



PUBLIC SCHOOLS OF NORTH CAROLINA

State Board of Education | Department of Public Instruction

Report to the North Carolina General Assembly

**2021-2022 State of the Teaching Profession in
North Carolina**

General Statute 115C-299.5; S.L. 2017-189, sec. 5(b)&(c)

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TABLE OF CONTENTS

Overview of the Annual Report

Data Collection Procedures

Selected Findings

Charts and Tables

Table 1: State Attrition Rates by Teacher Category	8
Table 2: State Attrition Reasons by Categories.....	10
Chart 1: Teachers Leaving Employment by Years of Experience	12
Table 3: Differences in Average EVAAS Index Scores for Teachers who Remained in and Departed from Employment in NC Public.....	13
Chart 2: Differences in Average EVAAS Index Scores by Teacher Attrition.....	13
Table 4: Contribution to State Attrition Rate by Region	14
Table 5: Five Highest and Lowest LEAs in State Attrition Rates	15
Table 6: Five Highest and Lowest Mobility Rates for LEAs.....	16
Table 7: Five Highest and Lowest LEA Departure Rates	17
Table 8: Five Highest and Lowest LEA Recoupment Rates	18
Table 9: Attrition, Mobility, and Recoupment Rates for Low Performing	19
Table 10: State-Wide Total Vacancies for Subjects by School Type.....	21
Table 11: LEAs with the Highest Teacher Vacancy Rates in NC	22

Appendices

Appendix A: Self-Reported Reasons for Leaving.....	24
Appendix B: State Attrition Percentages by Reasons Categories for LEAs	27
Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs	34
Appendix D: Teacher Vacancy Data for LEAs.....	40

2021-2022
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 after the 2015-2016 report 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 attrition 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 2021 moved to a charter school in March 2022 (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 Visiting International Faculty (VIF) 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 2021-2022 is 7.78%.
2. There were 93,832 teachers employed in NC between March 2021 and March 2022. Of these teachers, 7,298 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 2021 and March 2022, there were 15,588 Beginning Teachers (BTs) employed statewide and 1,981 were reported as attrition. The attrition rate for Beginning Teachers in NC is 12.71%, higher than the attrition rate for those not classified as a Beginning Teacher ($5,317/78,244 \approx 6.80\%$).
4. 6,684 beginning Lateral entry, or Residency Licensed, (LE) teachers were employed in March 2021, and, of those, 792 (11.8%) were no longer employed in NC public schools in March 2022. A total of 511 teachers were employed in North Carolina as International Faculty (IF) teachers, and 453 (88.65%) of those teachers left employment with NC public schools; a total of 257 Teach for America (TFA) Teachers were employed in March 2021, and 65 (25.3%) were no longer employed in NC public schools in March 2022. (see Table 1)
5. A plurality of teachers (42.5%) who left employment in NC public schools cited "Personal Reasons" for their decision to depart. "**Resigned – Reason unknown**" and "**Retired with full benefits**" were the largest individual reasons (15.9% and 15.3%, respectively) cited for teachers' decision to leave employment in NC public schools. (see Table 2)
6. 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, 3.31% of the state's teaching force changed employment during the measurement period. The average effect of the LEA-attrition rate for the state is 11.09% (7.78% state attrition rate + 3.31% mobility rate). There is a wide range of LEA-departure rates across the state. (See Table 6)
7. 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 7.
8. 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 Career and Technical Education (CTE) (See Tables 9 and 10).

State Attrition Rates for NC Teachers

All 116 operational LEAs reported their district-level employment data for the 2021-2022 reporting period. The 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 93,832 teachers employed during the 2021-2022 school year, 7,298 teachers were reported as attrition (i.e., no longer teaching in a North Carolina public school in the 2021-22 school year), resulting in an overall state attrition rate of 7.78%. This state-level attrition rate is slightly down from the prior year rate of 8.2% and is more aligned with rates observed in the 2019 and 2020 school years (7.5% and 7.53%, respectively).

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 63% higher for beginning teachers than for their more experienced counterparts (12.7% BT vs. 6.80% for non-BTs). Beginning Teachers account for approximately 27% 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 residency license are another subgroup of the teaching population whose attrition rates differ dramatically from the general population of licensed, experienced teachers. For the purposes of this report, both lateral entry teachers and residency-licensed teachers will be categorized as residency-licensed teachers. While there are many (4,745) residency-licensed teachers who are classified as a BT, there is a substantial number of residency-licensed teachers who are not currently classified as BTs (i.e., the residency-licensed teacher has completed the Beginning Teacher Support Program but has not yet converted his/her license to a Continuing Professional License). There was a 13.0% percent increase in the number of teachers identified as residency licensed from the 2020-21 to the 2021-22 school year (6,684 versus 5,915, respectively). Of the 6,684 residency-licensed teachers who were employed in NC public schools in March 2021, 793 of them were not employed in NC public schools in March 2022 resulting in a state attrition rate of 11.85%. The state attrition rate for non-residency-licensed teachers was 7.5%. Residency-licensed teachers have, on average, an 58.7% higher rate of attrition than their non-lateral entry counterparts.

Other subgroups of the teaching population of interest are International Faculty (IF) and Teach for America (TFA)¹ teachers. A total of 511 IF teachers were employed in NC in March 2021, and 453 those (or 88.7%) were not employed in NC public schools in March 2022. Of the 257 TFA teachers in NC in March 2021, 65 (25.3%) did not remain in employment in March 2022. These two subgroups of teachers do have a unique employment situation among NC teachers. In general, IF and TFA teachers commit to a five-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 2022 may skew the attrition rates higher. If one restricts the analysis to IF and TFA teachers who did not cite the end of their contract term as their reason for leaving employment, IF teachers have a 85.8% attrition rate and TFA teachers have a 22.9% 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 2021-2022

CATEGORY OF TEACHERS		Total Number of Teachers in Category 2021-2022	Number of Teachers Leaving Employment in NC public schools	% Attrition in Category 2021-2022
Experienced, Licensed Teachers		80,663	5,580	6.9%
Beginning Teachers ²		13,169	1,720	13.06%
Teach for America Teachers	All ³	257	65	25.3%
	Before Contract Term	249	57	22.9%
IF Teachers	All	511	453	88.7%
	Before Contract Term	408	350	85.8%
Residency Licensed Teachers		6,684	793	11.9%

Reason Codes for Teacher Attrition

Here are 23 reasons LEAs use to code their attrition data. For this report's purposes, 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 2022. 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 2021-22 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 (42.5%) for their decision to leave the profession in the reporting year (2021-2022). Of those citing personal reasons for leaving employment as an NC public school teacher, the most common reason for leaving was due to a career change (25.2% of teachers leaving for Personal Reasons). The number of teachers resigning due to retirement with full benefits remains the number one reason given when teachers leave the state with 1,114 or 15.3% of all exiting teachers.

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 seven percent (507 teachers) of the teachers who left employment with NC public schools indicated that they intended to teach in another state.

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

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

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 10.7% (783) of the state's overall attrition. Of particular note in this chart is the substantial increase in the number of teachers no longer teaching in North Carolina public schools who did not provide a reason for their departure (code 69 – "Resigned for unknown reasons"). While one cannot infer why these teachers elected to leave employment in North Carolina public schools, one might question whether teachers, who left due to concerns over the COVID-19 pandemic, elected not to provide a reason for their departure.

The data displayed in Chart 1 show the attrition rates for teachers by years of teaching 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 2: State Attrition Reasons by Categories
2021-2022**

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	2021-2022		2020-2021		Percentage Difference
Overall State Attrition	7,298		7,736		
		% of Total Attrition	Number	% of Total Attrition	Percentage Difference from 2020 to 2021
Personal Reasons	3,103	42.5%	3,449	44.6%	-14.61%
Resigned due to family responsibilities/ childcare (57)	465	6.4%	579	7.49%	1.94%
Resigned to continue education/sabbatical (60)	154	2.1%	170	2.20%	-14.57%
Resigned due to family relocation (61)	581	8.0%	609	7.87%	-18.36%
Resigned to teach in another state (62)	507	7.0%	462	5.97%	-21.03%
Dissatisfied with teaching (63)	80	1.1%	89	1.15%	-35.04%
Resigned due to career change (72)	784	10.7%	689	8.91%	-29.48%
Resigned due to health/disability (64)	116	1.6%	203	2.62%	-7.31%
Retired with reduced benefits (68)	360	4.9%	554	7.16%	5.52%
Re-employed retired teacher resigned (73)	56	0.8%	94	1.22%	13.25%
Initiated by LEA	393	5.4%	459	5.9%	-14.53%
Dismissed (50)	6	0.1%	13	0.17%	-38.10%
Non-renewal (probationary contract ended) (53)	134	1.8%	90	1.16%	-10.59%
Interim contract ended--not rehired (54)	164	2.3%	241	3.12%	0.42%
Resigned in lieu of dismissal (55)	18	0.2%	49	0.63%	-10.91%
Resigned in lieu of non-renewal (78)	12	0.2%	35	0.45%	-18.60%
Did not obtain or maintain license (56)	59	0.8%	31	0.40%	-59.74%
Beyond Control of LEA	1,369	18.8%	1,856	24.0%	1.09%
Reduction in Force (51)	2	0.0%	2	0.03%	-77.78%
Retired with full benefits (66)	1,114	15.3%	1,522	19.68%	5.18%
Deceased (67)	37	0.5%	74	0.96%	15.63%
End of Term (VIF) (74)	110	1.5%	113	1.46%	-17.52%
End of Term (TFA) (77)	12	0.2%	23	0.30%	-4.17%

Reasons for Attrition	2021-2022		2020-2021		Percentage Difference
Overall State Attrition	7,298		7,736		
		% of Total Attrition	Number	% of Total Attrition	Percentage Difference from 2020 to 2021
Resigned due to movement required by Military Orders (76)	94	1.3%	122	1.58%	-21.29%
Other Reasons	2,433	33.4%	1,972	25.5%	182%
Resigned for other reasons (65)	1,276	17.5%	980	12.67%	296.76%
Resigned for unknown reasons (69)	1,157	15.9%	982	12.71%	117.3%
	7,298		7,736	100%	8.71%

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 2020-2021 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 0.03 ($n=40,384$, $SD=1.98$); the average EVAAS index score for teachers who did not remain employed in NC public schools was -0.23 ($n=3,104$, $SD=1.82$). The difference in EVAAS index scores (0.27) between these two groups is statistically significant ($t=7.29$, $p<0.001$). The exception to this trend, however, is teachers with zero to four years of teaching experience. During the 2021-2022 measurement period, teachers in this experienced band who left employment in NC public schools were more effective, on average, than those who remained (with the same level of experience). NCDPI will monitor this phenomenon carefully in future reports to determine whether the 2021-2022 measurement period was anomalous or if it develops into a trend.

