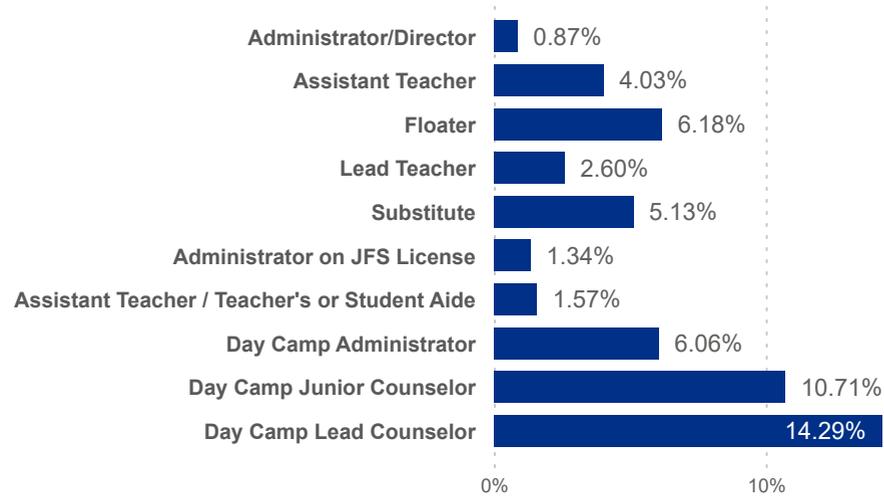




Program Type:  Position Type:  Beale Code:  Publicly Funded:  Job Title:

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

## Avg Monthly Turnover Rates by Job Title



### Avg Monthly Turnover

**3.03%**

### Adjusted Workers

**8,622**

### Total Leaver

**3,263**

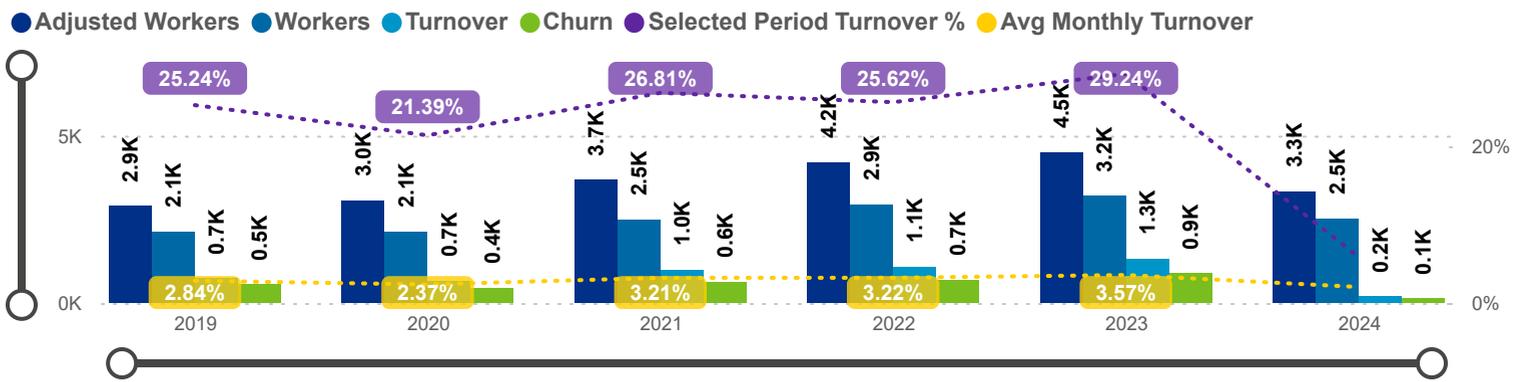
### Total Stayer

**5,359**

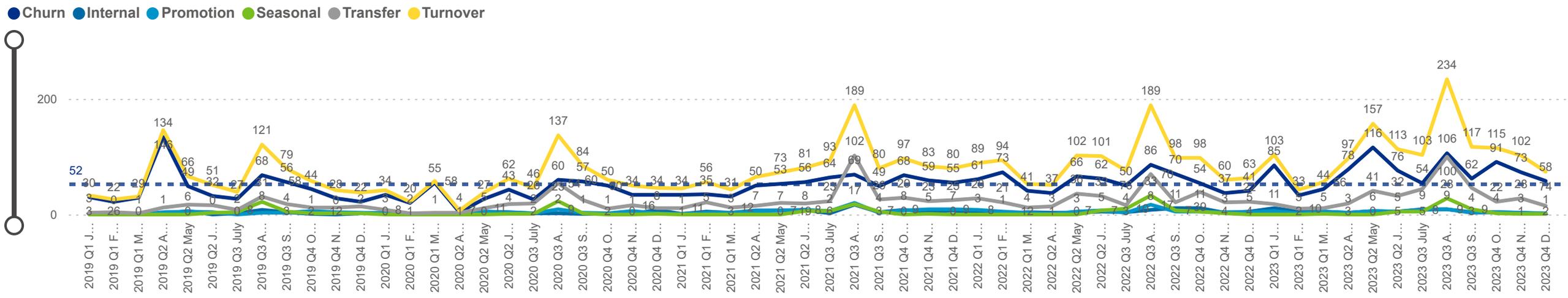
### Sel Period Turnover

**57.41%**

## Avg Monthly Turnover and Number of Workers



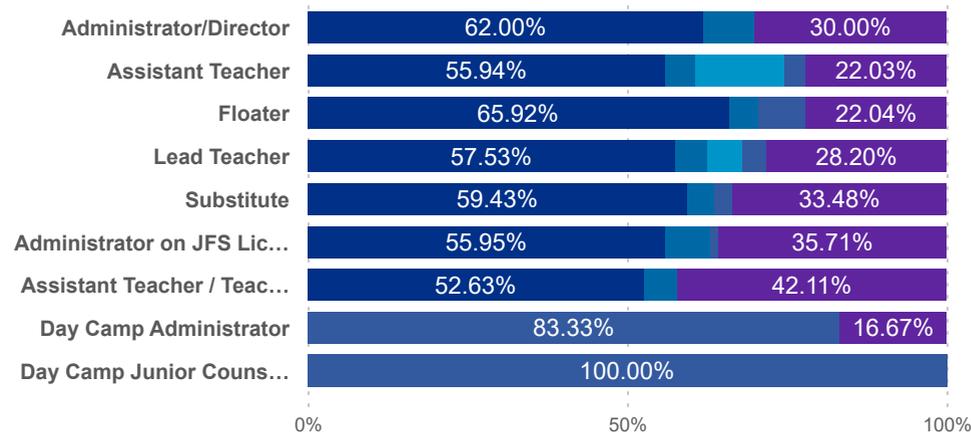
## Categorization by Time Series



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 11 | 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**

2.01%

**Adjusted Workers**

8,622

**Workload Median**

4.71

**Pay Median USD / hr**

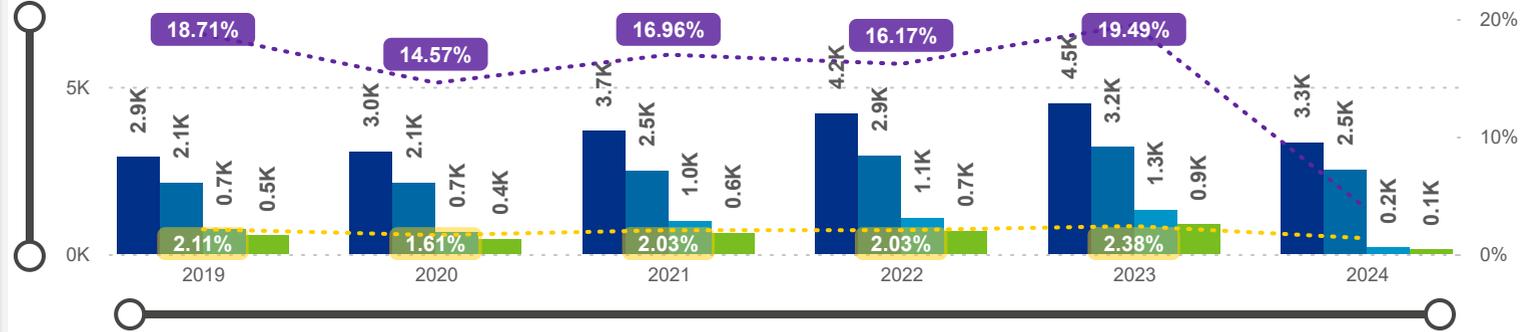
14.00

**Avg ECE Duration**

4.46

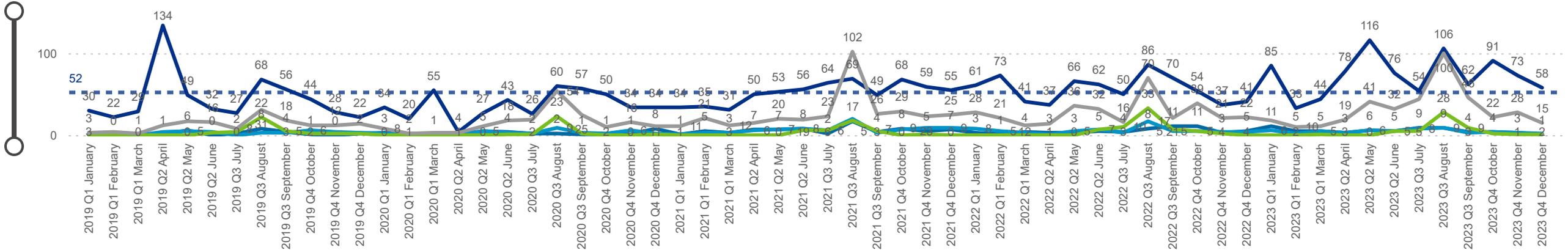
**Avg Monthly Churn and Number of Workers**

