



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

Report to the North Carolina General Assembly

2013-2014 Annual Report on Teachers Leaving the
Profession
G.S. 115C-12 (22)

Prepared by:

Educator Effectiveness Division
Financial Business Services
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NC TEACHER TURNOVER REPORT 2013-2014

Executive Summary

G.S. 115C-12(22) requires the State Board of Education to monitor and compile an annual report on the decisions of teachers who leave the teaching profession.

Turnover data within this report is summarized by individual LEAs and State Board of Education (SBE) Districts for the current year (2013-2014) and five-year trend analyses (2009-2014) using five (5) reasons categories. Improvements were made to this year's report based on feedback from the NC Department of Public Instruction and the State Board of Education. The five reasons categories were realigned to better represent the reasons teachers have self-reported their changes in employment for 2013-2014. The five reasons categories were originally established to organize the data, to make comparisons of the data, and to find relationships among the data to better understand the reasons why teachers leave the profession. LEAs were also asked to identify up to five teaching areas in which they have the greatest difficulty in hiring appropriately licensed teachers. These responses have also been summarized and are included in this report.

This report does not include teachers who moved from one school to another school within the LEA or teachers who are on approved leave; they continue as active and current employees. This report does not include information regarding local vacancies, teacher effectiveness data, or any statewide salary/cost analysis. Lastly, Charter school data are not reflected in this report. Charter schools do not report turnover data to the State as teachers employed by NC charters are at-will employees and only 50% of their staffs are required to hold teacher licenses, according to State Board Policy 115C-238.29F(e)(1).

State Teacher Turnover Summary 2013-2014

All 115 LEAs reported their district-level turnover data this year. The calculations show that 13,557 teachers out of the 96,010 teachers employed during the 2013-2014 school year left their LEAs, resulting in an overall state turnover rate of **14.12%**. This represents a decrease in the state's overall turnover rate, as reported for the 2012-2013 school year at **14.33%**. This figure includes Visiting International Faculty (VIF) teachers who are required to return to their home countries after three years, Teach for America (TFA) teachers who are high-achieving recent college graduates and professionals enlisted to teach for at least two years in designated high-need communities, and teachers receiving financial assistance through the Troops to Teachers Program who agree to teach in their position for at least three years.

Of the 13,557 teachers reported leaving during the 2013-2014 school years, 5,107 (37.67%) had career status. This represents a decrease in the number of teachers reported that left teaching who had obtained career status/tenure the previous year. A total of 493 teachers were employed as Visiting International Faculty (VIF) teachers, and 161 (1.19%) were not retained in 2013; a total of 402 Teach for America (TFA) Teachers were employed and 167 (1.23%) were not retained; 642 teachers were employed as Troops to Teachers and 94 (0.69%) were not retained in 2013. In addition, there were 15,552 Beginning Teachers employed statewide in 2013 and 3,143 (23.18%) were reported as turnover; and 2,550 Lateral Entry (LE) Teachers were employed and 613 (4.52%) were no longer employed by their LEAs at the end of the school year. A synopsis of this data is included in this report.

Individual turnover rates ranged from a high of 42 (34.43%) teachers in Washington County to a low of 6 (6%) teachers in Clay County Schools. A listing of turnover data by LEA is included in this report. Page 32 of this report begins the analysis of the turnover reported by LEAs for the last five years.

How Teacher Turnover is Determined for G.S. 115C-12(22)

Each Local Education Agency (LEA) reports teacher turnover for the NC School Report Card (SRC). This data are calculated based on a snapshot of employment for teachers employed in the LEA as reflected in the DPI Licensure/Salary database. The snapshot shows teachers who were employed in March of the previous year but were not employed in the LEA as teachers in March of the current year. The Financial and Business Services Division at the Department of Public Instruction provides each personnel administrator in the LEAs a list of individuals employed as teachers within the March date range and they are asked to provide summative data on the reasons these teachers left teaching. This information is self-reported to the personnel administrators during exit interviews, surveys, and/or factual information from their human resources database.

How Teacher Turnover Is Determined for the NC State Report Card

1. For the 2014 NC SRC, teacher turnover is based upon employed March 2013 classroom teachers and their employment status in March 2014. Payroll data is used for the determination.
 2. Classroom Teachers are determined by Purpose Codes beginning with 51, 52, or 53 AND Object Codes 121, 123, 124, or 128. Purpose and Object Codes are part of the payroll budget code.
 3. Classroom teachers employed in March 2013 are determined using March 2012 payroll and the criteria in step #2.
 4. Once the roster from step #3 is determined, the Social Security Numbers (SSNs) of the classroom teachers are queried against all certified employee budget codes in the March 2014 payroll data. If the SSN is not found to be employed in the same LEA in March 2014 as they were in March 2013, they are classified as turnover at the LEA level.
 5. The following numbers are not captured in the State Report statistics at this time:
 - Teachers on approved leave
 - Teachers who moved from one school to another school within the LEA
-
-

Reasons for Leaving

The following are the 28 self-reported reasons used in this report:

Resigned to teach in another NC LEA (58)
Moved to a non-teaching position in education (59)
Resigned to teach in a NC Charter School (70)
Resigned to teach in an NC non-public/ private school (71)
Moved to a non-teaching position in education (75)
Resigned due to family responsibilities/ childcare (57)
Resigned to continue education/sabbatical (60)
Resigned due to family relocation (61)
Resigned to teach in another state (62)
Dissatisfied with teaching or career change (63 and 72)
Resigned due to health/disability (64)
Retired with reduced benefits (68)
Re-employed retired teacher resigned (73)
Dismissed (50)
Non-renewal (probationary contract ended)(53)
Interim contract ended--not rehired (54)
Resigned in lieu of dismissal (55)

- Resigned in lieu of non-renewal (new)(78)
- Did not obtain or maintain license (56)
- Reduction in Force (51)
- Retired with full benefits (66)
- Deceased (67)
- End of VIF Term (74)
- Resigned due movement required by Military Orders (76)
- End of TFA Term (77)
- Resigned for other reasons (65)
- Resigned for unknown reasons (69)

For purposes of this report, the 28 self-reported reasons teachers provide to their LEAs are combined into five (5) categories. The five (5) reasons categories were established to organize the data, to make comparisons of the data, and to find relationships among the data to better understand the reasons why teachers leave the profession. The categories are as follows:

- 1) Teachers who left the LEA but remained in education
- 2) Teachers who left the LEA for personal reasons
- 3) Teachers who were terminated by the LEA
- 4) Teachers who left the LEA for reasons beyond the LEA's control
- 5) Teachers who left the LEA for other reasons not listed above

1) Teachers who left the LEA but remained in education (Includes individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education)	
58	Resigned to teach in another NC public school system
	Teachers leaving LEA to accept a teaching position in another NC system
	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)
59	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
70	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)
71	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)
75	Moved to a non-teaching position in the LEA
	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
2) Teachers who left for personal reasons (Includes 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)	
57	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
60	Resigned – To continue education/Take a sabbatical
	Teachers resigning to return to school

	Teachers resigning to pursue an educational leave of absence
61	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
62	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
63	Resigned – Dissatisfied with teaching
	Teachers resigning due to dissatisfaction with teaching
64	Resigned – Because of health/disability
	Teachers resigning due to personal disability or health related issues
68	Retired with reduced benefits
	Teachers retiring after age 50 with reduced benefits
	Teachers retiring with less than full benefits
72	Resigned – Career Change
	Teachers resigning to pursue another employment opportunity
	Teachers resigning to pursue interests outside teaching
73	Re-employed Retired Teacher Resigned
	Teacher who had retired, was re-employed and subsequently resigns
3) Teachers who were terminated by the LEA (Includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal)	
50	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
53	Non-Renewed – Probationary Contract Ended
	Probationary teachers whose contract is not renewed after the end of the year
54	Interim Contract – Not Rehired (<i>Report only for interim contracts of 6 months or more</i>)
	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
55	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
56	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
78	Resigned In Lieu of Non-Renewal
4) Teachers who left for reasons beyond LEA control (Includes individuals who retired with full benefits, individuals who resigned for health reasons, individuals who resigned due to family responsibilities and/or childcare, death, and individuals who resigned due to family relocation)	
51	Reduction in Force
	Teachers not rehired due to loss of enrollment, funding, or programming
	Teachers covered under local "RIF" policies
66	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
67	Deceased
	Teachers who die while in active service in a NC public school
74	Resigned – End of Visiting International Faculty (VIF) Term
	Teachers whose cultural visas have expired and are no longer eligible to be employed in North Carolina
76	Resigned – Moving Due to Military Orders
	Teachers resigning due to being moved under military orders
77	Resigned – End of Teach for America (TFA) Term
	5) Teachers who left for other reasons (Includes teachers resigning or leaving teaching for reasons not listed or those who resigned for unknown and other reasons)
65	Resigned – Other reasons
	Teachers resigning or leaving teaching for reasons not listed on the survey
	<i>Please specify (text box):</i> _____
69	Resigned – Reasons unknown
	Teachers resigning; however, there is no information on reason

State Teacher Turnover Analysis: 2013-2014

Table 1: Top Five Self-Reported Reasons for Turnover 2014

Each Local Education Agency (LEA) reports teacher turnover for the NC School Report Card (SRC). This data are calculated based on a snapshot of employment for teachers employed in the LEA as reflected in the DPI Licensure/Salary database. The snapshot shows teachers who were employed in March of the previous year but were not employed in the LEA as teachers in March of the current year. The Financial and Business Services Division at the Department of Public Instruction provides each personnel administrator in the LEAs a list of individuals employed as teachers within the March date range and they are asked to provide summative data on the reasons these teachers left teaching. This information is self-reported to the personnel administrators during exit interviews, surveys, and/or factual information from their human resources database.

The top five self-reported reasons for teachers leaving are as follows (highest to lowest):

H to L	2013-2014
1	Resigned-To teach in another NC public school system (58)
2	Retired with full benefits (66)
3	Resigned-Family relocation (61)
4	Resigned-Career Change (72)
5	Moved to a non-teaching position in the LEA (59 and 75)

Table 2: Turnover Reasons by Categories 2013-2014

For purposes of this report, the 28 self-reported reasons teachers provide to their LEAs are combined into five (5) categories. The five (5) reasons categories were established to organize the data, to make comparisons of the data, and to find relationships among the data to better understand the reasons why teachers leave the profession.

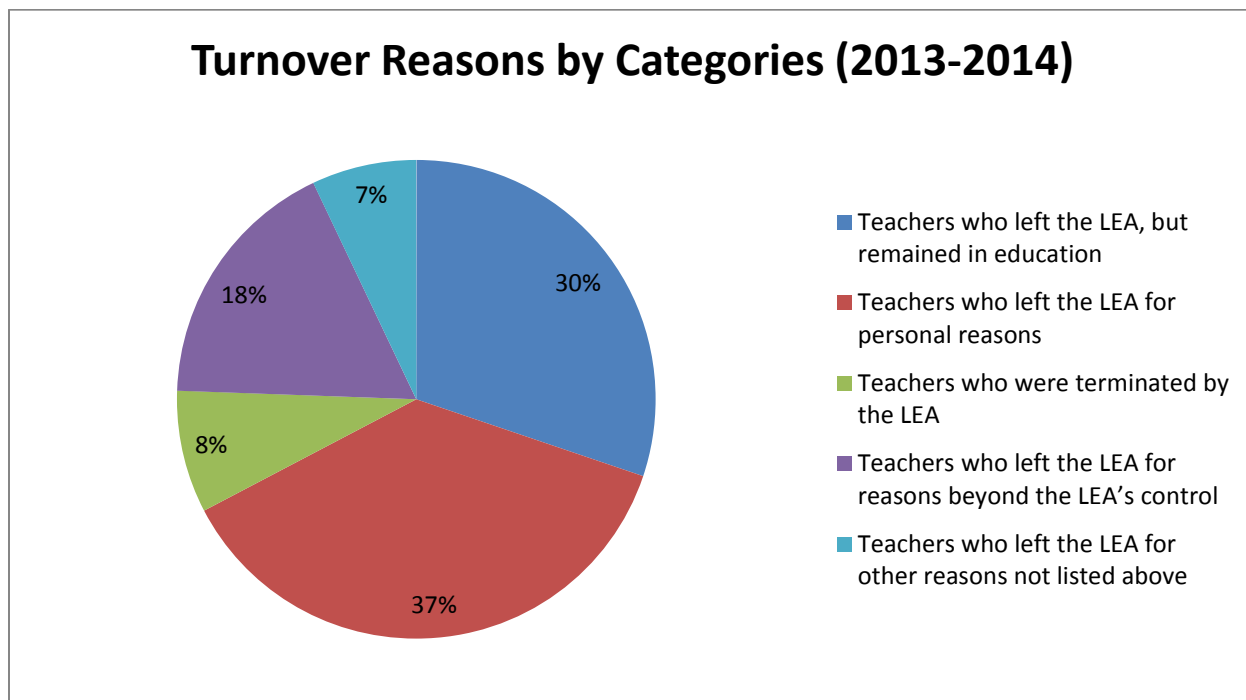
Turnover Reasons	2013-2014
1) Turnover but remained in education	4,093.0
Resigned to teach in another NC LEA (58)	2,730.0
Resigned to teach in a NC Charter School (70)	191.0
Moved to a non-teaching position in education (59 and 75)	979.0
**Resigned to teach in an NC non-public/ private school (71)	193.0
2) Turnover for Personal Reasons	5,030.0
Retired with reduced benefits (68)	500.0
Resigned to teach in another state (62)	734.0
Dissatisfied with teaching or career change (63 and 72)	1,011.0
**Resigned to continue education/sabbatical (60)	259.0
**Resigned due to family relocation (61)	1,460.0
**Resigned due to health/disability (64)	200.0
**Resigned due to family responsibilities/ childcare (57)	700.0
**Re-employed retired teacher resigned (73)	166.0
3) Turnover Initiated by LEA	1,122.5
Non-renewal (probationary contract ended)(53)	207.0
Interim contract ended--not rehired (54)	650.5
Dismissed (50)	22.0
*Resigned in lieu of dismissal (55)	140.0
Resigned in lieu of non-renewal (78)	61.0
**Did not obtain or maintain license (56)	42.0
4) Turnover Beyond Control	2,353.0
Reduction in Force (51)	16.0
Retired with full benefits (66)	1,933.0
Resigned due movement required by Military Orders (76)	129.0
Deceased (67)	54.0
End of VIF Term (74)	92.0
End of TFA Term (77)	129.0
5) Turnover by Other Reasons	958.0
Resigned for other reasons (65)	742.0
Resigned for unknown reasons (69)	216.0

*New reason added by HRMS Committee for 2014 reporting

**NOTE: The following reflects changes to the categories of reasons for 2013-2014:

1. Resigned to teach in non-public/private school moved to Turnover but remained in education
2. Resigned due to family responsibilities/childcare moved to Turnover for Personal Reasons
3. Resigned to continue education/sabbatical moved to Turnover for Personal Reasons
4. Resigned due to family relocation moved to Turnover for Personal Reasons
5. Resigned due to health/disability moved to Turnover for Personal Reasons
6. Re-employed retired teacher resigned moved to Turnover for Personal Reasons
7. Did not obtain or maintain license moved to Turnover Initiated by LEA

Chart 1: Turnover Reasons by Categories 2013-2014



Categories of Reasons why Teachers Leave the Profession

Teachers who left the LEA but remained in education (30%)

(Includes individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education)

Teachers who left the LEA for personal reasons (37%)

(Includes 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)

Teachers who were terminated by the LEA (8%)

(Includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal)

Teachers who left the LEA for reasons beyond the LEA's control (18%)

(Includes individuals who retired with full benefits, individuals who resigned for health reasons, individuals who resigned due to family responsibilities and/or childcare, death, and individuals who resigned due to family relocation)

Teachers who left the LEA for other reasons not listed above (7%)

(Includes teachers resigning or leaving teaching for reasons not listed or those who resigned for unknown and other reasons)

