



PUBLIC SCHOOLS OF NORTH CAROLINA

State Board of Education | Department of Public Instruction

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)**

Draft: Subject to Revision

Date Due: February 17, 2022

DPI Chronological Schedule, 2021-2022

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2020-2021

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 after the 2015-2016 report 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 attrition 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 2020 moved to a charter school in March 2021 (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 2020-2021 is 8.20%.
2. There were 94,342 teachers employed in NC between March 2020 and March 2021. Of these teachers, 7,737 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 2020 and March 2021, there were 13,538 Beginning Teachers (BTs) employed statewide and 1,320 were reported as attrition. The attrition rate for Beginning Teachers in NC is 9.75%, higher than the attrition rate for those not classified as a Beginning Teacher ($6,415/80,795 \approx 7.9\%$).
4. 3,599 beginning Lateral entry, or Residency Licensed, (LE) teachers were employed in March 2020, and, of those, 468 (13.0%) were no longer employed in NC public schools in March 2021. A total of 1,819 teachers were employed in North Carolina as Visiting International Faculty (VIF) teachers, and 195 (10.7%) of those teachers left employment with NC public schools; a total of 292 Teach for America (TFA) Teachers were employed in March 2020, and 102 (34.9%) were no longer employed in NC public schools in March 2021. (see Table 1)
5. A plurality of teachers (44.6%) who left employment in NC public schools cited "Personal Reasons" for their decision to depart. "Resigned due to a career change" and "family relocation" were the largest individual reasons (20.0% and 17.7%, respectively) cited for teachers' decision to leave employment in NC public schools. (see Table 2)
6. On average, teachers who leave employment with the state have lower teaching effectiveness (as measured by EVAAS index scores) than their counterparts who remain employed in NC public schools. This relationship holds true when departing teachers are compared with remaining teachers in terms of years of teaching experience. (see Table 3 and Charts 2 & 3)
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, 2.96% of the state's teaching force changed employment during the measurement period. The average effect of the LEA-attrition rate for the state is 11.16% (8.20% state attrition rate + 2.96% 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 Career and Technical Education (CTE) (See Tables 11 and 12).

State Attrition Rates for NC Teachers

All 115 operational LEAs reported their district-level employment data for the 2020-2021 reporting period. The 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 94,342 teachers employed during the 2020-2021 school year, 7,737 teachers were reported as attrition (i.e., no longer teaching in a North Carolina public school in the 2020-21 school year), resulting in an overall state attrition rate of 8.20%. This state-level attrition rate is slightly above the attrition rates of the 2017-2020 reporting years of 8.1%, 7.59%, and 7.53%, respectively. Generally, teachers in North Carolina are remaining in the classroom, but at a marginally lower rate than observed in the 2017-18 academic year.

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 23.3% higher for beginning teachers than for their more experienced counterparts (9.75% BT vs. 7.9% for non-BTs). Beginning Teachers account for approximately 17.1% 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, or the recently created residency license, are another subgroup of the teaching population whose attrition rates differ dramatically from the general population of licensed, experienced teachers. For the purposes of this report, both lateral entry teachers and residency-licensed teachers will be categorized as lateral entry teachers. While there are many (3,599) 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 3,599 lateral entry teachers who were employed in NC public schools in March 2020, 468 of them were not employed in NC public schools in March 2021 resulting in a state attrition rate of 13.0%. The state attrition rate for non-lateral entry teachers was 8.0%. Lateral entry teachers have, on average, an 62.5% 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 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)¹ teachers. A total of 1,819 VIF teachers were employed in NC in March 2020, and 195 of those (or 10.7%) were not employed in NC public schools in March 2021. Of the 292 TFA teachers in NC in March 2020, 102 (34.9%) did not remain in employment in March 2021. 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 2021 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 5.0% attrition rate and TFA teachers have a 29.6% attrition rate.

¹ 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 2020-2021

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 ²		13,538	1,320	9.75%
Teach for America Teachers	All ³	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%

Reason Codes for Teacher Attrition

Here 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 2021. 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 2020-21 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 (44.6%) for their decision to leave the profession in the reporting year (2020-2021). Of those citing personal reasons for leaving employment as an NC public school teacher, the most common reason for leaving was resigned to change careers (20.0% of teachers leaving for Personal Reasons). The number of teachers resigning due to retirement with full benefits remains the number one reason given when teachers leave the state with 1,522 or 19.7% of all exiting teachers. The retirement with full benefits category experienced a 0.6% percentage point positive difference from the prior reporting year.

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 6% (462 teachers) of the teachers who left employment with NC public schools indicated that they intended to teach in another state.

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

³ TFA numbers do not include any TFA teachers in NC charter schools.

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 8.9% of the state's overall attrition. Of particular note in this chart is the substantial increase in the number of teachers no longer teaching in North Carolina public schools who did not provide a reason for their departure (code 69 – "Resigned for unknown reasons"). While one cannot infer why these teachers elected to leave employment in North Carolina public schools, one might question whether teachers, who left due to concerns over the COVID-19 pandemic, elected not to provide a reason for their departure. Whatever the reasons are for their departure, teachers who did not select one of the standard responses to the exit survey more than doubled (117.21%) over the prior year.

The data displayed in Chart 1 show the attrition rates for teachers by years of teaching 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.

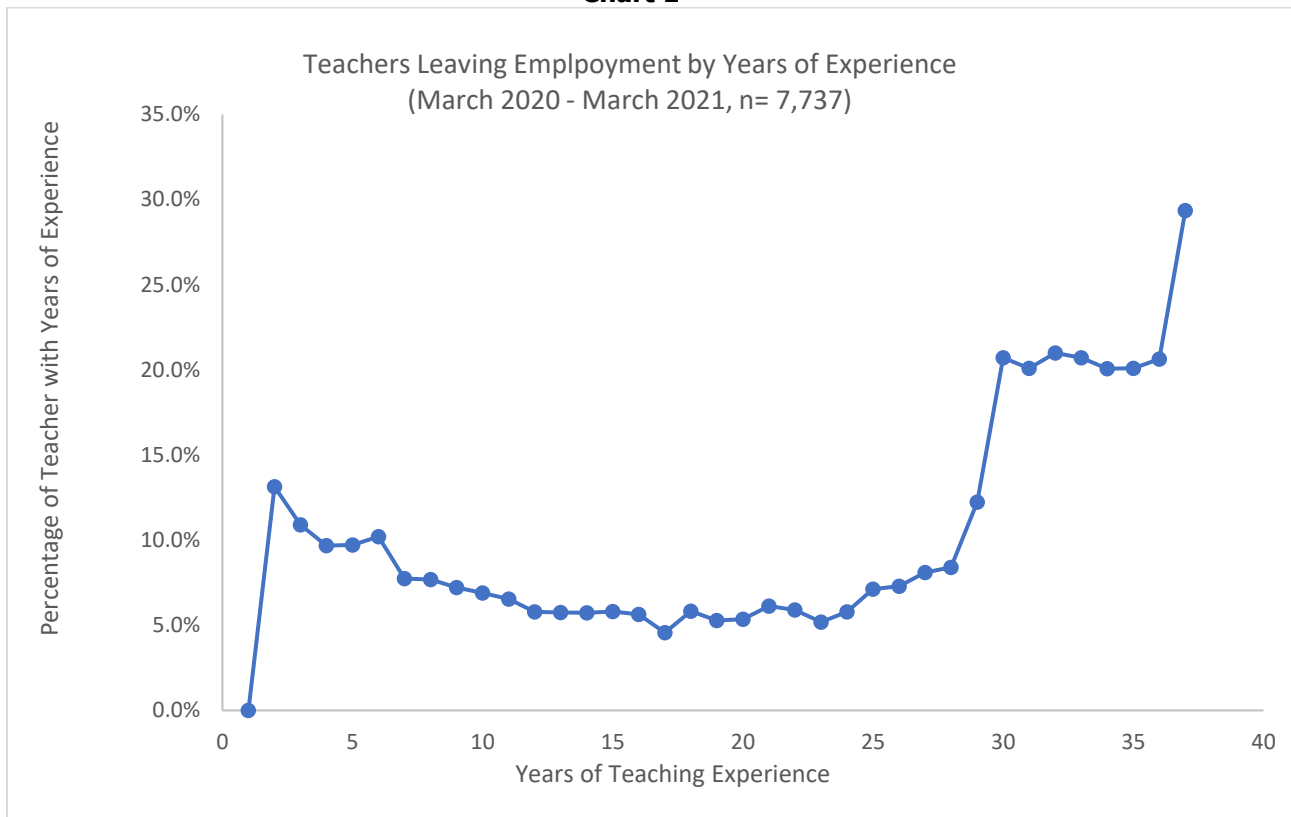
A complete list of reason codes for attrition from the state can be found in Appendix A. The percentage of reason codes cited by departing teachers by LEA can be found in Appendix B.

