



**PUBLIC SCHOOLS OF NORTH CAROLINA**

State Board of Education | Department of Public Instruction

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# Report to the North Carolina General Assembly

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2023-2024 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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**Date Due: December 15, 2024**

DPI Chronological Schedule, 2023-2024

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## Annual Report on the State of the Teaching Profession in North Carolina

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### **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**

The statute related to this report requires that the State collect vacancy data from LEAs on the fortieth instructional day. Given that most LEAs do not reach the 40<sup>th</sup> instructional day until late October/early November, it is not possible to submit this report to the North Carolina State Board of Education and the North Carolina General Assembly by the required deadline.

NCDPI will continue to work with the State's LEAs on the data collection for this report and bring the report to the State Board of Education in Spring 2025.