
Teacher Turnover Report

1999-2000

Prepared by

Public Schools of North Carolina
Department of Public Instruction
Division of Human Resource Management

Teacher Turnover Report 1999-2000

G.S. 115C-12(22) requires the State Board of Education to monitor and compile an annual report on the decisions of teachers to leave the teaching profession. To this end, LEAs are asked to complete a survey on an annual basis. The survey for the 1999-2000 school year asked LEAs to report the total number of teachers employed in the system, the total number of teachers leaving the system between July 1, 1999 and June 30, 2000, the number of teachers with tenure who were leaving, the reason given by teachers for leaving, and strategies used by the LEA to reduce teacher turnover. All 117 LEAs submitted a survey for the 1999-2000 school year. The results of the surveys are summarized in the following pages.

Survey Used

A copy of the survey used and clarifying examples of the categories are contained in Appendix A. All systems used the same survey; however, the majority of the systems (68%) did not differentiate teachers who retired with full benefits from teachers who retired with reduced benefits, and a smaller portion (27%) did not differentiate teachers who left to teach in another NC system from teachers who left to teach in another state. The breakdown of retirees and of teachers leaving to teach elsewhere is based on the systems which provided that information.

Turnover

The 117 school systems reported that 12,075 teachers of the 88,882 teachers employed during the 1999-2000 school year left their systems for a **statewide turnover rate of 13.59%**. This is up slightly from the rate of 13.41% reported for the 1998-99 school year, and the 12.30% reported for the 1997-98 school year.

One hundred sixteen (116) systems reported the number of teachers leaving with tenure. Of the 11,538 teachers these systems reported leaving teaching, 3,455 (30%) had tenure. During the 1998-99 school year, 34% of the teachers who left teaching had tenure, while 41% of the teachers who left during the 1997-98 school year had tenure.

Turnover ranged from a high of 28.21% in Hoke County to a low of 1.65% in Yancey County. A detailed listing of turnover by systems is included in Appendix B. Appendix C contains a listing of turnover reported by systems for the last five years.

Reasons for Leaving

The table which follows details the reasons for teachers leaving as reported by their school systems. They are ranked in descending order. Appendix D summarizes the reasons given for teachers leaving across the past five years.

Reasons for Leaving (as reported by the LEAs)

Reason	% of teachers leaving for this reason	Number leaving for this reason
Resigned to teach elsewhere To teach in another NC system (74.53%)* To teach in another state (25.47%)*	20.04%	2420
Resigned Other reason or Reason unknown Other reasons (63.65%)** Reason unknown (36.35%)**	17.20%	2,077
Retired With full benefits (80.21%*** With reduced benefits (19.79%)***	15.39%	1,859
Resigned, Family relocation	14.34%	1732
Resigned, Family responsibility/child care	6.24%	753
Resigned, Dissatisfied with teaching/career change	4.93%	595
Moved to non-teaching position in education	4.58%	553
Did not obtain or maintain license	3.87%	467
Interim contract ended—Not rehired	3.45%	417
Resigned to continue education/sabbatical	3.03%	366
Contract non-renewed, Probationary contract ended	2.28%	275
Resigned because of health/disability	2.19%	264
Dismissal Dismissed (8.21%) Resigned in lieu of dismissal (91.79%)	1.71%	207
Deceased	.46%	56
Reduction in Force	.28%	34
Total	100.00%	12,075

* Based on 85 school systems differentiating teachers who resigned to teach in another NC LEA from teachers who resigned to teach in another state.

** Other reasons include: Visiting International Faculty contract ended, Not happy in position, Commute, Pay, Seeking an administrative position, Teach in a private school, Divorce, and Personal.

*** Based on 37 school systems differentiating teachers who retired with full benefits from teachers who retired with reduced benefits.

Strategies to Reduce Turnover

School systems were asked to identify strategies they used to reduce teacher turnover. These strategies are summarized below.

Strategy	Number Reporting
1. Financial	109
Local Supplements	59
Tuition Assistance	16
Additional Local Benefits Plans	27
Promoting National Board Certification	7
2. Mentoring/Support for Beginning Teachers	85
Strategies included employing additional staff to support ILP/PBL and enhancing beginning teacher induction programs.	
3. Promotion of Community Amenities	26
Strategies included emphasizing available housing, providing assistance with housing, reduced bank and cable fees, childcare, and the school system location.	
4. Staff Development	25
Included Praxis and NTE workshops and addressing license requirements	
5. Reduction in Class Size/Extra Duties/Combination Classes	16
6. New Employee Orientation	15
7. Increased School and Central Office Administrator Support for Teachers	13
8. Local Recognition Programs	13
9. Recruitment	9
Strategies included working with colleges to get more student teachers	
10. Site-based Management	6
11. Enhanced School Climate	6
12. Teachers Surveys & Address Suggestions	4
13. Other	31
Other strategies included upgrading facilities, safe and orderly schools, flexible transfers in the LEA, and improving communication.	

