

# Annual Report on the State of the Teaching Profession for 2021-2022

March 2023 State Board of Education Meeting

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Senior Director of Educator Preparation, Licensure  
and Performance





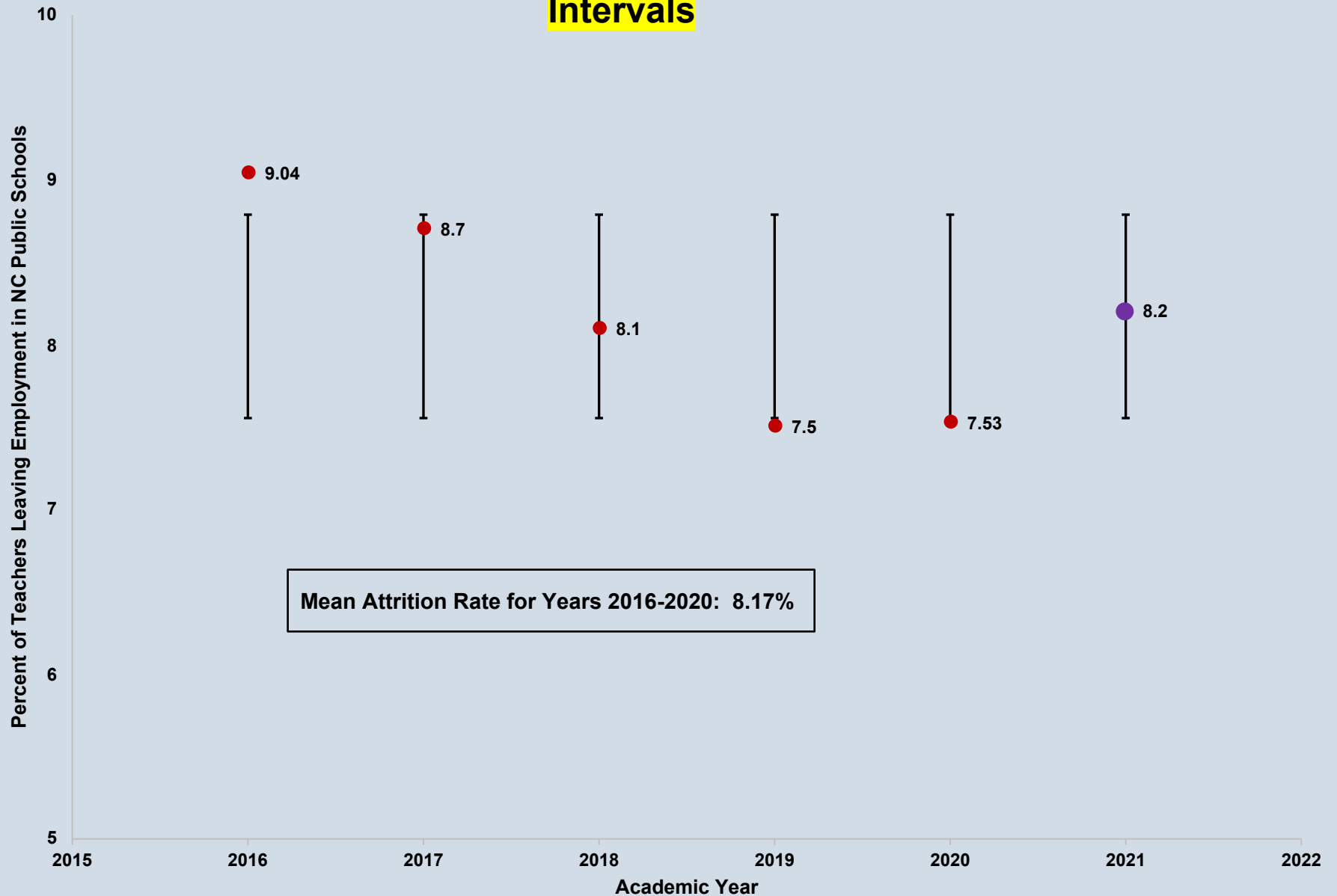
# **PUBLIC SCHOOLS OF NORTH CAROLINA**

State Board of Education | Department of Public Instruction

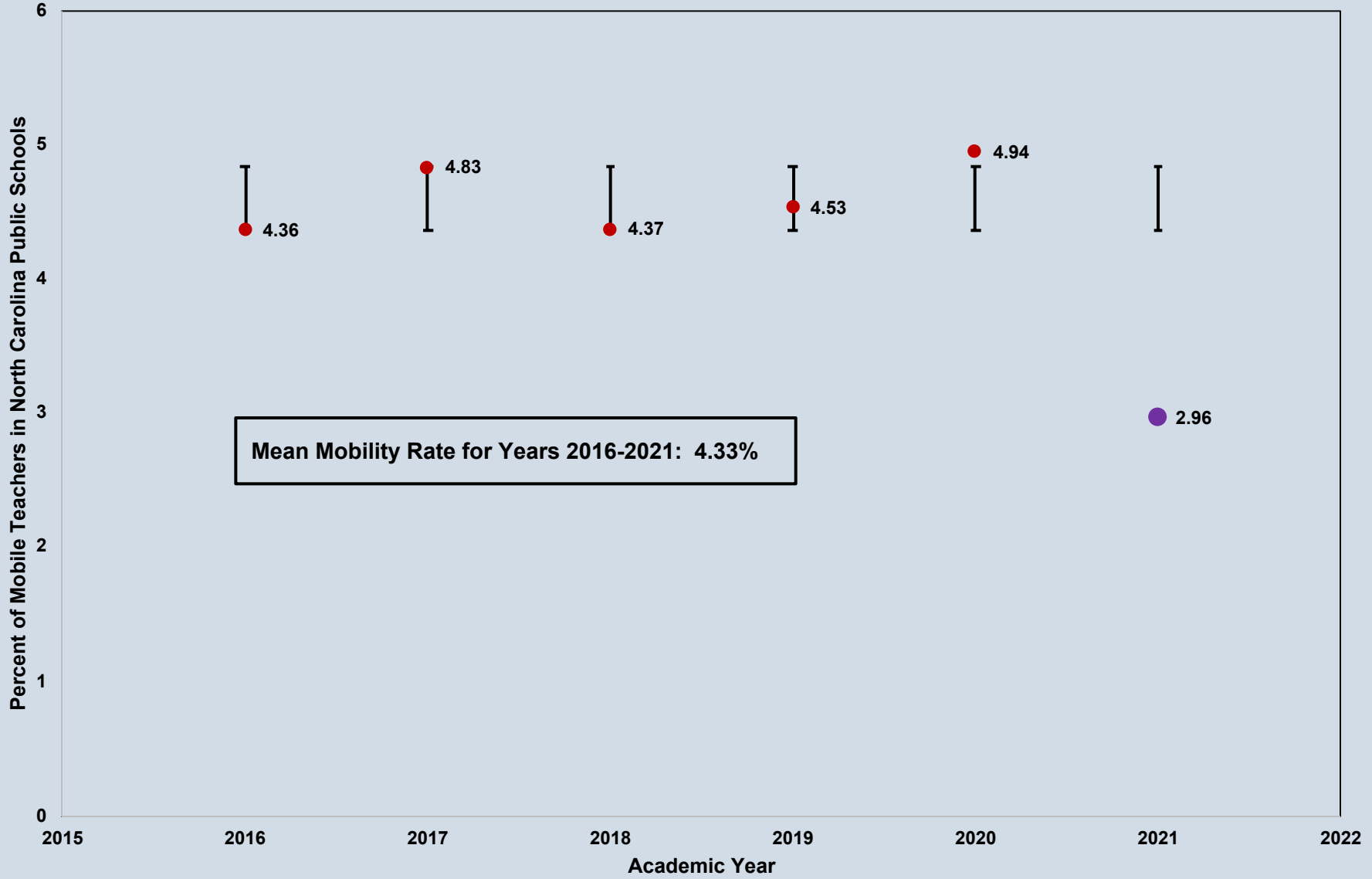
# Employment, Attrition, and Mobility

Reporting Year	Total Employees	Attrition		Mobility	
		N	%	N	%
2018-19	94,672	7,115	7.50	4,290	4.50
2019-20	94,410	7,111	7.53	4,662	4.94
2020-21	94,342	7,737	8.20	2,792	2.96
2021-22	93,832	7,298	7.78	3,108	3.31

