
TEACHER TURNOVER REPORT

2000-2001

Prepared by

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

TEACHER TURNOVER REPORT 2000-2001

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 2000-2001 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, 2000 and June 30, 2001, the number of teachers with tenure who were leaving, and the reason given by teachers for leaving. All 117 LEAs submitted a survey for the 2000-2001 school year. The results of the surveys are summarized in the following pages.

Survey Instruments Used

Copies of the surveys used and clarifying examples are contained in Appendix A. Since systems had been asked over several years to identify the strategies they used in reducing teacher turnover, the question was changed to asking the LEAs to identify up to five teaching areas in which they found the greatest difficulty in hiring appropriately licensed teachers. The timeline, however, did not allow for appropriate changes to be made in the HRMS electronic reporting system, which 14 LEAs utilized. Complete data on item #3 will be collected in the upcoming weeks and a complete analysis will be made.

Turnover

The 117 school systems reported that 12,610 teachers of the 90,307 teachers employed during the 2000-2001 school year left their systems for a **statewide turnover rate of 13.96%**. This is up slightly from the rate of 13.59% reported for the 1999-2000 school year and the 13.41% reported in the 1998-99 school year.

Of the 12,610 teachers reported leaving teaching, 3,872 (30.7%) had tenure. During the 1999-2000 school year, 30% of the teachers who left teaching had tenure, while 34% of the teachers who left during the 1998-99 school year had tenure.

Turnover ranged from a high of 30.46% in Warren County to a low of 1.60% in Graham County. A listing of turnover by systems is included in Appendix B. Appendix C contains a listing of turnover reported by local 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 last 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 (75.40%) To teach in another state (20.30%) To teach in a NC Charter School (1.92%) To teach in a NC non-public/private school (2.38%)	18.64%	2,350
Retired With full benefits (89.42%) With reduced benefits (10.58%)	16.19%	2,041
Resigned Other reason or Reason unknown Other reasons (68.83%) Reason unknown (31.17%)	16.13%	2,034
Resigned, Family relocation	13.81%	1,742
Resigned, Family responsibility/child care	6.02%	759
Resigned, Dissatisfied with teaching/career change	5.72%	721
Interim contract ended-Not rehired	5.20%	656
Moved to non-teaching position in education	4.69%	591
Did not obtain or maintain license	4.15%	523
Resigned to continue education/sabbatical	2.78%	350
Contract non-renewed, Probationary contract ended	2.43%	306
Resigned because of health/disability	1.80%	227
Dismissal Dismissed (19.63%) Resigned in lieu of dismissal (80.37%)	1.69%	214
Deceased	.42%	53
Reduction in Force	.34%	43
Total	100.00%	12,610

APPENDIX A

PERSONNEL OFFICE REPORT

RUN TIME: 10:13:22
REPORT NAME: SRTR

School Name: 000 /
08/10/2001

Rev at DPI:

Report Period: 7/1/00 - 6/30/01

1. O Total number of teachers employed in school system.
 O Total number of teachers leaving 7/1/00 - 6/30/01.
 O Number of teachers leaving in 2000-01 who were tenured in your
2. Give the number of teachers who left teaching, or left your school system in 2000-01 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 Description</u>	<u>HRMS</u>
	STAYED IN LEA BUT IN NON-TEACHING POSITIONS.	N/A
	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 END	53
	REDUCTION IN FORCE	51
	MOVED TO A NON-TEACHING POSITION IN EDUC	59
	RESIGNED - TO TEACH IN ANOTHER NC LEA	58
	RESIGNED - TO TEACH IN ANOTHER STATE	62
	RESIGNED/LWOP-TO TEACH IN A NC CHARTER	70
	RESIGNED-TO TEACH IN NC NON-PUBLIC/PRIVT	71
	RESIGNED - DISSAT W/TEACHING /CAREER CHG	63
	RESIGNED- FAMILY RESPONSIBLTY/CHILD CARE	57
	RESIGNED - FAMILY RELOCATION	61
	RESIGNED - TO CONT EDUC OR SABBATICAL	60
	RESIGNED - BECAUSE OF HEALTH/DISABILTY	64
	RESIGNED - REASON UNKNOWN	69
	RESIGNED - OTHER REASONS	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 spaces.)