**Table 3: LEA Turnover Percentages by Reasons Categories 2014
(alphabetical order)**

LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	Turnover for Personal Reasons	%	Turnover for Other Reasons	%	Turnover Initiated by LEA	%
010	Alamance-Burlington Schools	1,517	235	126	53.62	12	5.11	67	28.51	25	10.64	5	2.13
020	Alexander County Schools	344	35	12	34.29	6	17.14	7	20.00	7	20.00	3	8.57
030	Alleghany County Schools	119	12	4	33.33	3	25.00	4	33.33	-	-	1	8.33
040	Anson County Schools	255	52	22	42.31	13	25.00	13	25.00	4	7.69	-	-
050	Ashe County Schools	238	22	5	22.73	10	45.45	4	18.18	3	13.64	-	-
761	Asheboro City Schools	359	70	36	51.43	15	21.43	12	17.14	7	10.00	-	-
111	Asheville City Schools	328	56	9	16.07	6	10.71	32	57.14	1	1.79	8	14.29
060	Avery County Schools	169	18	8	44.44	2	11.11	4	22.22	-	-	4	22.22
070	Beaufort County Schools	496	64	26	40.63	18	28.13	19	29.69	-	-	1	1.56
080	Bertie County Schools	175	38	16	42.11	13	34.21	7	18.42	-	-	2	5.26
090	Bladen County Schools	350	55	19	34.55	18	32.73	8	14.55	10	18.18	-	-
100	Brunswick County Schools	795	120	25	20.83	19	15.83	53	44.17	7	5.83	16	13.33
110	Buncombe County Schools	1,675	229	47	20.52	60	26.20	98	42.79	9	3.93	15	6.55
120	Burke County Schools	862	71	31	43.66	12	16.90	22	30.99	5	7.04	1	1.41
130	Cabarrus County Schools	1,865	248	71	28.63	29	11.69	123	49.60	6	2.42	19	7.66
140	Caldwell County Schools	847	71	33	46.48	12	16.90	23	32.39	-	-	3	4.23
150	Camden County Schools	124	8	4	50.00	2	25.00	2	25.00	-	-	-	-
160	Carteret County Public Schools	639	57	7	12.28	23	40.35	23	40.35	4	7.02	-	-
170	Caswell County Schools	200	50	19	38.00	20	40.00	9	18.00	-	-	2	4.00
180	Catawba County Schools	1,051	98	20	20.41	24	24.49	45	45.92	1	1.02	8	8.16
681	Chapel Hill-Carrboro City Schools	921	148	35	23.65	26	17.57	53	35.81	11	7.43	23	15.54
600	Charlotte-Mecklenburg Schools	8,586	1,300	283	21.77	215	16.54	605	46.54	39	3.00	158	12.15
190	Chatham County Schools	583	87	30	34.48	14	16.09	31	35.63	5	5.75	7	8.05
200	Cherokee County Schools	263	34	7	20.59	13	38.24	11	32.35	1	2.94	2	5.88
220	Clay County Schools	100	6	2	33.33	3	50.00	1	16.67	-	-	-	-
230	Cleveland County Schools	1,132	110	42	38.18	20	18.18	35	31.82	13	11.82	-	-
821	Clinton City Schools	214	36	15	41.67	5	13.89	8	22.22	4	11.11	4	11.11
240	Columbus County Schools	427	77	30	38.96	14	18.18	16	20.78	7	9.09	10	12.99
250	Craven County Schools	977	167	59	35.33	42	25.15	30	17.96	35	20.96	1	0.60
260	Cumberland County Schools	3,701	600	111	18.50	106	17.67	227	37.83	31	5.17	125	20.83
270	Currituck County Schools	254	28	8	28.57	11	39.29	6	21.43	1	3.57	2	7.14
280	Dare County Schools	393	31	7	22.58	5	16.13	18	58.06	-	-	1	3.23

LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	Turnover for Personal Reasons	%	Turnover for Other Reasons	%	Turnover Initiated by LEA	%
290	Davidson County Schools	1,200	130	33	25.38	35	26.92	54	41.54	7	5.38	1	0.77
300	Davie County Schools	439	45	18	40.00	13	28.89	9	20.00	2	4.44	3	6.67
310	Duplin County Schools	618	110	43	39.09	20	18.18	33	30.00	6	5.45	8	7.27
320	Durham Public Schools	2,326	470	161	34.26	41	8.72	195	41.49	51	10.85	22	4.68
210	Edenton-Chowan Schools	170	32	13	40.63	8	25.00	8	25.00	2	6.25	1	3.13
330	Edgecombe County Public Schools	422	110	58	52.73	9	8.18	27	24.55	5	4.55	11	10.00
700	Elizabeth City-Pasquotank Public Schools	400	62	19	30.65	15	24.19	24	38.71	1	1.61	3	4.84
861	Elkin City Schools	88	7	1	14.29	3	42.86	3	42.86	-	-	-	-
350	Franklin County Schools	569	88	28	31.82	10	11.36	34	38.64	16	18.18	-	-
360	Gaston County Schools	1,880	233	61	26.18	39	16.74	113	48.50	-	-	20	8.58
370	Gates County Schools	139	21	7	33.33	6	28.57	5	23.81	-	-	3	14.29
380	Graham County Schools	90	6	2	33.33	4	66.67	-	-	-	-	-	-
390	Granville County Schools	527	107	42	39.25	18	16.82	40	37.38	2	1.87	5	4.67
400	Greene County Schools	225	47	26	55.32	5	10.64	10	21.28	4	8.51	2	4.26
410	Guilford County Schools	4,971	658	169	25.68	89	13.53	283	43.01	66	10.03	51	7.75
420	Halifax County Schools	236	74	35	47.30	17	22.97	16	21.62	5	6.76	1	1.35
430	Harnett County Schools	1,297	213	58	27.23	44	20.66	63	29.58	38	17.84	10	4.69
440	Haywood County Schools	528	81	16	19.75	29	35.80	28	34.57	5	6.17	3	3.70
450	Henderson County Schools	912	111	27	24.32	24	21.62	54	48.65	3	2.70	3	2.70
460	Hertford County Schools	224	50	18	36.00	9	18.00	14	28.00	7	14.00	2	4.00
181	Hickory City Schools	299	61	30	49.18	7	11.48	19	31.15	1	1.64	4	6.56
470	Hoke County Schools	554	136	55	40.44	10	7.35	57	41.91	13	9.56	1	0.74
480	Hyde County Schools	63	10	3	30.00	1	10.00	4	40.00	1	10.00	1	10.00
490	Iredell-Statesville Schools	1,345	173	59	34.10	42	24.28	63	36.42	-	-	9	5.20
500	Jackson County Schools	252	34	16	47.06	8	23.53	9	26.47	1	2.94	-	-
510	Johnston County Schools	2,245	282	81	28.72	46	16.31	117	41.49	27	9.57	11	3.90
520	Jones County Schools	95	11	5	45.45	1	9.09	2	18.18	-	-	3	27.27
132	Kannapolis City Schools	403	62	30	48.39	5	8.06	18	29.03	3	4.84	6	9.68
530	Lee County Schools	622	102	49	48.04	14	13.73	26	25.49	7	6.86	6	5.88
540	Lenoir County Public Schools	593	100	40	40.00	13	13.00	36	36.00	9	9.00	2	2.00
291	Lexington City Schools	220	53	30	56.60	4	7.55	15	28.30	3	5.66	1	1.89
550	Lincoln County Schools	786	75	22	29.33	13	17.33	28	37.33	6	8.00	6	8.00
560	Macon County Schools	337	42	6	14.29	13	30.95	17	40.48	6	14.29	-	-
570	Madison County Schools	188	19	8	42.11	6	31.58	4	21.05	-	-	1	5.26

LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	Turnover for Personal Reasons	%	Turnover for Other Reasons	%	Turnover Initiated by LEA	%
580	Martin County Schools	265	35	21	60.00	7	20.00	6	17.14	1	2.86	-	-
590	McDowell County Schools	455	61	23	37.70	17	27.87	19	31.15	-	-	2	3.28
610	Mitchell County Schools	149	10	4	40.00	3	30.00	3	30.00	-	-	-	-
620	Montgomery County Schools	280	44	21	47.73	12	27.27	4	9.09	6	13.64	1	2.27
630	Moore County Schools	840	141	28	19.86	24	17.02	66	46.81	22	15.60	1	0.71
491	Mooresville Graded School District	349	49	18	36.73	4	8.16	10	20.41	10	20.41	7	14.29
862	Mount Airy City Schools	116	13	2	15.38	3	23.08	6	46.15	1	7.69	1	7.69
640	Nash-Rocky Mount Schools	994	199	103	51.76	24	12.06	39	19.60	7	3.52	26	13.07
650	New Hanover County Schools	1,647	192	51	26.56	24	12.50	99	51.56	12	6.25	6	3.13
182	Newton Conover City Schools	210	32	22	68.75	5	15.63	5	15.63	-	-	-	-
660	Northampton County Schools	162	46	14	30.43	12	26.09	11	23.91	2	4.35	7	15.22
670	Onslow County Schools	1,556	250	48	19.24	49	19.64	134	53.71	3	1.20	16	6.21
680	Orange County Schools	549	70	20	28.57	14	20.00	24	34.29	2	2.86	10	14.29
690	Pamlico County Schools	107	27	14	51.85	4	14.81	6	22.22	-	-	3	11.11
710	Pender County Schools	531	87	33	37.93	13	14.94	34	39.08	-	-	7	8.05
720	Perquimans County Schools	122	25	8	32.00	4	16.00	8	32.00	2	8.00	3	12.00
730	Person County Schools	323	42	20	47.62	5	11.90	14	33.33	-	-	3	7.14
740	Pitt County Schools	1,631	269	111	41.26	38	14.13	88	32.71	8	2.97	24	8.92
750	Polk County Schools	191	24	7	29.17	7	29.17	7	29.17	3	12.50	-	-
780	Public Schools of Robeson County	1,485	203	71	34.98	35	17.24	41	20.20	46	22.66	10	4.93
760	Randolph County Schools	1,185	146	54	36.99	28	19.18	41	28.08	4	2.74	19	13.01
770	Richmond County Schools	495	80	10	12.50	21	26.25	35	43.75	10	12.50	4	5.00
421	Roanoke Rapids City Schools	195	30	11	36.67	10	33.33	7	23.33	-	-	2	6.67
790	Rockingham County Schools	907	103	24	23.30	23	22.33	47	45.63	-	-	9	8.74
800	Rowan-Salisbury Schools	1,371	203	75	36.95	34	16.75	64	31.53	15	7.39	15	7.39
810	Rutherford County Schools	551	55	9	16.36	28	50.91	11	20.00	1	1.82	6	10.91
820	Sampson County Schools	568	65	30	46.15	8	12.31	18	27.69	1	1.54	8	12.31
830	Scotland County Schools	461	87	45	51.72	10	11.49	23	26.44	-	-	9	10.34
840	Stanly County Schools	610	51	18	35.29	16	31.37	7	13.73	6	11.76	4	7.84
850	Stokes County Schools	479	51	20	39.22	7	13.73	20	39.22	-	-	4	7.84
860	Surry County Schools	554	53	15	28.30	17	32.08	16	30.19	2	3.77	3	5.66
870	Swain County Schools	141	19	10	52.63	5	26.32	3	15.79	1	5.26	-	-
292	Thomasville City Schools	179	41	25	60.98	9	21.95	6	14.63	1	2.44	-	-
880	Transylvania County Schools	278	31	12	38.71	6	19.35	11	35.48	-	-	2	6.45

LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	Turnover for Personal Reasons	%	Turnover for Other Reasons	%	Turnover Initiated by LEA	%
890	Tyrrell County Schools	51	6	3	50.00	1	16.67	2	33.33	-	-	-	-
900	Union County Public Schools	2,574	393	93	23.66	25	6.36	168	42.75	29	7.38	78	19.85
910	Vance County Schools	502	104	43	41.35	18	17.31	32	30.77	3	2.88	8	7.69
920	Wake County Schools	9,858	1,135	257	22.64	115	10.13	509	44.85	137	12.07	117	10.31
930	Warren County Schools	169	31	7	22.58	9	29.03	8	25.81	-	-	7	22.58
940	Washington County Schools	122	42	13	30.95	16	38.10	11	26.19	2	4.76	-	-
950	Watauga County Schools	363	48	6	12.50	13	27.08	18	37.50	1	2.08	10	20.83
960	Wayne County Public Schools	1,256	163	70	42.94	36	22.09	52	31.90	3	1.84	2	1.23
422	Weldon City Schools	76	25	5	20.00	13	52.00	6	24.00	1	4.00	-	-
241	Whiteville City Schools	156	18	5	27.78	6	33.33	5	27.78	-	-	2	11.11
970	Wilkes County Schools	642	73	25	34.25	13	17.81	21	28.77	2	2.74	12	16.44
980	Wilson County Schools	770	113	28	24.78	15	13.27	43	38.05	6	5.31	21	18.58
340	Winston Salem/Forsyth County Schools	3,749	466	79	16.95	122	26.18	162	34.76	71	15.24	32	6.87
990	Yadkin County Schools	387	37	18	48.65	4	10.81	11	29.73	3	8.11	1	2.70
995	Yancey County Schools	177	21	6	28.57	9	42.86	5	23.81	1	4.76	-	-

Chart 2: Categories of Teachers and State Turnover 2014

This chart shows the percentage of teachers employed as Career, Lateral Entry, Troops to Teachers, Visiting International Faculty, Beginning, and Teach for America teachers in 2012-13 and the percentage of teachers in those categories who were not retained in 2013-14.

A total of 59,764 (62.25% of the total workforce in NC) teachers were categorized as career teachers and 5,107 (8.55%) were not retained; 2,550 (24.04%) Lateral Entry (LE) Teachers were employed and 613 (4.52%) were no longer employed by their LEAs at the end of the school year; 642 (14.62%) teachers were employed as Troops to Teachers and 94 (0.69%) were not retained in 2013; a total of 493 (32.66%) teachers were employed as Visiting International Faculty (VIF) teachers, and 161 (1.19%) were not retained in 2013; there were 15,552 (20.21%) Beginning Teachers (BTs) employed statewide in 2013 and 3,143 (23.18%) were reported as turnover; and a total of 402 (41.54%) Teach for America (TFA) Teachers were employed and 167 (1.23%) were not retained.

Tenured Teachers			
Total	# Left	Turnover as % of all Tenured	Turnover as % of State Teachers Leaving
59,764	5,107	8.55	5.32

TFA Teachers			
TFA Teachers	TFA Leaving	Turnover as % of all TFA	Turnover as % of State Teachers Leaving
402	167	41.54	1.23

Beginning Teachers			
Beginning Teachers	Beginning Teachers Leaving	Turnover as % of all BTs	Turnover as % of State Teachers Leaving
15,552	3,143	20.21	23.18

Troops to Teachers			
Troops to Teachers	Troops to Teacher Leaving	Turnover as % of all TTT	Turnover as % of State Teachers Leaving
642	94	14.64	0.69

VIF Teachers			
VIF Teachers	VIF Teachers Leaving	Turnover as % of all VIFs	Turnover as % of State Teachers Leaving
493	161	32.66	1.19

Lateral Teachers			
Lateral Teachers	Lateral Teachers Leaving	Turnover as % of all Lateral	Turnover as % of State Teachers Leaving
2,550	613	24.04	4.52

**Table 4: Turnover Percentage by LEA 2014
(alphabetical order)**

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover Percent
5	010	Alamance-Burlington Schools	1,517.0	235.0	15.49
7	020	Alexander County Schools	344.0	35.0	10.17
7	030	Alleghany County Schools	119.0	12.0	10.08
6	040	Anson County Schools	255.0	52.0	20.39
7	050	Ashe County Schools	238.0	22.0	9.24
5	761	Asheboro City Schools	359.0	70.0	19.50
8	111	Asheville City Schools	328.0	56.0	17.07
7	060	Avery County Schools	169.0	18.0	10.65
1	070	Beaufort County Schools	496.0	64.0	12.90
1	080	Bertie County Schools	175.0	38.0	21.71
4	090	Bladen County Schools	350.0	55.0	15.71
2	100	Brunswick County Schools	795.0	120.0	15.09
8	110	Buncombe County Schools	1,675.0	229.0	13.67
7	120	Burke County Schools	862.0	71.0	8.24
6	130	Cabarrus County Schools	1,865.0	248.0	13.30
7	140	Caldwell County Schools	847.0	71.0	8.38
1	150	Camden County Schools	124.0	8.0	6.45
2	160	Carteret County Public Schools	639.0	57.0	8.92
5	170	Caswell County Schools	200.0	50.0	25.00
7	180	Catawba County Schools	1,051.0	98.0	9.32
5	681	Chapel Hill-Carrboro City Schools	921.0	148.0	16.07
6	600	Charlotte-Mecklenburg Schools	8,586.0	1,300.0	15.14
5	190	Chatham County Schools	583.0	87.0	14.92
8	200	Cherokee County Schools	263.0	34.0	12.93
8	220	Clay County Schools	100.0	6.0	6.00
6	230	Cleveland County Schools	1,132.0	110.0	9.72
2	821	Clinton City Schools	214.0	36.0	16.82
4	240	Columbus County Schools	427.0	77.0	18.03
2	250	Craven County Schools	977.0	167.0	17.09
4	260	Cumberland County Schools	3,701.0	600.0	16.21
1	270	Currituck County Schools	254.0	28.0	11.02
1	280	Dare County Schools	393.0	31.0	7.89
5	290	Davidson County Schools	1,200.0	130.0	10.83
7	300	Davie County Schools	439.0	45.0	10.25
2	310	Duplin County Schools	618.0	110.0	17.80
3	320	Durham Public Schools	2,326.0	470.0	20.21
1	210	Edenton-Chowan Schools	170.0	32.0	18.82
3	330	Edgecombe County Public Schools	422.0	110.0	26.07
1	700	Elizabeth City-Pasquotank Public Schools	400.0	62.0	15.50
7	861	Elkin City Schools	88.0	7.0	7.95
3	350	Franklin County Schools	569.0	88.0	15.47
6	360	Gaston County Schools	1,880.0	233.0	12.39
1	370	Gates County Schools	139.0	21.0	15.11
8	380	Graham County Schools	90.0	6.0	6.67
3	390	Granville County Schools	527.0	107.0	20.30
2	400	Greene County Schools	225.0	47.0	20.89
5	410	Guilford County Schools	4,971.0	658.0	13.24
3	420	Halifax County Schools	236.0	74.0	31.36

