

# **Annual Report on the State of the Teaching Profession for 2020-2021**

**March 2022 State Board of Education Meeting**

**Thomas Tomberlin  
Director, Educator Recruitment and Support**





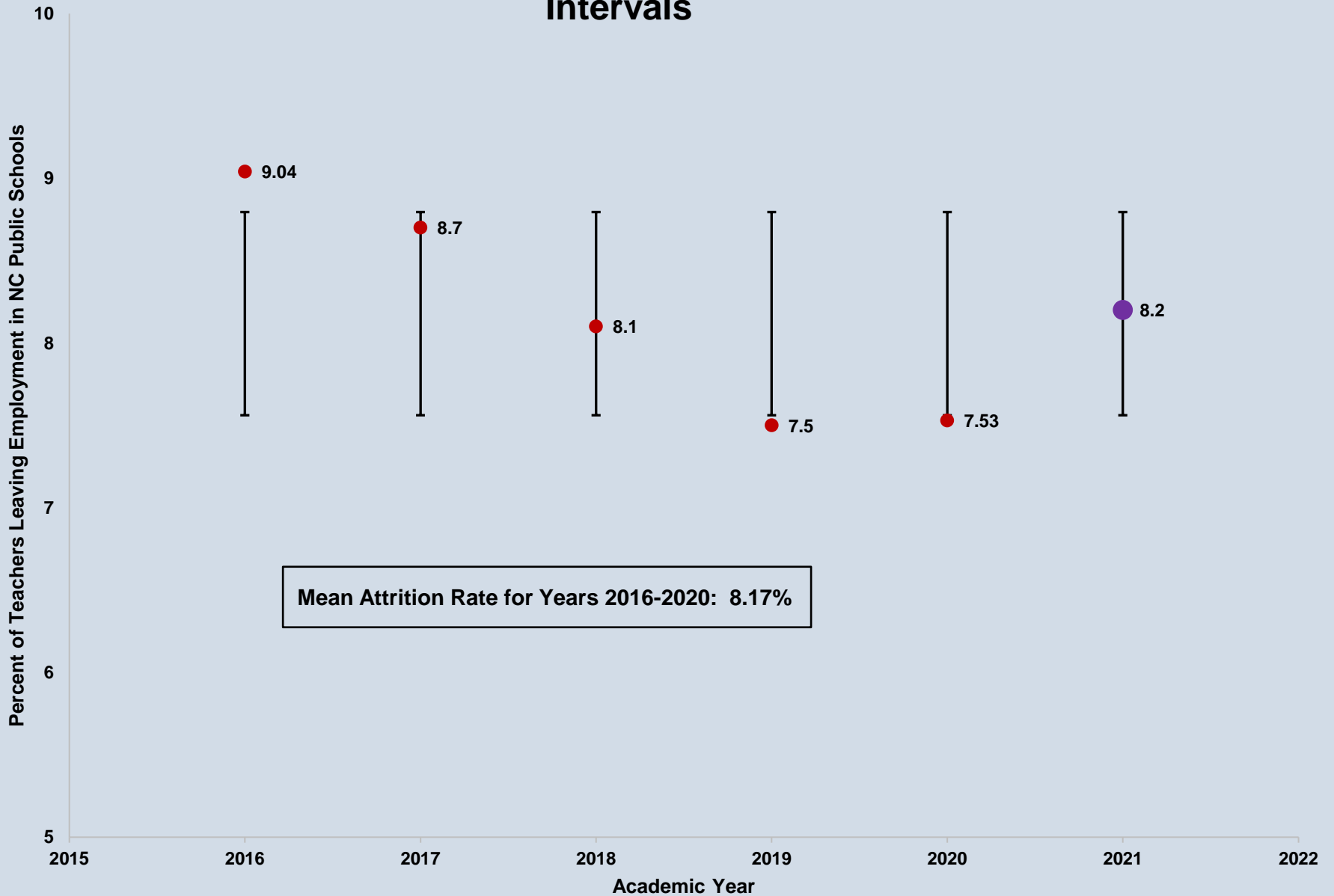
# **PUBLIC SCHOOLS OF NORTH CAROLINA**

State