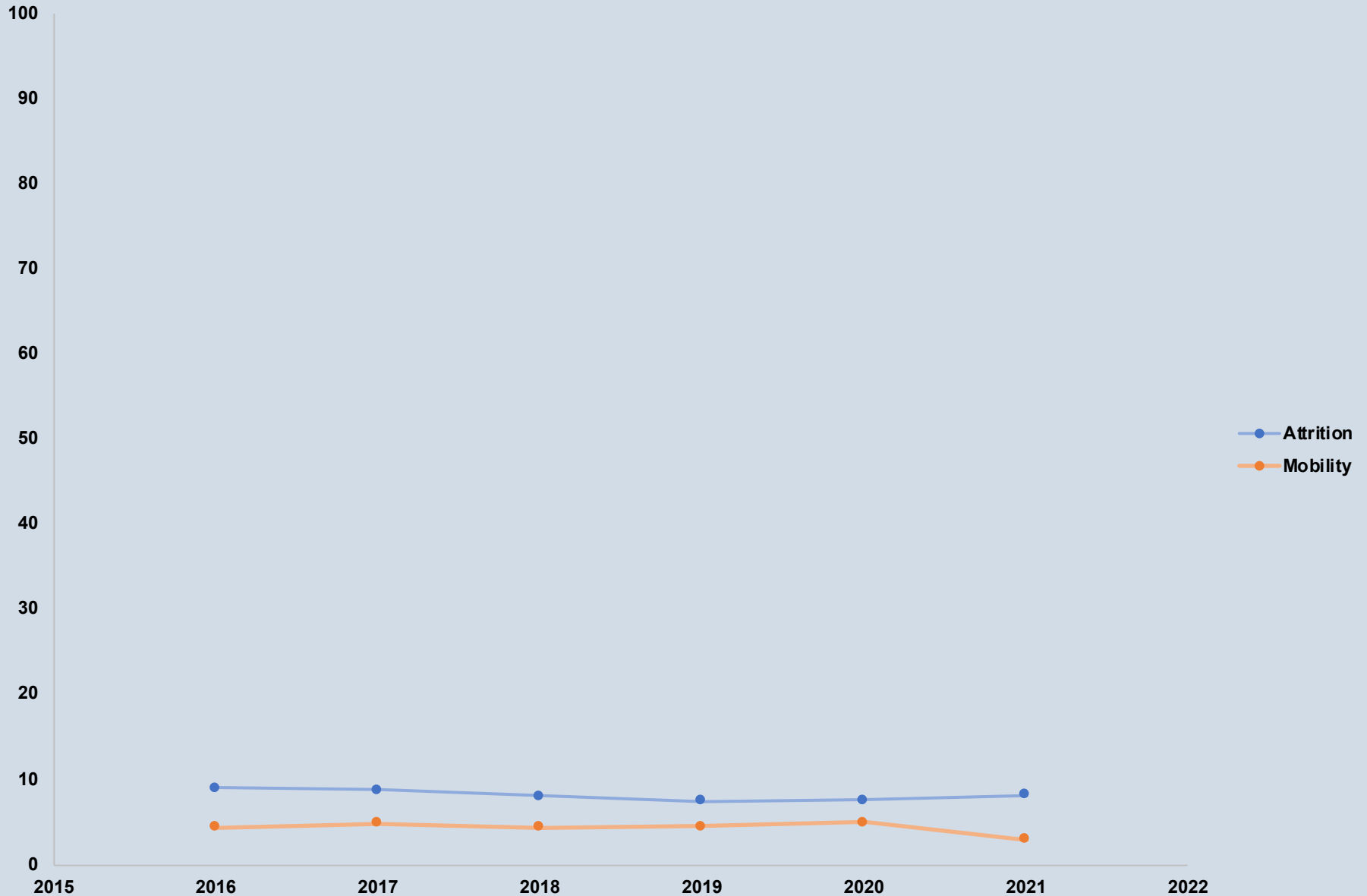
# Historical (2016-2021) NC Attrition Rates with 95% Confidence Intervals



# Historical (2016-2021) NC Mobility Rates with 95% Confidence Intervals

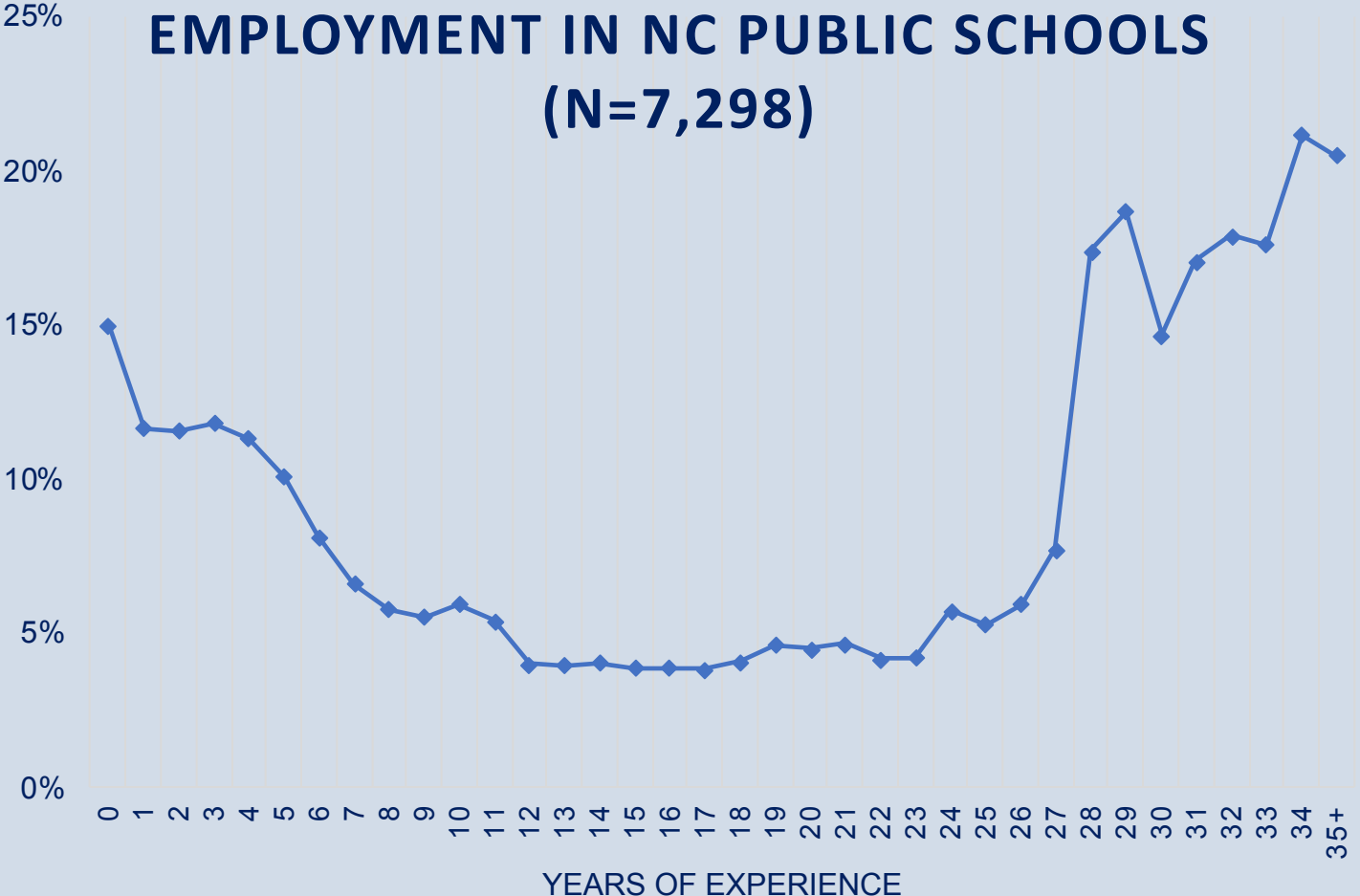


# Historical Attrition and Mobility Data (2016-2021) for North Carolina Public School Teachers



# Attrition by Years of Experience

## EXPERIENCE OF TEACHERS LEAVING EMPLOYMENT IN NC PUBLIC SCHOOLS (N=7,298)



# Attrition by Teacher Category

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



# Teacher Attrition by Reason Code

Reporting Year	Total Attrition	Personal Reasons		Initiated by LEA		Beyond Control of LEA		Other Reasons	
		N	%	N	%	N	%	N	%
2019-20	7,111	4,039	56.8	537	7.6	1,836	25.8	699	9.8
2020-21	7,735	3,449	44.6	459	5.9	1,856	24.0	1,973	25.5
2021-22	7,298	3,103	42.5	393	5.4	1,369	18.8	2,433	33.4

# 2021-2022

## Teacher Attrition by Region

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

# Vacancy Rates for NC Schools

- There were 94,083.81 teaching positions reported in NC LEAs for the 2021-2022 school year.
- Across the state, there were 5,540.36 (5.9%) instructional vacancies on the **1st day** of school.
  - In 2020-2021, there were 3,792.1 (4.1%) instructional vacancies on the **1st day** of school.
- Across the state, there were 5,091.46 (5.4%) instructional vacancies on the **40th day** of school.
  - In 2020-2021, there were 3,213.9 (3.4%) instructional vacancies on the **40th day** of school.



# Vacancies by Subject Area

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

# Questions and Comments

