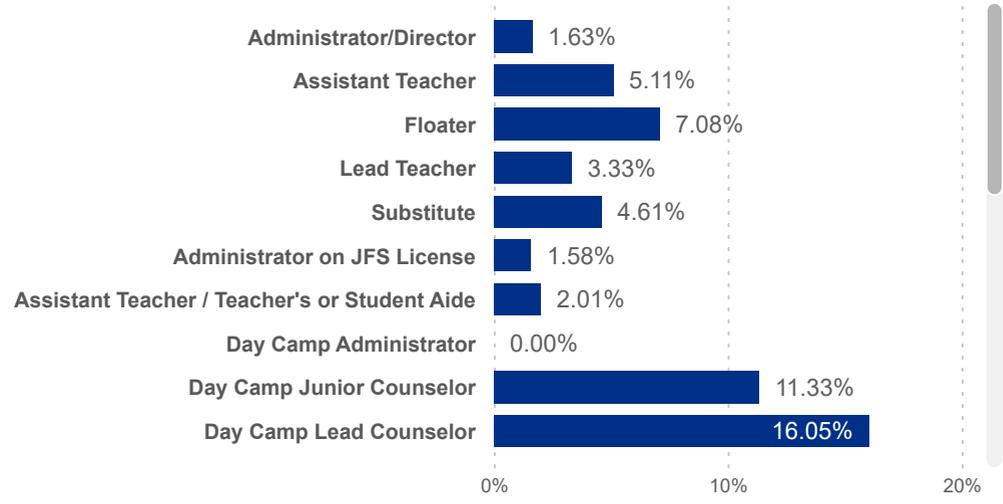


Program Type:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

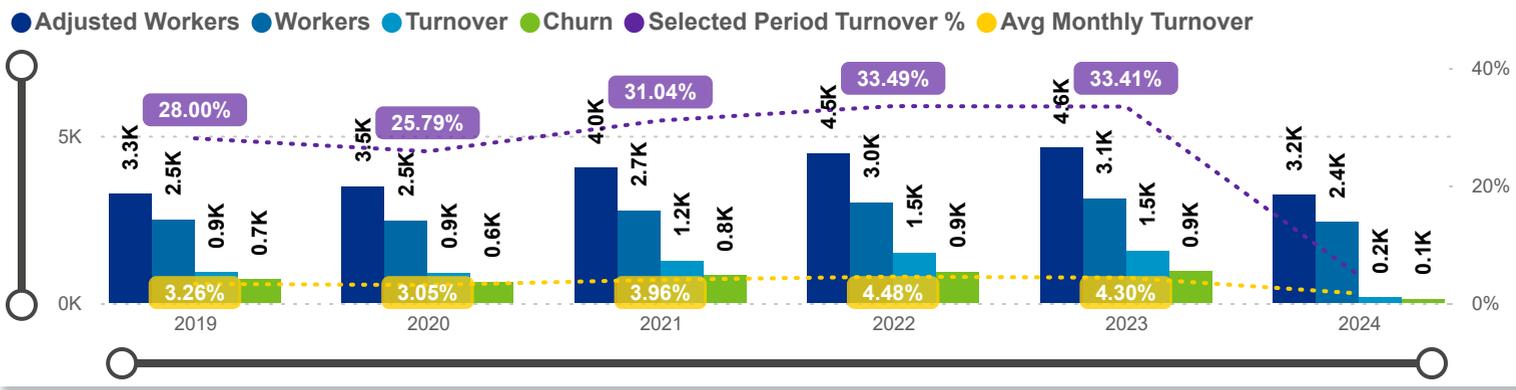
Date:
 SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Avg Monthly Turnover Rates by Job Title

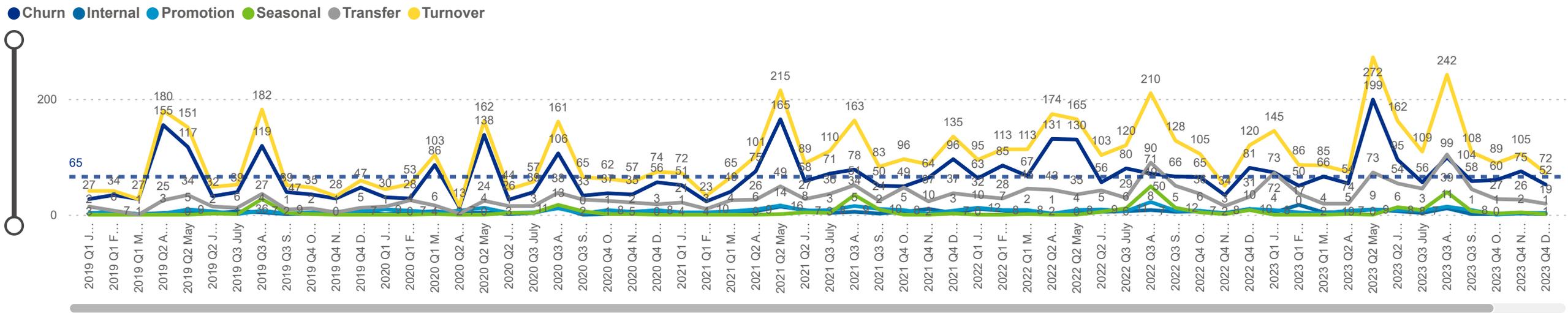


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
3.73%	9,972	4,100	5,872	62.71%

Avg Monthly Turnover and Number of Workers



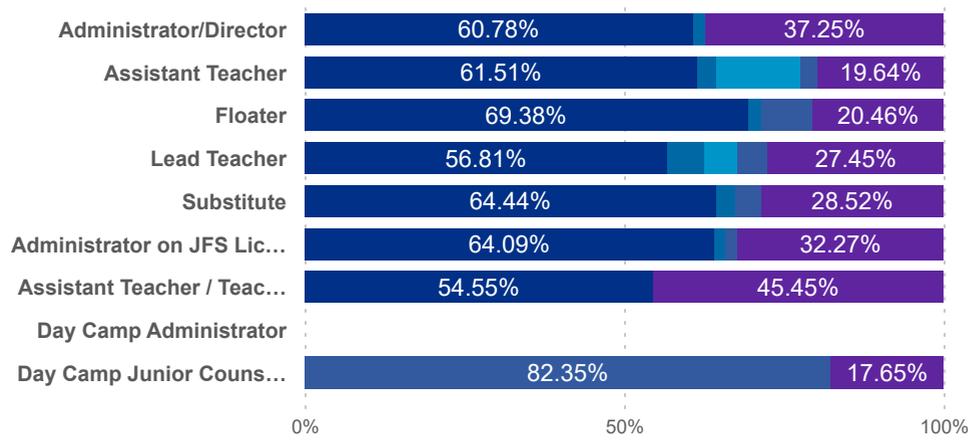
Categorization by Time Series



Date: 201901 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | Retention Support (Comp.): All
 202403 | Position Type: All | Center Type: Multiple select... | Beale Code: All | Publicly Funded: All | Student Age Group: All
 SDA>County: SDA 10 | Star Rating: All | Total Duration: 0.00 | 50.00 | Legacy Star Rating: All

