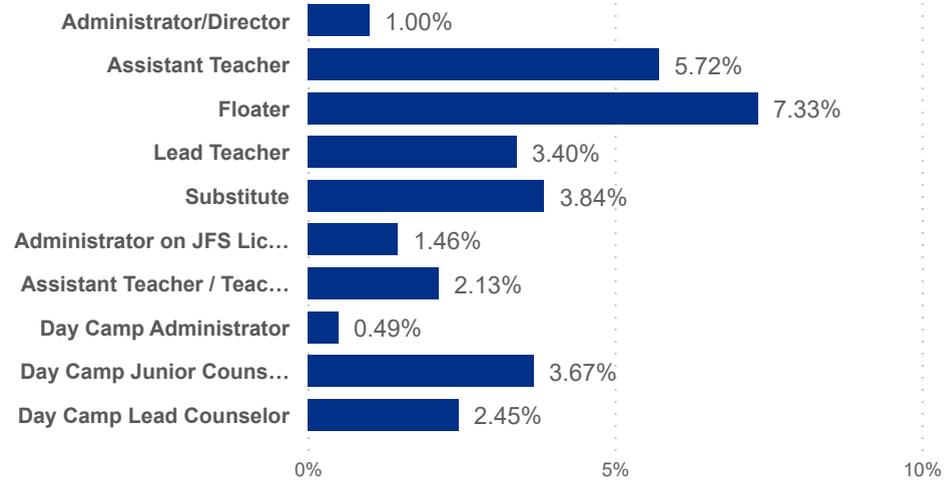


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

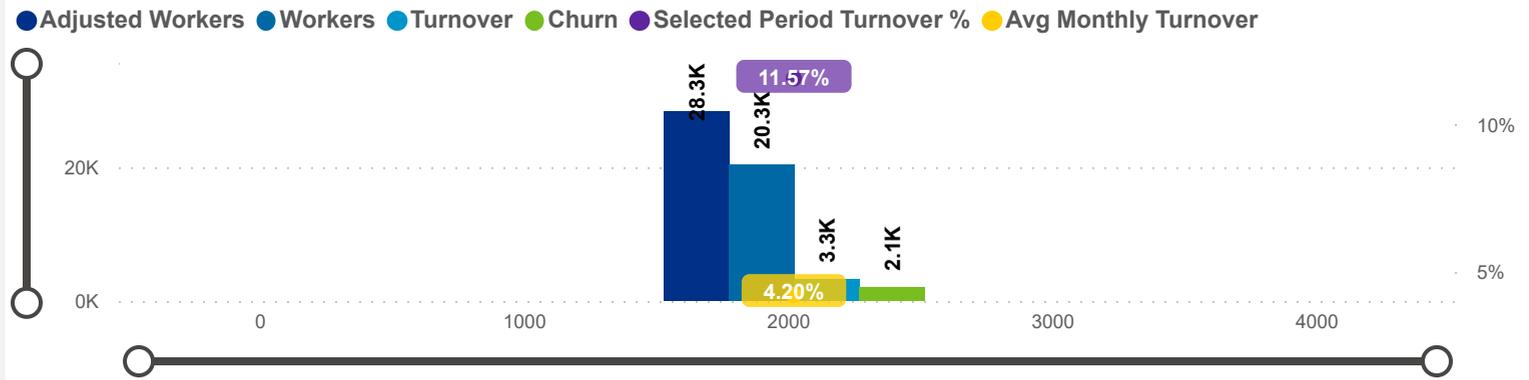
SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Avg Monthly Turnover Rates by Job Title

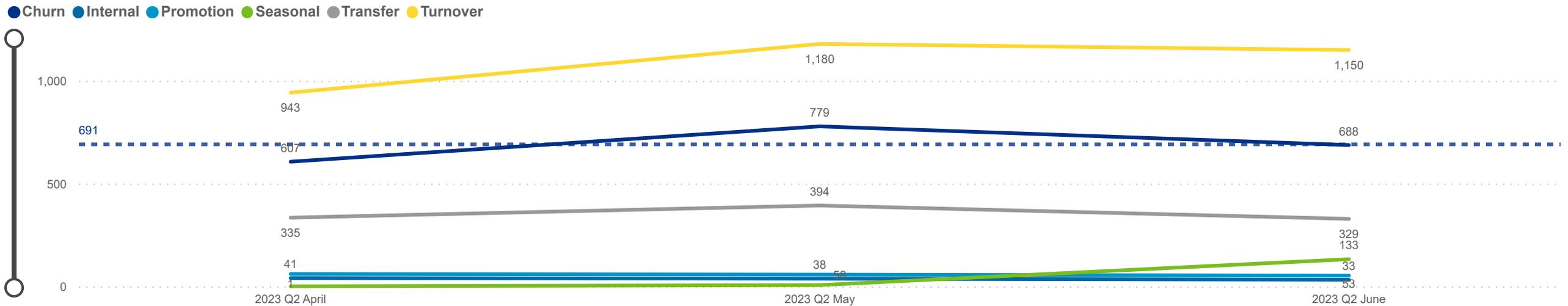


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
4.20%	28,281	2,072	26,209	11.57%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