**Table 2: State Attrition Reasons by Categories
2020-2021**

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	2020-2021		2019-2020	Percentage Difference
	Number	Percentage of Total Attrition	Number	Percentage Difference from 2020 to 2021
Overall State Attrition	7,737		7,111	
Personal Reasons	3,449	44.6%	4,039	-14.61%
Resigned due to family responsibilities/ childcare (57)	579	7.49%	568	1.94%
Resigned to continue education/sabbatical (60)	170	2.20%	199	-14.57%
Resigned due to family relocation (61)	609	7.87%	746	-18.36%
Resigned to teach in another state (62)	462	5.97%	585	-21.03%
Dissatisfied with teaching (63)	89	1.15%	137	-35.04%
Resigned due to career change (72)	689	8.91%	977	-29.48%
Resigned due to health/disability (64)	203	2.62%	219	-7.31%
Retired with reduced benefits (68)	554	7.16%	525	5.52%
Re-employed retired teacher resigned (73)	94	1.22%	83	13.25%
Initiated by LEA	459	5.9%	537	-14.53%
Dismissed (50)	13	0.17%	21	-38.10%
Non-renewal (probationary contract ended) (53)	90	1.16%	101	-10.59%
Interim contract ended--not rehired (54)	241	3.12%	240	0.42%
Resigned in lieu of dismissal (55)	49	0.63%	55	-10.91%
Resigned in lieu of non-renewal (78)	35	0.45%	43	-18.60%
Did not obtain or maintain license (56)	31	0.40%	77	-59.74%
Beyond Control of LEA	1,856	24.0%	1,836	1.09%
Reduction in Force (51)	2	0.03%	9	-77.78%
Retired with full benefits (66)	1,522	19.68%	1,447	5.18%
Deceased (67)	74	0.96%	64	15.63%
End of Term (VIF) (74)	113	1.46%	137	-17.52%
End of Term (TFA) (77)	23	0.30%	24	-4.17%
Resigned due to movement required by Military Orders (76)	122	1.58%	155	-21.29%
Other Reasons	1,973	25.5%	699	182%
Resigned for other reasons (65)	980	12.67%	247	296.76%
Resigned for unknown reasons (69)	983	12.71%	452	117.5%
	7,737	100%	7,115	8.71%

Chart 1



State Attrition and Student Growth

Due to the absence of EVAAS data in the 2019-2020 school year, this section of the report has been omitted. This analysis will be included in the 2021-2022 State of the Teaching Profession Report.

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 (6.5%) for teachers in the state; the Southeast Region has the highest attrition rate (9.2%) among the state's regions. The Southwest Region had the largest increase in attrition with a 13.9% increase from the prior reporting year (2020 – 7.2% versus 2021 – 8.2%). While all regions in the state experienced an increase in attrition over the prior reporting year, the Sandhills Region had the lowest increase in attrition rates at 3.4% (2020 - 8.8% versus 2021 – 9.1%).

**Table 4: Contribution to the State Attrition Rate by Region (n=94,328)
2020-2021**

Region Name	Total Number of Teachers	Number of Teachers Leaving Employment in		Attrition Rate by Region
		NC Public Schools		
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%	
State Totals	94,342	7,737	8.20%	

While a state-wide attrition rate of 8.20% 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, Polk County Schools, Washington County Schools, Warren County Schools, and Caswell 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 (26.1%) over thrice the overall state attrition rate (8.2%). Caswell County Schools, with the lowest attrition rate of the five LEAs (14.5%), has an attrition rate 175% greater than the state as a whole.

Conversely, the LEAs with the five lowest attrition rates – Elkin City Schools, Edenton-Chowan Schools, Clay County Schools, McDowell County Schools, and Whiteville City Schools – have teacher attrition rates that are substantially lower than the state attrition rate. Furthermore, the attrition rates for these five districts are within two percentage point of one another. Although there are myriad of 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 5: Five Highest and Lowest LEAs in State Attrition Rates
2020-2021**

LEA Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	State Attrition Rate by LEA
Highest Attrition Rates			
Northampton County Schools	115	30	26.1%
Polk County Schools	174	38	21.8%
Washington County Schools	88	15	17.0%
Warren County Schools	122	20	16.4%
Caswell County Schools	172	25	14.5%
Lowest Attrition Rates			
Elkin City Schools	85	2	2.4%
Edenton-Chowan Schools	135	5	3.7%
Clay County Schools	94	4	4.3%
McDowell County Schools	422	19	4.5%
Whiteville City Schools	154	7	4.5%

Teacher Mobility

Up to this point, this report has focused on teachers who have left the teaching profession in North Carolina public schools. The 116 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 2020 to March 2021, on average, 2.96% (2,792 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 rate⁴. 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. Newton Conover City Schools reported the highest percentage of teachers moving to another LEA or charter school during the measurement period. Newton Conover City Schools percentage of 8.9% is almost three times the state average mobility rate of 2.96%. 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 1.0 percentage points).

The five districts with the lowest mobility rates in the state have rates that range from 0.6% (Polk County Schools) to 1.0% (Surry County Schools). 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

⁴ Teachers who reported that they were leaving employment with NC public schools but appeared in payroll records in the 2020-21 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 2021, they factor into the original LEA's mobility rate. If the teacher appeared in the payroll records of the same LEA in March 2021 (regardless of role), they do not factor in the LEA's mobility rate.

may be contributing to these unusually low rates. It is also possible that the conditions of the national COVID-19 pandemic contributed to lower mobility rates for the state overall.

**Table 6: Five Highest and Lowest LEA Mobility Rates
2020-2021**

LEA Name	Total Number of Teachers	Number of Teachers Leaving LEA	LEA Mobility Rate
Highest Mobility Rates			
Newton Conover City Schools	190	17	8.9%
Northampton County Schools	115	10	8.7%
Caswell County Schools	172	14	8.1%
Washington County Schools	88	7	8.0%
Weldon City Schools	63	5	7.9%
Lowest Mobility Rates			
Polk County Schools	174	1	0.6%
Macon County Schools	326	2	0.6%
Dare County Schools	405	3	0.7%
Gates County Schools	132	1	0.8%
Surry County Schools	519	5	1.0%

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 2020 to March 2021. The state average for the LEA attrition rate is 11.16%: 8.20% for attrition from the state and 2.96% for average mobility rate. The ten LEAs that demonstrate the five highest and five lowest LEA attrition rates are displayed in Table 8.

From the data contained in Table 8, one can see that Northampton County Schools and Washington County Schools experienced the greatest percentage of loss to their teaching force during the measurement period. Northampton County Schools and Washington County Schools lost approximately one out of every three teachers and one out of every four teachers (34.8% and 25%, respectively), employed in the system during the measurement period. The remaining LEAs of the high attrition rate group also lost approximately one in five of their teachers from March 2020 to March 2021. 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 2020-2021 report, LEAs from the western part (using Interstate 77 to designate east versus west) of the state represent all 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). Elkin City Schools experienced the lowest level of LEA attrition in the State with 3.5% of its teaching force leaving employment with the school system during the 2020-2021 measurement period. Alexander County Schools showed the fifth-lowest LEA attrition rate in the state; double the percentage of Elkin City Schools, but still well below the state average of 11.16%. 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.

**Table 7: Five Highest and Lowest Total Attrition Rates for LEAs
2020-21**

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
Highest LEA Attrition							
Northampton County Schools	115	30	26.1%	10	8.7%	40	34.8%
Washington County Schools	88	15	17.0%	7	8.0%	22	25.0%
Caswell County Schools	172	25	14.5%	14	8.1%	39	22.7%
Polk County Schools	174	38	21.8%	1	0.6%	39	22.4%
Weldon City Schools	63	9	14.3%	5	8.0%	14	22.2%
Lowest LEA Attrition							
Elkin City Schools	85	2	2.4%	1	1.2%	3	3.5%
Clay County Schools	94	4	4.3%	0	0.0%	4	4.3%
Macon County Schools	326	19	5.8%	2	0.6%	21	6.4%
Surry County Schools	519	31	6.0%	5	1.0%	36	6.9%
Alexander County Schools	314	17	5.4%	5	1.6%	22	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 2021 divided by the total number of teachers who left that LEA as of March 2021. It is worthy of note that mobility rates of teachers were much lower in the 2020-21 measurement window than those observed in prior years. The fewer numbers of teachers moving from one LEA to another results in lower recoupment rates than the State has observed in prior years.

From the data in Table 9, one can observe the recoupment rates of the LEAs with the five highest teacher recoupment rates during the period from March 2020 to March 2021 are Transylvania County, Winston Salem Forsyth County, Henderson, Perquimans, and Hyde County schools. Many of the LEAs in the top five of teacher recoupment rates had relatively small numbers of departing teachers. Smaller districts that attract even a few experienced teachers to employment will yield high percentages of recoupment. Nevertheless, 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. The low mobility rate of teachers in the 2020-2021 reporting period has resulted in much lower recoupment rates across the State. There are fourteen LEAs in the State which demonstrated a zero percent recoupment rate. It is probable that this is due to the scarcity of mobile teachers in the prior year and less about the quality of the LEAs recruitment strategies.

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

**Table 8: Five Highest and Lowest Total Recoupment Rates for LEAs
2020-2021**

LEA Name	Number of Departing Teachers	LEA Attrition Rate	Teachers Employed from other LEAs	Recoupment Rate
Highest Recoupment Rates				
Transylvania County Schools	29	10.7%	7	24.1%
Winston Salem/Forsyth County Schools	477	12.6%	82	17.2%
Henderson County Schools	77	8.6%	13	16.9%
Perquimans County Schools	12	10.1%	2	16.7%
Hyde County Schools	6	10.2%	1	16.7%
Lowest Recoupment Rates				
14 LEAs (Alleghany, Avery, Bertie, Camden, Edenton-Chowan, Clay, Graham, Mitchell, Pamlico, Asheboro City, Elkin City, Tyrrell, Washington, and Yancey)			0	0.0%

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 2018-2019 school year. There were eight LEAs identified as low performing in the 2018-2019 school year (NC received a waiver from identifying new schools as low-performing for the 2019-20 and 2020-21 school years): 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. Seven of the eight LEAs had LEA-attrition rates than the state of 11.16%, with Weldon City Schools nearly doubling the state rate (22.22%) and Northampton had a rate almost triple the state average at 34.8%. Only Robeson County had a LEA-Attrition rate lower than the state (8.0%).

