



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

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# Report to the Joint Legislative Education Oversight Committee

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## Annual System-Level Teacher Turnover Report

*GS 115C-12(22)*

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**Date Due: October 2005**  
Report #5  
DPI Chronological Schedule

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# **SYSTEM LEVEL TEACHER TURNOVER REPORT**

## **2004-2005**

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**Prepared by:**

**Public Schools of North Carolina  
Department of Public Instruction  
Division of Human Resource Management  
October 2005**

## SYSTEM LEVEL TEACHER TURNOVER REPORT 2004-2005

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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 2004-2005 school year asked LEAs to report the total number of teachers employed in the system between July 1, 2004 and June 30, 2005, 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. The results of the surveys are summarized in the following pages.

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### Survey Instruments Used

Copies of the survey used and clarifying examples are contained in Appendix A. As before, 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.

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### Turnover

The 115 school systems reported that 12,398 teachers of the 95,709 teachers employed during the 2004-2005 school year left their systems for an **average system level turnover rate of 12.95%**. This represents a slight increase in the average system level turnover rate across the last several years, with 12.37% for the 2003-04 school year, 12.44% reported for the 2002-03 school year, and 12.49% reported for the 2001-02 school year. This figure includes Visiting International Faculty (VIF) who are required to return to their home countries after three years. The average system level turnover rate excluding VIF teachers is 12.76%.

Of the 12,398 teachers reported leaving, 3594 (29%) had tenure. During the 2003-04 school year 31.5% of the teachers who left had tenure, during the 2002-03 school year, 32.9% of the teachers who left teaching had tenure, and during the 2001-02 school year 29.5% of the teachers who left had tenure.

System-level turnover ranged from a high of 28.51% in Harnett County to a low of 3.96% 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.

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### 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. Appendix E provides an analysis of turnover using the categories: Remained/Remaining in Education, Turnover that Might be Reduced, Turnover Initiated by the LEA, and Turnover Beyond Control.

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**Reasons For Leaving As Reported By The LEAs  
(2004-2005)**

<b>Reason</b>	<b>% of teachers leaving for this reason</b>	<b>Number leaving for this reason</b>
Resigned to teach elsewhere To teach in another NC LEA (76.84%) To teach in another state (18.84%) To teach in a NC non-public/private school (2.92%) To teach in a NC Charter School (1.40%)	20.16%	2500
Retired With full benefits (89.32%) With reduced benefits (10.68%)	16.39%	2032
Resigned—Family Relocation	14.47%	1794
Resigned—Other reasons or reason unknown Other reasons (60.41%) Unknown reasons (39.62%)	12.28%	1523
Resigned—Family responsibility/child care	6.60%	818
Re-employed retired teacher resigned	4.57%	567
Resigned—Career Change	4.29%	532
Resigned—Dissatisfied with teaching	3.20%	397
Interim contract ended—not rehired	3.15%	391
Resigned—To continue education/sabbatical	2.79%	346
Did not obtain or maintain license	2.60%	322
Resigned—Because of health/disability	2.27%	282
Non-Renewal (Probationary contract ended)	1.62%	201
Resigned—In lieu of dismissal	1.52%	189
Resigned—End of VIF Term	1.48%	184
Moved to a non-teaching position in education	.86%	107
Stayed in LEA but in Non-Teaching position	.73%	91
Deceased	.53%	66
Dismissed	.30%	37
Reduction in Force	.15%	19
<b>Totals</b>	<b>100%</b>	<b>12,398</b>

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

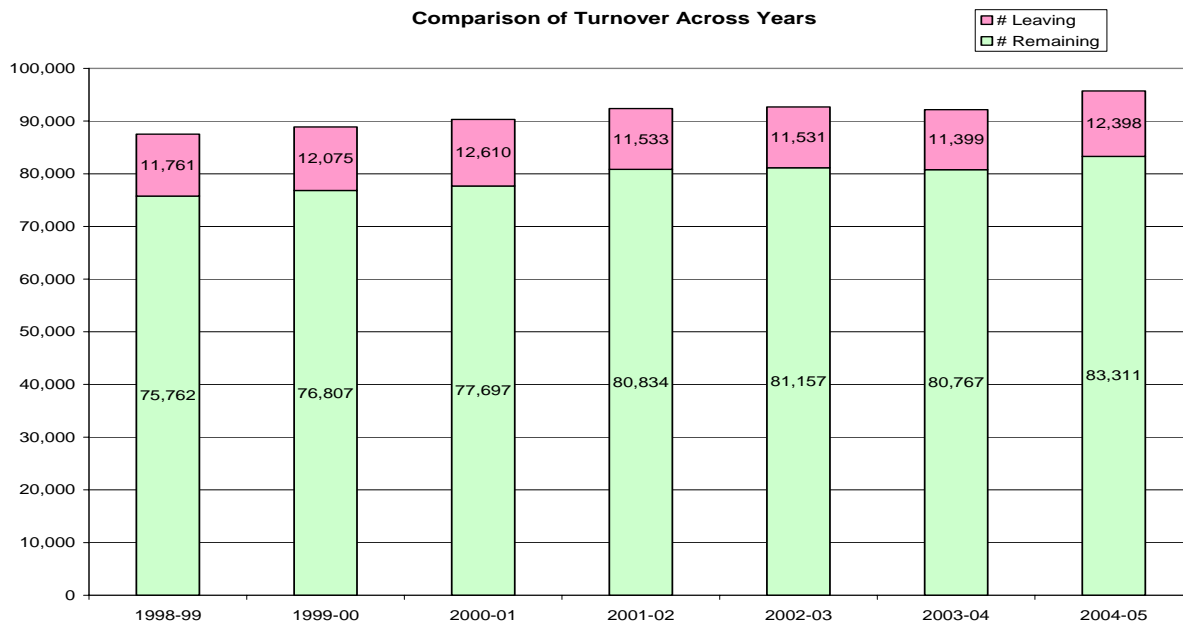
<b>2002-03</b>		<b>2003-04</b>		<b>2004-2005</b>	
Number of LEAs Responding to Question = 110		Number of LEAs Responding to Question = 115		Number of LEAs Responding to Question = 112	
<b>License Area</b>	<b># Identifying</b>	<b>License Area</b>	<b># Identifying</b>	<b>License Area</b>	<b># Identifying</b>
9-12 Mathematics	99	9-12 Mathematics	89	9-12 Mathematics	89
9-12 Science	70	Sp. Ed.: General Curriculum	83	Sp. Ed.: General Curriculum	83
6-9 Mathematics	69	9-12 Science	71	9-12 Science	71
6-9 Science	59	6-9 Mathematics	64	6-9 Mathematics	64
Behavioral/Emotional Disabilities	26	6-9 Science	51	6-9 Science	51
Cross Categorical	24	Sp. Ed.: Adapted Curriculum	43	Sp Ed.: Adapted Curriculum	43
Exceptional Children	24	Cross Categorical	42	Cross Categorical	42
6-9 Language Arts	23	Behavior/Emotionally Disabled	39	Behavioral/Emotional Disabilities	39
Learning Disabilities	19	Learning Disabilities	34	Learning Disabilities	34
Second Languages	19	Second Languages	34	Second Languages	34
ESL	14	Severely/Profoundly Disabled	26	Severely/Profoundly Disabled	26
Mental Disabilities	14	Mental Disabilities	25	Mental Disabilities	25
Elementary Education	11	Speech Language Pathologist	15	Speech Language Pathologist	15
9-12 English	11	ESL	15	ESL	15
Severe/Profound Disabilities	9	6-9 Language Arts	14	6-9 Language Arts	14
Counselor	8	Family/Consumer Sciences 6-12	10	Family/Consumer Sciences 6-12	10
Media Coordinator	8	Media Coordinator	10	Media Coordinator	10
6-9 Social Studies	8	Elementary Education	9	Elementary Education	9

2002-03		2003-04		2004-2005	
Number of LEAs Responding to Question = 110		Number of LEAs Responding to Question = 115		Number of LEAs Responding to Question = 112	
License Area	# Identifying	License Area	# Identifying	License Area	# Identifying
Birth-Kindergarten	6	9-12 English	9	9-12 English	9
Workforce Development	5	Birth-Kindergarten	8	Birth-Kindergarten	8
Technology Education	5	Business Education	8	Business Education	8
		Counselor	6	Counselor	6
		Hearing Impaired	6	Hearing Impaired	6

Notes: <sup>1</sup> Above numbers include only those areas identified by 5 or more LEAs.  
<sup>2</sup> Spanish was the Second Language most often identified.

## Analysis of Turnover

For the last several years, the turnover reported by local education agencies had been stable at approximately 12.4%. This represented a 1% decrease from the rates reported for 1998-99, 1999-00, and 2000-01. While this rate was slightly greater than the 11% typically cited for turnover in other professions, it was less than the 15.7% reported in national data for all teachers in the US and less than the 17% average turnover reported in recent years for businesses with 1,000 or more employees. This year, the rate increased slightly to 12.95%



A closer examination of the data indicates that for four of the last five years, the number one reason reported by school systems for teacher turnover is “to teach elsewhere,” with 17% - 20% of the teachers reported to have left for this reason. Of those leaving to teach elsewhere, 75-80% leave to teach in other NC school systems. Thus, while this turnover represents a loss to the local system, it does not represent a loss to the state. If those individuals reported by LEAs as leaving teaching positions to teach in another LEA or a NC charter school are removed from the turnover counts, the average system level turnover rate is reduced to approximately 11%.

A further analysis of turnover was conducted using the categories of *Remained/Remaining in Education*, *Turnover that Might be Reduced*, *Turnover Initiated by the LEA*, and *Turnover Beyond Control*. The category *Remained/Remaining in Education* included individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education. The category *Turnover that Might be Reduced* included individuals retiring with reduced benefits, individuals resigning to teach in a non-public school in NC, individuals resigning to teach in another state, individuals dissatisfied with teaching, individuals seeking a career change, and individuals who resigned for unknown reasons. The category *Turnover Initiated by the LEA* included individuals who were non-renewed, dismissed, or resigned in lieu of dismissal. The category *Turnover Beyond Control* included those individuals who retired with full benefits, individuals who resigned for health reasons, individuals who resigned due to family responsibilities and/or childcare, and individuals who resigned due to family relocation. Comparing the percent of turnover by these categories in the 1999-2000 year to the 2004-2005 year reveals that *Turnover that Might be Reduced* has decreased from 34% to



28.5%, while *Turnover Beyond Control* has increased from 36% to 45%. Comparing the percent of turnover in these categories from the 2003-04 school year to the 2004-05 school year, the percent of turnover *Initiated by the LEA* was down slightly, while the percent of turnover *Beyond Control* and percent of turnover that *Might be Reduced* was up slightly. Over 3,500 teachers fell into the category of *Turnover that Might be Reduced*.

Session Law 2004-161 directed the State Board of Education to convene a task force, co-chaired by the State Board of Education Chairman or his designee and the Lt. Governor or her designee, to study issues related to the effective recruitment and retention of teachers for the public schools of North Carolina. The task force was to include practicing public school teachers, principals, superintendents, local boards of education, representatives of the University of North Carolina and the North Carolina Community College System, and others deemed appropriate by the co-chairs. The task force was to study impediments to effective teacher recruitment and retention and strategies for increasing the effectiveness of recruitment and retention efforts. Specific issues to be studied included:

- modifications to teacher salaries and benefits to ensure teacher compensation in North Carolina remains at or above the national average;
- tax incentives to encourage experienced teachers to remain in the teaching profession;
- locally designed initiatives to facilitate teacher recruitment and retention;
- strategies for ensuring that beginning teachers have the opportunity to develop into skilled professionals;
- strategies for ensuring that school administrators are adequately trained to and provide support for both experienced and beginning teachers;
- programs that compensate teachers for accomplished teaching and value teachers as leaders; and
- strategies for ensuring that schools are staffed appropriately and teachers have the time necessary for quality teaching in quality learning environments.

The Board received the report from the Task Force in February 2005. It contained 29 recommendations focused on:

- Teacher Working Conditions
- Teacher Leadership/Differentiated Roles
- Administrator Support and Accountability
- Enhancing the Image of the Profession/Barriers to Entering the Profession
- Teacher Preparation
- Beginning Teacher Induction, Support, and Mentoring
- Financial Incentives

The Task Force was clear that its recommendations were interrelated and interdependent, and that changes in one area of recommendations alone would not improve teacher recruitment and retention. Incremental change would not be sufficient. Changes need to be made in all the major areas of recommendations and these changes need to be substantial.

The results of the North Carolina Teacher Working Conditions Survey, conducted by the Office of the Governor in conjunction with the North Carolina Professional Teaching Standards Commission and the North Carolina Association of Educators, provide information that can help address *Turnover that Might be Reduced*. The survey provides state, district, and school level data on teacher perceptions of empowerment, facilities and resources, leadership, professional development, and time. Comparatively, teachers expressed the highest degree of satisfaction with the effectiveness, supportiveness, and professionalism of their school leaders, and with the

opportunities they had to design and engage in professional development and school leadership activities. They expressed the least satisfaction with the time available to adequately engage in such activities as planning, teaching, and professional development critical to successfully reaching all students.

The 2005-07 Biennium budget approved by the General Assembly and signed by the Governor contains funding for, and special provisions related to, a number of initiatives designed to address teacher recruitment and retention. The budget contains funding to continue the Teacher Working Conditions Survey. It directs the State Board to report on best practices related to planning time for teachers. It continues funding for class size reduction, fully funds enrollment growth, and does not increase class size in the middle grades. It directs that the standards for school administrator evaluation be reviewed and revised to include measures of teacher recruitment and retention, school climate, and teacher support.

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## **Appendix A**

### **Survey Instrument**

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# ANNUAL TEACHER TURNOVER SUMMARY

## Personnel Office Report

LEA: \_\_\_\_\_

Report Period: 7/1/2004-6/30/2005

Individual Submitting Report: \_\_\_\_\_

Teacher Turnover

1. \_\_\_\_\_ Total number of teachers employed in the LEA

\_\_\_\_\_ %

→ \_\_\_\_\_ **Total number of teachers leaving 7/1/2004 – 6/30/2005**

\_\_\_\_\_ **Number of teachers leaving in 2004 - 2005 who were tenured in your LEA**

2. Give the number of teachers who left teaching or left your LEA in 2004 – 2005 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 – End of VIF Term	(74)
_____	Resigned – Dissatisfied with teaching	(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)
_____	Resigned –Career Change	(72)

→ \_\_\_\_\_ **(Total number of teachers leaving 7/1/2004-6/30/2005 per the reasons indicated)**

3. List up to five teaching areas (with their licensure codes) in which you are having the greatest difficulty hiring appropriately licensed teachers.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

## **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
- 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**

Teachers resigning due to dissatisfaction with teaching

**Resigned – Career Change**

Teachers resigning to pursue another employment opportunity

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

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**Appendix B**

**2004-05 System Level Teacher Turnover**

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**2004-2005 Teacher Turnover  
(as reported by LEAs)**

LEA CODE	LEA	Total Teachers	Teachers Leaving (Including VIF)	Teachers Leaving (Excluding VIF)	Leaving with Tenure	Turnover Percentage (Including VIF)	Turnover Percentage (Excluding VIF)
10	Alamance-Burlington	1,649	325	307	68	19.71	18.62
20	Alexander	391	36		14	9.21	
30	Alleghany	121	15		4	12.4	
40	Anson	300	36		13	12	
50	Ashe	249.75	18		11	7.21	
60	Avery	213	24		13	11.27	
70	Beaufort	565	75		29	13.27	
80	Bertie	263	43	42	9	16.35	15.97
90	Bladen	461	56.5		28	12.26	
100	Brunswick	804	76		10	9.45	
110	Buncombe	1,668	166		30	9.95	
111	Asheville City	346	57		20	16.47	
120	Burke	1,133	141		59	12.44	
130	Cabarrus	1,655	202	194	71	12.21	11.72
132	Kannapolis	373	50	48	16	13.4	12.87
140	Caldwell	877	59		1	6.73	
150	Camden	116	5		2	4.31	
160	Carteret	627	58		31	9.25	
170	Caswell	254	30		8	11.81	
180	Catawba	1,154	135	129	56	11.7	11.18
181	Hickory Public	342	54	53	16	15.79	15.5
182	Newton Conover	219	24		11	10.96	
190	Chatham	516	78	75	21	15.12	14.53
200	Cherokee	313	21		13	6.71	
210	Edenton-Chowan	199	34		11	17.09	
220	Clay	101	4		3	3.96	
230	Cleveland	1,330	106		31	7.97	
240	Columbus	533	57	56	32	10.69	10.51
241	Whiteville City	188	24		10	12.77	
250	Craven	1,033	140		41	13.55	
260	Cumberland	3,362	425		137	12.64	
270	Currituck	326	20		8	6.13	
280	Dare	389	51		22	13.11	
290	Davidson	1,317	144		38	10.93	
291	Lexington City	254	42		8	16.54	
292	Thomasville City	177	41		15	23.16	
300	Davie	416	52		21	12.5	
310	Duplin	691	89		5	12.88	
320	Durham	2,229	391		87	17.54	
330	Edgecombe	567	132		32	23.28	
340	Forsyth-Winston Salem	3,351	316	312	0	9.43	9.31
350	Franklin	568	126		28	22.18	
360	Gaston	1,856	272		81	14.66	
370	Gates	159	14		0	8.81	
380	Graham	101	6		5	5.94	
390	Granville	571	108	107	42	18.91	18.74
400	Greene	219	38		15	17.35	



LEA CODE	LEA	Total Teachers	Teachers Leaving (Including VIF)	Teachers Leaving (Excluding VIF)	Leaving with Tenure	Turnover Percentage (Including VIF)	Turnover Percentage (Excluding VIF)
410	Guilford	4,962	586		246	11.81	
420	Halifax	372	54		12	14.52	
421	Roanoke Rapids City	205	18		9	8.78	
422	Weldon City	90	23		1	25.56	
430	Harnett	1,003	286		89	28.51	
440	Haywood	612	72		48	11.76	
450	Henderson	833	75		37	9	
460	Hertford	260	43		0	16.54	
470	Hoke	436	93	85	14	21.33	19.5
480	Hyde	78	19		7	24.4	
490	Iredell-Statesville	1,362	125		25	9.18	
491	Mooresville Graded	313	43		18	13.74	
500	Jackson	260	48		23	18.46	
510	Johnston	1,817	262	246	51	14.42	13.54
520	Jones	139	30		16	21.58	
530	Lee	632	95	86	31	15.03	13.61
540	Lenoir	760	126	124	17	16.58	16.32
550	Lincoln	768	82		NR	10.68	
560	Macon	352	34		15	9.66	
570	Madison	224	14		3	6.25	
580	Martin	362	52	51	18	14.36	14.09
590	McDowell	416	57		1	13.7	
600	Charlotte-Mecklenburg	8,064	1,251	1,206	285	15.51	14.96
610	Mitchell	183	11		5	6.01	
620	Montgomery	362	23	21	4	6.35	5.8
630	Moore	771	128		34	16.6	
640	Nash-Rocky Mount	1,397	179	178	29	12.95	12.76
650	New Hanover	1,645	237		113	14.41	
660	Northampton	266	41	40	16	15.41	15.04
670	Onslow	1,501	201		53	13.39	
680	Orange	479	82		23	17.12	
681	Chapel Hill-Carrboro	1,029	145	138	40	14.09	13.41
690	Pamlico	160	25		3	15.63	
700	Pasquotank	456	110	106	20	24.12	23.25
710	Pender	467	95		20	20.77	
720	Perquimans	150	17		11	11.33	
730	Person	467	61		20	13.06	
740	Pitt	1,704	182	179	68	10.68	10.5
750	Polk	187	16		7	8.56	
760	Randolph	1,208	161	152	51	13.33	12.58
761	Asheboro City	334	34		14	10.18	
770	Richmond	556	42		11	7.55	
780	Robeson	1,676	172	162	38	10.26	9.67
790	Rockingham	1,044	131	126	61	12.55	12.07
800	Rowan-Salisbury	1,440	157		44	10.9	
810	Rutherford	774	55		33	7.11	
820	Sampson	561	88	86	35	15.69	15.33
821	Clinton City	215	21		4	9.77	
830	Scotland	543	52		15	9.58	
840	Stanly	721	87		38	12.07	

LEA CODE	LEA	Total Teachers	Teachers Leaving (Including VIF)	Teachers Leaving (Excluding VIF)	Leaving with Tenure	Turnover Percentage (Including VIF)	Turnover Percentage (Excluding VIF)
850	Stokes	555	69	68	28	12.43	12.25
860	Surry	638	69		45	10.82	
861	Elkin	91	18		9	19.78	
862	Mount Airy City	153	15		5	9.8	
870	Swain	154	16		5	10.39	
880	Transylvania	268	36		24	13.43	
890	Tyrrell	59	16		7	27.12	
900	Union	1,955	203	195	70	10.38	9.97
910	Vance	575	104		15	18.09	
920	Wake	7,694	788		247	10.24	
930	Warren	166	31		4	18.67	
940	Washington	178	23		10	12.92	
950	Watauga	394	47		17	11.93	
960	Wayne	1,399	235	230	15	16.8	16.44
970	Wilkes	769	81		5	10.53	
980	Wilson	877	132		53	15.05	
990	Yadkin	416	37		19	8.89	
995	Yancey	205	20		14	9.76	
<b>TOTALS</b>		<b>95,709</b>	<b>12,398</b>	<b>12,214</b>	<b>3,594</b>	<b>12.95%</b>	<b>12.76%</b>

**2004-2005 Teacher Turnover  
(in descending order)**

LEA CODE	LEA	Turnover Percentage (Including VIF)	LEA CODE	LEA	Turnover Percentage (Excluding VIF)
430	Harnett	28.51%	430	Harnett	28.51%
890	Tyrrell	27.12%	890	Tyrrell	27.12%
422	Weldon City	25.56%	422	Weldon City	25.56%
480	Hyde	24.40%	480	Hyde	24.40%
700	Pasquotank	24.12%	330	Edgecombe	23.28%
330	Edgecombe	23.28%	700	Pasquotank	23.25%
292	Thomasville City	23.16%	292	Thomasville City	23.16%
350	Franklin	22.18%	350	Franklin	22.18%
520	Jones	21.58%	520	Jones	21.58%
470	Hoke	21.33%	710	Pender	20.34%
710	Pender	20.34%	861	Elkin	19.78%
861	Elkin	19.78%	470	Hoke	19.50%
10	Alamance-Burlington	19.71%	390	Granville	18.74%
390	Granville	18.91%	930	Warren	18.67%
930	Warren	18.67%	10	Alamance-Burlington	18.62%
500	Jackson	18.46%	500	Jackson	18.46%
910	Vance	18.09%	910	Vance	18.09%
320	Durham	17.54%	320	Durham	17.54%
400	Greene	17.35%	400	Greene	17.35%
680	Orange	17.12%	680	Orange	17.12%
210	Edenton-Chowan	17.09%	210	Edenton-Chowan	17.09%
960	Wayne	16.80%	630	Moore	16.60%
630	Moore	16.60%	291	Lexington City	16.54%
540	Lenoir	16.58%	460	Hertford	16.54%
291	Lexington City	16.54%	111	Asheville City	16.47%
460	Hertford	16.54%	960	Wayne	16.44%
111	Asheville City	16.47%	540	Lenoir	16.32%
80	Bertie	16.35%	80	Bertie	15.97%
181	Hickory Public	15.79%	690	Pamlico	15.63%
820	Sampson	15.69%	181	Hickory Public	15.50%
690	Pamlico	15.63%	820	Sampson	15.33%
600	Charlotte-Mecklenburg	15.51%	980	Wilson	15.05%
660	Northampton	15.41%	660	Northampton	15.04%
190	Chatham	15.12%	600	Charlotte-Mecklenburg	14.96%
980	Wilson	15.05%	360	Gaston	14.66%
530	Lee	15.03%	190	Chatham	14.53%
360	Gaston	14.66%	420	Halifax	14.52%
420	Halifax	14.52%	650	New Hanover	14.41%
510	Johnston	14.42%	580	Martin	14.09%
650	New Hanover	14.41%	491	Mooreville Graded	13.74%
580	Martin	14.36%	590	McDowell	13.70%
681	Chapel Hill-Carrboro	14.09%	530	Lee	13.61%
491	Mooreville Graded	13.74%	250	Craven	13.55%
590	McDowell	13.70%	510	Johnston	13.54%

LEA CODE	LEA	Turnover Percentage (Including VIF)
250	Craven	13.55%
880	Transylvania	13.43%
132	Kannapolis	13.40%
670	Onslow	13.39%
760	Randolph	13.33%
70	Beaufort	13.27%
280	Dare	13.11%
730	Person	13.06%
940	Washington	12.92%
310	Duplin	12.88%
640	Nash-Rocky Mount	12.81%
241	Whiteville City	12.77%
260	Cumberland	12.64%
790	Rockingham	12.55%
300	Davie	12.50%
120	Burke	12.44%
850	Stokes	12.43%
30	Alleghany	12.40%
90	Bladen	12.26%
130	Cabarrus	12.21%
840	Stanly	12.07%
40	Anson	12.00%
950	Watauga	11.93%
170	Caswell	11.81%
410	Guilford	11.81%
440	Haywood	11.76%
180	Catawba	11.70%
720	Perquimans	11.33%
60	Avery	11.27%
182	Newton Conover	10.96%
290	Davidson	10.93%
800	Rowan-Salisbury	10.90%
860	Surry	10.82%
240	Columbus	10.69%
550	Lincoln	10.68%
740	Pitt	10.68%
970	Wilkes	10.53%
870	Swain	10.39%
900	Union	10.38%
780	Robeson	10.26%
920	Wake	10.24%
761	Asheboro City	10.18%
110	Buncombe	9.95%
862	Mount Airy City	9.80%
821	Clinton City	9.77%
995	Yancey	9.76%
560	Macon	9.66%
830	Scotland	9.58%

LEA CODE	LEA	Turnover Percentage (Excluding VIF)
880	Transylvania	13.43%
681	Chapel Hill-Carrboro	13.41%
670	Onslow	13.39%
70	Beaufort	13.27%
280	Dare	13.11%
730	Person	13.06%
940	Washington	12.92%
310	Duplin	12.88%
132	Kannapolis	12.87%
241	Whiteville City	12.77%
649	Nash-Rocky Mount	12.74%
260	Cumberland	12.64%
760	Randolph	12.58%
300	Davie	12.50%
120	Burke	12.44%
30	Alleghany	12.40%
90	Bladen	12.26%
850	Stokes	12.25%
790	Rockingham	12.07%
840	Stanly	12.07%
40	Anson	12.00%
950	Watauga	11.93%
170	Caswell	11.81%
410	Guilford	11.81%
440	Haywood	11.76%
130	Cabarrus	11.72%
720	Perquimans	11.33%
60	Avery	11.27%
180	Catawba	11.18%
182	Newton Conover	10.96%
290	Davidson	10.93%
800	Rowan-Salisbury	10.90%
860	Surry	10.82%
550	Lincoln	10.68%
970	Wilkes	10.53%
240	Columbus	10.51%
740	Pitt	10.50%
870	Swain	10.39%
920	Wake	10.24%
761	Asheboro City	10.18%
900	Union	9.97%
110	Buncombe	9.95%
862	Mount Airy City	9.80%
821	Clinton City	9.77%
995	Yancey	9.76%
780	Robeson	9.67%
560	Macon	9.66%
830	Scotland	9.58%

LEA CODE	LEA	Turnover Percentage (Including VIF)		LEA CODE	LEA	Turnover Percentage (Excluding VIF)
100	Brunswick	9.45%		100	Brunswick	9.45%
340	Forsyth-Winston Salem	9.43%		340	Forsyth-Winston Salem	9.31%
160	Carteret	9.25%		160	Carteret	9.25%
20	Alexander	9.21%		20	Alexander	9.21%
490	Iredell-Statesville	9.18%		490	Iredell-Statesville	9.18%
450	Henderson	9.00%		450	Henderson	9.00%
990	Yadkin	8.89%		990	Yadkin	8.89%
370	Gates	8.81%		370	Gates	8.81%
421	Roanoke Rapids City	8.78%		421	Roanoke Rapids City	8.78%
750	Polk	8.56%		750	Polk	8.56%
230	Cleveland	7.97%		230	Cleveland	7.97%
770	Richmond	7.55%		770	Richmond	7.55%
50	Ashe	7.21%		50	Ashe	7.21%
810	Rutherford	7.11%		810	Rutherford	7.11%
140	Caldwell	6.73%		140	Caldwell	6.73%
200	Cherokee	6.71%		200	Cherokee	6.71%
620	Montgomery	6.35%		570	Madison	6.25%
570	Madison	6.25%		270	Currituck	6.13%
270	Currituck	6.13%		610	Mitchell	6.01%
610	Mitchell	6.01%		380	Graham	5.94%
380	Graham	5.94%		620	Montgomery	5.80%
150	Camden	4.31%		150	Camden	4.31%
220	Clay	3.96%		220	Clay	3.96%

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**Appendix C**

**Five-Year Average System Level Teacher Turnover**

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**Five-Year Average System Level Teacher Turnover  
2000-2005**

<b>LEA Code</b>	<b>System Name</b>	<b>Turnover 2000-01</b>	<b>Turnover 2001-02</b>	<b>Turnover 2002-03</b>	<b>Turnover 2003-04</b>	<b>Turnover 2004-05 (inc. VIF)</b>	<b>5-Year Average</b>
10	Alamance-Burlington	16.43%	16.19%	15.11%	16.57%	19.71%	16.80%
20	Alexander County	13.48%	17.65%	10.93%	8.96%	9.21%	12.05%
30	Alleghany County	5.60%	2.99%	9.09%	7.00%	12.40%	7.42%
40	Anson County	13.68%	13.27%	10.14%	12.67%	12.00%	12.35%
50	Ashe County	9.13%	3.54%	9.62%	7.00%	7.21%	7.30%
60	Avery County	5.03%	7.55%	6.22%	7.11%	11.27%	7.44%
70	Beaufort County	13.57%	12.95%	10.83%	10.56%	13.27%	12.24%
80	Bertie County	14.98%	20.34%	7.69%	25.76%	16.35%	17.02%
90	Bladen County	11.04%	19.80%	13.26%	11.11%	12.26%	13.49%
100	Brunswick County	12.25%	13.18%	14.45%	11.31%	9.45%	12.13%
110	Buncombe County	9.95%	8.57%	9.32%	8.37%	9.95%	9.23%
111	Asheville City	16.58%	13.54%	13.38%	12.58%	16.47%	14.51%
120	Burke County	14.33%	13.63%	14.73%	10.65%	12.44%	13.16%
130	Cabarrus County	13.52%	12.04%	12.14%	14.40%	12.21%	12.86%
132	Kannapolis City	18.30%	14.20%	12.57%	11.14%	13.40%	13.92%
140	Caldwell County	14.89%	7.56%	12.66%	11.17%	6.73%	10.60%
150	Camden County	15.22%	6.25%	7.00%	7.62%	4.31%	8.08%
160	Carteret County	13.17%	6.97%	7.50%	9.97%	9.25%	9.37%
170	Caswell County	16.30%	13.89%	14.34%	12.15%	11.81%	13.70%
180	Catawba County	18.17%	12.52%	13.58%	11.27%	11.70%	13.45%
181	Hickory City	19.00%	16.62%	14.24%	11.50%	15.79%	15.43%
182	Newton-Conover City	17.27%	17.59%	16.81%	16.37%	10.96%	15.80%
190	Chatham County	17.48%	16.09%	15.71%	14.58%	15.12%	15.80%
200	Cherokee County	4.59%	9.67%	5.35%	8.67%	6.71%	7.00%
210	Edenton-Chowan	13.89%	13.89%	13.89%	13.44%	17.09%	14.44%
220	Clay County	5.00%	3.16%	3.16%	7.27%	3.96%	4.51%
230	Cleveland County	12.92%	14.07%	12.59%	13.29%	7.97%	12.17%
240	Columbus County	8.58%	6.49%	8.13%	7.46%	10.69%	8.27%
241	Whiteville City	9.09%	11.27%	10.47%	15.02%	12.77%	11.72%
250	Craven County	11.46%	7.89%	6.74%	7.59%	13.55%	9.45%
260	Cumberland County	11.36%	9.71%	9.81%	11.09%	12.64%	10.92%
270	Currituck County	15.07%	14.29%	5.08%	11.50%	6.13%	10.41%
280	Dare County	11.11%	9.09%	8.79%	10.80%	13.11%	10.58%
290	Davidson County	11.03%	9.22%	9.11%	9.51%	10.93%	9.96%
291	Lexington City	18.72%	16.25%	13.25%	20.41%	16.54%	17.03%
292	Thomasville City	18.52%	18.18%	21.14%	18.08%	23.16%	19.82%
300	Davie County	12.98%	13.53%	16.10%	13.35%	12.50%	13.69%
310	Duplin County	15.47%	13.22%	20.38%	13.74%	12.88%	15.14%
320	Durham County	18.12%	14.21%	18.76%	17.11%	17.54%	17.15%
330	Edgecombe County	23.36%	20.04%	18.33%	24.65%	23.28%	21.93%
340	Forsyth County	13.47%	10.19%	9.73%	8.25%	9.43%	10.21%
350	Franklin County	21.23%	17.61%	21.53%	16.83%	22.18%	19.88%
360	Gaston County	10.53%	9.04%	10.03%	9.79%	14.66%	10.81%
370	Gates County	10.26%	5.99%	7.10%	16.03%	8.81%	9.64%

<b>LEA Code</b>	<b>System Name</b>	<b>Turnover 2000-01</b>	<b>Turnover 2001-02</b>	<b>Turnover 2002-03</b>	<b>Turnover 2003-04</b>	<b>Turnover 2004-05 (inc. VIF)</b>	<b>5-Year Average</b>
380	Graham County	1.60%	3.92%	5.32%	2.73%	5.94%	3.90%
390	Granville County	17.45%	12.17%	12.05%	14.05%	18.91%	14.93%
400	Greene County	18.45%	12.90%	13.30%	16.10%	17.35%	15.62%
410	Guilford County	9.77%	10.06%	9.95%	11.49%	11.81%	10.62%
420	Halifax County	19.78%	13.93%	12.81%	15.94%	14.52%	15.40%
421	Roanoke Rapids City	12.62%	11.42%	8.87%	8.04%	8.78%	9.95%
422	Weldon City	20.45%	22.34%	18.28%	15.79%	25.56%	20.48%
430	Harnett County	14.08%	16.37%	18.34%	19.52%	28.51%	19.36%
440	Haywood County	6.16%	9.78%	11.00%	8.92%	11.76%	9.52%
450	Henderson County	11.27%	8.76%	6.32%	6.73%	9.00%	8.42%
460	Hertford County	15.64%	30.57%	18.75%	17.49%	16.54%	19.80%
470	Hoke County	23.55%	23.43%	27.59%	21.84%	21.33%	23.55%
480	Hyde County	12.00%	12.16%	14.47%	12.50%	24.40%	15.11%
490	Iredell-Statesville	13.91%	10.71%	11.50%	9.17%	9.18%	10.89%
491	Mooresville City	15.81%	11.50%	9.38%	9.03%	13.74%	11.89%
500	Jackson County	9.09%	14.40%	15.69%	12.36%	18.46%	14.00%
510	Johnston County	17.41%	11.90%	15.81%	13.14%	14.42%	14.54%
520	Jones County	22.05%	18.11%	10.00%	12.98%	21.58%	16.94%
530	Lee County	14.89%	15.36%	17.12%	14.47%	15.03%	15.37%
540	Lenoir County	15.14%	17.89%	20.13%	13.59%	16.58%	16.67%
550	Lincoln County	14.36%	10.10%	11.01%	10.60%	10.68%	11.35%
560	Macon County	4.73%	9.43%	8.31%	7.39%	9.66%	7.90%
570	Madison County	9.22%	9.36%	12.96%	9.95%	6.25%	9.55%
580	Martin County	12.89%	13.61%	13.03%	12.00%	14.36%	13.18%
590	McDowell County	13.57%	13.46%	8.39%	6.81%	13.70%	11.19%
600	Mecklenburg County	21.77%	19.31%	16.73%	15.95%	15.51%	17.85%
610	Mitchell County	6.92%	5.63%	9.20%	6.75%	6.01%	6.90%
620	Montgomery County	19.44%	16.67%	18.05%	14.17%	6.35%	14.94%
630	Moore County	13.74%	14.39%	10.53%	15.35%	16.60%	14.12%
640	Nash-Rocky Mount	18.24%	13.76%	20.34%	11.05%	12.81%	15.24%
650	New Hanover County	11.68%	13.50%	11.50%	15.22%	14.41%	13.26%
660	Northampton County	17.33%	24.71%	16.78%	17.98%	15.41%	18.44%
670	Onslow County	15.60%	14.62%	13.29%	12.40%	13.39%	13.86%
680	Orange County	15.32%	12.31%	13.55%	14.35%	17.12%	14.53%
681	Chapel Hill-Carrboro	12.38%	14.51%	16.43%	15.40%	14.09%	14.56%
690	Pamlico County	11.80%	11.46%	11.46%	11.46%	15.63%	12.36%
700	Pasquotank County	19.03%	9.39%	18.57%	21.40%	24.12%	18.50%
710	Pender County	11.84%	9.63%	10.65%	18.81%	20.34%	14.25%
720	Perquimans County	10.34%	8.28%	8.28%	6.90%	11.33%	9.03%
730	Person County	21.26%	20.96%	12.97%	13.89%	13.06%	16.43%
740	Pitt County	9.24%	8.58%	8.54%	8.20%	10.68%	9.05%
750	Polk County	16.98%	13.77%	11.35%	9.73%	8.56%	12.08%
760	Randolph County	15.12%	12.92%	13.58%	12.30%	13.33%	13.45%
761	Asheboro City	15.61%	9.84%	12.78%	13.00%	10.18%	12.28%
770	Richmond County	13.52%	16.12%	10.44%	4.76%	7.55%	10.48%
780	Robeson County	16.18%	13.41%	13.97%	12.23%	10.26%	13.21%
790	Rockingham County	10.09%	14.16%	11.57%	15.47%	12.55%	12.77%



<b>LEA Code</b>	<b>System Name</b>	<b>Turnover 2000-01</b>	<b>Turnover 2001-02</b>	<b>Turnover 2002-03</b>	<b>Turnover 2003-04</b>	<b>Turnover 2004-05 (inc. VIF)</b>	<b>5-Year Average</b>
800	Rowan-Salisbury	14.41%	14.04%	12.81%	13.09%	10.90%	13.05%
810	Rutherford County	8.61%	6.46%	8.56%	6.25%	7.11%	7.40%
820	Sampson County	14.77%	15.21%	13.04%	10.87%	15.69%	13.92%
821	Clinton City	12.50%	11.73%	10.95%	14.72%	9.77%	11.93%
830	Scotland County	9.90%	7.75%	10.13%	11.60%	9.58%	9.79%
840	Stanly County	13.46%	12.38%	9.86%	10.30%	12.07%	11.61%
850	Stokes County	13.30%	10.28%	9.69%	17.43%	12.43%	12.63%
860	Surry County	13.04%	10.24%	14.83%	9.52%	10.82%	11.69%
861	Elkin City	13.48%	14.77%	10.23%	9.78%	19.78%	13.61%
862	Mount Airy City	19.08%	13.01%	11.02%	19.18%	9.80%	14.42%
870	Swain County	9.56%	5.96%	8.12%	10.20%	10.39%	8.85%
880	Transylvania County	14.12%	8.27%	12.64%	5.99%	13.43%	10.89%
890	Tyrrell County	20.34%	12.07%	24.56%	15.00%	27.12%	19.82%
900	Union County	17.62%	11.12%	10.08%	11.62%	10.38%	12.16%
910	Vance County	20.00%	13.60%	21.04%	21.17%	18.09%	18.78%
920	Wake County	9.20%	9.48%	10.22%	11.30%	10.24%	10.09%
930	Warren County	30.46%	13.27%	17.21%	17.51%	18.67%	19.42%
940	Washington County	11.27%	15.34%	11.64%	10.70%	12.92%	12.37%
950	Watauga County	11.50%	12.73%	9.15%	12.50%	11.93%	11.56%
960	Wayne County	12.89%	7.46%	3.57%	12.88%	16.80%	10.72%
970	Wilkes County	9.63%	15.43%	12.95%	13.00%	10.53%	12.31%
980	Wilson County	22.79%	16.56%	13.57%	9.17%	15.05%	15.43%
990	Yadkin County	10.44%	9.62%	11.73%	11.38%	8.89%	10.41%
995	Yancey County	2.22%	2.63%	6.12%	8.65%	9.76%	5.88%
	<b>Yearly Averages</b>	<b>13.96%</b>	<b>12.49%</b>	<b>12.44%</b>	<b>12.37%</b>	<b>12.95%</b>	<b>12.84%</b>

**2000-05 Five Year Average System Level Teacher Turnover  
(in descending order)**

<b>LEA Code</b>	<b>System Name</b>	<b>5-Year Average</b>
470	Hoke County	23.55%
330	Edgecombe County	21.93%
422	Weldon City	20.48%
350	Franklin County	19.88%
890	Tyrrell County	19.82%
292	Thomasville City	19.82%
460	Hertford County	19.80%
930	Warren County	19.42%
430	Harnett County	19.36%
910	Vance County	18.78%
700	Pasquotank County	18.50%
660	Northampton County	18.44%
600	Mecklenburg County	17.85%
320	Durham County	17.15%
291	Lexington City	17.03%
080	Bertie County	17.02%
520	Jones County	16.94%
010	Alamance-Burlington	16.80%
540	Lenoir County	16.67%
730	Person County	16.43%
182	Newton-Conover City	15.80%
190	Chatham County	15.80%
400	Greene County	15.62%
181	Hickory City	15.43%
980	Wilson County	15.43%
420	Halifax County	15.40%
530	Lee County	15.37%
640	Nash-Rocky Mount	15.24%
310	Duplin County	15.14%
480	Hyde County	15.11%
620	Montgomery County	14.94%
390	Granville County	14.93%
681	Chapel Hill-Carrboro	14.56%
510	Johnston County	14.54%
680	Orange County	14.53%
111	Asheville City	14.51%
210	Edenton-Chowan	14.44%
862	Mount Airy City	14.42%
710	Pender County	14.25%
630	Moore County	14.12%
500	Jackson County	14.00%
132	Kannapolis City	13.92%
820	Sampson County	13.92%
670	Onslow County	13.86%
170	Caswell County	13.70%

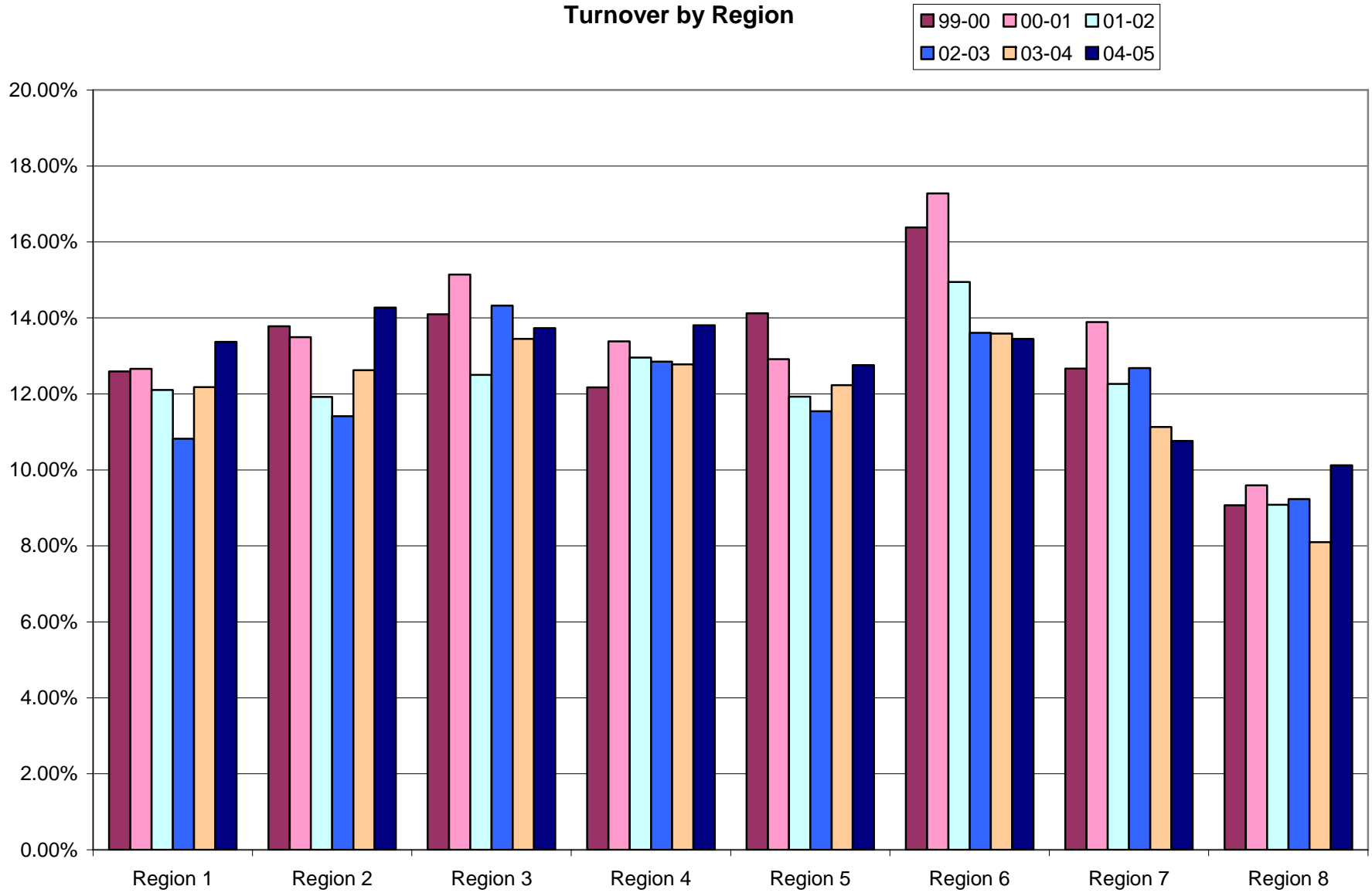
<b>LEA Code</b>	<b>System Name</b>	<b>5-Year Average</b>
300	Davie County	13.69%
861	Elkin City	13.61%
090	Bladen County	13.49%
760	Randolph County	13.45%
180	Catawba County	13.45%
650	New Hanover County	13.26%
780	Robeson County	13.21%
580	Martin County	13.18%
120	Burke County	13.16%
800	Rowan-Salisbury	13.05%
130	Cabarrus County	12.86%
790	Rockingham County	12.77%
850	Stokes County	12.63%
940	Washington County	12.37%
690	Pamlico County	12.36%
040	Anson County	12.35%
970	Wilkes County	12.31%
761	Asheboro City	12.28%
070	Beaufort County	12.24%
230	Cleveland County	12.17%
900	Union County	12.16%
100	Brunswick County	12.13%
750	Polk County	12.08%
20	Alexander County	12.05%
821	Clinton City	11.93%
491	Mooresville City	11.89%
241	Whiteville City	11.72%
860	Surry County	11.69%
840	Stanly County	11.61%
950	Watauga County	11.56%
550	Lincoln County	11.35%
590	McDowell County	11.19%
260	Cumberland County	10.92%
490	Iredell-Statesville	10.89%
880	Transylvania County	10.89%
360	Gaston County	10.81%
960	Wayne County	10.72%
410	Guilford County	10.62%
140	Caldwell County	10.60%
280	Dare County	10.58%
770	Richmond County	10.48%
270	Currituck County	10.41%
990	Yadkin County	10.41%
340	Forsyth County	10.21%
920	Wake County	10.09%
290	Davidson County	9.96%
421	Roanoke Rapids City	9.95%
830	Scotland County	9.79%

<b>LEA Code</b>	<b>System Name</b>	<b>5-Year Average</b>
370	Gates County	9.64%
570	Madison County	9.55%
440	Haywood County	9.52%
250	Craven County	9.45%
160	Carteret County	9.37%
110	Buncombe County	9.23%
740	Pitt County	9.05%
720	Perquimans County	9.03%
870	Swain County	8.85%
450	Henderson County	8.42%
240	Columbus County	8.27%
150	Camden County	8.08%
560	Macon County	7.90%
060	Avery County	7.44%
030	Alleghany County	7.42%
810	Rutherford County	7.40%
050	Ashe County	7.30%
200	Cherokee County	7.00%
610	Mitchell County	6.90%
995	Yancey County	5.88%
220	Clay County	4.51%
380	Graham County	3.90%

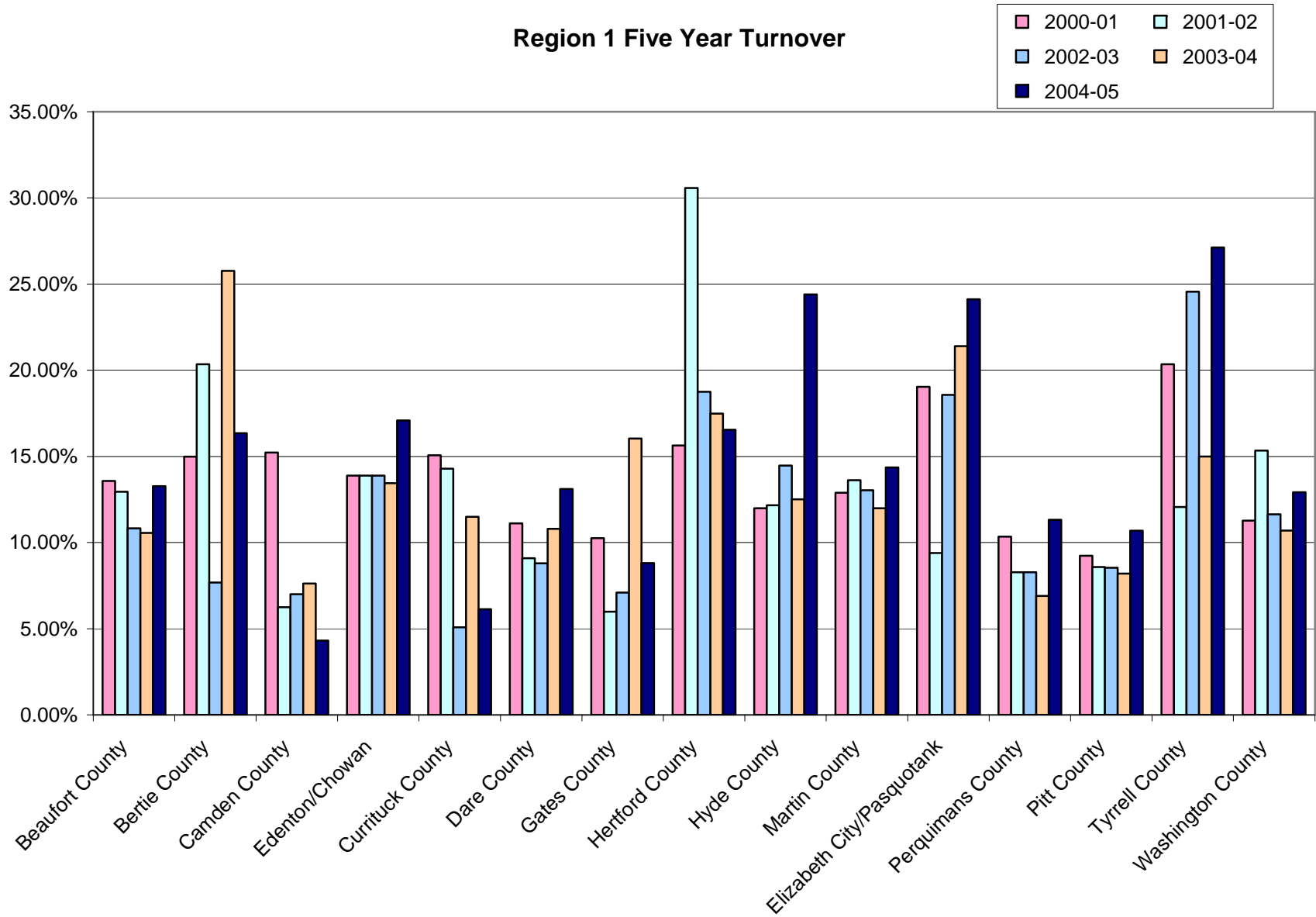
### System Level Average Turnover by Region

	<b>1999-2000</b>	<b>2000-2001</b>	<b>2001-2002</b>	<b>2002-2003</b>	<b>2003-2004</b>	<b>2004-05</b>
Region 1	12.59%	12.66%	12.10%	10.82%	12.18%	13.37%
Region 2	13.78%	13.49%	11.92%	11.41%	12.62%	14.27%
Region 3	14.10%	15.14%	12.50%	14.32%	13.45%	13.73%
Region 4	12.17%	13.38%	12.96%	12.85%	12.78%	13.81%
Region 5	14.12%	12.91%	11.93%	11.54%	12.23%	12.76%
Region 6	16.38%	17.28%	14.95%	13.61%	13.59%	13.45%
Region 7	12.67%	13.89%	12.26%	12.68%	11.13%	10.76%
Region 8	9.07%	9.59%	9.08%	9.23%	8.10%	10.12%

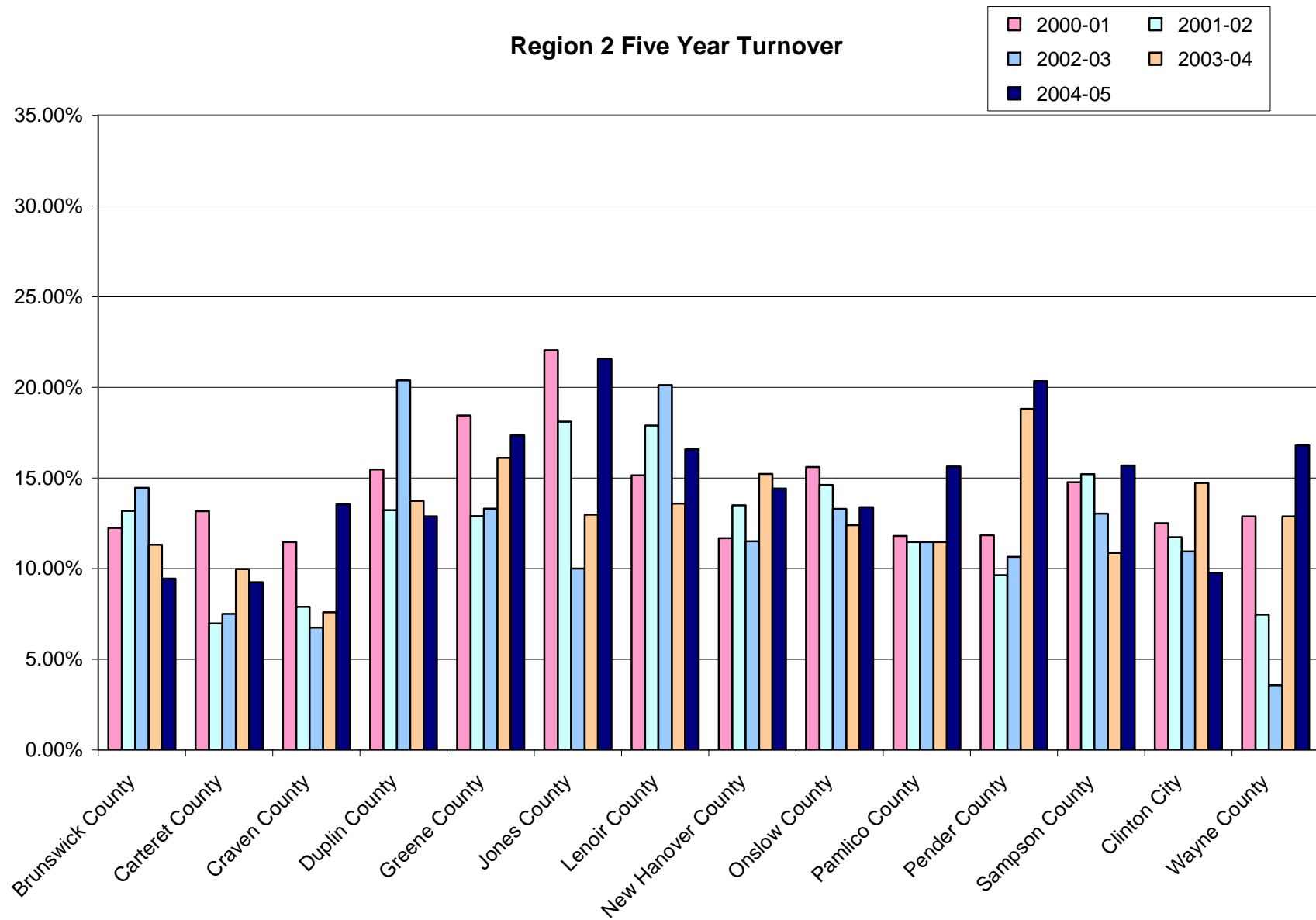
Turnover by Region



# Region 1 Five Year Turnover

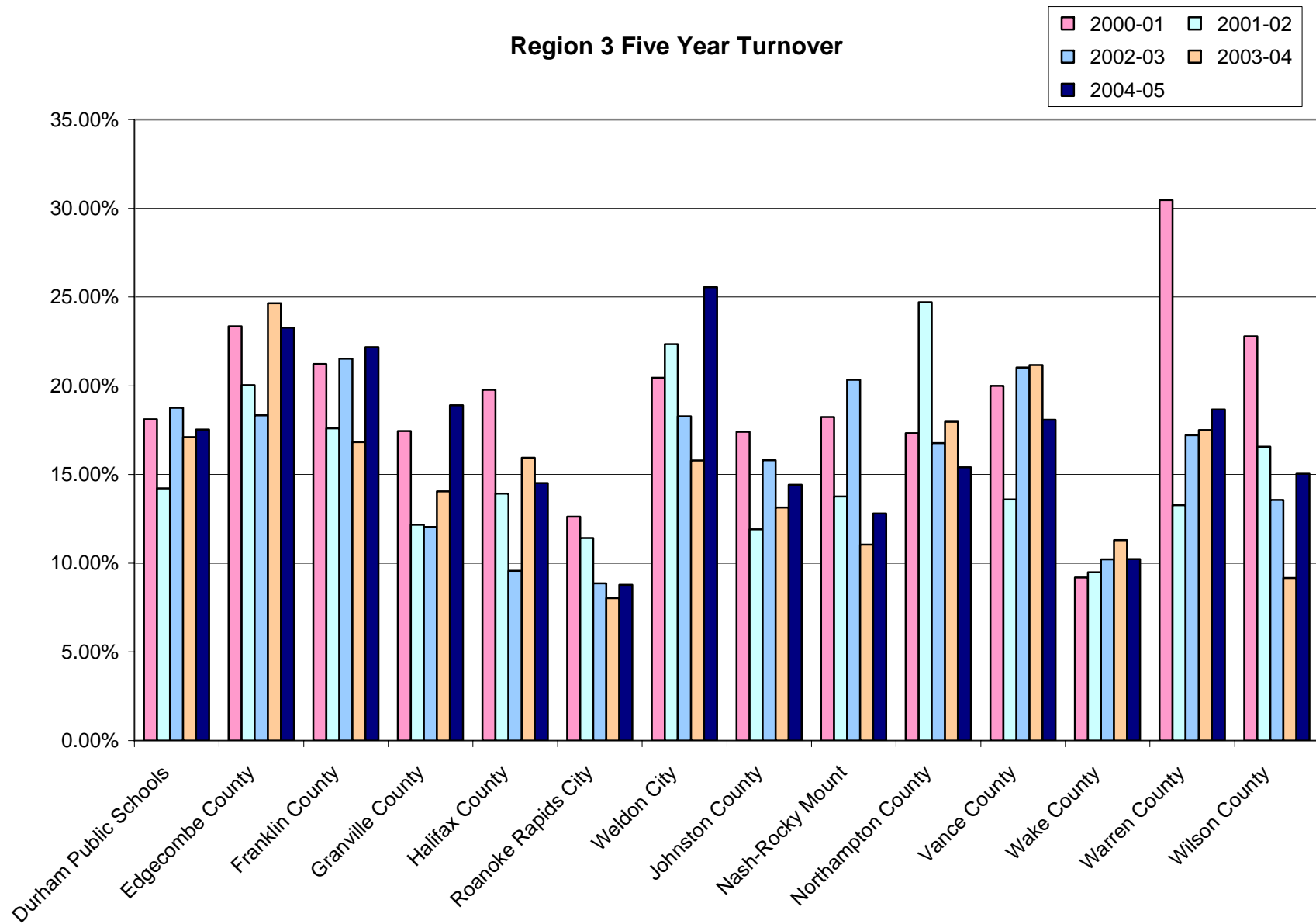


## Region 2 Five Year Turnover

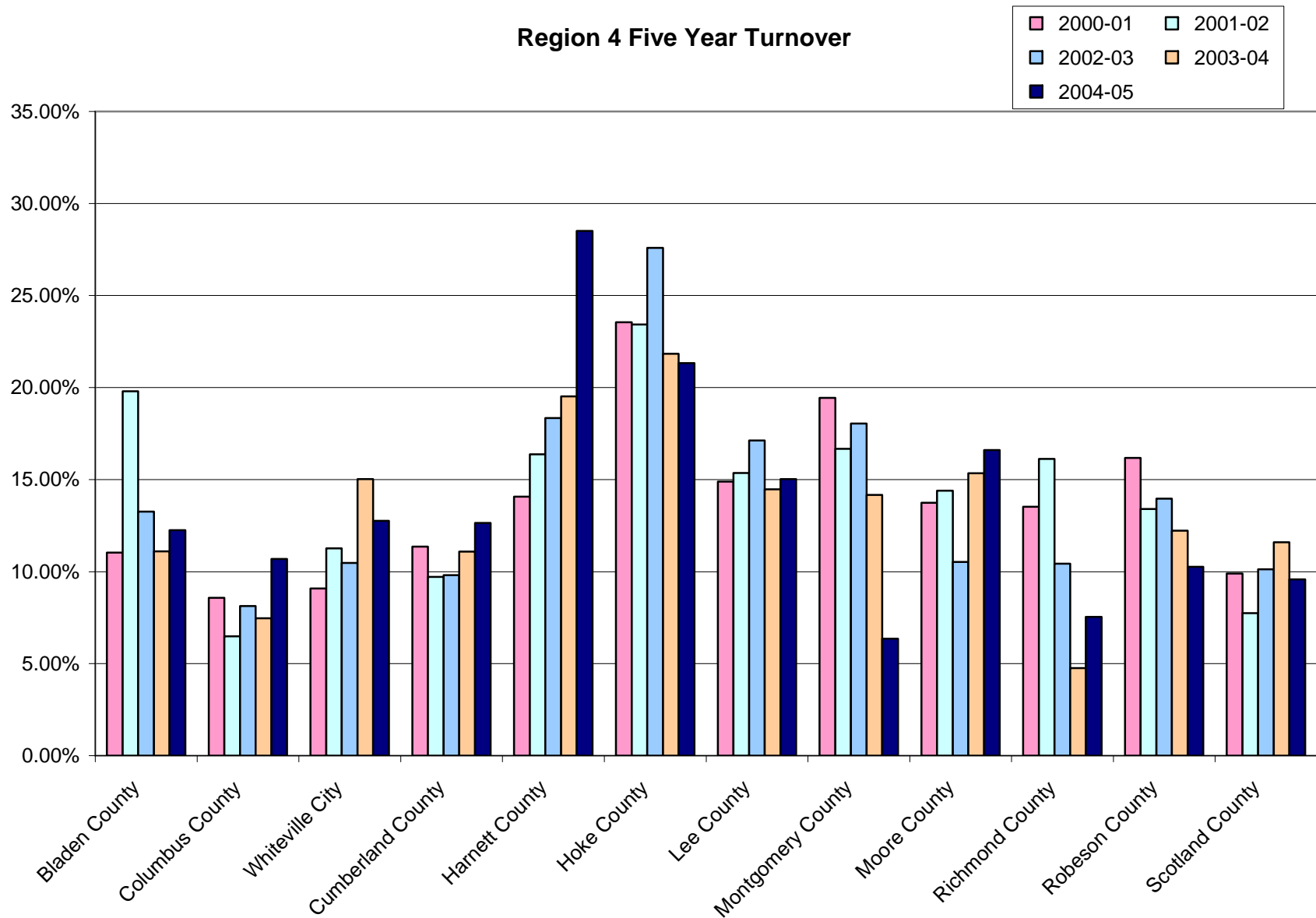




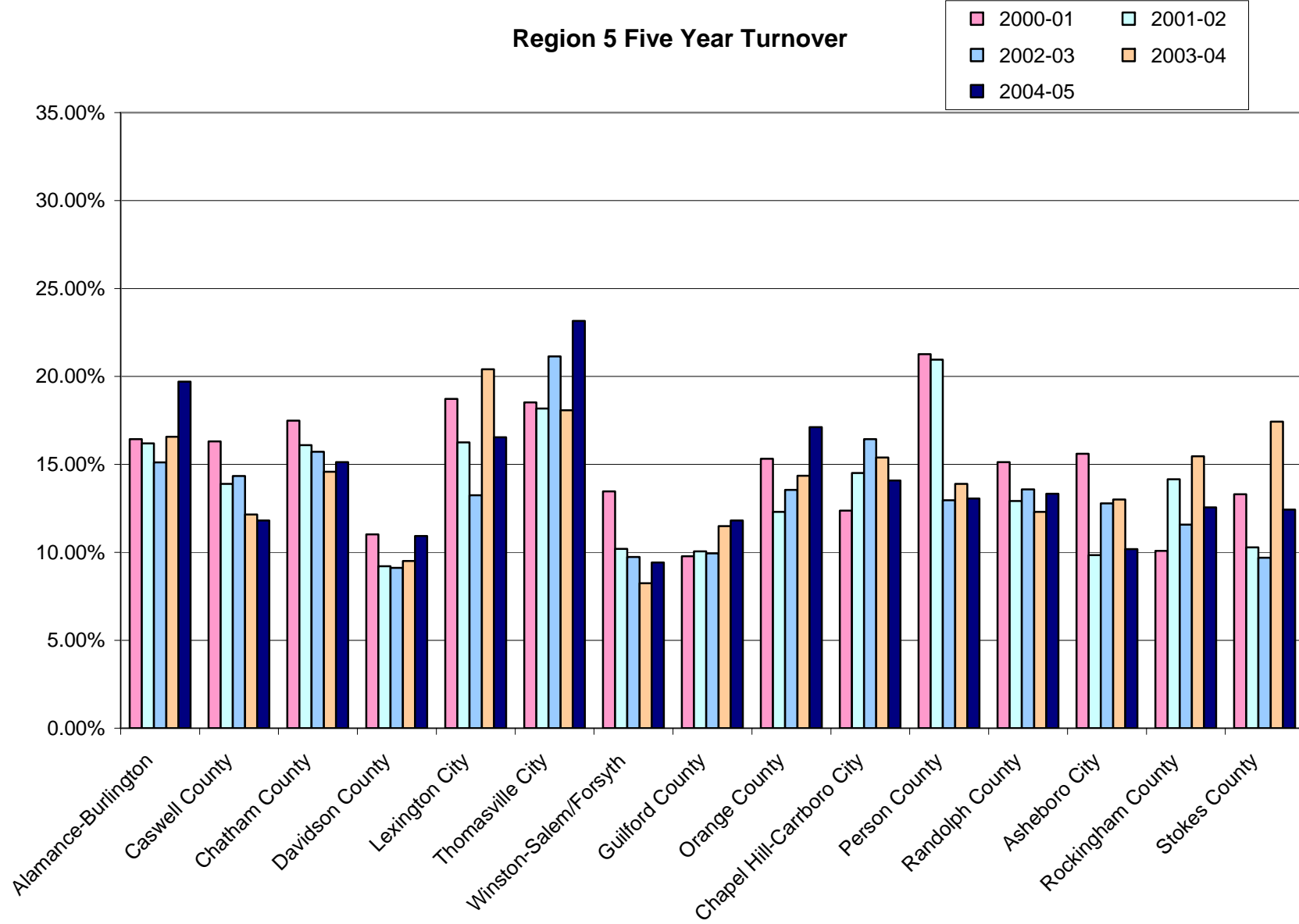
### Region 3 Five Year Turnover



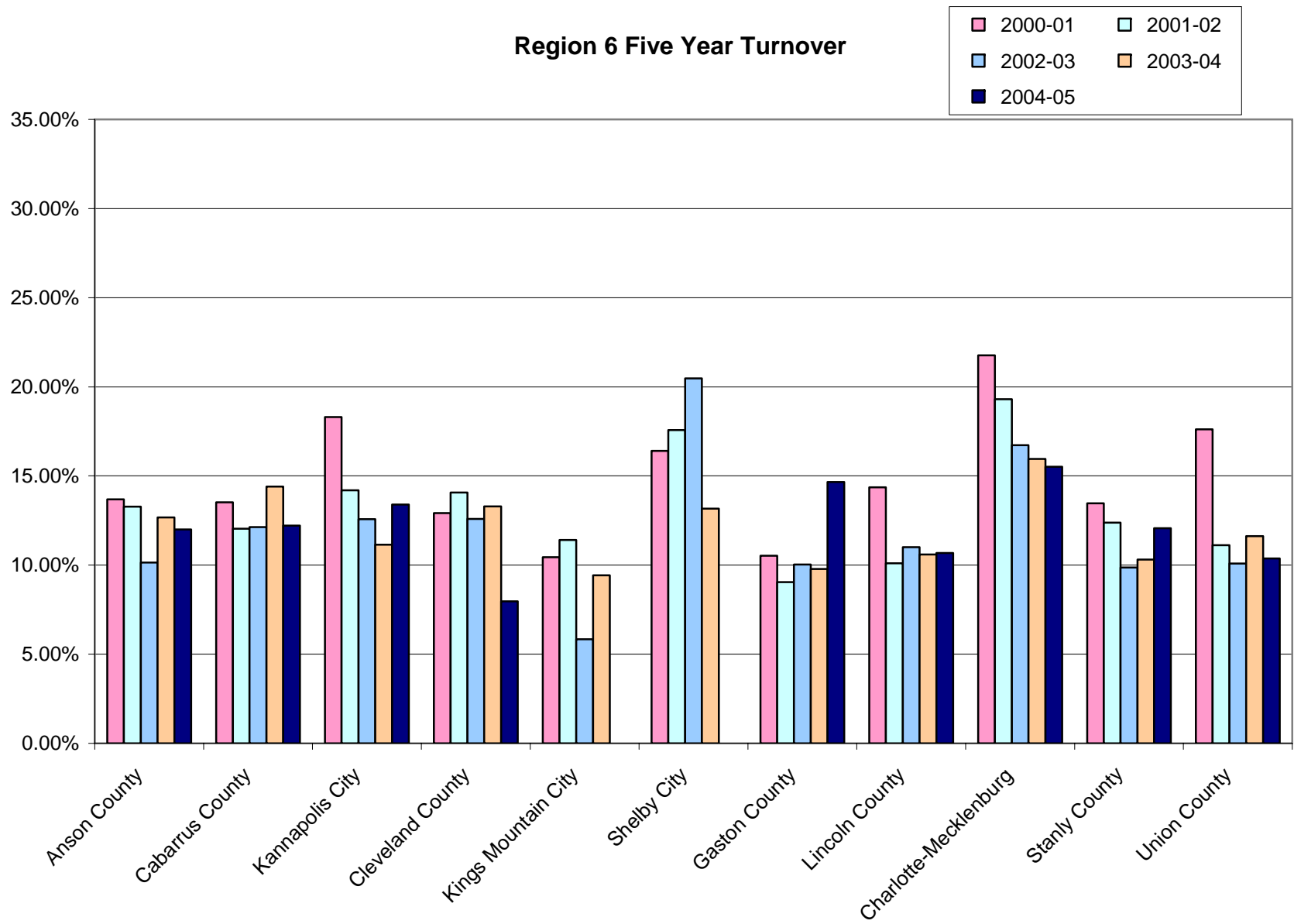
### Region 4 Five Year Turnover



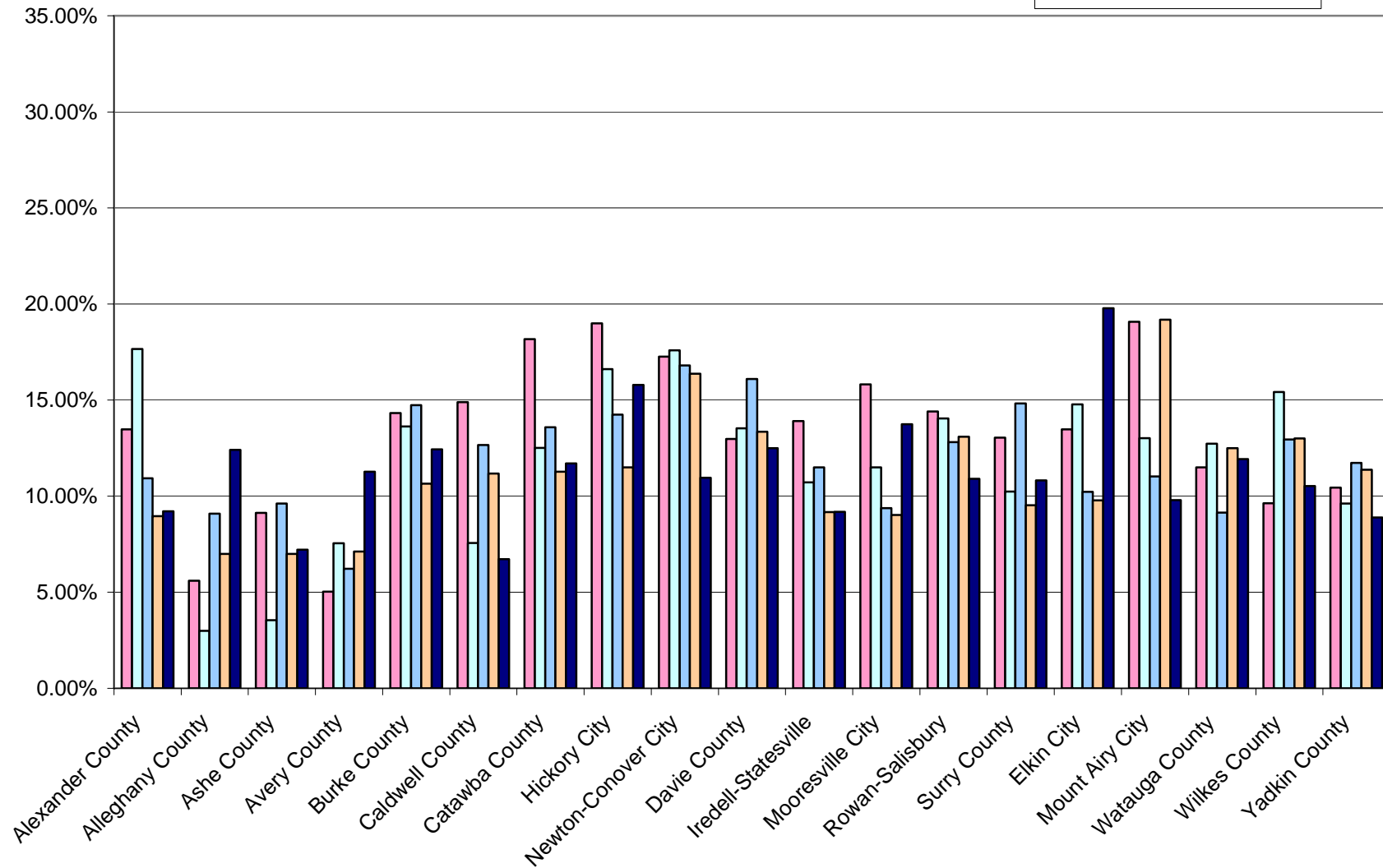
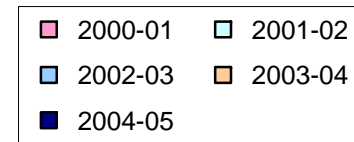
### Region 5 Five Year Turnover



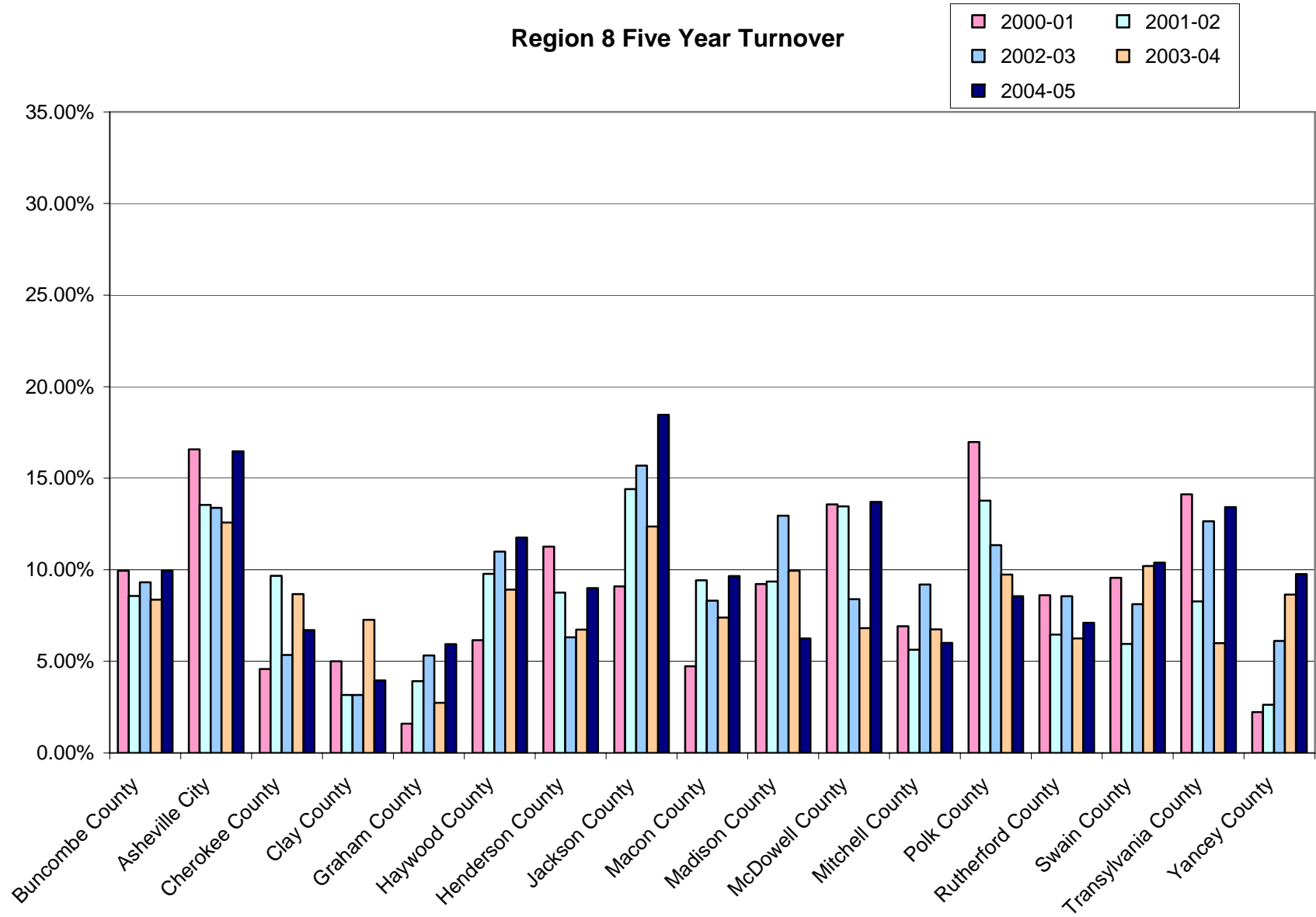
### Region 6 Five Year Turnover



# Region 7 Five Year Turnover



# Region 8 Five Year Turnover



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## **Appendix D**

### **Reasons for Turnover**

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**Reasons for Teacher Turnover**  
**2000-2005**  
(in descending rank order)

<b>RANK</b>	<b>2000-2001</b>	<b>2001-2002</b>	<b>2002-2003</b>	<b>2003-2004</b>	<b>2004-05</b>
1	To teach elsewhere	Retired	To teach elsewhere	To teach elsewhere	To teach elsewhere
2	Retired	To teach elsewhere	Retired	Retired	Retired
3	Other/Unknown Reasons	Family Relocation	Family Relocation	Family Relocation	Family Relocation
4	Family Relocation	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons
5	Family Responsibilities/ childcare	Family Responsibilities/ childcare	Family Responsibilities/ childcare	Family Responsibilities/ childcare	Family responsibilities/childcare
6	Dissatisfied with teaching/career change	Dissatisfied with teaching/career change	Dissatisfied with teaching/career change	Dissatisfied with teaching/career change	Re-employed retired teacher resigned
7	End of Contract	Non-renewed/ probationary contract ended	Didn't obtain/maintain license	End of Contract	Career Change
8	Employed, but in a non- teaching position	Didn't obtain/maintain license	Re-employed retired teacher resigned	Re-employed retired teacher resigned	Dissatisfied with teaching
9	Didn't obtain/maintain license	Employed, but in a non- teaching position	Non-Renewal (Probationary contract ended)	To continue education/sabbatical	End of Contract
10	To continue education/ sabbatical	End of Contract	End of Contract	Didn't obtain/maintain license	To continue education/ sabbatical
11	Non-Renewal (Probationary contract ended)	To continue education/ sabbatical	Health/Disability	Non-Renewal (Probationary Contract ended)	Didn't obtain/maintain license
12	Health/Disability	Health/Disability	Employed, but in a non- teaching position	Health/Disability	Health/Disability
13	Dismissed	Dismissed	Resigned in lieu of dismissal	Moved to non-teaching position in education	Non-Renewal (Probationary Contract ended)
14	Deceased	Deceased	Moved to non-teaching position in Education	Resigned in lieu of dismissal	Resigned in lieu of dismissal
15	Reduction in Force	Reduction in Force	Deceased	Deceased	End of VIF term



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## **Appendix E**

### **Analysis of Turnover**

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**Analysis of Turnover  
2004-05**

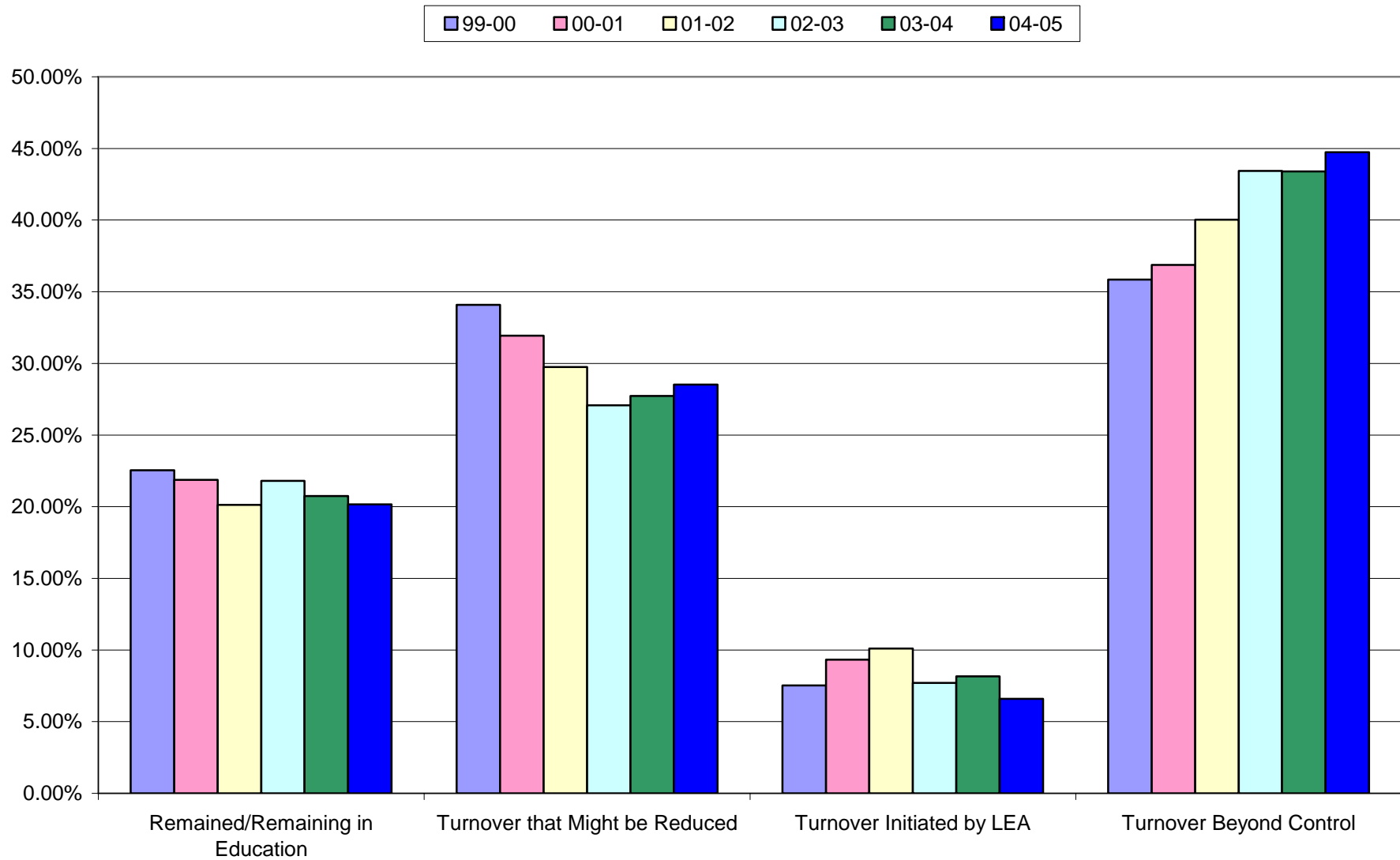
<b>Remained/ Remaining in Education</b>	2,500 2.61%	<b>Turnover that Might be Reduced</b>	3,535 3.69%	<b>Turnover Initiated by LEA</b>	818 0.86%	<b>Turnover Beyond Control</b>	5,545 5.79%
Resigned to teach in another NC LEA	1921	Retired with reduced benefits	217	Non-Renewal (Probationary contract ended)	201	Reduction in Force	19
Resigned to teach in a NC Charter School	35	Resigned to teach in a NC non-public/private school	73	Interim contract ended—not rehired	391	Retired with full benefits	1815
Moved to a non- teaching position in education	198	Resigned to teach in another state	471	Resigned—In lieu of dismissal	189	Re-employed retired teacher resigned	567
Resigned—To continue education/ sabbatical	346	Resigned - - Dissatisfied with teaching	397	Dismissed	37	Resigned - - Family responsibility/child care	818
		Resigned - - Career Change	532			Resigned - - Family Relocation	1794
		Did not obtain or maintain license	322			Resigned - - Because of health/disability	282
		Resigned other reasons	920			Deceased	66
		Resigned unknown reasons	603			End of VIF Term	184

### Breakdown of Turnover by Category 2000-2004

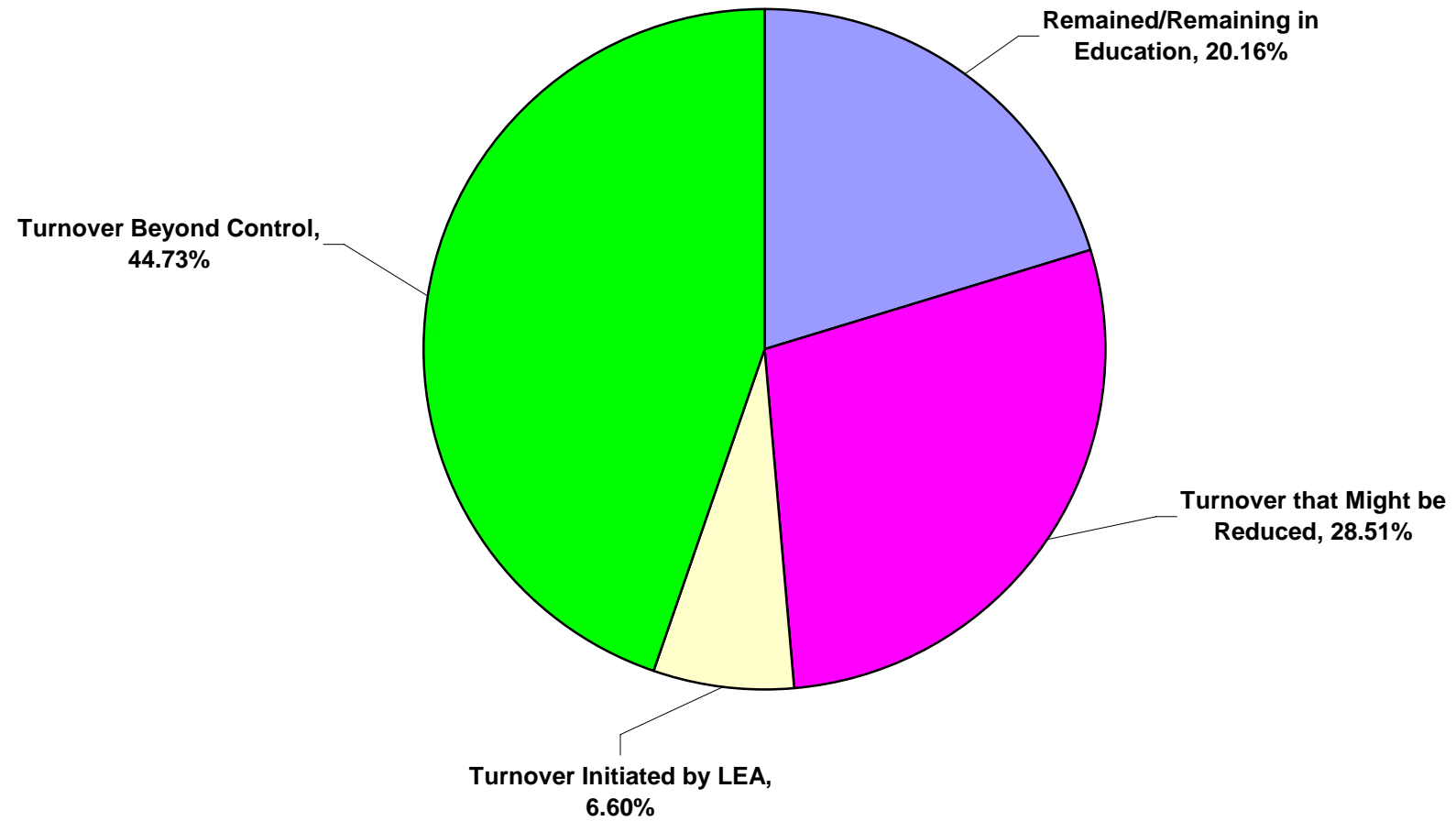
<b>Remained/Remaining in Education</b>	<b>99-00</b>	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>
Resigned to teach in another NC LEA	1802	1772	1456	1701	1730	1921
Resigned to teach in a NC Charter School	NR	45	36	29	42	35
Moved to a non-teaching position in education	553	591	509	396	255	198
Resigned to continue education/sabbatical	366	350	320	387	337	346
<b>Turnover that Might be Reduced</b>	<b>99-00</b>	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>
Retired with reduced benefits	368	216	174	185	213	217
Resigned to teach in a NC non-public/private school	NR	56	65	83	66	73
Resigned to teach in another state	617	477	395	336	335	471
Dissatisfied with teaching or career change	595	721	644	600	651.5	929
Did not obtain or maintain license	459	523	589	487	283	322
Resigned for other reasons	1322	1400	1009	901	997	920
Resigned for unknown reasons	755	634	555	529	614	603
<b>Turnover Initiated by LEA</b>	<b>99-00</b>	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>
Non-renewal (probationary contract ended)	258	306	378	361	277	201
Interim contract ended--not rehired	407	656	590	312	472	391
Resigned in lieu of dismissal	185	172	162	180	149	189
Dismissed	59	42	34	36	32	37

<b>Turnover Beyond Control</b>	<b>99-00</b>	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>
Reduction in Force	34	43	23	32	24	19
Retired with full benefits	1491	1825	1917	1807	1670	1815
Re-employed retired teacher resigned	NR	NR	NR	442	438.5	567
Resigned due to family responsibilities/ childcare	753	759	667	740	777.3	818
Resigned due to family relocation	1731	1742	1671	1644	1687.5	1794
Resigned due to health/disability	264	227	278	286	275	282
Deceased	56	53	61	57	73	66
End of VIF Term						184
Note: In the 1999-2000 report, only 85 LEAs differentiated teachers who resigned to teach in another NC LEA from those who resigned to teach in another state, and only 37 LEAs differentiated teachers who retired with full benefits from those who retired with reduced benefits. Numbers for 1999-2000 are projected based on the percentages reported by the LEAs that differentiated.						

