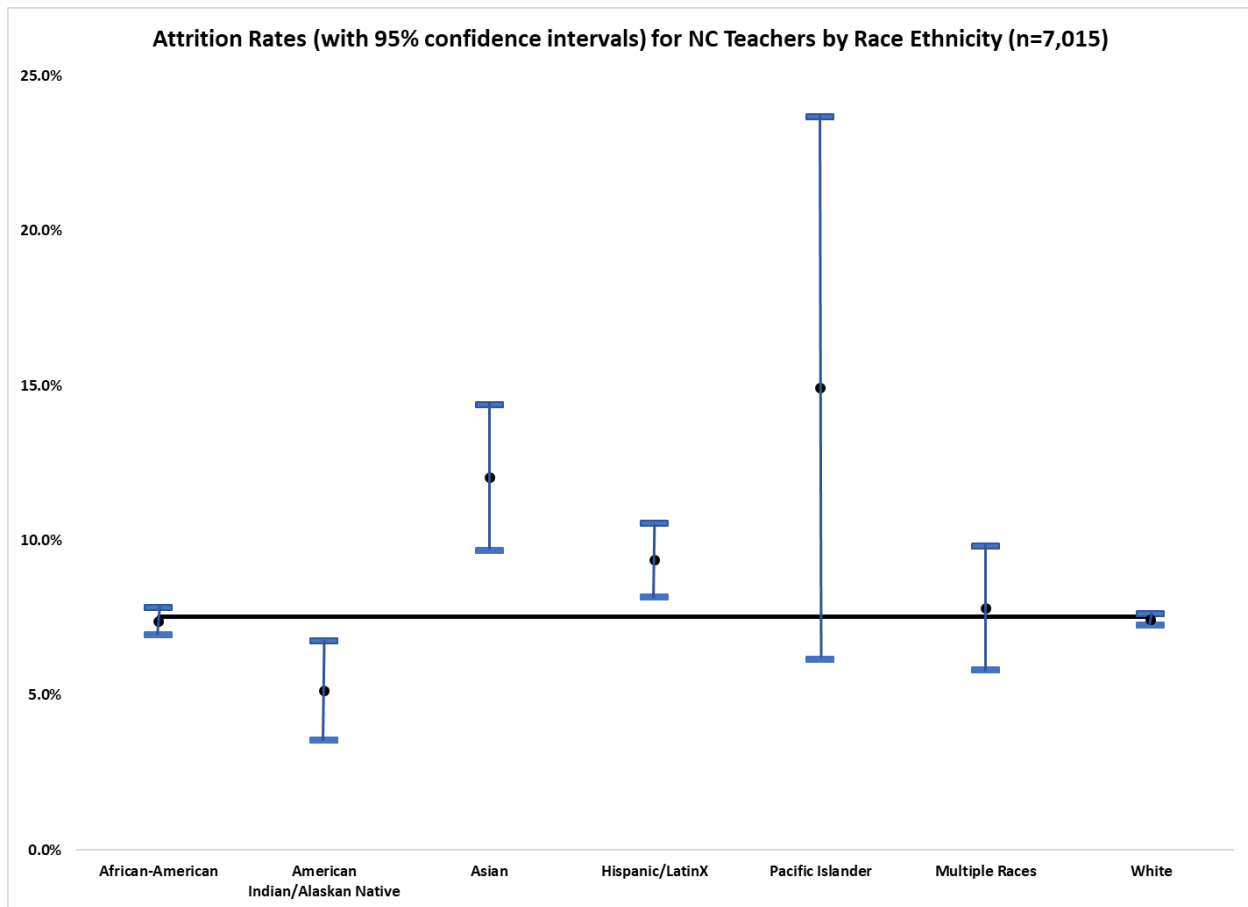
The North Carolina State Board of Education has established three main goals to support its mission of maintaining a sound and basic education for every child in North Carolina: 1) Eliminate opportunity gaps by 2025, 2) Improve school and district performance by 2025, and 3) Increase educator preparedness to meet the needs of every student by 2025. A vibrant and diverse teaching force is essential to achieving all three of the State Board of Education's articulated goals. In Table 2, one can observe the number and percentage of our student population by race/ethnicity as compared to the number and percentage of the race/ethnicity of the state's teaching force. The majority of North Carolina's teachers identify as White (80.7%), but the percentage of students in North Carolina identified as White is less than half (47.7%). African-American students represent about one-quarter of the student population (25.1%), but only 14.4% of the teaching force identifies as African-American. Of particular note is the disparity between the percentage of Hispanic/LatinX students in the state (17.9%) and the percentage of teachers who share that ethnicity (2.5%). The percentage of LatinX students in the state is over times greater than the percentage of LatinX teachers in the state.

Table 2: Student and Teacher Race/Ethnicity 2018-19

Race/Ethnicity	Students		Teachers	
	Number	Percentage	Number	Percentage
African American	384,562	25.1%	13,609	14.4%
Am. Indian	17,699	1.2%	738	0.8%
Asian	53,176	3.5%	740	0.8%
Hispanic/LatinX	274,926	17.9%	2,340	2.5%
Pacific Islander	2,142	0.1%	67	0.1%
Multiple Races	68,771	4.5%	704	0.7%
White	731,746	47.7%	76,374	80.7%
Not Identified			100	0.1%
Total	1,533,022		94,672	

As North Carolina works to increase diversity in its teacher force, it is important to understand whether attrition from the state's public schools is related to teacher race or ethnicity. In Chart 1, the percentage of teachers who left employment in North Carolina public schools is presented by the teachers' race/ethnicity. A confidence interval has been estimated for the percentage of attrition for each demographic category. Where the confidence interval intersects with the average attrition rate for the entire population of North Carolina's teachers (solid, horizontal line), one can infer that there is no disproportionate attrition rate for that demographic subgroup (e.g., African-American, Pacific Islander, Multiple Races, and Whites). Where the upper limit of the confidence interval does not meet the state average (American Indian/Alaskan Native), one can infer that this demographic group has a lower attrition rate than the state average. In two cases (Asian and Hispanic/LatinX), the lower limit of the confidence interval is above the state average. It can be inferred that Asian and Hispanic/LatinX teachers leave employment with North Carolina public schools at a rate that is higher than the overall state average. Unfortunately, this analysis cannot explain why these teachers are more likely to leave employment than other demographic groups; further research is necessary to determine the root causes of the differential attrition rates for these two demographic groups.

Chart 1



Reason Codes for Teacher Attrition

There are 23 reasons LEAs use to code their attrition data. For purposes of this report, the self-reported reasons teachers leave have been categorized into five summary categories: Personal Reasons, Initiated by LEA, Beyond LEA Control, Other Reasons. Some teachers reported in their exit interview that they intended to remain in education but move to a different LEA (either in a teaching or non-teaching role). Despite that assertion, some of these teachers were not employed in an NC public school in March 2019. These teachers contribute to the state attrition rate, and the original, self-reported reason code is changed to "Other Reasons". Alternatively, some teachers reported in their exit interview that they would leave employment in NC public schools, but were employed in an LEA or charter school in the 2018-19 school year. These teachers' reason codes were changed from the reported reason code to either "Resigned to teach in another NC public school system" (code 58), or "Resigned to teach in a NC charter school" (code 70). NCDPI is not able to report on teachers who indicated that they would leave public education and seek employment with a NC private school (code 71).

As reflected in Table 2, teachers reported "Personal Reasons" as the main reason (58.3%) for their decision to leave the profession in the reporting year (2018-2019). Of those citing personal reasons for leaving employment as an NC public school teacher, the most common reason for leaving was resigned

to change careers (21.4% of teachers leaving for Personal Reasons). The number of teachers resigning due to retirement with full benefits has decreased slightly from the 2017-2018 reporting year. Of the 7,115 teachers who left employment with NC public schools in the 2018-19 reporting year, 1,360, or 19.1%, left due to retiring with full benefits. Approximately one-fifth (21.5%), or 1,651 teachers, of the state's teaching force left employment with NC public schools due to retirement with full benefits in the 2017-2018 reporting year. The retirement with full benefits category experienced a 17.6% percentage point difference from the prior reporting year. Retirement with full benefits represents the largest, individual reason for leaving employment with NC public schools from March 2018 to March 2019.

While the state may not be able to develop policy to address some of the reasons teachers supplied under the Personal Reasons category (e.g., health issues, family relocation, etc.), there are two reasons that might have root causes that could be addressed through policy. Nearly one in eleven teachers (9.0%) who left employment with NC public schools indicated that they intended to teach in another state.

The second, policy-relevant reason that teachers gave for leaving NC public schools was a desire to pursue a different career. Teachers who expressed a desire to pursue another career account for 12.5% of the state's overall attrition. Slightly less than half the teachers (49.8%) who cited this reason for leaving employment in the state's public schools were in the first five years of teaching.

The data displayed in Chart 1 show the attrition rates for teacher by years of experience. From the chart, one can see that attrition rates in the first five years of teaching are much higher than those of mid-career teachers (except for those teachers at 27 years and above when retirement becomes more financially viable). This attrition among early-career teachers could be attributable to differences in how younger generations view careers – younger professionals may be more fluid in how they approach their professional lives than earlier generations.

The state did target early-career teachers for salary increases in 2015. The fact that these teachers leave the teaching profession at higher rates than their more experienced counterparts is well documented, and increasing the salaries of early-career teachers could very well stem the high rates of attrition from the profession. It would be prudent, however, for the state to monitor the effect of this salary increase on early-career teachers' decisions to remain employed in NC public schools. If attrition rates among this group of teachers do not respond to the increased salary, the state could benefit from probing deeper into these teachers' motivations for pursuing their teaching careers in other states or leaving the profession altogether.

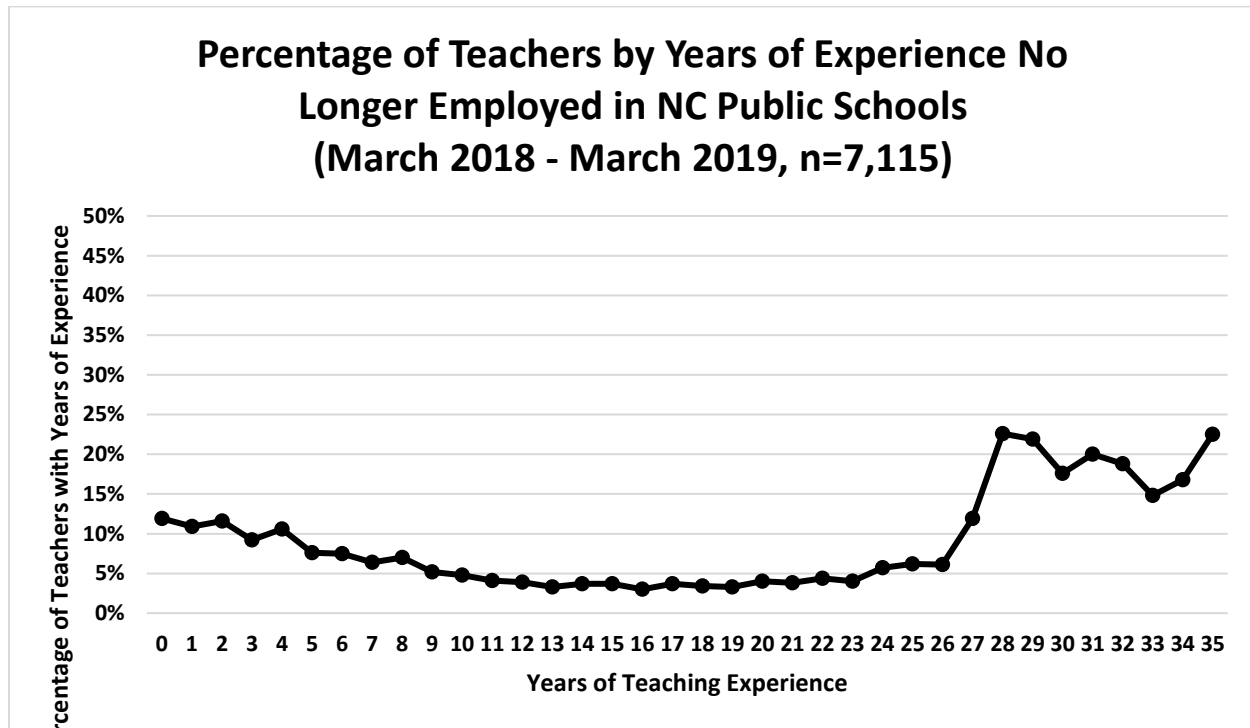
A complete list of reason codes for attrition from the state can be found in Appendix A. The percentage of reason codes cited by departing teachers by LEA can be found in Appendix B.

**Table 3: State Attrition Reasons by Categories
2018-2019**

For purposes of this report, the 23 self-reported reasons teachers provide to their LEAs are combined into four (4) summary categories below. The four (4) summary categories include the 23 self-reported reasons for leaving. The categories were established to organize the data, to make comparisons of the data, and to find relationships among the data to better understand the reasons teachers leave the profession.