Appendix A

Survey

ANNUAL TEACHER TURNOVER SUMMARY

Personnel Office Report

School System _____ Report Period: 7/1/99 - 6/30/2000

1. _____ Total number of teachers employed in the school system.
 _____ Total number of teachers leaving 7/1/99 - 6/30/2000.
 _____ Number of teachers leaving in 1999-2000 who were tenured in your system.
2. Give the number of teachers who left teaching or left your school system in 1999-2000 for each of the reasons below. *(Where more than one reason applies, choose the one which best describes the reason the teacher is leaving.)*

<u>Count</u>	<u>Reason</u>	<u>HRMS Code</u>
_____	Retired with full benefits	(66)
_____	Retired with reduced benefits	(68)
_____	Dismissed	(50)
_____	Resigned – In lieu of dismissal	(55)
_____	Did not obtain or maintain license	(56)
_____	Interim contract ended* – Not rehired	(54)
_____	Non-renewed – Probationary contract ended	(53)
_____	Reduction in Force	(51)
_____	Moved to a non-teaching position in education	(59)
_____	Resigned – To teach in another NC system	(58)
_____	Resigned – To teach in another state	(62)
_____	Resigned – Dissatisfied with teaching/Career change	(63)
_____	Resigned – Family responsibility/Child care	(57)
_____	Resigned – Family relocation	(61)
_____	Resigned – To continue education/Take a sabbatical	(60)
_____	Resigned – Because of health/Disability	(64)
_____	Resigned – Reason unknown	(69)
_____	Resigned – Other Reason(s) _____	(65)
_____	Deceased	(67)

3. Please list the strategies your school system is currently using to reduce teacher turnover.
(Use the back if you need more space.)

a. _____

b. _____

c. _____

NOTE: In compliance with G.S. 115C-12(22), the information on teacher turnover will be compiled in a report to the State Board of Education.

*Report only for interim contracts of 6 or more months.

ANNUAL TEACHER TURNOVER SUMMARY CLARIFICATION OF REPORTING CATEGORIES

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

Retired with reduced benefits

- Teachers retiring after age 50 with reduced benefits
- Teachers retiring with less than full benefits

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

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

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

Interim Contract – Not Rehired (Report only for interim contracts of 6 months or more)

- Interim teachers not rehired under retirement cap
- Visiting International Faculty (VIF) teachers
- 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

Non-Renewal – Probationary Contract Ended

- Probationary teachers whose contract is not renewed after the end of the year

Reduction in Force

- Teachers not rehired due to loss of enrollment, funding, or programming
- Teachers covered under local "RIF" policies

Moved to a non-teaching position in education

- Teachers moved to counselor, media coordinator, or non-teaching duties
- Teachers moved to administrative positions (school-based)
- Teachers moved to supervisory, director, or coordinator positions
- Teachers accepted non-teaching support or administrative positions in another system

Resigned to teach in another NC system

- Teachers leaving LEA to accept a teaching position in another NC system
- Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)

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

Resigned – Dissatisfied with teaching/Career change

Teachers resigning to pursue another employment opportunity
Teachers resigning due to dissatisfaction with teaching
Teachers resigning to pursue interests outside teaching

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

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
Teachers resigning due to military transfer or relocation

Resigned – To continue education/Take a sabbatical

Teachers resigning to return to school
Teachers resigning to pursue an educational leave of absence

Resigned – Because of health/Disability

Teachers resigning due to personal disability or health related issues

Resigned – Reason unknown

Teachers resigning; however, there is no information on why

Resigned – Other reason(s)

Teachers resigning or leaving teaching for reasons not listed on the survey
For example: Job abandonment, arrest, criminal activity, failing a criminal history check, activation of military reserve, dislocation due to flood, fire, or other disaster, etc