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.46%

Adjusted Workers

9,972

Workload Median

4.92

Pay Median USD / hr

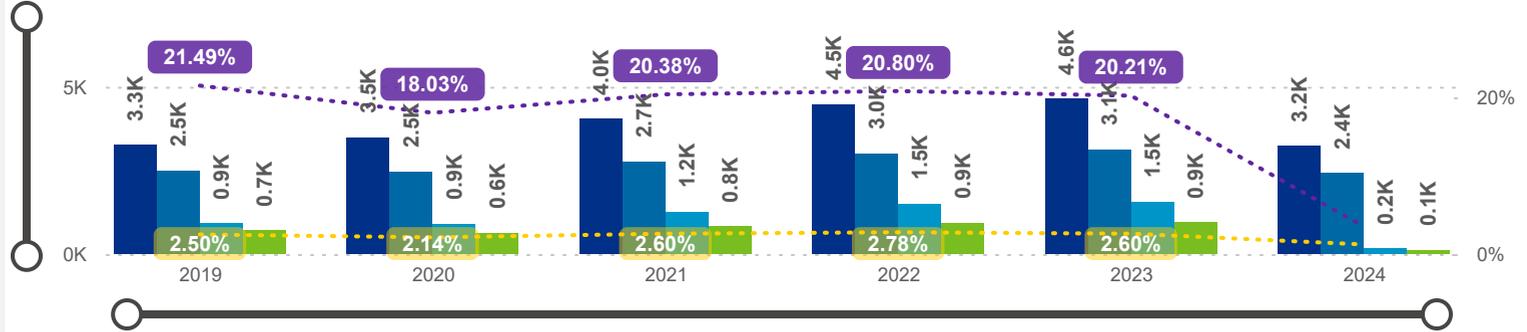
13.32

Avg ECE Duration

3.88

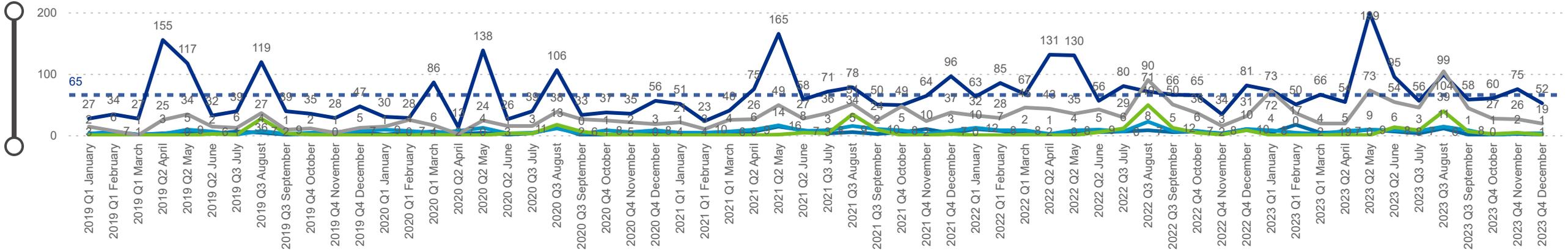
Avg Monthly Churn and Number of Workers

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



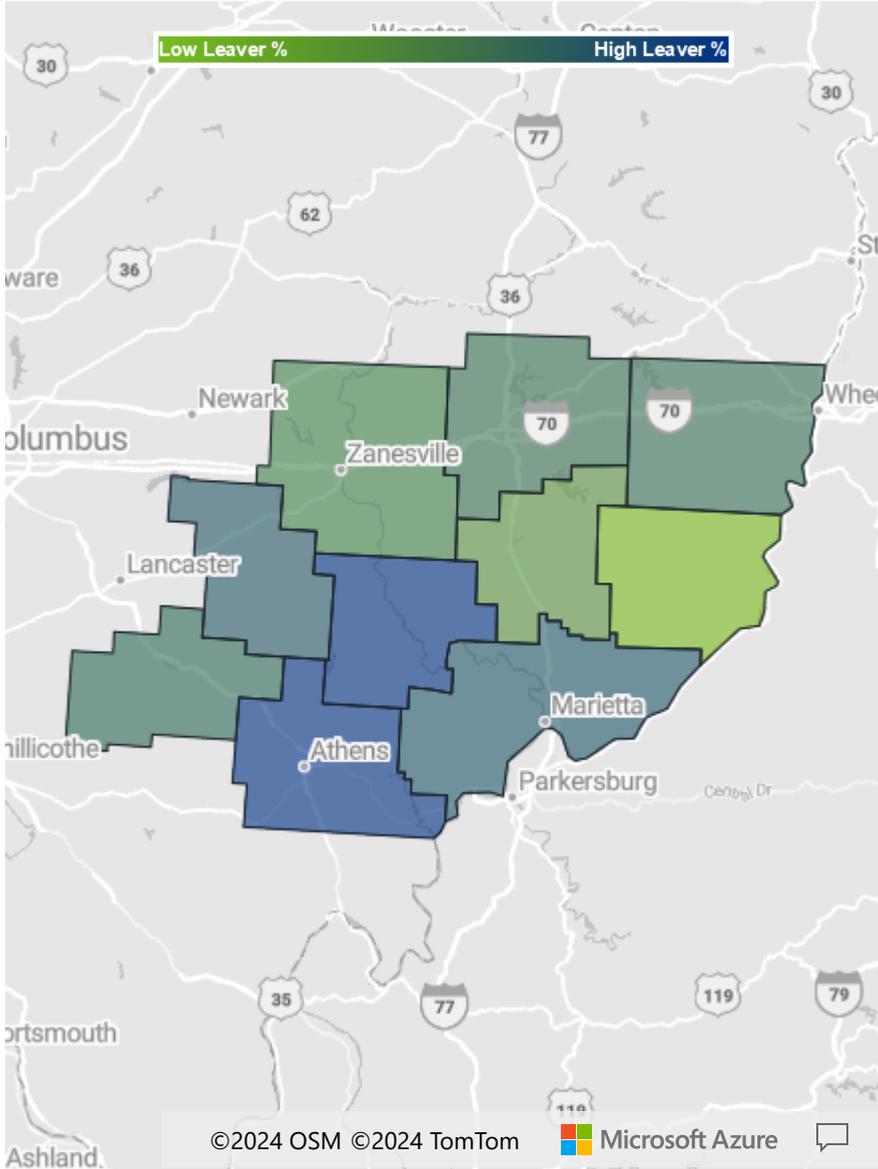
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



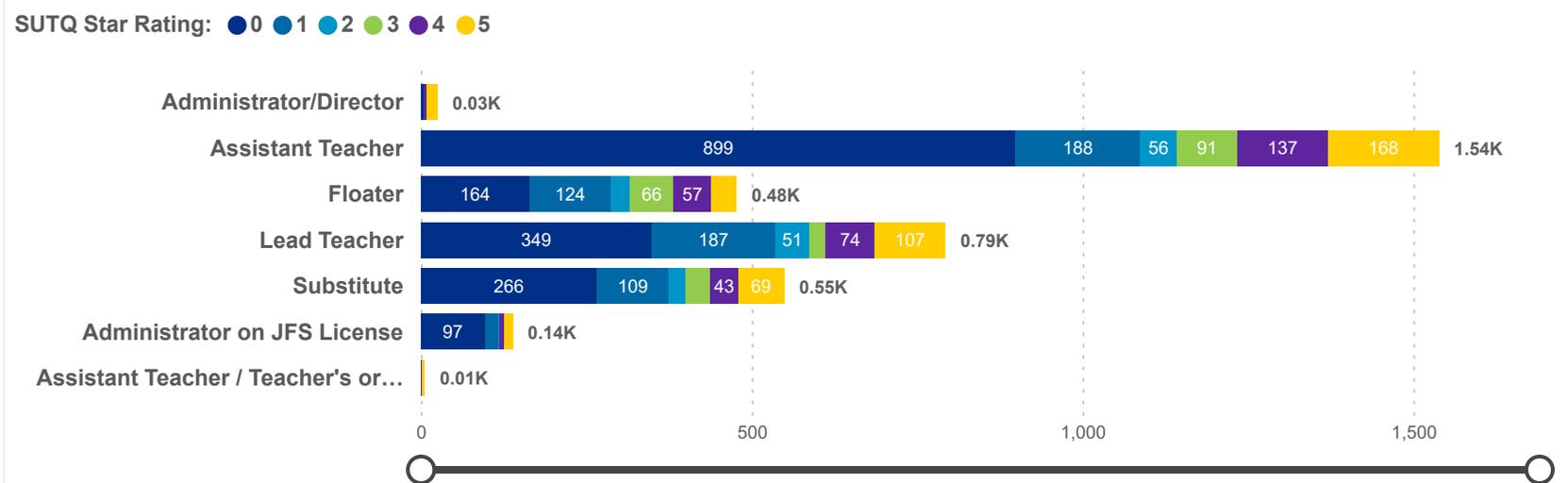
Program Type:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

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



ADJUSTED WORKERS 9,972	TOTAL LEAVER 4,100	TOTAL STAYER 5,872	SELECTED PERIOD CHURN % 41.12%
-----------------------------------------	-------------------------------------	-------------------------------------	-------------------------------------------------

Leaver by Job Title and Star Rating



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
Athens OH	2,491	1,751	29.50%	1,265	1,226	50.78%	49.22%	3.63%	67.40%	4.80%	2.83	3.58
Muskingum OH	2,717	1,384	23.32%	960	1,757	35.33%	64.67%	2.42%	63.86%	4.36%	6.00	2.99
Washington OH	1,509	884	14.89%	648	861	42.94%	57.06%	2.44%	65.28%	3.66%	4.59	2.81
Guernsey OH	740	476	8.02%	277	463	37.43%	62.57%	1.94%	60.00%	3.09%	5.86	4.23
Belmont OH	722	491	8.27%	274	448	37.95%	62.05%	1.88%	56.79%	2.79%	6.35	4.21
Perry OH	544	401	6.76%	231	313	42.46%	57.54%	2.05%	57.35%	2.72%	4.86	4.49
Hocking OH	417	290	4.89%	163	254	39.09%	60.91%	1.83%	56.12%	2.62%	7.33	4.40
Noble OH	424	247	4.16%	134	290	31.60%	68.40%	2.00%	62.26%	3.88%	3.33	4.00
Morgan OH	187	142	2.39%	95	92	50.80%	49.20%	2.11%	57.22%	2.37%	4.79	3.34
Monroe OH	221	130	2.19%	53	168	23.98%	76.02%	1.01%	37.56%	1.57%	3.00	4.26
Total	9,972	5,935	100.00%	4,100	5,872	41.12%	58.88%	2.46%	62.71%	3.73%	4.92	3.55

Program Type: |
 Position Type: |
 Beale Code: |
 Publicly Funded: |
 Job Title:

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

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

TOTAL LEAVER

4,100

TOTAL STAYER

5,872

LEAVER

3.14

STAYER

3.99

LEAVER (Hourly Wage MED)