These eight LEAs do not appear to exhibit a recoupment rate that is markedly different from other LEAs across the state. Half of the LEAs were consistent with the state average of 7.9%, falling within 1%. Three of the next four LEAs fell within approximately 2% points of the state average. Only Tyrrell County Schools had a recoupment rate (0%) much different than 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.

Table 9: Attrition, Mobility, and Recoupment Rates for LEAs Identified as Low Performing 2020-2021

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	9	14.3%	5	7.9%	14	22.22%	1	7.1%
Northampton County Schools	115	30	26.1%	10	8.7%	40	34.8%	2	5.0%
Scotland County Schools	425	40	9.4%	28	6.6%	68	16.0%	6	8.8%
Tyrrell County Schools	51	3	5.9%	3	5.9%	6	11.8%	0	0.0%
Martin County Schools	221	25	11.3%	9	4.1%	34	15.4%	3	8.8%
Edgecombe County Schools	400	42	10.5%	29	7.3%	71	17.8%	6	8.5%
Robeson County Schools	1,319	79	6.0%	27	2.0%	106	8.0%	6	5.7%
Nash-Rocky Mount Schools	932	66	7.1%	40	4.3%	106	11.4%	5	4.7%

Most Difficult to Staff License Areas

Prior to the 2020-2021 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. In lieu 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 40th instructional day of the 2020-2021 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 2020-21 school year, LEAs across the State of North Carolina reported a total of 93,369.51 teaching positions in North Carolina. LEAs were asked to report the number of teaching vacancies on both the first and the 40th instructional day of the 2020-2021 school year. Across the state there were 3,792.1 (4.06%) instructional vacancies on the first day of the school year and 3,215.94 (3.4%) vacancies on the 40th 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 40th 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 40th instructional day. With nearly of a quarter of the school year complete by the 40th instructional day, there will likely be a negative effect on the academic achievement of the students in these classrooms.

Table 10: State-Wide Total Vacancies for Subjects by School Type

Subject Area	School Type	Number of Vacancies
Core (Math, ELA, Science, Social Studies)	K-5	690.6
Exceptional Children	K-5	249.0
Math	6-8	148.5
ELA	6-8	103.0
Science	6-8	133.75
Social Studies	6-8	90.25
Exceptional Children	6-8	188.2
Math	9-12	159.0
ELA	9-12	102.0
Science	9-12	88.1
Social Studies	9-12	67.0
EC	9-12	178.8
CTE	9-12	272.5

LEAs varied considerably in their vacancy rates across the state. There were 3 LEAs that reported zero teaching vacancies on the 40th instructional day – Graham, Polk, and Rowan-Salisbury Schools. The top five LEAs, in terms of teacher vacancies on the 40th 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 11:
LEAs with the Highest Teacher Vacancy Rates in North Carolina

LEA Name	Teacher Vacancy Rate (19-20)
Bladen County Schools	22.6%
Anson County Schools	15.2%
Thomasville City Schools	13.5%
Person County Schools	13.0%
Vance County Schools	12.8%

LEAs with the Lowest Teacher Vacancy Rates in North Carolina

LEA Name	Teacher Vacancy Rate (19-20)
Polk County Schools	0.0%
Graham County Schools	0.0%
Rowan-Salisbury Schools	0.0%
Buncombe County Schools	3.5%
Henderson County Schools	3.7%

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 8.2% may be comparable with the attrition rates of other professions, this report has demonstrated that there is substantial variation in that rate across the 115 LEAs in the state. Additionally, 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. The question of whether the teachers that replace those teachers lost through attrition are as effective remains unanswered.

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

Teachers who left the LEA but remained in education (Includes individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education)	
58	Resigned to teach in another NC public school system
	Teachers leaving LEA to accept a teaching position in another NC system
	Teachers leaving LEA to accept a teaching position in a NC charter school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
59	Moved to a non-teaching position in education in another LEA or Agency
	Teachers moved to counselor, media coordinator, or non-teaching duties in another LEA or Agency
	Teachers moved to administrative positions (school-based) in another LEA or Agency
	Teachers moved to supervisory, director, or coordinator positions in another LEA or Agency
	Teachers accepted non-teaching support or administrative positions in another LEA or Agency
70	Resigned to teach in a NC charter school
	Teachers leaving LEA to accept a teaching position in a NC charter school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
71	Resigned to teach in a NC non-public/private school
	Teachers leaving LEA to accept a teaching position in a NC non-public/private school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
75	Moved to a non-teaching position in the LEA
	Teachers moved to counselor, media coordinator, or non-teaching duties in current LEA of employment
	Teachers moved to administrative positions (school-based) in current LEA of employment
	Teachers moved to supervisory, director, or coordinator positions in current LEA of employment
	Teachers accepted non-teaching support or administrative positions in current LEA of employment
Teachers who left for personal reasons (Includes individuals retiring with reduced benefits, individuals resigning to teach in a non-public school in NC, individuals resigning to teach in another state, individuals dissatisfied with teaching, individuals seeking a career change)	
57	Resigned – Family responsibility/Child care
	Teachers resigning for maternity/family leave
	Teachers resigning to care for ill parents or members of the immediate family
	Teachers resigning to care for family business or personal needs
60	Resigned – To continue education/Take a sabbatical
	Teachers resigning to return to school
	Teachers resigning to pursue an educational leave of absence
61	Resigned – Family relocation
	Teachers resigning due to spouse's relocation
	Teachers resigning as a result of marriage and relocation
	Teachers resigning due to family relocation
62	Resigned – To teach in another state
	Teachers leaving NC to teach in a public school in another state
	Teachers leaving NC to teach in a private school in another state
63	Resigned – Dissatisfied with teaching
	Teachers resigning due to dissatisfaction with teaching
64	Resigned – Health/disability
	Teachers resigning due to personal disability or health related issues
68	Retired with reduced benefits
	Teachers retiring after age 50 with reduced benefits
	Teachers retiring with less than full benefits
72	Resigned – Career Change
	Teachers resigning to pursue another employment opportunity
	Teachers resigning to pursue interests outside teaching

73	Re-employed Retired Teacher Resigned
	Teacher who had retired, was re-employed and subsequently resigns
Teachers whose departure was initiated by the LEA (Includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal)	
50	Dismissed
	Teachers demoted or dismissed under GS 115C-325(h)
	Probationary teachers dismissed during the school year under GS 115C-325(m)
	Teachers dismissed under GS 115C-325 (Below standard ratings)
	Teachers reported to the dismissed teacher list
	Teachers dismissed and the ruling upheld by case manager
53	Non-Renewed – Probationary Contract Ended
	Probationary teachers whose contract is not renewed after the end of the year
54	Interim Contract – Not Rehired (<i>Report only for interim contracts of 6 months or more</i>)
	Interim teachers not rehired under retirement cap
	Teachers not rehired under a term contract with specific employment dates
	Teachers not rehired due to return of a permanent teacher from a leave of absence
55	Resigned in lieu of dismissal
	Teachers resigned to avoid placement on dismissed teacher list
	Teachers resigned rather than go through full dismissal hearing
	Teachers resigned during an active investigation regarding performance/behavior as a professional educator
56	Did not obtain or maintain license
	Teachers not renewed due to failure to fulfill lateral entry requirements
	Teachers not renewed due to failure to earn 15 renewal credits
	Teachers failed to meet Praxis or provisional license requirements
	Teachers let license expire
	Teachers' license was revoked
78	Resigned In Lieu of Non-Renewal
Teachers who left for reasons beyond LEA control (Includes individuals who retired with full benefits, individuals who resigned for health reasons, individuals who resigned due to family responsibilities and/or childcare, death, and individuals who resigned due to family relocation)	
51	Reduction in Force
	Teachers not rehired due to loss of enrollment, funding, or programming
	Teachers covered under local "RIF" policies
66	Retired with full benefits
	Teachers age 60 with 25 years of creditable service
	Teachers with 30 years of creditable service
	Teachers age 65 with at least 5 years of creditable service
	Teachers retiring with full/unreduced retirement benefits
67	Deceased
	Teachers who die while in active service in a NC public school
74	Resigned – End of Visiting International Faculty (VIF) Term
	Teachers whose cultural visas have expired and are no longer eligible to be employed in North Carolina
76	Resigned – Moving Due to Military Orders
	Teachers resigning due to being moved under military orders
77	Resigned – End of Teach for America (TFA) Term
Teachers who left for other reasons (Includes teachers resigning or leaving teaching for reasons not listed or those who resigned for unknown and other reasons)	
65	Resigned – Other reasons
	Teachers resigning or leaving teaching for reasons not listed on the survey
	<i>Please specify (text box):</i> _____
69	Resigned – Reasons unknown
	Teachers resigning; however, there is no information on reason