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 statistically significant 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.

**Chart 1:
Teachers Leaving Employment by Years of Experience (March 2021-March 2022)**

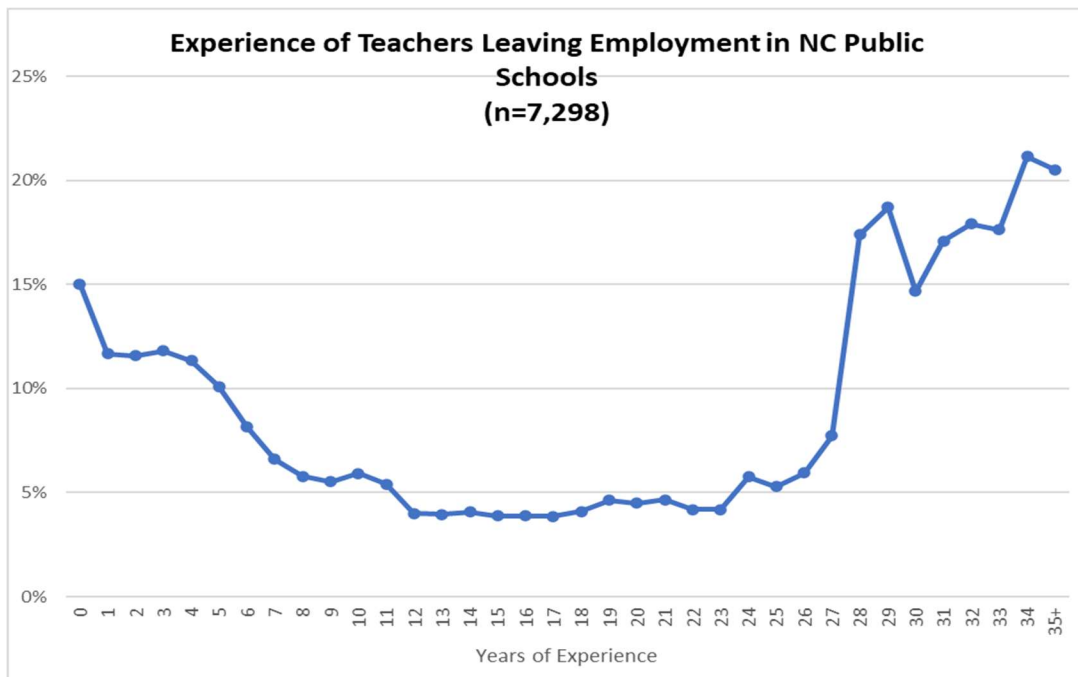
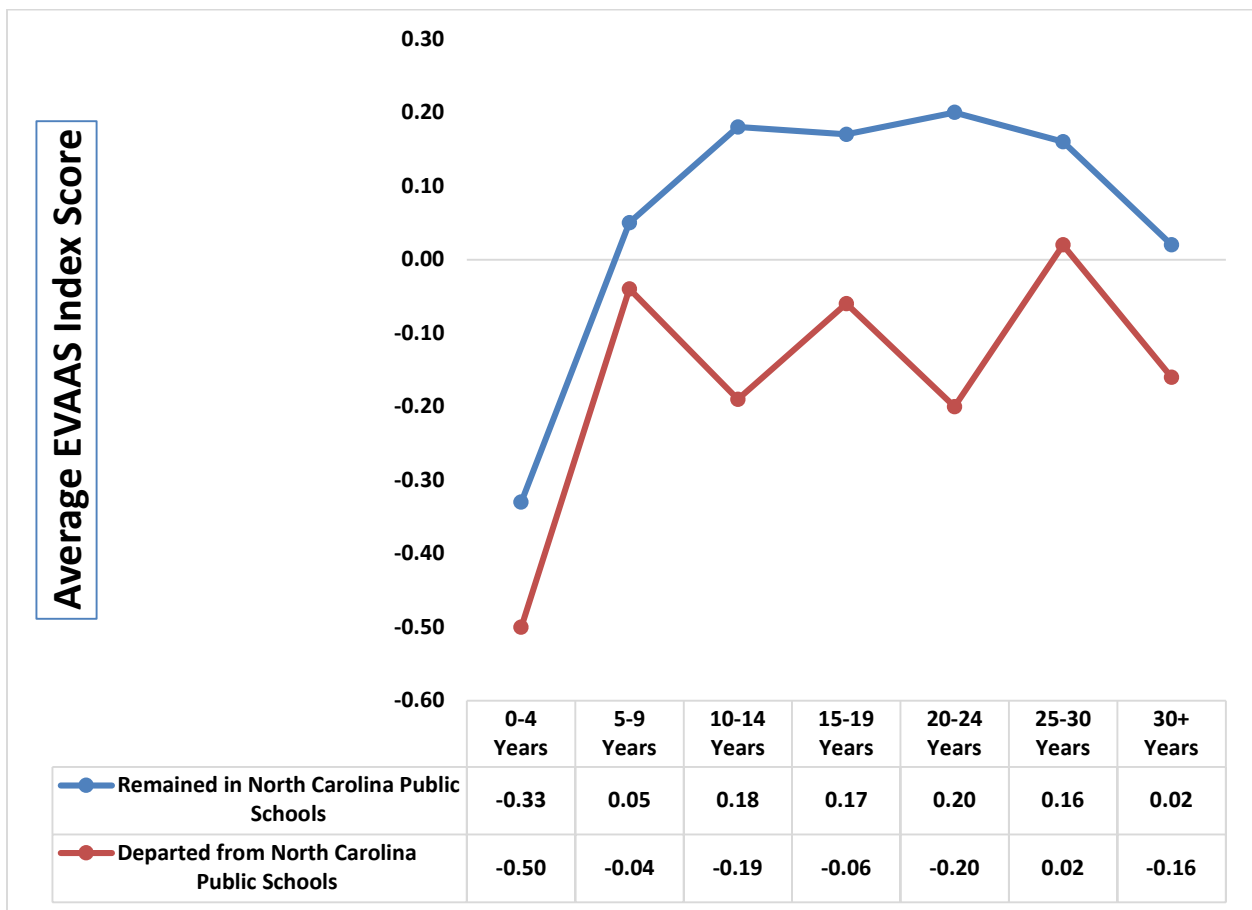


Table 3: Differences in Average EVAAS Index Scores for Teachers who Remained in and Departed from Employment in NC Public Schools (n=43,488) 2021-2022

Years of Teaching Experience	Remain		Depart		Difference (Remain - Depart)
	n	Index	n	Index	
0-4 Years	8,847	-0.33	1,088	-0.50	-0.17**
5-9 Years	8,683	0.05	654	-.04	-0.09
10-14 Years	6,901	0.18	305	-0.19	-0.37
15-19 Years	6,798	0.17	247	-0.06	-0.23
20-24 Years	5,177	0.20	251	-0.20	-0.39
25-30 Years	2,933	0.16	307	0.02	-0.13
30+ Years	1,054	0.02	251	-0.16	-0.18

*** indicates statistical significance at the $p < 0.001$ level

Chart 2: Differences in Average EVAAS Index Scores by Teacher Attrition



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 3, 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 (5.7%) for teachers in the state; the Sandhills Region has the highest attrition rate (9.2%) among the state's regions. The Southwest Region had the largest increase in attrition with a 13.9% increase from the prior reporting year (2020 – 7.2% versus 2021 – 8.2%). While all regions in the state experienced an increase in attrition over the prior reporting year, the Sandhills Region had the lowest increase in attrition rates at 3.4% (2020 - 8.8% versus 2021 – 9.1%).

**Table 4: Contribution to the State Attrition Rate by Region (n=93,832)
2021-2022**

Region Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	Attrition Rate by Region	Attrition Rate by Region (2021)
North Central	23,626	2,009	8.5%	7.9%
Northeast	4,720	374	7.9%	9.0%
Northwest	5,492	314	5.7%	6.5%
Piedmont Triad	15,538	1,078	6.9%	8.1%
Sandhills	8,650	799	9.2%	9.1%
Southeast	8,930	654	7.3%	9.2%
Southwest	21,212	1,632	7.7%	8.2%
Western	5,664	438	7.7%	7.6%
State Totals	93,832	7,298	7.78%	8.20%

While a state-wide attrition rate of 7.78% 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 5. The LEAs with the highest teacher attrition rates are Northampton County Schools, Hertford County Schools, Weldon City Schools, Granville County 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 Northampton County Schools (26.1%) over thrice the overall state attrition rate (7.78%). Bertie County Schools, with the lowest attrition rate of the five LEAs (15.83%), has an attrition rate twice the state as a whole.

Conversely, the LEAs with the five lowest attrition rates – Clinton City Schools, Perquimans County Schools, Tyrell County Schools, Watauga County Schools, and Yancey County Schools– have teacher attrition rates that are substantially lower than the state attrition rate. Furthermore, the attrition rates for these five districts are within one and half percentage point of one another. Although there are 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 be 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 5: Five Highest and Lowest LEAs in State Attrition Rates
2021-2022**

LEA Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	State Attrition Rate by LEA
Highest Attrition Rates			
Northampton County Schools	111	21	18.92%
Hertford County Schools	216	36	16.67%
Weldon City Schools	55	9	16.36%
Granville County Schools	483	78	16.15%
Bertie County Schools	120	19	15.83%
Lowest Attrition Rates			
Clinton City Schools	202	5	2.48%
Perquimans County Schools	112	3	2.68%
Tyrell County Schools	54	2	3.70%
Watauga County Schools	377	14	3.71%
Yancey County Schools	153	6	3.92%

Teacher Mobility

Up to this point, this report has focused on teachers who have left the teaching profession in North Carolina public schools. The 116 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 2021 to March 2022, on average, 3.31% (3,108 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-Departure 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 6, 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 19.35% is over five times the state average mobility rate of 3.31%. Similar to the attrition rates, the mobility rates of these five districts are large (relative to the average).

