



PUBLIC SCHOOLS OF NORTH CAROLINA

State Board of Education | Department of Public Instruction

Report to the North Carolina General Assembly

**2021-2022 State of the Teaching Profession in
North Carolina**

General Statute 115C-299.5; S.L. 2017-189, sec. 5(b)&(c)

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2021-2022
Annual Report on the State of the Teaching Profession in North Carolina

Overview of the Annual Report

GS §115C-12(22) requires the State Board of Education to include specific data in its annual report on the teaching profession.

Attrition data within this report are summarized in multiple ways: by individual local education agencies (LEA) and by the new State Board of Education (SBE) Districts. Improvements were made to this report after the 2015-2016 report based on feedback from the NC Department of Public Instruction and the State Board of Education. The five summary categories were realigned to better represent the reasons teachers have self-reported their change in employment. Additionally, the North Carolina Department of Public Instruction (NCDPI) has eliminated the use of the term "Turnover" from this report and will use, and define, the terms "attrition" and "mobility" to describe changes in teacher employment status. For the purposes of this report, the following definitions apply:

Attrition: a reduction in the number of employees that occurs when employees leave an employing unit. Attrition can be measured at the state or LEA level.

Mobility: the relocation of an employee from one LEA/charter school to another within the state of North Carolina. For the purposes of this report, mobility only exists at the state level; employee mobility across LEAs/charter schools is considered to be attrition for the employing unit from which the employee departs.

Given the change in how NCDPI is defining employment trends in this report, results from reports after the 2015-2016 school year cannot be compared to prior year reports in a meaningful way. Differences in employment trends between the 2015-2016 and later reports and reports from prior years are not comparable and should not be attributed to any programs or policies implemented in prior years.

Data Collection Procedures

Every Local Education Agency (LEA) reports teacher attrition to the state yearly. These data are used in calculations to satisfy state legislation as well as the NC School Report Card (SRC). Calculations are based on a snapshot of employment for classroom teachers employed in the LEA as reflected in the DPI payroll database. 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. To determine attrition, the teacher's Unique Identifier (UID) is queried against all employee budget codes in the previous year's payroll data file. If a teacher's UID is not found to be employed in the state in March of the current year as they were in March of the previous, the teacher is classified as attrition at the state level. If a teacher's UID is found to be employed in the state in March of the current year but in a different LEA from the prior year, that teacher is classified as attrition at the LEA level, but mobility at the state level. Teachers who remain in the same LEA but move from an instructional to non-instructional role within the measurement period do not contribute to the attrition or mobility rate at the state or local level.

The Financial and Business Services Division at the Department of Public Instruction provides each LEA a list of individuals employed as teachers within the March date range, and they are asked to provide summary data on the reasons teachers leave the profession. These reasons are self-reported by teachers to LEA personnel during exit interviews, surveys, and/or factual information from their human resources database.

Charter school data are not reflected in this report except where teachers in an LEA in March 2021 moved to a charter school in March 2022 (identified as mobility in state-level reporting). Charter schools do not report attrition 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 GS §115C-218.90(a)(1).

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 or any statewide salary/cost analysis.

There are **28 reasons** LEAs use to code their attrition data. For purposes of this report, those self-reported reasons are combined into **five (5) summary categories**. The five (5) summary 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

From the perspective of the LEAs, all 5 summary categories represent attrition (loss of an employee from the LEA). From the perspective of the state, however, only summary categories 2-5 represent attrition from the state. Summary category 1, "Remained In Education" represents mobility within the State of North Carolina. The summary category, "Remained In Education" is excluded from the analysis on state attrition, but is analyzed in the section related to teacher mobility in the state.

Note: Teachers on approved leave and teachers who moved from one school to another school within the LEA are not captured in the state report at this time. Calculations 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.

State of the Teaching Profession in North Carolina

Key Findings

1. Generally, North Carolina teachers are remaining in the classroom. The overall state attrition rate for 2021-2022 is 7.78%.
2. There were 93,832 teachers employed in NC between March 2021 and March 2022. Of these teachers, 7,298 are no longer employed in NC public schools (or public charter schools).
3. Teachers with fewer than three years of teaching experience are considered Beginning Teachers in NC. During the period between March 2021 and March 2022, there were 15,588 Beginning Teachers (BTs) employed statewide and 1,981 were reported as attrition. The attrition rate for Beginning Teachers in NC is 12.71%, higher than the attrition rate for those not classified as a Beginning Teacher ($5,317/78,244 \approx 6.80\%$).
4. 6,684 beginning Lateral entry, or Residency Licensed, (LE) teachers were employed in March 2021, and, of those, 792 (11.8%) were no longer employed in NC public schools in March 2022. A total of 511 teachers were employed in North Carolina as International Faculty (IF) teachers, and 453 (88.65%) of those teachers left employment with NC public schools; a total of 257 Teach for America (TFA) Teachers were employed in March 2021, and 65 (25.3%) were no longer employed in NC public schools in March 2022. (see Table 1)
5. A plurality of teachers (42.5%) who left employment in NC public schools cited "Personal Reasons" for their decision to depart. "**Resigned – Reason unknown**" and "**Retired with full benefits**" were the largest individual reasons (15.9% and 15.3%, respectively) cited for teachers' decision to leave employment in NC public schools. (see Table 2)
6. LEAs experience attrition as the combined effect of teacher attrition from the state and mobility of teachers from one LEA to another LEA/charter school. On average, 3.31% of the state's teaching force changed employment during the measurement period. The average effect of the LEA-attrition rate for the state is 11.09% (7.78% state attrition rate + 3.31% mobility rate). There is a wide range of LEA-departure rates across the state. (See Table 6)
7. Some LEAs are able to recapture their losses due to teacher attrition by capitalizing on teacher mobility. The rate at which LEAs are able to attract transferring teachers to their system is defined as the "recoupment rate". The LEAs with the highest and lowest recoupment rates are listed in Table 7.
8. Hard to Staff subject areas are determined by teacher vacancy reports submitted by the LEAs. For elementary schools, core subject teaching positions exhibit the highest vacancy totals. In middle schools (6-8) LEAs have the highest vacancies for mathematics and in high schools (9-12) the highest vacancies are for Career and Technical Education (CTE) (See Tables 9 and 10).

State Attrition Rates for NC Teachers

All 116 operational LEAs reported their district-level employment data for the 2021-2022 reporting period. The Innovative School District (ISD) is included in this report but will not be included in any highest or lowest categories due to the small sample size of the district. The calculations show that out of the 93,832 teachers employed during the 2021-2022 school year, 7,298 teachers were reported as attrition (i.e., no longer teaching in a North Carolina public school in the 2021-22 school year), resulting in an overall state attrition rate of 7.78%. This state-level attrition rate is slightly down from the prior year rate of 8.2% and is more aligned with rates observed in the 2019 and 2020 school years (7.5% and 7.53%, respectively).

The state attrition rates for certain subgroups of teachers differ from those of experienced, licensed teachers. The state attrition rate for Beginning Teachers (fewer than three years of teaching experience) is approximately 63% higher for beginning teachers than for their more experienced counterparts (12.7% BT vs. 6.80% for non-BTs). Beginning Teachers account for approximately 27% of all teachers who separate from employment in NC public schools. The attrition rates for these teacher subgroups are presented in Table 1.

Teachers who enter the teaching profession on a residency license are another subgroup of the teaching population whose attrition rates differ dramatically from the general population of licensed, experienced teachers. For the purposes of this report, both lateral entry teachers and residency-licensed teachers will be categorized as residency-licensed teachers. While there are many (4,745) residency-licensed teachers who are classified as a BT, there is a substantial number of residency-licensed teachers who are not currently classified as BTs (i.e., the residency-licensed teacher has completed the Beginning Teacher Support Program but has not yet converted his/her license to a Continuing Professional License). There was a 13.0% percent increase in the number of teachers identified as residency licensed from the 2020-21 to the 2021-22 school year (6,684 versus 5,915, respectively). Of the 6,684 residency-licensed teachers who were employed in NC public schools in March 2021, 793 of them were not employed in NC public schools in March 2022 resulting in a state attrition rate of 11.85%. The state attrition rate for non-residency-licensed teachers was 7.5%. Residency-licensed teachers have, on average, an 58.7% higher rate of attrition than their non-lateral entry counterparts.

Other subgroups of the teaching population of interest are International Faculty (IF) and Teach for America (TFA)¹ teachers. A total of 511 IF teachers were employed in NC in March 2021, and 453 those (or 88.7%) were not employed in NC public schools in March 2022. Of the 257 TFA teachers in NC in March 2021, 65 (25.3%) did not remain in employment in March 2022. These two subgroups of teachers do have a unique employment situation among NC teachers. In general, IF and TFA teachers commit to a five-year or two-year contract, respectively, with NC school systems. While some teachers from these two groups do remain in education after the term of their initial contract, including attrition rates for those in the third year of their contract in March 2022 may skew the attrition rates higher. If one restricts the analysis to IF and TFA teachers who did not cite the end of their contract term as their reason for leaving employment, IF teachers have a 85.8% attrition rate and TFA teachers have a 22.9% attrition rate.

¹ For the purposes of this report, TFA teachers are defined as those on an initial, TFA license. When, or if, a TFA teacher converts to a continuing license, the teacher is no longer identified as a TFA teacher.

Table 1: State Attrition Rates by Teacher Category 2021-2022

| CATEGORY OF TEACHERS | | Total Number of Teachers in Category 2021-2022 | Number of Teachers Leaving Employment in NC public schools | % Attrition in Category 2021-2022 |
|---------------------------------|----------------------|--|--|-----------------------------------|
| Experienced, Licensed Teachers | | 80,663 | 5,580 | 6.9% |
| Beginning Teachers ² | | 13,169 | 1,720 | 13.06% |
| Teach for America Teachers | All ³ | 257 | 65 | 25.3% |
| | Before Contract Term | 249 | 57 | 22.9% |
| IF Teachers | All | 511 | 453 | 88.7% |
| | Before Contract Term | 408 | 350 | 85.8% |
| Residency Licensed Teachers | | 6,684 | 793 | 11.9% |

Reason Codes for Teacher Attrition

Here are 23 reasons LEAs use to code their attrition data. For this report's purposes, the self-reported reasons teachers leave have been categorized into five summary categories: Personal Reasons, Initiated by LEA, Beyond LEA Control, Other Reasons. Some teachers reported in their exit interview that they intended to remain in education but move to a different LEA (either in a teaching or non-teaching role). Despite that assertion, some of these teachers were not employed in an NC public school in March 2022. These teachers contribute to the state attrition rate, and the original, self-reported reason code is changed to "Other Reasons". Alternatively, some teachers reported in their exit interview that they would leave employment in NC public schools but were employed in an LEA or charter school in the 2021-22 school year. These teachers' reason codes were changed from the reported reason code to either "Resigned to teach in another NC public school system" (code 58), or "Resigned to teach in a NC charter school" (code 70). NCDPI is not able to report on teachers who indicated that they would leave public education and seek employment with a NC private school (code 71).

As reflected in Table 2, teachers reported "Personal Reasons" as the main reason (42.5%) for their decision to leave the profession in the reporting year (2021-2022). Of those citing personal reasons for leaving employment as an NC public school teacher, the most common reason for leaving was due to a career change (25.2% of teachers leaving for Personal Reasons). The number of teachers resigning due to retirement with full benefits remains the number one reason given when teachers leave the state with 1,114 or 15.3% of all exiting teachers.

While the state may not be able to develop policy to address some of the reasons teachers supplied under the Personal Reasons category (e.g., health issues, family relocation, etc.), there are two reasons that might have root causes that could be addressed through policy. Nearly seven percent (507 teachers) of the teachers who left employment with NC public schools indicated that they intended to teach in another state.

² *Note: Beginning Teachers, VIF, TFA, and Lateral Entry teachers may be included in multiple categories.

³ TFA numbers do not include any TFA teachers in NC charter schools.

The second, policy-relevant reason that teachers gave for leaving NC public schools was a desire to pursue a different career. Teachers who expressed a desire to pursue another career account for 10.7% (783) of the state's overall attrition. Of particular note in this chart is the substantial increase in the number of teachers no longer teaching in North Carolina public schools who did not provide a reason for their departure (code 69 – "Resigned for unknown reasons"). While one cannot infer why these teachers elected to leave employment in North Carolina public schools, one might question whether teachers, who left due to concerns over the COVID-19 pandemic, elected not to provide a reason for their departure.

The data displayed in Chart 1 show the attrition rates for teachers by years of teaching experience. From the chart, one can see that attrition rates in the first five years of teaching are much higher than those of mid-career teachers (except for those teachers at 27 years and above when retirement becomes more financially viable). This attrition among early-career teachers could be attributable to differences in how younger generations view careers – younger professionals may be more fluid in how they approach their professional lives than earlier generations.

The state did target early-career teachers for salary increases in 2015. The fact that these teachers leave the teaching profession at higher rates than their more experienced counterparts is well documented and increasing the salaries of early-career teachers could very well stem the high rates of attrition from the profession. It would be prudent, however, for the state to monitor the effect of this salary increase on early-career teachers' decisions to remain employed in NC public schools. If attrition rates among this group of teachers do not respond to the increased salary, the state could benefit from probing deeper into these teachers' motivations for pursuing their teaching careers in other states or leaving the profession altogether.

A complete list of reason codes for attrition from the state can be found in Appendix A. The percentage of reason codes cited by departing teachers by LEA can be found in Appendix B.

**Table 2: State Attrition Reasons by Categories
2021-2022**

For purposes of this report, the 23 self-reported reasons teachers provide to their LEAs are combined into four (4) summary categories below. The four (4) summary categories include the 23 self-reported reasons for leaving. The 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 teachers leave the profession.

| Reasons for Attrition | 2021-2022 | | 2020-2021 | | Percentage Difference |
|---|--------------|----------------------|--------------|----------------------|---|
| Overall State Attrition | 7,298 | | 7,736 | | |
| | | % of Total Attrition | Number | % of Total Attrition | Percentage Difference from 2020 to 2021 |
| Personal Reasons | 3,103 | 42.5% | 3,449 | 44.6% | -14.61% |
| Resigned due to family responsibilities/ childcare (57) | 465 | 6.4% | 579 | 7.49% | 1.94% |
| Resigned to continue education/sabbatical (60) | 154 | 2.1% | 170 | 2.20% | -14.57% |
| Resigned due to family relocation (61) | 581 | 8.0% | 609 | 7.87% | -18.36% |
| Resigned to teach in another state (62) | 507 | 7.0% | 462 | 5.97% | -21.03% |
| Dissatisfied with teaching (63) | 80 | 1.1% | 89 | 1.15% | -35.04% |
| Resigned due to career change (72) | 784 | 10.7% | 689 | 8.91% | -29.48% |
| Resigned due to health/disability (64) | 116 | 1.6% | 203 | 2.62% | -7.31% |
| Retired with reduced benefits (68) | 360 | 4.9% | 554 | 7.16% | 5.52% |
| Re-employed retired teacher resigned (73) | 56 | 0.8% | 94 | 1.22% | 13.25% |
| Initiated by LEA | 393 | 5.4% | 459 | 5.9% | -14.53% |
| Dismissed (50) | 6 | 0.1% | 13 | 0.17% | -38.10% |
| Non-renewal (probationary contract ended) (53) | 134 | 1.8% | 90 | 1.16% | -10.59% |
| Interim contract ended--not rehired (54) | 164 | 2.3% | 241 | 3.12% | 0.42% |
| Resigned in lieu of dismissal (55) | 18 | 0.2% | 49 | 0.63% | -10.91% |
| Resigned in lieu of non-renewal (78) | 12 | 0.2% | 35 | 0.45% | -18.60% |
| Did not obtain or maintain license (56) | 59 | 0.8% | 31 | 0.40% | -59.74% |
| Beyond Control of LEA | 1,369 | 18.8% | 1,856 | 24.0% | 1.09% |
| Reduction in Force (51) | 2 | 0.0% | 2 | 0.03% | -77.78% |
| Retired with full benefits (66) | 1,114 | 15.3% | 1,522 | 19.68% | 5.18% |
| Deceased (67) | 37 | 0.5% | 74 | 0.96% | 15.63% |
| End of Term (VIF) (74) | 110 | 1.5% | 113 | 1.46% | -17.52% |
| End of Term (TFA) (77) | 12 | 0.2% | 23 | 0.30% | -4.17% |

| Reasons for Attrition | 2021-2022 | | 2020-2021 | | Percentage Difference |
|---|--------------|----------------------|--------------|----------------------|---|
| Overall State Attrition | 7,298 | | 7,736 | | |
| | | % of Total Attrition | Number | % of Total Attrition | Percentage Difference from 2020 to 2021 |
| Resigned due to movement required by Military Orders (76) | 94 | 1.3% | 122 | 1.58% | -21.29% |
| Other Reasons | 2,433 | 33.4% | 1,972 | 25.5% | 182% |
| Resigned for other reasons (65) | 1,276 | 17.5% | 980 | 12.67% | 296.76% |
| Resigned for unknown reasons (69) | 1,157 | 15.9% | 982 | 12.71% | 117.3% |
| | 7,298 | | 7,736 | 100% | 8.71% |

State Attrition and Student Growth

In order to appreciate fully the impact of teacher attrition on the state, it is important to understand the relative effectiveness of the instruction of those who leave employment in NC public schools and those who remain. For the purposes of this report, teaching effectiveness is defined as the EVAAS index score from the 2020-2021 school year. Teachers without any EVAAS scores are excluded from this analysis. The EVAAS index score is a standardized measure of a teacher's impact on student achievement relative to the average NC teacher's impact in a particular grade/subject. Teachers with EVAAS index scores of zero are considered to have teaching effectiveness that is consistent with the hypothetical "average" NC teacher. For teachers with an EVAAS index score of 2.0 or greater, the state is confident that their instructional effectiveness exceeds that of the average NC teacher. For teachers with an EVAAS index score of less than -2.0, the state is confident that their instructional effectiveness is less than that of the average NC teacher.