Deceased

Teachers who die while in active service in a NC public school

Appendix B

Turnover Reported by Systems

**1999-2000 Teacher Turnover
(as reported by systems)**

LEA Code	System	Total Teachers	Teachers Leaving	Leaving w/Tenure	Turnover %
010	Alamance-Burlington	1,456	264	17	18.13%
020	Alexander County	318	40	24	12.58%
030	Alleghany County	126	11	5	8.73%
040	Anson County	277	64	26	23.10%
050	Ashe County	223	14	10	6.28%
060	Avery County	228	23	6	10.09%
070	Beaufort County	558	62	28	11.11%
080	Bertie County	283	36	5	12.72%
090	Bladen County	424	38	12	8.96%
100	Brunswick County	741	93	16	12.55%
110	Buncombe County	1,775	153	77	8.62%
111	Asheville City	390	60	34	15.38%
120	Burke County	1,161	172	69	14.81%
130	Cabarrus County	1,243	142	30	11.42%
132	Kannapolis City	292	54	23	18.49%
140	Caldwell County	844	108	23	12.80%
150	Camden County	88	13	4	14.77%
160	Carteret County	647	37	21	5.72%
170	Caswell County	252	30	9	11.90%
180	Catawba County	965	148	61	15.34%
181	Hickory City	319	61	21	19.12%
182	Newton-Conover City	210	39	16	18.57%
190	Chatham County	445	84	16	18.88%
200	Cherokee County	277	22	13	7.94%
210	Edenton-Chowan	189	31	12	16.40%
220	Clay County	100	7	2	7.00%
230	Cleveland County	646	67	18	10.37%
231	Kings Mountain City	296	28	14	9.46%
232	Shelby City	245	43	17	17.55%
240	Columbus County	561	56	19	9.98%
241	Whiteville City	208	23	15	11.06%
250	Craven County	1,038	109	47	10.50%
260	Cumberland County	3,097	258	86	8.33%
270	Currituck County	278	27	13	9.71%
280	Dare County	364	30	18	8.24%
290	Davidson County	1,276	145	27	11.36%
291	Lexington City	225	46	20	20.44%
292	Thomasville City	180	30	19	16.67%
300	Davie County	348	46	11	13.22%
310	Duplin County	634	141	4	22.24%
320	Durham County	2,274	385	101	16.93%
330	Edgecombe County	578	140	38	24.22%
340	Forsyth County	3,789	537	NR	14.17%
350	Franklin County	507	81	29	15.98%
360	Gaston County	2,180	301	33	13.81%
370	Gates County	163	12	5	7.36%
380	Graham County	100	3	2	3.00%

**1999-2000 Teacher Turnover
(as reported by systems)**

LEA Code	System	Total Teachers	Teachers Leaving	Leaving w/Tenure	Turnover %
390	Granville County	495	80	20	16.16%
400	Greene County	198	32	13	16.16%
410	Guilford County	4,791	589	236	12.29%
420	Halifax County	466	87	22	18.67%
421	Roanoke Rapids City	221	38	24	17.19%
422	Weldon City	85	18	2	21.18%
430	Harnett County	1,117	143	36	12.80%
440	Haywood County	549	22	17	4.01%
450	Henderson County	786	87	43	11.07%
460	Hertford County	315	37	7	11.75%
470	Hoke County	358	101	37	28.21%
480	Hyde County	73	10	2	13.70%
490	Iredell-Statesville	1,206	130	30	10.78%
491	Mooresville City	262	30	9	11.45%
500	Jackson County	248	21	9	8.47%
510	Johnston County	1,492	174	36	11.66%
520	Jones County	121	26	7	21.49%
530	Lee County	599	57	36	9.52%
540	Lenoir County	760	96	23	12.63%
550	Lincoln County	594	95	34	15.99%
560	Macon County	212	17	8	8.02%
570	Madison County	181	14	11	7.73%
580	Martin County	418	83	30	19.86%
590	McDowell County	450	54	12	12.00%
600	Mecklenburg County	6,349	1,234	302	19.44%
610	Mitchell County	174	10	9	5.75%
620	Montgomery County	286	51	12	17.83%
630	Moore County	712	127	45	17.84%
640	Nash-Rocky Mount	1,161	175	56	15.07%
650	New Hanover County	1,535	253	109	16.48%
660	Northampton County	268	37	12	13.81%
670	Onslow County	1,362	250	59	18.36%
680	Orange County	486	66	19	13.58%
681	Chapel Hill-Carrboro	775	113	37	14.58%
690	Pamlico County	158	19	9	12.03%
700	Pasquotank County	436	59	4	13.53%
710	Pender County	470	71	17	15.11%
720	Perquimans County	141	17	4	12.06%
730	Person County	437	85	24	19.45%
740	Pitt County	1,475	163	31	11.05%
750	Polk County	162	33	12	20.37%
760	Randolph County	1,249	164	78	13.13%
761	Asheboro City	283	46	17	16.25%
770	Richmond County	592	63	22	10.64%
780	Robeson County	1,562	221	83	14.15%
790	Rockingham County	1,034	154	50	14.89%
800	Rowan-Salisbury	1,453	188	79	12.94%