Appendix B: State Attrition Percentages by Reasons Categories for LEAs2020-2021

Draft: Subject to Revision

LEA	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other	%
State		94,342	7,737	3,449	44.59%	459	5.93%	1,856	23.99%	1,973	25.50%
010	Alamance-Burlington Schools	1,492	106	48	45.28%	9	8.49%	21	19.81%	28	26.42%
020	Alexander County Schools	314	17	4	23.53%	0	0.00%	9	52.94%	4	23.53%
030	Alleghany County Schools	114	6	2	33.33%	0	0.00%	2	33.33%	2	33.33%
040	Anson County Schools	216	20	13	65.00%	0	0.00%	5	25.00%	2	10.00%
050	Ashe County Schools	226	18	3	16.67%	0	0.00%	8	44.44%	7	38.89%
060	Avery County Schools	110	6	2	33.33%	0	0.00%	2	33.33%	2	33.33%
070	Beaufort County Schools	428	35	9	25.71%	6	17.14%	14	40.00%	6	17.14%
080	Bertie County Schools	137	16	6	37.50%	0	0.00%	7	43.75%	3	18.75%
090	Bladen County Schools	285	27	9	33.33%	1	3.70%	8	29.63%	9	33.33%
100	Brunswick County Schools	809	83	44	53.01%	7	8.43%	12	14.46%	20	24.10%
110	Buncombe County Schools	1,646	121	63	52.07%	8	6.61%	26	21.49%	24	19.83%
111	Asheville City Schools	358	30	17	56.67%	1	3.33%	4	13.33%	8	26.67%
120	Burke County Schools	777	49	26	53.06%	2	4.08%	11	22.45%	10	20.41%
130	Cabarrus County Schools	2,037	152	86	56.58%	14	9.21%	21	13.82%	31	20.39%
132	Kannapolis City Schools	365	23	11	47.83%	3	13.04%	5	21.74%	4	17.39%
140	Caldwell County Schools	781	50	26	52.00%	0	0.00%	17	34.00%	7	14.00%
150	Camden County Schools	130	15	7	46.67%	0	0.00%	5	33.33%	3	20.00%
160	Carteret County Public Schools	601	51	25	49.02%	3	5.88%	14	27.45%	9	17.65%
170	Caswell County Schools	172	25	9	36.00%	3	12.00%	6	24.00%	7	28.00%
180	Catawba County Schools	989	63	23	36.51%	5	7.94%	12	19.05%	23	36.51%
181	Hickory City Schools	280	26	11	42.31%	4	15.38%	5	19.23%	6	23.08%
182	Newton Conover City Schools	190	10	4	40.00%	0	0.00%	2	20.00%	4	40.00%
190	Chatham County Schools	644	50	17	34.00%	3	6.00%	15	30.00%	15	30.00%
200	Cherokee County Schools	261	23	8	34.78%	2	8.70%	7	30.43%	6	26.09%
210	Edenton-Chowan Schools	135	5	3	60.00%	2	40.00%	0	0.00%	0	0.00%
220	Clay County Schools	94	4	0	0.00%	1	25.00%	2	50.00%	1	25.00%
230	Cleveland County Schools	971	52	23	44.23%	1	1.92%	18	34.62%	10	19.23%
240	Columbus County Schools	371	30	13	43.33%	2	6.67%	11	36.67%	4	13.33%
241	Whiteville City Schools	154	7	3	42.86%	0	0.00%	3	42.86%	1	14.29%
250	Craven County Schools	825	97	42	43.30%	4	4.12%	33	34.02%	18	18.56%

260	Cumberland County Schools	3,482	354	114	32.20%	57	16.10%	115	32.49%	68	19.21%
270	Currituck County Schools	274	23	11	47.83%	2	8.70%	5	21.74%	5	21.74%
280	Dare County Schools	405	35	20	57.14%	1	2.86%	11	31.43%	3	8.57%
290	Davidson County Schools	1,182	84	39	46.43%	2	2.38%	16	19.05%	27	32.14%
291	Lexington City Schools	200	15	7	46.67%	1	6.67%	3	20.00%	4	26.67%
292	Thomasville City Schools	156	19	7	36.84%	0	0.00%	8	42.11%	4	21.05%
295	Innovative School District	14	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%
300	Davie County Schools	413	26	14	53.85%	3	11.54%	4	15.38%	5	19.23%
310	Duplin County Schools	598	42	18	42.86%	0	0.00%	10	23.81%	14	33.33%
320	Durham Public Schools	2,470	204	101	49.51%	7	3.43%	32	15.69%	64	31.37%
330	Edgecombe County Public Schools	400	42	22	52.38%	2	4.76%	11	26.19%	7	16.67%
340	Winston Salem / Forsyth County Schools	3,793	361	173	47.92%	48	13.30%	70	19.39%	70	19.39%
350	Franklin County Schools	531	40	15	37.50%	1	2.50%	15	37.50%	9	22.50%
360	Gaston County Schools	1,961	148	83	56.08%	8	5.41%	27	18.24%	30	20.27%
370	Gates County Schools	132	11	7	63.64%	0	0.00%	4	36.36%	0	0.00%
380	Graham County Schools	91	6	4	66.67%	0	0.00%	1	16.67%	1	16.67%
390	Granville County Schools	463	30	21	70.00%	1	3.33%	5	16.67%	3	10.00%
400	Greene County Schools	200	21	5	23.81%	0	0.00%	8	38.10%	8	38.10%
410	Guilford County Schools	4,752	390	178	45.64%	34	8.72%	72	18.46%	106	27.18%
420	Halifax County Schools	167	17	0	0.00%	0	0.00%	0	0.00%	17	100.00%
421	Roanoke Rapids City Schools	180	13	8	61.54%	0	0.00%	3	23.08%	2	15.38%
422	Weldon City Schools	63	9	1	11.11%	0	0.00%	0	0.00%	8	88.89%
430	Harnett County Schools	1,273	142	63	44.37%	0	0.00%	43	30.28%	36	25.35%
440	Haywood County Schools	496	38	16	42.11%	0	0.00%	7	18.42%	15	39.47%
450	Henderson County Schools	892	58	22	37.93%	3	5.17%	15	25.86%	18	31.03%
460	Hertford County Schools	195	23	2	8.70%	0	0.00%	4	17.39%	17	73.91%
470	Hoke County Schools	613	78	34	43.59%	1	1.28%	30	38.46%	13	16.67%
480	Hyde County Schools	59	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%
490	Iredell-Statesville Schools	1,263	115	41	35.65%	4	3.48%	59	51.30%	11	9.57%
491	Mooreville Graded School District	395	29	20	68.97%	0	0.00%	3	10.34%	6	20.69%

500	Jackson County Public Schools	254	15	7	46.67%	0	0.00%	4	26.67%	4	26.67%
510	Johnston County Public Schools	2,421	144	80	55.56%	2	1.39%	25	17.36%	37	25.69%
520	Jones County Schools	85	7	0	0.00%	0	0.00%	0	0.00%	7	100.00%
530	Lee County Schools	672	61	37	60.66%	3	4.92%	7	11.48%	14	22.95%
540	Lenoir County Public Schools	563	49	25	51.02%	0	0.00%	16	32.65%	8	16.33%
550	Lincoln County Schools	743	39	16	41.03%	0	0.00%	10	25.64%	13	33.33%
560	Macon County Schools	326	19	13	68.42%	0	0.00%	6	31.58%	0	0.00%
570	Madison County Schools	176	15	2	13.33%	0	0.00%	9	60.00%	4	26.67%
580	Martin County Schools	221	25	7	28.00%	2	8.00%	9	36.00%	7	28.00%
590	McDowell County Schools	422	19	7	36.84%	1	5.26%	8	42.11%	3	15.79%
600	Charlotte-Mecklenburg Schools	9,176	854	417	48.83%	22	2.58%	143	16.74%	272	31.85%
610	Mitchell County Schools	138	13	4	30.77%	0	0.00%	8	61.54%	1	7.69%
620	Montgomery County Schools	262	23	8	34.78%	2	8.70%	10	43.48%	3	13.04%
630	Moore County Schools	807	89	37	41.57%	3	3.37%	33	37.08%	16	17.98%
640	Nash-Rocky Mount Schools	932	66	28	42.42%	7	10.61%	13	19.70%	18	27.27%
650	New Hanover County Schools	1,672	145	58	40.00%	5	3.45%	47	32.41%	35	24.14%
660	Northampton County Schools	115	30	2	6.67%	0	0.00%	6	20.00%	22	73.33%
670	Onslow County Schools	1,626	193	112	58.03%	8	4.15%	45	23.32%	28	14.51%
680	Orange County Schools	526	41	14	34.15%	1	2.44%	17	41.46%	9	21.95%
681	Chapel Hill-Carrboro City Schools	887	71	31	43.66%	1	1.41%	24	33.80%	15	21.13%
690	Pamlico County Schools	102	7	3	42.86%	0	0.00%	2	28.57%	2	28.57%
700	Elizabeth City-Pasquotank Public Schools	358	30	13	43.33%	0	0.00%	1	3.33%	16	53.33%
710	Pender County Schools	602	43	27	62.79%	0	0.00%	7	16.28%	9	20.93%
720	Perquimans County Schools	119	8	4	50.00%	0	0.00%	1	12.50%	3	37.50%
730	Person County Schools	281	20	10	50.00%	2	10.00%	3	15.00%	5	25.00%
740	Pitt County Schools	1,589	121	52	42.98%	1	0.83%	33	27.27%	35	28.93%
750	Polk County Schools	174	38	4	10.53%	0	0.00%	5	13.16%	29	76.32%

