



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

Report to the Joint Legislative Education Oversight Committee

Teachers Leaving the Profession

G.S. 115C-12

Date Due: October 15, 2002
Report #2 in 2002 DPI Chronological Schedule

TEACHER TURNOVER REPORT 2001-2002

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 2001-2002 school year asked LEAs to report the total number of teachers employed in the system between July 1, 2001 and June 30, 2002, the total number of teachers leaving the system, 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 2001-2002 school year. The results of the surveys are summarized in the following pages.

Survey Instruments Used

Copies of the survey used and clarifying examples are contained in Appendix A. As was the case last year, LEAs were asked to identify up to five teaching areas in which they found the greatest difficulty in hiring appropriately licensed teachers. Their responses have been summarized and are included in this report.

Turnover

The 117 school systems reported that 11,533 teachers of the 92,367 teachers employed during the 2001-2002 school year left their systems for a **statewide turnover rate of 12.49%**. This is down slightly from the rate of 13.96% reported for the 2000-2001 school year and the 13.59% reported in the 1999-2000 school year. The 2001-2002 figure represents the lowest turnover rate since 1997-98 when the turnover rate was 12.30%.

Of the 11,533 teachers reported leaving teaching, 3,408 (29.5%) had tenure. During the 2000-2001 school year, 30.7% of the teachers who left teaching had tenure, while 30% of the teachers who left during the 1999-2000 school year had tenure.

Turnover ranged from a high of 30.57% in Hertford County to a low of 2.63% in Yancey 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 that 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
Retired With full benefits (91.68%) With reduced benefits (8.32%)	18.13%	2,091
Resigned to teach elsewhere To teach in another NC system (74.59%) To teach in another state (20.24%) To teach in a NC Charter School (1.84%) To teach in a NC non-public/private school (3.33%)	16.93%	1,952
Resigned, Family relocation	14.49%	1,671
Resigned Other reason or Reason unknown Other reasons (64.51%) Reason unknown (35.49%)	13.56%	1,564
Resigned, Family responsibility/child care	5.78%	667
Resigned, Dissatisfied with teaching/career change	5.58%	644
Interim contract ended-Not rehired	5.12%	590
Did not obtain or maintain license	5.11%	589
Moved to non-teaching position in education	4.41%	509
Contract non-renewed, Probationary contract ended	3.28%	378
Resigned to continue education/sabbatical	2.77%	320
Resigned because of health/disability	2.41%	278
Dismissal Dismissed (17.35%) Resigned in lieu of dismissal (82.65%)	1.70%	196
Deceased	.53%	61
Reduction in Force	.20%	23
Total	100.00%	11,533

**Most Difficult Areas of Licensure
for which to find Licensed Teachers ***

2000-01		2001-02	
Number of LEAs Responding to Question = 95		Number of LEAs Responding to Question = 106	
License Area	# Identifying	License Area	# Identifying
9-12 Mathematics	72	9-12 Mathematics	85
Exceptional Children	57	9-12 Science	68
9-12 Science	53	Exceptional Children	58
6-9 Mathematics	38	6-9 Mathematics	44
6-9 Science	23	Second Languages**	27
Second Languages **	20	6-9 Science	26
Media Coordinator	17	Learning Disabilities	20
Behavioral/Emotional Disabilities	17	Behavioral/Emotional Disabilities	16
Learning Disabilities	15	9-12 English	15
ESL	12	Business	14
Workforce Development	12	Media Coordinator	13
Family and Consumer Science	11	Mental Disabilities	13
Middle Grades	10	ESL	12
6-9 Language Arts	10	Middle Grades	10
Mental Disabilities	9	Cross Categorical	9
9-12 English	9	Workforce Development	8
Counselor	8	Family and Consumer Science	8
Cross Categorical	8	6-9 Language Arts	7
Elementary Education	6	Counselor	6
Band/Music	5	Elementary Education	5
Birth-Kindergarten	5	Birth-Kindergarten	5
School Psychology	5		

* Includes only those areas identified by 5 or more LEAs

** Spanish was overwhelmingly the Second Language most often identified

APPENDIX A

ANNUAL TEACHER TURNOVER SUMMARY

Personnel Office Report

School System _____ Report Period: 7/1/2001 - 6/30/2002

1. _____ Total number of teachers employed in the school system.
 _____ Total number of teachers leaving 7/1/2001 - 6/30/2002.
 _____ Number of teachers leaving in 2001-2002 who were tenured in your system.
2. Give the number of teachers who left teaching or left your school system in 2001-2002 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

