



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

Report to the North Carolina General Assembly

2014-2015 State of the Teaching Profession in North Carolina
S.B. 333 Duty to Monitor the State of the Teaching Profession in North Carolina

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2014-2015 Annual Report on Teachers Leaving the Profession

Overview of the Annual Report

G.S. 115C-12(22) requires the State Board of Education to monitor and compile an annual report on the decisions of teachers to leave the teaching profession.

Attrition data within this report is summarized in multiple ways: by individual LEA, by the new State Board of Education (SBE) Districts, and by trend analyses over the past five years. The data has been combined using five (5) summary categories. Improvements were made to this report recently 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 in 2012.

Data Collection Procedures

Every Local Education Agency (LEA) reports teacher turnover to the state yearly. This 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 the UID is not found to be employed in the same LEA in March of the current year as they were in March of the previous, they are classified as turnover at the LEA 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 summative 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.

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

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.

Selected Findings

1. Generally, teachers are remaining in the classroom in North Carolina. The overall state attrition rate for 2014-2015 is **14.84%**. Last year (2013-2014), it was reported at **14.12%**, which represents a less than 1% increase in the state's overall turnover rate.
2. There were **96,081** teachers employed in NC between March 2014 and March 2015. Of those, **77,137** teachers were categorized as career status teachers and **10,313** career status teachers

were reported as attrition. Career status teachers make up 80.28% of the total teaching workforce in NC.

3. Beginning and Lateral Entry Teachers are considered probationary teachers in NC. During March 2014 and March 2015, there were 18,944 Beginning Teachers employed statewide and 3,942 (4.10%) were reported as attrition. 3,455 Lateral Entry (LE) Teachers were employed and 836 (0.87%) were no longer in their teaching position in the LEA (see Chart 3).
4. Of the total educator workforce in NC between March 2014 and March 2015, a total of 562 teachers were employed as Visiting International Faculty (VIF) teachers, and 141 (0.15%) were not retained; a total of 625 Teach for America (TFA) Teachers were employed and 205 (0.21%) were not retained; 19 teachers were employed as Troops to Teachers and 2 were not retained (see Chart 3).
5. The teaching area in which LEAs have the greatest difficulty in hiring appropriately licensed teachers this year (2014-15) in NC is Math.
6. 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.
7. This report does not include information regarding local vacancies, teacher effectiveness data, or any statewide salary/cost analysis.
8. Charter school data are not reflected in this report. Charter schools do not report turnover 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 State Board Policy 115C-238.29F(e)(1).

Summary

All 115 LEAs reported their district-level turnover data this year. The calculations show that out of the 96,081 teachers employed during the 2014-2015 school year, 14,255 teachers were reported as attrition for their LEAs, resulting in an overall state attrition rate of 14.84%. This represents minimal attrition in the state's total teaching workforce as compared to last year's attrition rate of 14.12%. Generally, teachers are remaining in the classroom in North Carolina.

There are 28 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. As reflected in the chart on page 6, teachers reported "personal reasons" as the main reason for their decision to leave the profession this year (2014-2015). "Personal reasons" includes individuals retiring with reduced benefits, individuals resigning to teach in another state, individuals dissatisfied with teaching, and family relocation. Family relocation was largely the reason most reported in this category this year (a total of 1,547 teachers). Over the past three years (2012-2013, 2013-2014, and 2014-2015), over 30% of teachers were reported as "turnover but remained in education," which means they remained in the profession (teaching), however, have shifted from LEA to LEA within the state, teaching in public charter schools or moving to non-teaching positions in education (administrative roles, coaches, instructional facilitators, etc.).

Individual LEA attrition rates ranged from a high of 52 teachers (33.55%) in Northampton County Schools to a low of 5 (5.75%) teachers in Graham County Schools.

**Table 1: Turnover Reasons by Categories
2014-2015**

For purposes of this report, the 28 self-reported reasons teachers provide to their LEAs have been combined into five (5) summary categories as of 2012. The five (5) summary categories include the 28 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 why teachers leave the profession.

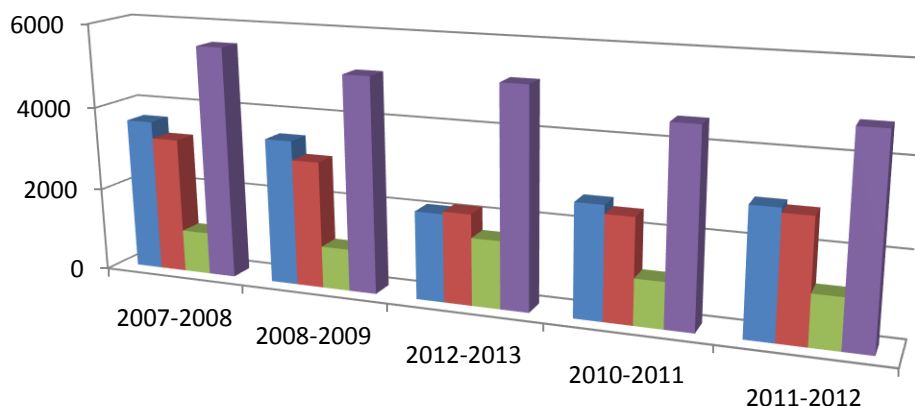
Turnover Reasons	2014-2015
Turnover but remained in education	4,492.0
Resigned to teach in another NC LEA (58)	3,082.0
Moved to a non-teaching position in education	941.0
Resigned to teach in a NC Charter School (70)	258.0
Resigned to teach in an NC non-public/ private school (71)	211.0
Turnover for Personal Reasons	5,681.0
Resigned due to family responsibilities/ childcare (57)	757.0
Resigned to continue education/sabbatical (60)	286.0
Resigned due to family relocation (61)	1,547.0
Resigned to teach in another state (62)	1,028.0
Dissatisfied with teaching or career change	1,209.0
Resigned due to health/disability (64)	195.0
Retired with reduced benefits (68)	479.0
Re-employed retired teacher resigned (73)	180.0
Turnover Initiated by LEA	982.0
Dismissed (50)	17.0
Non-renewal (probationary contract ended) (53)	121.0
Interim contract ended--not rehired (54)	640.0
Resigned in lieu of dismissal (55)	151.0
Resigned in lieu of non-renewal (78)	6.0
Did not obtain or maintain license (56)	47.0
Turnover Beyond Control	2,126.0
Reduction in Force (51)	13.0
Retired with full benefits (66)	1,755.0
Deceased (67)	52.0
End of VIF Term (77)	66.0
Resigned due movement required by Military Orders (76)	126.0
End of TFA Term (77)	114.0
Turnover by Other Reasons	974.0
Resigned for other reasons (65)	729.0
Resigned for unknown reasons (69)	245.0
	14,255

	Reflects codes 59 and 75
	Reflects codes 63 and 72
See Table 7 in Appendix for definition of codes	

Chart 1: Turnover by Reasons Categories 2007-2015

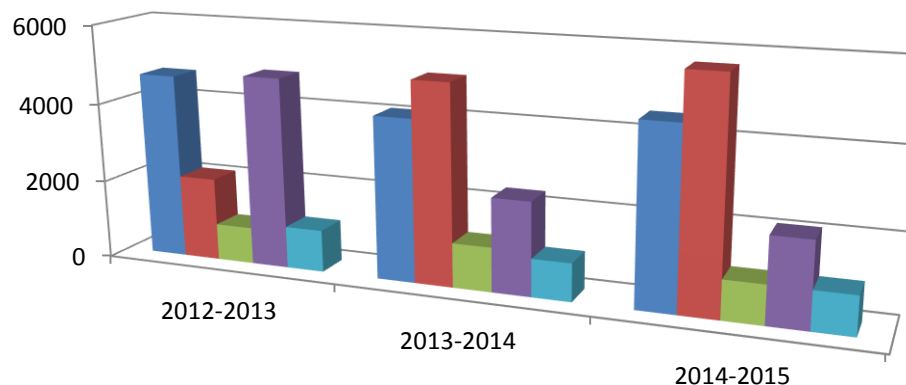
Note: The four reasons categories were realigned into five categories in 2012-2013 to better represent the reasons teachers have self-reported their changes in employment. The reasons included in the categories (ex. "Turnover that Might Be Reduced") changed and cannot be used for comparative purposes prior to 2012. The reasons categories were originally established to organize the data, to make comparisons of the data, and to find relations hips among the data to better understand the reasons why teachers leave the profession.

Categories of Reasons Why Teachers Leave the Profession (2007-2011)



	2007-2008	2008-2009	2012-2013	2010-2011	2011-2012
Turnover but remained in education	3636	3464	2092.5	2667	2967
Turnover that Might be Reduced	3243	3020	2151.5	2464	2859
Turnover Initiated by LEA	1013	1004	1604	1085.5	1193.7
Turnover Beyond Control	5540	5107	5164	4576	4771.3

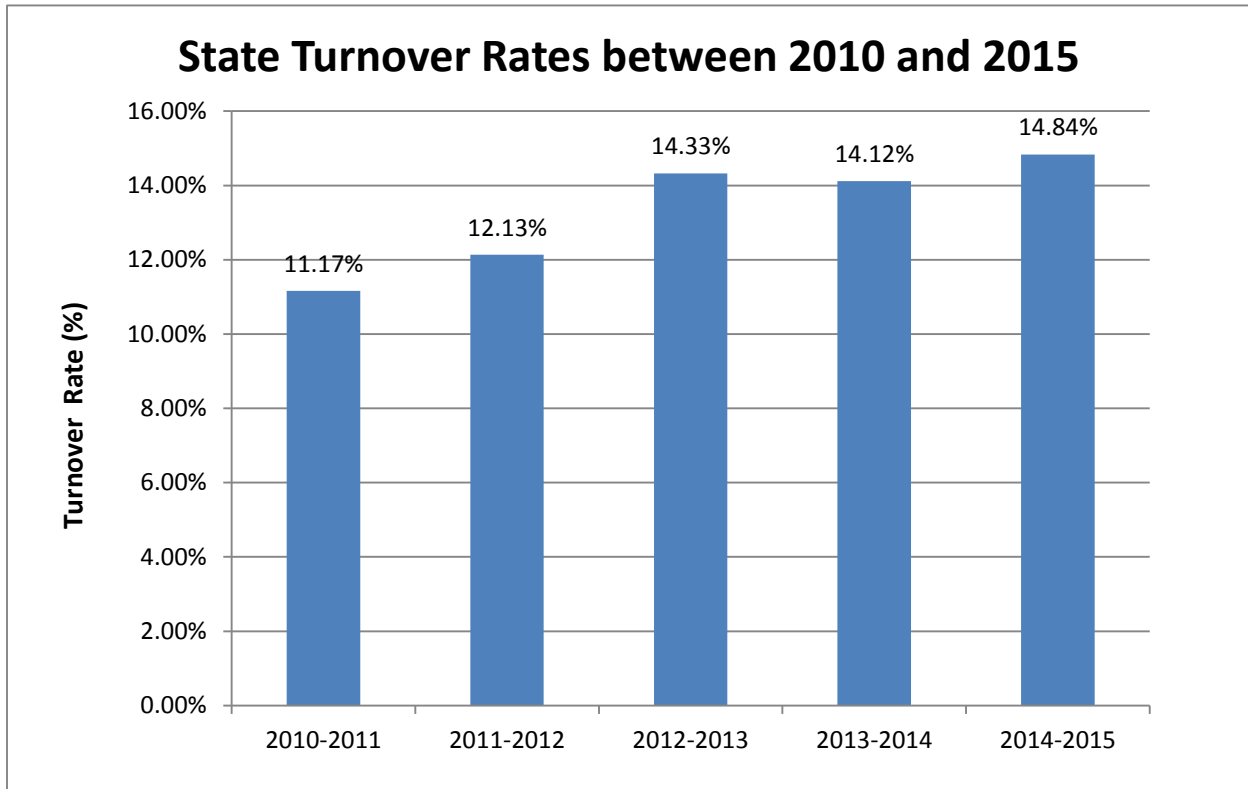
Categories of Reasons Why Teachers Leave the Profession (2012-2014)



	2012-2013	2013-2014	2014-2015
Turnover but remained in education	4692	4093	4,492
Turnover for Personal Reasons	2105	5030	5,681
Turnover Initiated by LEA	928	1122.5	982
Turnover Beyond Control	4827	2353	2,126
Turnover by Other Reasons	1064	958	974

**Chart 2: State Turnover Rates
2010-2015**

The chart below illustrates a comparison of the state's turnover rates* over the past five years. NC is experiencing its highest turnover rate this year, however, only a less than one percent increase since last year (0.07%). The greatest spike occurred between 2011-2012 and 2012-2013; going from 12.13% to 14.33%.



*These figures 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.

This data 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. Additionally, this report does not include information regarding local vacancies, teacher effectiveness data, or any statewide salary/cost analysis. Lastly, Charter school data are not reflected in this report. Charter schools do not report turnover 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 State Board Policy 115C-238.29F(e)(1).

Chart 3: Categories of Teachers compared to State Turnover 2014-2015

This chart illustrates the percentage of teachers employed as Career Status, Beginning, Lateral Entry, Troops to Teachers, Visiting International Faculty (VIF), and Teach for America (TFA) teachers and the overall percentages of teachers in those categories who were not retained this year, as compared to the total number of teachers employed across the state.

- Out of the 77,137 teachers categorized as Career status teachers during the 2014-2015 school year, 10,313 left teaching. Career status teachers make up 80.28% of the total workforce in NC.
- There were approximately 18,944 Beginning Teachers (BTs) employed statewide and 3,942 were reported as attrition, which is 4.10% of all BT teachers employed in NC in 2014-2015.
- Out of 625 Teach for America (TFA) Teachers employed in 2014-2015, 205 did not remain in the classroom (an approximate 0.65% loss of the total educator workforce). 25.09% of teachers reported were categorized as VIF teachers and 141 left the teaching profession.
- An estimated 19 teachers (10.53%) reported were categorized as Troops to Teachers and 2 were not retained and approximately 3,455 Lateral Entry (LE) Teachers were employed and 836 (a loss of 0.87% of all LE teachers) were no longer employed by their LEAs after the reporting period.

