

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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## System Level Teacher Turnover Report

*GS 115C-12(22)*

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**Date Due: Annual Report**  
Report #9  
DPI Chronological Schedule

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**SYSTEM LEVEL  
TEACHER TURNOVER REPORT  
2005-2006**

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**Prepared by:**

**Public Schools of North Carolina  
Department of Public Instruction  
Division of Human Resource Management  
October 2006**

## SYSTEM LEVEL TEACHER TURNOVER REPORT 2005-2006

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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 2005-2006 school year asked LEAs to report the total number of teachers employed in the system between July 1, 2005 and June 30, 2006, 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 12,730 teachers of the 101,229 teachers employed during the 2005-2006 school year left their systems for an **aggregated system level turnover rate of 12.58%**. This represents a slight decrease in the aggregated system level turnover rate (12.95%) reported for the 2004-05 school year. This figure includes Visiting International Faculty (VIF) who are required to return to their home countries after three years. The aggregated system level turnover rate excluding VIF teachers is 12.32%.

Of the 12,730 teachers reported leaving, 3917 (30.77%) had tenure. During the 2004-05 school year 29% of the teachers who left had tenure, during the 2003-04 school year, 31.5% of the teachers who left teaching had tenure, and during the 2002-03 school year 32.9% of the teachers who left had tenure.

System-level turnover ranged from a high of 25.79% in Bertie County to a low of 2.21% in Mitchell 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  
(2005-2006)**

<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 (73.97%) To teach in another state (20.94%) To teach in a NC non-public/private school (3.89%) To teach in a NC Charter School (1.20%)	21.01%	2674
Retired With full benefits (87.32%) With reduced benefits (12.68%)	15.55%	1979
Resigned—Family Relocation	14.40%	1833
Resigned—Other reasons or reason unknown Other reasons (60.41%) Unknown reasons (39.62%)	12.05%	1534
Resigned—Family responsibility/child care	6.90%	879
Resigned—Career Change	6.17%	786
Re-employed retired teacher resigned	2.96%	377
Resigned—To continue education/sabbatical	2.88%	367
Did not obtain or maintain license	2.73%	347
Interim contract ended—not rehired	2.72%	346
Resigned—Dissatisfied with teaching	2.53%	322
Resigned—Because of health/disability	2.32%	295
Resigned—In lieu of dismissal	1.91%	243
Resigned—End of VIF Term	1.75%	223
Non-Renewal (Probationary contract ended)	1.36%	173
Moved to a non-teaching position in education in another LEA/Agency	1.11%	141
Stayed in LEA but in Non-Teaching position	.79%	100
Deceased	.54%	69
Dismissed	.27%	35
Reduction in Force	.05%	7
<b>Totals</b>	<b>100%</b>	<b>12,730</b>

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

<b>2003-04</b>			<b>2004-2005</b>			<b>2005-2006</b>		
Number of LEAs Responding to Question = 115			Number of LEAs Responding to Question = 112			Number of LEAs Responding to Question =		
License Area	# Identifying		License Area	# Identifying		License Area	# Identifying	
9-12 Mathematics	89		9-12 Mathematics	89		9-12 Mathematics	97	
Sp. Ed.: General Curriculum	83		Sp. Ed.: General Curriculum	83		Sp. Ed.: General Curriculum	77	
9-12 Science	71		9-12 Science	71		9-12 Science	72	
6-9 Mathematics	64		6-9 Mathematics	64		6-9 Mathematics	62	
6-9 Science	51		6-9 Science	51		6-9 Science	49	
Sp. Ed.: Adapted Curriculum	43		Sp. Ed.: Adapted Curriculum	43		Sp. Ed.: Adapted Curriculum	49	
Cross Categorical	42		Cross Categorical	42		Cross Categorical	34	
Behavior/Emotionally Disabled	39		Behavioral/Emotional Disabilities	39		Behavioral/Emotional Disabilities	32	
Learning Disabilities	34		Learning Disabilities	34		Learning Disabilities	29	
Second Languages	34		Second Languages	34		Second Languages	28	
Severely/Profoundly Disabled	26		Severely/Profoundly Disabled	26		Mental Disabilities	20	
Mental Disabilities	25		Mental Disabilities	25		Speech Language Pathologist	14	
Speech Language Pathologist	15		Speech Language Pathologist	15		ESL	14	

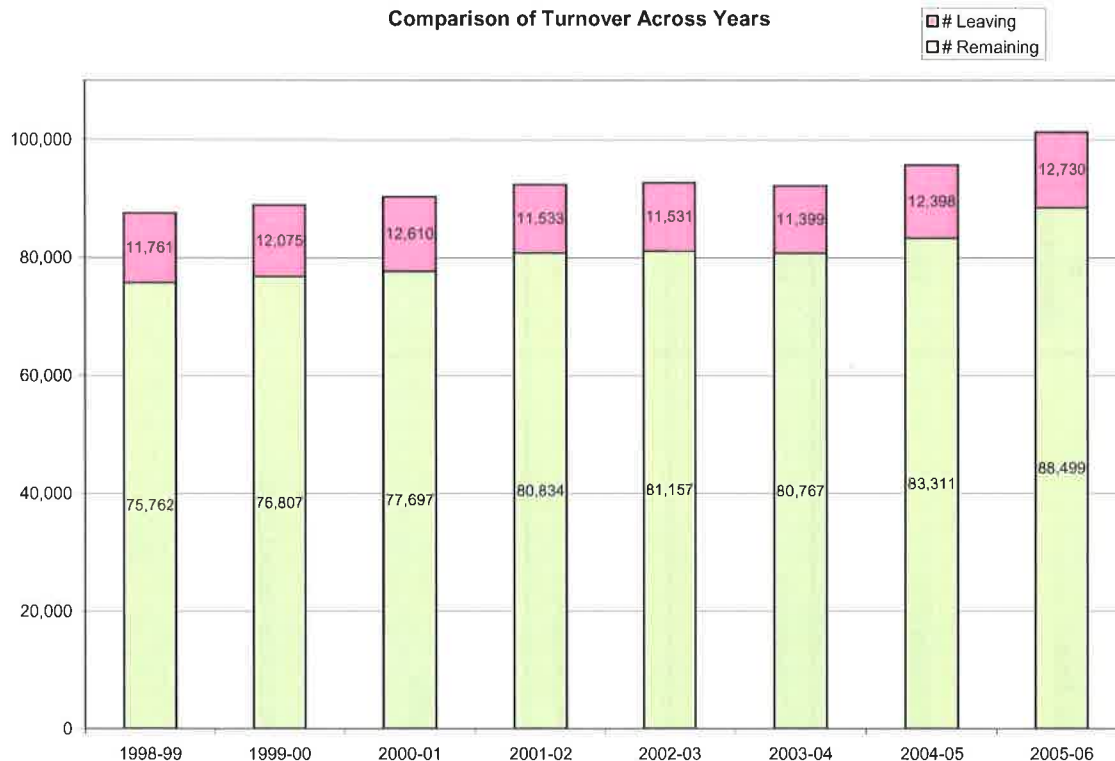
2003-04			2004-2005			2005-2006		
Number of LEAs Responding to Question = 115			Number of LEAs Responding to Question = 112			Number of LEAs Responding to Question =		
License Area	# Identifying		License Area	# Identifying		License Area	# Identifying	
ESL	15		ESL	15		6-9 Language Arts	14	
6-9 Language Arts	14		6-9 Language Arts	14		Family/Consumer Sciences 6-12	12	
Family/Consumer Sciences 6-12	10		Family/Consumer Sciences 6-12	10		Elementary Education	11	
Media Coordinator	10		Media Coordinator	10		9-12 English	11	
Elementary Education	9		Elementary Education	9		6-9 Social Studies	8	
9-12 English	9		9-12 English	9		Severely/Profoundly Disabled	8	
Birth-Kindergarten	8		Birth-Kindergarten	8		Counselor	7	
Business Education	8		Business Education	8		Birth-Kindergarten	6	
Counselor	6		Counselor	6		Media Coordinator	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

The five-year (2001-02 – 2005-06) average aggregated system level teacher turnover reported by local education agencies is 12.57%. While this rate is slightly greater than the 11% typically cited for turnover in other professions, it is 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 aggregated system level turnover is 12.58%, down slightly from the 12.95% reported for 2004-05. The chart that follows depicts teacher turnover relative to teacher retention since the 1998-99 school year.

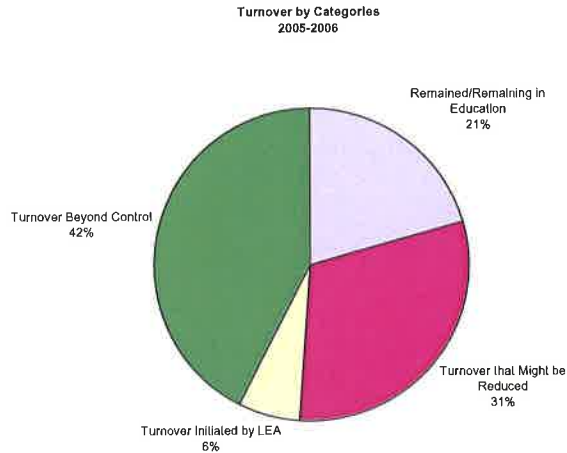


A closer examination of the data indicates that for four of the last five years, the number one reason reported by school systems for teacher turnover is “to teach elsewhere,” with 17% - 21% of the teachers reported to have left for this reason. Of those leaving to teach elsewhere, 75-80% left to teach 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 aggregated system level turnover rate is reduced to 10.6%.

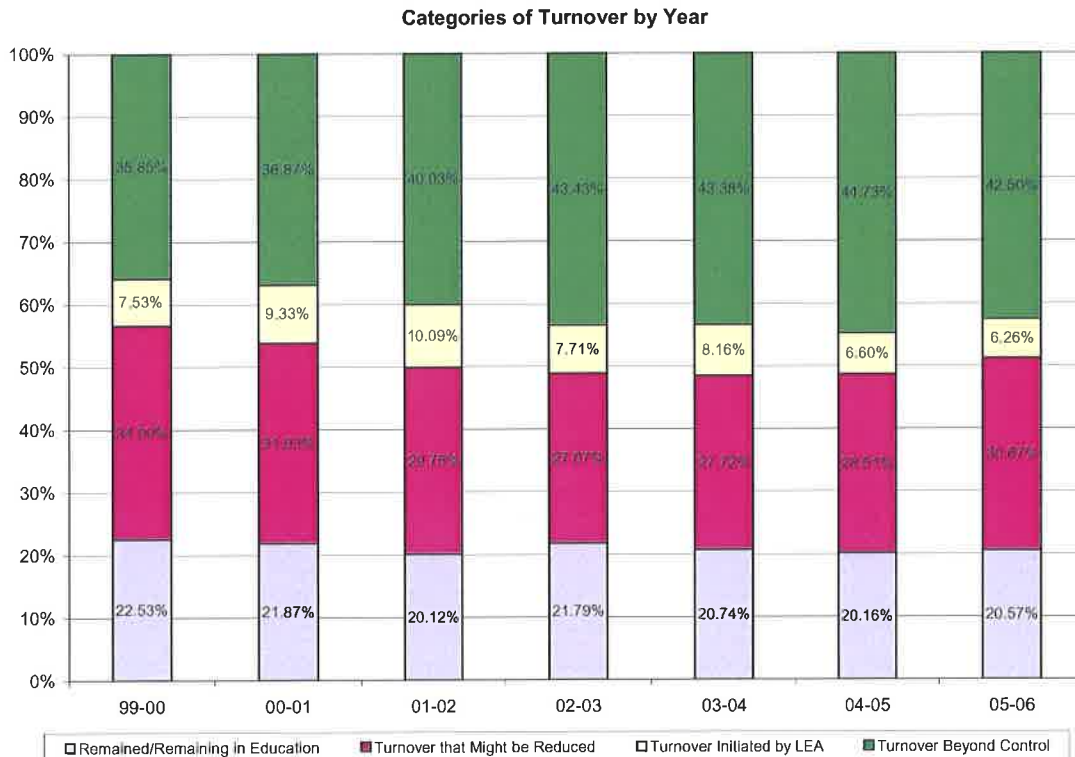
A further analysis of turnover was conducted using the categories of *Remained/Remaining in Education*, *Turnover that Might be Reduced*, *Turnover Initiated by the LEA*, and *Turnover Beyond Control*. The category *Remained/Remaining in Education* included individuals resigning to teach in another NC 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 and other 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. As reflected in the figure that follows, approximately 21% of those teachers reported as leaving *remained in education*; 6% of the reported turnover was *initiated by the LEA*; approximately 42% of the turnover was for *reasons beyond control*; and 30% of the reported turnover *might be reduced*. This latter category, turnover that might be reduced, represents just over 3,900 teachers.



