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State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

2016-2017 State of the Teaching Profession in North Carolina

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2016-2017
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 last year 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 the 2015-2016 and 2016-2017 reports cannot be compared to prior year reports in a meaningful way. Differences in employment trends between the 2015-2016 and 2016-2017 reports and 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 turnover 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 2016 moved to a charter school in March 2017 (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-238.29F(e)(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 2016-2017 is 8.70%.
2. There were 94,792 teachers employed in NC between March 2016 and March 2017. Of these teachers, 8,249 are no longer employed in NC public schools (including those not teaching in public charter schools).
3. Teachers with fewer than three years of teaching experience are considered Beginning Teachers in NC. During the period between March 2016 and March 2017, there were 21,276 Beginning Teachers (BTs) employed statewide and 2,619 were reported as attrition. The attrition rate for Beginning Teachers in NC is 12.31%, substantially higher than the attrition rate for those not classified as a Beginning Teacher ($5,630/73,516 \approx 7.66\%$).
4. 4,643 Lateral entry (LE) teachers were employed, and, of those, 726 (15.64%) were no longer employed in NC public schools in March 2017. A total of 943 teachers were employed in North Carolina as Visiting International Faculty (VIF) teachers, and 162 (17.18%) of those teachers left employment with NC public schools; a total of 422 Teach for America (TFA) Teachers were employed in March 2016, and 139 (32.94%) were no longer employed in NC public schools in March 2017. (see Table 1)
5. The majority (53.6%) of teachers who left employment in NC public schools cited "Personal Reasons" for their decision to depart. Retirement with full benefits and family relocation were the largest individual reasons (18.7% and 12.3%, respectively) cited for teachers' decision to leave employment in NC public schools. (see Table 2)
6. On average, teachers who leave employment with the state have lower teaching effectiveness (as measured by EVAAS index scores) than their counterparts who remain employed in NC public schools. This relationship holds true when departing teachers are compared with remaining teachers in terms of years of teaching experience. (see Table 3 and Charts 2 & 3)
7. 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, 4.83% of the state's teaching force changed employment during the measurement period. The average effect of the LEA-attrition rate for the state is 13.53% (8.70% state attrition rate + 4.83% mobility rate). There is a wide range of LEA-attrition rates across the state. (See Table 8)
8. 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 9.
9. 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 high schools (9-12) LEAs have the highest vacancies in teaching positions for mathematics. (See Tables 11 and 12)

State Attrition Rates for NC Teachers

All 115 LEAs reported their district-level employment data this year. The calculations show that out of the 94,792 teachers employed during the 2015-2016 school year, 8,249 teachers were reported as attrition (i.e., no longer working in a North Carolina public school), resulting in an overall state attrition rate of 8.70%. This state-level attrition rate is slightly less than the attrition rate of the 2015-2016 reporting year of 9.04%. Generally, teachers in North Carolina are remaining in the classroom.

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 61% higher for beginning teachers than for their more experienced counterparts (12.31% BT vs. 7.66% for non-BTs). Beginning Teachers account for approximately 30% (31.7%) 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 lateral entry license are a subgroup of the teaching population whose attrition rates differ dramatically from the general population of licensed, experienced teachers. While there are many lateral entry teachers who are classified as a BT, there is a substantial number of lateral entry teachers who do not enter the profession as BTs (i.e., the lateral entry teacher is awarded greater than three years of teaching experience at licensure). Of the 4,643 lateral entry teachers who were employed in NC public schools in March 2016, 713 of them were not employed in NC public schools in March 2017, resulting in a state attrition rate of 15.36%. The state attrition rate for non-lateral entry teachers was 8.31%. Lateral entry teachers have, on average, an 85% higher rate of attrition than their non-lateral entry counterparts. As more and more teachers enter the profession through the lateral entry program, the higher-than-average attrition rates among this population of teachers warrants deeper investigation into the root causes of this phenomenon.

Other subgroups of the teaching population of interest are Visiting International Faculty (VIF) and Teach for America (TFA)¹ teachers. A total of 943 VIF teachers were employed in NC in March 2016, and 134 of those (17.18%) were not employed in NC public schools in March 2017. Of the 422 TFA teachers in NC in March 2016, 139 (32.94%) did not remain in employment in March 2017. These two subgroups of teachers do have a unique employment situation among NC teachers. In general, VIF and TFA teachers commit to a three-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 2016 may skew the attrition rates higher. If one restricts the analysis to VIF and TFA teachers who did not cite the end of their contract term as their reason for leaving employment, VIF teachers have a 7.83% attrition rate and TFA teachers have a 15.81% attrition rate.

¹ For the purposes of this report, TFA teachers are defined as those on an initial, TFA license. Once 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 2016-2017

CATEGORY OF TEACHERS		Total Number of Teachers in Category 2016-2017	Number of Teachers Leaving Employment in NC public schools	% Attrition in Category 2016-2017
Experienced, Licensed Teachers		73,516	5,630	7.66%
Beginning Teachers ²		21,276	2,619	12.31%
Teach for America Teachers	All	422	139	32.94%
	Before Contract Term	329	52	15.81%
VIF Teachers	All	943	162	17.18%
	Before Contract Term	843	66	7.83%
Lateral Entry Teachers		4,643	726	15.64%

Reason Codes for Teacher Attrition

There are 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 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 2017. 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 2017-18 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).

As reflected in Table 2, teachers reported “Personal Reasons” as the main reason (53.6%) for their decision to leave the profession this year (2016-2017). Of those citing personal reasons for leaving employment as an NC public school teacher, the most common reason for leaving was relocation of the family (22.9% of teachers leaving for Personal Reasons). The number of teachers resigning due to retirement with full benefits has declined slightly from the 2015-2016 reporting year. Of the 8,249 teachers who left employment with NC public schools, 1,539, or 18.7%, left due to retiring with full benefits. Approximately one-fifth (19.8%), or 1,710 teachers, of the state’s teaching force left employment with NC public schools due to retirement with full benefits in the 2016-2017 reporting year. Even so, retirement with full benefits represents the largest, individual reason for leaving employment with NC public schools from March 2016 to March 2017.

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 one in ten teachers (9.4%) who left employment with NC public schools indicated that they intended to teach in another state.

The second, policy-relevant reason that teachers gave for leaving NC public schools was a desire to pursue a different career. Again, almost half the teachers (44.48%) who cited this reason for leaving employment in the state’s public schools were in the first five years of teaching.

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

The data displayed in Chart 1 show the attrition rates for teacher by years of 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 28 years and above who are eligible for retirement).

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
2016-2017**

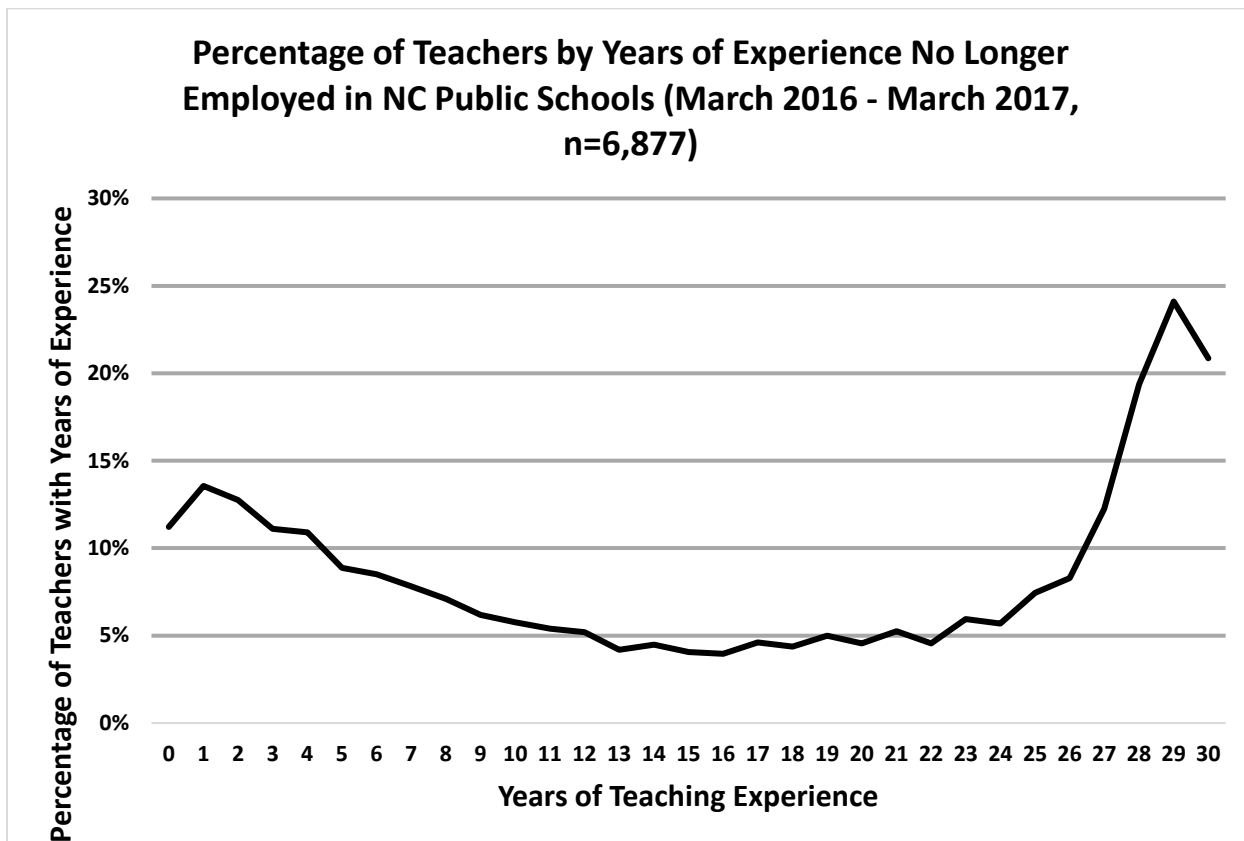
For purposes of this report, the 23 self-reported reasons teachers provide to their LEAs are combined into four (4) summary categories below. The four (4) summary categories include the 23 self-reported reasons for leaving. The categories were established to organize the data, to make comparisons of the data, and to find relationships among the data to better understand the reasons teachers leave the profession.

Reasons for Attrition	2016-2017	
	Number	Percentage of Total Attrition
Overall State Attrition	8,249	
Personal Reasons	4,421	53.6%
Resigned due to family responsibilities/ childcare (57)	606	7.3%
Resigned to continue education/sabbatical (60)	239	2.9%
Resigned due to family relocation (61)	1,018	12.3%
Resigned to teach in another state (62)	767	9.3%
Dissatisfied with teaching (63)	140	1.7%
Resigned due to career change (72)	871	10.6%
Resigned due to health/disability (64)	174	2.1%
Retired with reduced benefits (68)	510	6.2%
Re-employed retired teacher resigned (73)	96	1.2%
Initiated by LEA³	646	7.8%
Dismissed (50)	21	0.3%
Non-renewal (probationary contract ended) (53)	125	1.5%
Interim contract ended--not rehired (54)	257	3.1%
Resigned in lieu of dismissal (55)	111	1.3%
Resigned in lieu of non-renewal (78)	55	0.7%
Did not obtain or maintain license (56)	77	0.9%
Beyond Control of LEA	1,922	23.3%
Reduction in Force (51)	16	0.2%
Retired with full benefits (66)	1,539	18.7%
Deceased (67)	65	0.8%
End of Term (VIF) (74)	99	1.2%
End of Term (TFA) (77)	91	1.1%
Resigned due to movement required by Military Orders (76)	112	1.4%
Other Reasons	1,260	15.3%
Resigned for other reasons (65)	305	3.7%
Resigned for unknown reasons (69) ⁴	955	11.6%
	8,249	100.0%

³ 832 teachers left their positions due to actions initiated by their LEA. Of these teachers, 638 (76.7%) did not return to employment in NC for the 2017-18 school year; 194 of these teachers found employment in another LEA. None were employed by a charter school.