Board of Education | Department of Public Instruction

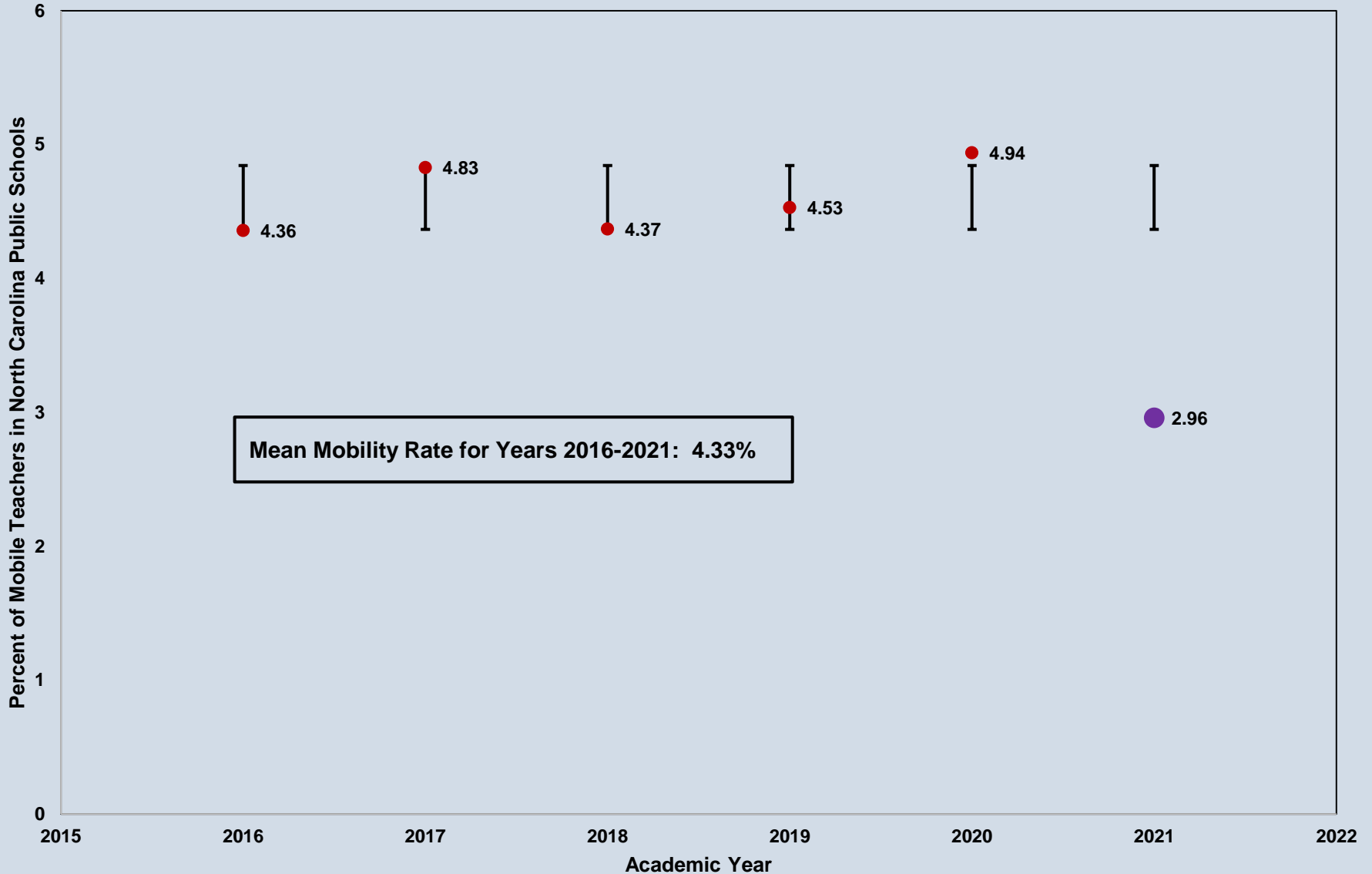
# Employment, Attrition, and Mobility

Reporting Year	Total Employees	Attrition		Mobility	
		N	%	N	%
2017-18	94,909	7,674	8.09	4,145	4.37
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

