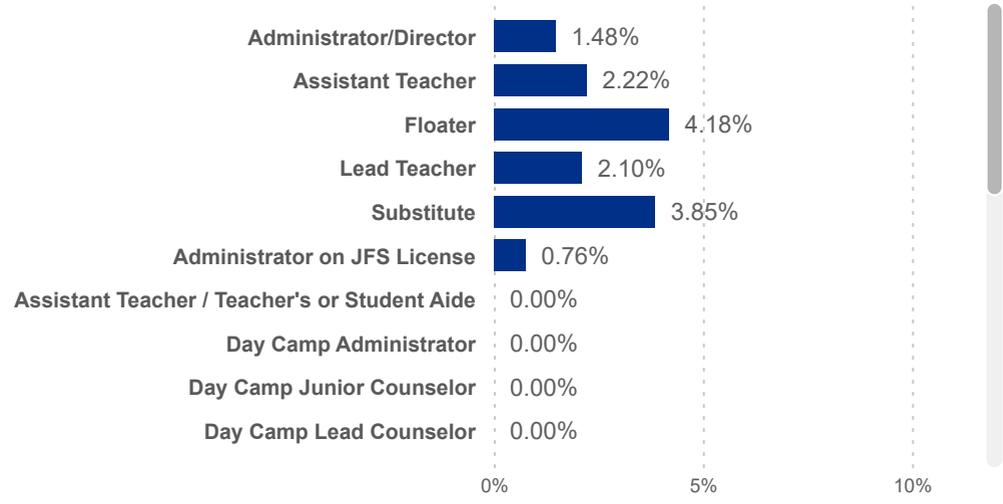


Program Type: |
 Position Type: |
 Beale Code: |
 Publicly Funded: |
 Job Title:

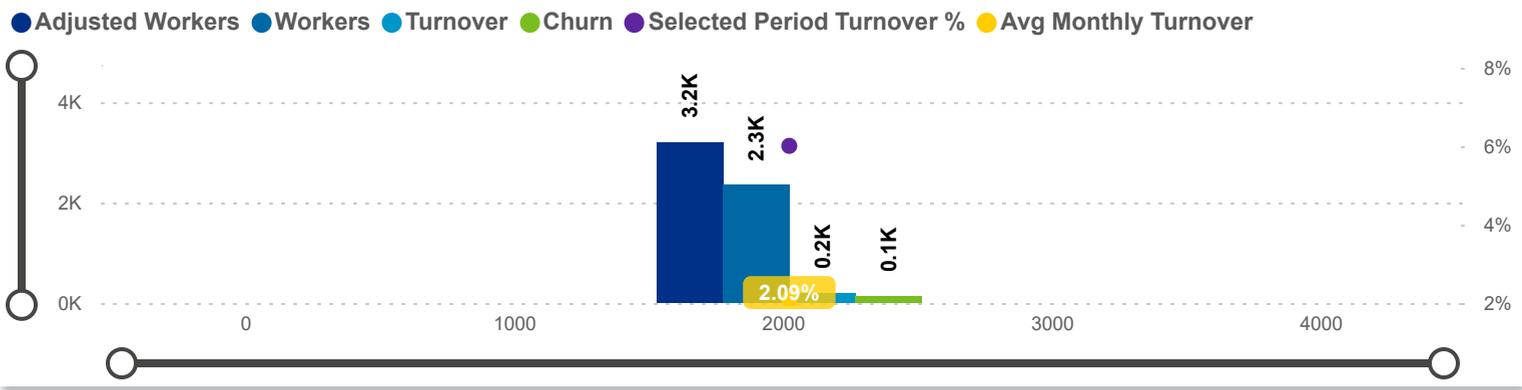
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

Avg Monthly Turnover Rates by Job Title

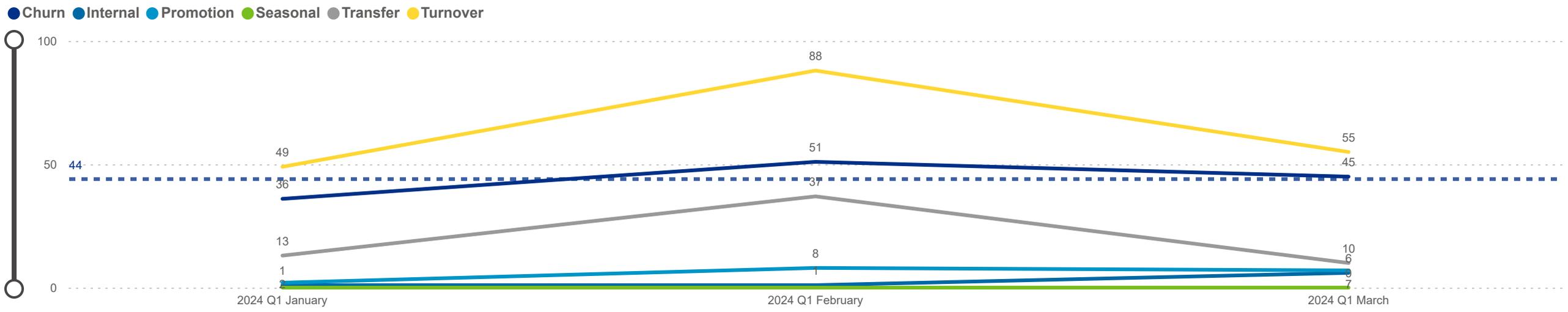


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.09%	3,195	132	3,063	6.01%

Avg Monthly Turnover and Number of Workers



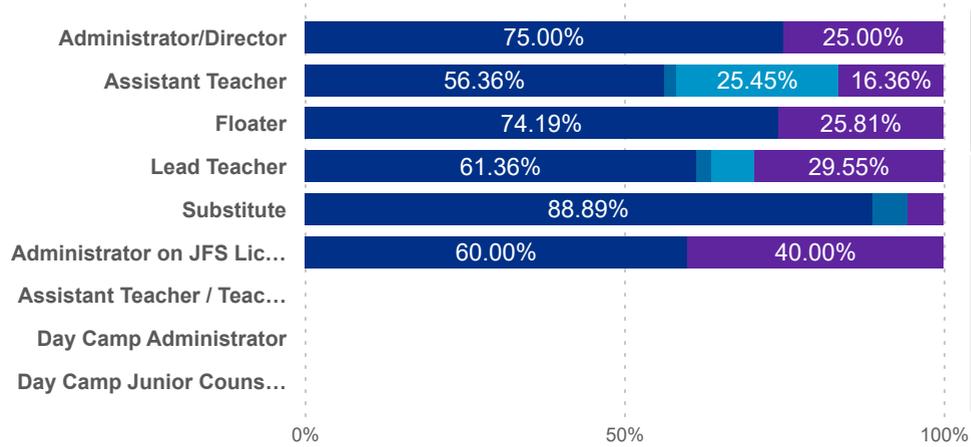
Categorization by Time Series



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 5 | Legacy Star Rating: All | Beale Code: All

Job Change Reasons by Job Title

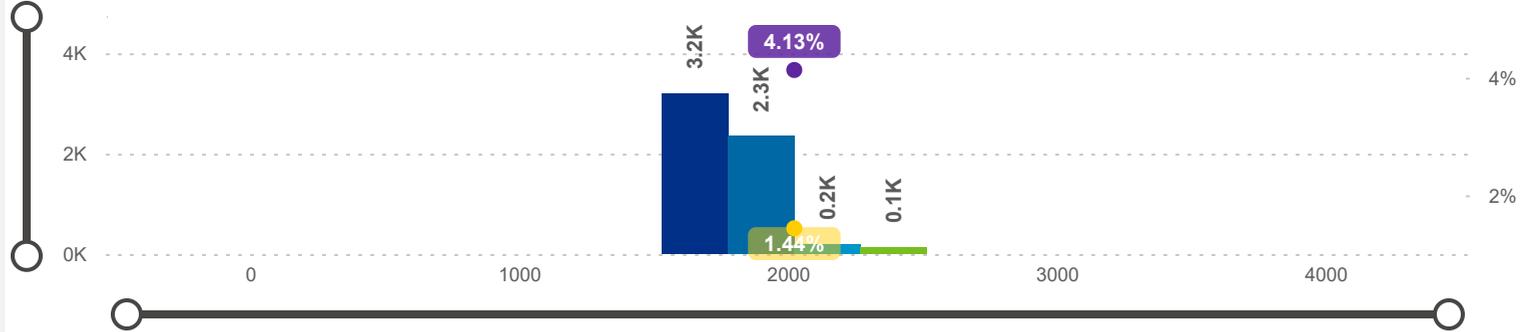
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
1.44%	3,195	4.81	14.00	6.21

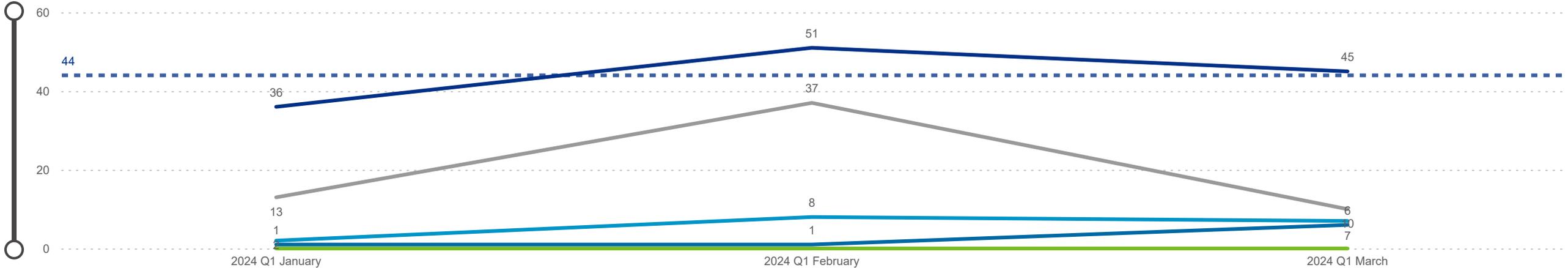
Avg Monthly Churn and Number of Workers

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



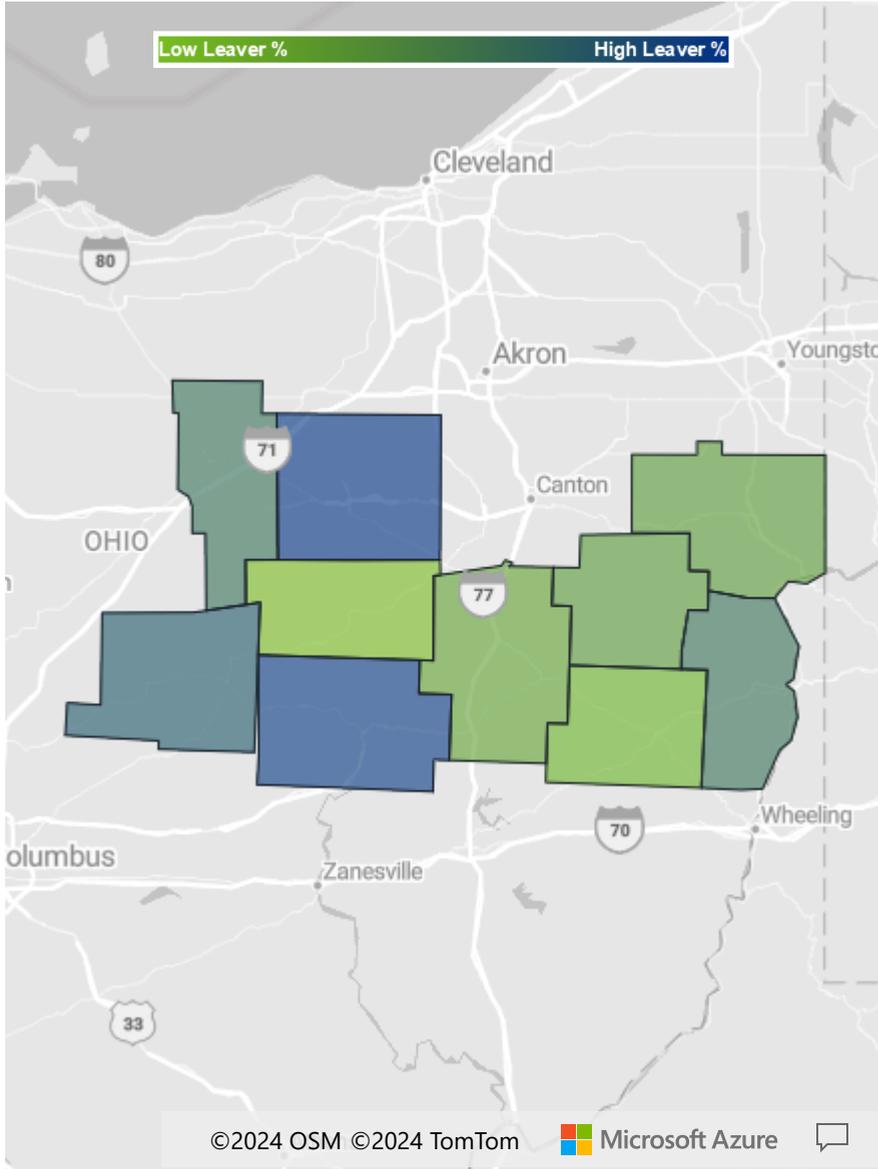
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



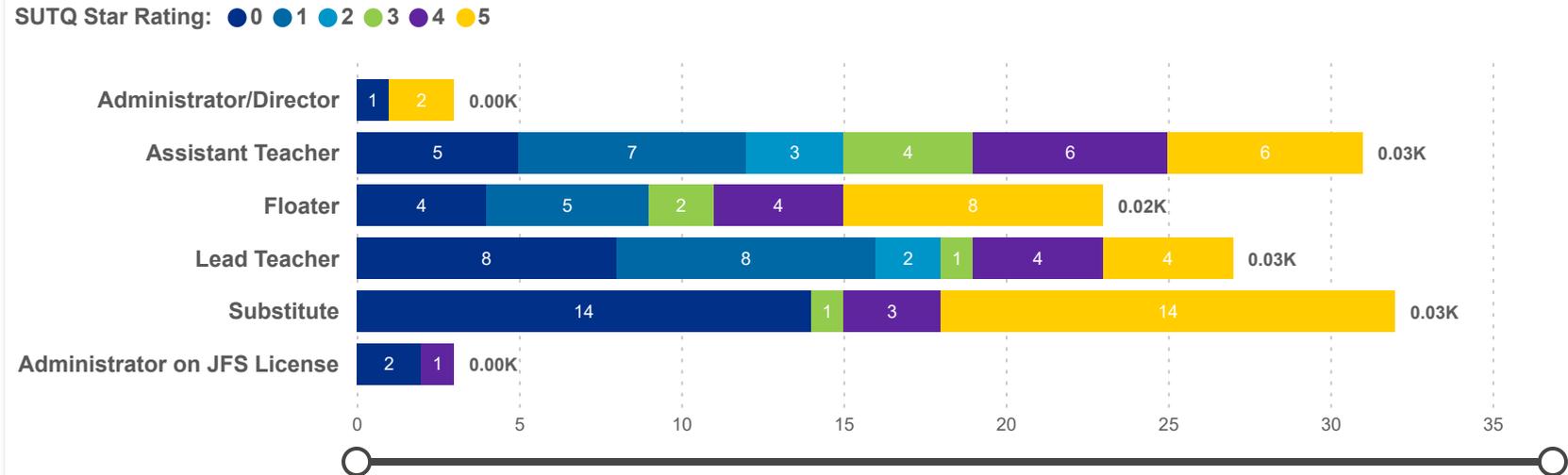
Program Type: Position Type: Beale Code: Publicly Funded: Job Title:

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



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
3,195	132	3,063	4.13%

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
Wayne OH	591	460	19.62%	38	553	6.43%	93.57%	2.25%	7.95%	2.78%	5.56	3.85
Knox OH	437	286	12.20%	22	415	5.03%	94.97%	1.80%	12.36%	4.43%	2.90	4.62
Coshocton OH	279	211	9.00%	17	262	6.09%	93.91%	2.14%	6.45%	2.26%	4.53	4.69
Columbiana OH	645	459	19.57%	16	629	2.48%	97.52%	0.85%	3.10%	1.06%	5.00	4.27
Ashland OH	286	236	10.06%	12	274	4.20%	95.80%	1.45%	4.55%	1.57%	6.00	3.99
Jefferson OH	293	254	10.83%	12	281	4.10%	95.90%	1.45%	4.44%	1.58%	6.57	3.97
Tuscarawas OH	461	324	13.82%	11	450	2.39%	97.61%	0.82%	4.34%	1.50%	6.00	3.77
Carroll OH	76	72	3.07%	2	74	2.63%	97.37%	0.90%	3.95%	1.35%	5.92	3.52
Harrison OH	55	41	1.75%	1	54	1.82%	98.18%	0.61%	3.64%	1.22%	7.94	4.39
Holmes OH	72	57	2.43%	1	71	1.39%	98.61%	0.48%	2.78%	0.95%	3.79	4.53
Total	3,195	2,345	100.00%	132	3,063	4.13%	95.87%	1.44%	6.01%	2.09%	4.81	4.14

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)

TOTAL LEAVER

132

TOTAL STAYER

3,063

LEAVER

4.25

STAYER

6.27

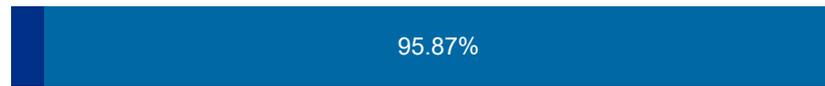
LEAVER (Hourly Wage MED)

11.00

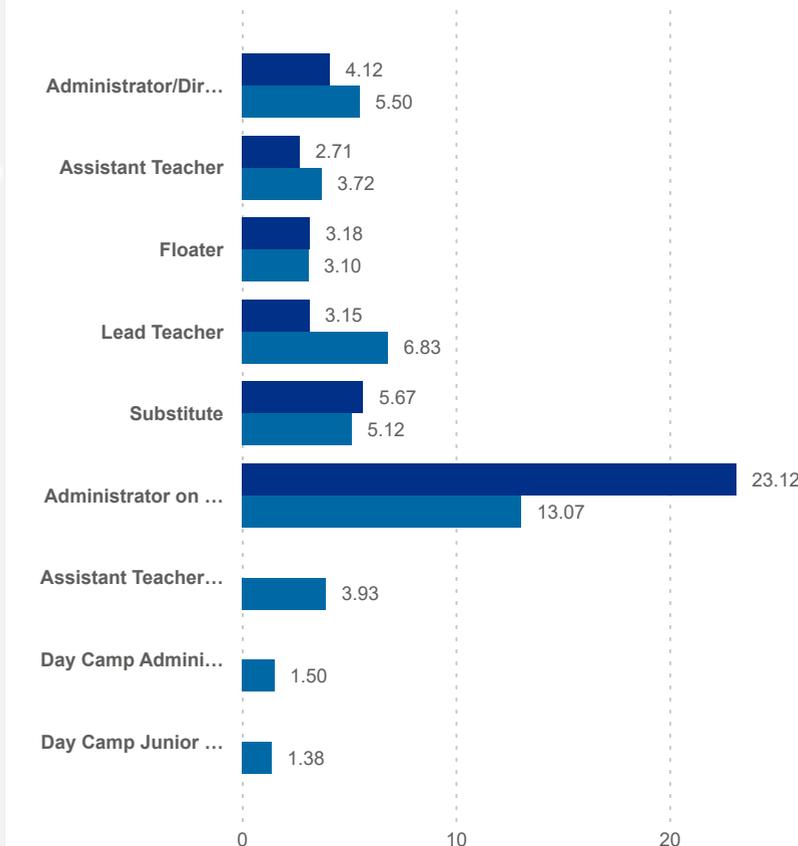
STAYER (Hourly Wage MED)

14.00

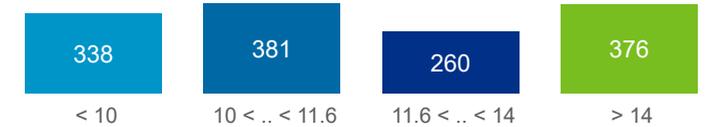
● Leaver % ● Stayer %



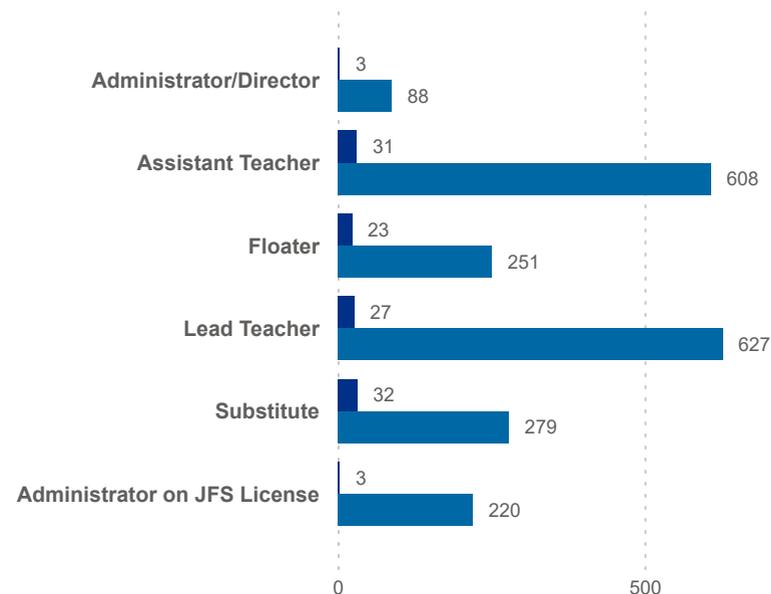
Worker Status: ● Leaver ● Stayer



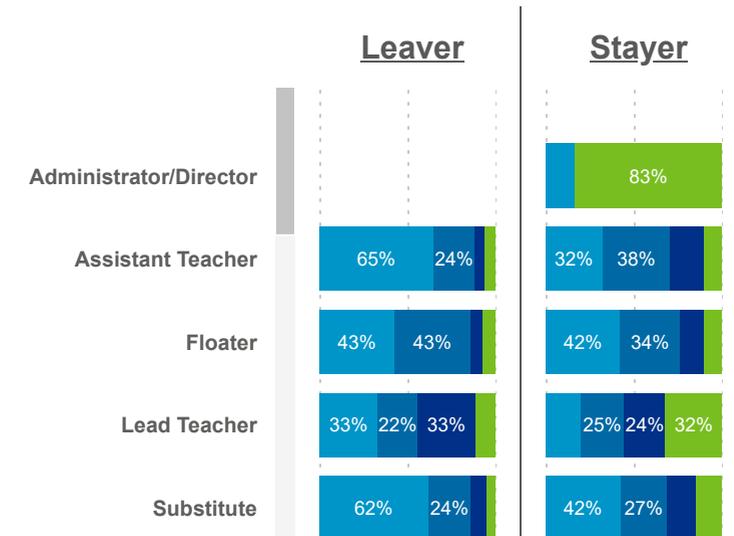
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● 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)

4.13%

95.87%

4.25

6.27

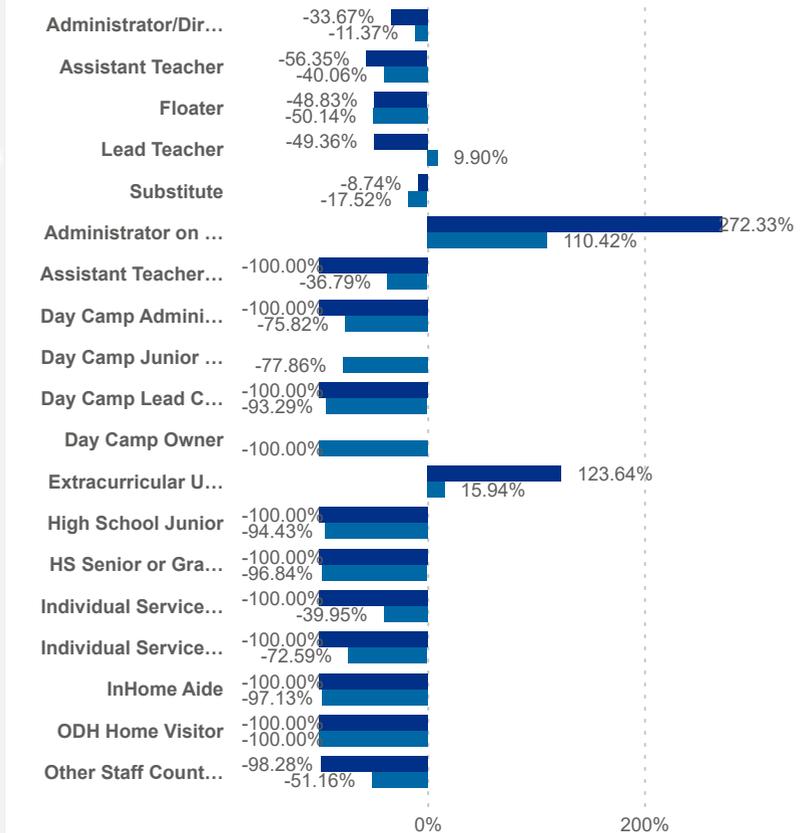
11.00

14.00

● Leaver % ● Stayer %



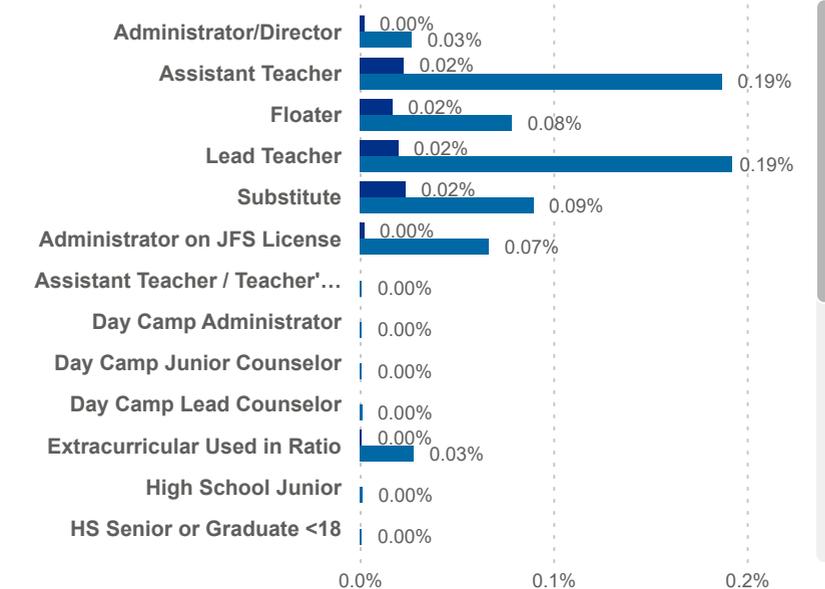
Worker Status: ● Leaver ● Stayer



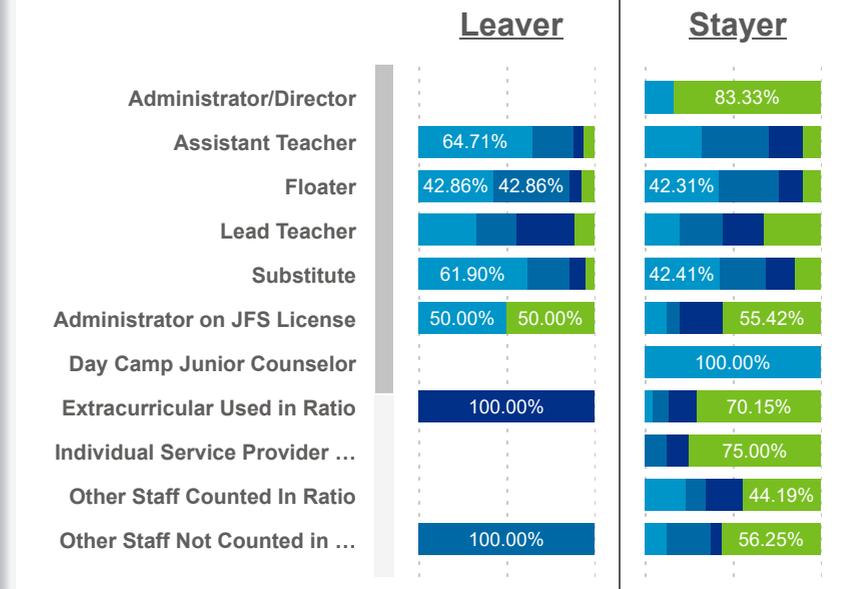
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



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)

6.94

STAYER (Avg Career Duration)

14.09

TOTAL STAYER

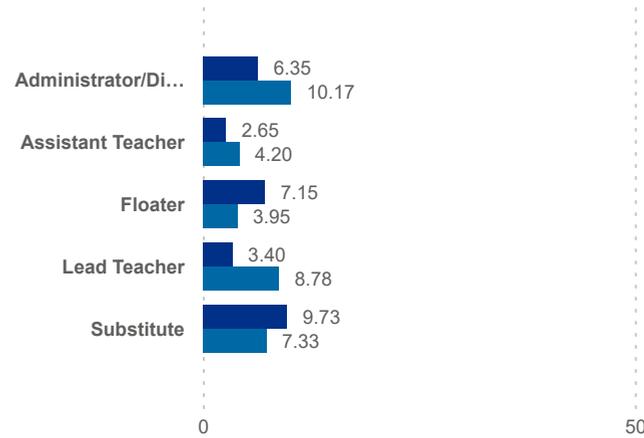
3,063

STAYER (Promotion)

17

Avg Career Duration by Job Title

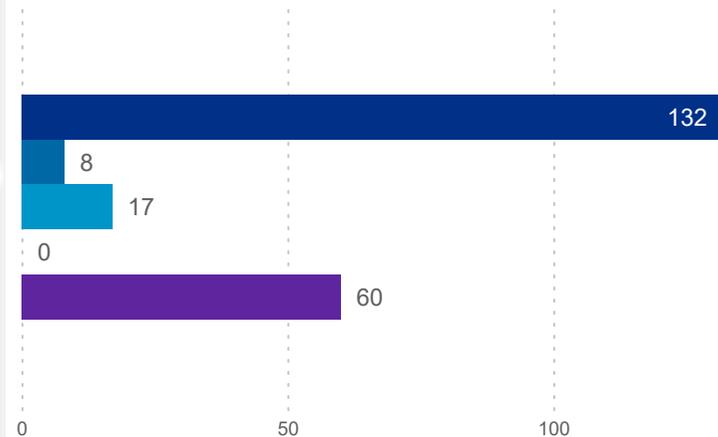
Worker Status: ● Leaver ● Stayer



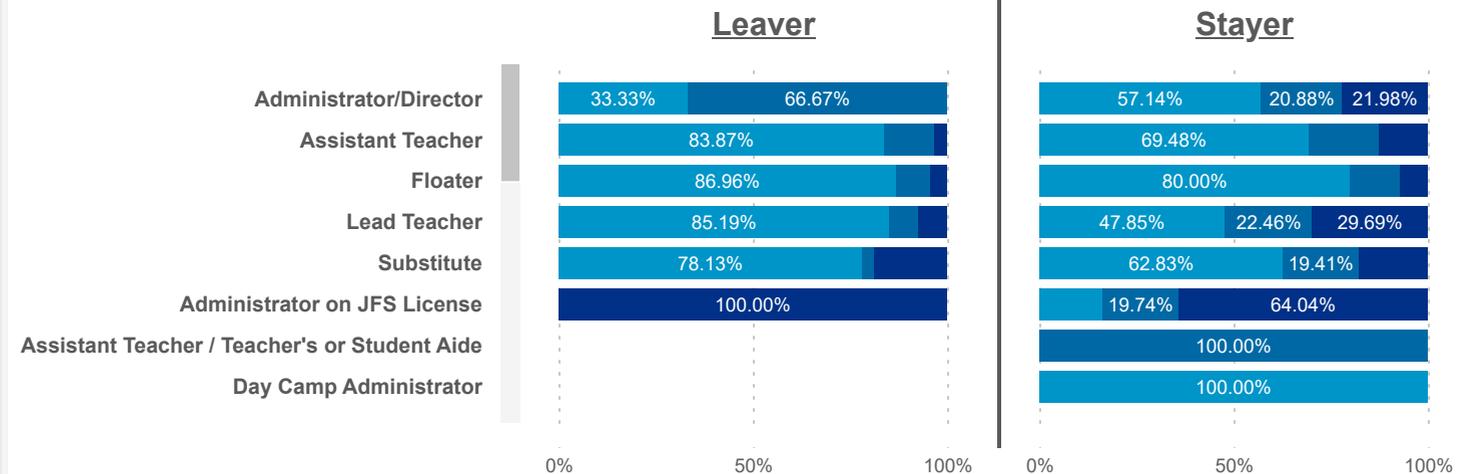
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Ashland	Administrator/Director	2.53		Early	12.80	5.00
Carroll	Administrator/Director	0.97		Early	6.20	5.00
Columbiana	Administrator/Director	2.04		Early	7.90	4.71
Coshocton	Administrator/Director	2.51		Early	4.60	4.00
Harrison	Administrator/Director	2.36		Early	6.30	4.00
Holmes	Administrator/Director	0.94		Early	10.25	4.50
Jefferson	Administrator/Director	1.78		Early	10.29	4.89
Knox	Administrator/Director	3.00		Early	8.08	5.00
Tuscarawas	Administrator/Director	2.07		Early	8.00	4.86
Wayne	Administrator/Director	1.14		Early	10.33	5.00
Knox	Administrator/Director	4.46	9.50	Early	51.00	
Coshocton	Administrator/Director	3.28	22.00	Early	9.71	

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)

6.94

STAYER (Avg Career Duration)

14.09

TOTAL STAYER

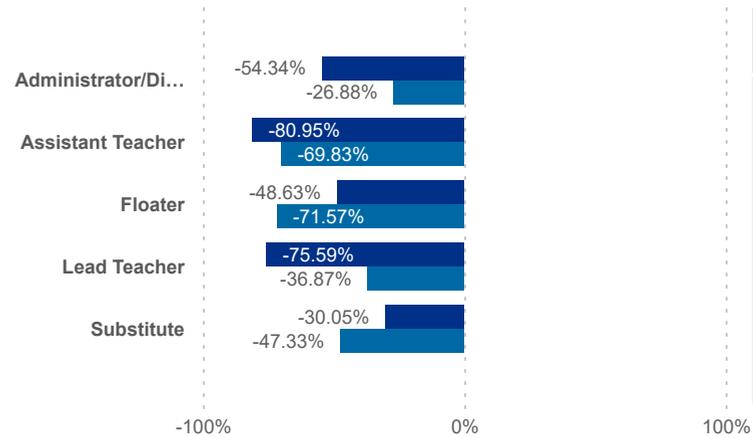
3,063

STAYER (Promotion)

17

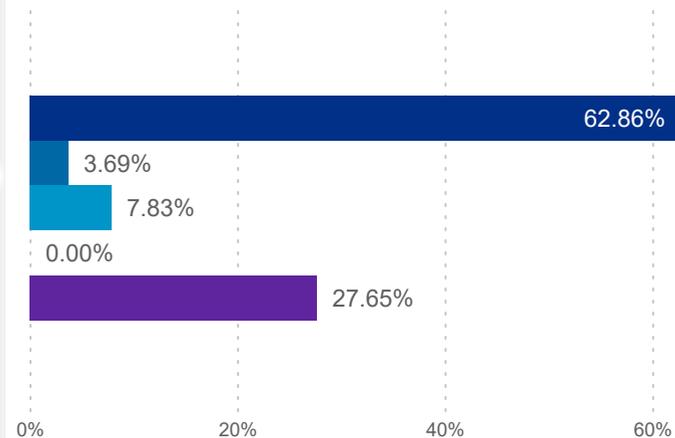
Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



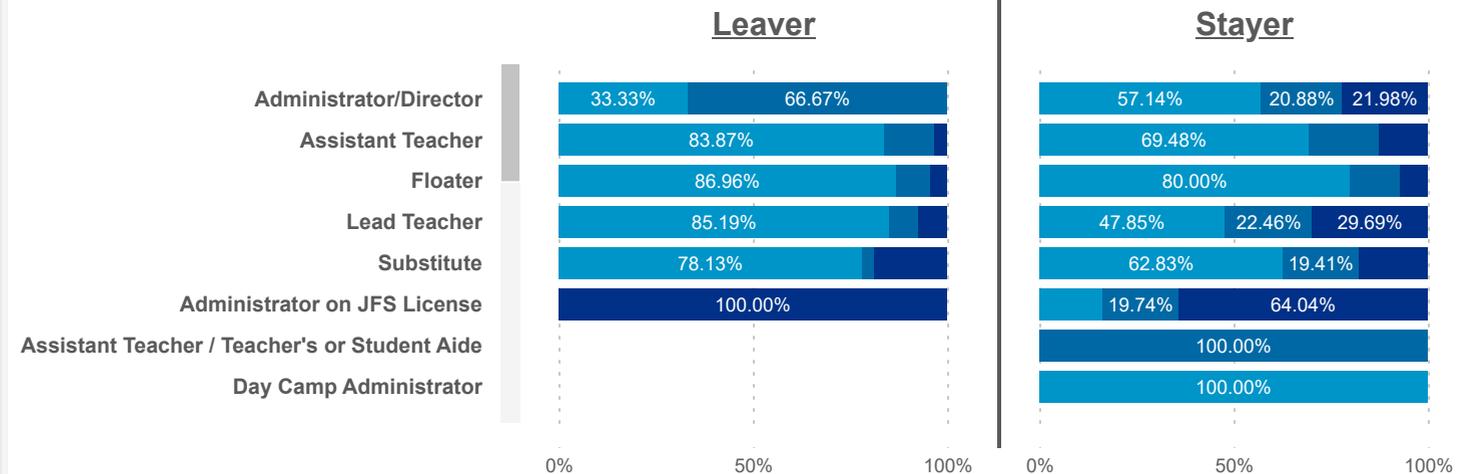
Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Carroll	Assistant Teacher	0.01	10.40	Early	6.36	3.00
Knox	Driver	0.01		Early	3.00	5.00
Tuscarawas	Driver	0.01	10.45	Early	11.56	
Knox	HS Senior or Graduate <18	0.03		Early	10.00	
Knox	InHome Aide	0.03		Early	0.00	
Wayne	Floater	0.04		Senior	9.38	3.00
Coshocton	Substitute	0.05		Mid	1.96	5.00
Columbiana	Program Management Not Used in Ratio	0.05		Early	2.11	5.00
Columbiana	Floater	0.06	17.34	Early	2.42	5.00
Coshocton	Assistant Teacher	0.06	9.60	Mid	4.53	5.00
Jefferson	Floater	0.06	12.00	Mid	10.44	1.00
Columbiana	Floater	0.06		Senior	2.39	5.00

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
11.00

STAYER
14.00

LEAVER
0.40

STAYER
0.50

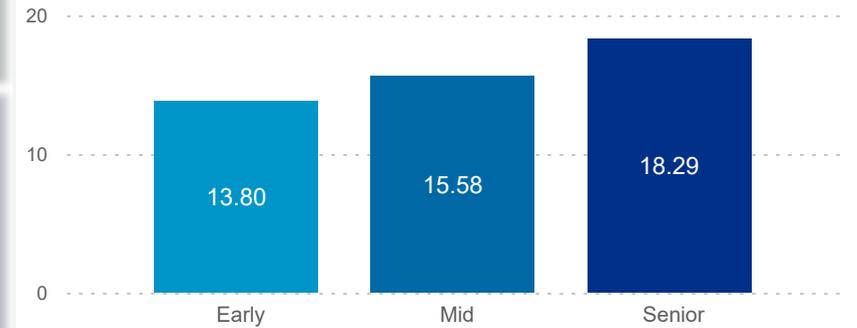
Worker Status: Leaver Stayer



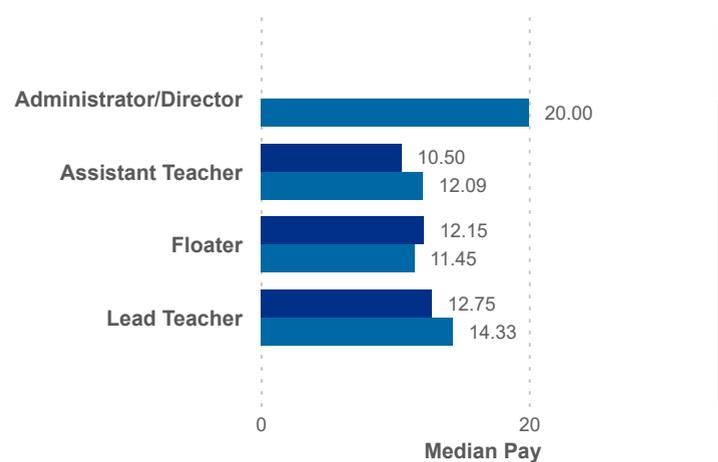
Worker Status: Leaver Stayer



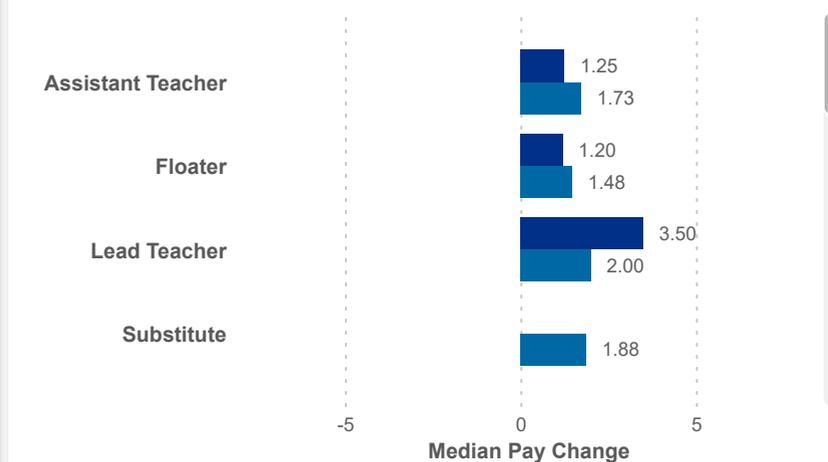
Seniority: Early Mid Senior



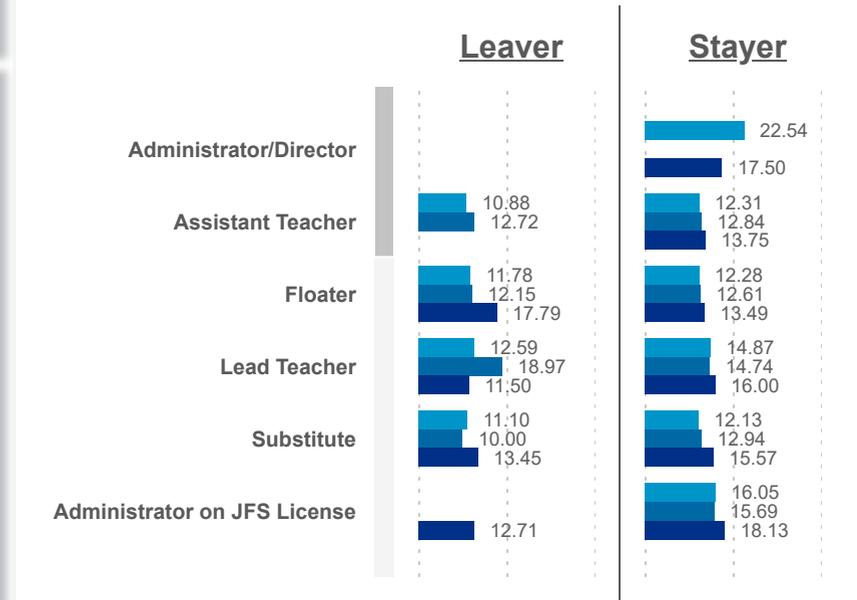
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



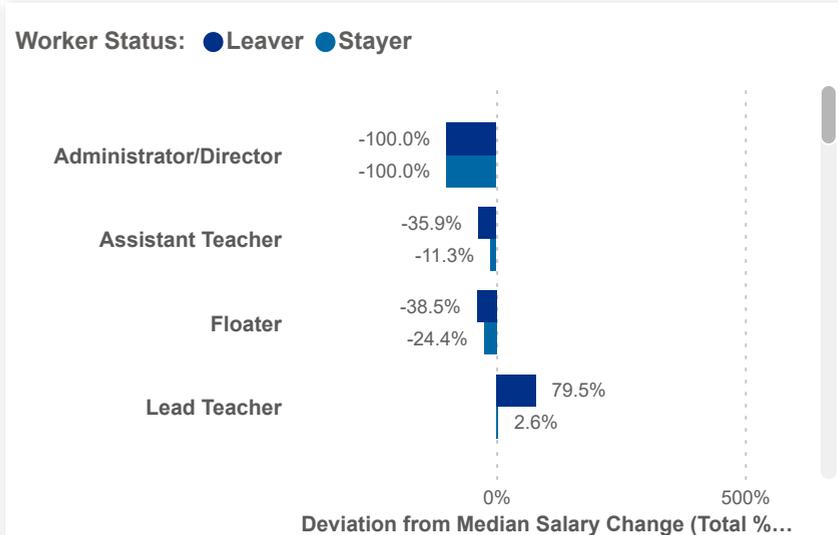
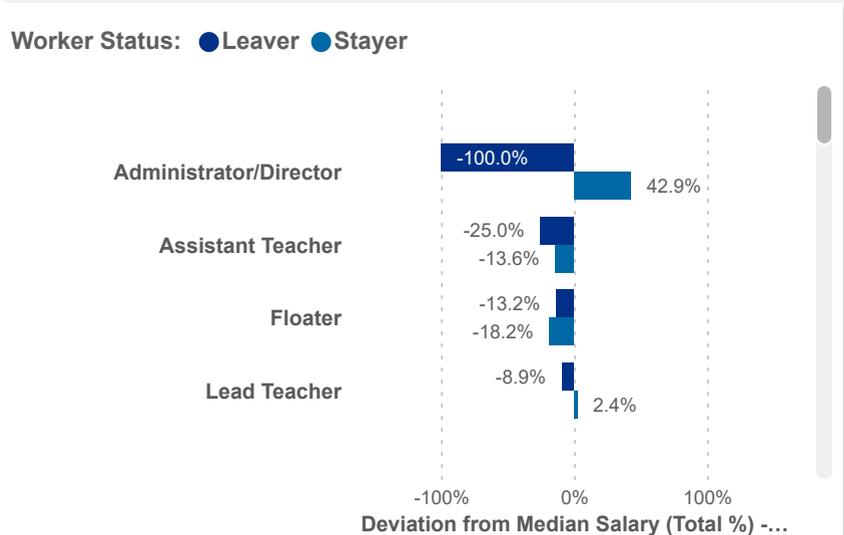
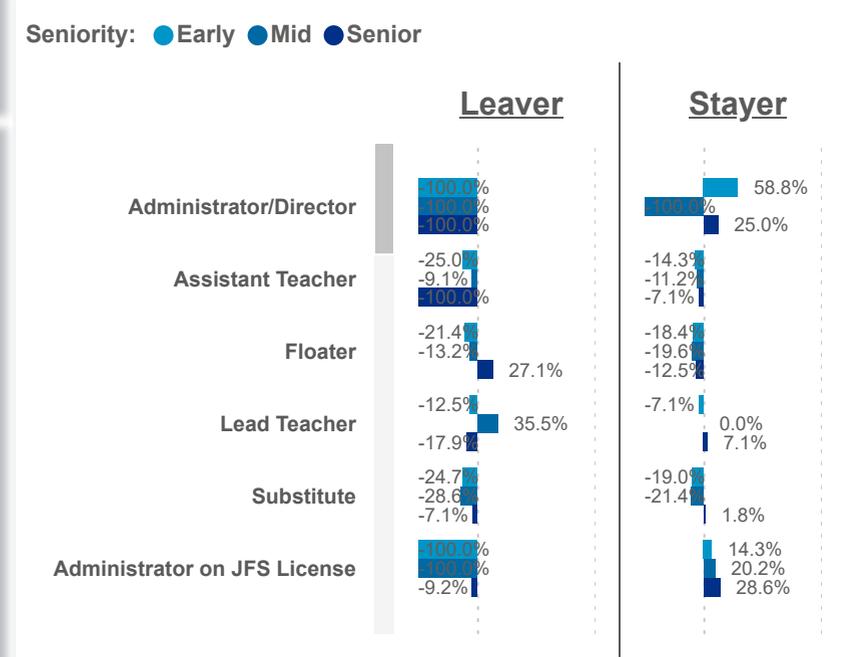
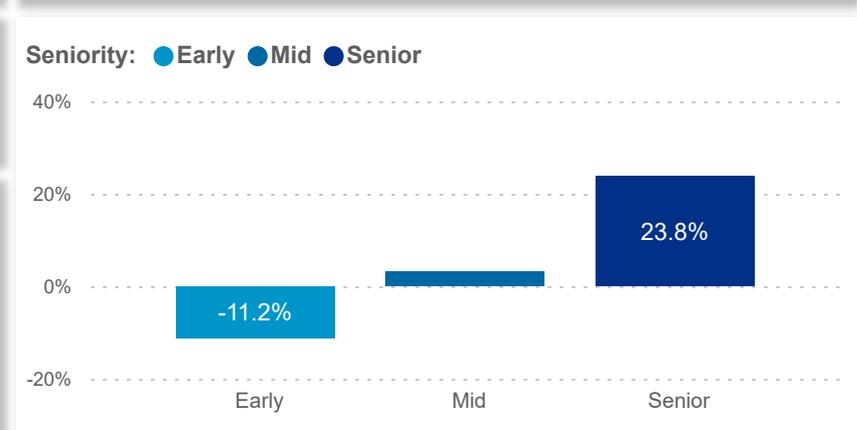
Program Type: |
 Position Type: |
 Beale Code: |
 Publicly Funded: |
 Job Title:

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

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)



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

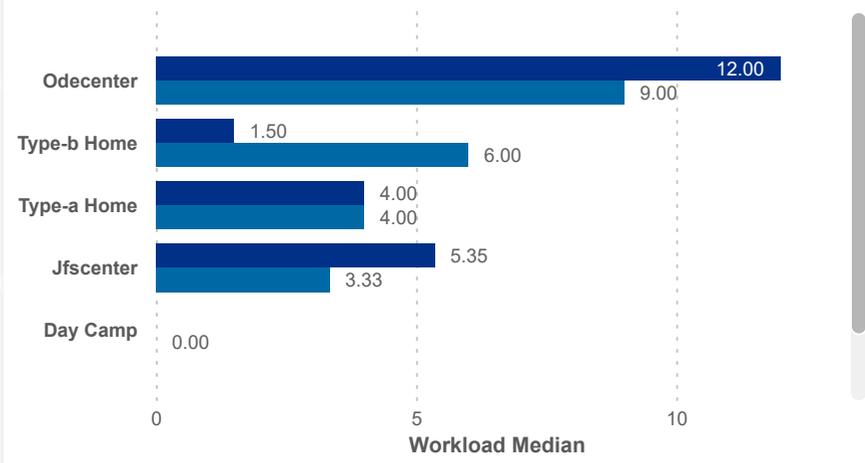
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

Workload Median (Total)

4.81

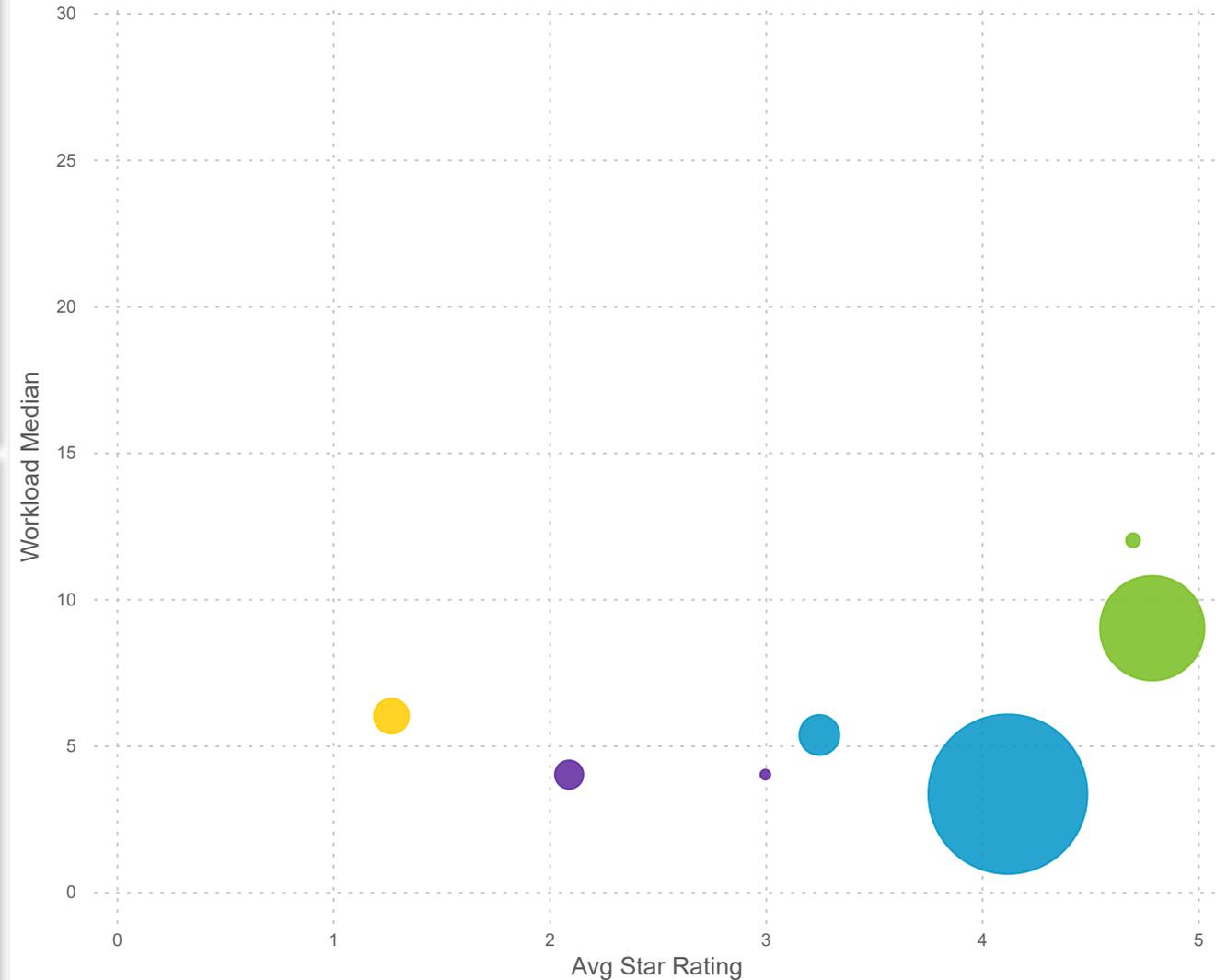
Workload Median

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)

5.35

Workload Median (Stayer)

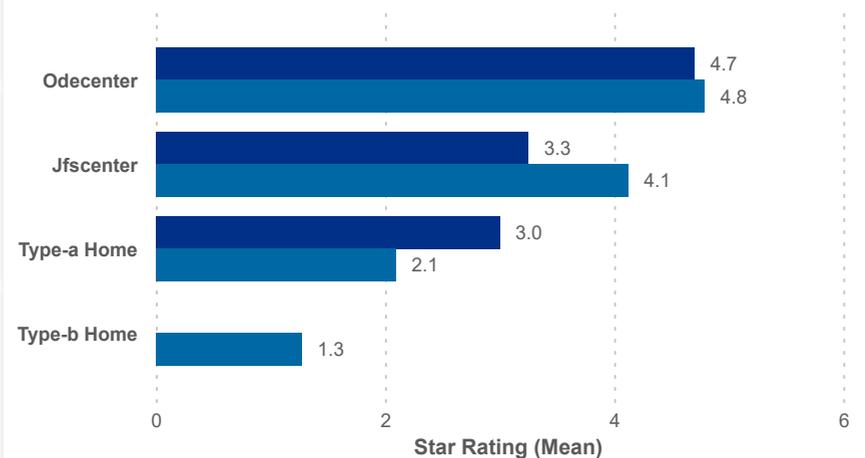
4.81

Star Rating Mean (Total)

4.14

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.39

Star Rating Mean (Stayer)

4.15

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

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

Workload Median (Total)

4.81

Workload Median (Leaver)

5.35

Workload Median (Stayer)

4.81

Star Rating Mean (Total)

4.14

Star Rating Mean (Leaver)

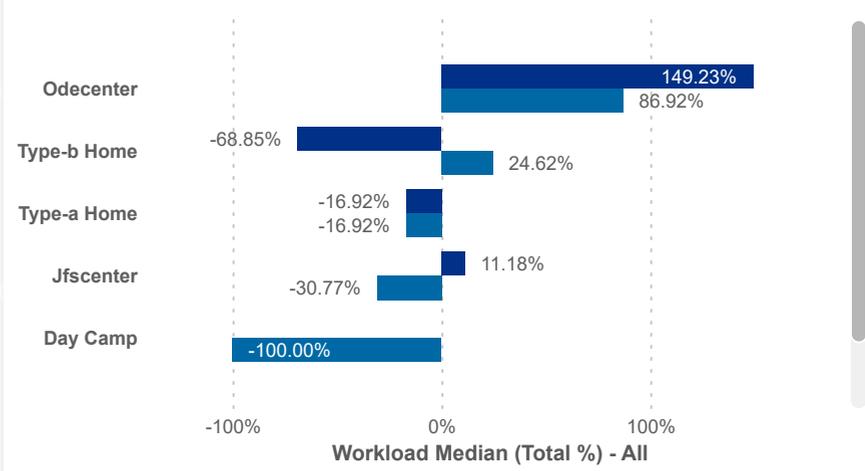
3.39

Star Rating Mean (Stayer)

4.15

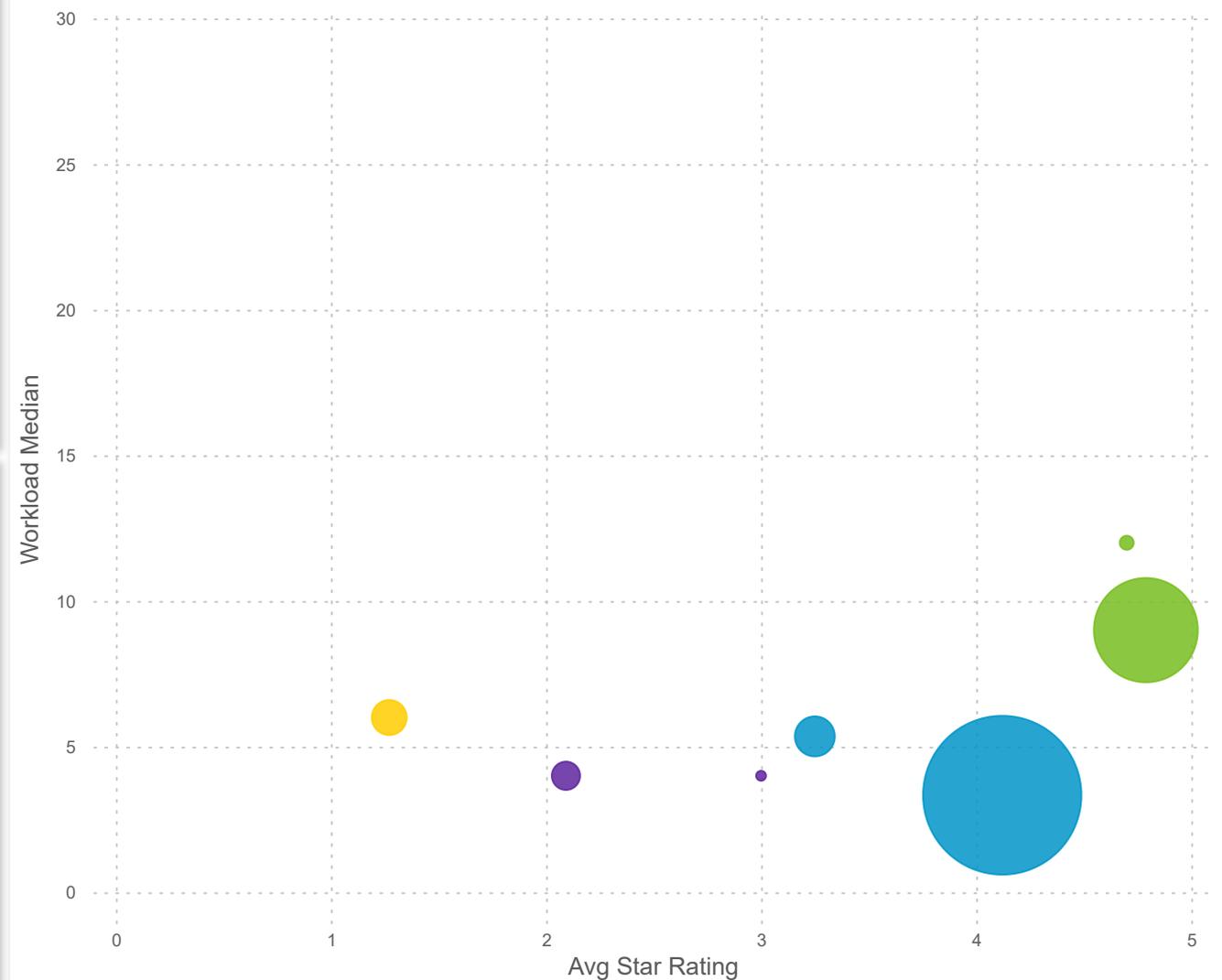
Workload Median (Total %)

Worker status ● Leaver ● Stayer



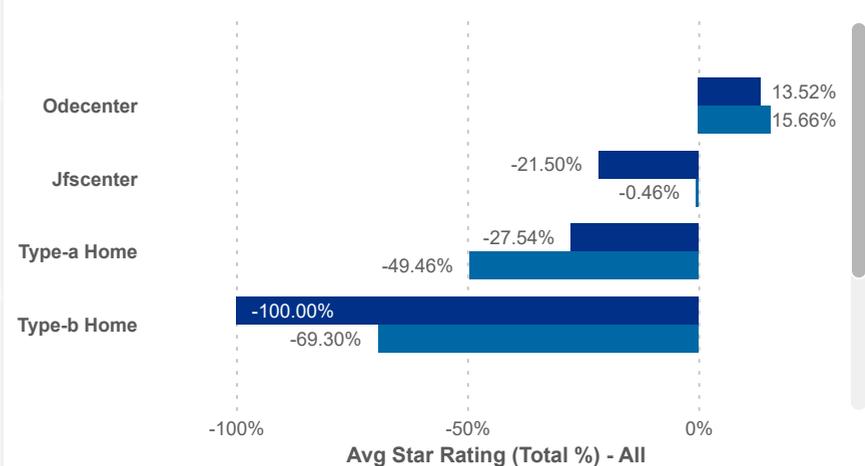
Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

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



Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



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

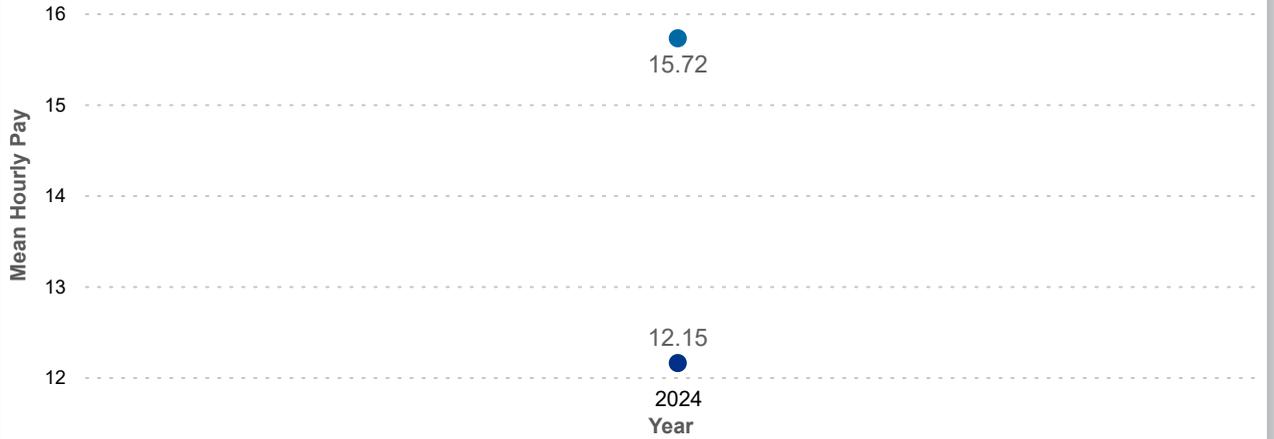
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

PAY MEAN (USD)

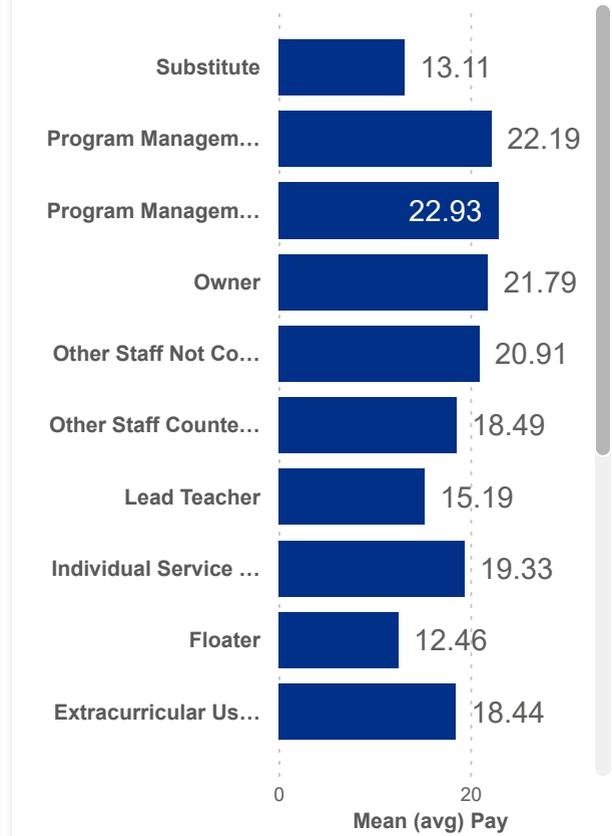
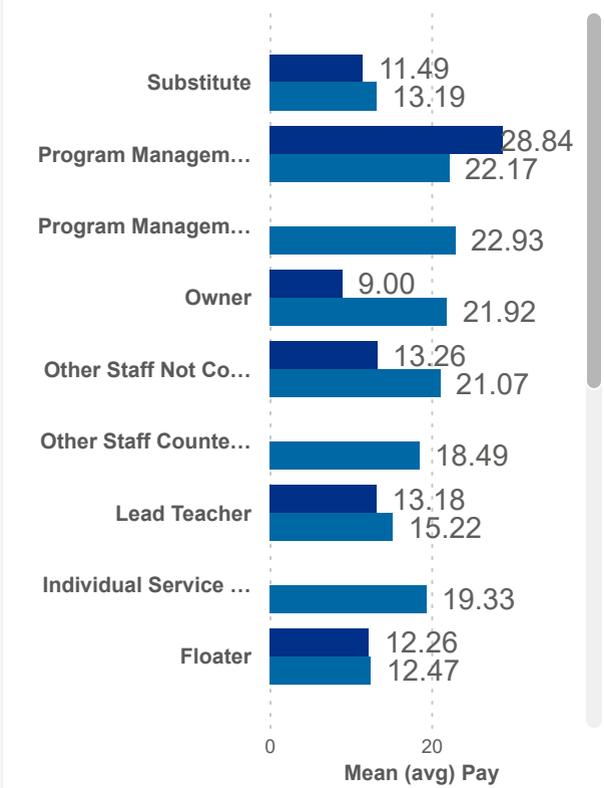
LEAVER	STAYER	COMBINED
12.15	15.72	15.67

Salary Mean by Year and Worker Status

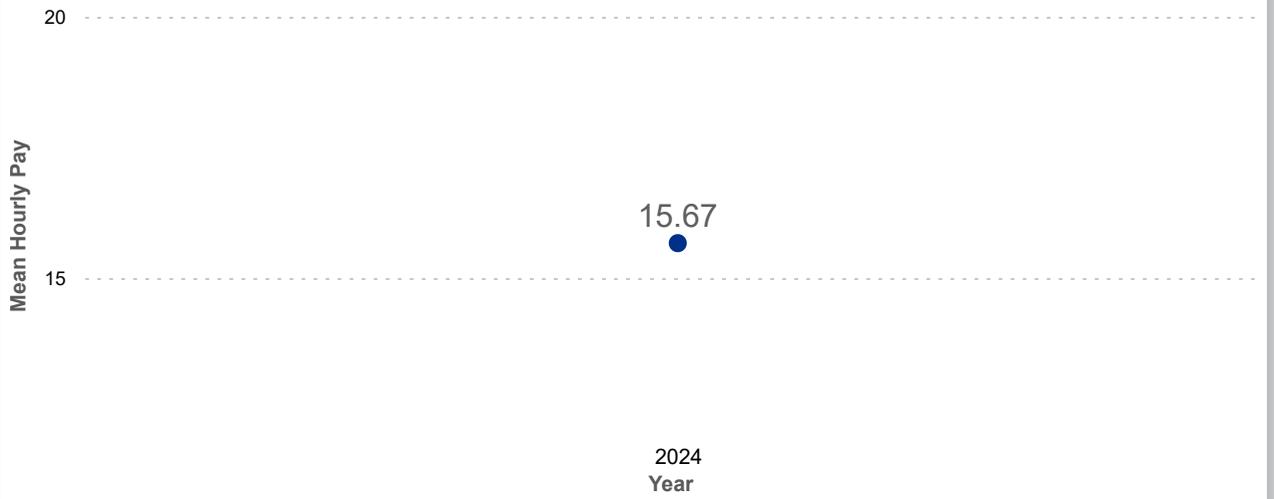
Worker status ● Leaver ● Stayer



Worker ... ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status





Date:
 Program Type:
 Position 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	Total Leaver	Total Stayer	Pay Median	Star Rating Mean (Total)	Avg Career Duration (Years)	Avg Job Duration (Years)	Workload Median (Total)	# of Workers 1Y From Retirement	# of Workers 2Y From Retirement
3,195	0K	3K	14.00	4.14	9.75	4.30	4.81	429	486

