



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

---

# **Report to the North Carolina General Assembly**

---

2019-2020 State of the Teaching Profession in  
North Carolina

General Statute § 115C-12(22)

---

**Date Due: February 15, 2021**  
DPI Chronological Schedule, 2020-2021

## STATE BOARD OF EDUCATION

STATE BOARD OF EDUCATION VISION: Every public school student in North Carolina will be empowered to accept academic challenges, prepared to pursue their chosen path after graduating high school, and encouraged to become lifelong learners with the capacity to engage in a globally-collaborative society.

STATE BOARD OF EDUCATION MISSION: The mission of the North Carolina State Board of Education is to use its constitutional authority to guard and maintain the right of a sound, basic education for every child in North Carolina Public Schools.

### ERIC DAVIS

Chair: Charlotte – At-Large

### JILL CAMNITZ

Greenville – Northeast Region

### TODD CHASTEEN

Blowing Rock – Northwest Region

### ALAN DUNCAN

Vice Chair: Greensboro – Piedmont-Triad Region

### REGINALD KENAN

Rose Hill – Southeast Region

### DONNA TIPTON-ROGERS

Brasstown – Western Region

### DAN FOREST

Lieutenant Governor: Raleigh – Ex Officio

### AMY WHITE

Garner – North Central Region

### J WENDELL HALL

Ahoskie – At-Large

### DALE FOLWELL

State Treasurer: Raleigh – Ex Officio

### OLIVIA OXENDINE

Lumberton – Sandhills Region

### VACANT

At-Large

### MARK JOHNSON

Secretary to the Board: Raleigh

### JAMES FORD

Charlotte – Southwest Region

## NC DEPARTMENT OF PUBLIC INSTRUCTION

Mark Johnson, State Superintendent :: 301 N. Wilmington Street :: Raleigh, North Carolina 27601-2825

In compliance with federal law, the NC Department of Public Instruction administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

### Inquiries or complaints regarding discrimination issues should be directed to:

Joe Maimone, Chief of Staff

6307 Mail Service Center, Raleigh, NC 27699-6307 / Phone: (919) 807-3431 / Fax: (919) 807-3445

Visit us on the Web: [www.ncpublicschools.org](http://www.ncpublicschools.org)

## 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 Yrs of Experience .....	11
Table 3: EVAAS and Teacher Attrition .....	12
Chart 2: EVAAS and Teacher Attrition .....	13
Chart 3: EVAAS Growth Categories by Attrition .....	14
Table 5: Contribution to State Attrition Rate by Region .....	15
Table 6: Five Highest and Lowest LEAs in State Attrition Rates .....	16
Table 7: Five Highest and Lowest Mobility Rates for LEAs.....	17
Table 8: Five Highest and Lowest LEA Attrition Rates .....	19
Table 9: Five Highest and Lowest LEA Recoupment Rates .....	20
Table 10: Attrition, Mobility, and Recoupment Rates for Low Performing .....	22
Table 11: State-Wide Total Vacancies for Subjects by School Type.....	23
Table 12: LEAs with the Highest Teacher Vacancy Rates in NC .....	23

### Appendices

Appendix A: Self-Reported Reasons for Leaving .....	25
Appendix B: State Attrition Percentages by Reasons Categories for LEAs .....	27
Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs .....	31
Appendix D: Teacher Vacancy Data for LEAs.....	35

**2019-2020**  
**Annual Report on the State of the Teaching Profession in North Carolina**

---

---

**Overview of the Annual Report**

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

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

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

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

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

**Data Collection Procedures**

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

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

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

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

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

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

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

Note: Teachers on approved leave and teachers who moved from one school to another school within the LEA are not captured in the state report at this time. Calculations include 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 2019-2020 is 7.53%.
2. There were 94,410 teachers employed in NC between March 2019 and March 2020. Of these teachers, 7,111 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 2019 and March 2020, there were 15,404 Beginning Teachers (BTs) employed statewide and 1,806 were reported as attrition. The attrition rate for Beginning Teachers in NC is 11.7%, substantially higher than the attrition rate for those not classified as a Beginning Teacher ( $5,305/79,006 \approx 6.7\%$ ).
4. 5,541 beginning Lateral entry (LE) teachers were employed in March 2019, and, of those, 751 (13.6%) were no longer employed in NC public schools in March 2020. A total of 1,596 teachers were employed in North Carolina as Visiting International Faculty (VIF) teachers, and 224 (14.0%) of those teachers left employment with NC public schools; a total of 447 Teach for America (TFA) Teachers were employed in March 2020, and 128 (28.6%) were no longer employed in NC public schools in March 2020. (see Table 1)
5. The majority (56.8%) of teachers who left employment in NC public schools cited "Personal Reasons" for their decision to depart. Retirement with full benefits and resigned due to a career change were the largest individual reasons (20.3% and 13.7%, respectively) cited for teachers' decision to leave employment in NC public schools. (see Table 2)
6. In prior years of this report, teachers who remain teaching in North Carolina's public schools have demonstrated greater effectiveness (as measured by EVAAS index scores) than those who leave employment in North Carolina public schools. Due to the COVID-19 pandemic, NCDPI is unable to measure student growth for the 2019-2020 report.
7. LEAs experience attrition as the combined effect of teacher attrition from the state and mobility of teachers from one LEA to another LEA/charter school. On average, 4.94% of the state's teaching force changed employment during the measurement period. The average effect of the LEA-attrition rate for the state is 12.47% (7.53% state attrition rate + 4.94% mobility rate). There is a wide range of LEA-attrition rates across the state. (See Table 8)
8. Some LEAs are able to recapture their losses due to teacher attrition by capitalizing on teacher mobility. The rate at which LEAs are able to attract transferring teachers to their system is defined as the "recoupment rate". The LEAs with the highest and lowest recoupment rates are listed in Table 9.
9. Hard to Staff subject areas are determined by teacher vacancy reports submitted by the LEAs. For elementary schools, core subject teaching positions exhibit the highest vacancy totals. In middle schools (6-8) LEAs have the highest vacancies for mathematics and in high schools (9-12) the highest vacancies are for CTE. (See Tables 11 and 12)

## State Attrition Rates for NC Teachers

All 115 operational LEAs reported their district-level employment data for the 2019-2020 reporting period. The newly created Innovative School District (ISD) is included in this report but will not be included in any highest or lowest categories due to the small sample size of the district. The calculations show that out of the 94,410 teachers employed during the 2019-2020 school year, 7,111 teachers were reported as attrition (i.e., no longer working in a North Carolina public school in the 2019-20 school year), resulting in an overall state attrition rate of 7.53%. This state-level attrition rate is slightly less than the attrition rate of the 2017-2018 reporting year of 8.1% or the 7.59% during the 2018-2019 reporting year. Generally, teachers in North Carolina are remaining in the classroom.

The state attrition rates for certain subgroups of teachers differ from those of experienced, licensed teachers. The state attrition rate for Beginning Teachers (fewer than three years of teaching experience) is approximately 55.3% higher for beginning teachers than for their more experienced counterparts (11.7% BT vs. 7.53% for non-BTs). Beginning Teachers account for approximately 25.4% of all teachers who separate from employment in NC public schools. The attrition rates for these teacher subgroups are presented in Table 1.

Teachers who enter the teaching profession on a lateral entry license are another subgroup of the teaching population whose attrition rates differ dramatically from the general population of licensed, experienced teachers. While there are many (5,541) lateral entry teachers who are classified as a BT, there is a substantial number of lateral entry teachers who are not currently classified as BTs (i.e., the lateral entry teacher has completed the Beginning Teacher Support Program but has not yet converted his/her license to a Continuing Professional License). There was a 13.8% percent increase in the number of teachers identified as lateral entry from the 2018-19 to the 2019-20 school year (4,868 versus 5,541, respectively). Of the 5,541 lateral entry teachers who were employed in NC public schools in March 2019, 751 of them were not employed in NC public schools in March 2020 (nor subsequently employed in September of the following school year), resulting in a state attrition rate of 13.6%. The state attrition rate for non-lateral entry teachers was 7.2%. Lateral entry teachers have, on average, an 88.9% higher rate of attrition than their non-lateral entry counterparts. Passage of Senate Bill 599 discontinued issuing lateral entry licenses as of June 30, 2019 and replaced that route to teaching with a new residency license model. While candidates issued a lateral entry license prior to discontinuing the pathway will have the full three years to complete their requirements for a clear license, a precipitous decline in lateral entry candidates is anticipated between now and 2022 when the allotted time for completing the pathway is complete. During that same time, participation in the new residency license route is expected increase and ultimately replace the lateral entry pathway.

Other subgroups of the teaching population of interest are Visiting International Faculty (VIF) and Teach for America (TFA)<sup>1</sup> teachers. A total of 1,596 VIF teachers were employed in NC in March 2019, and 224 of those (14.0%) were not employed in NC public schools in March 2020. Of the 447 TFA teachers in NC in March 2019, 128 (28.6%) did not remain in employment in March 2020. These two subgroups of teachers do have a unique employment situation among NC teachers. In general, VIF and TFA teachers commit to a three-year or two-year contract, respectively, with NC school systems. While some teachers from these two groups do remain in education after the term of their initial contract, including attrition rates for those in the third year of their contract in March 2020 may skew the attrition rates higher. If one restricts the analysis to VIF and TFA teachers who did not cite the end of their contract term as their reason for leaving employment, VIF teachers have a 6.2% attrition rate and TFA teachers have a 25.1% attrition rate.