**2001-2002 Teacher Turnover
(as reported by systems)**

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
10	Alamance-Burlington	1544	250	45	16.19%
20	Alexander County	374	66	11	17.65%
30	Alleghany County	134	4	3	2.99%
40	Anson County	324	43	15	13.27%
50	Ashe County	226	8	6	3.54%
60	Avery County	212	16	5	7.55%
70	Beaufort County	556	72	31	12.95%
80	Bertie County	290	59	7	20.34%
90	Bladen County	394	78	37	19.80%
100	Brunswick County	759	100	32	13.18%
110	Buncombe County	1716	147	1	8.57%
111	Asheville City	362	49	22	13.54%
120	Burke County	1152	157	76	13.63%
130	Cabarrus County	1404	169	42	12.04%
132	Kannapolis City	324	46	7	14.20%
140	Caldwell County	913	69	16	7.56%
150	Camden County	96	6	2	6.25%
160	Carteret County	732	51	30	6.97%
170	Caswell County	252	35	9	13.89%
180	Catawba County	1078	135	58	12.52%
181	Hickory City	331	55	20	16.62%
182	Newton-Conover City	216	38	15	17.59%
190	Chatham County	522	84	28	16.09%
200	Cherokee County	300	29	15	9.67%
210	Edenton-Chowan	180	25	11	13.89%
220	Clay County	95	3	3	3.16%
230	Cleveland County	739	104	37	14.07%
231	Kings Mountain City	298	34	25	11.41%
232	Shelby City	239	42	18	17.57%
240	Columbus County	524	34	8	6.49%
241	Whiteville City	204	23	8	11.27%
250	Craven County	1064	84	34	7.89%
260	Cumberland County	3244	315	64	9.71%
270	Currituck County	294	42	20	14.29%
280	Dare County	385	35	19	9.09%
290	Davidson County	1247	115	65	9.22%
291	Lexington City	240	39	10	16.25%

**2001-2002 Teacher Turnover
(as reported by systems)**

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
292	Thomasville City	154	28	4	18.18%
300	Davie County	436	59	26	13.53%
310	Duplin County	605	80	3	13.22%
320	Durham County	2351	334	115	14.21%
330	Edgecombe County	544	109	30	20.04%
340	Forsyth County	3855	393	0	10.19%
350	Franklin County	602	106	5	17.61%
360	Gaston County	2112	191	13	9.04%
370	Gates County	167	10	6	5.99%
380	Graham County	102	4	2	3.92%
390	Granville County	600	73	28	12.17%
400	Greene County	217	28	1	12.90%
410	Guilford County	4978	501	238	10.06%
420	Halifax County	438	61	12	13.93%
421	Roanoke Rapids City	219	25	11	11.42%
422	Weldon City	94	21	3	22.34%
430	Harnett County	1216	199	56	16.37%
440	Haywood County	593	58	30	9.78%
450	Henderson County	833	73	40	8.76%
460	Hertford County	265	81	17	30.57%
470	Hoke County	350	82	20	23.43%
480	Hyde County	74	9	3	12.16%
490	Iredell-Statesville	1204	129	25	10.71%
491	Mooresville City	287	33	16	11.50%
500	Jackson County	250	36	21	14.40%
510	Johnston County	1563	186	48	11.90%
520	Jones County	127	23	3	18.11%
530	Lee County	638	98	42	15.36%
540	Lenoir County	760	136	61	17.89%
550	Lincoln County	762	77	183	10.10%
560	Macon County	318	30	15	9.43%
570	Madison County	203	19	17	9.36%
580	Martin County	382	52	33	13.61%
590	McDowell County	483	65	0	13.46%
600	Mecklenburg County	6882	1329	247	19.31%
610	Mitchell County	160	9	8	5.63%
620	Montgomery County	360	60	13	16.67%