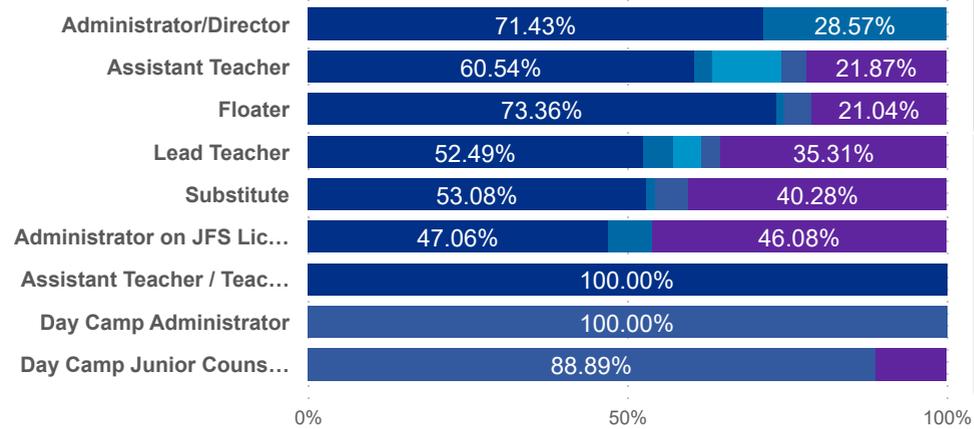


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.66%

Adjusted Workers

28,281

Workload Median

5.59

Pay Median USD / hr

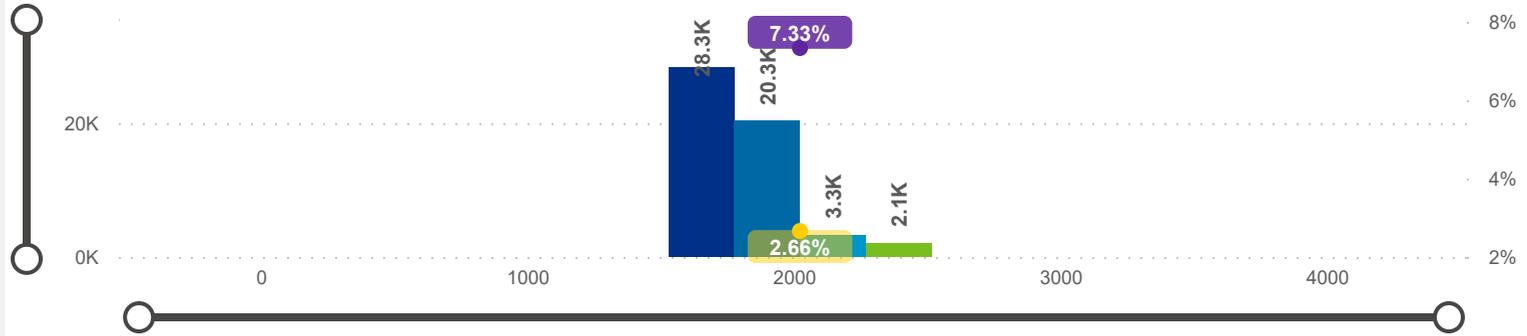
15.15

Avg ECE Duration

5.35

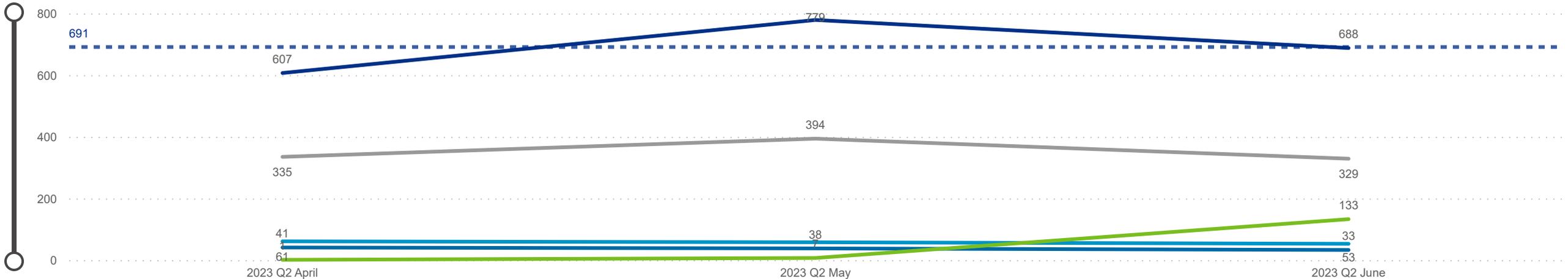
Avg Monthly Churn and Number of Workers

● Adjusted Workers ● Workers ● Turnover ● Churn ● Selected Period Churn % ● Avg Monthly Churn



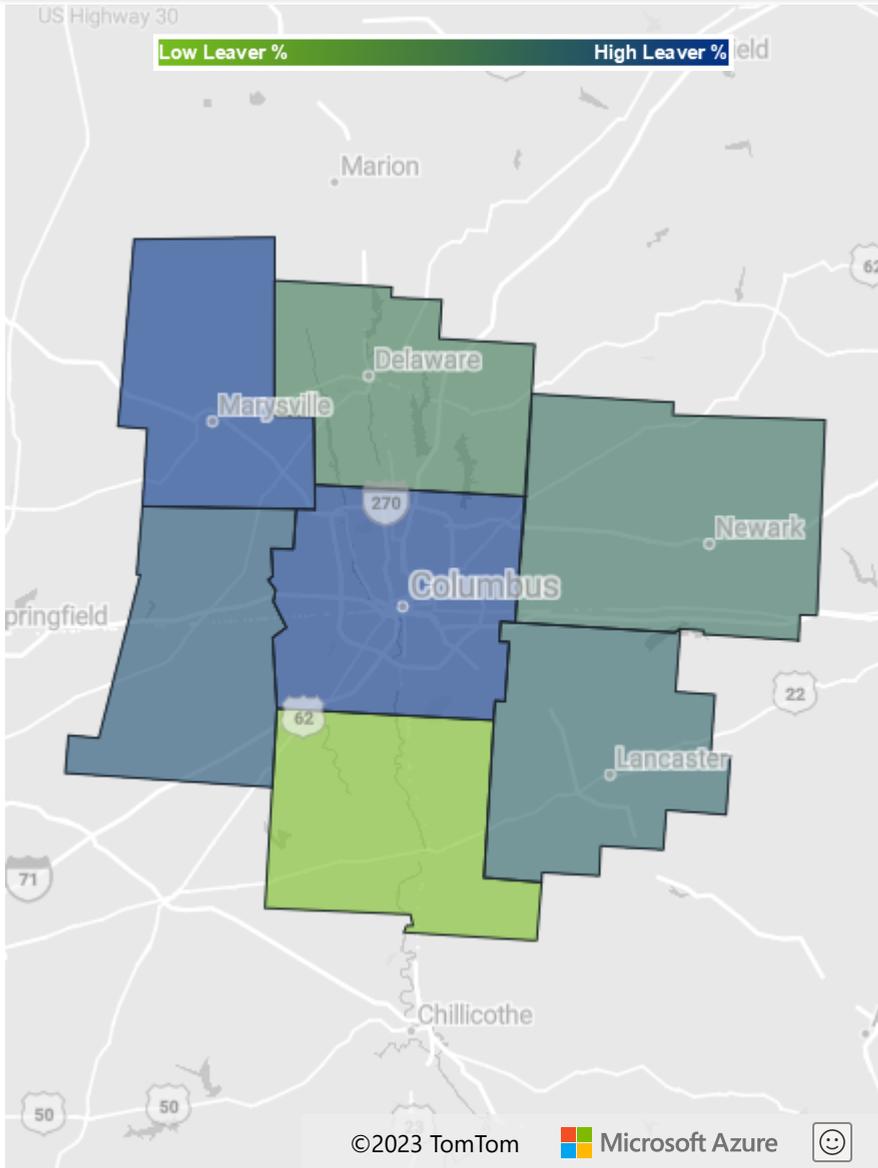
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Date: Position Type: Beale Code: Publicly Funded: Job Title:

SDA>County: Star Rating: Total Duration: Center Type: Education:



ADJUSTED WORKERS

28,281

TOTAL LEAVER

2,072

TOTAL STAYER

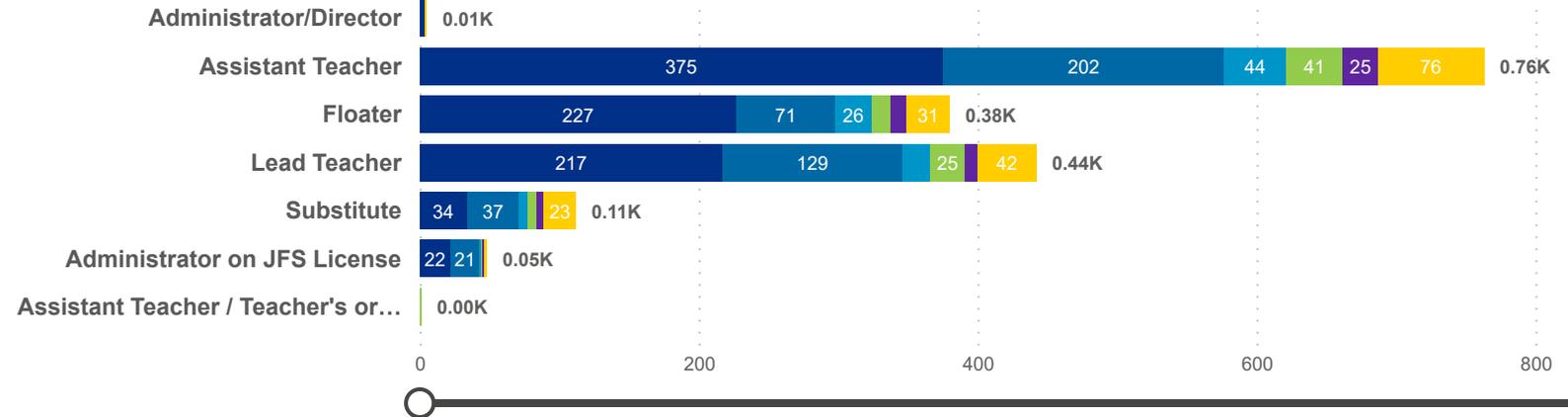
26,209

SELECTED PERIOD CHURN %

7.33%

Leaver by Job Title and Star Rating

SUTQ Star Rating: ● 0 ● 1 ● 2 ● 3 ● 4 ● 5



County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Star Rating Mean
Delaware OH	3,161	2,384	11.73%	168	2,993	5.31%	94.69%	1.91%	9.05%	3.25%	6.25	2.31
Fairfield OH	1,413	1,031	5.07%	87	1,326	6.16%	93.84%	2.23%	8.56%	3.10%	6.00	2.61
Franklin OH	20,968	15,283	75.22%	1,658	19,310	7.91%	92.09%	2.89%	12.60%	4.60%	5.43	2.70
Licking OH	1,733	1,255	6.18%	99	1,634	5.71%	94.29%	2.05%	7.91%	2.83%	5.71	2.58
Madison OH	204	169	0.83%	14	190	6.86%	93.14%	2.46%	9.80%	3.51%	7.17	3.08
Pickaway OH	337	235	1.16%	9	328	2.67%	97.33%	0.90%	2.97%	1.01%	3.53	4.04
Union OH	465	401	1.97%	37	428	7.96%	92.04%	2.89%	12.04%	4.38%	6.00	2.81
Total	28,281	20,318	100.00%	2,072	26,209	7.33%	92.67%	2.66%	11.57%	4.20%	5.59	2.69

Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

TOTAL LEAVER

2,072

TOTAL STAYER

26,209

LEAVER

2.77

STAYER

5.44

LEAVER (Hourly Wage MED)

15.00

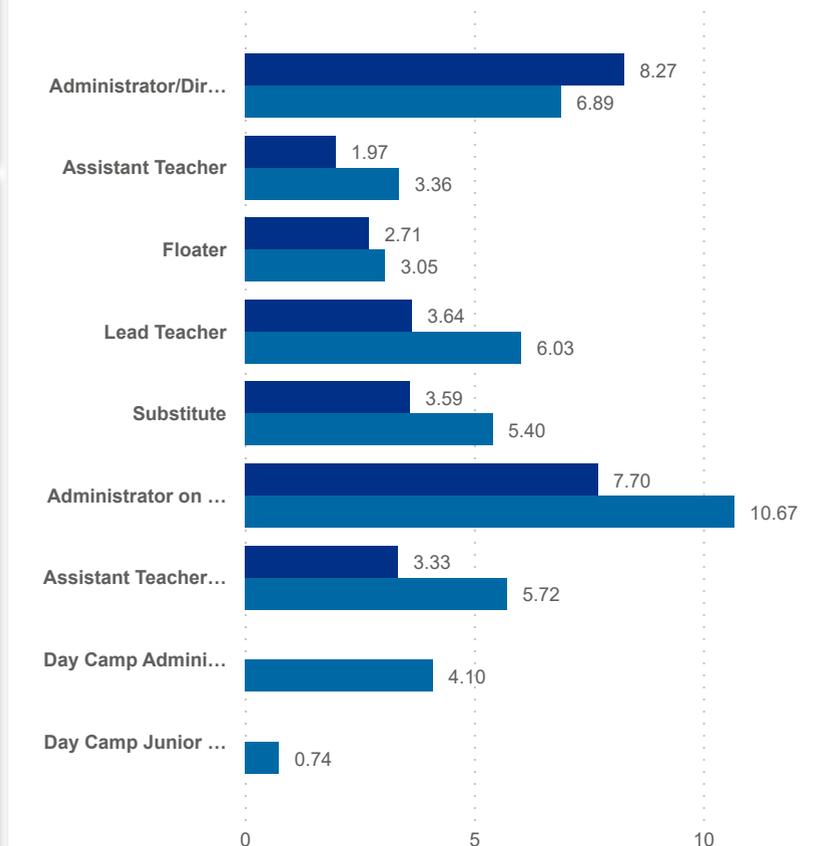
STAYER (Hourly Wage MED)

15.25

● Leaver % ● Stayer %



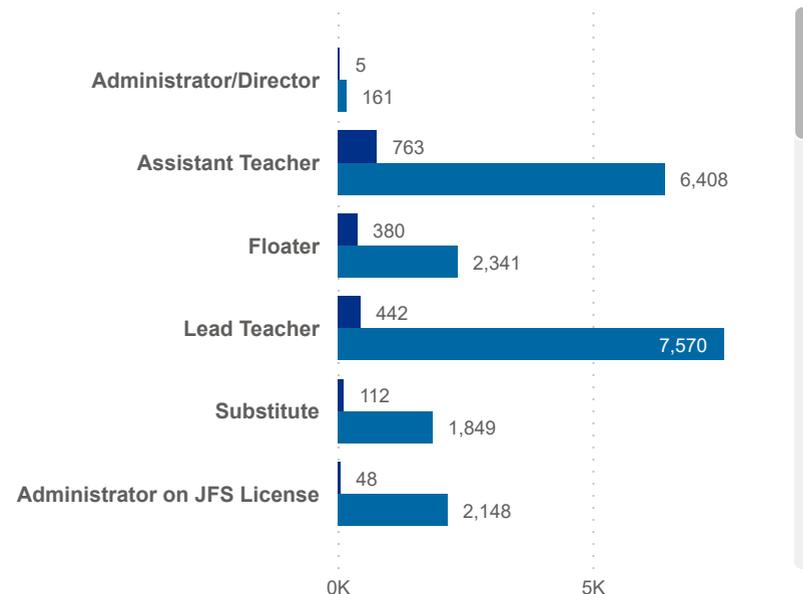
Worker Status: ● Leaver ● Stayer



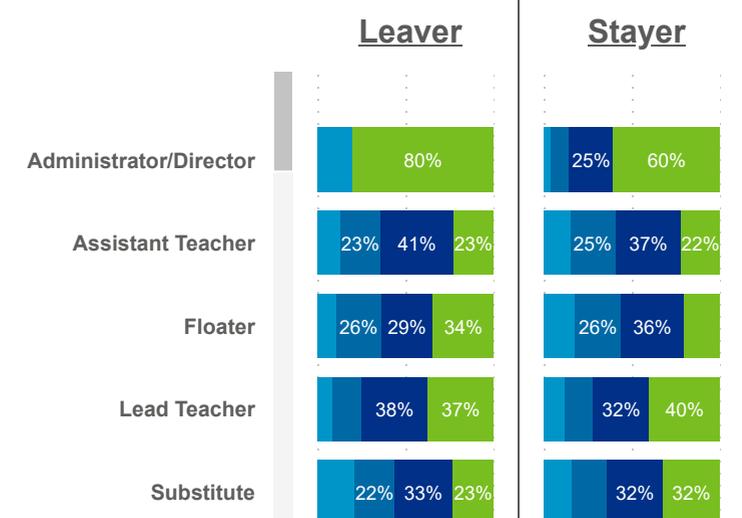
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● Leaver ● Stayer



Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

LEAVER

STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

7.33%

92.67%

2.77

5.44

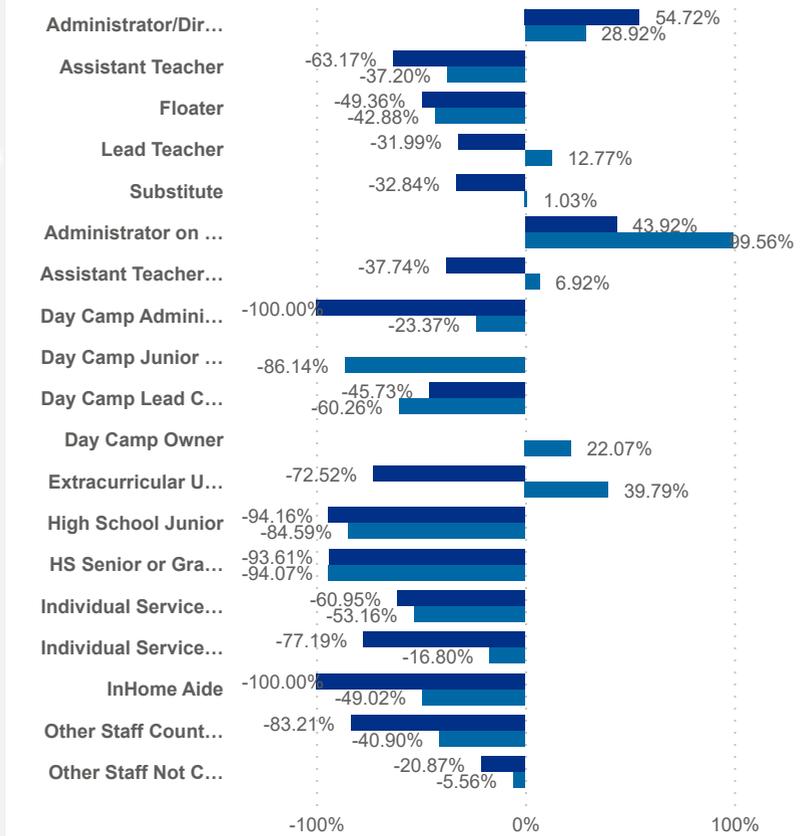
15.00

15.25

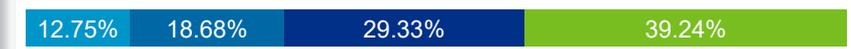
● Leaver % ● Stayer %



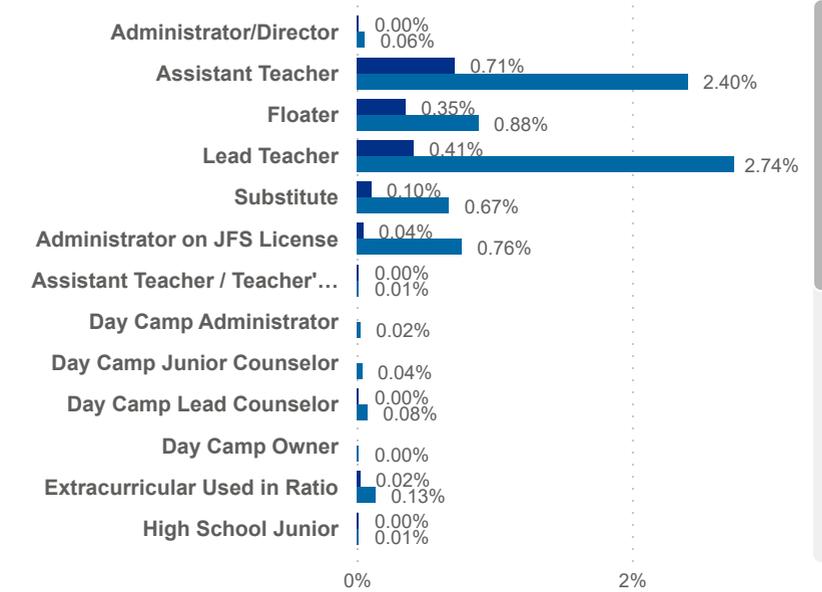
Worker Status: ● Leaver ● Stayer



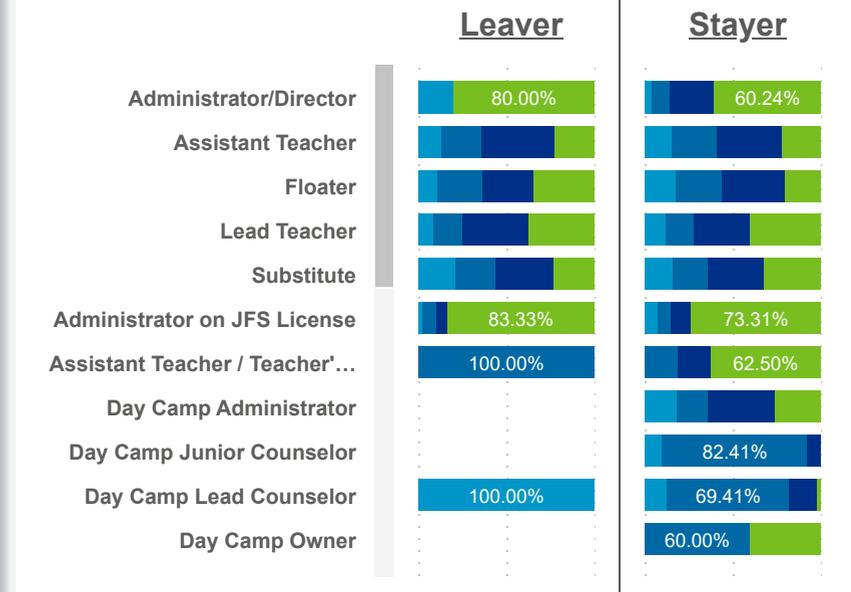
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

SDA>County: SDA 9 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

LEAVER (Avg Career Duration)

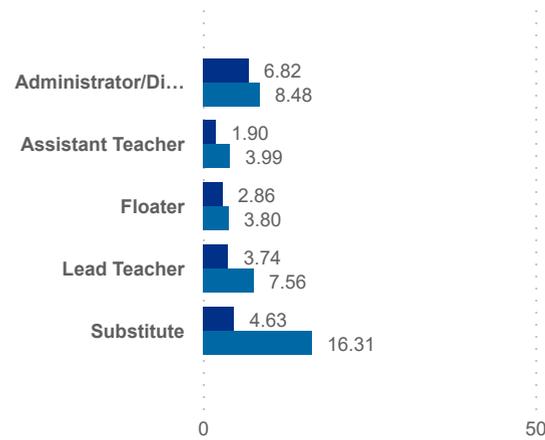
3.01

STAYER (Avg Career Duration)

10.49

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Delaware	Administrator/Director	1.66	10.00	Early	5.43	
Franklin	Administrator/Director	3.20	11.00	Early	14.50	
Licking	Administrator/Director	2.75	11.00	Early	11.40	
Licking	Administrator/Director	3.69	11.32	Early	6.22	
Franklin	Administrator/Director	0.55	11.80	Early	8.50	
Franklin	Administrator/Director	2.72	13.00	Early	4.73	
Licking	Administrator/Director	2.74	13.10	Early	13.00	5.00
Franklin	Administrator/Director	2.65	15.00	Early	5.04	
Franklin	Administrator/Director	0.53	15.38	Early	15.60	1.00
Franklin	Administrator/Director	2.77	15.48	Early	8.00	4.00
Franklin	Administrator/Director	1.92	15.75	Early	15.60	1.00
Fairfield	Administrator/Director	1.39	16.50	Early	3.37	

TOTAL STAYER

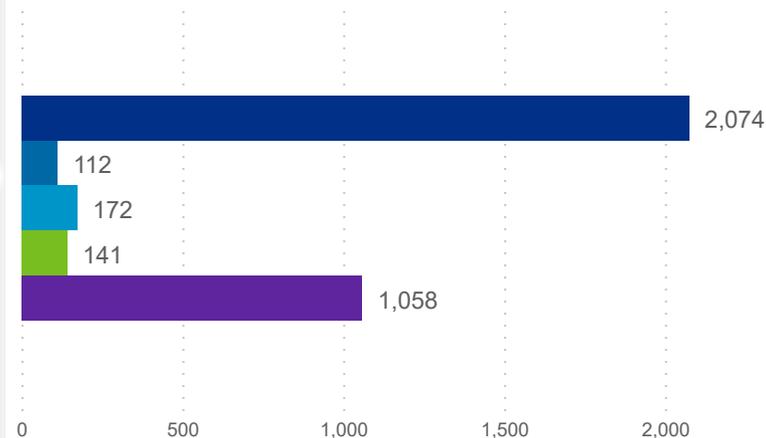
26,209

STAYER (Promotion)

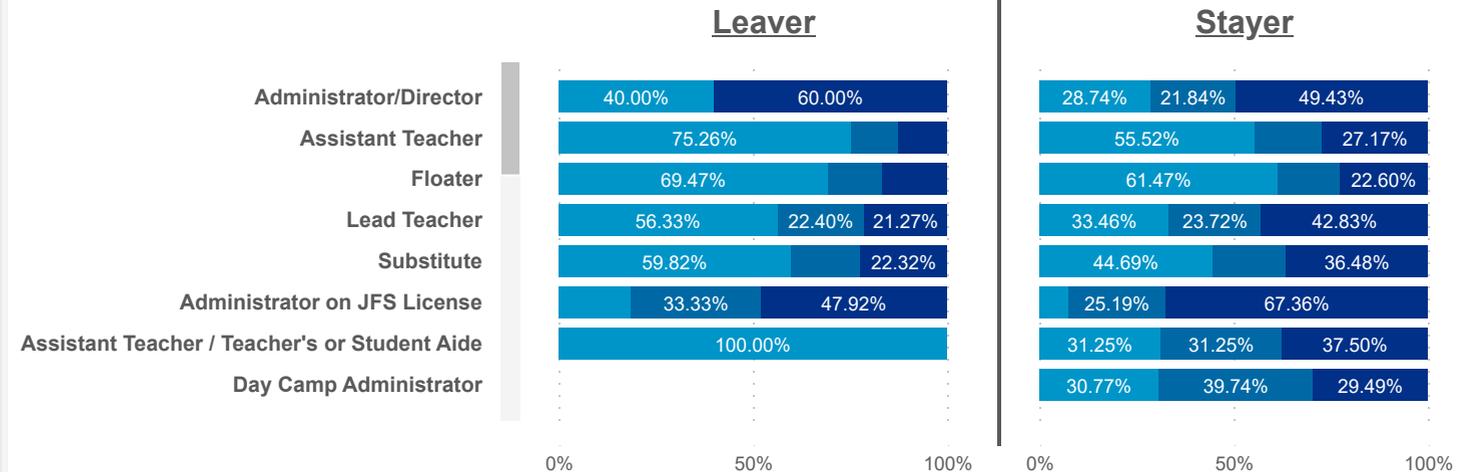
172

Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

SDA>County: SDA 9 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

LEAVER (Avg Career Duration)

3.01

STAYER (Avg Career Duration)

10.49

TOTAL STAYER

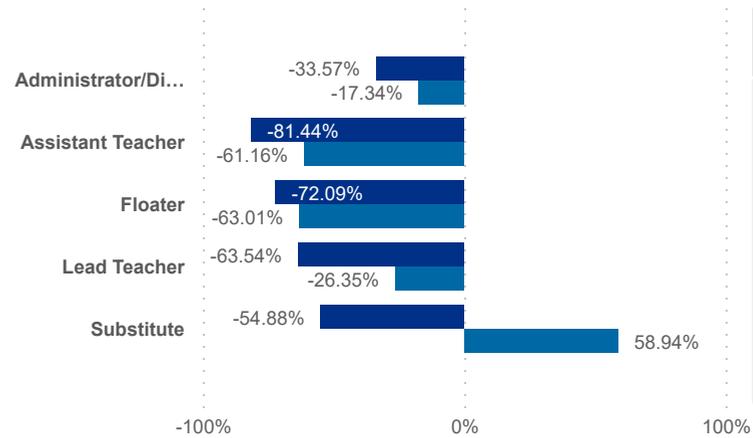
26,209

STAYER (Promotion)

172

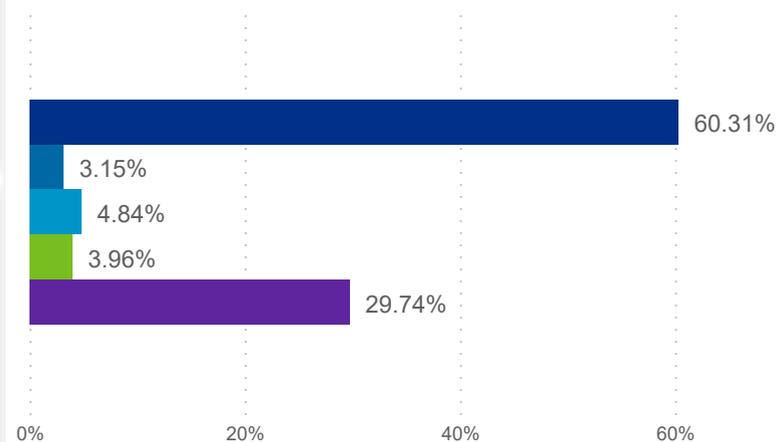
Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



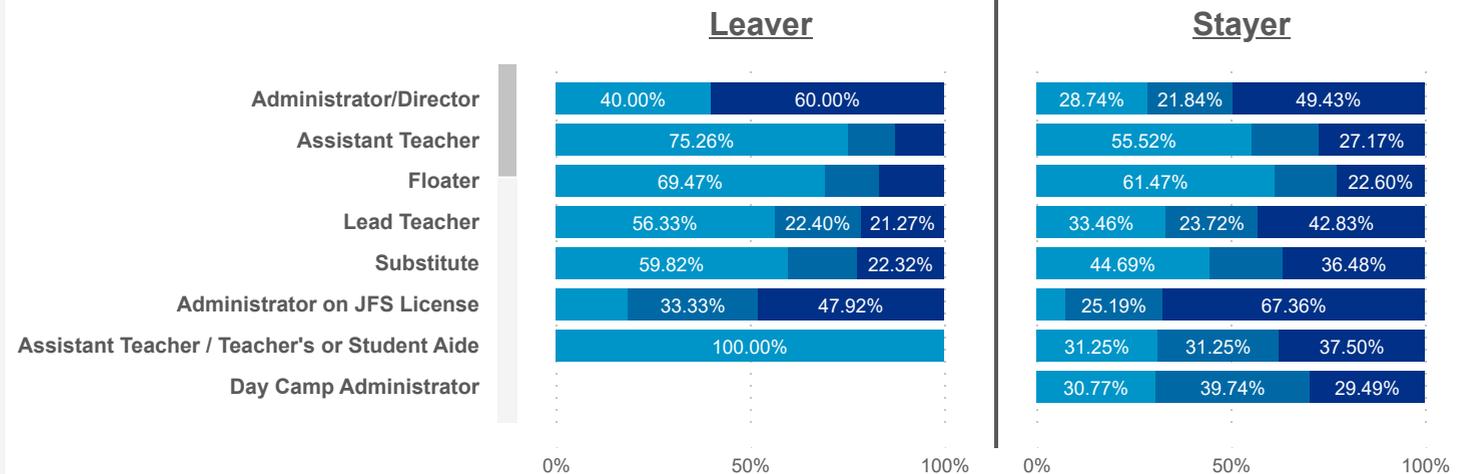
Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Franklin	Assistant Teacher	0.00	16.38	Early	11.17	
Delaware	Assistant Teacher	0.00	19.88	Early	5.31	1.00
Franklin	Assistant Teacher	0.00	12.03	Mid	7.54	2.00
Delaware	Assistant Teacher	0.00	24.76	Mid	5.31	1.00
Madison	Floater	0.00	12.50	Senior	7.17	1.00
Franklin	Lead Teacher	0.00	15.12	Early	13.00	
Fairfield	Lead Teacher	0.00	15.25	Early	9.89	
Franklin	Substitute	0.00	11.25	Early	5.47	5.00
Franklin	Substitute	0.00	19.06	Early	6.67	5.00
Fairfield	Substitute	0.00	16.00	Mid	4.00	
Delaware	Substitute	0.00	24.76	Senior	5.31	1.00
Delaware	Substitute	0.00	27.42	Senior	5.31	1.00

Seniority: ● Early ● Mid ● Senior



Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

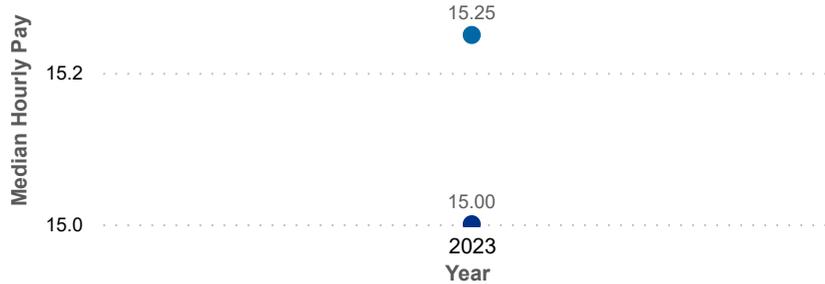
LEAVER
15.00

STAYER
15.25

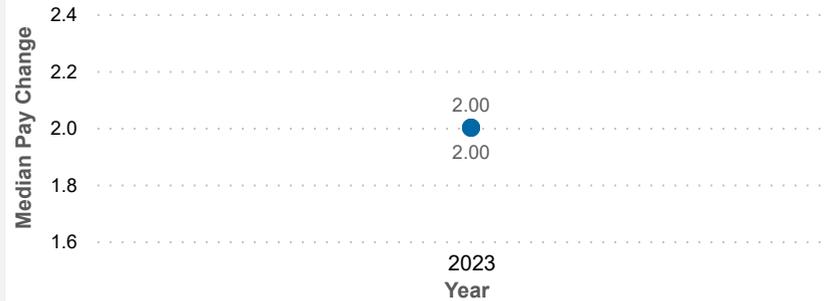
LEAVER
0.90

STAYER
1.14

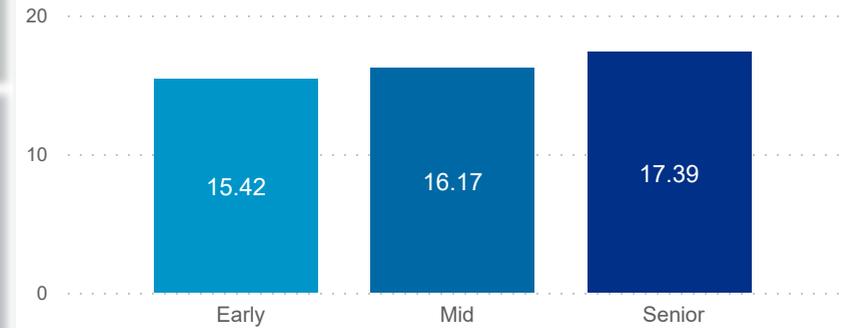
Worker Status: Leaver Stayer



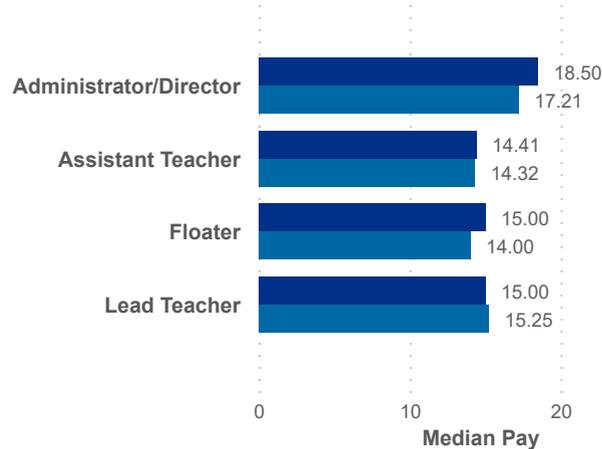
Worker Status: Leaver Stayer



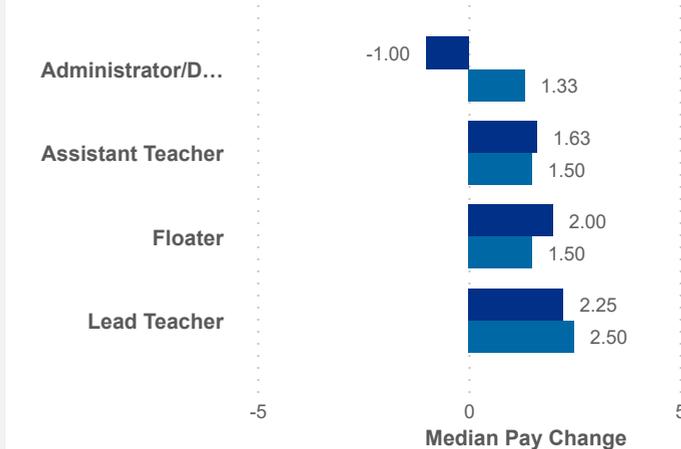
Seniority: Early Mid Senior



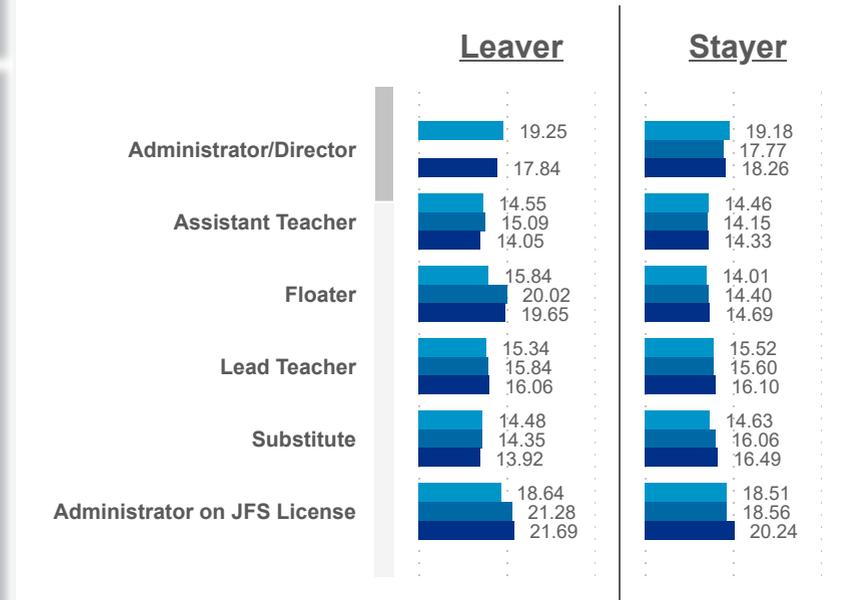
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER
15.00

STAYER
15.25

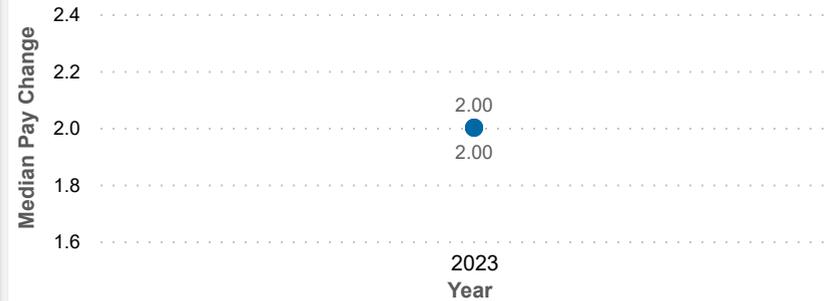
LEAVER
0.90

STAYER
1.14

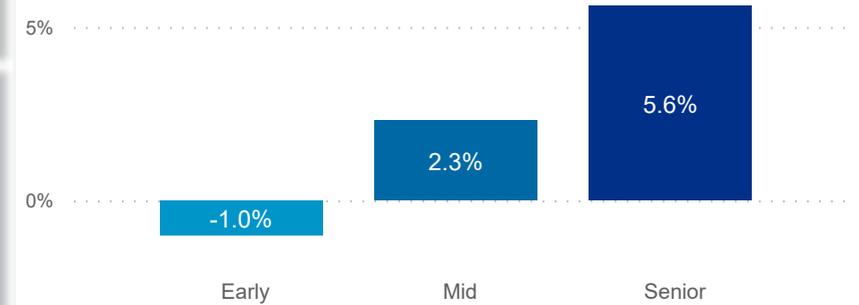
Worker Status: Leaver Stayer



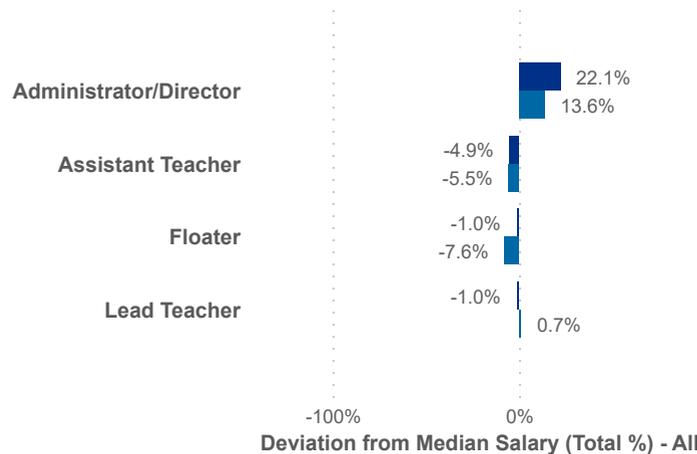
Worker Status: Leaver Stayer



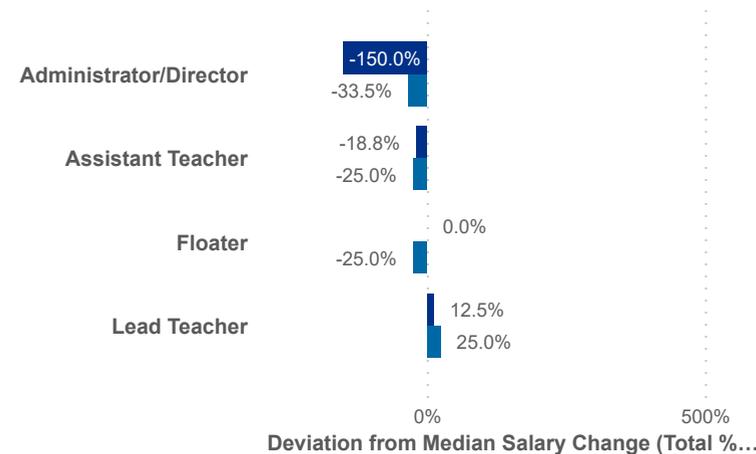
Seniority: Early Mid Senior



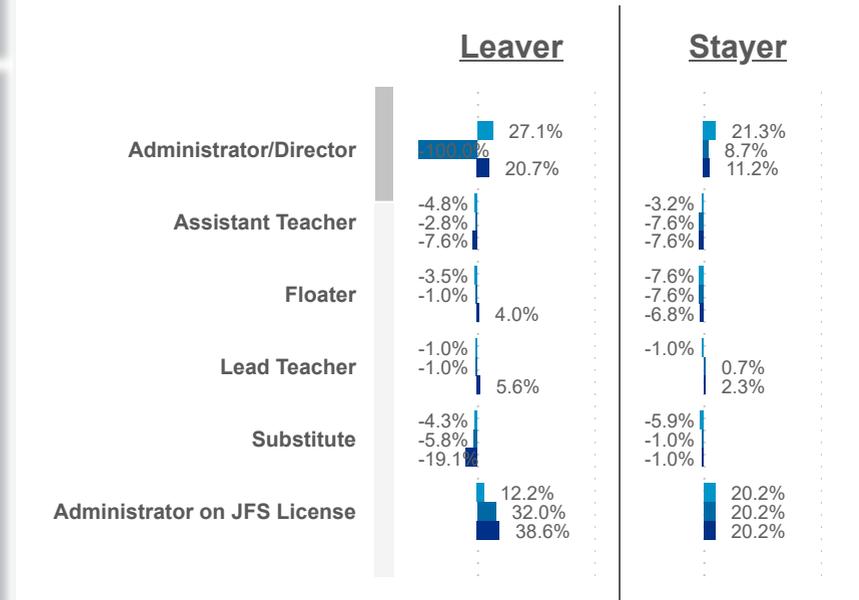
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

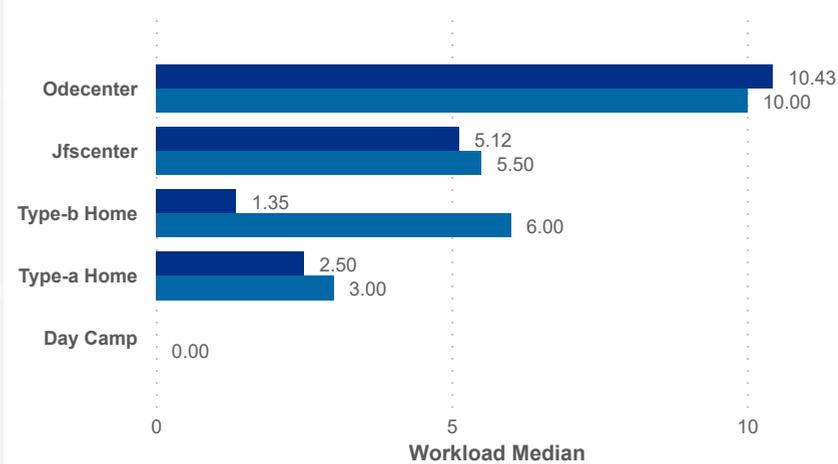
SDA>County: SDA 9 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

5.59

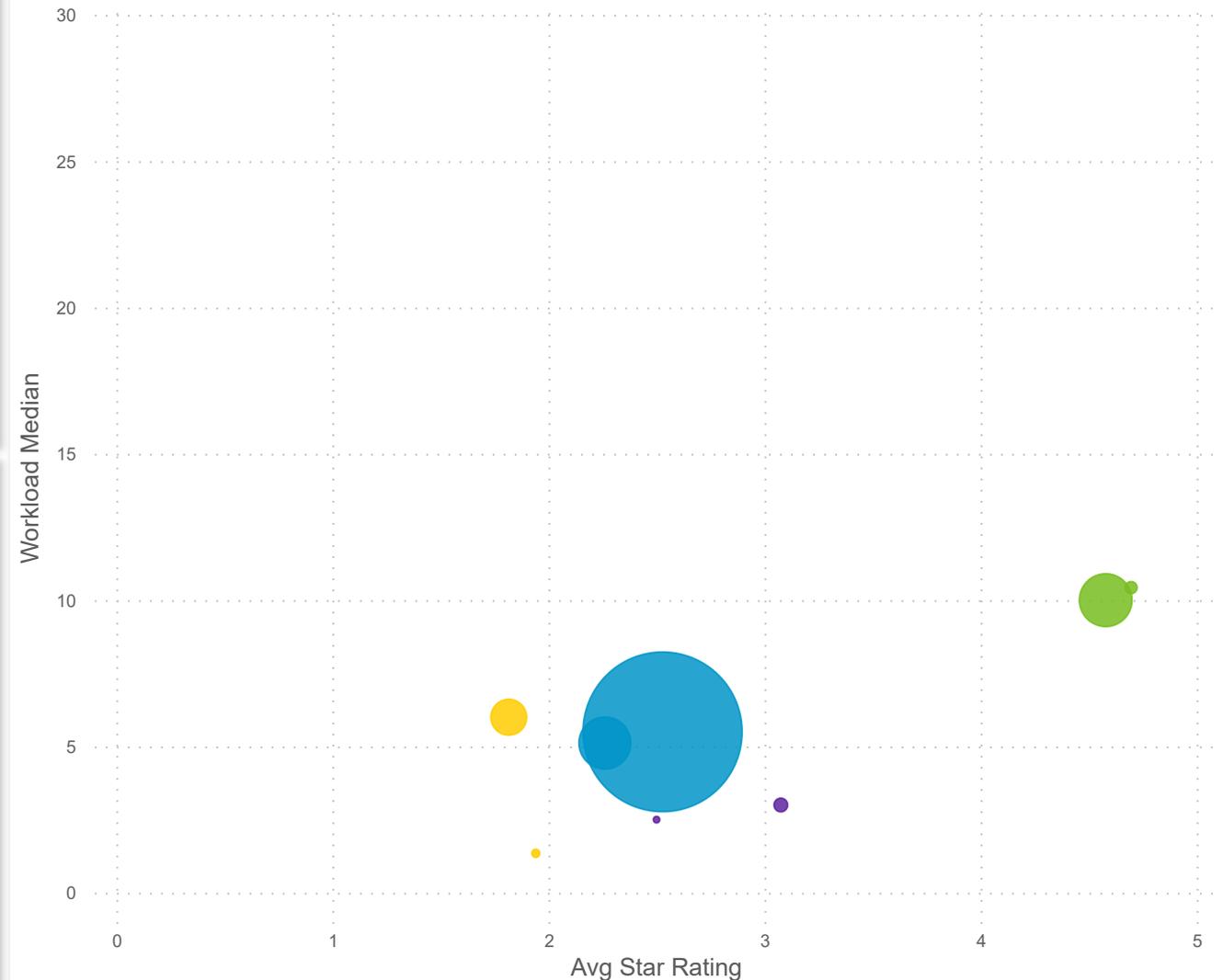
Workload Median

Worker status ● Leaver ● Stayer



Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

Center Type: ● Day Camp ● Inhome Aide ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home



Workload Median (Leaver)

5.16

Workload Median (Stayer)

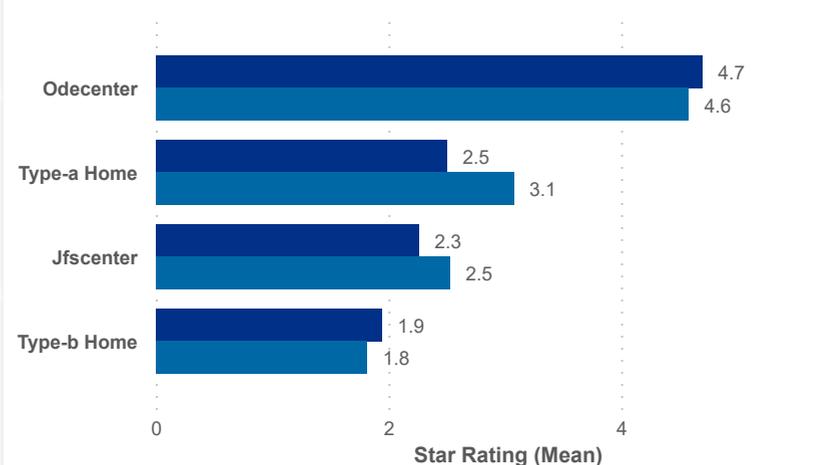
5.59

Star Rating Mean (Total)

2.69

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

2.39

Star Rating Mean (Stayer)

2.70

Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

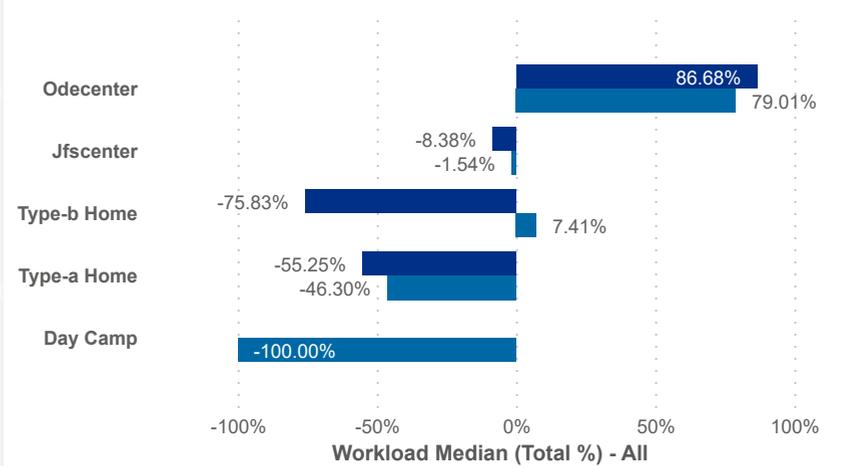
SDA>County: SDA 9 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

5.59

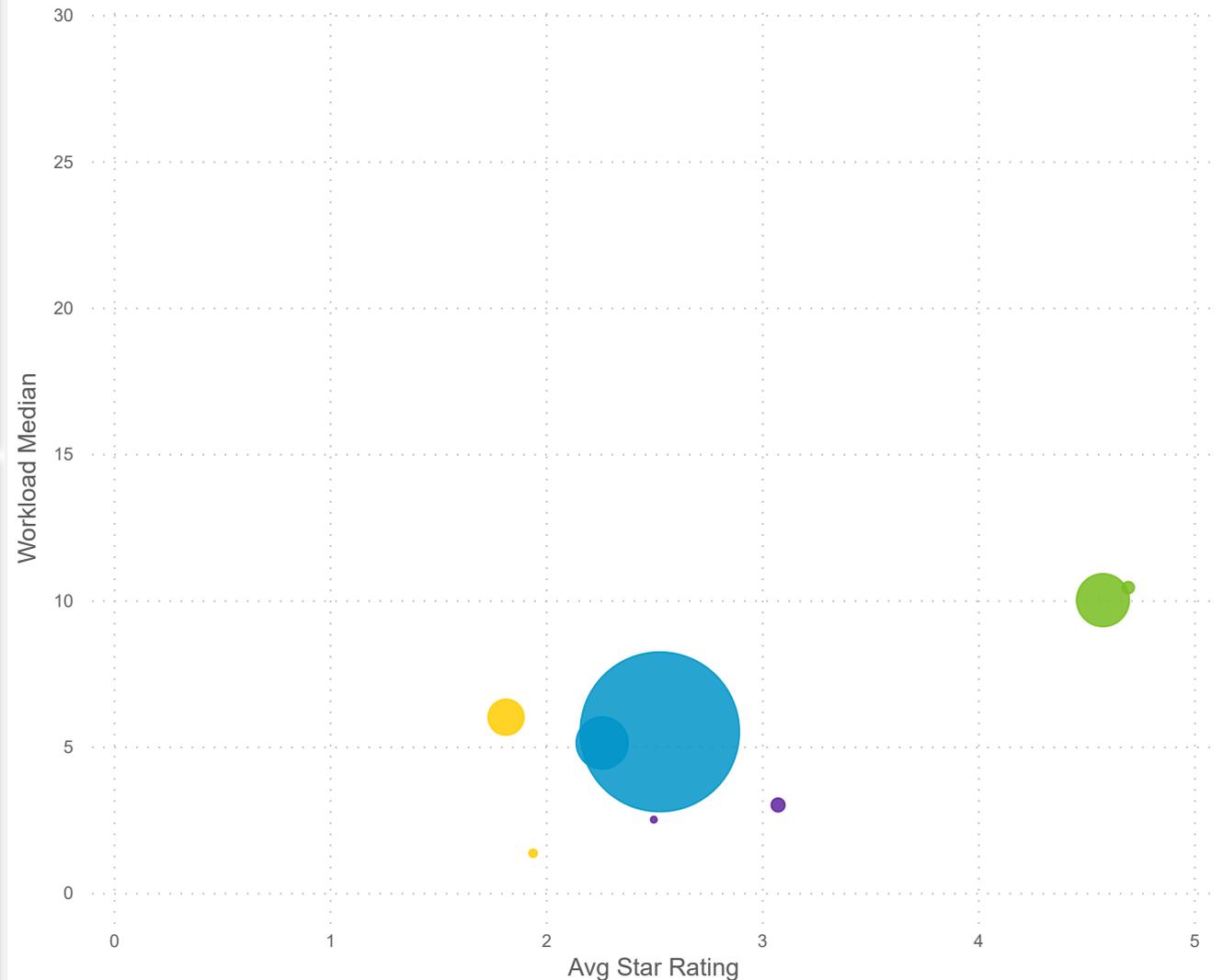
Workload Median (Total %)

Worker status ● Leaver ● Stayer



Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

Center Type: ● Day Camp ● Inhome Aide ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home



Workload Median (Leaver)

5.16

Workload Median (Stayer)

5.59

Star Rating Mean (Total)

2.69

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

2.39

Star Rating Mean (Stayer)

2.70