On average, teachers who left employment in NC public schools had lower EVAAS index scores than those teachers who remained in employment during the measurement period. The average EVAAS index score for teachers who remained employed in NC public schools was 0.03 ($n=40,384$, $SD=1.98$); the average EVAAS index score for teachers who did not remain employed in NC public schools was -0.23 ($n=3,104$, $SD=1.82$). The difference in EVAAS index scores (0.27) between these two groups is statistically significant ($t=7.29$, $p<0.001$). The exception to this trend, however, is teachers with zero to four years of teaching experience. During the 2021-2022 measurement period, teachers in this experienced band who left employment in NC public schools were more effective, on average, than those who remained (with the same level of experience). NCDPI will monitor this phenomenon carefully in future reports to determine whether the 2021-2022 measurement period was anomalous or if it develops into a trend.

While it is important to know that teachers who leave employment in NC public schools have, on average, lower EVAAS index scores, this analysis could mask important differences in teaching effectiveness for early career versus more experienced teachers. By comparing the EVAAS index scores of departing and remaining teachers at differing levels of experience, one can determine whether the general trend holds true at various levels of teaching experience. In order to test this assumption, teachers were placed into five-year bands according to their years of experience (0-30+ years). The EVAAS index scores of teachers who remained in employment were compared to teachers who left employment within the same band of experience. Table 3 contains data for the differences in EVAAS index scores for teachers who remained in NC public schools and those who left employment during the measurement period. From the display in Chart 2, one can discern that teachers who remain employed in NC public schools have higher EVAAS index scores, on average, than their counterparts with similar teaching experience who leave employment with NC public schools.

While this analysis confirms that teachers who departed from employment in NC public schools have lower EVAAS ratings than those who remained employed, one should not infer a causal relationship

between EVAAS index scores and teacher attrition. While dissatisfaction with EVAAS or the teacher evaluation process might have played a part in teachers' decisions to leave NC public schools, no teacher expressly identified either measure as a reason for departing. Furthermore, the averages for each experience band contain many teachers with EVAAS ratings well in excess of 2.0. Many teachers with tremendous impact on student achievement elect to leave employment with NC public schools. In Chart 3, the percentages of teachers (both those who remained employed and left employment in NC public schools) in each of the EVAAS performance categories. While it is true that, on average, NC teachers who remained employed in NC public schools have a statistically significant greater impact on student growth than their colleagues who choose to leave, there are many teachers who leave employment in NC public schools who have a positive impact on student growth. It is in the best interest of the state and LEAs to identify these teachers with positive impact on student growth and find ways to encourage them to remain employed in NC public schools.

**Chart 1:
Teachers Leaving Employment by Years of Experience (March 2021-March 2022)**

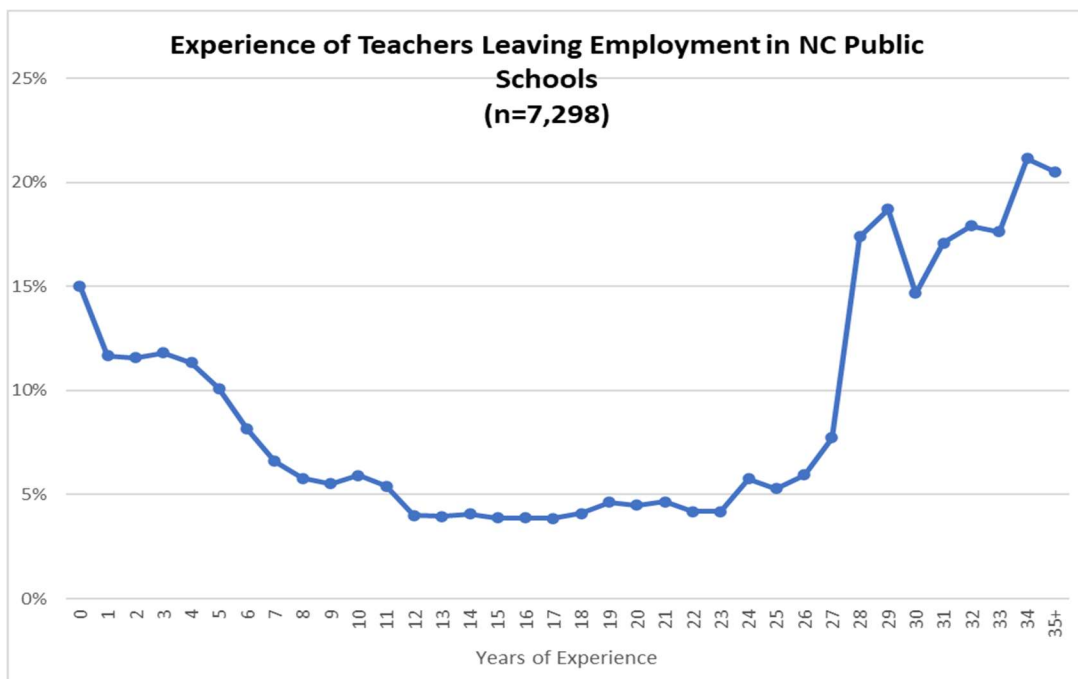
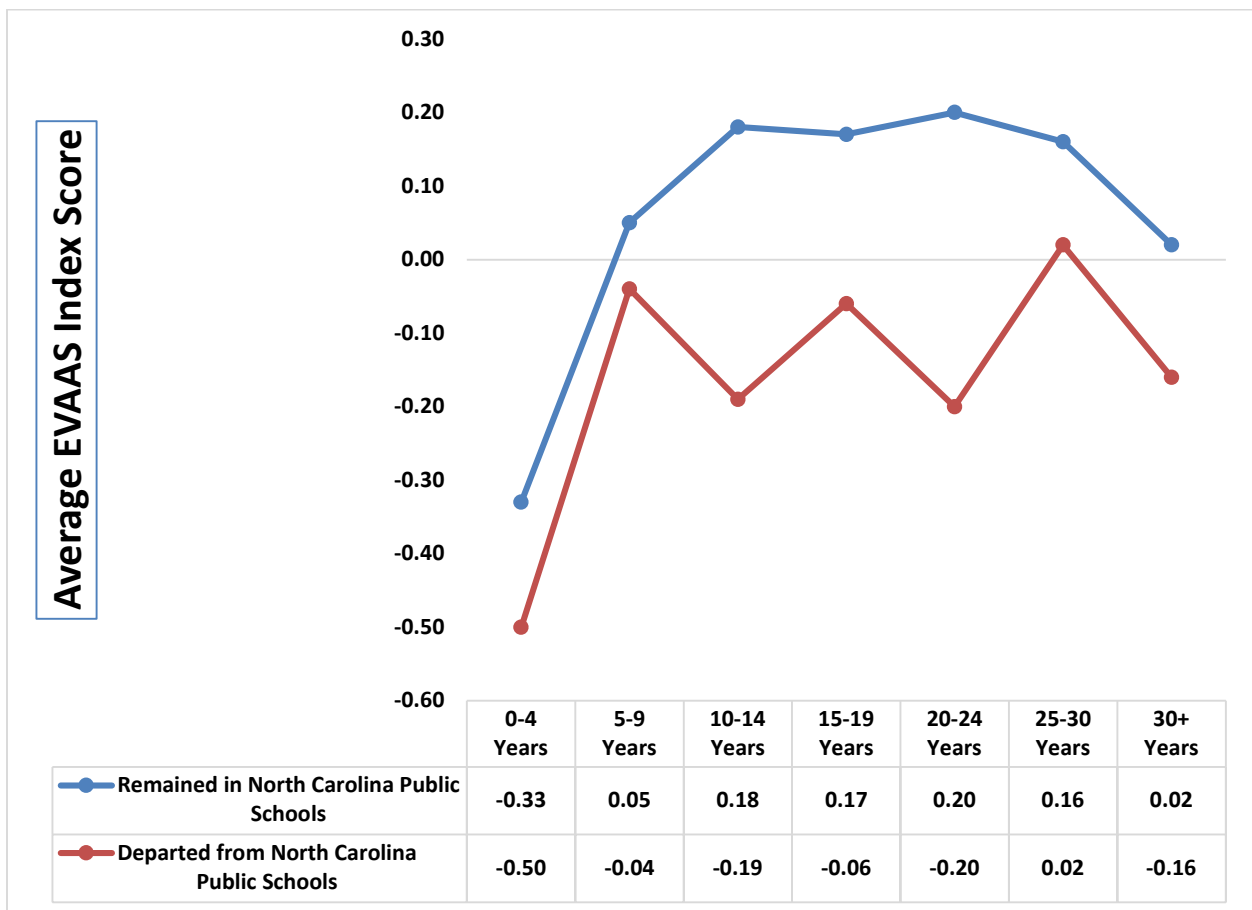


Table 3: Differences in Average EVAAS Index Scores for Teachers who Remained in and Departed from Employment in NC Public Schools (n=43,488) 2021-2022

| Years of Teaching Experience | Remain | | Depart | | Difference (Remain - Depart) |
|------------------------------|--------|-------|--------|-------|------------------------------|
| | n | Index | n | Index | |
| 0-4 Years | 8,847 | -0.33 | 1,088 | -0.50 | -0.17** |
| 5-9 Years | 8,683 | 0.05 | 654 | -.04 | -0.09 |
| 10-14 Years | 6,901 | 0.18 | 305 | -0.19 | -0.37 |
| 15-19 Years | 6,798 | 0.17 | 247 | -0.06 | -0.23 |
| 20-24 Years | 5,177 | 0.20 | 251 | -0.20 | -0.39 |
| 25-30 Years | 2,933 | 0.16 | 307 | 0.02 | -0.13 |
| 30+ Years | 1,054 | 0.02 | 251 | -0.16 | -0.18 |

*** indicates statistical significance at the $p < 0.001$ level

Chart 2: Differences in Average EVAAS Index Scores by Teacher Attrition



State Attrition by Region and LEA

The overall state attrition rate is a function of teachers leaving employment in NC public schools from the local employing agencies (LEAs). Certain LEAs may be more vulnerable to teacher attrition for a variety of reasons (e.g., proximity to neighboring states, proximity to or distance from a major urban center, employment opportunities outside of the education sector, etc.). These and other factors may create a differential effect on teacher attrition from NC public schools. In Table 3, the data show the contribution of the eight educational regions of North Carolina to the overall state attrition rate. These data indicate that, in general, regions in the western part of the state have lower teacher attrition rates than their eastern counterparts. The Northwest Region has the lowest attrition rate (5.7%) for teachers in the state; the Sandhills Region has the highest attrition rate (9.2%) among the state's regions. The Southwest Region had the largest increase in attrition with a 13.9% increase from the prior reporting year (2020 – 7.2% versus 2021 – 8.2%). While all regions in the state experienced an increase in attrition over the prior reporting year, the Sandhills Region had the lowest increase in attrition rates at 3.4% (2020 - 8.8% versus 2021 – 9.1%).

**Table 4: Contribution to the State Attrition Rate by Region (n=93,832)
2021-2022**

| Region Name | Total Number of Teachers | Number of Teachers Leaving Employment in NC Public Schools | Attrition Rate by Region | Attrition Rate by Region (2021) |
|---------------------|--------------------------|--|--------------------------|---------------------------------|
| North Central | 23,626 | 2,009 | 8.5% | 7.9% |
| Northeast | 4,720 | 374 | 7.9% | 9.0% |
| Northwest | 5,492 | 314 | 5.7% | 6.5% |
| Piedmont Triad | 15,538 | 1,078 | 6.9% | 8.1% |
| Sandhills | 8,650 | 799 | 9.2% | 9.1% |
| Southeast | 8,930 | 654 | 7.3% | 9.2% |
| Southwest | 21,212 | 1,632 | 7.7% | 8.2% |
| Western | 5,664 | 438 | 7.7% | 7.6% |
| State Totals | 93,832 | 7,298 | 7.78% | 8.20% |

While a state-wide attrition rate of 7.78% may be in line with attrition rates experienced by other professions, the state-wide attrition rate is not informative in terms of the effects of teacher attrition on individual LEAs. Data on the five LEAs with the highest and lowest attrition rates in the state are presented in Table 5. The LEAs with the highest teacher attrition rates are Northampton County Schools, Hertford County Schools, Weldon City Schools, Granville County Schools, and Bertie County Schools. The attrition rate for these LEAs is highly variable and substantially greater than the overall state attrition rate. The attrition rate for Northampton County Schools (26.1%) over thrice the overall state attrition rate (7.78%). Bertie County Schools, with the lowest attrition rate of the five LEAs (15.83%), has an attrition rate twice the state as a whole.

Conversely, the LEAs with the five lowest attrition rates – Clinton City Schools, Perquimans County Schools, Tyrell County Schools, Watauga County Schools, and Yancey County Schools– have teacher attrition rates that are substantially lower than the state attrition rate. Furthermore, the attrition rates for these five districts are within one and half percentage point of one another. Although there are myriad of factors specific to each of these ten LEAs that may affect their attrition rates, it would benefit all LEAs for the state to explore what factors might be contributing to the low attrition rates of these five districts. If there are programs, processes, or organizational structures present in these five LEAs that can be replicated (with similar effect) in other LEAs across the state, there might be opportunities to lower the state's attrition rate even further.

It is important to note that these attrition rates for the LEAs are based solely on teachers who leave employment in NC public schools. Mobility rates, which also have an impact on the instructional capacity of LEAs, will be analyzed in the following section.