Reasons for Attrition	2018-2019	
Overall State Attrition	7,115	
	Number	Percentage of Total Attrition
Personal Reasons	4,315	60.7%
Resigned due to family responsibilities/ childcare (57)	653	9.2%
Resigned to continue education/sabbatical (60)	219	3.1%
Resigned due to family relocation (61)	822	11.6%
Resigned to teach in another state (62)	642	9.0%
Dissatisfied with teaching (63)	123	1.7%
Resigned due to career change (72)	890	12.5%
Resigned due to health/disability (64)	159	2.2%
Retired with reduced benefits (68)	541	7.6%
Re-employed retired teacher resigned (73)	101	1.4%
Resigned to teach in a non-public/private school (71)	165	2.3%
Initiated by LEA	567	8.0%
Dismissed (50)	15	0.2%
Non-renewal (probationary contract ended) (53)	128	1.8%
Interim contract ended--not rehired (54)	225	3.2%
Resigned in lieu of dismissal (55)	82	1.2%
Resigned in lieu of non-renewal (78)	56	0.8%
Did not obtain or maintain license (56)	61	0.9%
Beyond Control of LEA	1,689	23.7%
Reduction in Force (51)	3	0.1%
Retired with full benefits (66)	1,360	19.1%
Deceased (67)	37	0.5%
End of Term (International Teachers) (74)	114	1.6%
End of Term (TFA) (77)	48	0.7%
Resigned due to movement required by Military Orders (76)	127	1.8%
Other Reasons	544	7.6%
Resigned for other reasons (65)	288	4.1%
Resigned for unknown reasons (69)	256	3.6%
	7,115	100.0%

Chart 2



State Attrition and Student Growth

In order to appreciate fully the impact of teacher attrition on the state, it is important to understand the relative effectiveness of the instruction of those who leave employment in NC public schools and those who remain. For the purposes of this report, teaching effectiveness is defined as the EVAAS index score from the 2018-2019 school year. Teachers without any EVAAS scores are excluded from this analysis. The EVAAS index score is a standardized measure of a teacher's impact on student achievement relative to the average NC teacher's impact in a particular grade/subject. Teachers with EVAAS index scores of zero are considered to have teaching effectiveness that is consistent with the hypothetical "average" NC teacher. For teachers with an EVAAS index score of 2.0 or greater, the state is confident that their instructional effectiveness exceeds that of the average NC teacher. For teachers with an EVAAS index score of less than -2.0, the state is confident that their instructional effectiveness is less than that of the average NC teacher.

On average, teachers who left employment in NC public schools had lower EVAAS index scores than those teachers who remained in employment during the measurement period. The average EVAAS index score for teachers who remained employed in NC public schools was 0.20 ($n=55,854$, $SD=2.76$); the average EVAAS index score for teachers who did not remain employed in NC public schools was -0.45 ($n=4,325$, $SD=2.85$). The difference in EVAAS index scores (0.65) between these two groups is statistically significant ($t=14.5$, $p<0.001$).

While it is important to know that teachers who leave employment in NC public schools have, on average, lower EVAAS index scores, this analysis could mask important differences in teaching effectiveness for early-career versus more experienced teachers. By comparing the EVAAS index scores of departing and remaining teachers at differing levels of experience, one can determine whether the general trend holds true at various levels of teaching experience. In order to test this assumption, teachers were placed into five-year bands according to their years of experience (0-30+ years). The EVAAS index scores of teachers who remained in employment were compared to teachers who left employment within the same band of experience. Table 3 contains data for the differences in EVAAS index scores for teachers who remained in

NC public schools and those who left employment during the measurement period. From the display in Chart 2, one can discern that teachers who remain employed in NC public schools have higher EVAAS index scores, on average, than their counterparts with similar teaching experience who leave employment with NC public schools.

While this analysis confirms that teachers who departed from employment in NC public schools have lower EVAAS ratings than those who remained employed, one should not infer a causal relationship between EVAAS index scores and teacher attrition. While dissatisfaction with EVAAS or the teacher evaluation process might have played a part in teachers' decisions to leave NC public schools, no teacher expressly identified either measure as a reason for departing. Furthermore, the averages for each experience band contain many teachers with EVAAS ratings well in excess of 2.0. Many teachers with tremendous impact on student achievement elect to leave employment with NC public schools. In Chart 3, the percentages of teachers (both those who remained employed and left employment in NC public schools) in each of the EVAAS performance categories. While it is true that, on average, NC teachers who remained employed in NC public schools have a greater impact on student growth than their colleagues who choose to leave, there are many teachers who leave employment in NC public schools who have a positive impact on student growth. It is in the best interest of the state and LEAs to identify these teachers with positive impact on student growth and find ways to encourage them to remain employed in NC public schools.

Table 4: Differences in Average EVAAS Index Scores for Teachers who Remained in and Departed from Employment in NC Public Schools (n=60,477) 2018-2019

Years of Teaching Experience	Remain		Depart		Difference (Remain - Depart)
	n	Index	n	Index	
0-4 Years	14,661	-0.12	1,718	-0.59	0.47***
5-9 Years	10,653	0.26	767	-0.28	0.54***
10-14 Years	10,337	0.33	406	-0.42	0.75***
15-19 Years	8,764	0.31	285	-0.70	1.01***
20-24 Years	6,483	0.39	278	-0.40	0.79***
25-30 Years	3,637	0.45	548	-0.12	0.57***
30+ Years	1,319	0.23	323	-0.29	0.52***
*** indicates statistical significance at the $p < 0.001$ level					

Chart 3

Differences in Average EVAAS Index Scores for Teachers who Remained in and Departed from Employment in NC Public Schools (2018-2019)

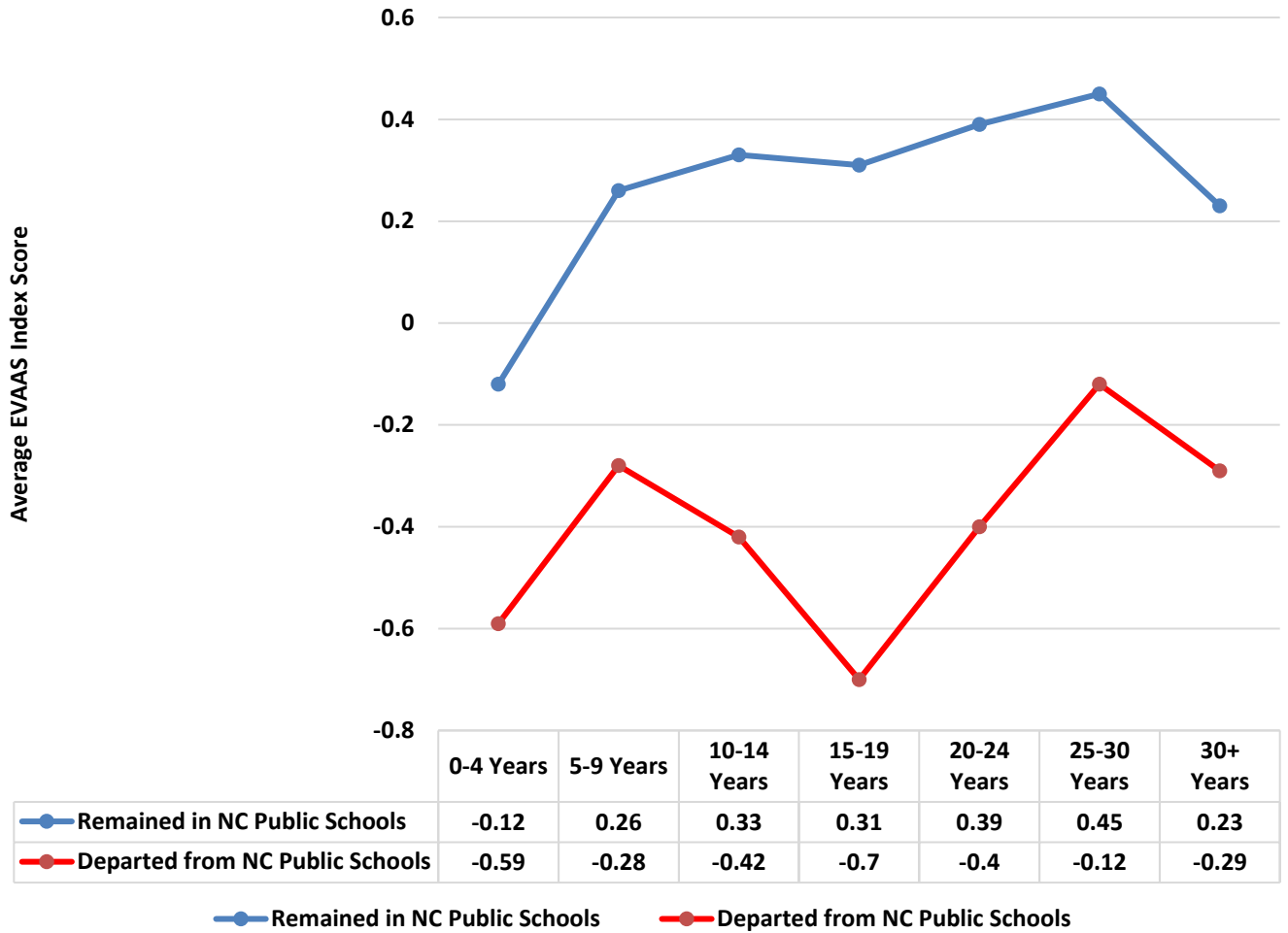
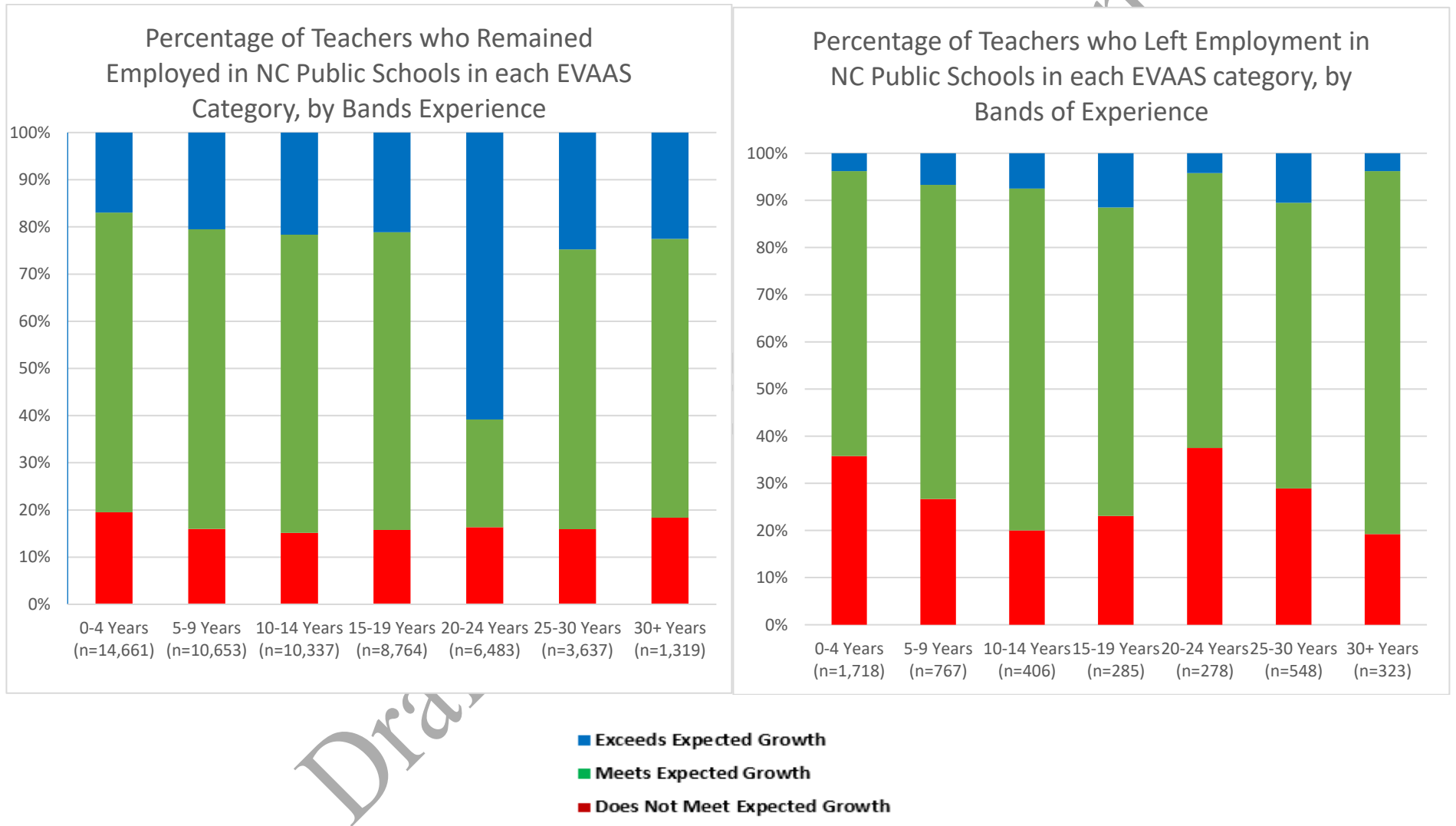


Chart 4



State Attrition by Region and LEA

The overall state attrition rate is a function of teachers leaving employment in NC public schools from the local employing agencies (LEAs). Certain LEAs may be more vulnerable to teacher attrition for a variety of reasons (e.g., proximity to neighboring states, proximity to or distance from a major urban center, employment opportunities outside of the education sector, etc.). These and other factors may create a differential effect on teacher attrition from NC public schools. In Table 5, the data show the contribution of the eight educational regions of North Carolina to the overall state attrition rate. These data indicate that, in general, regions in the western part of the state have lower teacher attrition rates than their eastern counterparts. The Northwest Region has the lowest attrition rate (6.4%) for teachers in the state; the Southeast Region has the highest rate (9.8%) among the state's regions. The Southwest Region had the largest increase in attrition from 8.9% to this year 9.8%.

