



NORTH CAROLINA
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

2023-2024 State of the Teaching Profession in
North Carolina

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

Date Due: April 15, 2025
DPI Chronological Schedule, 2024-2025

Submitted by the North Carolina State Board of Education

STATE BOARD OF EDUCATION

STATE BOARD OF EDUCATION VISION

Every public school student in North Carolina will be empowered to accept academic challenges, prepared to pursue their chosen path after graduating high school, and encouraged to become lifelong learners with the capacity to engage in a globally-collaborative society.

STATE BOARD OF EDUCATION MISSION

The mission of the North Carolina State Board of Education is to use its constitutional authority to guard and maintain the right of a sound, basic education for every child in North Carolina Public Schools.

ERIC DAVIS, Chair

Charlotte – At-Large

JILL CAMNITZ

Greenville – Northeast Region

JOHN BLACKBURN

Linville – Northwest Region

ALAN DUNCAN, Vice Chair

Greensboro – Piedmont-Triad Region

REGINALD KENAN

Rose Hill – Southeast Region

DONNA TIPTON-ROGERS

Brasstown – Western Region

RACHEL HUNT, Lieutenant Governor

Charlotte – Ex Officio

VACANT

North Central Region

J. WENDELL HALL

Ahoskie – At-Large

BRAD BRINER, State Treasurer

Chapel Hill – Ex Officio

OLIVIA OXENDINE

Pinehurst – Sandhills Region

CATTY MOORE

Monroe – At-Large

MAURICE "MO" GREEN, Superintendent

Greensboro – Secretary to the Board

VACANT

Southwest Region

The above State Board of Education information is a record of the board members at the time of this document's approval for publication. For the current list of State Board Members, Vision and Mission Statements, go to www.dpi.nc.gov/about-dpi/state-board-education.

NC DEPARTMENT OF PUBLIC INSTRUCTION

Maurice "Mo" Green, State Superintendent / 301 N. Wilmington Street, Raleigh, North Carolina 27601

In compliance with federal law, the NC Department of Public Instruction administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

Inquiries or complaints regarding discrimination issues should be directed to:

Thomas Tomberlin, Senior Director, Educator Preparation, Licensure, and Performance, NCDPI
6301 Mail Service Center, Raleigh, NC 27699-6301 / Phone: (984) 236-2114

Visit us on the Web: www.dpi.nc.gov

TABLE OF CONTENTS

Overview of the Annual Report

Data Collection Procedures

Selected Findings

Charts and Tables

Table 1: State Attrition Rates by Teacher Category	7
Table 2: State Attrition Reasons by Categories.....	9
Chart 1: Teachers Leaving Employment by Yrs of Experience	Dashboard
Table 3: Contribution to State Attrition Rate by Region	11
Table 4: Five Highest and Lowest LEAs in State Attrition Rates	11
Table 5: Five Highest and Lowest Mobility Rates for LEAs.....	12
Table 6: Five Highest and Lowest LEA Attrition Rates	13
Table 7: Five Highest and Lowest LEA Recoupment Rates	Dashboard
Table 8: Attrition, Mobility, and Recoupment Rates for Low Performing	Dashboard
Table 9: State-Wide Total Vacancies for Subjects by School Type.....	15
Table 10: LEAs with the Highest Teacher Vacancy Rates in NC	15

Appendices

Appendix A: Self-Reported Reasons for Leaving	19
Appendix B: State Attrition Percentages by Reasons Categories for LEAs	21
Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs	29
Appendix D: Teacher Vacancy Data for LEAs.....	Dashboard

2023-2024

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 an employee leaves with North Carolina public schools. Attrition can be measured at the state or LEA level.

Mobility: the relocation of an employee from one LEA to another public-school unit (inclusive of charter and lab schools) 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 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 2023 moved to a charter school in March 2024 (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.

State of the Teaching Profession in North Carolina

Key Findings

- 1.** Generally, North Carolina teachers remain in the classroom. The overall state attrition rate for 2023-2024 is 9.88%. A decrease of 13.7% from 11.45% from the 22-23 analysis
- 2.** There were 89,972 teachers employed in NC between March 2023 and March 2024. Of these teachers, 8,886 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 2023 and March 2024, there were 14,124 Beginning Teachers (BTs) employed statewide and 1,825 were reported as attrition. The attrition rate for Beginning Teachers in NC is 12.92%, higher than the attrition rate for those not classified as a Beginning Teacher (7,061/75,848≈ 9.31%).
- 4.** 4,739 Residency Licensed, (LE) teachers were employed in March 2023, and, of those, 706 (14.90%) were no longer employed in NC public schools in March 2024. A total of 2,422 teachers were employed in North Carolina as International Faculty (IF) teachers, and 334 (13.79%) of those teachers left employment with NC public schools.
- 5.** A plurality of teachers (51.95%) who left employment in NC public schools cited “Personal Reasons” for their decision to depart. “Resigned due to a career change” and Retired with full benefits” were the largest individual reasons (16.82% and 16.14%, 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, 4.88% of the state’s teaching force changed employment during the measurement period. The average effect of the LEA-attrition rate for the state is 14.76% (9.88% state attrition rate + 4.88% mobility rate). There is a wide range of LEA-attrition 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) and in high schools (9-12) LEAs have the highest vacancies for Exceptional Children (EC) (See Tables 9 and 10).

State Attrition Rates for NC Teachers

Table 1: State Attrition Rates by Teacher Category 2023-2024

CATEGORY OF TEACHERS	Total Number of Teachers in Category 2023-2024	% Attrition in Category 2023-2024
Experienced, Licensed Teachers	75,848	9.31%
Beginning Teachers	14,124	12.92%
Residency Licensed Teachers	4,133	15.34%
Temporary Licensed	4,937	22.28%

All 116 operational LEAs reported their district-level employment data for the 2023-2024 reporting period. The calculations show that out of the 89,972 teachers employed during the 2023-2024 school year, 8,886 teachers were reported as attrition (i.e., no longer teaching in a North Carolina public school in the 2023-24 school year), resulting in an overall state attrition rate of 9.88%. Table 1 above shows the relative attrition rates for educators in their early stages of their careers and of those who pursue licensure through the alternative preparation track.