**1999-2000 Teacher Turnover
(as reported by systems)**

LEA Code	System	Total Teachers	Teachers Leaving	Leaving w/Tenure	Turnover %
810	Rutherford County	659	55	33	8.35%
820	Sampson County	548	62	17	11.31%
821	Clinton City	187	35	20	18.72%
830	Scotland County	530	85	22	16.04%
840	Stanly County	709	81	28	11.42%
850	Stokes County	557	76	19	13.64%
860	Surry County	563	80	29	14.21%
861	Elkin City	95	14	8	14.74%
862	Mount Airy City	165	19	11	11.52%
870	Swain County	133	12	7	9.02%
880	Transylvania County	289	35	12	12.11%
890	Tyrrell County	61	17	7	27.87%
900	Union County	1,433	228	67	15.91%
910	Vance County	532	135	33	25.38%
920	Wake County	6,635	715	103	10.78%
930	Warren County	197	39	10	19.80%
940	Washington County	200	38	11	19.00%
950	Watauga County	378	49	24	12.96%
960	Wayne County	1,495	145	23	9.70%
970	Wilkes County	731	51	4	6.98%
980	Wilson County	924	114	44	12.34%
990	Yadkin County	304	33	10	10.86%
995	Yancey County	182	3	3	1.65%
	Total	88,882	12,075	3,455	13.59%

**1999-2000 Teacher Turnover
as reported by systems
(in decending order)**

LEA Code	System	Turnover
470	Hoke County	28.21%
890	Tyrrell County	27.87%
910	Vance County	25.38%
330	Edgecombe County	24.22%
040	Anson County	23.10%
310	Duplin County	22.24%
520	Jones County	21.49%
422	Weldon City	21.18%
291	Lexington City	20.44%
750	Polk County	20.37%
580	Martin County	19.86%
930	Warren County	19.80%
730	Person County	19.45%
600	Mecklenburg County	19.44%
181	Hickory City	19.12%
940	Washington County	19.00%
190	Chatham County	18.88%
821	Clinton City	18.72%
420	Halifax County	18.67%
182	Newton-Conover City	18.57%
132	Kannapolis City	18.49%
670	Onslow County	18.36%
010	Alamance-Burlington	18.13%
630	Moore County	17.84%
620	Montgomery County	17.83%
232	Shelby City	17.55%
421	Roanoke Rapids City	17.19%
320	Durham County	16.93%
292	Thomasville City	16.67%
650	New Hanover County	16.48%
210	Edenton-Chowan	16.40%
761	Asheboro City	16.25%
390	Granville County	16.16%
400	Greene County	16.16%
830	Scotland County	16.04%
550	Lincoln County	15.99%
350	Franklin County	15.98%
900	Union County	15.91%
111	Asheville City	15.38%
180	Catawba County	15.34%
710	Pender County	15.11%
640	Nash-Rocky Mount	15.07%
790	Rockingham County	14.89%
120	Burke County	14.81%
150	Camden County	14.77%
861	Elkin City	14.74%

**1999-2000 Teacher Turnover
as reported by systems
(in decending order)**

LEA Code	System	Turnover
681	Chapel Hill-Carrboro	14.58%
860	Surry County	14.21%
340	Forsyth County	14.17%
780	Robeson County	14.15%
360	Gaston County	13.81%
660	Northampton County	13.81%
480	Hyde County	13.70%
850	Stokes County	13.64%
680	Orange County	13.58%
700	Pasquotank County	13.53%
300	Davie County	13.22%
760	Randolph County	13.13%
950	Watauga County	12.96%
800	Rowan-Salisbury	12.94%
430	Harnett County	12.80%
140	Caldwell County	12.80%
080	Bertie County	12.72%
540	Lenoir County	12.63%
020	Alexander County	12.58%
100	Brunswick County	12.55%
980	Wilson County	12.34%
410	Guilford County	12.29%
880	Transylvania County	12.11%
720	Perquimans County	12.06%
690	Pamlico County	12.03%
590	McDowell County	12.00%
170	Caswell County	11.90%
460	Hertford County	11.75%
510	Johnston County	11.66%
862	Mount Airy City	11.52%
491	Mooreville City	11.45%
840	Stanly County	11.42%
130	Cabarrus County	11.42%
290	Davidson County	11.36%
820	Sampson County	11.31%
070	Beaufort County	11.11%
450	Henderson County	11.07%
241	Whiteville City	11.06%
740	Pitt County	11.05%
990	Yadkin County	10.86%
490	Iredell-Statesville	10.78%
920	Wake County	10.78%
770	Richmond County	10.64%
250	Craven County	10.50%
230	Cleveland County	10.37%
060	Avery County	10.09%