**Table 5: Five Highest and Lowest LEAs in State Attrition Rates
2021-2022**

| LEA Name | Total Number of Teachers | Number of Teachers Leaving Employment in NC Public Schools | State Attrition Rate by LEA |
|--------------------------------|---------------------------------|---|------------------------------------|
| Highest Attrition Rates | | | |
| Northampton County Schools | 111 | 21 | 18.92% |
| Hertford County Schools | 216 | 36 | 16.67% |
| Weldon City Schools | 55 | 9 | 16.36% |
| Granville County Schools | 483 | 78 | 16.15% |
| Bertie County Schools | 120 | 19 | 15.83% |
| Lowest Attrition Rates | | | |
| Clinton City Schools | 202 | 5 | 2.48% |
| Perquimans County Schools | 112 | 3 | 2.68% |
| Tyrell County Schools | 54 | 2 | 3.70% |
| Watauga County Schools | 377 | 14 | 3.71% |
| Yancey County Schools | 153 | 6 | 3.92% |

Teacher Mobility

Up to this point, this report has focused on teachers who have left the teaching profession in North Carolina public schools. The 116 LEAs across the state must not only contend with the impact of teachers leaving state employment, but also the loss of teachers due to teachers changing employment from one LEA to another LEA or charter school. During the measurement period from March 2021 to March 2022, on average, 3.31% (3,108 teachers) of North Carolina’s teaching force changed employment from one LEA to another LEA or NC public charter school. The combined effect of teacher attrition from public school employment and the mobility of teachers across LEAs results in the LEA-Departure rate⁴. This section of the report will focus on how LEAs differ in terms of their mobility and overall attrition rates and whether there are informative trends in how teachers move from one LEA to another.

In Table 6, the five LEAs with the highest overall mobility rates and the five LEAs with the lowest overall mobility rates are displayed. Thomasville City Schools reported the highest percentage of teachers moving to another LEA or charter school during the measurement period. Thomasville City Schools percentage of 19.35% is over five times the state average mobility rate of 3.31%. Similar to the attrition rates, the mobility rates of these five districts are large (relative to the average).

⁴ Teachers who reported that they were leaving employment with NC public schools but appeared in payroll records in the 2021-22 school year were not included in state-level attrition rates. If these teachers appeared in the payroll records of a different LEA/charter school after March 2022, they factor into the original LEA’s mobility rate. If the teacher appeared in the payroll records of the same LEA in March 2022 (regardless of role), they do not factor in the LEA’s mobility rate.

The five districts with the lowest mobility rates in the state have rates that range from 1.7% (Carteret County Public Schools) to 0.0% (Cherokee and Camden County Schools). As suggested earlier in this report, it may be beneficial for the state to examine districts with low mobility rates more closely to determine what policy-relevant factors may be contributing to these unusually low rates. It is also possible that the conditions of the national COVID-19 pandemic contributed to lower mobility rates for the state overall.

**Table 6: Five Highest and Lowest LEA Mobility Rates
2021-2022**

| LEA Name | Total Number of Teachers | Number of Teachers Leaving LEA | LEA Mobility Rate |
|--------------------------------|---------------------------------|---------------------------------------|--------------------------|
| Highest Mobility Rates | | | |
| Thomasville City Schools | 155 | 30 | 19.35% |
| Newton Conover City Schools | 192 | 24 | 12.50% |
| Mount Airy City Schools | 123 | 13 | 10.57% |
| Bertie County Schools | 120 | 12 | 10.00% |
| Tyrrell County Schools | 54 | 5 | 9.26% |
| Lowest Mobility Rates | | | |
| Cherokee County Schools | 253 | 0 | 0.0% |
| Camden County Schools | 128 | 0 | 0.0% |
| Gates County Schools | 133 | 1 | 0.75% |
| Transylvania County Schools | 268 | 3 | 1.12% |
| Carteret County Public Schools | 597 | 7 | 1.17% |

Overall Attrition/Departure from the LEAs

LEAs with the highest teacher departure rates are Thomasville City Schools, Bertie County Schools, Northampton County Schools, Weldon City Schools, and Granville County Schools.

Conversely, the LEAs with the five lowest attrition rates – Perquimans County Schools, Gates County Schools, Watauga County Schools, Roanoke Rapids City Schools, and Camden County Schools.

The combined effect of attrition from the state and mobility from the LEA results in the overall LEA departure rate – the percentage of instructional capacity an LEA loses during the measurement period of March 2021 to March 2022. The state average for the LEA departure rate is 11.09%: 7.78% for attrition from the state and 3.31% for average mobility rate. The ten LEAs that demonstrate the five highest and five lowest LEA departure rates are displayed in Table 7.

**Table 7: Five Highest and Lowest Total Departure Rates for LEAs
2021-22**

| LEA Name | Total Number of Teachers | Number of Teachers Leaving State Employment | State Attrition Rate for LEA | Number of Teachers Leaving LEA | LEA Mobility Rate | Total Number of Teachers Departing from the LEA | Total Attrition Rate from LEA |
|------------------------------|---------------------------------|--|-------------------------------------|---------------------------------------|--------------------------|--|--------------------------------------|
| Highest LEA Attrition | | | | | | | |
| Thomasville City Schools | 155 | 11 | 7.01% | 30 | 19.35% | 41 | 26.45% |
| Bertie County Schools | 120 | 19 | 15.83% | 12 | 10.00% | 31 | 25.83% |
| Northampton County Schools | 111 | 21 | 18.92% | 6 | 5.41% | 27 | 24.32% |
| Weldon City Schools | 55 | 9 | 16.36% | 4 | 7.27% | 13 | 23.64% |
| Granville County Schools | 483 | 78 | 16.15% | 36 | 7.45% | 114 | 23.60% |
| Lowest LEA Attrition | | | | | | | |
| Perquimans County Schools | 112 | 3 | 2.68% | 3 | 2.68% | 6 | 5.36% |
| Gates County Schools | 133 | 7 | 5.26% | 1 | 0.08% | 8 | 6.0% |
| Watauga County Schools | 377 | 14 | 3.7% | 9 | 2.4% | 23 | 6.1% |
| Roanoke Rapids City Schools | 180 | 8 | 4.44% | 3 | 1.7% | 11 | 6.01% |
| Camden County Schools | 128 | 8 | 6.25%% | 0 | 0% | 8 | 6.25% |

LEA Recoupment Rate

Although teacher mobility can present challenges to LEAs in staffing their schools and maintaining instructional consistency, the movement of teachers across the state can benefit some LEAs. LEAs may benefit from teacher mobility by being able to replace departing teachers with other teachers who have experience with NC curricula, assessment practices, and other state policies and procedures. In order to appreciate the net effect of teacher mobility on the LEAs, one must understand how well LEAs are able to capitalize on teacher mobility to replenish their teaching forces. The recoupment rate is the number of mobile teachers who appear on an LEA’s payroll on or after March 2022 divided by the total number of teachers who left that LEA as of March 2022.

From the data in Table 8, one can observe the recoupment rates of the LEAs with the five highest teacher recoupment rates during the period from March 2021 to March 2022 are Camden County Schools, Perquimans County Schools, Elkin City Schools, Clinton City Schools, and Watauga County Schools. Many of the LEAs in the top five of teacher recoupment rates had relatively small numbers of departing teachers. Smaller districts that attract even a few experienced teachers to employment will yield high percentages of recoupment. Nevertheless, the strategies that these smaller-sized LEAs used to replace its teacher losses with experienced NC teachers may be a fruitful area of inquiry.

Low rates of teacher recoupment pose challenges for LEAs. If an LEA is unable to leverage teacher mobility within the state to offset its own losses, the LEA must hire teachers that are either new to the profession or new to teaching in North Carolina. Initially, both groups of teachers – new to the profession and new to teaching in NC – are, on average, less effective than teachers with experience in North Carolina. LEAs with low recoupment rates will generally have to invest more resources and support for these teachers without previous experience in North Carolina. The low mobility

rate of teachers in the 2021-2022 reporting period has resulted in much lower recoupment rates across the State. There are four LEAs in the State which recouped zero teachers. It is probable that this is due to the scarcity of mobile teachers in the prior year and less about the quality of the LEAs recruitment strategies.

A complete list of LEAs with their attrition, mobility, and recoupment rates can be found in Appendix C.

**Table 8: Five Highest and Lowest Total Recoupment Rates for LEAs
2021-2022**

| LEA Name | Number of Departing Teachers | LEA Attrition Rate | Teachers Employed from other LEAs | Recoupment Rate |
|---------------------------------|---|---------------------------|--|----------------------------|
| Highest Recoupment Rates | | | | |
| Camden County Schools | 8 | 6.25% | 10 | 125% |
| Perquimans County Schools | 6 | 5.36% | 7 | 117% |
| Elkin City Schools | 7 | 7.95% | 6 | 85.71% |
| Clinton City Schools | 16 | 7.92% | 12 | 75.0% |
| Watauga County Schools | 23 | 6.1% | 17 | 73.9% |
| Lowest Recoupment Rates | | | | |
| Clay County Schools | 10 | 11.0% | 0 | 0.0% |
| Hyde County Schools | 9 | 15.8% | 0 | 0.0% |
| Halifax County Schools | 13 | 10.24% | 0 | 0.0% |
| Weldon City Schools | 13 | 23.63% | 0 | 0.0% |
| Northampton County Schools | 27 | 24.32% | 1 | 3.7% |

LEA Departure Data for Low-Performing Districts

One of the requirements of this report is to examine the rates of attrition and mobility for the LEAs that were identified as low performing in the 2021-2022 school year. There were 29 LEAs identified as low performing in the 2021-2022 school year. The attrition, mobility, and recoupment rates for these 29 LEAs are presented in Table 9.

**Table 9: Attrition, Mobility, and Recoupment Rates for LEAs Identified as Low Performing
2021-2022**

| Row Labels | Total Number of Employees | State Attrition | State Attrition Rate | Mobility | Mobility Rate | Total Number Departed | LEA Attrition Rate | Recoup | Recoup Rate |
|---------------------------------|---------------------------|-----------------|----------------------|----------|---------------|-----------------------|--------------------|--------|-------------|
| Anson County Schools | 209 | 13 | 6.22% | 17 | 8.13% | 30 | 14.35% | 3 | 10.00% |
| Beaufort County Schools | 417 | 26 | 6.24% | 12 | 2.88% | 38 | 9.11% | 20 | 52.63% |
| Bertie County Schools | 120 | 19 | 15.83% | 12 | 10.00% | 31 | 25.83% | 4 | 12.90% |
| Kannapolis City Schools | 368 | 28 | 7.61% | 14 | 3.80% | 42 | 11.41% | 12 | 28.57% |
| Caswell County Schools | 151 | 16 | 10.60% | 11 | 7.28% | 27 | 17.88% | 6 | 22.22% |
| Columbus County Schools | 357 | 25 | 7.00% | 14 | 3.92% | 39 | 10.92% | 9 | 23.08% |
| Lexington City Schools | 199 | 17 | 8.54% | 17 | 8.54% | 34 | 17.09% | 13 | 38.24% |
| Thomasville City Schools | 155 | 11 | 7.10% | 30 | 19.35% | 41 | 26.45% | 10 | 24.39% |
| Edgecombe County Public Schools | 374 | 33 | 8.82% | 15 | 4.01% | 48 | 12.83% | 10 | 20.83% |
| Graham County Schools | 100 | 7 | 7.00% | 2 | 2.00% | 9 | 9.00% | 1 | 11.11% |
| Granville County Schools | 483 | 78 | 16.15% | 36 | 7.45% | 114 | 23.60% | 8 | 7.02% |
| Greene County Schools | 189 | 13 | 6.88% | 8 | 4.23% | 21 | 11.11% | 6 | 28.57% |
| Guilford County Schools | 4835 | 357 | 7.38% | 157 | 3.25% | 514 | 10.63% | 111 | 21.60% |
| Halifax County Schools | 127 | 11 | 8.66% | 2 | 1.57% | 13 | 10.24% | | |
| Roanoke Rapids City Schools | 180 | 8 | 4.44% | 3 | 1.67% | 11 | 6.11% | 5 | 45.45% |
| Harnett County Schools | 1313 | 185 | 14.09% | 76 | 5.79% | 261 | 19.88% | 16 | 6.13% |
| Hertford County Schools | 216 | 36 | 16.67% | 6 | 2.78% | 42 | 19.44% | 3 | 7.14% |
| Jones County Schools | 86 | 7 | 8.14% | 2 | 2.33% | 9 | 10.47% | 3 | 33.33% |
| Martin County Schools | 206 | 14 | 6.80% | 16 | 7.77% | 30 | 14.56% | 7 | 23.33% |
| Nash-Rocky Mount Schools | 902 | 45 | 4.99% | 32 | 3.55% | 77 | 8.54% | 10 | 12.99% |
| Northampton County Schools | 111 | 21 | 18.92% | 6 | 5.41% | 27 | 24.32% | 1 | 3.70% |

| | | | | | | | | | |
|--|------|-----|--------|----|-------|-----|--------|----|--------|
| Elizabeth City-Pasquotank Public Schools | 335 | 35 | 10.45% | 25 | 7.46% | 60 | 17.91% | 3 | 5.00% |
| Asheboro City Schools | 320 | 26 | 8.12% | 12 | 3.75% | 38 | 11.87% | 9 | 23.68% |
| Public Schools of Robeson County | 1320 | 102 | 7.73% | 37 | 2.80% | 139 | 10.53% | 20 | 14.39% |
| Rowan-Salisbury Schools | 1243 | 103 | 8.29% | 71 | 5.71% | 174 | 14.00% | 32 | 18.39% |
| Tyrrell County Schools | 54 | 2 | 3.70% | 5 | 9.26% | 7 | 12.96% | 1 | 14.29% |
| Vance County Schools | 291 | 25 | 8.59% | 11 | 3.78% | 36 | 12.37% | 3 | 8.33% |
| Warren County Schools | 84 | 9 | 10.71% | 2 | 2.38% | 11 | 13.10% | 4 | 36.36% |
| Washington County Schools | 65 | 9 | 13.85% | 2 | 3.08% | 11 | 16.92% | 3 | 27.27% |
| | | | | | | | | | |

Most Difficult to Staff License Areas

Prior to the 2022-2023 State of the Teaching Profession Report, NCDPI surveyed LEAs about the most difficult to staff licensure areas. For this year’s report, the agency is taking a different approach to answering this question. In lieu of asking the LEAs their impressions of which licensure areas are hardest to staff, NCDPI has asked districts to report on teacher vacancies on the first and 40th instructional day of the 2022-2023 school year. Conducting the analysis in this manner will allow the agency to ground the result in data rather than the perceptions of recruiters in the LEAs.

In order to ensure that all LEAs reported their data in a consistent manner, it was necessary to create a teacher vacancy definition. For the purposes of this report, NCDPI defined a teacher vacancy as an instructional position (or a portion thereof) for which there is not an appropriately licensed teacher who is eligible for permanent employment. Instructional positions that are filled with long-term substitutes, retired teachers, or provisionally licensed teachers would be counted as vacant by the LEA, because these employees are not lasting solutions to the vacancy issue and are only stop-gap measures (in most cases) employed by the LEA until a full-time, permanent, fully licensed teacher can be found. Because of the Department’s approach to defining teacher vacancy, one should not assume that positions listed as vacant lack a teacher, but that the position is being covered by the best possible interim teacher until the LEA can realize a more appropriate solution.

For the 2022-23 school year, LEAs across the State of North Carolina reported a total of 94,083.81 teaching positions in North Carolina. LEAs were asked to report the number of teaching vacancies on both the first and the 40th instructional day of the 2022-2023 school year. Across the state there were 5,540.36 (5.89%) instructional vacancies on the first day of the school year and 5,091.46 (5.41%) vacancies on the 40th instructional day. In many cases, the positions that were reported as vacant on the first instructional day were different from the positions that were reported as vacancies on the 40th instructional day. This suggests that teacher vacancy is a continual issue that LEAs must contend with throughout the school year.