10.25

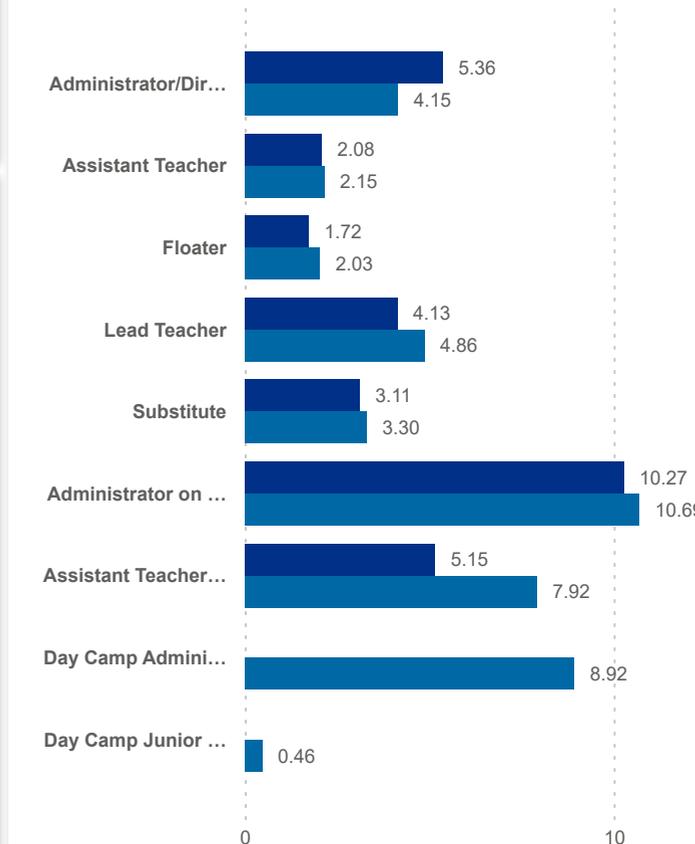
STAYER (Hourly Wage MED)

13.50

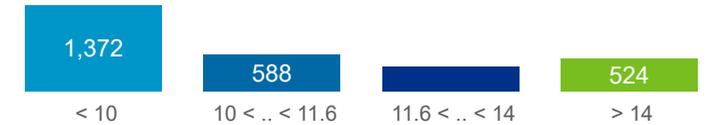
● Leaver % ● Stayer %



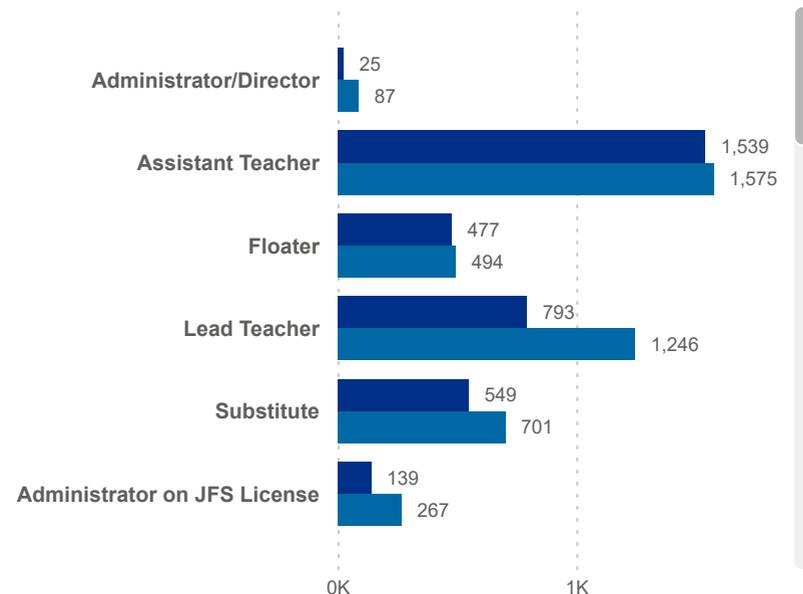
Worker Status: ● Leaver ● Stayer



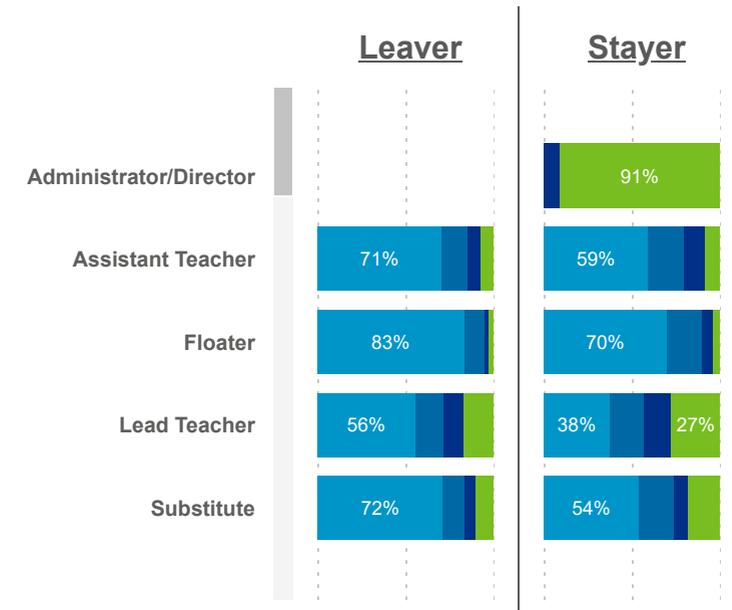
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● Leaver ● Stayer



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



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

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

NUMBER OF WORKERS

LEAVER

41.12%

STAYER

58.88%

● Leaver % ● Stayer %



AVG ECE DURATION (In Years)

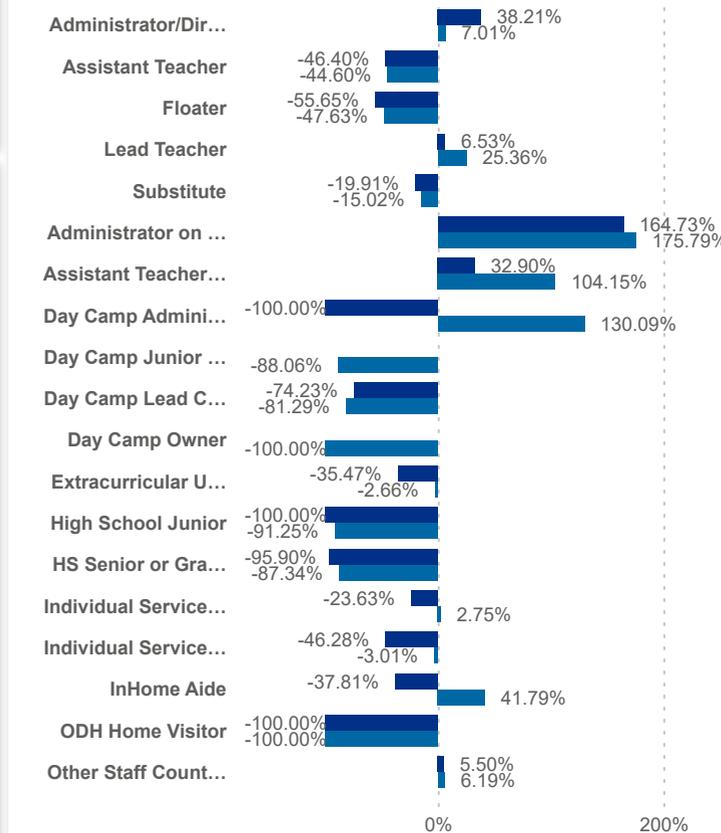
LEAVER

3.14

STAYER

3.99

Worker Status: ● Leaver ● Stayer



HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)

10.25

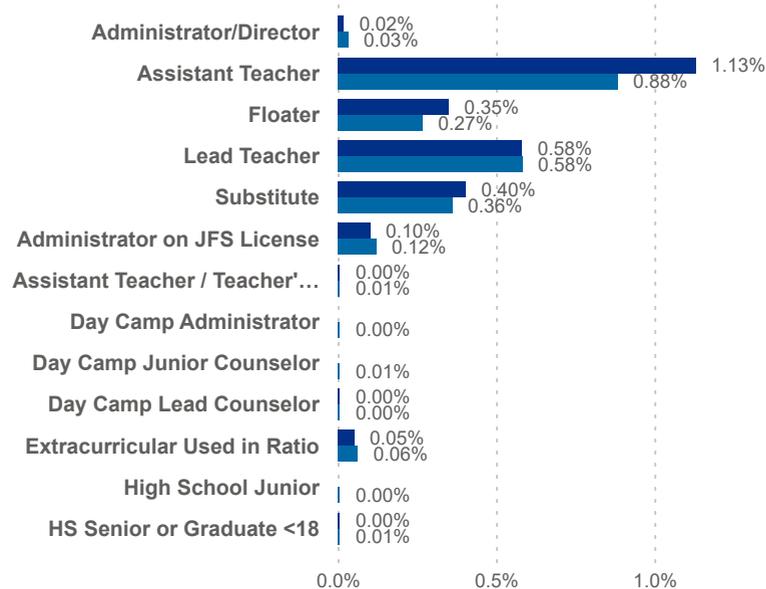
STAYER (Hourly Wage MED)