**1999-2000 Teacher Turnover
as reported by systems
(in decending order)**

LEA Code	System	Turnover
240	Columbus County	9.98%
270	Currituck County	9.71%
960	Wayne County	9.70%
530	Lee County	9.52%
231	Kings Mountain City	9.46%
870	Swain County	9.02%
090	Bladen County	8.96%
030	Alleghany County	8.73%
110	Buncombe County	8.62%
500	Jackson County	8.47%
810	Rutherford County	8.35%
260	Cumberland County	8.33%
280	Dare County	8.24%
560	Macon County	8.02%
200	Cherokee County	7.94%
570	Madison County	7.73%
370	Gates County	7.36%
220	Clay County	7.00%
970	Wilkes County	6.98%
050	Ashe County	6.28%
610	Mitchell County	5.75%
160	Carteret County	5.72%
440	Haywood County	4.01%
380	Graham County	3.00%
995	Yancey County	1.65%

Appendix C

Turnover Reported by Systems 1995-2000

Teacher Turnover 1995-2000

LEA Code	System Name	Turnover 1995-96	Turnover 1996-97	Turnover 1997-98	Turnover 1998-99	Turnover 1999-2000	5-Year Average
010	Alamance-Burlington	19.58%	14.79%	12.45%	14.57%	18.13%	15.91%
	Burlington City	13.97%					
020	Alexander County	10.66%	11.28%	12.81%	8.31%	12.58%	11.13%
030	Alleghany County	5.77%	3.20%	9.68%	7.26%	8.73%	6.93%
040	Anson County	13.24%	8.36%	12.20%	13.69%	23.10%	14.12%
050	Ashe County	8.13%	7.11%	18.95%	6.87%	6.28%	9.47%
060	Avery County	NR	1.53%	9.62%	9.79%	10.09%	7.76%
070	Beaufort County	10.50%	9.64%	9.90%	12.21%	11.11%	10.67%
080	Bertie County	14.68%	17.20%	7.46%	18.06%	12.72%	14.02%
090	Bladen County	9.88%	6.32%	9.09%	10.07%	8.96%	8.86%
100	Brunswick County	14.79%	8.64%	9.00%	12.54%	12.55%	11.50%
110	Buncombe County	9.62%	6.13%	8.64%	7.38%	8.62%	8.08%
111	Asheville City	16.40%	13.03%	16.20%	12.49%	15.38%	14.70%
120	Burke County	9.57%	10.33%	16.07%	16.07%	14.81%	13.37%
130	Cabarrus County	13.01%	9.39%	11.25%	13.45%	11.42%	11.71%
132	Kannapolis City	18.35%	10.82%	17.09%	19.50%	18.49%	16.85%
140	Caldwell County	NR	13.66%	11.56%	11.26%	12.80%	12.32%
150	Camden County	15.00%	16.47%	11.11%	5.62%	14.77%	12.59%
160	Carteret County	NR	6.89%	NR	9.17%	5.72%	7.26%
170	Caswell County	3.96%	9.09%	15.45%	14.29%	11.90%	10.94%
180	Catawba County	12.50%	15.36%	13.42%	11.23%	15.34%	13.57%
181	Hickory City	14.98%	18.42%	18.51%	21.14%	19.12%	18.43%
182	Newton-Conover City	9.25%	12.87%	17.65%	18.63%	18.57%	15.39%
190	Chatham County	11.70%	15.85%	13.76%	16.35%	18.88%	15.31%
200	Cherokee County	1.33%	5.99%	6.20%	2.02%	7.94%	4.70%
210	Edenton-Chowan	11.26%	14.77%	12.50%	13.33%	16.40%	13.65%
220	Clay County	1.20%	5.00%	4.00%	10.00%	7.00%	5.44%
230	Cleveland County	8.56%	6.18%	9.61%	11.43%	10.37%	9.23%
231	Kings Mountain City	7.69%	10.53%	10.69%	11.43%	9.46%	9.96%
232	Shelby City	15.35%	16.41%	16.22%	16.80%	17.55%	16.46%
240	Columbus County	8.99%	10.39%	10.69%	13.50%	9.98%	10.71%
241	Whiteville City	12.73%	11.48%	8.82%	8.78%	11.06%	10.57%
250	Craven County	10.76%	9.00%	7.93%	10.51%	10.50%	9.74%
260	Cumberland County	10.56%	12.25%	6.36%	4.89%	8.33%	8.48%
270	Currituck County	16.96%	11.46%	11.59%	7.27%	9.71%	11.40%
280	Dare County	5.56%	9.17%	10.59%	12.64%	8.24%	9.24%
290	Davidson County	6.67%	10.44%	9.34%	10.45%	11.36%	9.65%
291	Lexington City	20.65%	10.76%	17.35%	21.40%	20.44%	18.12%
292	Thomasville City	18.66%	16.76%	20.13%	12.90%	16.67%	17.02%
300	Davie County	13.03%	15.86%	11.37%	11.95%	13.22%	13.09%
310	Duplin County	24.39%	13.50%	16.72%	15.07%	22.24%	18.38%
320	Durham County	NR	14.67%	19.46%	16.26%	16.93%	16.83%
330	Edgecombe County	14.10%	15.66%	18.30%	17.12%	24.22%	17.88%
340	Forsyth County	NR	10.86%	10.48%	12.26%	14.17%	11.94%
350	Franklin County	18.27%	15.68%	18.43%	27.57%	15.98%	19.18%
360	Gaston County	6.22%	6.50%	10.42%	11.78%	13.81%	9.74%
370	Gates County	4.92%	7.91%	9.33%	6.80%	7.36%	7.27%
380	Graham County	2.38%	5.10%	9.00%	2.13%	3.00%	4.32%
390	Granville County	14.40%	19.47%	12.78%	19.04%	16.16%	16.37%

Teacher Turnover 1995-2000

LEA Code	System Name	Turnover 1995-96	Turnover 1996-97	Turnover 1997-98	Turnover 1998-99	Turnover 1999-2000	5-Year Average
400	Greene County	10.14%	12.37%	19.19%	21.39%	16.16%	15.85%
410	Guilford County	11.87%	10.58%	11.04%	11.81%	12.29%	11.52%
420	Halifax County	NR	5.10%	15.84%	14.17%	18.67%	13.44%
421	Roanoke Rapids City	8.02%	5.33%	10.57%	16.22%	17.19%	11.47%
422	Weldon City	44.58%	25.00%	18.75%	25.00%	21.18%	26.90%
430	Harnett County	9.89%	18.96%	NR	12.72%	12.80%	13.59%
440	Haywood County	9.31%	8.86%	6.39%	7.23%	4.01%	7.16%
450	Henderson County	6.74%	6.38%	8.30%	9.74%	11.07%	8.45%
460	Hertford County	13.45%	11.08%	12.50%	17.73%	11.75%	13.30%
470	Hoke County	22.11%	21.38%	16.90%	24.52%	28.21%	22.62%
480	Hyde County	10.61%	16.88%	13.89%	22.08%	13.70%	15.43%
490	Iredell-Statesville	10.56%	7.04%	8.08%	10.91%	10.78%	9.47%
491	Mooresville City	16.75%	16.58%	17.17%	14.11%	11.45%	15.21%
500	Jackson County	12.33%	4.24%	10.90%	9.80%	8.47%	9.15%
510	Johnston County	16.02%	13.04%	10.94%	14.82%	11.66%	13.29%
520	Jones County	14.85%	17.78%	13.33%	19.20%	21.49%	17.33%
530	Lee County	10.28%	19.09%	12.86%	14.96%	9.52%	13.34%
540	Lenoir County	13.16%	8.09%	17.16%	10.00%	12.63%	12.21%
550	Lincoln County	9.68%	9.87%	14.34%	11.77%	15.99%	12.33%
560	Macon County	6.31%	6.57%	7.41%	5.71%	8.02%	6.80%
570	Madison County	3.75%	4.59%	16.49%	9.90%	7.73%	8.49%
580	Martin County	8.51%	4.93%	8.72%	9.41%	19.86%	10.28%
590	McDowell County	10.41%	9.07%	8.85%	6.90%	12.00%	9.45%
600	Mecklenburg County	26.30%	16.06%	15.25%	19.18%	19.44%	19.25%
610	Mitchell County	3.97%	3.33%	1.79%	4.71%	5.75%	3.91%
620	Montgomery County	7.34%	6.93%	11.51%	10.75%	17.83%	10.87%
630	Moore County	10.54%	15.09%	14.09%	16.24%	17.84%	14.76%
640	Nash-Rocky Mount	13.42%	15.62%	12.14%	13.97%	15.07%	14.05%
650	New Hanover County	13.16%	11.98%	11.48%	15.39%	16.48%	13.70%
660	Northampton County	12.67%	17.48%	15.41%	17.19%	13.81%	15.31%
670	Onslow County	15.73%	9.94%	17.46%	16.60%	18.36%	15.62%
680	Orange County	13.69%	13.17%	17.08%	15.47%	13.58%	14.60%
681	Chapel Hill-Carrboro	14.14%	11.17%	14.80%	17.14%	14.58%	14.37%
690	Pamlico County	11.81%	16.77%	7.04%	8.11%	12.03%	11.15%
700	Pasquotank County	11.29%	9.61%	7.69%	15.89%	13.53%	11.60%
710	Pender County	9.23%	13.62%	13.36%	12.84%	15.11%	12.83%
720	Perquimans County	9.32%	10.22%	11.85%	14.49%	12.06%	11.59%
730	Person County	12.02%	9.23%	15.85%	19.00%	19.45%	15.11%
740	Pitt County	8.01%	11.75%	10.09%	13.10%	11.05%	10.80%
750	Polk County	18.57%	15.00%	9.29%	16.57%	20.37%	15.96%
760	Randolph County	5.41%	15.59%	15.23%	15.42%	13.13%	12.96%
761	Asheboro City	19.58%	8.64%	21.71%	19.81%	16.25%	17.20%
770	Richmond County	11.84%	15.29%	5.80%	16.92%	10.64%	12.10%
780	Robeson County	NR	5.42%	14.28%	14.38%	14.15%	12.06%
790	Rockingham County	10.69%	11.68%	12.90%	15.71%	14.89%	13.17%
800	Rowan-Salisbury	6.85%	11.52%	9.98%	11.89%	12.94%	10.64%
810	Rutherford County	7.19%	4.37%	5.68%	5.02%	8.35%	6.12%
820	Sampson County	10.82%	19.62%	4.11%	9.16%	11.31%	11.01%
821	Clinton City	12.42%	12.50%	16.30%	11.11%	18.72%	14.21%

Teacher Turnover 1995-2000

LEA Code	System Name	Turnover 1995-96	Turnover 1996-97	Turnover 1997-98	Turnover 1998-99	Turnover 1999-2000	5-Year Average
830	Scotland County	13.11%	18.57%	16.63%	18.46%	16.04%	16.56%
840	Stanly County	10.30%	13.02%	9.74%	14.29%	11.42%	11.75%
	Albemarle City	23.13%					
850	Stokes County	NR	13.18%	9.38%	14.29%	13.64%	12.62%
860	Surry County	10.32%	8.80%	5.15%	8.87%	14.21%	9.47%
861	Elkin City	4.41%	4.65%	10.42%	9.89%	14.74%	8.82%
862	Mount Airy City	8.04%	13.43%	9.59%	6.85%	11.52%	9.88%
870	Swain County	4.95%	5.04%	2.17%	7.63%	9.02%	5.76%
880	Transylvania County	8.97%	10.32%	13.57%	11.81%	12.11%	11.36%
890	Tyrrell County	24.07%	5.08%	13.64%	10.81%	27.87%	16.29%
900	Union County	8.59%	11.86%	18.48%	16.44%	15.91%	14.26%
910	Vance County	19.38%	15.38%	17.56%	19.82%	25.38%	19.50%
920	Wake County	12.28%	8.82%	NR	13.07%	10.78%	11.24%
930	Warren County	10.75%	14.55%	17.94%	31.82%	19.80%	18.97%
940	Washington County	17.44%	10.75%	13.57%	18.32%	19.00%	15.82%
950	Watauga County	10.46%	5.63%	7.37%	9.72%	12.96%	9.23%
960	Wayne County	13.51%	11.44%	13.72%	14.66%	9.70%	12.61%
970	Wilkes County	10.70%	7.13%	11.92%	14.91%	6.98%	10.33%
980	Wilson County	12.18%	14.17%	19.82%	17.83%	12.34%	15.27%
990	Yadkin County	13.40%	11.28%	16.54%	13.96%	10.86%	13.21%
995	Yancey County	4.11%	0.56%	6.70%	4.00%	1.65%	3.40%
	Average Turnover	12.20%	11.46%	12.30%	13.41%	13.59%	12.59%

**5-Year Average Teacher Turnover
(in decending order)**

LEA Code	System Name	5-Year Average
422	Weldon City	26.90%
470	Hoke County	22.62%
910	Vance County	19.50%
600	Mecklenburg County	19.25%
350	Franklin County	19.18%
930	Warren County	18.97%
181	Hickory City	18.43%
310	Duplin County	18.38%
291	Lexington City	18.12%
330	Edgecombe County	17.88%
520	Jones County	17.33%
761	Asheboro City	17.20%
292	Thomasville City	17.02%
132	Kannapolis City	16.85%
320	Durham County	16.83%
830	Scotland County	16.56%
232	Shelby City	16.46%
390	Granville County	16.37%
890	Tyrrell County	16.29%
750	Polk County	15.96%
010	Alamance-Burlington	15.91%
400	Greene County	15.85%
940	Washington County	15.82%
670	Onslow County	15.62%
480	Hyde County	15.43%
182	Newton-Conover City	15.39%
660	Northampton County	15.31%
190	Chatham County	15.31%
980	Wilson County	15.27%
491	Mooresville City	15.21%
730	Person County	15.11%
630	Moore County	14.76%
111	Asheville City	14.70%
680	Orange County	14.60%
681	Chapel Hill-Carrboro	14.37%
900	Union County	14.26%
821	Clinton City	14.21%
040	Anson County	14.12%
640	Nash-Rocky Mount	14.05%
080	Bertie County	14.02%
650	New Hanover County	13.70%
210	Edenton-Chowan	13.65%
430	Harnett County	13.59%
180	Catawba County	13.57%
420	Halifax County	13.44%
120	Burke County	13.37%
530	Lee County	13.34%
460	Hertford County	13.30%
510	Johnston County	13.29%