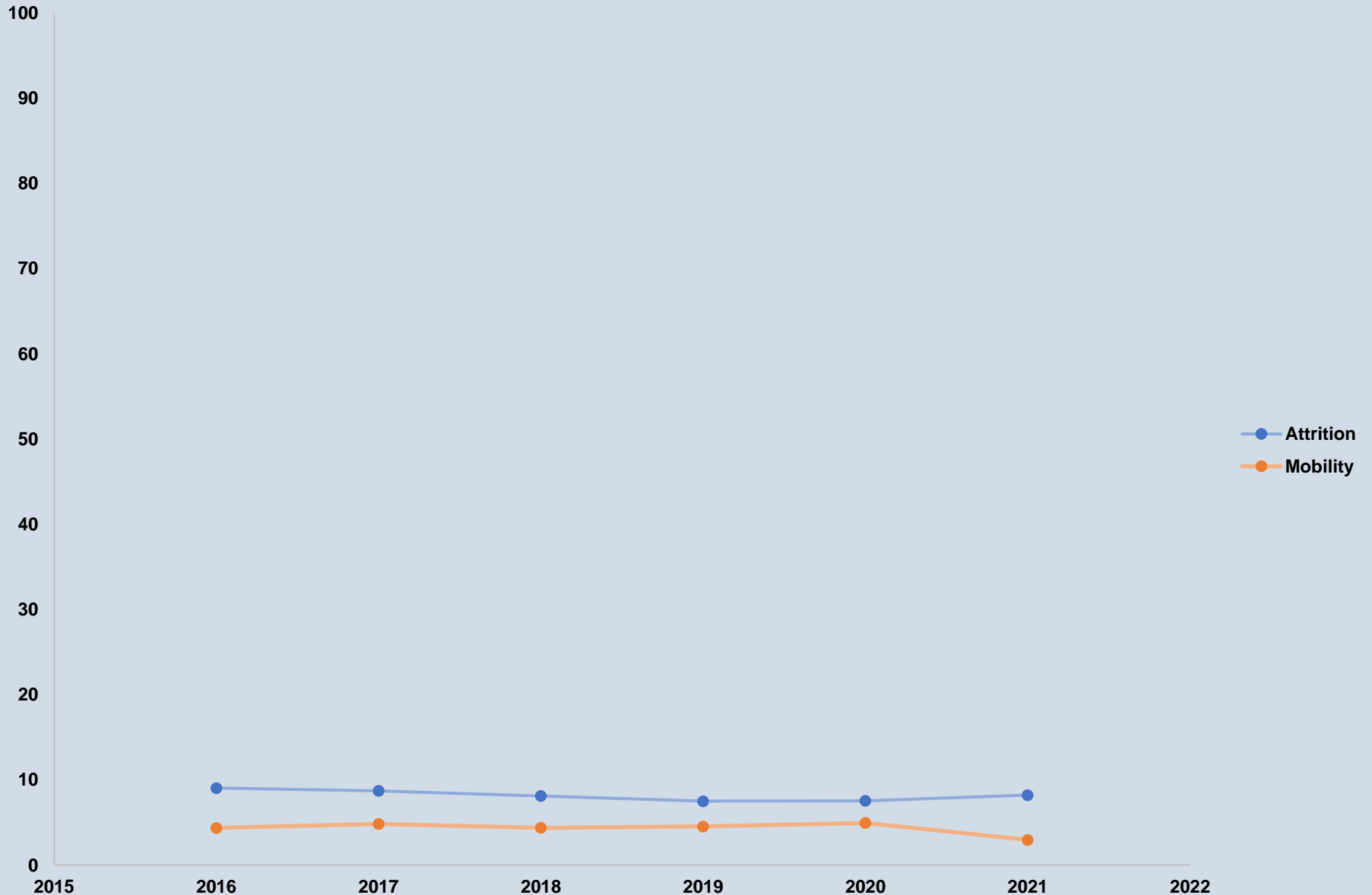
# Historical (2016-2021) NC Attrition Rates with 95% Confidence Intervals