In Table 10, one can see the total number of vacancies in the state for selected subject areas by school type (elementary, middle, and high school). It is clear that elementary schools have the greatest number of vacancies in the selected

subject areas, but that is expected given that there are far more elementary schools than middle or high schools. While these numbers may appear small for state-wide totals, one must bear in mind that each vacancy represents a classroom of students that does not have a certified, permanent teacher as of the 40th instructional day. With nearly a quarter of the school year complete by the 40th instructional day, there will likely be a negative effect on the academic achievement of the students in these classrooms.

Table 10: Number of State-wide Vacancies by Subject Area and School Type

| Subject Area | School Type | Number of Vacancies |
|---|--------------------|----------------------------|
| Core (Math, ELA, Science, Social Studies) | K-5 | 1,223.74 |
| Exceptional Children | K-5 | 444.25 |
| Support Services | K-12 | 391.30 |
| Exceptional Children | 6-8 | 275.40 |
| Exceptional Children | 9-12 | 272.12 |
| Math | 6-8 | 243.90 |
| CTE | 9-12 | 230.50 |
| Science | 6-8 | 213.30 |
| ELA | 6-8 | 197.75 |
| Other | 9-12 | 190.60 |
| Math | 9-12 | 181.40 |
| Science | 9-12 | 163.25 |
| Social Studies | 6-8 | 161.50 |
| ELA | 9-12 | 161.00 |

Teacher Vacancy

LEAs varied considerably in their vacancy rates across the state. There were four LEAs that reported zero teaching vacancies on the 40th instructional day – Graham, Polk, Ashe, and Clay County Schools. The top five LEAs, in terms of teacher vacancies on the 40th instructional day are presented below in Table 10. The vacancy totals for all selected subject areas and vacancy rates for each LEA are presented in Appendix D.

**Table 11:
LEAs with the Highest Teacher Vacancy Rates in North Carolina**

| LEA Name | Teacher Vacancy Rate (22-23) |
|-------------------------|------------------------------|
| Halifax County Schools | 24.35% |
| Hoke County Schools | 22.66% |
| Craven County Schools | 18.32% |
| Rowan-Salisbury Schools | 17.69% |
| Anson County Schools | 16.73% |

LEAs with the Lowest Teacher Vacancy Rates in North Carolina

| LEA Name | Teacher Vacancy Rate (22-23) |
|-----------------------------|------------------------------|
| Polk County Schools | 0.0% |
| Graham County Schools | 0.0% |
| Ashe County Schools | 0.0% |
| Clay County Schools | 0.0% |
| Transylvania County Schools | 0.31%% |

Conclusions and Next Steps

In general, North Carolina teachers continue to remain teaching in the state and their respective LEAs. While the state attrition rate of 7.78% may be comparable with the attrition rates of other professions, this report has demonstrated that there is substantial variation in that rate across the 116 LEAs in the state. Additionally, analysis of the effectiveness of teachers who no longer remain employed in NC public schools shows that departing teachers are, on average, less effective than their counterparts who choose to remain employed in NC public schools. The question of whether the teachers that replace those teachers lost through attrition are as effective remains unanswered.

Teachers transferring between LEAs, while not representing a loss for the state, do have an impact on the instructional capacity of North Carolina's public-school systems. While some LEAs can capitalize on teacher mobility, others experience teacher mobility as another obstacle to maintaining a strong, experienced teaching force. Clearly, there are LEAs that are more effective than others at guarding against teacher attrition through mobility. Similarly, some LEAs can replenish their diminished teaching force by attracting the state's mobile teachers to their schools. Research into these two phenomena could prove beneficial to the state in terms of reducing teacher mobility in LEAs that experience the highest rates of teacher mobility.

Finally, this report examined the license areas that were most difficult for LEAs to find teaching candidates. Surveys from a majority of the state's LEAs show that there is a dearth of teachers licensed in the areas of mathematics and elementary education. Finding teachers who are licensed in the area of Exceptional Children also continues to be a challenge for the state's LEAs.

The findings in this report are correlational and should, in no way, suggest a causal relationship between teacher attrition and other characteristics of teachers or LEAs. If any relationships borne out by the analyses in this report suggest a shift in policy or practice, it is advisable that the state conduct deeper, more thorough, research into the possible root causes of the reported relationships. Such research can only enhance our understanding of why, and under what circumstances, teachers decide to leave the teaching profession in North Carolina or move from one LEA to another.

Appendices

Appendix A: Self-Reported Reasons for Leaving

| 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 |
| 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 – 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 |
| Teachers whose departure was initiated 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 |
| 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 International Faculty (IF) 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 |
| 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 |

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Appendix B: State Attrition Percentages by Reasons Categories for LEAs 2021-2022

| LEA | District Name | Total Number of Teachers | Teacher Leaving State | Personal Reasons | % | Initiated by LEA | % | Beyond LEA Control | % | Other | % |
|--------------|--------------------------------|---------------------------------|------------------------------|-------------------------|---------------|-------------------------|--------------|---------------------------|---------------|--------------|---------------|
| State | State | 93,832 | 7,298 | 3,102 | 42.50% | 393 | 5.39% | 1,369 | 18.76% | 2,434 | 33.35% |
| 010 | Alamance-Burlington Schools | 1,466 | 119 | 55 | 46.22% | 4 | 3.36% | 19 | 15.97% | 41 | 34.45% |
| 020 | Alexander County Schools | 335 | 17 | 5 | 29.41% | 0 | 0.00% | 7 | 41.18% | 5 | 29.41% |
| 030 | Alleghany County Schools | 112 | 8 | 2 | 25.00% | 0 | 0.00% | 1 | 12.50% | 5 | 62.50% |
| 040 | Anson County Schools | 209 | 13 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 13 | 100.00% |
| 050 | Ashe County Schools | 217 | 11 | 3 | 27.27% | 1 | 9.09% | 5 | 45.45% | 2 | 18.18% |
| 060 | Avery County Schools | 156 | 7 | 1 | 14.29% | 0 | 0.00% | 5 | 71.43% | 1 | 14.29% |
| 070 | Beaufort County Schools | 417 | 26 | 10 | 38.46% | 1 | 3.85% | 9 | 34.62% | 6 | 23.08% |
| 080 | Bertie County Schools | 120 | 19 | 3 | 15.79% | 8 | 42.11% | 2 | 10.53% | 6 | 31.58% |
| 090 | Bladen County Schools | 278 | 26 | 3 | 11.54% | 3 | 11.54% | 13 | 50.00% | 7 | 26.92% |
| 100 | Brunswick County Schools | 820 | 65 | 40 | 61.54% | 5 | 7.69% | 5 | 7.69% | 15 | 23.08% |
| 110 | Buncombe County Schools | 1,627 | 128 | 51 | 39.84% | 9 | 7.03% | 23 | 17.97% | 45 | 35.16% |
| 111 | Asheville City Schools | 347 | 38 | 11 | 28.95% | 0 | 0.00% | 6 | 15.79% | 21 | 55.26% |
| 120 | Burke County Schools | 744 | 37 | 7 | 18.92% | 0 | 0.00% | 20 | 54.05% | 10 | 27.03% |
| 130 | Cabarrus County Schools | 2,026 | 101 | 60 | 59.41% | 4 | 3.96% | 15 | 14.85% | 22 | 21.78% |
| 132 | Kannapolis City Schools | 368 | 28 | 15 | 53.57% | 1 | 3.57% | 5 | 17.86% | 7 | 25.00% |
| 140 | Caldwell County Schools | 776 | 49 | 21 | 42.86% | 1 | 2.04% | 21 | 42.86% | 6 | 12.24% |
| 150 | Camden County Schools | 128 | 8 | 4 | 50.00% | 0 | 0.00% | 4 | 50.00% | 0 | 0.00% |
| 160 | Carteret County Public Schools | 597 | 32 | 19 | 59.38% | 0 | 0.00% | 8 | 25.00% | 5 | 15.63% |
| 170 | Caswell County Schools | 151 | 16 | 5 | 31.25% | 0 | 0.00% | 4 | 25.00% | 7 | 43.75% |
| 180 | Catawba County Schools | 1,008 | 49 | 16 | 32.65% | 4 | 8.16% | 21 | 42.86% | 8 | 16.33% |
| 181 | Hickory City Schools | 276 | 23 | 8 | 34.78% | 2 | 8.70% | 3 | 13.04% | 10 | 43.48% |

| LEA | District Name | Total Number of Teachers | Teacher Leaving State | Personal Reasons | % | Initiated by LEA | % | Beyond LEA Control | % | Other | % |
|------------|--|---------------------------------|------------------------------|-------------------------|----------|-------------------------|----------|---------------------------|----------|--------------|----------|
| 182 | Newton Conover City Schools | 192 | 10 | 6 | 60.00% | 1 | 10.00% | 0 | 0.00% | 3 | 30.00% |
| 190 | Chatham County Schools | 633 | 61 | 22 | 36.07% | 6 | 9.84% | 17 | 27.87% | 16 | 26.23% |
| 200 | Cherokee County Schools | 253 | 30 | 14 | 46.67% | 1 | 3.33% | 8 | 26.67% | 7 | 23.33% |
| 210 | Edenton-Chowan Schools | 139 | 12 | 2 | 16.67% | 0 | 0.00% | 2 | 16.67% | 8 | 66.67% |
| 220 | Clay County Schools | 91 | 6 | 1 | 16.67% | 0 | 0.00% | 2 | 33.33% | 3 | 50.00% |
| 230 | Cleveland County Schools | 993 | 51 | 24 | 47.06% | 2 | 3.92% | 12 | 23.53% | 13 | 25.49% |
| 240 | Columbus County Schools | 357 | 25 | 14 | 56.00% | 2 | 8.00% | 4 | 16.00% | 5 | 20.00% |
| 241 | Whiteville City Schools | 151 | 7 | 0 | 0.00% | 1 | 14.29% | 2 | 28.57% | 4 | 57.14% |
| 250 | Craven County Schools | 812 | 50 | 27 | 54.00% | 1 | 2.00% | 13 | 26.00% | 9 | 18.00% |
| 260 | Cumberland County Schools | 3,283 | 378 | 131 | 34.66% | 55 | 14.55% | 116 | 30.69% | 76 | 20.11% |
| 270 | Currituck County Schools | 286 | 39 | 19 | 48.72% | 0 | 0.00% | 7 | 17.95% | 13 | 33.33% |
| 280 | Dare County Schools | 383 | 32 | 18 | 56.25% | 1 | 3.13% | 2 | 6.25% | 11 | 34.38% |
| 290 | Davidson County Schools | 1,162 | 56 | 24 | 42.86% | 2 | 3.57% | 21 | 37.50% | 9 | 16.07% |
| 291 | Lexington City Schools | 199 | 17 | 2 | 11.76% | 0 | 0.00% | 1 | 5.88% | 14 | 82.35% |
| 292 | Thomasville City Schools | 155 | 11 | 4 | 36.36% | 0 | 0.00% | 2 | 18.18% | 5 | 45.45% |
| 295 | Innovative School | 13 | 0 | 0 | | 0 | | 0 | | 0 | |
| 300 | Davie County Schools | 403 | 29 | 12 | 41.38% | 0 | 0.00% | 8 | 27.59% | 9 | 31.03% |
| 310 | Duplin County Schools | 622 | 47 | 17 | 36.17% | 1 | 2.13% | 14 | 29.79% | 15 | 31.91% |
| 320 | Durham Public Schools | 2,427 | 224 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 224 | 100.00% |
| 330 | Edgecombe County Public Schools | 374 | 33 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 33 | 100.00% |
| 340 | Winston Salem / Forsyth County Schools | 3,608 | 279 | 156 | 55.91% | 34 | 12.19% | 34 | 12.19% | 55 | 19.71% |
| 350 | Franklin County Schools | 516 | 31 | 17 | 54.84% | 0 | 0.00% | 6 | 19.35% | 8 | 25.81% |
| 360 | Gaston County Schools | 1,921 | 123 | 74 | 60.16% | 5 | 4.07% | 21 | 17.07% | 23 | 18.70% |

| LEA | District Name | Total Number of Teachers | Teacher Leaving State | Personal Reasons | % | Initiated by LEA | % | Beyond LEA Control | % | Other | % |
|------------|------------------------------------|---------------------------------|------------------------------|-------------------------|----------|-------------------------|----------|---------------------------|----------|--------------|----------|
| 370 | Gates County Schools | 133 | 7 | 4 | 57.14% | 0 | 0.00% | 2 | 28.57% | 1 | 14.29% |
| 380 | Graham County Schools | 100 | 7 | 1 | 14.29% | 0 | 0.00% | 2 | 28.57% | 4 | 57.14% |
| 390 | Granville County Schools | 483 | 78 | 35 | 44.87% | 0 | 0.00% | 10 | 12.82% | 33 | 42.31% |
| 400 | Greene County Schools | 189 | 13 | 8 | 61.54% | 0 | 0.00% | 2 | 15.38% | 3 | 23.08% |
| 410 | Guilford County Schools | 4,835 | 357 | 193 | 54.06% | 24 | 6.72% | 49 | 13.73% | 91 | 25.49% |
| 420 | Halifax County Schools | 127 | 11 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 11 | 100.00% |
| 421 | Roanoke Rapids City Schools | 180 | 8 | 2 | 25.00% | 0 | 0.00% | 3 | 37.50% | 3 | 37.50% |
| 422 | Weldon City Schools | 55 | 9 | 4 | 44.44% | 0 | 0.00% | 2 | 22.22% | 3 | 33.33% |
| 430 | Harnett County Schools | 1,313 | 185 | 65 | 35.14% | 2 | 1.08% | 34 | 18.38% | 84 | 45.41% |
| 440 | Haywood County Schools | 498 | 36 | 11 | 30.56% | 2 | 5.56% | 9 | 25.00% | 14 | 38.89% |
| 450 | Henderson County Schools | 891 | 51 | 33 | 64.71% | 2 | 3.92% | 10 | 19.61% | 6 | 11.76% |
| 460 | Hertford County Schools | 216 | 36 | 8 | 22.22% | 0 | 0.00% | 7 | 19.44% | 21 | 58.33% |
| 470 | Hoke County Schools | 589 | 49 | 19 | 38.78% | 0 | 0.00% | 15 | 30.61% | 15 | 30.61% |
| 480 | Hyde County Schools | 57 | 7 | 3 | 42.86% | 0 | 0.00% | 2 | 28.57% | 2 | 28.57% |
| 490 | Iredell-Statesville Schools | 1,281 | 81 | 46 | 56.79% | 3 | 3.70% | 23 | 28.40% | 9 | 11.11% |
| 491 | Mooresville Graded School District | 398 | 33 | 22 | 66.67% | 2 | 6.06% | 1 | 3.03% | 8 | 24.24% |
| 500 | Jackson County Public Schools | 255 | 28 | 16 | 57.14% | 0 | 0.00% | 4 | 14.29% | 8 | 28.57% |
| 510 | Johnston County Public Schools | 2,637 | 231 | 82 | 35.50% | 5 | 2.16% | 27 | 11.69% | 117 | 50.65% |
| 520 | Jones County Schools | 86 | 7 | 0 | 0.00% | 0 | 0.00% | 5 | 71.43% | 2 | 28.57% |
| 530 | Lee County Schools | 709 | 61 | 26 | 42.62% | 0 | 0.00% | 14 | 22.95% | 21 | 34.43% |
| 540 | Lenoir County Public Schools | 564 | 30 | 14 | 46.67% | 0 | 0.00% | 8 | 26.67% | 8 | 26.67% |
| 550 | Lincoln County Schools | 742 | 35 | 14 | 40.00% | 0 | 0.00% | 9 | 25.71% | 12 | 34.29% |
| 560 | Macon County Schools | 331 | 25 | 14 | 56.00% | 0 | 0.00% | 10 | 40.00% | 1 | 4.00% |