---

<sup>1</sup> 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 2019-2020**

CATEGORY OF TEACHERS		Total Number of Teachers in Category 2019-2020	Number of Teachers Leaving Employment in NC public schools	% Attrition in Category 2019-2020
Experienced, Licensed Teachers		79,006	5,305	6.7%
Beginning Teachers <sup>2</sup>		15,404	1,806	11.7%
Teach for America Teachers	All <sup>3</sup>	447	128	28.6%
	Before Contract Term	426	107	25.1%
VIF Teachers	All	1,596	224	14.0%
	Before Contract Term	1,462	90	6.2%
Lateral Entry Licensed Teachers		5,541	751	13.6%

**Reason Codes for Teacher Attrition**

There are 23 reasons LEAs use to code their attrition data. For purposes of this report, the self-reported reasons teachers leave have been categorized into five summary categories: Personal Reasons, Initiated by LEA, Beyond LEA Control, Other Reasons. Some teachers reported in their exit interview that they intended to remain in education but move to a different LEA (either in a teaching or non-teaching role). Despite that assertion, some of these teachers were not employed in an NC public school in March 2020. 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 2019-20 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 (57.3%) for their decision to leave the profession in the reporting year (2019-2020). Of those citing personal reasons for leaving employment as an NC public school teacher, the most common reason for leaving was resigned

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

<sup>3</sup> TFA numbers do not include any TFA teachers in NC charter schools.

to change careers (24.2% of teachers leaving for Personal Reasons). The number of teachers resigning due to retirement with full benefits has increased slightly from the 2018-2019 reporting year. Of the 7,111 teachers who left employment with NC public schools in the 2019-20 reporting year, 1,447, or 20.4%, left due to retiring with full benefits. Approximately one-fifth (19.1%), or 1,360 teachers, of the state's teaching force left employment with NC public schools due to retirement with full benefits in the 2018-2019 reporting year. The retirement with full benefits category experienced a 6.4% percentage point difference from the prior reporting year. Retirement with full benefits represents the largest, individual reason for leaving employment with NC public schools from March 2019 to March 2020.

While the state may not be able to develop policy to address some of the reasons teachers supplied under the Personal Reasons category (e.g., health issues, family relocation, etc.), there are two reasons that might have root causes that could be addressed through policy. Nearly one in twelve teachers (8.2%) who left employment with NC public schools indicated that they intended to teach in another state.

The second, policy-relevant reason that teachers gave for leaving NC public schools was a desire to pursue a different career. Teachers who expressed a desire to pursue another career account for 13.7% of the state's overall attrition.

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

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

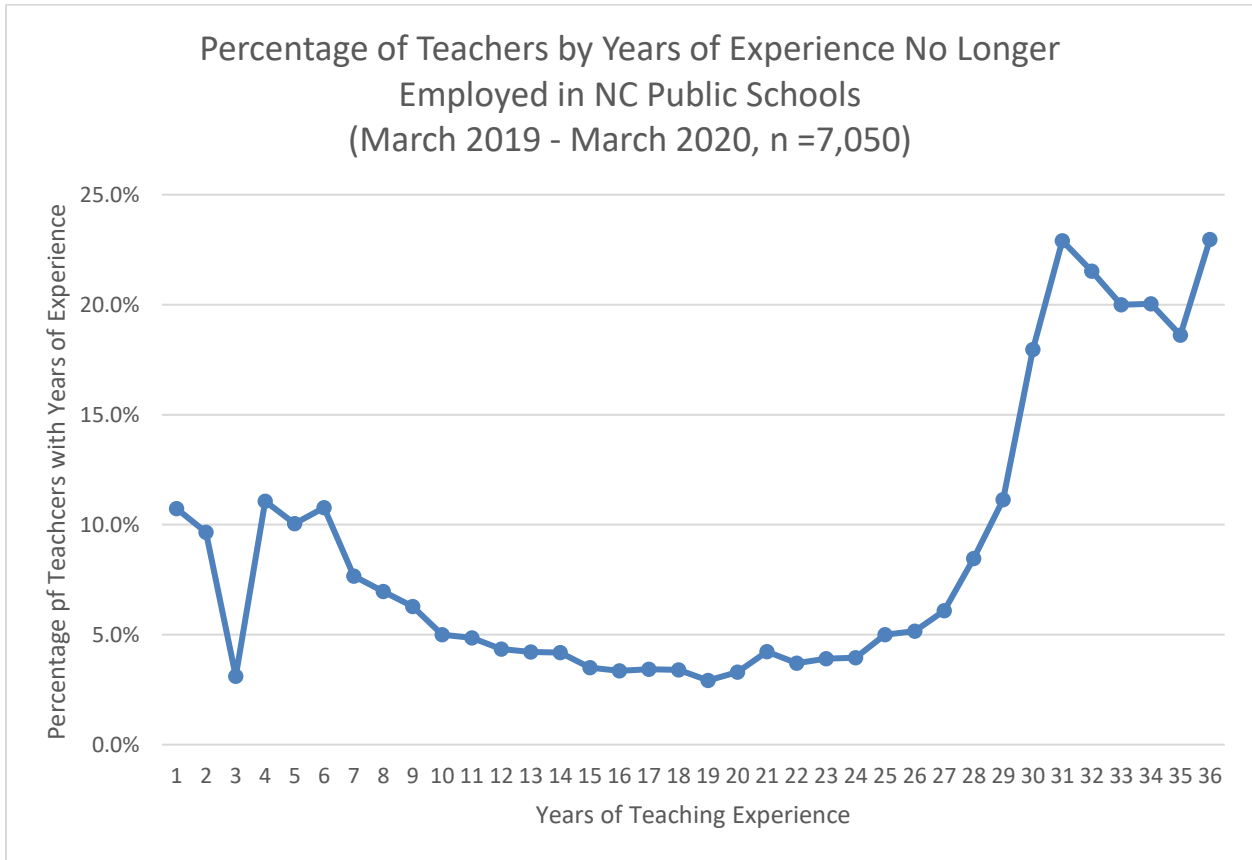
A complete list of reason codes for attrition from the state can be found in Appendix A. The percentage of reason codes cited by departing teachers by LEA can be found in Appendix B.

**Table 2: State Attrition Reasons by Categories 2019-2020**

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	2019-2020		2018-2019	Percentage Difference
	Number	Percentage of Total Attrition	Number	Percentage Difference from 2019 to 2020
<b>Overall State Attrition</b>	<b>7,111</b>		<b>7,115</b>	
<b>Personal Reasons</b>	<b>4,194</b>	<b>59.0%</b>	<b>4,315</b>	<b>-2.8%</b>
Resigned due to family responsibilities/ childcare (57)	568	8.0%	653	-13.0%
Resigned to continue education/sabbatical (60)	199	2.8%	219	-9.1%
Resigned due to family relocation (61)	746	10.5%	822	-9.2%
Resigned to teach in another state (62)	585	8.2%	642	-8.9%
Dissatisfied with teaching (63)	137	1.9%	123	+11.4%
Resigned due to career change (72)	977	13.7%	890	+9.8%
Resigned due to health/disability (64)	219	3.1%	159	+37.7%
Retired with reduced benefits (68)	525	7.4%	541	-3.0%
Re-employed retired teacher resigned (73)	83	1.2%	101	-17.8%
Resigned to teach in a non-public/private school (71)	155	2.2%	165	-6.1%
<b>Initiated by LEA</b>	<b>537</b>	<b>7.6%</b>	<b>567</b>	<b>-5.3%</b>
Dismissed (50)	21	0.3%	15	+40%
Non-renewal (probationary contract ended) (53)	101	1.4%	128	-21.1%
Interim contract ended--not rehired (54)	240	3.4%	225	+6.7%
Resigned in lieu of dismissal (55)	55	0.8%	82	-32.9%
Resigned in lieu of non-renewal (78)	43	0.6%	56	-23.2%
Did not obtain or maintain license (56)	77	1.1%	61	+26.2%
<b>Beyond Control of LEA</b>	<b>1,836</b>	<b>25.8%</b>	<b>1,689</b>	<b>+8.7%</b>
Reduction in Force (51)	9	0.1%	3	+200%
Retired with full benefits (66)	1,447	20.4%	1,360	+6.4%
Deceased (67)	64	0.9%	37	+73.0%
End of Term (VIF) (74)	137	1.9%	114	+20.2%
End of Term (TFA) (77)	24	0.3%	48	-50.0%
Resigned due to movement required by Military Orders (76)	155	2.2%	127	+22.0%
<b>Other Reasons</b>	<b>544</b>	<b>7.6%</b>	<b>544</b>	<b>0.0%</b>
Resigned for other reasons (65)	247	3.5%	288	-14.2%
Resigned for unknown reasons (69)	297	4.1%	256	+16.0%
	<b>7,111</b>	<b>100%</b>	<b>7,115</b>	<b>-0.0%</b>

**Chart 1**



**State Attrition by Region and LEA**

The overall state attrition rate is a function of teachers leaving employment in NC public schools from the local employing agencies (LEAs). Certain LEAs may be more vulnerable to teacher attrition for a variety of reasons (e.g., proximity to neighboring states, proximity to or distance from a major urban center, employment opportunities outside of the education sector, etc.). These and other factors may create a differential effect on teacher attrition from NC public schools. In Table 5, the data show the contribution of the eight educational regions of North Carolina to the overall state attrition rate. These data indicate that, in general, regions in the western part of the state have lower teacher attrition rates than their eastern counterparts. The Northwest Region has the lowest attrition rate (5.9%) for teachers in the state; the Sandhills Region has the highest rate (8.8%) among the state’s regions. The Northeast Region had the largest increase in attrition from 8.2% to this year 8.7%. The Southeast had the largest decrease in attrition from 9.0% to 8.3%.