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



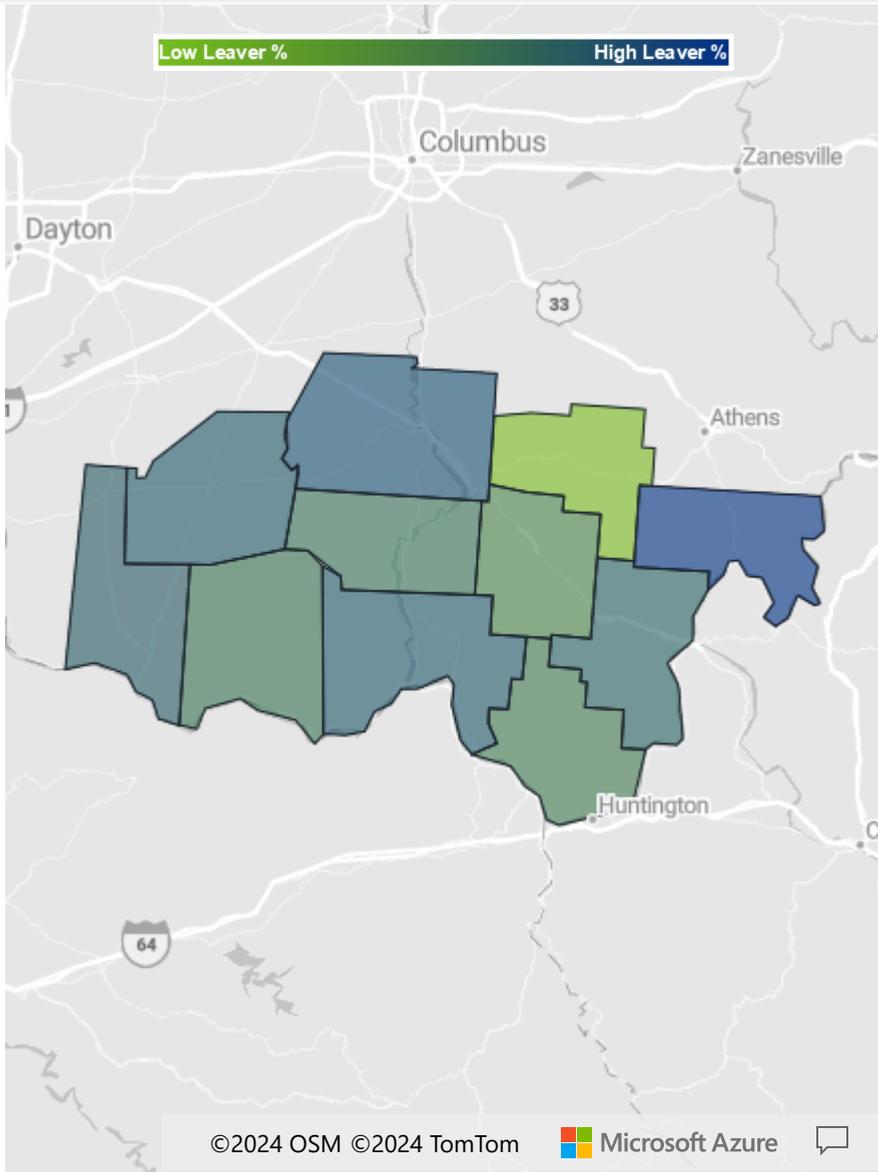
**Categorization by Time Series**

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



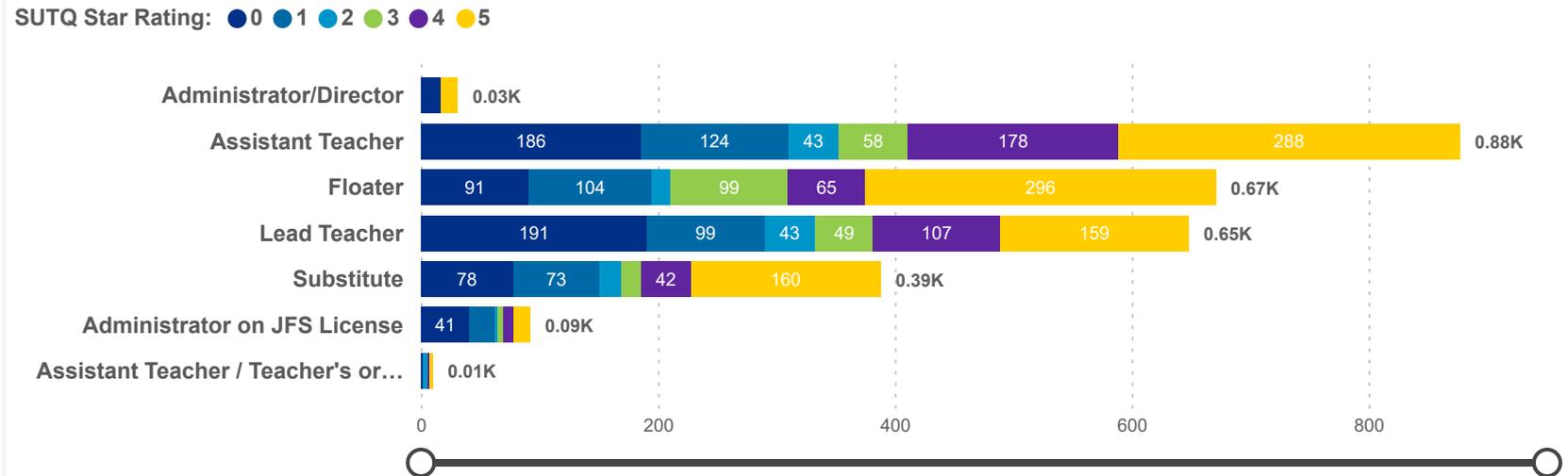
Program Type: 
 Position Type: 
 Beale Code: 
 Publicly Funded: 
 Job Title:

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



<b>ADJUSTED WORKERS</b> <b>8,622</b>	<b>TOTAL LEAVER</b> <b>3,263</b>	<b>TOTAL STAYER</b> <b>5,359</b>	<b>SELECTED PERIOD CHURN %</b> <b>37.85%</b>
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**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
Scioto OH	2,116	1,157	22.11%	844	1,272	39.89%	60.11%	2.60%	65.03%	4.20%	3.00	4.14
Ross OH	1,502	927	17.71%	615	887	40.95%	59.05%	2.50%	60.19%	3.67%	5.63	3.82
Lawrence OH	1,196	799	15.27%	411	785	34.36%	65.64%	1.53%	55.27%	2.44%	4.53	4.51
Highland OH	676	456	8.71%	266	410	39.35%	60.65%	1.90%	58.28%	2.79%	3.52	4.66
Pike OH	702	344	6.57%	246	456	35.04%	64.96%	1.99%	62.82%	3.57%	4.36	3.97
Brown OH	616	371	7.09%	238	378	38.64%	61.36%	1.89%	54.87%	2.65%	4.86	3.41
Gallia OH	598	448	8.56%	224	374	37.46%	62.54%	1.95%	47.66%	2.47%	7.67	4.01
Jackson OH	572	438	8.37%	185	387	32.34%	67.66%	1.31%	42.31%	1.67%	6.60	3.95
Meigs OH	233	162	3.10%	107	126	45.92%	54.08%	2.25%	57.08%	2.80%	6.00	3.60
Adams OH	281	184	3.52%	97	184	34.52%	65.48%	1.68%	48.40%	2.24%	5.80	3.12
<b>Total</b>	<b>8,622</b>	<b>5,233</b>	<b>100.00%</b>	<b>3,263</b>	<b>5,359</b>	<b>37.85%</b>	<b>62.15%</b>	<b>2.01%</b>	<b>57.41%</b>	<b>3.03%</b>	<b>4.71</b>	<b>4.04</b>



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

# 3,263

TOTAL STAYER

# 5,359

LEAVER

# 3.64

STAYER

# 4.64

LEAVER (Hourly Wage MED)

# 10.50

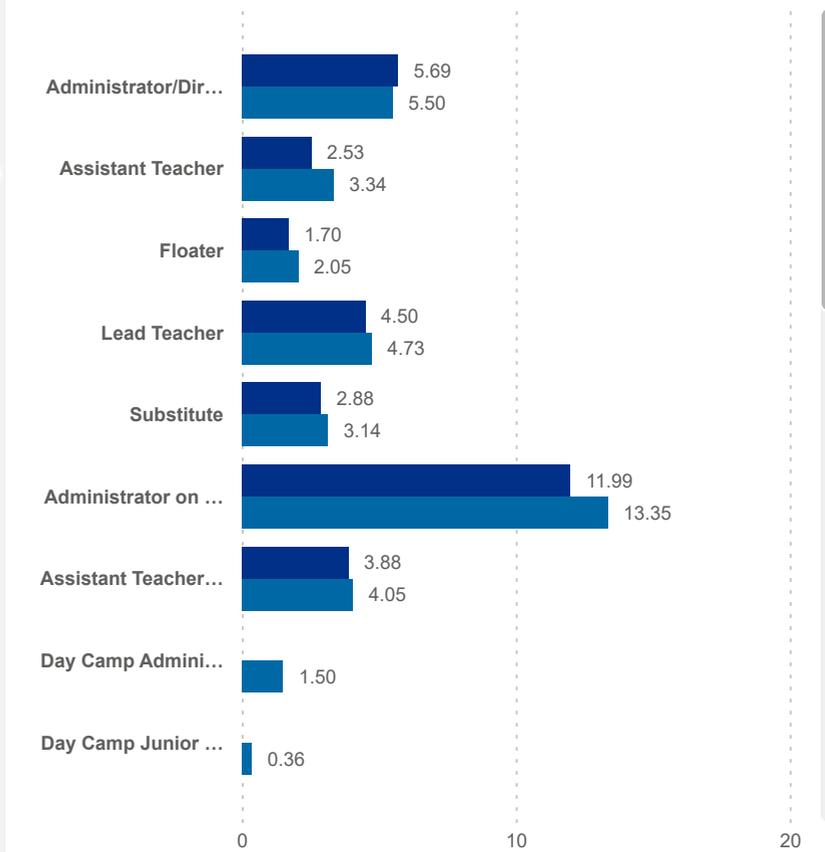
STAYER (Hourly Wage MED)

# 14.00

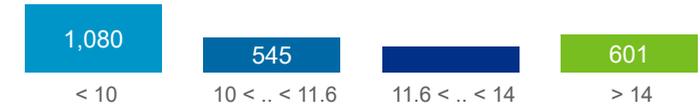
Leaver % Stayer %



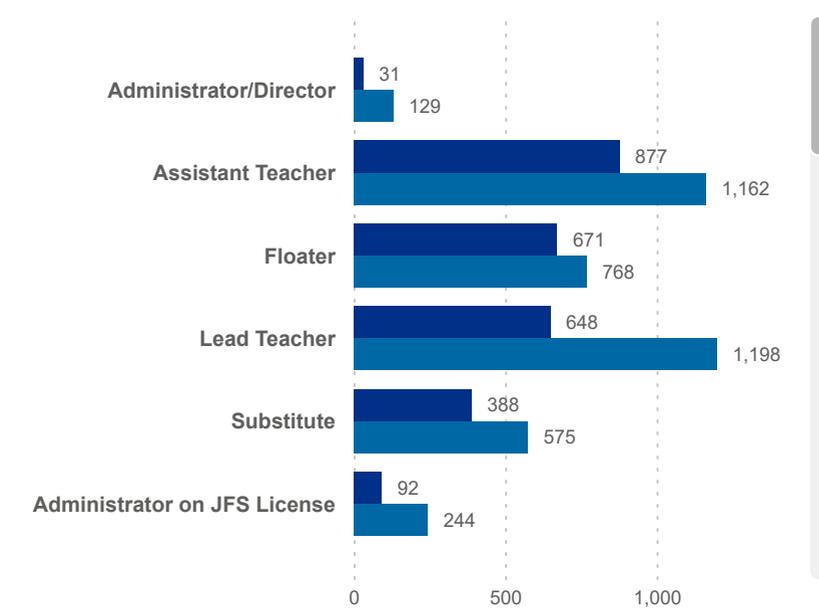
Worker Status: Leaver Stayer



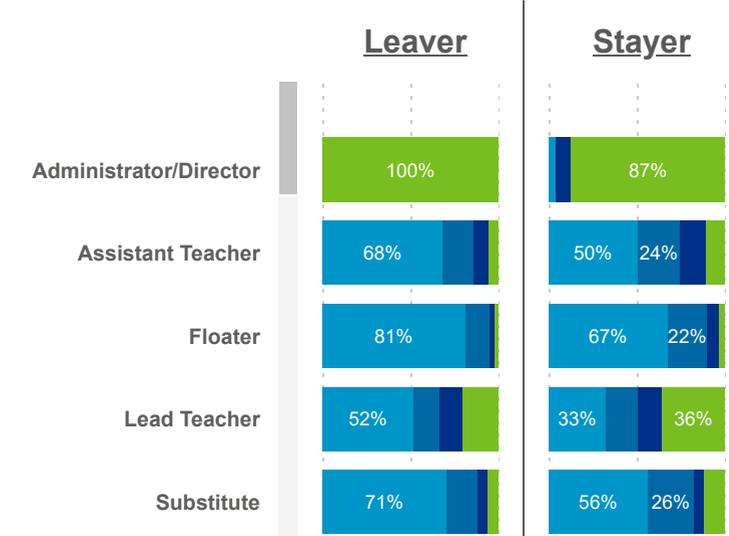
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



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

### AVG ECE DURATION (In Years)

### HOURLY WAGE BANDS (USD)

LEAVER

STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

# 37.85%

# 62.15%

# 3.64

# 4.64

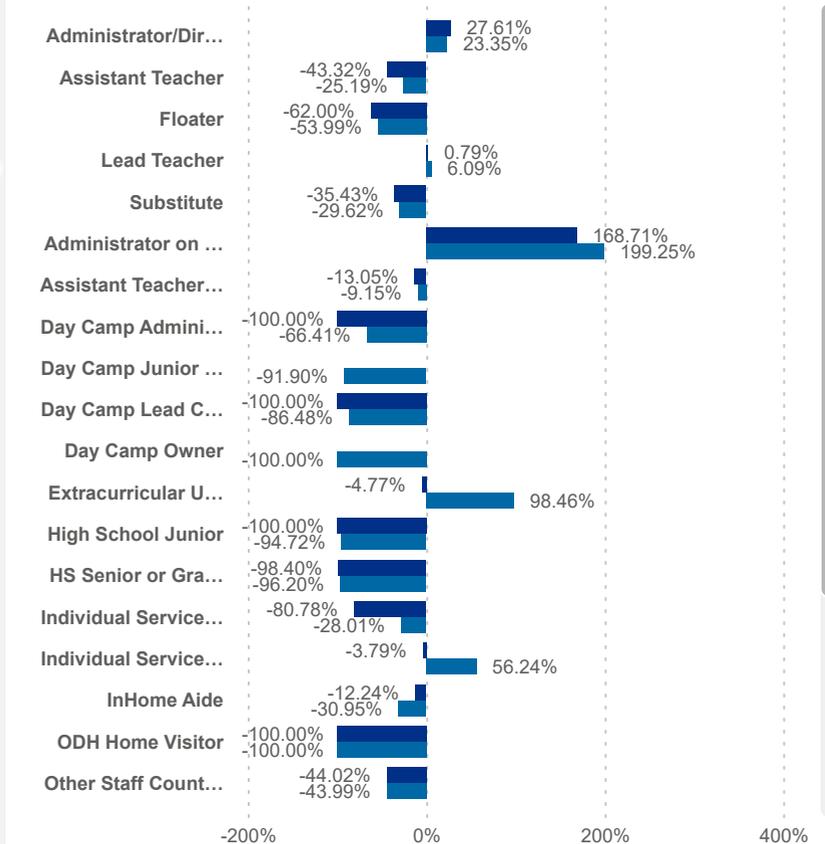
# 10.50

# 14.00

● Leaver % ● Stayer %



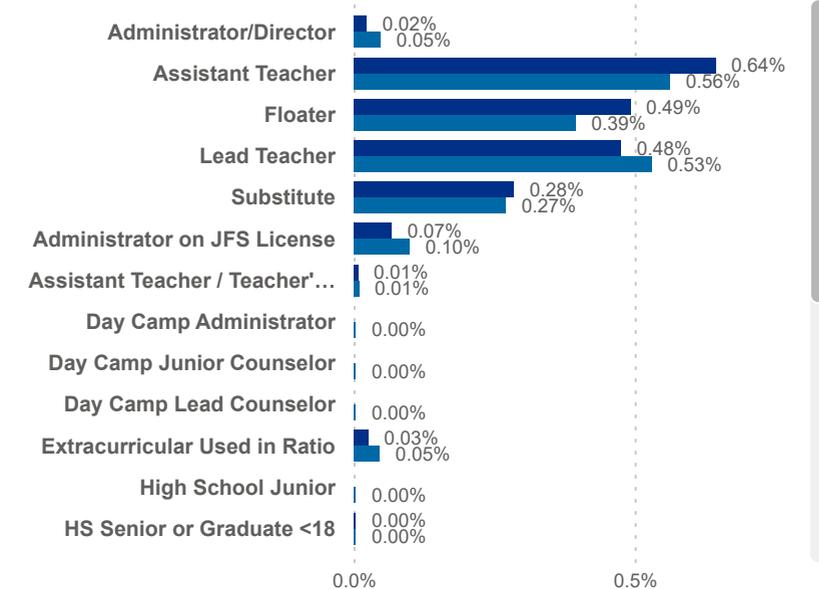
Worker Status: ● Leaver ● Stayer



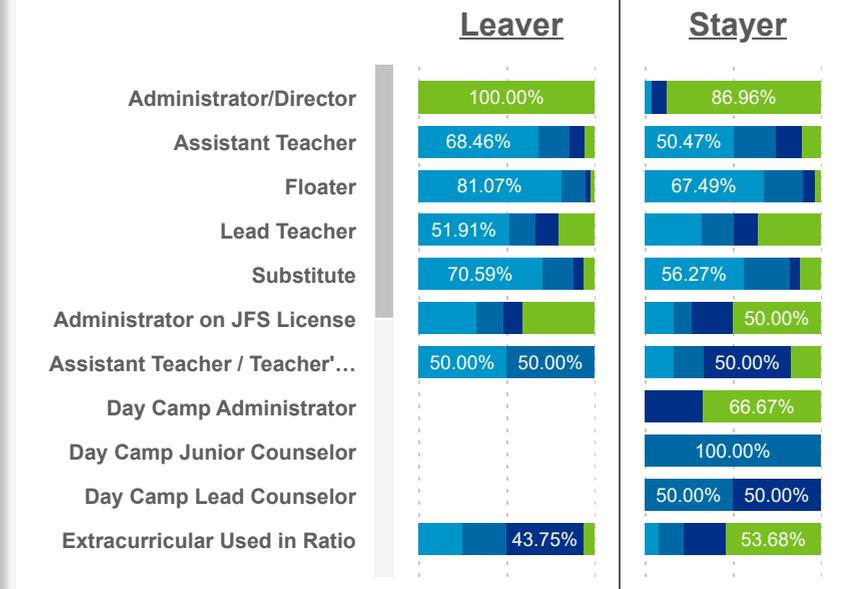
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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



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

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

**LEAVER (Avg Career Duration)**

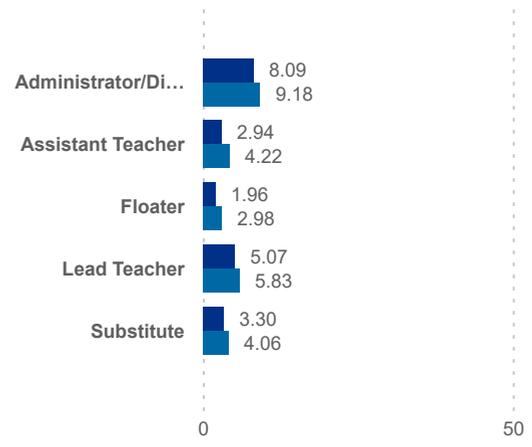
**4.94**

**STAYER (Avg Career Duration)**

**8.20**

## Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Adams	Administrator/Director	0.95		Early	8.29	5.00
Brown	Administrator/Director	1.85		Early	7.50	5.00
Gallia	Administrator/Director	1.76		Early	16.56	3.87
Highland	Administrator/Director	1.02		Early	4.42	5.00
Jackson	Administrator/Director	1.19		Early	13.50	5.00
Lawrence	Administrator/Director	1.98		Early	13.80	
Meigs	Administrator/Director	2.30		Early	7.33	5.00
Pike	Administrator/Director	2.86		Early	6.17	
Ross	Administrator/Director	1.79		Early	13.50	5.00
Scioto	Administrator/Director	1.94		Early	24.00	5.00
Vinton	Administrator/Director	0.73		Early	38.67	
Scioto	Administrator/Director	0.81	10.00	Early	14.83	5.00