| LEA | District Name | Total Number of Teachers | Teacher Leaving State | Personal Reasons | % | Initiated by LEA | % | Beyond LEA Control | % | Other | % |
|------------|--|---------------------------------|------------------------------|-------------------------|----------|-------------------------|----------|---------------------------|----------|--------------|----------|
| 570 | Madison County Schools | 175 | 15 | 3 | 20.00% | 1 | 6.67% | 5 | 33.33% | 6 | 40.00% |
| 580 | Martin County Schools | 206 | 14 | 3 | 21.43% | 1 | 7.14% | 7 | 50.00% | 3 | 21.43% |
| 590 | McDowell County Schools | 414 | 25 | 7 | 28.00% | 2 | 8.00% | 7 | 28.00% | 9 | 36.00% |
| 600 | Charlotte-Mecklenburg Schools | 8,841 | 753 | 445 | 59.10% | 72 | 9.56% | 70 | 9.30% | 166 | 22.05% |
| 610 | Mitchell County Schools | 134 | 16 | 5 | 31.25% | 0 | 0.00% | 10 | 62.50% | 1 | 6.25% |
| 620 | Montgomery County Schools | 246 | 19 | 5 | 26.32% | 0 | 0.00% | 11 | 57.89% | 3 | 15.79% |
| 630 | Moore County Schools | 836 | 69 | 34 | 49.28% | 2 | 2.90% | 11 | 15.94% | 22 | 31.88% |
| 640 | Nash-Rocky Mount Schools | 902 | 45 | 15 | 33.33% | 1 | 2.22% | 17 | 37.78% | 12 | 26.67% |
| 650 | New Hanover County Schools | 1,789 | 139 | 50 | 35.97% | 3 | 2.16% | 22 | 15.83% | 64 | 46.04% |
| 660 | Northampton County Schools | 111 | 21 | 6 | 28.57% | 0 | 0.00% | 5 | 23.81% | 10 | 47.62% |
| 670 | Onslow County Schools | 1,611 | 158 | 72 | 45.57% | 12 | 7.59% | 41 | 25.95% | 33 | 20.89% |
| 680 | Orange County Schools | 551 | 56 | 30 | 53.57% | 4 | 7.14% | 7 | 12.50% | 15 | 26.79% |
| 681 | Chapel Hill-Carrboro City Schools | 914 | 69 | 35 | 50.72% | 2 | 2.90% | 15 | 21.74% | 17 | 24.64% |
| 690 | Pamlico County Schools | 100 | 7 | 2 | 28.57% | 0 | 0.00% | 3 | 42.86% | 2 | 28.57% |
| 700 | Elizabeth City-Pasquotank Public Schools | 335 | 35 | 18 | 51.43% | 0 | 0.00% | 7 | 20.00% | 10 | 28.57% |
| 710 | Pender County Schools | 617 | 40 | 18 | 45.00% | 0 | 0.00% | 8 | 20.00% | 14 | 35.00% |
| 720 | Perquimans County Schools | 112 | 3 | 1 | 33.33% | 0 | 0.00% | 2 | 66.67% | 0 | 0.00% |
| 730 | Person County Schools | 283 | 22 | 13 | 59.09% | 1 | 4.55% | 2 | 9.09% | 6 | 27.27% |
| 740 | Pitt County Schools | 1,596 | 76 | 27 | 35.53% | 4 | 5.26% | 22 | 28.95% | 23 | 30.26% |
| 750 | Polk County Schools | 178 | 10 | 0 | 0.00% | 0 | 0.00% | 6 | 60.00% | 4 | 40.00% |
| 760 | Randolph County School System | 990 | 50 | 19 | 38.00% | 3 | 6.00% | 17 | 34.00% | 11 | 22.00% |
| 761 | Asheboro City Schools | 320 | 26 | 19 | 73.08% | 1 | 3.85% | 3 | 11.54% | 3 | 11.54% |

| LEA | District Name | Total Number of Teachers | Teacher Leaving State | Personal Reasons | % | Initiated by LEA | % | Beyond LEA Control | % | Other | % |
|------------|----------------------------------|---------------------------------|------------------------------|-------------------------|----------|-------------------------|----------|---------------------------|----------|--------------|----------|
| 770 | Richmond County Schools | 452 | 37 | 15 | 40.54% | 1 | 2.70% | 6 | 16.22% | 15 | 40.54% |
| 780 | Public Schools of Robeson County | 1,320 | 102 | 19 | 18.63% | 10 | 9.80% | 24 | 23.53% | 49 | 48.04% |
| 790 | Rockingham County Schools | 730 | 40 | 22 | 55.00% | 0 | 0.00% | 12 | 30.00% | 6 | 15.00% |
| 800 | Rowan-Salisbury Schools | 1,243 | 103 | 39 | 37.86% | 1 | 0.97% | 15 | 14.56% | 48 | 46.60% |
| 810 | Rutherford County Schools | 517 | 37 | 18 | 48.65% | 0 | 0.00% | 13 | 35.14% | 6 | 16.22% |
| 820 | Sampson County Schools | 530 | 42 | 11 | 26.19% | 2 | 4.76% | 10 | 23.81% | 19 | 45.24% |
| 821 | Clinton City Schools | 202 | 5 | 2 | 40.00% | 0 | 0.00% | 1 | 20.00% | 2 | 40.00% |
| 830 | Scotland County Schools | 406 | 40 | 16 | 40.00% | 0 | 0.00% | 15 | 37.50% | 9 | 22.50% |
| 840 | Stanly County Schools | 562 | 46 | 15 | 32.61% | 0 | 0.00% | 12 | 26.09% | 19 | 41.30% |
| 850 | Stokes County Schools | 412 | 18 | 9 | 50.00% | 1 | 5.56% | 6 | 33.33% | 2 | 11.11% |
| 860 | Surry County Schools | 546 | 22 | 7 | 31.82% | 0 | 0.00% | 12 | 54.55% | 3 | 13.64% |
| 861 | Elkin City Schools | 88 | 5 | 0 | 0.00% | 0 | 0.00% | 4 | 80.00% | 1 | 20.00% |
| 862 | Mount Airy City Schools | 123 | 10 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 10 | 100.00% |
| 870 | Swain County Schools | 133 | 9 | 2 | 22.22% | 0 | 0.00% | 2 | 22.22% | 5 | 55.56% |
| 880 | Transylvania County Schools | 268 | 18 | 7 | 38.89% | 1 | 5.56% | 8 | 44.44% | 2 | 11.11% |
| 890 | Tyrrell County Schools | 54 | 2 | 0 | 0.00% | 0 | 0.00% | 1 | 50.00% | 1 | 50.00% |
| 900 | Union County Public Schools | 2,628 | 265 | 79 | 29.81% | 11 | 4.15% | 37 | 13.96% | 138 | 52.08% |
| 910 | Vance County Schools | 291 | 25 | 1 | 4.00% | 0 | 0.00% | 0 | 0.00% | 24 | 96.00% |
| 920 | Wake County Schools | 10,844 | 837 | 399 | 47.67% | 56 | 6.69% | 102 | 12.19% | 280 | 33.45% |
| 930 | Warren County Schools | 84 | 9 | 2 | 22.22% | 1 | 11.11% | 5 | 55.56% | 1 | 11.11% |
| 940 | Washington County Schools | 65 | 9 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 9 | 100.00% |
| 950 | Watauga County Schools | 377 | 14 | 5 | 35.71% | 1 | 7.14% | 7 | 50.00% | 1 | 7.14% |
| 960 | Wayne County Public Schools | 1,123 | 66 | 24 | 36.36% | 2 | 3.03% | 25 | 37.88% | 15 | 22.73% |

| LEA | District Name | Total Number of Teachers | Teacher Leaving State | Personal Reasons | % | Initiated by LEA | % | Beyond LEA Control | % | Other | % |
|------------|-----------------------|---------------------------------|------------------------------|-------------------------|----------|-------------------------|----------|---------------------------|----------|--------------|----------|
| 970 | Wilkes County Schools | 598 | 42 | 19 | 45.24% | 2 | 4.76% | 9 | 21.43% | 12 | 28.57% |
| 980 | Wilson County Schools | 652 | 42 | 8 | 19.05% | 0 | 0.00% | 4 | 9.52% | 30 | 71.43% |
| 990 | Yadkin County Schools | 350 | 23 | 13 | 56.52% | 0 | 0.00% | 2 | 8.70% | 8 | 34.78% |
| 995 | Yancey County Schools | 153 | 6 | 0 | 0.00% | 0 | 0.00% | 3 | 50.00% | 3 | 50.00% |

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**Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs
2021-2022**

| LEA | LEA Name | Total # of teachers | Total State Attrition | State Attrition Rate | Total Mobility | Total Mobility Rate | # Departed From LEA | LEA Attrition Rate | # of Teacher Recouped | Recoupment Rate |
|-----|--------------------------------|---------------------|-----------------------|----------------------|----------------|---------------------|---------------------|--------------------|-----------------------|-----------------|
| | State | 93,832 | 7,298 | 7.78% | 3,108 | 3.31% | | | 2,580 | 24.79% |
| 010 | Alamance-Burlington Schools | 1,466 | 119 | 8.12% | 47 | 3.21% | 166 | 11.32% | 48 | 28.92% |
| 020 | Alexander County Schools | 335 | 17 | 5.07% | 7 | 2.09% | 24 | 7.16% | 3 | 12.50% |
| 030 | Alleghany County Schools | 112 | 8 | 7.14% | 5 | 4.46% | 13 | 11.61% | 7 | 53.85% |
| 040 | Anson County Schools | 209 | 13 | 6.22% | 17 | 8.13% | 30 | 14.35% | 3 | 10.00% |
| 050 | Ashe County Schools | 217 | 11 | 5.07% | 4 | 1.84% | 15 | 6.91% | 6 | 40.00% |
| 060 | Avery County Schools | 156 | 7 | 4.49% | 11 | 7.05% | 18 | 11.54% | 5 | 27.78% |
| 070 | Beaufort County Schools | 417 | 26 | 6.24% | 12 | 2.88% | 38 | 9.11% | 20 | 52.63% |
| 080 | Bertie County Schools | 120 | 19 | 15.83% | 12 | 10.00% | 31 | 25.83% | 4 | 12.90% |
| 090 | Bladen County Schools | 278 | 26 | 9.35% | 12 | 4.32% | 38 | 13.67% | 11 | 28.95% |
| 100 | Brunswick County Schools | 820 | 65 | 7.93% | 22 | 2.68% | 87 | 10.61% | 59 | 67.82% |
| 110 | Buncombe County Schools | 1,627 | 128 | 7.87% | 46 | 2.83% | 174 | 10.69% | 43 | 24.71% |
| 111 | Asheville City Schools | 347 | 38 | 10.95% | 13 | 3.75% | 51 | 14.70% | 11 | 21.57% |
| 120 | Burke County Schools | 744 | 37 | 4.97% | 17 | 2.28% | 54 | 7.26% | 19 | 35.19% |
| 130 | Cabarrus County Schools | 2,026 | 101 | 4.99% | 64 | 3.16% | 165 | 8.14% | 70 | 42.42% |
| 132 | Kannapolis City Schools | 368 | 28 | 7.61% | 14 | 3.80% | 42 | 11.41% | 12 | 28.57% |
| 140 | Caldwell County Schools | 776 | 49 | 6.31% | 14 | 1.80% | 63 | 8.12% | 23 | 36.51% |
| 150 | Camden County Schools | 128 | 8 | 6.25% | 0 | 0.00% | 8 | 6.25% | 10 | 125.00% |
| 160 | Carteret County Public Schools | 597 | 32 | 5.36% | 7 | 1.17% | 39 | 6.53% | 23 | 58.97% |
| 170 | Caswell County Schools | 151 | 16 | 10.60% | 11 | 7.28% | 27 | 17.88% | 6 | 22.22% |
| 180 | Catawba County Schools | 1,008 | 49 | 4.86% | 31 | 3.08% | 80 | 7.94% | 33 | 41.25% |
| 181 | Hickory City Schools | 276 | 23 | 8.33% | 12 | 4.35% | 35 | 12.68% | 10 | 28.57% |
| 182 | Newton Conover City Schools | 192 | 10 | 5.21% | 24 | 12.50% | 34 | 17.71% | 16 | 47.06% |
| 190 | Chatham County Schools | 633 | 61 | 9.64% | 20 | 3.16% | 81 | 12.80% | 23 | 28.40% |

| LEA | LEA Name | Total # of teachers | Total State Attrition | State Attrition Rate | Total Mobility | Total Mobility Rate | # Departed From LEA | LEA Attrition Rate | # of Teacher Recouped | Recoupment Rate |
|-----|--|---------------------|-----------------------|----------------------|----------------|---------------------|---------------------|--------------------|-----------------------|-----------------|
| 200 | Cherokee County Schools | 253 | 30 | 11.86% | 0 | 0.00% | 30 | 11.86% | 5 | 16.67% |
| 210 | Edenton-Chowan Schools | 139 | 12 | 8.63% | 3 | 2.16% | 15 | 10.79% | 4 | 26.67% |
| 220 | Clay County Schools | 91 | 6 | 6.59% | 4 | 4.40% | 10 | 10.99% | | |
| 230 | Cleveland County Schools | 993 | 51 | 5.14% | 30 | 3.02% | 81 | 8.16% | 23 | 28.40% |
| 240 | Columbus County Schools | 357 | 25 | 7.00% | 14 | 3.92% | 39 | 10.92% | 9 | 23.08% |
| 241 | Whiteville City Schools | 151 | 7 | 4.64% | 10 | 6.62% | 17 | 11.26% | 7 | 41.18% |
| 250 | Craven County Schools | 812 | 50 | 6.16% | 46 | 5.67% | 96 | 11.82% | 28 | 29.17% |
| 260 | Cumberland County Schools | 3,283 | 378 | 11.51% | 96 | 2.92% | 474 | 14.44% | 87 | 18.35% |
| 270 | Currituck County Schools | 286 | 39 | 13.64% | 9 | 3.15% | 48 | 16.78% | 11 | 22.92% |
| 280 | Dare County Schools | 383 | 32 | 8.36% | 6 | 1.57% | 38 | 9.92% | 12 | 31.58% |
| 290 | Davidson County Schools | 1,162 | 56 | 4.82% | 34 | 2.93% | 90 | 7.75% | 23 | 25.56% |
| 291 | Lexington City Schools | 199 | 17 | 8.54% | 17 | 8.54% | 34 | 17.09% | 13 | 38.24% |
| 292 | Thomasville City Schools | 155 | 11 | 7.10% | 30 | 19.35% | 41 | 26.45% | 10 | 24.39% |
| 295 | Innovative School District | 13 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | |
| 300 | Davie County Schools | 403 | 29 | 7.20% | 13 | 3.23% | 42 | 10.42% | 18 | 42.86% |
| 310 | Duplin County Schools | 622 | 47 | 7.56% | 29 | 4.66% | 76 | 12.22% | 19 | 25.00% |
| 320 | Durham Public Schools | 2,427 | 224 | 9.23% | 131 | 5.40% | 355 | 14.63% | 76 | 21.41% |
| 330 | Edgecombe County Public Schools | 374 | 33 | 8.82% | 15 | 4.01% | 48 | 12.83% | 10 | 20.83% |
| 340 | Winston Salem / Forsyth County Schools | 3,608 | 279 | 7.73% | 135 | 3.74% | 414 | 11.47% | 114 | 27.54% |
| 350 | Franklin County Schools | 516 | 31 | 6.01% | 22 | 4.26% | 53 | 10.27% | 14 | 26.42% |
| 360 | Gaston County Schools | 1,921 | 123 | 6.40% | 75 | 3.90% | 198 | 10.31% | 32 | 16.16% |
| 370 | Gates County Schools | 133 | 7 | 5.26% | 1 | 0.75% | 8 | 6.02% | 4 | 50.00% |
| 380 | Graham County Schools | 100 | 7 | 7.00% | 2 | 2.00% | 9 | 9.00% | 1 | 11.11% |
| 390 | Granville County Schools | 483 | 78 | 16.15% | 36 | 7.45% | 114 | 23.60% | 8 | 7.02% |
| 400 | Greene County Schools | 189 | 13 | 6.88% | 8 | 4.23% | 21 | 11.11% | 6 | 28.57% |
| 410 | Guilford County Schools | 4,835 | 357 | 7.38% | 157 | 3.25% | 514 | 10.63% | 111 | 21.60% |
| 420 | Halifax County Schools | 127 | 11 | 8.66% | 2 | 1.57% | 13 | 10.24% | | |