**Table 5: Contribution to the State Attrition Rate by Region (n=94,410)  
2019-2020**

<b>Region Name</b>	<b>Total Number of Teachers</b>	<b>Number of Teachers Leaving Employment in NC Public Schools</b>	<b>Attrition Rate by Region</b>
North Central	23,152	1,766	7.6%
Northeast	4,904	428	8.7%
Northwest	5,529	327	5.9%
Piedmont Triad	15,776	1,133	7.2%
Sandhills	8,979	786	8.8%
Southeast	9,005	749	8.3%
Southwest	21,333	1,538	7.2%
Western	5,732	384	6.7%
<b>State Totals</b>	<b>94,410</b>	<b>7,111</b>	<b>7.53%</b>

While a state-wide attrition rate of 7.53% may be in line with attrition rates experienced by other professions, the state-wide attrition rate is not informative in terms of the effects of teacher attrition on individual LEAs. Data on the five LEAs with the highest and lowest attrition rates in the state are presented in Table 6. The LEAs with the highest teacher attrition rates are Northampton County Schools, Pamlico County Schools, Weldon City Schools, Washington County Schools, and Hyde 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 (21.8%) almost thrice the overall state attrition rate (7.52%). Hyde County Schools, with the lowest attrition rate of the five LEAs (13.6%) with the highest attrition rate, is 180% higher attrition rate than the state as a whole.

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

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

**Table 6: Five Highest and Lowest LEAs in State Attrition Rates  
2019-2020**

<b>LEA Name</b>	<b>Total Number of Teachers</b>	<b>Number of Teachers Leaving Employment in NC Public Schools</b>	<b>State Attrition Rate by LEA</b>
<b>Highest Attrition Rates</b>			

Northampton County Schools	119	26	21.8%
Pamlico County Schools	103	17	16.5%
Weldon City Schools	63	10	15.9%
Washington County Schools	105	16	15.2%
Hyde County Schools	59	8	13.6%

---

**Lowest Attrition Rates**

---

Mitchell County Schools	137	4	2.9%
Surry County Schools	522	18	3.4%
Madison County Schools	172	6	3.5%
Asheboro City Schools	325	12	3.7%
Cleveland County Schools	980	38	3.9%

Draft: Subject to Revision

**Teacher Mobility**

Up to this point, this report has focused on teachers who have left the teaching profession in North Carolina public schools. The 115 LEAs across the state must not only contend with the impact of teachers leaving state employment, but also the loss of teachers due to teachers changing employment from one LEA to another LEA or charter school. During the measurement period from March 2019 to March 2020, on average, 4.94% (4,662 teachers) of North Carolina’s teaching force changed employment from one LEA to another LEA or NC public charter school. The combined effect of teacher attrition from public

school employment and the mobility of teachers across LEAs results in the LEA attrition rate<sup>4</sup>. This section of the report will focus on how LEAs differ in terms of their mobility and overall attrition rates and whether there are informative trends in how teachers move from one LEA to another.

In Table 7, the five LEAs with the highest overall mobility rates and the five LEAs with the lowest overall mobility rates are displayed. Halifax County Schools reported the highest percentage of teachers moving to another LEA or charter school during the measurement period. Halifax County Schools' percentage of 16.8% is over three times the state average mobility rate of 4.94%. Similar to the attrition rates, the mobility rates of these five districts are large (relative to the average) and very consistent in their magnitude (range of 2.9 percentage points).

The five districts with the lowest mobility rates in the state have mobility rates that range from 1.0% (Halifax County Schools) to 1.6% (Polk County Schools and Camden County Schools). At the high end, these districts experience mobility rates that are about a third (32.4%) of the state mobility average. As suggested earlier in this report, it may be beneficial for the state to examine districts with low mobility rates more closely to determine what policy-relevant factors may be contributing to these unusually low rates.

**Table 7: Five Highest and Lowest LEA Mobility Rates  
2019-2020**

<b>LEA Name</b>	<b>Total Number of Teachers</b>	<b>Number of Teachers Leaving LEA</b>	<b>LEA Mobility Rate</b>
<b>Highest Mobility Rates</b>			
Halifax County Schools	190	32	16.8%
Washington County Schools	105	17	16.2%
Weldon City Schools	63	10	15.9%
Tyrell County Schools	55	8	14.5%
Warren County Schools	151	21	13.9%
<b>Lowest Mobility Rates</b>			
Graham County Schools	91	1	1.0%
Mitchell County Schools	137	2	1.5%
Camden County Schools	129	2	1.6%
Macon County Schools	322	5	1.6%
Polk County Schools	183	3	1.6%

### **Overall Attrition from the LEAs**

The combined effect of attrition from the state and mobility from the LEA results in the overall LEA attrition rate – the percentage of instructional capacity an LEA loses during the measurement period of March 2019 to March 2020. The state average for the LEA attrition rate is 12.47%: 7.53% for attrition from the state and 4.94% for average mobility rate. The ten LEAs that demonstrate the five highest and five lowest LEA attrition rates are displayed in Table 8.

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

From the data contained in Table 8, one can see that Weldon City Schools and Washington County Schools experienced the greatest percentage of loss to their teaching force during the measurement period. Weldon City Schools and Washington County Schools lost approximately one out of every 3 teachers (31.7% and 31.4%, respectively) employed in the system during the measurement period. The remaining LEAs of the high attrition rate group also lost approximately one in four of their teachers from March 2019 to March 2020. The high rates of attrition among these five LEAs undoubtedly creates challenges for the LEAs to maintain consistency in instructional services for their students.

In the 2019-2020 report, LEAs from the western part of the state represent four of the five LEAs with the lowest LEA attrition rates (in the prior year report, Western LEAs accounted for three of the five lowest LEA attrition rates. Gates County Schools (Northeast Region) had the third lowest LEA attrition rate in the state. Iredell-Statesville Schools (Southwest Region) experienced the fourth lowest LEA attrition rate in the state. The five districts with the lowest overall attrition exhibit attrition rates that are between 87 and 51 percent of the state's average LEA attrition rate. While employment patterns can change from year to year, the state is gaining valuable information about which LEAs are able to maintain relatively low attrition rates year after year. The state could possibly benefit from examining the hiring, recruitment, and on-boarding processes for these districts to find scalable best practices that could help reduce attrition in other districts. Other data sources relevant to teacher satisfaction (e.g., the NC Teacher Working Conditions Survey) might hold valuable information for our understanding of how these five districts are able to retain their teachers at rates that are much higher than the state average.

Draft: Subject to Review

**Table 8: Five Highest and Lowest Total Attrition Rates for LEAs  
2019-2020**

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
<b>Highest LEA Attrition</b>							
Weldon City Schools	63	10	15.9%	10	15.9%	20	31.7%
Washington County Schools	105	16	15.2%	17	16.2%	33	31.4%
Northampton County Schools	119	26	21.8%	10	8.4%	36	30.3%
Warren County Schools	151	20	13.2%	21	13.9%	41	27.2%
Halifax County Schools	190	17	8.9%	32	16.8%	49	25.8%
<b>Lowest LEA Attrition</b>							
Mitchell County Schools	137	4	2.9%	2	1.5%	6	4.4%
Graham County Schools	91	4	4.4%	1	1.1%	5	5.5%
Surry County Schools	522	18	3.4%	15	2.9%	33	6.4%
Madison County Schools	172	6	3.5%	5	2.9%	11	6.4%
Ashe County Schools	227	11	4.8%	5	2.9%	16	7.0%

### 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 2019 divided by the total number of teachers who left that LEA as of March 2020.

From the data in Table 9, one can observe the recoupment rates of the LEAs with the five highest, and lowest, teacher recoupment rates during the period from March 2019 to March 2020. Four of the five highest LEA recoupment rates are between 70% to 61.5% . Many of the LEAs in the top five of teacher recoupment rates had relatively small numbers of departing teachers, so it might be easier for these LEAs to achieve higher recoupment rates than larger LEAs. The strategies that these smaller-sized LEAs used to replace its teacher losses with experienced NC teachers may be a fruitful area of inquiry.

Low rates of teacher recoupment pose challenges for LEAs. If an LEA is unable to leverage teacher mobility within the state to offset its own losses, the LEA must hire teachers that are either new to the profession or new to teaching in North Carolina. Initially, both groups of teachers – new to the profession and new to teaching in NC – are, on average, less effective than teachers with experience in North Carolina. LEAs with low recoupment rates will generally have to invest more resources and support for these teachers without previous experience in North Carolina. Of the five LEAs with the lowest rates of recoupment, Washington County Schools, Halifax County Schools, and Rutherford County Schools were

able to replace only one, five, and three respectively of their departing teachers with a teacher who had prior experience in NC.

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

**Table 9: Five Highest and Lowest Total Recoupment Rates for LEAs  
2019-2020**

<b>LEA Name</b>	<b>Number of Departing Teachers</b>	<b>LEA Attrition Rate</b>	<b>Teachers Employed from other LEAs</b>	<b>Recoupment Rate</b>
<b>Highest Recoupment Rates</b>				
Mount Airy City Schools	10	8.8%	7	70.0%
Asheboro City Schools	38	11.7%	26	68.4%
Camden County Schools	11	8.5%	7	63.4%
Gates County Schools	13	10.0%	8	61.5%
Tyrell County Schools	14	25.5%	8	57.1%
<b>Lowest Recoupment Rates</b>				
Washington County Schools	33	31.4%	1	3.0%
Public Schools of Robeson County	195	13.5%	14	7.2%
Halifax County Schools	49	25.8%	5	10.2%
Rutherford County Schools	49	9.1%	5	10.2%
Vance County Schools	85	21.9%	10	11.8%

Draft: Subject to Revision

## LEA Attrition Data for Low-Performing Districts

One of the requirements of this report is to examine the rates of attrition and mobility for the LEAs that were identified as low performing in the 2019-2020 school year. There were eight LEAs identified as low performing in the 2018-2019 school year (NC received a waiver for the 2019-20 school year): Weldon City Schools, Northampton County Schools, Scotland County Schools, Tyrrell County Schools, Martin County Schools, Edgecombe County Schools, Robeson County Schools, and Nash-Rocky Mount Schools. The attrition, mobility, and recoupment rates for these eleven LEAs are presented in Table 10.