⁴ Teachers who reported that they were leaving employment with NC public schools but appeared in payroll records in the 2021-22 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 2022, they factor into the original LEA’s mobility rate. If the teacher appeared in the payroll records of the same LEA in March 2022 (regardless of role), they do not factor in the LEA’s mobility rate.

The five districts with the lowest mobility rates in the state have rates that range from 1.7% (Carteret County Public Schools) to 0.0% (Cherokee and Camden County Schools). 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. It is also possible that the conditions of the national COVID-19 pandemic contributed to lower mobility rates for the state overall.

**Table 6: Five Highest and Lowest LEA Mobility Rates
2021-2022**

LEA Name	Total Number of Teachers	Number of Teachers Leaving LEA	LEA Mobility Rate
Highest Mobility Rates			
Thomasville City Schools	155	30	19.35%
Newton Conover City Schools	192	24	12.50%
Mount Airy City Schools	123	13	10.57%
Bertie County Schools	120	12	10.00%
Tyrrell County Schools	54	5	9.26%
Lowest Mobility Rates			
Cherokee County Schools	253	0	0.0%
Camden County Schools	128	0	0.0%
Gates County Schools	133	1	0.75%
Transylvania County Schools	268	3	1.12%
Carteret County Public Schools	597	7	1.17%

Overall Attrition/Departure from the LEAs

LEAs with the highest teacher departure rates are Thomasville City Schools, Bertie County Schools, Northampton County Schools, Weldon City Schools, and Granville County Schools.

Conversely, the LEAs with the five lowest attrition rates – Perquimans County Schools, Gates County Schools, Watauga County Schools, Roanoke Rapids City Schools, and Camden County Schools.

The combined effect of attrition from the state and mobility from the LEA results in the overall LEA departure rate – the percentage of instructional capacity an LEA loses during the measurement period of March 2021 to March 2022. The state average for the LEA departure rate is 11.09%: 7.78% for attrition from the state and 3.31% for average mobility rate. The ten LEAs that demonstrate the five highest and five lowest LEA departure rates are displayed in Table 7.

**Table 7: Five Highest and Lowest Total Departure Rates for LEAs
2021-22**

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							
Thomasville City Schools	155	11	7.01%	30	19.35%	41	26.45%
Bertie County Schools	120	19	15.83%	12	10.00%	31	25.83%
Northampton County Schools	111	21	18.92%	6	5.41%	27	24.32%
Weldon City Schools	55	9	16.36%	4	7.27%	13	23.64%
Granville County Schools	483	78	16.15%	36	7.45%	114	23.60%
Lowest LEA Attrition							
Perquimans County Schools	112	3	2.68%	3	2.68%	6	5.36%
Gates County Schools	133	7	5.26%	1	0.08%	8	6.0%
Watauga County Schools	377	14	3.7%	9	2.4%	23	6.1%
Roanoke Rapids City Schools	180	8	4.44%	3	1.7%	11	6.01%
Camden County Schools	128	8	6.25%%	0	0%	8	6.25%

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 2022 divided by the total number of teachers who left that LEA as of March 2022.

From the data in Table 8, one can observe the recoupment rates of the LEAs with the five highest teacher recoupment rates during the period from March 2021 to March 2022 are Camden County Schools, Perquimans County Schools, Elkin City Schools, Clinton City Schools, and Watauga County Schools. Many of the LEAs in the top five of teacher recoupment rates had relatively small numbers of departing teachers. Smaller districts that attract even a few experienced teachers to employment will yield high percentages of recoupment. Nevertheless, 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. The low mobility

rate of teachers in the 2021-2022 reporting period has resulted in much lower recoupment rates across the State. There are four LEAs in the State which recouped zero teachers. It is probable that this is due to the scarcity of mobile teachers in the prior year and less about the quality of the LEAs recruitment strategies.

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

**Table 8: Five Highest and Lowest Total Recoupment Rates for LEAs
2021-2022**

LEA Name	Number of Departing Teachers	LEA Attrition Rate	Teachers Employed from other LEAs	Recoupment Rate
Highest Recoupment Rates				
Camden County Schools	8	6.25%	10	125%
Perquimans County Schools	6	5.36%	7	117%
Elkin City Schools	7	7.95%	6	85.71%
Clinton City Schools	16	7.92%	12	75.0%
Watauga County Schools	23	6.1%	17	73.9%
Lowest Recoupment Rates				
Clay County Schools	10	11.0%	0	0.0%
Hyde County Schools	9	15.8%	0	0.0%
Halifax County Schools	13	10.24%	0	0.0%
Weldon City Schools	13	23.63%	0	0.0%
Northampton County Schools	27	24.32%	1	3.7%

LEA Departure 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 2021-2022 school year. There were 29 LEAs identified as low performing in the 2021-2022 school year. The attrition, mobility, and recoupment rates for these 29 LEAs are presented in Table 9.

**Table 9: Attrition, Mobility, and Recoupment Rates for LEAs Identified as Low Performing
2021-2022**

Row Labels	Total Number of Employees	State Attrition	State Attrition Rate	Mobility	Mobility Rate	Total Number Departed	LEA Attrition Rate	Recoup	Recoup Rate
Anson County Schools	209	13	6.22%	17	8.13%	30	14.35%	3	10.00%
Beaufort County Schools	417	26	6.24%	12	2.88%	38	9.11%	20	52.63%
Bertie County Schools	120	19	15.83%	12	10.00%	31	25.83%	4	12.90%
Kannapolis City Schools	368	28	7.61%	14	3.80%	42	11.41%	12	28.57%
Caswell County Schools	151	16	10.60%	11	7.28%	27	17.88%	6	22.22%
Columbus County Schools	357	25	7.00%	14	3.92%	39	10.92%	9	23.08%
Lexington City Schools	199	17	8.54%	17	8.54%	34	17.09%	13	38.24%
Thomasville City Schools	155	11	7.10%	30	19.35%	41	26.45%	10	24.39%
Edgecombe County Public Schools	374	33	8.82%	15	4.01%	48	12.83%	10	20.83%
Graham County Schools	100	7	7.00%	2	2.00%	9	9.00%	1	11.11%
Granville County Schools	483	78	16.15%	36	7.45%	114	23.60%	8	7.02%
Greene County Schools	189	13	6.88%	8	4.23%	21	11.11%	6	28.57%
Guilford County Schools	4835	357	7.38%	157	3.25%	514	10.63%	111	21.60%
Halifax County Schools	127	11	8.66%	2	1.57%	13	10.24%		
Roanoke Rapids City Schools	180	8	4.44%	3	1.67%	11	6.11%	5	45.45%
Harnett County Schools	1313	185	14.09%	76	5.79%	261	19.88%	16	6.13%
Hertford County Schools	216	36	16.67%	6	2.78%	42	19.44%	3	7.14%
Jones County Schools	86	7	8.14%	2	2.33%	9	10.47%	3	33.33%
Martin County Schools	206	14	6.80%	16	7.77%	30	14.56%	7	23.33%
Nash-Rocky Mount Schools	902	45	4.99%	32	3.55%	77	8.54%	10	12.99%
Northampton County Schools	111	21	18.92%	6	5.41%	27	24.32%	1	3.70%

Elizabeth City-Pasquotank Public Schools	335	35	10.45%	25	7.46%	60	17.91%	3	5.00%
Asheboro City Schools	320	26	8.12%	12	3.75%	38	11.87%	9	23.68%
Public Schools of Robeson County	1320	102	7.73%	37	2.80%	139	10.53%	20	14.39%
Rowan-Salisbury Schools	1243	103	8.29%	71	5.71%	174	14.00%	32	18.39%
Tyrrell County Schools	54	2	3.70%	5	9.26%	7	12.96%	1	14.29%
Vance County Schools	291	25	8.59%	11	3.78%	36	12.37%	3	8.33%
Warren County Schools	84	9	10.71%	2	2.38%	11	13.10%	4	36.36%
Washington County Schools	65	9	13.85%	2	3.08%	11	16.92%	3	27.27%

Most Difficult to Staff License Areas

Prior to the 2022-2023 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. In lieu 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 2022-2023 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 2022-23 school year, LEAs across the State of North Carolina reported a total of 94,083.81 teaching positions in North Carolina. LEAs were asked to report the number of teaching vacancies on both the first and the 40th instructional day of the 2022-2023 school year. Across the state there were 5,540.36 (5.89%) instructional vacancies on the first day of the school year and 5,091.46 (5.41%) 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 10, 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 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 10: Number of State-wide Vacancies by Subject Area and School Type

Subject Area	School Type	Number of Vacancies
Core (Math, ELA, Science, Social Studies)	K-5	1,223.74
Exceptional Children	K-5	444.25
Support Services	K-12	391.30
Exceptional Children	6-8	275.40
Exceptional Children	9-12	272.12
Math	6-8	243.90
CTE	9-12	230.50
Science	6-8	213.30
ELA	6-8	197.75
Other	9-12	190.60
Math	9-12	181.40
Science	9-12	163.25
Social Studies	6-8	161.50
ELA	9-12	161.00

Teacher Vacancy

LEAs varied considerably in their vacancy rates across the state. There were four LEAs that reported zero teaching vacancies on the 40th instructional day – Graham, Polk, Ashe, and Clay County Schools. The top five LEAs, in terms of teacher vacancies on the 40th instructional day are presented below in Table 10. The vacancy totals for all selected subject areas and vacancy rates for each LEA are presented in Appendix D.