**5-Year Average Teacher Turnover
(in decending order)**

LEA Code	System Name	5-Year Average
990	Yadkin County	13.21%
790	Rockingham County	13.17%
300	Davie County	13.09%
760	Randolph County	12.96%
710	Pender County	12.83%
850	Stokes County	12.62%
960	Wayne County	12.61%
150	Camden County	12.59%
550	Lincoln County	12.33%
140	Caldwell County	12.32%
540	Lenoir County	12.21%
770	Richmond County	12.10%
780	Robeson County	12.06%
340	Forsyth County	11.94%
840	Stanly County	11.75%
130	Cabarrus County	11.71%
700	Pasquotank County	11.60%
720	Perquimans County	11.59%
410	Guilford County	11.52%
100	Brunswick County	11.50%
421	Roanoke Rapids City	11.47%
270	Currituck County	11.40%
880	Transylvania County	11.36%
920	Wake County	11.24%
690	Pamlico County	11.15%
020	Alexander County	11.13%
820	Sampson County	11.01%
170	Caswell County	10.94%
620	Montgomery County	10.87%
740	Pitt County	10.80%
240	Columbus County	10.71%
070	Beaufort County	10.67%
800	Rowan-Salisbury	10.64%
241	Whiteville City	10.57%
970	Wilkes County	10.33%
580	Martin County	10.28%
231	Kings Mountain City	9.96%
862	Mount Airy City	9.88%
360	Gaston County	9.74%
250	Craven County	9.74%
290	Davidson County	9.65%
490	Iredell-Statesville	9.47%
860	Surry County	9.47%
050	Ashe County	9.47%
590	McDowell County	9.45%
280	Dare County	9.24%
230	Cleveland County	9.23%
950	Watauga County	9.23%
500	Jackson County	9.15%

**5-Year Average Teacher Turnover
(in decending order)**

LEA Code	System Name	5-Year Average
090	Bladen County	8.86%
861	Elkin City	8.82%
570	Madison County	8.49%
260	Cumberland County	8.48%
450	Henderson County	8.45%
110	Buncombe County	8.08%
060	Avery County	7.76%
370	Gates County	7.27%
160	Carteret County	7.26%
440	Haywood County	7.16%
030	Alleghany County	6.93%
560	Macon County	6.80%
810	Rutherford County	6.12%
870	Swain County	5.76%
220	Clay County	5.44%
200	Cherokee County	4.70%
380	Graham County	4.32%
610	Mitchell County	3.91%
995	Yancey County	3.40%
Average Turnover		12.59%

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Reasons for Teacher Turnover
1995-2000
(in descending rank order)

Rank	1995-1996	1996-1997	1997-1998	1998-1999	1999-2000
1	Retirement	Personal or no reason given	Resigned-Other reasons (e.g. better pay, lost license, etc.)	To teach elsewhere	To teach elsewhere
2	Moved/relocated	Moved/relocated	Retired	Retired	Resigned-Other reasons or reasons unknown
3	To teach elsewhere	To teach elsewhere	Moved/relocated	Other/unknown reasons	Retired
4	Personal or no reason given	Retired	To teach elsewhere	Moved/relocated	Family relocation
5	Other employment/not in education	Left education	Family responsibilities/childcare	Dissatisfied with teaching/career change	Family responsibilities/childcare
6	Family responsibilities/childcare	Family responsibilities/childcare	End of contract	Employed, but in a non-teaching position	Dissatisfied with teaching/career change
7	Non-renewed; RIF; dismissed	End of contract	Left education	Family responsibilities/childcare	Employed, but in a non-teaching position
8	Health	Non-renewed	Non-renewed	Non-renewed/probationary contract ended	Didn't obtain/maintain license
9	To attend school	To attend school	Employed in LEA, but not teaching	Health/disability	End of Contract
10	Didn't maintain/obtain license	Health	To attend school	To continue education/sabbatical	To continue education/sabbatical
11	Job dissatisfaction	Job dissatisfaction	Health	End of contract	Health/disability
12	Interim/temporary	Employed in another LEA, but not teaching	Job dissatisfaction	Dismissed/termination	Non-renewed/probationary contract ended
13	Deceased	Employed in same LEA, but not teaching	Employed in education, but not teaching	Deceased	Dismissed
14	To take a sabbatical	Deceased	Deceased	Reduction in Force	Deceased
15		Dismissed/termination of contract	Dismissed/termination of contract		Reduction in Force