- a.
- b.
- c.
- d.
- e.

ANNUAL TEACHER TURNOVER SUMMARY

Personnel Office Report

School System _____ Report Period: 7/1/2000 - 6/30/2001

1. _____ Total number of teachers employed in the school system.
 _____ Total number of teachers leaving 7/1/2000 - 6/30/2001.
 _____ Number of teachers leaving in 2000-2001 who were tenured in your system.
2. Give the number of teachers who left teaching or left your school system in 2000-2001 or 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/ LWOP- To teach in a NC charter school	(70)
_____	Resigned – To teach in a NC non-public/private school	(71)
_____	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. List up to five teaching areas (with their licensure codes) in which you are having the greatest difficulty hiring appropriately licensed teachers. (1=Greatest Need/Difficulty)
 (Use the back if you need more space.)

1. _____
2. _____
3. _____
4. _____
5. _____

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.

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 or charter school
- 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

**2000-2001 Teacher Turnover
(as reported by systems)**

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
010	Alamance-Burlington	1473	242	31	16.43%
020	Alexander County	371	50	12	13.48%
030	Alleghany County	125	7	5	5.60%
040	Anson County	329	45	19	13.68%
050	Ashe County	230	21	18	9.13%
060	Avery County	199	10	7	5.03%
070	Beaufort County	560	76	50	13.57%
080	Bertie County	287	43	4	14.98%
090	Bladen County	444	49	24	11.04%
100	Brunswick County	743	91	29	12.25%
110	Buncombe County	1809	180	103	9.95%
111	Asheville City	380	63	25	16.58%
120	Burke County	1193	171	89	14.33%
130	Cabarrus County	1235	167	58	13.52%
132	Kannapolis City	317	58	12	18.30%
140	Caldwell County	853	127	59	14.89%
150	Camden County	92	14	3	15.22%
170	Carteret County	714	94	39	13.17%
132	Caswell County	276	45	8	16.30%
180	Catawba County	1018	185	66	18.17%
181	Hickory City	321	61	20	19.00%
182	Newton-Conover City	220	38	17	17.27%
190	Chatham County	532	93	30	17.48%
200	Cherokee County	283	13	8	4.59%
210	Edenton-Chowan	180	25	10	13.89%
220	Clay County	100	5	2	5.00%
230	Cleveland County	650	84	40	12.92%
231	Kings Mountain City	297	31	14	10.44%
232	Shelby City	256	42	13	16.41%
240	Columbus County	536	46	18	8.58%
241	Whiteville City	209	19	10	9.09%
250	Craven County	1056	121	52	11.46%
260	Cumberland County	3047	346	59	11.36%
270	Currituck County	292	44	20	15.07%
280	Dare County	369	41	20	11.11%
290	Davidson County	1287	142	42	11.03%
291	Lexington City	235	44	15	18.72%
292	Thomasville City	189	35	13	18.52%
300	Davie County	362	47	15	12.98%
310	Duplin County	601	93	4	15.47%
320	Durham County	2517	456	165	18.12%
330	Edgecombe County	565	132	27	23.36%
340	Forsyth County	3926	529	0	13.47%
350	Franklin County	570	121	3	21.23%