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover Percent
4	430	Harnett County Schools	1,297.0	213.0	16.42
8	440	Haywood County Schools	528.0	81.0	15.34
8	450	Henderson County Schools	912.0	111.0	12.17
1	460	Hertford County Schools	224.0	50.0	22.32
7	181	Hickory City Schools	299.0	61.0	20.40
4	470	Hoke County Schools	554.0	136.0	24.55
1	480	Hyde County Schools	63.0	10.0	15.87
7	490	Iredell-Statesville Schools	1,345.0	173.0	12.86
8	500	Jackson County Schools	252.0	34.0	13.49
3	510	Johnston County Schools	2,245.0	282.0	12.56
2	520	Jones County Schools	95.0	11.0	11.58
6	132	Kannapolis City Schools	403.0	62.0	15.38
4	530	Lee County Schools	622.0	102.0	16.40
2	540	Lenoir County Public Schools	593.0	100.0	16.86
5	291	Lexington City Schools	220.0	53.0	24.09
6	550	Lincoln County Schools	786.0	75.0	9.54
8	560	Macon County Schools	337.0	42.0	12.46
8	570	Madison County Schools	188.0	19.0	10.11
1	580	Martin County Schools	265.0	35.0	13.21
8	590	McDowell County Schools	455.0	61.0	13.41
8	610	Mitchell County Schools	149.0	10.0	6.71
4	620	Montgomery County Schools	280.0	44.0	15.71
4	630	Moore County Schools	840.0	141.0	16.79
7	491	Mooreville Graded School District	349.0	49.0	14.04
7	862	Mount Airy City Schools	116.0	13.0	11.21
3	640	Nash-Rocky Mount Schools	994.0	199.0	20.02
2	650	New Hanover County Schools	1,647.0	192.0	11.66
7	182	Newton Conover City Schools	210.0	32.0	15.24
3	660	Northampton County Schools	162.0	46.0	28.40
2	670	Onslow County Schools	1,555.5	249.5	16.04
5	680	Orange County Schools	549.0	70.0	12.75
2	690	Pamlico County Schools	107.0	27.0	25.23
2	710	Pender County Schools	531.0	87.0	16.38
1	720	Perquimans County Schools	122.0	25.0	20.49
5	730	Person County Schools	323.0	42.0	13.00
1	740	Pitt County Schools	1,631.0	269.0	16.49
8	750	Polk County Schools	191.0	24.0	12.57
4	780	Public Schools of Robeson County	1,485.0	203.0	13.67
5	760	Randolph County Schools	1,185.0	146.0	12.32
4	770	Richmond County Schools	495.0	80.0	16.16
3	421	Roanoke Rapids City Schools	195.0	30.0	15.38
5	790	Rockingham County Schools	907.0	103.0	11.36
7	800	Rowan-Salisbury Schools	1,371.0	203.0	14.81
8	810	Rutherford County Schools	551.0	55.0	9.98
2	820	Sampson County Schools	568.0	65.0	11.44
4	830	Scotland County Schools	461.0	87.0	18.87
6	840	Stanly County Schools	610.0	51.0	8.36
5	850	Stokes County Schools	479.0	51.0	10.65
7	860	Surry County Schools	554.0	53.0	9.57
8	870	Swain County Schools	141.0	19.0	13.48
5	292	Thomasville City Schools	179.0	41.0	22.91

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover Percent
8	880	Transylvania County Schools	278.0	31.0	11.15
1	890	Tyrrell County Schools	51.0	6.0	11.76
6	900	Union County Public Schools	2,574.0	393.0	15.27
3	910	Vance County Schools	502.0	104.0	20.72
3	920	Wake County Schools	9,858.0	1,135.0	11.51
3	930	Warren County Schools	169.0	31.0	18.34
1	940	Washington County Schools	122.0	42.0	34.43
7	950	Watauga County Schools	363.0	48.0	13.22
2	960	Wayne County Public Schools	1,256.0	163.0	12.98
3	422	Weldon City Schools	76.0	25.0	32.89
4	241	Whiteville City Schools	156.0	18.0	11.54
7	970	Wilkes County Schools	642.0	73.0	11.37
3	980	Wilson County Schools	770.0	113.0	14.68
5	340	Winston Salem/Forsyth County Schools	3,749.0	466.0	12.43
7	990	Yadkin County Schools	387.0	37.0	9.56
8	995	Yancey County Schools	177.0	21.0	11.86

**Table 5: Turnover Percentage by LEA 2014
(highest to lowest)**

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover Percent
1	940	Washington County Schools	122.0	42.0	34.43
3	422	Weldon City Schools	76.0	25.0	32.89
3	420	Halifax County Schools	236.0	74.0	31.36
3	660	Northampton County Schools	162.0	46.0	28.40
3	330	Edgecombe County Public Schools	422.0	110.0	26.07
2	690	Pamlico County Schools	107.0	27.0	25.23
5	170	Caswell County Schools	200.0	50.0	25.00
4	470	Hoke County Schools	554.0	136.0	24.55
5	291	Lexington City Schools	220.0	53.0	24.09
5	292	Thomasville City Schools	179.0	41.0	22.91
1	460	Hertford County Schools	224.0	50.0	22.32
1	080	Bertie County Schools	175.0	38.0	21.71
2	400	Greene County Schools	225.0	47.0	20.89
3	910	Vance County Schools	502.0	104.0	20.72
1	720	Perquimans County Schools	122.0	25.0	20.49
7	181	Hickory City Schools	299.0	61.0	20.40
6	040	Anson County Schools	255.0	52.0	20.39
3	390	Granville County Schools	527.0	107.0	20.30
3	320	Durham Public Schools	2,326.0	470.0	20.21
3	640	Nash-Rocky Mount Schools	994.0	199.0	20.02
5	761	Asheboro City Schools	359.0	70.0	19.50
4	830	Scotland County Schools	461.0	87.0	18.87
1	210	Edenton-Chowan Schools	170.0	32.0	18.82
3	930	Warren County Schools	169.0	31.0	18.34
4	240	Columbus County Schools	427.0	77.0	18.03
2	310	Duplin County Schools	618.0	110.0	17.80
2	250	Craven County Schools	977.0	167.0	17.09
8	111	Asheville City Schools	328.0	56.0	17.07
2	540	Lenoir County Public Schools	593.0	100.0	16.86
2	821	Clinton City Schools	214.0	36.0	16.82
4	630	Moore County Schools	840.0	141.0	16.79
1	740	Pitt County Schools	1,631.0	269.0	16.49
4	430	Harnett County Schools	1,297.0	213.0	16.42
4	530	Lee County Schools	622.0	102.0	16.40
2	710	Pender County Schools	531.0	87.0	16.38
4	260	Cumberland County Schools	3,701.0	600.0	16.21
4	770	Richmond County Schools	495.0	80.0	16.16
5	681	Chapel Hill-Carrboro City Schools	921.0	148.0	16.07
2	670	Onslow County Schools	1,555.5	249.5	16.04
1	480	Hyde County Schools	63.0	10.0	15.87
4	090	Bladen County Schools	350.0	55.0	15.71
4	620	Montgomery County Schools	280.0	44.0	15.71
1	700	Elizabeth City-Pasquotank Public Schools	400.0	62.0	15.50
5	010	Alamance-Burlington Schools	1,517.0	235.0	15.49
3	350	Franklin County Schools	569.0	88.0	15.47
6	132	Kannapolis City Schools	403.0	62.0	15.38
3	421	Roanoke Rapids City Schools	195.0	30.0	15.38
8	440	Haywood County Schools	528.0	81.0	15.34
6	900	Union County Public Schools	2,574.0	393.0	15.27
7	182	Newton Conover City Schools	210.0	32.0	15.24
6	600	Charlotte-Mecklenburg Schools	8,586.0	1,300.0	15.14
1	370	Gates County Schools	139.0	21.0	15.11
2	100	Brunswick County Schools	795.0	120.0	15.09
5	190	Chatham County Schools	583.0	87.0	14.92
7	800	Rowan-Salisbury Schools	1,371.0	203.0	14.81
3	980	Wilson County Schools	770.0	113.0	14.68

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover Percent
7	491	Mooresville Graded School District	349.0	49.0	14.04
8	110	Buncombe County Schools	1,675.0	229.0	13.67
4	780	Public Schools of Robeson County	1,485.0	203.0	13.67
8	500	Jackson County Schools	252.0	34.0	13.49
8	870	Swain County Schools	141.0	19.0	13.48
8	590	McDowell County Schools	455.0	61.0	13.41
6	130	Cabarrus County Schools	1,865.0	248.0	13.30
5	410	Guilford County Schools	4,971.0	658.0	13.24
7	950	Watauga County Schools	363.0	48.0	13.22
1	580	Martin County Schools	265.0	35.0	13.21
5	730	Person County Schools	323.0	42.0	13.00
2	960	Wayne County Public Schools	1,256.0	163.0	12.98
8	200	Cherokee County Schools	263.0	34.0	12.93
1	070	Beaufort County Schools	496.0	64.0	12.90
7	490	Iredell-Statesville Schools	1,345.0	173.0	12.86
5	680	Orange County Schools	549.0	70.0	12.75
8	750	Polk County Schools	191.0	24.0	12.57
3	510	Johnston County Schools	2,245.0	282.0	12.56
8	560	Macon County Schools	337.0	42.0	12.46
5	340	Winston Salem/Forsyth County Schools	3,749.0	466.0	12.43
6	360	Gaston County Schools	1,880.0	233.0	12.39
5	760	Randolph County Schools	1,185.0	146.0	12.32
8	450	Henderson County Schools	912.0	111.0	12.17
8	995	Yancey County Schools	177.0	21.0	11.86
1	890	Tyrrell County Schools	51.0	6.0	11.76
2	650	New Hanover County Schools	1,647.0	192.0	11.66
2	520	Jones County Schools	95.0	11.0	11.58
4	241	Whiteville City Schools	156.0	18.0	11.54
3	920	Wake County Schools	9,858.0	1,135.0	11.51
2	820	Sampson County Schools	568.0	65.0	11.44
7	970	Wilkes County Schools	642.0	73.0	11.37
5	790	Rockingham County Schools	907.0	103.0	11.36
7	862	Mount Airy City Schools	116.0	13.0	11.21
8	880	Transylvania County Schools	278.0	31.0	11.15
1	270	Currituck County Schools	254.0	28.0	11.02
5	290	Davidson County Schools	1,200.0	130.0	10.83
7	060	Avery County Schools	169.0	18.0	10.65
5	850	Stokes County Schools	479.0	51.0	10.65
7	300	Davie County Schools	439.0	45.0	10.25
7	020	Alexander County Schools	344.0	35.0	10.17
8	570	Madison County Schools	188.0	19.0	10.11
7	030	Alleghany County Schools	119.0	12.0	10.08
8	810	Rutherford County Schools	551.0	55.0	9.98
6	230	Cleveland County Schools	1,132.0	110.0	9.72
7	860	Surry County Schools	554.0	53.0	9.57
7	990	Yadkin County Schools	387.0	37.0	9.56
6	550	Lincoln County Schools	786.0	75.0	9.54
7	180	Catawba County Schools	1,051.0	98.0	9.32
7	050	Ashe County Schools	238.0	22.0	9.24
2	160	Carteret County Public Schools	639.0	57.0	8.92
7	140	Caldwell County Schools	847.0	71.0	8.38
6	840	Stanly County Schools	610.0	51.0	8.36
7	120	Burke County Schools	862.0	71.0	8.24
7	861	Elkin City Schools	88.0	7.0	7.95
1	280	Dare County Schools	393.0	31.0	7.89
8	610	Mitchell County Schools	149.0	10.0	6.71
8	380	Graham County Schools	90.0	6.0	6.67
1	150	Camden County Schools	124.0	8.0	6.45
8	220	Clay County Schools	100.0	6.0	6.00

Table 6: Turnover Percentage by State Board of Education (SBE) District 2014

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover Percent
1	940	Washington County Schools	122	42	34.43
1	460	Hertford County Schools	224	50	22.32
1	80	Bertie County Schools	175	38	21.71
1	720	Perquimans County Schools	122	25	20.49
1	210	Edenton-Chowan Schools	170	32	18.82
1	740	Pitt County Schools	1,631.00	269	16.49
1	480	Hyde County Schools	63	10	15.87
1	700	Elizabeth City-Pasquotank Public Schools	400	62	15.5
1	370	Gates County Schools	139	21	15.11
1	580	Martin County Schools	265	35	13.21
1	70	Beaufort County Schools	496	64	12.9
1	890	Tyrrell County Schools	51	6	11.76
1	270	Currituck County Schools	254	28	11.02
1	280	Dare County Schools	393	31	7.89
1	150	Camden County Schools	124	8	6.45
2	690	Pamlico County Schools	107	27	25.23
2	400	Greene County Schools	225	47	20.89
2	310	Duplin County Schools	618	110	17.8
2	250	Craven County Schools	977	167	17.09
2	540	Lenoir County Public Schools	593	100	16.86
2	821	Clinton City Schools	214	36	16.82
2	710	Pender County Schools	531	87	16.38
2	670	Onslow County Schools	1,555.50	249.5	16.04
2	100	Brunswick County Schools	795	120	15.09
2	960	Wayne County Public Schools	1,256.00	163	12.98
2	650	New Hanover County Schools	1,647.00	192	11.66
2	520	Jones County Schools	95	11	11.58
2	820	Sampson County Schools	568	65	11.44
2	160	Carteret County Public Schools	639	57	8.92
3	422	Weldon City Schools	76	25	32.89
3	420	Halifax County Schools	236	74	31.36
3	660	Northampton County Schools	162	46	28.4
3	330	Edgecombe County Public Schools	422	110	26.07
3	910	Vance County Schools	502	104	20.72
3	390	Granville County Schools	527	107	20.3
3	320	Durham Public Schools	2,326.00	470	20.21
3	640	Nash-Rocky Mount Schools	994	199	20.02
3	930	Warren County Schools	169	31	18.34
3	350	Franklin County Schools	569	88	15.47
3	421	Roanoke Rapids City Schools	195	30	15.38
3	980	Wilson County Schools	770	113	14.68
3	510	Johnston County Schools	2,245.00	282	12.56
3	920	Wake County Schools	9,858.00	1,135.00	11.51
4	470	Hoke County Schools	554	136	24.55
4	830	Scotland County Schools	461	87	18.87
4	240	Columbus County Schools	427	77	18.03
4	630	Moore County Schools	840	141	16.79
4	430	Harnett County Schools	1,297.00	213	16.42
4	530	Lee County Schools	622	102	16.4
4	260	Cumberland County Schools	3,701.00	600	16.21

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover Percent
4	770	Richmond County Schools	495	80	16.16
4	90	Bladen County Schools	350	55	15.71
4	620	Montgomery County Schools	280	44	15.71
4	780	Public Schools of Robeson County	1,485.00	203	13.67
4	241	Whiteville City Schools	156	18	11.54
5	170	Caswell County Schools	200	50	25
5	291	Lexington City Schools	220	53	24.09
5	292	Thomasville City Schools	179	41	22.91
5	761	Asheboro City Schools	359	70	19.5
5	681	Chapel Hill-Carrboro City Schools	921	148	16.07
5	10	Alamance-Burlington Schools	1,517.00	235	15.49
5	190	Chatham County Schools	583	87	14.92
5	410	Guilford County Schools	4,971.00	658	13.24
5	730	Person County Schools	323	42	13
5	680	Orange County Schools	549	70	12.75
5	340	Winston Salem/Forsyth County Schools	3,749.00	466	12.43
5	760	Randolph County Schools	1,185.00	146	12.32
5	790	Rockingham County Schools	907	103	11.36
5	290	Davidson County Schools	1,200.00	130	10.83
5	850	Stokes County Schools	479	51	10.65
6	40	Anson County Schools	255	52	20.39
6	132	Kannapolis City Schools	403	62	15.38
6	900	Union County Public Schools	2,574.00	393	15.27
6	600	Charlotte-Mecklenburg Schools	8,586.00	1,300.00	15.14
6	130	Cabarrus County Schools	1,865.00	248	13.3
6	360	Gaston County Schools	1,880.00	233	12.39
6	230	Cleveland County Schools	1,132.00	110	9.72
6	550	Lincoln County Schools	786	75	9.54
6	840	Stanly County Schools	610	51	8.36
7	181	Hickory City Schools	299	61	20.4
7	182	Newton Conover City Schools	210	32	15.24
7	800	Rowan-Salisbury Schools	1,371.00	203	14.81
7	491	Mooresville Graded School District	349	49	14.04
7	950	Watauga County Schools	363	48	13.22
7	490	Iredell-Statesville Schools	1,345.00	173	12.86
7	970	Wilkes County Schools	642	73	11.37
7	862	Mount Airy City Schools	116	13	11.21
7	60	Avery County Schools	169	18	10.65
7	300	Davie County Schools	439	45	10.25
7	20	Alexander County Schools	344	35	10.17
7	30	Alleghany County Schools	119	12	10.08
7	860	Surry County Schools	554	53	9.57
7	990	Yadkin County Schools	387	37	9.56
7	180	Catawba County Schools	1,051.00	98	9.32
7	50	Ashe County Schools	238	22	9.24
7	140	Caldwell County Schools	847	71	8.38
7	120	Burke County Schools	862	71	8.24
7	861	Elkin City Schools	88	7	7.95
8	111	Asheville City Schools	328	56	17.07
8	440	Haywood County Schools	528	81	15.34
8	110	Buncombe County Schools	1,675.00	229	13.67
8	500	Jackson County Schools	252	34	13.49