**2001-2002 Teacher Turnover
(as reported by systems)**

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
630	Moore County	820	118	37	14.39%
640	Nash-Rocky Mount	1570	216	23	13.76%
650	New Hanover County	1607	217	73	13.50%
660	Northampton County	259	64	23	24.71%
670	Onslow County	1368	200	62	14.62%
680	Orange County	455	56	9	12.31%
681	Chapel Hill-Carrboro	834	121	30	14.51%
690	Pamlico County	157	18	12	11.46%
700	Pasquotank County	458	43	3	9.39%
710	Pender County	488	47	14	9.63%
720	Perquimans County	145	12	7	8.28%
730	Person County	439	92	32	20.96%
740	Pitt County	1527	131	46	8.58%
750	Polk County	167	23	8	13.77%
760	Randolph County	1084	140	40	12.92%
761	Asheboro City	305	30	11	9.84%
770	Richmond County	583	94	9	16.12%
780	Robeson County	1678	225	49	13.41%
790	Rockingham County	1045	148	57	14.16%
800	Rowan-Salisbury	1546	217	64	14.04%
810	Rutherford County	727	47	32	6.46%
820	Sampson County	493	75	37	15.21%
821	Clinton City	179	21	10	11.73%
830	Scotland County	542	42	12	7.75%
840	Stanly County	735	91	36	12.38%
850	Stokes County	545	56	30	10.28%
860	Surry County	654	67	38	10.24%
861	Elkin City	88	13	10	14.77%
862	Mount Airy City	146	19	1	13.01%
870	Swain County	151	9	2	5.96%
880	Transylvania County	266	22	11	8.27%
890	Tyrrell County	58	7	1	12.07%
900	Union County	1583	176	45	11.12%
910	Vance County	544	74	11	13.60%
920	Wake County	6760	641	172	9.48%
930	Warren County	211	28	5	13.27%
940	Washington County	189	29	10	15.34%

**2001-2002 Teacher Turnover
(as reported by systems)**

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
950	Watauga County	432	55	19	12.73%
960	Wayne County	1341	100	12	7.46%
970	Wilkes County	771	119	3	15.43%
980	Wilson County	767	127	35	16.56%
990	Yadkin County	312	30	17	9.62%
995	Yancey County	190	5	0	2.63%
	Total	92367	11533	3408	12.49%

**2001-2002 Teacher Turnover
(in descending order)**

LEA Code	System Name	Turnover
460	Hertford County	30.57%
660	Northampton County	24.71%
470	Hoke County	23.43%
422	Weldon City	22.34%
730	Person County	20.96%
80	Bertie County	20.34%
330	Edgecombe County	20.04%
90	Bladen County	19.80%
600	Mecklenburg County	19.31%
292	Thomasville City	18.18%
520	Jones County	18.11%
540	Lenoir County	17.89%
20	Alexander County	17.65%
350	Franklin County	17.61%
182	Newton-Conover City	17.59%
232	Shelby City	17.57%
620	Montgomery County	16.67%
181	Hickory City	16.62%
980	Wilson County	16.56%
430	Harnett County	16.37%
291	Lexington City	16.25%
10	Alamance-Burlington	16.19%
770	Richmond County	16.12%
190	Chatham County	16.09%
970	Wilkes County	15.43%
530	Lee County	15.36%
940	Washington County	15.34%
820	Sampson County	15.21%
861	Elkin City	14.77%
670	Onslow County	14.62%
681	Chapel Hill-Carrboro	14.51%
500	Jackson County	14.40%
630	Moore County	14.39%
270	Currituck County	14.29%
320	Durham County	14.21%
132	Kannapolis City	14.20%
790	Rockingham County	14.16%
230	Cleveland County	14.07%

**2001-2002 Teacher Turnover
(in descending order)**

LEA Code	System Name	Turnover
800	Rowan-Salisbury	14.04%
420	Halifax County	13.93%
170	Caswell County	13.89%
210	Edenton-Chowan	13.89%
750	Polk County	13.77%
640	Nash-Rocky Mount	13.76%
120	Burke County	13.63%
580	Martin County	13.61%
910	Vance County	13.60%
111	Asheville City	13.54%
300	Davie County	13.53%
650	New Hanover County	13.50%
590	McDowell County	13.46%
780	Robeson County	13.41%
40	Anson County	13.27%
930	Warren County	13.27%
310	Duplin County	13.22%
100	Brunswick County	13.18%
862	Mount Airy City	13.01%
70	Beaufort County	12.95%
760	Randolph County	12.92%
400	Greene County	12.90%
950	Watauga County	12.73%
180	Catawba County	12.52%
840	Stanly County	12.38%
680	Orange County	12.31%
390	Granville County	12.17%
480	Hyde County	12.16%
890	Tyrrell County	12.07%
130	Cabarrus County	12.04%
510	Johnston County	11.90%
821	Clinton City	11.73%
491	Mooresville City	11.50%
690	Pamlico County	11.46%
421	Roanoke Rapids City	11.42%
231	Kings Mountain City	11.41%
241	Whiteville City	11.27%
900	Union County	11.12%