**2000-2001 Teacher Turnover
(as reported by systems)**

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
360	Gaston County	2108	222	25	10.53%
370	Gates County	156	16	11	10.26%
380	Graham County	125	2	0	1.60%
390	Granville County	550	96	22	17.45%
400	Greene County	206	38	11	18.45%
410	Guilford County	4987	487	228	9.77%
420	Halifax County	460	91	12	19.78%
421	Roanoke Rapids	206	26	3	12.62%
422	Weldon City	88	18	4	20.45%
430	Harnett County	1158	163	34	14.08%
440	Haywood County	536	33	24	6.16%
450	Henderson County	816	92	38	11.27%
460	Hertford County	275	43	8	15.64%
470	Hoke County	344	81	23	23.55%
480	Hyde County	75	9	6	12.00%
490	Iredell-Statesville	1258	175	37	13.91%
491	Mooresville City	272	43	10	15.81%
500	Jackson County	242	22	10	9.09%
510	Johnston County	1396	243	67	17.41%
520	Jones County	127	28	5	22.05%
530	Lee County	618	92	38	14.89%
540	Lenoir County	773	117	34	15.14%
550	Lincoln County	613	88	17	14.36%
560	Macon County	338	16	0	4.73%
570	Madison County	206	19	9	9.22%
580	Martin County	380	49	20	12.89%
590	McDowell County	479	65	27	13.57%
600	Mecklenburg County	6468	1408	318	21.77%
610	Mitchell County	159	11	4	6.92%
620	Montgomery County	360	70	15	19.44%
630	Moore County	735	101	39	13.74%
640	Nash-Rocky Mount	1217	222	78	18.24%
650	New Hanover County	1549	181	68	11.68%
660	Northampton County	225	39	16	17.33%
670	Onslow County	1404	219	49	15.60%
680	Orange County	483	74	9	15.32%
681	Chapel Hill-Carrboro	840	104	28	12.38%
690	Pamlico County	161	19	6	11.80%
700	Pasquotank County	473	90	25	19.03%
710	Pender County	473	56	11	11.84%
720	Perquimans County	145	15	4	10.34%
730	Person County	428	91	32	21.26%
740	Pitt County	1482	137	35	9.24%
750	Polk County	159	27	14	16.98%

**2000-2001 Teacher Turnover
(as reported by systems)**

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
760	Randolph County	1171	177	77	15.12%
761	Asheboro City	301	47	17	15.61%
770	Richmond County	614	83	41	13.52%
780	Robeson County	1638	265	30	16.18%
790	Rockingham County	1041	105	41	10.09%
800	Rowan-Salisbury	1534	221	90	14.41%
810	Rutherford County	662	57	39	8.61%
820	Sampson County	474	70	40	14.77%
821	Clinton City	192	24	6	12.50%
830	Scotland County	485	48	21	9.90%
840	Stanly County	743	100	32	13.46%
850	Stokes County	534	71	24	13.30%
860	Surry County	667	87	45	13.04%
861	Elkin City	89	12	8	13.48%
862	Mount Airy City	152	29	14	19.08%
870	Swain County	136	13	11	9.56%
880	Transylvania County	262	37	21	14.12%
890	Tyrrell County	59	12	4	20.34%
900	Union County	1385	244	45	17.62%
910	Vance County	525	105	25	20.00%
920	Wake County	6525	600	337	9.20%
930	Warren County	197	60	25	30.46%
940	Washington County	213	24	5	11.27%
950	Watauga County	400	46	14	11.50%
960	Wayne County	1358	175	30	12.89%
970	Wilkes County	758	73	3	9.63%
980	Wilson County	895	204	61	22.79%
990	Yadkin County	316	33	13	10.44%
995	Yancey County	180	4	1	2.22%
	Total	90307	12610	3872	13.96%

**2000-2001 Teacher Turnover
(in descending order)**

LEA Code	System Name	Calculated Turnover
930	Warren County	30.46%
470	Hoke County	23.55%
330	Edgecombe County	23.36%
980	Wilson County	22.79%
520	Jones County	22.05%
600	Mecklenburg County	21.77%
730	Person County	21.26%
350	Franklin County	21.23%
422	Weldon City	20.45%
890	Tyrrell County	20.34%
910	Vance County	20.00%
420	Halifax County	19.78%
620	Montgomery County	19.44%
862	Mount Airy City	19.08%
700	Pasquotank County	19.03%
181	Hickory City	19.00%
291	Lexington City	18.72%
292	Thomasville City	18.52%
400	Greene County	18.45%
132	Kannapolis City	18.30%
640	Nash-Rocky Mount	18.24%
180	Catawba County	18.17%
320	Durham County	18.12%
900	Union County	17.62%
190	Chatham County	17.48%
390	Granville County	17.45%
510	Johnston County	17.41%
660	Northampton County	17.33%
182	Newton-Conover City	17.27%
750	Polk County	16.98%
111	Asheville City	16.58%
010	Alamance-Burlington	16.43%
232	Shelby City	16.41%
170	Caswell County	16.30%
780	Robeson County	16.18%
491	Mooresville City	15.81%
460	Hertford County	15.64%
761	Asheboro City	15.61%
670	Onslow County	15.60%
310	Duplin County	15.47%
680	Orange County	15.32%
150	Camden County	15.22%
540	Lenoir County	15.14%
760	Randolph County	15.12%
270	Currituck County	15.07%
080	Bertie County	14.98%