**TOTAL STAYER**

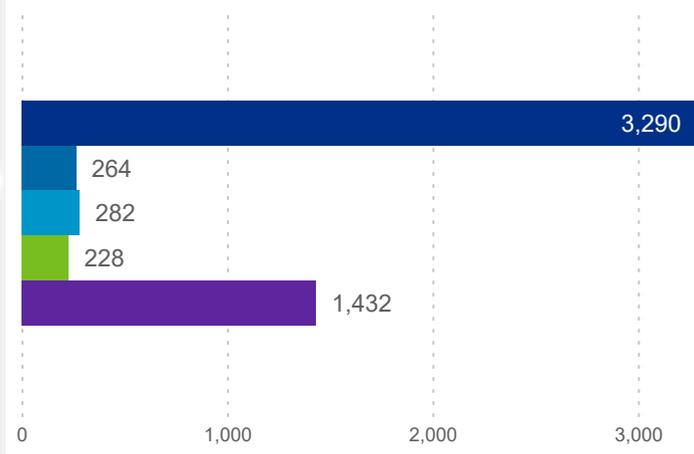
**5,359**

**STAYER (Promotion)**

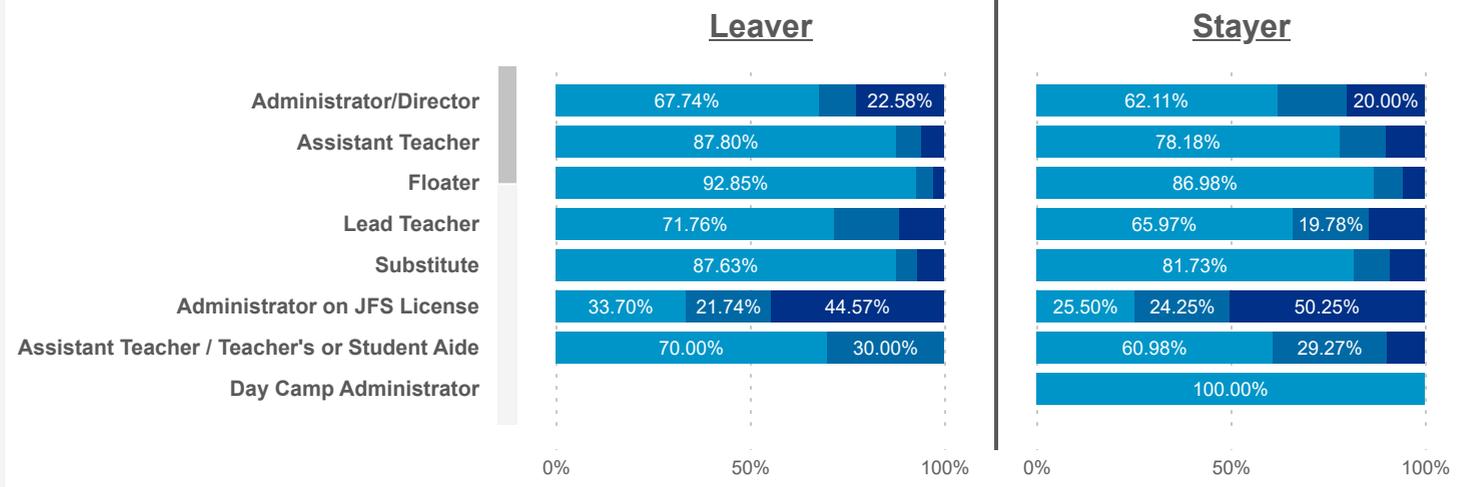
**282**

## 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)**

4.94

**STAYER (Avg Career Duration)**

8.20

**TOTAL STAYER**

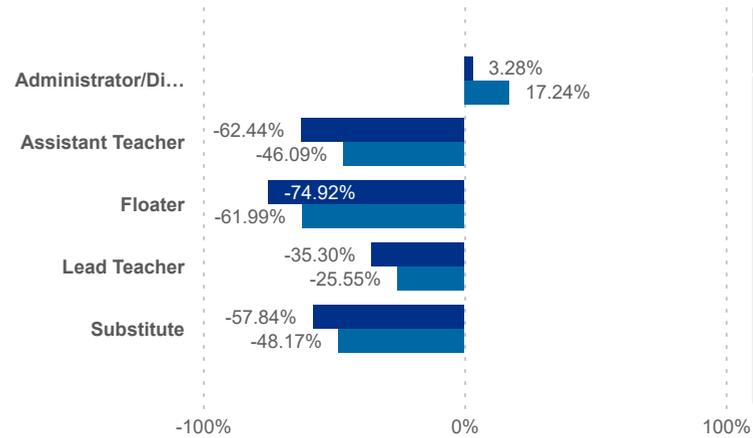
5,359

**STAYER (Promotion)**

282

## Avg Career Duration by Job Title vs Mean

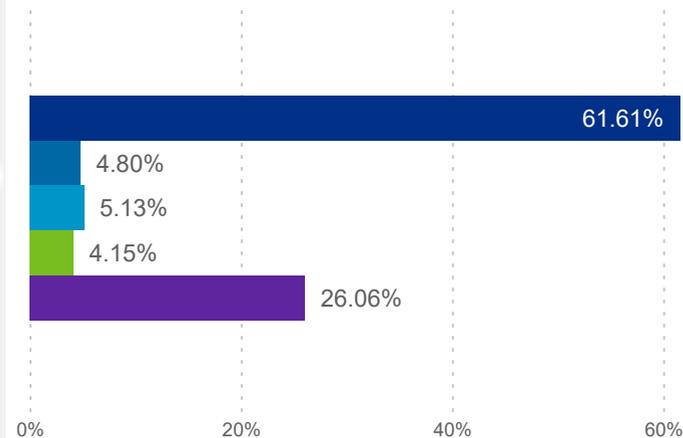
Worker Status: ● Leaver ● Stayer



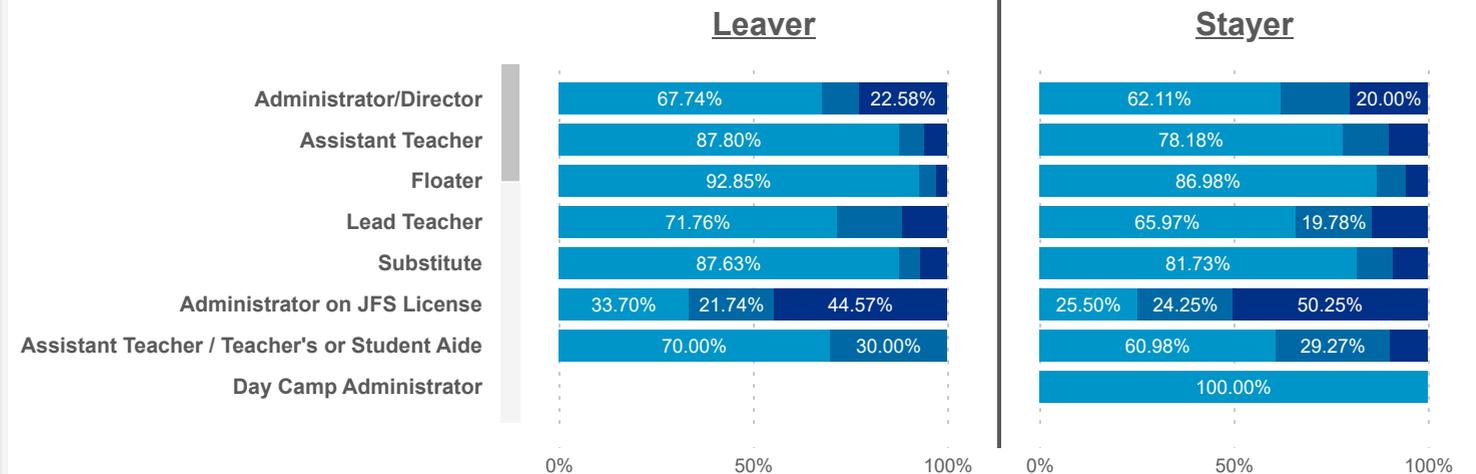
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Ross	Administrator/Director	0.00	28.00	Early	3.50	5.00
Pike	Assistant Teacher	0.00	12.31	Early	3.69	5.00
Scioto	Lead Teacher	0.00	13.61	Senior	7.53	1.00
Highland	Substitute	0.00	9.11	Early	1.59	5.00
Adams	Owner	0.00		Early	15.80	3.00
Lawrence	Driver	0.00	11.51	Mid	2.50	5.00
Pike	Assistant Teacher	0.01	9.10	Early	5.25	1.00
Brown	Assistant Teacher	0.01	10.45	Early	7.14	1.00
Scioto	Floater	0.01	8.15	Early	1.71	3.00
Scioto	Floater	0.01	8.40	Early	1.50	3.00
Brown	Floater	0.01	11.09	Senior	7.14	1.00
Scioto	Lead Teacher	0.01	8.95	Early	3.66	

## 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:

### PAY MEDIAN (USD)

### PAY PROGRESSION (USD)

### PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

# 10.50

# 14.00

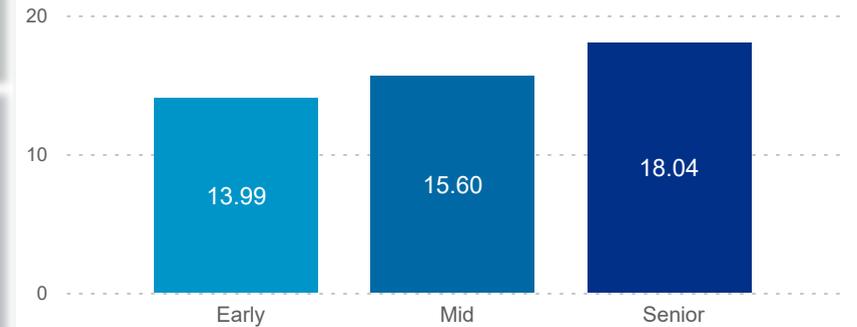
LEAVER

STAYER

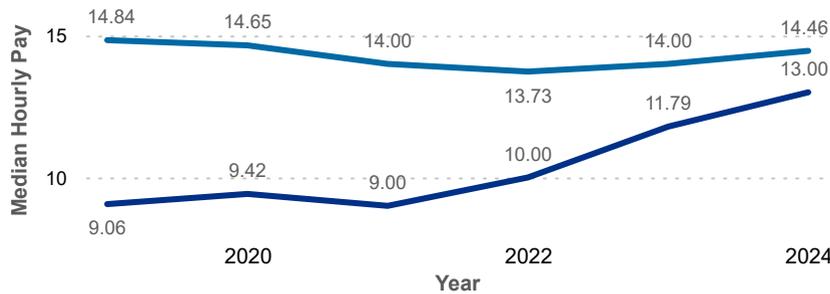
# 0.29

# 0.36

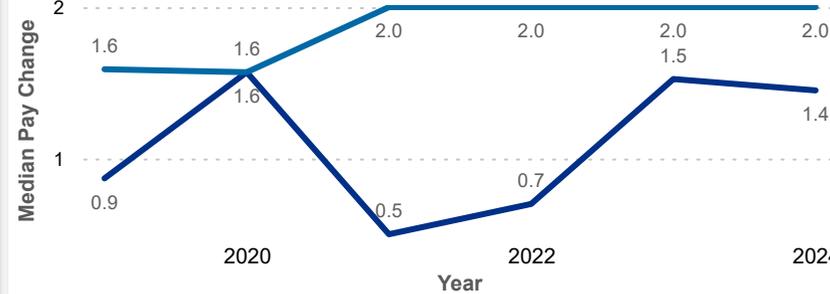
Seniority: ● Early ● Mid ● Senior



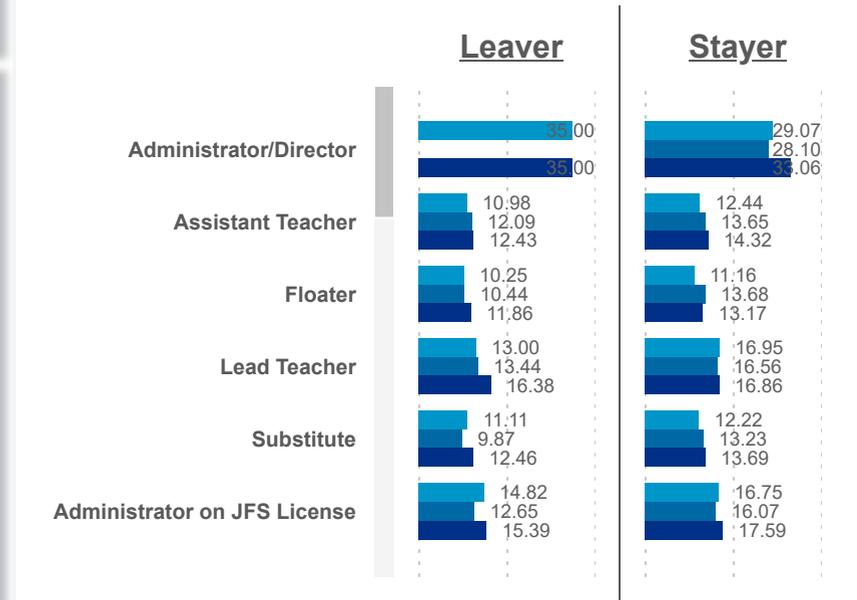
Worker Status: ● Leaver ● Stayer



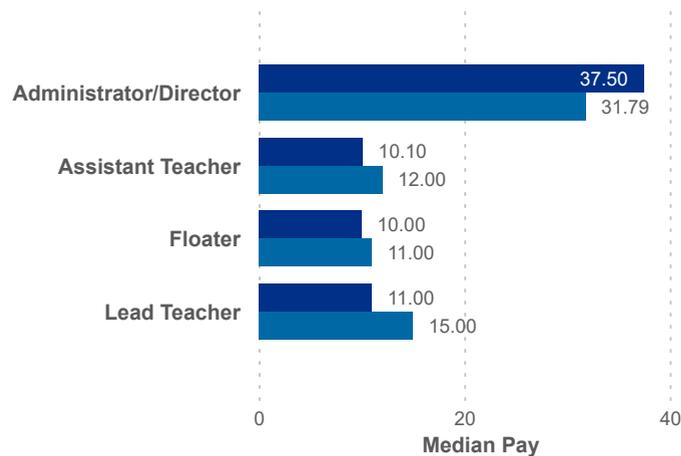
Worker Status: ● Leaver ● Stayer



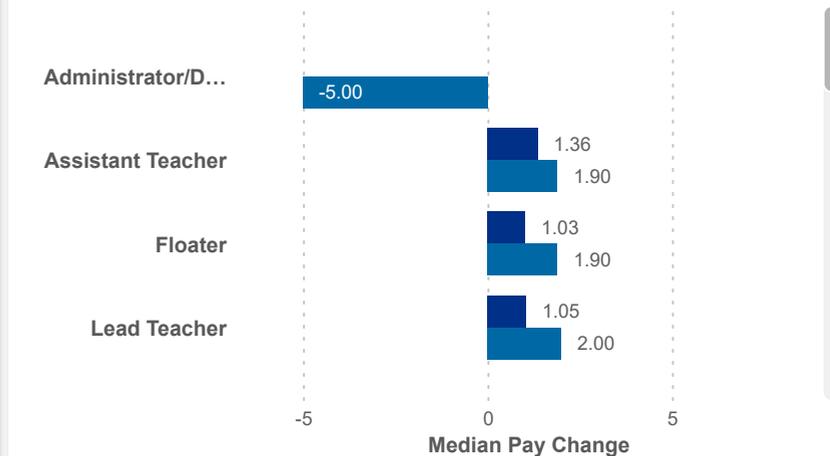
Seniority: ● Early ● Mid ● Senior



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)

