

Governor's Commission on Access to Sound and Basic Education

The State of the Teaching Profession in North Carolina

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Tom Tomberlin

Thomas.Tomberlin@dpi.nc.gov



2016-17 Teacher Attrition and Mobility Rates

- Between March 2016 and March 2017, there were 94,792 teachers employed in NC public schools (LEAs and Charter Schools)
- 8,201 (8.65%) of these teachers were no longer employed in NC public schools for the 2017-18 school year.
- 4,549 (4.80%) of these teachers moved from one LEA/charter school to another in the 2017-18 school year.



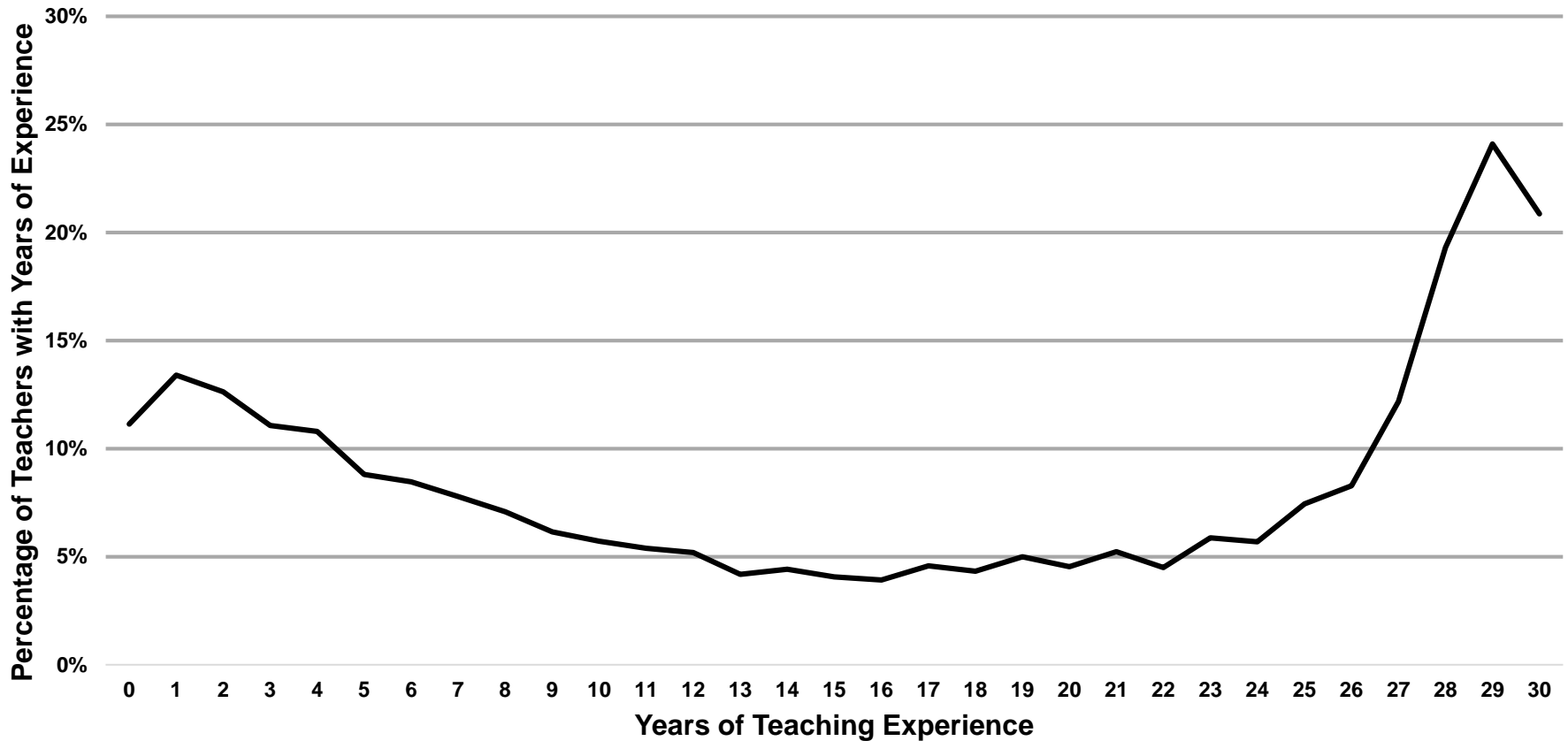
2016-17 Attrition by Teacher Type

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%

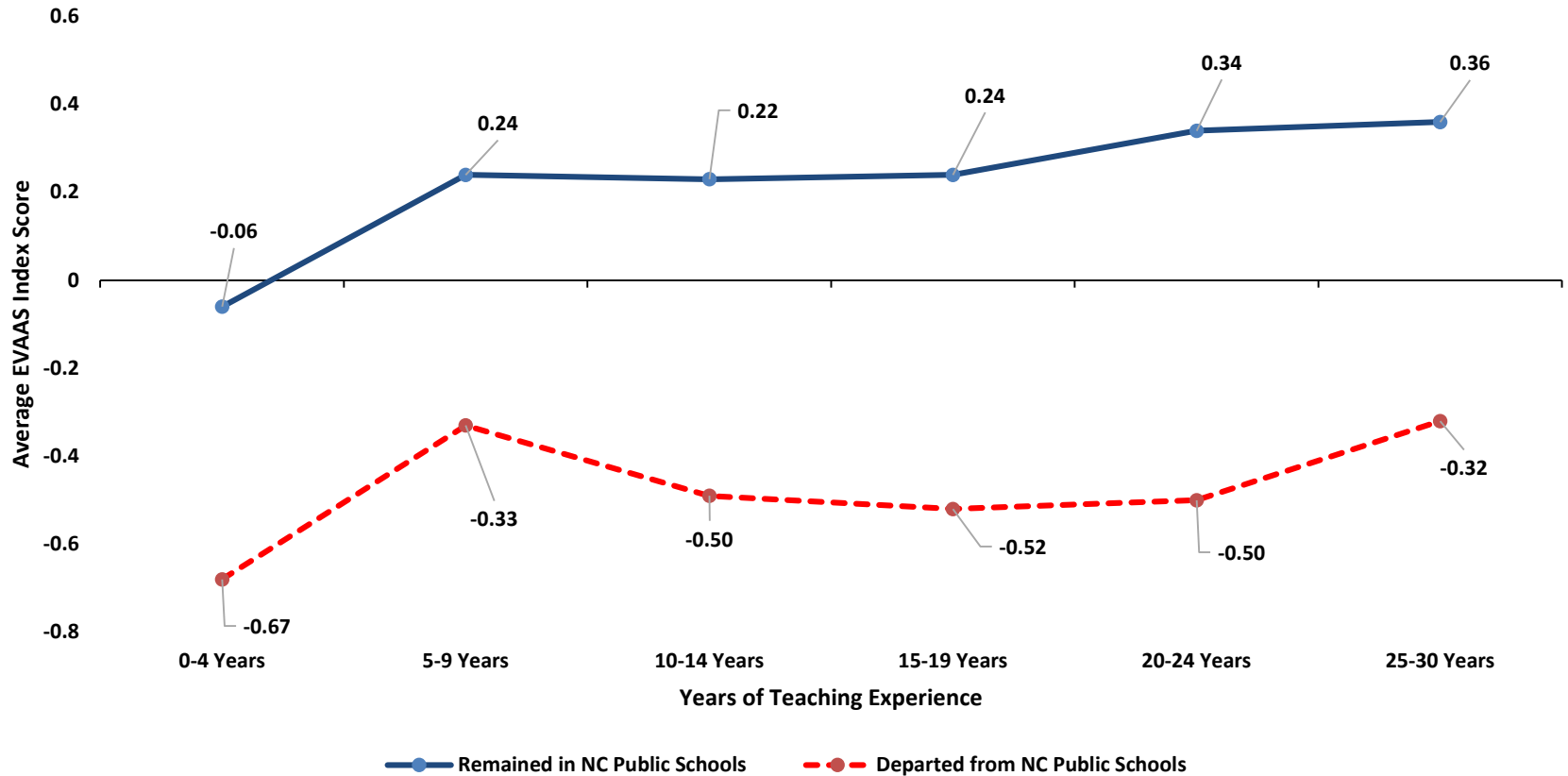
Probability of Attrition by Years of Teaching Experience

Percentage of Teachers by Years of Experience No Longer Employed in NC Public Schools (March 2016 - March 2017, n=7,324)



Attrition and Student Growth

Differences in Average EVAAS Index Scores for Teachers who Remained in and Departed from Employment in NC Public Schools (2016-2017)



Highest and Lowest Total Attrition for LEAs

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%

Attrition and Recoupment – Low-Performing Districts

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%



Teacher Vacancy by Area

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

Human Capital Pipeline

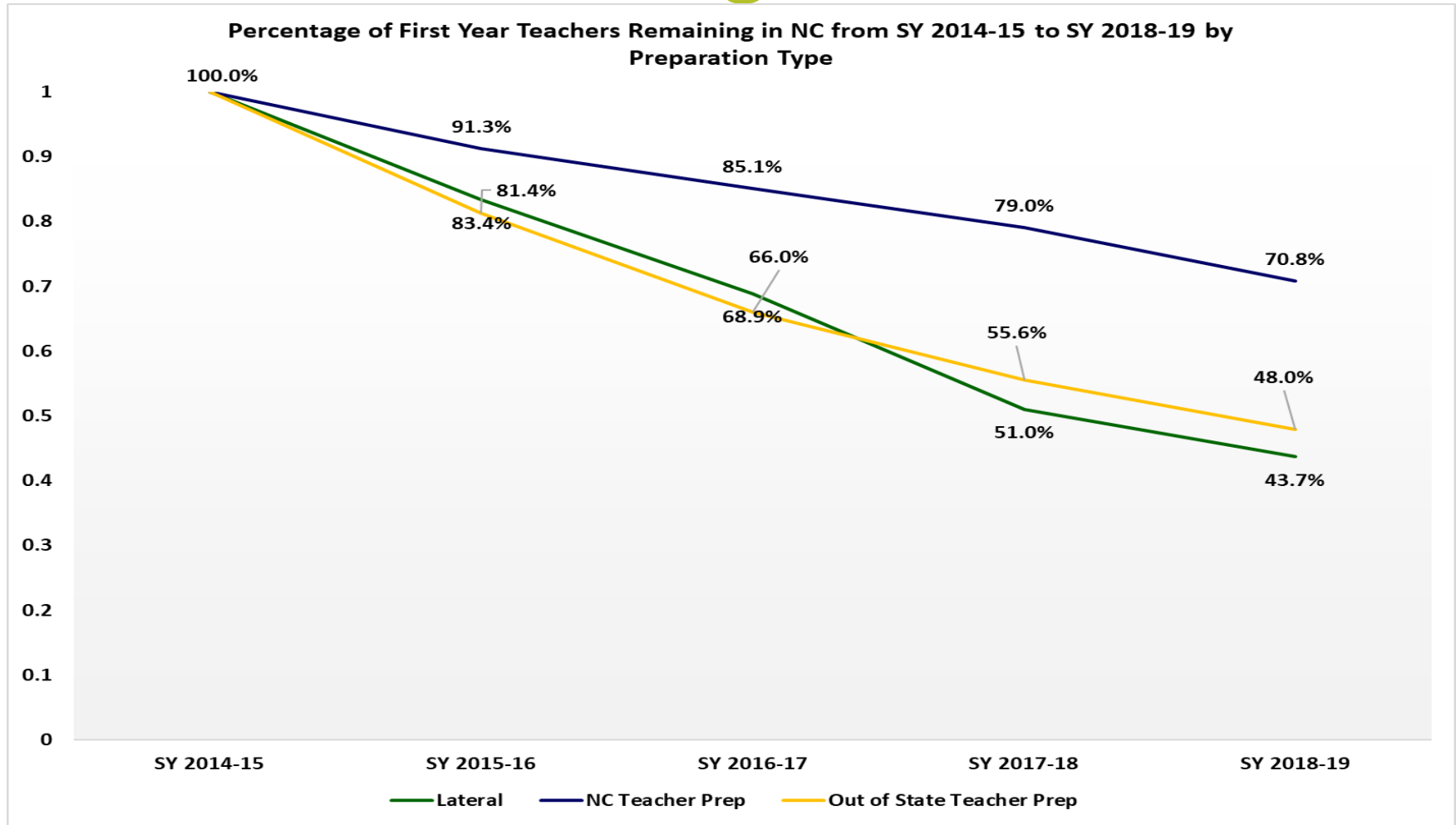
School Year	Teachers No Longer Employed in NC	Teachers Hired the Following Year	Percentage Difference
2015-2016	8,636	7,972	-7.7%
2016-2017	8,249	8,477	+2.8%



Pipeline Supply

Program	FY 2015		FY 2016		FY 2017	
	N	Percent	N	Percent	N	Percent
Lateral	1,916	21.4%	1,864	23.4%	2,587	30.5%
NC EPP	3,384	37.8%	2,768	34.7%	2,461	29.0%
Out of State	2,708	30.3%	2,272	28.5%	2,187	25.8%
International	294	3.3%	359	4.5%	418	4.9%
CTE Lateral	235	2.6%	186	2.3%	231	2.7%
Other	406	4.5%	523	6.6%	593	7.0%

Persistence by Preparation Program



Effectiveness by Preparation Type