**2000-2001 Teacher Turnover
(in descending order)**

LEA Code	System Name	Calculated Turnover
140	Caldwell County	14.89%
530	Lee County	14.89%
820	Sampson County	14.77%
800	Rowan-Salisbury	14.41%
550	Lincoln County	14.36%
120	Burke County	14.33%
880	Transylvania County	14.12%
430	Harnett County	14.08%
490	Iredell-Statesville	13.91%
210	Edenton-Chowan	13.89%
630	Moore County	13.74%
040	Anson County	13.68%
070	Beaufort County	13.57%
590	McDowell County	13.57%
130	Cabarrus County	13.52%
770	Richmond County	13.52%
861	Elkin City	13.48%
020	Alexander County	13.48%
340	Forsyth County	13.47%
840	Stanly County	13.46%
850	Stokes County	13.30%
160	Carteret County	13.17%
860	Surry County	13.04%
300	Davie County	12.98%
230	Cleveland County	12.92%
580	Martin County	12.89%
960	Wayne County	12.89%
421	Roanoke Rapids City	12.62%
821	Clinton City	12.50%
681	Chapel Hill-Carrboro	12.38%
100	Brunswick County	12.25%
480	Hyde County	12.00%
710	Pender County	11.84%
690	Pamlico County	11.80%
650	New Hanover County	11.68%
950	Watauga County	11.50%
250	Craven County	11.46%
260	Cumberland County	11.36%
450	Henderson County	11.27%
940	Washington County	11.27%
280	Dare County	11.11%
090	Bladen County	11.04%
290	Davidson County	11.03%
360	Gaston County	10.53%
990	Yadkin County	10.44%
231	Kings Mountain City	10.44%
720	Perquimans County	10.34%

**2000-2001 Teacher Turnover
(in descending order)**

LEA Code	System Name	Calculated Turnover
370	Gates County	10.26%
790	Rockingham County	10.09%
110	Buncombe County	9.95%
830	Scotland County	9.90%
410	Guilford County	9.77%
970	Wilkes County	9.63%
870	Swain County	9.56%
740	Pitt County	9.24%
570	Madison County	9.22%
920	Wake County	9.20%
050	Ashe County	9.13%
241	Whiteville City	9.09%
500	Jackson County	9.09%
810	Rutherford County	8.61%
240	Columbus County	8.58%
610	Mitchell County	6.92%
440	Haywood County	6.16%
030	Alleghany County	5.60%
060	Avery County	5.03%
220	Clay County	5.00%
560	Macon County	4.73%
200	Cherokee County	4.59%
995	Yancey County	2.22%
380	Graham County	1.60%