District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover Percent
8	870	Swain County Schools	141	19	13.48
8	590	McDowell County Schools	455	61	13.41
8	200	Cherokee County Schools	263	34	12.93
8	750	Polk County Schools	191	24	12.57
8	560	Macon County Schools	337	42	12.46
8	450	Henderson County Schools	912	111	12.17
8	995	Yancey County Schools	177	21	11.86
8	880	Transylvania County Schools	278	31	11.15
8	570	Madison County Schools	188	19	10.11
8	810	Rutherford County Schools	551	55	9.98
8	610	Mitchell County Schools	149	10	6.71
8	380	Graham County Schools	90	6	6.67
8	220	Clay County Schools	100	6	6

Chart 3: Turnover Percentages by State Board of Education (SBE) District 2014

North Carolina's State Board of Education (SBE) Districts

District 1 - Northeast

District 2 - Southeast

District 3 - North Central

District 4 - Sandhills/South Central

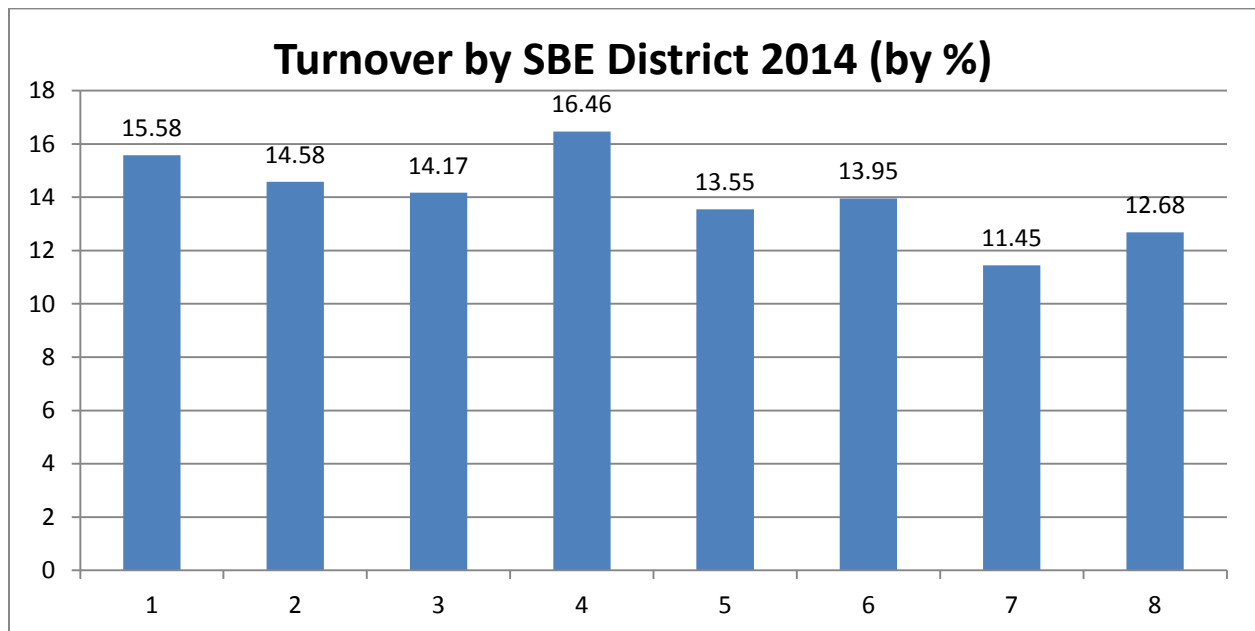
District 5 - Piedmont-Triad/Central

District 6 - Southwest

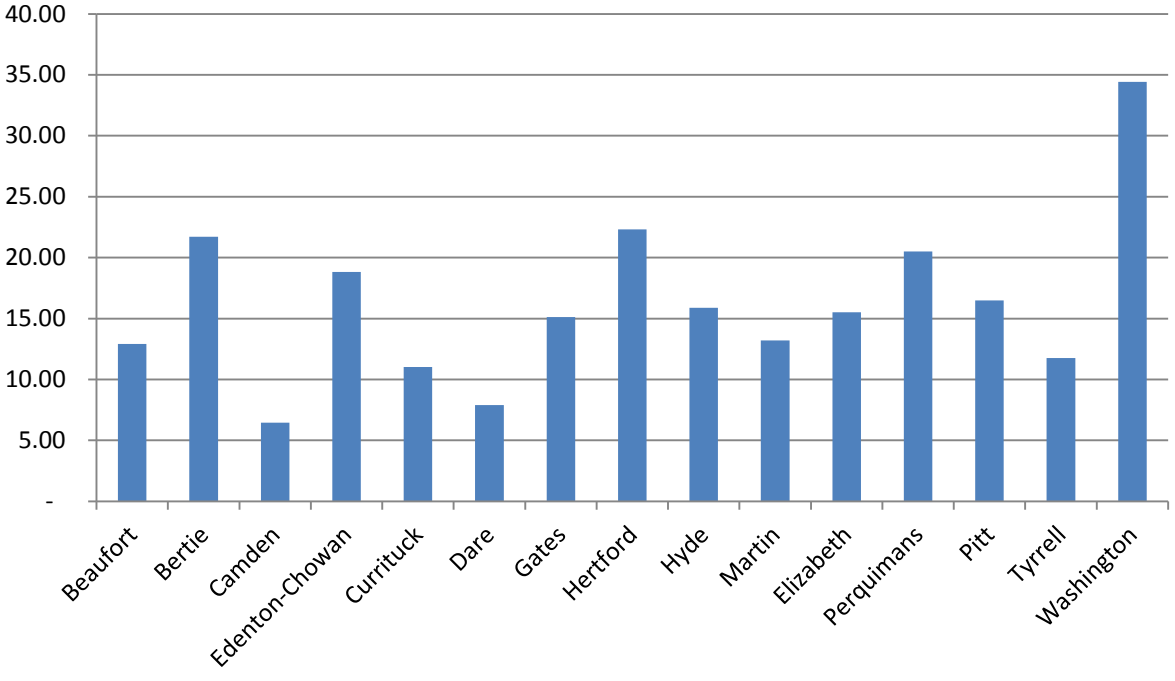
District 7 - Northwest

District 8 - Western

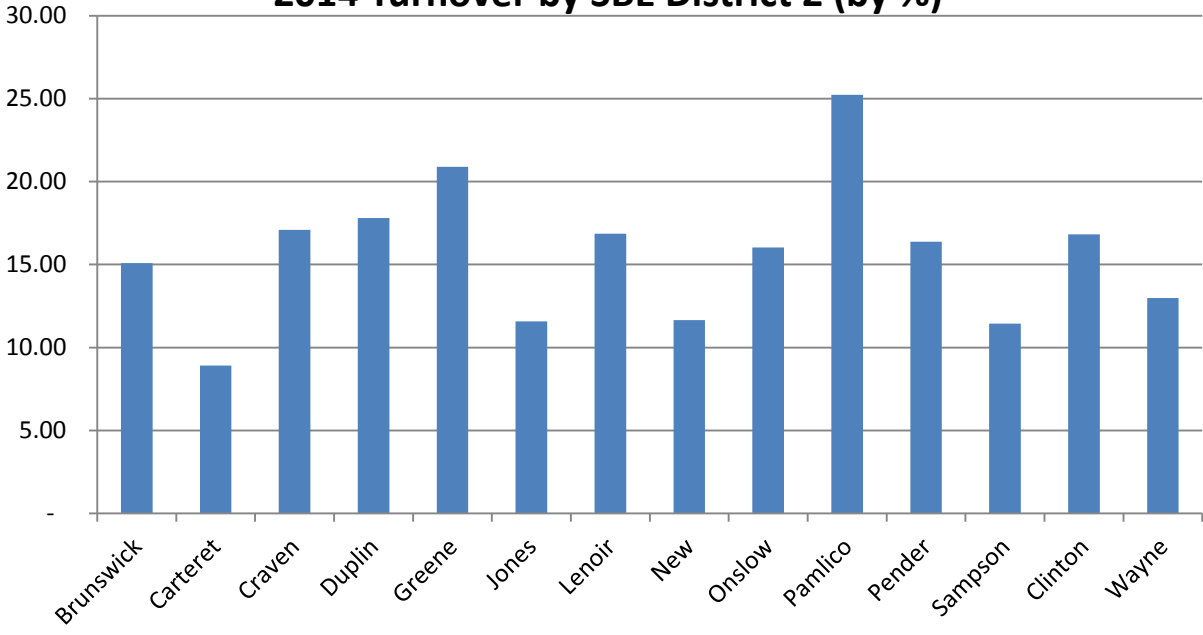
District	2014 (%)
1	15.58
2	14.58
3	14.17
4	16.46
5	13.55
6	13.95
7	11.45
8	12.68



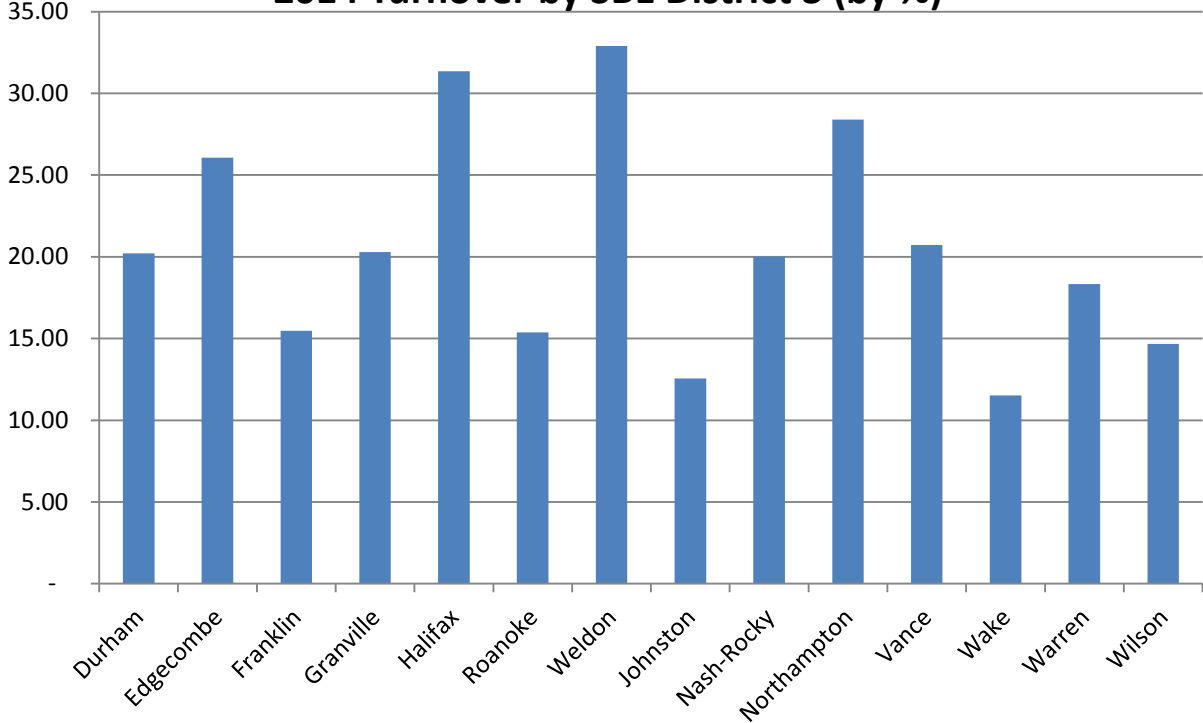
2014 Turnover by SBE District 1 (by %)



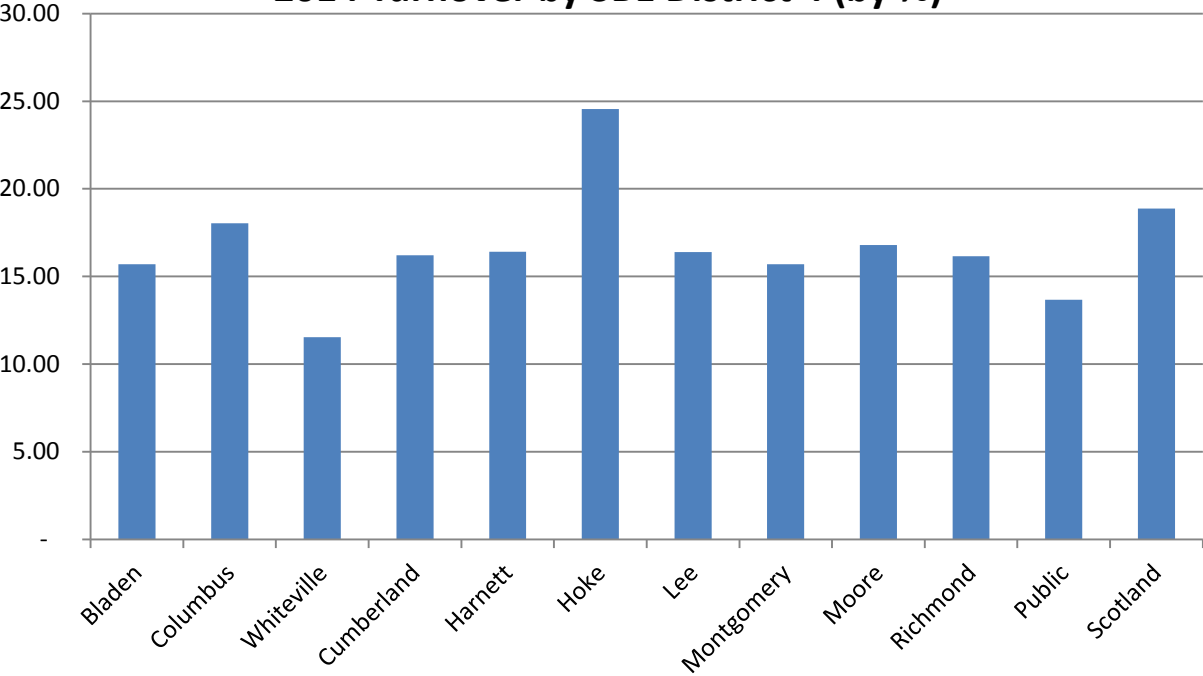
2014 Turnover by SBE District 2 (by %)