760	Randolph County School System	990	68	30	44.12%	7	10.29%	18	26.47%	13	19.12%
761	Asheboro City Schools	329	23	13	56.52%	0	0.00%	4	17.39%	6	26.09%
770	Richmond County Schools	454	43	25	58.14%	0	0.00%	8	18.60%	10	23.26%
780	Public Schools of Robeson County	1,319	79	12	15.19%	4	5.06%	37	46.84%	26	32.91%
790	Rockingham County Schools	749	49	28	57.14%	0	0.00%	12	24.49%	9	18.37%
800	Rowan-Salisbury Schools	1,230	100	44	44.00%	1	1.00%	23	23.00%	32	32.00%
810	Rutherford County Schools	515	33	19	57.58%	1	3.03%	9	27.27%	4	12.12%
820	Sampson County Schools	525	26	13	50.00%	1	3.85%	10	38.46%	2	7.69%
821	Clinton City Schools	202	12	4	33.33%	0	0.00%	4	33.33%	4	33.33%
830	Scotland County Schools	425	40	0	0.00%	0	0.00%	0	0.00%	40	100.00%
840	Stanly County Schools	562	29	10	34.48%	2	6.90%	12	41.38%	5	17.24%
850	Stokes County Schools	414	31	14	45.16%	1	3.23%	9	29.03%	7	22.58%
860	Surry County Schools	519	31	5	16.13%	1	3.23%	20	64.52%	5	16.13%
861	Elkin City Schools	85	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%
862	Mount Airy City Schools	114	8	1	12.50%	0	0.00%	4	50.00%	3	37.50%
870	Swain County Schools	131	7	4	57.14%	0	0.00%	2	28.57%	1	14.29%
880	Transylvania County Schools	272	25	14	56.00%	0	0.00%	7	28.00%	4	16.00%
890	Tyrrell County Schools	51	3	2	66.67%	0	0.00%	0	0.00%	1	33.33%
900	Union County Public Schools	2,521	201	108	53.73%	1	0.50%	42	20.90%	50	24.88%
910	Vance County Schools	363	44	15	34.09%	1	2.27%	19	43.18%	9	20.45%
920	Wake County Schools	10,717	824	363	44.05%	115	13.96%	141	17.11%	205	24.88%
930	Warren County Schools	122	20	1	5.00%	3	15.00%	10	50.00%	6	30.00%
940	Washington County Schools	88	15	6	40.00%	0	0.00%	3	20.00%	6	40.00%
950	Watauga County Schools	381	27	12	44.44%	1	3.70%	9	33.33%	5	18.52%
960	Wayne County Public Schools	1,222	82	18	21.95%	1	1.22%	37	45.12%	26	31.71%
970	Wilkes County Schools	597	40	18	45.00%	0	0.00%	14	35.00%	8	20.00%
980	Wilson County Schools	666	54	26	48.15%	1	1.85%	14	25.93%	13	24.07%
990	Yadkin County Schools	352	27	18	66.67%	2	7.41%	1	3.70%	6	22.22%
995	Yancey County Schools	153	14	4	28.57%	0	0.00%	7	50.00%	3	21.43%

**Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs
2020-2021**

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
10	Alamance-Burlington Schools	1,492	106	7.1%	59	4.0%	165	11.1%	19	11.5%
20	Alexander County Schools	314	17	5.4%	5	1.6%	22	7.0%	2	9.1%
30	Alleghany County Schools	114	6	5.3%	5	4.4%	11	9.7%	0	0.0%
40	Anson County Schools	216	20	9.3%	13	6.0%	33	15.3%	3	9.1%
50	Ashe County Schools	226	18	8.0%	4	1.8%	22	9.7%	1	4.6%
60	Avery County Schools	110	6	5.5%	2	1.8%	8	7.3%	0	0.0%
70	Beaufort County Schools	428	35	8.2%	14	3.3%	49	11.5%	2	4.1%
80	Bertie County Schools	137	16	11.7%	5	3.7%	21	15.3%	0	0.0%
90	Bladen County Schools	285	27	9.5%	11	3.9%	38	13.3%	2	5.3%
100	Brunswick County Schools	809	83	10.3%	23	2.8%	106	13.1%	9	8.5%
110	Buncombe County Schools	1,646	121	7.4%	24	1.5%	145	8.8%	23	15.9%
111	Asheville City Schools	358	30	8.4%	17	4.8%	47	13.1%	2	4.3%
120	Burke County Schools	777	49	6.3%	13	1.7%	62	8.0%	9	14.5%
130	Cabarrus County Schools	2,037	152	7.5%	66	3.2%	218	10.7%	16	7.3%
132	Kannapolis City Schools	365	23	6.3%	20	5.5%	43	11.8%	4	9.3%
140	Caldwell County Schools	781	50	6.4%	13	1.7%	63	8.1%	1	1.6%
150	Camden County Schools	130	15	11.5%	2	1.5%	17	13.1%	0	0.0%
160	Carteret County Public Schools	601	51	8.5%	10	1.7%	61	10.2%	3	4.9%
170	Caswell County Schools	172	25	14.5%	14	8.1%	39	22.7%	6	15.4%
180	Catawba County Schools	989	63	6.4%	18	1.8%	81	8.2%	6	7.4%
181	Hickory City Schools	280	26	9.3%	14	5.0%	40	14.3%	4	10.0%
182	Newton Conover City Schools	190	10	5.3%	17	9.0%	27	14.2%	4	14.8%
190	Chatham County Schools	644	50	7.8%	24	3.7%	74	11.5%	4	5.4%
200	Cherokee County Schools	261	23	8.8%	3	1.2%	26	10.0%	2	7.7%
210	Edenton-Chowan Schools	135	5	3.7%	6	4.4%	11	8.2%	0	0.0%

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
220	Clay County Schools	94	4	4.3%			4	4.3%	0	0.0%
230	Cleveland County Schools	971	52	5.4%	18	1.9%	70	7.2%	10	14.3%
240	Columbus County Schools	371	30	8.1%	20	5.4%	50	13.5%	1	2.0%
241	Whiteville City Schools	154	7	4.6%	7	4.6%	14	9.1%	2	14.3%
250	Craven County Schools	825	97	11.8%	35	4.2%	132	16.0%	5	3.8%
260	Cumberland County Schools	3,482	354	10.2%	108	3.1%	462	13.3%	30	6.5%
270	Currituck County Schools	274	23	8.4%	5	1.8%	28	10.2%	1	3.6%
280	Dare County Schools	405	35	8.6%	3	0.7%	38	9.4%	4	10.5%
290	Davidson County Schools	1,182	84	7.1%	26	2.2%	110	9.3%	7	6.4%
291	Lexington City Schools	200	15	7.5%	15	7.5%	30	15.0%	1	3.3%
292	Thomasville City Schools	156	19	12.2%	12	7.7%	31	19.9%	3	9.7%
295	Innovative School District	14	2	14.3%	2	14.3%	4	28.6%	1	25.0%
300	Davie County Schools	413	26	6.3%	10	2.4%	36	8.7%	4	11.1%
310	Duplin County Schools	598	42	7.0%	19	3.2%	61	10.2%	4	6.6%
320	Durham Public Schools	2,470	204	8.3%	80	3.2%	284	11.5%	21	7.4%
330	Edgecombe County Public Schools	400	42	10.5%	29	7.3%	71	17.8%	6	8.5%
340	Winston Salem / Forsyth County Schools	3,793	361	9.5%	116	3.1%	477	12.6%	82	17.2%
350	Franklin County Schools	531	40	7.5%	21	4.0%	61	11.5%	5	8.2%
360	Gaston County Schools	1,961	148	7.6%	66	3.4%	214	10.9%	13	6.1%
370	Gates County Schools	132	11	8.3%	1	0.8%	12	9.1%	1	8.3%
380	Graham County Schools	91	6	6.6%	2	2.2%	8	8.8%	0	0.0%
390	Granville County Schools	463	30	6.5%	25	5.4%	55	11.9%	5	9.1%
400	Greene County Schools	200	21	10.5%	7	3.5%	28	14.0%	3	10.7%
410	Guilford County Schools	4,752	390	8.2%	165	3.5%	555	11.7%	48	8.7%
420	Halifax County Schools	167	17	10.2%	13	7.8%	30	18.0%	4	13.3%
421	Roanoke Rapids City Schools	180	13	7.2%	3	1.7%	16	8.9%	1	6.3%

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
422	Weldon City Schools	63	9	14.3%	5	7.9%	14	22.2%	1	7.1%
430	Harnett County Schools	1,273	142	11.2%	57	4.5%	199	15.6%	13	6.5%
440	Haywood County Schools	496	38	7.7%	8	1.6%	46	9.3%	4	8.7%
450	Henderson County Schools	892	58	6.5%	19	2.1%	77	8.6%	13	16.9%
460	Hertford County Schools	195	23	11.8%	7	3.6%	30	15.4%	4	13.3%
470	Hoke County Schools	613	78	12.7%	39	6.4%	117	19.1%	8	6.8%
480	Hyde County Schools	59	3	5.1%	3	5.1%	6	10.2%	1	16.7%
490	Iredell-Statesville Schools	1,263	115	9.1%	35	2.8%	150	11.9%	9	6.0%
491	Mooresville Graded School District	395	29	7.3%	12	3.0%	41	10.4%	2	4.9%
500	Jackson County Public Schools	254	15	5.9%	6	2.4%	21	8.3%	2	9.5%
510	Johnston County Public Schools	2,421	144	6.0%	76	3.1%	220	9.1%	12	5.5%
520	Jones County Schools	85	7	8.2%	5	5.9%	12	14.1%	1	8.3%
530	Lee County Schools	672	61	9.1%	36	5.4%	97	14.4%	7	7.2%
540	Lenoir County Public Schools	563	49	8.7%	29	5.2%	78	13.9%	5	6.4%
550	Lincoln County Schools	743	39	5.3%	16	2.2%	55	7.4%	3	5.5%
560	Macon County Schools	326	19	5.8%	2	0.6%	21	6.4%	3	14.3%
570	Madison County Schools	176	15	8.5%	2	1.1%	17	9.7%	1	5.9%
580	Martin County Schools	221	25	11.3%	9	4.1%	34	15.4%	3	8.8%
590	McDowell County Schools	422	19	4.5%	11	2.6%	30	7.1%	4	13.3%
600	Charlotte-Mecklenburg Schools	9,176	854	9.3%	214	2.3%	1068	11.6%	74	6.9%
610	Mitchell County Schools	138	13	9.4%	2	1.5%	15	10.9%	0	0.0%
620	Montgomery County Schools	262	23	8.8%	11	4.2%	34	13.0%	1	2.9%
630	Moore County Schools	807	89	11.0%	25	3.1%	114	14.1%	9	7.9%
640	Nash-Rocky Mount Schools	932	66	7.1%	40	4.3%	106	11.4%	5	4.7%
650	New Hanover County Schools	1,672	145	8.7%	38	2.3%	183	10.9%	11	6.0%
660	Northampton County Schools	115	30	26.1%	10	8.7%	40	34.8%	2	5.0%

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
670	Onslow County Schools	1,626	193	11.9%	41	2.5%	234	14.4%	13	5.6%
680	Orange County Schools	526	41	7.8%	25	4.8%	66	12.6%	2	3.0%
681	Chapel Hill-Carrboro City Schools	887	71	8.0%	17	1.9%	88	9.9%	8	9.1%
690	Pamlico County Schools	102	7	6.9%	3	2.9%	10	9.8%	0	0.0%
700	Elizabeth City-Pasquotank Public Schools	358	30	8.4%	14	3.9%	44	12.3%	1	2.3%
710	Pender County Schools	602	43	7.1%	13	2.2%	56	9.3%	5	8.9%
720	Perquimans County Schools	119	8	6.7%	4	3.4%	12	10.1%	2	16.7%
730	Person County Schools	281	20	7.1%	14	5.0%	34	12.1%	1	2.9%
740	Pitt County Schools	1,589	121	7.6%	65	4.1%	186	11.7%	7	3.8%
750	Polk County Schools	174	38	21.8%	1	0.6%	39	22.4%	3	7.7%
760	Randolph County School System	990	68	6.9%	30	3.0%	98	9.9%	4	4.1%
761	Asheboro City Schools	329	23	7.0%	16	4.9%	39	11.9%	0	0.0%
770	Richmond County Schools	454	43	9.5%	15	3.3%	58	12.8%	2	3.5%
780	Public Schools of Robeson County	1,319	79	6.0%	27	2.1%	106	8.0%	6	5.7%
790	Rockingham County Schools	749	49	6.5%	16	2.1%	65	8.7%	6	9.2%
800	Rowan-Salisbury Schools	1,230	100	8.1%	57	4.6%	157	12.8%	4	2.6%
810	Rutherford County Schools	515	33	6.4%	11	2.1%	44	8.5%	2	4.6%
820	Sampson County Schools	525	26	5.0%	15	2.9%	41	7.8%	4	9.8%
821	Clinton City Schools	202	12	5.9%	12	5.9%	24	11.9%	1	4.2%
830	Scotland County Schools	425	40	9.4%	28	6.6%	68	16.0%	6	8.8%
840	Stanly County Schools	562	29	5.2%	16	2.9%	45	8.0%	3	6.7%
850	Stokes County Schools	414	31	7.5%	11	2.7%	42	10.1%	2	4.8%
860	Surry County Schools	519	31	6.0%	5	1.0%	36	6.9%	1	2.8%
861	Elkin City Schools	85	2	2.4%	1	1.2%	3	3.5%	0	0.0%
862	Mount Airy City Schools	114	8	7.0%	3	2.6%	11	9.7%	1	9.1%

LEA	LEA Name	Total # of teachers	Total State Attrition	State Attrition Rate	Total Mobility	Total Mobility Rate	# Departed From LEA	LEA Attrition Rate	# of Teacher Recouped	Recoupment Rate
870	Swain County Schools	131	7	5.3%	3	2.3%	10	7.6%	1	10.0%
880	Transylvania County Schools	272	25	9.2%	4	1.5%	29	10.7%	7	24.1%
890	Tyrrell County Schools	51	3	5.9%	3	5.9%	6	11.8%	0	0.0%
900	Union County Public Schools	2,521	201	8.0%	57	2.3%	258	10.2%	21	8.1%
910	Vance County Schools	363	44	12.1%	20	5.5%	64	17.6%	3	4.7%
920	Wake County Schools	10,717	824	7.7%	188	1.8%	1012	9.4%	95	9.4%
930	Warren County Schools	122	20	16.4%	6	4.9%	26	21.3%	1	3.9%
940	Washington County Schools	88	15	17.1%	7	8.0%	22	25.0%	0	0.0%
950	Watauga County Schools	381	27	7.1%	8	2.1%	35	9.2%	2	5.7%
960	Wayne County Public Schools	1,222	82	6.7%	52	4.3%	134	11.0%	8	6.0%
970	Wilkes County Schools	597	40	6.7%	14	2.4%	54	9.1%	2	3.7%
980	Wilson County Schools	666	54	8.1%	36	5.4%	90	13.5%	7	7.8%
990	Yadkin County Schools	352	27	7.7%	7	2.0%	34	9.7%	3	8.8%
995	Yancey County Schools	153	14	9.2%	2	1.3%	16	10.5%	0	0.0%

**Appendix D : Teacher Vacancy Data for LEAs
2020-2021**

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
010	Alamance-Burlington Schools	1557	61	69	4.43%	22	9	5
020	Alexander County Schools	310	7	6	1.94%	1	0	0
030	Alleghany County Schools	125	15	15	12.00%	5	1	0

040	Anson County Schools	226.42	32.46	34.46	15.22%	5	1	2
050	Ashe County Schools	217.33	5	1	0.46%	0	0	1
060	Avery County Schools	168.72	22	10	5.93%	1	0	0
070	Beaufort County	521	30	31	5.95%	5	2	0.5
080	Bertie County Schools	140	9	10	7.14%	2	0	1
090	Bladen County Schools	299	58.5	67.5	22.58%	17	3	2
100	Brunswick County Schools	870.57	57	54	6.20%	6	3	1
110	Buncombe County Schools	2285	12.5	8	0.35%	2	1	0
111	Asheville City Schools	380	8	8	2.11%	1	2	0
120	Burke County Schools	778.33	8	9	1.16%	7	0	0
130	Cabarrus County Schools	2096.68	11	40	1.91%	15	1	1
132	Kannapolis City Schools	375	5	2	0.53%	0	0	0
140	Caldwell County Schools	677	15	12	1.77%	4	0	1
150	Camden County Schools	128	4	5	3.91%	1	1	1
160	Carteret County Public Schools	609.79	8	4	0.66%	0	0	1
170	Caswell County Schools	192	17	14	7.29%	2	0	0
180	Catawba County Schools	830	6	9	1.08%	1	2	0
181	Hickory City Schools	276	8	9	3.26%	0	0	0
182	Newton Conover City Schools	212	1	10	4.72%	1	1	0
190	Chatham County Schools	741.41	52.35	52.25	7.05%	10	2.25	1.25
200	Cherokee County Schools	247.21	2	3.5	1.42%	0	0	0
210	Edenton-Chowan Schools	133.5	6	4	3.00%	1	0	0
220	Clay County Schools	106	0	1	0.94%	0	0	0
230	Cleveland County Schools	978	36	37	3.78%	8	2	0
240	Columbus County Schools	344.24	38.1	38.1	11.07%	12	2.6	0
241	Whiteville City Schools	195	11	11	5.64%	1	0	1
250	Craven County Schools	838	103	60	7.16%	15	1	0
260	Cumberland County Schools	3713.57	128.5	109.5	2.95%	25	10.5	7
270	Currituck County Schools	332	10	14	4.22%	1	2	0
280	Dare County Schools	464.4	5	4	0.86%	0	0	0
290	Davidson County Schools	1396.27	123.4	135.3	9.69%	31	7	4.4
291	Lexington City Schools	115.73	10	11	9.50%	1	2	0
292	Thomasville City Schools	148	22	20	13.51%	12	0	0

295	Innovative School District	15	11	5	33.33%	10	1	0
300	Davie County Schools	414	18	15	3.62%	5	0.33	0
310	Duplin County Schools	471	22	29	6.16%	11	0	0
320	Durham Public Schools	1728.11	482.72	155.5	9.00%	36	10	2.5
330	Edgecombe County Public Schools	287.5	27	30	10.43%	9	4	0
340	Winston Salem / Forsyth County Schools	3465	84.83	166.11	4.79%	40.5	9.5	0
350	Franklin County Schools	599.3	17	23	3.84%	5	5	0
360	Gaston County Schools	1845.4	79	66	3.58%	8	2	3
370	Gates County Schools	125	7	5	4.00%	1	0	0
380	Graham County Schools	102	0	0	0.00%	0	0	0
390	Granville County Schools	461.3	36	29	6.29%	8	3	2
400	Greene County Schools	206.9	9.5	7	3.38%	0	1	0
410	Guilford County Schools	2452.86	7	76	3.10%	2	5	0
420	Halifax County Schools	151	12	5	3.31%	0	3	0
421	Roanoke Rapids City Schools	185	2	4	2.16%	1	0	0
422	Weldon City Schools	0	3	0	0.00%	0	0	0
430	Harnett County Schools	1348	33	21	1.56%	5	1	0
440	Haywood County Schools	530.56	7.5	7	1.32%	0	0	0
450	Henderson County Schools	1079.13	8	4	0.37%	0	0	0
460	Hertford County Schools	178	17	14	7.87%	3	0	0
470	Hoke County Schools	497	18	15	3.02%	2	0	2
480	Hyde County Schools	58	0	3	5.17%	0	0	0
490	Iredell-Statesville Schools	1087	24	58	5.34%	6	12	1
491	Mooresville Graded School District	380.97	12	10	2.62%	4	1	0
500	Jackson County Public Schools	250	10	5	2.00%	1	0	0
510	Johnston County Public Schools	2704	117.5	81	3.00%	5.5	6.5	4
520	Jones County Schools	42.43	3	1	2.36%	0	0	0
530	Lee County Schools	751.4	21	36	4.79%	7	3	1
540	Lenoir County Public Schools	599	22	21	3.51%	2	3	0
550	Lincoln County Schools	759	10	15	1.98%	2	2	0
560	Macon County Schools	369.56	6	5	1.35%	1	0	0
570	Madison County Schools	180	2	1	0.56%	2	0	0