Comparing the percent of turnover by these categories across the last five years reveals consistent patterns.



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 facilities and resources, with more than 80% responding that teachers and staff work in a school environment that is safe. They expressed the least satisfaction with the time. Less than half (47%) of the more than 75,000 individuals responding to the survey indicated that teachers are protected from duties that interfere with their essential role of education students and that the non-instructional time provided for teachers in their school is sufficient.

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## **Appendix A**

### **Survey Instrument**

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# ANNUAL TEACHER TURNOVER SUMMARY

## Personnel Office Report

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

Report Period: 7/1/2005-6/30/2006

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

Teacher Turnover

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

\_\_\_\_\_ Total number of teachers leaving 7/1/2005 – 6/30/2006

\_\_\_\_\_ Number of teachers leaving in 2005 - 2006 who were tenured in your LEA

2. Give the number of teachers who left teaching or left your LEA in 2005 – 2006 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)
_____	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 in another LEA or Agency	(59)
_____	Resigned – In lieu of dismissal	(55)
_____	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 – Career Change	(72)
_____	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)

\_\_\_\_\_ (Total number of teachers leaving 7/1/2005-6/30/2006 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. (e.g., Learning Disabled / 88086)

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

## **ANNUAL TEACHER TURNOVER SUMMARY (CLARIFICATION OF REPORTING CATEGORIES)**

### **Stayed in LEA but in Non-Teaching Position**

- Teachers moved to counselor, media coordinator, or non-teaching duties in current LEA of employment
- Teachers moved to administrative positions (school-based) in current LEA of employment
- Teachers moved to supervisory, director, or coordinator positions in current LEA of employment
- Teachers accepted non-teaching support or administrative positions in current LEA of employment

### **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

### **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-Renewed – 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 in another LEA or Agency**

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

### **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

**Resigned to teach in another NC public school 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 a NC non-public/private school**

- Teachers leaving LEA to accept a teaching position in a NC non-public/private 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 – End of VIF Term**

- Teachers whose cultural visas have expired and are no longer eligible to be employed in North Carolina

**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**

**2005-06 System Level Teacher Turnover**

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**2005-2006 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	1,634	282	267	74	17.26	16.34
20	Alexander	398	36		11	9.05	
30	Alleghany	144	13		6	9.03	
40	Anson	296	55		16	18.58	
50	Ashe	250	31		21	12.40	
60	Avery	203	29		23	14.23	
70	Beaufort	576	67		28	11.63	
80	Bertie	252	65		13	25.79	
90	Bladen	451	48	47	19	10.64	10.42
100	Brunswick	767	101		11	13.17	
110	Buncombe	1,598	174		28	10.89	
111	Asheville City	355	58		29	16.34	
120	Burke	1,105	133		54	12.04	
130	Cabarrus	1,746	170	165	53	9.74	9.45
132	Kannapolis	395	52		22	13.16	
140	Caldwell	811	78		3	9.62	
150	Camden	130	9		1	6.92	
160	Carteret	692	63		30	9.10	
170	Caswell	254	27		14	10.63	
180	Catawba	1,131	126	113	58	11.14	9.99
181	Hickory Public	311	34	32	14	10.93	10.29
182	Newton Conover	204	32		9	15.69	
190	Chatham	648	83		34	12.81	
200	Cherokee	321	26		6	8.10	
210	Edenton-Chowan	200	38		15	19.00	
220	Clay	100	10		7	10.00	
230	Cleveland	1,274	112		18	8.79	
240	Columbus	560	76		25	13.57	
241	Whiteville City	183	18		5	9.84	
250	Craven	1,033	138		26	13.36	
260	Cumberland	3,503	464	449	157	13.25	12.82
270	Currituck	296	19		4	6.41	
280	Dare	420	50		21	11.90	
290	Davidson	1,355	142		61	10.48	
291	Lexington City	256.5	49	48	6	19.10	18.71
292	Thomasville City	178	34	33	7	19.10	18.54
300	Davie	429	55		39	12.82	
310	Duplin	722	86		10	11.91	
320	Durham	2,302	442		107	19.20	
330	Edgecombe	573	102		29	17.80	
340	Forsyth-Winston Salem	4,428	418	414	0	9.43	9.35
350	Franklin	622	121	111	14	19.45	17.85
360	Gaston	2,079	199		40	9.57	
370	Gates	150	12		9	8.00	
380	Graham	110	12		7	10.91	
390	Granville	580	89		30	15.34	



LEA CODE	LEA	Total Teachers	Teachers Leaving (Including VIF)	Teachers Leaving (Excluding VIF)	Leaving with Tenure	Turnover Percentage (Including VIF)	Turnover Percentage (Excluding VIF)
400	Greene	230	33		9	14.34	
410	Guilford	5,215	709		288	13.60	
420	Halifax	392	69		6	17.60	
421	Roanoke Rapids City	236	12		4	5.08	
422	Weldon City	92	17		2	18.48	
430	Harnett	1,303	190	181	24	14.58	13.89
440	Haywood	635	66		40	10.39	
450	Henderson	876	91		41	10.39	
460	Hertford	292	45		0	15.41	
470	Hoke	486	105	100	14	21.60	20.58
480	Hyde	75	12		1	16.00	
490	Iredell-Statesville	1,519	147		39	9.68	
491	Mooreville Graded	341	37		12	10.85	
500	Jackson	281	41		19	14.59	
510	Johnston	1,904	317	306	84	16.65	16.07
520	Jones	140	16		4	11.43	
530	Lee	656	118	115	54	17.99	17.53
540	Lenoir	731	134	132	40	18.33	18.06
550	Lincoln	784	82		28	10.46	
560	Macon	329	24		16	7.29	
570	Madison	212	21		8	9.91	
580	Martin	372	49		17	13.17	
590	McDowell	432	41		16	9.49	
600	Charlotte-Mecklenburg	8,954.5	1,349	1,306	348	15.07	14.58
610	Mitchell	181	4		1	2.21	
620	Montgomery	362	34	30	7	9.39	8.29
630	Moore	885	74		27	8.36	
640	Nash-Rocky Mount	1,369	150		28	10.96	
650	New Hanover	1,768	252		105	14.25	
660	Northampton	291	37	35	3	12.71	12.03
670	Onslow	1,613	246		67	15.25	
680	Orange	573	88		36	15.36	
681	Chapel Hill-Carrboro	1,089	104	102	36	9.55	9.37
690	Pamlico	152	36		17	23.68	
700	Pasquotank-Elizabeth City	475	88	86	25	18.53	18.11
710	Pender	578	78		16	13.49	
720	Perquimans	145	22		14	15.17	
730	Person	487	70		28	14.37	
740	Pitt	1,802	224	216	114	12.43	11.99
750	Polk	193	19		4	9.84	
760	Randolph	1,245	146	140	56	11.73	11.24
761	Asheboro City	350	57	54	21	16.29	15.43
770	Richmond	583	48	47	13	8.23	8.06
780	Robeson	1,772	229	215	34	12.92	12.13
790	Rockingham	1,136	120	118	70	10.56	10.34
800	Rowan-Salisbury	1,552	187	184	64	12.05	11.86
810	Rutherford	702	76		36	10.82	
820	Sampson	576	71		27	12.32	
821	Clinton City	211	32		15	15.17	

LEA CODE	LEA	Total Teachers	Teachers Leaving (Including VIF)	Teachers Leaving (Excluding VIF)	Leaving with Tenure	Turnover Percentage (Including VIF)	Turnover Percentage (Excluding VIF)
830	Scotland	548	50	49	21	9.12	8.94
840	Stanly	749	76		36	10.15	
850	Stokes	555	84	84	47	15.14	14.95
860	Surry	649	64		41	9.86	
861	Elkin	98	13		6	13.27	
862	Mount Airy City	138	17	16	0	12.32	11.59
870	Swain	158	18		0	11.39	
880	Transylvania	275	26		15	9.45	
890	Tyrrell	59	12		6	20.34	
900	Union	2,177	244	230	85	11.21	10.56
910	Vance	596	140	139	44	23.49	23.32
920	Wake	8,091	757		267	9.36	
930	Warren	203	37	35	5	18.23	17.24
940	Washington	183	26	23	11	14.21	12.57
950	Watauga	402	48		17	11.94	
960	Wayne	1,488	163	154	41	10.95	10.35
970	Wilkes	759	95	93	8	12.52	12.25
980	Wilson	865	96		40	11.10	
990	Yadkin	435	44	42	15	10.11	9.66
995	Yancey	197.87	25		20	12.63	
<b>Totals</b>		101,229	12,730	12,475	3,917	12.58	12.32

**2005-2006 Teacher Turnover  
(in descending order)**

LEA CODE	LEA	Turnover Percentage (Including VIF)	LEA CODE	LEA	Turnover Percentage (Excluding VIF)
80	Bertie	25.79%	80	Bertie	25.79%
690	Pamlico	23.68%	690	Pamlico	23.68%
910	Vance	23.49%	910	Vance	23.32%
470	Hoke	21.60%	470	Hoke	20.58%
890	Tyrrell	20.34%	890	Tyrrell	20.34%
350	Franklin	19.45%	320	Durham	19.20%
320	Durham	19.20%	210	Edenton-Chowan	19.00%
291	Lexington City	19.10%	291	Lexington City	18.71%
292	Thomasville City	19.10%	40	Anson	18.58%
210	Edenton-Chowan	19.00%	292	Thomasville City	18.54%
40	Anson	18.58%	422	Weldon City	18.48%
700	Pasquotank-Elizabeth City	18.53%	700	Pasquotank-Elizabeth City	18.11%
422	Weldon City	18.48%	540	Lenoir	18.06%
540	Lenoir	18.33%	350	Franklin	17.85%
930	Warren	18.23%	330	Edgecombe	17.80%
530	Lee	17.99%	420	Halifax	17.60%
330	Edgecombe	17.80%	530	Lee	17.53%
420	Halifax	17.60%	930	Warren	17.24%
10	Alamance-Burlington	17.26%	10	Alamance-Burlington	16.34%
510	Johnston	16.65%	111	Asheville City	16.34%
111	Asheville City	16.34%	510	Johnston	16.07%
761	Asheboro City	16.29%	480	Hyde	16.00%
480	Hyde	16.00%	182	Newton Conover	15.69%
182	Newton Conover	15.69%	761	Asheboro City	15.43%
460	Hertford	15.41%	460	Hertford	15.41%
680	Orange	15.36%	680	Orange	15.36%
390	Granville	15.34%	390	Granville	15.34%
670	Onslow	15.25%	670	Onslow	15.25%
821	Clinton City	15.17%	821	Clinton City	15.17%
720	Perquimans	15.17%	720	Perquimans	15.17%
850	Stokes	15.14%	850	Stokes	14.95%
600	Charlotte-Mecklenburg	15.07%	500	Jackson	14.59%
500	Jackson	14.59%	600	Charlotte-Mecklenburg	14.58%
430	Harnett	14.58%	730	Person	14.37%
730	Person	14.37%	400	Greene	14.34%
400	Greene	14.34%	650	New Hanover	14.25%
650	New Hanover	14.25%	60	Avery	14.23%
60	Avery	14.23%	430	Harnett	13.89%
940	Washington	14.21%	410	Guilford	13.60%
410	Guilford	13.60%	240	Columbus	13.57%
240	Columbus	13.57%	710	Pender	13.49%
710	Pender	13.49%	250	Craven	13.36%
250	Craven	13.36%	861	Elkin	13.27%
861	Elkin	13.27%	100	Brunswick	13.17%