The data from these eight LEAs show that there was great variability in the LEA-attrition rates. Two of these LEAs (Tyrrell and Northampton) had LEA-attrition rates that were approximately two and a half times the state average of 12.47%. Each of these LEAs had LEA-attrition rates higher than the state average (between 31.7% and 13.5%).

These eight LEAs do not appear to exhibit a recoupment rate that is markedly different from other LEAs across the state. Six of the eight LEAs showed a recoupment rate that was consistent with the state average of 29.2% - Martin County Schools, Weldon City Schools, Northampton County Schools, Edgecombe County Schools, Nash-Rocky Mount Schools, and Scotland County Schools. Tyrrell County School exhibited a recoupment rate almost twice the state average while Public Schools of Robeson County had a recoupment rate that was a third of the state average.

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

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

**Table 10: Attrition, Mobility, and Recoupment Rates for LEAs Identified as Low Performing 2019-2020**

Row Labels	Total Number of Employees	State Attrition	State Attrition Rate	Mobility	Mobility Rate	Total Number Departed	LEA Attrition Rate	Recoup	Recoup Rate
Weldon City Schools	63	10	15.9%	10	15.9%	20	31.7%	5	25.0%
Northampton County Schools	119	26	21.8%	10	8.4%	36	30.3%	9	25.0%
Scotland County Schools	423	29	6.9%	28	6.6%	57	13.5%	20	35.1%
Tyrrell County Schools	55	6	10.9%	8	14.5%	14	25.5%	8	57.1%
Martin County Schools	224	16	7.1%	17	7.6%	33	14.5%	8	24.2%
Edgecombe County Schools	399	36	9.0%	33	8.3%	69	17.3%	17	24.6%
Robeson County Schools	1,444	110	7.6%	85	5.9%	195	13.5%	14	7.2%
Nash-Rocky Mount Schools	899	60	6.7%	62	6.9%	122	13.6%	44	36.1%

**Most Difficult to Staff License Areas**

Prior to the 2019-2020 State of the Teaching Profession Report, NCDPI surveyed LEAs about the most difficult to staff licensure areas. For this year’s report, the agency is taking a different approach to answering this question. Instead of asking the LEAs their impressions of which licensure areas are hardest to staff, NCDPI has asked districts to report on teacher vacancies on the first and 40<sup>th</sup> instructional day of the 2019-2020 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 2019-20 school year, LEAs across the State of North Carolina reported a total of 70,939.29 teaching positions in North Carolina. This report includes data from 87 LEA’s; at the time of this (draft) report. LEAs were asked to report the number of teaching vacancies on both the first and the 40<sup>th</sup> instructional day of the 2019-20 school year. Across the state there were 2,234.4 (3.2%) instructional vacancies on the first day of the school year and 1,125.8 (1.6%) vacancies on the 40<sup>th</sup> 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 40<sup>th</sup> instructional day. This suggests that teacher vacancy is a continual issue that LEAs must contend with throughout the school year.

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

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

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

<b>Subject Area</b>	<b>School Type</b>	<b>Number of Vacancies</b>
Core (Math, ELA, Science, Social Studies)	K-5	219.5
Exceptional Children	K-5	131.7
Math	6-8	50.7
ELA	6-8	34.5
Science	6-8	34.0
Social Studies	6-8	29.5
Exceptional Children	6-8	55.5
Math	9-12	53.0
ELA	9-12	35.5
Science	9-12	36.6
Social Studies	9-12	13.5
EC	9-12	63.5
CTE	9-12	54.0

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

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

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

### **Conclusions and Next Steps**

In general, North Carolina teachers continue to remain teaching in the state and their respective LEAs. While the state attrition rate of 7.53% 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. Historically, the 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. Once the state is able to resume student assessments, this report will continue to monitor the effectiveness of those teachers who remain employed in public education and those who leave the public school sector.

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

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

The findings in this report are 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

<b>Teachers who left the LEA but remained in education</b> (Includes individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education)	
<b>58</b>	<b>Resigned to teach in another NC public school system</b>
	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)
<b>59</b>	<b>Moved to a non-teaching position in education in another LEA or Agency</b>
	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
<b>70</b>	<b>Resigned to teach in a NC charter school</b>
	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)
<b>71</b>	<b>Resigned to teach in a NC non-public/private school</b>
	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)
<b>75</b>	<b>Moved to a non-teaching position in the LEA</b>
	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
<b>Teachers who left for personal reasons</b> (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)	
<b>57</b>	<b>Resigned – Family responsibility/Child care</b>
	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
<b>60</b>	<b>Resigned – To continue education/Take a sabbatical</b>
	Teachers resigning to return to school
	Teachers resigning to pursue an educational leave of absence
<b>61</b>	<b>Resigned – Family relocation</b>
	Teachers resigning due to spouse's relocation
	Teachers resigning as a result of marriage and relocation
	Teachers resigning due to family relocation
<b>62</b>	<b>Resigned – To teach in another state</b>
	Teachers leaving NC to teach in a public school in another state
	Teachers leaving NC to teach in a private school in another state
<b>63</b>	<b>Resigned – Dissatisfied with teaching</b>
	Teachers resigning due to dissatisfaction with teaching
<b>64</b>	<b>Resigned – Health/disability</b>
	Teachers resigning due to personal disability or health related issues
<b>68</b>	<b>Retired with reduced benefits</b>
	Teachers retiring after age 50 with reduced benefits

	Teachers retiring with less than full benefits
<b>72</b>	<b>Resigned – Career Change</b>
	Teachers resigning to pursue another employment opportunity
	Teachers resigning to pursue interests outside teaching
<b>73</b>	<b>Re-employed Retired Teacher Resigned</b>
	Teacher who had retired, was re-employed and subsequently resigns
<b>Teachers whose departure was initiated by the LEA</b> (Includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal)	
<b>50</b>	<b>Dismissed</b>
	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
<b>53</b>	<b>Non-Renewed – Probationary Contract Ended</b>
	Probationary teachers whose contract is not renewed after the end of the year
<b>54</b>	<b>Interim Contract – Not Rehired (<i>Report only for interim contracts of 6 months or more</i>)</b>
	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
<b>55</b>	<b>Resigned in lieu of dismissal</b>
	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
<b>56</b>	<b>Did not obtain or maintain license</b>
	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
<b>78</b>	<b>Resigned In Lieu of Non-Renewal</b>
<b>Teachers who left for reasons beyond LEA control</b> (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)	
<b>51</b>	<b>Reduction in Force</b>
	Teachers not rehired due to loss of enrollment, funding, or programming
	Teachers covered under local "RIF" policies
<b>66</b>	<b>Retired with full benefits</b>
	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
<b>67</b>	<b>Deceased</b>
	Teachers who die while in active service in a NC public school
<b>74</b>	<b>Resigned – End of Visiting International Faculty (VIF) Term</b>
	Teachers whose cultural visas have expired and are no longer eligible to be employed in North Carolina
<b>76</b>	<b>Resigned – Moving Due to Military Orders</b>
	Teachers resigning due to being moved under military orders
<b>77</b>	<b>Resigned – End of Teach for America (TFA) Term</b>
<b>Teachers who left for other reasons</b> (Includes teachers resigning or leaving teaching for reasons not listed or those who resigned for unknown and other reasons)	
<b>65</b>	<b>Resigned – Other reasons</b>
	Teachers resigning or leaving teaching for reasons not listed on the survey

	<i>Please specify (text box):</i> _____
<b>69</b>	<b>Resigned – Reasons unknown</b>
	Teachers resigning; however, there is no information on reason

Draft: Subject to Revision

**Appendix B: State Attrition Percentages by Reasons Categories for LEAs  
2019-2020**

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other	%
010	Alamance-Burlington Schools	1511	110	62	56.4%	13	11.8%	29	26.4%	6	5.5%
020	Alexander County Schools	316	18	9	50.0%	1	5.6%	8	44.4%	0	0.0%
030	Alleghany County Schools	113	6	4	66.7%	0	0.0%	2	33.3%	0	0.0%
040	Anson County Schools	218	24	10	41.7%	1	4.2%	13	54.2%	0	0.0%
050	Ashe County Schools	227	11	4	36.4%	1	9.1%	4	36.4%	2	18.2%
060	Avery County Schools	154	12	7	58.3%	0	0.0%	5	41.7%	0	0.0%
070	Beaufort County Schools	455	43	22	51.2%	3	7.0%	18	41.9%	0	0.0%
080	Bertie County Schools	139	16	11	68.8%	0	0.0%	2	12.5%	3	18.8%
090	Bladen County Schools	277	22	4	18.2%	3	13.6%	12	54.6%	3	13.6%
100	Brunswick County Schools	822	65	38	58.5%	7	10.8%	16	24.6%	4	6.2%
110	Buncombe County Schools	1645	114	71	62.3%	13	11.4%	23	20.2%	7	6.1%
111	Asheville City Schools	354	41	29	70.7%	1	2.4%	8	19.5%	3	7.3%
120	Burke County Schools	764	47	33	70.2%	0	0.0%	10	21.3%	4	8.5%
130	Cabarrus County Schools	1994	128	91	71.1%	9	7.0%	22	17.2%	6	4.7%
132	Kannapolis City Schools	361	21	14	66.7%	0	0.0%	5	23.8%	2	9.5%
140	Caldwell County Schools	810	53	21	39.6%	4	7.6%	26	49.1%	2	3.8%

