



Public Schools of North Carolina

# Annual Report on the State of the Teaching Profession

North Carolina State Board of  
Education

February 6, 2019

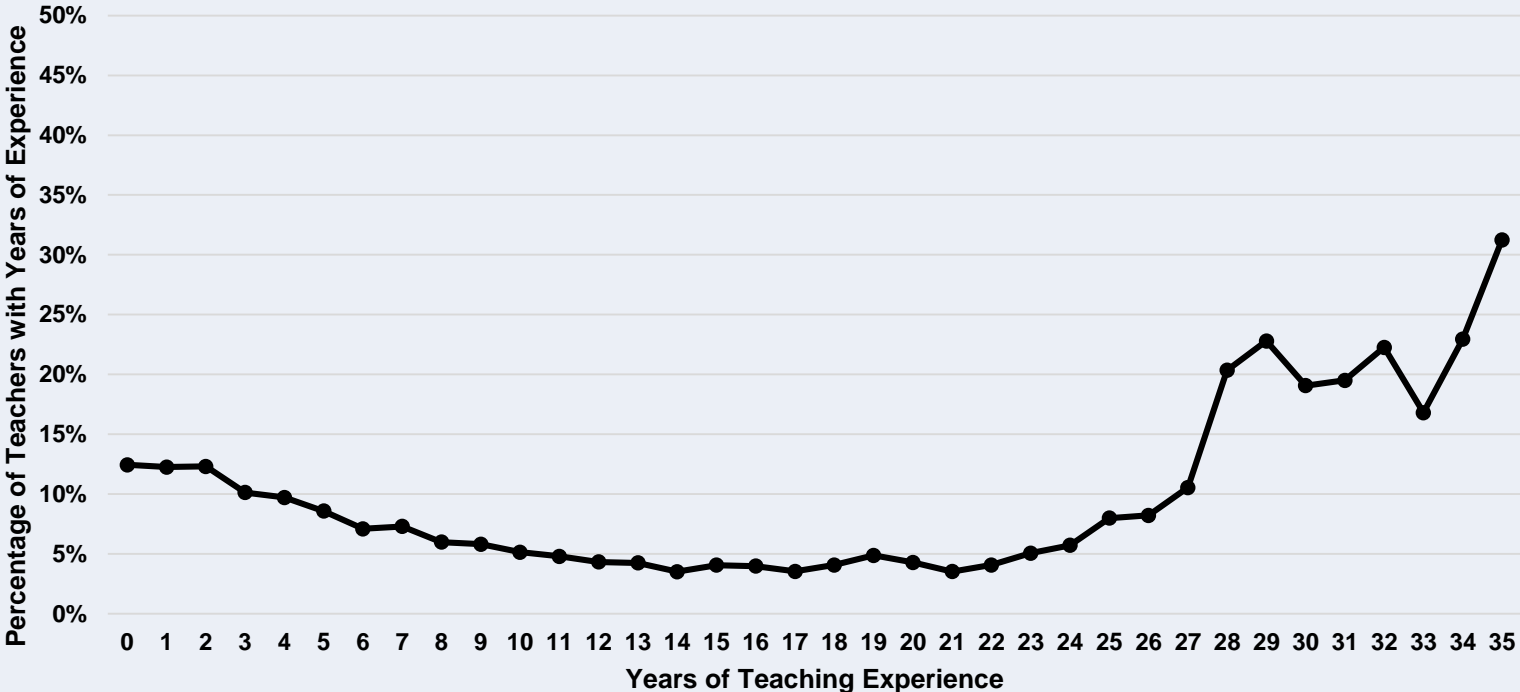
# Employment, Attrition, and Mobility

Reporting Year	Total Employees	Attrition		Mobility	
		N	%	N	%
2015-16	95,549	8,636	9.04	4,163	4.36
2016-17	94,792	8,249	8.70	4,576	4.83
2017-18	94,909	7,674	8.09	4,145	4.37



# Attrition by Years of Experience

Percentage of Teachers by Years of Experience No Longer Employed in NC Public Schools  
(March 2017 - March 2018, n=7,383)



# Attrition by Teacher Category

CATEGORY OF TEACHERS		Total Number of Teachers in Category 2017-2018	Number of Teachers Leaving Employment in NC public schools	% Attrition in Category 2017-2018
Experienced, Licensed Teachers		79,314	5,749	7.25%
Beginning Teachers		15,595	1,925	12.34%
Teach for America Teachers	All	261	82	31.42%
	Before Contract Term	242	65	26.86%
VIF Teachers	All	1,176	197	16.75%
	Before Contract Term	1,074	95	8.85%
Lateral Entry Teachers		5,636	874	15.51%



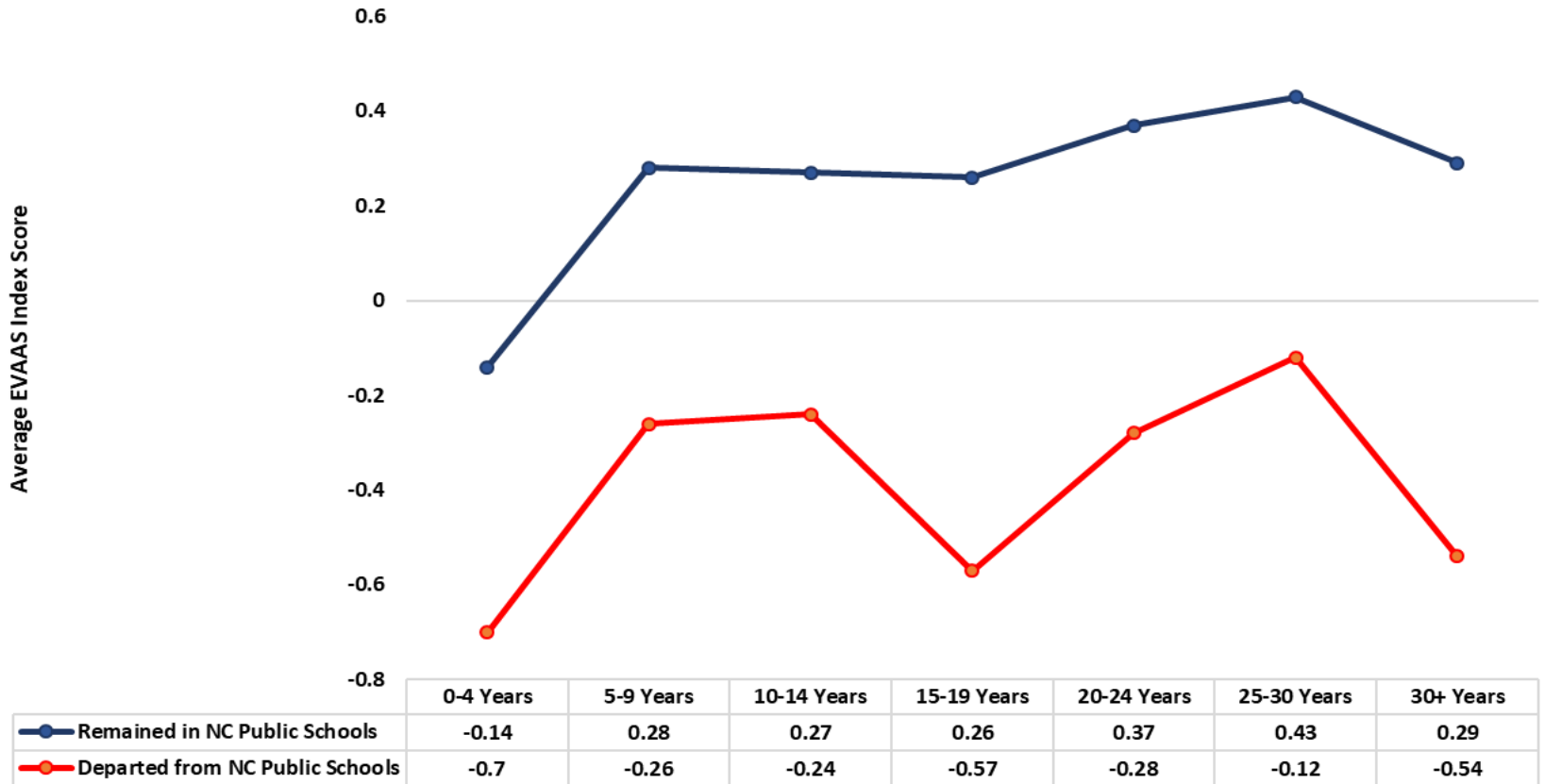
# Teacher Attrition by Reason Code

Reporting Year	Total Attrition	Personal Reasons		Initiated by LEA		Beyond Control of LEA		Other Reasons	
		N	%	N	%	N	%	N	%
2015-16	8,636	4,605	53.3	703	8.1	2,038	23.6	628	7.3
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



# 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>23,045</b>	<b>1,907</b>	<b>8.3%</b>
<b>Northeast</b>	<b>5,004</b>	<b>445</b>	<b>8.9%</b>
<b>Northwest</b>	<b>5,678</b>	<b>346</b>	<b>6.1%</b>
<b>Piedmont Triad</b>	<b>16,087</b>	<b>1,236</b>	<b>7.7%</b>
<b>Sandhills</b>	<b>9,009</b>	<b>880</b>	<b>9.8%</b>
<b>Southeast</b>	<b>9,058</b>	<b>806</b>	<b>8.9%</b>
<b>Southwest</b>	<b>21,282</b>	<b>1,651</b>	<b>7.8%</b>
<b>Western</b>	<b>5,746</b>	<b>403</b>	<b>7.0%</b>
<b>State Totals</b>	<b>94,909</b>	<b>7,674</b>	<b>8.09%</b>



# Vacancy Rates for NC Schools

- There were 103,631.3 teaching positions reported in NC LEAs for the 2017-18 school year.
- Across the state, there were 1562.3 (1.5%) instructional vacancies on the **1st day** of school.
- Across the state, there were 1555.0 (1.5%) instructional vacancies on the **40th day** of school.






# Vacancies by Subject Area

Subject Area	School Type	Number of Vacancies
Core (Math, ELA, Science, Social Studies)	K-5	603.7
Exceptional Children	K-5	158.6
Math	6-8	105.5
ELA	6-8	86.8
Science	6-8	65.3
Social Studies	6-8	41.5
Exceptional Children	6-8	94.2
Math	9-12	94.5
ELA	9-12	68.5
Science	9-12	53.9
Social Studies	9-12	29.5
EC	9-12	103.2
CTE	9-12	113.0



# Questions and Comments

 **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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2017-2018 State of the Teaching Profession in North  
Carolina

General Statute § 115C-12(22)

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**Date Due: February 15, 2019**  
Report # 70  
DPI Chronological Schedule, 2018-2019