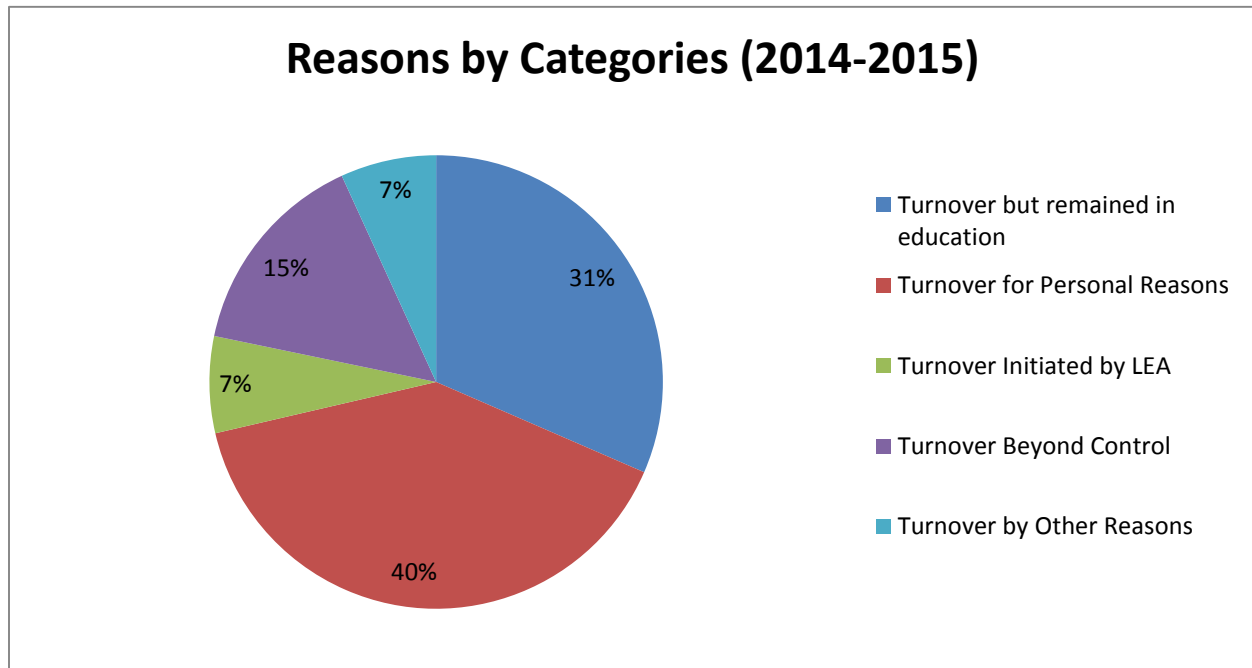
CATEGORY OF TEACHERS	Total Number of Teachers in Category 2014-2015	Number of Teachers Left	% Turnover in Category 2014-2015
Career Status Teachers	77,137	10,313	13.37%
Beginning Teachers*	18,944	3,942	20.81%
TFA Teachers	625	205	32.80%
Troops to Teachers	19	2	10.53%
VIF Teachers	562	141	25.09%
Lateral Entry Teachers	3,455	836	24.20%

CATEGORY OF TEACHERS	Total Number of Teachers State	% Turnover State Leaving 2014-2015	% Educator Workforce
Career Status Teachers	96,089	10.73%	80.28%
Beginning Teachers*		4.10%	19.72%
TFA Teachers*		0.21%	0.65%
Troops to Teachers*		***0%	0.02%
VIF Teachers*		0.15%	0.58%
Lateral Entry Teachers*		0.87%	3.60%

***less than .0002

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

**Chart 4: Turnover Reasons by Categories
2014-2015**



Categories of Reasons Why Teachers Leave the Profession

Teachers who left the LEA but remained in education (31%)

(Includes individuals resigning to teach in another NC LEA or charter school, individuals resigning to teach in a non-public school in NC, and individuals who moved to non-teaching positions in education)

Teachers who left the LEA for personal reasons (40%)

(Includes individuals retiring with reduced benefits, individuals resigning to teach in another state, individuals dissatisfied with teaching, 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, individuals seeking a career change)

Teachers who were terminated by the LEA (7%)

(Includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal)

Teachers who left the LEA for reasons beyond the LEA's control (15%)

(Includes individuals who retired with full benefits, deceased, movement required by Military Orders, end of TFA or VIF term)

Teachers who left the LEA for other reasons not listed above (7%)

(Includes teachers resigning or leaving teaching for reasons not listed or those who resigned for unknown and other reasons)

**Table 2: LEA Turnover Percentages (Top Five Highest and Lowest)
2014-2015**

Highest

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover %
1	660	Northampton County Schools	155	52	33.55
1	940	Washington County Schools	113	35	30.97
1	080	Bertie County Schools	185	57	30.81
3	930	Warren County Schools	163	49	30.06
1	420	Halifax County Schools	227	68	29.96

Lowest

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover %
5	861	Elkin City Schools	88	7	7.95
7	140	Caldwell County Schools	838	63	7.52
7	060	Avery County Schools	164	10	6.10
7	995	Yancey County Schools	171	10	5.85
8	380	Graham County Schools	87	5	5.75

**Table 3: Top Five Self-Reported Reasons for Turnover
2014-2015**

Rank	2014-2015
1	Resigned-To teach in another NC public school system
2	Retired with full benefits
3	Resigned-Family relocation
4	Resigned-To teach in another state
5	Resigned-Career Change

**Table 4: Top Five Self-Reported Reasons for Turnover
2010-2015**

RANK	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
1	To teach elsewhere	To teach elsewhere	To teach elsewhere/remained in education	Resigned-To teach in another NC public school system	To teach in another NC public school system
2	Retired	Retired	Retired	Retired with full benefits	Retired with full benefits
3	Family Relocation	Family Relocation	Family Relocation	Family relocation	Family relocation
4	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons	Career Change	To teach in another state
5	Family responsibilities/ childcare	Stayed in LEA in a non-teaching position	Contracts ended-not rehired	Moved to a non-teaching position in the LEA	Career Change

**Table 5: Most Difficult Licensure Areas to Staff
2014-2015**

*This chart reflects the most difficult licensure areas to staff, as identified by the LEAs. The shaded area represents the top five areas reported for 2014-15. This information is reported yearly as North Carolina's teacher shortage areas for designation by the U.S. Department of Education (USED). Teacher shortage areas are reported to alert the nation where States and school districts are looking to potentially hire academic administrators, licensed teachers, and other educators and school faculty in specific disciplines/subject areas, grade levels, and/or geographic areas; **and** where recent graduates of Schools of Education and trained, experienced teaching professionals aiming to serve school districts with shortages can find (prospective) positions and fill the current voids in each State's and territory's Pre-Kindergarten through Grade 12 classrooms, in areas that match their match their certification credentials; as well as to inform Federal financial aid recipients on reducing, deferring, or nullifying/discharging/cancelling student loan payments and meet other specified (e.g., teaching) obligations.

2012-2013		2013-2014		2014-2015	
Number of LEAs Reporting to Question = 115		Number of LEAs Reporting to Question = 115		Number of LEAs Reporting to Question = 115	
License Area	# Identifying	License Area	# Identifying	License Area	# Identifying
9-12 Science	65	9-12 Math	100	9-12 Math	95
Special Ed.: General Curriculum	54	9-12 Science	86	Spec Ed: General Curriculum	87
9-12 Mathematics	52	Spec Ed: General Curriculum	82	9-12 Science	74
6-9 Science	40	6-9 M.G. Math	65	M.G. Math	70
Special Ed.: Adapted Curriculum	39	Spec Ed: Adapted Curriculum	56	Spec Ed: Adapted Curriculum	56
6-9 Mathematics	37	6-9 M.G. Science	53	M.G. Science	48
Spanish (Special Subjects K-12)	18	ESL	14	ESL	13
English as a Second Language	15	K-12 Spanish	13	K-6 Elementary	10
Career and Technical Education	15	Health Occupations Education	13	English	8
6-12 Family and Consumer Sciences Ed. (Career and Technical Ed.)	11	9-12 English	8	Health Occupations Education	8
6-12 Language Arts	8	9-12 Spanish	8	Technology Education	8
6-9 Social Studies		Technology Education	8	Spanish	7
Dual Certifications	8	Family and Consumer Sciences	7	Spanish	7
Health Occupations Education-Registered Nurse	7	Business Education	5	Family and Consumer Sciences	7
Speech Pathologist	3	6-9 M.G. Language Arts	5	M.G. Language Arts	7
Media	2	6-9 M.G. Social Studies	5	Health Occupations Ed-Allied Health	6
School Psychologist	2	Spec Ed: Cross Categorical	5	Business Education	5
Academically Gifted	2	Spec Ed: Academically Gifted	5	Spec Ed: Cross Categorical	5

Notes: ¹ Above numbers include only those areas identified by 5 or more LEAs.

Appendix

Table 6: Self-Reported Reasons for Leaving

Note: The four reasons categories were realigned into five categories in 2012-2013 to better represent the reasons teachers have self-reported their changes in employment. The reasons categories were originally 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.

1) 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
2) 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
3) Teachers who were terminated 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
4) 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 Visiting International Faculty (VIF) 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
5) 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

**Chart 5: Turnover by Reasons Categories
2013-2014***

*Note: The five reasons categories were realigned to better represent the reasons teachers have self-reported their changes in employment for 2013-2014.

Turnover Reasons	2013-2014
1) Turnover but remained in education	4,093.0
Resigned to teach in another NC LEA (58)	2,730.0
Resigned to teach in a NC Charter School (70)	191.0
Moved to a non-teaching position in education (59 and 75)	979.0
**Resigned to teach in an NC non-public/ private school (71)	193.0
2) Turnover for Personal Reasons	5,030.0
Retired with reduced benefits (68)	500.0
Resigned to teach in another state (62)	734.0
Dissatisfied with teaching or career change (63 and 72)	1,011.0
**Resigned to continue education/sabbatical (60)	259.0
**Resigned due to family relocation (61)	1,460.0
**Resigned due to health/disability (64)	200.0
**Resigned due to family responsibilities/ childcare (57)	700.0
**Re-employed retired teacher resigned (73)	166.0
3) Turnover Initiated by LEA	1,122.5
Non-renewal (probationary contract ended)(53)	207.0
Interim contract ended--not rehired (54)	650.5
Dismissed (50)	22.0
*Resigned in lieu of dismissal (55)	140.0
Resigned in lieu of non-renewal (78)	61.0
**Did not obtain or maintain license (56)	42.0
4) Turnover Beyond Control	2,353.0
Reduction in Force (51)	16.0
Retired with full benefits (66)	1,933.0
Resigned due movement required by Military Orders (76)	129.0
Deceased (67)	54.0
End of VIF Term (74)	92.0
End of TFA Term (77)	129.0
5) Turnover by Other Reasons	958.0
Resigned for other reasons (65)	742.0
Resigned for unknown reasons (69)	216.0

**Table 7: Turnover Percentage by LEA
2014-2015
(highest to lowest)**

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Leaving with Career Status	Turnover Percent
1	660	Northampton County Schools	155	52	28	33.55
1	940	Washington County Schools	113	35	29	30.97
1	080	Bertie County Schools	185	57	34	30.81
3	930	Warren County Schools	163	49	28	30.06
1	420	Halifax County Schools	227	68	40	29.96
4	470	Hoke County Schools	549	142	80	25.87
5	291	Lexington City Schools	219	54	36	24.66
3	330	Edgecombe County Public Schools	394	95	65	24.11
1	480	Hyde County Schools	62	14	11	22.58
2	400	Greene County Schools	223	49	31	21.97
5	292	Thomasville City Schools	168	36	23	21.43
7	181	Hickory City Schools	299	64	44	21.40
3	390	Granville County Schools	503	105	71	20.87
1	210	Edenton-Chowan Schools	164	34	25	20.73
1	720	Perquimans County Schools	121	25	14	20.66
3	320	Durham Public Schools	2,389	488	326	20.43
3	730	Person County Schools	311	62	42	19.94
4	770	Richmond County Schools	497	97	59	19.52
4	090	Bladen County Schools	334	65	51	19.46
3	430	Harnett County Schools	1,370	266	158	19.42
4	830	Scotland County Schools	432	82	56	18.98
3	910	Vance County Schools	486	92	69	18.93
1	460	Hertford County Schools	218	41	27	18.81
6	132	Kannapolis City Schools	382	71	58	18.59
3	681	Chapel Hill-Carrboro City Schools	942	175	133	18.58
4	530	Lee County Schools	636	118	66	18.55
3	640	Nash-Rocky Mount Schools	947	174	128	18.37
3	350	Franklin County Schools	579	106	72	18.31
7	182	Newton Conover City Schools	205	37	28	18.05
2	250	Craven County Schools	948	167	115	17.62
1	422	Weldon City Schools	74	13	4	17.57
4	260	Cumberland County Schools	3,650	641	483	17.56
1	700	Elizabeth City-Pasquotank Public Schools	389	68	51	17.48
1	740	Pitt County Schools	1,638	286	196	17.46
4	630	Moore County Schools	833	144	114	17.29
8	111	Asheville City Schools	327	56	36	17.13
4	240	Columbus County Schools	397	68	50	17.13
2	520	Jones County Schools	100	17	14	17.00
5	170	Caswell County Schools	195	33	20	16.92
6	040	Anson County Schools	232	39	27	16.81
4	821	Clinton City Schools	210	35	26	16.67
3	980	Wilson County Schools	747	124	88	16.60

6	600	Charlotte-Mecklenburg Schools	8,609	1,420	858	16.49
2	690	Pamlico County Schools	104	17	7	16.35
8	880	Transylvania County Schools	273	44	40	16.12
3	680	Orange County Schools	559	90	71	16.10
4	780	Public Schools of Robeson County	1,511	240	162	15.88
6	900	Union County Public Schools	2,567	401	312	15.62
2	670	Onslow County Schools	1,589	246	163	15.48
5	010	Alamance-Burlington Schools	1,507	231	166	15.33
5	410	Guilford County Schools	4,984	745	534	14.95
2	100	Brunswick County Schools	805	120	94	14.91
8	500	Jackson County Schools	250	37	22	14.80
1	421	Roanoke Rapids City Schools	190	28	23	14.74
6	490	Iredell-Statesville Schools	1,300	191	155	14.69
2	710	Pender County Schools	532	78	60	14.66
7	950	Watauga County Schools	355	52	35	14.65
8	560	Macon County Schools	324	47	39	14.51
2	310	Duplin County Schools	643	92	62	14.31
5	862	Mount Airy City Schools	120	17	17	14.17
6	800	Rowan-Salisbury Schools	1,300	183	144	14.08
3	510	Johnston County Schools	2,292	321	230	14.01
6	130	Cabarrus County Schools	1,895	264	206	13.93
5	761	Asheboro City Schools	356	49	33	13.78
4	620	Montgomery County Schools	283	39	24	13.78
3	920	Wake County Schools	10,144	1,355	1,057	13.36
1	070	Beaufort County Schools	500	66	50	13.20
8	450	Henderson County Schools	921	121	98	13.14
2	160	Carteret County Public Schools	650	85	66	13.08
5	300	Davie County Schools	436	57	42	13.07
8	110	Buncombe County Schools	1,672	217	163	12.98
6	360	Gaston County Schools	1,906	247	190	12.96
6	230	Cleveland County Schools	1,115	144	117	12.91
2	540	Lenoir County Public Schools	581	75	48	12.91
5	760	Randolph County Schools	1,193	153	116	12.82
3	190	Chatham County Schools	588	75	57	12.76
1	270	Currituck County Schools	254	32	24	12.60
2	650	New Hanover County Schools	1,686	212	176	12.57
5	340	Winston-Salem/Forsyth Schools	3,826	472	364	12.34
5	850	Stokes County Schools	471	57	46	12.10
6	491	Mooreville Graded School District	354	42	34	11.86
7	180	Catawba County Schools	1,050	124	105	11.81
6	840	Stanly County Schools	607	71	62	11.70
2	960	Wayne County Public Schools	1,218	142	106	11.66
4	241	Whiteville City Schools	163	19	17	11.66
8	750	Polk County Schools	189	22	21	11.64
7	030	Alleghany County Schools	121	14	9	11.57
8	870	Swain County Schools	139	16	13	11.51
8	440	Haywood County Schools	522	60	44	11.49
1	150	Camden County Schools	125	14	9	11.20
8	220	Clay County Schools	99	11	9	11.11

7	590	McDowell County Schools	439	48	34	10.93
7	610	Mitchell County Schools	148	16	16	10.81
4	820	Sampson County Schools	570	61	42	10.70
5	790	Rockingham County Schools	881	93	71	10.56
6	550	Lincoln County Schools	789	81	68	10.27
1	890	Tyrrell County Schools	49	5	4	10.20
7	970	Wilkes County Schools	631	63	39	9.98
1	280	Dare County Schools	396	39	31	9.85
1	580	Martin County Schools	259	25	23	9.65
5	860	Surry County Schools	543	52	46	9.58
8	200	Cherokee County Schools	256	24	17	9.38
7	120	Burke County Schools	847	79	78	9.33
5	290	Davidson County Schools	1,204	112	86	9.30
7	050	Ashe County Schools	237	22	18	9.28
8	810	Rutherford County Schools	556	51	37	9.17
1	370	Gates County Schools	131	12	8	9.16
5	990	Yadkin County Schools	377	33	30	8.75
7	020	Alexander County Schools	338	29	22	8.58
8	570	Madison County Schools	191	16	9	8.38
5	861	Elkin City Schools	88	7	6	7.95
7	140	Caldwell County Schools	838	63	52	7.52
7	060	Avery County Schools	164	10	7	6.10
7	995	Yancey County Schools	171	10	8	5.85
8	380	Graham County Schools	87	5	5	5.75