**2001-2002 Teacher Turnover
(in descending order)**

LEA Code	System Name	Turnover
490	Iredell-Statesville	10.71%
850	Stokes County	10.28%
860	Surry County	10.24%
340	Forsyth County	10.19%
550	Lincoln County	10.10%
410	Guilford County	10.06%
761	Asheboro City	9.84%
440	Haywood County	9.78%
260	Cumberland County	9.71%
200	Cherokee County	9.67%
710	Pender County	9.63%
990	Yadkin County	9.62%
920	Wake County	9.48%
560	Macon County	9.43%
700	Pasquotank County	9.39%
570	Madison County	9.36%
290	Davidson County	9.22%
280	Dare County	9.09%
360	Gaston County	9.04%
450	Henderson County	8.76%
740	Pitt County	8.58%
110	Buncombe County	8.57%
720	Perquimans County	8.28%
880	Transylvania County	8.27%
250	Craven County	7.89%
830	Scotland County	7.75%
140	Caldwell County	7.56%
60	Avery County	7.55%
960	Wayne County	7.46%
160	Carteret County	6.97%
240	Columbus County	6.49%
810	Rutherford County	6.46%
150	Camden County	6.25%
370	Gates County	5.99%
870	Swain County	5.96%
610	Mitchell County	5.63%
380	Graham County	3.92%
50	Ashe County	3.54%

**2001-2002 Teacher Turnover
(in descending order)**

LEA Code	System Name	Turnover
220	Clay County	3.16%
30	Alleghany County	2.99%
995	Yancey County	2.63%

APPENDIX C

**Teacher Turnover
1998-2002
(Five Year Average)**

LEA Code	System Name	Turnover 1997-98	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	Turnover 2001-02	5-Year Average
10	Alamance-Burlington	12.45%	14.57%	18.13%	16.43%	16.19%	15.55%
20	Alexander County	12.81%	8.31%	12.58%	13.48%	17.65%	12.96%
30	Alleghany County	9.68%	7.26%	8.73%	5.60%	2.99%	6.85%
40	Anson County	12.20%	13.69%	23.10%	13.68%	13.27%	15.19%
50	Ashe County	18.95%	6.87%	6.28%	9.13%	3.54%	8.95%
60	Avery County	9.62%	9.79%	10.09%	5.03%	7.55%	8.41%
70	Beaufort County	9.90%	12.21%	11.11%	13.57%	12.95%	11.95%
80	Bertie County	7.46%	18.06%	12.72%	14.98%	20.34%	14.71%
90	Bladen County	9.09%	10.07%	8.96%	11.04%	19.80%	11.79%
100	Brunswick County	9.00%	12.54%	12.55%	12.25%	13.18%	11.90%
110	Buncombe County	8.64%	7.38%	8.62%	9.95%	8.57%	8.63%
111	Asheville City	16.20%	12.49%	15.38%	16.58%	13.54%	14.84%
120	Burke County	16.07%	16.07%	14.81%	14.33%	13.63%	14.98%
130	Cabarrus County	11.25%	13.45%	11.42%	13.52%	12.04%	12.34%
132	Kannapolis City	17.09%	19.50%	18.49%	18.30%	14.20%	17.51%
140	Caldwell County	11.56%	11.26%	12.80%	14.89%	7.56%	11.61%
150	Camden County	11.11%	5.62%	14.77%	15.22%	6.25%	10.59%
160	Carteret County	NR	9.17%	5.72%	13.17%	6.97%	8.76%
170	Caswell County	15.45%	14.29%	11.90%	16.30%	13.89%	14.37%
180	Catawba County	13.42%	11.23%	15.34%	18.17%	12.52%	14.14%
181	Hickory City	18.51%	21.14%	19.12%	19.00%	16.62%	18.88%
182	Newton-Conover City	17.65%	18.63%	18.57%	17.27%	17.59%	17.94%
190	Chatham County	13.76%	16.35%	18.88%	17.48%	16.09%	16.51%
200	Cherokee County	6.20%	2.02%	7.94%	4.59%	9.67%	6.08%
210	Edenton-Chowan	12.50%	13.33%	16.40%	13.89%	13.89%	14.00%
220	Clay County	4.00%	10.00%	7.00%	5.00%	3.16%	5.83%
230	Cleveland County	9.61%	11.43%	10.37%	12.92%	14.07%	11.68%
231	Kings Mountain City	10.69%	11.43%	9.46%	10.44%	11.41%	10.69%
232	Shelby City	16.22%	16.80%	17.55%	16.41%	17.57%	16.91%
240	Columbus County	10.69%	13.50%	9.98%	8.58%	6.49%	9.85%
241	Whiteville City	8.82%	8.78%	11.06%	9.09%	11.27%	9.81%
250	Craven County	7.93%	10.51%	10.50%	11.46%	7.89%	9.66%
260	Cumberland County	6.36%	4.89%	8.33%	11.36%	9.71%	8.13%
270	Currituck County	11.59%	7.27%	9.71%	15.07%	14.29%	11.58%
280	Dare County	10.59%	12.64%	8.24%	11.11%	9.09%	10.33%
290	Davidson County	9.34%	10.45%	11.36%	11.03%	9.22%	10.28%
291	Lexington City	17.35%	21.40%	20.44%	18.72%	16.25%	18.83%
292	Thomasville City	20.13%	12.90%	16.67%	18.52%	18.18%	17.28%