**Table 5: Contribution to the State Attrition Rate by Region (n=94,672)
2018-2019**

Region Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	Attrition Rate by Region
North Central	24,813	1,878	7.6%
Northeast	4,957	408	8.2%
Northwest	5,621	336	6.0%
Piedmont Triad	15,709	1,103	7.0%
Sandhills	7,543	665	8.8%
Southeast	9,101	816	9.0%
Southwest	21,194	1,506	7.1%
Western	5,734	403	7.0%
State Totals	94,672	7,115	7.5%

While a state-wide attrition rate of 7.52% may be in line with attrition rates experienced by other professions, the state-wide attrition rate is not informative in terms of the effects of teacher attrition on individual LEAs. Data on the five LEAs with the highest and lowest attrition rates in the state are presented in Table 6. The LEAs with the highest teacher attrition rates are Warren County Schools, Northeast Regional School – Biotech/Agri, Northampton County Schools, Thomasville City Schools, and Bertie County Schools. The attrition rate for these LEAs is highly variable and substantially greater than the overall state attrition rate. The attrition rate for Tyrrell County Schools (17.3%) and Northampton County Schools (15.9%) over twice the overall state attrition rate (7.52%). Onslow County Schools, with the lowest attrition rate of the five LEAs (13.5%) with the highest attrition rate, is 180% higher attrition rate than the state as a whole.

Conversely, the LEAs with the five lowest attrition rates – Graham County Schools, Gates County Schools, Clinton City Schools, Caldwell County Schools, and Alexander County Schools – have teacher attrition rates that almost half that of the state attrition rate. Furthermore, the attrition rates for these five districts are within one percentage point of one another. Although there are a myriad of factors specific to each of these ten LEAs that may affect their attrition rates, it would benefit all LEAs for the state to explore what factors might be contributing to the low attrition rates of these five districts. If there are programs, processes, or organizational structures present in these five LEAs that can be replicated (with similar effect) in other LEAs across the state, there might opportunities to lower the state's attrition rate even further.

It is important to note that these attrition rates for the LEAs are based solely on teachers who leave employment in NC public schools. Mobility rates, which also have an impact on the instructional capacity of LEAs, will be analyzed in the following section.

**Table 6: Five Highest and Lowest LEAs in State Attrition Rates
2018-2019**

LEA Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	Attrition Rate by LEA
Highest Attrition Rates			
Tyrrell County Schools	52	9	17.3%
Northampton County Schools	126	20	15.9%
Hoke County Schools	580	79	13.6%
Vance County Schools	412	56	13.6%
Onslow County Schools	1613	217	13.5%
Lowest Attrition Rates			
Graham County Schools	91	2	1.1%
Gates County Schools	127	4	3.1%
Clinton City Schools	203	8	3.9%
Caldwell County Schools	825	33	4.0%
Alexander County Schools	324	13	4.0%

Teacher Mobility

Up to this point, this report has focused on teachers who have left the teaching profession in North Carolina public schools. The 115 LEAs across the state must not only contend with the impact of teachers leaving state employment, but also the loss of teachers due to teachers changing employment from one LEA to another LEA or charter school. During the measurement period from March 2018 to March 2019, on average, 4.53% (4,290 teachers) of North Carolina's teaching force changed employment from one LEA to another LEA or NC public charter school. The combined effect of teacher attrition from public school employment and the mobility of teachers across LEAs results in the LEA attrition rate⁴. This section of the report will focus on how LEAs differ in terms of their mobility and overall attrition rates and whether there are informative trends in how teachers move from one LEA to another.

In Table 7, the five LEAs with the highest overall mobility rates and the five LEAs with the lowest overall mobility rates are displayed. Thomasville City Schools reported the highest percentage of teachers moving to another LEA or charter school during the measurement period. Thomasville City Schools' percentage of 15.5% is over three times the state average mobility rate of 4.6%. Similar to the attrition rates, the mobility rates of these five districts are large (relative to the average) and very consistent in their magnitude (range of 3.4 percentage points).

The six districts with the lowest mobility rates in the state have mobility rates that range from 0.9% (Alleghany County Schools) to 1.2% (Macon County Schools and Camden County Schools). At the high end, these districts experience mobility rates that are about a fifth (19.7%) of the state mobility average. As suggested earlier in this report, it may be beneficial for the state to examine districts with low mobility rates more closely to determine what policy-relevant factors may be contributing to these unusually low rates.

**Table 7: Five Highest and Lowest LEA Mobility Rates
2018-2019**

LEA Name	Total Number of Teachers	Number of Teachers Leaving LEA	LEA Mobility Rate
Highest Mobility Rates			
Thomasville City Schools	166	24	14.5%
Elizabeth City-Pasquotank Public Schools	355	50	14.1%
Washington County Schools	102	14	13.7%
Newton Conover City Schools	195	24	12.3%
Vance County Schools	412	50	12.1%
Lowest Mobility Rates			
Alleghany County Schools	114	1	0.9%
Macon County Schools	325	3	0.9%
Dare County Schools	396	4	1.0%
Clay County Schools	95	6	1.0%
Graham County Schools	91	1	1.1%

⁴ Teachers who reported that they were leaving employment with NC public schools but appeared in payroll records in the 2017-18 school year were not included in state-level attrition rates. If these teachers appeared in the payroll records of a different LEA/charter school after March 2018, they factor into the original LEA's mobility rate. If the teacher appeared in the payroll records of the same LEA in March 2017 (regardless of role), they do not factor in the LEA's mobility rate.

Overall Attrition from the LEAs

The combined effect of attrition from the state and mobility from the LEA results in the overall LEA attrition rate – the percentage of instructional capacity an LEA loses during the measurement period of March 2018 to March 2019. The state average for the LEA attrition rate is 12.05%: 7.52% for attrition from the state and 4.53% for average mobility rate. The ten LEAs that demonstrate the five highest and five lowest LEA attrition rates are displayed in Table 8.

From the data contained in Table 8, one can see that Vance County Schools and Tyrell County Schools experienced the greatest percentage of loss to their teaching force during the measurement period. Vance and Tyrrell County Schools lost approximately one out of every four teachers (25.7% and 25.0%, respectively) employed in the system during the measurement period. The remaining LEAs of the high attrition rate group also lost, on average, approximately one in four of their teachers from March 2018 to March 2019. The high rates of attrition among these five LEAs undoubtedly creates challenges for the LEAs to maintain consistency in instructional services for their students.

In the 2018-2019 report, LEAs from the western part of the state represent three of the five LEAs with the lowest LEA attrition rates (in the prior year report, Western LEAs accounted for four of the five lowest LEA attrition rates. Gates County Schools (Northeast Region) had the third lowest LEA attrition rate in the state. Iredell-Statesville Schools (Southwest Region) experienced the fourth lowest LEA attrition rate in the state. The five districts with the lowest overall attrition exhibit attrition rates that are between 87 and 51 percent of the state's average LEA attrition rate. While employment patterns can change from year to year, the state is gaining valuable information about which LEAs are able to maintain relatively low attrition rates year after year. The state could possibly benefit from examining the hiring, recruitment, and on-boarding processes for these districts to find scalable best practices that could help reduce attrition in other districts. Other data sources relevant to teacher satisfaction (e.g., the NC Teacher Working Conditions Survey) might hold valuable information for our understanding of how these five districts are able to retain their teachers at rates that are much higher than the state average.

**Table 8: Five Highest and Lowest Total Attrition Rates for LEAs
2018-2019**

LEA Name	Total Number of Teachers	Number of Teachers Leaving State Employment	State Attrition Rate for LEA	Number of Teachers Leaving LEA	LEA Mobility Rate	Total Number of Teachers Departing from the LEA	Total Attrition Rate from LEA
Highest LEA Attrition							
Vance County Schools	412	56	13.6%	50	12.1%	106	25.7%
Tyrrell County Schools	52	9	17.3%	4	7.7%	13	25.0%
Elizabeth City-Pasquotank Public Schools	355	38	10.7%	50	14.1%	88	24.8%
Northampton County Schools	126	20	15.9%	11	8.7%	31	24.6%
Thomasville City Schools	166	16	9.6%	24	14.5%	40	24.1%
Lowest LEA Attrition							
Graham County Schools	91	2	2.2%	1	1.1%	3	3.3%
Macon County Schools	325	17	5.2%	3	0.9%	20	6.1%
Gates County Schools	127	4	3.1%	8	3.2%	8	6.3%
Iredell-Statesville Schools	1,221	54	4.4%	27	2.2%	81	6.6%
Cherokee County Schools	264	16	6.1%	3	1.1%	19	7.2%

LEA Recoupment Rate

Although teacher mobility can present challenges to LEAs in staffing their schools and maintaining instructional consistency, the movement of teachers across the state can benefit some LEAs. LEAs may benefit from teacher mobility by being able to replace departing teachers with other teachers who have experience with NC curricula, assessment practices, and other state policies and procedures. In order to appreciate the net effect of teacher mobility on the LEAs, one must understand how well LEAs are able to capitalize on teacher mobility to replenish their teaching forces. The recoupment rate is the number of mobile teachers who appear on an LEA's payroll on or after March 2018 divided by the total number of teachers who left that LEA as of March 2019.

From the data in Table 9, one can observe the recoupment rates of the LEAs with the five highest, and lowest, teacher recoupment rates during the period from March 2018 to March 2019. Edenton-Chowan Schools and Clinton City Schools enjoyed the highest rates of replacing their departing teachers with teachers who have teaching experience in North Carolina (72.3% and 68%, respectively). Many of the LEAs in the top five of teacher recoupment rates had relatively small numbers of departing teachers, so it might be easier for these LEAs to achieve higher recoupment rates than larger LEAs. The strategies that these smaller-sized LEAs used to replace its teacher losses with experienced NC teachers may be a fruitful area of inquiry.

Low rates of teacher recoupment pose challenges for LEAs. If an LEA is unable to leverage teacher mobility within the state to offset its own losses, the LEA must hire teachers that are either new to the profession or new to teaching in North Carolina. Initially, both groups of teachers – new to the profession and new to teaching in NC – are, on average, less effective than teachers with experience in North Carolina. LEAs with low recoupment rates will generally have to invest more resources and support for

these teachers without previous experience in North Carolina. Of the five LEAs with the lowest rates of recoupment, Alleghany County Schools and Clay County Schools were able to replace only one of their departing teachers with a teacher who had prior experience in NC.

A complete list of LEAs with their attrition, mobility, and recoupment rates can be found in Appendix C.

**Table 9: Five Highest and Lowest Total Recoupment Rates for LEAs
2018-2019**

LEA Name	Number of Departing Teachers	LEA Attrition Rate	Teachers Employed from other LEAs	Recoupment Rate
Highest Recoupment Rates				
Edenton-Chowan Schools	22	15.8%	16	72.3%
Clinton City Schools	25	12.3%	17	68%
Greene County Schools	37	17.9%	25	67.6%
Newton Conover City Schools	36	18.5%	24	66.7%
Thomasville City Schools	40	24.1%	24	60%
Lowest Recoupment Rates				
Alleghany County Schools	12	10.5%	1	8.3%
Dare County Schools	34	8.6%	4	11.8%
Clay County Schools	7	7.4%	1	14.3%
Macon County Schools	20	6.2%	3	15%
Mitchell County Schools	13	9.3%	2	15.4%

LEA Attrition Data for Low-Performing Districts

One of the requirements of this report is to examine the rates of attrition and mobility for the LEAs that were identified as low performing in the 2018-2019 school year. There were eight LEAs identified as low performing in the 2018-2019 school year: Weldon City Schools, Northampton County Schools, Scotland County Schools, Tyrrell County Schools, Martin County Schools, Edgecombe County Schools, Robeson County Schools, and Nash-Rocky Mount Schools. The attrition, mobility, and recoupment rates for these eleven LEAs are presented in Table 10.

The data from these eight LEAs show that there was great variability in the LEA-attrition rates. Two of these LEAs (Tyrrell and Northampton) had LEA-attrition rates that were approximately twice the state average of 12.05%. On the other hand, the Robeson County Schools and Martin County Schools saw teacher departure rates (10.1% and 11.6%) that were less than the state average of 12.05%. The remaining LEAs had LEA-attrition rates that were consistent with the state average.

These eight LEAs do not appear to exhibit a recoupment rate that is markedly different from other LEAs across the state. Four LEAs showed a recoupment rate that was consistent with the state average of 37.3% - Tyrrell County Schools, Martin County Schools, Robeson County Schools, and Scotland County Schools. Northampton County Schools demonstrated a recoupment rate that was slightly lower than the state average while Nash Rocky Mount Schools demonstrated a recoupment rate that was slightly higher than the state average.

There does not appear to be a strong association between teacher attrition, mobility, and recoupment rates and designation as a low-performing district. These districts do not demonstrate a consistent departure from state averages on the three measures of teacher attrition, mobility, and recoupment. This analysis, however, does not indicate whether the experienced teachers these LEAs recruit to replace their lost teachers are more, or less, effective than the average NC teacher.

Four of the eight LEAs that were identified as low-performing in the 2018-2019 school year, were also on the list of low-performing districts in the 2017-18 school year (Northampton, Tyrrell, Edgecombe, and Nash-Rocky Mount). There is no clear, observable trend in the attrition and recoupment data for these LEAs from the 2017-2018 reporting period to the 2018-2019 reporting period. Some of the LEAs fared better in terms of attrition and recoupment rates and some exhibited higher attrition and lower recoupment rates. There is nothing in the data to suggest that attrition or recoupment rates for these LEAs suffer as a result of their low-performing designation.

Table 10: Attrition, Mobility, and Recoupment Rates for LEAs Identified as Low Performing 2018-2019

Row Labels	Total Number of Employees	State Attrition	State Attrition Rate	Mobility	Mobility Rate	Total Number Departed	LEA Attrition Rate	Recoup	Recoup Rate
Weldon City Schools	70	8	11.4%	7	10%	15	21.4%	7	46.7%
Northampton County Schools	126	20	15.9%	11	8.7%	31	24.6%	8	25.8%
Scotland County Schools	430	44	10.2%	37	8.6%	81	18.8%	35	43.2%
Tyrrell County Schools	52	9	17.3%	4	7.7%	13	25%	4	30.8%
Martin County Schools	224	17	7.6%	9	4.0%	26	11.6%	9	34.6%
Edgecombe County Schools	391	36	9.2%	30	7.7%	66	16.9%	30	45.5%
Robeson County Schools	1,488	73	4.9%	77	5.2%	150	10.1%	63	42%
Nash-Rocky Mount Schools	914	59	6.4%	71	7.8%	130	14.2%	66	50.8%

Most Difficult to Staff License Areas

Prior to the 2018-2019 State of the Teaching Profession Report, NCDPI surveyed LEAs about the most difficult to staff licensure areas. For this year's report, the agency is taking a different approach to answering this question. Instead of asking the LEAs their impressions of which licensure areas are hardest to staff, NCDPI has asked districts to report on teacher vacancies on the first and 40th instructional day of the 2018-2019 school year. Conducting the analysis in this manner will allow the agency to ground the result in data rather than the perceptions of recruiters in the LEAs.

In order to ensure that all LEAs reported their data in a consistent manner, it was necessary to create a teacher vacancy definition. For the purposes of this report, NCDPI defined a teacher vacancy as an instructional position (or a portion thereof) for which there is not an appropriately licensed teacher who is eligible for permanent employment. Instructional positions that are filled with long-term substitutes, retired teachers, or provisionally licensed teachers would be counted as vacant by the LEA, because these employees are not lasting solutions to the vacancy issue and are only stop-gap measures (in most cases) employed by the LEA until a full-time, permanent, fully-licensed teacher can be found. Because of the Department's approach to defining teacher vacancy, one should not assume that positions listed as vacant lack a teacher, but that the position is being covered by the best possible interim teacher until the LEA can realize a more appropriate solution.

For the 2018-19 school year, LEAs across the State of North Carolina reported a total of 96,894.71 teaching positions in North Carolina. This report includes data from 115 LEA's. LEAs were asked to report the number of teaching vacancies on both the first and the 40th instructional day of the 2018-19 school year. Across the state there were 3,112.69 (3.2%) instructional vacancies on the first day of the school year and 1712.85 (1.8%) vacancies on the 40th instructional day. In many cases, the positions that were reported as vacant on the first instructional day were different from the positions that were reported as vacancies on the 40th instructional day. This suggests that teacher vacancy is a continual issue that LEAs must contend with throughout the school year.

In Table 11, one can see the total number of vacancies in the state for selected subject areas by school type (elementary, middle, and high school). It is clear that elementary schools have the greatest number of vacancies in the selected subject areas, but that is expected given that there are far more elementary schools than middle or high schools. While these numbers may appear small for state-wide totals, one must bear in mind that each vacancy represents a classroom of students that does not have a certified, permanent teacher as of the 40th instructional day. With nearly of a quarter of the school year complete

by the 40th instructional day, there will likely be a negative effect on the academic achievement of the students in these classrooms.

Table 11: State-Wide Total Vacancies for Subjects by School Type

Subject Area	School Type	Number of Vacancies
Core (Math, ELA, Science, Social Studies)	K-5	416.75
Exceptional Children	K-5	167.80
Math	6-8	87.6
ELA	6-8	65.0
Science	6-8	73.3
Social Studies	6-8	53.5
Exceptional Children	6-8	105.0
Math	9-12	71.25
ELA	9-12	63.35
Science	9-12	43.0
Social Studies	9-12	43.5
EC	9-12	115.0
CTE	9-12	78.35

LEAs varied considerably in their vacancy rates across the state. There were 10 LEAs that reported zero teaching vacancies on the 40th instructional day – Alleghany, Camden, Hickory, Greene, Weldon City, Henderson, Mount Airy, Transylvania, Watauga, and Wiles. The top five LEAs, in terms of teacher vacancies on the 40th instructional day are presented below in Table 12. The vacancy totals for all selected subject areas and vacancy rates for each LEA are presented in Appendix D.

Table 12: LEAs with the Highest Teacher Vacancy Rates in North Carolina

LEA Name	Teacher Vacancy Rate
Washington County Schools	14.3%
Hoke County Schools	13.1%
Anson County Schools	12.0%
Bladen County Schools	9.4%
Bertie County Schools	8.3%
Edgecombe County Public Schools	7.6%

Conclusions and Next Steps

In general, North Carolina teachers continue to remain teaching in the state and their respective LEAs. While the state attrition rate of 7.52% may be comparable with the attrition rates of other professions, this report has demonstrated that there is substantial variation in that rate across the 115 LEAs in the state. Additionally, analysis of the effectiveness of teachers who no longer remain employed in NC public schools shows that departing teachers are, on average, less effective than their counterparts who choose to remain employed in NC public schools. The question of whether the teachers that replace those teachers lost through attrition are as effective remains unanswered.

Teachers transferring between LEAs, while not representing a loss for the state, do have an impact on the instructional capacity of North Carolina's public school systems. While some LEAs are able to capitalize on teacher mobility, others experience teacher mobility as another obstacle to maintaining a strong, experienced teaching force. Clearly, there are LEAs that are more effective than others at guarding against teacher attrition through mobility. Similarly, some LEAs are able to replenish their diminished teaching force by attracting the state's mobile teachers to their schools. Research into these two phenomena could prove beneficial to the state in terms of reducing teacher mobility in LEAs that experience the highest rates of teacher mobility.

Finally, this report examined the license areas that were most difficult for LEAs to find teaching candidates. Surveys from a majority of the state's LEAs show that there is a dearth of teachers licensed in the areas of mathematics and elementary education. Finding teachers who are licensed in the area of Exceptional Children also continues to be a challenge for the state's LEAs.

The findings in this report are preliminary and should, in no way, suggest a causal relationship between teacher attrition and other characteristics of teachers or LEAs. If any relationships borne out by the analyses in this report suggest a shift in policy or practice, it is advisable that the state conduct deeper, more thorough, research into the possible root causes of the reported relationships. Such research can only enhance our understanding of why, and under what circumstances, teachers decide to leave the teaching profession in North Carolina or move from one LEA to another.

Appendices

Appendix A: Self-Reported Reasons for Leaving

Teachers who left the LEA but remained in education (Includes individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education)	
58	Resigned to teach in another NC public school system
	Teachers leaving LEA to accept a teaching position in another NC system
	Teachers leaving LEA to accept a teaching position in a NC charter school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
59	Moved to a non-teaching position in education in another LEA or Agency
	Teachers moved to counselor, media coordinator, or non-teaching duties in another LEA or Agency
	Teachers moved to administrative positions (school-based) in another LEA or Agency
	Teachers moved to supervisory, director, or coordinator positions in another LEA or Agency
	Teachers accepted non-teaching support or administrative positions in another LEA or Agency
70	Resigned to teach in a NC charter school
	Teachers leaving LEA to accept a teaching position in a NC charter school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
71	Resigned to teach in a NC non-public/private school
	Teachers leaving LEA to accept a teaching position in a NC non-public/private school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
75	Moved to a non-teaching position in the LEA
	Teachers moved to counselor, media coordinator, or non-teaching duties in current LEA of employment
	Teachers moved to administrative positions (school-based) in current LEA of employment
	Teachers moved to supervisory, director, or coordinator positions in current LEA of employment
	Teachers accepted non-teaching support or administrative positions in current LEA of employment
Teachers who left for personal reasons (Includes individuals retiring with reduced benefits, individuals resigning to teach in a non-public school in NC, individuals resigning to teach in another state, individuals dissatisfied with teaching, individuals seeking a career change)	
57	Resigned – Family responsibility/Child care
	Teachers resigning for maternity/family leave
	Teachers resigning to care for ill parents or members of the immediate family
	Teachers resigning to care for family business or personal needs
60	Resigned – To continue education/Take a sabbatical
	Teachers resigning to return to school
	Teachers resigning to pursue an educational leave of absence
61	Resigned – Family relocation
	Teachers resigning due to spouse's relocation
	Teachers resigning as a result of marriage and relocation
	Teachers resigning due to family relocation
62	Resigned – To teach in another state
	Teachers leaving NC to teach in a public school in another state
	Teachers leaving NC to teach in a private school in another state
63	Resigned – Dissatisfied with teaching
	Teachers resigning due to dissatisfaction with teaching
64	Resigned – Health/disability
	Teachers resigning due to personal disability or health related issues
68	Retired with reduced benefits
	Teachers retiring after age 50 with reduced benefits
	Teachers retiring with less than full benefits
72	Resigned – Career Change
	Teachers resigning to pursue another employment opportunity
	Teachers resigning to pursue interests outside teaching

73	Re-employed Retired Teacher Resigned
	Teacher who had retired, was re-employed and subsequently resigns
Teachers whose departure was initiated by the LEA (Includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal)	
50	Dismissed
	Teachers demoted or dismissed under GS 115C-325(h)
	Probationary teachers dismissed during the school year under GS 115C-325(m)
	Teachers dismissed under GS 115C-325 (Below standard ratings)
	Teachers reported to the dismissed teacher list
	Teachers dismissed and the ruling upheld by case manager
53	Non-Renewed – Probationary Contract Ended
	Probationary teachers whose contract is not renewed after the end of the year
54	Interim Contract – Not Rehired (<i>Report only for interim contracts of 6 months or more</i>)
	Interim teachers not rehired under retirement cap
	Teachers not rehired under a term contract with specific employment dates
	Teachers not rehired due to return of a permanent teacher from a leave of absence
55	Resigned in lieu of dismissal
	Teachers resigned to avoid placement on dismissed teacher list
	Teachers resigned rather than go through full dismissal hearing
	Teachers resigned during an active investigation regarding performance/behavior as a professional educator
56	Did not obtain or maintain license
	Teachers not renewed due to failure to fulfill lateral entry requirements
	Teachers not renewed due to failure to earn 15 renewal credits
	Teachers failed to meet Praxis or provisional license requirements
	Teachers let license expire
	Teachers' license was revoked
78	Resigned In Lieu of Non-Renewal
Teachers who left for reasons beyond LEA control (Includes individuals who retired with full benefits, individuals who resigned for health reasons, individuals who resigned due to family responsibilities and/or childcare, death, and individuals who resigned due to family relocation)	
51	Reduction in Force
	Teachers not rehired due to loss of enrollment, funding, or programming
	Teachers covered under local "RIF" policies
66	Retired with full benefits
	Teachers age 60 with 25 years of creditable service
	Teachers with 30 years of creditable service
	Teachers age 65 with at least 5 years of creditable service
	Teachers retiring with full/unreduced retirement benefits
67	Deceased
	Teachers who die while in active service in a NC public school
74	Resigned – End of International Teacher Term
	Teachers whose cultural visas have expired and are no longer eligible to be employed in North Carolina
76	Resigned – Moving Due to Military Orders
	Teachers resigning due to being moved under military orders
77	Resigned – End of Teach for America (TFA) Term
Teachers who left for other reasons (Includes teachers resigning or leaving teaching for reasons not listed or those who resigned for unknown and other reasons)	
65	Resigned – Other reasons
	Teachers resigning or leaving teaching for reasons not listed on the survey
	<i>Please specify (text box):</i> _____
69	Resigned – Reasons unknown
	Teachers resigning; however, there is no information on reason