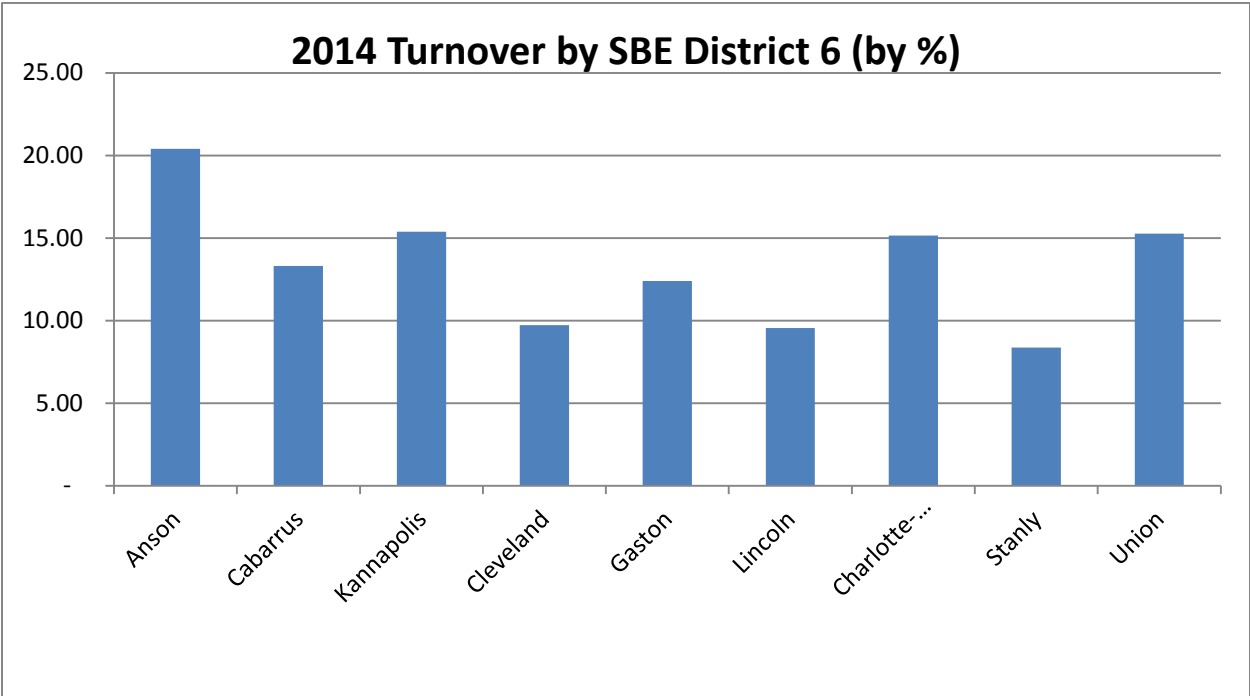
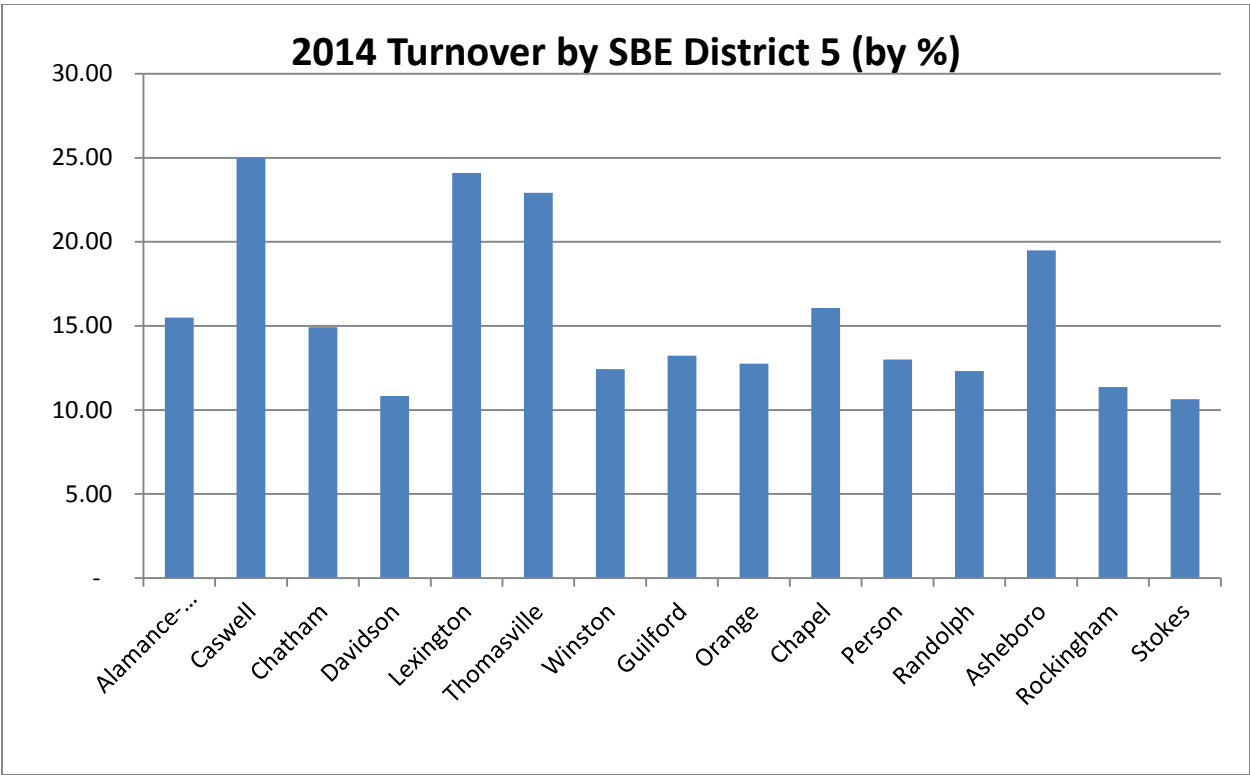


2014 Turnover by SBE District 3 (by %)



2014 Turnover by SBE District 4 (by %)





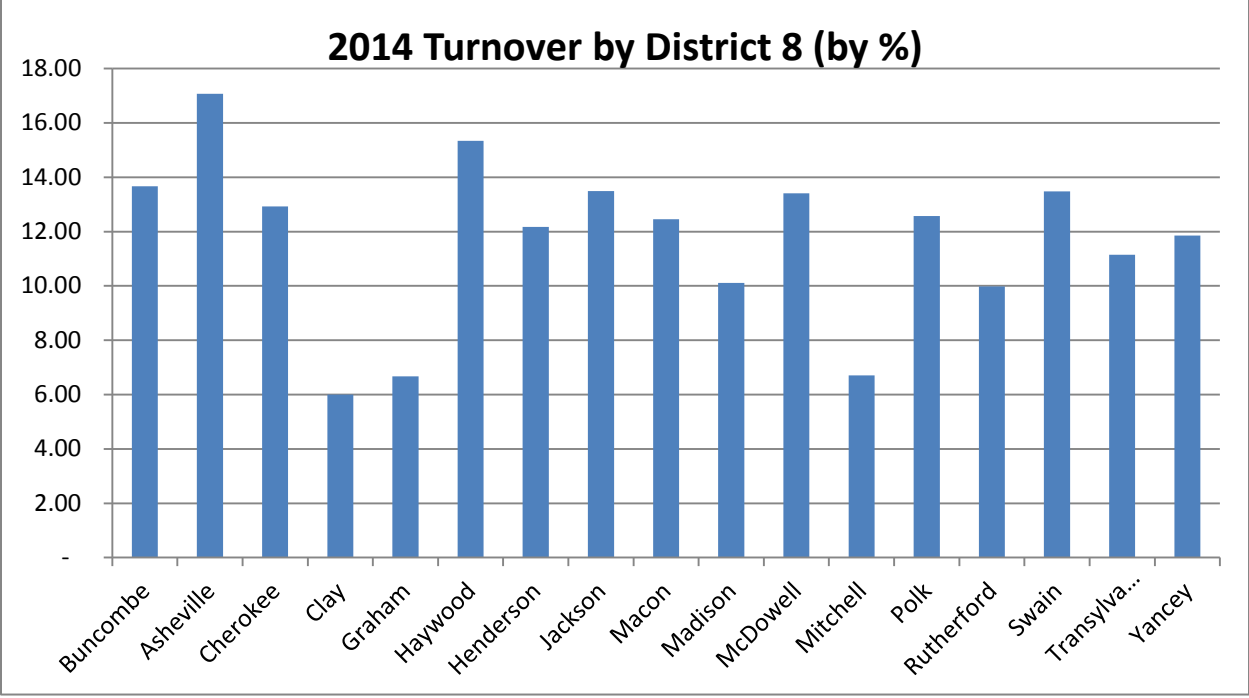
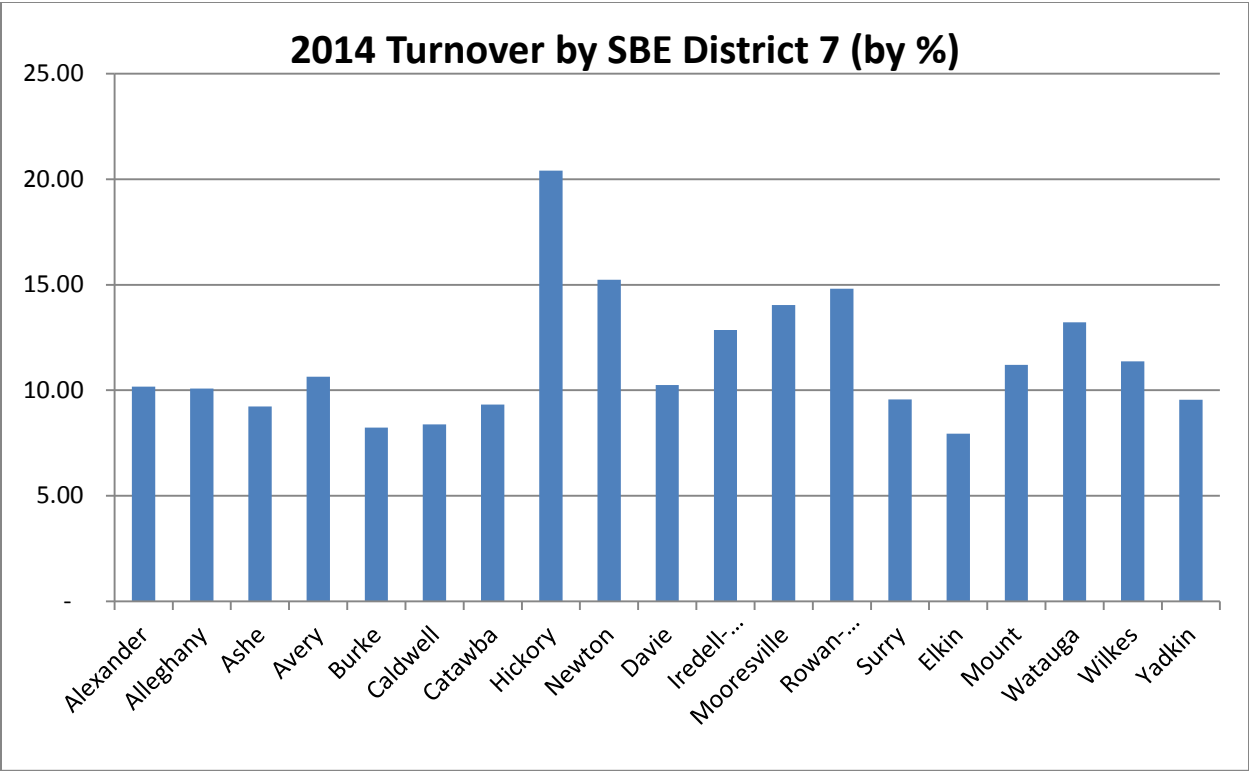
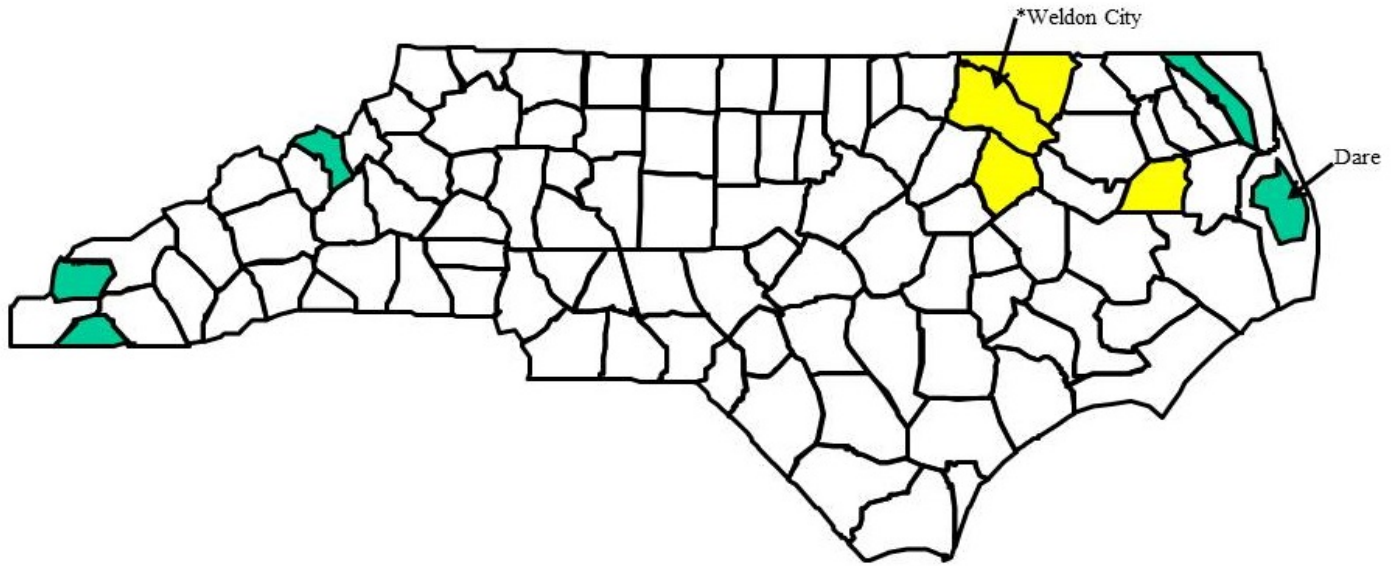


Table 7: LEA Turnover Percentages (Top Five Highest and Lowest) 2014



District	LEA Code	LEA Name	Total Teachers	Teachers Leaving	Turnover %
1	940	Washington County Schools	122.0	42.0	34.43
3	422	Weldon City Schools	76.0	25.0	32.89
3	420	Halifax County Schools	236.0	74.0	31.36
3	660	Northampton County Schools	162.0	46.0	28.40
3	330	Edgecombe County Public Schools	422.0	110.0	26.07
1	280	Dare County Schools	393.0	31.0	7.89
8	610	Mitchell County Schools	149.0	10.0	6.71
8	380	Graham County Schools	90.0	6.0	6.67
1	150	Camden County Schools	124.0	8.0	6.45
8	220	Clay County Schools	100.0	6.0	6.00

State Teacher Turnover Analysis: 2009-2014

Chart 4: State Turnover Rates 2009-2014

The state turnover rate chart below illustrates a comparison of the state's turnover rates over the past five years. The chart shows that NC has experienced an increase each year, with the highest jump in 2012-2013, from 12.13% to 14.33%. The state turnover rate has decreased to 14.12% this year, which is down from the 14.33% reported for 2012-2013.

These figures include Visiting International Faculty (VIF) teachers who are required to return to their home countries after three years, Teach for America (TFA) teachers who are high-achieving recent college graduates and professionals enlisted to teach for at least two years in designated high-need communities, and teachers receiving financial assistance through the Troops to Teachers Program who agree to teach in their position for at least three years.

This data does not include teachers who moved from one school to another school within the LEA or teachers who are on approved leave; they continue as active and current employees. Additionally, this report does not include information regarding local vacancies, teacher effectiveness data, or any statewide salary/cost analysis. Lastly, Charter school data are not reflected in this report. Charter schools do not report turnover data to the State as teachers employed by NC charters are at-will employees and only 50% of their staffs are required to hold teacher licenses, according to State Board Policy 115C-238.29F(e)(1).

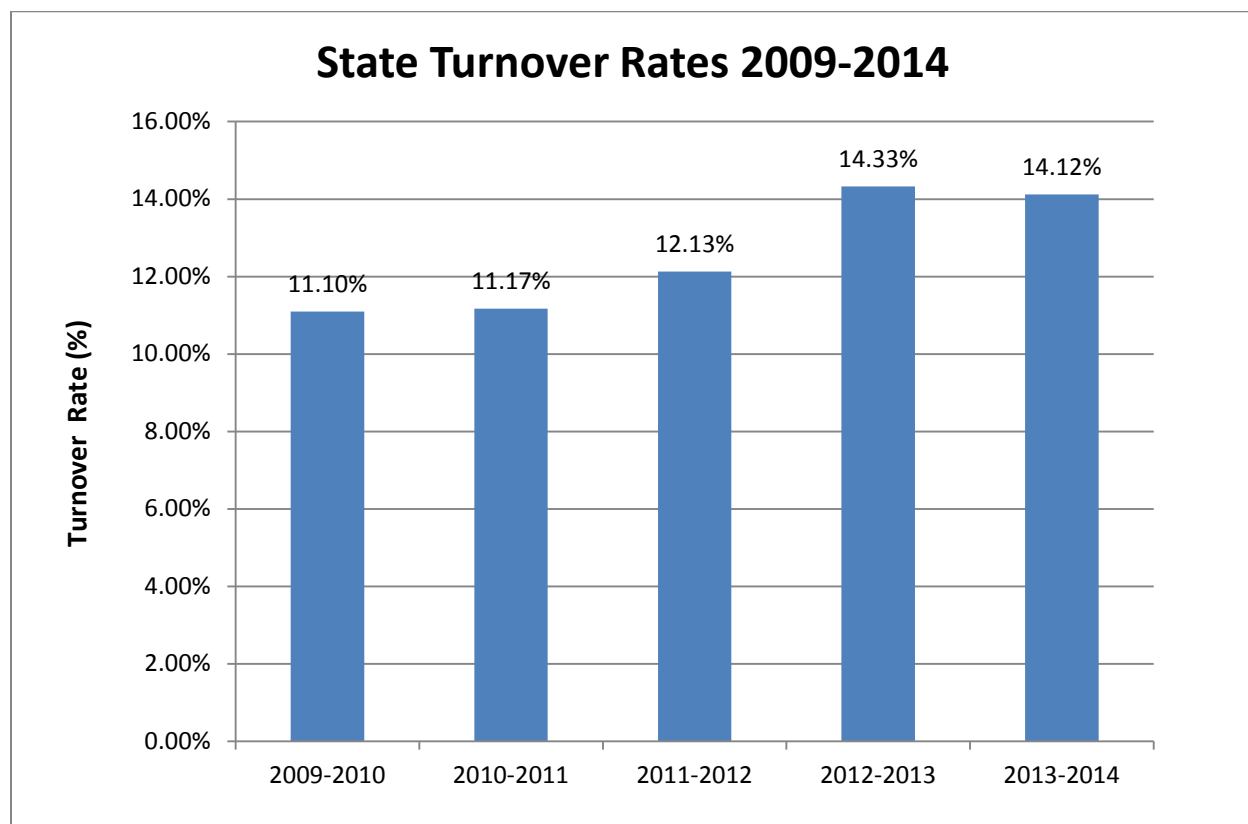


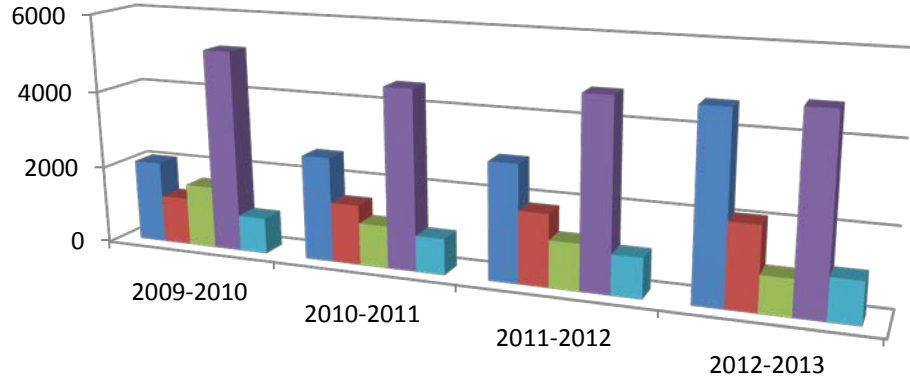
Table 8: Turnover Reasons by Categories 2009-2013*

For purposes of this report, the 28 self-reported reasons teachers provide to their LEAs are combined into five (5) categories. The five (5) reasons categories were established to organize the data, to make comparisons of the data, and to find relationships among the data to better understand the reasons why teachers leave the profession.