⁴ 338 records were changed from "Moved to another LEA" (code 58) or "Moved to NC charter school" (reason code 70) to "Resigned for unknown reasons" (code 69) because no employment record was found in the 2017-18 school year.

Chart 1



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 average EVAAS index score over a three-year period; and all available EVAAS scores within a three-year period (2014-15, 2015-16, and 2016-17 school years) are averaged. Where a teacher has fewer than three years of EVAAS data, the average among all available EVAAS index scores is used. 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 that of 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 0.17 ($n=60,971$, $SD=2.38$); the average EVAAS index score for teachers who did not remain employed in NC public schools was -0.52 ($n=5,240$, $SD=2.62$). The difference in EVAAS index scores (0.69) between these two groups is statistically significant ($t=18.42$, $p<0.001$).

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 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.

Table 3: Differences in Average EVAAS Index Scores for Teachers who Remained in and Departed from Employment in NC Public Schools (n=66,211) 2016-2017

Years of Teaching Experience	Remain		Depart		Difference (Remain - Depart)
	n	Index	n	Index	
0-4 Years	16,812	-0.06	2,193	-0.67	0.61***
5-9 Years	11,486	0.24	872	-0.33	0.57***
10-14 Years	11,482	0.23	513	-0.50	0.72***
15-19 Years	9,472	0.24	382	-0.52	0.76***
20-24 Years	6,369	0.34	295	-0.50	0.84***
25-30 Years	3,769	0.36	550	-0.32	0.68***

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

Chart 2

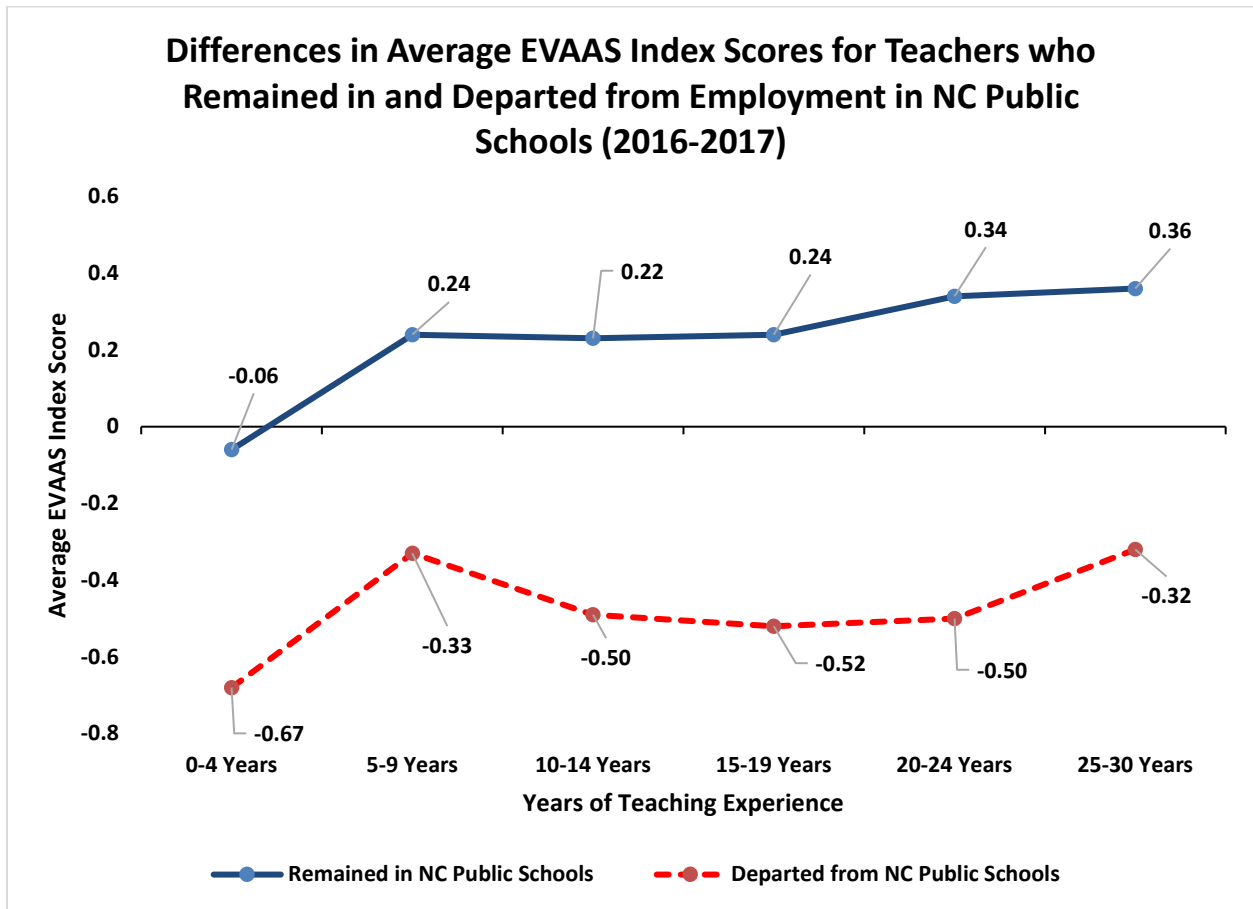
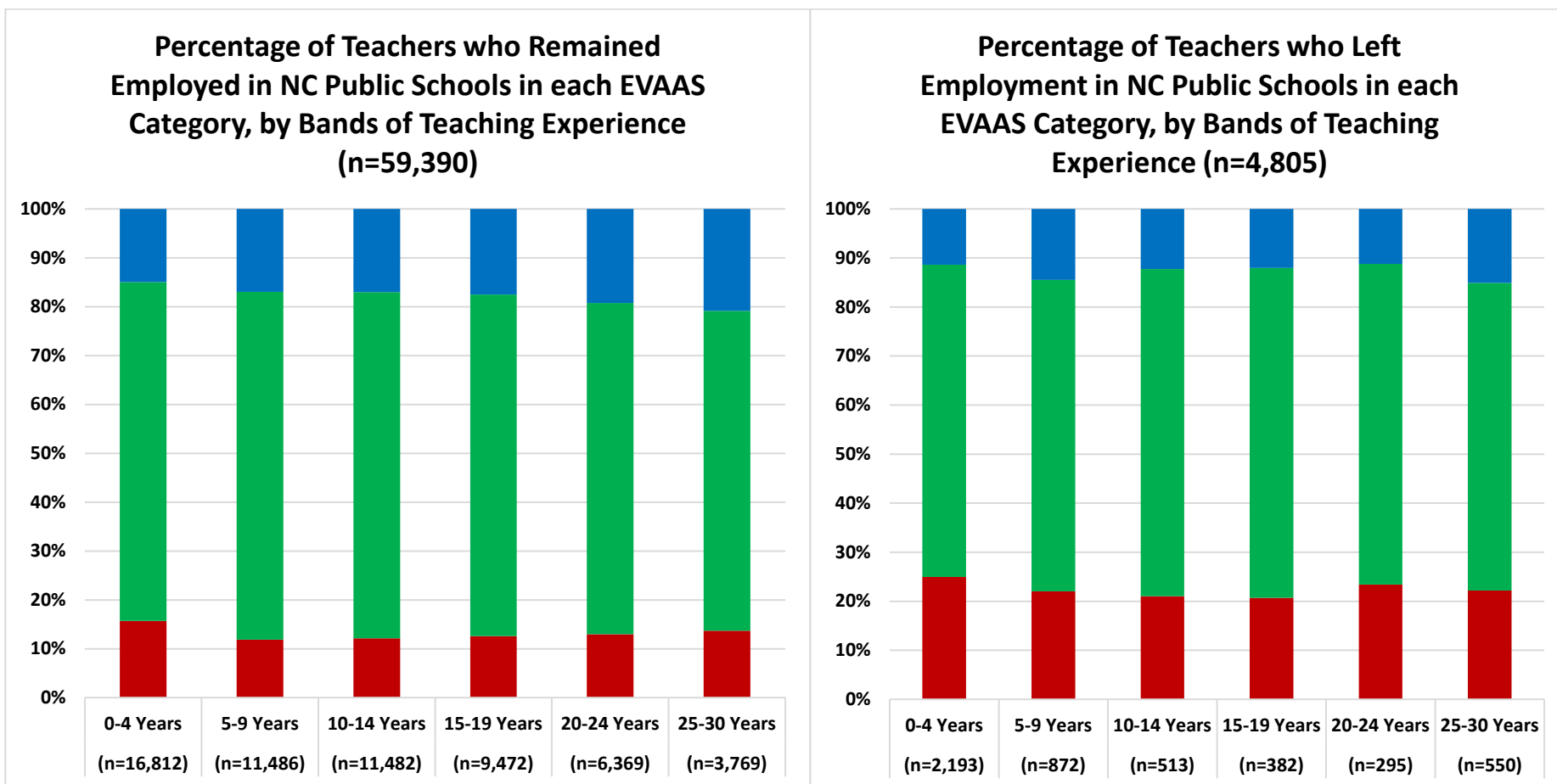


Chart 3



■ Exceeds Expected Growth
■ Meets Expected Growth
■ Does Not Meet Expected Growth

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 5, the data show the contribution of the eight educational regions (and the Regional School) 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 (6.4%) for teachers in the state; the Southeast Region has the highest rate (9.9%) among the state's regions. The Regional School does have a higher attrition rate than the Southeast Region, but it is a small school and is only included here to account for all the teachers leaving employment in NC public schools.

**Table 5: Contribution to the State Attrition Rate by Region (n=94,792)
2016-2017**

Region Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	Attrition Rate by Region
Regional School	10	1	10.0%
North Central	23,004	2,085	9.1%
Northeast	5,016	446	8.9%
Northwest	5,744	370	6.4%
Piedmont Triad	16,181	1,306	8.1%
Sandhills	9,008	851	9.5%
Southeast	9,010	895	9.9%
Southwest	21,060	1,832	8.7%
Western	5,759	463	8.0%
State Totals	94,792	8,249	8.70%

While a state-wide attrition rate of 8.70% 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 6. The LEAs with the highest teacher attrition rates are Weldon City Schools, Jones County Schools, Warren County Schools, Bertie County Schools, and Halifax County Schools. The attrition rate for these LEAs is highly variable and substantially greater than the overall state attrition rate. The attrition rate for Weldon City Schools (22.7%) is approximately 162% greater than the overall state attrition rate (8.70%). Halifax County Schools, with the lowest attrition rate of the five LEAs (14.8%), has a 71% higher attrition rate than the state as a whole.

Conversely, the LEAs with the five lowest attrition rates – Alleghany County Schools, Elkin City Schools, Yancey County Schools, Camden County Schools, and Clay County Schools – have teacher attrition rates that are less than half that of the state attrition rate. Furthermore, the attrition rates for these five districts are within one percentage point of one another. Although there are a 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 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 6: Five Highest and Lowest LEAs in State Attrition Rates
2016-2017**

LEA Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	Attrition Rate by LEA
Highest Attrition Rates			
Weldon City Schools	75	17	22.7%
Jones County Schools	96	17	17.7%
Warren County Schools	156	27	17.3%
Bertie County Schools	158	27	17.1%
Halifax County Schools	183	27	14.8%
Lowest Attrition Rates			
Clay County Schools	94	4	4.3%
Camden County Schools	128	5	3.9%
Yancey County Schools	172	6	3.5%
Elkin City Schools	91	3	3.3%
Alleghany County Schools	120	4	3.3%

Teacher Mobility

Up to this point, this report has focused on teachers who have left the teaching profession in North Carolina public schools. The 115 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 2016 to March 2017, on average, 4.83% (4,576 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 attrition rate⁵. 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 7, the five LEAs with the highest overall mobility rates and the five LEAs with the lowest overall mobility rates are displayed. Lexington City Schools reported the highest percentage of teachers moving to another LEA or charter school during the measurement period. Lexington City Schools' percentage of 15.9% is over three times the state average mobility rate. Similar to the attrition rates, the mobility rates of these five districts are large (relative to the average) and consistent in their magnitude (range of 3.1 percentage points).

The five districts with the lowest mobility rates in the state have mobility rates that range from 0% (Avery County Schools) to about half (46.0%) of the state mobility average. Avery County Schools stands out for having had no teachers leave the system to pursue employment elsewhere in the state (during the measurement window). 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.

**Table 7: Five Highest and Lowest LEA Mobility Rates
2016-2017**

LEA Name	Total Number of Teachers	Number of Teachers Leaving LEA	LEA Mobility Rate
Highest Mobility Rates			
Lexington City Schools	207	33	15.9%
Northampton County Schools	137	20	14.6%
Thomasville City Schools	171	24	14.0%
Washington County Schools	115	15	13.0%
Vance County Schools	494	63	12.8%
Lowest Mobility Rates			
Surry County Schools	539	12	2.2%
Macon County Schools	318	6	1.9%
Graham County Schools	90	1	1.1%
Dare County Schools	379	4	1.1%
Avery County Schools	168	0	0.0%

⁵ Teachers who reported that they were leaving employment with NC public schools but appeared in payroll records in the 2017-18 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 2017, they factor into the original LEA's mobility rate. If the teacher appeared in the payroll records of the same LEA in March 2016 (regardless of role), they do not factor in the LEA's mobility rate.

Overall Attrition from the LEAs

The combined effect of attrition from the state and mobility from the LEA results in the overall LEA attrition rate – the percentage of instructional capacity an LEA loses during the measurement period of March 2016 to March 2017. The state average for the LEA attrition rate is 13.53%: 8.70% for attrition from the state and 4.83% for average mobility rate. The ten LEAs that demonstrate the five highest and five lowest LEA attrition rates are displayed in Table 8.

From the data contained in Table 8, one can see that Weldon City Schools and Warren County Schools experienced the greatest percentage of loss to their teaching force during the measurement period. Weldon City Schools lost approximately one of every three teachers employed in the system during the measurement period. The remaining LEAs of the high attrition rate group lost, on average, more than one in four of their teachers from March 2016 to March 2017. The high rates of attrition among these five LEAs undoubtedly creates challenges for the LEAs to maintain consistency in instructional services for their students. It should be noted that Halifax and Northampton County Schools, which exhibited the highest LEA attrition rates in the 2015-2016 measurement period have substantially reduced their LEA attrition rates (Northampton – 32.9% in 2016, 27.0% in 2017; Halifax – 35.0% in 2016, 26.8% in 2017).

In the 2015-2016 report, LEAs from the western part of the state represented four of the five LEAs with the lowest LEA attrition rates. In the 2016-2017 report, one can see that LEAs from the eastern part of the state have entered the lowest five LEAs in LEA attrition rates – Camden County Schools and Dare County Schools. Avery and Alleghany County Schools are the two LEAs from the western part of the state that demonstrated very low LEA attrition rates (4.8% and 5.8%, respectively) These five LEAs have overall attrition rates that range from 36% to 49% of the average LEA attrition rate for the entire state. Avery County Schools, in particular, appears to be well protected against losing teachers either to another state or to other NC LEAs. Avery County Schools is the only LEA to be in the lowest five LEAs for LEA attrition in the 2015-2016 and 2016-2017 reporting years. Other data sources relevant to teacher satisfaction (e.g., the NC Teacher Working Conditions Survey) might hold valuable information for our understanding of how these five districts are able to retain their teachers at rates that are much higher than the state average.

**Table 8: Five Highest and Lowest Total Attrition Rates for LEAs
2016-2017**

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							
Weldon City Schools	75	17	22.7%	7	9.3%	24	32.0%
Warren County Schools	156	27	17.3%	16	10.3%	43	27.6%
Northampton County Schools	137	17	12.4%	20	14.6%	37	27.0%
Washington County Schools	115	16	13.9%	15	13.0%	31	27.0%
Halifax County Schools	183	27	14.6%	22	12.0%	49	26.8%
Lowest LEA Attrition							
Elkin City Schools	91	3	3.3%	3	3.3%	3	6.6%
Dare County Schools	379	20	5.3%	4	1.1%	24	6.3%
Camden County Schools	128	5	3.9%	3	2.3%	8	6.3%
Alleghany County Schools	120	4	3.3%	3	2.5%	7	5.8%
Avery County Schools	168	8	4.8%	0	0.0%	8	4.8%

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. In this section of the report, the rate at which LEAs are able to attract teachers who are changing employment within the state and offset their own losses is referred to as the LEA recoupment rate. The recoupment rate is the number of mobile teachers who appear on an LEA's payroll on or after March 2017 divided by the total number of teachers who left that LEA during the measurement period.

From the data in Table 9, one can observe the recoupment rates of the LEAs with the five highest, and lowest, teacher recoupment rates during the period from March 2016 to March 2017. Tyrell County Schools and Camden County Schools enjoyed the highest rate of replacing their departing teachers with teachers who have teaching experience in North Carolina (75%). Many of the LEAs in the top five of teacher recoupment rates had relatively small numbers of departing teachers, so it might be easier for these LEAs to achieve higher recoupment rates than larger LEAs. One notable exception to this trend is Orange County Schools. Orange County Schools was able to replace 49 of its 78 teachers who departed the LEA during the measurement period, for an overall recoupment rate of 62.8%. The strategies that this moderate-sized LEA 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. Of the five LEAs with the lowest rates of recoupment, Swain County Schools was able to replace only one of its departing teachers with a teacher who had prior experience in NC. Halifax County Schools had the fifth lowest recoupment rate among LEAs (8.2%). Halifax County Schools’ recoupment rate is doubly problematic given that it is the only LEA that had one of the highest LEA-attribution rates in the state combined with one of the lowest recoupment rates. The state may need to recognize and support LEAs like Halifax County Schools that have high attrition rates and low rates of teacher recoupment.

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

**Table 9: Five Highest and Lowest Total Recoupment Rates for LEAs
2016-2017**

LEA Name	Number of Departing Teachers	LEA Attrition Rate	Teachers Employed from other LEAs	Recoupment Rate
Highest Recoupment Rates				
Tyrrell County Schools	8	16.7%	6	75.0%
Camden County Schools	8	6.3%	6	75.0%
Orange County Schools	78	14.2%	49	62.8%
Avery County Schools	8	4.8%	5	62.5%
Clinton City Schools	18	8.9%	10	55.6%
Lowest Recoupment Rates				
Halifax County Schools	49	26.8%	4	8.2%
Granville County Schools	81	16.4%	6	7.4%
Bertie County Schools	41	25.9%	3	7.3%
Vance County Schools	115	23.3%	8	7.0%
Swain County Schools	23	15.9%	1	4.3%

LEA Attrition 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 2016-2017 school year. There were eleven LEAs identified as low performing in the 2016-2017 school year: Thomasville City Schools, Washington County Schools, Edgecombe County Schools, Public Schools of Robeson County, Kannapolis City Schools, Anson County Schools, Halifax County Schools, Nash-Rocky Mount Schools, Hertford County Schools, Northampton County Schools, and Elizabeth City-Pasquotank County Schools. The attrition, mobility, and recoupment rates for these eleven LEAs are presented in Table 10.

The data from these eleven LEAs show that there was great variability in the LEA-attrition rates. Four of these LEAs (Halifax, Northampton, Thomasville City, and Washington) had LEA-attrition rates that were approximately twice the state average of 13.45%. On the other hand, the Public Schools of Robeson County saw teacher departure rates (11.7%) that were less than the state average. The remaining LEAs had LEA-attrition rates that were consistent with the state average.

These eleven LEAs do not appear to exhibit a recoupment rate that is markedly different from other LEAs across the state. Three LEAs showed a recoupment rate that exceeded the state average of 29.9% - Edgecombe County Schools, Nash-Rocky Mount Schools and Elizabeth City-Pasquotank Schools. Halifax County Schools showed higher than average attrition rates from the LEA, but its recoupment rate was below 10% (8.1%). For Halifax County, this means that more than 90% of the teachers it hired for the 2017-18 school year were either new to the teaching profession or new to the State of North Carolina.

There does not appear to be a strong association between teacher attrition, mobility, and recoupment rates and designation as a low-performing district. With the exception of Halifax County Schools, these districts do not demonstrate a consistent departure from state averages on the three measures of teacher attrition, mobility, and recoupment.

Seven of the eleven LEAs that were identified as low-performing in the 2016-17 school year, were also on the list of low-performing districts in the 2015-16 school year (Anson, Kannapolis, Nash-Rocky Mount, Northampton, Robeson, Thomasville City, and Washington). There is no clear, observable trend in the attrition and recoupment data for these LEAs from the 2015-2016 reporting period to the 2016-2017 reporting period. Some of the LEAs fared better in terms of attrition and recoupment rates and some exhibited higher attrition and lower recoupment rates. There is nothing in the data to suggest that attrition or recoupment rates for these LEAs suffer as a result of their low-performing designation.

Table 10: Attrition, Mobility, and Recoupment Rates for LEAs Identified as Low Performing 2016-2017

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	226	31	13.7%	21	9.3%	52	23.0%	7	13.5%
Edgecombe County Schools	383	48	12.5%	27	7.0%	75	19.5%	37	49.3%
Halifax County Schools	183	27	14.8%	22	12.0%	49	26.8%	4	8.2%
Hertford County Schools	195	24	12.3%	10	6.1%	34	17.4%	4	11.8%
Kannapolis City Schools	372	21	5.6%	33	8.9%	54	14.5%	13	24.1%
Nash-Rocky Mount Schools	947	79	8.3%	68	7.2%	147	15.5%	42	28.6%
Northampton County Schools	137	17	12.4%	20	14.6%	37	27.0%	5	13.5%
Elizabeth City-Pasquotank County Schools	394	32	8.1%	32	8.1%	64	16.2%	18	28.1%
Public Schools of Robeson County	1,448	109	7.5%	60	4.1%	169	11.7%	17	10.1%
Thomasville City Schools	171	22	12.9%	24	14.0%	46	26.9%	10	21.7%
Washington County Schools	115	16	13.9%	15	13.0%	31	27.0%	4	12.9%

Most Difficult to Staff License Areas

Prior to the 2016-2017 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. Instead 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 2017-18 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 2017-18 school year, LEAs across the State of North Carolina reported a total of 103,631.3 teaching positions in North Carolina. This report includes data from 107 LEAs and one report from the North Carolina Department of Prisons. Eight LEAs’ data were omitted from the analysis due to inconsistencies in the data – Ashe County Schools, Asheville City Schools, Bertie County Schools, Dare County Schools, Davie County Schools, Madison County Schools, Thomasville City Schools, and Winston Salem-Forsyth County Schools. LEAs were asked to report the number of teaching vacancies on both the first and the 40th instructional day of the 2017-18 school year. Across the state there were 1562.3 (1.5%) instructional vacancies on the first day of the school year and 1555.0 (1.5%) 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 11, 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 of 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 11: State-Wide Total Vacancies for Subjects by School Type

Subject Area	School Type	Number of Vacancies
Core (Math, ELA, Science, Social Studies)	K-5	234.0
Exceptional Children	K-5	129.3
Math	6-8	66.7
ELA	6-8	51.5
Science	6-8	42
Social Studies	6-8	24.5
Exceptional Children	6-8	58
Math	9-12	94.5
ELA	9-12	38
Science	9-12	49.5
Social Studies	9-12	35
EC	9-12	71.6
CTE	9-12	69.6

LEAs varied considerably in their vacancy rates across the state. There were 12 LEAs that reported zero teaching vacancies on the 40th instructional day – Tyrell, Graham, Clay, Perquimans, Alleghany, Swain, Yancey, Clinton City, Cherokee, Transylvania, Macon, and Buncombe. The top five LEAs, in terms of teacher vacancies on the 40th instructional day are presented below in Table 12. The vacancy totals for all selected subject areas and vacancy rates for each LEA are presented in Appendix D.

Table 12: LEAs with the Highest Teacher Vacancy Rates in North Carolina

LEA Name	Teacher Vacancy Rate
Anson County Schools	11.8%
DPS Education Services (formerly Division of Prisons)	9.8%
Hyde County Schools	9.7%
Elizabeth City-Pasquotank Schools	9.3%
Martin County Schools	8.0%
Craven County Schools	7.3%

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 8.70% may be comparable with the attrition rates of other professions, this report has demonstrated that there is substantial variation in that rate across the 115 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 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. 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 preliminary 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 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
2016-2017**

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
010	Alamance-Burlington Schools	1562	130	69	53.1%	13	10.0%	21	16.2%	27	20.8%
020	Alexander County Schools	327	16	9	56.3%	2	12.5%	2	12.5%	3	18.8%
030	Alleghany County Schools	120	4	3	75.0%	0	0.0%	1	25.0%	0	0.0%
040	Anson County Schools	226	31	17	54.8%	0	0.0%	11	35.5%	3	9.7%
050	Ashe County Schools	233	11	3	27.3%	0	0.0%	6	54.5%	2	18.2%
761	Asheboro City Schools	326	20	13	65.0%	0	0.0%	6	30.0%	1	5.0%
111	Asheville City Schools	323	41	27	65.9%	2	4.9%	9	22.0%	3	7.3%
060	Avery County Schools	168	8	5	62.5%	0	0.0%	3	37.5%	0	0.0%
070	Beaufort County Schools	488	35	15	42.9%	2	5.7%	15	42.9%	3	8.6%
080	Bertie County Schools	158	27	13	48.1%	5	18.5%	9	33.3%	0	0.0%
090	Bladen County Schools	307	28	13	46.4%	0	0.0%	12	42.9%	3	10.7%
100	Brunswick County Schools	805	62	38	61.3%	8	12.9%	11	17.7%	5	8.1%
110	Buncombe County Schools	1650	146	75	51.4%	11	7.5%	42	28.8%	18	12.3%
120	Burke County Schools	790	67	36	53.7%	2	3.0%	20	29.9%	9	13.4%
130	Cabarrus County Schools	1946	165	99	60.0%	3	1.8%	42	25.5%	21	12.7%
140	Caldwell County Schools	839	52	25	48.1%	1	1.9%	21	40.4%	5	9.6%
150	Camden County Schools	128	5	3	60.0%	0	0.0%	2	40.0%	0	0.0%
160	Carteret County Public Schools	626	61	37	60.7%	5	8.2%	13	21.3%	6	9.8%
170	Caswell County Schools	190	20	4	20.0%	2	10.0%	10	50.0%	4	20.0%
180	Catawba County Schools	1031	57	31	54.4%	4	7.0%	19	33.3%	3	5.3%
681	Chapel Hill-Carrboro City Schools	914	84	47	56.0%	12	14.3%	14	16.7%	11	13.1%
600	Charlotte-Mecklenburg Schools	8779	871	558	64.1%	68	7.8%	154	17.7%	91	10.4%
190	Chatham County Schools	603	52	21	40.4%	6	11.5%	18	34.6%	7	13.5%
200	Cherokee County Schools	261	13	5	38.5%	1	7.7%	7	53.8%	0	0.0%
220	Clay County Schools	94	4	3	75.0%	0	0.0%	1	25.0%	0	0.0%
230	Cleveland County Schools	1047	65	38	58.5%	0	0.0%	14	21.5%	13	20.0%
821	Clinton City Schools	202	10	5	50.0%	1	10.0%	2	20.0%	2	20.0%
240	Columbus County Schools	401	30	17	56.7%	13	0.0%	7	23.3%	6	20.0%

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
250	Craven County Schools	936	105	43	41.0%	2	1.9%	33	31.4%	27	25.7%
260	Cumberland County Schools	3369	369	177	48.0%	66	17.9%	78	21.1%	48	13.0%
270	Currituck County Schools	253	19	7	36.8%	1	5.3%	10	52.6%	1	5.3%
280	Dare County Schools	379	20	7	35.0%	0	0.0%	11	55.0%	2	10.0%
290	Davidson County Schools	1215	56	29	51.8%	5	8.9%	17	30.4%	5	8.9%
300	Davie County Schools	433	21	12	57.1%	0	0.0%	7	33.3%	2	9.5%
310	Duplin County Schools	647	58	28	48.3%	6	10.3%	17	29.3%	7	12.1%
320	Durham Public Schools	2395	276	135	48.9%	11	4.0%	35	12.7%	95	34.4%
210	Edenton-Chowan Schools	143	9	6	66.7%	0	0.0%	3	33.3%	0	0.0%
330	Edgecombe County Public Schools	383	48	28	58.3%	8	16.7%	6	12.5%	6	12.5%
700	Elizabeth City-Pasquotank Public Schools	394	32	18	56.3%	3	9.4%	9	28.1%	2	6.3%
861	Elkin City Schools	91	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%
350	Franklin County Schools	574	75	20	26.7%	1	1.3%	27	36.0%	27	36.0%
360	Gaston County Schools	1944	164	88	53.7%	14	8.5%	40	24.4%	22	13.4%
370	Gates County Schools	126	6	1	16.7%	1	16.7%	4	66.7%	0	0.0%
380	Graham County Schools	90	5	1	20.0%	0	0.0%	4	80.0%	0	0.0%
390	Granville County Schools	495	49	19	38.8%	2	4.1%	17	34.7%	11	22.4%
400	Greene County Schools	207	11	6	54.5%	0	0.0%	4	36.4%	1	9.1%
410	Guilford County Schools	4782	409	226	55.3%	43	10.5%	69	16.9%	71	17.4%
420	Halifax County Schools	183	27	8	29.6%	4	14.8%	9	33.3%	6	22.2%
430	Harnett County Schools	1252	126	77	61.1%	1	0.8%	27	21.4%	21	16.7%
440	Haywood County Schools	521	29	15	51.7%	2	6.9%	7	24.1%	5	17.2%
450	Henderson County Schools	919	74	45	60.8%	1	1.4%	9	12.2%	0	25.7%
460	Hertford County Schools	195	24	8	33.3%	4	16.7%	12	50.0%	0	0.0%
181	Hickory City Schools	288	32	15	46.9%	3	9.4%	10	31.3%	4	12.5%
470	Hoke County Schools	548	72	25	34.7%	0	0.0%	11	15.3%	36	50.0%
480	Hyde County Schools	62	5	1	20.0%	0	0.0%	3	60.0%	1	20.0%
490	Iredell-Statesville Schools	1233	82	35	42.7%	4	4.9%	34	41.5%	9	11.0%
500	Jackson County Schools	242	17	8	47.1%	1	5.9%	3	17.6%	5	29.4%
510	Johnston County Schools	2272	144	71	49.3%	2	1.4%	38	26.4%	33	22.9%

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
520	Jones County Schools	96	17	6	35.3%	3	17.6%	7	41.2%	1	5.9%
132	Kannapolis City Schools	372	21	12	57.1%	0	0.0%	3	14.3%	6	28.6%
530	Lee County Schools	658	54	33	61.1%	1	1.9%	14	25.9%	6	11.1%
540	Lenoir County Public Schools	582	67	35	52.2%	1	1.5%	23	34.3%	8	11.9%
291	Lexington City Schools	207	22	11	50.0%	2	9.1%	2	9.1%	7	31.8%
550	Lincoln County Schools	770	46	23	50.0%	1	2.2%	16	34.8%	6	13.0%
560	Macon County Schools	318	19	9	47.4%	1	5.3%	6	31.6%	3	15.8%
570	Madison County Schools	183	12	6	50.0%	0	0.0%	6	50.0%	0	0.0%
580	Martin County Schools	236	11	2	18.2%	0	0.0%	5	45.5%	4	36.4%
590	McDowell County Schools	426	24	7	29.2%	2	8.3%	10	41.7%	5	20.8%
610	Mitchell County Schools	145	11	6	54.5%	0	0.0%	3	27.3%	2	18.2%
620	Montgomery County Schools	279	16	10	62.5%	0	0.0%	3	18.8%	3	18.8%
630	Moore County Schools	825	84	52	61.9%	6	7.1%	19	22.6%	7	8.3%
491	Mooresville Graded School District	367	31	14	45.2%	0	0.0%	10	32.3%	7	22.6%
862	Mount Airy City Schools	115	8	3	37.5%	0	0.0%	5	62.5%	0	0.0%
640	Nash-Rocky Mount Schools	947	79	42	53.2%	9	11.4%	12	15.2%	16	20.3%
650	New Hanover County Schools	1664	133	74	55.6%	3	2.3%	23	17.3%	33	24.8%
182	Newton Conover City Schools	213	14	6	42.9%	5	35.7%	1	7.1%	2	14.3%
660	Northampton County Schools	137	17	6	35.3%	0	0.0%	6	35.3%	5	29.4%
670	Onslow County Schools	1540	204	110	53.9%	11	5.4%	73	35.8%	10	4.9%
680	Orange County Schools	550	48	21	43.8%	3	6.3%	14	29.2%	10	20.8%
690	Pamlico County Schools	105	10	6	60.0%	1	10.0%	2	20.0%	1	10.0%
710	Pender County Schools	582	66	40	60.6%	4	6.1%	16	24.2%	6	9.1%
720	Perquimans County Schools	122	15	5	33.3%	0	0.0%	5	33.3%	5	33.3%
730	Person County Schools	300	29	15	51.7%	2	6.9%	8	27.6%	4	13.8%
740	Pitt County Schools	1583	146	92	63.0%	6	4.1%	21	14.4%	27	18.5%
750	Polk County Schools	186	16	8	50.0%	0	0.0%	4	25.0%	4	25.0%
780	Public Schools of Robeson County	1448	109	57	52.3%	2	1.8%	22	20.2%	28	25.7%
760	Randolph County Schools	1137	83	41	49.4%	7	8.4%	17	20.5%	18	21.7%
770	Richmond County Schools	490	50	25	50.0%	7	14.0%	9	18.0%	9	18.0%

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
421	Roanoke Rapids City Schools	191	11	3	27.3%	2	18.2%	6	54.5%	0	0.0%
790	Rockingham County Schools	821	75	48	64.0%	5	6.7%	20	26.7%	2	2.7%
800	Rowan-Salisbury Schools	1272	104	53	51.0%	0	0.0%	17	16.3%	34	32.7%
810	Rutherford County Schools	550	41	16	39.0%	3	7.3%	21	51.2%	1	2.4%
820	Sampson County Schools	555	30	17	56.7%	0	0.0%	9	30.0%	4	13.3%
830	Scotland County Schools	422	39	12	30.8%	4	10.3%	14	35.9%	9	23.1%
840	Stanly County Schools	582	33	18	54.5%	2	6.1%	8	24.2%	5	15.2%
850	Stokes County Schools	454	31	16	51.6%	3	9.7%	9	29.0%	3	9.7%
860	Surry County Schools	539	28	6	21.4%	1	3.6%	17	60.7%	4	14.3%
870	Swain County Schools	145	18	12	66.7%	0	0.0%	5	27.8%	1	5.6%
292	Thomasville City Schools	171	22	9	40.9%	2	9.1%	2	9.1%	9	40.9%
880	Transylvania County Schools	277	28	14	50.0%	1	3.6%	8	28.6%	5	17.9%
890	Tyrrell County Schools	48	4	0	0.0%	2	50.0%	1	25.0%	1	25.0%
900	Union County Public Schools	2522	219	145	66.2%	15	6.8%	43	19.6%	16	7.3%
910	Vance County Schools	494	52	18	34.6%	3	5.8%	19	36.5%	12	23.1%
920	Wake County Schools	10273	887	490	55.2%	146	16.5%	130	14.7%	121	13.6%
930	Warren County Schools	156	27	7	25.9%	5	18.5%	13	48.1%	2	7.4%
940	Washington County Schools	115	16	8	50.0%	3	18.8%	2	12.5%	3	18.8%
950	Watauga County Schools	360	34	18	52.9%	3	8.8%	10	29.4%	3	8.8%
960	Wayne County Public Schools	1220	101	40	39.6%	3	3.0%	35	34.7%	23	22.8%
422	Weldon City Schools	75	17	5	29.4%	1	5.9%	11	64.7%	0	0.0%
241	Whiteville City Schools	162	14	6	42.9%	1	7.1%	7	50.0%	0	0.0%
970	Wilkes County Schools	632	34	20	58.8%	1	2.9%	8	23.5%	5	14.7%
980	Wilson County Schools	738	55	31	56.4%	1	1.8%	14	25.5%	9	16.4%
340	Winston-Salem/Forsyth Schools	3763	360	228	63.3%	28	7.8%	74	20.6%	30	8.3%
990	Yadkin County Schools	375	18	11	61.1%	0	0.0%	6	33.3%	1	5.6%
995	Yancey County Schools	172	6	1	16.7%	1	16.7%	2	33.3%	2	33.3%
	State Totals/Averages	94,792	8,249	4,421	53.6%	646	7.8%	1922	23.3%	1,260	15.3%

**Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs
2016-2017**

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Alamance-Burlington Schools	1562	130	8.3%	97	6.2%	227	14.5%	90	39.6%
Alexander County Schools	327	16	4.9%	12	3.7%	28	8.6%	12	42.9%
Alleghany County Schools	120	4	3.3%	3	2.5%	7	5.8%	3	42.9%
Anson County Schools	226	31	13.7%	21	9.3%	52	23.0%	14	26.9%
Ashe County Schools	233	11	4.7%	7	3.0%	18	7.7%	7	38.9%
Asheboro City Schools	326	20	6.1%	18	5.5%	38	11.7%	16	42.1%
Asheville City Schools	323	41	12.7%	26	8.0%	67	20.7%	19	28.4%
Avery County Schools	168	8	4.8%	0	0.0%	8	4.8%	0	0.0%
Beaufort County Schools	488	35	7.2%	29	5.9%	64	13.1%	27	42.2%
Bertie County Schools	158	27	17.1%	14	8.9%	41	25.9%	13	31.7%
Bladen County Schools	307	28	9.1%	19	6.2%	47	15.3%	17	36.2%
Brunswick County Schools	805	62	7.7%	30	3.7%	92	11.4%	25	27.2%
Buncombe County Schools	1650	146	8.8%	60	3.6%	206	12.5%	47	22.8%
Burke County Schools	790	67	8.5%	26	3.3%	93	11.8%	17	18.3%
Cabarrus County Schools	1946	165	8.5%	74	3.8%	239	12.3%	63	26.4%
Caldwell County Schools	839	52	6.2%	26	3.1%	78	9.3%	15	19.2%
Camden County Schools	128	5	3.9%	3	2.3%	8	6.3%	3	37.5%
Carteret County Public Schools	626	61	9.7%	19	3.0%	80	12.8%	13	16.3%
Caswell County Schools	190	20	10.5%	14	7.4%	34	17.9%	14	41.2%
Catawba County Schools	1031	57	5.5%	46	4.5%	103	10.0%	39	37.9%
Chapel Hill-Carrboro City Schools	914	84	9.2%	43	4.7%	127	13.9%	37	29.1%
Charlotte-Mecklenburg Schools	8779	871	9.9%	262	3.0%	1133	12.9%	209	18.4%
Chatham County Schools	603	52	8.6%	27	4.5%	79	13.1%	26	32.9%
Cherokee County Schools	261	13	5.0%	11	4.2%	24	9.2%	6	25.0%
Clay County Schools	94	4	4.3%	6	6.4%	10	10.6%	5	50.0%
Cleveland County Schools	1047	65	6.2%	44	4.2%	109	10.4%	38	34.9%
Clinton City Schools	202	10	5.0%	8	4.0%	18	8.9%	7	38.9%
Columbus County Schools	401	30	7.5%	27	6.7%	57	14.2%	26	45.6%
Craven County Schools	936	105	11.2%	58	6.2%	163	17.4%	51	31.3%

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Cumberland County Schools	3369	369	11.0%	151	4.5%	520	15.4%	115	22.1%
Currituck County Schools	253	19	7.5%	8	3.2%	27	10.7%	5	18.5%
Dare County Schools	379	20	5.3%	4	1.1%	24	6.3%	3	12.5%
Davidson County Schools	1215	56	4.6%	41	3.4%	97	8.0%	32	33.0%
Davie County Schools	433	21	4.8%	28	6.5%	49	11.3%	23	46.9%
Duplin County Schools	647	58	9.0%	46	7.1%	104	16.1%	44	42.3%
Durham Public Schools	2395	276	11.5%	177	7.4%	453	18.9%	165	36.4%
Edenton-Chowan Schools	143	9	6.3%	18	12.6%	27	18.9%	17	63.0%
Edgecombe County Public Schools	383	48	12.5%	27	7.0%	75	19.5%	37	49.3%
Elizabeth City-Pasquotank Public Schools	394	32	8.1%	32	8.1%	64	16.2%	27	42.2%
Elkin City Schools	91	3	3.3%	3	3.3%	6	6.6%	2	33.3%
Franklin County Schools	574	75	13.1%	61	10.6%	136	23.7%	59	43.4%
Gaston County Schools	1944	164	8.4%	95	4.9%	259	13.3%	70	27.0%
Gates County Schools	126	6	4.8%	9	7.1%	15	11.9%	7	46.7%
Graham County Schools	90	5	5.6%	1	1.1%	6	6.7%	1	16.7%
Granville County Schools	495	49	9.9%	32	6.5%	81	16.4%	29	35.8%
Greene County Schools	207	11	5.3%	16	7.7%	27	13.0%	14	51.9%
Guilford County Schools	4782	409	8.6%	236	4.9%	645	13.5%	209	32.4%
Halifax County Schools	183	27	14.8%	22	12.0%	49	26.8%	21	42.9%
Harnett County Schools	1252	126	10.1%	108	8.6%	234	18.7%	89	38.0%
Haywood County Schools	521	29	5.6%	29	5.6%	58	11.1%	28	48.3%
Henderson County Schools	919	74	8.1%	35	3.8%	109	11.9%	30	27.5%
Hertford County Schools	195	24	12.3%	10	5.1%	34	17.4%	8	23.5%
Hickory City Schools	288	32	11.1%	24	8.3%	56	19.4%	20	35.7%
Hoke County Schools	548	72	13.1%	45	8.2%	117	21.4%	38	32.5%
Hyde County Schools	62	5	8.1%	2	3.2%	7	11.3%	1	14.3%
Iredell-Statesville Schools	1233	82	6.7%	67	5.4%	149	12.1%	58	38.9%
Jackson County Public Schools	242	17	7.0%	12	5.0%	29	12.0%	11	37.9%
Johnston County Schools	2272	144	6.3%	85	3.7%	229	10.1%	65	28.4%
Jones County Schools	96	17	17.7%	3	3.1%	20	20.8%	3	15.0%
Kannapolis City Schools	372	21	5.6%	33	8.9%	54	14.5%	21	38.9%
Lee County Schools	658	54	8.2%	46	7.0%	100	15.2%	44	44.0%