**Appendix B: State Attrition Percentages by Reasons Categories for LEAs
2018-2019**

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
010	Alamance-Burlington Schools	1,480	107	65	60.7%	12	11.2%	26	24.3%	4	3.7%
020	Alexander County Schools	324	13	4	30.8%	0	0.0%	8	61.5%	1	7.7%
030	Alleghany County Schools	114	11	3	27.3%	1	9.1%	7	63.6%	0	0.0%
040	Anson County Schools	216	16	6	37.5%	0	0.0%	7	43.8%	3	18.8%
050	Ashe County Schools	228	13	7	53.8%	0	0.0%	5	38.5%	1	7.7%
060	Avery County Schools	160	13	7	53.8%	0	0.0%	6	46.2%	0	0.0%
070	Beaufort County Schools	471	36	23	63.9%	3	8.3%	10	27.8%	0	0.0%
080	Bertie County Schools	138	15	1	6.7%	3	20.0%	6	40.0%	5	33.3%
090	Bladen County Schools	288	17	7	41.2%	1	5.9%	5	29.4%	4	23.5%
100	Brunswick County Schools	836	66	43	65.2%	4	6.1%	10	15.2%	9	13.6%
110	Buncombe County Schools	1,654	135	88	65.2%	13	9.6%	30	22.2%	4	3.0%
111	Asheville City Schools	342	28	21	75.0%	1	3.6%	2	7.1%	4	14.3%
120	Burke County Schools	765	49	34	69.4%	1	2.0%	12	24.5%	2	4.1%
130	Cabarrus County Schools	1,967	136	98	72.1%	5	3.7%	25	18.4%	8	5.9%
132	Kannapolis City Schools	364	21	17	81.0%	0	0.0%	1	4.8%	3	14.3%
140	Caldwell County Schools	825	33	15	45.5%	3	9.1%	15	45.5%	0	0.0%
150	Camden County Schools	129	7	5	71.4%	0	0.0%	2	28.6%	0	0.0%
160	Carteret County Public Schools	608	30	15	50.0%	3	10.0%	10	33.3%	2	6.7%
170	Caswell County Schools	180	22	7	31.8%	1	4.5%	5	22.7%	9	40.9%
180	Catawba County Schools	1,009	50	31	62.0%	2	4.0%	15	30.0%	2	4.0%
181	Hickory City Schools	284	25	16	64.0%	4	16.0%	5	20.0%	0	0.0%
182	Newton Conover City Schools	195	12	4	33.3%	2	16.7%	4	33.3%	2	16.7%
190	Chatham County Schools	625	44	27	61.4%	6	13.6%	9	20.5%	2	4.5%
200	Cherokee County Schools	264	16	12	75.0%	2	12.5%	2	12.5%	0	0.0%
210	Edenton-Chowan Schools	139	6	0	0.0%	0	0.0%	4	66.7%	2	33.3%
220	Clay County Schools	95	6	3	50.0%	0	0.0%	2	33.3%	1	16.7%
230	Cleveland County Schools	1,029	75	35	46.7%	8	10.7%	24	32.0%	8	10.7%
240	Columbus County Schools	383	24	9	37.5%	0	0.0%	8	33.3%	7	29.2%
241	Whiteville City Schools	152	13	6	46.2%	0	0.0%	5	38.5%	2	15.4%

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
250	Craven County Schools	891	103	26	25.2%	5	4.9%	40	38.8%	32	31.1%
260	Cumberland County Schools	3,400	304	152	50.0%	43	14.1%	85	28.0%	24	7.9%
270	Currituck County Schools	271	24	12	50.0%	2	8.3%	6	25.0%	4	16.7%
280	Dare County Schools	396	30	16	53.3%	0	0.0%	14	46.7%	0	0.0%
290	Davidson County Schools	1,215	68	42	61.8%	0	0.0%	24	35.3%	2	2.9%
291	Lexington City Schools	210	12	8	66.7%	2	16.7%	2	16.7%	0	0.0%
292	Thomasville City Schools	166	16	10	62.5%	3	18.8%	3	18.8%	0	0.0%
300	Davie County Schools	427	28	19	67.9%	1	3.6%	7	25.0%	1	3.6%
310	Duplin County Schools	627	55	34	61.8%	6	10.9%	9	16.4%	6	10.9%
320	Durham Public Schools	2,413	204	122	59.8%	15	7.4%	33	16.2%	34	16.7%
330	Edgecombe County Public Schools	391	36	26	72.2%	3	8.3%	7	19.4%	0	0.0%
340	Winston Salem / Forsyth County Schools	3,837	307	227	73.9%	25	8.1%	55	17.9%	0	0.0%
350	Franklin County Schools	513	43	28	65.1%	3	7.0%	8	18.6%	4	9.3%
360	Gaston County Schools	1,970	166	121	72.9%	6	3.6%	37	22.3%	2	1.2%
370	Gates County Schools	127	4	3	75.0%	0	0.0%	1	25.0%	0	0.0%
380	Graham County Schools	91	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%
390	Granville County Schools	474	41	28	68.3%	0	0.0%	13	31.7%	0	0.0%
400	Greene County Schools	207	12	8	66.7%	0	0.0%	3	25.0%	1	8.3%
410	Guilford County Schools	4,703	311	208	66.9%	20	6.4%	55	17.7%	28	9.0%
420	Halifax County Schools	185	15	7	46.7%	2	13.3%	3	20.0%	3	20.0%
421	Roanoke Rapids City Schools	204	14	3	21.4%	1	7.1%	10	71.4%	0	0.0%
422	Weldon City Schools	70	8	7	87.5%	1	12.5%	0	0.0%	0	0.0%
430	Harnett County Schools	1,294	86	40	46.5%	0	0.0%	28	32.6%	18	20.9%
440	Haywood County Schools	496	36	22	61.1%	1	2.8%	12	33.3%	1	2.8%
450	Henderson County Schools	910	63	37	58.7%	0	0.0%	25	39.7%	1	1.6%
460	Hertford County Schools	195	19	11	57.9%	0	0.0%	8	42.1%	0	0.0%
470	Hoke County Schools	580	79	37	46.8%	5	6.3%	15	19.0%	22	27.8%
480	Hyde County Schools	62	8	5	62.5%	0	0.0%	2	25.0%	1	12.5%
490	Iredell-Statesville Schools	1,221	54	18	33.3%	8	14.8%	28	51.9%	0	0.0%
491	Mooreville Graded School District	384	29	18	62.1%	4	13.8%	4	13.8%	3	10.3%
500	Jackson County Public Schools	254	16	12	75.0%	1	6.3%	2	12.5%	1	6.3%
510	Johnston County Public Schools	2,355	145	90	62.1%	6	4.1%	37	25.5%	12	8.3%

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
520	Jones County Schools	90	6	5	83.3%	1	16.7%	0	0.0%	0	0.0%
530	Lee County Schools	671	63	43	68.3%	3	4.8%	11	17.5%	6	9.5%
540	Lenoir County Public Schools	560	52	30	57.7%	1	1.9%	16	30.8%	5	9.6%
550	Lincoln County Schools	726	42	30	71.4%	1	2.4%	11	26.2%	0	0.0%
560	Macon County Schools	325	17	17	100.0%	0	0.0%	0	0.0%	0	0.0%
570	Madison County Schools	181	9	6	66.7%	1	11.1%	2	22.2%	0	0.0%
580	Martin County Schools	224	17	5	29.4%	2	11.8%	10	58.8%	0	0.0%
590	McDowell County Schools	432	24	11	45.8%	2	8.3%	11	45.8%	0	0.0%
600	Charlotte-Mecklenburg Schools	8,936	621	441	71.0%	61	9.8%	105	16.9%	14	2.3%
610	Mitchell County Schools	141	11	11	100.0%	0	0.0%	0	0.0%	0	0.0%
620	Montgomery County Schools	282	28	23	82.1%	0	0.0%	5	17.9%	0	0.0%
630	Moore County Schools	812	80	58	72.5%	3	3.8%	18	22.5%	1	1.3%
640	Nash-Rocky Mount Schools	914	59	37	62.7%	7	11.9%	13	22.0%	2	3.4%
650	New Hanover County Schools	1,733	123	77	62.6%	5	4.1%	23	18.7%	18	14.6%
660	Northampton County Schools	126	20	12	60.0%	0	0.0%	5	25.0%	3	15.0%
670	Onslow County Schools	1,613	217	128	59.0%	14	6.5%	66	30.4%	9	4.1%
680	Orange County Schools	547	42	18	42.9%	7	16.7%	17	40.5%	0	0.0%
681	Chapel Hill-Carrboro City Schools	914	72	48	66.7%	4	5.6%	12	16.7%	8	11.1%
690	Pamlico County Schools	102	8	5	62.5%	1	12.5%	2	25.0%	0	0.0%
700	Elizabeth City-Pasquotank Public Schools	355	38	30	78.9%	2	5.3%	6	15.8%	0	0.0%
710	Pender County Schools	589	57	43	75.4%	1	1.8%	13	22.8%	0	0.0%
720	Perquimans County Schools	112	14	8	57.1%	3	21.4%	3	21.4%	0	0.0%
730	Person County Schools	305	23	16	69.6%	3	13.0%	4	17.4%	0	0.0%
740	Pitt County Schools	1,585	112	73	65.2%	4	3.6%	25	22.3%	10	8.9%
750	Polk County Schools	183	12	5	41.7%	0	0.0%	6	50.0%	1	8.3%
760	Randolph County School System	1,072	73	47	64.4%	6	8.2%	15	20.5%	5	6.8%
761	Asheboro City Schools	325	20	14	70.0%	3	15.0%	3	15.0%	0	0.0%
770	Richmond County Schools	472	38	23	60.5%	3	7.9%	7	18.4%	5	13.2%
780	Public Schools of Robeson County	1,488	73	35	47.9%	3	4.1%	32	43.8%	3	4.1%
790	Rockingham County Schools	770	61	36	59.0%	4	6.6%	19	31.1%	2	3.3%
800	Rowan-Salisbury Schools	1,306	99	84	84.8%	0	0.0%	1	1.0%	14	14.1%

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
810	Rutherford County Schools	536	29	16	55.2%	4	13.8%	9	31.0%	0	0.0%
820	Sampson County Schools	541	30	17	56.7%	4	13.3%	7	23.3%	2	6.7%
821	Clinton City Schools	203	8	6	75.0%	1	12.5%	1	12.5%	0	0.0%
830	Scotland County Schools	430	44	18	40.9%	9	20.5%	11	25.0%	6	13.6%
840	Stanly County Schools	581	45	21	46.7%	1	2.2%	13	28.9%	10	22.2%
850	Stokes County Schools	435	25	12	48.0%	0	0.0%	13	52.0%	0	0.0%
860	Surry County Schools	525	32	14	43.8%	2	6.3%	12	37.5%	4	12.5%
861	Elkin City Schools	84	4	1	25.0%	0	0.0%	3	75.0%	0	0.0%
862	Mount Airy City Schools	111	10	4	40.0%	0	0.0%	6	60.0%	0	0.0%
870	Swain County Schools	134	10	7	70.0%	0	0.0%	3	30.0%	0	0.0%
880	Transylvania County Schools	269	24	14	58.3%	2	8.3%	8	33.3%	0	0.0%
890	Tyrrell County Schools	52	9	2	22.2%	1	11.1%	6	66.7%	0	0.0%
900	Union County Public Schools	2,494	202	131	64.9%	5	2.5%	39	19.3%	27	13.4%
910	Vance County Schools	412	56	12	21.4%	9	16.1%	29	51.8%	6	10.7%
920	Wake County Schools	10,420	804	469	58.3%	126	15.7%	135	16.8%	74	9.2%
930	Warren County Schools	145	17	6	35.3%	4	23.5%	6	35.3%	1	5.9%
940	Washington County Schools	102	9	2	22.2%	2	22.2%	5	55.6%	0	0.0%
94Z	Northeast Regional School - Biotech/Agri	14	3	0	0.0%	0	0.0%	0	0.0%	3	100.0%
950	Watauga County Schools	371	30	15	50.0%	2	6.7%	11	36.7%	2	6.7%
960	Wayne County Public Schools	1,245	87	41	47.1%	1	1.1%	36	41.4%	9	10.3%
970	Wilkes County Schools	607	40	31	77.5%	1	2.5%	7	17.5%	1	2.5%
980	Wilson County Schools	722	58	30	51.7%	6	10.3%	14	24.1%	8	13.8%
990	Yadkin County Schools	379	19	14	73.7%	4	21.1%	1	5.3%	0	0.0%
995	Yancey County Schools	166	12	6	50.0%	0	0.0%	6	50.0%	0	0.0%
	State Totals/Averages	94,672	7,115	4,315	60.6%	567	8.0%	1,689	23.7%	544	7.6%

**Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs
2018-2019**

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Alamance-Burlington Schools	1,480	107	7.2%	94	6.4%	201	13.6%	88	43.8%
Alexander County Schools	324	13	4.0%	18	5.6%	31	9.6%	16	51.6%
Alleghany County Schools	114	11	9.6%	1	0.9%	12	10.5%	1	8.3%
Anson County Schools	216	16	7.4%	18	8.3%	34	15.7%	18	52.9%
Ashe County Schools	228	13	5.7%	4	1.8%	17	7.5%	4	23.5%
Asheboro City Schools	325	20	6.2%	14	4.3%	34	10.5%	14	41.2%
Asheville City Schools	342	28	8.2%	16	4.7%	44	12.9%	14	31.8%
Avery County Schools	160	13	8.1%	4	2.5%	17	10.6%	4	23.5%
Beaufort County Schools	471	36	7.6%	32	6.8%	68	14.4%	30	44.1%
Bertie County Schools	138	15	10.9%	15	10.9%	30	21.7%	14	46.7%
Bladen County Schools	288	17	5.9%	15	5.2%	32	11.1%	15	46.9%
Brunswick County Schools	836	66	7.9%	36	4.3%	102	12.2%	36	35.3%
Buncombe County Schools	1,654	135	8.2%	45	2.7%	180	10.9%	44	24.4%
Burke County Schools	765	49	6.4%	22	2.9%	71	9.3%	21	29.6%
Cabarrus County Schools	1,967	136	6.9%	92	4.7%	228	11.6%	92	40.4%
Caldwell County Schools	825	33	4.0%	34	4.1%	67	8.1%	32	47.8%
Camden County Schools	129	7	5.4%	6	4.7%	13	10.1%	6	46.2%
Carteret County Public Schools	608	30	4.9%	16	2.6%	46	7.6%	15	32.6%
Caswell County Schools	180	22	12.2%	13	7.2%	35	19.4%	12	34.3%
Catawba County Schools	1,009	50	5.0%	47	4.7%	97	9.6%	46	47.4%
Chapel Hill-Carrboro City Schools	914	72	7.9%	48	5.3%	120	13.1%	44	36.7%
Charlotte-Mecklenburg Schools	8,936	621	6.9%	400	4.5%	1021	11.4%	261	25.6%
Chatham County Schools	625	44	7.0%	31	5.0%	75	12.0%	29	38.7%
Cherokee County Schools	264	16	6.1%	3	1.1%	19	7.2%	3	15.8%
Clay County Schools	95	6	6.3%	1	1.1%	7	7.4%	1	14.3%
Cleveland County Schools	1,029	75	7.3%	43	4.2%	118	11.5%	43	36.4%
Clinton City Schools	203	8	3.9%	17	8.4%	25	12.3%	17	68.0%
Columbus County Schools	383	24	6.3%	16	4.2%	40	10.4%	16	40.0%
Craven County Schools	891	103	11.6%	45	5.1%	148	16.6%	45	30.4%
Cumberland County Schools	3,400	304	8.9%	135	4.0%	439	12.9%	127	28.9%

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Currituck County Schools	271	24	8.9%	13	4.8%	37	13.7%	13	35.1%
Dare County Schools	396	30	7.6%	4	1.0%	34	8.6%	4	11.8%
Davidson County Schools	1,215	68	5.6%	44	3.6%	112	9.2%	44	39.3%
Davie County Schools	427	28	6.6%	23	5.4%	51	11.9%	23	45.1%
Duplin County Schools	627	55	8.8%	36	5.7%	91	14.5%	31	34.1%
Durham Public Schools	2,413	204	8.5%	152	6.3%	356	14.8%	146	41.0%
Edenton-Chowan Schools	139	6	4.3%	16	11.5%	22	15.8%	16	72.7%
Edgecombe County Public Schools	391	36	9.2%	30	7.7%	66	16.9%	30	45.5%
Elizabeth City-Pasquotank Public Schools	355	38	10.7%	50	14.1%	88	24.8%	49	55.7%
Elkin City Schools	84	4	4.8%	4	4.8%	8	9.5%	4	50.0%
Franklin County Schools	513	43	8.4%	51	9.9%	94	18.3%	50	53.2%
Gaston County Schools	1,970	166	8.4%	67	3.4%	233	11.8%	65	27.9%
Gates County Schools	127	4	3.1%	4	3.1%	8	6.3%	4	50.0%
Graham County Schools	91	2	2.2%	1	1.1%	3	3.3%	1	33.3%
Granville County Schools	474	41	8.6%	42	8.9%	83	17.5%	41	49.4%
Greene County Schools	207	12	5.8%	25	12.1%	37	17.9%	25	67.6%
Guilford County Schools	4,703	311	6.6%	203	4.3%	514	10.9%	195	37.9%
Halifax County Schools	185	15	8.1%	21	11.4%	36	19.5%	21	58.3%
Harnett County Schools	1,294	86	6.6%	79	6.1%	165	12.8%	73	44.2%
Haywood County Schools	496	36	7.3%	19	3.8%	55	11.1%	18	32.7%
Henderson County Schools	910	63	6.9%	18	2.0%	81	8.9%	18	22.2%
Hertford County Schools	195	19	9.7%	11	5.6%	30	15.4%	10	33.3%
Hickory City Schools	284	25	8.8%	24	8.5%	49	17.3%	22	44.9%
Hoke County Schools	580	79	13.6%	44	7.6%	123	21.2%	41	33.3%
Hyde County Schools	62	8	12.9%	5	8.1%	13	21.0%	5	38.5%
Iredell-Statesville Schools	1,221	54	4.4%	27	2.2%	81	6.6%	27	33.3%
Jackson County Public Schools	254	16	6.3%	12	4.7%	28	11.0%	10	35.7%
Johnston County Public Schools	2,355	145	6.2%	89	3.8%	234	9.9%	84	35.9%
Jones County Schools	90	6	6.7%	2	2.2%	8	8.9%	2	25.0%
Kannapolis City Schools	364	21	5.8%	22	6.0%	43	11.8%	21	48.8%
Lee County Schools	671	63	9.4%	50	7.5%	113	16.8%	48	42.5%
Lenoir County Public Schools	560	52	9.3%	20	3.6%	72	12.9%	19	26.4%
Lexington City Schools	210	12	5.7%	13	6.2%	25	11.9%	13	52.0%
Lincoln County Schools	726	42	5.8%	21	2.9%	63	8.7%	19	30.2%

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Macon County Schools	325	17	5.2%	3	0.9%	20	6.2%	3	15.0%
Madison County Schools	181	9	5.0%	13	7.2%	22	12.2%	13	59.1%
Martin County Schools	224	17	7.6%	9	4.0%	26	11.6%	9	34.6%
McDowell County Schools	432	24	5.6%	15	3.5%	39	9.0%	15	38.5%
Mitchell County Schools	141	11	7.8%	2	1.4%	13	9.2%	2	15.4%
Montgomery County Schools	282	28	9.9%	17	6.0%	45	16.0%	17	37.8%
Moore County Schools	812	80	9.9%	37	4.6%	117	14.4%	35	29.9%
Mooreville Graded School District	384	29	7.6%	28	7.3%	57	14.8%	25	43.9%
Mount Airy City Schools	111	10	9.0%	6	5.4%	16	14.4%	5	31.3%
Nash-Rocky Mount Schools	914	59	6.5%	71	7.8%	130	14.2%	66	50.8%
New Hanover County Schools	1,733	123	7.1%	50	2.9%	173	10.0%	47	27.2%
Newton Conover City Schools	195	12	6.2%	24	12.3%	36	18.5%	24	66.7%
Northampton County Schools	126	20	15.9%	11	8.7%	31	24.6%	8	25.8%
Northeast Regional School - Biotech/Agri	14	3	21.4%	2	14.3%	5	35.7%	0	0.0%
Onslow County Schools	1,613	217	13.5%	53	3.3%	270	16.7%	49	18.1%
Orange County Schools	547	42	7.7%	20	3.7%	62	11.3%	20	32.3%
Pamlico County Schools	102	8	7.8%	4	3.9%	12	11.8%	4	33.3%
Pender County Schools	589	57	9.7%	25	4.2%	82	13.9%	24	29.3%
Perquimans County Schools	112	14	12.5%	8	7.1%	22	19.6%	7	31.8%
Person County Schools	305	23	7.5%	15	4.9%	38	12.5%	15	39.5%
Pitt County Schools	1,585	112	7.1%	71	4.5%	183	11.5%	67	36.6%
Polk County Schools	183	12	6.6%	6	3.3%	18	9.8%	6	33.3%
Public Schools of Robeson County	1,488	73	4.9%	77	5.2%	150	10.1%	63	42.0%
Randolph County School System	1,072	73	6.8%	76	7.1%	149	13.9%	74	49.7%
Richmond County Schools	472	38	8.1%	24	5.1%	62	13.1%	19	30.6%
Roanoke Rapids City Schools	204	14	6.9%	7	3.4%	21	10.3%	6	28.6%
Rockingham County Schools	770	61	7.9%	29	3.8%	90	11.7%	28	31.1%
Rowan-Salisbury Schools	1,306	99	7.6%	73	5.6%	172	13.2%	70	40.7%
Rutherford County Schools	536	29	5.4%	12	2.2%	41	7.6%	12	29.3%
Sampson County Schools	541	30	5.5%	22	4.1%	52	9.6%	20	38.5%
Scotland County Schools	430	44	10.2%	37	8.6%	81	18.8%	35	43.2%
Stanly County Schools	581	45	7.7%	28	4.8%	73	12.6%	27	37.0%
Stokes County Schools	435	25	5.7%	20	4.6%	45	10.3%	19	42.2%
Surry County Schools	525	32	6.1%	14	2.7%	46	8.8%	14	30.4%

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Swain County Schools	134	10	7.5%	5	3.7%	15	11.2%	5	33.3%
Thomasville City Schools	166	16	9.6%	24	14.5%	40	24.1%	24	60.0%
Transylvania County Schools	269	24	8.9%	5	1.9%	29	10.8%	5	17.2%
Tyrrell County Schools	52	9	17.3%	4	7.7%	13	25.0%	4	30.8%
Union County Public Schools	2,494	202	8.1%	104	4.2%	306	12.3%	96	31.4%
Vance County Schools	412	56	13.6%	50	12.1%	106	25.7%	47	44.3%
Wake County Schools	10,420	804	7.7%	285	2.7%	1,089	10.5%	271	24.9%
Warren County Schools	145	17	11.7%	13	9.0%	30	20.7%	13	43.3%
Washington County Schools	102	9	8.8%	14	13.7%	23	22.5%	13	56.5%
Watauga County Schools	371	30	8.1%	12	3.2%	42	11.3%	11	26.2%
Wayne County Public Schools	1,245	87	7.0%	59	4.7%	146	11.7%	52	35.6%
Weldon City Schools	70	8	11.4%	7	10.0%	15	21.4%	7	46.7%
Whiteville City Schools	152	13	8.6%	6	3.9%	19	12.5%	6	31.6%
Wilkes County Schools	607	40	6.6%	30	4.9%	70	11.5%	30	42.9%
Wilson County Schools	722	58	8.0%	62	8.6%	120	16.6%	62	51.7%
Winston Salem / Forsyth County Schools	3,837	307	8.0%	159	4.1%	466	12.1%	152	32.6%
Yadkin County Schools	379	19	5.0%	12	3.2%	31	8.2%	11	35.5%
Yancey County Schools	166	12	7.2%	7	4.2%	19	11.4%	7	36.8%
	94,672	7,115	7.8%	4,290	5.5%	11,405	13.3%	3,964	37.3%

**Appendix D : Teacher Vacancy Data for LEAs
2018-2019**

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
010	Alamance-Burlington Schools	1,493.50	67.00	75.50	5.1%	13.00	7.00	1.00
020	Alexander County Schools	312.00	5.00	5.00	1.6%	1.00	1.00	-
030	Alleghany County Schools	121.00	2.00		0.0%	-	-	-
040	Anson County Schools	260.34	31.29	31.29	12.0%	5.73	-	0.73
050	Ashe County Schools	222.00	1.50	1.50	0.7%	-	-	-
060	Avery County Schools	136.25	-	2.00	1.5%	-	-	-
070	Beaufort County Schools	446.00	8.50	5.00	1.1%	-	2.00	-
080	Bertie County Schools	157.00	13.00	13.00	8.3%	1.00	2.00	-
090	Bladen County Schools	287.00	32.00	27.00	9.4%	4.00	1.00	1.50
100	Brunswick County Schools	840.00	1.00	2.00	0.2%	-	-	-
110	Buncombe County Schools	2,026.68	7.00	7.00	0.3%	4.00	-	-
111	Asheville City Schools	450.30	5.00	5.00	1.11%	-	-	-
120	Burke County Schools	696.00	5.00	10.50	1.5%	8.00	0.50	-
130	Cabarrus County Schools	1,588.50	27.75	50.00	3.1%	11.00	0.50	2.00
132	Kannapolis City Schools	368.00	7.00	7.00	1.9%	1.00	-	-
140	Caldwell County Schools	779.60	8.00	3.00	0.4%	1.00	-	-
150	Camden County Schools	131.00	-	-	0.0%	-	-	-
160	Carteret County Public Schools	597.54	7.00	3.00	0.5%	1.00	1.00	-
170	Caswell County Schools	199.00	12.00	7.00	3.5%	3.00	-	1.00
180	Catawba County Schools	892.40	17.00	6.00	0.7%	3.00	2.00	-
181	Hickory City Schools	287.00	7.00	-	0.0%	-	-	-