| LEA | LEA Name | Total # of teachers | Total State Attrition | State Attrition Rate | Total Mobility | Total Mobility Rate | # Departed From LEA | LEA Attrition Rate | # of Teacher Recouped | Recoupment Rate |
|-----|-----------------------------------|---------------------|-----------------------|----------------------|----------------|---------------------|---------------------|--------------------|-----------------------|-----------------|
| 421 | Roanoke Rapids City Schools | 180 | 8 | 4.44% | 3 | 1.67% | 11 | 6.11% | 5 | 45.45% |
| 422 | Weldon City Schools | 55 | 9 | 16.36% | 4 | 7.27% | 13 | 23.64% | | |
| 430 | Harnett County Schools | 1,313 | 185 | 14.09% | 76 | 5.79% | 261 | 19.88% | 16 | 6.13% |
| 440 | Haywood County Schools | 498 | 36 | 7.23% | 16 | 3.21% | 52 | 10.44% | 10 | 19.23% |
| 450 | Henderson County Schools | 891 | 51 | 5.72% | 15 | 1.68% | 66 | 7.41% | 16 | 24.24% |
| 460 | Hertford County Schools | 216 | 36 | 16.67% | 6 | 2.78% | 42 | 19.44% | 3 | 7.14% |
| 470 | Hoke County Schools | 589 | 49 | 8.32% | 33 | 5.60% | 82 | 13.92% | 21 | 25.61% |
| 480 | Hyde County Schools | 57 | 7 | 12.28% | 2 | 3.51% | 9 | 15.79% | | |
| 490 | Iredell-Statesville Schools | 1,281 | 81 | 6.32% | 41 | 3.20% | 122 | 9.52% | 29 | 23.77% |
| 491 | Mooreville Graded School District | 398 | 33 | 8.29% | 16 | 4.02% | 49 | 12.31% | 12 | 24.49% |
| 500 | Jackson County Public Schools | 255 | 28 | 10.98% | 19 | 7.45% | 47 | 18.43% | 14 | 29.79% |
| 510 | Johnston County Public Schools | 2,637 | 231 | 8.76% | 90 | 3.41% | 321 | 12.17% | 56 | 17.45% |
| 520 | Jones County Schools | 86 | 7 | 8.14% | 2 | 2.33% | 9 | 10.47% | 3 | 33.33% |
| 530 | Lee County Schools | 709 | 61 | 8.60% | 31 | 4.37% | 92 | 12.98% | 25 | 27.17% |
| 540 | Lenoir County Public Schools | 564 | 30 | 5.32% | 27 | 4.79% | 57 | 10.11% | 20 | 35.09% |
| 550 | Lincoln County Schools | 742 | 35 | 4.72% | 25 | 3.37% | 60 | 8.09% | 23 | 38.33% |
| 560 | Macon County Schools | 331 | 25 | 7.55% | 10 | 3.02% | 35 | 10.57% | 14 | 40.00% |
| 570 | Madison County Schools | 175 | 15 | 8.57% | 5 | 2.86% | 20 | 11.43% | 7 | 35.00% |
| 580 | Martin County Schools | 206 | 14 | 6.80% | 16 | 7.77% | 30 | 14.56% | 7 | 23.33% |
| 590 | McDowell County Schools | 414 | 25 | 6.04% | 7 | 1.69% | 32 | 7.73% | 11 | 34.38% |
| 600 | Charlotte-Mecklenburg Schools | 8,841 | 753 | 8.52% | 220 | 2.49% | 973 | 11.01% | 177 | 18.19% |
| 610 | Mitchell County Schools | 134 | 16 | 11.94% | 4 | 2.99% | 20 | 14.93% | 11 | 55.00% |
| 620 | Montgomery County Schools | 246 | 19 | 7.72% | 14 | 5.69% | 33 | 13.41% | 8 | 24.24% |

| LEA | LEA Name | Total # of teachers | Total State Attrition | State Attrition Rate | Total Mobility | Total Mobility Rate | # Departed From LEA | LEA Attrition Rate | # of Teacher Recouped | Recoupment Rate |
|-----|--|---------------------|-----------------------|----------------------|----------------|---------------------|---------------------|--------------------|-----------------------|-----------------|
| 630 | Moore County Schools | 836 | 69 | 8.25% | 36 | 4.31% | 105 | 12.56% | 32 | 30.48% |
| 640 | Nash-Rocky Mount Schools | 902 | 45 | 4.99% | 32 | 3.55% | 77 | 8.54% | 10 | 12.99% |
| 650 | New Hanover County Schools | 1,789 | 139 | 7.77% | 32 | 1.79% | 171 | 9.56% | 73 | 42.69% |
| 660 | Northampton County Schools | 111 | 21 | 18.92% | 6 | 5.41% | 27 | 24.32% | 1 | 3.70% |
| 670 | Onslow County Schools | 1,611 | 158 | 9.81% | 53 | 3.29% | 211 | 13.10% | 32 | 15.17% |
| 680 | Orange County Schools | 551 | 56 | 10.16% | 22 | 3.99% | 78 | 14.16% | 25 | 32.05% |
| 681 | Chapel Hill-Carrboro City Schools | 914 | 69 | 7.55% | 25 | 2.74% | 94 | 10.28% | 32 | 34.04% |
| 690 | Pamlico County Schools | 100 | 7 | 7.00% | 5 | 5.00% | 12 | 12.00% | 8 | 66.67% |
| 700 | Elizabeth City-Pasquotank Public Schools | 335 | 35 | 10.45% | 25 | 7.46% | 60 | 17.91% | 3 | 5.00% |
| 710 | Pender County Schools | 617 | 40 | 6.48% | 34 | 5.51% | 74 | 11.99% | 25 | 33.78% |
| 720 | Perquimans County Schools | 112 | 3 | 2.68% | 3 | 2.68% | 6 | 5.36% | 7 | 116.67% |
| 730 | Person County Schools | 283 | 22 | 7.77% | 15 | 5.30% | 37 | 13.07% | 12 | 32.43% |
| 740 | Pitt County Schools | 1,596 | 76 | 4.76% | 67 | 4.20% | 143 | 8.96% | 47 | 32.87% |
| 750 | Polk County Schools | 178 | 10 | 5.62% | 7 | 3.93% | 17 | 9.55% | 8 | 47.06% |
| 760 | Randolph County School System | 990 | 50 | 5.05% | 23 | 2.32% | 73 | 7.37% | 22 | 30.14% |
| 761 | Asheboro City Schools | 320 | 26 | 8.12% | 12 | 3.75% | 38 | 11.87% | 9 | 23.68% |
| 770 | Richmond County Schools | 452 | 37 | 8.19% | 13 | 2.88% | 50 | 11.06% | 7 | 14.00% |
| 780 | Public Schools of Robeson County | 1,320 | 102 | 7.73% | 37 | 2.80% | 139 | 10.53% | 20 | 14.39% |
| 790 | Rockingham County Schools | 730 | 40 | 5.48% | 17 | 2.33% | 57 | 7.81% | 8 | 14.04% |
| 800 | Rowan-Salisbury Schools | 1,243 | 103 | 8.29% | 71 | 5.71% | 174 | 14.00% | 32 | 18.39% |
| 810 | Rutherford County Schools | 517 | 37 | 7.16% | 13 | 2.51% | 50 | 9.67% | 19 | 38.00% |
| 820 | Sampson County Schools | 530 | 42 | 7.92% | 15 | 2.83% | 57 | 10.75% | 15 | 26.32% |
| 821 | Clinton City Schools | 202 | 5 | 2.48% | 11 | 5.45% | 16 | 7.92% | 12 | 75.00% |
| 830 | Scotland County Schools | 406 | 40 | 9.85% | 31 | 7.64% | 71 | 17.49% | 17 | 23.94% |

| LEA | LEA Name | Total # of teachers | Total State Attrition | State Attrition Rate | Total Mobility | Total Mobility Rate | # Departed From LEA | LEA Attrition Rate | # of Teacher Recouped | Recoupment Rate |
|-----|-----------------------------|---------------------|-----------------------|----------------------|----------------|---------------------|---------------------|--------------------|-----------------------|-----------------|
| 840 | Stanly County Schools | 562 | 46 | 8.19% | 21 | 3.74% | 67 | 11.92% | 24 | 35.82% |
| 850 | Stokes County Schools | 412 | 18 | 4.37% | 16 | 3.88% | 34 | 8.25% | 18 | 52.94% |
| 860 | Surry County Schools | 546 | 22 | 4.03% | 16 | 2.93% | 38 | 6.96% | 28 | 73.68% |
| 861 | Elkin City Schools | 88 | 5 | 5.68% | 2 | 2.27% | 7 | 7.95% | 6 | 85.71% |
| 862 | Mount Airy City Schools | 123 | 10 | 8.13% | 13 | 10.57% | 23 | 18.70% | 5 | 21.74% |
| 870 | Swain County Schools | 133 | 9 | 6.77% | 6 | 4.51% | 15 | 11.28% | 1 | 6.67% |
| 880 | Transylvania County Schools | 268 | 18 | 6.72% | 3 | 1.12% | 21 | 7.84% | 6 | 28.57% |
| 890 | Tyrrell County Schools | 54 | 2 | 3.70% | 5 | 9.26% | 7 | 12.96% | 1 | 14.29% |
| 900 | Union County Public Schools | 2,628 | 265 | 10.08% | 68 | 2.59% | 333 | 12.67% | 54 | 16.22% |
| 910 | Vance County Schools | 291 | 25 | 8.59% | 11 | 3.78% | 36 | 12.37% | 3 | 8.33% |
| 920 | Wake County Schools | 10,844 | 837 | 7.72% | 176 | 1.62% | 1,013 | 9.34% | 258 | 25.47% |
| 930 | Warren County Schools | 84 | 9 | 10.71% | 2 | 2.38% | 11 | 13.10% | 4 | 36.36% |
| 940 | Washington County Schools | 65 | 9 | 13.85% | 2 | 3.08% | 11 | 16.92% | 3 | 27.27% |
| 950 | Watauga County Schools | 377 | 14 | 3.71% | 9 | 2.39% | 23 | 6.10% | 17 | 73.91% |
| 960 | Wayne County Public Schools | 1,123 | 66 | 5.88% | 48 | 4.27% | 114 | 10.15% | 17 | 14.91% |
| 970 | Wilkes County Schools | 598 | 42 | 7.02% | 25 | 4.18% | 67 | 11.20% | 13 | 19.40% |
| 980 | Wilson County Schools | 652 | 42 | 6.44% | 36 | 5.52% | 78 | 11.96% | 24 | 30.77% |
| 990 | Yadkin County Schools | 350 | 23 | 6.57% | 11 | 3.14% | 34 | 9.71% | 21 | 61.76% |
| 995 | Yancey County Schools | 153 | 6 | 3.92% | 4 | 2.61% | 10 | 6.54% | 2 | 20.00% |

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Appendix D : Teacher Vacancy Data for LEAs
School Year 2022-2023

| LEA | LEA Name | Total Positions | Vacancies 1 st Day | Vacancies 40 th Day | Vacancy Rate | Kindergarten – 5th | | |
|-----|--------------------------------|-----------------|-------------------------------|--------------------------------|--------------|--------------------|----|--------------|
| | | | | | | Core | EC | Enhancements |
| 010 | Alamance-Burlington Schools | 1,588 | 82 | 186 | 11.72% | 40 | 10 | 3 |
| 020 | Alexander County Schools | 311 | 15 | 13 | 4.18% | 3 | 1 | 0 |
| 030 | Alleghany County Schools | 113 | 4 | 4 | 3.54% | 2 | 0 | 0 |
| 040 | Anson County Schools | 197 | 33 | 33 | 16.73% | 6 | 2 | 1 |
| 050 | Ashe County Schools | 213 | 0 | 0 | 0.00% | 0 | 0 | 0 |
| 060 | Avery County Schools | 156 | 4 | 2 | 1.28% | 0 | 1 | 0 |
| 070 | Beaufort County Schools | 471 | 29 | 29 | 6.16% | 11 | 4 | 3 |
| 080 | Bertie County Schools | 156 | 21 | 15 | 9.62% | 4 | 1 | 0 |
| 090 | Bladen County Schools | 267 | 20 | 16 | 5.99% | 6 | 0 | 1 |
| 100 | Brunswick County Schools | 879 | 14 | 22 | 2.50% | 6 | 0 | 0 |
| 110 | Buncombe County Schools | 2,313 | 14 | 9 | 0.39% | 3 | 0 | 0 |
| 111 | Asheville City Schools | 383 | 16 | 7 | 1.83% | 1 | 2 | 0 |
| 120 | Burke County Schools | 897 | 0 | 12 | 1.28% | 4 | 2 | 0 |
| 130 | Cabarrus County Schools | 2,173 | 76 | 83 | 3.80% | 20 | 7 | 2 |
| 132 | Kannapolis City Schools | 364 | 31 | 34 | 9.34% | 10 | 2 | 0 |
| 140 | Caldwell County Schools | 711 | 25 | 23 | 3.23% | 2 | 1 | 2 |
| 150 | Camden County Schools | 141 | 5 | 4 | 2.84% | 1 | 0 | 0 |
| 160 | Carteret County Public Schools | 612 | 7 | 6 | 0.98% | 0 | 2 | 1 |
| 170 | Caswell County Schools | 164 | 14 | 16 | 9.76% | 2 | 2 | 0 |
| 180 | Catawba County Schools | 835 | 37 | 29 | 3.47% | 5 | 2 | 2 |
| 181 | Hickory City Schools | 297 | 8 | 3 | 1.01% | 1 | 0 | 0 |
| 182 | Newton Conover City Schools | 172 | 4 | 9 | 5.23% | 3 | 0 | 0 |
| 190 | Chatham County Schools | 900 | 86 | 92 | 10.23% | 20 | 3 | 2 |
| 200 | Cherokee County Schools | 246 | 7 | 5 | 2.03% | 0 | 0 | 0 |