APPENDIX C

**Teacher Turnover
1996-2001**

LEA Code	System Name	Turnover 1996-97	Turnover 1997-98	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	5-Year Average
010	Alamance-Burlington	14.79%	12.45%	14.57%	18.13%	16.43%	15.27%
020	Alexander County	11.28%	12.81%	8.31%	12.58%	13.48%	11.69%
030	Alleghany County	3.20%	9.68%	7.26%	8.73%	5.60%	6.89%
040	Anson County	8.36%	12.20%	13.69%	23.10%	13.68%	14.21%
050	Ashe County	7.11%	18.95%	6.87%	6.28%	9.13%	9.67%
060	Avery County	1.53%	9.62%	9.79%	10.09%	5.03%	7.21%
070	Beaufort County	9.64%	9.90%	12.21%	11.11%	13.57%	11.29%
080	Bertie County	17.20%	7.46%	18.06%	12.72%	14.98%	14.08%
090	Bladen County	6.32%	9.09%	10.07%	8.96%	11.04%	9.10%
100	Brunswick County	8.64%	9.00%	12.54%	12.55%	12.25%	11.00%
110	Buncombe County	6.13%	8.64%	7.38%	8.62%	9.95%	8.14%
111	Asheville City	13.03%	16.20%	12.49%	15.38%	16.58%	14.74%
120	Burke County	10.33%	16.07%	16.07%	14.81%	14.33%	14.32%
130	Cabarrus County	9.39%	11.25%	13.45%	11.42%	13.52%	11.81%
132	Kannapolis City	10.82%	17.09%	19.50%	18.49%	18.30%	16.84%
140	Caldwell County	13.66%	11.56%	11.26%	12.80%	14.89%	12.83%
150	Camden County	16.47%	11.11%	5.62%	14.77%	15.22%	12.64%
160	Carteret County	6.89%	NR	9.17%	5.72%	13.17%	8.74%
170	Caswell County	9.09%	15.45%	14.29%	11.90%	16.30%	13.41%
180	Catawba County	15.36%	13.42%	11.23%	15.34%	18.17%	14.70%
181	Hickory City	18.42%	18.51%	21.14%	19.12%	19.00%	19.24%
182	Newton-Conover City	12.87%	17.65%	18.63%	18.57%	17.27%	17.00%
190	Chatham County	15.85%	13.76%	16.35%	18.88%	17.48%	16.46%
200	Cherokee County	5.99%	6.20%	2.02%	7.94%	4.59%	5.35%
210	Edenton-Chowan	14.77%	12.50%	13.33%	16.40%	13.89%	14.18%
220	Clay County	5.00%	4.00%	10.00%	7.00%	5.00%	6.20%
230	Cleveland County	6.18%	9.61%	11.43%	10.37%	12.92%	10.10%
231	Kings Mountain City	10.53%	10.69%	11.43%	9.46%	10.44%	10.51%
232	Shelby City	16.41%	16.22%	16.80%	17.55%	16.41%	16.68%
240	Columbus County	10.39%	10.69%	13.50%	9.98%	8.58%	10.63%
241	Whiteville City	11.48%	8.82%	8.78%	11.06%	9.09%	9.85%
250	Craven County	9.00%	7.93%	10.51%	10.50%	11.46%	9.88%
260	Cumberland County	12.25%	6.36%	4.89%	8.33%	11.36%	8.64%
270	Currituck County	11.46%	11.59%	7.27%	9.71%	15.07%	11.02%
280	Dare County	9.17%	10.59%	12.64%	8.24%	11.11%	10.35%
290	Davidson County	10.44%	9.34%	10.45%	11.36%	11.03%	10.52%
291	Lexington City	10.76%	17.35%	21.40%	20.44%	18.72%	17.73%
292	Thomasville City	16.76%	20.13%	12.90%	16.67%	18.52%	17.00%
300	Davie County	15.86%	11.37%	11.95%	13.22%	12.98%	13.08%
310	Duplin County	13.50%	16.72%	15.07%	22.24%	15.47%	16.60%
320	Durham County	14.67%	19.46%	16.26%	16.93%	18.12%	17.09%
330	Edgecombe County	15.66%	18.30%	17.12%	24.22%	23.36%	19.73%
340	Forsyth County	10.86%	10.48%	12.26%	14.17%	13.47%	12.25%
350	Franklin County	15.68%	18.43%	27.57%	15.98%	21.23%	19.78%