13.50

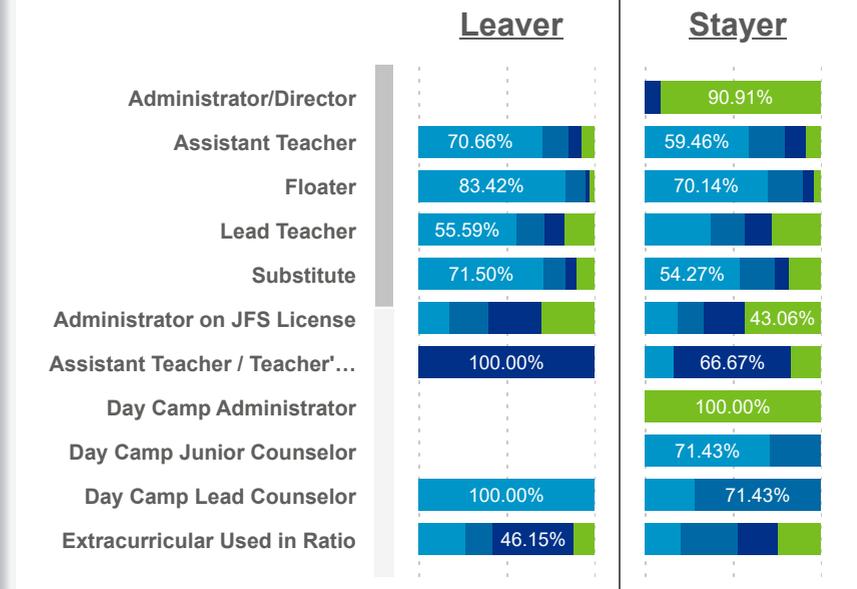
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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



Program Type: |
 Position Type: |
 Beale Code: |
 Publicly Funded: |
 Job Title:

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

LEAVER (Avg Career Duration)

3.83

STAYER (Avg Career Duration)

6.49

TOTAL STAYER

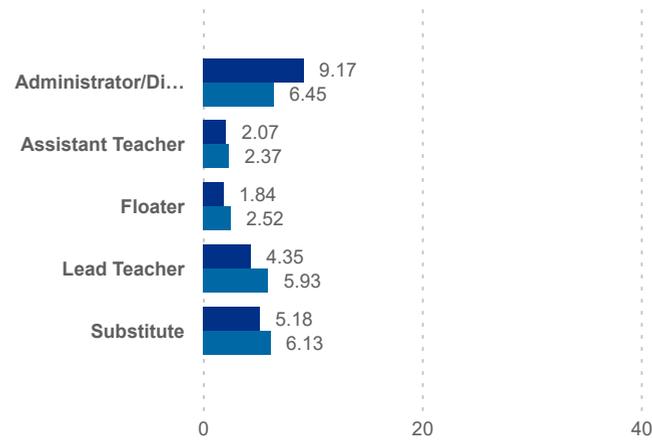
5,872

STAYER (Promotion)

406

Avg Career Duration by Job Title

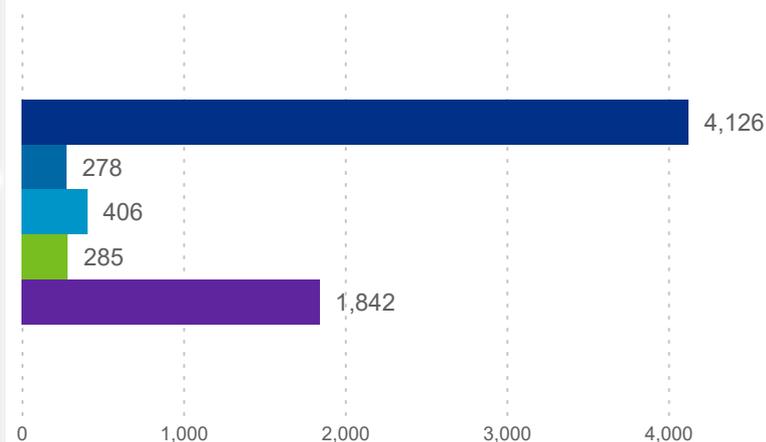
Worker Status: ● Leaver ● Stayer



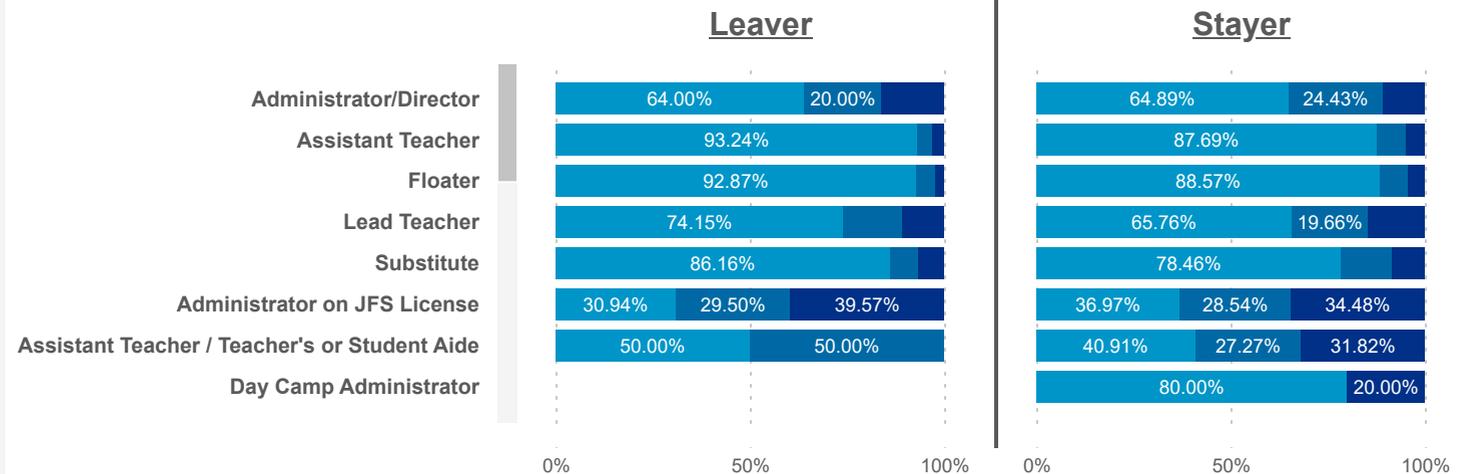
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Athens	Administrator/Director	2.26		Early	5.54	5.00
Belmont	Administrator/Director	1.42		Early	6.43	5.00
Guernsey	Administrator/Director	1.18		Early	18.40	5.00
Hocking	Administrator/Director	1.14		Early	19.00	
Monroe	Administrator/Director	1.90		Early	3.20	4.00
Morgan	Administrator/Director	2.17		Early	37.50	5.00
Muskingum	Administrator/Director	1.62		Early	7.50	5.00
Noble	Administrator/Director	0.02		Early	9.07	
Perry	Administrator/Director	1.74		Early	8.00	5.00
Washington	Administrator/Director	1.16		Early	5.22	4.32
Perry	Administrator/Director	0.69	17.00	Early	47.71	
Morgan	Administrator/Director	0.42	24.00	Early	19.33	5.00

Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior



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

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

LEAVER (Avg Career Duration)

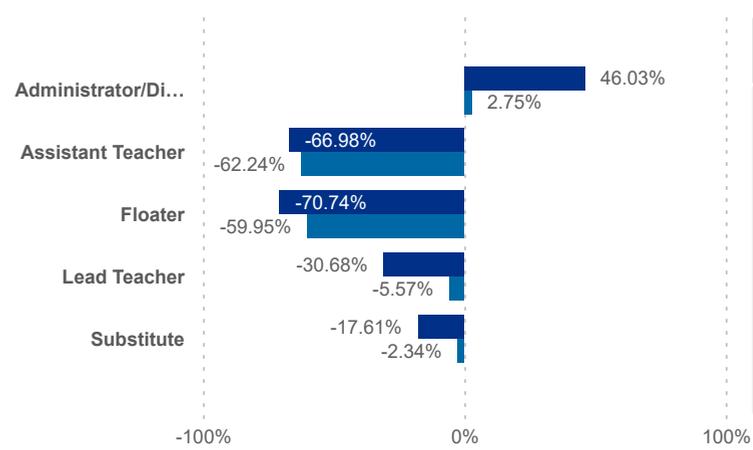
3.83

STAYER (Avg Career Duration)

6.49

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



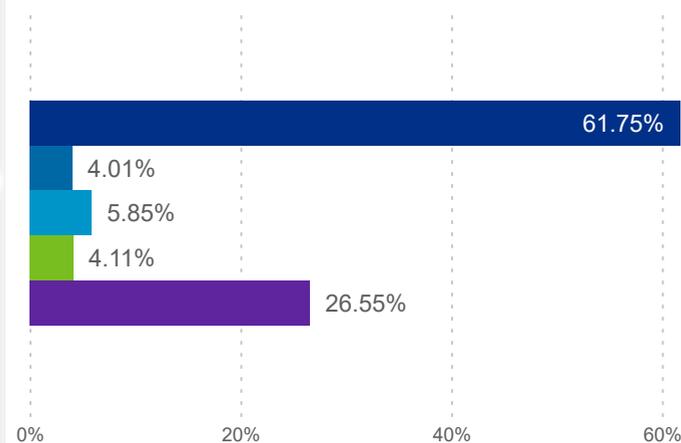
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Muskingum	Assistant Teacher	0.00	8.16	Early	2.31	4.00
Athens	Assistant Teacher	0.00	9.16	Early	2.63	
Noble	Assistant Teacher	0.00	10.25	Early	9.00	1.00
Perry	Assistant Teacher	0.00	11.22	Early	33.00	
Monroe	Assistant Teacher	0.00	13.00	Early	1.33	3.00
Noble	Lead Teacher	0.00	25.00	Early	15.11	
Muskingum	Substitute	0.00	10.75	Early	2.38	5.00
Muskingum	Substitute	0.00	15.00	Senior	10.03	1.00
Muskingum	Individual Service Provider Not Used in Ratio	0.00		Mid	2.52	5.00
Hocking	Assistant Teacher	0.01	9.54	Early	5.40	3.00
Perry	Assistant Teacher	0.01	9.54	Early	4.00	

TOTAL STAYER

5,872

Turnover Reasons

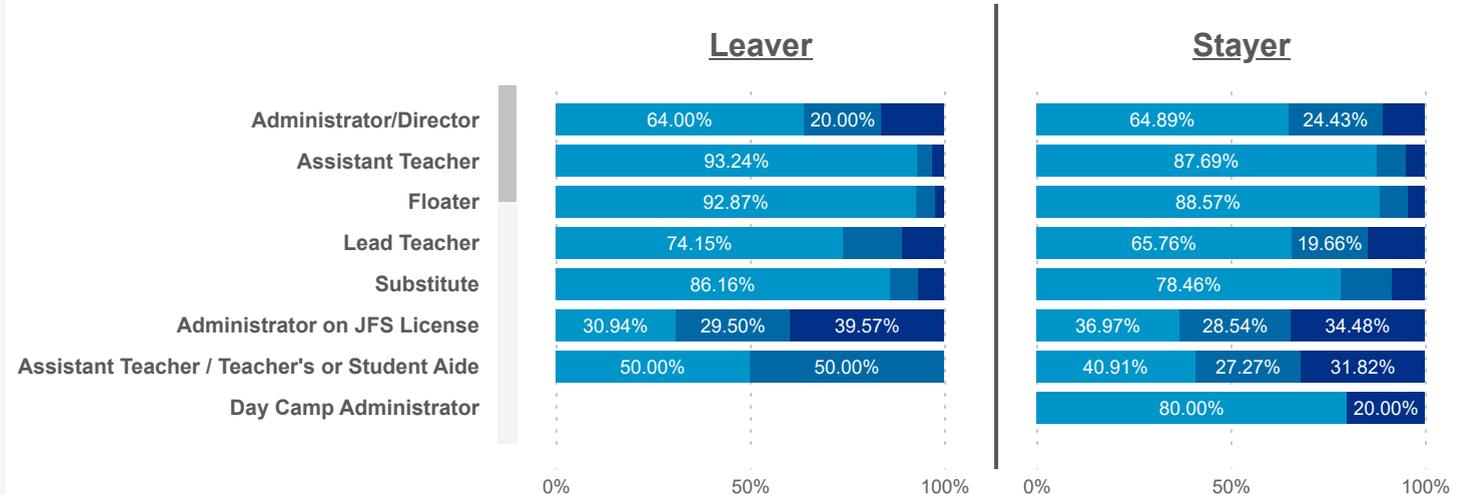
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

406

Seniority: ● Early ● Mid ● Senior





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

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

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

10.25

13.50

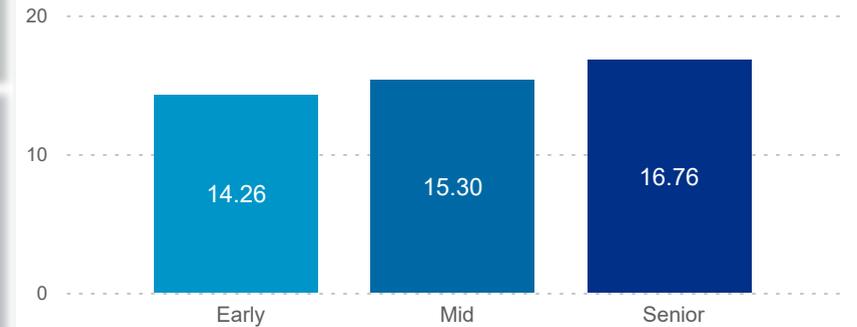
LEAVER

STAYER

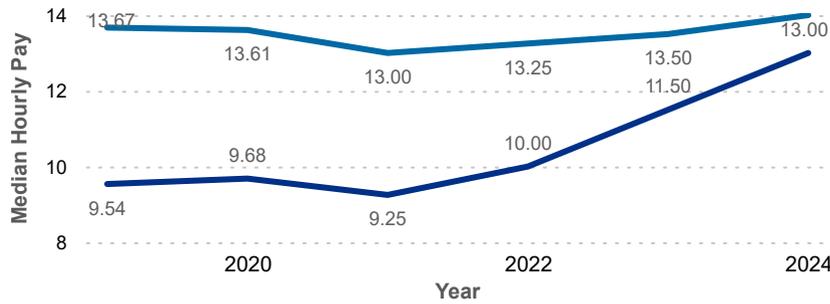
0.18

0.35

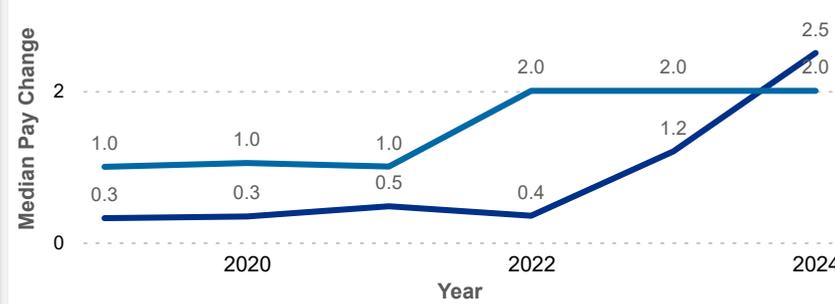
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer

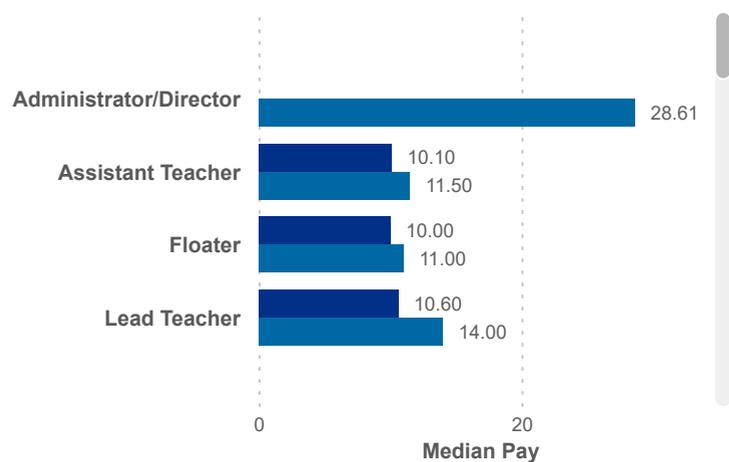


Worker Status: ● Leaver ● Stayer

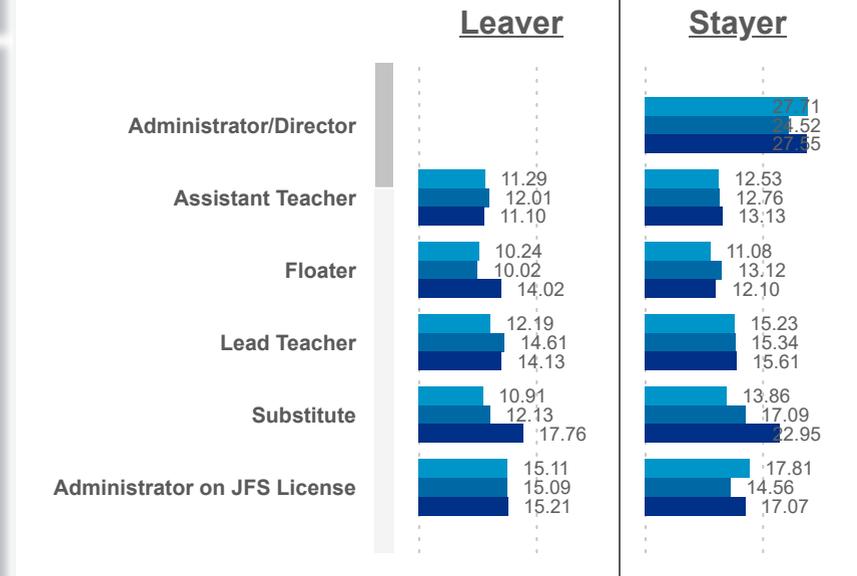
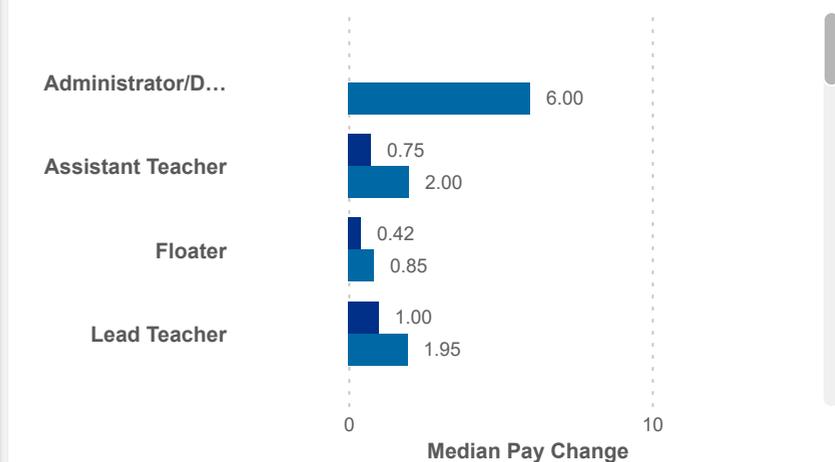


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer





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

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

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

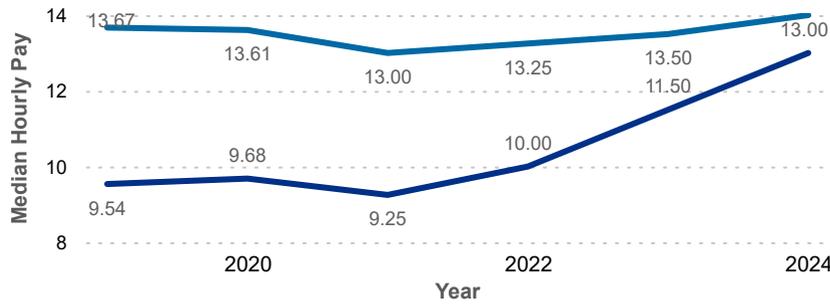
LEAVER
10.25

STAYER
13.50

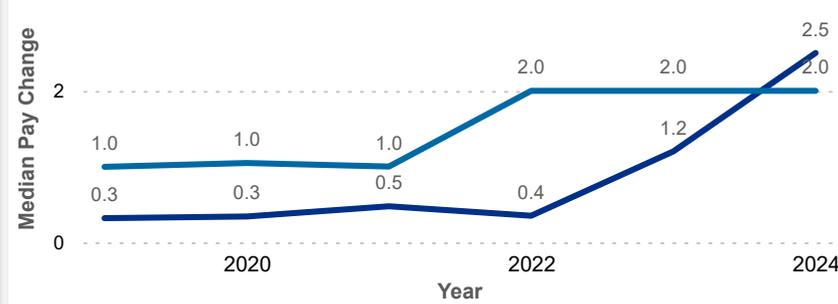
LEAVER
0.18

STAYER
0.35

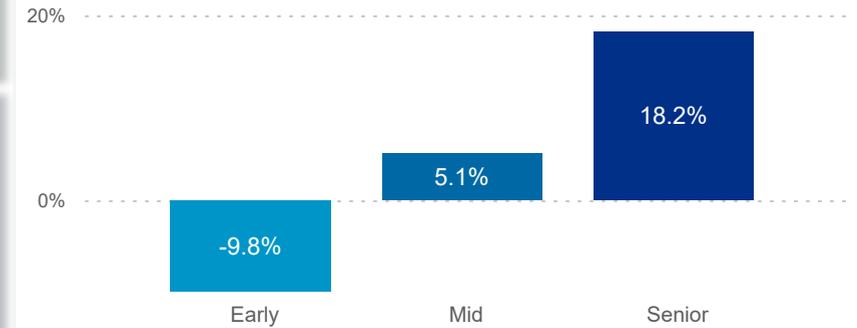
Worker Status: ● Leaver ● Stayer



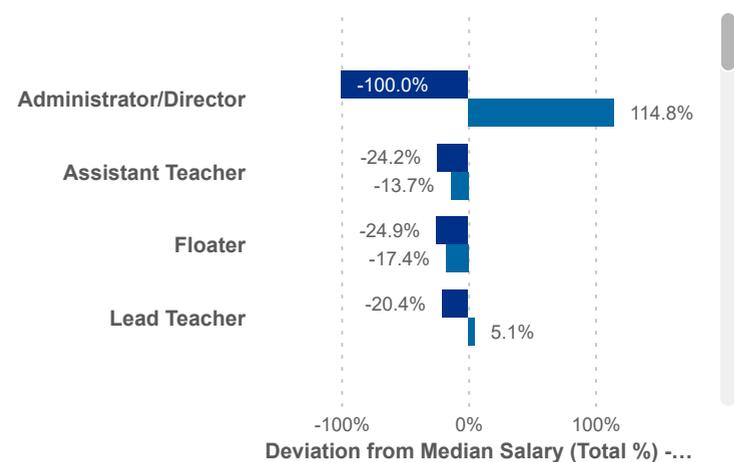
Worker Status: ● Leaver ● Stayer



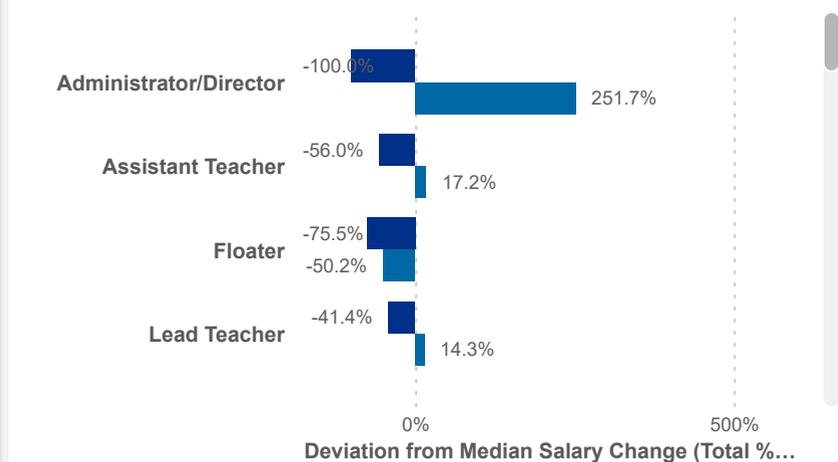
Seniority: ● Early ● Mid ● Senior



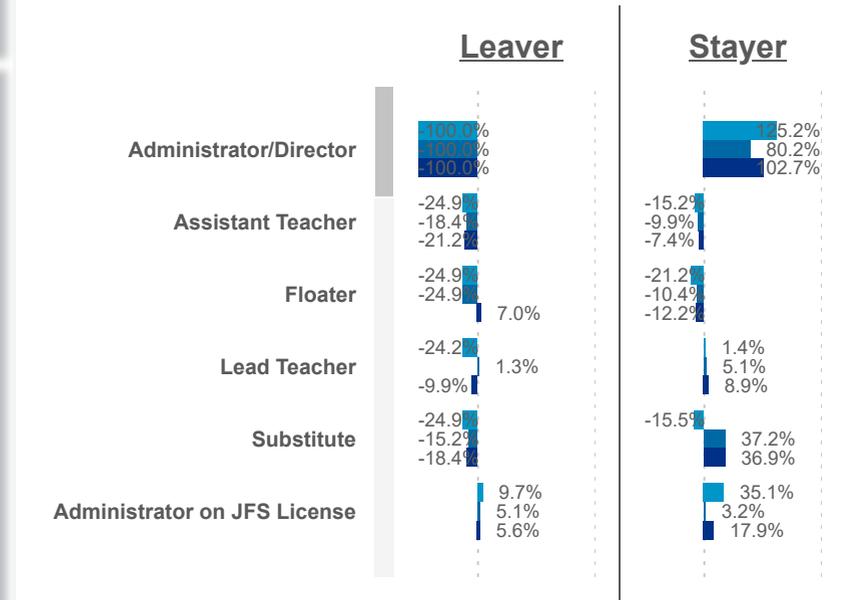
Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Seniority: ● Early ● Mid ● Senior



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

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

Workload Median (Total)

4.92

Workload Median (Leaver)

4.46

Workload Median (Stayer)

4.97

Star Rating Mean (Total)

3.55

Star Rating Mean (Leaver)

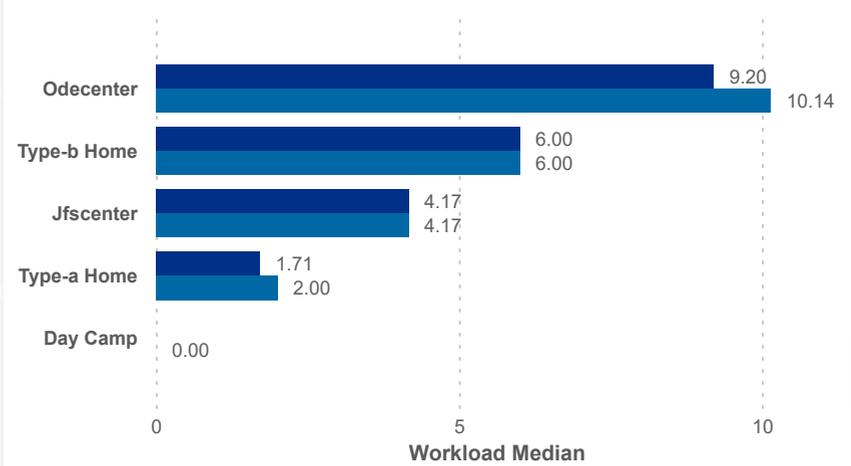
2.96

Star Rating Mean (Stayer)

3.56

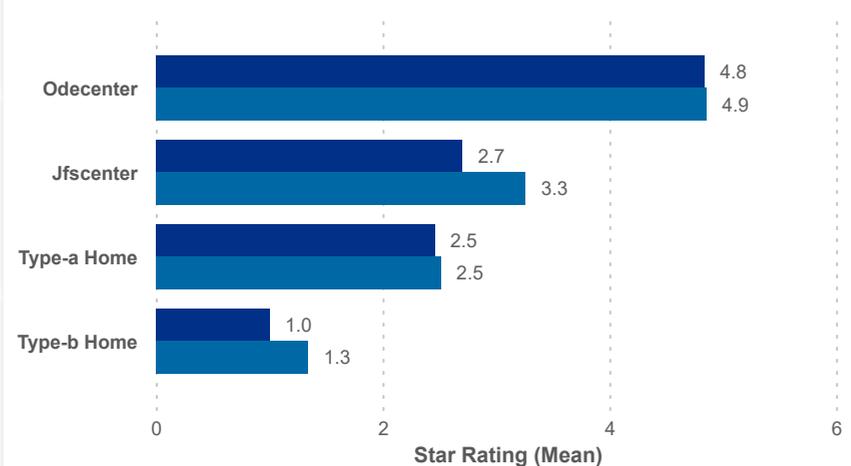
Workload Median

Worker status ● Leaver ● Stayer



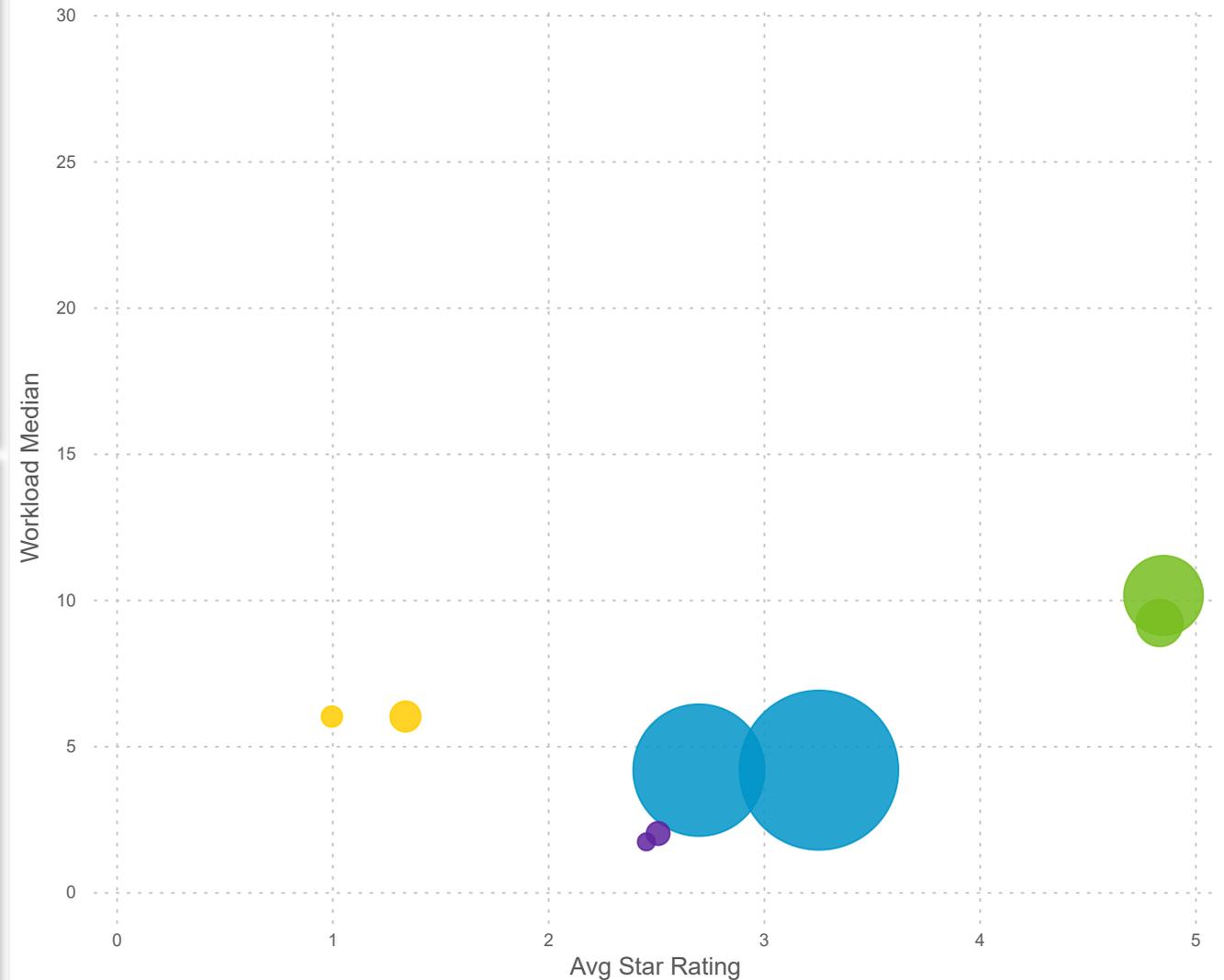
Star Rating Mean

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



Program Type: |
 Position Type: |
 Beale Code: |
 Publicly Funded: |
 Job Title:

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

Workload Median (Total)

4.92

Workload Median (Leaver)

4.46

Workload Median (Stayer)

4.97

Star Rating Mean (Total)

3.55

Star Rating Mean (Leaver)

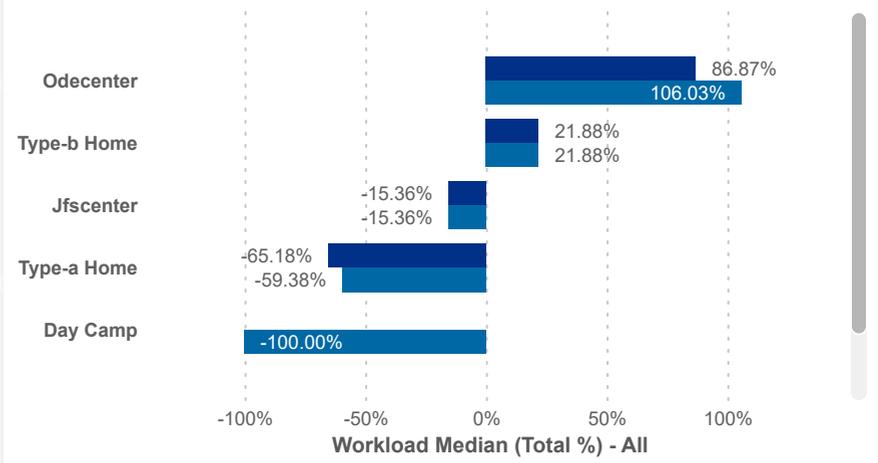
2.96

Star Rating Mean (Stayer)

3.56

Workload Median (Total %)

Worker status ● Leaver ● Stayer



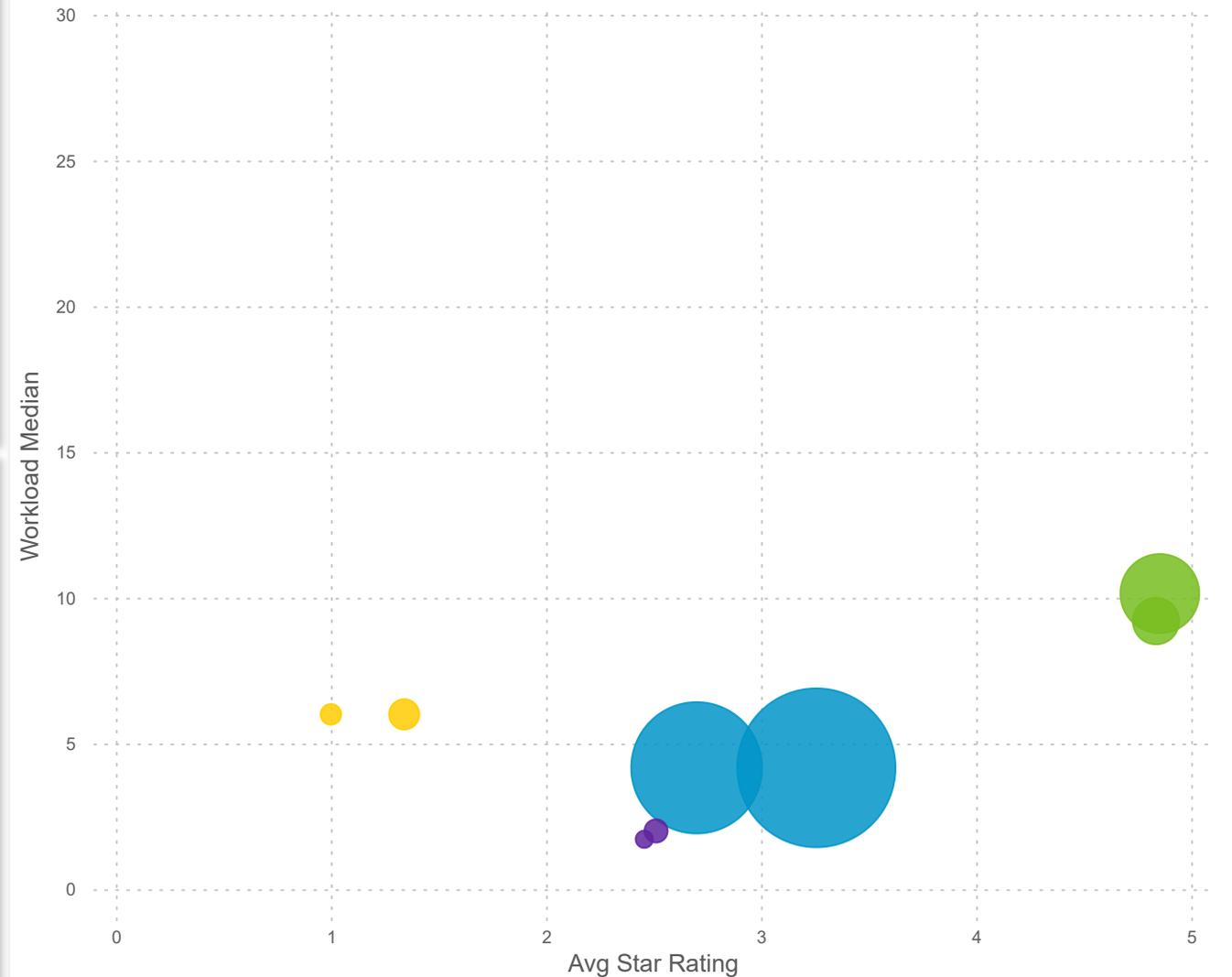
Star Rating Mean (Total %)

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

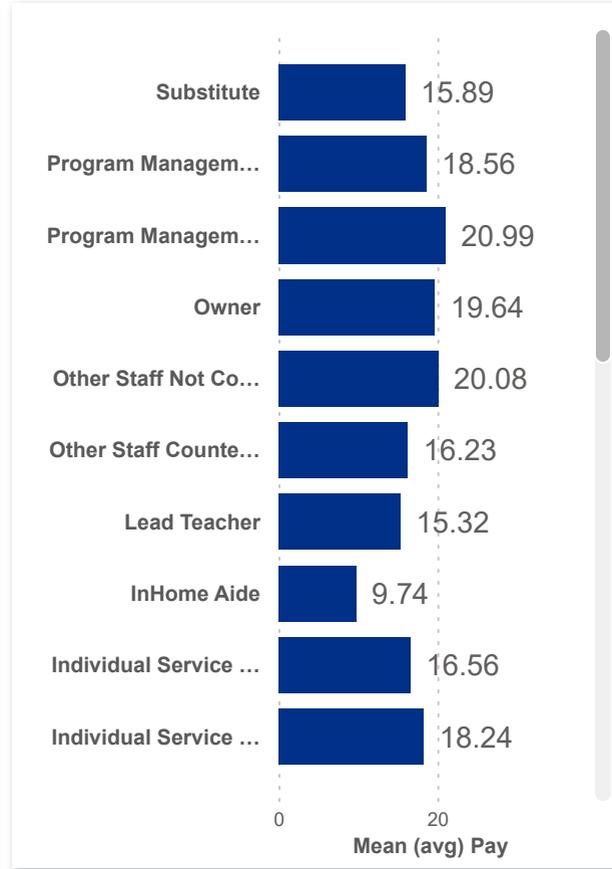
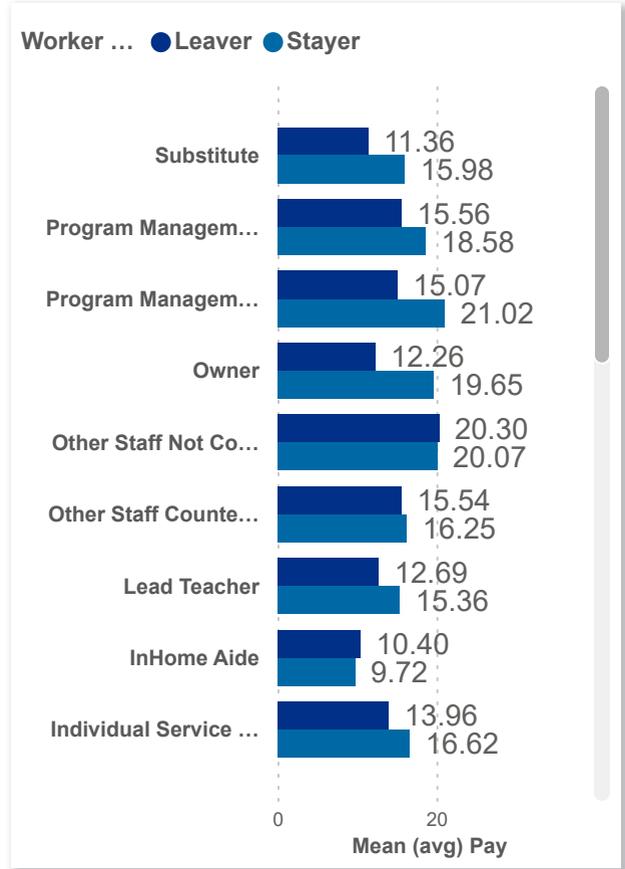


Program Type: |
 Position Type: |
 Beale Code: |
 Publicly Funded: |
 Job Title:

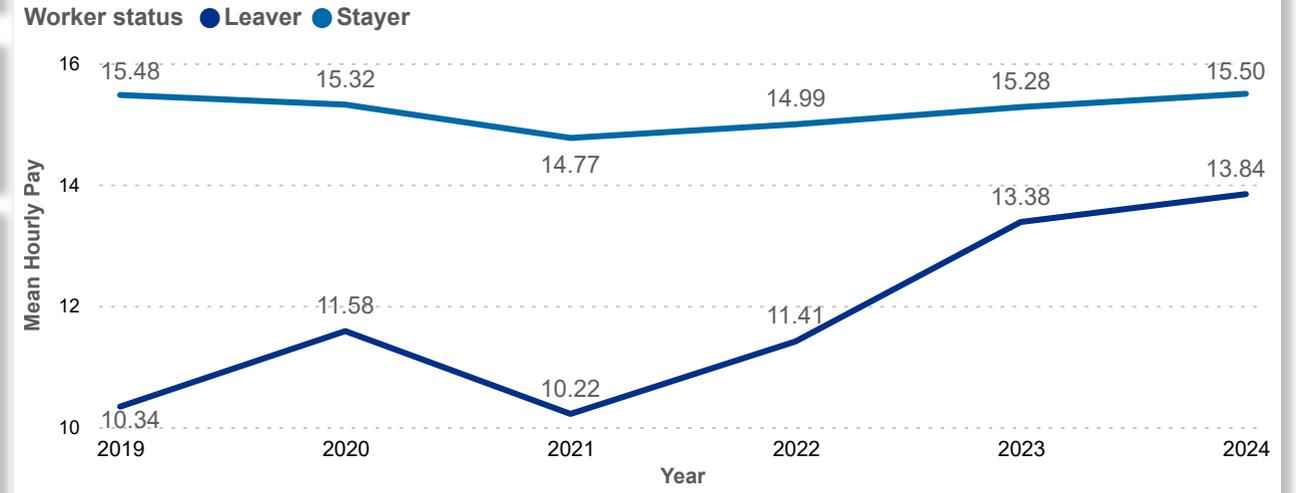
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

PAY MEAN (USD)

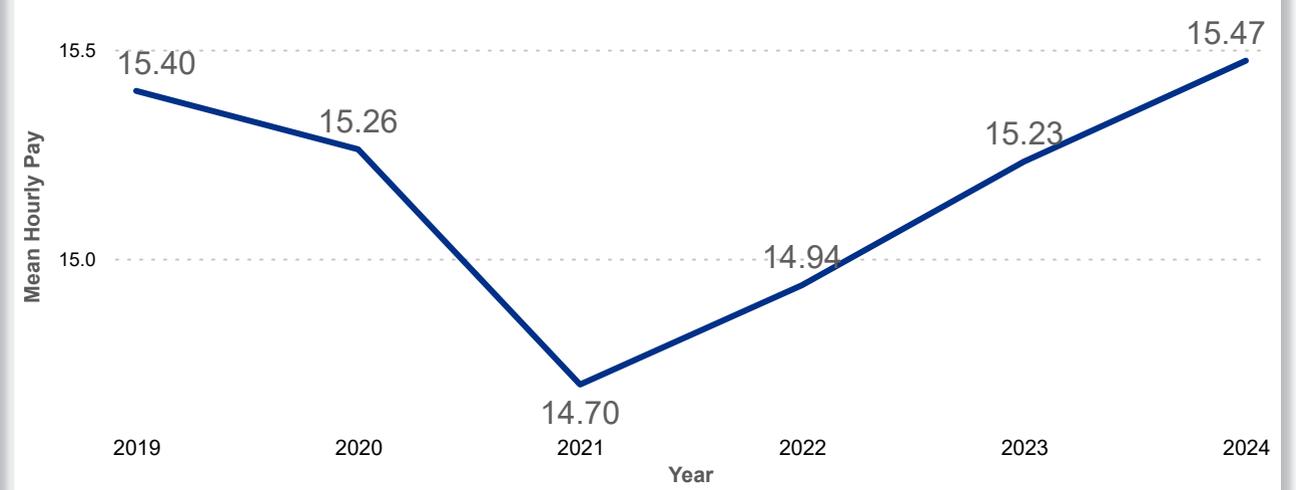
LEAVER	STAYER	COMBINED
11.89	15.16	15.11



Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status





Date:
 Program Type:
 Job Title:
 Teacher Age Group:
 Education:
 Credential:
 Retention Support (Comp.):
 Retention Support (Part.):

SDA>County:
 Star Rating:
 Legacy Star Rating:
 Total Duration:
 Center Type:
 Beale Code:
 Publicly Funded:
 Student Age Group:

Adjusted Workers 9,972	Total Leaver 4K	Total Stayer 6K	Pay Median 13.32	Star Rating Mean (Total) 3.55	Avg Career Duration (Years) 5.02	Avg Job Duration (Years) 2.53	Workload Median (Total) 4.92	# of Workers 1Y From Retirement 797	# of Workers 2Y From Retirement 920
-----------------------------------------	----------------------------------	----------------------------------	-----------------------------------	------------------------------------------------	---------------------------------------------------	------------------------------------------------	-----------------------------------------------	------------------------------------------------------	------------------------------------------------------