**Table 11:
LEAs with the Highest Teacher Vacancy Rates in North Carolina**

LEA Name	Teacher Vacancy Rate (22-23)
Halifax County Schools	24.35%
Hoke County Schools	22.66%
Craven County Schools	18.32%
Rowan-Salisbury Schools	17.69%
Anson County Schools	16.73%

LEAs with the Lowest Teacher Vacancy Rates in North Carolina

LEA Name	Teacher Vacancy Rate (22-23)
Polk County Schools	0.0%
Graham County Schools	0.0%
Ashe County Schools	0.0%
Clay County Schools	0.0%
Transylvania County Schools	0.31%%

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 7.78% may be comparable with the attrition rates of other professions, this report has demonstrated that there is substantial variation in that rate across the 116 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 can 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 can 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 correlational 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 Faculty (IF) 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

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Appendix B: State Attrition Percentages by Reasons Categories for LEAs 2021-2022

LEA	District Name	Total Number of Teachers	Teacher Leaving State	Personal Reasons	%	Initiated by LEA	%	Beyond LEA Control	%	Other	%
State	State	93,832	7,298	3,102	42.50%	393	5.39%	1,369	18.76%	2,434	33.35%
010	Alamance-Burlington Schools	1,466	119	55	46.22%	4	3.36%	19	15.97%	41	34.45%
020	Alexander County Schools	335	17	5	29.41%	0	0.00%	7	41.18%	5	29.41%
030	Alleghany County Schools	112	8	2	25.00%	0	0.00%	1	12.50%	5	62.50%
040	Anson County Schools	209	13	0	0.00%	0	0.00%	0	0.00%	13	100.00%
050	Ashe County Schools	217	11	3	27.27%	1	9.09%	5	45.45%	2	18.18%
060	Avery County Schools	156	7	1	14.29%	0	0.00%	5	71.43%	1	14.29%
070	Beaufort County Schools	417	26	10	38.46%	1	3.85%	9	34.62%	6	23.08%
080	Bertie County Schools	120	19	3	15.79%	8	42.11%	2	10.53%	6	31.58%
090	Bladen County Schools	278	26	3	11.54%	3	11.54%	13	50.00%	7	26.92%
100	Brunswick County Schools	820	65	40	61.54%	5	7.69%	5	7.69%	15	23.08%
110	Buncombe County Schools	1,627	128	51	39.84%	9	7.03%	23	17.97%	45	35.16%
111	Asheville City Schools	347	38	11	28.95%	0	0.00%	6	15.79%	21	55.26%
120	Burke County Schools	744	37	7	18.92%	0	0.00%	20	54.05%	10	27.03%
130	Cabarrus County Schools	2,026	101	60	59.41%	4	3.96%	15	14.85%	22	21.78%
132	Kannapolis City Schools	368	28	15	53.57%	1	3.57%	5	17.86%	7	25.00%
140	Caldwell County Schools	776	49	21	42.86%	1	2.04%	21	42.86%	6	12.24%
150	Camden County Schools	128	8	4	50.00%	0	0.00%	4	50.00%	0	0.00%
160	Carteret County Public Schools	597	32	19	59.38%	0	0.00%	8	25.00%	5	15.63%
170	Caswell County Schools	151	16	5	31.25%	0	0.00%	4	25.00%	7	43.75%
180	Catawba County Schools	1,008	49	16	32.65%	4	8.16%	21	42.86%	8	16.33%
181	Hickory City Schools	276	23	8	34.78%	2	8.70%	3	13.04%	10	43.48%

LEA	District Name	Total Number of Teachers	Teacher Leaving State	Personal Reasons	%	Initiated by LEA	%	Beyond LEA Control	%	Other	%
182	Newton Conover City Schools	192	10	6	60.00%	1	10.00%	0	0.00%	3	30.00%
190	Chatham County Schools	633	61	22	36.07%	6	9.84%	17	27.87%	16	26.23%
200	Cherokee County Schools	253	30	14	46.67%	1	3.33%	8	26.67%	7	23.33%
210	Edenton-Chowan Schools	139	12	2	16.67%	0	0.00%	2	16.67%	8	66.67%
220	Clay County Schools	91	6	1	16.67%	0	0.00%	2	33.33%	3	50.00%
230	Cleveland County Schools	993	51	24	47.06%	2	3.92%	12	23.53%	13	25.49%
240	Columbus County Schools	357	25	14	56.00%	2	8.00%	4	16.00%	5	20.00%
241	Whiteville City Schools	151	7	0	0.00%	1	14.29%	2	28.57%	4	57.14%
250	Craven County Schools	812	50	27	54.00%	1	2.00%	13	26.00%	9	18.00%
260	Cumberland County Schools	3,283	378	131	34.66%	55	14.55%	116	30.69%	76	20.11%
270	Currituck County Schools	286	39	19	48.72%	0	0.00%	7	17.95%	13	33.33%
280	Dare County Schools	383	32	18	56.25%	1	3.13%	2	6.25%	11	34.38%
290	Davidson County Schools	1,162	56	24	42.86%	2	3.57%	21	37.50%	9	16.07%
291	Lexington City Schools	199	17	2	11.76%	0	0.00%	1	5.88%	14	82.35%
292	Thomasville City Schools	155	11	4	36.36%	0	0.00%	2	18.18%	5	45.45%
295	Innovative School	13	0	0		0		0		0	
300	Davie County Schools	403	29	12	41.38%	0	0.00%	8	27.59%	9	31.03%
310	Duplin County Schools	622	47	17	36.17%	1	2.13%	14	29.79%	15	31.91%
320	Durham Public Schools	2,427	224	0	0.00%	0	0.00%	0	0.00%	224	100.00%
330	Edgecombe County Public Schools	374	33	0	0.00%	0	0.00%	0	0.00%	33	100.00%
340	Winston Salem / Forsyth County Schools	3,608	279	156	55.91%	34	12.19%	34	12.19%	55	19.71%
350	Franklin County Schools	516	31	17	54.84%	0	0.00%	6	19.35%	8	25.81%
360	Gaston County Schools	1,921	123	74	60.16%	5	4.07%	21	17.07%	23	18.70%

LEA	District Name	Total Number of Teachers	Teacher Leaving State	Personal Reasons	%	Initiated by LEA	%	Beyond LEA Control	%	Other	%
370	Gates County Schools	133	7	4	57.14%	0	0.00%	2	28.57%	1	14.29%
380	Graham County Schools	100	7	1	14.29%	0	0.00%	2	28.57%	4	57.14%
390	Granville County Schools	483	78	35	44.87%	0	0.00%	10	12.82%	33	42.31%
400	Greene County Schools	189	13	8	61.54%	0	0.00%	2	15.38%	3	23.08%
410	Guilford County Schools	4,835	357	193	54.06%	24	6.72%	49	13.73%	91	25.49%
420	Halifax County Schools	127	11	0	0.00%	0	0.00%	0	0.00%	11	100.00%
421	Roanoke Rapids City Schools	180	8	2	25.00%	0	0.00%	3	37.50%	3	37.50%
422	Weldon City Schools	55	9	4	44.44%	0	0.00%	2	22.22%	3	33.33%
430	Harnett County Schools	1,313	185	65	35.14%	2	1.08%	34	18.38%	84	45.41%
440	Haywood County Schools	498	36	11	30.56%	2	5.56%	9	25.00%	14	38.89%
450	Henderson County Schools	891	51	33	64.71%	2	3.92%	10	19.61%	6	11.76%
460	Hertford County Schools	216	36	8	22.22%	0	0.00%	7	19.44%	21	58.33%
470	Hoke County Schools	589	49	19	38.78%	0	0.00%	15	30.61%	15	30.61%
480	Hyde County Schools	57	7	3	42.86%	0	0.00%	2	28.57%	2	28.57%
490	Iredell-Statesville Schools	1,281	81	46	56.79%	3	3.70%	23	28.40%	9	11.11%
491	Mooresville Graded School District	398	33	22	66.67%	2	6.06%	1	3.03%	8	24.24%
500	Jackson County Public Schools	255	28	16	57.14%	0	0.00%	4	14.29%	8	28.57%
510	Johnston County Public Schools	2,637	231	82	35.50%	5	2.16%	27	11.69%	117	50.65%
520	Jones County Schools	86	7	0	0.00%	0	0.00%	5	71.43%	2	28.57%
530	Lee County Schools	709	61	26	42.62%	0	0.00%	14	22.95%	21	34.43%
540	Lenoir County Public Schools	564	30	14	46.67%	0	0.00%	8	26.67%	8	26.67%
550	Lincoln County Schools	742	35	14	40.00%	0	0.00%	9	25.71%	12	34.29%
560	Macon County Schools	331	25	14	56.00%	0	0.00%	10	40.00%	1	4.00%

LEA	District Name	Total Number of Teachers	Teacher Leaving State	Personal Reasons	%	Initiated by LEA	%	Beyond LEA Control	%	Other	%
570	Madison County Schools	175	15	3	20.00%	1	6.67%	5	33.33%	6	40.00%
580	Martin County Schools	206	14	3	21.43%	1	7.14%	7	50.00%	3	21.43%
590	McDowell County Schools	414	25	7	28.00%	2	8.00%	7	28.00%	9	36.00%
600	Charlotte-Mecklenburg Schools	8,841	753	445	59.10%	72	9.56%	70	9.30%	166	22.05%
610	Mitchell County Schools	134	16	5	31.25%	0	0.00%	10	62.50%	1	6.25%
620	Montgomery County Schools	246	19	5	26.32%	0	0.00%	11	57.89%	3	15.79%
630	Moore County Schools	836	69	34	49.28%	2	2.90%	11	15.94%	22	31.88%
640	Nash-Rocky Mount Schools	902	45	15	33.33%	1	2.22%	17	37.78%	12	26.67%
650	New Hanover County Schools	1,789	139	50	35.97%	3	2.16%	22	15.83%	64	46.04%
660	Northampton County Schools	111	21	6	28.57%	0	0.00%	5	23.81%	10	47.62%
670	Onslow County Schools	1,611	158	72	45.57%	12	7.59%	41	25.95%	33	20.89%
680	Orange County Schools	551	56	30	53.57%	4	7.14%	7	12.50%	15	26.79%
681	Chapel Hill-Carrboro City Schools	914	69	35	50.72%	2	2.90%	15	21.74%	17	24.64%
690	Pamlico County Schools	100	7	2	28.57%	0	0.00%	3	42.86%	2	28.57%
700	Elizabeth City-Pasquotank Public Schools	335	35	18	51.43%	0	0.00%	7	20.00%	10	28.57%
710	Pender County Schools	617	40	18	45.00%	0	0.00%	8	20.00%	14	35.00%
720	Perquimans County Schools	112	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%
730	Person County Schools	283	22	13	59.09%	1	4.55%	2	9.09%	6	27.27%
740	Pitt County Schools	1,596	76	27	35.53%	4	5.26%	22	28.95%	23	30.26%
750	Polk County Schools	178	10	0	0.00%	0	0.00%	6	60.00%	4	40.00%
760	Randolph County School System	990	50	19	38.00%	3	6.00%	17	34.00%	11	22.00%
761	Asheboro City Schools	320	26	19	73.08%	1	3.85%	3	11.54%	3	11.54%