| LEA | LEA Name | Total Positions | Vacancies 1 st Day | Vacancies 40 th Day | Vacancy Rate | Kindergarten – 5th | | |
|-----|--|-----------------|-------------------------------|--------------------------------|--------------|--------------------|----|--------------|
| | | | | | | Core | EC | Enhancements |
| 210 | Edenton-Chowan Schools | 141 | 9 | 8 | 5.67% | 0 | 0 | 0 |
| 220 | Clay County Schools | 101 | 0 | 0 | 0.00% | 0 | 0 | 0 |
| 230 | Cleveland County Schools | 1,001 | 127 | 115 | 11.49% | 19 | 9 | 1 |
| 240 | Columbus County Schools | 368 | 51 | 43 | 11.68% | 12 | 2 | 1 |
| 241 | Whiteville City Schools | 160 | 2 | 5 | 3.13% | 3 | 0 | 0 |
| 250 | Craven County Schools | 655 | 103 | 120 | 18.32% | 33 | 15 | 0 |
| 260 | Cumberland County Schools | 3,343 | 87 | 97 | 2.90% | 15 | 12 | 3 |
| 270 | Currituck County Schools | 343 | 19 | 14 | 4.08% | 3 | 3 | 0 |
| 280 | Dare County Schools | 416 | 56 | 6 | 1.44% | 1 | 0 | 0 |
| 290 | Davidson County Schools | 956 | 26 | 25 | 2.62% | 5 | 4 | 0 |
| 291 | Lexington City Schools | 232 | 36 | 23 | 9.91% | 5 | 2 | 0 |
| 292 | Thomasville City Schools | 146 | 16 | 13 | 8.90% | 3 | 1 | 0 |
| 300 | Davie County Schools | 421 | 11 | 14 | 3.33% | 5 | 1 | 0 |
| 310 | Duplin County Schools | 487 | 31 | 49 | 10.06% | 11 | 6 | 4 |
| 320 | Durham Public Schools | 1,890 | 174 | 126 | 6.67% | 51 | 18 | 0 |
| 330 | Edgecombe County Public Schools | 265 | 47 | 43 | 16.23% | 13 | 5 | 0 |
| 340 | Winston Salem / Forsyth County Schools | 3,658 | 225 | 351 | 9.59% | 73 | 16 | 6 |
| 350 | Franklin County Schools | 599 | 29 | 21 | 3.51% | 2 | 3 | 0 |
| 360 | Gaston County Schools | 2,031 | 148 | 96 | 4.73% | 22 | 10 | 2 |
| 370 | Gates County Schools | 125 | 6 | 5 | 4.00% | 0 | 0 | 0 |
| 380 | Graham County Schools | 107 | 0 | 0 | 0.00% | 0 | 0 | 0 |
| 390 | Granville County Schools | 406 | 62 | 65 | 16.00% | 19 | 5 | 3 |
| 400 | Greene County Schools | 212 | 10 | 10 | 4.72% | 0 | 0 | 0 |
| 410 | Guilford County Schools | 4,936 | 39 | 80 | 1.62% | 0 | 6 | 0 |
| 420 | Halifax County Schools | 115 | 46 | 28 | 24.35% | 7 | 2 | 0 |
| 421 | Roanoke Rapids City Schools | 191 | 6 | 5 | 2.62% | 0 | 0 | 0 |
| 422 | Weldon City Schools | 57 | 7 | 8 | 14.04% | 0 | 0 | 0 |

| LEA | LEA Name | Total Positions | Vacancies 1 st Day | Vacancies 40 th Day | Vacancy Rate | Kindergarten – 5th | | |
|-----|------------------------------------|-----------------|-------------------------------|--------------------------------|--------------|--------------------|----|--------------|
| | | | | | | Core | EC | Enhancements |
| 430 | Harnett County Schools | 1,714 | 118 | 135 | 7.88% | 43 | 10 | 3 |
| 440 | Haywood County Schools | 477 | 12 | 10 | 2.10% | 2 | 1 | 1 |
| 450 | Henderson County Schools | 1,062 | 24 | 25 | 2.35% | 7 | 1 | 0 |
| 460 | Hertford County Schools | 190 | 24 | 14 | 7.37% | 0 | 4 | 1 |
| 470 | Hoke County Schools | 503 | 115 | 114 | 22.66% | 37 | 6 | 5 |
| 480 | Hyde County Schools | 62 | 4 | 1 | 1.61% | 0 | 0 | 0 |
| 490 | Iredell-Statesville Schools | 1,103 | 178 | 72 | 6.53% | 18 | 18 | 1 |
| 491 | Mooresville Graded School District | 361 | 19 | 17 | 4.71% | 2 | 1 | 0 |
| 500 | Jackson County Public Schools | 264 | 21 | 10 | 3.79% | 3 | 3 | 0 |
| 510 | Johnston County Public Schools | 2,628 | 135 | 123 | 4.68% | 33 | 18 | 2 |
| 520 | Jones County Schools | 93 | 2 | 2 | 2.15% | 1 | 0 | 0 |
| 530 | Lee County Schools | 657 | 68 | 64 | 9.74% | 14 | 5 | 1 |
| 540 | Lenoir County Public Schools | 565 | 37 | 60 | 10.62% | 18 | 3 | 3 |
| 550 | Lincoln County Schools | 767 | 16 | 22 | 2.87% | 4 | 5 | 0 |
| 560 | Macon County Schools | 391 | 11 | 12 | 3.07% | 2 | 1 | 0 |
| 570 | Madison County Schools | 212 | 2 | 2 | 0.94% | 0 | 1 | 0 |
| 580 | Martin County Schools | 237 | 25 | 22 | 9.30% | 3 | 3 | 2 |
| 590 | McDowell County Schools | 478 | 18 | 15 | 3.14% | 4 | 2 | 0 |
| 600 | Charlotte-Mecklenburg Schools | 6,910 | 364 | 278 | 4.02% | 69 | 25 | 12 |
| 610 | Mitchell County Schools | 141 | 3 | 3 | 2.13% | 0 | 0 | 0 |
| 620 | Montgomery County Schools | 235 | 4 | 6 | 2.55% | 2 | 0 | 0 |
| 630 | Moore County Schools | 889 | 83 | 74 | 8.36% | 21 | 7 | 1 |
| 640 | Nash County Public Schools | 889 | 49 | 66 | 7.37% | 22 | 1 | 3 |
| 650 | New Hanover County Schools | 2,160 | 7 | 22 | 1.02% | 5 | 3 | 0 |
| 660 | Northampton County Schools | 98 | 10 | 11 | 11.22% | 1 | 0 | 1 |

| LEA | LEA Name | Total Positions | Vacancies 1 st Day | Vacancies 40 th Day | Vacancy Rate | Kindergarten – 5th | | |
|-----|--|-----------------|-------------------------------|--------------------------------|--------------|--------------------|----|--------------|
| | | | | | | Core | EC | Enhancements |
| 670 | Onslow County Schools | 1,954 | 70 | 73 | 3.74% | 17 | 10 | 2 |
| 680 | Orange County Schools | 698 | 62 | 48 | 6.80% | 8 | 3 | 3 |
| 681 | Chapel Hill-Carrboro City Schools | 952 | 166 | 50 | 5.30% | 7 | 6 | 0 |
| 690 | Pamlico County Schools | 117 | 8 | 7 | 5.98% | 3 | 1 | 0 |
| 700 | Elizabeth City-Pasquotank Public Schools | 335 | 22 | 17 | 5.07% | 5 | 1 | 0 |
| 710 | Pender County Schools | 681 | 61 | 23 | 3.30% | 1 | 1 | 2 |
| 720 | Perquimans County Schools | 116 | 8 | 4 | 3.45% | 1 | 1 | 0 |
| 730 | Person County Schools | 265 | 22 | 32 | 11.89% | 6 | 4 | 0 |
| 740 | Pitt County Schools | 1,881 | 83 | 80 | 4.25% | 15 | 10 | 1 |
| 750 | Polk County Schools | 204 | 0 | 0 | 0.00% | 0 | 0 | 0 |
| 760 | Randolph County School System | 1,040 | 88 | 83 | 7.98% | 26 | 10 | 3 |
| 761 | Asheboro City Schools | 328 | 12 | 11 | 3.35% | 1 | 0 | 0 |
| 770 | Richmond County Schools | 420 | 60 | 54 | 12.86% | 14 | 5 | 2 |
| 780 | Public Schools of Robeson County | 973 | 84 | 105 | 10.79% | 29 | 8 | 3 |
| 790 | Rockingham County Schools | 920 | 45 | 37 | 4.02% | 6 | 0 | 1 |
| 800 | Rowan-Salisbury Schools | 1,136 | 188 | 201 | 17.69% | 53 | 13 | 8 |
| 810 | Rutherford County Schools | 594 | 28 | 29 | 4.88% | 1 | 1 | 1 |
| 820 | Sampson County Schools | 511 | 27 | 20 | 3.81% | 1 | 2 | 1 |
| 821 | Clinton City Schools | 228 | 14 | 9 | 3.95% | 0 | 0 | 0 |
| 830 | Scotland County Schools | 372 | 17 | 14 | 3.76% | 1 | 1 | 2 |
| 840 | Stanly County Schools | 631 | 53 | 36 | 5.63% | 11 | 2 | 2 |
| 850 | Stokes County Schools | 446 | 6 | 11 | 2.47% | 2 | 1 | 1 |
| 860 | Surry County Schools | 527 | 8 | 6 | 1.14% | 0 | 0 | 1 |
| 861 | Elkin City Schools | 96 | 0 | 1 | 1.04% | 0 | 0 | 1 |
| 862 | Mount Airy City Schools | 128 | 2 | 1 | 0.78% | 0 | 0 | 0 |
| 870 | Swain County Schools | 137 | 3 | 3 | 2.19% | 1 | 0 | 0 |

| LEA | LEA Name | Total Positions | Vacancies 1 st Day | Vacancies 40 th Day | Vacancy Rate | Kindergarten – 5th | | |
|-----|-----------------------------|-----------------|-------------------------------|--------------------------------|--------------|--------------------|----|--------------|
| | | | | | | Core | EC | Enhancements |
| 880 | Transylvania County Schools | 320 | 1 | 1 | 0.31% | 0 | 1 | 0 |
| 890 | Tyrrell County Schools | 38 | 4 | 2 | 5.26% | 0 | 0 | 0 |
| 900 | Union County Public Schools | 1,871 | 76 | 71 | 3.79% | 18 | 6 | 2 |
| 910 | Vance County Schools | 321 | 23 | 25 | 7.79% | 8 | 0 | 3 |
| 920 | Wake County Schools | 11,065 | 828 | 688 | 6.22% | 185 | 67 | 33 |
| 930 | Warren County Schools | 119 | 6 | 4 | 3.36% | 0 | 0 | 0 |
| 940 | Washington County Schools | 66 | 13 | 11 | 16.67% | 1 | 1 | 2 |
| 950 | Watauga County Schools | 466 | 4 | 4 | 0.86% | 0 | 1 | 1 |
| 960 | Wayne County Public Schools | 1,181 | 75 | 72 | 6.10% | 24 | 4 | 6 |
| 970 | Wilkes County Schools | 646 | 30 | 5 | 0.77% | 0 | 2 | 0 |
| 980 | Wilson County Schools | 707 | 58 | 43 | 6.08% | 14 | 5 | 0 |
| 990 | Yadkin County Schools | 419 | 10 | 8 | 1.91% | 2 | 0 | 1 |
| 995 | Yancey County Schools | 170 | 5 | 4 | 2.36% | 0 | 0 | 1 |

| LEA | LEA Name | Middle School (6-8) | | | | | |
|-----|-----------------------------|---------------------|----------------|------|----|---------|--------------|
| | | ELA | Social Studies | Math | EC | Science | Enhancements |
| 010 | Alamance-Burlington Schools | 10 | 10 | 10 | 12 | 13 | 4 |
| 020 | Alexander County Schools | 1 | 1 | 1 | 1 | 1 | 0 |
| 030 | Alleghany County Schools | 1 | 0 | 1 | 0 | 0 | 0 |
| 040 | Anson County Schools | 1 | 1 | 2 | 2 | 4 | 0 |
| 050 | Ashe County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 060 | Avery County Schools | 0 | 0 | 0 | 0 | 0 | 1 |
| 070 | Beaufort County Schools | 0 | 1 | 1 | 0 | 0 | 0 |
| 080 | Bertie County Schools | 0 | 0 | 0 | 0 | 2 | 0 |
| 090 | Bladen County Schools | 0 | 0 | 1 | 0 | 0 | 0 |
| 100 | Brunswick County Schools | 0 | 1 | 0 | 2 | 0 | 0 |
| 110 | Buncombe County Schools | 0 | 0 | 0 | 4 | 0 | 0 |
| 111 | Asheville City Schools | 0 | 0 | 1 | 1 | 0 | 0 |

| LEA | LEA Name | Middle School (6-8) | | | | | |
|-----|---------------------------------|---------------------|----------------|------|----|---------|--------------|
| | | ELA | Social Studies | Math | EC | Science | Enhancements |
| 120 | Burke County Schools | 0 | 0 | 0 | 1 | 0 | 0 |
| 130 | Cabarrus County Schools | 2 | 2 | 3 | 6 | 2 | 0 |
| 132 | Kannapolis City Schools | 1 | 0 | 2 | 1 | 3 | 1 |
| 140 | Caldwell County Schools | 3 | 0 | 6 | 1 | 0 | 0 |
| 150 | Camden County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 160 | Carteret County Public Schools | 0 | 0 | 0 | 1 | 0 | 0 |
| 170 | Caswell County Schools | 2 | 1 | 0 | 0 | 1 | 0 |
| 180 | Catawba County Schools | 0 | 0 | 1 | 0 | 1 | 0 |
| 181 | Hickory City Schools | 0 | 0 | 0 | 0 | 0 | 1 |
| 182 | Newton Conover City Schools | 2 | 0 | 0 | 0 | 1 | 0 |
| 190 | Chatham County Schools | 4 | 2 | 5 | 5 | 0 | 3 |
| 200 | Cherokee County Schools | 2 | 0 | 0 | 0 | 0 | 0 |
| 210 | Edenton-Chowan Schools | 2 | 0 | 1 | 1 | 0 | 0 |
| 220 | Clay County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 230 | Cleveland County Schools | 11 | 2 | 9 | 5 | 6 | 4 |
| 240 | Columbus County Schools | 3 | 0 | 2 | 1 | 3 | 0 |
| 241 | Whiteville City Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 250 | Craven County Schools | 6 | 5 | 5 | 4 | 9 | 2 |
| 260 | Cumberland County Schools | 5 | 5 | 3 | 9 | 2 | 1 |
| 270 | Currituck County Schools | 0 | 0 | 1 | 2 | 0 | 0 |
| 280 | Dare County Schools | 0 | 0 | 1 | 0 | 0 | 0 |
| 290 | Davidson County Schools | 0 | 1 | 0 | 2 | 0 | 2 |
| 291 | Lexington City Schools | 1 | 0 | 3 | 2 | 1 | 0 |
| 292 | Thomasville City Schools | 1 | 1 | 2 | 1 | 0 | 0 |
| 300 | Davie County Schools | 0 | 0 | 2 | 3 | 0 | 1 |
| 310 | Duplin County Schools | 5 | 2 | 8 | 1 | 2 | 0 |
| 320 | Durham Public Schools | 2 | 0 | 3 | 11 | 4 | 0 |
| 330 | Edgecombe County Public Schools | 0 | 1 | 3 | 2 | 2 | 0 |

| LEA | LEA Name | Middle School (6-8) | | | | | |
|-----|--|---------------------|----------------|------|----|---------|--------------|
| | | ELA | Social Studies | Math | EC | Science | Enhancements |
| 340 | Winston Salem / Forsyth County Schools | 9 | 12 | 15 | 21 | 14 | 6 |
| 350 | Franklin County Schools | 2 | 1 | 1 | 3 | 1 | 1 |
| 360 | Gaston County Schools | 1 | 2 | 2 | 9 | 1 | 4 |
| 370 | Gates County Schools | 1 | 0 | 0 | 1 | 1 | 0 |
| 380 | Graham County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 390 | Granville County Schools | 4 | 1 | 3 | 4 | 1 | 0 |
| 400 | Greene County Schools | 0 | 0 | 1 | 1 | 0 | 0 |
| 410 | Guilford County Schools | 0 | 1 | 5 | 2 | 0 | 2 |
| 420 | Halifax County Schools | 2 | 2 | 2 | 1 | 0 | 0 |
| 421 | Roanoke Rapids City Schools | 0 | 0 | 0 | 0 | 1 | 0 |
| 422 | Weldon City Schools | 1 | 0 | 0 | 0 | 0 | 0 |
| 430 | Harnett County Schools | 8 | 6 | 7 | 9 | 3 | 3 |
| 440 | Haywood County Schools | 0 | 0 | 1 | 0 | 0 | 0 |
| 450 | Henderson County Schools | 0 | 3 | 1 | 2 | 0 | 1 |
| 460 | Hertford County Schools | 1 | 0 | 0 | 1 | 0 | 0 |
| 470 | Hoke County Schools | 4 | 5 | 3 | 7 | 7 | 3 |
| 480 | Hyde County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 490 | Iredell-Statesville Schools | 4 | 3 | 4 | 9 | 1 | 3 |
| 491 | Mooresville Graded School District | 0 | 3 | 0 | 0 | 0 | 0 |
| 500 | Jackson County Public Schools | 0 | 0 | 1 | 0 | 0 | 0 |
| 510 | Johnston County Public Schools | 3 | 8 | 3 | 12 | 5 | 3 |
| 520 | Jones County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 530 | Lee County Schools | 2 | 5 | 6 | 1 | 5 | 0 |
| 540 | Lenoir County Public Schools | 1 | 2 | 3 | 1 | 3 | 2 |
| 550 | Lincoln County Schools | 0 | 1 | 1 | 4 | 0 | 1 |
| 560 | Macon County Schools | 0 | 0 | 1 | 0 | 1 | 0 |
| 570 | Madison County Schools | 0 | 0 | 0 | 1 | 0 | 0 |