LEA CODE	LEA	Turnover Percentage (Including VIF)	LEA CODE	LEA	Turnover Percentage (Excluding VIF)
260	Cumberland	13.25%	580	Martin	13.17%
100	Brunswick	13.17%	132	Kannapolis	13.16%
580	Martin	13.17%	260	Cumberland	12.82%
132	Kannapolis	13.16%	300	Davie	12.82%
780	Robeson	12.92%	190	Chatham	12.81%
300	Davie	12.82%	995	Yancey	12.63%
190	Chatham	12.81%	940	Washington	12.57%
660	Northampton	12.71%	50	Ashe	12.40%
995	Yancey	12.63%	820	Sampson	12.32%
970	Wilkes	12.52%	970	Wilkes	12.25%
740	Pitt	12.43%	780	Robeson	12.13%
50	Ashe	12.40%	120	Burke	12.04%
862	Mount Airy City	12.32%	660	Northampton	12.03%
820	Sampson	12.32%	740	Pitt	11.99%
800	Rowan-Salisbury	12.05%	950	Watauga	11.94%
120	Burke	12.04%	310	Duplin	11.91%
950	Watauga	11.94%	280	Dare	11.90%
310	Duplin	11.91%	800	Rowan-Salisbury	11.86%
280	Dare	11.90%	70	Beaufort	11.63%
760	Randolph	11.73%	862	Mount Airy City	11.59%
70	Beaufort	11.63%	520	Jones	11.43%
520	Jones	11.43%	870	Swain	11.39%
870	Swain	11.39%	760	Randolph	11.24%
900	Union	11.21%	980	Wilson	11.10%
180	Catawba	11.14%	640	Nash-Rocky Mount	10.96%
980	Wilson	11.10%	380	Graham	10.91%
640	Nash-Rocky Mount	10.96%	110	Buncombe	10.89%
960	Wayne	10.95%	491	Mooreville Graded	10.85%
181	Hickory Public	10.93%	810	Rutherford	10.82%
380	Graham	10.91%	170	Caswell	10.63%
110	Buncombe	10.89%	900	Union	10.56%
491	Mooreville Graded	10.85%	290	Davidson	10.48%
810	Rutherford	10.82%	550	Lincoln	10.46%
90	Bladen	10.64%	90	Bladen	10.42%
170	Caswell	10.63%	440	Haywood	10.39%
790	Rockingham	10.56%	450	Henderson	10.39%
290	Davidson	10.48%	960	Wayne	10.35%
550	Lincoln	10.46%	790	Rockingham	10.34%
440	Haywood	10.39%	181	Hickory Public	10.29%
450	Henderson	10.39%	840	Stanly	10.15%
840	Stanly	10.15%	220	Clay	10.00%
990	Yadkin	10.11%	180	Catawba	9.99%
220	Clay	10.00%	570	Madison	9.91%
570	Madison	9.91%	860	Surry	9.86%
860	Surry	9.86%	750	Polk	9.84%
750	Polk	9.84%	241	Whiteville City	9.84%
241	Whiteville City	9.84%	490	Iredell-Statesville	9.68%

LEA CODE	LEA	Turnover Percentage (Including VIF)	LEA CODE	LEA	Turnover Percentage (Excluding VIF)
130	Cabarrus	9.74%	990	Yadkin	9.66%
490	Iredell-Statesville	9.68%	140	Caldwell	9.62%
140	Caldwell	9.62%	360	Gaston	9.57%
360	Gaston	9.57%	590	McDowell	9.49%
681	Chapel Hill-Carrboro	9.55%	130	Cabarrus	9.45%
590	McDowell	9.49%	880	Transylvania	9.45%
880	Transylvania	9.45%	681	Chapel Hill-Carrboro	9.37%
340	Forsyth-Winston Salem	9.43%	920	Wake	9.36%
620	Montgomery	9.39%	340	Forsyth-Winston Salem	9.35%
920	Wake	9.36%	160	Carteret	9.10%
830	Scotland	9.12%	20	Alexander	9.05%
160	Carteret	9.10%	30	Alleghany	9.03%
20	Alexander	9.05%	830	Scotland	8.94%
30	Alleghany	9.03%	230	Cleveland	8.79%
230	Cleveland	8.79%	630	Moore	8.36%
630	Moore	8.36%	620	Montgomery	8.29%
770	Richmond	8.23%	200	Cherokee	8.10%
200	Cherokee	8.10%	770	Richmond	8.06%
370	Gates	8.00%	370	Gates	8.00%
560	Macon	7.29%	560	Macon	7.29%
150	Camden	6.92%	150	Camden	6.92%
270	Currituck	6.41%	270	Currituck	6.41%
421	Roanoke Rapids City	5.08%	421	Roanoke Rapids City	5.08%
610	Mitchell	2.21%	610	Mitchell	2.21%

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**Appendix C**

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

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**Five-Year Average System Level Teacher Turnover  
2001-2006**

<b>LEA Code</b>	<b>System Name</b>	<b>Turnover 2001-02</b>	<b>Turnover 2002-03</b>	<b>Turnover 2003-04</b>	<b>Turnover 2004-05 (inc. VIF)</b>	<b>Turnover 2005-06 (inc. VIF)</b>	<b>5 - Year Average</b>
10	Alamance-Burlington	16.19%	15.11%	16.57%	19.71%	17.26%	16.97%
20	Alexander County	17.65%	10.93%	8.96%	9.21%	9.05%	11.16%
30	Alleghany County	2.99%	9.09%	7.00%	12.40%	9.03%	8.10%
40	Anson County	13.27%	10.14%	12.67%	12.00%	18.58%	13.33%
50	Ashe County	3.54%	9.62%	7.00%	7.21%	12.40%	7.95%
60	Avery County	7.55%	6.22%	7.11%	11.27%	14.23%	9.28%
70	Beaufort County	12.95%	10.83%	10.56%	13.27%	11.63%	11.85%
80	Bertie County	20.34%	7.69%	25.76%	16.35%	25.79%	19.19%
90	Bladen County	19.80%	13.26%	11.11%	12.26%	10.64%	13.41%
100	Brunswick County	13.18%	14.45%	11.31%	9.45%	13.17%	12.31%
110	Buncombe County	8.57%	9.32%	8.37%	9.95%	10.89%	9.42%
111	Asheville City	13.54%	13.38%	12.58%	16.47%	16.34%	14.46%
120	Burke County	13.63%	14.73%	10.65%	12.44%	12.04%	12.70%
130	Cabarrus County	12.04%	12.14%	14.40%	12.21%	9.74%	12.11%
132	Kannapolis City	14.20%	12.57%	11.14%	13.40%	13.16%	12.89%
140	Caldwell County	7.56%	12.66%	11.17%	6.73%	9.62%	9.55%
150	Camden County	6.25%	7.00%	7.62%	4.31%	6.92%	6.42%
160	Carteret County	6.97%	7.50%	9.97%	9.25%	9.10%	8.56%
170	Caswell County	13.89%	14.34%	12.15%	11.81%	10.63%	12.56%
180	Catawba County	12.52%	13.58%	11.27%	11.70%	11.14%	12.04%
181	Hickory City	16.62%	14.24%	11.50%	15.79%	10.93%	13.82%
182	Newton-Conover City	17.59%	16.81%	16.37%	10.96%	15.69%	15.48%
190	Chatham County	16.09%	15.71%	14.58%	15.12%	12.81%	14.86%
200	Cherokee County	9.67%	5.35%	8.67%	6.71%	8.10%	7.70%
210	Edenton-Chowan	13.89%	13.89%	13.44%	17.09%	19.00%	15.46%
220	Clay County	3.16%	3.16%	7.27%	3.96%	10.00%	5.51%
230	Cleveland County	14.07%	12.59%	13.29%	7.97%	8.79%	11.34%
240	Columbus County	6.49%	8.13%	7.46%	10.69%	13.57%	9.27%
241	Whiteville City	11.27%	10.47%	15.02%	12.77%	9.84%	11.87%
250	Craven County	7.89%	6.74%	7.59%	13.55%	13.36%	9.83%
260	Cumberland County	9.71%	9.81%	11.09%	12.64%	13.25%	11.30%
270	Currituck County	14.29%	5.08%	11.50%	6.13%	6.41%	8.68%
280	Dare County	9.09%	8.79%	10.80%	13.11%	11.90%	10.74%
290	Davidson County	9.22%	9.11%	9.51%	10.93%	10.48%	9.85%
291	Lexington City	16.25%	13.25%	20.41%	16.54%	19.10%	17.11%
292	Thomasville City	18.18%	21.14%	18.08%	23.16%	19.10%	19.93%
300	Davie County	13.53%	16.10%	13.35%	12.50%	12.82%	13.66%
310	Duplin County	13.22%	20.38%	13.74%	12.88%	11.91%	14.43%
320	Durham County	14.21%	18.76%	17.11%	17.54%	19.20%	17.36%
330	Edgecombe County	20.04%	18.33%	24.65%	23.28%	17.80%	20.82%
340	Forsyth County	10.19%	9.73%	8.25%	9.43%	9.43%	9.41%
350	Franklin County	17.61%	21.53%	16.83%	22.18%	19.45%	19.52%
360	Gaston County	9.04%	10.03%	9.79%	14.66%	9.57%	10.62%
370	Gates County	5.99%	7.10%	16.03%	8.81%	8.00%	9.19%

<b>LEA Code</b>	<b>System Name</b>	<b>Turnover 2001-02</b>	<b>Turnover 2002-03</b>	<b>Turnover 2003-04</b>	<b>Turnover 2004-05 (inc. VIF)</b>	<b>Turnover 2005-06 (inc. VIF)</b>	<b>5 - Year Average</b>
380	Graham County	3.92%	5.32%	2.73%	5.94%	10.91%	5.76%
390	Granville County	12.17%	12.05%	14.05%	18.91%	15.34%	14.50%
400	Greene County	12.90%	13.30%	16.10%	17.35%	14.34%	14.80%
410	Guilford County	10.06%	9.95%	11.49%	11.81%	13.60%	11.38%
420	Halifax County	13.93%	12.81%	15.94%	14.52%	17.60%	14.96%
421	Roanoke Rapids City	11.42%	8.87%	8.04%	8.78%	5.08%	8.44%
422	Weldon City	22.34%	18.28%	15.79%	25.56%	18.48%	20.09%
430	Harnett County	16.37%	18.34%	19.52%	28.51%	14.58%	19.46%
440	Haywood County	9.78%	11.00%	8.92%	11.76%	10.39%	10.37%
450	Henderson County	8.76%	6.32%	6.73%	9.00%	10.39%	8.24%
460	Hertford County	30.57%	18.75%	17.49%	16.54%	15.41%	19.75%
470	Hoke County	23.43%	27.59%	21.84%	21.33%	21.60%	23.16%
480	Hyde County	12.16%	14.47%	12.50%	24.40%	16.00%	15.91%
490	Iredell-Statesville	10.71%	11.50%	9.17%	9.18%	9.68%	10.05%
491	Mooresville City	11.50%	9.38%	9.03%	13.74%	10.85%	10.90%
500	Jackson County	14.40%	15.69%	12.36%	18.46%	14.59%	15.10%
510	Johnston County	11.90%	15.81%	13.14%	14.42%	16.65%	14.38%
520	Jones County	18.11%	10.00%	12.98%	21.58%	11.43%	14.82%
530	Lee County	15.36%	17.12%	14.47%	15.03%	17.99%	15.99%
540	Lenoir County	17.89%	20.13%	13.59%	16.58%	18.33%	17.30%
550	Lincoln County	10.10%	11.01%	10.60%	10.68%	10.46%	10.57%
560	Macon County	9.43%	8.31%	7.39%	9.66%	7.29%	8.42%
570	Madison County	9.36%	12.96%	9.95%	6.25%	9.91%	9.69%
580	Martin County	13.61%	13.03%	12.00%	14.36%	13.17%	13.23%
590	McDowell County	13.46%	8.39%	6.81%	13.70%	9.49%	10.37%
600	Mecklenburg County	19.31%	16.73%	15.95%	15.51%	15.07%	16.51%
610	Mitchell County	5.63%	9.20%	6.75%	6.01%	2.21%	5.96%
620	Montgomery County	16.67%	18.05%	14.17%	6.35%	9.39%	12.93%
630	Moore County	14.39%	10.53%	15.35%	16.60%	8.36%	13.05%
640	Nash-Rocky Mount	13.76%	20.34%	11.05%	12.81%	10.96%	13.78%
650	New Hanover County	13.50%	11.50%	15.22%	14.41%	14.25%	13.78%
660	Northampton County	24.71%	16.78%	17.98%	15.41%	12.71%	17.52%
670	Onslow County	14.62%	13.29%	12.40%	13.39%	15.25%	13.79%
680	Orange County	12.31%	13.55%	14.35%	17.12%	15.36%	14.54%
681	Chapel Hill-Carrboro	14.51%	16.43%	15.40%	14.09%	9.55%	14.00%
690	Pamlico County	11.46%	11.46%	11.46%	15.63%	23.68%	14.74%
700	Pasquotank County	9.39%	18.57%	21.40%	24.12%	18.53%	18.40%
710	Pender County	9.63%	10.65%	18.81%	20.34%	13.49%	14.58%
720	Perquimans County	8.28%	8.28%	6.90%	11.33%	15.17%	9.99%
730	Person County	20.96%	12.97%	13.89%	13.06%	14.37%	15.05%
740	Pitt County	8.58%	8.54%	8.20%	10.68%	12.43%	9.69%
750	Polk County	13.77%	11.35%	9.73%	8.56%	9.84%	10.65%
760	Randolph County	12.92%	13.58%	12.30%	13.33%	11.73%	12.77%
761	Asheboro City	9.84%	12.78%	13.00%	10.18%	16.29%	12.42%
770	Richmond County	16.12%	10.44%	4.76%	7.55%	8.23%	9.42%
780	Robeson County	13.41%	13.97%	12.23%	10.26%	12.92%	12.56%
790	Rockingham County	14.16%	11.57%	15.47%	12.55%	10.56%	12.86%