**Teacher Turnover
1997-2002
(Five Year Average)**

LEA Code	System Name	Turnover 1997-98	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	Turnover 2001-02	5-Year Average
300	Davie County	11.37%	11.95%	13.22%	12.98%	13.53%	12.61%
310	Duplin County	16.72%	15.07%	22.24%	15.47%	13.22%	16.55%
320	Durham County	19.46%	16.26%	16.93%	18.12%	14.21%	16.99%
330	Edgecombe County	18.30%	17.12%	24.22%	23.36%	20.04%	20.61%
340	Forsyth County	10.48%	12.26%	14.17%	13.47%	10.19%	12.12%
350	Franklin County	18.43%	27.57%	15.98%	21.23%	17.61%	20.16%
360	Gaston County	10.42%	11.78%	13.81%	10.53%	9.04%	11.12%
370	Gates County	9.33%	6.80%	7.36%	10.26%	5.99%	7.95%
380	Graham County	9.00%	2.13%	3.00%	1.60%	3.92%	3.93%
390	Granville County	12.78%	19.04%	16.16%	17.45%	12.17%	15.52%
400	Greene County	19.19%	21.39%	16.16%	18.45%	12.90%	17.62%
410	Guilford County	11.04%	11.81%	12.29%	9.77%	10.06%	10.99%
420	Halifax County	15.84%	14.17%	18.67%	19.78%	13.93%	16.48%
421	Roanoke Rapids City	10.57%	16.22%	17.19%	12.62%	11.42%	13.60%
422	Weldon City	18.75%	25.00%	21.18%	20.45%	22.34%	21.54%
430	Harnett County	NR	12.72%	12.80%	14.08%	16.37%	13.99%
440	Haywood County	6.39%	7.23%	4.01%	6.16%	9.78%	6.71%
450	Henderson County	8.30%	9.74%	11.07%	11.27%	8.76%	9.83%
460	Hertford County	12.50%	17.73%	11.75%	15.64%	30.57%	17.64%
470	Hoke County	16.90%	24.52%	28.21%	23.55%	23.43%	23.32%
480	Hyde County	13.89%	22.08%	13.70%	12.00%	12.16%	14.77%
490	Iredell-Statesville	8.08%	10.91%	10.78%	13.91%	10.71%	10.88%
491	Mooreville City	17.17%	14.11%	11.45%	15.81%	11.50%	14.01%
500	Jackson County	10.90%	9.80%	8.47%	9.09%	14.40%	10.53%
510	Johnston County	10.94%	14.82%	11.66%	17.41%	11.90%	13.35%
520	Jones County	13.33%	19.20%	21.49%	22.05%	18.11%	18.84%
530	Lee County	12.86%	14.96%	9.52%	14.89%	15.36%	13.52%
540	Lenoir County	17.16%	10.00%	12.63%	15.14%	17.89%	14.56%
550	Lincoln County	14.34%	11.77%	15.99%	14.36%	10.10%	13.31%
560	Macon County	7.41%	5.71%	8.02%	4.73%	9.43%	7.06%
570	Madison County	16.49%	9.90%	7.73%	9.22%	9.36%	10.54%
580	Martin County	8.72%	9.41%	19.86%	12.89%	13.61%	12.90%
590	McDowell County	8.85%	6.90%	12.00%	13.57%	13.46%	10.96%
600	Mecklenburg County	15.25%	19.18%	19.44%	21.77%	19.31%	18.99%
610	Mitchell County	1.79%	4.71%	5.75%	6.92%	5.63%	4.96%
620	Montgomery County	11.51%	10.75%	17.83%	19.44%	16.67%	15.24%
630	Moore County	14.09%	16.24%	17.84%	13.74%	14.39%	15.26%
640	Nash-Rocky Mount	12.14%	13.97%	15.07%	18.24%	13.76%	14.64%

**Teacher Turnover
1997-2002
(Five Year Average)**

LEA Code	System Name	Turnover 1997-98	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	Turnover 2001-02	5-Year Average
650	New Hanover County	11.48%	15.39%	16.48%	11.68%	13.50%	13.71%
660	Northampton County	15.41%	17.19%	13.81%	17.33%	24.71%	17.69%
670	Onslow County	17.46%	16.60%	18.36%	15.60%	14.62%	16.53%
680	Orange County	17.08%	15.47%	13.58%	15.32%	12.31%	14.75%
681	Chapel Hill-Carrboro	14.80%	17.14%	14.58%	12.38%	14.51%	14.68%
690	Pamlico County	7.04%	8.11%	12.03%	11.80%	11.46%	10.09%
700	Pasquotank County	7.69%	15.89%	13.53%	19.03%	9.39%	13.11%
710	Pender County	13.36%	12.84%	15.11%	11.84%	9.63%	12.56%
720	Perquimans County	11.85%	14.49%	12.06%	10.34%	8.28%	11.40%
730	Person County	15.85%	19.00%	19.45%	21.26%	20.96%	19.30%
740	Pitt County	10.09%	13.10%	11.05%	9.24%	8.58%	10.41%
750	Polk County	9.29%	16.57%	20.37%	16.98%	13.77%	15.40%
760	Randolph County	15.23%	15.42%	13.13%	15.12%	12.92%	14.36%
761	Asheboro City	21.71%	19.81%	16.25%	15.61%	9.84%	16.64%
770	Richmond County	5.80%	16.92%	10.64%	13.52%	16.12%	12.60%
780	Robeson County	14.28%	14.38%	14.15%	16.18%	13.41%	14.48%
790	Rockingham County	12.90%	15.71%	14.89%	10.09%	14.16%	13.55%
800	Rowan-Salisbury	9.98%	11.89%	12.94%	14.41%	14.04%	12.65%
810	Rutherford County	5.68%	5.02%	8.35%	8.61%	6.46%	6.83%
820	Sampson County	4.11%	9.16%	11.31%	14.77%	15.21%	10.91%
821	Clinton City	16.30%	11.11%	18.72%	12.50%	11.73%	14.07%
830	Scotland County	16.63%	18.46%	16.04%	9.90%	7.75%	13.76%
840	Stanly County	9.74%	14.29%	11.42%	13.46%	12.38%	12.26%
850	Stokes County	9.38%	14.29%	13.64%	13.30%	10.28%	12.18%
860	Surry County	5.15%	8.87%	14.21%	13.04%	10.24%	10.30%
861	Elkin City	10.42%	9.89%	14.74%	13.48%	14.77%	12.66%
862	Mount Airy City	9.59%	6.85%	11.52%	19.08%	13.01%	12.01%
870	Swain County	2.17%	7.63%	9.02%	9.56%	5.96%	6.87%
880	Transylvania County	13.57%	11.81%	12.11%	14.12%	8.27%	11.98%
890	Tyrrell County	13.64%	10.81%	27.87%	20.34%	12.07%	16.95%
900	Union County	18.48%	16.44%	15.91%	17.62%	11.12%	15.91%
910	Vance County	17.56%	19.82%	25.38%	20.00%	13.60%	19.27%
920	Wake County	NR	13.07%	10.78%	9.20%	9.48%	10.63%
930	Warren County	17.94%	31.82%	19.80%	30.46%	13.27%	22.66%
940	Washington County	13.57%	18.32%	19.00%	11.27%	15.34%	15.50%
950	Watauga County	7.37%	9.72%	12.96%	11.50%	12.73%	10.86%
960	Wayne County	13.72%	14.66%	9.70%	12.89%	7.46%	11.68%
970	Wilkes County	11.92%	14.91%	6.98%	9.63%	15.43%	11.78%

**Teacher Turnover
1997-2002
(Five Year Average)**

LEA Code	System Name	Turnover 1997-98	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	Turnover 2001-02	5-Year Average
980	Wilson County	19.82%	17.83%	12.34%	22.79%	16.56%	17.87%
990	Yadkin County	16.54%	13.96%	10.86%	10.44%	9.62%	12.28%
995	Yancey County	6.70%	4.00%	1.65%	2.22%	2.63%	3.44%
	Yearly Averages	12.30%	13.41%	13.59%	13.96%	12.49%	13.17%

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

LEA Code	System Name	5-Year Average
470	Hoke County	23.32%
930	Warren County	22.66%
422	Weldon City	21.54%
330	Edgecombe County	20.61%
350	Franklin County	20.16%
730	Person County	19.30%
910	Vance County	19.27%
600	Mecklenburg County	18.99%
181	Hickory City	18.88%
520	Jones County	18.84%
291	Lexington City	18.83%
182	Newton-Conover City	17.94%
980	Wilson County	17.87%
660	Northampton County	17.69%
460	Hertford County	17.64%
400	Greene County	17.62%
132	Kannapolis City	17.51%
292	Thomasville City	17.28%
320	Durham County	16.99%
890	Tyrrell County	16.95%
232	Shelby City	16.91%
761	Asheboro City	16.64%
310	Duplin County	16.55%
670	Onslow County	16.53%
190	Chatham County	16.51%
420	Halifax County	16.48%
900	Union County	15.91%
10	Alamance-Burlington	15.55%
390	Granville County	15.52%
940	Washington County	15.50%
750	Polk County	15.40%
630	Moore County	15.26%
620	Montgomery County	15.24%
40	Anson County	15.19%
120	Burke County	14.98%
111	Asheville City	14.84%
480	Hyde County	14.77%
680	Orange County	14.75%
80	Bertie County	14.71%
681	Chapel Hill-Carrboro	14.68%
640	Nash-Rocky Mount	14.64%

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

LEA Code	System Name	5-Year Average
540	Lenoir County	14.56%
780	Robeson County	14.48%
170	Caswell County	14.37%
760	Randolph County	14.36%
180	Catawba County	14.14%
821	Clinton City	14.07%
491	Mooresville City	14.01%
210	Edenton-Chowan	14.00%
430	Harnett County	13.99%
830	Scotland County	13.76%
650	New Hanover County	13.71%
421	Roanoke Rapids City	13.60%
790	Rockingham County	13.55%
530	Lee County	13.52%
510	Johnston County	13.35%
550	Lincoln County	13.31%
700	Pasquotank County	13.11%
20	Alexander County	12.96%
580	Martin County	12.90%
861	Elkin City	12.66%
800	Rowan-Salisbury	12.65%
300	Davie County	12.61%
770	Richmond County	12.60%
710	Pender County	12.56%
130	Cabarrus County	12.34%
990	Yadkin County	12.28%
840	Stanly County	12.26%
850	Stokes County	12.18%
340	Forsyth County	12.12%
862	Mount Airy City	12.01%
880	Transylvania County	11.98%
70	Beaufort County	11.95%
100	Brunswick County	11.90%
90	Bladen County	11.79%
970	Wilkes County	11.78%
960	Wayne County	11.68%
230	Cleveland County	11.68%
140	Caldwell County	11.61%
270	Currituck County	11.58%
720	Perquimans County	11.40%
360	Gaston County	11.12%

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

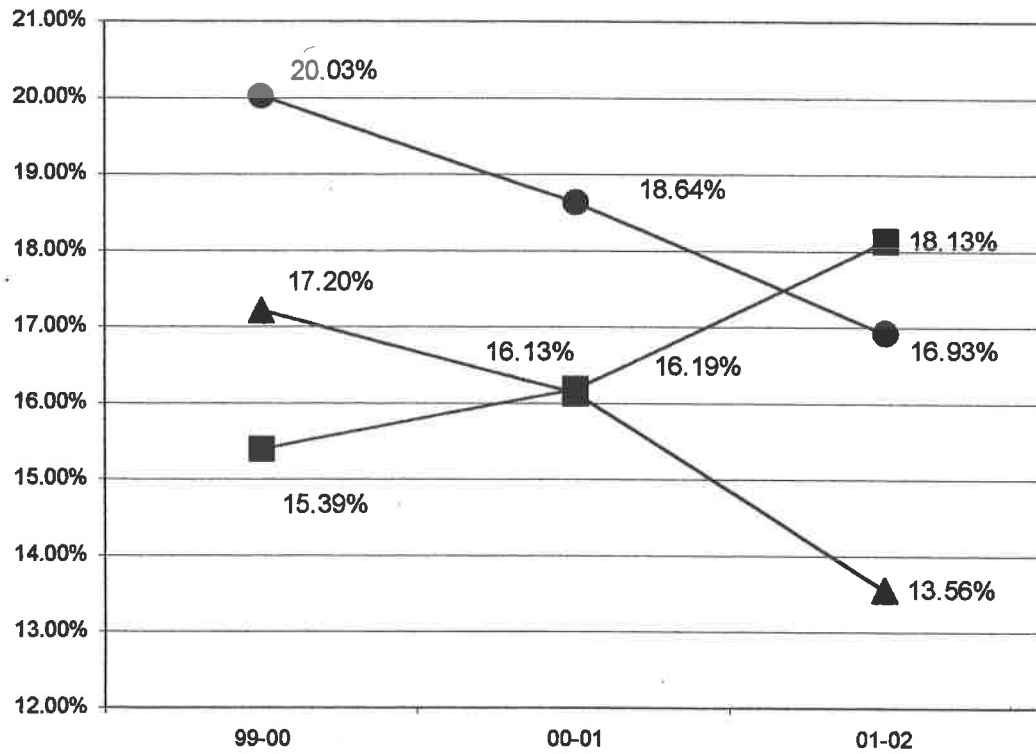
LEA Code	System Name	5-Year Average
410	Guilford County	10.99%
590	McDowell County	10.96%
820	Sampson County	10.91%
490	Iredell-Statesville	10.88%
950	Watauga County	10.86%
231	Kings Mountain City	10.69%
920	Wake County	10.63%
150	Camden County	10.59%
570	Madison County	10.54%
500	Jackson County	10.53%
740	Pitt County	10.41%
280	Dare County	10.33%
860	Surry County	10.30%
290	Davidson County	10.28%
690	Pamlico County	10.09%
240	Columbus County	9.85%
450	Henderson County	9.83%
241	Whiteville City	9.81%
250	Craven County	9.66%
50	Ashe County	8.95%
160	Carteret County	8.76%
110	Buncombe County	8.63%
60	Avery County	8.41%
260	Cumberland County	8.13%
370	Gates County	7.95%
560	Macon County	7.06%
870	Swain County	6.87%
30	Alleghany County	6.85%
810	Rutherford County	6.83%
440	Haywood County	6.71%
200	Cherokee County	6.08%
220	Clay County	5.83%
610	Mitchell County	4.96%
380	Graham County	3.93%
995	Yancey County	3.44%

APPENDIX D

Reasons for Teacher Turnover
1998-2002
(in descending rank order)

Rank	1997-1998	1998-1999	1999-2000	2000-2001	2001-2002
1	Resigned-Other reasons (e.g., better pay, lost license)	To teach elsewhere	To teach elsewhere	To teach elsewhere	Retired
2	Retired	Retired	Resigned-Other reasons or reasons unknown	Retired	To teach elsewhere
3	Moved/relocated	Other/unknown reasons	Retired	Other/unknown reasons	Family relocation
4	To teach elsewhere	Moved/relocated	Family relocation	Family relocation	Other/unknown reasons
5	Family responsibilities/ childcare	Dissatisfied with teaching/career change	Family responsibilities/ childcare	Family responsibilities/ childcare	Family responsibilities/ childcare
6	End of contract	Employed, but in a non- teaching position	Dissatisfied with teaching/career change	Dissatisfied with teaching/career change	Dissatisfied with teaching/career change
7	Left education	Family responsibilities /childcare	Employed, but in a non- teaching position	End of Contract	Non-renewed/probationary contract ended
8	Non-renewed	Non-renewed/ probationary contract ended	Didn't obtain/maintain license	Employed, but in a non- teaching position	Didn't obtain/maintain license
9	Employed in LEA, but not teaching	Health/disability	End of Contract	Didn't obtain/maintain license	Employed, but in a non- teaching position
10	To attend school	To continue education/sabbatical	To continue education/sabbatical	To continue education/sabbatical	End of Contract
11	Health	End of contract	Health/disability	Non-renewed/ probationary contract ended	To continue education/sabbatical
12	Job dissatisfaction	Dismissed/termination	Non-renewed/ probationary contract ended	Health/disability	Health/disability
13	Employed in education, but not teaching	Deceased	Dismissed	Dismissed	Dismissed
14	Deceased	Reduction in Force	Deceased	Deceased	Deceased
15	Dismissed/termination of contract		Reduction in Force	Reduction in Force	Reduction in Force

Reasons for Leaving



● Resigned to Teacher Elsewhere

■ Retired

▲ Other Reason