150	Camden County Schools	129	9	6	66.7%	0	0.0%	3	33.3%	0	0.0%
160	Carteret County Public Schools	614	40	27	67.5%	0	0.0%	12	30.0%	1	2.5%
170	Caswell County Schools	175	20	9	45.0%	2	10.0%	7	35.0%	2	10.0%
180	Catawba County Schools	982	57	34	59.7%	3	5.3%	19	33.3%	1	1.8%
181	Hickory City Schools	275	19	8	42.1%	1	5.3%	10	52.6%	0	0.0%
182	Newton Conover City Schools	194	9	3	33.3%	0	0.0%	3	33.3%	3	33.3%
190	Chatham County Schools	645	58	32	55.2%	4	6.9%	17	29.3%	5	8.6%
200	Cherokee County Schools	272	13	4	30.8%	2	15.4%	7	53.9%	0	0.0%
210	Edenton-Chowan Schools	135	6	3	50.0%	0	0.0%	3	50.0%	0	0.0%
220	Clay County Schools	98	10	3	30.0%	0	0.0%	7	70.0%	0	0.0%
230	Cleveland County Schools	980	38	26	68.4%	0	0.0%	7	18.4%	5	13.2%
240	Columbus County Schools	382	32	21	65.6%	0	0.0%	10	31.3%	1	3.1%
241	Whiteville City Schools	160	14	6	42.9%	0	0.0%	8	57.1%	0	0.0%
250	Craven County Schools	871	93	37	39.8%	6	6.5%	26	28.0%	24	25.8%
260	Cumberland County Schools	3418	349	161	46.1%	54	15.5%	97	27.8%	37	10.6%
270	Currituck County Schools	271	23	14	60.9%	0	0.0%	8	34.8%	1	4.4%
280	Dare County Schools	402	31	19	61.3%	0	0.0%	12	38.7%	0	0.0%
290	Davidson County Schools	1187	59	35	59.3%	4	6.8%	20	33.9%	0	0.0%
291	Lexington City Schools	220	24	16	66.7%	2	8.3%	6	25.0%	0	0.0%

292	Thomasville City Schools	161	11	9	81.8%	0	0.0%	2	18.2%	0	0.0%
295	Innovative School District	13	3	1	33.3%	0	0.0%	0	0.0%	2	66.7%
300	Davie County Schools	420	21	9	42.9%	0	0.0%	12	57.1%	0	0.0%
310	Duplin County Schools	602	41	15	36.6%	4	9.8%	15	36.6%	7	17.1%
320	Durham Public Schools	2422	182	119	65.4%	10	5.5%	24	13.2%	29	15.9%
330	Edgecombe County Public Schools	399	36	17	47.2%	1	2.8%	13	36.1%	5	13.9%
340	Winston Salem / Forsyth County Schools	3767	295	217	73.6%	24	8.1%	54	18.3%	0	0.0%
350	Franklin County Schools	526	35	17	48.6%	1	2.9%	9	25.7%	8	22.9%
360	Gaston County Schools	1994	149	103	69.1%	11	7.4%	34	22.8%	1	0.7%
370	Gates County Schools	130	9	3	33.3%	0	0.0%	4	44.4%	2	22.2%
380	Graham County Schools	91	4	4	100.0%	0	0.0%	0	0.0%	0	0.0%
390	Granville County Schools	468	42	27	64.3%	6	14.3%	7	16.7%	2	4.8%
400	Greene County Schools	205	19	7	36.8%	1	5.3%	3	15.8%	8	42.1%
410	Guilford County Schools	4735	385	242	62.9%	22	5.7%	64	16.6%	57	14.8%
420	Halifax County Schools	190	17	5	29.4%	0	0.0%	12	70.6%	0	0.0%
421	Roanoke Rapids City Schools	182	8	2	25.0%	0	0.0%	6	75.0%	0	0.0%
422	Weldon City Schools	63	10	3	30.0%	1	10.0%	6	60.0%	0	0.0%
430	Harnett County Schools	1305	130	66	50.8%	1	0.8%	53	40.8%	10	7.7%
440	Haywood County Schools	497	29	13	44.8%	0	0.0%	11	37.9%	5	17.2%

450	Henderson County Schools	899	48	31	64.6%	4	8.3%	11	22.9%	2	4.2%
460	Hertford County Schools	192	22	11	50.0%	0	0.0%	9	40.9%	2	9.1%
470	Hoke County Schools	583	61	37	60.7%	1	1.6%	21	34.4%	2	3.3%
480	Hyde County Schools	59	8	4	50.0%	0	0.0%	4	50.0%	0	0.0%
490	Iredell-Statesville Schools	1220	79	40	50.6%	2	2.5%	37	46.8%	0	0.0%
491	Mooresville Graded School District	387	28	23	82.1%	2	7.1%	2	7.1%	1	3.6%
500	Jackson County Public Schools	257	16	8	50.0%	3	18.8%	5	31.3%	0	0.0%
510	Johnston County Public Schools	2408	130	76	58.5%	3	2.3%	27	20.8%	24	18.5%
520	Jones County Schools	90	9	3	33.3%	2	22.2%	4	44.4%	0	0.0%
530	Lee County Schools	673	64	40	62.5%	4	6.3%	15	23.4%	5	7.8%
540	Lenoir County Public Schools	558	47	21	44.7%	0	0.0%	18	38.3%	8	17.0%
550	Lincoln County Schools	744	34	24	70.6%	0	0.0%	6	17.7%	4	11.8%
560	Macon County Schools	322	22	12	54.6%	0	0.0%	5	22.7%	5	22.7%
570	Madison County Schools	172	6	2	33.3%	1	16.7%	3	50.0%	0	0.0%
580	Martin County Schools	224	16	5	31.3%	0	0.0%	11	68.8%	0	0.0%
590	McDowell County Schools	426	28	13	46.4%	0	0.0%	15	53.6%	0	0.0%
600	Charlotte-Mecklenburg Schools	9070	743	567	76.3%	42	5.7%	115	15.5%	19	2.6%
610	Mitchell County Schools	137	4	2	50.0%	0	0.0%	2	50.0%	0	0.0%
620	Montgomery County Schools	262	18	11	61.1%	1	5.6%	6	33.3%	0	0.0%
630	Moore County Schools	809	73	42	57.5%	6	8.2%	25	34.3%	0	0.0%

640	Nash-Rocky Mount Schools	899	60	25	41.7%	9	15.0%	19	31.7%	7	11.7%
650	New Hanover County Schools	1671	104	62	59.6%	13	12.5%	17	16.4%	12	11.5%
660	Northampton County Schools	119	26	15	57.7%	0	0.0%	7	26.9%	4	15.4%
670	Onslow County Schools	1640	195	104	53.3%	5	2.6%	73	37.4%	13	6.7%
680	Orange County Schools	534	46	23	50.0%	8	17.4%	15	32.6%	0	0.0%
681	Chapel Hill-Carrboro City Schools	903	79	56	70.9%	1	1.3%	12	15.2%	10	12.7%
690	Pamlico County Schools	103	17	7	41.2%	5	29.4%	5	29.4%	0	0.0%
700	Elizabeth City-Pasquotank Public Schools	357	44	29	65.9%	2	4.6%	9	20.5%	4	9.1%
710	Pender County Schools	588	35	23	65.7%	1	2.9%	10	28.6%	1	2.9%
720	Perquimans County Schools	119	9	5	55.6%	1	11.1%	3	33.3%	0	0.0%
730	Person County Schools	284	22	10	45.5%	7	31.8%	4	18.2%	1	4.6%
740	Pitt County Schools	1578	109	67	61.5%	2	1.8%	34	31.2%	6	5.5%
750	Polk County Schools	183	18	3	16.7%	1	5.6%	14	77.8%	0	0.0%
760	Randolph County School System	1039	68	38	55.9%	5	7.4%	22	32.4%	3	4.4%
761	Asheboro City Schools	325	12	11	91.7%	0	0.0%	1	8.3%	0	0.0%
770	Richmond County Schools	464	38	27	71.1%	0	0.0%	8	21.1%	3	7.9%
780	Public Schools of Robeson County	1444	110	28	25.5%	13	11.8%	38	34.6%	31	28.2%
790	Rockingham County Schools	732	55	31	56.4%	4	7.3%	16	29.1%	4	7.3%
800	Rowan-Salisbury Schools	1255	84	49	58.3%	0	0.0%	26	31.0%	9	10.7%

810	Rutherford County Schools	537	36	23	63.9%	4	11.1%	6	16.7%	3	8.3%
820	Sampson County Schools	527	25	13	52.0%	3	12.0%	8	32.0%	1	4.0%
821	Clinton City Schools	205	12	6	50.0%	1	8.3%	5	41.7%	0	0.0%
830	Scotland County Schools	423	29	20	69.0%	2	6.9%	5	17.2%	2	6.9%
840	Stanly County Schools	554	39	18	46.2%	2	5.1%	15	38.5%	4	10.3%
850	Stokes County Schools	421	25	16	64.0%	4	16.0%	5	20.0%	0	0.0%
860	Surry County Schools	522	18	5	27.8%	0	0.0%	10	55.6%	3	16.7%
861	Elkin City Schools	84	4	1	25.0%	0	0.0%	2	50.0%	1	25.0%
862	Mount Airy City Schools	113	7	0	0.0%	2	28.6%	5	71.4%	0	0.0%
870	Swain County Schools	137	10	4	40.0%	0	0.0%	5	50.0%	1	10.0%
880	Transylvania County Schools	268	17	9	52.9%	6	35.3%	1	5.9%	1	5.9%
890	Tyrrell County Schools	55	6	4	66.7%	2	33.3%	0	0.0%	0	0.0%
900	Union County Public Schools	2555	171	90	52.6%	9	5.3%	58	33.9%	14	8.2%
910	Vance County Schools	388	41	18	43.9%	5	12.2%	10	24.4%	8	19.5%
920	Wake County Schools	10449	764	482	63.1%	115	15.1%	126	16.5%	41	5.4%
930	Warren County Schools	151	20	4	20.0%	3	15.0%	10	50.0%	3	15.0%
940	Washington County Schools	105	16	3	18.8%	1	6.3%	8	50.0%	4	25.0%
950	Watauga County Schools	377	22	13	59.1%	2	9.1%	4	18.2%	3	13.6%
960	Wayne County Public Schools	1240	84	40	47.6%	7	8.3%	29	34.5%	8	9.5%
970	Wilkes County Schools	600	33	20	60.6%	1	3.0%	10	30.3%	2	6.1%