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
182	Newton Conover City Schools	203.00	3.00	3.00	1.5%	1.00	1.00	-
190	Chatham County Schools	725.60	31.50	18.50	2.5%	4.00	5.00	-
200	Cherokee County Schools	257.50	1.00	1.00	0.4%	-	-	-
210	Edenton-Chowan Schools	142.06	10.00	5.00	3.5%	-	-	-
220	Clay County Schools	107.00	2.00	2.00	1.9%	-	-	-
230	Cleveland County Schools	947.60	5.00	3.00	0.3%	-	-	-
240	Columbus County Schools	367.07	14.95	8.31	2.3%	0.77	0.50	-
241	Whiteville City Schools	154.66	2.00	2.00	1.3%	-	-	-
250	Craven County Schools	821.00	36.50	40.50	4.9%	7.00	9.50	2.00
260	Cumberland County Schools	3,384.00	131.00	127.50	3.8%	39.00	17.00	3.00
270	Currituck County Schools	317.00	11.00	11.00	3.5%	3.00	3.00	-
280	Dare County Schools	434.07	4.00	4.00	0.9%	0.20	-	1.00
290	Davidson County Schools	1,415.85	31.50	4.00	0.3%	2.00	1.00	-
291	Lexington City Schools	204.00	3.00	6.00	2.9%	1.00	1.00	-
292	Thomasville City Schools	170.50	4.00	2.00	1.2%	-	-	-
300	Davie County Schools	400.00	2.00	3.00	0.8%	1.00	-	-
310	Duplin County Schools	594.80	12.00	10.00	1.7%	-	-	1.00
320	Durham Public Schools	2,539.43	41.20	47.50	1.9%	14.00	4.00	1.50
330	Edgecombe County Public Schools	406.00	24.00	32.00	7.9%	10.00	-	-
340	Winston Salem / Forsyth County Schools	4,161.00	67.44	38.50	0.9%	7.00	5.00	2.00
350	Franklin County Schools	585.60	16.00	9.00	1.5%	1.00	3.00	-
360	Gaston County Schools	1,945.00	77.50	58.00	3.0%	15.00	5.00	4.00

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
370	Gates County Schools	145.00	5.00	2.00	1.4%	-	1.00	-
380	Graham County Schools	105.00	2.00	2.00	1.9%	1.00	-	-
390	Granville County Schools	461.50	6.00	8.00	1.7%	1.00	-	2.00
400	Greene County Schools	201.80	2.00	-	0.0%	-	-	-
410	Guilford County Schools	5,184.00	-	19.00	0.4%	7.00	2.00	-
420	Halifax County Schools	177.30	4.00	7.00	3.9%	3.00	-	-
421	Roanoke Rapids City Schools	185.00	2.00	2.00	1.1%	-	-	-
422	Weldon City Schools	79.00	-	-	0.0%	-	-	-
430	Harnett County Schools	1,265.25	29.00	25.00	2.0%	3.00	-	2.00
440	Haywood County Schools	505.00	10.00	3.00	0.6%	1.00	-	-
450	Henderson County Schools	1,076.00	3.00	-	0.0%	-	-	-
460	Hertford County Schools	151.00	32.00	10.00	6.6%	2.00	-	-
470	Hoke County Schools	611.50	80.00	80.00	13.1%	25.00	7.00	-
480	Hyde County Schools	60.00	5.00	1.00	1.7%	-	-	-
490	Iredell-Statesville Schools	1,266.00	4.00	8.00	0.6%	3.00	1.00	-
491	Mooresville Graded School District	391.35	4.00	4.00	1.0%	-	-	-
500	Jackson County Public Schools	254.00	1.00	1.00	0.4%	1.00	-	-
510	Johnston County Public Schools	2,494.50	99.00	72.50	2.9%	11.00	7.00	4.00
520	Jones County Schools	83.00	4.00	3.00	3.6%	-	-	-
530	Lee County Schools	810.00	20.00	15.00	1.9%	7.00	2.00	-
540	Lenoir County Public Schools	558.00	15.00	7.00	1.3%	1.00	-	-
550	Lincoln County Schools	744.00	6.00	4.00	0.5%	1.00	1.00	-

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
560	Macon County Schools	329.00	4.00	3.00	0.9%	-	2.00	-
570	Madison County Schools	171.00	1.00	2.00	1.2%	-	-	-
580	Martin County Schools	224.62	1.00	3.00	1.3%	-	-	-
590	McDowell County Schools	428.67	6.00	1.00	0.2%	-	1.00	-
600	Charlotte-Mecklenburg Schools	9,697.00	66.50	138.45	1.4%	38.45	14.00	2.50
610	Mitchell County Schools	139.00	2.00	2.00	1.4%	-	-	-
620	Montgomery County Schools	288.00	11.00	10.00	3.5%	3.00	3.00	-
630	Moore County Schools	843.35	20.00	14.50	1.7%	1.00	1.50	2.60
640	Nash-Rocky Mount Schools	982.41	31.00	42.00	4.3%	25.00	-	2.00
650	New Hanover County Schools	1,726.90	16.00	31.00	1.8%	5.00	4.00	1.00
660	Northampton County Schools	113.01	4.00	3.00	2.7%	-	-	-
670	Onslow County Schools	1,653.00	14.00	19.00	1.1%	2.00	2.00	1.00
680	Orange County Schools	534.50	24.50	28.00	5.2%	6.50	1.00	1.00
681	Chapel Hill-Carrboro City Schools	959.23	44.00	24.20	2.5%	3.00	2.00	4.50
690	Pamlico County Schools	111.00	2.00	3.00	2.7%	1.00	1.00	-
700	Elizabeth City-Pasquotank Public Schools	367.07	19.00	13.00	3.5%	4.00	2.00	2.00
710	Pender County Schools	588.00	17.00	6.00	1.0%	1.00	3.00	-
720	Perquimans County Schools	127.00	4.00	5.00	3.9%	2.00	-	1.00
730	Person County Schools	301.58	12.00	9.00	3.0%	3.00	-	-
740	Pitt County Schools	1,648.00	9.00	6.00	0.4%	-	-	-
750	Polk County Schools	179.00	1.00	1.00	0.6%	-	-	-
760	Randolph County School System	1,176.25	27.00	26.00	2.2%	9.00	1.00	-
761	Asheboro City Schools	363.00	2.00	3.00	0.8%	-	-	-

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
770	Richmond County Schools	461.00	25.00	19.00	4.1%	4.00	-	1.00
780	Public Schools of Robeson County	1,214.70	4.00	19.00	1.6%	6.00	-	1.00
790	Rockingham County Schools	792.48	9.00	8.00	1.0%	1.00	1.00	1.00
800	Rowan-Salisbury Schools	1,364.00	58.00	55.00	4.0%	9.00	5.00	-
810	Rutherford County Schools	531.00	-	2.00	0.4%	2.00	-	-
820	Sampson County Schools	519.09	17.25	18.25	3.5%	3.00	-	-
821	Clinton City Schools	212.01	3.60	3.60	1.7%	-	0.60	-
830	Scotland County Schools	435.50	8.50	5.50	1.3%	1.00	-	-
840	Stanly County Schools	560.00	10.25	3.25	0.6%	1.00	1.00	-
850	Stokes County Schools	432.00	4.00	2.00	0.5%	-	-	-
860	Surry County Schools	538.00	8.00	3.00	0.6%	1.00	-	-
861	Elkin City Schools	94.93	-	1.00	1.1%	1.00	-	-
862	Mount Airy City Schools	122.00	-	-	0.0%	-	-	-
870	Swain County Schools	128.57	3.00	2.00	1.6%	1.00	-	-
880	Transylvania County Schools	264.00	-	-	0.0%	-	-	-
890	Tyrrell County Schools	96.00	3.00	3.00	3.1%	-	1.00	1.00
900	Union County Public Schools	2,524.00	15.00	20.00	0.8%	4.00	5.00	1.00
910	Vance County Schools	385.21	24.50	25.00	6.5%	4.00	3.00	3.00
920	Wake County Schools	10,557.22	1,394.96	95.00	0.9%	31.10	17.70	4.00
930	Warren County Schools	114.17	5.00	7.00	6.1%	2.00	2.00	-
940	Washington County Schools	105.00	14.00	15.00	14.3%	1.00	-	2.00
950	Watauga County Schools	375.00	-	-	0.0%	-	-	-
960	Wayne County Public Schools	1,226.83	20.00	22.00	1.8%	6.00	-	2.00

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
970	Wilkes County Schools	602.00	1.00	-	0.0%	-	-	-
980	Wilson County Schools	785.29	15.00	13.00	1.7%	2.00	-	-
990	Yadkin County Schools	415.37	3.00	5.00	1.2%	2.00	1.00	-
995	Yancey County Schools	157.00	1.00	3.00	1.9%	1.00	-	-

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
010	Alamance-Burlington Schools	9.50	2.00	2.00	3.00	9.00	3.00
020	Alexander County Schools	-	1.00	-	-	-	-
030	Alleghany County Schools	-	-	-	-	-	-
040	Anson County Schools	-	1.00	2.60	1.00	4.00	2.00
050	Ashe County Schools	-	-	-	-	-	-
060	Avery County Schools	1.00	-	-	-	-	-
070	Beaufort County Schools	1.00	-	-	-	-	-
080	Bertie County Schools	1.00	-	-	-	-	-
090	Bladen County Schools	4.00	1.00	3.00	2.50	2.00	0.50
100	Brunswick County Schools	-	-	-	-	-	-
110	Buncombe County Schools	-	-	1.00	-	-	-
111	Asheville City Schools (1)	-	-	1.00	-	-	-
120	Burke County Schools	1.00	-	0.50	-	0.50	-
130	Cabarrus County Schools	4.75	2.50	3.00	4.00	3.00	5.00
132	Kannapolis City Schools	-	1.00	-	-	-	-
140	Caldwell County Schools	-	-	-	-	-	1.00
150	Camden County Schools	-	-	-	-	-	-
160	Carteret County Public Schools	-	-	-	1.00	-	-
170	Caswell County Schools	-	-	-	-	-	-
180	Catawba County Schools	-	-	-	-	-	-
181	Hickory City Schools	-	-	-	-	-	-
182	Newton Conover City Schools	-	-	-	-	-	-

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
190	Chatham County Schools	-	1.00	-	1.00	1.50	-
200	Cherokee County Schools	-	-	-	-	-	-
210	Edenton-Chowan Schools	-	1.00	1.00	1.00	-	1.00
220	Clay County Schools	-	-	-	-	-	1.00
230	Cleveland County Schools	-	2.00	-	-	-	-
240	Columbus County Schools	0.77	-	2.00	-	0.77	-
241	Whiteville City Schools	-	-	-	-	-	-
250	Craven County Schools	1.00	-	3.00	3.00	2.00	-
260	Cumberland County Schools	5.00	4.00	4.00	10.00	3.00	5.00
270	Currituck County Schools	-	-	-	1.00	-	1.00
280	Dare County Schools	-	-	-	-	-	-
290	Davidson County Schools	-	-	-	-	-	1.00
291	Lexington City Schools	0.50	0.50	-	2.00	-	-
292	Thomasville City Schools	-	-	-	1.00	-	-
300	Davie County Schools	1.00	-	-	-	-	-
310	Duplin County Schools	-	-	1.00	-	-	-
320	Durham Public Schools	-	1.00	1.00	3.00	2.00	3.00
330	Edgecombe County Public Schools	2.00	1.00	1.00	-	2.00	-
340	Winston Salem / Forsyth County Schools	1.00	2.00	2.50	-	2.50	-
350	Franklin County Schools	-	-	-	1.00	-	-
360	Gaston County Schools	1.00	4.00	2.50	6.00	0.50	1.00
370	Gates County Schools	-	-	-	-	-	-
380	Graham County Schools	-	-	-	-	-	1.00
390	Granville County Schools	-	-	-	-	-	-
400	Greene County Schools	-	-	-	-	-	-
410	Guilford County Schools	2.00	1.00	-	1.00	-	-
420	Halifax County Schools	-	-	-	-	-	1.00
421	Roanoke Rapids City Schools	-	-	-	-	-	1.00
422	Weldon City Schools	-	-	-	-	-	-

