

# **An Overview of Teacher Supply and Demand in North Carolina**

Joint Legislative Education  
Oversight Committee  
December 2008



**Number of Teachers Employed for the First Time in NC  
1995-96 to 2007-08**

<b>School Type of Teacher Year</b>	<b>1995- 96</b>	<b>1996- 97</b>	<b>1997- 98</b>	<b>1998- 99</b>	<b>1999- 00</b>	<b>2000- 01</b>	<b>2001- 02</b>	<b>2002- 03</b>	<b>2003- 04</b>	<b>2004- 05</b>	<b>2005- 06</b>	<b>2006-07</b>	<b>2007-08</b>
Beginning Teacher/No Experience	4,201	4,815	5,097	4,915	4,177	3,007	3,628	3,507	4,278	4,938	5,056	4,811	4,941
Lateral Entry Teacher	833	1,079	1,372	1,186	1,800	1,799	2,023	2,112	2,079	2,106	2,006	1,971	1,777
Emergency Permit Teacher	NA	NA	13	500	578	805	943	527	501	402	290	28	20
First Year in NC/But Has Experience (Teaching or Non-Teaching)	1,909	2,180	3,053	3,456	4,051	4,804	3,411	2,634	2,458	2,551	2,829	3,033	2,783
Total Employed as First Time NC Teachers	6,943	8,074	9,535	10,057	10,606	10,415	10,005	8,780	9,316	9,997	10,181	9,843	9,521



## School Year Initially Hired

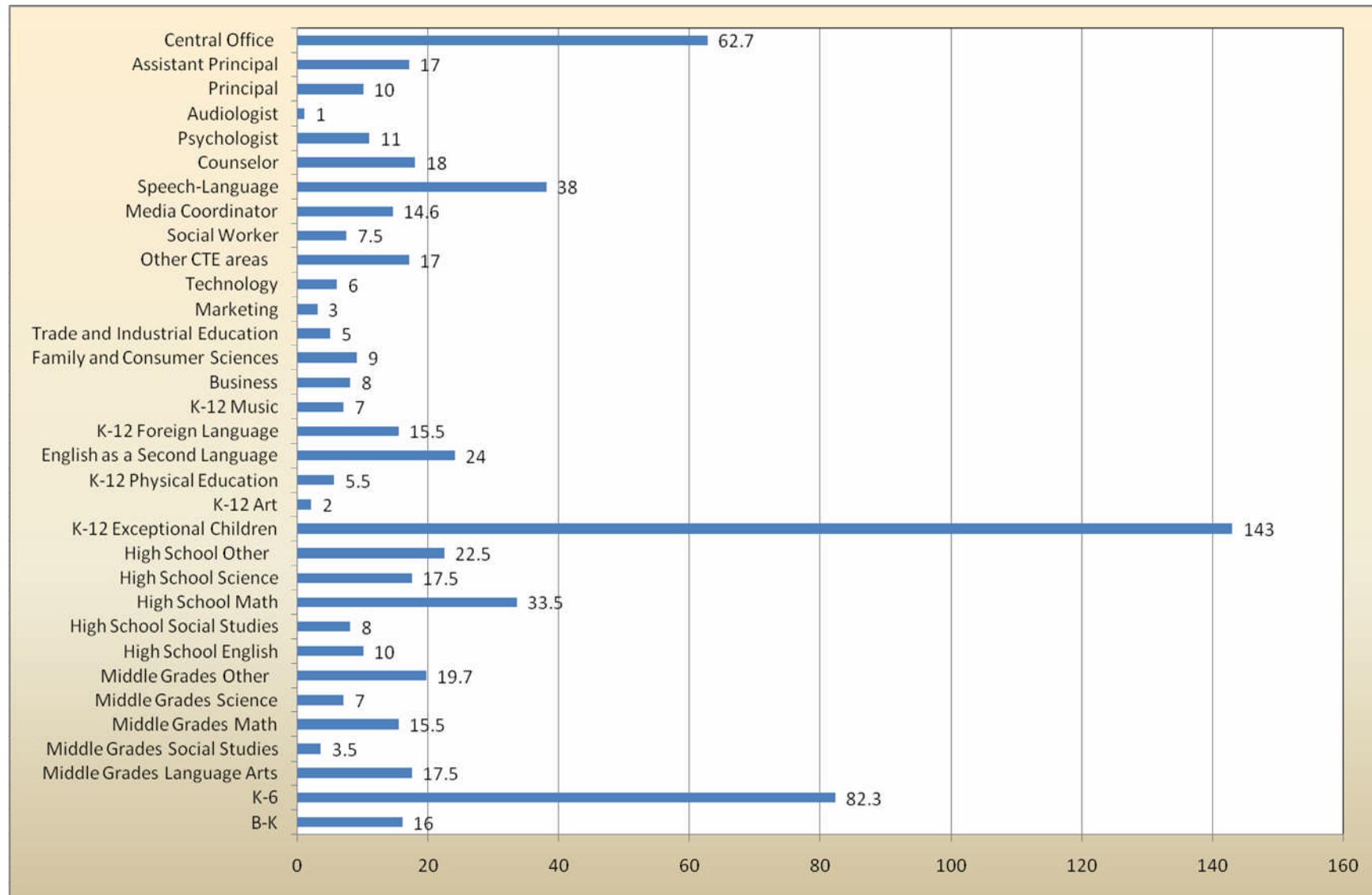
Category	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
Total New Hires	8,780	9,316	9,997	10,181	9,843	9,521
# who are Lateral	2,112	2,079	2,106	2,006	1,971	1,777
# in-state grads	2,356	2,575	2,463	2,890	2,950	2,999
# out-of-state	3,947	4,721	4,764	6,136	6,331	6,125

## Retention of New-Hire Teachers School Year Initially Hired

Retention after:	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
1 yr	78.8%	79.3%	80.4%	81.1%	82.9%	N/A
2 yrs	68.4%	68.6%	69.6%	72.4%	N/A	N/A
3 yrs	60.3%	60.0%	61.1%	N/A	N/A	N/A
4 yrs	56.4%	56.0%	N/A	N/A	N/A	N/A
5 yrs	53.2%	N/A	N/A	N/A	N/A	N/A



# Vacancies as of October 17, 2008



# Statewide efforts to impact supply and demand

- **State and federal funding used for recruitment and retention bonuses**
  - Disadvantaged Students Supplemental Fund
  - Title II, Part A
- **State Board policy on innovative alternative programs for lateral entry teachers**
  - Guilford County Schools Alternative Certification Track in partnership with Guilford Technical Community College
  - State Board to consider two more in coming months.
- **State-level scholarship programs**



Program	Merit/Need	Who May Apply	Amount	Enrollment	Number
NC Teaching Fellows	Merit	High School Senior	\$6500	Full-time	500 Renewable award
Millennium Teacher Scholarship-Loan Program	Merit and Need	High School Senior	\$6500	Full-time	Up to 20 at each of the three participating sites
Prospective Teacher Scholarship-Loan Program	Merit	High School Senior	\$2500 (Freshman/Sophomore) \$4000 (Juniors/Seniors)	Full-time	1,182 (07-08 Awards)
Future Teachers of NC Scholarship-Loan Program	Merit	College Student	\$6500 (College Juniors and Seniors only)	Full-time	150 New awards each year
Teacher Assistant Scholarship Fund	Merit & Need	College Student	\$600/term-Community College Student \$1200/term-4 Yr. Students	At least half-time	471 (07-08 Awards)
Federal TEACH Grant Program	Merit	High School Senior, College Student, or Graduate Student	Up to \$4000/year at a participating campus	Full-Time or Part-Time	
Prezell Robinson Scholars Program		Students in LEAs that are considered Low Wealth LEAs	No money. 50 HS identified to seniors to receive a PTSL.		Approximately 50 per year



# Additional state-level efforts

- State Board approved a 4<sup>th</sup> Regional Licensure Center
- Transparency in licensing out-of-state teaching candidates
- 2+2 Programs between universities and community colleges