LEA	District Name	Total Number of Teachers	Teacher Leaving State	Personal Reasons	%	Initiated by LEA	%	Beyond LEA Control	%	Other	%
770	Richmond County Schools	452	37	15	40.54%	1	2.70%	6	16.22%	15	40.54%
780	Public Schools of Robeson County	1,320	102	19	18.63%	10	9.80%	24	23.53%	49	48.04%
790	Rockingham County Schools	730	40	22	55.00%	0	0.00%	12	30.00%	6	15.00%
800	Rowan-Salisbury Schools	1,243	103	39	37.86%	1	0.97%	15	14.56%	48	46.60%
810	Rutherford County Schools	517	37	18	48.65%	0	0.00%	13	35.14%	6	16.22%
820	Sampson County Schools	530	42	11	26.19%	2	4.76%	10	23.81%	19	45.24%
821	Clinton City Schools	202	5	2	40.00%	0	0.00%	1	20.00%	2	40.00%
830	Scotland County Schools	406	40	16	40.00%	0	0.00%	15	37.50%	9	22.50%
840	Stanly County Schools	562	46	15	32.61%	0	0.00%	12	26.09%	19	41.30%
850	Stokes County Schools	412	18	9	50.00%	1	5.56%	6	33.33%	2	11.11%
860	Surry County Schools	546	22	7	31.82%	0	0.00%	12	54.55%	3	13.64%
861	Elkin City Schools	88	5	0	0.00%	0	0.00%	4	80.00%	1	20.00%
862	Mount Airy City Schools	123	10	0	0.00%	0	0.00%	0	0.00%	10	100.00%
870	Swain County Schools	133	9	2	22.22%	0	0.00%	2	22.22%	5	55.56%
880	Transylvania County Schools	268	18	7	38.89%	1	5.56%	8	44.44%	2	11.11%
890	Tyrrell County Schools	54	2	0	0.00%	0	0.00%	1	50.00%	1	50.00%
900	Union County Public Schools	2,628	265	79	29.81%	11	4.15%	37	13.96%	138	52.08%
910	Vance County Schools	291	25	1	4.00%	0	0.00%	0	0.00%	24	96.00%
920	Wake County Schools	10,844	837	399	47.67%	56	6.69%	102	12.19%	280	33.45%
930	Warren County Schools	84	9	2	22.22%	1	11.11%	5	55.56%	1	11.11%
940	Washington County Schools	65	9	0	0.00%	0	0.00%	0	0.00%	9	100.00%
950	Watauga County Schools	377	14	5	35.71%	1	7.14%	7	50.00%	1	7.14%
960	Wayne County Public Schools	1,123	66	24	36.36%	2	3.03%	25	37.88%	15	22.73%

LEA	District Name	Total Number of Teachers	Teacher Leaving State	Personal Reasons	%	Initiated by LEA	%	Beyond LEA Control	%	Other	%
970	Wilkes County Schools	598	42	19	45.24%	2	4.76%	9	21.43%	12	28.57%
980	Wilson County Schools	652	42	8	19.05%	0	0.00%	4	9.52%	30	71.43%
990	Yadkin County Schools	350	23	13	56.52%	0	0.00%	2	8.70%	8	34.78%
995	Yancey County Schools	153	6	0	0.00%	0	0.00%	3	50.00%	3	50.00%

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**Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs
2021-2022**

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
	State	93,832	7,298	7.78%	3,108	3.31%			2,580	24.79%
010	Alamance-Burlington Schools	1,466	119	8.12%	47	3.21%	166	11.32%	48	28.92%
020	Alexander County Schools	335	17	5.07%	7	2.09%	24	7.16%	3	12.50%
030	Alleghany County Schools	112	8	7.14%	5	4.46%	13	11.61%	7	53.85%
040	Anson County Schools	209	13	6.22%	17	8.13%	30	14.35%	3	10.00%
050	Ashe County Schools	217	11	5.07%	4	1.84%	15	6.91%	6	40.00%
060	Avery County Schools	156	7	4.49%	11	7.05%	18	11.54%	5	27.78%
070	Beaufort County Schools	417	26	6.24%	12	2.88%	38	9.11%	20	52.63%
080	Bertie County Schools	120	19	15.83%	12	10.00%	31	25.83%	4	12.90%
090	Bladen County Schools	278	26	9.35%	12	4.32%	38	13.67%	11	28.95%
100	Brunswick County Schools	820	65	7.93%	22	2.68%	87	10.61%	59	67.82%
110	Buncombe County Schools	1,627	128	7.87%	46	2.83%	174	10.69%	43	24.71%
111	Asheville City Schools	347	38	10.95%	13	3.75%	51	14.70%	11	21.57%
120	Burke County Schools	744	37	4.97%	17	2.28%	54	7.26%	19	35.19%
130	Cabarrus County Schools	2,026	101	4.99%	64	3.16%	165	8.14%	70	42.42%
132	Kannapolis City Schools	368	28	7.61%	14	3.80%	42	11.41%	12	28.57%
140	Caldwell County Schools	776	49	6.31%	14	1.80%	63	8.12%	23	36.51%
150	Camden County Schools	128	8	6.25%	0	0.00%	8	6.25%	10	125.00%
160	Carteret County Public Schools	597	32	5.36%	7	1.17%	39	6.53%	23	58.97%
170	Caswell County Schools	151	16	10.60%	11	7.28%	27	17.88%	6	22.22%
180	Catawba County Schools	1,008	49	4.86%	31	3.08%	80	7.94%	33	41.25%
181	Hickory City Schools	276	23	8.33%	12	4.35%	35	12.68%	10	28.57%
182	Newton Conover City Schools	192	10	5.21%	24	12.50%	34	17.71%	16	47.06%
190	Chatham County Schools	633	61	9.64%	20	3.16%	81	12.80%	23	28.40%

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
200	Cherokee County Schools	253	30	11.86%	0	0.00%	30	11.86%	5	16.67%
210	Edenton-Chowan Schools	139	12	8.63%	3	2.16%	15	10.79%	4	26.67%
220	Clay County Schools	91	6	6.59%	4	4.40%	10	10.99%		
230	Cleveland County Schools	993	51	5.14%	30	3.02%	81	8.16%	23	28.40%
240	Columbus County Schools	357	25	7.00%	14	3.92%	39	10.92%	9	23.08%
241	Whiteville City Schools	151	7	4.64%	10	6.62%	17	11.26%	7	41.18%
250	Craven County Schools	812	50	6.16%	46	5.67%	96	11.82%	28	29.17%
260	Cumberland County Schools	3,283	378	11.51%	96	2.92%	474	14.44%	87	18.35%
270	Currituck County Schools	286	39	13.64%	9	3.15%	48	16.78%	11	22.92%
280	Dare County Schools	383	32	8.36%	6	1.57%	38	9.92%	12	31.58%
290	Davidson County Schools	1,162	56	4.82%	34	2.93%	90	7.75%	23	25.56%
291	Lexington City Schools	199	17	8.54%	17	8.54%	34	17.09%	13	38.24%
292	Thomasville City Schools	155	11	7.10%	30	19.35%	41	26.45%	10	24.39%
295	Innovative School District	13	0	0.00%	0	0.00%	0	0.00%	1	
300	Davie County Schools	403	29	7.20%	13	3.23%	42	10.42%	18	42.86%
310	Duplin County Schools	622	47	7.56%	29	4.66%	76	12.22%	19	25.00%
320	Durham Public Schools	2,427	224	9.23%	131	5.40%	355	14.63%	76	21.41%
330	Edgecombe County Public Schools	374	33	8.82%	15	4.01%	48	12.83%	10	20.83%
340	Winston Salem / Forsyth County Schools	3,608	279	7.73%	135	3.74%	414	11.47%	114	27.54%
350	Franklin County Schools	516	31	6.01%	22	4.26%	53	10.27%	14	26.42%
360	Gaston County Schools	1,921	123	6.40%	75	3.90%	198	10.31%	32	16.16%
370	Gates County Schools	133	7	5.26%	1	0.75%	8	6.02%	4	50.00%
380	Graham County Schools	100	7	7.00%	2	2.00%	9	9.00%	1	11.11%
390	Granville County Schools	483	78	16.15%	36	7.45%	114	23.60%	8	7.02%
400	Greene County Schools	189	13	6.88%	8	4.23%	21	11.11%	6	28.57%
410	Guilford County Schools	4,835	357	7.38%	157	3.25%	514	10.63%	111	21.60%
420	Halifax County Schools	127	11	8.66%	2	1.57%	13	10.24%		

