



Public Schools of North Carolina

# **Annual Report on the State of the Teaching Profession**

North Carolina State Board of Education  
February 5, 2020

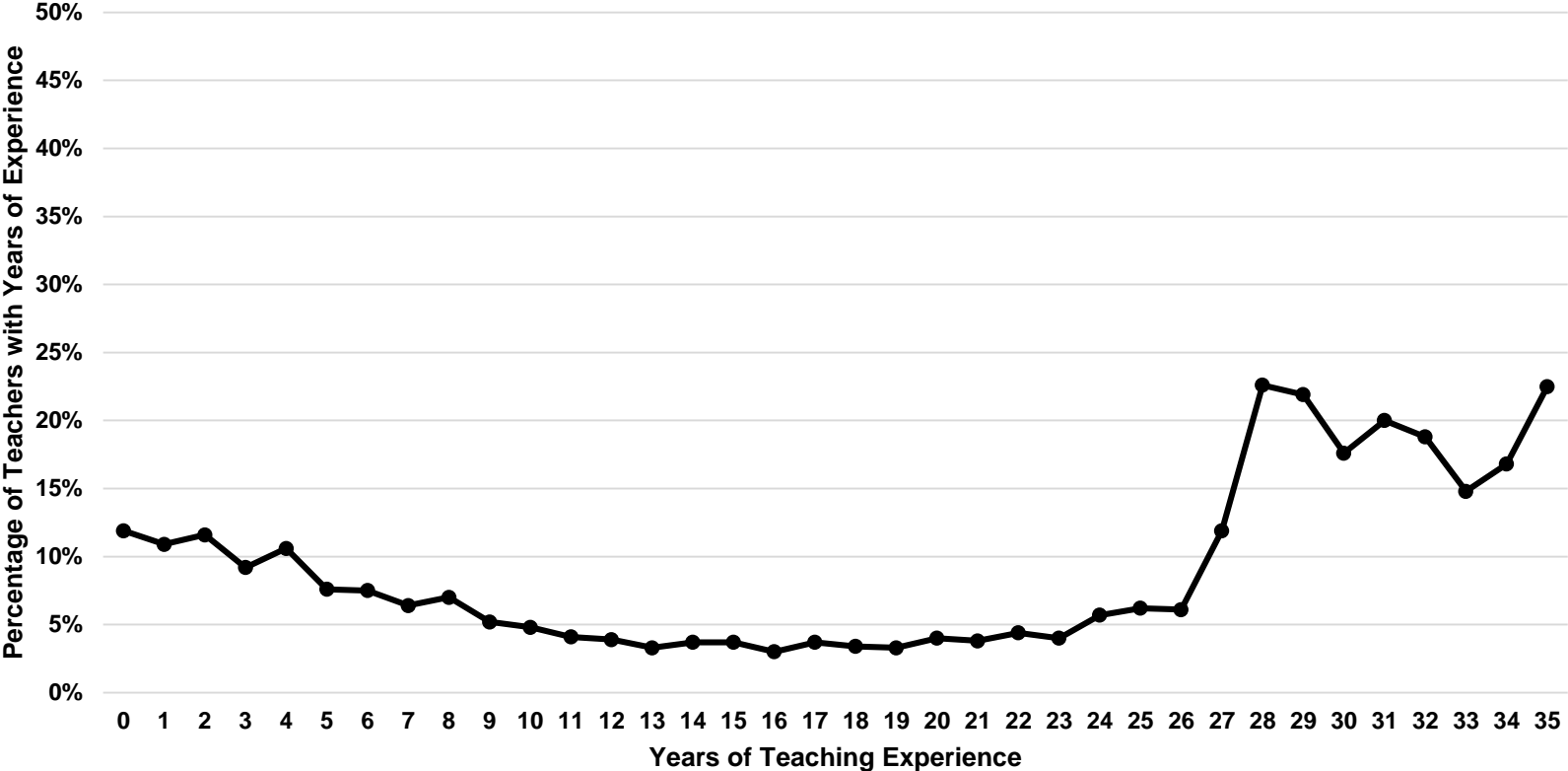
# Employment, Attrition, and Mobility

Reporting Year	Total Employees	Attrition		Mobility	
		N	%	N	%
2016-17	94,792	8,249	8.7	4,576	4.8
2017-18	94,909	7,674	8.1	4,145	4.4
2018-19	94,672	7,115	7.5	4,290	4.5



# Attrition by Years of Experience

Percentage of Teachers by Years of Experience No Longer Employed in NC Public Schools  
(March 2017 - March 2018, n=7,115)



# Attrition by Teacher Category

CATEGORY OF TEACHERS		Total Number of Teachers in Category 2018-2019	Number of Teachers Leaving Employment in NC public schools	% Attrition in Category 2018-2019
Experienced, Licensed Teachers		78,981	5,347	6.8%
Beginning Teachers		15,691	1,768	11.3%
Teach for America Teachers	All	419	84	20.1%
	Before Contract Term	235	47	16.7%
VIF Teachers	All	1,382	218	15.8%
	Before Contract Term	1,058	117	11.1%
Lateral Entry Teachers		5,902	804	13.6%



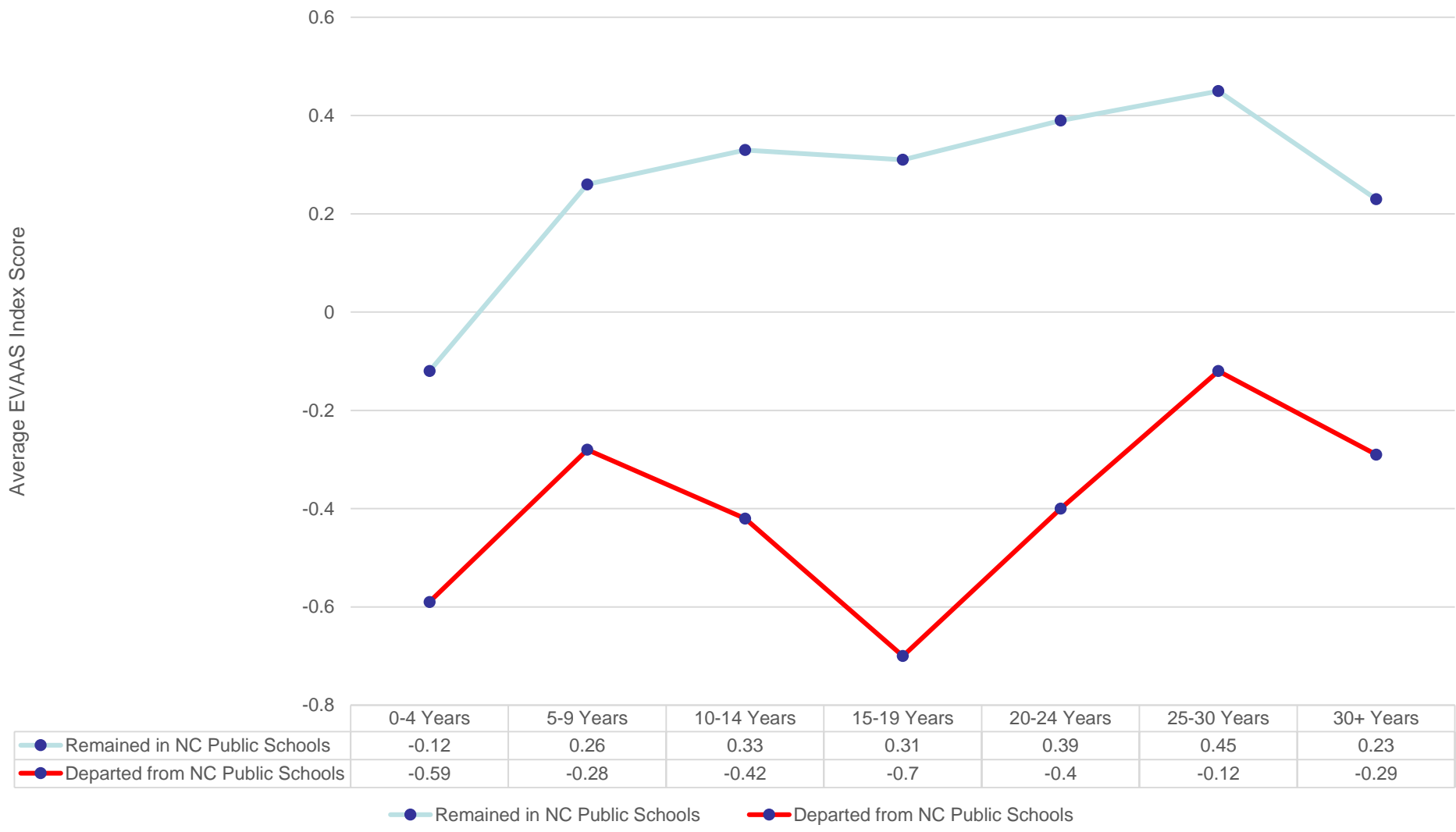
# Teacher Attrition by Reason Code

Reporting Year	Total Attrition	Personal Reasons		Initiated by LEA		Beyond Control of LEA		Other Reasons	
		N	%	N	%	N	%	N	%
2016-17	8,249	4,421	53.6	646	7.8	1,922	23.3	1,260	15.3
2017-18	7,674	4,139	53.9	809	10.5	2,030	26.5	1,218	15.9
2018-19	7,115	4,315	60.7	567	8.0	1,689	23.7	544	7.6



# Attrition and Teacher Effectiveness

Differences in Average EVAAS Index Scores for Teachers who Remained in and Departed from Employment in NC Public Schools (2017-2018)



# Teacher Attrition by Region

<b>Region Name</b>	<b>Total Number of Teachers</b>	<b>Number of Teachers Leaving Employment in NC Public Schools</b>	<b>Attrition Rate by Region</b>
<b>North Central</b>	<b>24,813</b>	<b>1,878</b>	<b>7.6%</b>
<b>Northeast</b>	<b>4,957</b>	<b>408</b>	<b>8.2%</b>
<b>Northwest</b>	<b>5,621</b>	<b>336</b>	<b>6.0%</b>
<b>Piedmont Triad</b>	<b>15,709</b>	<b>1,103</b>	<b>7.0%</b>
<b>Sandhills</b>	<b>7,543</b>	<b>665</b>	<b>8.8%</b>
<b>Southeast</b>	<b>9,101</b>	<b>816</b>	<b>9.0%</b>
<b>Southwest</b>	<b>21,194</b>	<b>1,506</b>	<b>7.1%</b>
<b>Western</b>	<b>5,734</b>	<b>403</b>	<b>7.0%</b>
<b>State Totals</b>	<b>94,672</b>	<b>7,115</b>	<b>7.5%</b>



# Vacancy Rates for NC Schools

- There were 96,894.71 teaching positions reported in NC LEAs for the 2018-19 school year.
- Across the state, there were 3,107.69 (3.2%) instructional vacancies on the **1st day** of school.
- Across the state, there were 1,698.05 (1.8%) instructional vacancies on the **40th day** of school.





# Vacancies by Subject Area

<b>Subject Area</b>	<b>School Type</b>	<b>Number of Vacancies</b>
Core (Math, ELA, Science, Social Studies)	K-5	416.8
Exceptional Children	K-5	167.9
Math	6-8	86.6
ELA	6-8	65.0
Science	6-8	73.3
Social Studies	6-8	53.5
Exceptional Children	6-8	115.0
Math	9-12	70.3
ELA	9-12	63.4
Science	9-12	43.0
Social Studies	9-12	43.5
EC	9-12	115.0
CTE	9-12	78.4



# Questions



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

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## Report to the North Carolina General Assembly

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2018-2019 State of the Teaching Profession in  
North Carolina

General Statute § 115C-12(22)

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**Date Due: February 15, 2020**  
DPI Chronological Schedule, 2019-2020