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 38.8% higher for beginning teachers than for their more experienced counterparts (12.92% BT vs. 9.31% for non-BTs). Beginning Teachers account for approximately 20.54% of all teachers who separate from employment in NC public schools while accounting for 15.70% of the teaching population. The attrition rates for these teacher subgroups are presented in Table 1.

Teachers who enter the 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. Residency Licensed teachers have earned, at a minimum, a bachelor's degree but have not completed a State Board of Education approved educator preparation program. The Residency License allows the educator to be employed in a North Carolina public school while working toward the completion of an educator preparation program. Teachers on a Residency License demonstrate a higher attrition rate than experienced, fully licensed teachers – approximately 55% higher.

Some teachers who hold a bachelor's degree may not have sufficient credit hours in the content to qualify for a Residency License. The State Board of Education provides two one-year, non-renewable, temporary licenses to allow educators to bridge this gap in content – the permit to teach and the emergency license. Educators who enter the teaching profession via one of these two licenses also exhibit greater attrition rates than their more experienced counterparts. Teachers who hold temporary licenses have a 163% greater attrition rate than the experienced teacher population.

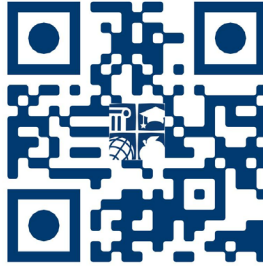
Reason Codes for Teacher Attrition

Table 2 below shows the 23 reasons LEAs use to code their attrition data. For purposes of this report, 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 (March 2024) 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 2024. 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 2024-25 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 (51.95%) for their decision to leave the profession in the reporting year (March 2023- March 2024). Of those citing personal reasons for leaving employment as an NC public school teacher, the most common reason for leaving was resigned to change careers (16.8% of teachers leaving for Personal Reasons). The second most common reason for teachers leaving the profession is retirement with full benefits. There were 1,434 educators (16.14% of departing teachers) who retired with full benefits in the March 2023 – March 2024 reporting period. Of note, is the fact that nearly 21% of teachers who leave the profession do not provide a reason for their departure. This rate is down from the previous reporting period, but the fact that the State does not know what factors led to their decision to leave the profession makes addressing their concerns impossible. It is doubtful that these departures were due to actions initiated by the employer,

but it remains unclear whether these departures were for personal reasons or issues beyond the control of the employer (or the State).

Data related to reasons for teachers leaving the state with disaggregation's by district and year can be found on the State of the Teaching Profession Dashboard. These analyses can be found at <https://go.ncdpi.gov/bcdjz> or scan this QR code:



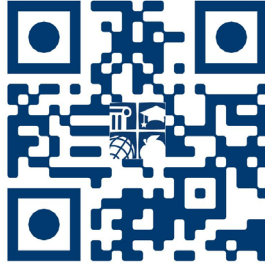
**Table 2: State Attrition Reasons by Categories
2023-2024**

For purposes of this report, the 28 self-reported reasons teachers provide to their LEAs are combined into four (4) summary categories below. The four (4) summary categories include the 28 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	2023-2024		2022-2023	
	Number	Percentage of Total Attrition	Number	Percentage of Total Attrition
Overall State Attrition	8,886		10,382	
Personal Reasons	4,616	51.95%	4,977	47.98%
Resigned due to family responsibilities/ childcare (57)	680	7.65%	708	6.83%
Resigned to continue education/sabbatical (60)	163	1.83%	201	1.94%
Resigned due to family relocation (61)	651	7.33%	684	6.59%
Resigned to teach in another state (62)	464	5.22%	480	4.63%
Dissatisfied with teaching (63)	236	2.66%	292	2.82%
Resigned due to career change (72)	1,495	16.82%	1,779	17.15%
Resigned due to health/disability (64)	274	3.08%	242	2.33%
Retired with reduced benefits (68)	622	7.00%	591	5.70%
Re-employed retired teacher resigned (73)	31	0.35%	0	0%
Initiated by LEA	628	7.07%	614	5.92%
Dismissed	26	0.29%	20	0.19%
Non-renewal (probationary contract ended) (53)	68	0.77%	131	1.26%
Interim contract ended--not rehired (54)	358	4.03%	335	3.23%
Resigned in lieu of dismissal (55)	35	0.39%	35	0.34%
Resigned in lieu of non-renewal (78)	1	0.17%	9	0.09%
Did not obtain or maintain license (56)	126	1.42%	84	0.81%
Beyond Control of LEA	1,779	20.02%	1,548	14.92%
Reduction in Force (51)	2	0.02%	0	0
Retired with full benefits (66)	1,434	16.14%	1,355	13.06%
Deceased (67)	80	0.90%	64	0.62%
End of Term (VIF) (74)	162	1.82%	22	0.21%
End of Term (TFA) (77)	1	0.01%	2	0.02%
Resigned due to movement required by Military Orders (76)	100	1.13%	105	1.01%
Other Reasons	1,863	20.97%	3,234	31.18%
Resigned for other reasons (65)	885	9.96%	898	8.66%
Resigned for unknown reasons (69)	978	11.01%	2,336	22.52%
	8,886	9.88%	10,373	11.45%

State Attrition and Student Growth (Dash Board)

The relationship between EVAAS growth of teachers who leave, and remain in, service to North Carolina public schools can be found on the State of the Teaching Profession Dashboard. This specific analysis can be found at <https://go.ncdpi.gov/bcdjz> or scan this QR code:



State Attrition by Region and LEA

**Table 3: Contribution to the State Attrition Rate by Region (n=89,972)
2023-2024**

Region Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	Attrition Rate by Region
North Central	22,390	2,198	9.82%
Northeast	4,578	500	10.92%
Northwest	5,253	415	7.90%
Piedmont Triad	14,771	1,297	8.78%
Sandhills	8,332	906	10.87%
Southeast	8,779	985	11.22%
Southwest	20,398	2,042	10.01%
Western	5,471	543	9.93%
State Totals	89,972	8,886	9.88%

**Table 4: Five Highest and Lowest LEAs in State Attrition Rates
2023-2024**

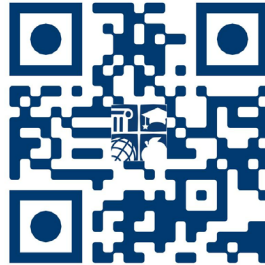
LEA Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	State Attrition Rate by LEA
Highest Attrition Rates			
Tyrell County Schools	42	8	19.05%
Weldon City Schools	51	9	17.65%
Onslow County Schools	1,707	280	16.40%
Halifax County Schools	137	21	15.33%
Caswell County Schools	131	18	13.74%
Lowest Attrition Rates			
Yancey County Schools	148	6	4.05%
Clinton City Schools	194	8	4.12%
Surry County Schools	497	25	5.03%
Lincoln County Schools	721	38	5.27%
Alexander County Schools	302	16	5.30%

Teacher Mobility

Table 5: Five Highest and Lowest LEA Mobility Rates 2023-2024

LEA Name	Total Number of Teachers	Number of Teachers Leaving LEA	LEA Mobility Rate
Highest Mobility Rates			
Thomasville City Schools	123	23	18.70%
Tyrrell County Schools	42	7	16.67%
Martin County Schools	174	23	13.22%
Jones County Schools	76	10	13.16%
Edgecombe County Public Schools	351	43	12.25%
Lowest Mobility Rates			
Clay County Schools	91	1	1.10%
Henderson County Schools	864	13	1.50%
Macon County Schools	329	5	1.52%
Dare County Schools	407	7	1.72%
Carteret County Public Schools	574	13	2.26%

Data related to teacher attrition, mobility, and recoupment rates for all North Carolina school districts can be found on the State of the Teaching Profession Dashboard. These analyses can be found at <https://go.ncdpi.gov/bcdjz> or scan this QR code:

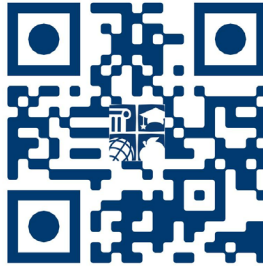


Overall Attrition from the LEAs

Table 6: Five Highest and Lowest Total Attrition Rates for LEAs 2023-2024

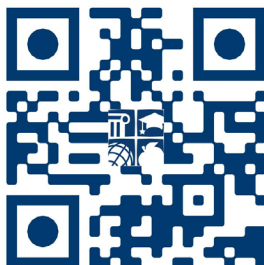
LEA Name	Total Number of Teachers	Number of Teachers Leaving State Employment	State Attrition Rate for LEA	Number of Teachers Leaving LEA	LEA Mobility Rate	Total Number of Teachers Departing from the LEA	Total Attrition Rate from LEA
Highest LEA Attrition							
Tyrrell County Schools	42	8	19.05%	7	16.67%	15	35.71%
Thomasville City Schools	123	13	10.57%	23	18.70%	36	29.27%
Halifax County Schools	137	21	15.33%	14	10.22%	35	25.55%
Caswell County Schools	131	18	13.74%	15	11.45%	33	25.19%
Jones County Schools	76	8	10.53%	10	13.16%	18	23.68%
Lowest LEA Attrition							
Clay County Schools	91	6	6.59%	1	1.10%	7	7.69%
Alexander County Schools	302	16	5.30%	8	2.65%	24	7.95%
Surry County Schools	497	25	5.03%	16	3.22%	41	8.25%
Roanoke Rapids City Schools	173	11	6.36%	4	2.31%	15	8.67%
Lincoln County Schools	721	38	5.27%	29	4.02%	67	9.29%

Data related to teacher attrition, mobility, and recoupment rates for all North Carolina school districts can be found on the State of the Teaching Profession Dashboard. These analyses can be found at <https://go.ncdpi.gov/bcdjz> or scan this QR code:



LEA Attrition Data for Low-Performing Districts

Data related to teacher attrition, mobility, and recoupment rates for low-performing North Carolina school districts can be found on the State of the Teaching Profession Dashboard. These analyses can be found at <https://go.ncdpi.gov/bcdjz> or scan this QR code:



Most Difficult to Staff License Areas

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 temporary 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 2024-2025 school year, LEAs across the State of North Carolina reported a total of 93,868.34 teaching positions in North Carolina. LEAs were asked to report the number of teaching vacancies on the 40th instructional day of the 2024-2025 school year. Across the state there were 6,216.51 (6.662%) instructional vacancies on the first day of the school year and 7,141.41 (7.61%) 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 9, one can see the five LEAs with the highest vacancy rates in the State, and the LEAs with the five lowest vacancy rates in the State. 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). 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 completed by the 40th instructional day, there will likely be a negative effect on the academic achievement of the students in these classrooms.

Table 9:**LEAs with the Highest and Lowest Teacher Vacancy Rates in North Carolina**

LEA Name	Teacher Vacancy Rate (24-25)
Thomasville City Schools	41.94%
Hertford County Schools	33.09%
Washington County Schools	21.33%
Stanly County Schools	21.18%
Northampton County Schools	20.83%

LEA Name	Teacher Vacancy Rate (24-25)
Madison County Schools	0.0%
Mitchell County Schools	0.0%
Mount Airy City Schools	0.0%
Watauga County Schools	0.24%
Buncombe County Schools	0.26%

Table 10: State-Wide Total Vacancies for Subjects by School Type

Subject Area	School Type	Number of Vacancies
Core (Math, ELA, Science, Social Studies)	K-5	1,506
Exceptional Children	K-5	757.7
Support Services		473.29
CTE		404.50
Exceptional Children	9-12	400.6
Exceptional Children	6-8	384.75
ELA	6-8	320.5
Math	6-8	311.6
Science	6-8	297
Math	9-12	255.87
Social Studies	6-8	242.33
Other	9-12	225.46
Other	6-8	216.55

Summary and Conclusions

The data included in this report indicates that the state attrition rate for teachers has declined from last year (9.88% vs. 11.45%). 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 chose 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 are able to 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 are able to 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. Data from 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 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.