**Table 8: Turnover Percentage by LEA
2014-2015
(alphabetical order)**

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Leaving with Career Status	Turnover Percent
5	010	Alamance-Burlington Schools	1,507	231	166	15.33
7	020	Alexander County Schools	338	29	22	8.58
7	030	Alleghany County Schools	121	14	9	11.57
6	040	Anson County Schools	232	39	27	16.81
7	050	Ashe County Schools	237	22	18	9.28
5	761	Asheboro City Schools	356	49	33	13.78
8	111	Asheville City Schools	327	56	36	17.13
7	060	Avery County Schools	164	10	7	6.10
1	070	Beaufort County Schools	500	66	50	13.20
1	080	Bertie County Schools	185	57	34	30.81
4	090	Bladen County Schools	334	65	51	19.46
2	100	Brunswick County Schools	805	120	94	14.91
8	110	Buncombe County Schools	1,672	217	163	12.98
7	120	Burke County Schools	847	79	78	9.33
6	130	Cabarrus County Schools	1,895	264	206	13.93
7	140	Caldwell County Schools	838	63	52	7.52
1	150	Camden County Schools	125	14	9	11.20
2	160	Carteret County Public Schools	650	85	66	13.08
5	170	Caswell County Schools	195	33	20	16.92
7	180	Catawba County Schools	1,050	124	105	11.81
3	681	Chapel Hill-Carrboro City Schools	942	175	133	18.58
6	600	Charlotte-Mecklenburg Schools	8,609	1,420	858	16.49
3	190	Chatham County Schools	588	75	57	12.76
8	200	Cherokee County Schools	256	24	17	9.38
8	220	Clay County Schools	99	11	9	11.11
6	230	Cleveland County Schools	1,115	144	117	12.91
4	821	Clinton City Schools	210	35	26	16.67
4	240	Columbus County Schools	397	68	50	17.13
2	250	Craven County Schools	948	167	115	17.62
4	260	Cumberland County Schools	3,650	641	483	17.56
1	270	Currituck County Schools	254	32	24	12.60
1	280	Dare County Schools	396	39	31	9.85
5	290	Davidson County Schools	1,204	112	86	9.30
5	300	Davie County Schools	436	57	42	13.07
2	310	Duplin County Schools	643	92	62	14.31
3	320	Durham Public Schools	2,389	488	326	20.43
1	210	Edenton-Chowan Schools	164	34	25	20.73
3	330	Edgecombe County Public Schools	394	95	65	24.11
1	700	Elizabeth City-Pasquotank Public Schools	389	68	51	17.48
5	861	Elkin City Schools	88	7	6	7.95
3	350	Franklin County Schools	579	106	72	18.31
6	360	Gaston County Schools	1,906	247	190	12.96

1	370	Gates County Schools	131	12	8	9.16
8	380	Graham County Schools	87	5	5	5.75
3	390	Granville County Schools	503	105	71	20.87
2	400	Greene County Schools	223	49	31	21.97
5	410	Guilford County Schools	4,984	745	534	14.95
1	420	Halifax County Schools	227	68	40	29.96
3	430	Harnett County Schools	1,370	266	158	19.42
8	440	Haywood County Schools	522	60	44	11.49
8	450	Henderson County Schools	921	121	98	13.14
1	460	Hertford County Schools	218	41	27	18.81
7	181	Hickory City Schools	299	64	44	21.40
4	470	Hoke County Schools	549	142	80	25.87
1	480	Hyde County Schools	62	14	11	22.58
6	490	Iredell-Statesville Schools	1,300	191	155	14.69
8	500	Jackson County Schools	250	37	22	14.80
3	510	Johnston County Schools	2,292	321	230	14.01
2	520	Jones County Schools	100	17	14	17.00
6	132	Kannapolis City Schools	382	71	58	18.59
4	530	Lee County Schools	636	118	66	18.55
2	540	Lenoir County Public Schools	581	75	48	12.91
5	291	Lexington City Schools	219	54	36	24.66
6	550	Lincoln County Schools	789	81	68	10.27
8	560	Macon County Schools	324	47	39	14.51
8	570	Madison County Schools	191	16	9	8.38
1	580	Martin County Schools	259	25	23	9.65
7	590	McDowell County Schools	439	48	34	10.93
7	610	Mitchell County Schools	148	16	16	10.81
4	620	Montgomery County Schools	283	39	24	13.78
4	630	Moore County Schools	833	144	114	17.29
6	491	Mooresville Graded School District	354	42	34	11.86
5	862	Mount Airy City Schools	120	17	17	14.17
3	640	Nash-Rocky Mount Schools	947	174	128	18.37
2	650	New Hanover County Schools	1,686	212	176	12.57
7	182	Newton Conover City Schools	205	37	28	18.05
1	660	Northampton County Schools	155	52	28	33.55
2	670	Onslow County Schools	1,589	246	163	15.48
3	680	Orange County Schools	559	90	71	16.10
2	690	Pamlico County Schools	104	17	7	16.35
2	710	Pender County Schools	532	78	60	14.66
1	720	Perquimans County Schools	121	25	14	20.66
3	730	Person County Schools	311	62	42	19.94
1	740	Pitt County Schools	1,638	286	196	17.46
8	750	Polk County Schools	189	22	21	11.64
4	780	Public Schools of Robeson County	1,511	240	162	15.88
5	760	Randolph County Schools	1,193	153	116	12.82
4	770	Richmond County Schools	497	97	59	19.52
1	421	Roanoke Rapids City Schools	190	28	23	14.74
5	790	Rockingham County Schools	881	93	71	10.56
6	800	Rowan-Salisbury Schools	1,300	183	144	14.08

8	810	Rutherford County Schools	556	51	37	9.17
4	820	Sampson County Schools	570	61	42	10.70
4	830	Scotland County Schools	432	82	56	18.98
6	840	Stanly County Schools	607	71	62	11.70
5	850	Stokes County Schools	471	57	46	12.10
5	860	Surry County Schools	543	52	46	9.58
8	870	Swain County Schools	139	16	13	11.51
5	292	Thomasville City Schools	168	36	23	21.43
8	880	Transylvania County Schools	273	44	40	16.12
1	890	Tyrrell County Schools	49	5	4	10.20
6	900	Union County Public Schools	2,567	401	312	15.62
3	910	Vance County Schools	486	92	69	18.93
3	920	Wake County Schools	10,144	1,355	1,057	13.36
3	930	Warren County Schools	163	49	28	30.06
1	940	Washington County Schools	113	35	29	30.97
7	950	Watauga County Schools	355	52	35	14.65
2	960	Wayne County Public Schools	1,218	142	106	11.66
1	422	Weldon City Schools	74	13	4	17.57
4	241	Whiteville City Schools	163	19	17	11.66
7	970	Wilkes County Schools	631	63	39	9.98
3	980	Wilson County Schools	747	124	88	16.60
5	340	Winston-Salem/Forsyth Schools	3,826	472	364	12.34
5	990	Yadkin County Schools	377	33	30	8.75
7	995	Yancey County Schools	171	10	8	5.85

**Table 9: LEA Turnover Percentages by Reasons Categories
2014-2015
(alphabetical order)**

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover Remained in Education	%	Turnover Beyond Control	%	Turnover for Personal Reasons	%	Turnover for Other Reasons	%	Turnover Initiated by LEA	%
010	Alamance-Burlington Schools	1,507	231	108	46.75	38	16.45	58	25.11	10	4.33	17	7.36
020	Alexander County Schools	338	29	16	55.17	4	13.79	6	20.69	2	6.90	1	3.45
030	Alleghany County Schools	121	14	3	21.43	3	21.43	7	50.00	1	7.14	0	0.00
040	Anson County Schools	232	39	16	41.03	6	15.38	16	41.03	0	0.00	1	2.56
050	Ashe County Schools	237	22	8	36.36	8	36.36	3	13.64	2	9.09	1	4.55
761	Asheboro City Schools	356	49	21	42.86	4	8.16	24	48.98	0	0.00	0	0.00
111	Asheville City Schools	327	56	17	30.36	7	12.50	24	42.86	2	3.57	6	10.71
060	Avery County Schools	164	10	7	70.00	1	10.00	2	20.00	0	0.00	0	0.00
070	Beaufort County Schools	500	66	27	40.91	9	13.64	28	42.42	0	0.00	2	3.03
080	Bertie County Schools	185	57	28	49.12	9	15.79	15	26.32	2	3.51	3	5.26
090	Bladen County Schools	334	65	25	38.46	21	32.31	13	20.00	5	7.69	1	1.54
100	Brunswick County Schools	805	120	31	25.83	12	10.00	57	47.50	10	8.33	10	8.33
110	Buncombe County Schools	1,672	217	52	23.96	21	9.68	107	49.31	17	7.83	20	9.22
120	Burke County Schools	847	79	28	35.44	9	11.39	31	39.24	10	12.66	1	1.27
130	Cabarrus County Schools	1,895	264	93	35.23	22	8.33	122	46.21	8	3.03	19	7.20
140	Caldwell County Schools	838	63	23	36.51	17	26.98	21	33.33	0	0.00	2	3.17
150	Camden County Schools	125	14	6	42.86	3	21.43	5	35.71	0	0.00	0	0.00
160	Carteret County Public Schools	650	85	13	15.29	25	29.41	39	45.88	7	8.24	1	1.18
170	Caswell County Schools	195	33	18	54.55	4	12.12	11	33.33	0	0.00	0	0.00
180	Catawba County Schools	1,050	124	52	41.94	25	20.16	41	33.06	4	3.23	2	1.61
681	Chapel Hill-Carrboro City Schools	942	175	55	31.43	28	16.00	68	38.86	16	9.14	8	4.57
600	Charlotte-Mecklenburg Schools	8,609	1,420	344	24.23	205	14.44	689	48.52	86	6.06	96	6.76
190	Chatham County Schools	588	75	20	26.67	9	12.00	35	46.67	9	12.00	2	2.67
200	Cherokee County Schools	256	24	5	20.83	9	37.50	8	33.33	0	0.00	2	8.33
220	Clay County Schools	99	11	5	45.45	1	9.09	5	45.45	0	0.00	0	0.00
230	Cleveland County Schools	1,115	144	51	35.42	21	14.58	60	41.67	11	7.64	1	0.69
821	Clinton City Schools	210	35	11	31.43	8	22.86	11	31.43	0	0.00	5	14.29
240	Columbus County Schools	397	68	31	45.59	6	8.82	24	35.29	5	7.35	2	2.94

250	Craven County Schools	948	167	38	22.75	41	24.55	48	28.74	40	23.95	0	0.00
260	Cumberland County Schools	3,650	641	119	18.56	120	18.72	258	40.25	41	6.40	103	16.07
270	Currituck County Schools	254	32	10	31.25	10	31.25	11	34.38	0	0.00	1	3.13
280	Dare County Schools	396	39	4	10.26	12	30.77	21	53.85	0	0.00	2	5.13
290	Davidson County Schools	1,204	112	40	35.71	20	17.86	42	37.50	6	5.36	4	3.57
300	Davie County Schools	436	57	20	35.09	8	14.04	23	40.35	2	3.51	4	7.02
310	Duplin County Schools	643	92	31	33.70	23	25.00	30	32.61	0	0.00	8	8.70
320	Durham Public Schools	2,389	488	164	33.61	35	7.17	225	46.11	51	10.45	13	2.66
210	Edenton-Chowan Schools	164	34	18	52.94	3	8.82	9	26.47	2	5.88	2	5.88
330	Edgecombe County Public Schools	394	95	41	43.16	12	12.63	27	28.42	9	9.47	6	6.32
700	Elizabeth City-Pasquotank Public Schools	389	68	25	36.76	11	16.18	31	45.59	0	0.00	1	1.47
861	Elkin City Schools	88	7	4	57.14	2	28.57	1	14.29	0	0.00	0	0.00
350	Franklin County Schools	579	106	51	48.11	3	2.83	40	37.74	11	10.38	1	0.94
360	Gaston County Schools	1,906	247	83	33.60	36	14.57	109	44.13	0	0.00	19	7.69
370	Gates County Schools	131	12	5	41.67	2	16.67	5	41.67	0	0.00	0	0.00
380	Graham County Schools	87	5	2	40.00	2	40.00	1	20.00	0	0.00	0	0.00
390	Granville County Schools	503	105	50	47.62	17	16.19	32	30.48	4	3.81	2	1.90
400	Greene County Schools	223	49	27	55.10	3	6.12	12	24.49	4	8.16	3	6.12
410	Guilford County Schools	4,984	745	194	26.04	87	11.68	329	44.16	75	10.07	60	8.05
420	Halifax County Schools	227	68	28	41.18	9	13.24	22	32.35	6	8.82	3	4.41
430	Harnett County Schools	1,370	266	74	27.82	39	14.66	100	37.59	35	13.16	18	6.77
440	Haywood County Schools	522	60	18	30.00	10	16.67	24	40.00	5	8.33	3	5.00
450	Henderson County Schools	921	121	45	37.19	16	13.22	50	41.32	4	3.31	6	4.96
460	Hertford County Schools	218	41	22	53.66	5	12.20	4	9.76	9	21.95	1	2.44
181	Hickory City Schools	299	64	24	37.50	12	18.75	21	32.81	0	0.00	7	10.94
470	Hoke County Schools	549	142	33	23.24	14	9.86	34	23.94	57	40.14	4	2.82
480	Hyde County Schools	62	14	3	21.43	4	28.57	7	50.00	0	0.00	0	0.00
490	Iredell-Statesville Schools	1,300	191	86	45.03	39	20.42	53	27.75	0	0.00	13	6.81
500	Jackson County Schools	250	37	10	27.03	4	10.81	21	56.76	2	5.41	0	0.00
510	Johnston County Schools	2,292	321	125	38.94	33	10.28	134	41.74	28	8.72	1	0.31
520	Jones County Schools	100	17	6	35.29	4	23.53	3	17.65	0	0.00	4	23.53
132	Kannapolis City Schools	382	71	39	54.93	3	4.23	25	35.21	3	4.23	1	1.41
530	Lee County Schools	636	118	43	36.44	9	7.63	52	44.07	5	4.24	9	7.63
540	Lenoir County Public Schools	581	75	29	38.67	15	20.00	25	33.33	1	1.33	5	6.67

291	Lexington City Schools	219	54	35	64.81	7	12.96	5	9.26	1	1.85	6	11.11
550	Lincoln County Schools	789	81	30	37.04	16	19.75	27	33.33	6	7.41	2	2.47
560	Macon County Schools	324	47	11	23.40	13	27.66	19	40.43	3	6.38	1	2.13
570	Madison County Schools	191	16	5	31.25	4	25.00	6	37.50	1	6.25	0	0.00
580	Martin County Schools	259	25	8	32.00	7	28.00	9	36.00	0	0.00	1	4.00
590	McDowell County Schools	439	48	23	47.92	7	14.58	12	25.00	2	4.17	4	8.33
610	Mitchell County Schools	148	16	4	25.00	8	50.00	4	25.00	0	0.00	0	0.00
620	Montgomery County Schools	283	39	19	48.72	5	12.82	15	38.46	0	0.00	0	0.00
630	Moore County Schools	833	144	32	22.22	16	11.11	85	59.03	4	2.78	7	4.86
491	Mooreville Graded School District	354	42	17	40.48	3	7.14	13	30.95	7	16.67	2	4.76
862	Mount Airy City Schools	120	17	10	58.82	6	35.29	0	0.00	1	5.88	0	0.00
640	Nash-Rocky Mount Schools	947	174	40	22.99	24	13.79	38	21.84	71	40.80	1	0.57
650	New Hanover County Schools	1,686	212	55	25.94	34	16.04	99	46.70	8	3.77	16	7.55
182	Newton Conover City Schools	205	37	20	54.05	3	8.11	13	35.14	1	2.70	0	0.00
660	Northampton County Schools	155	52	14	26.92	17	32.69	17	32.69	2	3.85	2	3.85
670	Onslow County Schools	1,589	246	36	14.63	50	20.33	142	57.72	2	0.81	16	6.50
680	Orange County Schools	559	90	35	38.89	16	17.78	36	40.00	1	1.11	2	2.22
690	Pamlico County Schools	104	17	9	52.94	1	5.88	2	11.76	2	11.76	3	17.65
710	Pender County Schools	532	78	32	41.03	7	8.97	37	47.44	0	0.00	2	2.56
720	Perquimans County Schools	121	25	16	64.00	4	16.00	5	20.00	0	0.00	0	0.00
730	Person County Schools	311	62	30	48.39	8	12.90	22	35.48	0	0.00	2	3.23
740	Pitt County Schools	1,638	286	113	39.51	35	12.24	112	39.16	8	2.80	18	6.29
750	Polk County Schools	189	22	4	18.18	7	31.82	6	27.27	3	13.64	2	9.09
780	Public Schools of Robeson County	1,511	240	119	49.58	45	18.75	65	27.08	4	1.67	7	2.92
760	Randolph County Schools	1,193	153	60	39.22	25	16.34	52	33.99	3	1.96	13	8.50
770	Richmond County Schools	497	97	13	13.40	16	16.49	42	43.30	17	17.53	9	9.28
421	Roanoke Rapids City Schools	190	28	12	42.86	7	25.00	5	17.86	1	3.57	3	10.71
790	Rockingham County Schools	881	93	27	29.03	14	15.05	42	45.16	2	2.15	8	8.60
800	Rowan-Salisbury Schools	1,300	183	82	44.81	14	7.65	72	39.34	10	5.46	5	2.73
810	Rutherford County Schools	556	51	16	31.37	16	31.37	18	35.29	1	1.96	0	0.00
820	Sampson County Schools	570	61	27	44.26	12	19.67	20	32.79	1	1.64	1	1.64
830	Scotland County Schools	432	82	34	41.46	17	20.73	27	32.93	0	0.00	4	4.88
840	Stanly County Schools	607	71	32	45.07	12	16.90	24	33.80	3	4.23	0	0.00
850	Stokes County Schools	471	57	29	50.88	16	28.07	11	19.30	0	0.00	1	1.75