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
421	Roanoke Rapids City Schools	180	8	4.44%	3	1.67%	11	6.11%	5	45.45%
422	Weldon City Schools	55	9	16.36%	4	7.27%	13	23.64%		
430	Harnett County Schools	1,313	185	14.09%	76	5.79%	261	19.88%	16	6.13%
440	Haywood County Schools	498	36	7.23%	16	3.21%	52	10.44%	10	19.23%
450	Henderson County Schools	891	51	5.72%	15	1.68%	66	7.41%	16	24.24%
460	Hertford County Schools	216	36	16.67%	6	2.78%	42	19.44%	3	7.14%
470	Hoke County Schools	589	49	8.32%	33	5.60%	82	13.92%	21	25.61%
480	Hyde County Schools	57	7	12.28%	2	3.51%	9	15.79%		
490	Iredell-Statesville Schools	1,281	81	6.32%	41	3.20%	122	9.52%	29	23.77%
491	Mooreville Graded School District	398	33	8.29%	16	4.02%	49	12.31%	12	24.49%
500	Jackson County Public Schools	255	28	10.98%	19	7.45%	47	18.43%	14	29.79%
510	Johnston County Public Schools	2,637	231	8.76%	90	3.41%	321	12.17%	56	17.45%
520	Jones County Schools	86	7	8.14%	2	2.33%	9	10.47%	3	33.33%
530	Lee County Schools	709	61	8.60%	31	4.37%	92	12.98%	25	27.17%
540	Lenoir County Public Schools	564	30	5.32%	27	4.79%	57	10.11%	20	35.09%
550	Lincoln County Schools	742	35	4.72%	25	3.37%	60	8.09%	23	38.33%
560	Macon County Schools	331	25	7.55%	10	3.02%	35	10.57%	14	40.00%
570	Madison County Schools	175	15	8.57%	5	2.86%	20	11.43%	7	35.00%
580	Martin County Schools	206	14	6.80%	16	7.77%	30	14.56%	7	23.33%
590	McDowell County Schools	414	25	6.04%	7	1.69%	32	7.73%	11	34.38%
600	Charlotte-Mecklenburg Schools	8,841	753	8.52%	220	2.49%	973	11.01%	177	18.19%
610	Mitchell County Schools	134	16	11.94%	4	2.99%	20	14.93%	11	55.00%
620	Montgomery County Schools	246	19	7.72%	14	5.69%	33	13.41%	8	24.24%

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
630	Moore County Schools	836	69	8.25%	36	4.31%	105	12.56%	32	30.48%
640	Nash-Rocky Mount Schools	902	45	4.99%	32	3.55%	77	8.54%	10	12.99%
650	New Hanover County Schools	1,789	139	7.77%	32	1.79%	171	9.56%	73	42.69%
660	Northampton County Schools	111	21	18.92%	6	5.41%	27	24.32%	1	3.70%
670	Onslow County Schools	1,611	158	9.81%	53	3.29%	211	13.10%	32	15.17%
680	Orange County Schools	551	56	10.16%	22	3.99%	78	14.16%	25	32.05%
681	Chapel Hill-Carrboro City Schools	914	69	7.55%	25	2.74%	94	10.28%	32	34.04%
690	Pamlico County Schools	100	7	7.00%	5	5.00%	12	12.00%	8	66.67%
700	Elizabeth City-Pasquotank Public Schools	335	35	10.45%	25	7.46%	60	17.91%	3	5.00%
710	Pender County Schools	617	40	6.48%	34	5.51%	74	11.99%	25	33.78%
720	Perquimans County Schools	112	3	2.68%	3	2.68%	6	5.36%	7	116.67%
730	Person County Schools	283	22	7.77%	15	5.30%	37	13.07%	12	32.43%
740	Pitt County Schools	1,596	76	4.76%	67	4.20%	143	8.96%	47	32.87%
750	Polk County Schools	178	10	5.62%	7	3.93%	17	9.55%	8	47.06%
760	Randolph County School System	990	50	5.05%	23	2.32%	73	7.37%	22	30.14%
761	Asheboro City Schools	320	26	8.12%	12	3.75%	38	11.87%	9	23.68%
770	Richmond County Schools	452	37	8.19%	13	2.88%	50	11.06%	7	14.00%
780	Public Schools of Robeson County	1,320	102	7.73%	37	2.80%	139	10.53%	20	14.39%
790	Rockingham County Schools	730	40	5.48%	17	2.33%	57	7.81%	8	14.04%
800	Rowan-Salisbury Schools	1,243	103	8.29%	71	5.71%	174	14.00%	32	18.39%
810	Rutherford County Schools	517	37	7.16%	13	2.51%	50	9.67%	19	38.00%
820	Sampson County Schools	530	42	7.92%	15	2.83%	57	10.75%	15	26.32%
821	Clinton City Schools	202	5	2.48%	11	5.45%	16	7.92%	12	75.00%
830	Scotland County Schools	406	40	9.85%	31	7.64%	71	17.49%	17	23.94%

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
840	Stanly County Schools	562	46	8.19%	21	3.74%	67	11.92%	24	35.82%
850	Stokes County Schools	412	18	4.37%	16	3.88%	34	8.25%	18	52.94%
860	Surry County Schools	546	22	4.03%	16	2.93%	38	6.96%	28	73.68%
861	Elkin City Schools	88	5	5.68%	2	2.27%	7	7.95%	6	85.71%
862	Mount Airy City Schools	123	10	8.13%	13	10.57%	23	18.70%	5	21.74%
870	Swain County Schools	133	9	6.77%	6	4.51%	15	11.28%	1	6.67%
880	Transylvania County Schools	268	18	6.72%	3	1.12%	21	7.84%	6	28.57%
890	Tyrrell County Schools	54	2	3.70%	5	9.26%	7	12.96%	1	14.29%
900	Union County Public Schools	2,628	265	10.08%	68	2.59%	333	12.67%	54	16.22%
910	Vance County Schools	291	25	8.59%	11	3.78%	36	12.37%	3	8.33%
920	Wake County Schools	10,844	837	7.72%	176	1.62%	1,013	9.34%	258	25.47%
930	Warren County Schools	84	9	10.71%	2	2.38%	11	13.10%	4	36.36%
940	Washington County Schools	65	9	13.85%	2	3.08%	11	16.92%	3	27.27%
950	Watauga County Schools	377	14	3.71%	9	2.39%	23	6.10%	17	73.91%
960	Wayne County Public Schools	1,123	66	5.88%	48	4.27%	114	10.15%	17	14.91%
970	Wilkes County Schools	598	42	7.02%	25	4.18%	67	11.20%	13	19.40%
980	Wilson County Schools	652	42	6.44%	36	5.52%	78	11.96%	24	30.77%
990	Yadkin County Schools	350	23	6.57%	11	3.14%	34	9.71%	21	61.76%
995	Yancey County Schools	153	6	3.92%	4	2.61%	10	6.54%	2	20.00%

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Appendix D : Teacher Vacancy Data for LEAs
School Year 2022-2023

LEA	LEA Name	Total Positions	Vacancies 1 st Day	Vacancies 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
010	Alamance-Burlington Schools	1,588	82	186	11.72%	40	10	3
020	Alexander County Schools	311	15	13	4.18%	3	1	0
030	Alleghany County Schools	113	4	4	3.54%	2	0	0
040	Anson County Schools	197	33	33	16.73%	6	2	1
050	Ashe County Schools	213	0	0	0.00%	0	0	0
060	Avery County Schools	156	4	2	1.28%	0	1	0
070	Beaufort County Schools	471	29	29	6.16%	11	4	3
080	Bertie County Schools	156	21	15	9.62%	4	1	0
090	Bladen County Schools	267	20	16	5.99%	6	0	1
100	Brunswick County Schools	879	14	22	2.50%	6	0	0
110	Buncombe County Schools	2,313	14	9	0.39%	3	0	0
111	Asheville City Schools	383	16	7	1.83%	1	2	0
120	Burke County Schools	897	0	12	1.28%	4	2	0
130	Cabarrus County Schools	2,173	76	83	3.80%	20	7	2
132	Kannapolis City Schools	364	31	34	9.34%	10	2	0
140	Caldwell County Schools	711	25	23	3.23%	2	1	2
150	Camden County Schools	141	5	4	2.84%	1	0	0
160	Carteret County Public Schools	612	7	6	0.98%	0	2	1
170	Caswell County Schools	164	14	16	9.76%	2	2	0
180	Catawba County Schools	835	37	29	3.47%	5	2	2
181	Hickory City Schools	297	8	3	1.01%	1	0	0
182	Newton Conover City Schools	172	4	9	5.23%	3	0	0
190	Chatham County Schools	900	86	92	10.23%	20	3	2
200	Cherokee County Schools	246	7	5	2.03%	0	0	0

LEA	LEA Name	Total Positions	Vacancies 1 st Day	Vacancies 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
210	Edenton-Chowan Schools	141	9	8	5.67%	0	0	0
220	Clay County Schools	101	0	0	0.00%	0	0	0
230	Cleveland County Schools	1,001	127	115	11.49%	19	9	1
240	Columbus County Schools	368	51	43	11.68%	12	2	1
241	Whiteville City Schools	160	2	5	3.13%	3	0	0
250	Craven County Schools	655	103	120	18.32%	33	15	0
260	Cumberland County Schools	3,343	87	97	2.90%	15	12	3
270	Currituck County Schools	343	19	14	4.08%	3	3	0
280	Dare County Schools	416	56	6	1.44%	1	0	0
290	Davidson County Schools	956	26	25	2.62%	5	4	0
291	Lexington City Schools	232	36	23	9.91%	5	2	0
292	Thomasville City Schools	146	16	13	8.90%	3	1	0
300	Davie County Schools	421	11	14	3.33%	5	1	0
310	Duplin County Schools	487	31	49	10.06%	11	6	4
320	Durham Public Schools	1,890	174	126	6.67%	51	18	0
330	Edgecombe County Public Schools	265	47	43	16.23%	13	5	0
340	Winston Salem / Forsyth County Schools	3,658	225	351	9.59%	73	16	6
350	Franklin County Schools	599	29	21	3.51%	2	3	0
360	Gaston County Schools	2,031	148	96	4.73%	22	10	2
370	Gates County Schools	125	6	5	4.00%	0	0	0
380	Graham County Schools	107	0	0	0.00%	0	0	0
390	Granville County Schools	406	62	65	16.00%	19	5	3
400	Greene County Schools	212	10	10	4.72%	0	0	0
410	Guilford County Schools	4,936	39	80	1.62%	0	6	0
420	Halifax County Schools	115	46	28	24.35%	7	2	0
421	Roanoke Rapids City Schools	191	6	5	2.62%	0	0	0
422	Weldon City Schools	57	7	8	14.04%	0	0	0