Turnover Reasons	2009-2010	2010-2011	2011-2012	2012-2013
1) Turnover but remained in education	2092.5	2667	2967	4692
Resigned to teach in another NC LEA (58)	892.5	1364	1625	2851
Resigned to teach in a NC Charter School (70)	53	44	49	145
Moved to a non-teaching position in education (59 and 75)	888	1020	1051	1447
Resigned to continue education/sabbatical (60)	259	239	242	249
2) Turnover for Personal Reasons	1227	1539	1841	2105
Retired with reduced benefits (68)	276	385	484	574
Resigned to teach in an NC non-public/ private school (71)	90	114	116	143
Resigned to teach in another state (62)	352	312	341	455
Dissatisfied with teaching or career change (63 and 72)	366	640	816	887
Did not obtain or maintain license (56)	143	88	84	46
3) Turnover Initiated by LEA	1604	1085.5	1193.7	928
Non-renewal (probationary contract ended)(53)	375	255	339	175
Interim contract ended--not rehired (54)	1019	637.5	690.7	649
Resigned in lieu of dismissal (55)	158	165	147	87
Dismissed (50)	52	28	17	17
4) Turnover Beyond Control	5164	4576	4771.3	4827
Reduction in Force (51)	498	227	172	33
Retired with full benefits (66)	1621	1808	2021	1966
Re-employed retired teacher resigned (73)	868	203	196	174
Resigned due to family responsibilities/ childcare (57)	535	569	640	716
Resigned due to family relocation (61)	1051	1183	1239	1346
Resigned due to health/disability (64)	157	204	215.3	222
Resigned due movement required by Military Orders (76)	109	91	126	108
Deceased (67)	56	55	65	55
End of VIF Term (74)	185	108	57	93
End of TFA Term (77)	84	128	40	114
5) Turnover by Other Reasons	924.5	925	1018	1064
Resigned for other reasons (65)	663.5	669	733	770
Resigned for unknown reasons (69)	261	256	285	294

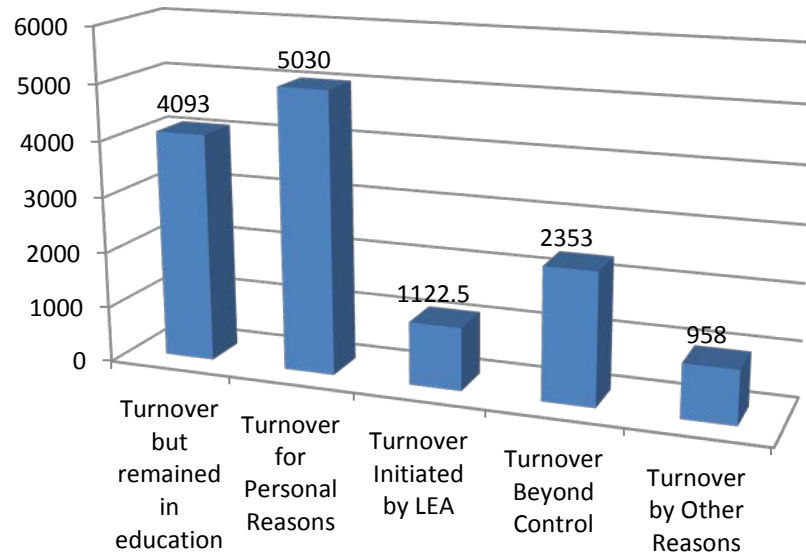
Chart 5: Turnover by Reasons Categories 2009-2014*

Categories of Reasons Why Teachers Leave the Profession (2009-2013)



	2009-2010	2010-2011	2011-2012	2012-2013
Turnover but remained in education	2092.5	2667	2967	4692
Turnover for Personal Reasons	1227	1539	1841	2105
Turnover Initiated by LEA	1604	1085.5	1193.7	928
Turnover Beyond Control	5164	4576	4771.3	4827
Turnover by Other Reasons	924.5	925	1018	1064

Categories of Reasons Why Teachers Leave the Profession (2014)



*The reasons categories were adjusted in 2013-2014

As reflected in this chart, teachers reported “personal reasons” as the primary reason for turnover in 2013-14, as compared to 2012-2013 as turnover beyond control. “Personal reasons” includes 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, and individuals seeking a career change. Over the past two years (2012-2013 and 2013-2014), a high percentage of teachers were reported as “remaining in education,” which means they remain in the profession and are moving from LEA to LEA within the state, teaching in public charter schools or moving to non-teaching positions in education (administrative roles, coaches, instructional facilitators, etc.).

Table 9: Top Five Self-Reported Reasons for Turnover 2009-2014

Each Local Education Agency (LEA) reports teacher turnover for the NC School Report Card (SRC). This data are calculated based on a snapshot of employment for teachers employed in the LEA as reflected in the DPI Licensure/Salary database. The snapshot shows teachers who were employed in March of the previous year but were not employed in the LEA as teachers in March of the current year. The Financial and Business Services Division at the Department of Public Instruction provides each personnel administrator in the LEAs a list of individuals employed as teachers within the March date range and they are asked to provide summative data on the reasons these teachers left teaching. This information is self-reported to the personnel administrators during exit interviews, surveys, and/or factual information from their human resources database.

The top five self-reported reasons for teachers leaving are as follows (highest to lowest):

H to L	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
1	To teach elsewhere	To teach elsewhere	To teach elsewhere	To teach elsewhere/remain in education	Resigned-To teach in another NC public school system (58)
2	Retired	Retired	Retired	Retired	Retired with full benefits (66)
3	Family Relocation	Family Relocation	Family Relocation	Family Relocation	Resigned-Family relocation (61)
4	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons	Resigned-Career Change (72)
5	Family responsibilities/childcare	Family responsibilities/childcare	Stayed in LEA in a non-teaching position	Contracts ended-not rehired	Moved to a non-teaching position in the LEA (75)

**Table 10: Five-Year Average LEA Turnover
(alphabetical order)**

LEA Code	LEA Name	Turnover 2009-2010 (%)	Turnover 2010-2011 (%)	Turnover 2011-2012 (%)	Turnover 2012-2013 (%)	Turnover 2013-2014 (%)	Five Year Average (%)
010	Alamance	12.52	11.41	12.79	14.08	15.49	13.26
020	Alexander	8.29	5.93	7.35	10.06	10.17	8.36
030	Alleghany	8.57	6.06	11.81	8.4	10.08	8.98
040	Anson	14.53	15.09	16.09	17.97	20.39	16.81
050	Ashe	4.84	8.73	8.87	10.08	9.24	8.35
761	Asheboro City	11.49	10.06	13.27	19.88	19.5	14.84
111	Asheville City	10.03	5.3	5.25	13.19	17.07	10.17
060	Avery	9.63	9.69	9.41	11.98	10.65	10.27
070	Beaufort	11.55	11.52	11.48	13.52	12.9	12.19
080	Bertie	22.22	14.95	4.84	26.63	21.71	18.07
090	Bladen	8.27	7.21	10.13	15.36	15.71	11.34
100	Brunswick	10.45	12.17	13.42	11.53	15.09	12.53
110	Buncombe	6.84	8.6	9.22	11.8	13.67	10.03
120	Burke	5.27	5.27	13.49	9.07	8.24	8.27
130	Cabarrus	7.62	9.31	10.54	13	13.3	10.75
140	Caldwell	8.77	6.42	8.09	11.16	8.38	8.56
150	Camden	9.59	1.52	5.37	9.76	6.45	6.54
160	Carteret	11.08	8.2	12.8	10.07	8.92	10.21
170	Caswell	16.59	13.76	16.36	14.78	25	17.30
180	Catawba	11.27	8.56	8.87	11.35	9.32	9.87
681	Chapel Hill-Carrboro	12.6	10.71	12.78	17.55	16.07	13.94
190	Chatham	10.03	10.8	10.82	13.33	14.92	11.98
200	Cherokee	5.99	8.86	9.73	11.81	12.93	9.86
210	Chowan	7.51	9.3	9.41	14.11	18.82	11.83
220	Clay	6.67	4.04	6.93	9	6	6.53
230	Cleveland	8.65	9.24	10.04	10.96	9.72	9.72
821	Clinton City	10.81	11.57	11.72	15.6	16.82	13.30
240	Columbus	11.11	13.5	13.72	17.09	18.03	14.69
250	Craven	14.46	12.1	11.77	16.39	17.09	14.36
260	Cumberland	13.22	15.13	15.76	17.08	16.21	15.48
270	Currituck	14.29	12.37	13.46	11.74	11.02	12.58
280	Dare	4.52	7.25	7.3	8.07	7.89	7.01
290	Davidson	8.84	9.9	8	10.51	10.83	9.62
300	Davie	14.14	10.3	7.99	12.47	10.25	11.03
310	Duplin	3.7	13.67	13.02	17.48	17.8	13.13
320	Durham	17.53	18.1	18.25	20.16	20.21	18.85
330	Edgecombe	16	15.63	17.88	22.12	26.07	19.54
861	Elkin City	8.33	11	2.02	7.95	7.95	7.45
340	Forsyth	9.36	11.76	14.32	12.51	12.43	12.08
350	Franklin	7.64	6.64	8.59	20.24	15.47	11.72
360	Gaston	7.61	8.89	10.86	13.55	12.39	10.66
370	Gates	14.94	11.43	14.79	14.49	15.11	14.15
380	Graham	5.43	7.78	6.67	10.23	6.67	7.36
390	Granville	10.17	13.53	17.29	17.51	20.3	15.76
400	Greene	15.02	11.11	15.46	22.64	20.89	17.02

LEA Code	LEA Name	Turnover 2009-2010 (%)	Turnover 2010-2011 (%)	Turnover 2011-2012 (%)	Turnover 2012-2013 (%)	Turnover 2013-2014 (%)	Five Year Average (%)
410	Guilford	10.41	10.08	11.66	12.9	13.24	11.66
420	Halifax	31.82	22.61	24.29	31.27	31.36	28.27
430	Harnett	12.9	14.24	14.42	17.94	16.42	15.18
440	Haywood	9.95	7.99	14.36	10.7	15.34	11.67
450	Henderson	8.65	9.52	10.15	13.49	12.17	10.80
460	Hertford	14.46	9.09	12.99	18.47	22.32	15.47
181	Hickory City	10.22	12.54	12.71	17	20.4	14.57
470	Hoke	18.08	20.7	20.91	27.39	24.55	22.33
480	Hyde	12.12	10	14.67	26.39	15.87	15.81
490	Iredell	9.51	9.81	7.48	12.68	12.86	10.47
500	Jackson	14.23	12.7	16.47	17.34	13.49	14.85
510	Johnston	9.55	8.63	11.73	13.46	12.56	11.19
520	Jones	12.5	14.22	13.91	13.83	11.58	13.21
132	Kannapolis City	6.46	9.18	12.72	11.75	15.38	11.10
530	Lee	12.62	14	11.02	15.26	16.4	13.86
540	Lenoir	13.13	14.12	11.66	15.91	16.86	14.34
291	Lexington City	13.78	15.42	12.16	18.14	24.09	16.72
550	Lincoln	7.44	7.34	10.04	9.8	9.54	8.83
560	Macon	5.96	7.2	9.17	10.32	12.46	9.02
570	Madison	9.95	8.63	11.73	13.04	10.11	10.69
580	Martin	12.46	9.67	13.53	15.07	13.21	12.79
590	McDowell	7.68	8.33	6.18	12.86	13.41	9.69
600	Mecklenburg	11.67	14.07	14.36	15.99	15.14	14.25
610	Mitchell	6.08	7.91	7.27	8.92	6.71	7.38
620	Montgomery	12.88	13.41	11.07	17.25	15.71	14.06
630	Moore	10.34	11.5	13.87	14.52	16.79	13.40
491	Mooreville City	11.36	5.37	12.15	12.31	14.04	11.05
862	Mt. Airy City	2.78	11.82	7.14	10.34	11.21	8.66
640	Nash	16.04	10.3	15.11	20.77	20.02	16.45
650	New Hanover	8.02	8.49	10.03	10.33	11.66	9.71
182	Newton-Conover	11.47	8.46	9.13	19.1	15.24	12.68
660	Northampton	25.98	15.38	22.28	35.09	28.4	25.43
670	Onslow	13.45	14.26	12.96	15.58	16.04	14.46
680	Orange	11.99	8.49	10.77	14.61	12.75	11.72
690	Pamlico	21.88	23.97	18.64	23.42	25.23	22.63
700	Pasquotank	11.13	10	8.53	17.31	15.5	12.49
710	Pender	10.18	12.54	14.68	13.05	16.38	13.37
720	Perquimans	13.64	8.61	14.6	12.71	20.49	14.01
730	Person	18.55	15.65	22.19	18.4	13	17.56
740	Pitt	10.35	13.79	8.6	18.05	16.49	13.46
750	Polk	5.47	8.81	11.4	10.38	12.57	9.73
760	Randolph	12.76	11.55	12.29	11.57	12.32	12.10
770	Richmond	17.27	14.37	16.27	17.14	16.16	16.24
421	Roanoke Rapids	11.11	4.19	10.47	9.19	15.38	10.07
780	Robeson	8.63	5.36	8.58	18.14	13.67	10.88
790	Rockingham	7.09	9.99	11.49	11.52	11.36	10.29
800	Rowan	10.11	10.16	11.08	13.93	14.81	12.02
810	Rutherford	10.62	10.12	8.82	12.32	9.98	10.37

LEA Code	LEA Name	Turnover 2009-2010 (%)	Turnover 2010-2011 (%)	Turnover 2011-2012 (%)	Turnover 2012-2013 (%)	Turnover 2013-2014 (%)	Five Year Average (%)
820	Sampson	10.33	10.02	11.37	13.25	11.44	11.28
830	Scotland	15.1	14.2	21.29	23.66	18.87	18.62
840	Stanly	8.76	6.33	7.15	12.15	8.36	8.55
850	Stokes	6.8	6.75	9.8	11.02	10.65	9.00
860	Surry	4.18	4.7	6.74	7.31	9.57	6.50
870	Swain	12.08	4.96	10	10	13.48	10.10
292	Thomasville City	8.47	13.61	14.67	20.79	22.91	16.09
880	Transylvania	9.64	7.34	10.26	7.46	11.15	9.17
890	Tyrrell	1.89	19.23	11.54	15.38	11.76	11.96
900	Union	13.78	9.73	11.01	14.35	15.27	12.83
910	Vance	17.58	17.5	16.7	22.69	20.72	19.04
920	Wake	10.74	11.12	11.61	12.1	11.51	11.42
930	Warren	21.54	20	12	25.7	18.34	19.52
940	Washington	17.86	15.33	28	27.91	34.43	24.71
950	Watauga	11.72	8.27	11.92	11.63	13.22	11.35
960	Wayne	15.56	10.8	10.89	12.19	12.98	12.48
422	Weldon City	12.28	14.77	28.41	26.19	32.89	22.91
241	Whiteville City	13.94	9.87	14.19	10.6	11.54	12.03
970	Wilkes	14.11	11.96	9.77	10.32	11.37	11.51
980	Wilson	14.6	10.13	11.79	13.25	14.68	12.89
990	Yadkin	5.9	7.4	6.16	10.92	9.56	7.99
995	Yancey	9.34	9.27	4.97	13.97	11.86	9.88