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Lenoir County Public Schools	582	67	11.5%	43	7.4%	110	18.9%	37	33.6%
Lexington City Schools	207	22	10.6%	33	15.9%	55	26.6%	31	56.4%
Lincoln County Schools	770	46	6.0%	33	4.3%	79	10.3%	30	38.0%
Macon County Schools	318	19	6.0%	6	1.9%	25	7.9%	1	4.0%
Madison County Schools	183	12	6.6%	6	3.3%	18	9.8%	5	27.8%
Martin County Schools	236	11	4.7%	18	7.6%	29	12.3%	16	55.2%
McDowell County Schools	426	24	5.6%	14	3.3%	38	8.9%	12	31.6%
Mitchell County Schools	145	11	7.6%	5	3.4%	16	11.0%	3	18.8%
Montgomery County Schools	279	16	5.7%	18	6.5%	34	12.2%	16	47.1%
Moore County Schools	825	84	10.2%	35	4.2%	119	14.4%	30	25.2%
Mooresville Graded School District	367	31	8.4%	23	6.3%	54	14.7%	20	37.0%
Mount Airy City Schools	115	8	7.0%	6	5.2%	14	12.2%	6	42.9%
Nash-Rocky Mount Schools	947	79	8.3%	68	7.2%	147	15.5%	61	41.5%
New Hanover County Schools	1664	133	8.0%	60	3.6%	193	11.6%	44	22.8%
Newton Conover City Schools	213	14	6.6%	23	10.8%	37	17.4%	21	56.8%
Northampton County Schools	137	17	12.4%	20	14.6%	37	27.0%	18	48.6%
Northeast Regional School - Biotech/Agri	10	1	10.0%	1	10.0%	2	20.0%	1	50.0%
Onslow County Schools	1540	204	13.2%	39	2.5%	243	15.8%	30	12.3%
Orange County Schools	550	48	8.7%	30	5.5%	78	14.2%	29	37.2%
Pamlico County Schools	105	10	9.5%	6	5.7%	16	15.2%	5	31.3%
Pender County Schools	582	66	11.3%	41	7.0%	107	18.4%	40	37.4%
Perquimans County Schools	122	15	12.3%	15	12.3%	30	24.6%	13	43.3%
Person County Schools	300	29	9.7%	23	7.7%	52	17.3%	20	38.5%
Pitt County Schools	1583	146	9.2%	92	5.8%	238	15.0%	86	36.1%
Polk County Schools	186	16	8.6%	5	2.7%	21	11.3%	4	19.0%
Public Schools of Robeson County	1448	109	7.5%	60	4.1%	169	11.7%	49	29.0%
Randolph County School System	1137	83	7.3%	53	4.7%	136	12.0%	48	35.3%
Richmond County Schools	490	50	10.2%	32	6.5%	82	16.7%	27	32.9%
Roanoke Rapids City Schools	191	11	5.8%	6	3.1%	17	8.9%	6	35.3%
Rockingham County Schools	821	75	9.1%	44	5.4%	119	14.5%	40	33.6%
Rowan-Salisbury Schools	1272	104	8.2%	102	8.0%	206	16.2%	91	44.2%
Rutherford County Schools	550	41	7.5%	22	4.0%	63	11.5%	15	23.8%

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Sampson County Schools	555	30	5.4%	28	5.0%	58	10.5%	22	37.9%
Scotland County Schools	422	39	9.2%	36	8.5%	75	17.8%	32	42.7%
Stanly County Schools	582	33	5.7%	21	3.6%	54	9.3%	17	31.5%
Stokes County Schools	454	31	6.8%	28	6.2%	59	13.0%	24	40.7%
Surry County Schools	539	28	5.2%	12	2.2%	40	7.4%	11	27.5%
Swain County Schools	145	18	12.4%	5	3.4%	23	15.9%	4	17.4%
Thomasville City Schools	171	22	12.9%	24	14.0%	46	26.9%	21	45.7%
Transylvania County Schools	277	28	10.1%	11	4.0%	39	14.1%	8	20.5%
Tyrrell County Schools	48	4	8.3%	4	8.3%	8	16.7%	2	25.0%
Union County Public Schools	2522	219	8.7%	99	3.9%	318	12.6%	88	27.7%
Vance County Schools	494	52	10.5%	63	12.8%	115	23.3%	42	36.5%
Wake County Schools	10273	887	8.6%	336	3.3%	1223	11.9%	246	20.1%
Warren County Schools	156	27	17.3%	16	10.3%	43	27.6%	15	34.9%
Washington County Schools	115	16	13.9%	15	13.0%	31	27.0%	11	35.5%
Watauga County Schools	360	34	9.4%	12	3.3%	46	12.8%	9	19.6%
Wayne County Public Schools	1220	101	8.3%	51	4.2%	152	12.5%	43	28.3%
Weldon City Schools	75	17	22.7%	7	9.3%	24	32.0%	7	29.2%
Whiteville City Schools	162	14	8.6%	8	4.9%	22	13.6%	6	27.3%
Wilkes County Schools	632	34	5.4%	37	5.9%	71	11.2%	33	46.5%
Wilson County Schools	738	55	7.5%	60	8.1%	115	15.6%	54	47.0%
Winston Salem/Forsyth County Schools	3763	360	9.6%	168	4.5%	528	14.0%	154	29.2%
Yadkin County Schools	375	18	4.8%	11	2.9%	29	7.7%	10	34.5%
Yancey County Schools	172	6	3.5%	6	3.5%	12	7.0%	5	41.7%
State Totals/Averages	94,792	8,249	8.7%	4,576	4.8%	12,825	13.5%	3,837⁶	29.9%

⁶ The number of teachers recouped is different from the total number of teachers identified as mobile because some teachers move from LEAs to charter schools. These teachers do not contribute to the state attrition rate, nor do they contribute to the recoupment rate.

**Appendix D : Teacher Vacancy Data for LEAs
2016-2017**

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
10	Alamance-Burlington Schools	1905.0	8.0	38.0	2.0%	2.0	2.0	3.0
20	Alexander County Schools	381.5	5.0	2.0	0.5%	0.0	0.0	0.0
30	Alleghany County Schools	123.0	0.0	0.0	0.0%	0.0	0.0	0.0
40	Anson County Schools	277.6	34.9	32.9	11.8%	5.5	2.6	0.0
50	Ashe County Schools							
761	Asheboro City Schools	354.0	1.0	3.0	0.8%	0.0	0.0	0.0
111	Asheville City Schools							
60	Avery County Schools	184.3	0.0	1.0	0.5%	0.0	0.0	0.0
70	Beaufort County Schools	528.0	8.0	8.0	1.5%	2.0	1.0	0.0
80	Bertie County Schools							
90	Bladen County Schools	332.7	12.0	9.0	2.7%	0.0	1.0	0.0
100	Brunswick County Schools	991.0	10.0	12.0	1.2%	1.0	5.0	2.0
110	Buncombe County Schools	2012.0	11.0	0.0	0.0%	0.0	0.0	0.0
120	Burke County Schools	905.8	4.0	6.0	0.7%	0.0	2.0	1.0
130	Cabarrus County Schools	2402.0	11.0	11.0	0.5%	1.0	1.0	1.0
140	Caldwell County Schools	1002.2	7.0	5.0	0.5%	0.0	1.0	0.0
150	Camden County Schools	136.0	5.0	1.0	0.7%	0.0	1.0	0.0
160	Carteret County Public Schools	698.0	4.0	2.0	0.3%	0.0	1.0	1.0
170	Caswell County Schools	219.0	10.0	9.0	4.1%	2.0	2.0	2.0
180	Catawba County Schools	1057.5	9.0	6.0	0.6%	0.0	2.0	1.0
681	Chapel Hill-Carrboro City Schools	1141.7	24.1	12.1	1.1%	0.0	2.0	3.5
600	Charlotte-Mecklenburg Schools	11382.7	48.5	150.0	1.3%	0.0	10.0	45.0
190	Chatham County Schools	698.5	18.0	25.0	3.6%	1.0	1.5	5.5
200	Cherokee County Schools	283.0	5.0	0.0	0.0%	0.0	0.0	0.0
220	Clay County Schools	110.0	0.0	0.0	0.0%	0.0	0.0	0.0

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
230	Cleveland County Schools	1296.2	7.0	7.0	0.5%	1.0	2.0	0.0
821	Clinton City Schools	251.0	6.0	0.0	0.0%	0.0	0.0	0.0
240	Columbus County Schools	444.1	4.0	4.0	0.9%	0.0	0.0	0.0
250	Craven County Schools	707.5	48.0	52.0	7.3%	13.0	5.0	5.0
260	Cumberland County Schools	3619.7	81.0	83.0	2.3%	19.0	15.0	7.0
270	Currituck County Schools	323.6	5.7	2.7	0.8%	0.0	1.7	0.0
280	Dare County Schools							
290	Davidson County Schools	1235.0	10.0	10.0	0.8%	1.0	0.0	1.0
300	Davie County Schools							
996	DPS Education Services (fka Div Prisons)	51.0	0.0	5.0	9.8%	4.5	0.0	0.5
310	Duplin County Schools	781.1	16.0	10.0	1.3%	1.0	1.0	1.0
320	Durham Public Schools	2892.4	65.5	99.0	3.4%	42.0	5.5	3.5
210	Edenton-Chowan Schools	160.5	5.0	4.0	2.5%	0.0	0.0	0.0
330	Edgecombe County Public Schools	493.6	37.9	20.6	4.2%	4.0	1.0	1.3
700	Elizabeth City-Pasquotank Public Schools	345.0	26.0	32.0	9.3%	16.0	0.0	0.0
861	Elkin City Schools	91.8	1.0	1.0	1.1%	0.0	0.0	0.0
350	Franklin County Schools	468.0	10.0	17.0	3.6%	7.0	0.0	0.0
360	Gaston County Schools	2010.0	14.0	17.0	0.8%	1.0	0.0	0.0
370	Gates County Schools	164.0	5.0	5.0	3.0%	0.0	0.0	0.0
380	Graham County Schools	102.0	1.0	0.0	0.0%	0.0	0.0	0.0
390	Granville County Schools	477.7	12.0	5.0	1.0%	1.0	1.0	0.0
400	Greene County Schools	213.0	2.0	2.0	0.9%	0.0	0.0	0.0
410	Guilford County Schools	5648.5	6.0	33.0	0.6%	12.0	0.0	2.0
420	Halifax County Schools	229.0	16.0	14.0	6.1%	3.0	0.0	0.0
430	Harnett County Schools	1688.5	32.0	21.0	1.2%	2.0	2.0	2.0
440	Haywood County Schools	617.0	0.0	1.0	0.2%	1.0	0.0	0.0
450	Henderson County Schools	1026.0	3.0	9.0	0.9%	0.0	1.0	3.0

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
460	Hertford County Schools	231.0	19.0	14.0	6.1%	1.0	2.0	0.0
470	Hoke County Schools	670.0	15.0	12.0	1.8%	0.0	0.0	2.0
480	Hyde County Schools	62.0	6.0	6.0	9.7%	2.0	0.0	0.0
490	Iredell-Statesville Schools	1557.6	14.0	13.0	0.8%	0.0	1.0	1.0
500	Jackson County Public Schools	247.0	1.0	1.0	0.4%	0.0	0.0	0.0
510	Johnston County Public Schools	2768.1	44.5	34.0	1.2%	2.0	3.5	1.5
520	Jones County Schools	97.5	2.0	2.0	2.1%	0.0	0.0	0.0
132	Kannapolis City Schools	366.3	5.0	3.0	0.8%	0.0	0.0	0.0
530	Lee County Schools	790.0	10.0	16.0	2.0%	0.0	0.0	1.0
540	Lenoir County Public Schools	607.5	16.0	10.0	1.6%	2.0	0.0	2.0
291	Lexington City Schools	260.0	6.0	9.0	3.5%	2.0	2.0	1.0
550	Lincoln County Schools	840.0	12.0	12.0	1.4%	0.0	2.0	1.0
560	Macon County Schools	361.0	0.0	0.0	0.0%	0.0	0.0	0.0
570	Madison County Schools							
580	Martin County Schools	238.3	18.0	19.0	8.0%	12.0	0.0	0.0
590	McDowell County Schools	419.5	8.0	6.0	1.4%	0.0	0.0	4.0
610	Mitchell County Schools	145.3	5.0	5.5	3.8%	1.0	1.0	0.5
620	Montgomery County Schools	276.0	47.0	12.0	4.3%	6.0	0.0	1.0
630	Moore County Schools	1039.8	28.8	28.8	2.8%	4.0	1.5	2.0
491	Mooreville Graded School District	386.3	4.0	8.0	2.1%	1.0	3.0	0.0
862	Mount Airy City Schools	150.0	2.0	4.0	2.7%	1.0	0.0	0.0
640	Nash-Rocky Mount Schools	1017.0	28.0	15.0	1.5%	0.0	1.0	3.0
650	New Hanover County Schools	2070.0	12.0	25.0	1.2%	0.0	1.0	7.0
182	Newton Conover City Schools	204.3	2.0	2.0	1.0%	1.0	0.0	0.0
660	Northampton County Schools	153.0	16.0	9.0	5.9%	7.0	1.0	1.0
670	Onslow County Schools	1858.0	11.0	12.0	0.6%	0.0	5.0	1.0
680	Orange County Schools	671.5	7.5	5.0	0.7%	0.0	2.0	1.0
690	Pamlico County Schools	110.0	1.0	1.0	0.9%	0.0	0.0	0.0

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
710	Pender County Schools	712.0	18.0	40.0	5.6%	2.0	6.0	0.0
720	Perquimans County Schools	112.0	11.0	0.0	0.0%	0.0	0.0	0.0
730	Person County Schools	299.1	7.0	10.0	3.3%	1.0	0.0	0.0
740	Pitt County Schools	1751.0	13.0	13.0	0.7%	1.0	2.0	1.0
750	Polk County Schools	179.0	2.0	2.0	1.1%	0.0	0.0	0.0
780	Public Schools of Robeson County	1665.0	164.0	88.0	5.3%	14.0	4.0	3.0
760	Randolph County Schools	1289.2	17.0	16.0	1.2%	2.0	1.0	0.0
770	Richmond County Schools	642.0	22.5	19.5	3.0%	5.0	0.0	2.0
421	Roanoke Rapids City Schools	215.0	4.0	3.0	1.4%	1.0	0.0	0.0
790	Rockingham County Schools	901.2	13.0	9.0	1.0%	0.0	0.0	0.0
800	Rowan-Salisbury Schools	1799.0	28.0	28.0	1.6%	8.0	5.0	2.0
810	Rutherford County Schools	534.0	3.0	2.0	0.4%	0.0	1.0	0.0
820	Sampson County Schools	617.8	6.0	6.0	1.0%	0.0	0.0	0.8
830	Scotland County Schools	529.0	28.5	24.0	4.5%	5.0	1.0	1.0
840	Stanly County Schools	674.0	23.0	21.0	3.1%	0.0	1.0	4.0
850	Stokes County Schools	517.7	3.0	3.0	0.6%	0.0	2.0	0.0
860	Surry County Schools	660.0	8.0	7.0	1.1%	1.0	2.0	0.0
870	Swain County Schools	135.0	0.0	0.0	0.0%	0.0	0.0	0.0
292	Thomasville City Schools							
880	Transylvania County Schools	297.0	1.0	0.0	0.0%	0.0	1.0	0.0
890	Tyrrell County Schools	51.0	0.0	0.0	0.0%	0.0	0.0	0.0
900	Union County Schools	2835.0	10.0	8.0	0.3%	0.0	1.0	5.0
910	Vance County Schools	547.0	27.0	14.0	2.6%	0.0	1.0	6.0
920	Wake County Schools	13141.0	95.0	62.0	0.5%	0.0	2.0	28.0
930	Warren County Schools	162.0	11.0	8.0	4.9%	4.0	0.0	0.0
940	Washington County Schools	128.0	4.0	3.0	2.3%	0.0	1.0	0.0
950	Watauga County Schools	428.0	4.0	3.0	0.7%	0.0	0.0	0.0
960	Wayne County Public Schools	1456.1	24.0	22.0	1.5%	2.0	1.0	2.0

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
422	Weldon City Schools	97.0	2.0	1.0	1.0%	0.0	0.0	0.0
241	Whiteville City Schools	178.0	1.0	2.0	1.1%	1.0	0.0	0.0
970	Wilkes County Schools	732.5	4.0	4.0	0.5%	2.0	0.0	0.0
980	Wilson County Schools	796.0	35.0	40.0	5.0%	0.0	1.0	16.0
340	Winston-Salem/Forsyth Schools							
990	Yadkin County Schools	377.9	3.0	4.0	1.1%	0.0	0.0	0.0
995	Yancey County Schools	166.1	0.0	0.0	0.0%	0.0	0.0	0.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
10	Alamance-Burlington Schools	4.0	0.0	4.0	4.0	2.0	6.0
20	Alexander County Schools	0.0	0.0	0.0	0.0	0.0	0.0
30	Alleghany County Schools	0.0	0.0	0.0	0.0	0.0	0.0
40	Anson County Schools	0.0	1.0	2.7	0.0	2.0	3.5
50	Ashe County Schools						
761	Asheboro City Schools	1.0	0.0	0.0	0.0	0.0	0.0
111	Asheville City Schools						
60	Avery County Schools	0.0	0.0	0.0	0.0	0.0	0.0
70	Beaufort County Schools	1.0	0.0	0.0	0.0	0.0	0.0
80	Bertie County Schools						
90	Bladen County Schools	0.0	0.0	1.0	0.0	0.0	3.0
100	Brunswick County Schools	0.0	0.0	0.0	1.0	0.0	0.0
110	Buncombe County Schools	0.0	0.0	0.0	0.0	0.0	0.0
120	Burke County Schools	0.0	0.0	0.0	0.0	0.0	0.0
130	Cabarrus County Schools	1.0	0.0	0.0	0.0	0.0	3.0
140	Caldwell County Schools	0.0	0.0	0.0	0.0	0.0	0.0
150	Camden County Schools	0.0	0.0	0.0	0.0	0.0	1.0
160	Carteret County Public Schools	0.0	0.0	0.0	0.0	0.0	0.0
170	Caswell County Schools	1.0	0.0	0.0	0.0	1.0	0.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
180	Catawba County Schools	0.0	0.0	0.0	0.0	0.0	0.0
681	Chapel Hill-Carrboro City Schools	1.0	0.0	1.0	1.0	0.0	1.0
600	Charlotte-Mecklenburg Schools	6.0	4.0	14.0	4.0	4.0	8.0
190	Chatham County Schools	0.0	1.0	3.0	2.0	0.0	2.7
200	Cherokee County Schools	0.0	0.0	1.0	2.0	0.0	0.0
220	Clay County Schools	0.0	0.0	0.0	0.0	0.0	0.0
230	Cleveland County Schools	0.0	0.0	1.0	1.0	0.0	1.0
821	Clinton City Schools	0.0	0.0	0.0	0.0	0.0	0.0
240	Columbus County Schools	0.0	0.5	0.0	0.0	0.0	0.5
250	Craven County Schools	0.0	0.0	1.0	0.0	2.0	1.0
260	Cumberland County Schools	6.0	1.0	2.0	4.0	1.0	3.0
270	Currituck County Schools	0.0	0.0	0.0	0.0	0.0	0.0
280	Dare County Schools						
290	Davidson County Schools	2.0	0.0	0.0	0.0	0.0	0.0
300	Davie County Schools						
996	DPS Education Services (fka Div Prisons)	0.0	0.0	0.0	0.0	0.0	0.0
310	Duplin County Schools	1.0	0.0	0.0	0.0	1.0	0.0
320	Durham Public Schools	4.0	2.0	4.0	1.0	2.0	8.0
210	Edenton-Chowan Schools	0.0	0.0	0.0	0.0	0.0	0.0
330	Edgecombe County Public Schools	0.0	0.0	0.0	0.0	0.0	0.3
700	Elizabeth City-Pasquotank Public Schools	0.0	0.0	0.0	1.0	0.0	3.0
861	Elkin City Schools	0.0	0.0	0.0	0.0	0.0	0.0
350	Franklin County Schools	1.0	1.0	0.0	1.0	0.0	0.0
360	Gaston County Schools	0.0	0.0	1.0	1.0	0.0	2.0
370	Gates County Schools	0.0	0.0	0.0	0.0	0.0	0.0
380	Graham County Schools	0.0	0.0	0.0	0.0	0.0	0.0
390	Granville County Schools	0.0	0.0	0.0	0.0	0.0	0.0
400	Greene County Schools	0.0	0.0	0.0	0.0	0.0	1.0
410	Guilford County Schools	2.0	0.0	1.0	0.0	0.0	3.0
420	Halifax County Schools	2.0	0.0	1.0	0.0	1.0	2.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
430	Harnett County Schools	0.0	0.5	1.0	0.0	1.0	1.5
440	Haywood County Schools	0.0	0.0	0.0	0.0	0.0	0.0
450	Henderson County Schools	0.0	0.0	0.0	0.0	0.0	0.0
460	Hertford County Schools	0.0	1.0	2.0	0.0	0.0	1.0
181	Hickory City Schools	0.0	0.0	0.0	1.0	0.0	0.0
470	Hoke County Schools	0.0	0.0	0.0	0.0	0.0	0.0
480	Hyde County Schools	0.0	0.0	0.0	0.0	0.0	0.0
490	Iredell-Statesville Schools	0.0	0.0	1.0	0.0	2.0	1.0
500	Jackson County Public Schools	0.0	0.0	0.0	0.0	1.0	0.0
510	Johnston County Public Schools	1.0	0.0	0.0	4.0	0.0	3.0
520	Jones County Schools	0.0	0.0	0.0	0.0	0.0	0.0
132	Kannapolis City Schools	0.0	0.0	0.0	1.0	0.0	0.0
530	Lee County Schools	3.0	0.0	2.0	0.0	1.0	0.0
540	Lenoir County Public Schools	2.0	0.0	0.0	0.0	1.0	1.0
291	Lexington City Schools	1.0	0.0	0.0	0.0	0.0	0.0
550	Lincoln County Schools	0.0	0.0	0.0	0.0	0.0	1.0
560	Macon County Schools	0.0	0.0	0.0	0.0	0.0	0.0
570	Madison County Schools						
580	Martin County Schools	0.0	0.0	2.0	1.0	0.0	0.0
590	McDowell County Schools	0.0	0.0	0.0	0.0	0.0	1.0
610	Mitchell County Schools	0.0	0.0	0.0	0.0	0.0	0.0
620	Montgomery County Schools	0.0	0.0	1.0	0.0	0.0	0.0
630	Moore County Schools	0.0	1.0	1.0	2.0	0.0	3.5
491	Mooresville Graded School District	0.0	0.0	1.5	0.0	0.5	1.0
862	Mount Airy City Schools	0.0	0.0	0.0	0.0	1.0	0.0
640	Nash-Rocky Mount Schools	0.0	0.0	1.0	1.0	0.0	3.0
650	New Hanover County Schools	0.0	1.0	0.0	0.0	0.0	1.0
182	Newton Conover City Schools	0.0	0.0	0.0	0.0	0.0	0.0
660	Northampton County Schools	0.0	0.0	0.0	0.0	1.0	0.0
670	Onslow County Schools	0.5	0.5	0.0	3.0	0.0	0.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
680	Orange County Schools	0.0	0.0	0.0	0.0	0.0	0.0
690	Pamlico County Schools	0.0	0.0	0.0	0.0	0.0	0.0
710	Pender County Schools	0.0	0.0	1.0	1.0	1.0	5.0
720	Perquimans County Schools	0.0	0.0	0.0	0.0	0.0	0.0
730	Person County Schools	1.0	0.0	1.0	1.0	2.0	0.0
740	Pitt County Schools	1.0	1.0	1.0	0.0	0.0	0.0
750	Polk County Schools	0.0	0.0	0.0	0.0	0.0	0.0
780	Public Schools of Robeson County	0.0	0.0	3.0	4.0	3.0	11.0
760	Randolph County School System	0.0	0.0	0.0	1.0	0.0	0.0
770	Richmond County Schools	2.0	2.0	1.0	0.0	3.0	0.0
421	Roanoke Rapids City Schools	0.0	0.0	0.0	0.0	0.0	0.0
790	Rockingham County Schools	0.0	0.0	0.0	1.0	0.0	0.0
800	Rowan-Salisbury Schools	0.0	0.0	2.0	2.0	1.0	0.0
810	Rutherford County Schools	0.0	0.0	0.0	0.0	0.0	0.0
820	Sampson County Schools	1.0	1.0	0.0	1.0	0.0	1.2
830	Scotland County Schools	2.0	2.0	1.0	2.0	2.0	0.0
840	Stanly County Schools	2.0	0.0	0.5	1.0	0.5	2.0
850	Stokes County Schools	0.0	0.0	0.0	0.0	0.0	0.0
860	Surry County Schools	0.0	0.0	0.0	0.0	0.0	1.0
870	Swain County Schools	0.0	0.0	0.0	0.0	0.0	0.0
292	Thomasville City Schools						
880	Transylvania County Schools	0.0	0.0	0.0	0.0	0.0	0.0
890	Tyrrell County Schools	0.0	0.0	0.0	0.0	0.0	0.0
900	Union County Schools	0.0	0.0	0.0	0.0	0.0	0.0
910	Vance County Schools	0.0	0.0	0.0	0.0	0.0	0.0
920	Wake County Schools	0.0	2.0	3.0	3.0	3.0	10.0
930	Warren County Schools	1.0	0.0	0.0	3.0	0.0	0.0
940	Washington County Schools	0.0	0.0	1.0	0.0	0.0	0.0
950	Watauga County Schools	0.0	0.0	0.0	0.0	0.0	0.0
960	Wayne County Public Schools	0.0	0.0	1.0	0.0	1.0	1.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
422	Weldon City Schools	0.0	0.0	0.0	0.0	0.0	0.0
241	Whiteville City Schools	0.0	0.0	0.0	0.0	0.0	1.0
970	Wilkes County Schools	0.0	0.0	0.0	0.0	0.0	0.0
980	Wilson County Schools	1.0	1.0	1.0	2.0	1.0	1.0
340	Winston-Salem/Forsyth Schools						
990	Yadkin County Schools	0.0	1.0	0.0	0.0	0.0	0.0
995	Yancey County Schools	0.0	0.0	0.0	0.0	0.0	0.0