**Teacher Turnover
1996-2001**

LEA Code	System Name	Turnover 1996-97	Turnover 1997-98	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	5-Year Average
360	Gaston County	6.50%	10.42%	11.78%	13.81%	10.53%	10.61%
370	Gates County	7.91%	9.33%	6.80%	7.36%	10.26%	8.33%
380	Graham County	5.10%	9.00%	2.13%	3.00%	1.60%	4.17%
390	Granville County	19.47%	12.78%	19.04%	16.16%	17.45%	16.98%
400	Greene County	12.37%	19.19%	21.39%	16.16%	18.45%	17.51%
410	Guilford County	10.58%	11.04%	11.81%	12.29%	9.77%	11.10%
420	Halifax County	5.10%	15.84%	14.17%	18.67%	19.78%	14.71%
421	Roanoke Rapids City	5.33%	10.57%	16.22%	17.19%	12.62%	12.39%
422	Weldon City	25.00%	18.75%	25.00%	21.18%	20.45%	22.08%
430	Harnett County	18.96%	NR	12.72%	12.80%	14.08%	14.64%
440	Haywood County	8.86%	6.39%	7.23%	4.01%	6.16%	6.53%
450	Henderson County	6.38%	8.30%	9.74%	11.07%	11.27%	9.35%
460	Hertford County	11.08%	12.50%	17.73%	11.75%	15.64%	13.74%
470	Hoke County	21.38%	16.90%	24.52%	28.21%	23.55%	22.91%
480	Hyde County	16.88%	13.89%	22.08%	13.70%	12.00%	15.71%
490	Iredell-Statesville	7.04%	8.08%	10.91%	10.78%	13.91%	10.14%
491	Mooreville City	16.58%	17.17%	14.11%	11.45%	15.81%	15.02%
500	Jackson County	4.24%	10.90%	9.80%	8.47%	9.09%	8.50%
510	Johnston County	13.04%	10.94%	14.82%	11.66%	17.41%	13.57%
520	Jones County	17.78%	13.33%	19.20%	21.49%	22.05%	18.77%
530	Lee County	19.09%	12.86%	14.96%	9.52%	14.89%	14.26%
540	Lenoir County	8.09%	17.16%	10.00%	12.63%	15.14%	12.60%
550	Lincoln County	9.87%	14.34%	11.77%	15.99%	14.36%	13.27%
560	Macon County	6.57%	7.41%	5.71%	8.02%	4.73%	6.49%
570	Madison County	4.59%	16.49%	9.90%	7.73%	9.22%	9.59%
580	Martin County	4.93%	8.72%	9.41%	19.86%	12.89%	11.16%
590	McDowell County	9.07%	8.85%	6.90%	12.00%	13.57%	10.08%
600	Mecklenburg County	16.06%	15.25%	19.18%	19.44%	21.77%	18.34%
610	Mitchell County	3.33%	1.79%	4.71%	5.75%	6.92%	4.50%
620	Montgomery County	6.93%	11.51%	10.75%	17.83%	19.44%	13.29%
630	Moore County	15.09%	14.09%	16.24%	17.84%	13.74%	15.40%
640	Nash-Rocky Mount	15.62%	12.14%	13.97%	15.07%	18.24%	15.01%
650	New Hanover County	11.98%	11.48%	15.39%	16.48%	11.68%	13.40%
660	Northampton County	17.48%	15.41%	17.19%	13.81%	17.33%	16.24%
670	Onslow County	9.94%	17.46%	16.60%	18.36%	15.60%	15.59%
680	Orange County	13.17%	17.08%	15.47%	13.58%	15.32%	14.92%
681	Chapel Hill-Carrboro	11.17%	14.80%	17.14%	14.58%	12.38%	14.01%
690	Pamlico County	16.77%	7.04%	8.11%	12.03%	11.80%	11.15%
700	Pasquotank County	9.61%	7.69%	15.89%	13.53%	19.03%	13.15%
710	Pender County	13.62%	13.36%	12.84%	15.11%	11.84%	13.35%
720	Perquimans County	10.22%	11.85%	14.49%	12.06%	10.34%	11.79%
730	Person County	9.23%	15.85%	19.00%	19.45%	21.26%	16.96%
740	Pitt County	11.75%	10.09%	13.10%	11.05%	9.24%	11.05%
750	Polk County	15.00%	9.29%	16.57%	20.37%	16.98%	15.64%
760	Randolph County	15.59%	15.23%	15.42%	13.13%	15.12%	14.90%