State of the School Administrator Profession

Pursuant to North Carolina General Statute § 115C-289.2, the North Carolina State Board of Education shall report on the state of the school administrator profession in North Carolina. The report covers five main questions that are indicated in legislation:

- (1) The number of principals who left the profession without remaining in the field of education.
- (2) The number of principals who left their position for employment as a principal in another school in the State, including principals who left for employment within another local school administrative unit, a nonpublic school, or a charter school.
- (3) The number of principals who left their position for another type of educational position and the type of educational position to which the principals moved.
- (4) The number of principals who left their position in low-performing schools as defined in G.S. 115C-105.37.
- (5) The number of principals who left their position in order to move to a low-performing school, as defined in G.S. 115C-105.37, and the impact of the principal recruitment supplement authorized in G.S. 115C-285.1 on the principal's decision to accept the position at the low-performing school

At the end of the 2023-24 school year, there were 2,498 principals employed in the State's 115 local education agencies (districts). Of those 2,498 principals, 186 (7.45%) did not return to service in North Carolina's public schools. Principal mobility – the movement of principals from one school to another within the state – was higher than the attrition rate. There were 295 (11.81%) principals who left their schools at the end of the 2022-2023 school year for a different school in the 2023-2024 school year. Of those 295 principals, 54 (18.31%) took a principal position in a different school district, while 241 (81.69%) remained employed as a principal in the same school district but moved to a different school.

Relatively few principals leave the administrative role for a different position in education. Of those principals who remained employed in North Carolina public schools from the 2022-2023 to the 2023-2024 school year (2,312), the vast majority (2,137, 92.43%) remained in the role of principal. Approximately four and a half percent (4.5%) of these principals left their school administrator role to work in the district's central office and 40 principals (1.73%) took positions as assistant principals. Twenty-three principals (0.99%) chose to return to the classroom as a teacher and eight principals (0.35%) took an instructional support position.

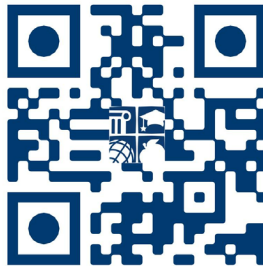
In the 2022-2023 school year, there were 607 principals serving in schools identified as low performing. The majority of these principals (428, 70.51%) remained employed at the same school for the 2023-2024 school year. Of those 179 that left employment with their schools, 99 (55.31%) left the school but remained in the same district. There were 35 principals (19.55%) who left their low-performing school and moved to a different school district. The remaining 45 principals (25.14%) left the low-performing school and were not employed in North Carolina public schools in the 2023-2024 school year. The attrition rate of principals serving in low-performing schools is slightly lower than the attrition rate of principals that serve in non-low-performing schools (7.41% vs. 7.46%).

There were 78 principals in the State who moved to a low-performing school from 2022-2023 to the 2023-2024 school year. Of these 78 principals, 19 (24.36%) served in a different low-performing school in the 2022-2023 school year. There were 59 principals (75.64%) who moved to a low-performing school in the 2023-2024 school year from a non-low-performing school in the prior year. Of interest to the State is the motivation of these principals to move to a low-performing school – particularly the motivation of those principals who previously served in a non-low-performing school. Information on the motivation of these principals is not included in this inaugural report on school administrators, but the agency will survey these principals and data on their responses will be included beginning with next year's report.

North Carolina General Statute 115C-289.2(c) requires the State Board of Education to analyze the relationship between the attrition and mobility data of principals and student growth, achievement, and performance of the schools they serve. It will take some time to appreciate the impact of principal mobility on these measures. The agency will collect longitudinal data on these relationships and begin including these analyses when there is sufficient data to detect the presence of such relationships.

In conclusion, the principal attrition rate of 7.45% should not generate concern for the State given that approximately two-thirds (67%) of the attrition is attributable to retirement and not dissatisfaction with the profession. Additionally, the State's administrator preparation programs are producing licensed administrators each year that exceeds the total number of principals who are leaving employment with North Carolina public schools. In contrast with the teaching profession, the mobility rate of principals is relatively high (11.8%). Currently, it is unclear whether this higher mobility rate of principals has any impact on student and/or school achievement, growth, or performance. Future reports will examine these relationships and provide information of the effects of principal mobility on the State's public schools.

Data related to school administrators' attrition and mobility for all North Carolina school districts can be found on the State of the Teaching Profession Dashboard. These analyses can be found at <https://go.ncdpi.gov/bcdjz> or scan this QR code:



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 Visiting International Faculty (VIF) Term
	Teachers whose cultural visas have expired and are no longer eligible to be employed in North Carolina
76	Resigned – Moving Due to Military Orders
	Teachers resigning due to being moved under military orders
77	Resigned – End of Teach for America (TFA) Term
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

**Appendix B: State Attrition Percentages by Reasons Categories for LEAs
2023-2024**

2023-2024 LEA	LEA Number	Total Teachers	Total # Leaving	Personal	%	Beyond LEA Control	%	Initiated by LEA	%	Other Reasons	%
State	NC	89,972	8,886	4,616	51.95%	1,779	20.02%	628	7.07%	1,863	20.97%
Alamance- Burlington Schools	010	1,439	139	61	43.88%	29	20.86%	19	13.67%	30	21.58%
Alexander County Schools	020	302	16	7	43.75%	7	43.75%	1	6.25%	1	6.25%
Alleghany County Schools	030	109	8	7	87.50%	0	0.00%	0	0.00%	1	12.50%
Anson County Schools	040	191	25	15	60.00%	8	32.00%	2	8.00%	0	0.00%
Ashe County Schools	050	201	19	6	31.58%	12	63.16%	0	0.00%	1	5.26%
Avery County Schools	060	145	13	6	46.15%	4	30.77%	0	0.00%	3	23.08%
Beaufort County Schools	070	423	43	16	37.21%	18	41.86%	4	9.30%	5	11.63%
Bertie County Schools	080	120	15	8	53.33%	6	40.00%	0	0.00%	1	6.67%
Bladen County Schools	090	247	17	7	41.18%	6	35.29%	1	5.88%	3	17.65%
Brunswick County Schools	100	850	85	51	60.00%	13	15.29%	5	5.88%	16	18.82%
Buncombe County Schools	110	1,580	168	98	58.33%	28	16.67%	9	5.36%	33	19.64%
Asheville City Schools	111	305	33	18	54.55%	4	12.12%	2	6.06%	9	27.27%
Burke County Schools	120	733	74	42	56.76%	16	21.62%	0	0.00%	16	21.62%