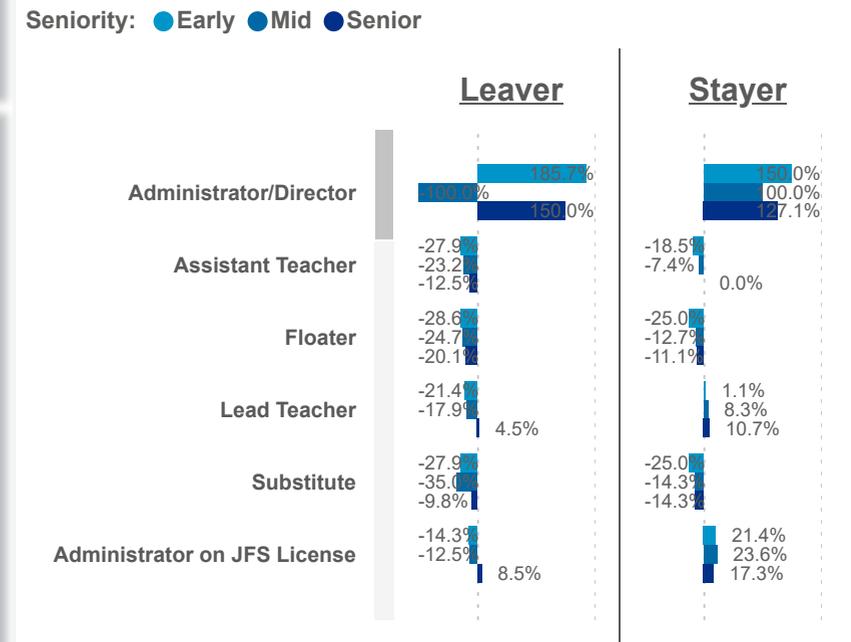
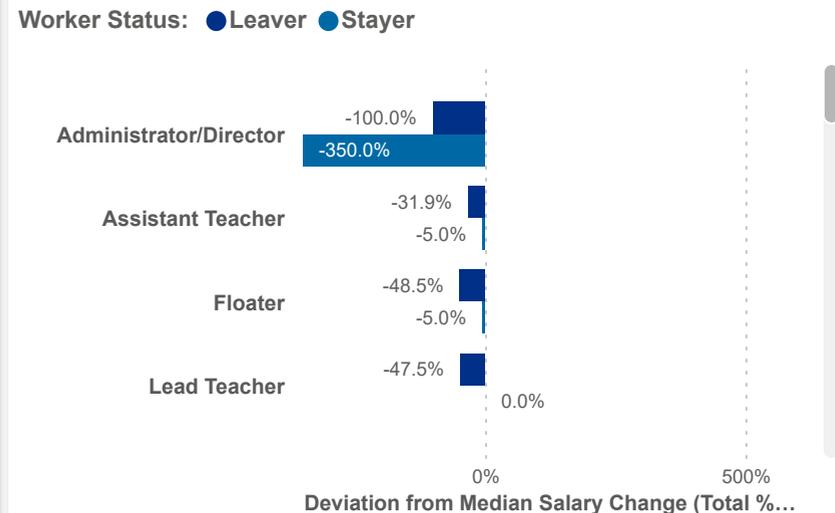
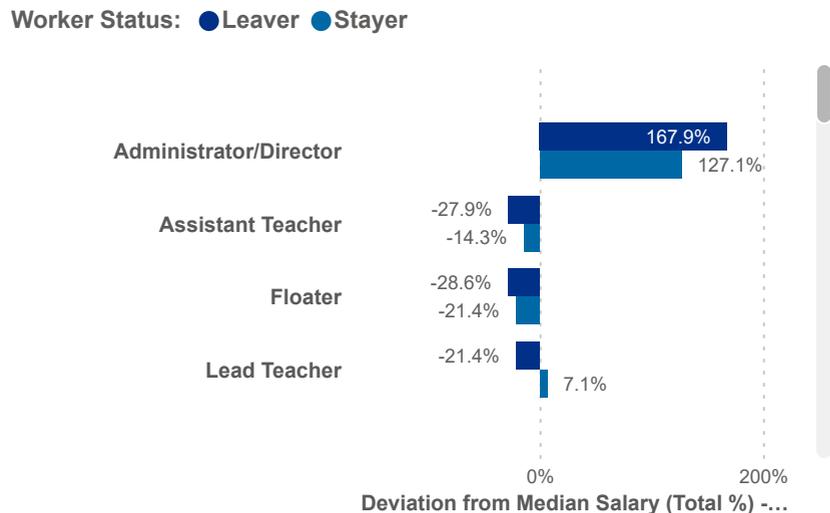
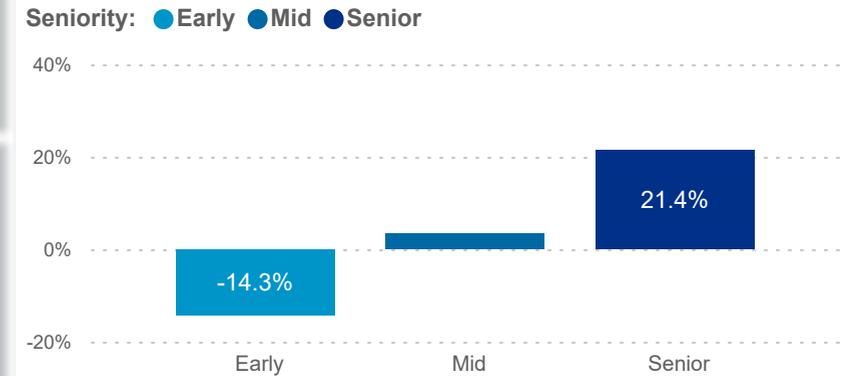
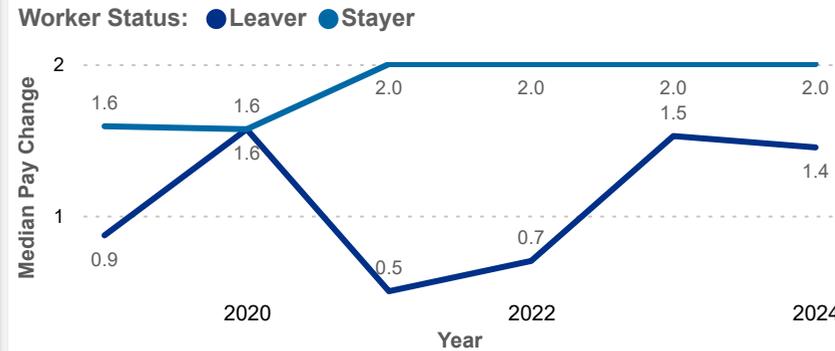
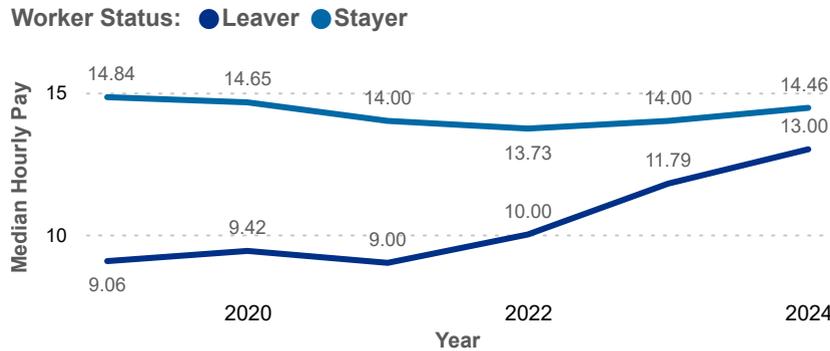
PAY & CAREER SENIORITY (USD)

**LEAVER**  
**10.50**

**STAYER**  
**14.00**

**LEAVER**  
**0.29**

**STAYER**  
**0.36**



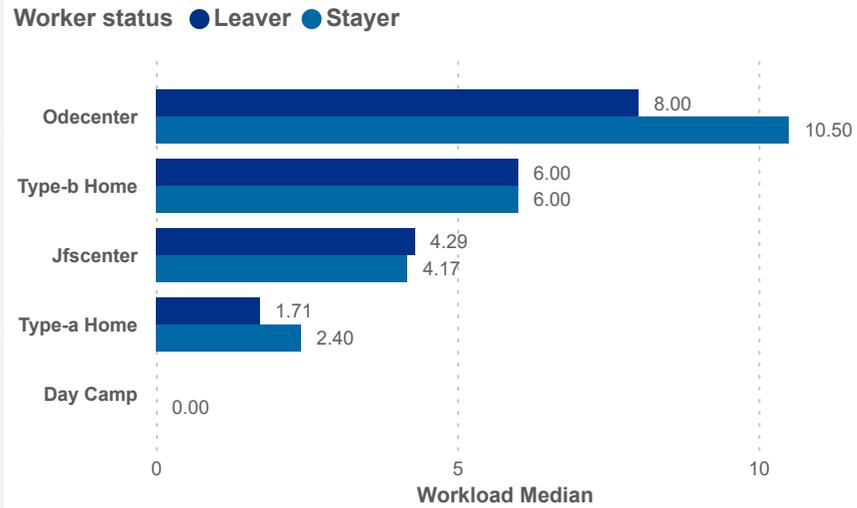
Program Type: 
 Position Type: 
 Beale Code: 
 Publicly Funded: 
 Job Title:

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

Workload Median (Total)

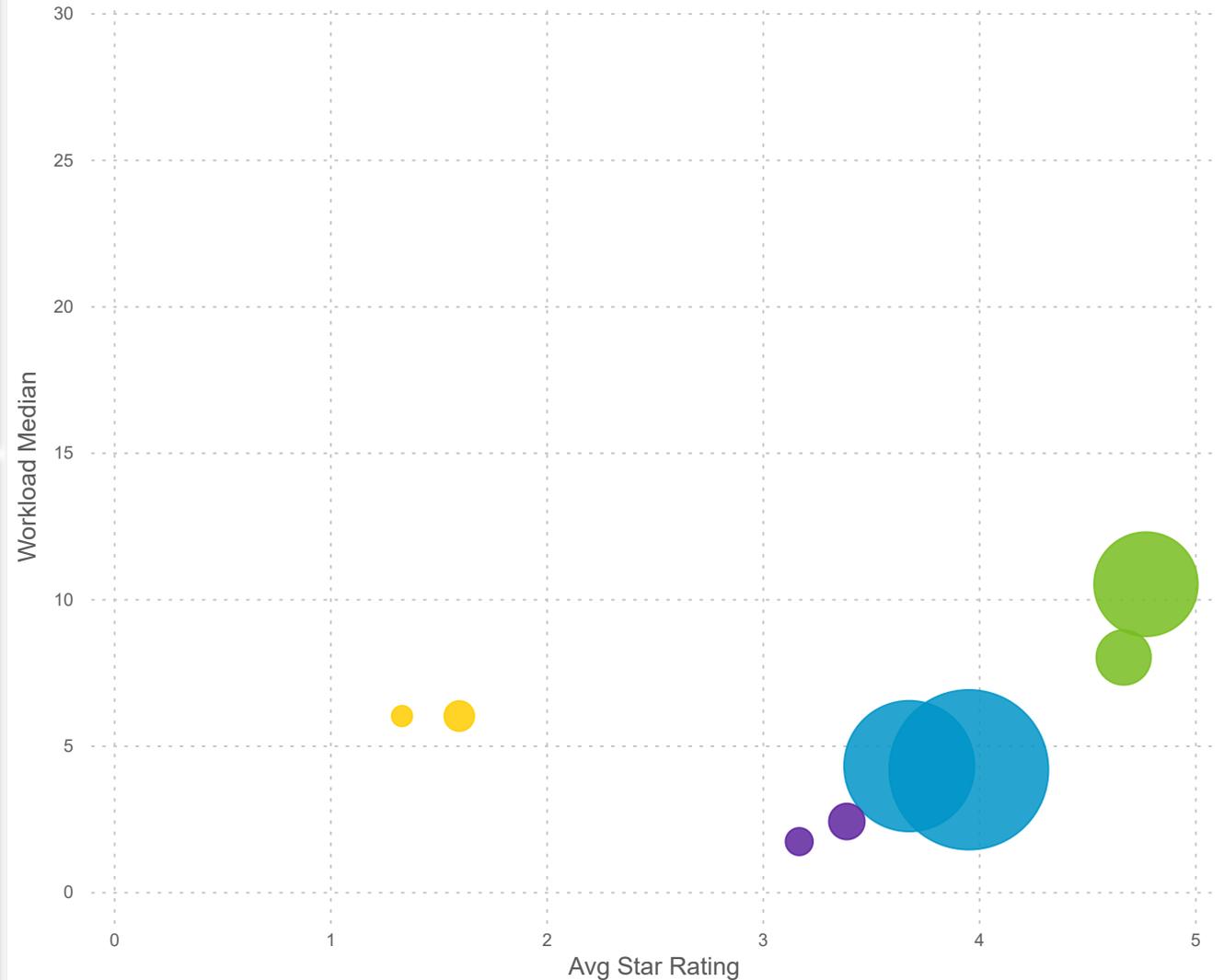
4.71

Workload Median



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

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



Workload Median (Leaver)

4.43

Workload Median (Stayer)

4.72

Star Rating Mean (Total)

4.04

Star Rating Mean



Star Rating Mean (Leaver)

3.75

Star Rating Mean (Stayer)

4.05

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

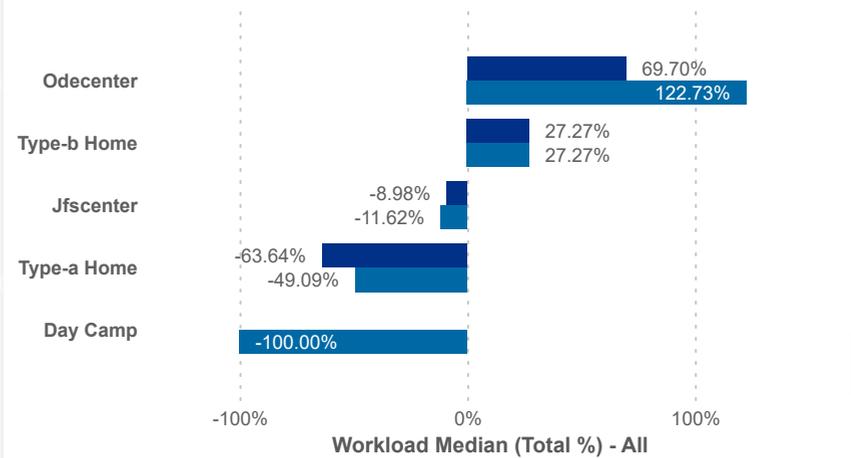
Date:  |  | 
 SDA>County:  | 
 Star Rating:  | 
 Total Duration:  |  | 
 Center Type:  | 
 Education:

Workload Median (Total)

4.71

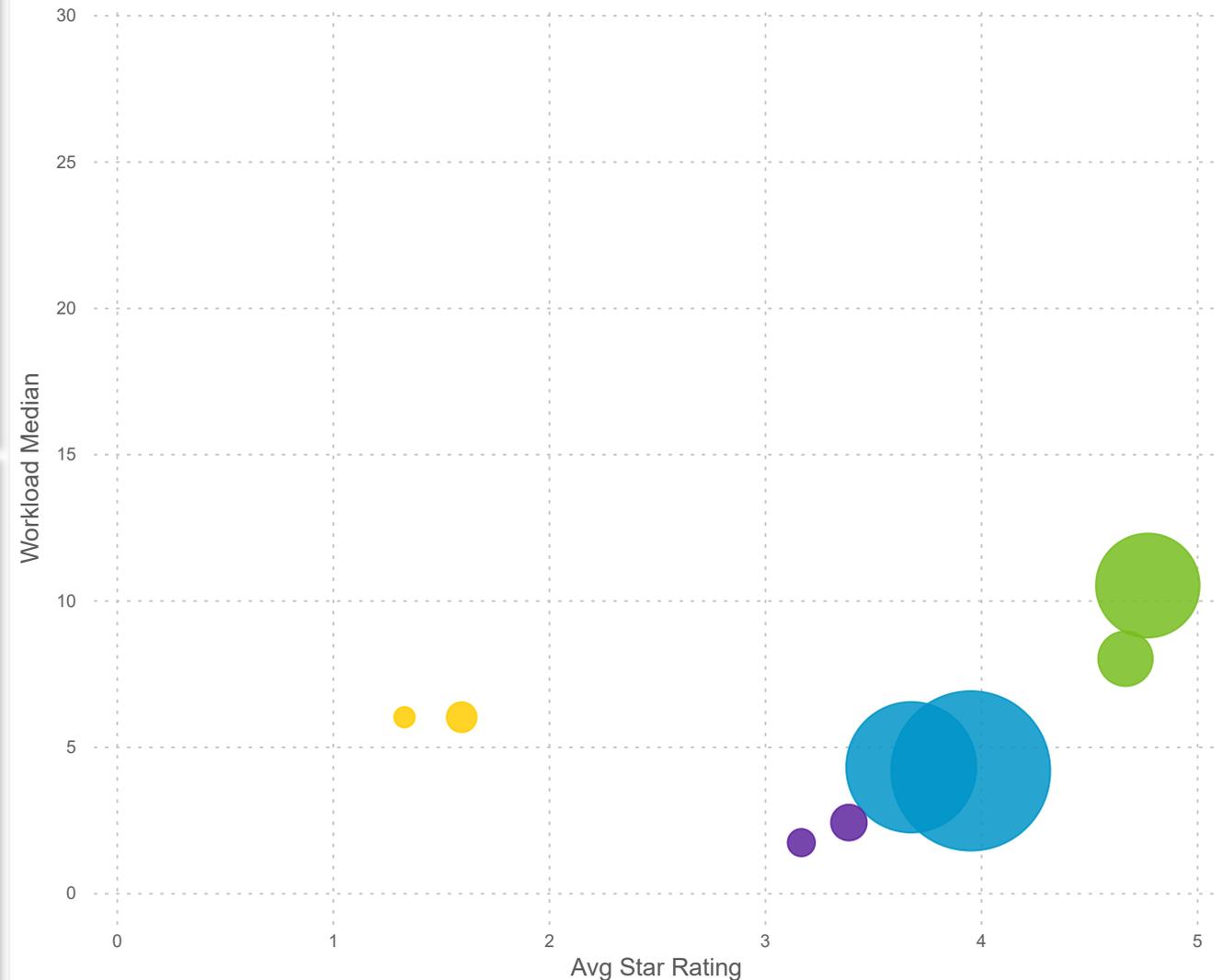
Workload Median (Total %)

Worker status ● Leaver ● Stayer



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

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

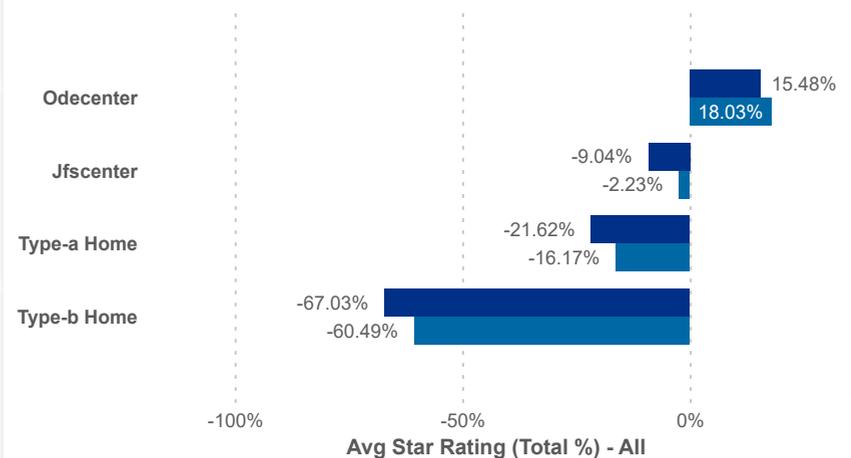


Workload Median (Leaver)

4.43

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Workload Median (Stayer)

4.72

Star Rating Mean (Total)

4.04

Star Rating Mean (Leaver)

3.75

Star Rating Mean (Stayer)

4.05



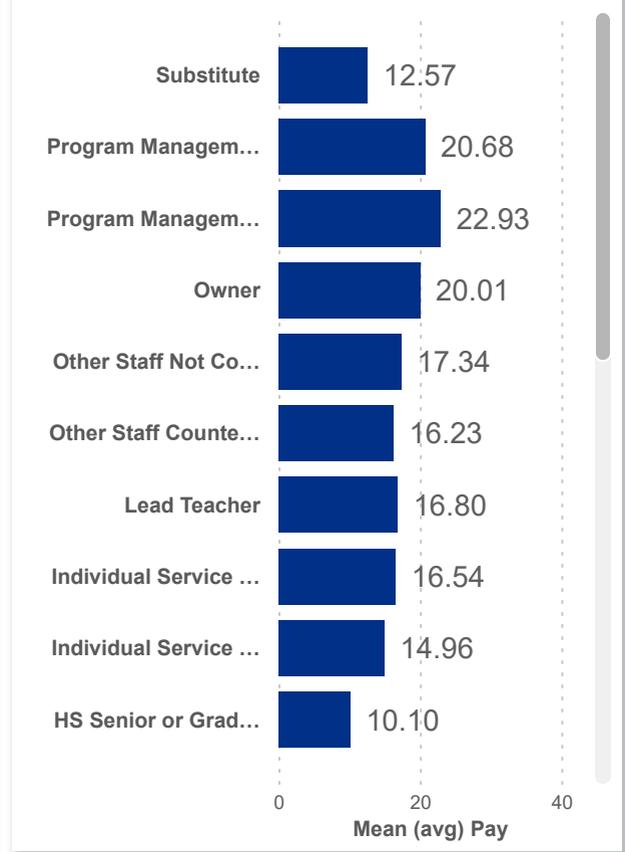
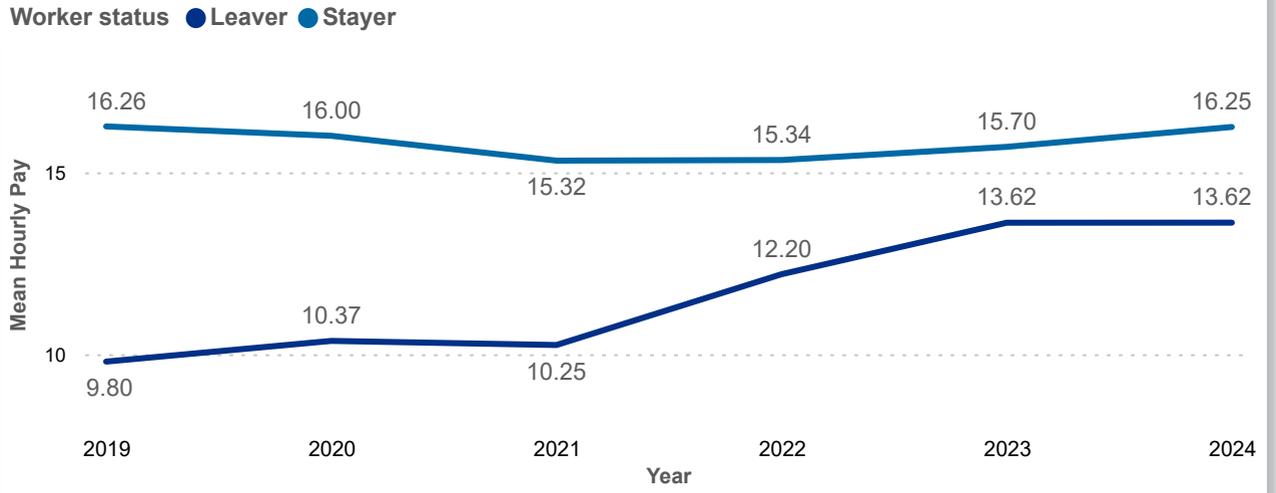
Program Type:  Position Type:  Beale Code:  Publicly Funded:  Job Title:

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

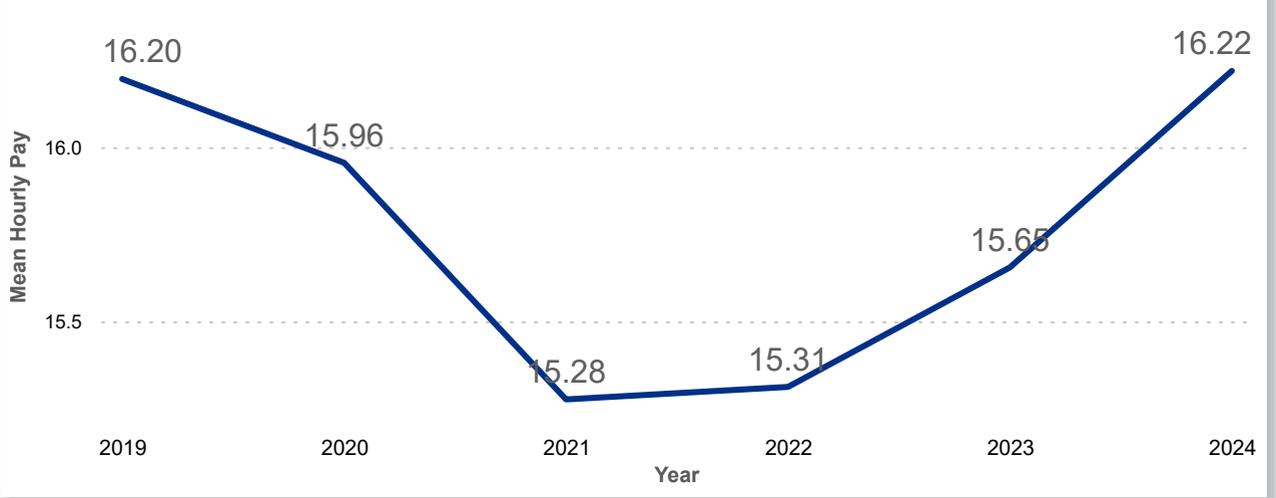
PAY MEAN (USD)

<b>LEAVER</b>	<b>STAYER</b>	<b>COMBINED</b>
<b>12.22</b>	<b>15.70</b>	<b>15.66</b>

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:

<b>Adjusted Workers</b> <b>8,622</b>	<b>Total Leaver</b> <b>3K</b>	<b>Total Stayer</b> <b>5K</b>	<b>Pay Median</b> <b>14.00</b>	<b>Star Rating Mean (Total)</b> <b>4.04</b>	<b>Avg Career Duration (Years)</b> <b>6.12</b>	<b>Avg Job Duration (Years)</b> <b>3.03</b>	<b>Workload Median (Total)</b> <b>4.71</b>	<b># of Workers 1Y From Retirement</b> <b>780</b>	<b># of Workers 2Y From Retirement</b> <b>870</b>
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