**Teacher Turnover
1996-2001**

LEA Code	System Name	Turnover 1996-97	Turnover 1997-98	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	5-Year Average
761	Asheboro City	8.64%	21.71%	19.81%	16.25%	15.61%	16.40%
770	Richmond County	15.29%	5.80%	16.92%	10.64%	13.52%	12.43%
780	Robeson County	5.42%	14.28%	14.38%	14.15%	16.18%	12.88%
790	Rockingham County	11.68%	12.90%	15.71%	14.89%	10.09%	13.05%
800	Rowan-Salisbury	11.52%	9.98%	11.89%	12.94%	14.41%	12.15%
810	Rutherford County	4.37%	5.68%	5.02%	8.35%	8.61%	6.41%
820	Sampson County	19.62%	4.11%	9.16%	11.31%	14.77%	11.79%
821	Clinton City	12.50%	16.30%	11.11%	18.72%	12.50%	14.23%
830	Scotland County	18.57%	16.63%	18.46%	16.04%	9.90%	15.92%
840	Stanly County	13.02%	9.74%	14.29%	11.42%	13.46%	12.39%
850	Stokes County	13.18%	9.38%	14.29%	13.64%	13.30%	12.76%
860	Surry County	8.80%	5.15%	8.87%	14.21%	13.04%	10.01%
861	Elkin City	4.65%	10.42%	9.89%	14.74%	13.48%	10.64%
862	Mount Airy City	13.43%	9.59%	6.85%	11.52%	19.08%	12.09%
870	Swain County	5.04%	2.17%	7.63%	9.02%	9.56%	6.68%
880	Transylvania County	10.32%	13.57%	11.81%	12.11%	14.12%	12.39%
890	Tyrrell County	5.08%	13.64%	10.81%	27.87%	20.34%	15.55%
900	Union County	11.86%	18.48%	16.44%	15.91%	17.62%	16.06%
910	Vance County	15.38%	17.56%	19.82%	25.38%	20.00%	19.63%
920	Wake County	8.82%	NR	13.07%	10.78%	9.20%	10.47%
930	Warren County	14.55%	17.94%	31.82%	19.80%	30.46%	22.91%
940	Washington County	10.75%	13.57%	18.32%	19.00%	11.27%	14.58%
950	Watauga County	5.63%	7.37%	9.72%	12.96%	11.50%	9.44%
960	Wayne County	11.44%	13.72%	14.66%	9.70%	12.89%	12.48%
970	Wilkes County	7.13%	11.92%	14.91%	6.98%	9.63%	10.11%
980	Wilson County	14.17%	19.82%	17.83%	12.34%	22.79%	17.39%
990	Yadkin County	11.28%	16.54%	13.96%	10.86%	10.44%	12.62%
995	Yancey County	0.56%	6.70%	4.00%	1.65%	2.22%	3.03%
	Yearly Averages	11.46%	12.30%	13.41%	13.59%	13.96%	12.94%

**5 Year Average Teacher Turnover
(in descending order)**

LEA Code	System Name	5-Year Average
930	Warren County	22.91%
470	Hoke County	22.91%
422	Weldon City	22.08%
350	Franklin County	19.78%
330	Edgecombe County	19.73%
910	Vance County	19.63%
181	Hickory City	19.24%
520	Jones County	18.77%
600	Mecklenburg County	18.34%
291	Lexington City	17.73%
400	Greene County	17.51%
980	Wilson County	17.39%
320	Durham County	17.09%
182	Newton-Conover City	17.00%
292	Thomasville City	17.00%
390	Granville County	16.98%
730	Person County	16.96%
132	Kannapolis City	16.84%
232	Shelby City	16.68%
310	Duplin County	16.60%
190	Chatham County	16.46%
761	Asheboro City	16.40%
660	Northampton County	16.24%
900	Union County	16.06%
830	Scotland County	15.92%
480	Hyde County	15.71%
750	Polk County	15.64%
670	Onslow County	15.59%
890	Tyrrell County	15.55%
630	Moore County	15.40%
10	Alamance-Burlington	15.27%
491	Mooresville City	15.02%
640	Nash-Rocky Mount	15.01%
680	Orange County	14.92%
760	Randolph County	14.90%
111	Asheville City	14.74%
420	Halifax County	14.71%
180	Catawba County	14.70%
430	Harnett County	14.64%
940	Washington County	14.58%
120	Burke County	14.32%
530	Lee County	14.26%
821	Clinton City	14.23%