2023-2024											
LEA	LEA Number	Total Teachers	Total # Leaving	Personal	%	Beyond LEA Control	%	Initiated by LEA	%	Other Reasons	%
Cabarrus County Schools	130	2,154	222	142	63.96%	31	13.96%	20	9.01%	29	13.06%
Kannapolis City Schools	132	348	37	19	51.35%	12	32.43%	2	5.41%	4	10.81%
Caldwell County Schools	140	721	62	26	41.94%	22	35.48%	3	4.84%	11	17.74%
Camden County Schools	150	138	9	3	33.33%	5	55.56%	0	0.00%	1	11.11%
Carteret County Public Schools	160	574	42	23	54.76%	13	30.95%	1	2.38%	5	11.90%
Caswell County Schools	170	131	18	0	0.00%	0	0.00%	0	0.00%	18	100.00%
Catawba County Schools	180	1,006	61	39	63.93%	12	19.67%	5	8.20%	5	8.20%
Hickory City Schools	181	257	24	9	37.50%	2	8.33%	8	33.33%	5	20.83%
Newton Conover City Schools	182	177	15	11	73.33%	3	20.00%	0	0.00%	1	6.67%
Chatham County Schools	190	630	74	41	55.41%	19	25.68%	1	1.35%	13	17.57%
Cherokee County Schools	200	233	17	6	35.29%	6	35.29%	1	5.88%	4	23.53%
Edenton-Chowan Schools	210	128	17	7	41.18%	8	47.06%	1	5.88%	1	5.88%
Clay County Schools	220	91	6	3	50.00%	3	50.00%	0	0.00%	0	0.00%
Cleveland County Schools	230	933	81	31	38.27%	37	45.68%	6	7.41%	7	8.64%

2023-2024 LEA	LEA Number	Total Teachers	Total # Leaving	Personal	%	Beyond LEA Control	%	Initiated by LEA	%	Other Reasons	%
Columbus County Schools	240	336	38	29	76.32%	8	21.05%	0	0.00%	1	2.63%
Whiteville City Schools	241	153	13	6	46.15%	3	23.08%	1	7.69%	3	23.08%
Craven County Schools	250	777	100	46	46.00%	36	36.00%	0	0.00%	18	18.00%
Cumberland County Schools	260	3,238	415	182	43.86%	100	24.10%	3	0.72%	130	31.33%
Currituck County Schools	270	281	36	27	75.00%	6	16.67%	0	0.00%	3	8.33%
Dare County Schools	280	407	40	13	32.50%	13	32.50%	1	2.50%	13	32.50%
Davidson County Schools	290	1,130	75	41	54.67%	23	30.67%	2	2.67%	9	12.00%
Lexington City Schools	291	186	16	8	50.00%	3	18.75%	0	0.00%	5	31.25%
Thomasville City Schools	292	123	13	9	69.23%	0	0.00%	1	7.69%	3	23.08%
Davie County Schools	300	400	30	14	46.67%	9	30.00%	3	10.00%	4	13.33%
Duplin County Schools	310	577	50	20	40.00%	14	28.00%	2	4.00%	14	28.00%
Durham Public Schools	320	2,361	258	134	51.94%	28	10.85%	20	7.75%	76	29.46%
Edgecombe County Public Schools	330	351	40	25	62.50%	6	15.00%	1	2.50%	8	20.00%
Winston Salem / Forsyth County Schools	340	3,459	327	192	58.72%	51	15.60%	11	3.36%	73	22.32%
Franklin County Schools	350	528	35	8	22.86%	6	17.14%	4	11.43%	17	48.57%

2023-2024											
LEA	LEA Number	Total Teachers	Total # Leaving	Personal	%	Beyond LEA Control	%	Initiated by LEA	%	Other Reasons	%
Gaston County Schools	360	1,840	189	97	51.32%	36	19.05%	8	4.23%	48	25.40%
Gates County Schools	370	107	13	2	15.38%	4	30.77%	0	0.00%	7	53.85%
Graham County Schools	380	91	7	3	42.86%	3	42.86%	0	0.00%	1	14.29%
Granville County Schools	390	375	29	16	55.17%	6	20.69%	0	0.00%	7	24.14%
Greene County Schools	400	195	13	4	30.77%	4	30.77%	1	7.69%	4	30.77%
Guilford County Schools	410	4,498	410	207	50.49%	67	16.34%	43	10.49%	93	22.68%
Halifax County Schools	420	137	21	5	23.81%	7	33.33%	5	23.81%	4	19.05%
Roanoke Rapids City Schools	421	173	11	5	45.45%	6	54.55%	0	0.00%	0	0.00%
Weldon City Schools	422	51	9	4	44.44%	3	33.33%	1	11.11%	1	11.11%
Harnett County Schools	430	1,290	143	62	43.36%	41	28.67%	9	6.29%	31	21.68%
Haywood County Schools	440	452	31	24	77.42%	5	16.13%	1	3.23%	1	3.23%
Henderson County Schools	450	864	68	45	66.18%	15	22.06%	2	2.94%	6	8.82%
Hertford County Schools	460	157	14	0	0.00%	4	28.57%	4	28.57%	6	42.86%
Hoke County Schools	470	572	71	29	40.85%	4	5.63%	3	4.23%	35	49.30%