LEA Number	LEA Name	High School (9-12)							LEA Total
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
10	Alamance-Burlington Schools	0.0	0.0	0.0	4.0	0.0	0.0	0.0	2.0
20	Alexander County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
30	Alleghany County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
40	Anson County Schools	1.0	0.0	1.0	2.0	3.0	2.6	8.2	0.5
50	Ashe County Schools								
761	Asheboro City Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
111	Asheville City Schools								
60	Avery County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
70	Beaufort County Schools	1.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0
80	Bertie County Schools								
90	Bladen County Schools	1.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0
100	Brunswick County Schools	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0
110	Buncombe County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
120	Burke County Schools	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
130	Cabarrus County Schools	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0
140	Caldwell County Schools	0.0	1.0	0.0	1.0	2.0	0.0	0.0	0.0
150	Camden County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
160	Carteret County Public Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
170	Caswell County Schools	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
180	Catawba County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
681	Chapel Hill-Carrboro City Schools	0.0	1.0	0.0	1.0	0.0	0.0	0.6	0.0
600	Charlotte-Mecklenburg Schools	8.0	8.0	6.0	8.0	14.0	12.0	10.0	4.0
190	Chatham County Schools	0.0	0.0	0.0	0.5	0.0	1.0	1.8	1.5
200	Cherokee County Schools	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0
220	Clay County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
230	Cleveland County Schools	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
821	Clinton City Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
240	Columbus County Schools	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.0
250	Craven County Schools	2.0	3.0	0.0	2.0	1.0	2.0	3.0	12.0
260	Cumberland County Schools	1.0	0.0	4.0	3.0	3.0	5.0	5.0	0.0

LEA Number	LEA Name	High School (9-12)							LEA Total
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
270	Currituck County Schools	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
280	Dare County Schools								
290	Davidson County Schools	1.0	1.0	0.0	0.0	2.0	0.0	1.0	1.0
300	Davie County Schools								
996	DPS Education Services (fka Div Prisons)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
310	Duplin County Schools	0.0	1.0	2.0	1.0	0.0	0.0	1.0	0.0
320	Durham Public Schools	1.0	1.0	3.0	1.0	5.0	1.0	1.0	1.0
210	Edenton-Chowan Schools	0.0	0.0	0.0	1.0	1.0	0.0	0.0	2.0
330	Edgecombe County Public Schools	1.0	1.0	0.0	3.0	3.0	1.0	2.0	3.0
700	Elizabeth City-Pasquotank Public Schools	0.0	3.0	1.0	4.0	1.0	0.0	3.0	0.0
861	Elkin City Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
350	Franklin County Schools	1.0	0.0	0.0	1.0	2.0	0.0	1.0	2.0
360	Gaston County Schools	0.0	0.0	1.0	1.0	1.0	4.0	1.0	17.0
370	Gates County Schools	0.0	1.0	0.0	1.0	0.0	1.0	0.0	2.0
380	Graham County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
390	Granville County Schools	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.0
400	Greene County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
410	Guilford County Schools	0.0	1.0	1.0	0.0	1.0	3.0	4.0	0.0
420	Halifax County Schools	0.0	1.0	3.0	1.0	1.0	0.0	2.0	1.0
430	Harnett County Schools	0.0	1.0	0.0	1.0	4.0	1.0	1.0	0.0
440	Haywood County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
450	Henderson County Schools	1.0	1.0	0.0	1.0	1.0	0.0	1.0	0.0
460	Hertford County Schools	0.0	0.0	1.0	1.0	0.0	2.0	3.0	0.0
181	Hickory City Schools	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0
470	Hoke County Schools	1.0	0.0	0.0	3.0	0.0	3.0	3.0	0.0
480	Hyde County Schools	0.0	1.0	1.0	1.0	0.0	1.0	0.0	0.0
490	Iredell-Statesville Schools	1.0	1.0	0.0	1.0	2.0	1.0	1.0	0.0
500	Jackson County Public Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
510	Johnston County Public Schools	1.0	1.0	2.0	5.5	0.0	1.0	2.5	1.0
520	Jones County Schools	0.0	1.0	0.0	0.0	0.0	0.0	1.0	0.0

LEA Number	LEA Name	High School (9-12)							LEA Total
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
132	Kannapolis City Schools	0.0	1.0	0.0	0.0	0.0	0.0	1.0	0.0
530	Lee County Schools	1.0	0.0	0.0	1.0	0.0	1.0	1.0	3.0
540	Lenoir County Public Schools	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0
291	Lexington City Schools	0.0	0.0	0.0	1.0	0.0	1.0	2.0	0.0
550	Lincoln County Schools	0.0	1.0	0.0	1.0	1.0	0.0	2.0	3.0
560	Macon County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
570	Madison County Schools								
580	Martin County Schools	0.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0
590	McDowell County Schools	1.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0
610	Mitchell County Schools	0.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0
620	Montgomery County Schools	0.0	0.0	0.0	2.0	0.0	1.0	1.0	0.0
630	Moore County Schools	0.0	1.5	0.0	2.5	0.6	1.0	2.0	1.0
491	Mooreville Graded School District	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
862	Mount Airy City Schools	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0
640	Nash-Rocky Mount Schools	0.0	2.0	0.0	0.0	1.0	0.0	0.0	3.0
650	New Hanover County Schools	0.0	0.0	0.0	1.0	2.0	0.0	1.0	11.0
182	Newton Conover City Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
660	Northampton County Schools	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
670	Onslow County Schools	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
680	Orange County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
690	Pamlico County Schools	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0
710	Pender County Schools	1.0	1.0	2.0	0.0	2.0	4.0	3.0	6.0
720	Perquimans County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
730	Person County Schools	0.0	0.0	0.0	1.0	0.0	2.0	1.0	0.0
740	Pitt County Schools	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
750	Polk County Schools	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0
780	Public Schools of Robeson County	4.0	1.0	2.0	7.0	3.0	3.0	18.0	8.0
760	Randolph County School System	2.0	1.0	0.0	0.0	1.0	0.0	1.0	6.0
770	Richmond County Schools	1.0	1.0	0.0	0.0	0.0	0.0	1.0	0.5
421	Roanoke Rapids City Schools	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

LEA Number	LEA Name	High School (9-12)							LEA Total
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	Support Services
790	Rockingham County Schools	0.0	0.0	0.0	0.0	1.0	1.0	0.0	2.0
800	Rowan-Salisbury Schools	1.0	1.0	0.0	0.0	0.0	1.0	1.0	3.0
810	Rutherford County Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
820	Sampson County Schools	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
830	Scotland County Schools	1.0	1.0	0.0	2.0	0.0	1.0	2.0	1.0
840	Stanly County Schools	0.0	0.0	1.0	2.0	2.0	0.0	1.0	4.0
850	Stokes County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
860	Surry County Schools	0.0	0.0	0.0	0.0	1.0	0.0	0.0	2.0
870	Swain County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
292	Thomasville City Schools								
880	Transylvania County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
890	Tyrrell County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
900	Union County Schools	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0
910	Vance County Schools	0.0	0.0	1.0	1.0	2.0	0.0	0.0	2.0
920	Wake County Schools	0.0	0.0	2.0	1.0	0.0	4.0	4.0	2.0
930	Warren County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
940	Washington County Schools	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
950	Watauga County Schools	0.0	2.0	0.0	1.0	0.0	0.0	0.0	0.0
960	Wayne County Public Schools	0.0	2.0	0.0	7.0	0.0	1.0	1.0	0.0
422	Weldon City Schools	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
241	Whiteville City Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
970	Wilkes County Schools	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0
980	Wilson County Schools	0.0	1.0	0.0	3.0	1.0	1.0	2.0	5.0
340	Winston-Salem/Forsyth Schools								
990	Yadkin County Schools	0.0	0.0	0.0	0.0	0.0	1.0	1.0	1.0
995	Yancey County Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0