580	Martin County Schools	204	9	11	5.39%	1	1	1
590	McDowell County Schools	316	12	7	2.22%	0	0	0
600	Charlotte-Mecklenburg Schools	9630.1	280.3	79.8	0.83%	16	8.5	3.5
610	Mitchell County Schools	151	0	6	3.97%	0	1	0
620	Montgomery County Schools	245	6	4	1.63%	2	0	0
630	Moore County Schools	860.62	59.17	51.17	5.95%	11.26	2.74	0
640	Nash County Public Schools	936	30	54.6	5.83%	15	4	0
650	New Hanover County Schools	2273	4	43	1.89%	2	5	1
660	Northampton County Schools	110	13	7	6.36%	0	0	0
670	Onslow County Schools	1658	13	23	1.39%	8	3	0
680	Orange County Schools	528.5	34	48	9.08%	10	0	0
681	Chapel Hill-Carrboro City Schools	910	42.5	28	3.08%	4	8	0.5
690	Pamlico County Schools	99	2	3	3.03%	1	1	0
700	Elizabeth City-Pasquotank Public Schools	333	35	20	6.01%	10	1	0
710	Pender County Schools	603	0	20	3.32%	5	4	0
720	Perquimans County Schools	131	3	4	3.05%	0	1	0
730	Person County Schools	299.27	37	39	13.03%	8	2	2
740	Pitt County Schools	1131	35	50	4.42%	13	1	1
750	Polk County Schools	218	0	0	0.00%	0	0	0
760	Randolph County School System	991.5	42.5	44	4.44%	3	3	3
761	Asheboro City Schools	334	12.5	7.5	2.25%	1	0	0
770	Richmond County Schools	508	42	47	9.25%	7	2	3
780	Public Schools of Robeson County	1476.59	156	106	7.18%	27	10	2
790	Rockingham County Schools	785.54	32	25	3.18%	1	3	3
800	Rowan-Salisbury Schools	1251	45	0	0.00%	8	4	2
810	Rutherford County Schools	576	41	40	6.94%	12	2	0
820	Sampson County Schools	527.3	23	25	4.74%	6	2.5	0
821	Clinton City Schools	206	3	1	0.49%	0	0	0
830	Scotland County Schools	365	3	20	5.48%	2	0	1
840	Stanly County Schools	616.21	31.5	35.5	5.76%	9	1.5	2
850	Stokes County Schools	402.42	4	3	0.75%	0	0	0
860	Surry County Schools	518	16	9	1.74%	0	0	0

861	Elkin City Schools	107	0	1	0.93%	0	1	0
862	Mount Airy City Schools	133	2	2	1.50%	0	0	0
870	Swain County Schools	131.25	9	9	6.86%	1	0	0
880	Transylvania County Schools	220.35	2	1	0.45%	0	2	0
890	Tyrrell County Schools	40	3	4	10.00%	1	0	0
900	Union County Public Schools	2414	108	54	2.24%	18	6	1
910	Vance County Schools	337	34	43	12.76%	7	5	0
920	Wake County Schools	10982.37	390.77	301.15	2.74%	69.35	28.6	2.6
930	Warren County Schools	140	22	6	4.29%	1	1	0
940	Washington County Schools	87	9	6	6.90%	0	1	0
950	Watauga County Schools	393.5	2	2	0.51%	0	0.5	0
960	Wayne County Public Schools	1224.4	26	27	2.21%	6	1	1
970	Wilkes County Schools	582	12	9	1.55%	2	0	0
980	Wilson County Schools	497	25	42	8.45%	8	2	3
990	Yadkin County Schools	380.57	0	3	0.79%	1	0	0
995	Yancey County Schools	153.6	6	3	1.95%	2	1	0
LEA Number	LEA Name	Middle School (6-8)						
		ELA	Social Studies	Math	EC	Science	Enhancements	
010	Alamance-Burlington Schools	1	4	2	3	4	1	
020	Alexander County Schools	0	0	0	1	2	0	
030	Alleghany County Schools	1	0	0	2	0	0	
040	Anson County Schools	0	1	1	1	4	2	
050	Ashe County Schools	0	0	0	0	0	0	
060	Avery County Schools	1	2	0	0	0	1	
070	Beaufort County	4	2	3	1	1	2.5	
080	Bertie County Schools	1	0	0	1	0	0	
090	Bladen County Schools	0	2	4	2	5	0.5	
100	Brunswick County Schools	5	6	1	3	6	1	
110	Buncombe County Schools	0	0	0	1	0	2	
111	Asheville City Schools	0	0	0	1	0	0	
120	Burke County Schools	0	0	0	0	0	0	
130	Cabarrus County Schools	0	5	2	1	1	0	

132	Kannapolis City Schools	0	0	0	0	0	0
140	Caldwell County Schools	0	0	1	1	0	1
150	Camden County Schools	0	1	0	0	0	1
160	Carteret County Public Schools	1	1	0	0	0	0
170	Caswell County Schools	0	1	0	2	1	0
180	Catawba County Schools	0.5	1	0.5	0	0	0
181	Hickory City Schools	1	0	0	0	0	1
182	Newton Conover City Schools	1	1	0	0	0	1
190	Chatham County Schools	1	1.25	3	0	0	2.25
200	Cherokee County Schools	0	0	0	0	0	0
210	Edenton-Chowan Schools	0	0	0	1	0	0
220	Clay County Schools	0	0	0	0	0	0
230	Cleveland County Schools	0	4	2	3	1	2
240	Columbus County Schools	4	0.6	2	2	1	0
241	Whiteville City Schools	0	1	2	0.5	0.5	1
250	Craven County Schools	1.5	3	4	1	1	0
260	Cumberland County Schools	2	9	1	5	3	3
270	Currituck County Schools	2	3	0	0	1	0
280	Dare County Schools	0	0	0	1	0	1
290	Davidson County Schools	4.5	7	3.5	1	4	1
291	Lexington City Schools	1	0	2	0	0	0
292	Thomasville City Schools	0	1	0	1	1	0
295	Innovative School District	0	0	0	0	0	0
300	Davie County Schools	1	1.33	0	0	0	0.5
310	Duplin County Schools	0	0	2	1	0	1
320	Durham Public Schools	2	12	1	5	1.5	1.5
330	Edgecombe County Public Schools	0	1	0	0	1	0
340	Winston Salem / Forsyth County Schools	7	9	6	12	1	1
350	Franklin County Schools	1	2	0	1	0	0
360	Gaston County Schools	2	3	2	1	0	1

370	Gates County Schools	0	1	0	0	1	0
380	Graham County Schools	0	0	0	0	0	0
390	Granville County Schools	1	2	1	0	0	0
400	Greene County Schools	0	0	1	0	0	0
410	Guilford County Schools	3	5	0	2	2	1
420	Halifax County Schools	0	0	0	0	0	0
421	Roanoke Rapids City Schools	0	0	0	0	0	1
422	Weldon City Schools	0	0	0	0	0	0
430	Harnett County Schools	0	0	2	3	1	0
440	Haywood County Schools	0	0	0	0	0	1
450	Henderson County Schools	0	0	0	0	0	0
460	Hertford County Schools	1	3	1	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	2	2	1	5.5	4.5	2
491	Mooreville Graded School District	1	0	0	0	0	0
500	Jackson County Public Schools	2	0	0	0	0	0
510	Johnston County Public Schools	3	8.5	1	1	6	0
520	Jones County Schools	0	0	0	1	0	0
530	Lee County Schools	0	0	0	1	3	0
540	Lenoir County Public Schools	0	1	0	2	2	0
550	Lincoln County Schools	1	2	0	0	0	0
560	Macon County Schools	0	0	0	3	0	0
570	Madison County Schools	0	0	0	0	0	0
580	Martin County Schools	2	0	0	1	0	0
590	McDowell County Schools	0	1	0	0	1	0
600	Charlotte-Mecklenburg Schools	2	4	1	2.5	5	5
610	Mitchell County Schools	0	1	0	0	1	1
620	Montgomery County Schools	0	0	0	0	0	0
630	Moore County Schools	0	1	2.75	3	2.75	0

640	Nash County Public Schools	0	3	2	2.5	1.5	0
650	New Hanover County Schools	0	1	0	1	0	0
660	Northampton County Schools	2	0	2	1	1	0
670	Onslow County Schools	0	3	0	1	0	1
680	Orange County Schools	0	2	1	1	3	0.5
681	Chapel Hill-Carrboro City Schools	1	2	1	2	1	0
690	Pamlico County Schools	0	0	0	0	0	0
700	Elizabeth City-Pasquotank Public Schools	0	2	0	2	1	0
710	Pender County Schools	0	0	0	0	0	0
720	Perquimans County Schools	0	1	0	0	0	0
730	Person County Schools	0	4	1	2	4	0
740	Pitt County Schools	3	2	0	3	4	0
750	Polk County Schools	0	0	0	0	0	0
760	Randolph County School System	1	4.5	0	1	1	1
761	Asheboro City Schools	1	0	0	0	0	0
770	Richmond County Schools	1	3	3	2	2	7
780	Public Schools of Robeson County	11	6	2	10	6	2
790	Rockingham County Schools	2	1	1	2	0	0
800	Rowan-Salisbury Schools	2	0	1	3	2	0
810	Rutherford County Schools	1	3	0	1	3	0
820	Sampson County Schools	2	1.5	0	1	2	0
821	Clinton City Schools	0	0	0	1	0	0
830	Scotland County Schools	1	2	1	2	1	0
840	Stanly County Schools	0.5	0	1.5	0.5	2.5	2
850	Stokes County Schools	0	0	0	0	0	0
860	Surry County Schools	0	0	0	1	0	0
861	Elkin City Schools	0	0	0	0	0	0
862	Mount Airy City Schools	0	0	0	0	0	0