**5 Year Average Teacher Turnover
(in descending order)**

LEA Code	System Name	5-Year Average
40	Anson County	14.21%
210	Edenton-Chowan	14.18%
80	Bertie County	14.08%
681	Chapel Hill-Carrboro	14.01%
460	Hertford County	13.74%
510	Johnston County	13.57%
170	Caswell County	13.41%
650	New Hanover County	13.40%
710	Pender County	13.35%
620	Montgomery County	13.29%
550	Lincoln County	13.27%
700	Pasquotank County	13.15%
300	Davie County	13.08%
790	Rockingham County	13.05%
780	Robeson County	12.88%
140	Caldwell County	12.83%
850	Stokes County	12.76%
150	Camden County	12.64%
990	Yadkin County	12.62%
540	Lenoir County	12.60%
960	Wayne County	12.48%
770	Richmond County	12.43%
880	Transylvania County	12.39%
421	Roanoke Rapids City	12.39%
840	Stanly County	12.39%
340	Forsyth County	12.25%
800	Rowan-Salisbury	12.15%
862	Mount Airy City	12.09%
130	Cabarrus County	11.81%
820	Sampson County	11.79%
720	Perquimans County	11.79%
20	Alexander County	11.69%
70	Beaufort County	11.29%
580	Martin County	11.16%
690	Pamlico County	11.15%
410	Guilford County	11.10%
740	Pitt County	11.05%
270	Currituck County	11.02%
100	Brunswick County	11.00%
861	Elkin City	10.64%
240	Columbus County	10.63%
360	Gaston County	10.61%
290	Davidson County	10.52%
231	Kings Mountain City	10.51%

**5 Year Average Teacher Turnover
(in descending order)**

LEA Code	System Name	5-Year Average
920	Wake County	10.47%
280	Dare County	10.35%
490	Iredell-Statesville	10.14%
970	Wilkes County	10.11%
230	Cleveland County	10.10%
590	McDowell County	10.08%
860	Surry County	10.01%
250	Craven County	9.88%
241	Whiteville City	9.85%
50	Ashe County	9.67%
570	Madison County	9.59%
950	Watauga County	9.44%
450	Henderson County	9.35%
90	Bladen County	9.10%
160	Carteret County	8.74%
260	Cumberland County	8.64%
500	Jackson County	8.50%
370	Gates County	8.33%
110	Buncombe County	8.14%
60	Avery County	7.21%
30	Alleghany County	6.89%
870	Swain County	6.68%
440	Haywood County	6.53%
560	Macon County	6.49%
810	Rutherford County	6.41%
220	Clay County	6.20%
200	Cherokee County	5.35%
610	Mitchell County	4.50%
380	Graham County	4.17%
995	Yancey County	3.03%

Average Turnover 12.94%

APPENDIX D

Reasons for Teacher Turnover
1996-2001
(in descending rank order)

Rank	1996-1997	1997-1998	1998-1999	1999-2000	2000-2001
1	Personal or no reason given	Resigned-Other reasons (e.g. better pay, lost license, etc.)	To teach elsewhere	To teach elsewhere	To teach elsewhere
2	Moved/relocated	Retired	Retired	Resigned-Other reasons or reasons unknown	Retired
3	To teach elsewhere	Moved/relocated	Other/unknown reasons	Retired	Other/unknown reasons
4	Retired	To teach elsewhere	Moved/relocated	Family relocation	Family relocation
5	Left education	Family responsibilities/childcare	Dissatisfied with teaching/career change	Family responsibilities/childcare	Family responsibilities/childcare
6	Family responsibilities/childcare	End of contract	Employed, but in a non-teaching position	Dissatisfied with teaching/career change	Dissatisfied with teaching/career change
7	End of contract	Left education	Family responsibilities/childcare	Employed, but in a non-teaching position	End of Contract
8	Non-renewed	Non-renewed	Non-renewed/probationary contract ended	Didn't obtain/maintain license	Employed, but in a non-teaching position
9	To attend school	Employed in LEA, but not teaching	Health/disability	End of Contract	Didn't obtain/maintain license
10	Health	To attend school	To continue education/sabbatical	To continue education/sabbatical	To continue education/sabbatical
11	Job dissatisfaction	Health	End of contract	Health/disability	Non-renewed/probationary contract ended
12	Employed in another LEA, but not teaching	Job dissatisfaction	Dismissed/termination	Non-renewed/probationary contract ended	Health/disability
13	Employed in same LEA, but not teaching	Employed in education, but not teaching	Deceased	Dismissed	Dismissed
14	Deceased	Deceased	Reduction in Force	Deceased	Deceased
15	Dismissed/termination of contract	Dismissed/termination of contract		Reduction in Force	Reduction in Force