980	Wilson County Schools	696	57	32	56.1%	3	5.3%	16	28.1%	6	10.5%
990	Yadkin County Schools	364	19	13	68.4%	0	0.0%	5	26.3%	1	5.3%
995	Yancey County Schools	154	8	2	25.0%	1	12.5%	5	62.5%	0	0.0%
	State Totals/Averages	94,394	7,111	4,194	52.2%	537	6.5%	1,836	33.4%	544	7.8%

**Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs  
2019-2020**

**LEA Name**

LEA Name	Total Number of Teachers	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Alamance-Burlington Schools	1511	110	7.3%	107	7.1%	217	14.4%	77	35.5%
Alexander County Schools	316	18	5.7%	13	4.1%	31	9.8%	16	51.6%
Alleghany County Schools	113	6	5.3%	4	3.5%	10	8.8%	3	30.0%
Anson County Schools	218	24	11.0%	8	3.7%	32	14.7%	12	37.5%
Ashe County Schools	227	11	4.8%	5	2.2%	16	7.0%	9	56.3%
Avery County Schools	154	12	7.8%	8	5.2%	20	13.0%	4	20.0%
Beaufort County Schools	455	43	9.5%	28	6.2%	71	15.6%	19	26.8%
Bertie County Schools	139	16	11.5%	15	10.8%	31	22.3%	4	12.9%
Bladen County Schools	277	22	7.9%	14	5.1%	36	13.0%	12	33.3%
Brunswick County Schools	822	65	7.9%	37	4.5%	102	12.4%	36	35.3%
Buncombe County Schools	1645	114	6.9%	51	3.1%	165	10.0%	42	25.5%
Asheville City Schools	354	41	11.6%	21	5.9%	62	17.5%	23	37.1%

Burke County Schools	764	47	6.2%	20	2.6%	67	8.8%	34	50.7%
Cabarrus County Schools	1994	128	6.4%	117	5.9%	245	12.3%	97	39.6%
Kannapolis City Schools	361	21	5.8%	42	11.6%	63	17.5%	19	0.0%
Caldwell County Schools	810	53	6.5%	25	3.1%	78	9.6%	19	24.4%
Camden County Schools	129	9	7.0%	2	1.6%	11	8.5%	7	63.6%
Carteret County Public Schools	614	40	6.5%	17	2.8%	57	9.3%	24	0.0%
Caswell County Schools	175	20	11.4%	13	7.4%	33	18.9%	6	18.2%
Catawba County Schools	982	57	5.8%	34	3.5%	91	9.3%	47	51.6%
Hickory City Schools	275	19	6.9%	29	10.5%	48	17.5%	22	45.8%
Newton Conover City Schools	194	9	4.6%	26	13.4%	35	18.0%	14	40.0%
Chatham County Schools	645	58	9.0%	38	5.9%	96	14.9%	42	43.8%
Cherokee County Schools	272	13	4.8%	12	4.4%	25	9.2%	4	16.0%
Edenton-Chowan Schools	135	6	4.4%	12	8.9%	18	13.3%	7	38.9%
Clay County Schools	98	10	10.2%	4	4.1%	14	14.3%	4	28.6%
Cleveland County Schools	980	38	3.9%	33	3.4%	71	7.2%	21	29.6%
Columbus County Schools	382	32	8.4%	14	3.7%	46	12.0%	7	15.2%
Whiteville City Schools	160	14	8.7%	9	5.6%	23	14.4%	7	30.4%
Craven County Schools	871	93	10.7%	58	6.7%	151	17.3%	23	15.2%
Cumberland County Schools	3418	348	10.2%	137	4.0%	485	14.2%	92	19.0%
Currituck County Schools	271	23	8.5%	15	5.5%	38	14.0%	10	26.3%
Dare County Schools	402	31	7.7%	8	2.0%	39	9.7%	22	56.4%
Davidson County Schools	1187	59	5.0%	44	3.7%	103	8.7%	51	49.5%

Lexington City Schools	220	24	10.9%	25	11.4%	49	22.3%	12	24.5%
Thomasville City Schools	161	11	6.8%	15	9.3%	26	16.1%	11	42.3%
Innovative School District	13	3	23.1%	2	15.4%	5	38.5%	3	60.0%
Davie County Schools	420	21	5.0%	16	3.8%	37	8.8%	12	32.4%
Duplin County Schools	602	41	6.8%	19	3.2%	60	10.0%	11	18.3%
Durham Public Schools	2422	182	7.5%	190	7.8%	372	15.4%	124	33.3%
Edgecombe County Public Schools	399	36	9.0%	33	8.3%	69	17.3%	17	24.6%
Winston Salem / Forsyth County Schools	3767	295	7.8%	202	5.4%	497	13.2%	148	29.8%
Franklin County Schools	526	35	6.7%	51	9.7%	86	16.3%	37	0.0%
Gaston County Schools	1994	149	7.5%	107	5.4%	256	12.8%	45	17.6%
Gates County Schools	130	9	6.9%	4	3.1%	13	10.0%	8	61.5%
Graham County Schools	91	4	4.4%	1	1.1%	5	5.5%	1	20.0%
Granville County Schools	468	42	9.0%	49	10.5%	91	19.4%	28	30.8%
Greene County Schools	205	19	9.3%	14	6.8%	33	16.1%	11	33.3%
Guilford County Schools	4735	385	8.1%	302	6.4%	687	14.5%	171	24.9%
Halifax County Schools	190	17	8.9%	32	16.8%	49	25.8%	5	10.2%
Roanoke Rapids City Schools	182	8	4.4%	7	3.8%	15	8.2%	4	26.7%
Weldon City Schools	63	10	15.9%	10	15.9%	20	31.7%	5	25.0%
Harnett County Schools	1305	130	10.0%	87	6.7%	217	16.6%	37	17.1%
Haywood County Schools	497	29	5.8%	20	4.0%	49	9.9%	19	38.8%
Henderson County Schools	899	48	5.3%	28	3.1%	76	8.5%	14	18.4%
Hertford County Schools	192	22	11.5%	12	6.3%	34	17.7%	5	14.7%
Hoke County Schools	583	61	10.5%	66	11.3%	127	21.8%	38	29.9%

Hyde County Schools	59	8	13.6%	3	5.1%	11	18.6%	2	18.2%
Iredell-Statesville Schools	1220	79	6.5%	54	4.4%	133	10.9%	56	0.0%
Mooresville Graded School District	387	28	7.2%	21	5.4%	49	12.7%	21	42.9%
Jackson County Public Schools	257	16	6.2%	9	3.5%	25	9.7%	7	28.0%
Johnston County Public Schools	2408	130	5.4%	95	3.9%	225	9.3%	73	32.4%
Jones County Schools	90	9	10.0%	3	3.3%	12	13.3%	2	16.7%
Lee County Schools	673	64	9.5%	58	8.6%	122	18.1%	41	33.6%
Lenoir County Public Schools	558	47	8.4%	40	7.2%	87	15.6%	23	26.4%
Lincoln County Schools	744	34	4.6%	24	3.2%	58	7.8%	26	44.8%
Macon County Schools	322	22	6.8%	5	1.6%	27	8.4%	6	22.2%
Madison County Schools	172	6	3.5%	5	2.9%	11	6.4%	6	54.5%
Martin County Schools	224	16	7.1%	17	7.6%	33	14.7%	8	0.0%
McDowell County Schools	426	28	6.6%	12	2.8%	40	9.4%	13	32.5%
Charlotte-Mecklenburg Schools	9070	742	8.2%	304	3.4%	1046	11.5%	258	24.7%
Mitchell County Schools	137	4	2.9%	2	1.5%	6	4.4%	3	50.0%
Montgomery County Schools	262	18	6.9%	22	8.4%	40	15.3%	15	37.5%
Moore County Schools	809	73	9.0%	34	4.2%	107	13.2%	36	33.6%
Nash-Rocky Mount Schools	899	60	6.7%	62	6.9%	122	13.6%	44	36.1%
New Hanover County Schools	1671	103	6.2%	45	2.7%	148	8.9%	58	39.2%
Northampton County Schools	119	26	21.8%	10	8.4%	36	30.3%	9	25.0%
Onslow County Schools	1640	195	11.9%	52	3.2%	247	15.1%	43	17.4%
Orange County Schools	534	46	8.6%	56	10.5%	102	19.1%	48	47.1%

Chapel Hill-Carrboro City Schools	903	79	8.7%	43	4.8%	122	13.5%	58	47.5%
Pamlico County Schools	103	17	16.5%	4	3.9%	21	20.4%	6	28.6%
Elizabeth City-Pasquotank Public Schools	357	44	12.3%	31	8.7%	75	21.0%	13	17.3%
Pender County Schools	588	35	6.0%	41	7.0%	76	12.9%	30	39.5%
Perquimans County Schools	119	9	7.6%	11	9.2%	20	16.8%	9	0.0%
Person County Schools	284	22	7.7%	24	8.5%	46	16.2%	7	15.2%
Pitt County Schools	1578	109	6.9%	93	5.9%	202	12.8%	51	25.2%
Polk County Schools	183	18	9.8%	3	1.6%	21	11.5%	4	19.0%
Randolph County School System	1039	68	6.5%	70	6.7%	138	13.3%	30	21.7%
Asheboro City Schools	325	12	3.7%	26	8.0%	38	11.7%	26	68.4%
Richmond County Schools	464	37	8.0%	29	6.3%	66	14.2%	10	15.2%
Public Schools of Robeson County	1444	110	7.6%	85	5.9%	195	13.5%	14	7.2%
Rockingham County Schools	732	55	7.5%	34	4.6%	89	12.2%	33	37.1%
Rowan-Salisbury Schools	1255	84	6.7%	92	7.3%	176	14.0%	51	29.0%
Rutherford County Schools	537	36	6.7%	13	2.4%	49	9.1%	5	10.2%
Sampson County Schools	527	25	4.7%	22	4.2%	47	8.9%	14	29.8%
Clinton City Schools	205	12	5.9%	10	4.9%	22	10.7%	10	45.5%
Scotland County Schools	423	29	6.9%	28	6.6%	57	13.5%	20	35.1%
Stanly County Schools	554	39	7.0%	20	3.6%	59	10.6%	27	45.8%
Stokes County Schools	421	25	5.9%	20	4.8%	45	10.7%	16	35.6%
Surry County Schools	522	18	3.4%	15	2.9%	33	6.3%	8	24.2%
Elkin City Schools	84	4	4.8%	2	2.4%	6	7.1%	3	50.0%