LEA Code	System Name	Turnover 2001-02	Turnover 2002-03	Turnover 2003-04	Turnover 2004-05 (inc. VIF)	Turnover 2005-06 (inc. VIF)	5 - Year Average
800	Rowan-Salisbury	14.04%	12.81%	13.09%	10.90%	12.05%	12.58%
810	Rutherford County	6.46%	8.56%	6.25%	7.11%	10.82%	7.84%
820	Sampson County	15.21%	13.04%	10.87%	15.69%	12.32%	13.43%
821	Clinton City	11.73%	10.95%	14.72%	9.77%	15.17%	12.47%
830	Scotland County	7.75%	10.13%	11.60%	9.58%	9.12%	9.64%
840	Stanly County	12.38%	9.86%	10.30%	12.07%	10.15%	10.95%
850	Stokes County	10.28%	9.69%	17.43%	12.43%	15.14%	12.99%
860	Surry County	10.24%	14.83%	9.52%	10.82%	9.86%	11.05%
861	Elkin City	14.77%	10.23%	9.78%	19.78%	13.27%	13.57%
862	Mount Airy City	13.01%	11.02%	19.18%	9.80%	12.32%	13.07%
870	Swain County	5.96%	8.12%	10.20%	10.39%	11.39%	9.21%
880	Transylvania County	8.27%	12.64%	5.99%	13.43%	9.45%	9.96%
890	Tyrrell County	12.07%	24.56%	15.00%	27.12%	20.34%	19.82%
900	Union County	11.12%	10.08%	11.62%	10.38%	11.21%	10.88%
910	Vance County	13.60%	21.04%	21.17%	18.09%	23.49%	19.48%
920	Wake County	9.48%	10.22%	11.30%	10.24%	9.36%	10.12%
930	Warren County	13.27%	17.21%	17.51%	18.67%	18.23%	16.98%
940	Washington County	15.34%	11.64%	10.70%	12.92%	14.21%	12.96%
950	Watauga County	12.73%	9.15%	12.50%	11.93%	11.94%	11.65%
960	Wayne County	7.46%	3.57%	12.88%	16.80%	10.95%	10.33%
970	Wilkes County	15.43%	12.95%	13.00%	10.53%	12.52%	12.89%
980	Wilson County	16.56%	13.57%	9.17%	15.05%	11.10%	13.09%
990	Yadkin County	9.62%	11.73%	11.38%	8.89%	10.11%	10.35%
995	Yancey County	2.63%	6.12%	8.65%	9.76%	12.63%	7.96%
<b>Aggregated State-wide System Level Turnover</b>		<b>12.49%</b>	<b>12.44%</b>	<b>12.37%</b>	<b>12.95%</b>	<b>12.58%</b>	<b>12.57%</b>

**2001-06 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	23.16%
330	Edgecombe County	20.82%
422	Weldon City	20.09%
292	Thomasville City	19.93%
890	Tyrrell County	19.82%
460	Hertford County	19.75%
350	Franklin County	19.52%
910	Vance County	19.48%
430	Harnett County	19.46%
80	Bertie County	19.19%
700	Pasquotank County	18.40%
660	Northampton County	17.52%
320	Durham County	17.36%
540	Lenoir County	17.30%
291	Lexington City	17.11%
930	Warren County	16.98%
10	Alamance-Burlington	16.97%
600	Mecklenburg County	16.51%
530	Lee County	15.99%
480	Hyde County	15.91%
182	Newton-Conover City	15.48%
210	Edenton-Chowan	15.46%
500	Jackson County	15.10%
730	Person County	15.05%
420	Halifax County	14.96%
190	Chatham County	14.86%
520	Jones County	14.82%
400	Greene County	14.80%
690	Pamlico County	14.74%
710	Pender County	14.58%
680	Orange County	14.54%
390	Granville County	14.50%
111	Asheville City	14.46%
310	Duplin County	14.43%
510	Johnston County	14.38%
681	Chapel Hill-Carrboro	14.00%
181	Hickory City	13.82%
670	Onslow County	13.79%
640	Nash-Rocky Mount	13.78%
650	New Hanover County	13.78%
300	Davie County	13.66%
861	Elkin City	13.57%
820	Sampson County	13.43%
90	Bladen County	13.41%
40	Anson County	13.33%

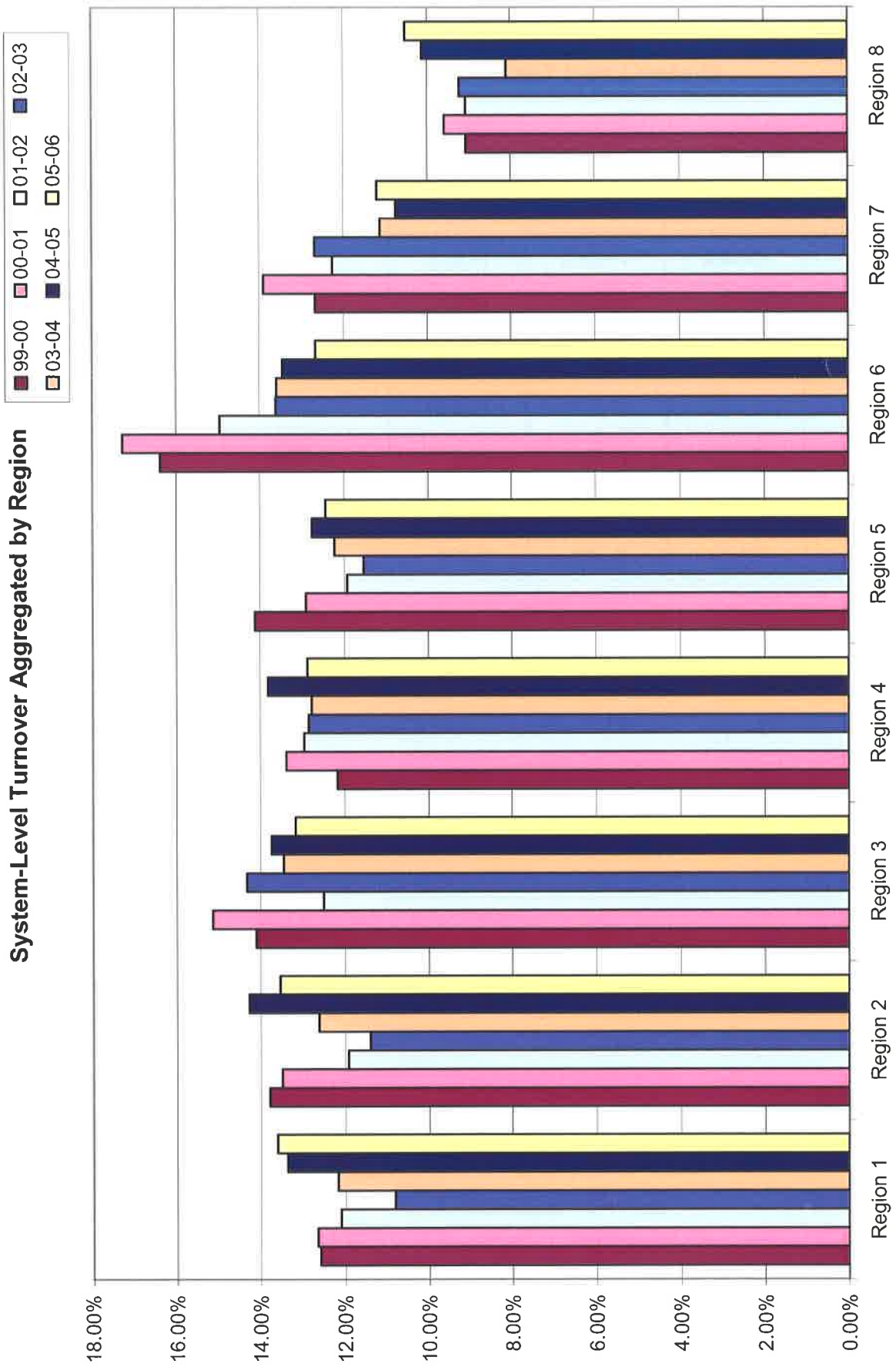
<b>LEA Code</b>	<b>System Name</b>	<b>5-Year Average</b>
580	Martin County	13.23%
980	Wilson County	13.09%
862	Mount Airy City	13.07%
630	Moore County	13.05%
850	Stokes County	12.99%
940	Washington County	12.96%
620	Montgomery County	12.93%
132	Kannapolis City	12.89%
970	Wilkes County	12.89%
790	Rockingham County	12.86%
760	Randolph County	12.77%
120	Burke County	12.70%
800	Rowan-Salisbury	12.58%
170	Caswell County	12.56%
780	Robeson County	12.56%
821	Clinton City	12.47%
761	Asheboro City	12.42%
100	Brunswick County	12.31%
130	Cabarrus County	12.11%
180	Catawba County	12.04%
241	Whiteville City	11.87%
70	Beaufort County	11.85%
950	Watauga County	11.65%
410	Guilford County	11.38%
230	Cleveland County	11.34%
260	Cumberland County	11.30%
20	Alexander County	11.16%
860	Surry County	11.05%
840	Stanly County	10.95%
491	Mooresville City	10.90%
900	Union County	10.88%
280	Dare County	10.74%
750	Polk County	10.65%
360	Gaston County	10.62%
550	Lincoln County	10.57%
440	Haywood County	10.37%
590	McDowell County	10.37%
990	Yadkin County	10.35%
960	Wayne County	10.33%
920	Wake County	10.12%
490	Iredell-Statesville	10.05%
720	Perquimans County	9.99%
880	Transylvania County	9.96%
290	Davidson County	9.85%
250	Craven County	9.83%
740	Pitt County	9.69%
570	Madison County	9.69%
830	Scotland County	9.64%