LEA	LEA Name	Total Positions	Vacancies 1 st Day	Vacancies 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
430	Harnett County Schools	1,714	118	135	7.88%	43	10	3
440	Haywood County Schools	477	12	10	2.10%	2	1	1
450	Henderson County Schools	1,062	24	25	2.35%	7	1	0
460	Hertford County Schools	190	24	14	7.37%	0	4	1
470	Hoke County Schools	503	115	114	22.66%	37	6	5
480	Hyde County Schools	62	4	1	1.61%	0	0	0
490	Iredell-Statesville Schools	1,103	178	72	6.53%	18	18	1
491	Mooresville Graded School District	361	19	17	4.71%	2	1	0
500	Jackson County Public Schools	264	21	10	3.79%	3	3	0
510	Johnston County Public Schools	2,628	135	123	4.68%	33	18	2
520	Jones County Schools	93	2	2	2.15%	1	0	0
530	Lee County Schools	657	68	64	9.74%	14	5	1
540	Lenoir County Public Schools	565	37	60	10.62%	18	3	3
550	Lincoln County Schools	767	16	22	2.87%	4	5	0
560	Macon County Schools	391	11	12	3.07%	2	1	0
570	Madison County Schools	212	2	2	0.94%	0	1	0
580	Martin County Schools	237	25	22	9.30%	3	3	2
590	McDowell County Schools	478	18	15	3.14%	4	2	0
600	Charlotte-Mecklenburg Schools	6,910	364	278	4.02%	69	25	12
610	Mitchell County Schools	141	3	3	2.13%	0	0	0
620	Montgomery County Schools	235	4	6	2.55%	2	0	0
630	Moore County Schools	889	83	74	8.36%	21	7	1
640	Nash County Public Schools	889	49	66	7.37%	22	1	3
650	New Hanover County Schools	2,160	7	22	1.02%	5	3	0
660	Northampton County Schools	98	10	11	11.22%	1	0	1

LEA	LEA Name	Total Positions	Vacancies 1 st Day	Vacancies 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
670	Onslow County Schools	1,954	70	73	3.74%	17	10	2
680	Orange County Schools	698	62	48	6.80%	8	3	3
681	Chapel Hill-Carrboro City Schools	952	166	50	5.30%	7	6	0
690	Pamlico County Schools	117	8	7	5.98%	3	1	0
700	Elizabeth City-Pasquotank Public Schools	335	22	17	5.07%	5	1	0
710	Pender County Schools	681	61	23	3.30%	1	1	2
720	Perquimans County Schools	116	8	4	3.45%	1	1	0
730	Person County Schools	265	22	32	11.89%	6	4	0
740	Pitt County Schools	1,881	83	80	4.25%	15	10	1
750	Polk County Schools	204	0	0	0.00%	0	0	0
760	Randolph County School System	1,040	88	83	7.98%	26	10	3
761	Asheboro City Schools	328	12	11	3.35%	1	0	0
770	Richmond County Schools	420	60	54	12.86%	14	5	2
780	Public Schools of Robeson County	973	84	105	10.79%	29	8	3
790	Rockingham County Schools	920	45	37	4.02%	6	0	1
800	Rowan-Salisbury Schools	1,136	188	201	17.69%	53	13	8
810	Rutherford County Schools	594	28	29	4.88%	1	1	1
820	Sampson County Schools	511	27	20	3.81%	1	2	1
821	Clinton City Schools	228	14	9	3.95%	0	0	0
830	Scotland County Schools	372	17	14	3.76%	1	1	2
840	Stanly County Schools	631	53	36	5.63%	11	2	2
850	Stokes County Schools	446	6	11	2.47%	2	1	1
860	Surry County Schools	527	8	6	1.14%	0	0	1
861	Elkin City Schools	96	0	1	1.04%	0	0	1
862	Mount Airy City Schools	128	2	1	0.78%	0	0	0
870	Swain County Schools	137	3	3	2.19%	1	0	0

LEA	LEA Name	Total Positions	Vacancies 1 st Day	Vacancies 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
880	Transylvania County Schools	320	1	1	0.31%	0	1	0
890	Tyrrell County Schools	38	4	2	5.26%	0	0	0
900	Union County Public Schools	1,871	76	71	3.79%	18	6	2
910	Vance County Schools	321	23	25	7.79%	8	0	3
920	Wake County Schools	11,065	828	688	6.22%	185	67	33
930	Warren County Schools	119	6	4	3.36%	0	0	0
940	Washington County Schools	66	13	11	16.67%	1	1	2
950	Watauga County Schools	466	4	4	0.86%	0	1	1
960	Wayne County Public Schools	1,181	75	72	6.10%	24	4	6
970	Wilkes County Schools	646	30	5	0.77%	0	2	0
980	Wilson County Schools	707	58	43	6.08%	14	5	0
990	Yadkin County Schools	419	10	8	1.91%	2	0	1
995	Yancey County Schools	170	5	4	2.36%	0	0	1

LEA	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
010	Alamance-Burlington Schools	10	10	10	12	13	4
020	Alexander County Schools	1	1	1	1	1	0
030	Alleghany County Schools	1	0	1	0	0	0
040	Anson County Schools	1	1	2	2	4	0
050	Ashe County Schools	0	0	0	0	0	0
060	Avery County Schools	0	0	0	0	0	1
070	Beaufort County Schools	0	1	1	0	0	0
080	Bertie County Schools	0	0	0	0	2	0
090	Bladen County Schools	0	0	1	0	0	0
100	Brunswick County Schools	0	1	0	2	0	0
110	Buncombe County Schools	0	0	0	4	0	0
111	Asheville City Schools	0	0	1	1	0	0

LEA	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
120	Burke County Schools	0	0	0	1	0	0
130	Cabarrus County Schools	2	2	3	6	2	0
132	Kannapolis City Schools	1	0	2	1	3	1
140	Caldwell County Schools	3	0	6	1	0	0
150	Camden County Schools	0	0	0	0	0	0
160	Carteret County Public Schools	0	0	0	1	0	0
170	Caswell County Schools	2	1	0	0	1	0
180	Catawba County Schools	0	0	1	0	1	0
181	Hickory City Schools	0	0	0	0	0	1
182	Newton Conover City Schools	2	0	0	0	1	0
190	Chatham County Schools	4	2	5	5	0	3
200	Cherokee County Schools	2	0	0	0	0	0
210	Edenton-Chowan Schools	2	0	1	1	0	0
220	Clay County Schools	0	0	0	0	0	0
230	Cleveland County Schools	11	2	9	5	6	4
240	Columbus County Schools	3	0	2	1	3	0
241	Whiteville City Schools	0	0	0	0	0	0
250	Craven County Schools	6	5	5	4	9	2
260	Cumberland County Schools	5	5	3	9	2	1
270	Currituck County Schools	0	0	1	2	0	0
280	Dare County Schools	0	0	1	0	0	0
290	Davidson County Schools	0	1	0	2	0	2
291	Lexington City Schools	1	0	3	2	1	0
292	Thomasville City Schools	1	1	2	1	0	0
300	Davie County Schools	0	0	2	3	0	1
310	Duplin County Schools	5	2	8	1	2	0
320	Durham Public Schools	2	0	3	11	4	0
330	Edgecombe County Public Schools	0	1	3	2	2	0

LEA	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
340	Winston Salem / Forsyth County Schools	9	12	15	21	14	6
350	Franklin County Schools	2	1	1	3	1	1
360	Gaston County Schools	1	2	2	9	1	4
370	Gates County Schools	1	0	0	1	1	0
380	Graham County Schools	0	0	0	0	0	0
390	Granville County Schools	4	1	3	4	1	0
400	Greene County Schools	0	0	1	1	0	0
410	Guilford County Schools	0	1	5	2	0	2
420	Halifax County Schools	2	2	2	1	0	0
421	Roanoke Rapids City Schools	0	0	0	0	1	0
422	Weldon City Schools	1	0	0	0	0	0
430	Harnett County Schools	8	6	7	9	3	3
440	Haywood County Schools	0	0	1	0	0	0
450	Henderson County Schools	0	3	1	2	0	1
460	Hertford County Schools	1	0	0	1	0	0
470	Hoke County Schools	4	5	3	7	7	3
480	Hyde County Schools	0	0	0	0	0	0
490	Iredell-Statesville Schools	4	3	4	9	1	3
491	Mooreville Graded School District	0	3	0	0	0	0
500	Jackson County Public Schools	0	0	1	0	0	0
510	Johnston County Public Schools	3	8	3	12	5	3
520	Jones County Schools	0	0	0	0	0	0
530	Lee County Schools	2	5	6	1	5	0
540	Lenoir County Public Schools	1	2	3	1	3	2
550	Lincoln County Schools	0	1	1	4	0	1
560	Macon County Schools	0	0	1	0	1	0
570	Madison County Schools	0	0	0	1	0	0

