

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

February 2023 State Board of Education Meeting

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Senior Director of Educator Preparation, Licensure
and Performance**





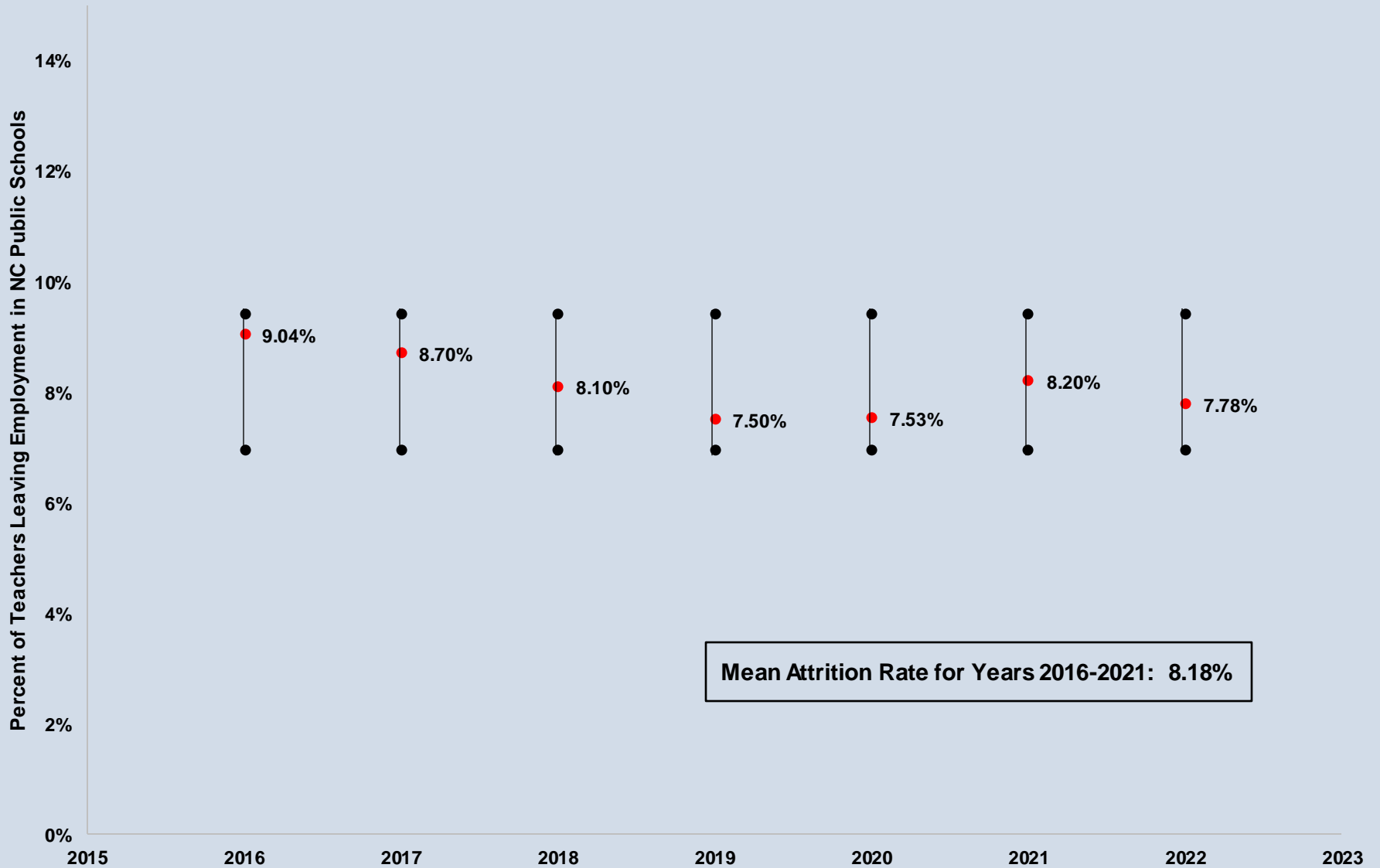
PUBLIC SCHOOLS OF NORTH CAROLINA

State Board of Education | Department of Public Instruction

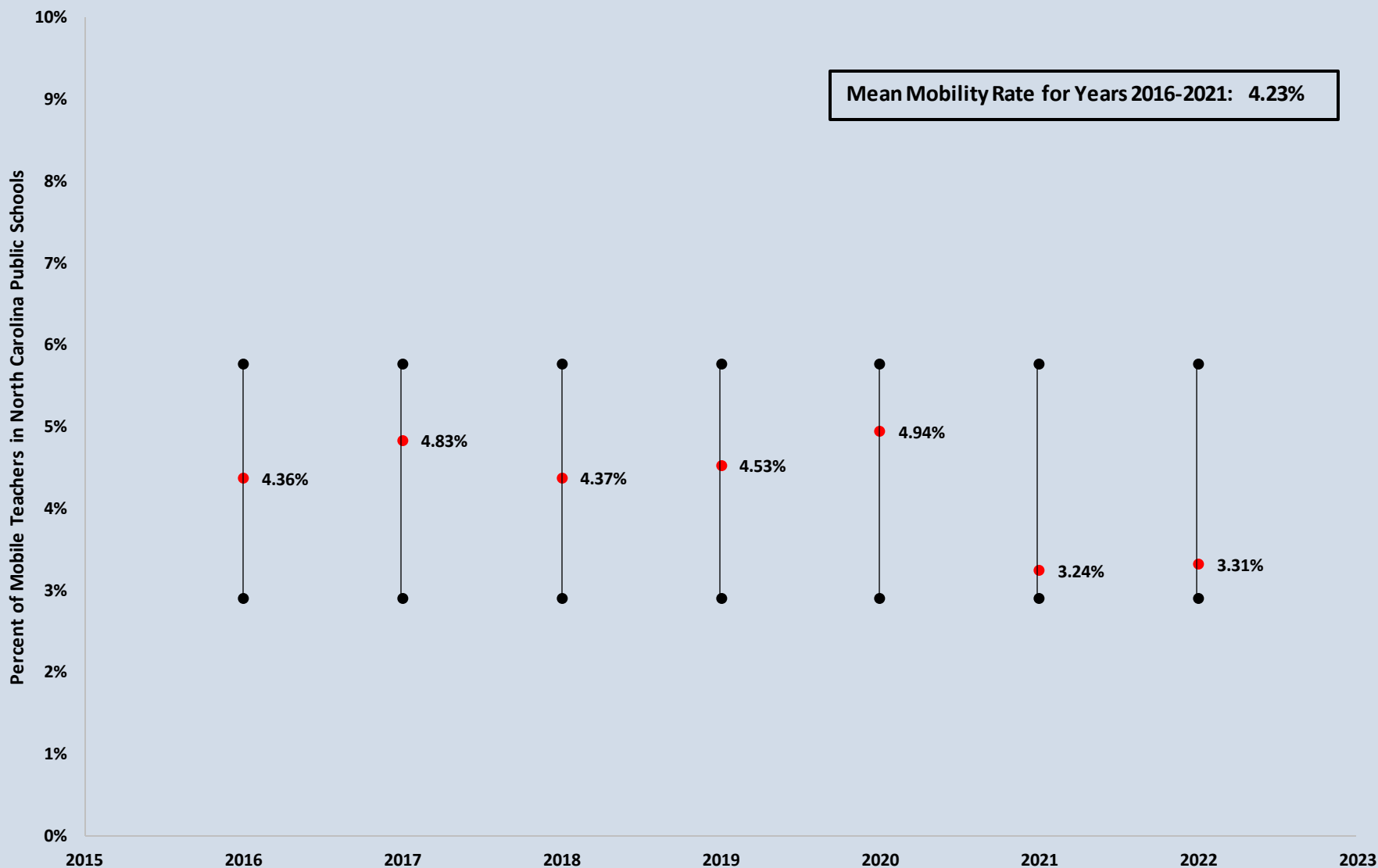
Employment, Attrition, and Mobility

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	7,736	8.20	3,059	3.24
2021-22	93,832	7,298	7.78	3,108	3.31

Historical (2016-2022) NC Attrition Rates with 95% Confidence Intervals

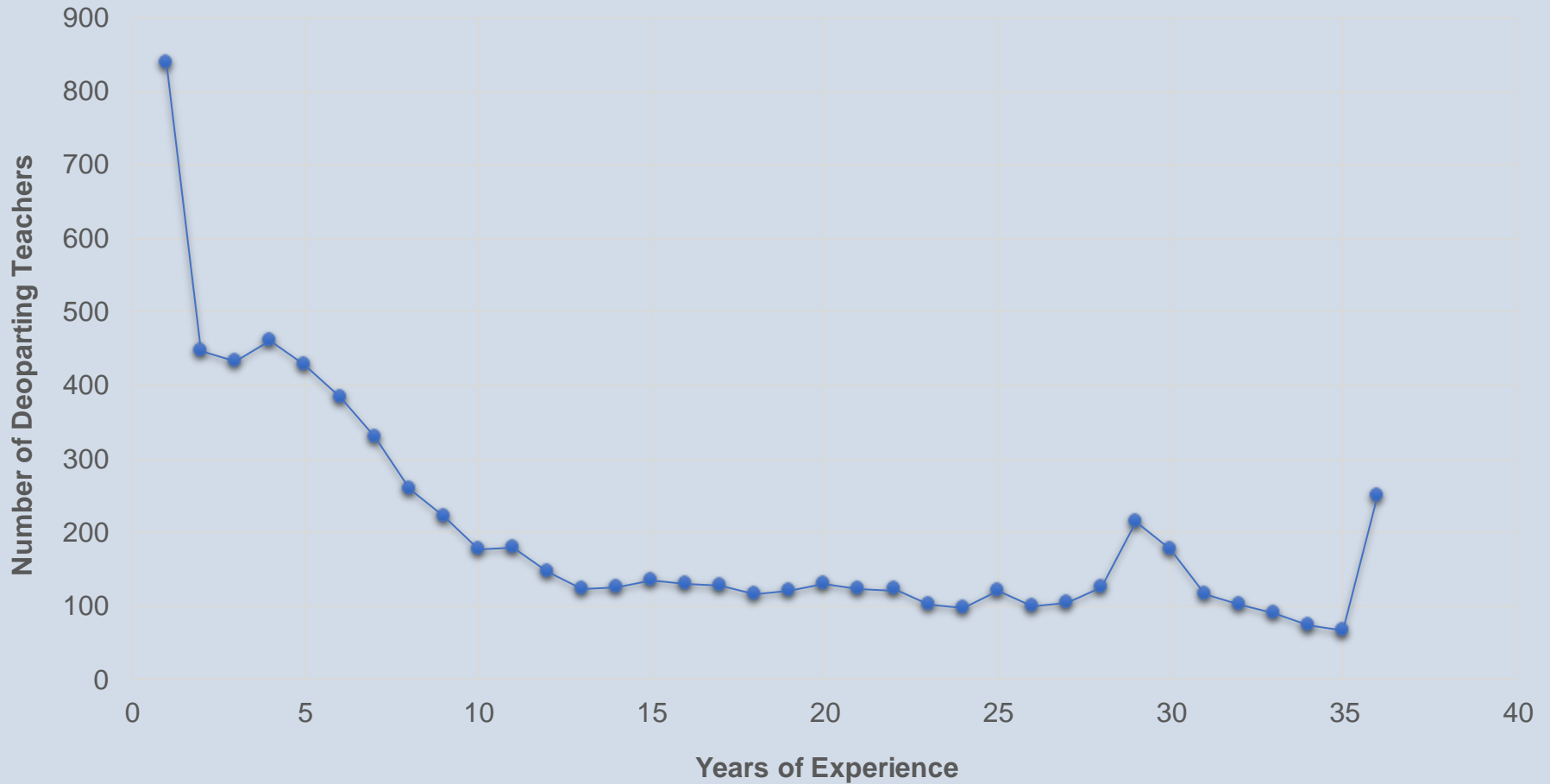


Historical (2016-2021) NC Mobility Rates with 95% Confidence Intervals



Attrition by Years of Experience

Experience of Departing Teachers 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%
VIF 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%
State Totals	93,832	7,298	7.78%	8.20%

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.



Vacancy Methodology (GS. 115C-299.5)

- Changes in vacancy rates could be attributable to increases in actual vacancy rates in the State.
- Methodology in determining vacancy rates may contribute to the increase.
- A position is counted as vacant if:
 - The position is not filled by a licensed teacher in a permanent assignment (e.g., hiring a retiree for part-year)
 - Is filled by a long-term substitute or interim teacher
 - Is filled by a teacher with an emergency license, permit to teach, or provisional license



Vacancies by Subject Area

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

Questions and Comments