Mount Airy City Schools	113	7	6.2%	3	2.7%	10	8.8%	7	0.0%
Swain County Schools	137	10	7.3%	6	4.4%	16	11.7%	3	18.8%
Transylvania County Schools	268	17	6.3%	5	1.9%	22	8.2%	10	45.5%
Tyrrell County Schools	55	6	10.9%	8	14.5%	14	25.5%	8	57.1%
Union County Public Schools	2555	171	6.7%	113	4.4%	284	11.1%	62	21.8%
Vance County Schools	388	41	10.6%	44	11.3%	85	21.9%	10	11.8%
Wake County Schools	10449	764	7.3%	303	2.9%	1067	10.2%	369	34.6%
Warren County Schools	151	20	13.2%	21	13.9%	41	27.2%	8	19.5%
Washington County Schools	105	16	15.2%	17	16.2%	33	31.4%	1	3.0%
Watauga County Schools	377	22	5.8%	13	3.4%	35	9.3%	14	0.0%
Wayne County Public Schools	1240	84	6.8%	55	4.4%	139	11.2%	31	22.3%
Wilkes County Schools	600	33	5.5%	25	4.2%	58	9.7%	16	27.6%
Wilson County Schools	696	57	8.2%	65	9.3%	122	17.5%	31	25.4%
Yadkin County Schools	364	19	5.2%	17	4.7%	36	9.9%	13	36.1%
Yancey County Schools	154	8	5.2%	6	3.9%	14	9.1%	7	50.0%

**Appendix D : Teacher Vacancy Data for LEAs  
2019-2020**

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1st Day	Positions Vacant 40th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
10	Alamance-Burlington Schools	1541.2	71	19.5	1.3%	0	2	0.5
20	Alexander County Schools	312	6	7	2.2%	0	0	0.5
30	Alleghany County Schools	124	0	0	0.0%	0	0	0
60	Avery County Schools	154.4	1	0	0.0%	0	0	0
70	Beaufort County Schools	446	8.5	5	1.1%	0	2	0
80	Bertie County Schools	140	9	7	5.0%	0	0	0
90	Bladen County Schools	277.3	12	15	5.4%	2	0.5	1.5
100	Brunswick County Schools	838	12	18	2.1%	1	5	1
111	Asheville City Schools	413.2	4	3	0.7%	0	0	0
120	Burke County Schools	851.8	2	4	0.5%	1	1	0
130	Cabarrus	2086	36	45	2.2%	5	6	0
132	Kannapolis City Schools	375	5	2	0.5%	0	0	0
140	Caldwell County Schools	769	5	4	0.5%	0	0	0
150	Camden County Schools	135	0	0	0.0%	0	0	0
160	Carteret County Schools	597	8	10	1.7%	1	3	0
170	Caswell County Schools	192	3	2	1.0%	0	0	0
180	Catawba County Schools	859.4	23	9	1.0%	1	1	1
181	Hickory City Schools	272	0	3	1.1%	0	0	0
182	Newton-Conover City Schools	188	5	4	2.1%	0	0	0
230	Cleveland County	983	9	11	1.1%	2	0	0
240	Columbus County Schools	358.2	6	10.4	2.9%	2.7	0.7	0
250	Craven County Schools	652	903	24.5	3.8%	0	42	0
260	Cumberland County Schools	3707.6	53	35	0.9%	13	1	2
270	Currituck County Schools	284	8	6	2.1%	1	1	0

280	Dare County Schools	404	3	5.5	1.4%	1	1	0
290	Davidson County	1424.4	41.9	44.5	3.1%	10	4	1
291	Lexington City Schools	214	6	8	3.7%	2	0	0
292	Thomasville City Schools	0	3	3	0.0%	0	0	0
310	Duplin County Schools	601.6	15	13	2.2%	3	0	0
330	Edgecombe County Public Schools	393	42.2	14	3.6%	2	3	0
350	Franklin County Schools	612.6	14	14	2.3%	2	1	0
360	Gaston County Schools	1967.3	103	34	1.7%	1	2	0
380	Graham County Schools	103	0	0	0.0%	0	0	0
400	Greene County Schools	129.4	9	9	7.0%	1	0	0
420	Halifax County Schools	161.2	13	14	8.7%	2	3	0
421	Roanoke Rapids City Schools	192	8	7	3.6%	1	0	0
430	Harnett County Schools	1548	39	33	2.1%	6	4	1
440	Haywood County Schools	481.7	9	10.5	2.2%	4	1	0
450	Henderson County Schools	1076.3	0	1	0.1%	0	0	0
470	Hoke County Schools	497	18	15	3.0%	2	0	2
480	Hyde County Schools	56	2	2	3.6%	0	0	0
490	Iredell-Statesville Schools	1266	4	5	0.4%	1	1	0
491	Mooresville Graded School District	387.1	6	3	0.8%	1	0	0
500	Jackson County	257	1	0	0.0%	0	0	0
530	Lee County Schools	853	20	42	4.9%	4	2	1
550	Lincoln County Schools	747	8	7	0.9%	1	1	0
560	Macon County Schools	365	6	6	1.6%	0	0	0
600	Charlotte Mecklenburg Schools	9258	45.6	19.5	0.2%	2	2.5	0
610	Mitchell County Schools	137.3	0	1	0.7%	0	1	0
620	Montgomery County Schools	254	6	4	1.6%	0	0	0
630	Moore County Schools	840.9	31.6	26.6	3.2%	0	3	0
640	Nash County Public Schools	981.2	19	28	2.9%	10	1	2
650	NEW HANOVER COUNTY SCHOOLS	1733.2	25	38	2.2%	4	5	1
660	Northampton County Schools	103.3	40	12	11.6%	7	1	0
670	Onslow	1613.5	13	12	0.7%	0	2	0

680	Orange County Schools	620.9	14.9	14.9	2.4%	2	2	0
681	Chapel Hill-Carrboro City Schools	944.9	52	40	4.2%	4	1	1
690	Pamlico County Schools	99	2	3	3.0%	1	1	0
700	Elizabeth City-Pasquotank Public School	362	35	25	6.9%	9	2	3
710	Pender County Schools	603	0	0	0.0%	5	4	0
720	Perquimans County Schools	127.5	2	2	1.6%	0	0	0
740	Pitt County Schools	1666	33	31	1.9%	2	4	1
760	Randolph County School System	1000	15	51	5.1%	19	1	0
761	Asheboro City Schools	315.9	1	2	0.6%	2	0	0
770	Richmond County Schools	455	22	23	5.1%	4	1	3
780	Public Schools of Robeson County	1214.7	26	17	1.4%	4	0	1
790	Rockingham County Schools	784.4	13	9	1.1%	2	0	0
810	Rutherford County Schools	499	7	7	1.4%	0	1	0
820	Sampson	524.2	14	14	2.7%	1	0	1
821	Clinton City Schools	201	2	3	1.5%	1	0	0
840	Stanly County Schools	672	10	16	2.4%	1	1	1
850	Stokes County Schools	427.2	5	8	1.9%	0	0	0
860	Surry County Schools	0	0	0	0.0%	0	0	0
861	Elkin City Schools	87	2	1	1.1%	0	0	0
870	Swain County	148	0	1	0.7%	1	0	0
880	Transylvania County Schools	273	2	0	0.0%	0	0	0
890	Tyrell County Schools	0	0	0	0.0%	0	0	0
900	Union County Public Schools	1777	27	25.5	1.4%	4	3	0
920	Wake County Schools	10638.9	189.7	133.4	1.3%	21.8	6	0
940	Washington County School	87.8	6	5	5.7%	0	0	0
950	Watauga County Schools	383.5	1	3	0.8%	1	0	0
970	Wilkes County Schools	626	0	0	0.0%	0	0	0
980	Wilson County	690	8	8	1.2%	5	0	0
990	Yadkin County Schools	345.7	1	3	0.9%	0	0	0
995	Yancey County Schools	152	3	4	2.6%	0	1	2

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
10	Alamance-Burlington Schools	2	0.5	1	1.5	0	0
20	Alexander County Schools	0	0	0	0	0	0
30	Alleghany County Schools	0	0	0	0	0	0
60	Avery County Schools	0	0	0	0	0	0
70	Beaufort County Schools	0	0	0	1	0	0
80	Bertie County Schools	0	1	1	0	1	0
90	Bladen County Schools	0	0	1	0	3	0.5
100	Brunswick County Schools	1	1	0	0	0	0
111	Asheville City Schools	0	0	0	0	0	0
120	Burke County Schools	1	0	0	0	0	0
130	Cabarrus	1	0.5	2.5	0.5	3.5	4
132	Kannapolis City Schools	0	0	0	0	0	0
140	Caldwell County Schools	0	1	0	0	0	0
150	Camden County Schools	0	0	0	0	0	0
160	Carteret County Schools	0	0	2	1	0	0
170	Caswell County Schools	0	0	0	0	0	0
180	Catawba County Schools	1	0	1	0	0	1
181	Hickory City Schools	1	0	0	1	0	0
182	Newton-Conover City Schools	0	0	1	0	0	0
230	Cleveland County	0	2	0	1	0	0