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
430	Harnett County Schools	1.00	1.00	4.00	3.00	1.00	2.00
440	Haywood County Schools	-	-	-	-	-	-
450	Henderson County Schools	-	-	-	-	-	-
460	Hertford County Schools	1.00	1.00	-	-	-	-
470	Hoke County Schools	5.00	4.00	4.00	6.00	5.00	3.00
480	Hyde County Schools	-	-	-	-	-	-
490	Iredell-Statesville Schools	-	1.00	-	-	-	1.00
491	Mooresville Graded School District	-	1.00	-	1.00	-	-
500	Jackson County Public Schools	-	-	-	-	-	-
510	Johnston County Public Schools	1.00	2.00	6.00	8.00	2.00	2.00
520	Jones County Schools	-	-	1.00	-	-	-
530	Lee County Schools	-	-	-	2.00	-	1.00
540	Lenoir County Public Schools	-	-	-	-	-	1.00
550	Lincoln County Schools	-	-	-	-	-	-
560	Macon County Schools	-	-	-	-	-	-
570	Madison County Schools	-	-	-	1.00	-	-
580	Martin County Schools	-	-	-	-	2.00	-
590	McDowell County Schools	-	-	-	-	-	-
600	Charlotte-Mecklenburg Schools	11.50	7.00	7.00	7.50	3.00	3.50
610	Mitchell County Schools	-	-	-	1.00	-	1.00
620	Montgomery County Schools	2.00	-	1.00	-	-	-
630	Moore County Schools	1.00	-	-	1.00	-	0.40
640	Nash-Rocky Mount Schools	-	-	2.00	1.00	2.00	1.00
650	New Hanover County Schools	-	-	0.50	2.00	0.50	4.00
660	Northampton County Schools	-	-	-	-	-	-
670	Onslow County Schools	-	1.00	-	6.00	2.00	-
680	Orange County Schools	1.00	-	2.00	3.50	1.00	1.00
681	Chapel Hill-Carrboro City Schools	-	1.00	1.00	1.00	1.00	-
690	Pamlico County Schools	-	-	-	-	-	-

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
700	Elizabeth City-Pasquotank Public Schools	-	-	-	1.00	-	-
710	Pender County Schools	-	-	-	-	-	-
720	Perquimans County Schools	-	-	1.00	-	-	-
730	Person County Schools	-	-	-	2.00	-	-
740	Pitt County Schools	-	-	-	-	1.00	1.00
750	Polk County Schools	-	-	-	-	-	-
760	Randolph County School System	-	-	2.00	2.00	1.00	-
761	Asheboro City Schools	-	1.00	-	-	1.00	-
770	Richmond County Schools	-	-	2.00	-	2.00	2.50
780	Public Schools of Robeson County	-	1.00	3.00	2.00	1.00	1.00
790	Rockingham County Schools	-	-	-	-	-	-
800	Rowan-Salisbury Schools	-	-	3.00	3.00	2.00	2.00
810	Rutherford County Schools	-	-	-	-	-	-
820	Sampson County Schools	1.00	1.00	1.00	1.00	-	-
821	Clinton City Schools	-	-	-	-	-	-
830	Scotland County Schools	1.00	-	-	-	-	-
840	Stanly County Schools	-	-	-	1.00	-	-
850	Stokes County Schools	-	-	-	1.00	-	-
860	Surry County Schools	-	-	-	-	-	1.00
861	Elkin City Schools	-	-	-	-	-	-
862	Mount Airy City Schools	-	-	-	-	-	-
870	Swain County Schools	-	-	-	-	-	-
880	Transylvania County Schools	-	-	-	-	-	-
890	Tyrrell County Schools	-	-	-	-	1.00	-
900	Union County Public Schools	-	-	-	-	-	-
910	Vance County Schools	-	2.00	1.00	3.50	3.00	-
920	Wake County Schools	-	2.50	8.00	2.00	2.00	1.00
930	Warren County Schools	-	-	-	-	1.00	-
940	Washington County Schools	1.00	1.00	2.00	1.00	-	1.00

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
950	Watauga County Schools	-	-	-	-	-	-
960	Wayne County Public Schools	1.00	-	4.00	-	3.00	-
970	Wilkes County Schools	-	-	-	-	-	-
980	Wilson County Schools	1.00	-	1.00	-	3.00	1.00
990	Yadkin County Schools	-	-	-	-	-	1.00
995	Yancey County Schools	-	-	-	-	-	1.00

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
010	Alamance-Burlington Schools	2.00	1.00	1.00	5.00	9.00	2.00	1.00	-
020	Alexander County Schools	-	-	-	-	-	-	-	-
030	Alleghany County Schools	-	-	-	-	-	-	-	-
040	Anson County Schools	2.30	-	2.00	1.00	-	1.00	0.20	1.00
050	Ashe County Schools	-	-	-	-	1.00	-	0.50	1.00
060	Avery County Schools	-	1.00	-	-	-	-	-	1.00
070	Beaufort County Schools	-	-	-	-	1.00	-	-	-
080	Bertie County Schools	1.00	-	2.00	2.00	1.00	1.00	1.00	2.00
090	Bladen County Schools	1.00	1.00	-	-	1.00	1.00	0.50	3.00
100	Brunswick County Schools	-	-	-	1.00	-	-	1.00	-
110	Buncombe County Schools	-	-	-	1.00	1.00	-	-	3.00
111	Asheville City Schools	-	-	-	1.00	-	-	-	2.00
120	Burke County Schools	-	-	-	-	-	-	-	2.00
130	Cabarrus County Schools	1.25	1.00	-	2.00	3.00	2.00	5.00	1.00
132	Kannapolis City Schools	-	1.00	1.00	1.00	2.00	-	-	3.00
140	Caldwell County Schools	-	1.00	-	-	-	-	-	1.00

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
150	Camden County Schools	-	-	-	-	-	-	-	-
160	Carteret County Public Schools	-	-	-	-	-	-	-	-
170	Caswell County Schools	2.00	1.00	-	-	-	-	-	-
180	Catawba County Schools	-	-	-	1.00	-	-	-	3.00
181	Hickory City Schools	-	-	-	-	-	-	-	-
182	Newton Conover City Schools	-	-	-	1.00	-	-	-	-
190	Chatham County Schools	1.00	-	-	0.50	2.00	-	1.00	0.50
200	Cherokee County Schools	-	-	-	1.00	-	-	-	-
210	Edenton-Chowan Schools	-	-	-	-	-	1.00	-	2.00
220	Clay County Schools	-	-	-	1.00	-	-	-	-
230	Cleveland County Schools	-	-	1.00	-	-	-	-	-
240	Columbus County Schools	-	-	1.00	1.00	-	-	-	1.00
241	Whiteville City Schools	1.00	-	-	-	-	-	-	-
250	Craven County Schools	-	1.00	1.00	1.00	1.00	2.00	-	14.00
260	Cumberland County Schools	2.00	6.00	6.00	3.00	6.50	4.00	7.00	2.00
270	Currituck County Schools	1.00	-	-	-	-	1.00	-	-
280	Dare County Schools	0.80	-	-	1.00	-	1.00	-	3.00
290	Davidson County Schools	-	-	-	-	-	-	-	5.00
291	Lexington City Schools	-	-	-	-	-	-	-	-
292	Thomasville City Schools	1.00	-	-	-	-	-	-	-
300	Davie County Schools	-	-	-	-	-	1.00	-	1.00
310	Duplin County Schools	1.50	-	1.00	-	-	1.00	4.50	2.50
320	Durham Public Schools	-	2.00	-	1.00	5.00	-	3.00	6.00
330	Edgecombe County Public Schools	3.00	1.00	-	3.00	4.00	3.00	-	2.00
340	Winston Salem / Forsyth County Schools	2.00	-	2.00	2.00	5.00	3.50	-	8.50
350	Franklin County Schools	2.00	-	-	-	1.00	-	-	5.00
360	Gaston County Schools	2.00	2.00	1.00	2.00	-	2.00	3.00	4.00

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
370	Gates County Schools	-	-	-	1.00	-	-	-	1.00
380	Graham County Schools	-	-	-	-	-	-	-	-
390	Granville County Schools	-	-	-	-	2.00	3.00	-	-
400	Greene County Schools	-	-	-	-	-	-	-	-
410	Guilford County Schools	-	1.00	-	-	1.00	2.00	2.00	6.00
420	Halifax County Schools	1.00	-	-	-	-	-	-	1.00
421	Roanoke Rapids City Schools	-	-	-	-	1.00	-	-	1.00
422	Weldon City Schools	-	-	-	-	-	-	-	-
430	Harnett County Schools	1.00	-	1.00	-	3.00	2.00	-	1.00
440	Haywood County Schools	-	-	-	1.00	-	-	-	-
450	Henderson County Schools	-	-	-	-	-	-	-	-
460	Hertford County Schools	1.00	1.00	-	-	-	1.00	3.00	3.00
470	Hoke County Schools	3.00	3.00	3.00	3.00	1.00	4.00	2.00	-
480	Hyde County Schools	-	-	-	1.00	-	-	-	-
490	Iredell-Statesville Schools	1.00	-	-	-	-	-	-	2.00
491	Mooreville Graded School District	-	-	-	-	1.00	1.00	-	-
500	Jackson County Public Schools	-	-	-	-	-	-	-	-
510	Johnston County Public Schools	4.00	1.50	3.00	4.00	5.00	4.00	3.50	6.00
520	Jones County Schools	-	-	-	1.00	-	-	-	-
530	Lee County Schools	1.00	-	-	1.00	-	-	-	2.00
540	Lenoir County Public Schools	-	-	1.00	-	1.00	1.00	-	5.00
550	Lincoln County Schools	-	1.00	-	-	-	-	-	-
560	Macon County Schools	-	-	1.00	-	-	-	-	1.00
570	Madison County Schools	-	-	-	-	1.00	-	-	-
580	Martin County Schools	-	-	-	-	-	1.00	-	1.00
590	McDowell County Schools	-	-	-	-	-	-	-	-
600	Charlotte-Mecklenburg Schools	7.00	1.00	3.00	7.00	6.00	8.00	4.00	80.00

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
610	Mitchell County Schools	-	-	-	-	-	-	-	-
620	Montgomery County Schools	-	-	-	-	-	-	-	1.00
630	Moore County Schools	-	0.50	-	-	6.00	0.50	-	3.00
640	Nash-Rocky Mount Schools	2.00	-	1.00	1.00	2.00	1.00	-	-
650	New Hanover County Schools	-	-	-	2.00	3.00	3.00	-	7.00
660	Northampton County Schools	1.00	-	-	1.00	-	-	1.00	4.00
670	Onslow County Schools	-	-	-	1.00	3.00	-	1.00	1.00
680	Orange County Schools	1.00	-	0.50	-	4.00	3.00	-	5.00
681	Chapel Hill-Carrboro City Schools	-	-	1.00	1.00	2.00	2.60	1.00	8.00
690	Pamlico County Schools	-	-	-	-	-	1.00	-	-
700	Elizabeth City-Pasquotank Public Schools	-	-	-	1.00	2.00	-	-	-
710	Pender County Schools	-	-	-	-	-	1.00	-	2.00
720	Perquimans County Schools	-	1.00	-	-	-	-	-	1.00
730	Person County Schools	-	-	-	2.00	-	1.00	-	2.00
740	Pitt County Schools	-	-	-	-	2.00	1.00	1.00	-
750	Polk County Schools	-	-	-	-	-	-	1.00	-
760	Randolph County School System	-	1.00	-	1.00	2.00	2.00	1.00	9.00
761	Asheboro City Schools	-	-	-	-	1.00	-	-	-
770	Richmond County Schools	1.00	1.00	1.00	-	3.00	-	0.50	1.00
780	Public Schools of Robeson County	-	-	-	-	1.00	1.00	-	1.00
790	Rockingham County Schools	1.00	-	-	1.00	-	1.00	-	1.00
800	Rowan-Salisbury Schools	2.00	2.00	1.00	1.00	8.00	1.00	-	2.00
810	Rutherford County Schools	-	-	-	-	-	-	-	1.00
820	Sampson County Schools	0.50	2.00	1.00	2.75	3.00	1.00	-	-
821	Clinton City Schools	-	1.00	-	-	-	-	-	-
830	Scotland County Schools	-	-	-	1.00	-	0.50	1.00	2.00
840	Stanly County Schools	-	-	-	-	-	0.25	-	2.00

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
850	Stokes County Schools	-	-	-	1.00	-	-	-	-
860	Surry County Schools	-	-	-	-	-	-	-	-
861	Elkin City Schools	-	-	-	-	-	-	-	-
862	Mount Airy City Schools	-	-	-	-	-	-	-	-
870	Swain County Schools	1.00	-	-	-	-	-	-	1.00
880	Transylvania County Schools	-	-	-	-	-	-	-	-
890	Tyrrell County Schools	-	-	-	-	-	-	-	1.00
900	Union County Public Schools	2.00	3.00	1.00	-	-	-	-	2.00
910	Vance County Schools	-	-	2.00	-	1.50	-	1.00	1.00
920	Wake County Schools	-	1.00	2.00	2.00	3.00	2.00	1.00	10.10
930	Warren County Schools	-	1.00	-	-	-	1.00	-	-
940	Washington County Schools	2.00	1.00	-	1.00	-	-	1.00	-
950	Watauga County Schools	-	-	-	-	-	-	-	-
960	Wayne County Public Schools	-	1.00	2.00	-	1.00	1.00	-	-
970	Wilkes County Schools	-	-	-	-	-	-	-	2.00
980	Wilson County Schools	3.00	-	-	-	1.00	-	-	1.00
990	Yadkin County Schools	-	-	-	-	1.00	-	-	1.00
995	Yancey County Schools	1.00	-	-	-	-	-	-	-