| LEA | LEA Name | Middle School (6-8) | | | | | |
|-----|--|---------------------|----------------|------|----|---------|--------------|
| | | ELA | Social Studies | Math | EC | Science | Enhancements |
| 580 | Martin County Schools | 1 | 1 | 0 | 1 | 0 | 1 |
| 590 | McDowell County Schools | 0 | 1 | 2 | 2 | 0 | 0 |
| 600 | Charlotte-Mecklenburg Schools | 10 | 4 | 18 | 8 | 12 | 7 |
| 610 | Mitchell County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 620 | Montgomery County Schools | 0 | 1 | 0 | 0 | 1 | 0 |
| 630 | Moore County Schools | 2 | 3 | 4 | 5 | 5 | 0 |
| 640 | Nash County Public Schools | 1 | 3 | 2 | 3 | 2 | 2 |
| 650 | New Hanover County Schools | 0 | 0 | 0 | 0 | 1 | 0 |
| 660 | Northampton County Schools | 0 | 0 | 0 | 0 | 0 | 1 |
| 670 | Onslow County Schools | 7 | 4 | 7 | 5 | 6 | 0 |
| 680 | Orange County Schools | 1 | 1 | 4 | 2 | 0 | 2 |
| 681 | Chapel Hill-Carrboro City Schools | 0 | 2 | 4 | 4 | 2 | 0 |
| 690 | Pamlico County Schools | 0 | 1 | 0 | 0 | 0 | 0 |
| 700 | Elizabeth City-Pasquotank Public Schools | 0 | 1 | 0 | 0 | 1 | 0 |
| 710 | Pender County Schools | 0 | 0 | 0 | 3 | 0 | 3 |
| 720 | Perquimans County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 730 | Person County Schools | 4 | 0 | 1 | 3 | 2 | 0 |
| 740 | Pitt County Schools | 6 | 5 | 7 | 2 | 6 | 1 |
| 750 | Polk County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 760 | Randolph County School System | 2 | 4 | 1 | 10 | 1 | 1 |
| 761 | Asheboro City Schools | 2 | 1 | 0 | 2 | 0 | 0 |
| 770 | Richmond County Schools | 3 | 2 | 3 | 0 | 5 | 1 |
| 780 | Public Schools of Robeson County | 5 | 7 | 7 | 0 | 4 | 1 |
| 790 | Rockingham County Schools | 4 | 0 | 3 | 0 | 3 | 1 |
| 800 | Rowan-Salisbury Schools | 9 | 8 | 5 | 7 | 13 | 2 |
| 810 | Rutherford County Schools | 2 | 1 | 1 | 3 | 3 | 0 |

| LEA | LEA Name | Middle School (6-8) | | | | | |
|-----|-----------------------------|---------------------|----------------|------|----|---------|--------------|
| | | ELA | Social Studies | Math | EC | Science | Enhancements |
| 820 | Sampson County Schools | 1 | 2 | 2 | 1 | 2 | 0 |
| 821 | Clinton City Schools | 1 | 0 | 0 | 2 | 2 | 0 |
| 830 | Scotland County Schools | 0 | 1 | 0 | 1 | 0 | 0 |
| 840 | Stanly County Schools | 0 | 2 | 1 | 1 | 2 | 0 |
| 850 | Stokes County Schools | 0 | 1 | 2 | 0 | 1 | 0 |
| 860 | Surry County Schools | 0 | 1 | 0 | 0 | 2 | 0 |
| 861 | Elkin City Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 862 | Mount Airy City Schools | 0 | 0 | 1 | 0 | 0 | 0 |
| 870 | Swain County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 880 | Transylvania County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 890 | Tyrrell County Schools | 0 | 0 | 1 | 0 | 1 | 0 |
| 900 | Union County Public Schools | 5 | 2 | 5 | 6 | 0 | 0 |
| 910 | Vance County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 920 | Wake County Schools | 20 | 12 | 20 | 30 | 27 | 11 |
| 930 | Warren County Schools | 0 | 0 | 0 | 0 | 0 | 0 |
| 940 | Washington County Schools | 0 | 0 | 1 | 0 | 1 | 0 |
| 950 | Watauga County Schools | 0 | 0 | 1 | 0 | 0 | 0 |
| 960 | Wayne County Public Schools | 3 | 1 | 2 | 3 | 7 | 2 |
| 970 | Wilkes County Schools | 0 | 0 | 0 | 2 | 0 | 0 |
| 980 | Wilson County Schools | 1 | 1 | 4 | 2 | 3 | 1 |
| 990 | Yadkin County Schools | 1 | 1 | 0 | 0 | 0 | 0 |
| 995 | Yancey County Schools | 0 | 0 | 0 | 0 | 0 | 2 |

| LEA | LEA Name | High School (9-12) | | | | | | | |
|-----|--------------------------------|--------------------|---------|----------------|------|----|-----|--------------|------------------|
| | | ELA | Science | Social Studies | Math | EC | CTE | Enhancements | Support Services |
| 010 | Alamance-Burlington Schools | 4 | 8 | 6 | 8 | 14 | 11 | 2 | 13 |
| 020 | Alexander County Schools | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 8 |
| 030 | Alleghany County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 040 | Anson County Schools | 2 | 1 | 1 | 0 | 2 | 3 | 1 | 0 |
| 050 | Ashe County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 060 | Avery County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 |
| 070 | Beaufort County Schools | 2 | 0 | 0 | 1 | 1 | 1 | 1 | 0 |
| 080 | Bertie County Schools | 3 | 0 | 2 | 0 | 1 | 0 | 1 | 1 |
| 090 | Bladen County Schools | 1 | 0 | 1 | 1 | 0 | 2 | 1 | 2 |
| 100 | Brunswick County Schools | 2 | 1 | 1 | 1 | 1 | 3 | 1 | 1 |
| 110 | Buncombe County Schools | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 |
| 111 | Asheville City Schools | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 2 |
| 120 | Burke County Schools | 2 | 0 | 0 | 1 | 1 | 1 | 0 | 1 |
| 130 | Cabarrus County Schools | 7 | 5 | 3 | 3 | 2 | 6 | 1 | 12 |
| 132 | Kannapolis City Schools | 0 | 1 | 0 | 1 | 1 | 5 | 0 | 0 |
| 140 | Caldwell County Schools | 1 | 0 | 0 | 0 | 1 | 2 | 0 | 1 |
| 150 | Camden County Schools | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 160 | Carteret County Public Schools | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| 170 | Caswell County Schools | 4 | 2 | 0 | 0 | 0 | 0 | 1 | 2 |
| 180 | Catawba County Schools | 0 | 2 | 3 | 3 | 0 | 4 | 0 | 6 |
| 181 | Hickory City Schools | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 182 | Newton Conover City Schools | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| 190 | Chatham County Schools | 3 | 2 | 5 | 4 | 6 | 3 | 1 | 2 |
| 200 | Cherokee County Schools | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 2 |
| 210 | Edenton-Chowan Schools | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 |
| 220 | Clay County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 230 | Cleveland County Schools | 4 | 5 | 6 | 2 | 4 | 6 | 1 | 8 |
| 240 | Columbus County Schools | 1 | 1 | 2 | 1 | 1 | 0 | 0 | 4 |
| 241 | Whiteville City Schools | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |

| LEA | LEA Name | High School (9-12) | | | | | | | |
|-----|--|--------------------|---------|----------------|------|----|-----|--------------|------------------|
| | | ELA | Science | Social Studies | Math | EC | CTE | Enhancements | Support Services |
| 250 | Craven County Schools | 2 | 2 | 1 | 5 | 8 | 4 | 0 | 11 |
| 260 | Cumberland County Schools | 2 | 3 | 1 | 3 | 9 | 5 | 1 | 9 |
| 270 | Currituck County Schools | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 3 |
| 280 | Dare County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| 290 | Davidson County Schools | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 5 |
| 291 | Lexington City Schools | 0 | 1 | 1 | 1 | 0 | 2 | 0 | 1 |
| 292 | Thomasville City Schools | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| 300 | Davie County Schools | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 4 |
| 310 | Duplin County Schools | 4 | 1 | 0 | 2 | 0 | 0 | 0 | 1 |
| 320 | Durham Public Schools | 0 | 0 | 0 | 1 | 14 | 0 | 0 | 0 |
| 330 | Edgecombe County Public Schools | 1 | 2 | 1 | 2 | 3 | 3 | 1 | 0 |
| 340 | Winston Salem / Forsyth County Schools | 15 | 20 | 11 | 13 | 25 | 24 | 5 | 15 |
| 350 | Franklin County Schools | 1 | 1 | 0 | 0 | 2 | 2 | 0 | 4 |
| 360 | Gaston County Schools | 6 | 2 | 0 | 0 | 10 | 7 | 0 | 10 |
| 370 | Gates County Schools | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 2 |
| 380 | Graham County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 390 | Granville County Schools | 1 | 3 | 1 | 3 | 4 | 3 | 1 | 5 |
| 400 | Greene County Schools | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| 410 | Guilford County Schools | 0 | 8 | 2 | 2 | 0 | 5 | 0 | 0 |
| 420 | Halifax County Schools | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 421 | Roanoke Rapids City Schools | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 1 |
| 422 | Weldon City Schools | 0 | 1 | 0 | 2 | 2 | 0 | 0 | 1 |
| 430 | Harnett County Schools | 4 | 6 | 2 | 4 | 6 | 6 | 3 | 8 |
| 440 | Haywood County Schools | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| 450 | Henderson County Schools | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| 460 | Hertford County Schools | 0 | 0 | 0 | 0 | 2 | 3 | 0 | 4 |
| 470 | Hoke County Schools | 5 | 3 | 5 | 4 | 1 | 2 | 0 | 4 |
| 480 | Hyde County Schools | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 |

| LEA | LEA Name | High School (9-12) | | | | | | | |
|-----|--|--------------------|---------|----------------|------|----|-----|--------------|------------------|
| | | ELA | Science | Social Studies | Math | EC | CTE | Enhancements | Support Services |
| 490 | Iredell-Statesville Schools | 1 | 0 | 2 | 1 | 2 | 0 | 0 | 11 |
| 491 | Mooresville Graded School District | 2 | 1 | 0 | 2 | 1 | 0 | 0 | 0 |
| 500 | Jackson County Public Schools | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 |
| 510 | Johnston County Public Schools | 3 | 2 | 2 | 1 | 10 | 7 | 0 | 7 |
| 520 | Jones County Schools | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 530 | Lee County Schools | 1 | 3 | 2 | 5 | 5 | 2 | 0 | 5 |
| 540 | Lenoir County Public Schools | 4 | 0 | 2 | 3 | 2 | 4 | 1 | 10 |
| 550 | Lincoln County Schools | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 1 |
| 560 | Macon County Schools | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 |
| 570 | Madison County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 580 | Martin County Schools | 1 | 1 | 0 | 0 | 2 | 2 | 0 | 8 |
| 590 | McDowell County Schools | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 7 |
| 600 | Charlotte-Mecklenburg Schools | 4 | 13 | 4 | 9 | 11 | 9 | 2 | 3 |
| 610 | Mitchell County Schools | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| 620 | Montgomery County Schools | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 630 | Moore County Schools | 1 | 0 | 0 | 3 | 7 | 8 | 2 | 11 |
| 640 | Nash County Public Schools | 2 | 4 | 2 | 4 | 1 | 4 | 1 | 8 |
| 650 | New Hanover County Schools | 1 | 0 | 0 | 0 | 2 | 6 | 0 | 5 |
| 660 | Northampton County Schools | 1 | 0 | 0 | 1 | 2 | 1 | 0 | 3 |
| 670 | Onslow County Schools | 1 | 0 | 1 | 1 | 7 | 2 | 0 | 7 |
| 680 | Orange County Schools | 5 | 2 | 0 | 5 | 2 | 3 | 0 | 5 |
| 681 | Chapel Hill-Carrboro City Schools | 0 | 1 | 1 | 3 | 4 | 1 | 0 | 2 |
| 690 | Pamlico County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 700 | Elizabeth City-Pasquotank Public Schools | 1 | 0 | 2 | 1 | 1 | 1 | 0 | 3 |
| 710 | Pender County Schools | 1 | 2 | 0 | 4 | 3 | 1 | 0 | 0 |

| LEA | LEA Name | High School (9-12) | | | | | | | |
|-----|----------------------------------|--------------------|---------|----------------|------|----|-----|--------------|------------------|
| | | ELA | Science | Social Studies | Math | EC | CTE | Enhancements | Support Services |
| 720 | Perquimans County Schools | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 |
| 730 | Person County Schools | 2 | 1 | 1 | 1 | 1 | 0 | 0 | 2 |
| 740 | Pitt County Schools | 3 | 3 | 1 | 1 | 4 | 8 | 1 | 2 |
| 750 | Polk County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 760 | Randolph County School System | 1 | 0 | 1 | 1 | 12 | 3 | 0 | 5 |
| 761 | Asheboro City Schools | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 1 |
| 770 | Richmond County Schools | 3 | 2 | 1 | 1 | 2 | 2 | 2 | 1 |
| 780 | Public Schools of Robeson County | 6 | 4 | 4 | 2 | 5 | 2 | 2 | 1 |
| 790 | Rockingham County Schools | 3 | 2 | 1 | 1 | 3 | 0 | 1 | 7 |
| 800 | Rowan-Salisbury Schools | 7 | 6 | 3 | 12 | 8 | 7 | 6 | 10 |
| 810 | Rutherford County Schools | 2 | 0 | 1 | 0 | 3 | 0 | 0 | 2 |
| 820 | Sampson County Schools | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 2 |
| 821 | Clinton City Schools | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 830 | Scotland County Schools | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 3 |
| 840 | Stanly County Schools | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 2 |
| 850 | Stokes County Schools | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 860 | Surry County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 861 | Elkin City Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 862 | Mount Airy City Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 870 | Swain County Schools | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| 880 | Transylvania County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 890 | Tyrrell County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 900 | Union County Public Schools | 1 | 4 | 1 | 6 | 1 | 3 | 0 | 3 |
| 910 | Vance County Schools | 3 | 2 | 2 | 0 | 0 | 3 | 0 | 1 |
| 920 | Wake County Schools | 13 | 12 | 15 | 18 | 29 | 17 | 4 | 50 |
| 930 | Warren County Schools | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| 940 | Washington County Schools | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 4 |
| 950 | Watauga County Schools | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |

| LEA | LEA Name | High School (9-12) | | | | | | | |
|-----|-----------------------------|--------------------|---------|----------------|------|----|-----|--------------|------------------|
| | | ELA | Science | Social Studies | Math | EC | CTE | Enhancements | Support Services |
| 960 | Wayne County Public Schools | 0 | 3 | 1 | 3 | 1 | 2 | 0 | 4 |
| 970 | Wilkes County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 |
| 980 | Wilson County Schools | 2 | 1 | 2 | 3 | 0 | 0 | 0 | 7 |
| 990 | Yadkin County Schools | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 |
| 995 | Yancey County Schools | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |