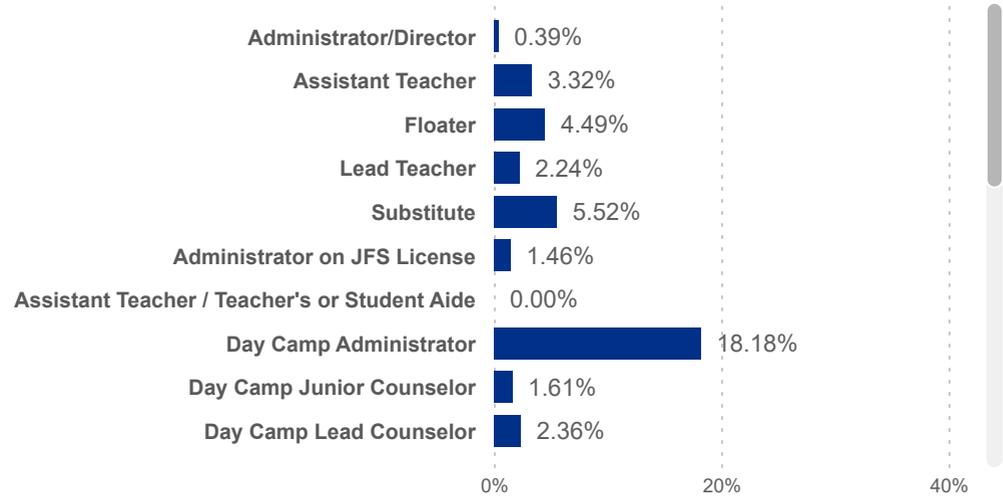


Program Type: |
 Position Type: |
 Beale Code: |
 Publicly Funded: |
 Job Title:

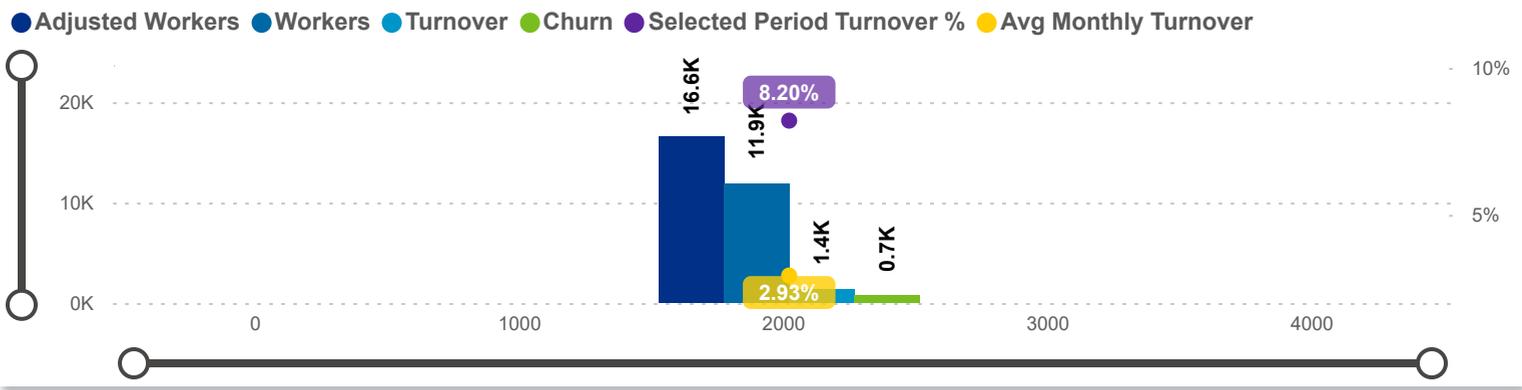
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

Avg Monthly Turnover Rates by Job Title

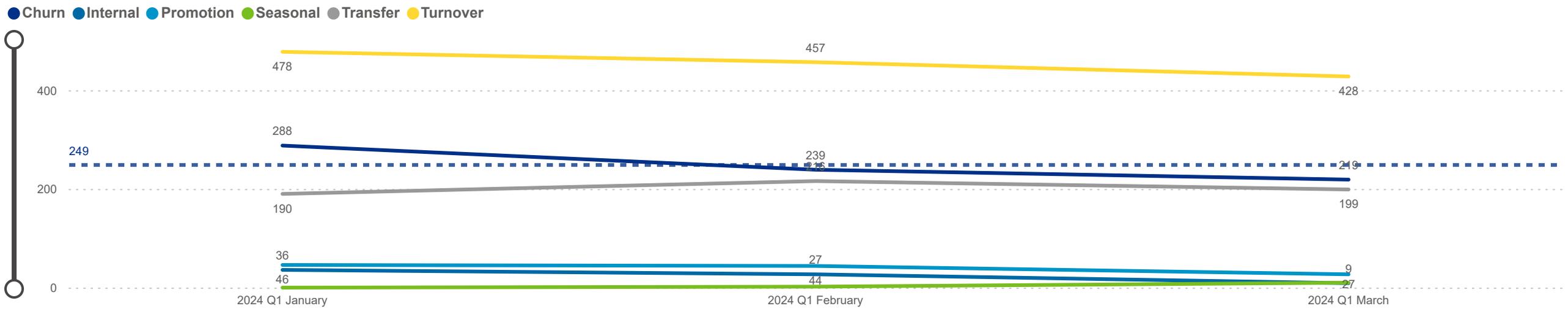


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.93%	16,613	739	15,874	8.20%

Avg Monthly Turnover and Number of Workers



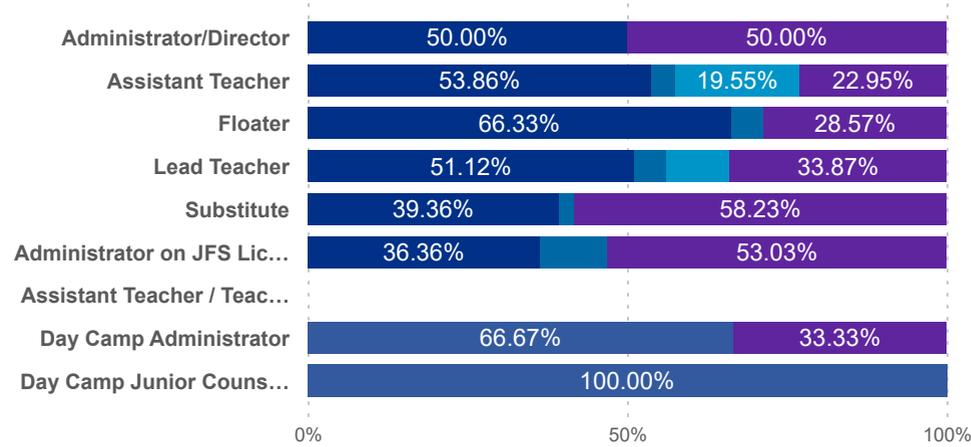
Categorization by Time Series



Date: 202401 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | Retention Support (Comp.): All
 202403 | Position Type: All | Star Rating: All | Total Duration: 0.00 | 50.00 | Center Type: Multiple select... | Publicly Funded: All | Student Age Group: All
 SDA>County: SDA 3 | Legacy Star Rating: All | Beale Code: All

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.61%

Adjusted Workers

16,613

Workload Median

6.00

Pay Median USD / hr

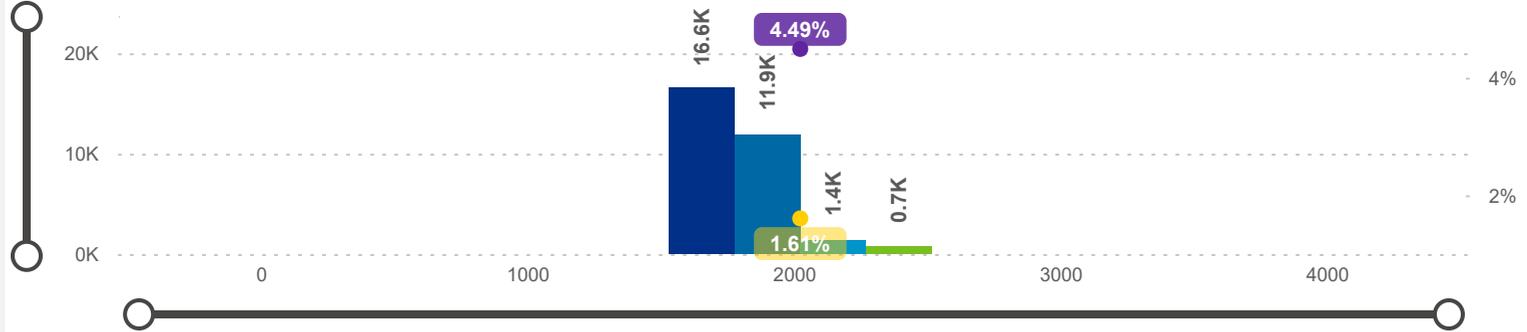
15.00

Avg ECE Duration

6.54

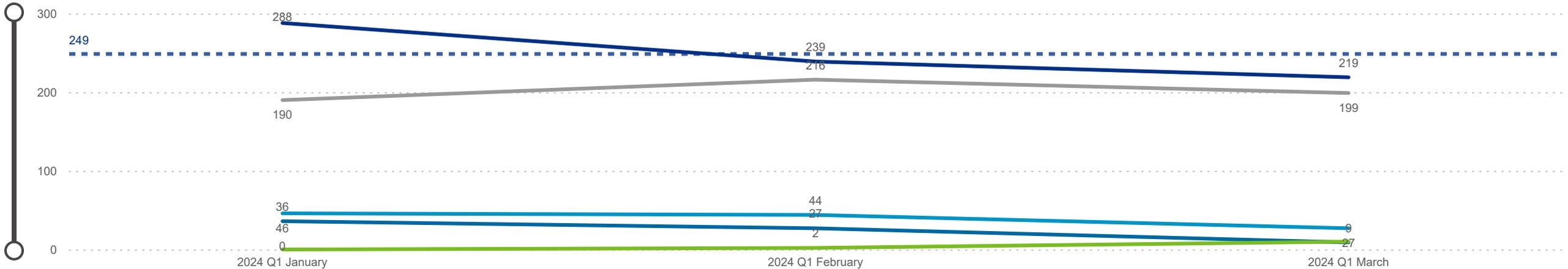
Avg Monthly Churn and Number of Workers

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



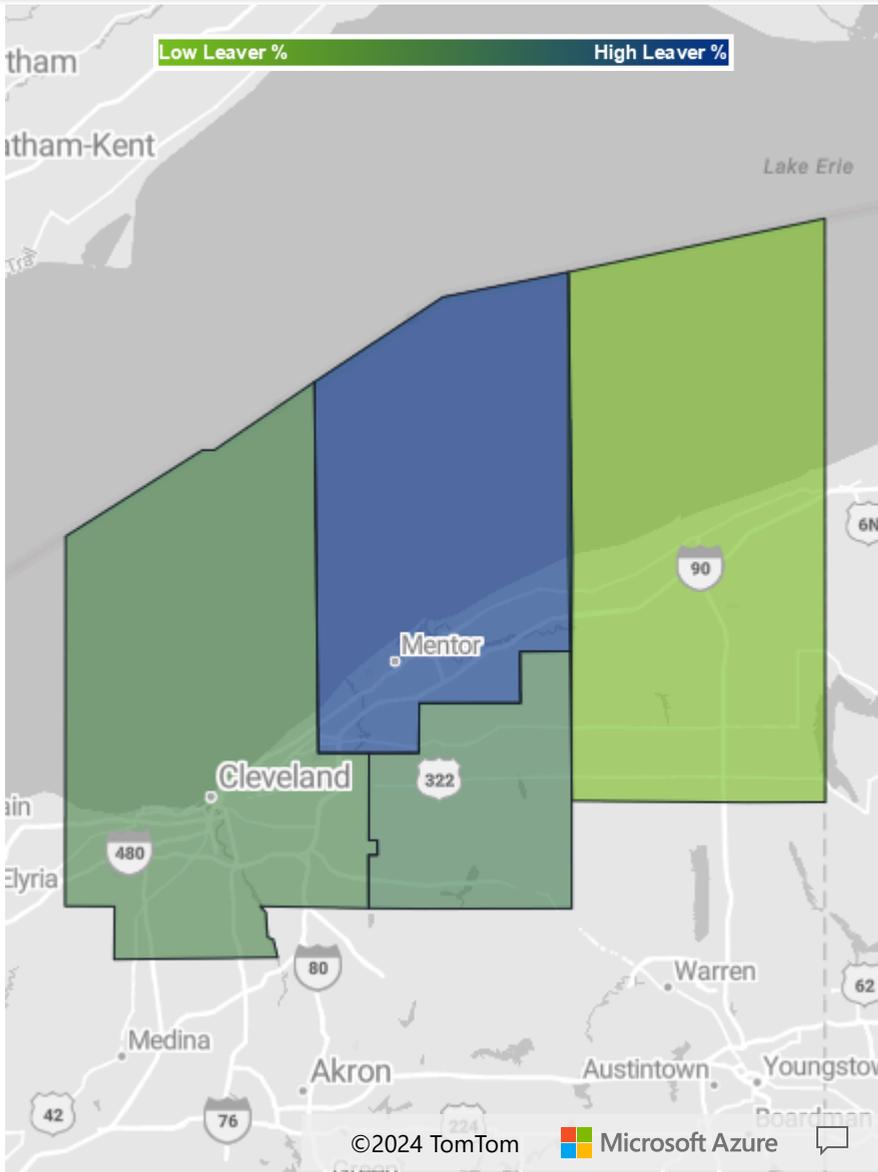
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202401 | 202403 | SDA>County: SDA 3 | Star Rating: All | Total Duration: 0.00 | 50.00 | Center Type: Multiple select... | Education: All



ADJUSTED WORKERS
16,613

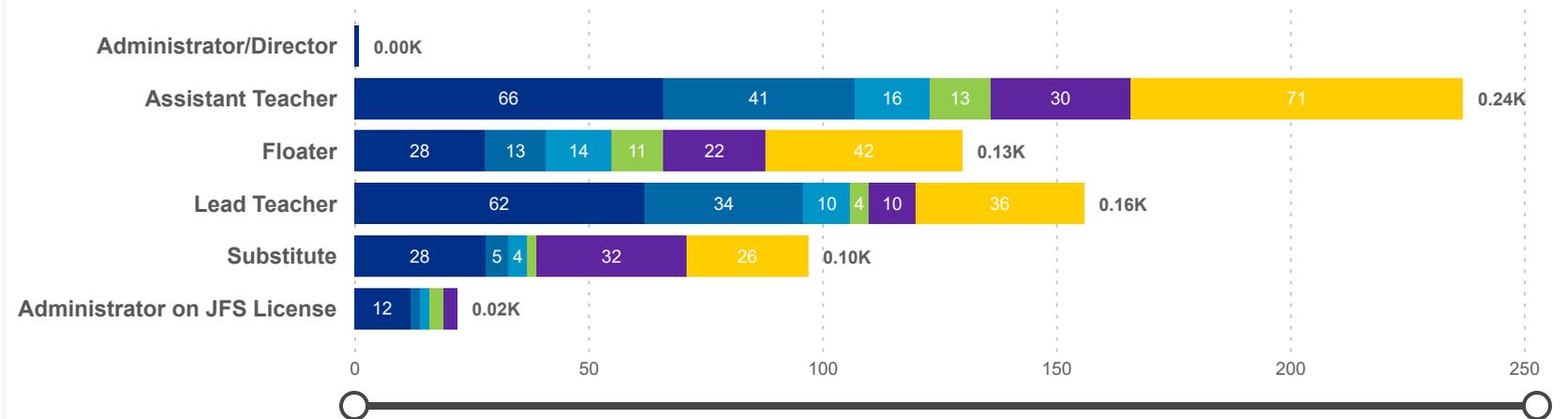
TOTAL LEAVER
739

TOTAL STAYER
15,874

SELECTED PERIOD CHURN %
4.45%

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
Cuyahoga OH	13,558	9,669	81.23%	589	12,969	4.34%	95.66%	1.57%	8.26%	2.96%	6.00	3.65
Lake OH	1,756	1,382	11.61%	99	1,657	5.64%	94.36%	2.09%	9.17%	3.30%	6.56	3.96
Geauga OH	601	487	4.09%	27	574	4.49%	95.51%	1.56%	4.99%	1.74%	6.07	4.14
Ashtabula OH	698	523	4.39%	24	674	3.44%	96.56%	1.24%	7.45%	2.57%	4.94	4.10
Total	16,613	11,903	100.00%	739	15,874	4.45%	95.55%	1.61%	8.20%	2.93%	6.00	3.71

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

739

TOTAL STAYER

15,874

LEAVER

3.89

STAYER

6.62

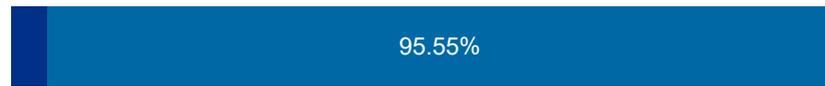
LEAVER (Hourly Wage MED)

14.50

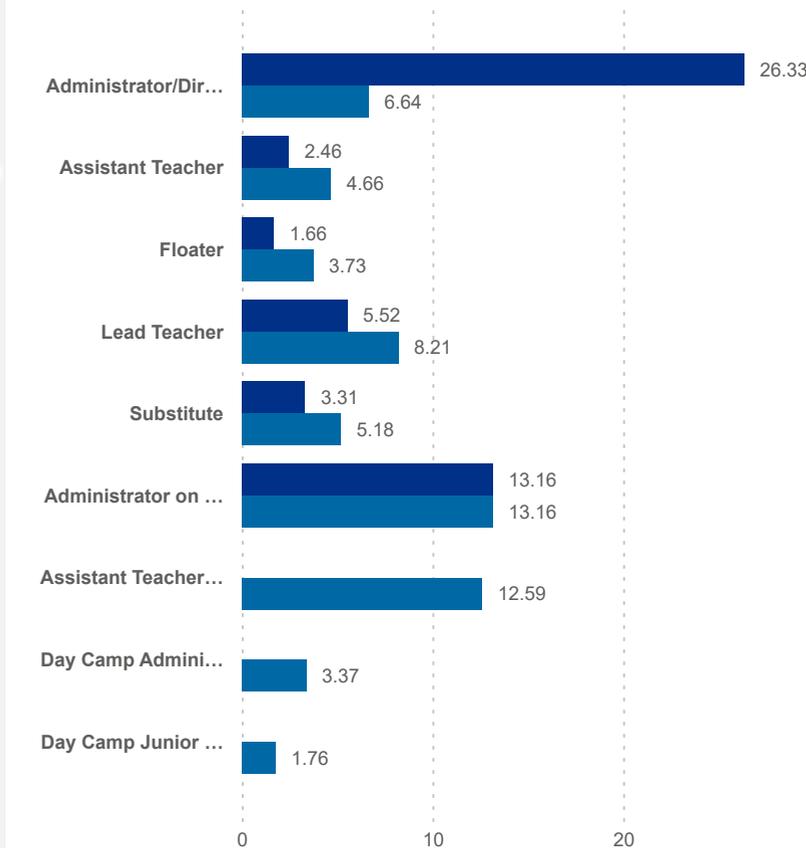
STAYER (Hourly Wage MED)

15.00

● Leaver % ● Stayer %



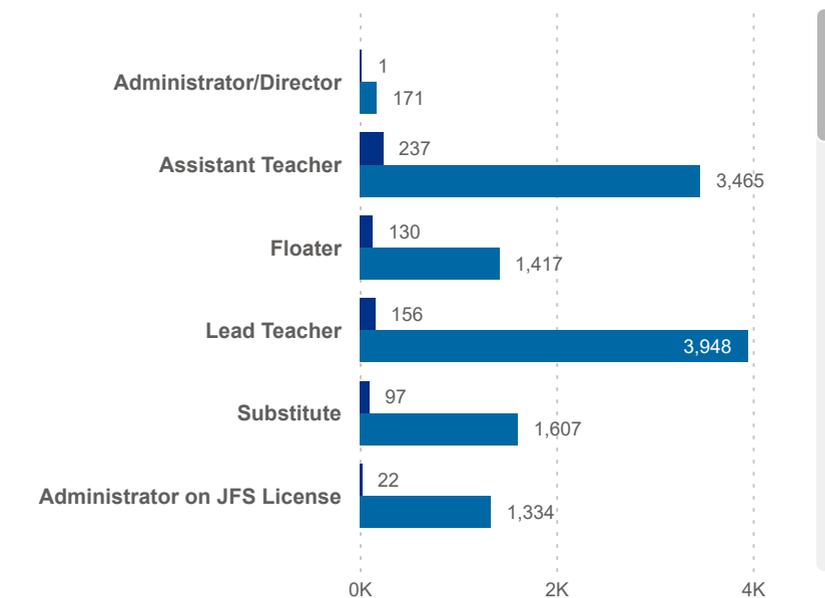
Worker Status: ● Leaver ● Stayer



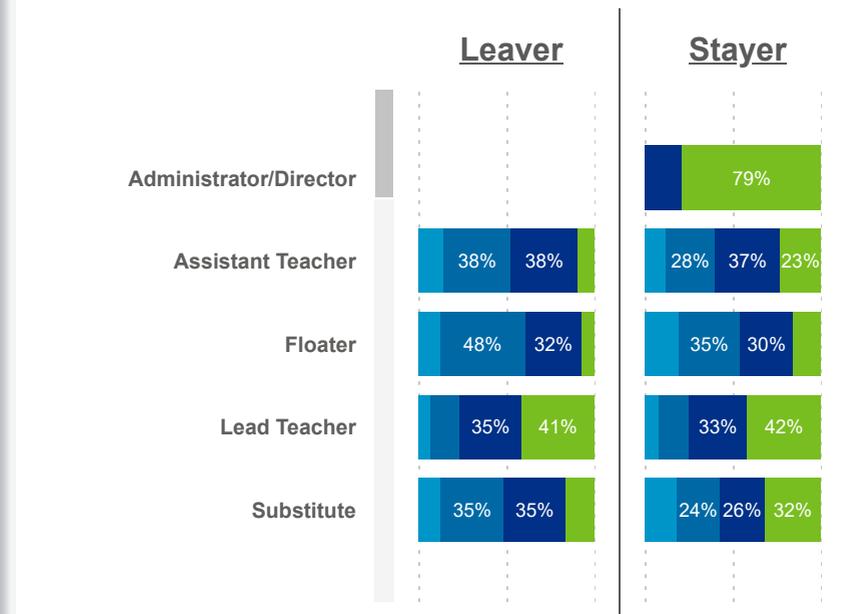
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● 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)

4.45%

95.55%

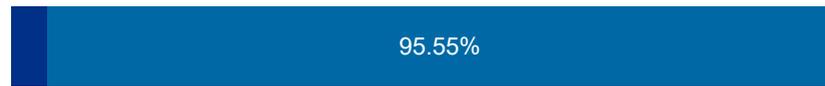
3.89

6.62

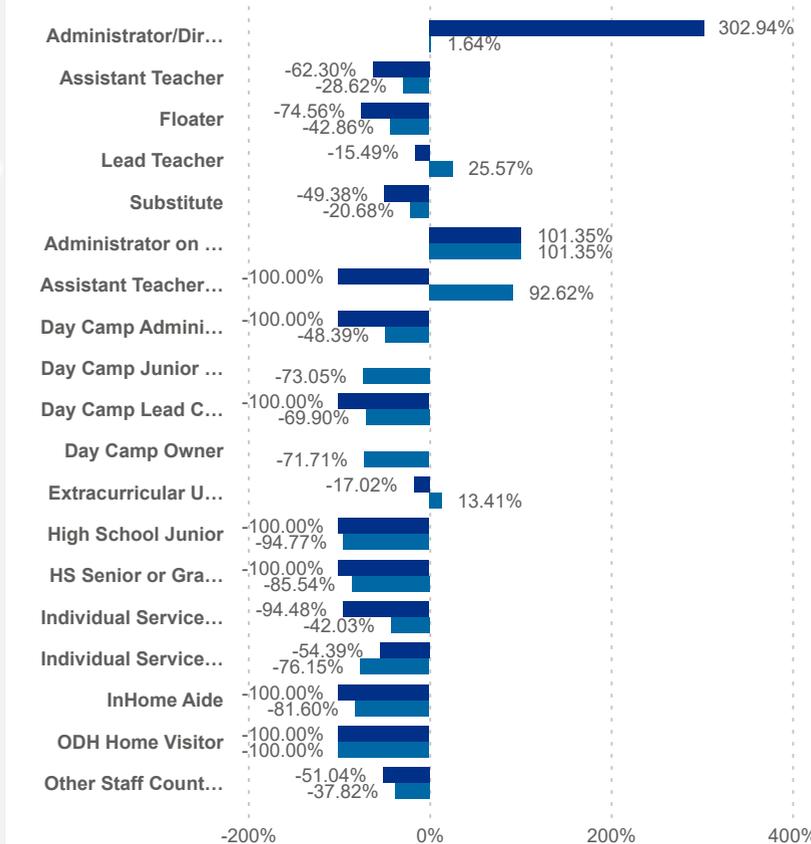
14.50

15.00

● Leaver % ● Stayer %



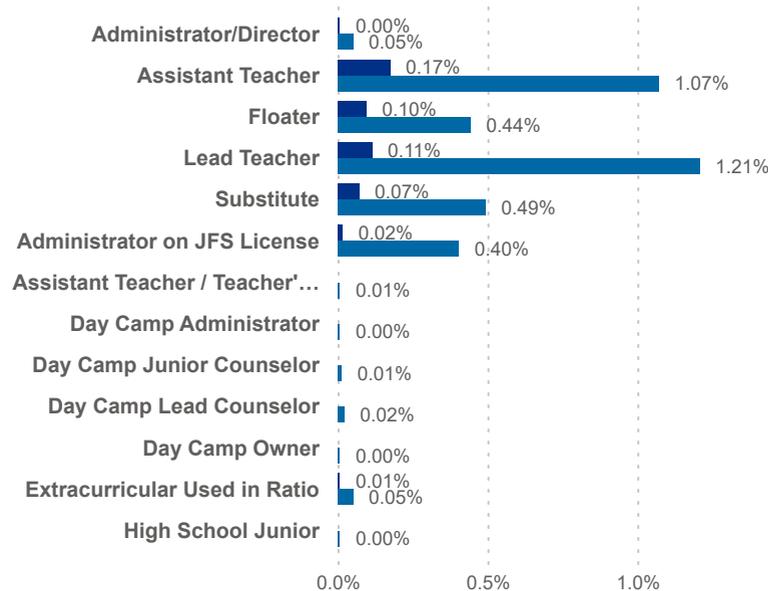
Worker Status: ● Leaver ● Stayer



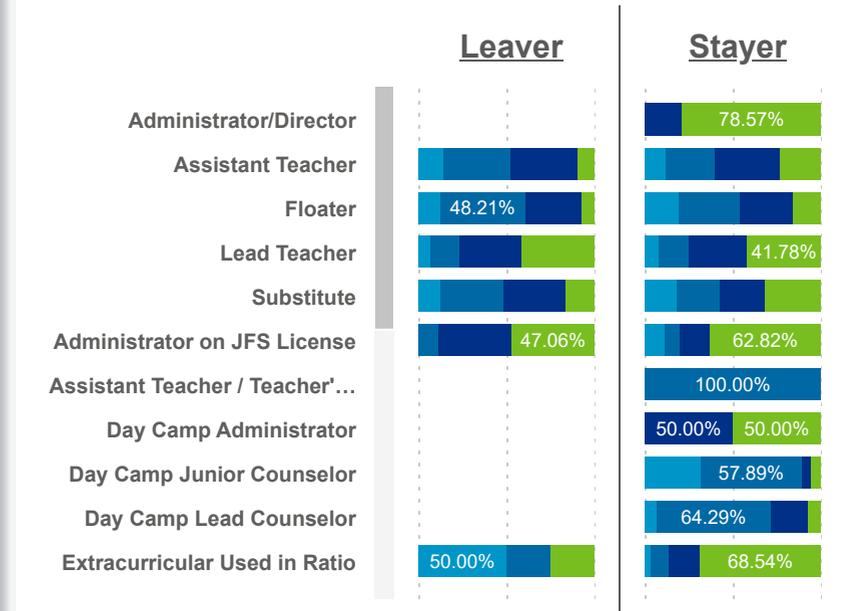
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



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)

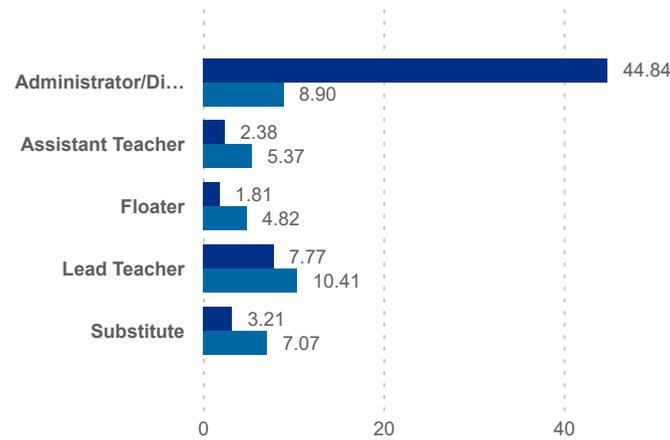
6.88

STAYER (Avg Career Duration)

10.17

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



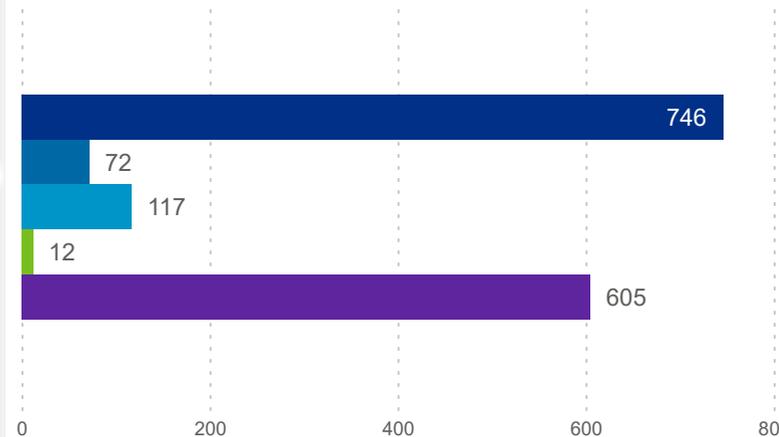
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Ashtabula	Administrator/Director	1.21		Early	8.25	4.86
Cuyahoga	Administrator/Director	1.96		Early	8.00	3.72
Geauga	Administrator/Director	1.24		Early	10.67	4.00
Lake	Administrator/Director	1.49		Early	11.57	4.67
Cuyahoga	Administrator/Director	1.24	15.00	Early	9.46	4.50
Cuyahoga	Administrator/Director	2.48	17.00	Early	6.81	
Cuyahoga	Administrator/Director	3.59	20.00	Early	22.00	
Geauga	Administrator/Director	0.44	20.00	Early	6.50	5.00
Cuyahoga	Administrator/Director	4.57	21.00	Early	4.67	4.00
Cuyahoga	Administrator/Director	1.59	21.64	Early	6.44	
Cuyahoga	Administrator/Director	2.59	22.00	Early	13.25	
Cuyahoga	Administrator/Director	1.50	25.00	Early	19.33	5.00

TOTAL STAYER

15,874

Turnover Reasons

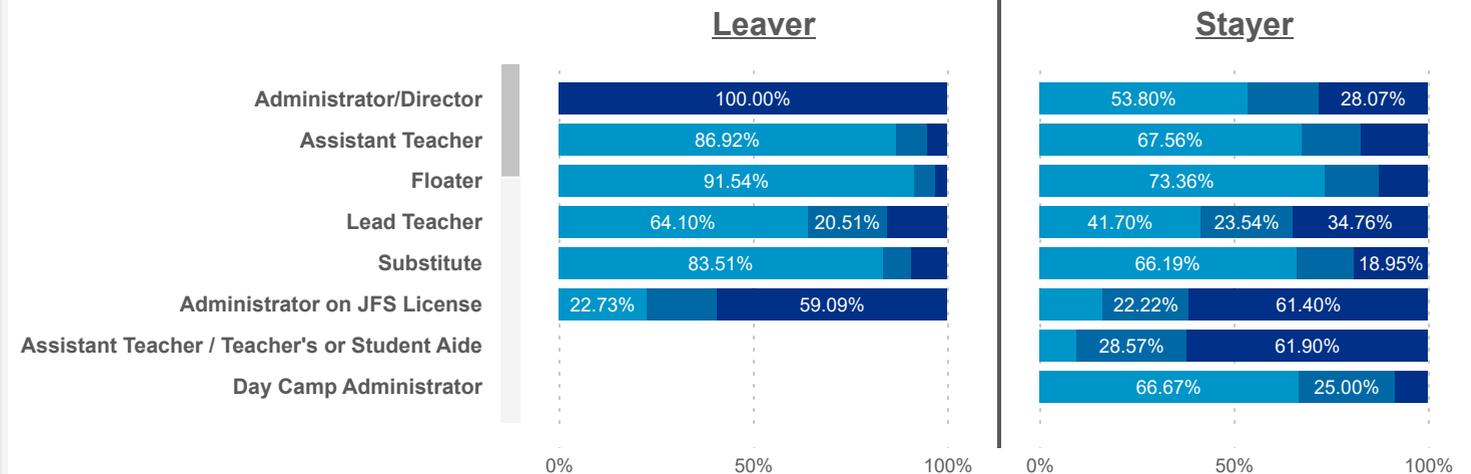
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

117

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)

6.88

STAYER (Avg Career Duration)

10.17

TOTAL STAYER

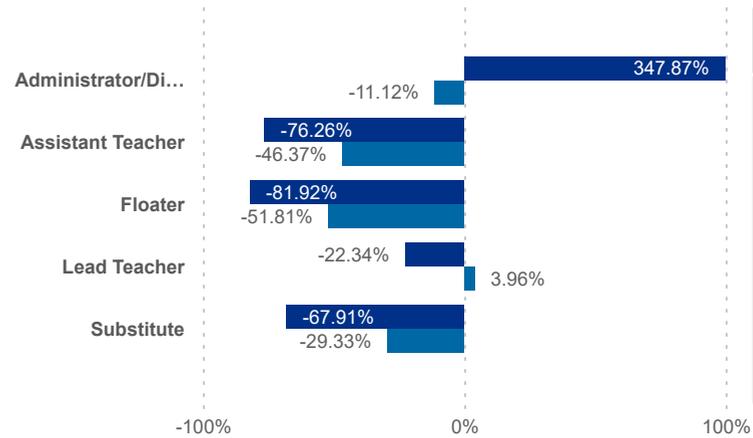
15,874

STAYER (Promotion)

117

Avg Career Duration by Job Title vs Mean

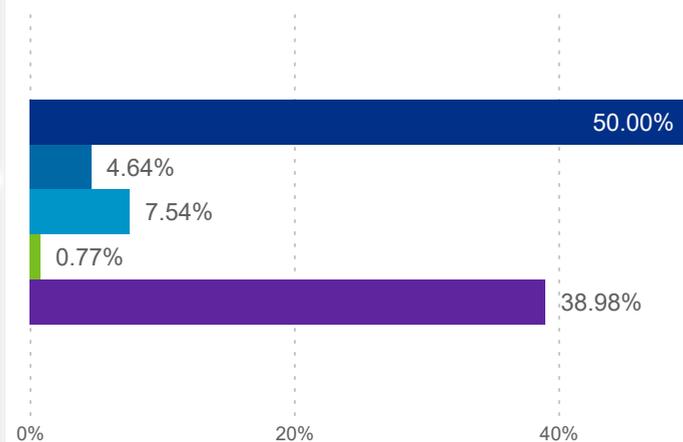
Worker Status: ● Leaver ● Stayer



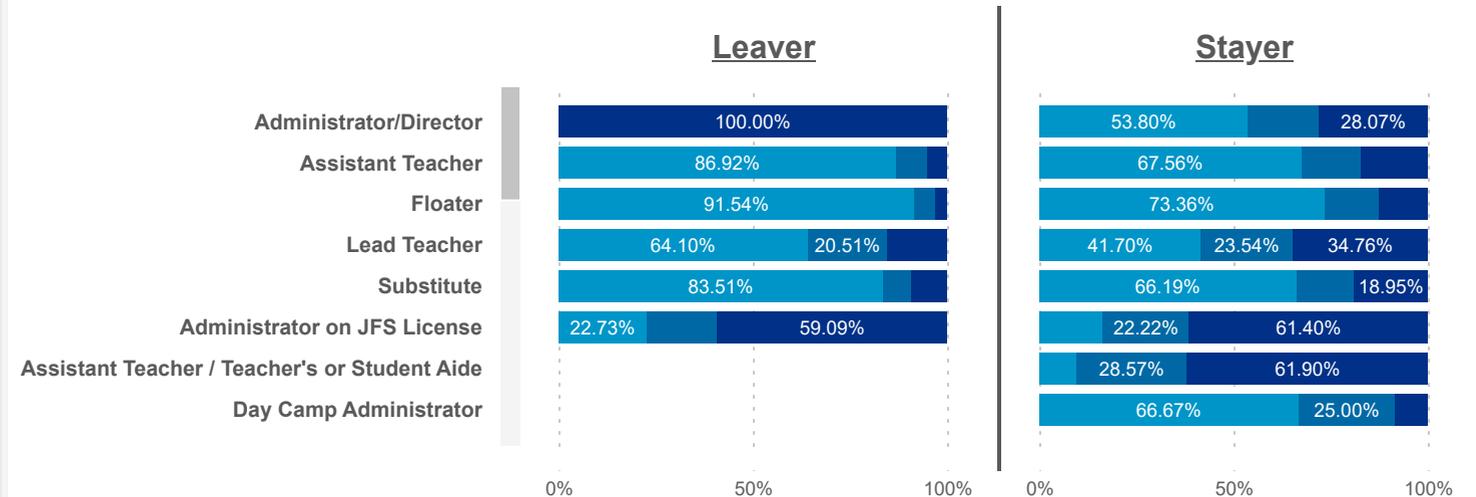
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Cuyahoga	Day Camp Junior Counselor	0.00	17.00	Early	0.00	
Ashtabula	Lead Teacher	0.01	30.00	Early	32.67	
Lake	Extracurricular Not Used in Ratio	0.01	13.00	Early	12.86	
Ashtabula	Owner	0.02	14.00	Early	6.00	
Lake	Assistant Teacher	0.03	17.44	Early	7.14	4.00
Cuyahoga	Substitute	0.04	10.49	Early	6.33	5.00
Geauga	Day Camp Administrator	0.04		Early	0.00	
Cuyahoga	High School Junior	0.04	12.00	Early	10.07	
Cuyahoga	Cook	0.04	19.00	Early	21.38	5.00
Ashtabula	Assistant Teacher	0.05	13.75	Early	4.94	
Ashtabula	Assistant Teacher	0.05	10.65	Early	1.33	2.00
Lake	Program Management Used in Ratio	0.05	19.32	Early	6.52	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:

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

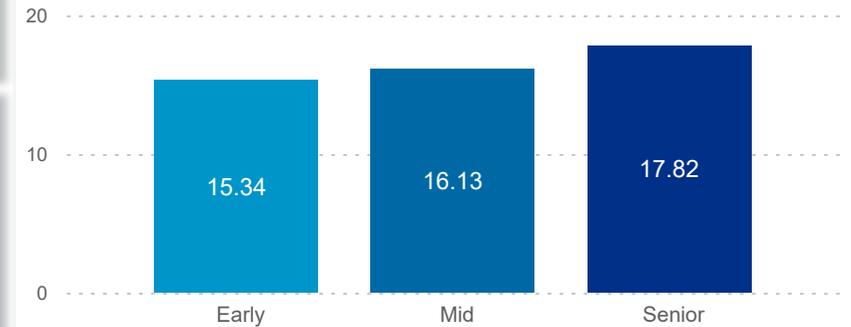
LEAVER
14.50

STAYER
15.00

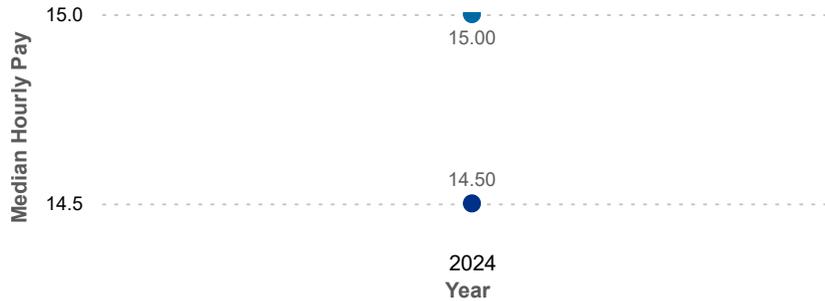
LEAVER
0.46

STAYER
0.79

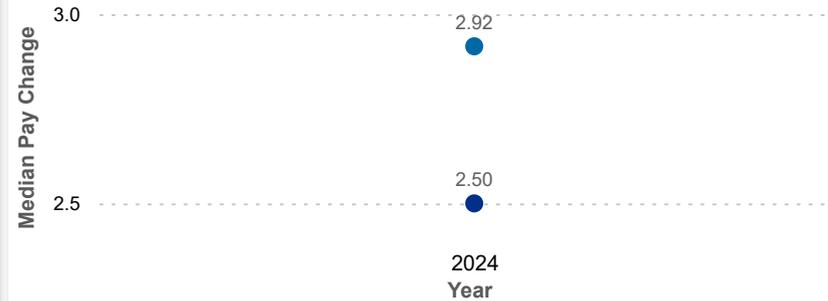
Seniority: ● Early ● Mid ● Senior



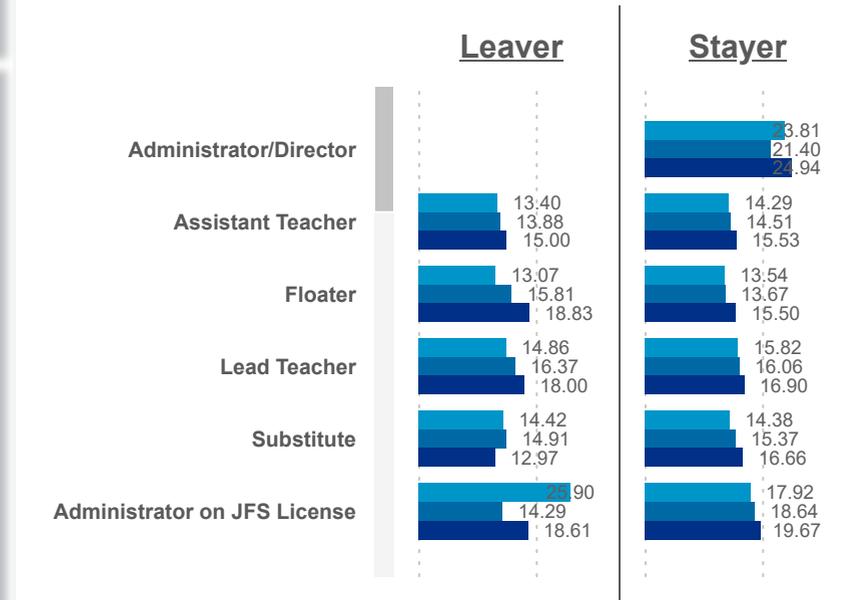
Worker Status: ● Leaver ● Stayer



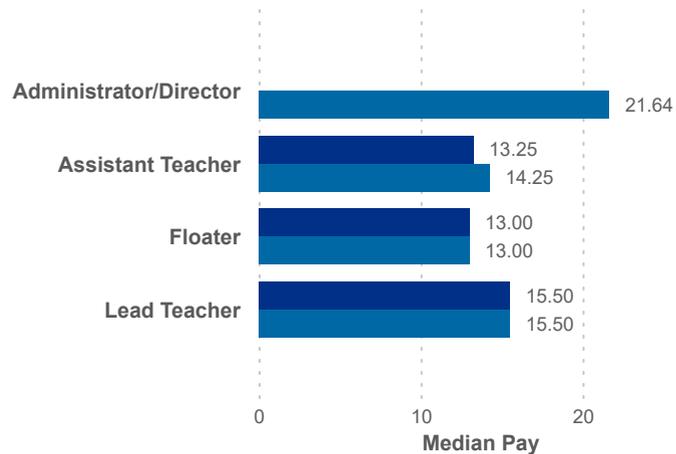
Worker Status: ● Leaver ● Stayer



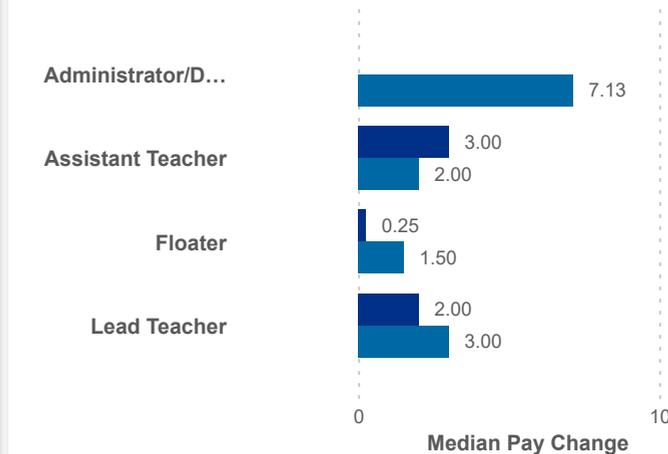
Seniority: ● Early ● Mid ● Senior



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)

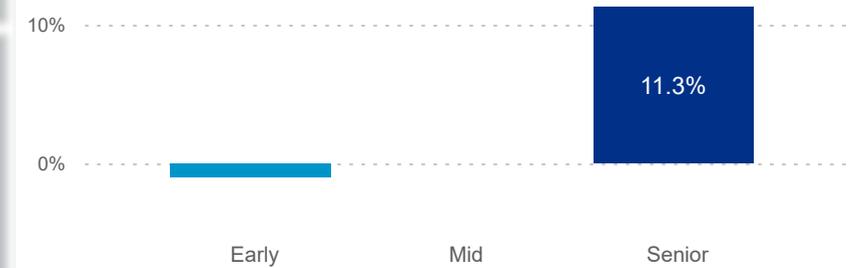
LEAVER
14.50

STAYER
15.00

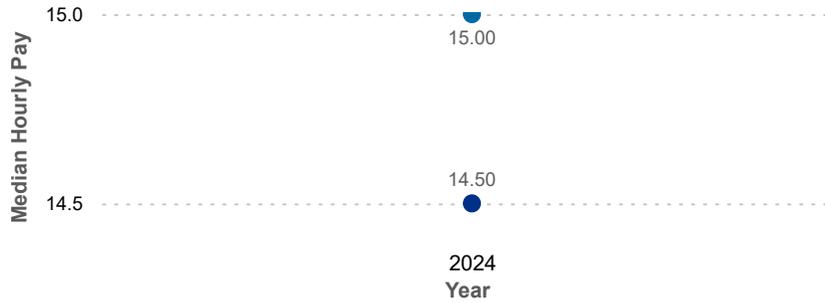
LEAVER
0.46

STAYER
0.79

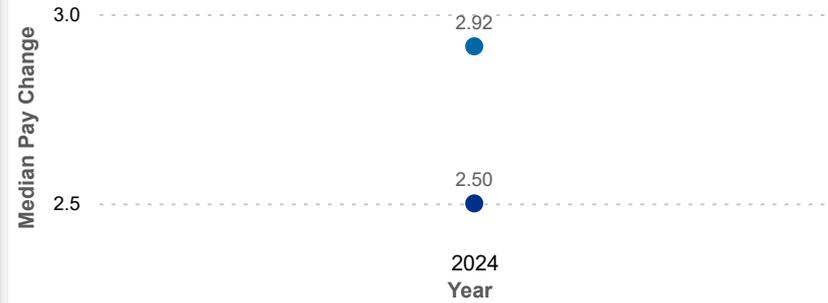
Seniority: ● Early ● Mid ● Senior



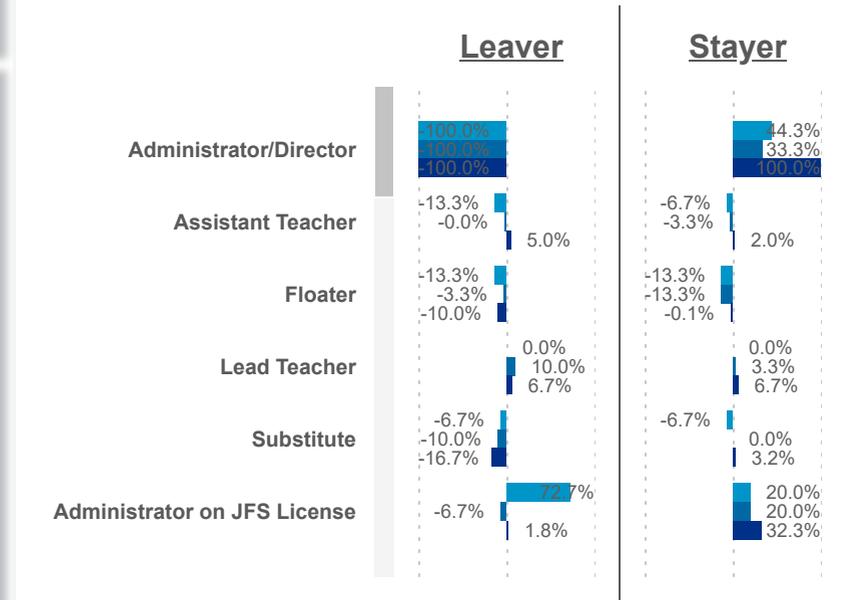
Worker Status: ● Leaver ● Stayer



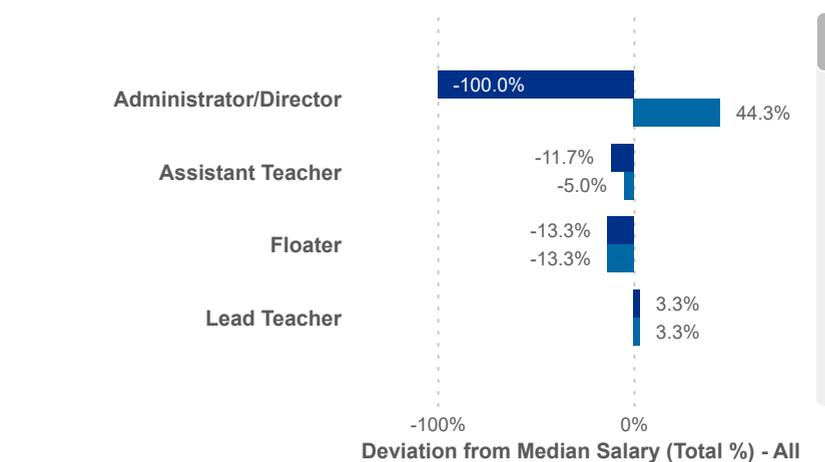
Worker Status: ● Leaver ● Stayer



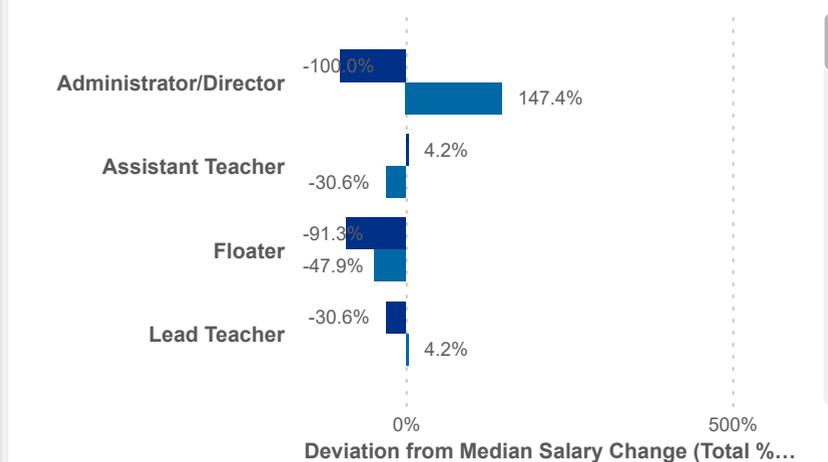
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



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

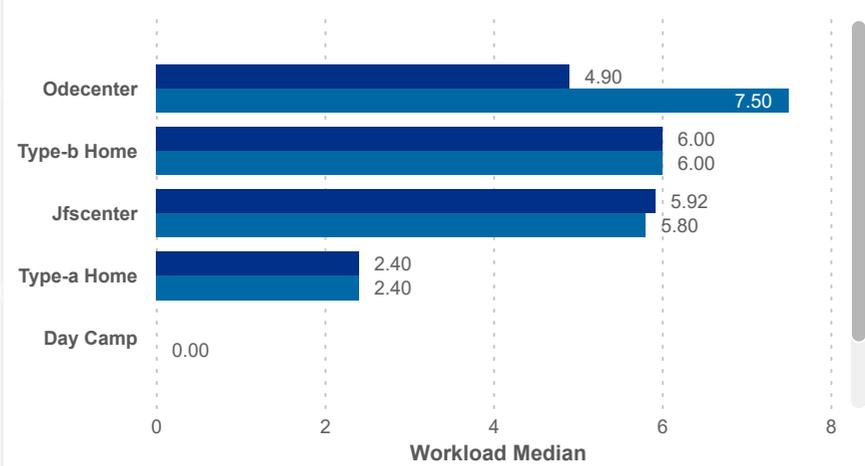
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

Workload Median (Total)

6.00

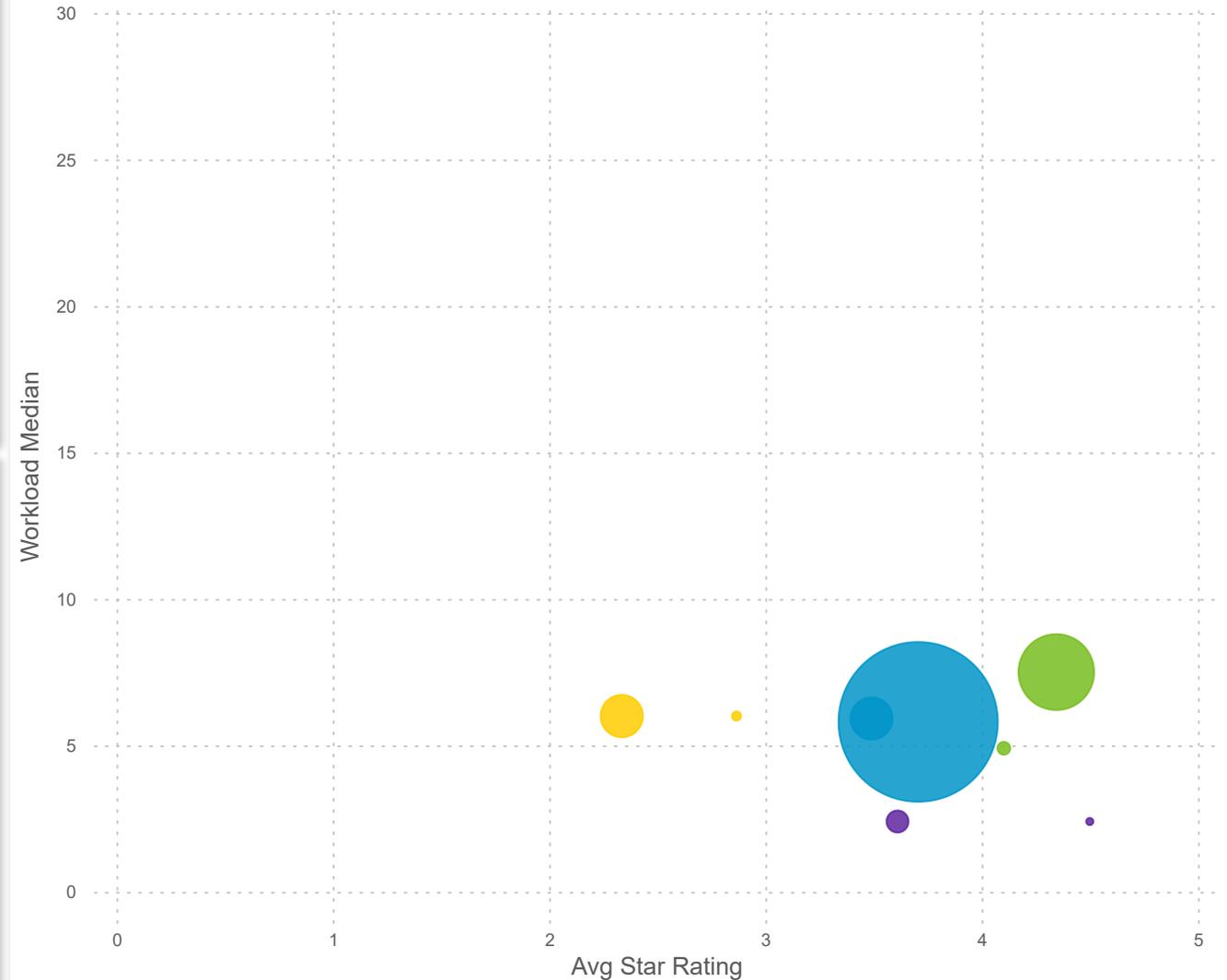
Workload Median

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)

5.90

Workload Median (Stayer)

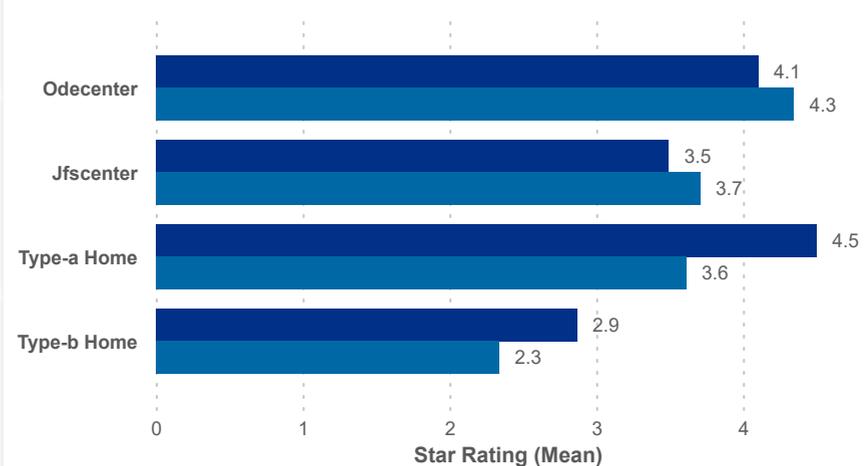
6.00

Star Rating Mean (Total)

3.71

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.53

Star Rating Mean (Stayer)

3.72

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

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

Workload Median (Total)

6.00

Workload Median (Leaver)

5.90

Workload Median (Stayer)

6.00

Star Rating Mean (Total)

3.71

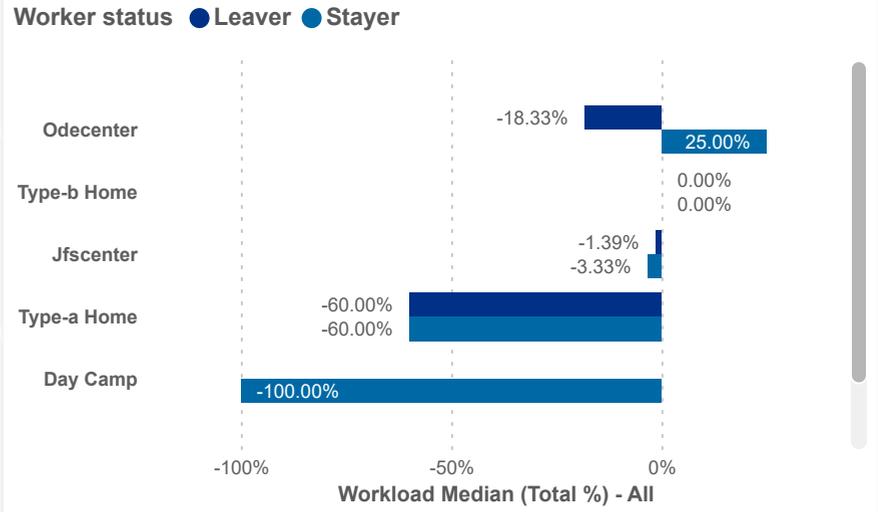
Star Rating Mean (Leaver)

3.53

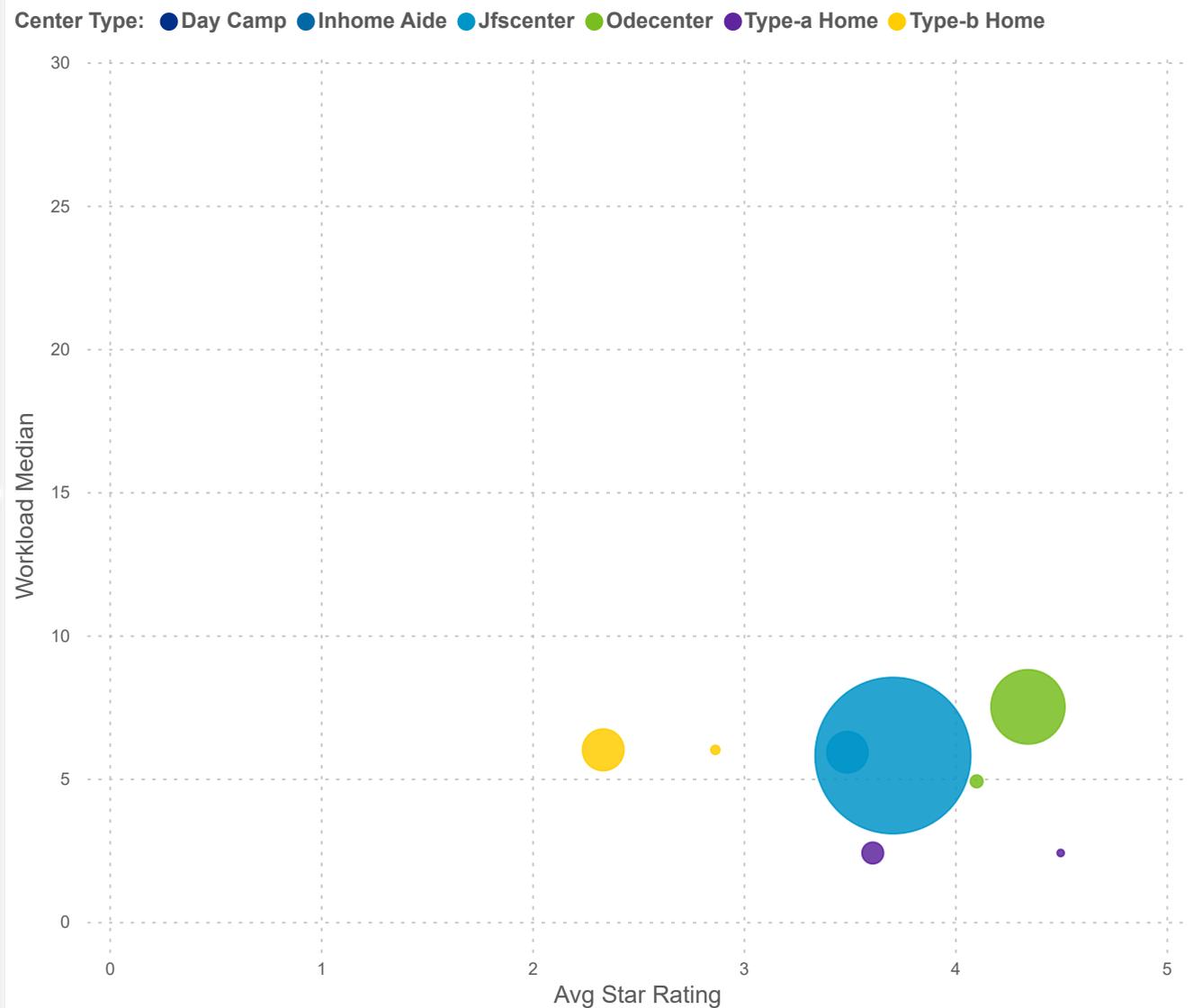
Star Rating Mean (Stayer)

3.72

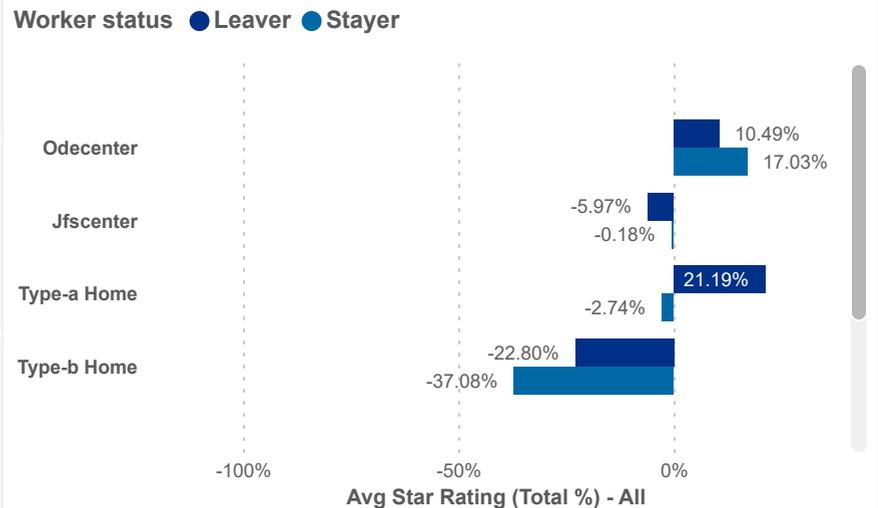
Workload Median (Total %)



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



Star Rating Mean (Total %)



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

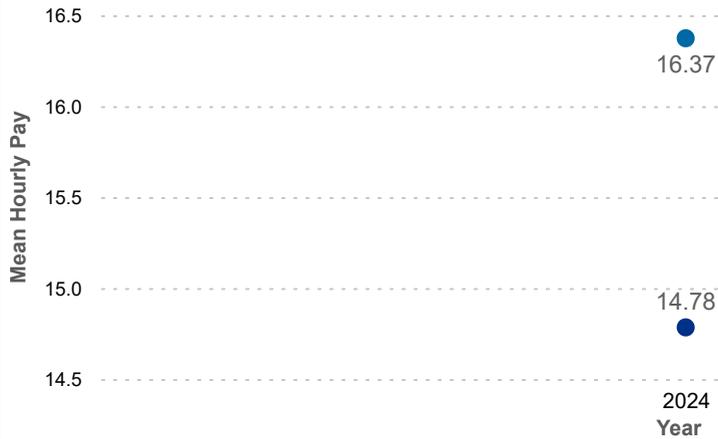
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

PAY MEAN (USD)

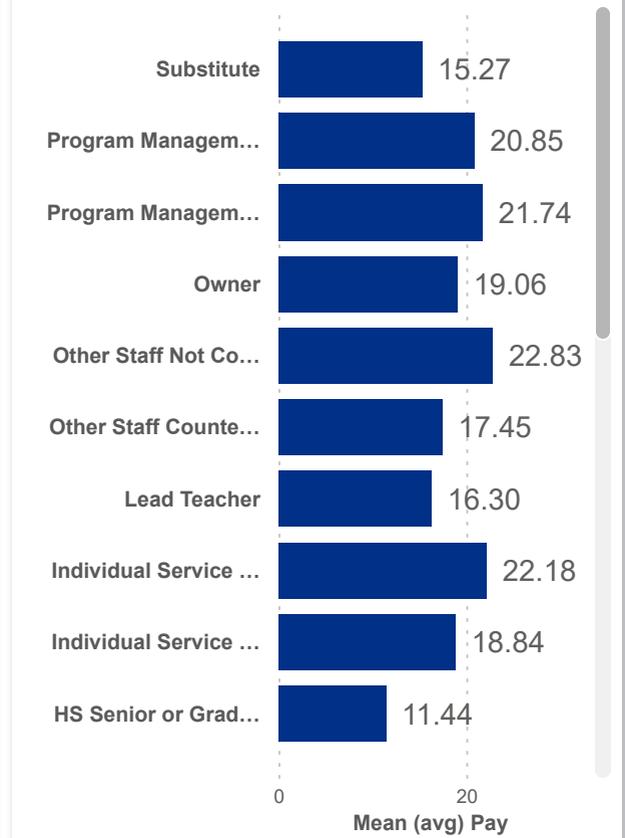
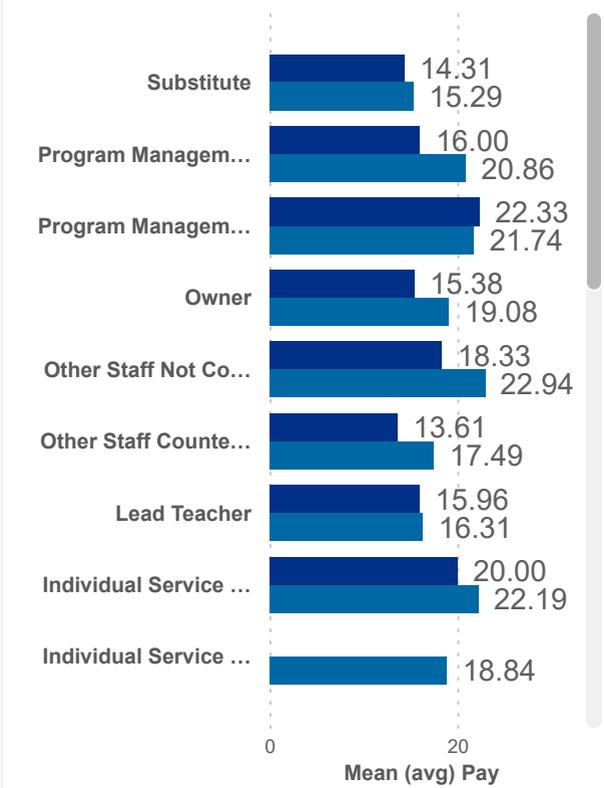
LEAVER	STAYER	COMBINED
14.78	16.37	16.35

Salary Mean by Year and Worker Status

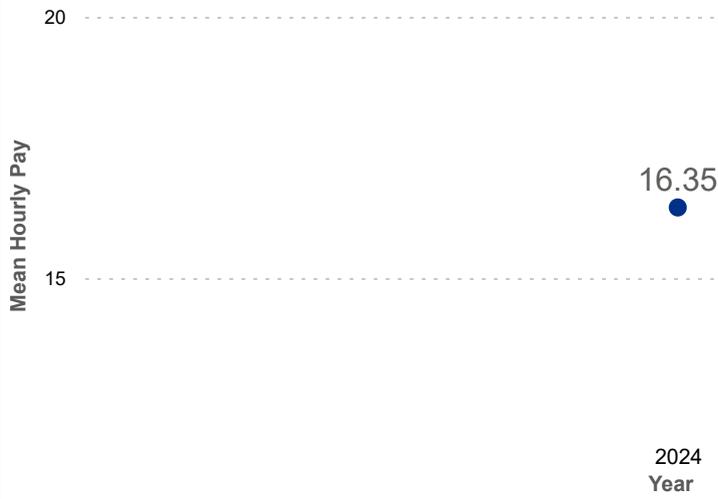
Worker status ● Leaver ● Stayer



Worker ... ● Leaver ● Stayer



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 17K	Total Leaver 1K	Total Stayer 16K	Pay Median 15.00	Star Rating Mean (Total) 3.71	Avg Career Duration (Years) 9.12	Avg Job Duration (Years) 3.80	Workload Median (Total) 6.00	# of Workers 1Y From Retirement 2293	# of Workers 2Y From Retirement 2513
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