LEA	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
580	Martin County Schools	1	1	0	1	0	1
590	McDowell County Schools	0	1	2	2	0	0
600	Charlotte-Mecklenburg Schools	10	4	18	8	12	7
610	Mitchell County Schools	0	0	0	0	0	0
620	Montgomery County Schools	0	1	0	0	1	0
630	Moore County Schools	2	3	4	5	5	0
640	Nash County Public Schools	1	3	2	3	2	2
650	New Hanover County Schools	0	0	0	0	1	0
660	Northampton County Schools	0	0	0	0	0	1
670	Onslow County Schools	7	4	7	5	6	0
680	Orange County Schools	1	1	4	2	0	2
681	Chapel Hill-Carrboro City Schools	0	2	4	4	2	0
690	Pamlico County Schools	0	1	0	0	0	0
700	Elizabeth City-Pasquotank Public Schools	0	1	0	0	1	0
710	Pender County Schools	0	0	0	3	0	3
720	Perquimans County Schools	0	0	0	0	0	0
730	Person County Schools	4	0	1	3	2	0
740	Pitt County Schools	6	5	7	2	6	1
750	Polk County Schools	0	0	0	0	0	0
760	Randolph County School System	2	4	1	10	1	1
761	Asheboro City Schools	2	1	0	2	0	0
770	Richmond County Schools	3	2	3	0	5	1
780	Public Schools of Robeson County	5	7	7	0	4	1
790	Rockingham County Schools	4	0	3	0	3	1
800	Rowan-Salisbury Schools	9	8	5	7	13	2
810	Rutherford County Schools	2	1	1	3	3	0

LEA	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
820	Sampson County Schools	1	2	2	1	2	0
821	Clinton City Schools	1	0	0	2	2	0
830	Scotland County Schools	0	1	0	1	0	0
840	Stanly County Schools	0	2	1	1	2	0
850	Stokes County Schools	0	1	2	0	1	0
860	Surry County Schools	0	1	0	0	2	0
861	Elkin City Schools	0	0	0	0	0	0
862	Mount Airy City Schools	0	0	1	0	0	0
870	Swain County Schools	0	0	0	0	0	0
880	Transylvania County Schools	0	0	0	0	0	0
890	Tyrrell County Schools	0	0	1	0	1	0
900	Union County Public Schools	5	2	5	6	0	0
910	Vance County Schools	0	0	0	0	0	0
920	Wake County Schools	20	12	20	30	27	11
930	Warren County Schools	0	0	0	0	0	0
940	Washington County Schools	0	0	1	0	1	0
950	Watauga County Schools	0	0	1	0	0	0
960	Wayne County Public Schools	3	1	2	3	7	2
970	Wilkes County Schools	0	0	0	2	0	0
980	Wilson County Schools	1	1	4	2	3	1
990	Yadkin County Schools	1	1	0	0	0	0
995	Yancey County Schools	0	0	0	0	0	2

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
010	Alamance-Burlington Schools	4	8	6	8	14	11	2	13
020	Alexander County Schools	0	0	0	0	0	1	1	8
030	Alleghany County Schools	0	0	0	0	0	0	0	0
040	Anson County Schools	2	1	1	0	2	3	1	0
050	Ashe County Schools	0	0	0	0	0	0	0	0
060	Avery County Schools	0	0	0	0	0	0	1	2
070	Beaufort County Schools	2	0	0	1	1	1	1	0
080	Bertie County Schools	3	0	2	0	1	0	1	1
090	Bladen County Schools	1	0	1	1	0	2	1	2
100	Brunswick County Schools	2	1	1	1	1	3	1	1
110	Buncombe County Schools	0	0	0	0	0	1	0	2
111	Asheville City Schools	1	0	0	0	1	0	0	2
120	Burke County Schools	2	0	0	1	1	1	0	1
130	Cabarrus County Schools	7	5	3	3	2	6	1	12
132	Kannapolis City Schools	0	1	0	1	1	5	0	0
140	Caldwell County Schools	1	0	0	0	1	2	0	1
150	Camden County Schools	0	0	0	0	0	1	0	1
160	Carteret County Public Schools	0	0	0	1	1	0	0	1
170	Caswell County Schools	4	2	0	0	0	0	1	2
180	Catawba County Schools	0	2	3	3	0	4	0	6
181	Hickory City Schools	0	0	0	0	1	0	0	0
182	Newton Conover City Schools	0	0	0	0	1	1	0	0
190	Chatham County Schools	3	2	5	4	6	3	1	2
200	Cherokee County Schools	0	0	0	2	1	0	0	2
210	Edenton-Chowan Schools	0	1	0	1	1	0	0	0
220	Clay County Schools	0	0	0	0	0	0	0	0
230	Cleveland County Schools	4	5	6	2	4	6	1	8
240	Columbus County Schools	1	1	2	1	1	0	0	4
241	Whiteville City Schools	0	0	0	1	0	0	0	0

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
250	Craven County Schools	2	2	1	5	8	4	0	11
260	Cumberland County Schools	2	3	1	3	9	5	1	9
270	Currituck County Schools	0	1	0	0	1	0	1	3
280	Dare County Schools	0	0	0	0	0	0	0	3
290	Davidson County Schools	0	1	0	0	0	2	0	5
291	Lexington City Schools	0	1	1	1	0	2	0	1
292	Thomasville City Schools	1	0	0	1	1	0	0	1
300	Davie County Schools	0	0	0	1	0	0	1	4
310	Duplin County Schools	4	1	0	2	0	0	0	1
320	Durham Public Schools	0	0	0	1	14	0	0	0
330	Edgecombe County Public Schools	1	2	1	2	3	3	1	0
340	Winston Salem / Forsyth County Schools	15	20	11	13	25	24	5	15
350	Franklin County Schools	1	1	0	0	2	2	0	4
360	Gaston County Schools	6	2	0	0	10	7	0	10
370	Gates County Schools	0	0	1	0	1	0	0	2
380	Graham County Schools	0	0	0	0	0	0	0	0
390	Granville County Schools	1	3	1	3	4	3	1	5
400	Greene County Schools	1	0	0	0	1	1	0	0
410	Guilford County Schools	0	8	2	2	0	5	0	0
420	Halifax County Schools	0	0	0	1	0	0	0	0
421	Roanoke Rapids City Schools	0	1	1	0	0	2	0	1
422	Weldon City Schools	0	1	0	2	2	0	0	1
430	Harnett County Schools	4	6	2	4	6	6	3	8
440	Haywood County Schools	1	0	0	0	2	0	0	0
450	Henderson County Schools	1	1	0	2	0	0	0	2
460	Hertford County Schools	0	0	0	0	2	3	0	4
470	Hoke County Schools	5	3	5	4	1	2	0	4
480	Hyde County Schools	0	0	0	1	0	0	0	2

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
490	Iredell-Statesville Schools	1	0	2	1	2	0	0	11
491	Mooresville Graded School District	2	1	0	2	1	0	0	0
500	Jackson County Public Schools	0	0	0	1	0	1	0	0
510	Johnston County Public Schools	3	2	2	1	10	7	0	7
520	Jones County Schools	0	0	0	0	0	1	0	0
530	Lee County Schools	1	3	2	5	5	2	0	5
540	Lenoir County Public Schools	4	0	2	3	2	4	1	10
550	Lincoln County Schools	1	1	0	1	1	0	0	1
560	Macon County Schools	0	0	0	1	0	3	0	0
570	Madison County Schools	0	0	0	0	0	0	0	0
580	Martin County Schools	1	1	0	0	2	2	0	8
590	McDowell County Schools	0	0	0	0	1	0	0	7
600	Charlotte-Mecklenburg Schools	4	13	4	9	11	9	2	3
610	Mitchell County Schools	0	0	1	0	0	0	0	1
620	Montgomery County Schools	0	0	0	0	1	0	0	0
630	Moore County Schools	1	0	0	3	7	8	2	11
640	Nash County Public Schools	2	4	2	4	1	4	1	8
650	New Hanover County Schools	1	0	0	0	2	6	0	5
660	Northampton County Schools	1	0	0	1	2	1	0	3
670	Onslow County Schools	1	0	1	1	7	2	0	7
680	Orange County Schools	5	2	0	5	2	3	0	5
681	Chapel Hill-Carrboro City Schools	0	1	1	3	4	1	0	2
690	Pamlico County Schools	0	0	0	0	0	0	0	0
700	Elizabeth City-Pasquotank Public Schools	1	0	2	1	1	1	0	3
710	Pender County Schools	1	2	0	4	3	1	0	0

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
720	Perquimans County Schools	0	0	0	1	0	0	1	2
730	Person County Schools	2	1	1	1	1	0	0	2
740	Pitt County Schools	3	3	1	1	4	8	1	2
750	Polk County Schools	0	0	0	0	0	0	0	0
760	Randolph County School System	1	0	1	1	12	3	0	5
761	Asheboro City Schools	0	0	0	0	3	1	0	1
770	Richmond County Schools	3	2	1	1	2	2	2	1
780	Public Schools of Robeson County	6	4	4	2	5	2	2	1
790	Rockingham County Schools	3	2	1	1	3	0	1	7
800	Rowan-Salisbury Schools	7	6	3	12	8	7	6	10
810	Rutherford County Schools	2	0	1	0	3	0	0	2
820	Sampson County Schools	0	2	0	1	0	1	0	2
821	Clinton City Schools	0	0	0	1	0	0	0	0
830	Scotland County Schools	1	2	0	1	0	0	0	3
840	Stanly County Schools	2	1	2	2	1	2	1	2
850	Stokes County Schools	0	0	0	1	0	0	0	0
860	Surry County Schools	0	0	0	0	0	0	0	2
861	Elkin City Schools	0	0	0	0	0	0	0	0
862	Mount Airy City Schools	0	0	0	0	0	0	0	1
870	Swain County Schools	0	1	0	0	0	1	0	1
880	Transylvania County Schools	0	0	0	0	0	0	0	1
890	Tyrrell County Schools	0	0	0	0	0	0	0	0
900	Union County Public Schools	1	4	1	6	1	3	0	3
910	Vance County Schools	3	2	2	0	0	3	0	1
920	Wake County Schools	13	12	15	18	29	17	4	50
930	Warren County Schools	0	0	0	0	1	1	0	0
940	Washington County Schools	1	0	1	0	1	0	0	4
950	Watauga County Schools	0	0	1	0	0	0	0	0

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
960	Wayne County Public Schools	0	3	1	3	1	2	0	4
970	Wilkes County Schools	0	0	0	0	0	0	0	15
980	Wilson County Schools	2	1	2	3	0	0	0	7
990	Yadkin County Schools	0	1	0	1	1	0	0	0
995	Yancey County Schools	0	0	0	0	0	0	0	1