<b>LEA Code</b>	<b>System Name</b>	<b>5-Year Average</b>
140	Caldwell County	9.55%
770	Richmond County	9.42%
110	Buncombe County	9.42%
340	Forsyth County	9.41%
60	Avery County	9.28%
240	Columbus County	9.27%
870	Swain County	9.21%
370	Gates County	9.19%
270	Currituck County	8.68%
160	Carteret County	8.56%
421	Roanoke Rapids City	8.44%
560	Macon County	8.42%
450	Henderson County	8.24%
30	Alleghany County	8.10%
995	Yancey County	7.96%
50	Ashe County	7.95%
810	Rutherford County	7.84%
200	Cherokee County	7.70%
150	Camden County	6.42%
610	Mitchell County	5.96%
380	Graham County	5.76%
220	Clay County	5.51%

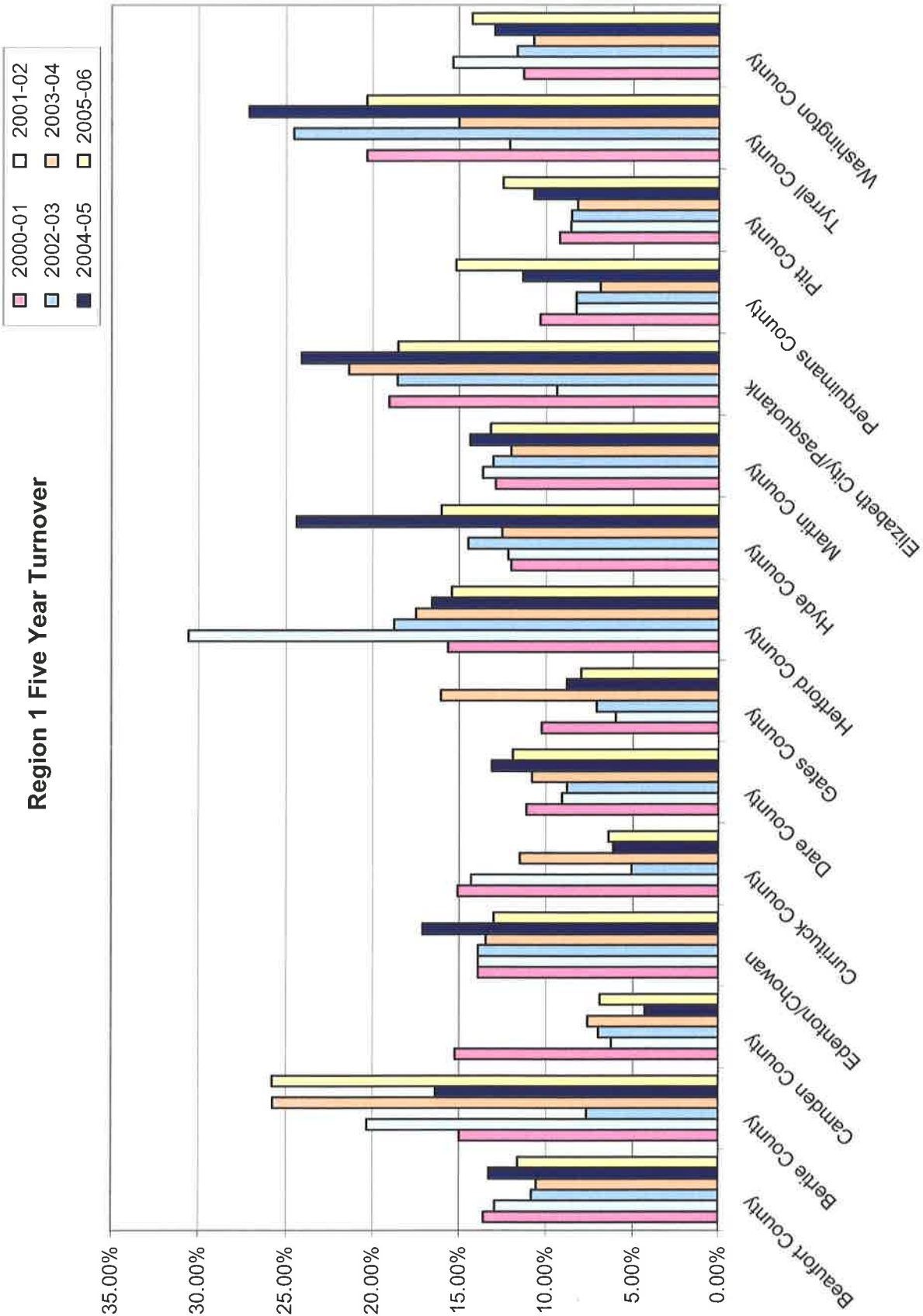
### System Level Turnover Aggregated by Region

	2000-2001	2001-2002	2002-2003	2003-2004	2004-05	2005-06
Region 1	12.66%	12.10%	10.82%	12.18%	13.37%	13.60%
Region 2	13.49%	11.92%	11.41%	12.62%	14.27%	13.54%
Region 3	15.14%	12.50%	14.32%	13.45%	13.73%	13.17%
Region 4	13.38%	12.96%	12.85%	12.78%	13.81%	12.88%
Region 5	12.91%	11.93%	11.54%	12.23%	12.76%	12.44%
Region 6	17.28%	14.95%	13.61%	13.59%	13.45%	12.67%
Region 7	13.89%	12.26%	12.68%	11.13%	10.76%	11.21%
Region 8	9.59%	9.08%	9.23%	8.10%	10.12%	10.52%

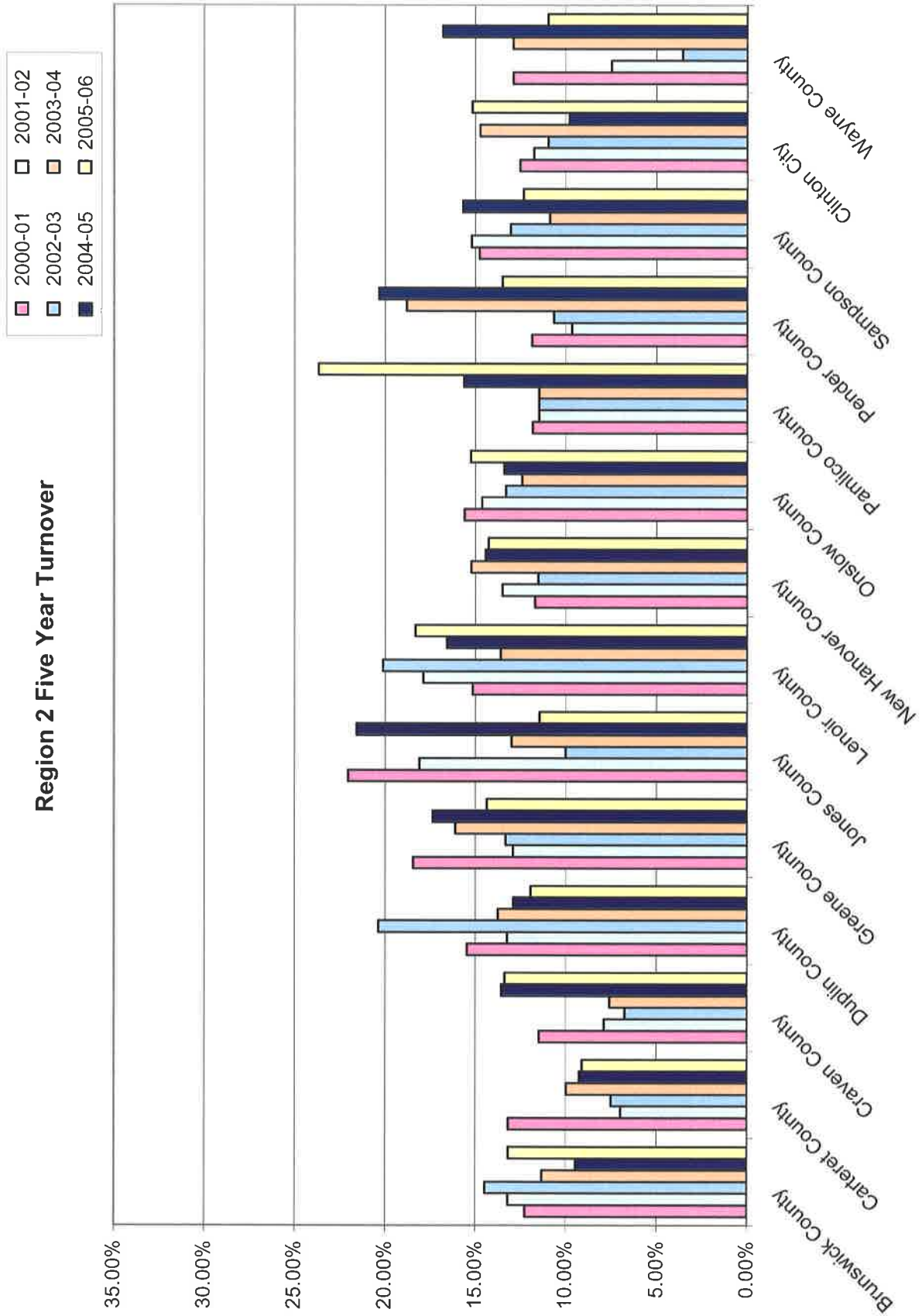
**System-Level Turnover Aggregated by Region**



# Region 1 Five Year Turnover

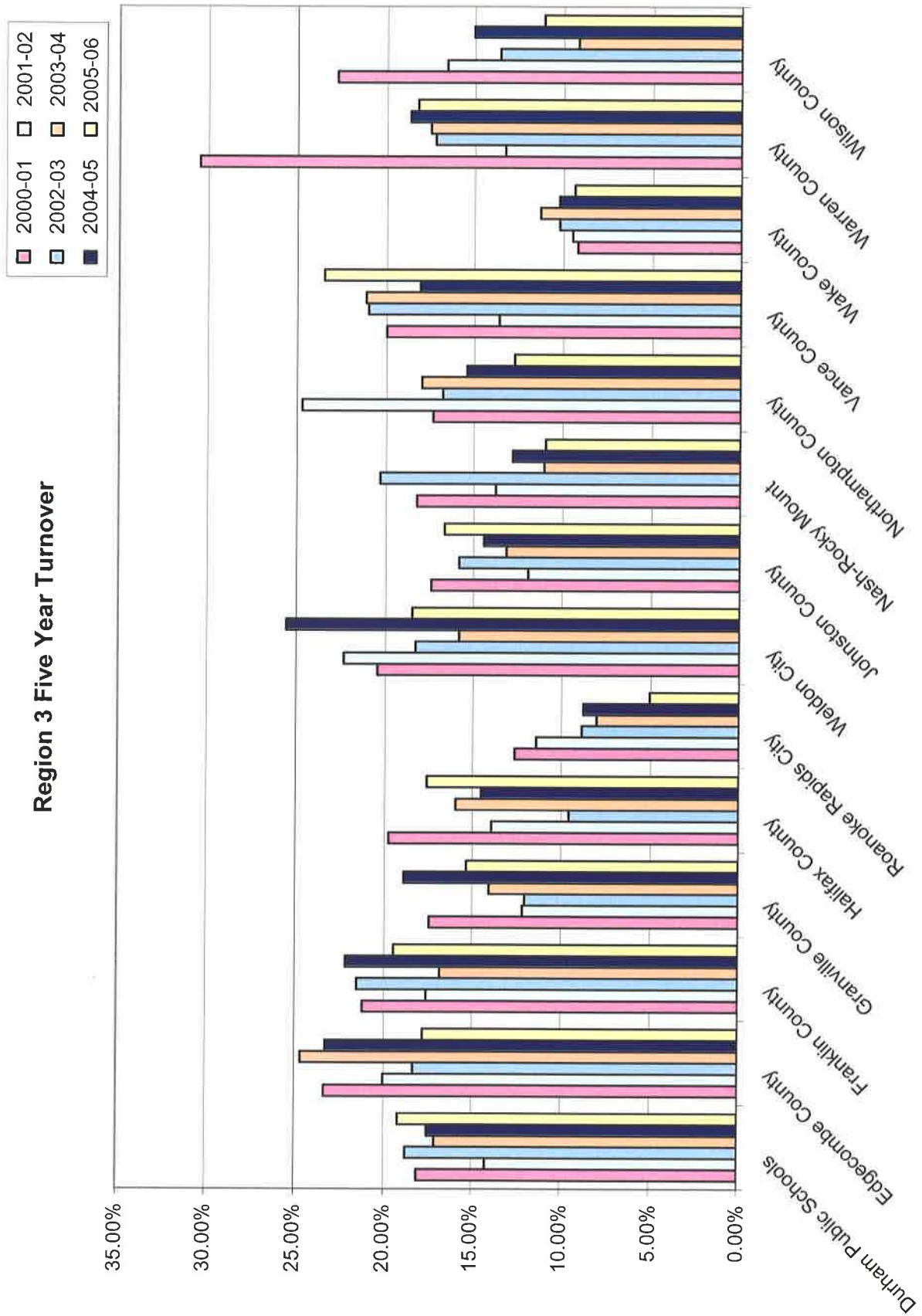


# Region 2 Five Year Turnover

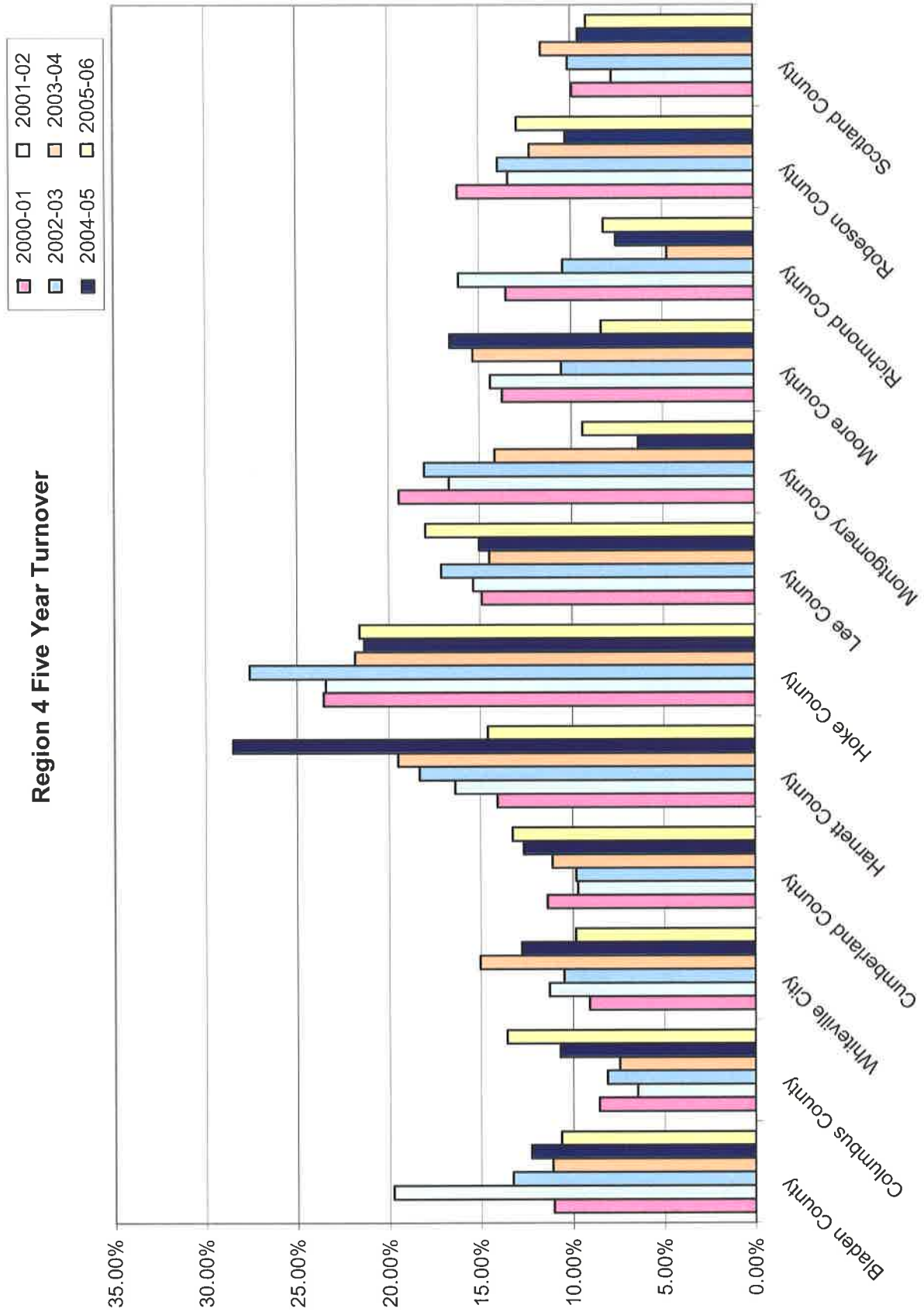




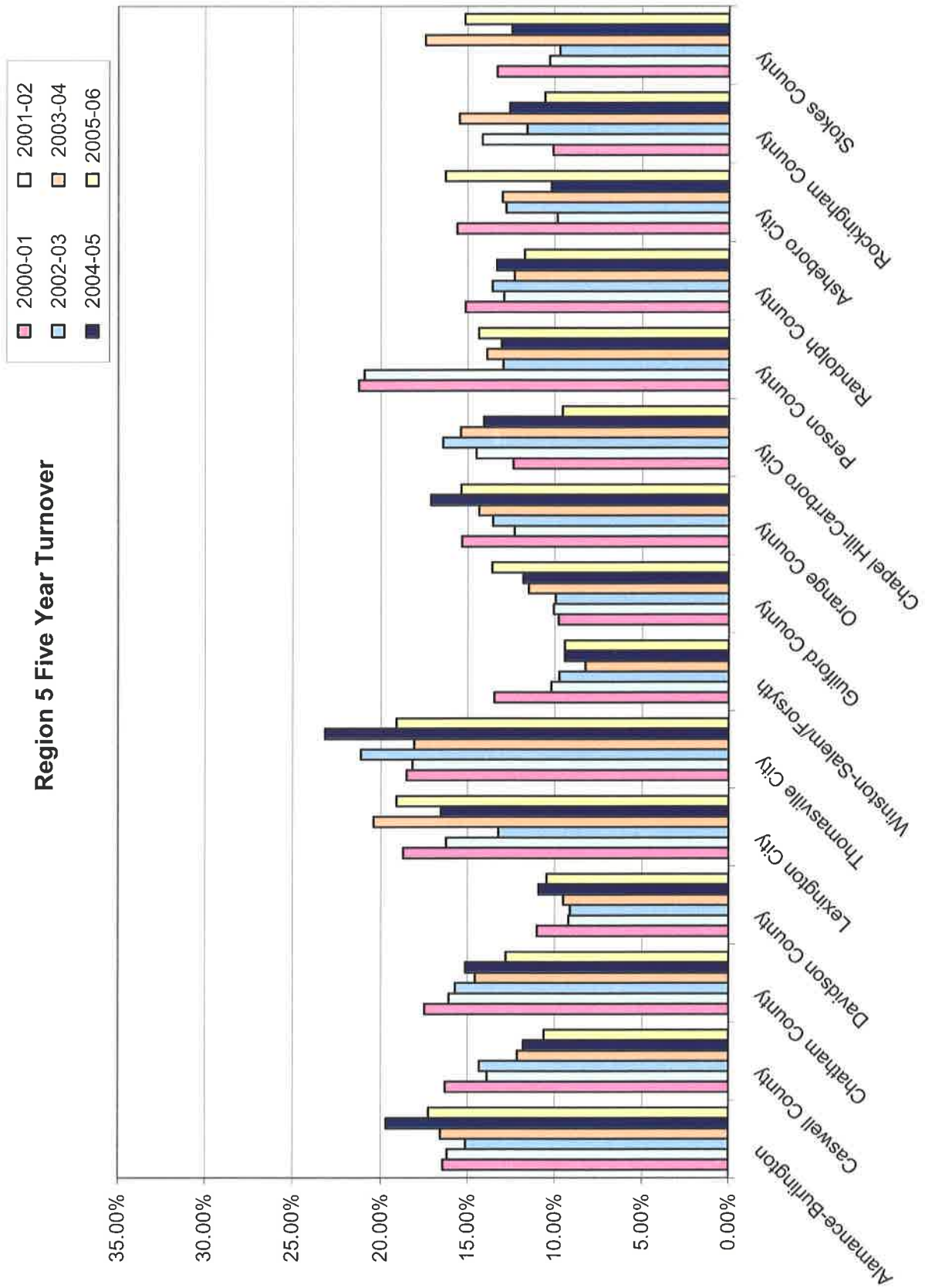
### Region 3 Five Year Turnover



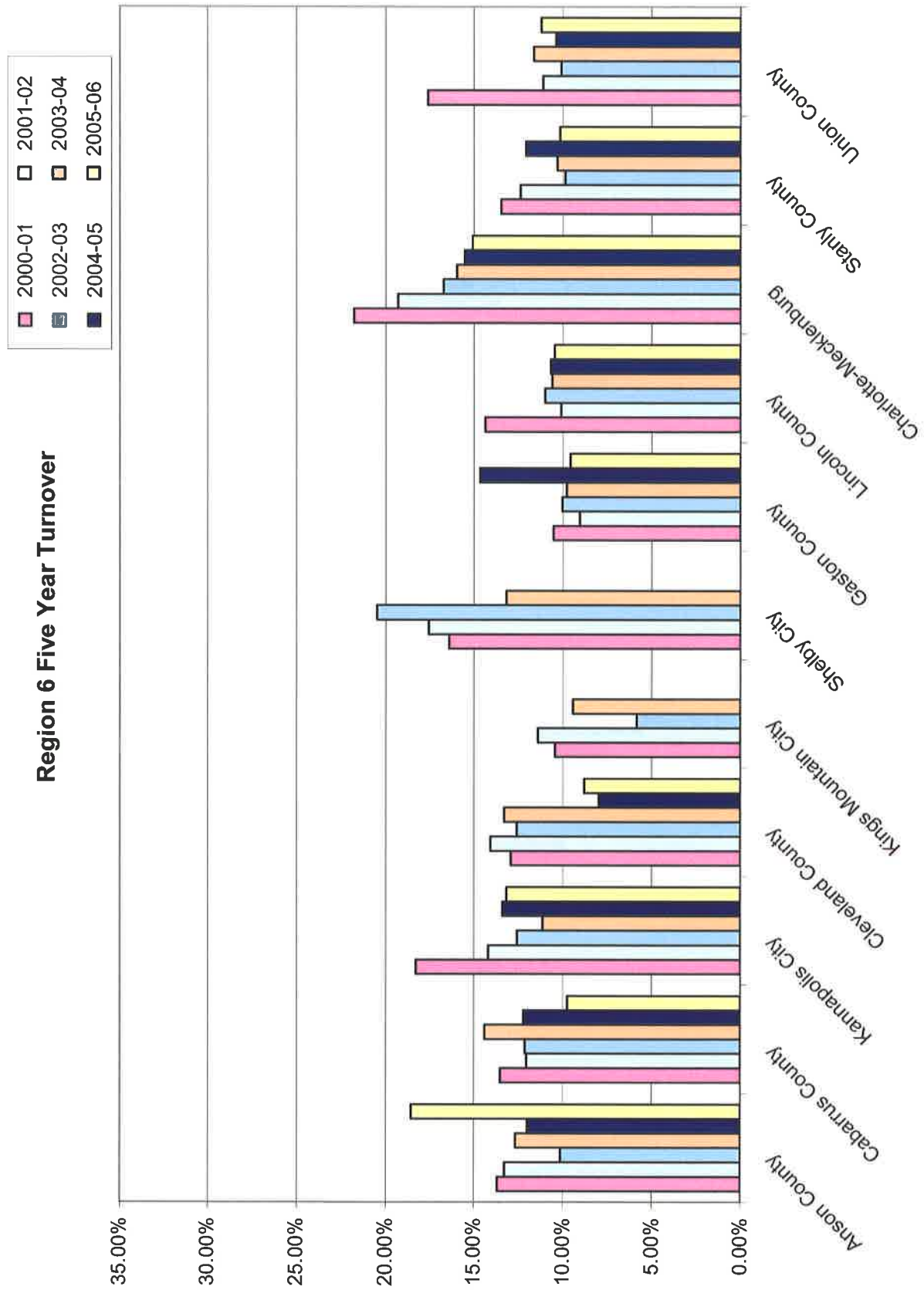
**Region 4 Five Year Turnover**



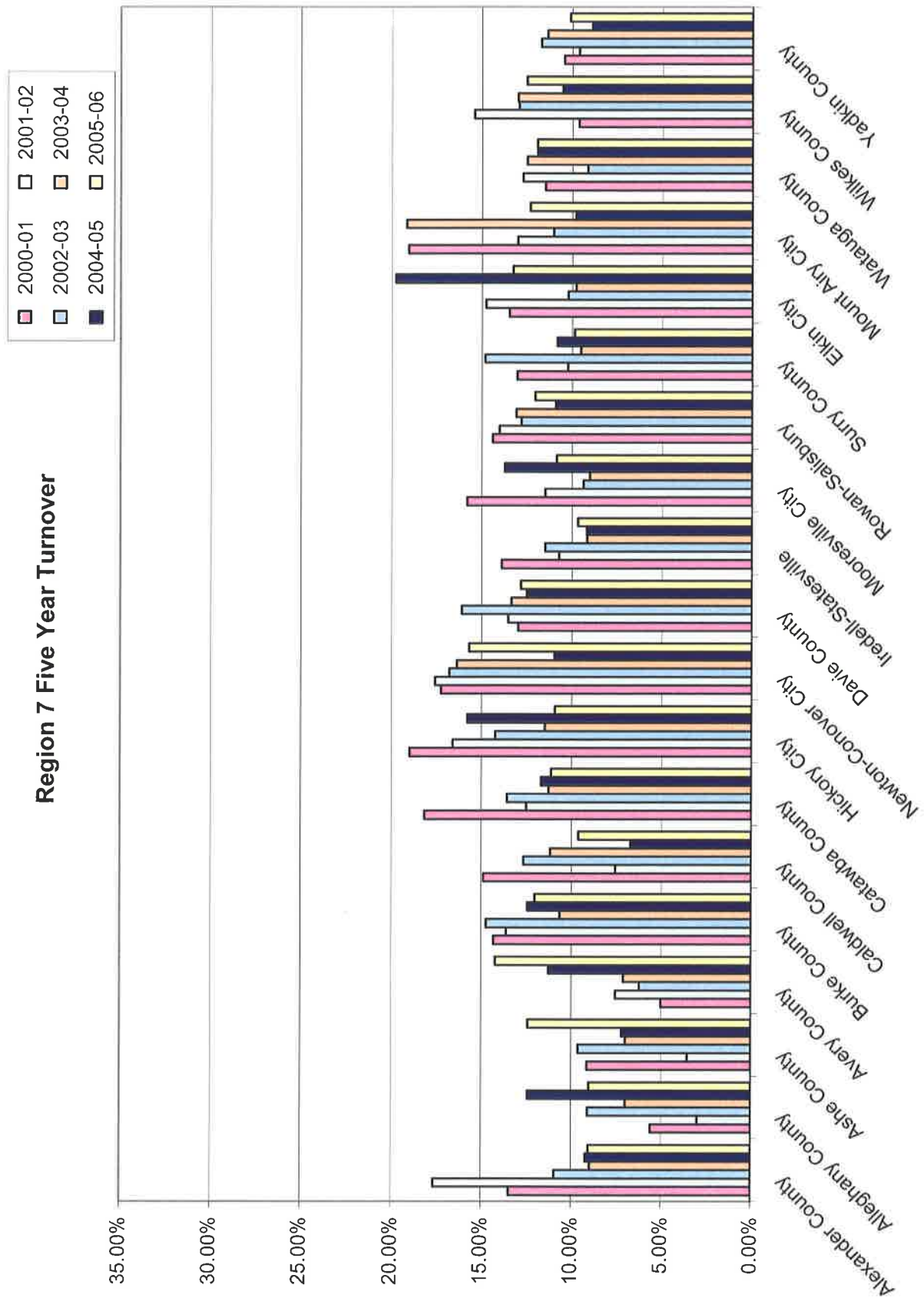
# Region 5 Five Year Turnover



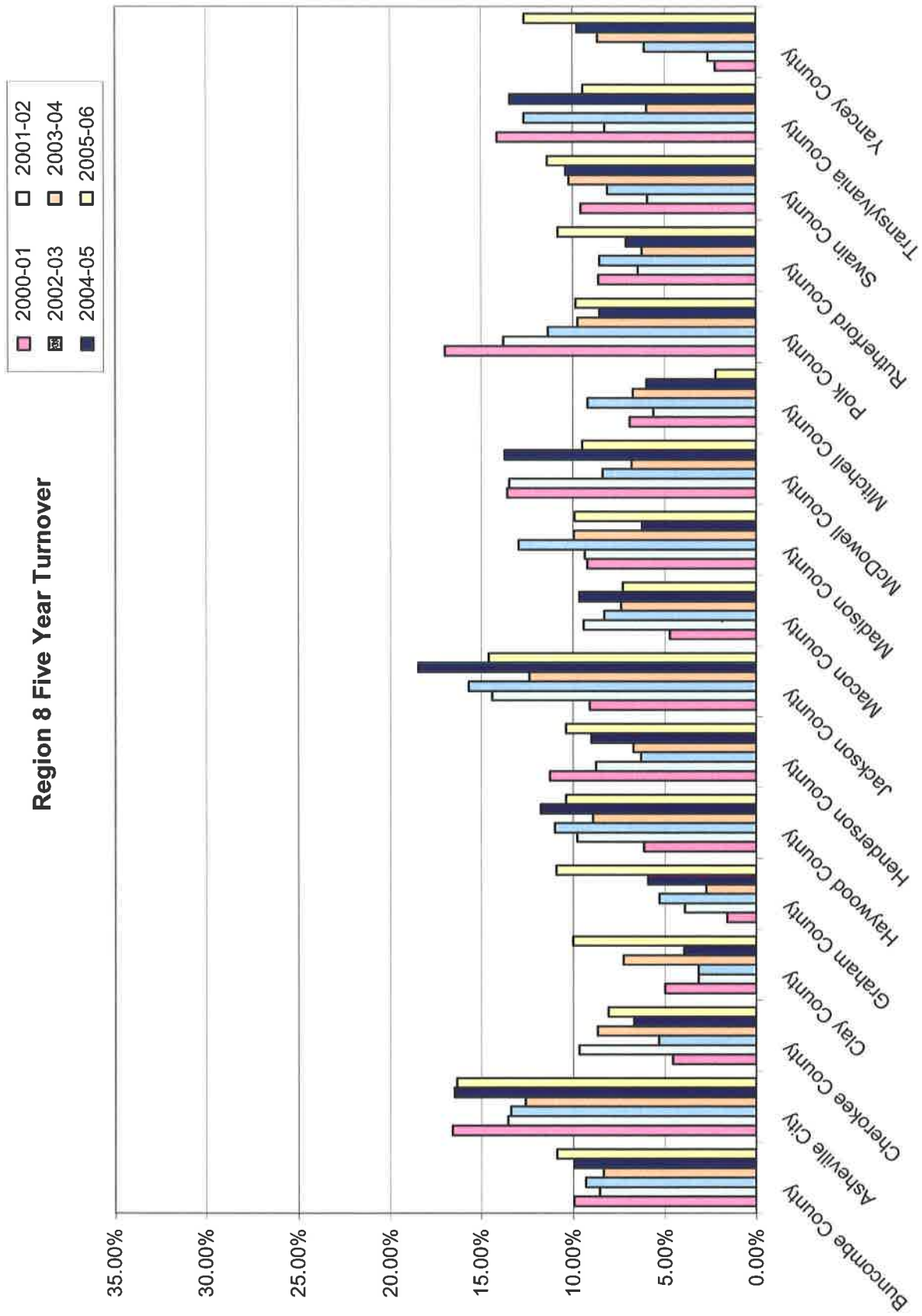
### Region 6 Five Year Turnover



# 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**  
**2001-2006**  
(in descending rank order)

<b>RANK</b>	<b>2001-2002</b>	<b>2002-2003</b>	<b>2003-2004</b>	<b>2004-05</b>	<b>2005-06</b>
1	Retired	To teach elsewhere	To teach elsewhere	To teach elsewhere	To teach elsewhere
2	To teach elsewhere	Retired	Retired	Retired	Retired
3	Family Relocation	Family Relocation	Family Relocation	Family Relocation	Family Relocation
4	Other/Unknown Reasons	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	Re-employed retired teacher resigned	Career Change
7	Non-renewed/ probationary contract ended	Didn't obtain/maintain license	End of Contract	Career Change	Re-employed retired teacher resigned
8	Didn't obtain/maintain license	Re-employed retired teacher resigned	Re-employed retired teacher resigned	Dissatisfied with teaching	To continue education/ sabbatical
9	Employed, but in a non- teaching position	Non-Renewal (Probationary contract ended)	To continue education/sabbatical	End of Contract	Didn't obtain/maintain license
10	End of Contract	End of Contract	Didn't obtain/maintain license	To continue education/ sabbatical	Interim contract ended-not rehired
11	To continue education/ sabbatical	Health/Disability	Non-Renewal (Probationary Contract ended)	Didn't obtain/maintain license	<b>Dissatisfied with teaching</b>
12	Health/Disability	Employed, but in a non- teaching position	Health/Disability	Health/Disability	Health/Disability
13	Dismissed	Resigned in lieu of dismissal	Moved to non-teaching position in education	Non-Renewal (Probationary Contract ended)	Resigned in lieu of dismissal
14	Deceased	Moved to non-teaching position in Education	Resigned in lieu of dismissal	Resigned in lieu of dismissal	End of VIF term
15	Reduction in Force	Deceased	Deceased	End of VIF term	Non-Renewal (Probationary Contract ended)



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## **Appendix E**

### **Analysis of Turnover**

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## Analysis of Turnover 2005-06