240	Columbus County Schools	0	0	1.17	0	1	0
250	Craven County Schools	2	0	0	4	1	0
260	Cumberland County Schools	2	1	3	2	1	0
270	Currituck County Schools	0	0	0	1	0	0
280	Dare County Schools	0	1	0	0	0	0
290	Davidson County	0	2.5	0	0.5	0	0
291	Lexington City Schools	0	0	0	0	0	0
292	Thomasville City Schools	0	0	0	0	0	0
310	Duplin County Schools	0	2	1	2	1	0
330	Edgecombe County Public Schools	0	0	0	0	1	0
350	Franklin County Schools	1	0	2	1	0	0
360	Gaston County Schools	1	1	1.5	2	0.5	0
380	Graham County Schools	0	0	0	0	0	0
400	Greene County Schools	2	0	2	1	1	0
420	Halifax County Schools	1	0	2	2	1	0
421	Roanoke Rapids City Schools	0	0	0	0	0	0
430	Harnett County Schools	0	2	3	0	1	0
440	Haywood County Schools	1	0	1	0	0	0.5
450	Henderson County Schools	0	0	0	0	0	0
470	Hoke County Schools	0	0	0	0	1	0

480	Hyde County Schools	0	0	0	1	0	0
490	Iredell-Statesville Schools	0	1	0	0	0	0
491	Mooresville Graded School District	0	0	1	0	0	0
500	Jackson County	0	0	0	0	0	0
530	Lee County Schools	1	2	2.5	1	2.5	1
550	Lincoln County Schools	1	0	0	0	0	0
560	Macon County Schools	0	0	0	0	0	0
600	Charlotte Mecklenburg Schools	3	0	2	0	0	0
610	Mitchell County Schools	0	0	0	0	0	0
620	Montgomery County Schools	0	0	0	0	0	0
630	Moore County Schools	1	1	1.5	0	0.5	0
640	Nash County Public Schools	0	0	0	0	0	0
650	NEW HANOVER COUNTY SCHOOLS	2	1	0	0	1	0
660	Northampton County Schools	0	1	1	1	0	0
670	Onslow	0	0.5	1	0	0.5	1
680	Orange County Schools	1	1	0	1	2	0
681	Chapel Hill-Carrboro City Schools	2	3	2	1	0	1
690	Pamlico County Schools	0	0	0	0	0	0
700	Elizabeth City-Pasquotank Public School	1	0	0	0	0	0

710	Pender County Schools	0	0	0	0	0	0
720	Perquimans County Schools	1	0	0	0	0	0
740	Pitt County Schools	2	0	2	3	1	1
760	Randolph County School System	2	1	2.5	0	1.5	2
761	Asheboro City Schools	0	0	0	0	0	0
770	Richmond County Schools	1	0	0	1	2	0
780	Public Schools of Robeson County	1	1	3	0	1	2
790	Rockingham County Schools	0	1	0	0	0	0
810	Rutherford County Schools	2	0	0	0	1	0
820	Sampson	1	0	0	3	0	0
821	Clinton City Schools	0	0	1	0	0	0
840	Stanly County Schools	1	0	2	1	1	0
850	Stokes County Schools	1	0	0	0	0	0
860	Surry County Schools	1	0	0	0	0	1
861	Elkin City Schools	0	0	0	0	0	0
870	Swain County	0	0	0	0	0	0
880	Transylvania County Schools	0	0	0	0	0	0
890	Tyrell County Schools	0	0	0	0	0	0
900	Union County Public Schools	2.5	0	0	0	0	0
920	Wake County Schools	11	0.5	3	0	1	1
940	Washington County School	0	0	0	0	1	0
950	Watauga County Schools	0	0	0	0	0	0

970	Wilkes County Schools	0	0	0	0	0	0
980	Wilson County	0	0	0	0	1	0
990	Yadkin County Schools	0	0	0	0	0	0
995	Yancey County Schools	0	0	0	0	0	1

Draft: Subject to Revision

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
10	Alamance-Burlington Schools	1	0	0	1	2	0	1	0
20	Alexander County Schools	1	1	0	0	0	0	0	0
30	Alleghany County Schools	0	0	0	0	0	0	0	0
60	Avery County Schools	0	0	0	0	0	0	0	0
70	Beaufort County Schools	0	0	0	0	1	0	0	0
80	Bertie County Schools	1	0	0	1	0	0	0	0
90	Bladen County Schools	0.5	0	0	0	0	0	0	0
100	Brunswick County Schools	0	2	1	1	0	0	0	0
111	Asheville City Schools	0	0	0	0	0	0	0	0
120	Burke County Schools	1	0	1	0	0	0	0	0
130	Cabarrus	2	1	2	4	2	0	0	0
132	Kannapolis City Schools	0	0	0	0	0	0	0	0
140	Caldwell County Schools	0	1	0	0	1	0	0	0
150	Camden County Schools	0	0	0	0	0	0	0	0
160	Carteret County Schools	1	0	0	1	0	0	0	0
170	Caswell County Schools	0	0	0	0	0	0	0	0
180	Catawba County Schools	0	0	0	0	0	0	0	0
181	Hickory City Schools	0	0	0	0	0	0	0	0
182	Newton-Conover City Schools	0	0	0	1	1	0	0	0
230	Cleveland County	2	0	0	0	0	0	0	0
240	Columbus County Schools	0	0	0	1	1	0	0	0
250	Craven County Schools	1	3	0	0	2	0	0	0
260	Cumberland County Schools	1	0	1	1	1	0	0	0
270	Currituck County Schools	0	1	0	1	0	0	0	0
280	Dare County Schools	0	0	0	0	0	0	0	0
290	Davidson County	2	1	1	1	1	0	0	0
291	Lexington City Schools	0	0	1	0	1	0	0	0
292	Thomasville City Schools	1	0	0	1	0	0	0	0
310	Duplin County Schools	0	1	0	0	0	0	0	0

330	Edgecombe County Public Schools	0	0	0	1	0	0	0	0
350	Franklin County Schools	0	0	0	0	0	0	0	0
360	Gaston County Schools	1	0	0	3	3	0	0	0
380	Graham County Schools	0	0	0	0	0	0	0	0
400	Greene County Schools	0	0	0	0	0	0	0	0
420	Halifax County Schools	0	0	0	0	0	0	0	0
421	Roanoke Rapids City Schools	2	0	0	0	0	0	0	0
430	Harnett County Schools	0	1	0	0	2	0	0	0
440	Haywood County Schools	1	0	0	0	0	0	0	0
450	Henderson County Schools	0	0	0	0	0	0	0	0
470	Hoke County Schools	1	2	0	1	0	0	0	0
480	Hyde County Schools	0	0	0	1	0	0	0	0
490	Iredell-Statesville Schools	1	0	0	0	0	0	0	0
491	Mooresville Graded School District	0	1	0	0	0	0	0	0
500	Jackson County	0	0	0	0	0	0	0	0
530	Lee County Schools	2	0	1	6	0	0	0	0
530	Lee County Schools	2	0	1	6	0	0	0	0
550	Lincoln County Schools	0	0	0	0	2	0	0	0
560	Macon County Schools	0	1	0	0	0	0	0	0
600	Charlotte Mecklenburg Schools	1	1	0	2	1.5	0	0	0
610	Mitchell County Schools	0	0	0	0	0	0	0	0
620	Montgomery County Schools	0	0	0	0	2	0	0	0
630	Moore County Schools	0	1.6	0	2	3	0	0	0
640	Nash County Public Schools	0	1	1	2	2	0	0	0
650	NEW HANOVER COUNTY SCHOOLS	1	0	0	2	2	0	0	0
660	Northampton County Schools	0	0	0	1	0	0	0	0
660	Northampton County Schools	0	0	0	1	0	0	0	0
670	Onslow	0	1	0	2	3	0	0	0
680	Orange County Schools	0	0	0	0	2	0	0	0
681	Chapel Hill-Carrboro City Schools	0	2	2	1	4	0	0	0

690	Pamlico County Schools	1	0	0	0	0	0	0	0
700	Elizabeth City-Pasquotank Public School	1	4	0	0	1	0	0	0
710	Pender County Schools	0	0	0	0	0	0	0	0
720	Perquimans County Schools	0	0	1	0	0	0	0	0
740	Pitt County Schools	1	1	0	3	3	0	0	0
760	Randolph County School System	0	0	0	2	2	0	0	0
761	Asheboro City Schools	0	0	0	0	0	0	0	0
770	Richmond County Schools	3	1	1	2	3	0	0	0
780	Public Schools of Robeson County	1	1	0	1	0	0	0	0
790	Rockingham County Schools	0	1	0	0	2	0	0	0
810	Rutherford County Schools	0	0	0	0	0	0	0	0
820	Sampson	0	1	0	1	1	0	0	0
821	Clinton City Schools	0	0	0	0	0	0	0	0
840	Stanly County Schools	2	1	0	2	0	0	0	0
850	Stokes County Schools	0	1	0	1	2	0	0	0
860	Surry County Schools	0	0	0	1	0	0	0	0
861	Elkin City Schools	0	0	0	0	0	0	0	0
870	Swain County	0	0	0	0	0	0	0	0
880	Transylvania County Schools	0	0	0	0	0	0	0	0
890	Tyrell County Schools	0	0	0	0	0	0	0	0
900	Union County Public Schools	0	1	0	0	2	0	0	0
920	Wake County Schools	1	2	0.5	2	7	0	0	0
940	Washington County School	0	0	0	0	1	0	0	0
950	Watauga County Schools	0	0	0	0	0	0	0	0
970	Wilkes County Schools	0	0	0	0	0	0	0	0
980	Wilson County	0	0	0	0	0	0	0	0
990	Yadkin County Schools	1	0	0	0	0	0	0	0
995	Yancey County Schools	0	0	0	0	0	0	0	0