2023-2024											
LEA	LEA Number	Total Teachers	Total # Leaving	Personal	%	Beyond LEA Control	%	Initiated by LEA	%	Other Reasons	%
Hyde County Schools	480	48	6	4	66.67%	1	16.67%	0	0.00%	1	16.67%
Iredell-Statesville Schools	490	1,265	113	60	53.10%	37	32.74%	5	4.42%	11	9.73%
Mooresville Graded School District	491	354	28	13	46.43%	3	10.71%	1	3.57%	11	39.29%
Jackson County Public Schools	500	239	25	13	52.00%	3	12.00%	2	8.00%	7	28.00%
Johnston County Public Schools	510	2,328	185	117	63.24%	39	21.08%	1	0.54%	28	15.14%
Jones County Schools	520	76	8	4	50.00%	2	25.00%	1	12.50%	1	12.50%
Lee County Schools	530	640	60	33	55.00%	5	8.33%	3	5.00%	19	31.67%
Lenoir County Public Schools	540	520	46	25	54.35%	10	21.74%	0	0.00%	11	23.91%
Lincoln County Schools	550	721	38	11	28.95%	18	47.37%	1	2.63%	8	21.05%
Macon County Schools	560	329	38	19	50.00%	14	36.84%	0	0.00%	5	13.16%
Madison County Schools	570	175	23	10	43.48%	6	26.09%	2	8.70%	5	21.74%
Martin County Schools	580	174	17	8	47.06%	5	29.41%	2	11.76%	2	11.76%
McDowell County Schools	590	387	28	14	50.00%	11	39.29%	0	0.00%	3	10.71%
Charlotte-Mecklenburg Schools	600	8,518	920	560	60.87%	102	11.09%	177	19.24%	81	8.80%
Mitchell County Schools	610	128	10	5	50.00%	4	40.00%	0	0.00%	1	10.00%

2023-2024 LEA	LEA Number	Total Teachers	Total # Leaving	Personal	%	Beyond LEA Control	%	Initiated by LEA	%	Other Reasons	%
Montgomery County Schools	620	223	20	7	35.00%	12	60.00%	0	0.00%	1	5.00%
Moore County Schools	630	813	101	42	41.58%	28	27.72%	1	0.99%	30	29.70%
Nash-Rocky Mount Schools	640	843	98	47	47.96%	29	29.59%	4	4.08%	18	18.37%
New Hanover County Schools	650	1,693	163	94	57.67%	33	20.25%	4	2.45%	32	19.63%
Northampton County Schools	660	88	6	0	0.00%	0	0.00%	0	0.00%	6	100.00%
Onslow County Schools	670	1,707	280	137	48.93%	70	25.00%	33	11.79%	40	14.29%
Orange County Schools	680	512	49	27	55.10%	12	24.49%	6	12.24%	4	8.16%
Chapel Hill- Carrboro City Schools	681	890	82	44	53.66%	14	17.07%	0	0.00%	24	29.27%
Pamlico County Schools	690	98	10	2	20.00%	3	30.00%	3	30.00%	2	20.00%
Elizabeth City- Pasquotank Public Schools	700	331	41	17	41.46%	12	29.27%	4	9.76%	8	19.51%
Pender County Schools	710	639	81	46	56.79%	13	16.05%	1	1.23%	21	25.93%
Perquimans County Schools	720	115	9	3	33.33%	4	44.44%	2	22.22%	0	0.00%
Person County Schools	730	291	35	22	62.86%	7	20.00%	3	8.57%	3	8.57%
Pitt County Schools	740	1,585	175	89	50.86%	33	18.86%	11	6.29%	42	24.00%
Polk County Schools	750	164	21	2	9.52%	11	52.38%	1	4.76%	7	33.33%

2023-2024											
LEA	LEA Number	Total Teachers	Total # Leaving	Personal	%	Beyond LEA Control	%	Initiated by LEA	%	Other Reasons	%
Randolph County School System	760	973	85	42	49.41%	18	21.18%	3	3.53%	22	25.88%
Asheboro City Schools	761	309	26	10	38.46%	9	34.62%	1	3.85%	6	23.08%
Richmond County Schools	770	414	34	19	55.88%	4	11.76%	1	2.94%	10	29.41%
Public Schools of Robeson County	780	1,260	115	41	35.65%	17	14.78%	12	10.43%	45	39.13%
Rockingham County Schools	790	718	62	34	54.84%	9	14.52%	1	1.61%	18	29.03%
Rowan-Salisbury Schools	800	1,098	121	61	50.41%	24	19.83%	2	1.65%	34	28.10%
Rutherford County Schools	810	549	64	22	34.38%	15	23.44%	4	6.25%	23	35.94%
Sampson County Schools	820	509	33	18	54.55%	8	24.24%	2	6.06%	5	15.15%
Clinton City Schools	821	194	8	6	75.00%	1	12.50%	1	12.50%	0	0.00%
Scotland County Schools	830	373	41	12	29.27%	8	19.51%	6	14.63%	15	36.59%
Stanly County Schools	840	527	49	19	38.78%	14	28.57%	8	16.33%	8	16.33%
Stokes County Schools	850	370	28	13	46.43%	6	21.43%	0	0.00%	9	32.14%
Surry County Schools	860	497	25	8	32.00%	8	32.00%	0	0.00%	9	36.00%
Elkin City Schools	861	93	6	2	33.33%	3	50.00%	0	0.00%	1	16.67%
Mount Airy City Schools	862	116	13	10	76.92%	1	7.69%	0	0.00%	2	15.38%

2023-2024 LEA	LEA Number	Total Teachers	Total # Leaving	Personal	%	Beyond LEA Control	%	Initiated by LEA	%	Other Reasons	%
Swain County Schools	870	131	11	7	63.64%	2	18.18%	1	9.09%	1	9.09%
Transylvania County Schools	880	268	31	17	54.84%	11	35.48%	0	0.00%	3	9.68%
Tyrrell County Schools	890	42	8	3	37.50%	0	0.00%	1	12.50%	4	50.00%
Union County Public Schools	900	2,449	219	131	59.82%	31	14.16%	12	5.48%	45	20.55%
Vance County Schools	910	291	20	6	30.00%	4	20.00%	1	5.00%	9	45.00%
Wake County Schools	920	10,329	1,028	574	55.84%	120	11.67%	70	6.81%	264	25.68%
Warren County Schools	930	123	14	5	35.71%	2	14.29%	2	14.29%	5	35.71%
Washington County Schools	940	73	10	2	20.00%	3	30.00%	1	10.00%	4	40.00%
Watauga County Schools	950	395	32	16	50.00%	6	18.75%	2	6.25%	8	25.00%
Wayne County Public Schools	960	1,073	107	26	24.30%	51	47.66%	10	9.35%	20	18.69%
Wilkes County Schools	970	544	47	34	72.34%	9	19.15%	2	4.26%	2	4.26%
Wilson County Schools	980	608	48	26	54.17%	12	25.00%	0	0.00%	10	20.83%
Yadkin County Schools	990	329	24	15	62.50%	6	25.00%	0	0.00%	3	12.50%
Yancey County Schools	995	148	6	3	50.00%	1	16.67%	0	0.00%	2	33.33%