860	Surry County Schools	543	52	18	34.62	22	42.31	11	21.15	1	1.92	0	0.00
870	Swain County Schools	139	16	6	37.50	2	12.50	5	31.25	1	6.25	2	12.50
292	Thomasville City Schools	168	36	20	55.56	5	13.89	7	19.44	1	2.78	3	8.33
880	Transylvania County Schools	273	44	15	34.09	13	29.55	15	34.09	1	2.27	0	0.00
890	Tyrrell County Schools	49	5	1	20.00	2	40.00	1	20.00	0	0.00	1	20.00
900	Union County Public Schools	2,567	401	138	34.41	29	7.23	163	40.65	24	5.99	47	11.72
910	Vance County Schools	486	92	45	48.91	16	17.39	22	23.91	5	5.43	4	4.35
920	Wake County Schools	10,144	1,355	288	21.25	152	11.22	613	45.24	119	8.78	183	13.51
930	Warren County Schools	163	49	18	36.73	20	40.82	9	18.37	1	2.04	1	2.04
940	Washington County Schools	113	35	3	8.57	9	25.71	6	17.14	16	45.71	1	2.86
950	Watauga County Schools	355	52	12	23.08	9	17.31	18	34.62	8	15.38	5	9.62
960	Wayne County Public Schools	1,218	142	48	33.80	46	32.39	42	29.58	5	3.52	1	0.70
422	Weldon City Schools	74	13	3	23.08	4	30.77	5	38.46	1	7.69	0	0.00
241	Whiteville City Schools	163	19	3	15.79	9	47.37	4	21.05	2	10.53	1	5.26
970	Wilkes County Schools	631	63	27	42.86	9	14.29	24	38.10	1	1.59	2	3.17
980	Wilson County Schools	747	124	62	50.00	6	4.84	43	34.68	6	4.84	7	5.65
340	Winston-Salem/Forsyth Schools	3,826	472	93	19.70	78	16.53	217	45.97	8	1.69	76	16.10
990	Yadkin County Schools	377	33	15	45.45	3	9.09	10	30.30	2	6.06	3	9.09
995	Yancey County Schools	171	10	3	30.00	2	20.00	5	50.00	0	0.00	0	0.00

**Table 10: Turnover Percentage by State Board of Education (SBE) Districts
2014-2015**

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Leaving with Career Status	Turnover Percent
1	070	Beaufort County Schools	500	66	50	13.20
1	080	Bertie County Schools	185	57	34	30.81
1	150	Camden County Schools	125	14	9	11.20
1	270	Currituck County Schools	254	32	24	12.60
1	280	Dare County Schools	396	39	31	9.85
1	210	Edenton-Chowan Schools	164	34	25	20.73
1	700	Elizabeth City-Pasquotank Public Schools	389	68	51	17.48
1	370	Gates County Schools	131	12	8	9.16
1	420	Halifax County Schools	227	68	40	29.96
1	460	Hertford County Schools	218	41	27	18.81
1	480	Hyde County Schools	62	14	11	22.58
1	580	Martin County Schools	259	25	23	9.65
1	660	Northampton County Schools	155	52	28	33.55
1	720	Perquimans County Schools	121	25	14	20.66
1	740	Pitt County Schools	1,638	286	196	17.46
1	421	Roanoke Rapids City Schools	190	28	23	14.74
1	890	Tyrrell County Schools	49	5	4	10.20
1	940	Washington County Schools	113	35	29	30.97
1	422	Weldon City Schools	74	13	4	17.57
2	100	Brunswick County Schools	805	120	94	14.91
2	160	Carteret County Public Schools	650	85	66	13.08
2	250	Craven County Schools	948	167	115	17.62
2	310	Duplin County Schools	643	92	62	14.31
2	400	Greene County Schools	223	49	31	21.97
2	520	Jones County Schools	100	17	14	17.00
2	540	Lenoir County Public Schools	581	75	48	12.91
2	650	New Hanover County Schools	1,686	212	176	12.57
2	670	Onslow County Schools	1,589	246	163	15.48
2	690	Pamlico County Schools	104	17	7	16.35
2	710	Pender County Schools	532	78	60	14.66
2	960	Wayne County Public Schools	1,218	142	106	11.66
3	681	Chapel Hill-Carrboro City Schools	942	175	133	18.58
3	190	Chatham County Schools	588	75	57	12.76
3	320	Durham Public Schools	2,389	488	326	20.43
3	330	Edgecombe County Public Schools	394	95	65	24.11
3	350	Franklin County Schools	579	106	72	18.31
3	390	Granville County Schools	503	105	71	20.87
3	430	Harnett County Schools	1,370	266	158	19.42
3	510	Johnston County Schools	2,292	321	230	14.01
3	640	Nash-Rocky Mount Schools	947	174	128	18.37
3	680	Orange County Schools	559	90	71	16.10
3	730	Person County Schools	311	62	42	19.94
3	910	Vance County Schools	486	92	69	18.93
3	920	Wake County Schools	10,144	1,355	1,057	13.36
3	930	Warren County Schools	163	49	28	30.06
3	980	Wilson County Schools	747	124	88	16.60
4	090	Bladen County Schools	334	65	51	19.46
4	821	Clinton City Schools	210	35	26	16.67

4	240	Columbus County Schools	397	68	50	17.13
4	260	Cumberland County Schools	3,650	641	483	17.56
4	470	Hoke County Schools	549	142	80	25.87
4	530	Lee County Schools	636	118	66	18.55
4	620	Montgomery County Schools	283	39	24	13.78
4	630	Moore County Schools	833	144	114	17.29
4	780	Public Schools of Robeson County	1,511	240	162	15.88
4	770	Richmond County Schools	497	97	59	19.52
4	820	Sampson County Schools	570	61	42	10.70
4	830	Scotland County Schools	432	82	56	18.98
4	241	Whiteville City Schools	163	19	17	11.66
5	010	Alamance-Burlington Schools	1,507	231	166	15.33
5	761	Asheboro City Schools	356	49	33	13.78
5	170	Caswell County Schools	195	33	20	16.92
5	290	Davidson County Schools	1,204	112	86	9.30
5	300	Davie County Schools	436	57	42	13.07
5	861	Elkin City Schools	88	7	6	7.95
5	410	Guilford County Schools	4,984	745	534	14.95
5	291	Lexington City Schools	219	54	36	24.66
5	862	Mount Airy City Schools	120	17	17	14.17
5	760	Randolph County Schools	1,193	153	116	12.82
5	790	Rockingham County Schools	881	93	71	10.56
5	850	Stokes County Schools	471	57	46	12.10
5	860	Surry County Schools	543	52	46	9.58
5	292	Thomasville City Schools	168	36	23	21.43
5	340	Winston-Salem/Forsyth Schools	3,826	472	364	12.34
5	990	Yadkin County Schools	377	33	30	8.75
6	040	Anson County Schools	232	39	27	16.81
6	130	Cabarrus County Schools	1,895	264	206	13.93
6	600	Charlotte-Mecklenburg Schools	8,609	1,420	858	16.49
6	230	Cleveland County Schools	1,115	144	117	12.91
6	360	Gaston County Schools	1,906	247	190	12.96
6	490	Iredell-Statesville Schools	1,300	191	155	14.69
6	132	Kannapolis City Schools	382	71	58	18.59
6	550	Lincoln County Schools	789	81	68	10.27
6	491	Mooresville Graded School District	354	42	34	11.86
6	800	Rowan-Salisbury Schools	1,300	183	144	14.08
6	840	Stanly County Schools	607	71	62	11.70
6	900	Union County Public Schools	2,567	401	312	15.62
7	020	Alexander County Schools	338	29	22	8.58
7	030	Alleghany County Schools	121	14	9	11.57
7	050	Ashe County Schools	237	22	18	9.28
7	060	Avery County Schools	164	10	7	6.10
7	120	Burke County Schools	847	79	78	9.33
7	140	Caldwell County Schools	838	63	52	7.52
7	180	Catawba County Schools	1,050	124	105	11.81
7	181	Hickory City Schools	299	64	44	21.40
7	590	McDowell County Schools	439	48	34	10.93
7	610	Mitchell County Schools	148	16	16	10.81
7	182	Newton Conover City Schools	205	37	28	18.05
7	950	Watauga County Schools	355	52	35	14.65
7	970	Wilkes County Schools	631	63	39	9.98
7	995	Yancey County Schools	171	10	8	5.85
8	111	Asheville City Schools	327	56	36	17.13

8	110	Buncombe County Schools	1,672	217	163	12.98
8	200	Cherokee County Schools	256	24	17	9.38
8	220	Clay County Schools	99	11	9	11.11
8	380	Graham County Schools	87	5	5	5.75
8	440	Haywood County Schools	522	60	44	11.49
8	450	Henderson County Schools	921	121	98	13.14
8	500	Jackson County Schools	250	37	22	14.80
8	560	Macon County Schools	324	47	39	14.51
8	570	Madison County Schools	191	16	9	8.38
8	750	Polk County Schools	189	22	21	11.64
8	810	Rutherford County Schools	556	51	37	9.17
8	870	Swain County Schools	139	16	13	11.51
8	880	Transylvania County Schools	273	44	40	16.12

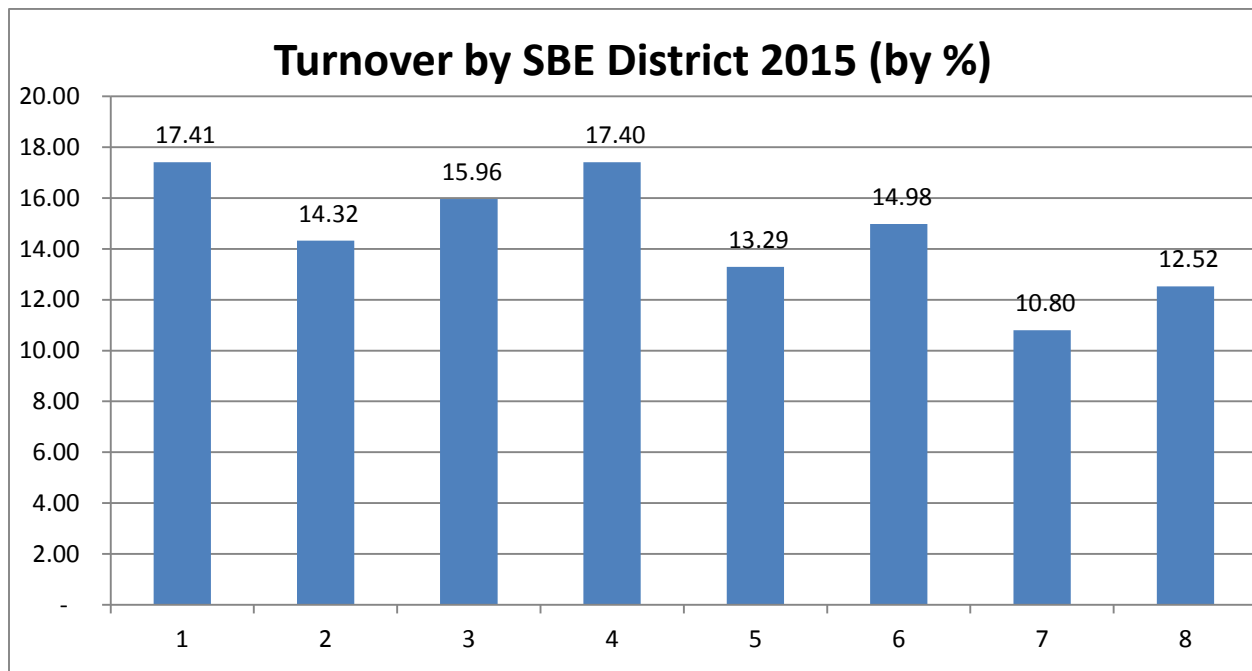
**Chart 6: Turnover Percentages by State Board of Education (SBE) Districts
2014-2015**

North Carolina's State Board of Education (SBE) Districts

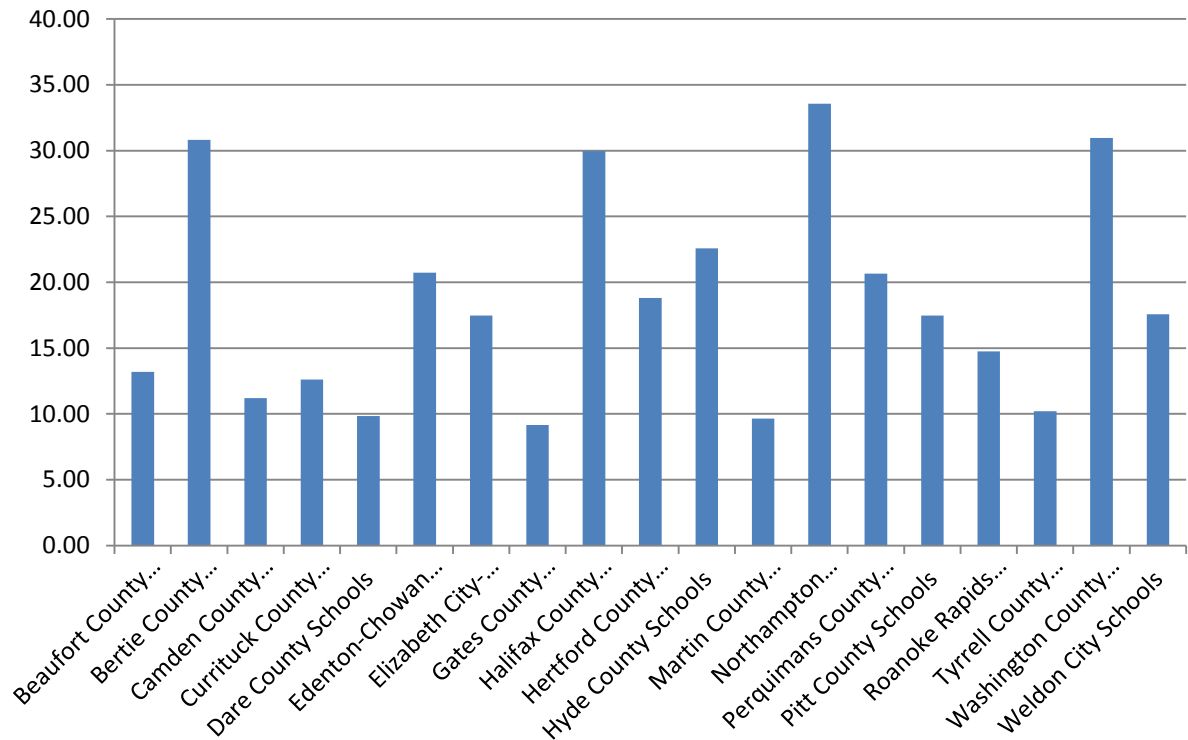
District 1 - Northeast
District 2 - Southeast
District 3 - North Central
District 4 – Sandhills

District 5 - Piedmont-Triad
District 6 - Southwest
District 7 – Northwest
District 8 – Western

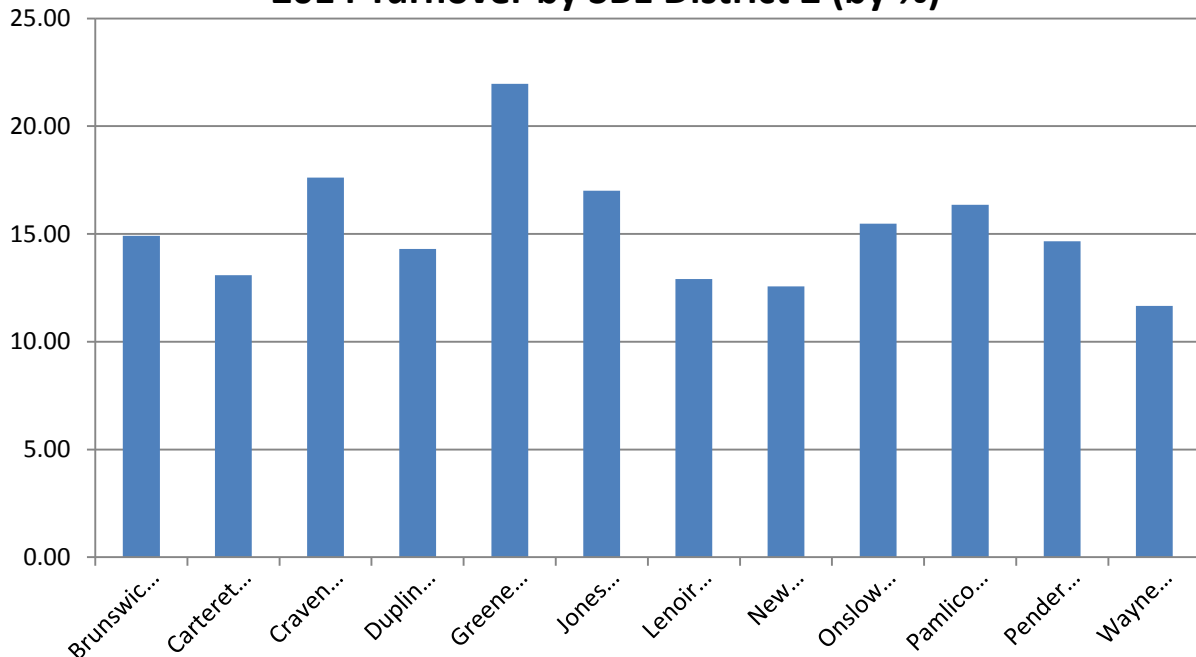
District	2015 (%)
1	17.41
2	14.32
3	15.96
4	17.40
5	13.29
6	14.98
7	10.80
8	12.52

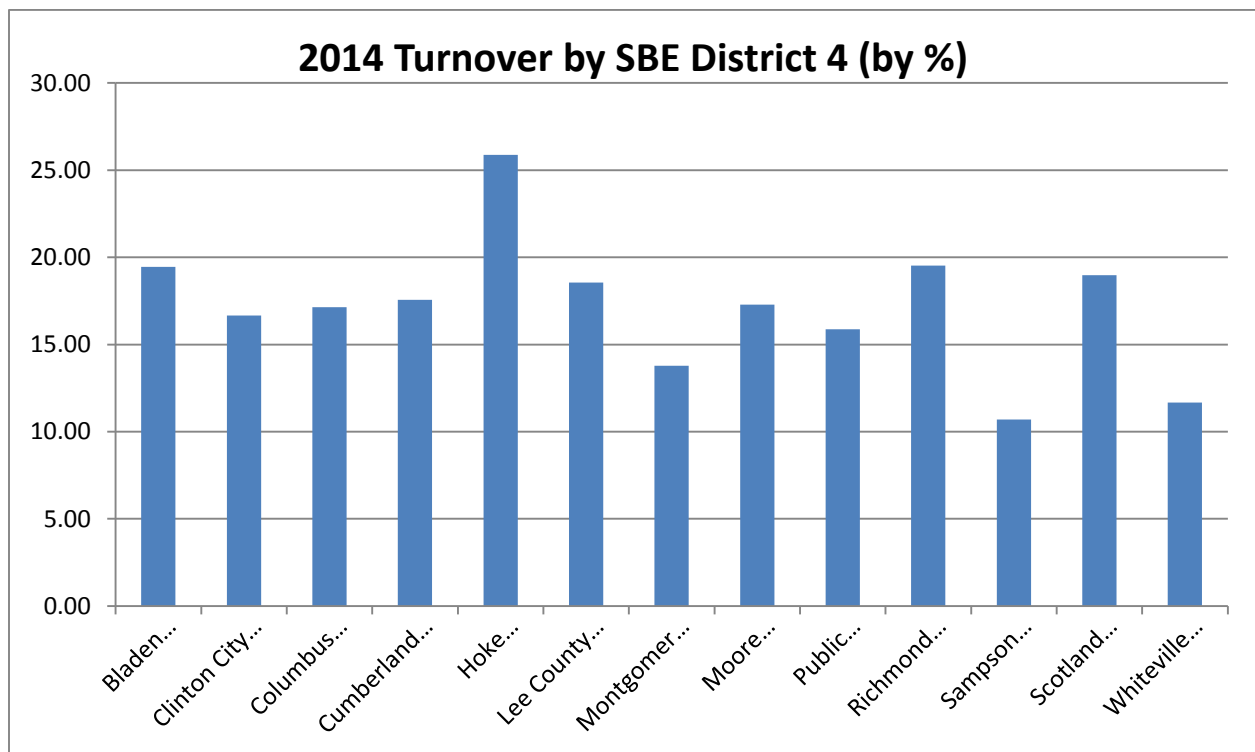
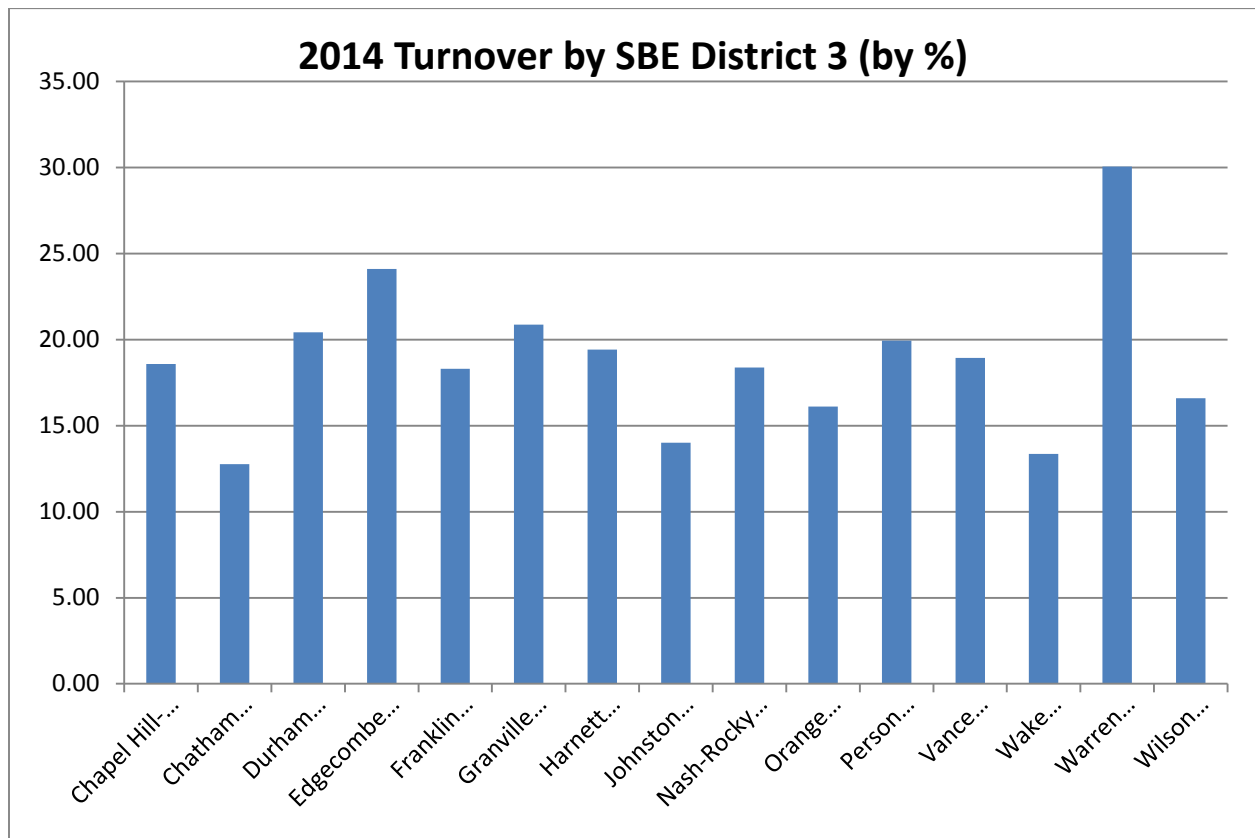


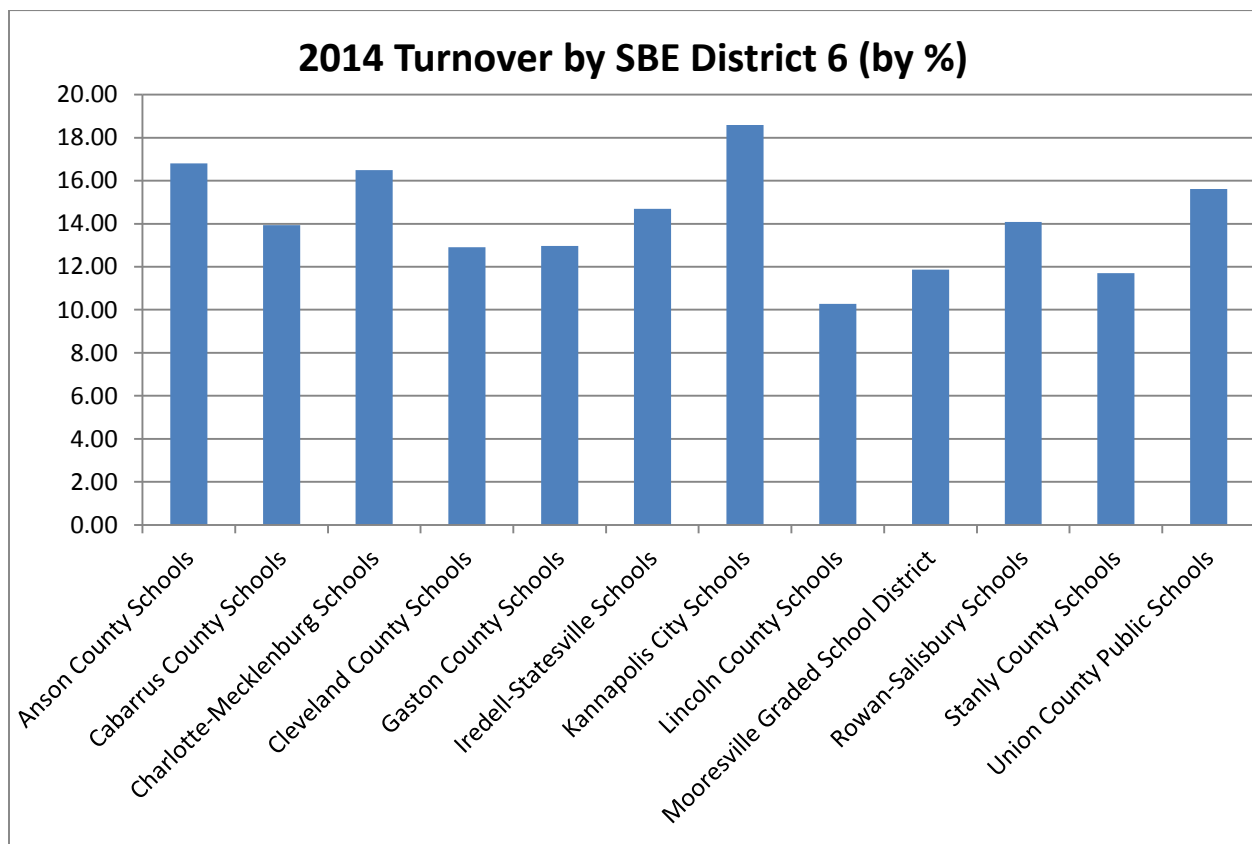
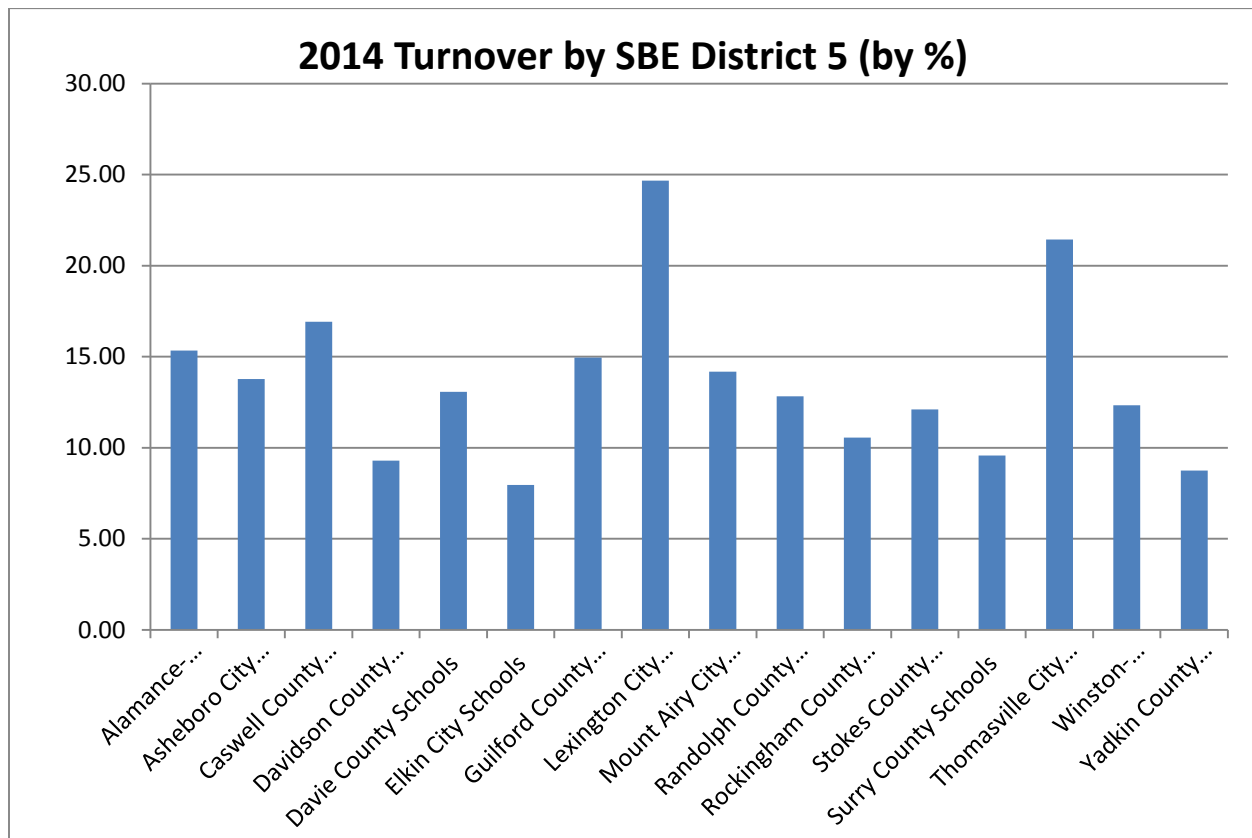
2014 Turnover by SBE District 1 (by %)

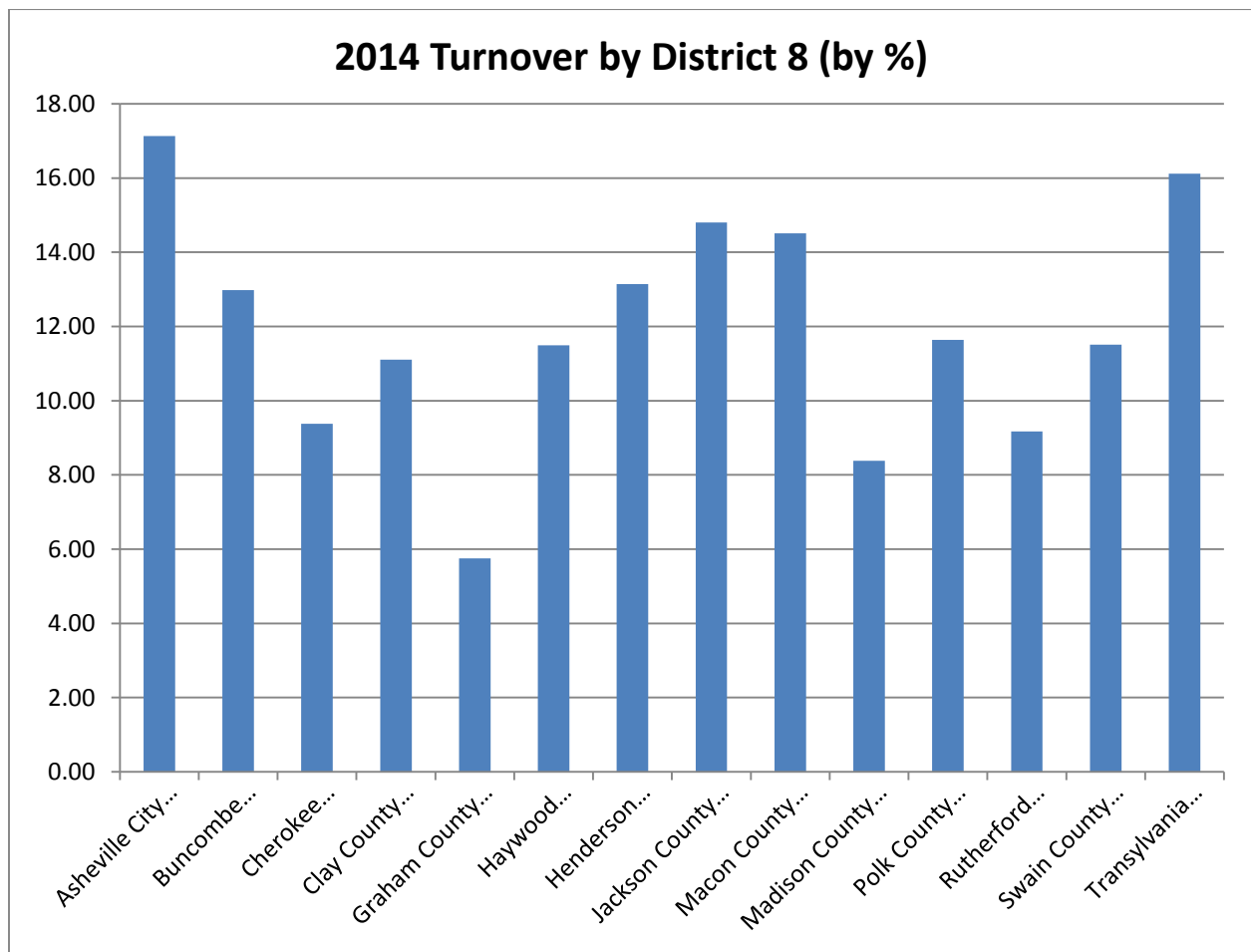
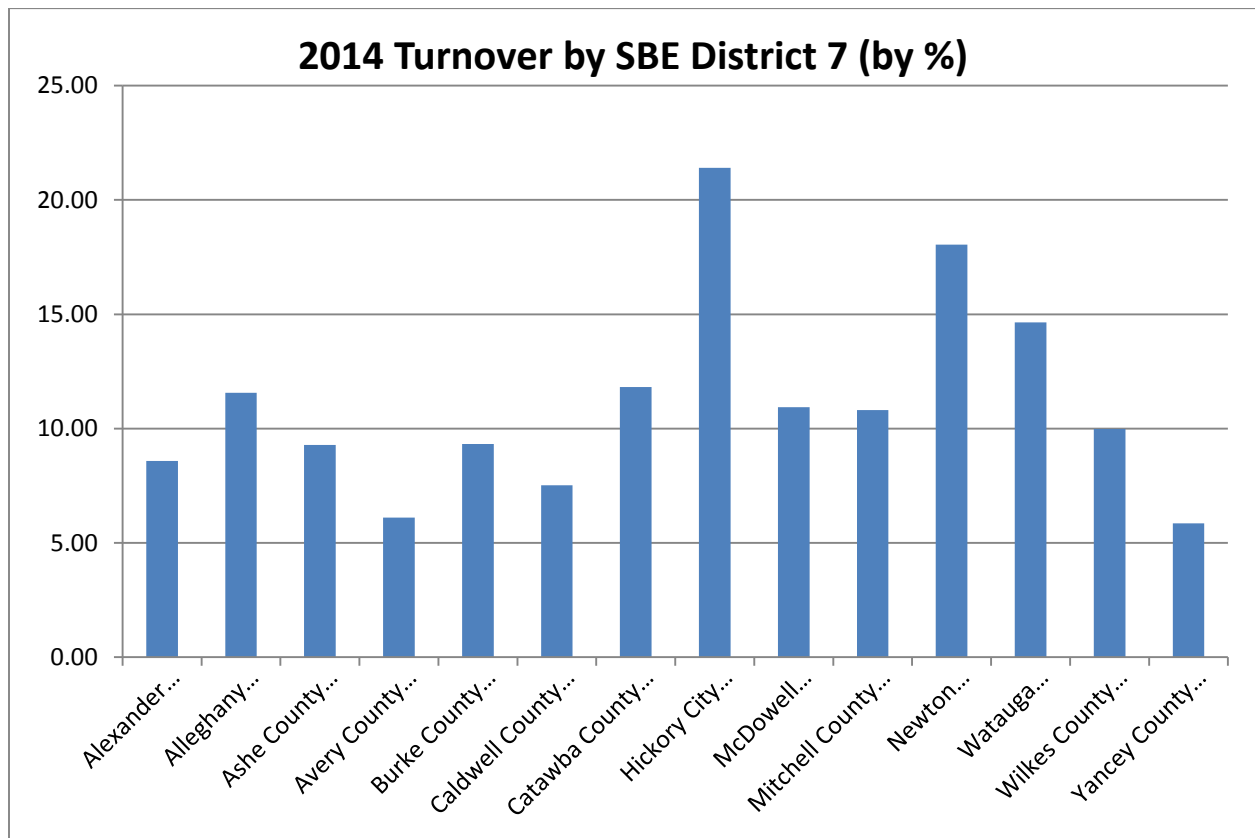


2014 Turnover by SBE District 2 (by %)









**Table 11: Five-Year Average LEA Turnover
2014-2015
(alphabetical order)**

LEA Code	LEA Name	Turnover 2010-2011 (%)	Turnover 2011-2012 (%)	Turnover 2012-2013 (%)	Turnover 2013-2014 (%)	Turnover 2014-2015 (%)	Five Year Average (%)
010	Alamance-Burlington Schools	11.41	12.79	14.08	15.49	15.33	13.82
020	Alexander County Schools	5.93	7.35	10.06	10.17	8.58	8.42
030	Alleghany County Schools	6.06	11.81	8.4	10.08	11.57	9.58
040	Anson County Schools	15.09	16.09	17.97	20.39	16.81	17.27
050	Ashe County Schools	8.73	8.87	10.08	9.24	9.28	9.24
761	Asheboro City Schools	10.06	13.27	19.88	19.5	13.78	15.30
111	Asheville City Schools	5.3	5.25	13.19	17.07	17.13	11.59
060	Avery County Schools	9.69	9.41	11.98	10.65	6.10	9.57
070	Beaufort County Schools	11.52	11.48	13.52	12.9	13.20	12.52
080	Bertie County Schools	14.95	4.84	26.63	21.71	30.81	19.79
090	Bladen County Schools	7.21	10.13	15.36	15.71	19.46	13.57
100	Brunswick County Schools	12.17	13.42	11.53	15.09	14.91	13.42
110	Buncombe County Schools	8.6	9.22	11.8	13.67	12.98	11.25
120	Burke County Schools	5.27	13.49	9.07	8.24	9.33	9.08
130	Cabarrus County Schools	9.31	10.54	13	13.3	13.93	12.02
140	Caldwell County Schools	6.42	8.09	11.16	8.38	7.52	8.31
150	Camden County Schools	1.52	5.37	9.76	6.45	11.20	6.86
160	Carteret County Public Schools	8.2	12.8	10.07	8.92	13.08	10.61
170	Caswell County Schools	13.76	16.36	14.78	25	16.92	17.36
180	Catawba County Schools	8.56	8.87	11.35	9.32	11.81	9.98
681	Chapel Hill-Carrboro City Schools	10.71	12.78	17.55	16.07	18.58	15.14
600	Charlotte-Mecklenburg Schools	14.07	14.36	15.99	15.14	16.49	15.21
190	Chatham County Schools	10.8	10.82	13.33	14.92	12.76	12.53
200	Cherokee County Schools	8.86	9.73	11.81	12.93	9.38	10.54
220	Clay County Schools	4.04	6.93	9	6	11.11	7.42
230	Cleveland County Schools	9.24	10.04	10.96	9.72	12.91	10.57
821	Clinton City Schools	11.57	11.72	15.6	16.82	16.67	14.48
240	Columbus County Schools	13.5	13.72	17.09	18.03	17.13	15.89
250	Craven County Schools	12.1	11.77	16.39	17.09	17.62	14.99
260	Cumberland County Schools	15.13	15.76	17.08	16.21	17.56	16.35
270	Currituck County Schools	12.37	13.46	11.74	11.02	12.60	12.24
280	Dare County Schools	7.25	7.3	8.07	7.89	9.85	8.07
290	Davidson County Schools	9.9	8	10.51	10.83	9.30	9.71
300	Davie County Schools	10.3	7.99	12.47	10.25	13.07	10.82
310	Duplin County Schools	13.67	13.02	17.48	17.8	14.31	15.26
320	Durham Public Schools	18.1	18.25	20.16	20.21	20.43	19.43
210	Edenton-Chowan Schools	9.3	9.41	14.11	18.82	20.73	14.47
330	Edgecombe County Public Schools	15.63	17.88	22.12	26.07	24.11	21.16
700	Elizabeth City-Pasquotank Public Schools	10	8.53	17.31	15.5	17.48	13.76
861	Elkin City Schools	11	2.02	7.95	7.95	7.95	7.37
350	Franklin County Schools	6.64	8.59	20.24	15.47	18.31	13.85
360	Gaston County Schools	8.89	10.86	13.55	12.39	12.96	11.73
370	Gates County Schools	11.43	14.79	14.49	15.11	9.16	13.00
380	Graham County Schools	7.78	6.67	10.23	6.67	5.75	7.42
390	Granville County Schools	13.53	17.29	17.51	20.3	20.87	17.90
400	Greene County Schools	11.11	15.46	22.64	20.89	21.97	18.41

410	Guilford County Schools	10.08	11.66	12.9	13.24	14.95	12.57
420	Halifax County Schools	22.61	24.29	31.27	31.36	29.96	27.90
430	Harnett County Schools	14.24	14.42	17.94	16.42	19.42	16.49
440	Haywood County Schools	7.99	14.36	10.7	15.34	11.49	11.98
450	Henderson County Schools	9.52	10.15	13.49	12.17	13.14	11.69
460	Hertford County Schools	9.09	12.99	18.47	22.32	18.81	16.34
181	Hickory City Schools	12.54	12.71	17	20.4	21.40	16.81
470	Hoke County Schools	20.7	20.91	27.39	24.55	25.87	23.88
480	Hyde County Schools	10	14.67	26.39	15.87	22.58	17.90
490	Iredell-Statesville Schools	9.81	7.48	12.68	12.86	14.69	11.50
500	Jackson County Schools	12.7	16.47	17.34	13.49	14.80	14.96
510	Johnston County Schools	8.63	11.73	13.46	12.56	14.01	12.08
520	Jones County Schools	14.22	13.91	13.83	11.58	17.00	14.11
132	Kannapolis City Schools	9.18	12.72	11.75	15.38	18.59	13.52
530	Lee County Schools	14	11.02	15.26	16.4	18.55	15.05
540	Lenoir County Public Schools	14.12	11.66	15.91	16.86	12.91	14.29
291	Lexington City Schools	15.42	12.16	18.14	24.09	24.66	18.89
550	Lincoln County Schools	7.34	10.04	9.8	9.54	10.27	9.40
560	Macon County Schools	7.2	9.17	10.32	12.46	14.51	10.73
570	Madison County Schools	8.63	11.73	13.04	10.11	8.38	10.38
580	Martin County Schools	9.67	13.53	15.07	13.21	9.65	12.23
590	McDowell County Schools	8.33	6.18	12.86	13.41	10.93	10.34
610	Mitchell County Schools	7.91	7.27	8.92	6.71	10.81	8.32
620	Montgomery County Schools	13.41	11.07	17.25	15.71	13.78	14.24
630	Moore County Schools	11.5	13.87	14.52	16.79	17.29	14.79
491	Mooresville Graded School District	5.37	12.15	12.31	14.04	11.86	11.15
862	Mount Airy City Schools	11.82	7.14	10.34	11.21	14.17	10.94
640	Nash-Rocky Mount Schools	10.3	15.11	20.77	20.02	18.37	16.91
650	New Hanover County Schools	8.49	10.03	10.33	11.66	12.57	10.62
182	Newton Conover City Schools	8.46	9.13	19.1	15.24	18.05	14.00
660	Northampton County Schools	15.38	22.28	35.09	28.4	33.55	26.94
670	Onslow County Schools	14.26	12.96	15.58	16.04	15.48	14.86
680	Orange County Schools	8.49	10.77	14.61	12.75	16.10	12.54
690	Pamlico County Schools	23.97	18.64	23.42	25.23	16.35	21.52
710	Pender County Schools	12.54	14.68	13.05	16.38	14.66	14.26
720	Perquimans County Schools	8.61	14.6	12.71	20.49	20.66	15.41
730	Person County Schools	15.65	22.19	18.4	13	19.94	17.84
740	Pitt County Schools	13.79	8.6	18.05	16.49	17.46	14.88
750	Polk County Schools	8.81	11.4	10.38	12.57	11.64	10.96
780	Public Schools of Robeson County	5.36	8.58	18.14	13.67	15.88	12.33
760	Randolph County Schools	11.55	12.29	11.57	12.32	12.82	12.11
770	Richmond County Schools	14.37	16.27	17.14	16.16	19.52	16.69
421	Roanoke Rapids City Schools	4.19	10.47	9.19	15.38	14.74	10.79
790	Rockingham County Schools	9.99	11.49	11.52	11.36	10.56	10.98
800	Rowan-Salisbury Schools	10.16	11.08	13.93	14.81	14.08	12.81
810	Rutherford County Schools	10.12	8.82	12.32	9.98	9.17	10.08
820	Sampson County Schools	10.02	11.37	13.25	11.44	10.70	11.36
830	Scotland County Schools	14.2	21.29	23.66	18.87	18.98	19.40
840	Stanly County Schools	6.33	7.15	12.15	8.36	11.70	9.14
850	Stokes County Schools	6.75	9.8	11.02	10.65	12.10	10.06
860	Surry County Schools	4.7	6.74	7.31	9.57	9.58	7.58
870	Swain County Schools	4.96	10	10	13.48	11.51	9.99
292	Thomasville City Schools	13.61	14.67	20.79	22.91	21.43	18.68

880	Transylvania County Schools	7.34	10.26	7.46	11.15	16.12	10.47
890	Tyrrell County Schools	19.23	11.54	15.38	11.76	10.20	13.62
900	Union County Public Schools	9.73	11.01	14.35	15.27	15.62	13.20
910	Vance County Schools	17.5	16.7	22.69	20.72	18.93	19.31
920	Wake County Schools	11.12	11.61	12.1	11.51	13.36	11.94
930	Warren County Schools	20	12	25.7	18.34	30.06	21.22
940	Washington County Schools	15.33	28	27.91	34.43	30.97	27.33
950	Watauga County Schools	8.27	11.92	11.63	13.22	14.65	11.94
960	Wayne County Public Schools	10.8	10.89	12.19	12.98	11.66	11.70
422	Weldon City Schools	14.77	28.41	26.19	32.89	17.57	23.97
241	Whiteville City Schools	9.87	14.19	10.6	11.54	11.66	11.57
970	Wilkes County Schools	11.96	9.77	10.32	11.37	9.98	10.68
980	Wilson County Schools	10.13	11.79	13.25	14.68	16.60	13.29
340	Winston-Salem/Forsyth Schools	11.76	14.32	12.51	12.43	12.34	12.67
990	Yadkin County Schools	7.4	6.16	10.92	9.56	8.75	8.56
995	Yancey County Schools	9.27	4.97	13.97	11.86	5.85	9.18

**Table 12: Five Year Average LEA Turnover
2010-2015
(highest to lowest)**

LEA Code	LEA Name	Five Year Average (%)
420	Halifax County Schools	27.90
940	Washington County Schools	27.33
660	Northampton County Schools	26.94
422	Weldon City Schools	23.97
470	Hoke County Schools	23.88
690	Pamlico County Schools	21.52
930	Warren County Schools	21.22
330	Edgecombe County Public Schools	21.16
080	Bertie County Schools	19.79
320	Durham Public Schools	19.43
830	Scotland County Schools	19.40
910	Vance County Schools	19.31
291	Lexington City Schools	18.89
292	Thomasville City Schools	18.68
400	Greene County Schools	18.41
480	Hyde County Schools	17.90
390	Granville County Schools	17.90
730	Person County Schools	17.84
170	Caswell County Schools	17.36
040	Anson County Schools	17.27
640	Nash-Rocky Mount Schools	16.91
181	Hickory City Schools	16.81
770	Richmond County Schools	16.69
430	Harnett County Schools	16.49
260	Cumberland County Schools	16.35
460	Hertford County Schools	16.34
240	Columbus County Schools	15.89
720	Perquimans County Schools	15.41
761	Asheboro City Schools	15.30
310	Duplin County Schools	15.26
600	Charlotte-Mecklenburg Schools	15.21
681	Chapel Hill-Carrboro City Schools	15.14
530	Lee County Schools	15.05
250	Craven County Schools	14.99
500	Jackson County Schools	14.96
740	Pitt County Schools	14.88
670	Onslow County Schools	14.86
630	Moore County Schools	14.79
821	Clinton City Schools	14.48
210	Edenton-Chowan Schools	14.47
540	Lenoir County Public Schools	14.29
710	Pender County Schools	14.26
620	Montgomery County Schools	14.24

520	Jones County Schools	14.11
182	Newton Conover City Schools	14.00
350	Franklin County Schools	13.85
010	Alamance-Burlington Schools	13.82
700	Elizabeth City-Pasquotank Public Schools	13.76
890	Tyrrell County Schools	13.62
090	Bladen County Schools	13.57
132	Kannapolis City Schools	13.52
100	Brunswick County Schools	13.42
980	Wilson County Schools	13.29
900	Union County Public Schools	13.20
370	Gates County Schools	13.00
800	Rowan-Salisbury Schools	12.81
340	Winston-Salem/Forsyth Schools	12.67
410	Guilford County Schools	12.57
680	Orange County Schools	12.54
190	Chatham County Schools	12.53
070	Beaufort County Schools	12.52
780	Public Schools of Robeson County	12.33
270	Currituck County Schools	12.24
580	Martin County Schools	12.23
760	Randolph County Schools	12.11
510	Johnston County Schools	12.08
130	Cabarrus County Schools	12.02
440	Haywood County Schools	11.98
920	Wake County Schools	11.94
950	Watauga County Schools	11.94
360	Gaston County Schools	11.73
960	Wayne County Public Schools	11.70
450	Henderson County Schools	11.69
111	Asheville City Schools	11.59
241	Whiteville City Schools	11.57
490	Iredell-Statesville Schools	11.50
820	Sampson County Schools	11.36
110	Buncombe County Schools	11.25
491	Mooresville Graded School District	11.15
790	Rockingham County Schools	10.98
750	Polk County Schools	10.96
862	Mount Airy City Schools	10.94
300	Davie County Schools	10.82
421	Roanoke Rapids City Schools	10.79
560	Macon County Schools	10.73
970	Wilkes County Schools	10.68
650	New Hanover County Schools	10.62
160	Carteret County Public Schools	10.61
230	Cleveland County Schools	10.57
200	Cherokee County Schools	10.54
880	Transylvania County Schools	10.47

570	Madison County Schools	10.38
590	McDowell County Schools	10.34
810	Rutherford County Schools	10.08
850	Stokes County Schools	10.06
870	Swain County Schools	9.99
180	Catawba County Schools	9.98
290	Davidson County Schools	9.71
030	Alleghany County Schools	9.58
060	Avery County Schools	9.57
550	Lincoln County Schools	9.40
050	Ashe County Schools	9.24
995	Yancey County Schools	9.18
840	Stanly County Schools	9.14
120	Burke County Schools	9.08
990	Yadkin County Schools	8.56
020	Alexander County Schools	8.42
610	Mitchell County Schools	8.32
140	Caldwell County Schools	8.31
280	Dare County Schools	8.07
860	Surry County Schools	7.58
380	Graham County Schools	7.42
220	Clay County Schools	7.42
861	Elkin City Schools	7.37
150	Camden County Schools	6.86

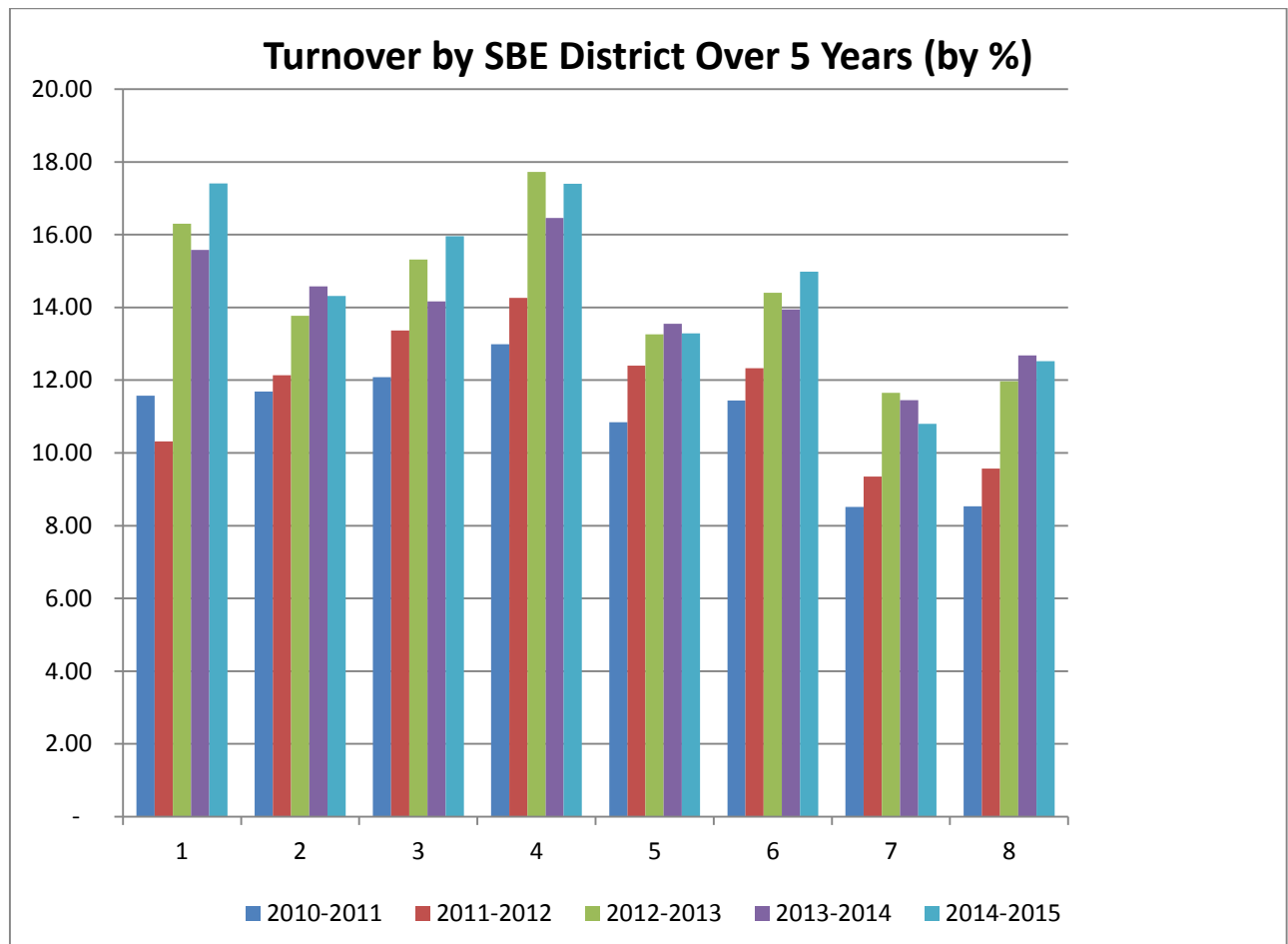
**Chart 7: Five Year Average Turnover
2010-2015
(by SBE District)**

North Carolina's State Board of Education (SBE) Districts

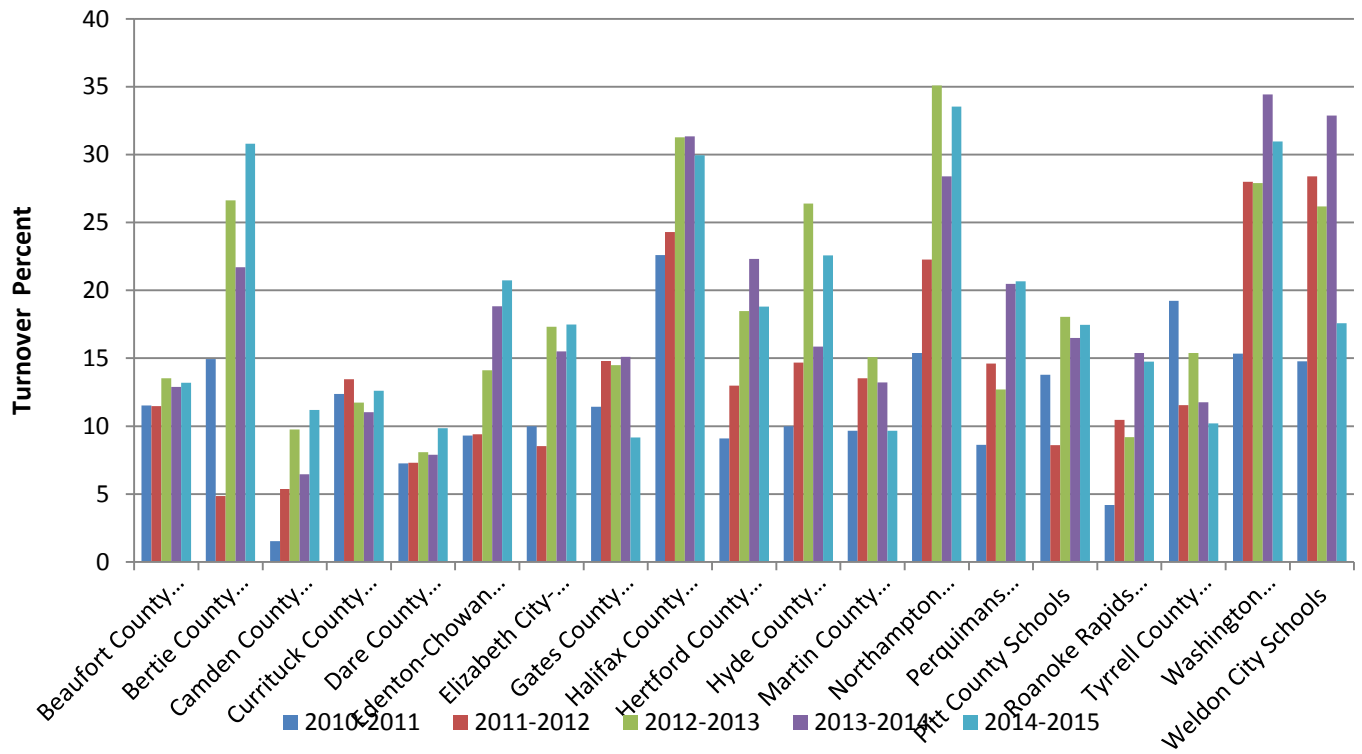
District 1 - Northeast
District 2 - Southeast
District 3 - North Central
District 4 - Sandhills

District 5 - Piedmont-Triad
District 6 - Southwest
District 7 - Northwest
District 8 - Western

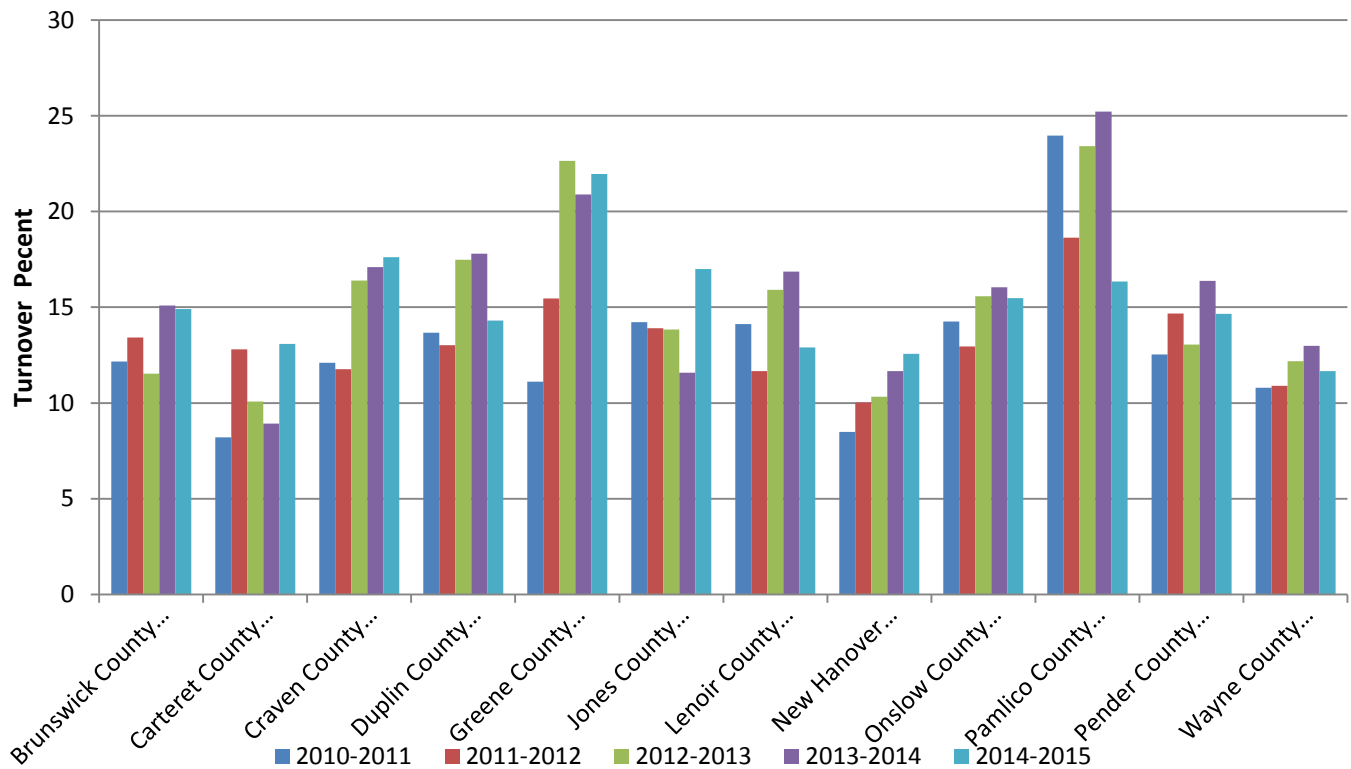
DISTRICT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
1	11.57	10.32	16.30	15.58	17.41
2	11.69	12.14	13.77	14.58	14.32
3	12.08	13.37	15.32	14.17	15.96
4	12.99	14.26	17.73	16.46	17.40
5	10.84	12.40	13.26	13.55	13.29
6	11.44	12.33	14.40	13.95	14.98
7	8.51	9.35	11.65	11.45	10.80
8	8.53	9.57	11.97	12.68	12.52



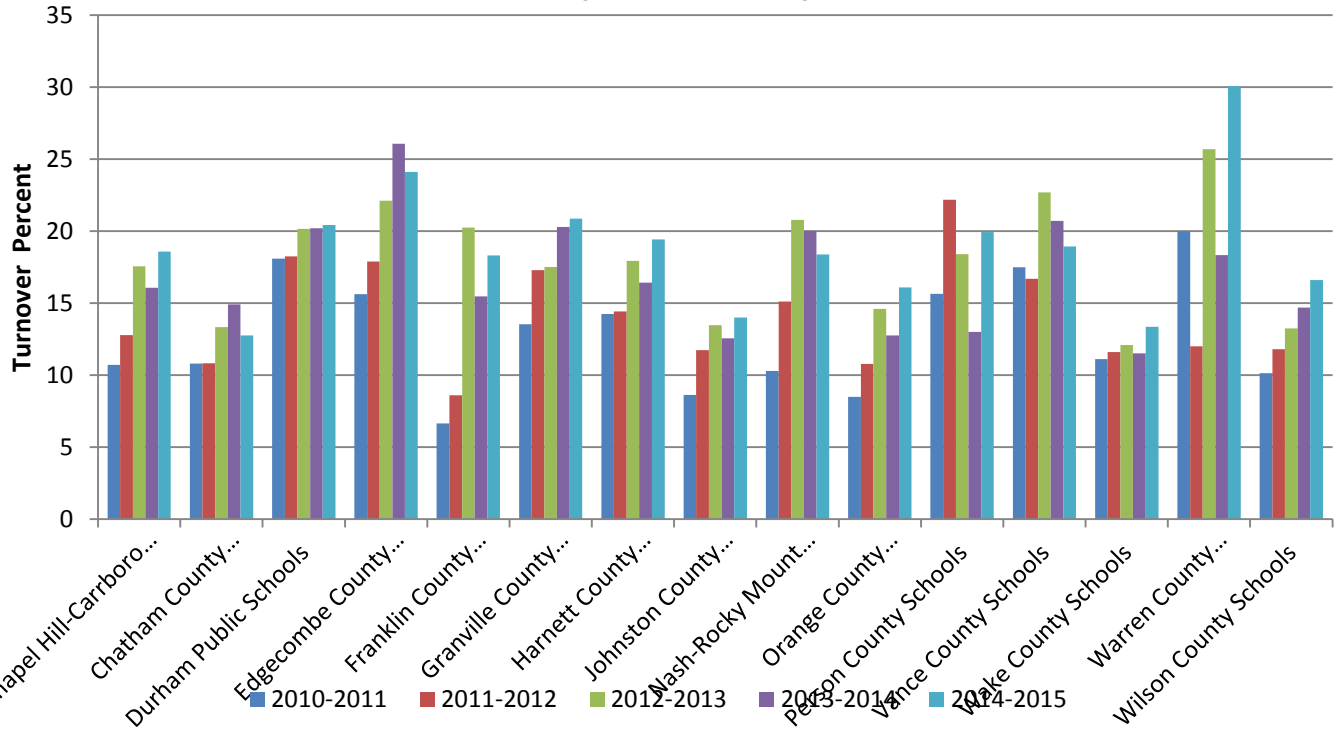
LEA Turnover (2011-2015) District 1



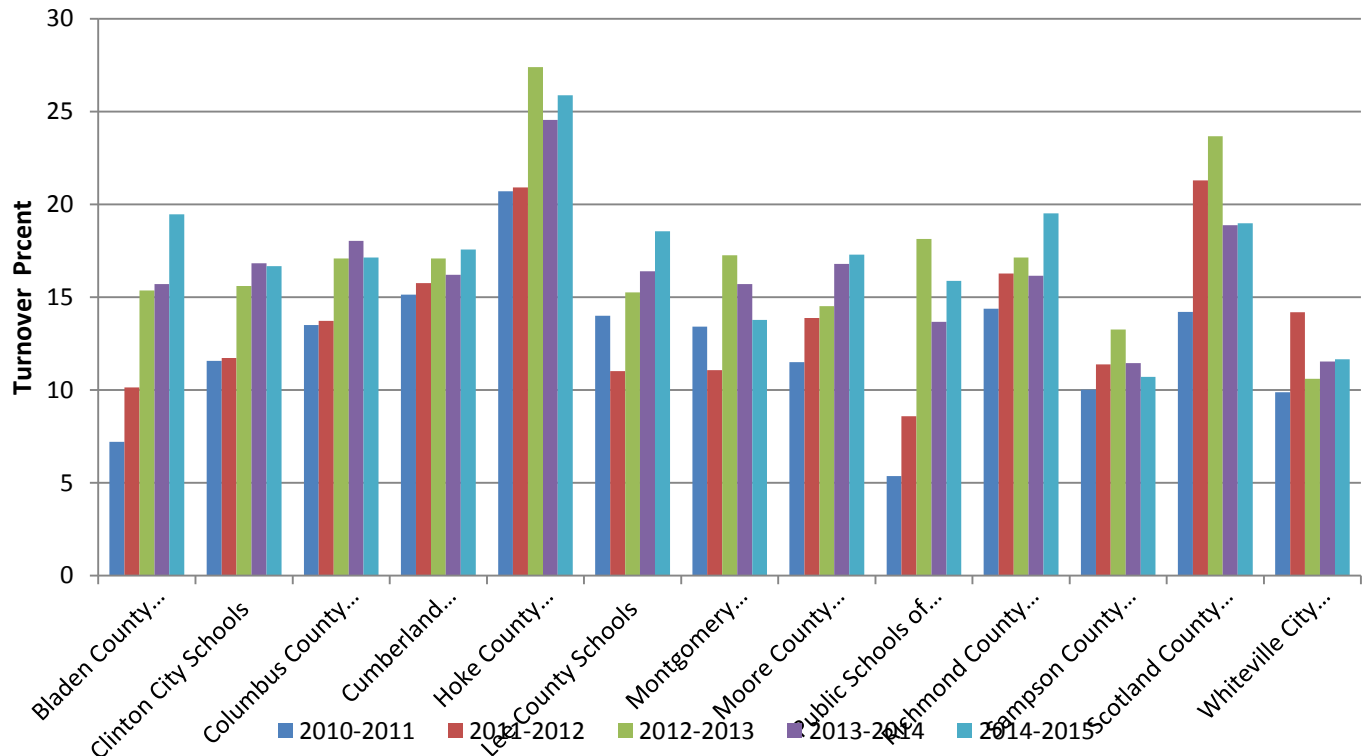
LEA Turnover (2011-2015) District 2



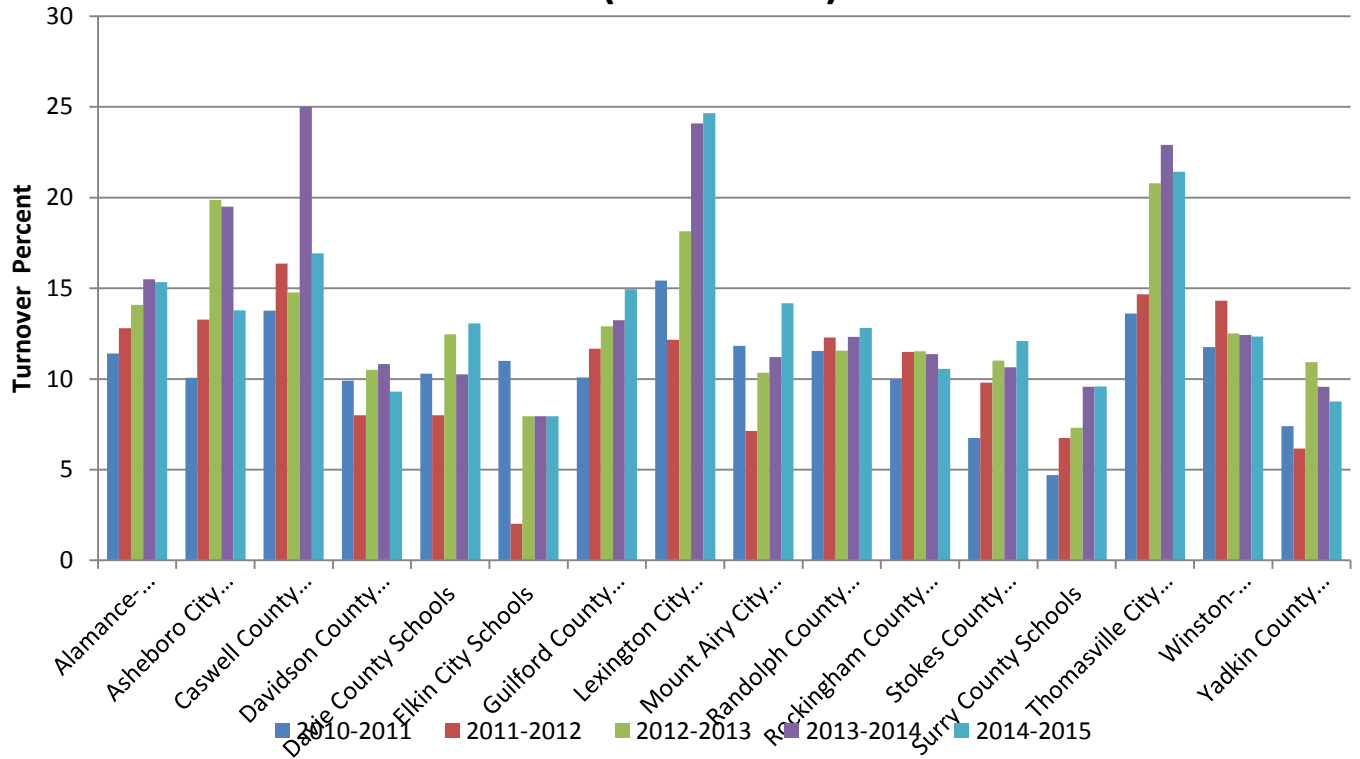
LEA Turnover (2011-2015) District 3



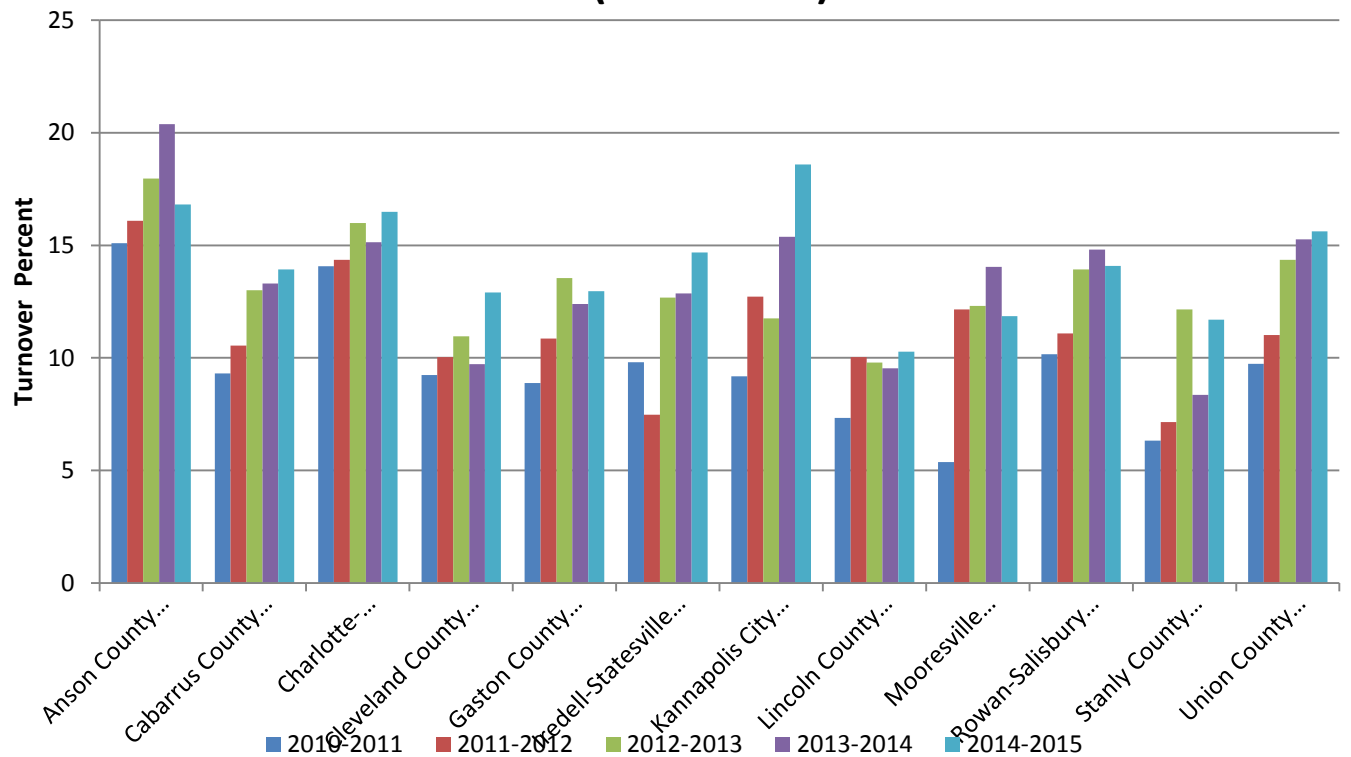
LEA Turnover (2011-2015) District 4



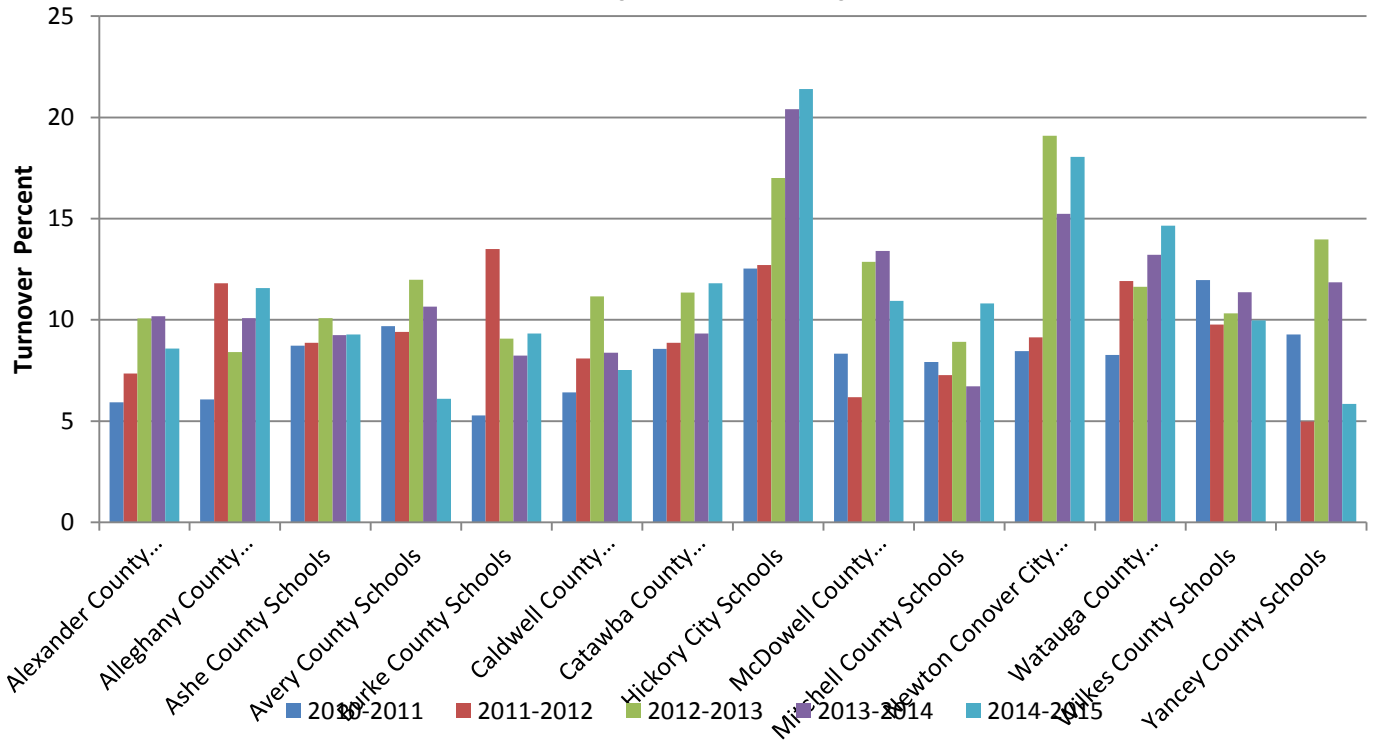
LEA Turnover (2011-2015) District 5



LEA Turnover (2011-2015) District 6



LEA Turnover (2011-2015) District 7



LEA Turnover (2011-2015) District 8