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

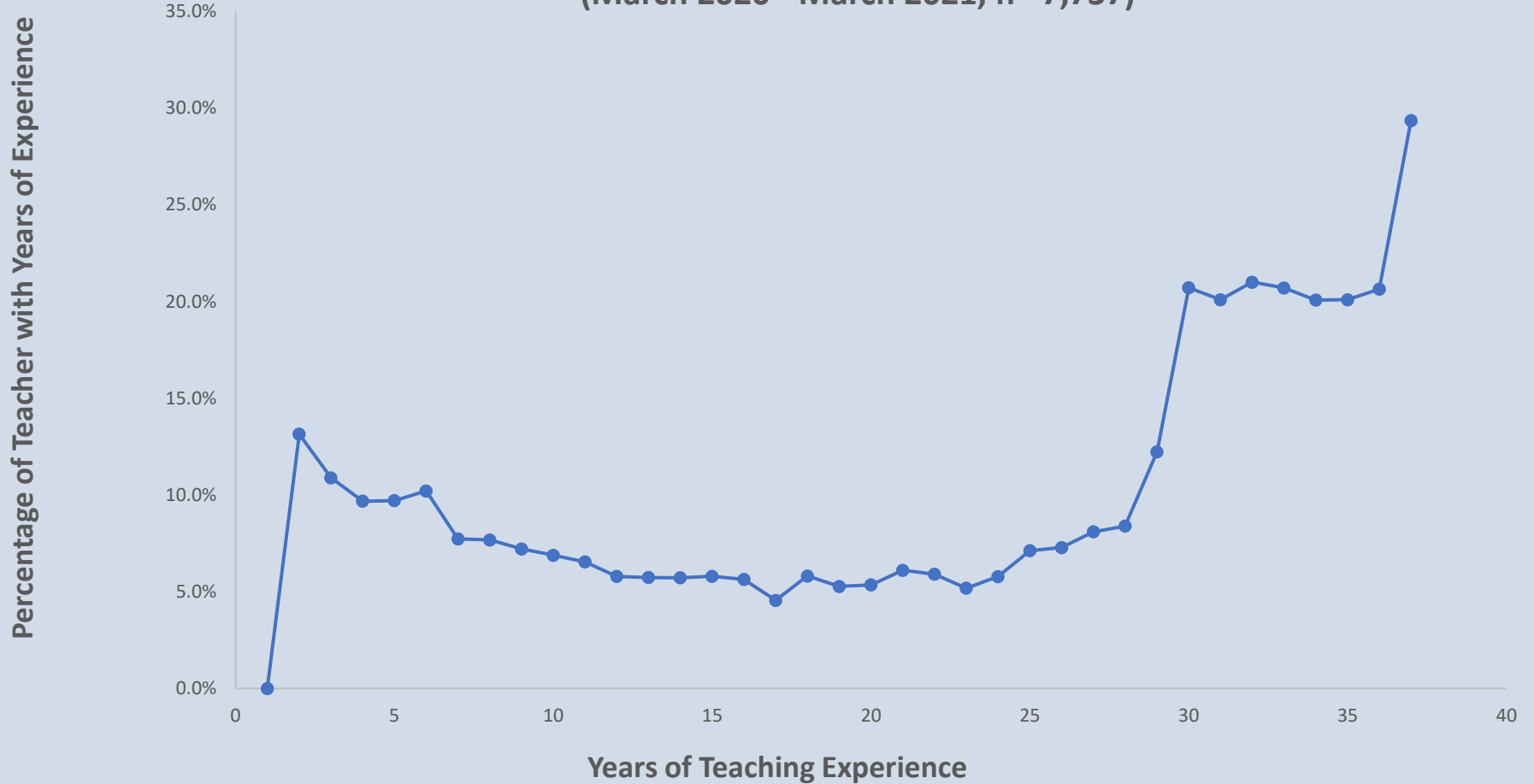


# Historical Attrition and Mobility Data (2016-2021) for North Carolina Public School Teachers



# Attrition by Years of Experience

Teachers Leaving Employment by Years of Experience  
(March 2020 - March 2021, n= 7,737)



# Attrition by Teacher Category

CATEGORY OF TEACHERS		Total Number of Teachers in Category 2020-2021	Number of Teachers Leaving Employment in NC public schools	% Attrition in Category 2020-2021
Experienced, Licensed Teachers		80,804	6,417	7.9%
Beginning Teachers		13,538	1,320	9.75%
Teach for America Teachers	All	292	102	34.93%
	Before Contract Term	270	80	29.6%
VIF Teachers	All	1,819	195	10.7%
	Before Contract Term	1,708	85	5.0%
Lateral Entry Licensed Teachers		3,599	468	13.0%



# Teacher Attrition by Reason Code

Reporting Year	Total Attrition	Personal Reasons		Initiated by LEA		Beyond Control of LEA		Other Reasons	
		N	%	N	%	N	%	N	%
2018-19	7,115	4,315	60.7	567	8.0	1,689	23.7	544	7.6
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

# Teacher Attrition by Region

Region Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	Attrition Rate by Region
North Central	23,382	1,855	7.9%
Northeast	4,846	437	9.0%
Northwest	5,472	358	6.5%
Piedmont Triad	15,712	1,265	8.1%
Sandhills	8,899	808	9.1%
Southeast	8,905	820	9.2%
Southwest	21,440	1,762	8.2%
Western	5,686	432	7.6%
<b>State Totals</b>	<b>94,342</b>	<b>7,737</b>	<b>8.20%</b>

# Vacancy Rates for NC Schools

- There were 93,369.5 teaching positions reported in NC LEAs for the 2020-2021 school year.
- Across the state, there were 3,792.1 (4.1%) instructional vacancies on the **1st day** of school.
- Across the state, 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>690.6</b>
Exceptional Children	K-5	<b>249.0</b>
Math	6-8	<b>148.5</b>
ELA	6-8	<b>103.0</b>
Science	6-8	<b>133.75</b>
Social Studies	6-8	<b>90.25</b>
Exceptional Children	6-8	<b>188.2</b>
Math	9-12	<b>159.0</b>
ELA	9-12	<b>102.0</b>
Science	9-12	<b>88.1</b>
Social Studies	9-12	<b>67.0</b>
EC	9-12	<b>178.8</b>
CTE	9-12	<b>272.5</b>



# Questions and Comments



Report to the North Carolina General Assembly

2020-2021 State of the Teaching Profession in  
North Carolina

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

Date Due: February 17, 2022  
DPI Chronological Schedule, 2021-2022