Appendix C: State and Local Attrition, Mobility, and LEA Attrition Numbers and Percentages

2023-2024	LEA	Total Teachers	Total State Attrition	State Rate	Total Mobility	Mobility Rate	LEA Attrition	LEA Rate
State	NC	89,972	8,886	9.88%	4,395	4.88%	13,281	14.76%
Alamance-Burlington Schools	010	1,439	139	9.66%	107	7.44%	246	17.10%
Alexander County Schools	020	302	16	5.30%	8	2.65%	24	7.95%
Alleghany County Schools	030	109	8	7.34%	4	3.67%	12	11.01%
Anson County Schools	040	191	25	13.09%	17	8.90%	42	21.99%
Ashe County Schools	050	201	19	9.45%	7	3.48%	26	12.94%
Avery County Schools	060	145	13	8.97%	7	4.83%	20	13.79%
Beaufort County Schools	070	423	43	10.17%	45	10.64%	88	20.80%
Bertie County Schools	080	120	15	12.50%	11	9.17%	26	21.67%
Bladen County Schools	090	247	17	6.88%	15	6.07%	32	12.96%
Brunswick County Schools	100	850	85	10.00%	29	3.41%	114	13.41%
Buncombe County Schools	110	1,580	168	10.63%	56	3.54%	224	14.18%
Asheville City Schools	111	305	33	10.82%	22	7.21%	55	18.03%
Burke County Schools	120	733	74	10.10%	28	3.82%	102	13.92%
Cabarrus County Schools	130	2,154	222	10.31%	121	5.62%	343	15.92%

2023-2024	LEA	Total Teachers	Total State Attrition	State Rate	Total Mobility	Mobility Rate	LEA Attrition	LEA Rate
Kannapolis City Schools	132	348	37	10.63%	35	10.06%	72	20.69%
Caldwell County Schools	140	721	62	8.60%	21	2.91%	83	11.51%
Camden County Schools	150	138	9	6.52%	6	4.35%	15	10.87%
Carteret County Public Schools	160	574	42	7.32%	13	2.26%	55	9.58%
Caswell County Schools	170	131	18	13.74%	15	11.45%	33	25.19%
Catawba County Schools	180	1,006	61	6.06%	39	3.88%	100	9.94%
Hickory City Schools	181	257	24	9.34%	22	8.56%	46	17.90%
Newton Conover City Schools	182	177	15	8.47%	13	7.34%	28	15.82%
Chatham County Schools	190	630	74	11.75%	50	7.94%	124	19.68%
Cherokee County Schools	200	233	17	7.30%	12	5.15%	29	12.45%
Edenton-Chowan Schools	210	128	17	13.28%	11	8.59%	28	21.88%
Clay County Schools	220	91	6	6.59%	1	1.10%	7	7.69%
Cleveland County Schools	230	933	81	8.68%	33	3.54%	114	12.22%
Columbus County Schools	240	336	38	11.31%	22	6.55%	60	17.86%
Whiteville City Schools	241	153	13	8.50%	9	5.88%	22	14.38%
Craven County Schools	250	777	100	12.87%	40	5.15%	140	18.02%
Cumberland County Schools	260	3,238	415	12.82%	133	4.11%	548	16.92%
Currituck County Schools	270	281	36	12.81%	11	3.91%	47	16.73%
Dare County Schools	280	407	40	9.83%	7	1.72%	47	11.55%
Davidson County Schools	290	1,130	75	6.64%	59	5.22%	134	11.86%
Lexington City Schools	291	186	16	8.60%	22	11.83%	38	20.43%

2023-2024	LEA	Total Teachers	Total State Attrition	State Rate	Total Mobility	Mobility Rate	LEA Attrition	LEA Rate
Thomasville City Schools	292	123	13	10.57%	23	18.70%	36	29.27%
Davie County Schools	300	400	30	7.50%	21	5.25%	51	12.75%
Duplin County Schools	310	577	50	8.67%	22	3.81%	72	12.48%
Durham Public Schools	320	2,361	258	10.93%	157	6.65%	415	17.58%
Edgecombe County Public Schools	330	351	40	11.40%	43	12.25%	83	23.65%
Winston Salem / Forsyth County Schools	340	3,459	327	9.45%	165	4.77%	492	14.22%
Franklin County Schools	350	528	35	6.63%	40	7.58%	75	14.20%
Gaston County Schools	360	1,840	189	10.27%	97	5.27%	286	15.54%
Gates County Schools	370	107	13	12.15%	3	2.80%	16	14.95%
Graham County Schools	380	91	7	7.69%	3	3.30%	10	10.99%
Granville County Schools	390	375	29	7.73%	45	12.00%	74	19.73%
Greene County Schools	400	195	13	6.67%	11	5.64%	24	12.31%
Guilford County Schools	410	4,498	410	9.12%	271	6.02%	681	15.14%
Halifax County Schools	420	137	21	15.33%	14	10.22%	35	25.55%
Roanoke Rapids City Schools	421	173	11	6.36%	4	2.31%	15	8.67%
Weldon City Schools	422	51	9	17.65%	2	3.92%	11	21.57%
Harnett County Schools	430	1,290	143	11.09%	84	6.51%	227	17.60%
Haywood County Schools	440	452	31	6.86%	20	4.42%	51	11.28%
Henderson County Schools	450	864	68	7.87%	13	1.50%	81	9.38%
Hertford County Schools	460	157	14	8.92%	9	5.73%	23	14.65%