**Table 11: Five Year Average LEA Turnover
(highest to lowest)**

LEA Code	LEA Name	Five Year Average (%)
420	Halifax	28.27
660	Northampton	25.43
940	Washington	24.71
422	Weldon City	22.91
690	Pamlico	22.63
470	Hoke	22.33
330	Edgecombe	19.54
930	Warren	19.52
910	Vance	19.04
320	Durham	18.85
830	Scotland	18.62
080	Bertie	18.07
730	Person	17.56
170	Caswell	17.30
400	Greene	17.02
040	Anson	16.81
291	Lexington City	16.72
640	Nash	16.45
770	Richmond	16.24
292	Thomasville City	16.09
480	Hyde	15.81
390	Granville	15.76
260	Cumberland	15.48
460	Hertford	15.47
430	Harnett	15.18
500	Jackson	14.85
761	Asheboro City	14.84
240	Columbus	14.69
181	Hickory City	14.57
670	Onslow	14.46
250	Craven	14.36
540	Lenoir	14.34
600	Mecklenburg	14.25
370	Gates	14.15
620	Montgomery	14.06
720	Perquimans	14.01
681	Chapel Hill-Carrboro	13.94
530	Lee	13.86
740	Pitt	13.46
630	Moore	13.40
710	Pender	13.37
821	Clinton City	13.30
010	Alamance	13.26
520	Jones	13.21
310	Duplin	13.13
980	Wilson	12.89
900	Union	12.83
580	Martin	12.79
182	Newton-Conover	12.68
270	Currituck	12.58
100	Brunswick	12.53
700	Pasquotank	12.49
960	Wayne	12.48

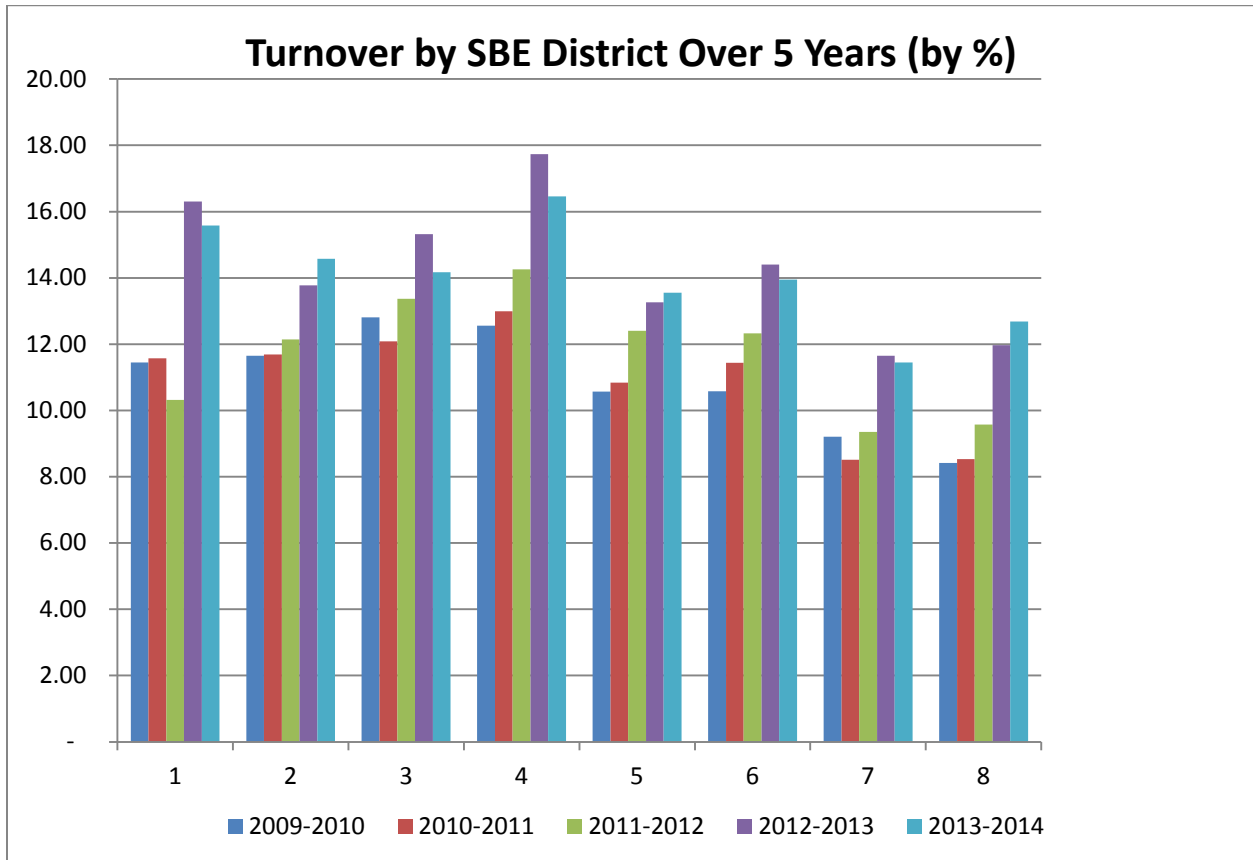
LEA Code	LEA Name	Five Year Average (%)
070	Beaufort	12.19
760	Randolph	12.10
340	Forsyth	12.08
241	Whiteville City	12.03
800	Rowan	12.02
190	Chatham	11.98
890	Tyrrell	11.96
210	Chowan	11.83
680	Orange	11.72
350	Franklin	11.72
440	Haywood	11.67
410	Guilford	11.66
970	Wilkes	11.51
920	Wake	11.42
950	Watauga	11.35
090	Bladen	11.34
820	Sampson	11.28
510	Johnston	11.19
132	Kannapolis City	11.10
491	Mooresville City	11.05
300	Davie	11.03
780	Robeson	10.88
450	Henderson	10.80
130	Cabarrus	10.75
570	Madison	10.69
360	Gaston	10.66
490	Iredell	10.47
810	Rutherford	10.37
790	Rockingham	10.29
060	Avery	10.27
160	Carteret	10.21
111	Asheville City	10.17
870	Swain	10.10
421	Roanoke Rapids	10.07
110	Buncombe	10.03
995	Yancey	9.88
180	Catawba	9.87
200	Cherokee	9.86
750	Polk	9.73
230	Cleveland	9.72
650	New Hanover	9.71
590	McDowell	9.69
290	Davidson	9.62
880	Transylvania	9.17
560	Macon	9.02
850	Stokes	9.00
030	Alleghany	8.98
550	Lincoln	8.83
862	Mt. Airy City	8.66
140	Caldwell	8.56
840	Stanly	8.55
020	Alexander	8.36
050	Ashe	8.35
120	Burke	8.27
990	Yadkin	7.99
861	Elkin City	7.45

LEA Code	LEA Name	Five Year Average (%)
610	Mitchell	7.38
380	Graham	7.36
280	Dare	7.01
150	Camden	6.54
220	Clay	6.53
860	Surry	6.50

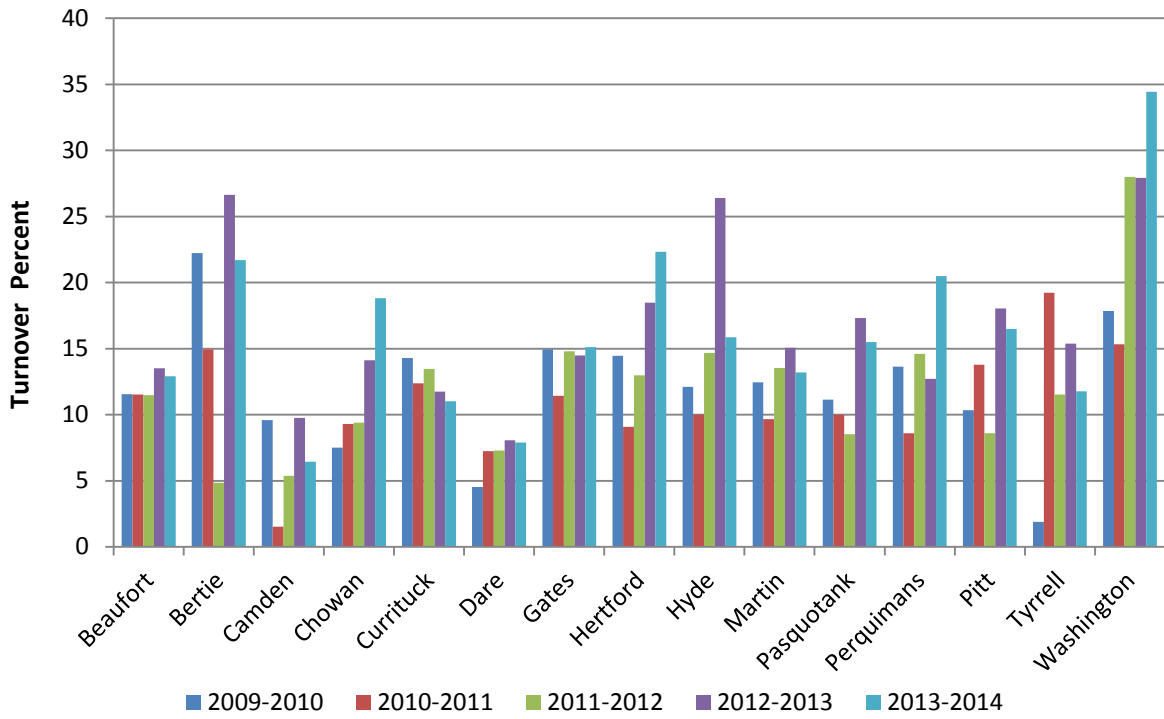
**Chart 6: Five Year Average Turnover
(by SBE District)**

North Carolina's State Board of Education (SBE) Districts	
District 1 - Northeast	District 5 - Piedmont-Triad/Central
District 2 - Southeast	District 6 - Southwest
District 3 - North Central	District 7 - Northwest
District 4 - Sandhills/South Central	District 8 - Western

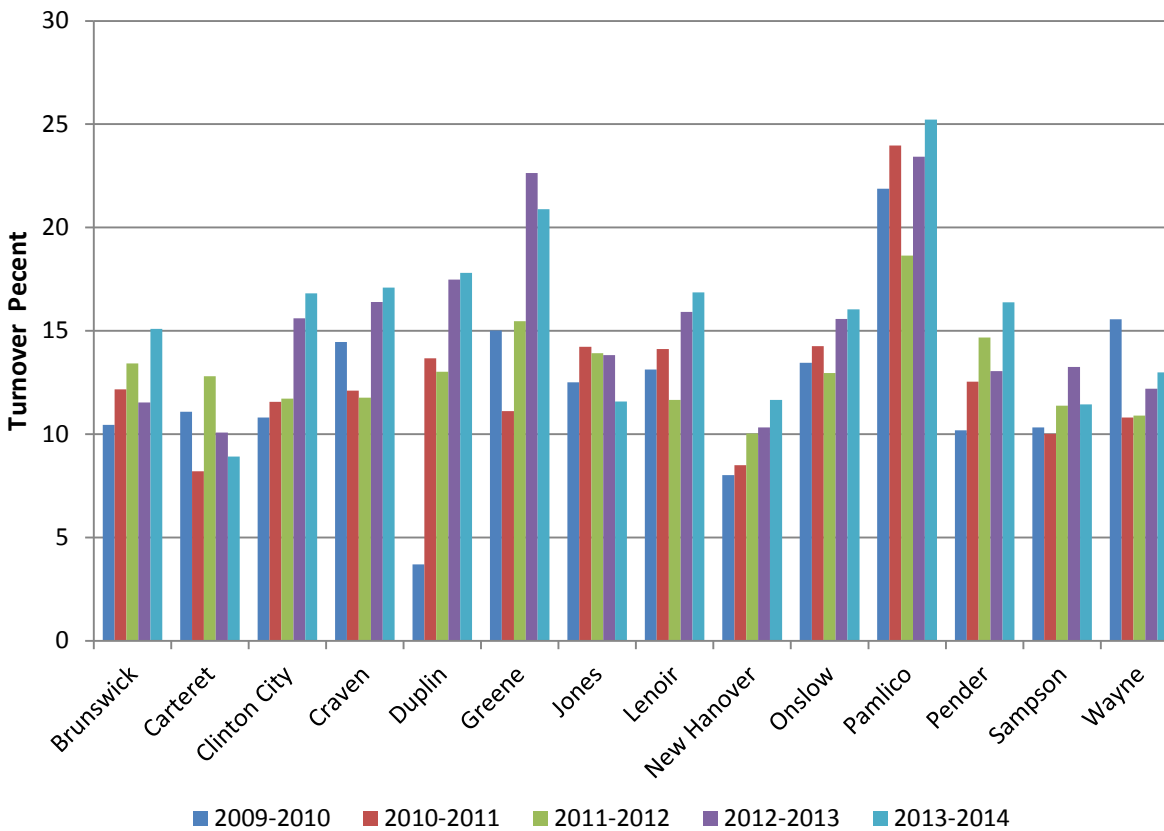
DISTRICT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
1	11.45	11.57	10.32	16.30	15.58
2	11.65	11.69	12.14	13.77	14.58
3	12.81	12.08	13.37	15.32	14.17
4	12.56	12.99	14.26	17.73	16.46
5	10.57	10.84	12.40	13.26	13.55
6	10.58	11.44	12.33	14.40	13.95
7	9.21	8.51	9.35	11.65	11.45
8	8.42	8.53	9.57	11.97	12.68