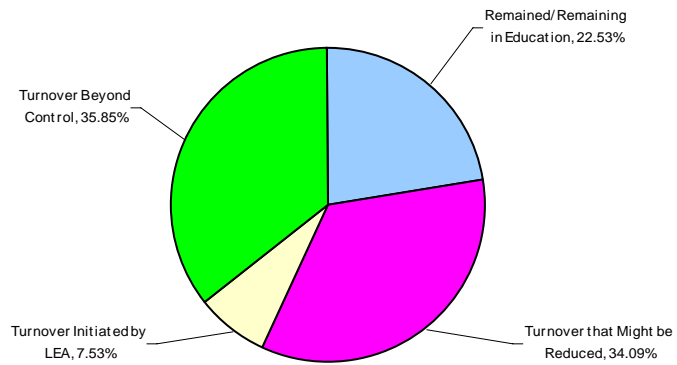
**Category of Turnover by Year**



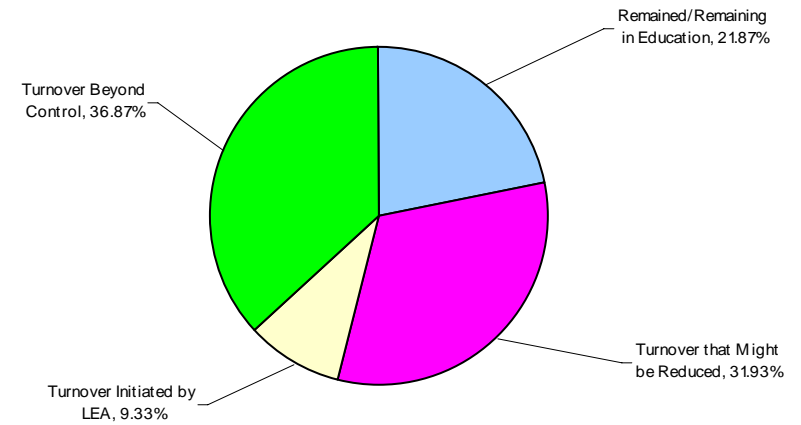
**2004-2005**



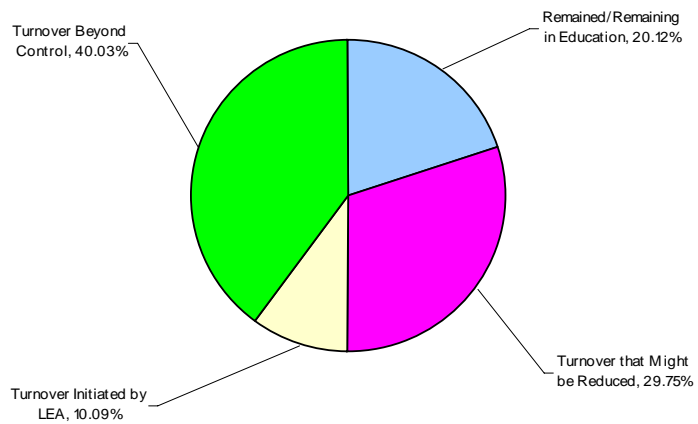
**1999-2000**



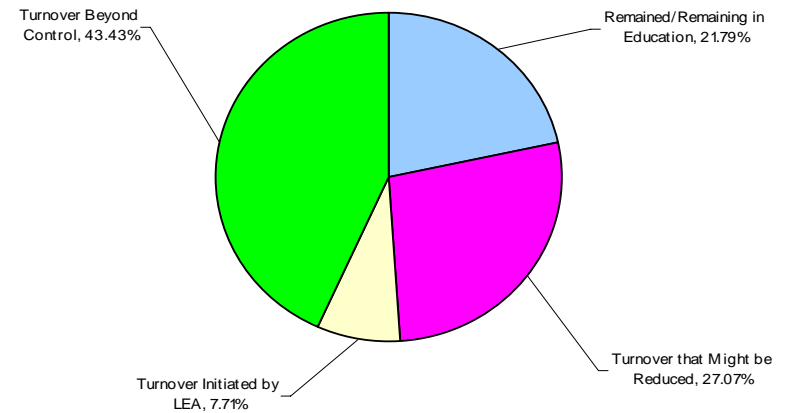
**2000-2001**



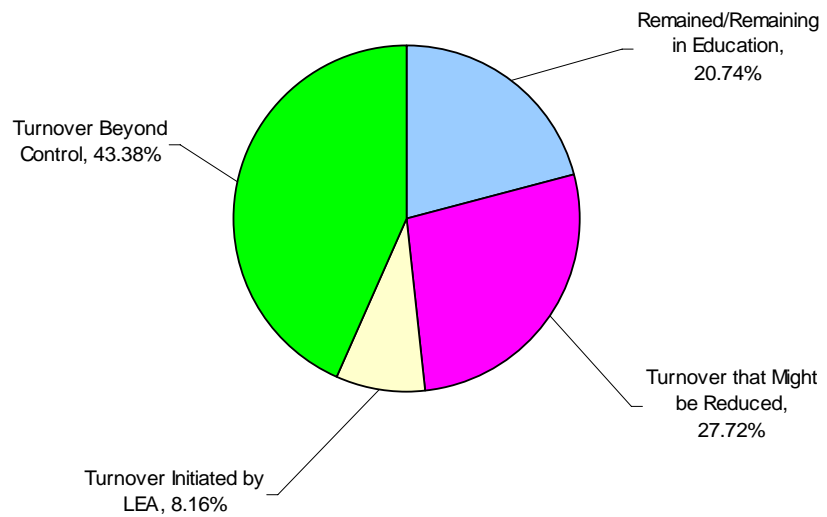
**2001-2002**



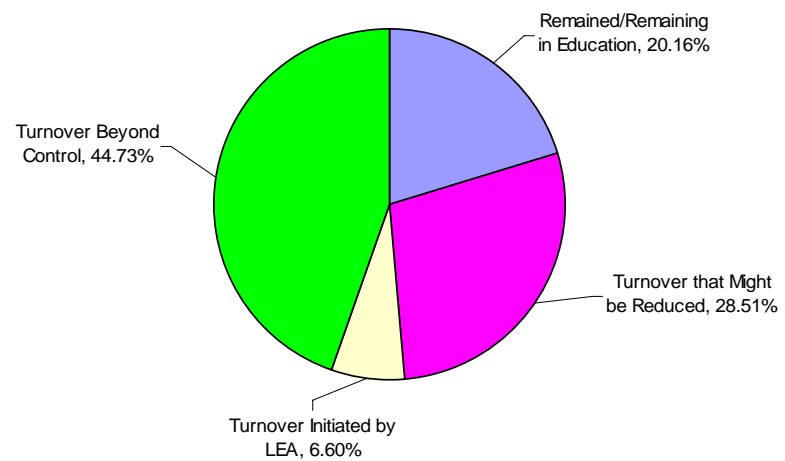
**2002-2003**



2003-2004



2004-2005





**Percentage of Teachers Leaving for Selected Reasons**

<b>LEA CODE</b>	<b>LEA</b>	<b># of Teachers Reported Leaving</b>	<b>To teach in another NC School System</b>	<b>Reason Unknown</b>	<b>Resigned-Other Reason</b>	<b>Retired with Full Benefits</b>
10	Alamance-Burlington	325	18.77%	4.00%	4.31%	10.46%
20	Alexander	36	33.33%	0.00%	11.11%	16.67%
30	Alleghany	15	6.67%	0.00%	6.67%	20.00%
40	Anson	36	36.11%	0.00%	2.78%	19.44%
50	Ashe	18	5.56%	0.00%	0.00%	44.44%
60	Avery	24	12.50%	0.00%	0.00%	29.17%
70	Beaufort	75	20.00%	0.00%	0.00%	29.33%
80	Bertie	43	25.58%	4.65%	4.65%	4.65%
90	Bladen	56.5	38.05%	0.00%	8.85%	30.09%
100	Brunswick	76	19.74%	13.16%	5.26%	7.89%
110	Buncombe	166	10.24%	1.20%	15.66%	24.70%
111	Asheville City	57	21.05%	0.00%	0.00%	10.53%
120	Burke	141	14.18%	2.84%	0.71%	29.08%
130	Cabarrus	202	19.80%	0.00%	0.99%	9.41%
132	Kannapolis	50	38.00%	0.00%	18.00%	8.00%
140	Caldwell	59	15.25%	0.00%	11.86%	33.90%
150	Camden	5	20.00%	0.00%	0.00%	0.00%
160	Carteret	58	10.34%	0.00%	20.69%	20.69%
170	Caswell	30	23.33%	0.00%	0.00%	26.67%
180	Catawba	135	15.56%	0.00%	0.00%	26.67%
181	Hickory Public	54	22.22%	0.00%	1.85%	18.52%
182	Newton Conover	24	33.33%	0.00%	0.00%	16.67%
190	Chatham	78	23.08%	0.00%	3.85%	11.54%
200	Cherokee	21	9.52%	0.00%	0.00%	42.86%
210	Edenton-Chowan	34	26.47%	0.00%	5.88%	23.53%
220	Clay	4	25.00%	0.00%	0.00%	50.00%
230	Cleveland	106	13.21%	0.00%	10.38%	19.81%
240	Columbus	57	24.56%	0.00%	0.00%	33.33%
241	Whiteville City	24	33.33%	16.67%	0.00%	16.67%
250	Craven	140	13.57%	14.29%	0.00%	10.71%
260	Cumberland	425	8.00%	12.71%	13.65%	12.00%
270	Currituck	20	20.00%	0.00%	0.00%	20.00%
280	Dare	51	3.92%	0.00%	0.00%	5.88%
290	Davidson	144	7.64%	0.69%	6.94%	8.33%
291	Lexington City	42	30.95%	0.00%	0.00%	9.52%
292	Thomasville City	41	46.34%	0.00%	0.00%	4.88%
300	Davie	52	11.54%	0.00%	0.00%	15.38%
310	Duplin	89	25.84%	0.00%	3.37%	13.48%
320	Durham	391	20.72%	0.26%	12.02%	9.21%
330	Edgecombe	132	18.94%	0.00%	12.12%	6.82%
340	Forsyth-Winston Salem	316	10.13%	0.00%	4.43%	14.56%
350	Franklin	126	17.46%	5.56%	22.22%	8.73%
360	Gaston	272	11.03%	1.10%	8.82%	25.00%
370	Gates	14	28.57%	0.00%	0.00%	50.00%
380	Graham	6	0.00%	0.00%	0.00%	16.67%
390	Granville	108	22.22%	0.93%	3.70%	12.96%

**Percentage of Teachers Leaving for Selected Reasons**

<b>LEA CODE</b>	<b>LEA</b>	<b># of Teachers Reported Leaving</b>	<b>To teach in another NC School System</b>	<b>Reason Unknown</b>	<b>Resigned-Other Reason</b>	<b>Retired with Full Benefits</b>
400	Greene	38	26.32%	0.00%	0.00%	28.95%
410	Guilford	586	15.02%	5.12%	7.34%	15.70%
420	Halifax	54	29.63%	0.00%	7.41%	5.56%
421	Roanoke Rapids City	18	22.22%	5.56%	0.00%	22.22%
422	Weldon City	23	4.35%	0.00%	0.00%	4.35%
430	Harnett	286	8.74%	0.00%	36.01%	11.19%
440	Haywood	72	9.72%	0.00%	0.00%	43.06%
450	Henderson	75	14.67%	1.33%	8.00%	28.00%
460	Hertford	43	6.98%	25.58%	0.00%	16.28%
470	Hoke	93	38.71%	0.00%	0.00%	4.30%
480	Hyde	19	26.32%	15.79%	0.00%	5.26%
490	Iredell-Statesville	125	20.00%	0.00%	0.00%	17.60%
491	Mooreville Graded	43	18.60%	0.00%	4.65%	9.30%
500	Jackson	48	20.83%	0.00%	6.25%	29.17%
510	Johnston	262	24.81%	0.38%	2.67%	6.49%
520	Jones	30	13.33%	0.00%	0.00%	43.33%
530	Lee	95	18.95%	3.16%	3.16%	21.05%
540	Lenoir	126	24.60%	7.14%	0.00%	13.49%
550	Lincoln	82	24.39%	0.00%	10.98%	28.05%
560	Macon	34	14.71%	5.88%	5.88%	41.18%
570	Madison	14	0.00%	7.14%	0.00%	21.43%
580	Martin	52	15.38%	0.00%	1.92%	23.08%
590	McDowell	57	22.81%	1.75%	14.04%	31.58%
600	Charlotte-Mecklenburg	1251	0.00%	25.02%	0.72%	9.43%
610	Mitchell	11	0.00%	0.00%	9.09%	18.18%
620	Montgomery	23	34.78%	0.00%	0.00%	8.70%
630	Moore	128	8.59%	3.91%	16.41%	14.06%
640	Nash-Rocky Mount	179	22.91%	2.23%	15.64%	17.32%
650	New Hanover	237	12.24%	1.27%	2.11%	10.55%
660	Northampton	41	24.39%	12.20%	0.00%	17.07%
670	Onslow	201	11.94%	0.00%	0.00%	8.46%
680	Orange	82	10.98%	25.61%	1.22%	6.10%
681	Chapel Hill-Carrboro	145	3.45%	0.00%	0.00%	15.17%
690	Pamlico	25	20.00%	4.00%	0.00%	0.00%
700	Pasquotank-Elizabeth City	110	19.09%	0.00%	0.91%	7.27%
710	Pender	95	8.42%	15.79%	10.53%	15.79%
720	Perquimans	17	47.06%	0.00%	5.88%	17.65%
730	Person	61	26.23%	0.00%	0.00%	18.03%
740	Pitt	182	11.54%	0.00%	11.54%	4.40%
750	Polk	16	12.50%	0.00%	6.25%	12.50%
760	Randolph	161	16.15%	0.00%	5.59%	9.32%
761	Asheboro City	34	35.29%	0.00%	0.00%	11.76%
770	Richmond	42	33.33%	0.00%	4.76%	23.81%
780	Robeson	172	19.77%	1.74%	9.88%	9.88%
790	Rockingham	131	18.32%	6.11%	0.00%	28.24%
800	Rowan-Salisbury	157	22.93%	0.00%	22.93%	7.64%

**Percentage of Teachers Leaving for Selected Reasons**

<b>LEA CODE</b>	<b>LEA</b>	<b># of Teachers Reported Leaving</b>	<b>To teach in another NC School System</b>	<b>Reason Unknown</b>	<b>Resigned- Other Reason</b>	<b>Retired with Full Benefits</b>
810	Rutherford	55	21.82%	0.00%	0.00%	36.36%
820	Sampson	88	36.36%	0.00%	18.18%	18.18%
821	Clinton City	21	38.10%	0.00%	9.52%	14.29%
830	Scotland	52	5.77%	0.00%	50.00%	21.15%
840	Stanly	87	25.29%	1.15%	14.94%	11.49%
850	Stokes	69	34.78%	0.00%	8.70%	26.09%
860	Surry	69	11.59%	0.00%	2.90%	20.29%
861	Elkin	18	5.56%	0.00%	11.11%	44.44%
862	Mount Airy City	15	13.33%	0.00%	0.00%	26.67%
870	Swain	16	31.25%	0.00%	0.00%	25.00%
880	Transylvania	36	16.67%	0.00%	0.00%	33.33%
890	Tyrrell	16	25.00%	0.00%	0.00%	18.75%
900	Union	203	9.85%	0.99%	14.29%	13.79%
910	Vance	104	12.50%	0.00%	14.42%	7.69%
920	Wake	788	13.07%	4.06%	11.42%	9.64%
930	Warren	31	12.90%	3.23%	22.58%	12.90%
940	Washington	23	30.43%	0.00%	0.00%	21.74%
950	Watauga	47	10.64%	2.13%	0.00%	19.15%
960	Wayne	235	25.96%	0.00%	13.62%	20.00%
970	Wilkes	81	0.00%	0.00%	6.17%	14.81%
980	Wilson	132	36.36%	2.27%	4.55%	18.94%
990	Yadkin	37	27.03%	0.00%	16.22%	29.73%
995	Yancey	20	25.00%	0.00%	0.00%	30.00%