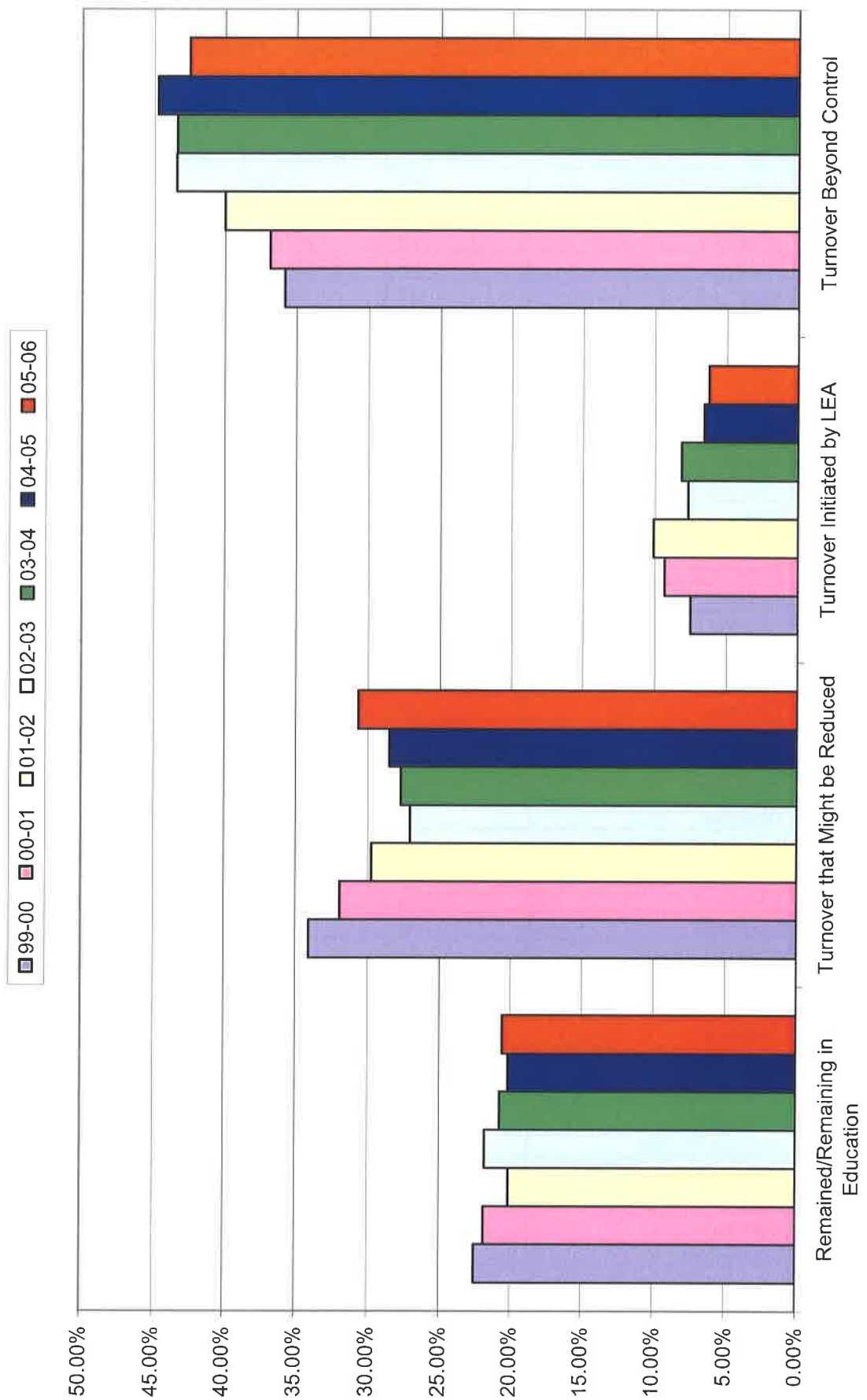
<b>Remained/ Remaining in Education</b>	<b>2,618 2.59%</b>	<b>Turnover that Might be Reduced</b>	<b>3,904 3.86%</b>	<b>Turnover Initiated by LEA</b>	<b>797 0.79%</b>	<b>Turnover Beyond Control</b>	<b>5,411 5.35%</b>
Resigned to teach in another NC LEA	1978	Retired with reduced benefits	251	Non-Renewal (Probationary contract ended)	173	Reduction in Force	7
Resigned to teach in a NC Charter School	32	Resigned to teach in a NC non-public/private school	104	Interim contract ended—not rehired	346	Retired with full benefits	1728
Moved to a non-teaching position in education	241	Resigned to teach in another state	560	Resigned—In lieu of dismissal	243	Re-employed retired teacher resigned	377
Resigned—To continue education/sabbatical	367	Resigned - - Dissatisfied with teaching	322	Dismissed	35	Resigned - - Family responsibility/child care	879
		Resigned - - Career Change	786			Resigned - - Family Relocation	1833
		Did not obtain or maintain license	347			Resigned - - Because of health/disability	295
		Resigned other reasons	927			Deceased	69
		Resigned unknown reasons	607			End of VIF Term	223

### Breakdown of Turnover by Category

<b>Remained/Remaining in Education</b>	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>	<b>05-06</b>
Resigned to teach in another NC LEA	1772	1456	1701	1730	1921	1978
Resigned to teach in a NC Charter School	45	36	29	42	35	32
Moved to a non-teaching position in education	591	509	396	255	198	241
Resigned to continue education/sabbatical	350	320	387	337	346	367
<b>Turnover that Might be Reduced</b>	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>	<b>05-06</b>
Retired with reduced benefits	216	174	185	213	217	251
Resigned to teach in a NC non-public/private school	56	65	83	66	73	104
Resigned to teach in another state	477	395	336	335	471	560
Dissatisfied with teaching or career change	721	644	600	651.5	929	1108
Did not obtain or maintain license	523	589	487	283	322	347
Resigned for other reasons	1400	1009	901	997	920	927
Resigned for unknown reasons	634	555	529	614	603	607
<b>Turnover Initiated by LEA</b>	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>	<b>05-06</b>
Non-renewal (probationary contract ended)	306	378	361	277	201	173
Interim contract ended--not rehired	656	590	312	472	391	346
Resigned in lieu of dismissal	172	162	180	149	189	243
Dismissed	42	34	36	32	37	35

<b>Turnover Beyond Control</b>	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>	<b>05-06</b>
Reduction in Force	43	23	32	24	19	7
Retired with full benefits	1825	1917	1807	1670	1815	1728
Re-employed retired teacher resigned	NR	NR	442	438.5	567	377
Resigned due to family responsibilities/ childcare	759	667	740	777.3	818	879
Resigned due to family relocation	1742	1671	1644	1687.5	1794	1833
Resigned due to health/disability	227	278	286	275	282	295
Deceased	53	61	57	73	66	69
End of VIF Term					184	223

**Categories of Turnover Across Years**



**Percentage of Teachers Leaving for Selected Reasons (2005-06)**

<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	282	14.89	6.38	7.09	6.74
20	Alexander	36	36.11	0.00	22.22	5.56
30	Alleghany	13	23.08	0.00	0.00	23.08
40	Anson	55	23.64	0.00	0.00	25.45
50	Ashe	31	19.35	0.00	0.00	41.94
60	Avery	29	20.69	0.00	0.00	31.03
70	Beaufort	67	17.91	0.00	0.00	26.87
80	Bertie	65	15.38	10.77	0.00	13.85
90	Bladen	48	29.17	0.00	12.50	14.58
100	Brunswick	101	18.81	1.98	2.97	8.91
110	Buncombe	174	4.02	3.45	28.74	26.44
111	Asheville City	58	12.07	0.00	0.00	18.97
120	Burke	133	21.80	1.50	4.51	13.53
130	Cabarrus	170	14.71	0.00	1.18	11.18
132	Kannapolis	52	19.23	0.00	0.00	11.54
140	Caldwell	78	17.95	0.00	15.38	34.62
150	Camden	9	22.22	0.00	0.00	0.00
160	Carteret	63	0.00	3.17	19.05	11.11
170	Caswell	27	29.63	0.00	0.00	25.93
180	Catawba	126	23.02	0.00	0.79	28.57
181	Hickory Public	34	41.18	0.00	0.00	14.71
182	Newton Conover	32	12.50	21.88	0.00	9.38
190	Chatham	83	21.69	0.00	22.89	15.66
200	Cherokee	26	11.54	0.00	0.00	50.00
210	Edenton-Chowan	38	23.68	0.00	5.26	26.32
220	Clay	10	40.00	0.00	0.00	40.00
230	Cleveland	112	9.82	0.00	4.46	21.43
240	Columbus	76	0.00	0.00	1.32	25.00
241	Whiteville City	18	33.33	11.11	0.00	11.11
250	Craven	138	15.22	11.59	0.00	13.77
260	Cumberland	464	5.60	24.35	4.74	11.42
270	Currituck	19	5.26	5.26	0.00	10.53
280	Dare	50	4.00	0.00	18.00	8.00
290	Davidson	142	21.83	1.41	3.52	7.75
291	Lexington City	49	28.57	0.00	6.12	2.04
292	Thomasville City	34	20.59	0.00	0.00	0.00
300	Davie	55	18.18	0.00	0.00	14.55
310	Duplin	86	32.56	0.00	3.49	3.49
320	Durham	442	24.89	1.36	13.35	5.43
330	Edgecombe	102	22.55	0.00	5.88	9.80
340	Forsyth-Winston Salem	418	10.77	0.24	18.90	11.72
350	Franklin	121	0.83	0.00	0.00	0.00
360	Gaston	199	11.06	0.00	3.52	29.15
370	Gates	12	0.00	0.00	0.00	0.00
380	Graham	12	8.33	0.00	0.00	16.67
390	Granville	89	34.83	0.00	0.00	13.48

**Percentage of Teachers Leaving for Selected Reasons (2005-06)**

<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	33	33.33	0.00	12.12	12.12
410	Guilford	709	16.36	6.49	8.04	13.26
420	Halifax	69	26.09	0.00	5.80	8.70
421	Roanoke Rapids City	12	16.67	0.00	0.00	16.67
422	Weldon City	17	17.65	5.88	0.00	0.00
430	Harnett	190	16.32	0.00	32.11	6.32
440	Haywood	66	15.15	0.00	0.00	22.73
450	Henderson	91	9.89	0.00	5.49	25.27
460	Hertford	45	0.00	26.67	8.89	20.00
470	Hoke	105	29.52	0.00	1.90	5.71
480	Hyde	12	41.67	0.00	0.00	8.33
490	Iredell-Statesville	147	12.93	2.04	19.05	18.37
491	Mooreville Graded	37	8.11	0.00	2.70	13.51
500	Jackson	41	31.71	0.00	2.44	24.39
510	Johnston	317	23.97	3.79	1.89	6.62
520	Jones	16	18.75	0.00	0.00	25.00
530	Lee	118	33.90	0.00	15.25	17.80
540	Lenoir	134	30.60	2.99	0.00	24.63
550	Lincoln	82	28.05	0.00	8.54	17.07
560	Macon	24	12.50	0.00	0.00	62.50
570	Madison	21	4.76	0.00	4.76	33.33
580	Martin	49	26.53	0.00	0.00	24.49
590	McDowell	41	14.63	0.00	2.44	39.02
600	Charlotte-Mecklenburg	1,349	0.00	22.61	0.52	8.60
610	Mitchell	4	0.00	0.00	0.00	25.00
620	Montgomery	34	58.82	0.00	0.00	8.82
630	Moore	74	5.41	5.41	14.86	9.46
640	Nash-Rocky Mount	150	22.67	0.00	2.67	22.00
650	New Hanover	252	10.32	0.79	2.78	11.11
660	Northampton	37	18.92	0.00	0.00	8.11
670	Onslow	246	19.51	0.00	0.81	1.63
680	Orange	88	26.14	6.82	1.14	6.82
681	Chapel Hill-Carrboro	104	18.27	2.88	0.00	9.62
690	Pamlico	36	25.00	0.00	0.00	22.22
700	Pasquotank-Elizabeth City	88	15.91	1.14	0.00	13.64
710	Pender	78	23.08	0.00	0.00	10.26
720	Perquimans	22	13.64	0.00	9.09	18.18
730	Person	70	22.86	0.00	1.43	15.71
740	Pitt	224	8.48	0.00	12.05	17.86
750	Polk	19	0.00	0.00	0.00	5.26
760	Randolph	146	21.92	0.00	15.07	7.53
761	Asheboro City	57	31.58	0.00	0.00	12.28
770	Richmond	48	29.17	0.00	0.00	10.42
780	Robeson	229	12.23	1.75	9.61	5.24
790	Rockingham	120	25.00	11.67	0.00	19.17
800	Rowan-Salisbury	187	16.58	0.00	19.25	11.76

**Percentage of Teachers Leaving for Selected Reasons (2005-06)**

<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	76	17.11	0.00	0.00	38.16
820	Sampson	71	32.39	0.00	33.80	16.90
821	Clinton City	32	15.63	0.00	0.00	31.25
830	Scotland	50	10.00	0.00	42.00	26.00
840	Stanly	76	19.74	0.00	10.53	23.68
850	Stokes	84	33.33	0.00	0.00	22.62
860	Surry	64	20.31	0.00	1.56	45.31
861	Elkin	13	23.08	0.00	23.08	23.08
862	Mount Airy City	17	29.41	0.00	0.00	23.53
870	Swain	18	27.78	0.00	0.00	38.89
880	Transylvania	26	46.15	0.00	0.00	23.08
890	Tyrrell	12	8.33	8.33	0.00	8.33
900	Union	244	6.56	0.00	14.75	9.84
910	Vance	140	17.14	3.57	12.86	20.71
920	Wake	757	11.23	3.17	10.17	10.83
930	Warren	37	8.11	2.70	8.11	8.11
940	Washington	26	34.62	0.00	0.00	26.92
950	Watauga	48	14.58	2.08	0.00	20.83
960	Wayne	163	24.54	0.00	8.59	7.36
970	Wilkes	95	13.68	1.05	4.21	28.42
980	Wilson	96	38.54	2.08	6.25	4.17
990	Yadkin	44	27.27	0.00	0.00	15.91
995	Yancey	25	12.00	0.00	0.00	44.00