870	Swain County Schools	1	1	1	0	0	0
880	Transylvania County Schools	0	0	0	0	0	0
890	Tyrrell County Schools	0	0	1	0	0	1
900	Union County Public Schools	6	5	3	5	6	0
910	Vance County Schools	0	3	5	1	4	3
920	Wake County Schools	1	17.5	6	13.5	8	13.7
930	Warren County Schools	0	0	1	0	0	0
940	Washington County Schools	0	0	0	0	1	0
950	Watauga County Schools	0	0	0	0	0	0
960	Wayne County Public Schools	2	2	0	1	4	1
970	Wilkes County Schools	0	0	0	0.5	0.5	1
980	Wilson County Schools	1	2	1	5	5	1
990	Yadkin County Schools	0	0	0	1	0	0
995	Yancey County Schools	0	0	0	0	0	0

LEA	LEA Name	High School (9-12)							
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
010	Alamance-Burlington Schools	2	3	1	1	2	1	0	7
020	Alexander County Schools	0	0	0	0	0	1	0	0
030	Alleghany County Schools	1	0	0	1	1	3	0	0
040	Anson County Schools	3	1	2	1	2	1	0	0
050	Ashe County Schools	0	0	0	0	0	0	0	0
060	Avery County Schools	1	1	0	1	0	0	0	0
070	Beaufort County	2	1	0	0	2	0	0	0
080	Bertie County Schools	1	1	0	0	1	1	0	0
090	Bladen County Schools	3	1.5	3	1	3	4	0	0
100	Brunswick County Schools	2	1	0	0	5	5	0	0
110	Buncombe County Schools	0	1	0	0	0	0	0	0
111	Asheville City Schools	0	0	0	1	0	1	0	0

120	Burke County Schools	0	0	0	0	1	0	0	0
130	Cabarrus County Schools	2	1	0	1	1	2	0	0
132	Kannapolis City Schools	0	0	0	0	0	0	0	0
140	Caldwell County Schools	1	0	0	0	0	0	0	0
150	Camden County Schools	1	1	0	0	0	0	0	0
160	Carteret County Public Schools	0	1	0	0	2	0	0	0
170	Caswell County Schools	1	1	1	0	2	1	0	0
180	Catawba County Schools	0	0	0	1	1	0	0	0
181	Hickory City Schools	2	1	1	0	1	0	0	0
182	Newton Conover City Schools	0	0	0	0	0	0	1	0
190	Chatham County Schools	6.5	1	2	1	1.5	3	0	0
200	Cherokee County Schools	1	0	1	0	1	0	0	0
210	Edenton-Chowan Schools	0	0	1	0	0	0	0	0
220	Clay County Schools	1	0	0	0	0	0	0	0
230	Cleveland County Schools	3	3	0	0	1	1	0	0
240	Columbus County Schools	2.4	0	0	0.5	4	1	0	0
241	Whiteville City Schools	0	0	0	0	1	0	0	0
250	Craven County Schools	4	4	4	1	5	4	0	0
260	Cumberland County Schools	5	2	6	1	8	2	0	0
270	Currituck County Schools	0	0	0	0	0	0	0	0
280	Dare County Schools	0	0	0	0	0	0	0	0
290	Davidson County Schools	5	1.5	3	4	5	13.5	0	0
291	Lexington City Schools	0	0	0	0	2	0	0	0
292	Thomasville City Schools	0	1	0	0	2	0	0	0
295	Innovative School District	0	0	0	0	0	0	0	0
300	Davie County Schools	1.33	0	0	0	1	1	1.5	4.6
310	Duplin County Schools	0	1	1	0	1	1	0	0
320	Durham Public Schools	8.5	8	4	5	7	2	0	0
330	Edgecombe County Public Schools	1	0	1	0	2	1	0	0
340	Winston Salem / Forsyth County Schools	14.5	3	4	3	11	6.5	0	0
350	Franklin County Schools	0	1	0	0	3	2	0	0

360	Gaston County Schools	2	2	1	1	3	4	0	0
370	Gates County Schools	2	0	1	0	1	0	0	0
380	Graham County Schools	0	0	0	0	0	0	0	0
390	Granville County Schools	2	0	0	1	3	2	0	0
400	Greene County Schools	0	2	0	0	0	0	0	0
410	Guilford County Schools	8	1	4	2	3	4	0	0
420	Halifax County Schools	3	0	0	0	0	1	0	0
421	Roanoke Rapids City Schools	0	0	2	0	0	0	0	0
422	Weldon City Schools	0	0	0	0	0	0	0	0
430	Harnett County Schools	2	0	1	0	0	0	0	0
440	Haywood County Schools	0	0	1	0	1	2	0	0
450	Henderson County Schools	0	0	1	0	1	1	0	0
460	Hertford County Schools	1	1	0	1	0	1	0	0
470	Hoke County Schools	0	1	2	0	1	0	0	0
480	Hyde County Schools	0	0	0	0	1	0	0	0
490	Iredell-Statesville Schools	3	5	2	1	2	2	0	0
491	Mooresville Graded School District	1	1	0	0	2	0	0	0
500	Jackson County Public Schools	0	0	1	0	0	0	0	0
510	Johnston County Public Schools	3	2	1	0	1	1	0	0
520	Jones County Schools	0	0	0	0	0	0	0	0
530	Lee County Schools	1	0	1	0	2	1	0	0
540	Lenoir County Public Schools	0	0	1	0	1	1	0	0
550	Lincoln County Schools	3	0	0	0	0	1	0	0
560	Macon County Schools	0	0	0	0	1	0	0	0
570	Madison County Schools	0	0	0	0	0	0	0	0
580	Martin County Schools	0	2	0	0	1	1	0	2
590	McDowell County Schools	0	0	0	0	0	0	0	0
600	Charlotte-Mecklenburg Schools	3	3	5	2	5	2	0	0
610	Mitchell County Schools	0	0	0	0	0	0	0	0
620	Montgomery County Schools	0	0	0	0	0	0	0	0
630	Moore County Schools	6.57	1	1.6	3	2	4	0	0
640	Nash County Public Schools	0	2	1.5	4	2.5	3	0	0

650	New Hanover County Schools	2	0	0	1	2	2	0	0
660	Northampton County Schools	0	2	0	1	0	0	0	0
670	Onslow County Schools	2	0	0	0	1	1	0	0
680	Orange County Schools	2	0	2	0	2	4	0	0
681	Chapel Hill-Carrboro City Schools	2	0	1	0	0	0	0	0
690	Pamlico County Schools	0	1	0	0	0	0	0	0
700	Elizabeth City-Pasquotank Public Schools	0	1	0	2	0	1	0	0
710	Pender County Schools	0	0	0	0	0	2	0	0
720	Perquimans County Schools	0	1	0	0	0	1	0	0
730	Person County Schools	1	3	2	0	4	1	0	0
740	Pitt County Schools	11	0	0	1	2	4	0	0
750	Polk County Schools	0	0	0	0	0	0	0	0
760	Randolph County School System	7	1	1	1	1	3	0	0
761	Asheboro City Schools	0	1	0	0	0	1	0	0
770	Richmond County Schools	1	2	1	2	3	2	0	0
780	Public Schools of Robeson County	5	1	3	2	2	3	0	0
790	Rockingham County Schools	0	0	1	0	2	0	0	0
800	Rowan-Salisbury Schools	2	2	0	0	3	1	0	0
810	Rutherford County Schools	1	1	0	3	1	2	0	0
820	Sampson County Schools	1	1	1	1	0	0	0	0
821	Clinton City Schools	0	0	0	0	0	0	0	0
830	Scotland County Schools	4	2	1	0	1	0	0	0
840	Stanly County Schools	2	0	3	1	2	1	0	0
850	Stokes County Schools	0	1	1	0	0	0	0	0
860	Surry County Schools	0	1	0	0	1	1	0	0
861	Elkin City Schools	0	0	0	0	0	0	0	0
862	Mount Airy City Schools	0	1	0	0	0	0	0	1
870	Swain County Schools	0	0	0	0	0	0	0	0
880	Transylvania County Schools	0	0	0	0	0	1	0	0
890	Tyrrell County Schools	0	0	0	0	0	0	0	0
900	Union County Public Schools	4	6	3	5	3	9	0	0

910	Vance County Schools	3	3	0	2	1	3	0	0
920	Wake County Schools	8	7	3	5.5	10	7	0	0
930	Warren County Schools	0	0	0	1	0	1	0	2
940	Washington County Schools	0	1	1	0	0	0	0	0
950	Watauga County Schools	0	0	0	0	0	0	0	0
960	Wayne County Public Schools	1	0	0	0	2	0	0	2
970	Wilkes County Schools	0	0	0	0	0	0	0	0
980	Wilson County Schools	3	0	1	0	3	3	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

Draft: Subject to Revision