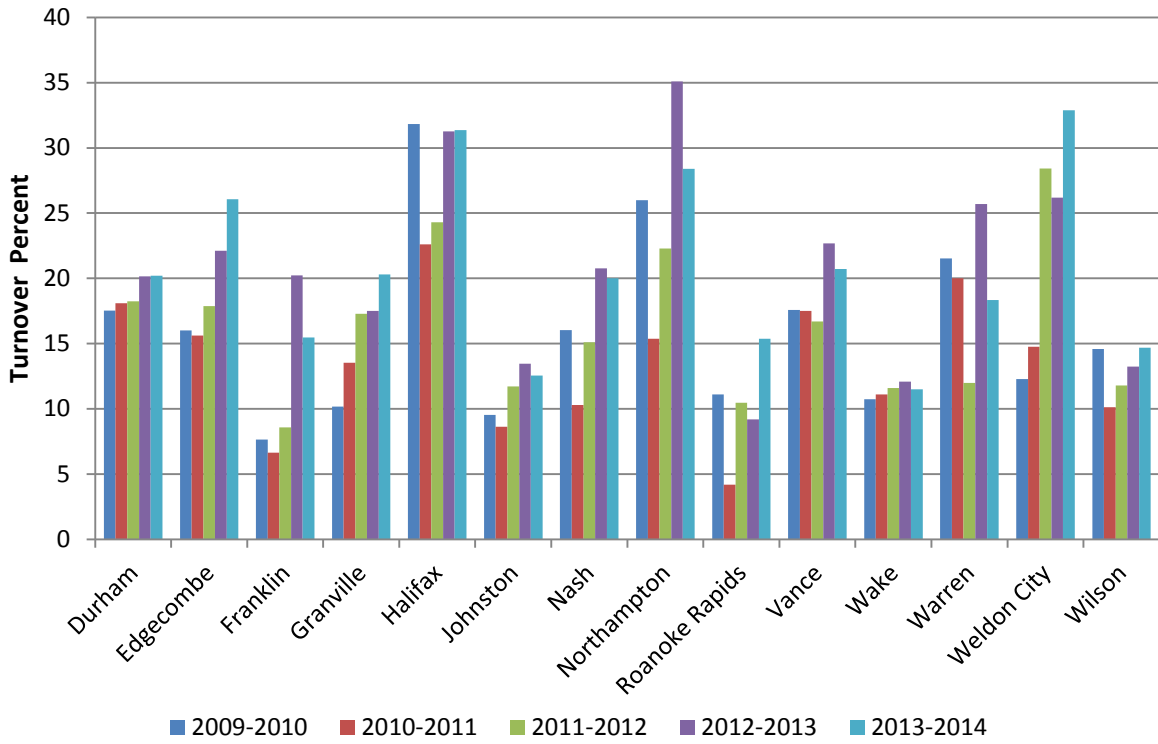
LEA Turnover (2009-2014) District 1



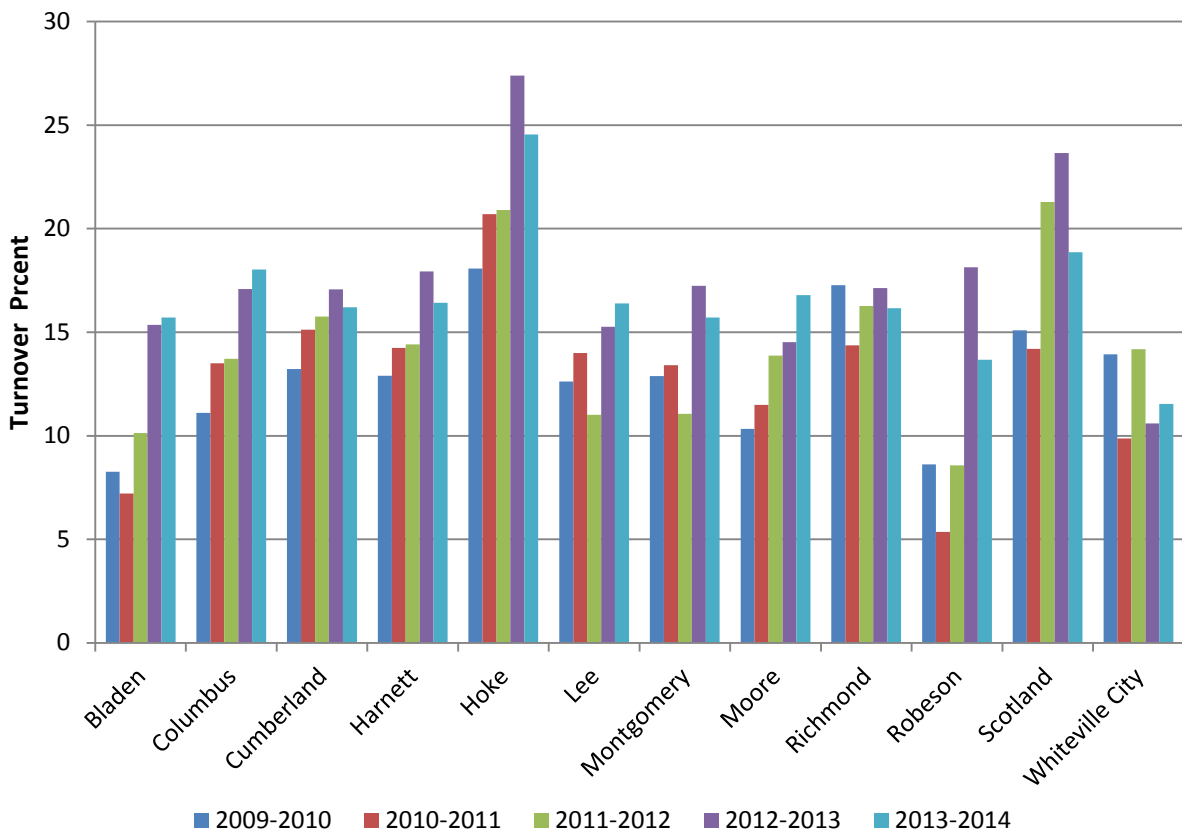
LEA Turnover (2009-2014) District 2



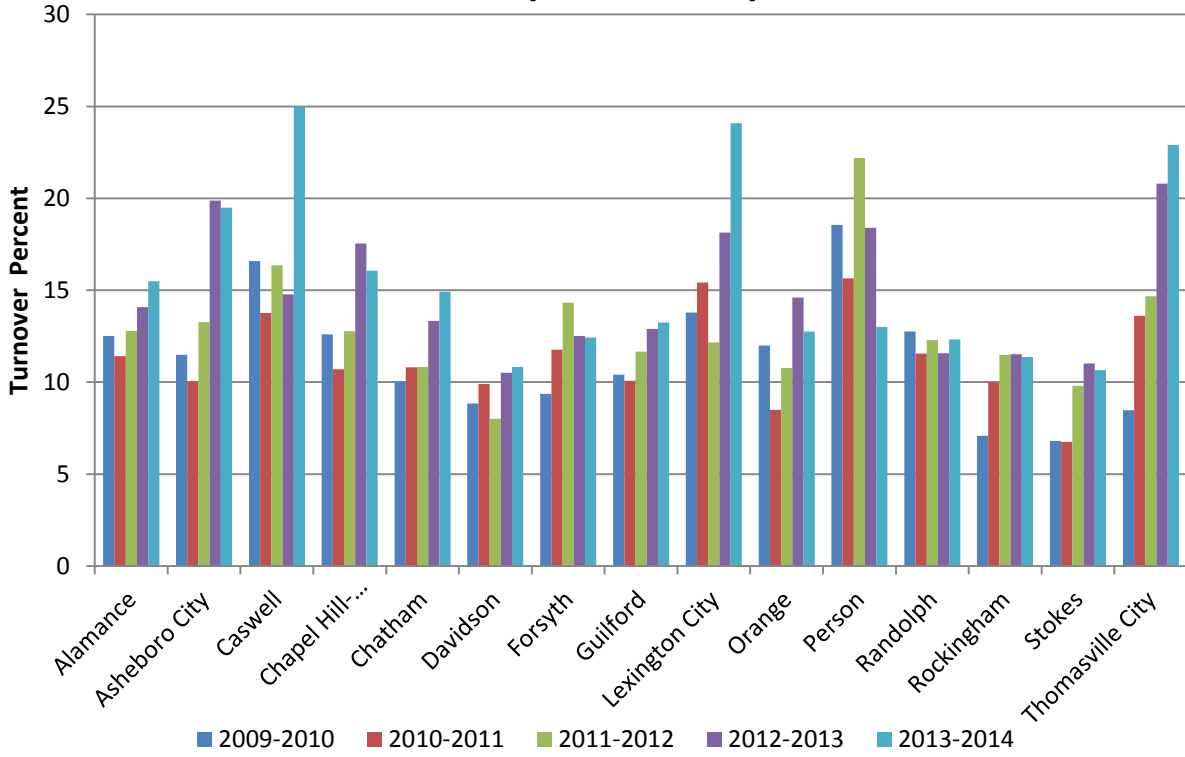
LEA Turnover (2009-2014) District 3



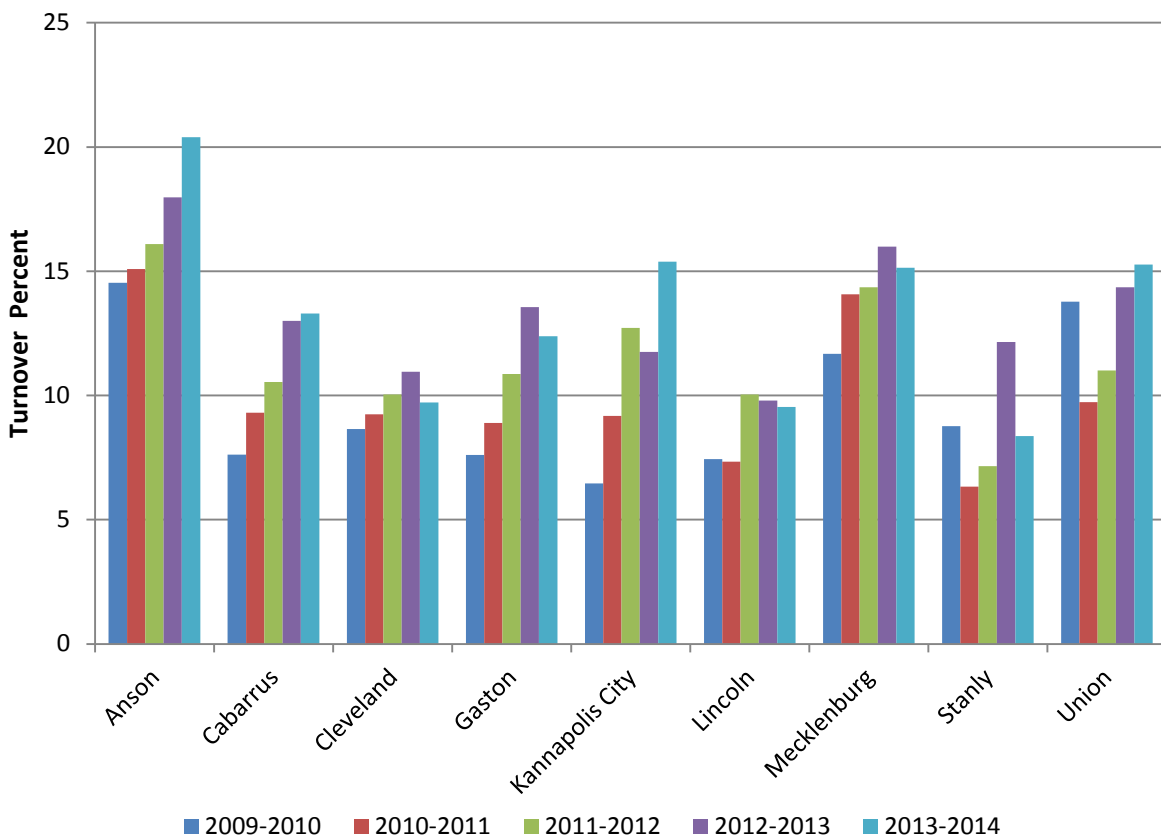
LEA Turnover (2009-2014) District 4



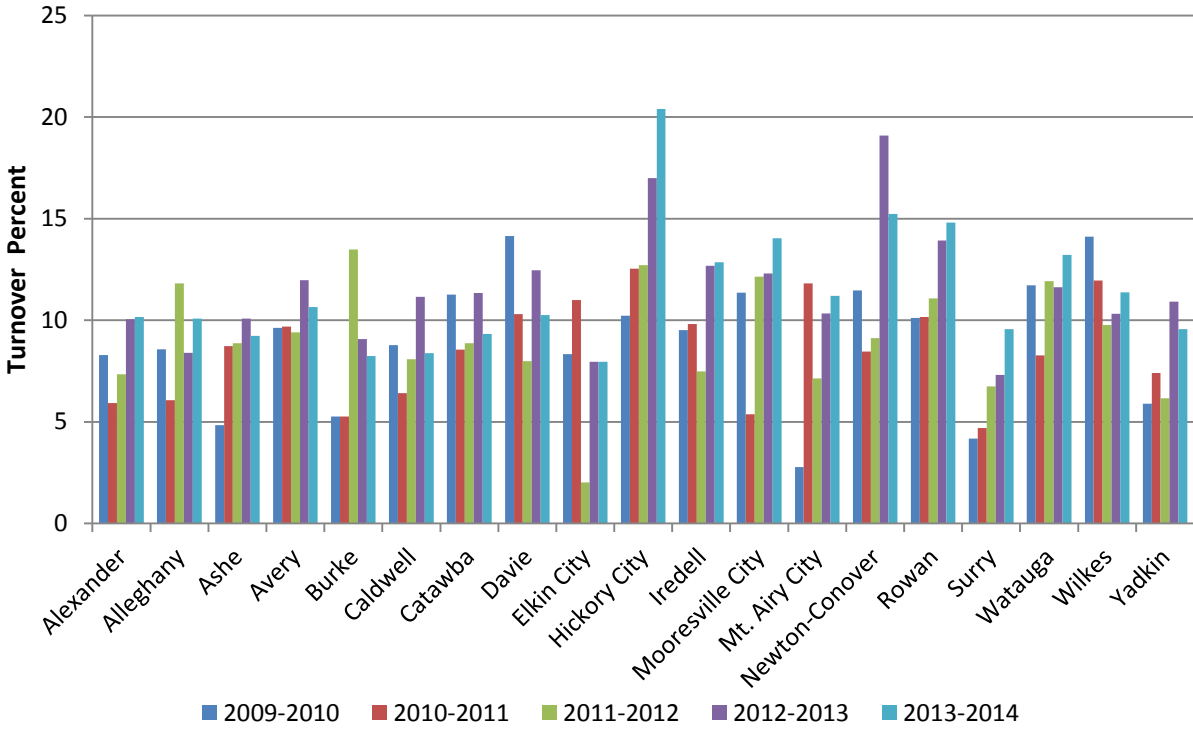
LEA Turnover (2009-2014) District 5



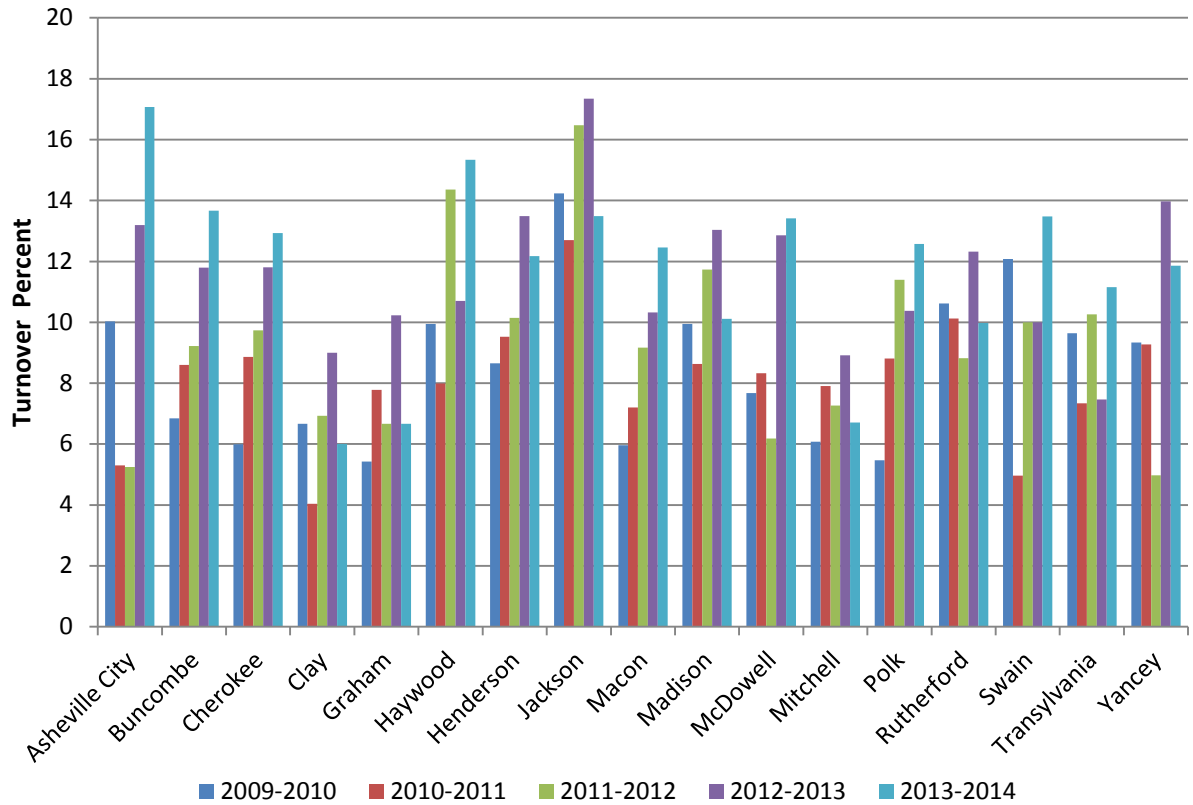
LEA Turnover (2009-2014) District 6



LEA Turnover (2009-2014) District 7



LEA Turnover (2009-2014) District 8



Most Difficult Licensure Areas to Staff

Table 12: Most Difficult Licensure Areas to Staff

*This chart reflects the most difficult licensure areas to staff, as identified by the LEAs. The shaded area represents the top five areas reported for 2013-14. This information is reported yearly as North Carolina's teacher shortage areas for designation by the U.S. Department of Education (USED). Teacher shortage areas are reported to alert the nation where States and school districts are looking to potentially hire academic administrators, licensed teachers, and other educators and school faculty in specific disciplines/subject areas, grade levels, and/or geographic areas; **and** where recent graduates of Schools of Education and trained, experienced teaching professionals aiming to serve school districts with shortages can find (prospective) positions and fill the current voids in each State's and territory's Pre-Kindergarten through Grade 12 classrooms, in areas that match their match their certification credentials; as well as to inform Federal financial aid recipients on reducing, deferring, or nullifying/discharging/cancelling student loan payments and meet other specified (e.g., teaching) obligations.

2011-2012		2012-2013		2013-2014	
Number of LEAs Reporting to Question = 115		Number of LEAs Reporting to Question = 115		Number of LEAs Reporting to Question = 115	
License Area	# Identifying	License Area	# Identifying	License Area	# Identifying
9-12 Mathematics	93	9-12 Science	65	Math (Grades 9-12)	100
Special Ed.: General Curriculum	78	Special Ed.: General Curriculum	54	Science (Grades 9-12)	86
9-12 Science	74	9-12 Mathematics	52	Spec Ed: General Curriculum	82
6-9 Mathematics	54	6-9 Science	40	M.G. Math (Grades 6-9)	65
6-9 Science	51	Special Ed.: Adapted Curriculum	39	Spec Ed: Adapted Curriculum	56
Special Ed.: Adapted Curriculum	40	6-9 Mathematics	37	M.G. Science (Grades 6-9)	53
English as a Second Language	20	Spanish (Special Subjects K-12)	18	ESL	14
Spanish (Special Subjects K-12)	17	English as a Second Language	15	Spanish (Grades K-12)	13
9-12 English	16	Career and Technical Education	15	Health Occupations Education	13
Family and Consumer Sciences Ed. (Career and Technical Ed. 6-12)	13	Family and Consumer Sciences Ed. (Career and Technical Ed. 6-12)	11	English (Grades 9-12)	8
6-9 Language Arts	11	6-12 Language Arts	8	Spanish (Grades 9-12)	8
6-9 Social Studies	9	6-9 Social Studies		Technology Education	8
Health Occupations Education - Registered Nurse	9	Dual Certifications	8	Family and Consumer Sciences	7
9-12 Spanish	8	Health Occupations Education-Registered Nurse	7	Business Education	5
Career and Technical Ed. 6-12	6	Speech Pathologist	3	M.G. Language Arts (Grades 6-9)	5
Special Ed.: Cross Categorical	5	Media	2	M.G. Social Studies (Grades 6-9)	5
Special Ed.: Behaviorally/Emotionally Disabled	5	School Psychologist	2	Spec Ed: Cross Categorical	5
Birth to Kindergarten	5	Academically Gifted	2	Spec Ed: Academically Gifted	5

Notes: ¹ Above numbers include only those areas identified by 5 or more LEAs.