2023-2024	LEA	Total Teachers	Total State Attrition	State Rate	Total Mobility	Mobility Rate	LEA Attrition	LEA Rate
Hoke County Schools	470	572	71	12.41%	46	8.04%	117	20.45%
Hyde County Schools	480	48	6	12.50%	3	6.25%	9	18.75%
Iredell-Statesville Schools	490	1,265	113	8.93%	68	5.38%	181	14.31%
Mooreville Graded School District	491	354	28	7.91%	18	5.08%	46	12.99%
Jackson County Public Schools	500	239	25	10.46%	12	5.02%	37	15.48%
Johnston County Public Schools	510	2,328	185	7.95%	129	5.54%	314	13.49%
Jones County Schools	520	76	8	10.53%	10	13.16%	18	23.68%
Lee County Schools	530	640	60	9.38%	44	6.88%	104	16.25%
Lenoir County Public Schools	540	520	46	8.85%	27	5.19%	73	14.04%
Lincoln County Schools	550	721	38	5.27%	29	4.02%	67	9.29%
Macon County Schools	560	329	38	11.55%	5	1.52%	43	13.07%
Madison County Schools	570	175	23	13.14%	9	5.14%	32	18.29%
Martin County Schools	580	174	17	9.77%	23	13.22%	40	22.99%
McDowell County Schools	590	387	28	7.24%	18	4.65%	46	11.89%
Charlotte-Mecklenburg Schools	600	8,518	920	10.80%	278	3.26%	1,198	14.06%
Mitchell County Schools	610	128	10	7.81%	5	3.91%	15	11.72%
Montgomery County Schools	620	223	20	8.97%	24	10.76%	44	19.73%
Moore County Schools	630	813	101	12.42%	45	5.54%	146	17.96%
Nash-Rocky Mount Schools	640	843	98	11.63%	60	7.12%	158	18.74%
New Hanover County Schools	650	1,693	163	9.63%	53	3.13%	216	12.76%
Northampton County Schools	660	88	6	6.82%	10	11.36%	16	18.18%

2023-2024	LEA	Total Teachers	Total State Attrition	State Rate	Total Mobility	Mobility Rate	LEA Attrition	LEA Rate
Onslow County Schools	670	1,707	280	16.40%	44	2.58%	324	18.98%
Orange County Schools	680	512	49	9.57%	34	6.64%	83	16.21%
Chapel Hill-Carrboro City Schools	681	890	82	9.21%	37	4.16%	119	13.37%
Pamlico County Schools	690	98	10	10.20%	10	10.20%	20	20.41%
Elizabeth City-Pasquotank Public Schools	700	331	41	12.39%	25	7.55%	66	19.94%
Pender County Schools	710	639	81	12.68%	45	7.04%	126	19.72%
Perquimans County Schools	720	115	9	7.83%	5	4.35%	14	12.17%
Person County Schools	730	291	35	12.03%	20	6.87%	55	18.90%
Pitt County Schools	740	1,585	175	11.04%	84	5.30%	259	16.34%
Polk County Schools	750	164	21	12.80%	5	3.05%	26	15.85%
Randolph County School System	760	973	85	8.74%	65	6.68%	150	15.42%
Asheboro City Schools	761	309	26	8.41%	24	7.77%	50	16.18%
Richmond County Schools	770	414	34	8.21%	16	3.86%	50	12.08%
Public Schools of Robeson County	780	1,260	115	9.13%	51	4.05%	166	13.17%
Rockingham County Schools	790	718	62	8.64%	33	4.60%	95	13.23%
Rowan-Salisbury Schools	800	1,098	121	11.02%	68	6.19%	189	17.21%
Rutherford County Schools	810	549	64	11.66%	27	4.92%	91	16.58%
Sampson County Schools	820	509	33	6.48%	27	5.30%	60	11.79%
Clinton City Schools	821	194	8	4.12%	14	7.22%	22	11.34%
Scotland County Schools	830	373	41	10.99%	32	8.58%	73	19.57%

2023-2024	LEA	Total Teachers	Total State Attrition	State Rate	Total Mobility	Mobility Rate	LEA Attrition	LEA Rate
Stanly County Schools	840	527	49	9.30%	25	4.74%	74	14.04%
Stokes County Schools	850	370	28	7.57%	21	5.68%	49	13.24%
Surry County Schools	860	497	25	5.03%	16	3.22%	41	8.25%
Elkin City Schools	861	93	6	6.45%	10	10.75%	16	17.20%
Mount Airy City Schools	862	116	13	11.21%	6	5.17%	19	16.38%
Swain County Schools	870	131	11	8.40%	7	5.34%	18	13.74%
Transylvania County Schools	880	268	31	11.57%	9	3.36%	40	14.93%
Tyrrell County Schools	890	42	8	19.05%	7	16.67%	15	35.71%
Union County Public Schools	900	2,449	219	8.94%	109	4.45%	328	13.39%
Vance County Schools	910	291	20	6.87%	20	6.87%	40	13.75%
Wake County Schools	920	10,329	1,028	9.95%	287	2.78%	1,315	12.73%
Warren County Schools	930	123	14	11.38%	8	6.50%	22	17.89%
Washington County Schools	940	73	10	13.70%	6	8.22%	16	21.92%
Watauga County Schools	950	395	32	8.10%	13	3.29%	45	11.39%
Wayne County Public Schools	960	1,073	107	9.97%	71	6.62%	178	16.59%
Wilkes County Schools	970	544	47	8.64%	25	4.60%	72	13.24%
Wilson County Schools	980	608	48	7.89%	45	7.40%	93	15.30%
Yadkin County Schools	990	329	24	7.29%	21	6.38%	45	13.68%
Yancey County Schools	995	148	6	4.05%	9	6.08%	15	10.14%

Appendix D: Teacher Vacancy Data for LEAs

A complete list of LEAs with their disaggregated vacancy rates can be found on the State of the Teaching Profession Dashboard. These analyses can be found at <https://go.ncdpi.gov/bcdjz> or scan this QR code:

