



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

Report to the Joint Legislative Education Oversight Committee

Teacher Turnover Report *G.S. 115C-12*

Date Due Fall 2003

Report #44 in October 2002-December 2003
DPI Chronological Schedule

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**SYSTEM LEVEL
TEACHER TURNOVER REPORT
2002-2003**

Prepared by:

**Public Schools of North Carolina
Department of Public Instruction
Division of Human Resource Management
October 2003**

SYSTEM LEVEL TEACHER TURNOVER REPORT 2002-2003

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 2002-2003 school year asked LEAs to report the total number of teachers employed in the system between July 1, 2002 and June 30, 2003, 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 2002-2003 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 11,531 teachers of the 92,688 teachers employed during the 2002-2003 school year left their systems for an **average system level turnover rate of 12.44%**. This is down slightly from the 12.49% reported for the 2001-2002 school year and the 13.96% reported for the 2000-2001 school year.

Of the 11,531 teachers reported leaving teaching, 3,797 (32.93%) had tenure. During the 2001-2002 school year, 29.5% of the teachers who left teaching had tenure, while 30.7% of the teachers who left during the 2000-2001 school year had tenure.

System-level turnover ranged from a high of 27.59% in Hoke County to a low of 3.16% in Clay 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
Resigned to teach elsewhere To teach in another NC LEA (79.15%) To teach in another state (15.64%) To teach in a NC non-public/private school (3.86%) To teach in a NC Charter School (1.35%)	18.64%	2149
Retired With full benefits (90.71%) With reduced benefits (9.29%)	17.28%	1992
Resigned—Family Relocation	14.26%	1644
Resigned—Other reasons or reason unknown Other reasons (63.01%) Unknown reasons (36.99%)	12.40%	1430
Resigned—Family responsibility/child care	6.42%	740
Resigned—Dissatisfied with teaching/career change	5.20%	600
Did not obtain or maintain license	4.22%	487
Re-employed retired teacher resigned	3.83%	442
Resigned—To continue education/sabbatical	3.36%	387
Non-Renewal (Probationary contract ended)	3.13%	361
Interim contract ended—not rehired	2.71%	312
Resigned—Because of health/disability	2.48%	286
Stayed in LEA but in Non-Teaching position	2.11%	243
Resigned—In lieu of dismissal	1.56%	180
Moved to a non-teaching position in education	1.33%	153
Deceased	.49%	57
Dismissed	.31%	36
Reduction in Force	.28%	32
Total	100%	11,531

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

2001-02		2002-03	
Number of LEAs Responding to Question = 106		Number of LEAs Responding to Question = 110	
License Area	# Identifying	License Area	# Identifying
9-12 Mathematics	85	9-12 Mathematics	99
9-12 Science	68	9-12 Science	70
Exceptional Children	58	6-9 Mathematics	69
6-9 Mathematics	44	6-9 Science	59
Second Languages**	27	Behavioral/Emotional Disabilities	26
6-9 Science	26	Cross Categorical	24
Learning Disabilities	20	Exceptional Children	24
Behavioral/Emotional Disabilities	16	6-9 Language Arts	23
9-12 English	15	Learning Disabilities	19
Business	14	Second Languages	19
Media Coordinator	13	ESL	14
Mental Disabilities	13	Mental Disabilities	14
ESL	12	Elementary Education	11
Middle Grades	10	9-12 English	11
Cross Categorical	9	Severe/Profound Disabilities	9
Workforce Development	8	Counselor	8
Family and Consumer Science	8	Media Coordinator	8
6-9 Language Arts	7	6-9 Social Studies	8
Counselor	6	Birth-Kindergarten	6
Elementary Education	5	Workforce Development	5
Birth-Kindergarten	5	Technology Education	5

*Includes only those areas identified by 5 or more LEAs

** Spanish was the Second Language most often identified.

Appendix A

ANNUAL TEACHER TURNOVER SUMMARY

Personnel Office Report

School System _____ Report Period: 7/1/2002-6/30/2003

1. _____ Total number of teachers employed in the school system.
 _____ Total number of teachers leaving 7/1/2002 – 6/30/2003
 _____ Number of teachers leaving in 2002 - 2003 who were tenured in your system.
2. Give the number of teachers who left teaching or left your school system in 2002– 2003 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>
_____	Stayed in LEA but in Non-Teaching Position	(N/A)
_____	Retired with full benefits	(66)
_____	Retired with reduced benefits	(68)
_____	Re-employed Retired Teacher Resigned	(73)
_____	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 public school system	(58)
_____	Resigned – 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)

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.

*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

Re-employed Retired Teacher Resigned

- Teacher who had retired, was re-employed and subsequently resigns

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 teachers (e.g., VIF)
- 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 a NC Charter School

Teachers leaving LEA to accept a teaching position in a NC Charter School

Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)

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

**2002-2003 Teacher Turnover
(as reported by LEAs)**

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
10	Alamance-Burlington	1568	237	60	15.11%
20	Alexander County	375	41	10	10.93%
30	Alleghany County	132	12	4	9.09%
40	Anson County	296	30	10	10.14%
50	Ashe County	239	23	20	9.62%
60	Avery County	209	13	6	6.22%
70	Beaufort County	563	61	29	10.83%
80	Bertie County	247	19	1	7.69%
90	Bladen County	377	50	32	13.26%
100	Brunswick County	775	112	29	14.45%
110	Buncombe County	1739	162	11	9.32%
111	Asheville City	314	42	27	13.38%
120	Burke County	1188	175	48	14.73%
130	Cabarrus County	1565	190	61	12.14%
132	Kannapolis City	342	43	18	12.57%
140	Caldwell County	877	111	48	12.66%
150	Camden County	100	7	5	7.0%
160	Carteret County	587	44	17	7.5%
170	Caswell County	258	37	9	14.34%
180	Catawba County	1031	140	51	13.58%
181	Hickory City	330	47	24	14.24%
182	Newton-Conover City	226	38	14	16.81%
190	Chatham County	541	85	22	15.71%
200	Cherokee County	299	16	15	5.35%
210	Edenton/Chowan	180	25	11	13.89%
220	Clay County	95	3	2	3.16%
230	Cleveland County	683	86	30	12.59%
231	Kings Mountain City	308	18	9	5.84%
232	Shelby City	249	51	14	20.48%
240	Columbus County	504	41	15	8.13%
241	Whiteville City	191	20	8	10.47%
250	Craven County	1068	72	19	6.74%
260	Cumberland County	3283	322	116	9.81%
270	Currituck County	295	15	6	5.08%
280	Dare County	398	35	14	8.79%

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
290	Davidson County	1240	113	48	9.11%
291	Lexington City	249	33	4	13.25%
292	Thomasville City	175	37	13	21.14%
300	Davie County	441	71	26	16.10%
310	Duplin County	584	119	8	20.38%
320	Durham Public Schools	2324	436	133	18.76%
330	Edgecombe County	562	103	27	18.33%
340	Winston-Salem/Forsyth	3845	374	NR	9.73%
350	Franklin County	590	127	4	21.53%
360	Gaston County	1855	186	72	10.03%
370	Gates County	169	12	5	7.10%
380	Graham County	94	5	5	5.32%
390	Granville County	556	67	18	12.05%
400	Greene County	218	29	7	13.30%
410	Guilford County	4987	496	233	9.95%
420	Halifax County	398	51	14	12.81%
421	Roanoke Rapids City	203	18	10	8.87%
422	Weldon City	93	17	0	18.28%
430	Harnett County	1058	194	44	18.34%
440	Haywood County	591	65	49	11.00%
450	Henderson County	790	50	19	6.32%
460	Hertford County	272	51	13	18.75%
470	Hoke County	377	104	21	27.59%
480	Hyde County	76	11	2	14.47%
490	Iredell-Statesville	1270	146	25	11.5%
491	Mooreville City	288	27	7	9.38%
500	Jackson County	274	43	19	15.69%
510	Johnston County	1676	265	43	15.81%
520	Jones County	140	14	3	10%
530	Lee County	520	89	33	17.12%
540	Lenoir County	780	157	59	20.13%
550	Lincoln County	772	85	32	11.01%
560	Macon County	349	29	11	8.31%
570	Madison County	216	28	11	12.96%
580	Martin County	353	46	27	13.03%
590	McDowell County	441	37	20	8.39%
600	Charlotte-Mecklenburg	7352	1230	312	16.73%

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
610	Mitchell County	163	15	12	9.20%
620	Montgomery County	360	65	16	18.05%
630	Moore County	855	90	0	10.53%
640	Nash-Rocky Mount	1228	250	117	20.34%
650	New Hanover County	1600	184	100	11.50%
660	Northampton County	286	48	17	16.78%
670	Onslow County	1385	184	45	13.29%
680	Orange County	465	63	19	13.55%
681	Chapel Hill-Carrboro City	834	137	37	16.43%
690	Pamlico County	157	18	8	11.46%
700	Elizabeth City/Pasquotank	463	86	11	18.57%
710	Pender County	526	56	16	10.65%
720	Perquimans County	145	12	10	8.28%
730	Person County	424	55	26	12.97%
740	Pitt County	1604	137	53	8.54%
750	Polk County	185	21	7	11.35%
760	Randolph County	1119	152	47	13.58%
761	Asheboro City	313	40	21	12.78%
770	Richmond County	527	55	21	10.44%
780	Robeson County	1704	238	41	13.97%
790	Rockingham County	1037	120	52	11.57%
800	Rowan-Salisbury	1530	196	94	12.81%
810	Rutherford County	724	62	47	8.56%
820	Sampson County	552	72	30	13.04%
821	Clinton City	210	23	10	10.95%
830	Scotland County	543	55	19	10.13%
840	Stanly County	730	72	31	9.86%
850	Stokes County	557	54	15	9.69%
860	Surry County	573	85	53	14.83%
861	Elkin City	88	9	5	10.23%
862	Mount Airy City	127	14	8	11.02%
870	Swain County	148	12	6	8.12%
880	Transylvania County	269	34	13	12.64%
890	Tyrrell County	57	14	7	24.56%
900	Union County	1816	183	53	10.08%
910	Vance County	556	117	20	21.04%
920	Wake County	6964	712	435	10.22%

LEA Code	System Name	Total Teachers	Teachers Leaving	Leaving w/ Tenure	Turnover
930	Warren County	215	37	7	17.21%
940	Washington County	189	22	4	11.64%
950	Watauga County	437	40	23	9.15%
960	Wayne County	1343	48	0	3.57%
970	Wilkes County	749	97	1	12.95%
980	Wilson County	818	111	18	13.57%
990	Yadkin County	307	36	21	11.73%
995	Yancey County	196	12	9	6.12%
	Total	92,688	11,531	3,797	12.44%

2002-2003 Teacher Turnover
(in descending order)

LEA CODE	System Name	Turnover
470	Hoke County	27.59%
890	Tyrrell County	24.56%
350	Franklin County	21.53%
292	Thomasville City	21.14%
910	Vance County	21.04%
232	Shelby City	20.48%
310	Duplin County	20.38%
640	Nash-Rocky Mount	20.34%
540	Lenoir County	20.13%
320	Durham Public Schools	18.76%
460	Hertford County	18.75%
700	Elizabeth City/Pasquotank	18.57%
430	Harnett County	18.34%
330	Edgecombe County	18.33%
422	Weldon City	18.28%
620	Montgomery County	18.05%
930	Warren County	17.21%
530	Lee County	17.12%
182	Newton-Conover City	16.81%
660	Northampton County	16.78%
600	Charlotte-Mecklenburg	16.73%
681	Chapel Hill-Carrboro City	16.43%
300	Davie County	16.10%
510	Johnston County	15.81%
190	Chatham County	15.71%
500	Jackson County	15.69%
10	Alamance-Burlington	15.11%
860	Surry County	14.83%
120	Burke County	14.73%
480	Hyde County	14.47%
100	Brunswick County	14.45%
170	Caswell County	14.34%
181	Hickory City	14.24%
780	Robeson County	13.97%
210	Edenton-Chowan	13.89%
180	Catawba County	13.58%

2002-2003 Teacher Turnover
(in descending order)

LEA CODE	System Name	Turnover
760	Randolph County	13.58%
980	Wilson County	13.57%
680	Orange County	13.55%
111	Asheville City	13.38%
400	Greene County	13.30%
670	Onslow County	13.29%
90	Bladen County	13.26%
291	Lexington City	13.25%
820	Sampson County	13.04%
580	Martin County	13.03%
730	Person County	12.97%
570	Madison County	12.96%
970	Wilkes County	12.95%
420	Halifax County	12.81%
800	Rowan-Salisbury	12.81%
761	Asheboro City	12.78%
140	Caldwell County	12.66%
880	Transylvania County	12.64%
230	Cleveland County	12.59%
132	Kannapolis City	12.57%
130	Cabarrus County	12.14%
390	Granville County	12.05%
990	Yadkin County	11.73%
940	Washington County	11.64%
790	Rockingham County	11.57%
490	Iredell-Statesville	11.50%
650	New Hanover County	11.50%
690	Pamlico County	11.46%
750	Polk County	11.35%
862	Mount Airy City	11.02%
550	Lincoln County	11.01%
440	Haywood County	11.00%
821	Clinton City	10.95%
20	Alexander County	10.93%
70	Beaufort County	10.83%
710	Pender County	10.65%
630	Moore County	10.53%

2002-2003 Teacher Turnover
(in descending order)

LEA CODE	System Name	Turnover
241	Whiteville City	10.47%
770	Richmond County	10.44%
861	Elkin City	10.23%
920	Wake County	10.22%
40	Anson County	10.14%
830	Scotland County	10.13%
900	Union County	10.08%
360	Gaston County	10.03%
520	Jones County	10.00%
410	Guilford County	9.95%
840	Stanly County	9.86%
260	Cumberland County	9.81%
340	Winston Salem-Forsyth	9.73%
850	Stokes County	9.69%
50	Ashe County	9.62%
491	Mooresville City	9.38%
110	Buncombe County	9.32%
610	Mitchell County	9.20%
950	Watauga County	9.15%
290	Davidson County	9.11%
30	Alleghany County	9.09%
421	Roanoke Rapids City	8.87%
280	Dare County	8.79%
810	Rutherford County	8.56%
740	Pitt County	8.54%
590	McDowell County	8.39%
560	Macon County	8.31%
720	Perquimans County	8.28%
240	Columbus County	8.13%
870	Swain County	8.12%
80	Bertie County	7.69%
160	Carteret County	7.50%
370	Gates County	7.10%
150	Camden County	7.00%
250	Craven County	6.74%
450	Henderson County	6.32%
60	Avery County	6.22%

2002-2003 Teacher Turnover
(in descending order)

LEA CODE	System Name	Turnover
995	Yancey County	6.12%
231	Kings Mountain City	5.84%
200	Cherokee County	5.35%
380	Graham County	5.32%
270	Currituck County	5.08%
960	Wayne County	3.57%
220	Clay County	3.16%

Appendix C

**Teacher Turnover
1999-2003
(Five Year Average)**

LEA Code	System Name	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	Turnover 2001-02	Turnover 2002-03	5-Year Average
10	Alamance-Burlington	14.57%	18.13%	16.43%	16.19%	15.11%	16.09%
20	Alexander County	8.31%	12.58%	13.48%	17.65%	10.93%	12.59%
30	Alleghany County	7.26%	8.73%	5.60%	2.99%	9.09%	6.73%
40	Anson County	13.69%	23.10%	13.68%	13.27%	10.14%	14.78%
50	Ashe County	6.87%	6.28%	9.13%	3.54%	9.62%	7.09%
60	Avery County	9.79%	10.09%	5.03%	7.55%	6.22%	7.74%
70	Beaufort County	12.21%	11.11%	13.57%	12.95%	10.83%	12.13%
80	Bertie County	18.06%	12.72%	14.98%	20.34%	7.69%	14.76%
90	Bladen County	10.07%	8.96%	11.04%	19.80%	13.26%	12.63%
100	Brunswick County	12.54%	12.55%	12.25%	13.18%	14.45%	12.99%
110	Buncombe County	7.38%	8.62%	9.95%	8.57%	9.32%	8.77%
111	Asheville City	12.49%	15.38%	16.58%	13.54%	13.38%	14.27%
120	Burke County	16.07%	14.81%	14.33%	13.63%	14.73%	14.71%
130	Cabarrus County	13.45%	11.42%	13.52%	12.04%	12.14%	12.51%
132	Kannapolis City	19.50%	18.49%	18.30%	14.20%	12.57%	16.61%
140	Caldwell County	11.26%	12.80%	14.89%	7.56%	12.66%	11.83%
150	Camden County	5.62%	14.77%	15.22%	6.25%	7.00%	9.77%
160	Carteret County	9.17%	5.72%	13.17%	6.97%	7.50%	8.51%
170	Caswell County	14.29%	11.90%	16.30%	13.89%	14.34%	14.14%
180	Catawba County	11.23%	15.34%	18.17%	12.52%	13.58%	14.17%
181	Hickory City	21.14%	19.12%	19.00%	16.62%	14.24%	18.02%
182	Newton-Conover City	18.63%	18.57%	17.27%	17.59%	16.81%	17.77%
190	Chatham County	16.35%	18.88%	17.48%	16.09%	15.71%	16.90%
200	Cherokee County	2.02%	7.94%	4.59%	9.67%	5.35%	5.91%
210	Edenton-Chowan	13.33%	16.40%	13.89%	13.89%	13.89%	14.28%
220	Clay County	10.00%	7.00%	5.00%	3.16%	3.16%	5.66%
230	Cleveland County	11.43%	10.37%	12.92%	14.07%	12.59%	12.28%
231	Kings Mountain City	11.43%	9.46%	10.44%	11.41%	5.84%	9.72%
232	Shelby City	16.80%	17.55%	16.41%	17.57%	20.48%	17.76%
240	Columbus County	13.50%	9.98%	8.58%	6.49%	8.13%	9.34%
241	Whiteville City	8.78%	11.06%	9.09%	11.27%	10.47%	10.13%
250	Craven County	10.51%	10.50%	11.46%	7.89%	6.74%	9.42%
260	Cumberland County	4.89%	8.33%	11.36%	9.71%	9.81%	8.82%
270	Currituck County	7.27%	9.71%	15.07%	14.29%	5.08%	10.28%
280	Dare County	12.64%	8.24%	11.11%	9.09%	8.79%	9.97%

LEA Code	System Name	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	Turnover 2001-02	Turnover 2002-03	5-Year Average
290	Davidson County	10.45%	11.36%	11.03%	9.22%	9.11%	10.23%
291	Lexington City	21.40%	20.44%	18.72%	16.25%	13.25%	18.01%
292	Thomasville City	12.90%	16.67%	18.52%	18.18%	21.14%	17.48%
300	Davie County	11.95%	13.22%	12.98%	13.53%	16.10%	13.56%
310	Duplin County	15.07%	22.24%	15.47%	13.22%	20.38%	17.28%
320	Durham Public Schools	16.26%	16.93%	18.12%	14.21%	18.76%	16.86%
330	Edgecombe County	17.12%	24.22%	23.36%	20.04%	18.33%	20.61%
340	Winston-Salem/ Forsyth County	12.26%	14.17%	13.47%	10.19%	9.73%	11.96%
350	Franklin County	27.57%	15.98%	21.23%	17.61%	21.53%	20.78%
360	Gaston County	11.78%	13.81%	10.53%	9.04%	10.03%	11.04%
370	Gates County	6.80%	7.36%	10.26%	5.99%	7.10%	7.50%
380	Graham County	2.13%	3.00%	1.60%	3.92%	5.32%	3.19%
390	Granville County	19.04%	16.16%	17.45%	12.17%	12.05%	15.37%
400	Greene County	21.39%	16.16%	18.45%	12.90%	13.30%	16.44%
410	Guilford County	11.81%	12.29%	9.77%	10.06%	9.95%	10.78%
420	Halifax County	14.17%	18.67%	19.78%	13.93%	12.81%	15.87%
421	Roanoke Rapids City	16.22%	17.19%	12.62%	11.42%	8.87%	13.26%
422	Weldon City	25.00%	21.18%	20.45%	22.34%	18.28%	21.45%
430	Harnett County	12.72%	12.80%	14.08%	16.37%	18.34%	14.86%
440	Haywood County	7.23%	4.01%	6.16%	9.78%	11.00%	7.64%
450	Henderson County	9.74%	11.07%	11.27%	8.76%	6.32%	9.43%
460	Hertford County	17.73%	11.75%	15.64%	30.57%	18.75%	18.89%
470	Hoke County	24.52%	28.21%	23.55%	23.43%	27.59%	25.46%
480	Hyde County	22.08%	13.70%	12.00%	12.16%	14.47%	14.88%
490	Iredell-Statesville	10.91%	10.78%	13.91%	10.71%	11.50%	11.56%
491	Mooresville City	14.11%	11.45%	15.81%	11.50%	9.38%	12.45%
500	Jackson County	9.80%	8.47%	9.09%	14.40%	15.69%	11.49%
510	Johnston County	14.82%	11.66%	17.41%	11.90%	15.81%	14.32%
520	Jones County	19.20%	21.49%	22.05%	18.11%	10.00%	18.17%
530	Lee County	14.96%	9.52%	14.89%	15.36%	17.12%	14.37%
540	Lenoir County	10.00%	12.63%	15.14%	17.89%	20.13%	15.16%
550	Lincoln County	11.77%	15.99%	14.36%	10.10%	11.01%	12.65%
560	Macon County	5.71%	8.02%	4.73%	9.43%	8.31%	7.24%
570	Madison County	9.90%	7.73%	9.22%	9.36%	12.96%	9.83%
580	Martin County	9.41%	19.86%	12.89%	13.61%	13.03%	13.76%
590	McDowell County	6.90%	12.00%	13.57%	13.46%	8.39%	10.86%
600	Charlotte-Mecklenburg	19.18%	19.44%	21.77%	19.31%	16.73%	19.29%
610	Mitchell County	4.71%	5.75%	6.92%	5.63%	9.20%	6.44%

LEA Code	System Name	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	Turnover 2001-02	Turnover 2002-03	5-Year Average
620	Montgomery County	10.75%	17.83%	19.44%	16.67%	18.05%	16.55%
630	Moore County	16.24%	17.84%	13.74%	14.39%	10.53%	14.55%
640	Nash-Rocky Mount	13.97%	15.07%	18.24%	13.76%	20.34%	16.28%
650	New Hanover County	15.39%	16.48%	11.68%	13.50%	11.50%	13.71%
660	Northampton County	17.19%	13.81%	17.33%	24.71%	16.78%	17.96%
670	Onslow County	16.60%	18.36%	15.60%	14.62%	13.29%	15.69%
680	Orange County	15.47%	13.58%	15.32%	12.31%	13.55%	14.05%
681	Chapel Hill-Carrboro City	17.14%	14.58%	12.38%	14.51%	16.43%	15.01%
690	Pamlico County	8.11%	12.03%	11.80%	11.46%	11.46%	10.97%
700	Elizabeth City/ Pasquotank	15.89%	13.53%	19.03%	9.39%	18.57%	15.28%
710	Pender	12.84%	15.11%	11.84%	9.63%	10.65%	12.01%
720	Perquimans	14.49%	12.06%	10.34%	8.28%	8.28%	10.69%
730	Person County	19.00%	19.45%	21.26%	20.96%	12.97%	18.73%
740	Pitt County	13.10%	11.05%	9.24%	8.58%	8.54%	10.10%
750	Polk County	16.57%	20.37%	16.98%	13.77%	11.35%	15.81%
760	Randolph County	15.42%	13.13%	15.12%	12.92%	13.58%	14.03%
761	Asheboro City	19.81%	16.25%	15.61%	9.84%	12.78%	14.86%
770	Richmond County	16.92%	10.64%	13.52%	16.12%	10.44%	13.53%
780	Robeson County	14.38%	14.15%	16.18%	13.41%	13.97%	14.42%
790	Rockingham County	15.71%	14.89%	10.09%	14.16%	11.57%	13.28%
800	Rowan-Salisbury	11.89%	12.94%	14.41%	14.04%	12.81%	13.22%
810	Rutherford County	5.02%	8.35%	8.61%	6.46%	8.56%	7.40%
820	Sampson County	9.16%	11.31%	14.77%	15.21%	13.04%	12.70%
821	Clinton City	11.11%	18.72%	12.50%	11.73%	10.95%	13.00%
830	Scotland County	18.46%	16.04%	9.90%	7.75%	10.13%	12.46%
840	Stanly County	14.29%	11.42%	13.46%	12.38%	9.86%	12.28%
850	Stokes County	14.29%	13.64%	13.30%	10.28%	9.69%	12.24%
860	Surry County	8.87%	14.21%	13.04%	10.24%	14.83%	12.24%
861	Elkin City	9.89%	14.74%	13.48%	14.77%	10.23%	12.62%
862	Mount Airy City	6.85%	11.52%	19.08%	13.01%	11.02%	12.30%
870	Swain County	7.63%	9.02%	9.56%	5.96%	8.12%	8.06%
880	Transylvania County	11.81%	12.11%	14.12%	8.27%	12.64%	11.79%
890	Tyrrell County	10.81%	27.87%	20.34%	12.07%	24.56%	19.13%
900	Union County	16.44%	15.91%	17.62%	11.12%	10.08%	14.23%
910	Vance County	19.82%	25.38%	20.00%	13.60%	21.04%	19.97%
920	Wake County	13.07%	10.78%	9.20%	9.48%	10.22%	10.55%
930	Warren County	31.82%	19.80%	30.46%	13.27%	17.21%	22.51%
940	Washington County	18.32%	19.00%	11.27%	15.34%	11.64%	15.11%

LEA Code	System Name	Turnover 1998-99	Turnover 1999-00	Turnover 2000-01	Turnover 2001-02	Turnover 2002-03	5-Year Average
950	Watauga County	9.72%	12.96%	11.50%	12.73%	9.15%	11.21%
960	Wayne County	14.66%	9.70%	12.89%	7.46%	3.57%	9.66%
970	Wilkes County	14.91%	6.98%	9.63%	15.43%	12.95%	11.98%
980	Wilson County	17.83%	12.34%	22.79%	16.56%	13.57%	16.62%
990	Yadkin County	13.96%	10.86%	10.44%	9.62%	11.73%	11.32%
995	Yancey County	4.00%	1.65%	2.22%	2.63%	6.12%	3.32%
	Yearly Averages	13.41%	13.59%	13.96%	12.49%	12.44%	13.18%

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

LEA Code	System Name	5-Year Average
470	Hoke County	25.46%
930	Warren County	22.51%
422	Weldon City	21.45%
350	Franklin County	20.78%
330	Edgecombe County	20.61%
910	Vance County	19.97%
600	Charlotte-Mecklenburg	19.29%
890	Tyrrell County	19.13%
460	Hertford County	18.89%
730	Person County	18.73%
520	Jones County	18.17%
181	Hickory City	18.02%
291	Lexington City	18.01%
660	Northampton County	17.96%
182	Newton-Conover	17.77%
232	Shelby City	17.76%
292	Thomasville City	17.48%
310	Duplin County	17.28%
190	Chatham County	16.90%
320	Durham Public Schools	16.86%
980	Wilson County	16.62%
132	Kannapolis City	16.61%
620	Montgomery County	16.55%
400	Greene County	16.44%
640	Nash-Rocky Mount	16.28%
10	Alamance-Burlington	16.09%
420	Halifax County	15.87%
750	Polk County	15.81%
670	Onslow County	15.69%
390	Granville County	15.37%
700	Elizabeth City/Pasquotank	15.28%
540	Lenoir County	15.16%
940	Washington County	15.11%
681	Chapel Hill-Carrboro City	15.01%
480	Hyde County	14.88%

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

LEA Code	System Name	5-Year Average
430	Harnett County	14.86%
761	Asheboro City	14.86%
40	Anson County	14.78%
80	Bertie County	14.76%
120	Burke County	14.71%
630	Moore County	14.55%
780	Robeson County	14.42%
530	Lee County	14.37%
510	Johnston County	14.32%
210	Edenton-Chowan	14.28%
111	Asheville City	14.27%
900	Union County	14.23%
180	Catawba County	14.17%
170	Caswell County	14.14%
680	Orange County	14.05%
760	Randolph County	14.03%
580	Martin County	13.76%
650	New Hanover County	13.71%
300	Davie County	13.56%
770	Richmond County	13.53%
790	Rockingham County	13.28%
421	Roanoke Rapids City	13.26%
800	Rowan-Salisbury	13.22%
821	Clinton City	13.00%
100	Brunswick County	12.99%
820	Sampson County	12.70%
550	Lincoln County	12.65%
90	Bladen County	12.63%
861	Elkin City	12.62%
20	Alexander County	12.59%
130	Cabarrus County	12.51%
830	Scotland County	12.46%
491	Mooresville City	12.45%
862	Mount Airy City	12.30%
840	Stanly County	12.28%
230	Cleveland County	12.28%

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

LEA Code	System Name	5-Year Average
850	Stokes County	12.24%
860	Surry County	12.24%
70	Beaufort County	12.13%
710	Pender County	12.01%
970	Wilkes County	11.98%
340	Winston-Salem/Forsyth	11.96%
140	Caldwell County	11.83%
880	Transylvania County	11.79%
490	Iredell-Statesville	11.56%
500	Jackson County	11.49%
990	Yadkin County	11.32%
950	Watauga County	11.21%
360	Gaston County	11.04%
690	Pamlico County	10.97%
590	McDowell County	10.86%
410	Guilford County	10.78%
720	Perquimans County	10.69%
920	Wake County	10.55%
270	Currituck County	10.28%
290	Davidson County	10.23%
241	Whiteville City	10.13%
740	Pitt County	10.10%
280	Dare County	9.97%
570	Madison County	9.83%
150	Camden County	9.77%
231	Kings Mountain City	9.72%
960	Wayne County	9.66%
450	Henderson County	9.43%
250	Craven County	9.42%
240	Columbus County	9.34%
260	Cumberland County	8.82%
110	Buncombe County	8.77%
160	Carteret County	8.51%
870	Swain County	8.06%
60	Avery County	7.74%
440	Haywood County	7.64%

Teacher Turnover Five Year Average
(in descending order)

LEA Code	System Name	5-Year Average
370	Gates County	7.50%
810	Rutherford County	7.40%
560	Macon County	7.24%
50	Ashe County	7.09%
30	Alleghany County	6.73%
610	Mitchell County	6.44%
200	Cherokee County	5.91%
220	Clay County	5.66%
995	Yancey County	3.32%
380	Graham County	3.19%

Appendix D

**Reasons for Teacher Turnover
1999-2003**
(in descending rank order)

RANK	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003
1	To teach elsewhere	To teach elsewhere	To teach elsewhere	Retired	To teach elsewhere
2	Retired	Resigned-Other/Unknown Reasons	Retired	To teach elsewhere	Retired
3	Other/Unknown Reasons	Retired	Other/Unknown Reasons	Family Relocation	Family Relocation
4	Moved/ Relocated	Family Relocation	Family Relocation	Other/Unknown Reasons	Other/Unknown Reasons
5	Dissatisfied with teaching/career change	Family Responsibilities/ childcare	Family Responsibilities/ childcare	Family Responsibilities/ childcare	Family Responsibilities/ childcare
6	Employed, but in a non-teaching position	Dissatisfied with teaching/career change	Dissatisfied with teaching/career change	Dissatisfied with teaching/career change	Dissatisfied with teaching/career change
7	Family Responsibilities/ childcare	Employed, but in a non-teaching position	End of Contract	Non-renewed/ probationary contract ended	Didn't obtain/maintain license
8	Non-renewed/ probationary contract ended	Didn't obtain/maintain license	Employed, but in a non-teaching position	Didn't obtain/maintain license	Re-employed retired teacher resigned
9	Health/ Disability	End of Contract	Didn't obtain/maintain license	Employed, but in a non-teaching position	Non-Renewal (Probationary contract ended)
10	To continue education/ sabbatical	To continue education/ sabbatical	To continue education/ sabbatical	End of Contract	End of Contract
11	End of Contract	Health/ Disability	Non-Renewal (Probationary contract ended)	To continue education/ sabbatical	Health/ Disability
12	Dismissed/ Termination	Non-Renewal (Probationary contract ended)	Health/ Disability	Health/ Disability	Employed, but in a non-teaching position
13	Deceased	Dismissed	Dismissed	Dismissed	Resigned in lieu of dismissal
14	Reduction in Force	Deceased	Deceased	Reduction in Force	Moved to non-teaching position in Education
15		Reduction in Force	Reduction in Force	Reduction in Force	Deceased

Reasons for Leaving

