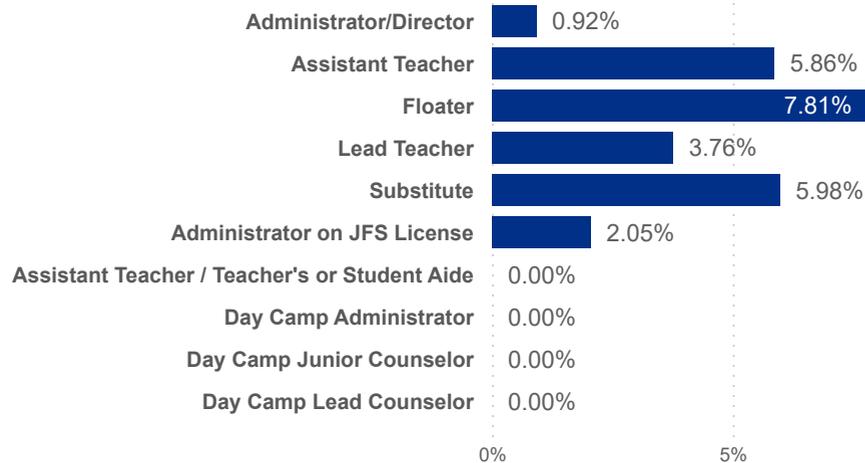




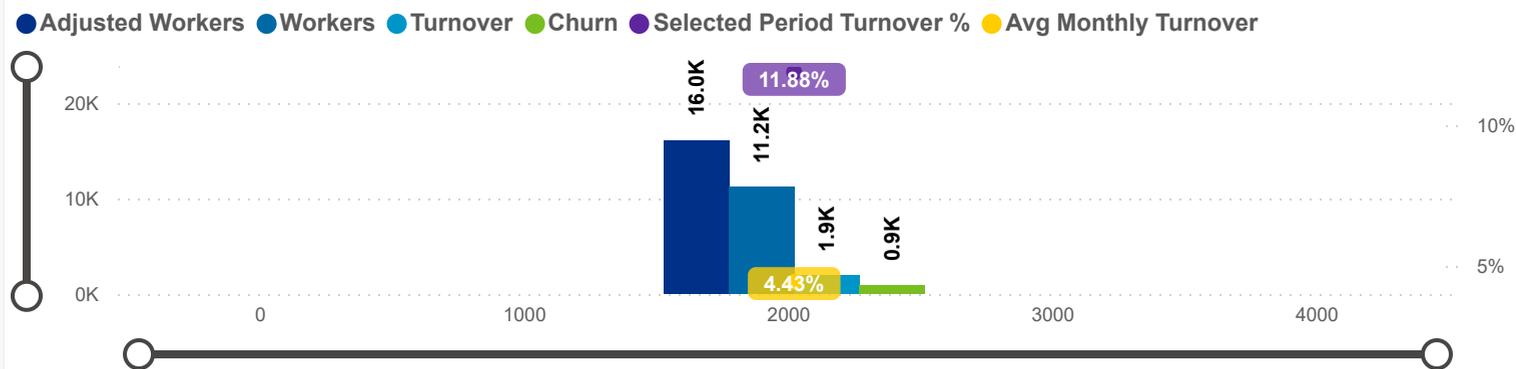
Date:  Program Type:  Job Title:  Teacher Age Group:  Education:  TEACH Status:   
 Position Type:  Credential:  TEACH Models:   
 SDA>County:  SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:   
 Beale Code:  Student Age Group:  POWER Levels:

## Avg Monthly Turnover Rates by Job Title



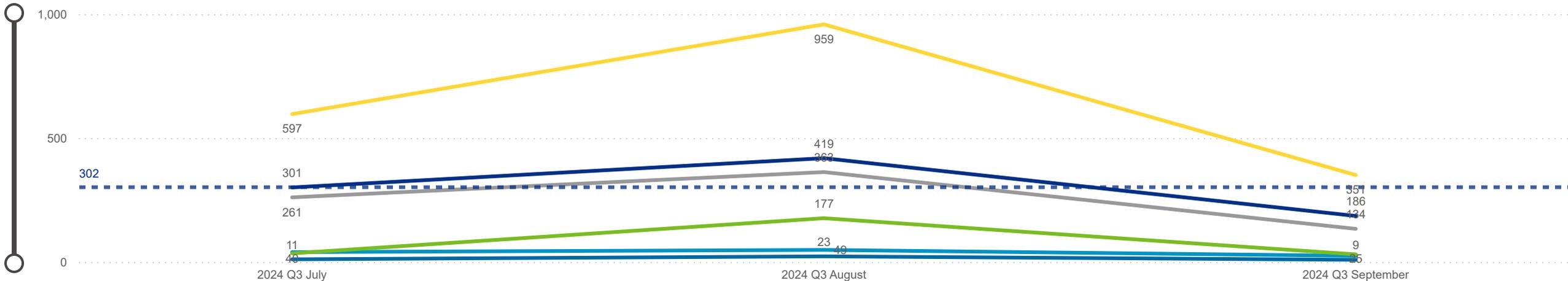
| Avg Monthly Turnover | Adjusted Workers | Total Leaver | Total Stayer  | Sel Period Turnover |
|----------------------|------------------|--------------|---------------|---------------------|
| <b>4.43%</b>         | <b>16,048</b>    | <b>902</b>   | <b>15,146</b> | <b>11.88%</b>       |

## Avg Monthly Turnover and Number of Workers



## Categorization by Time Series

Churn (Blue), Internal (Light Blue), Promotion (Cyan), Seasonal (Green), Transfer (Grey), Turnover (Yellow)





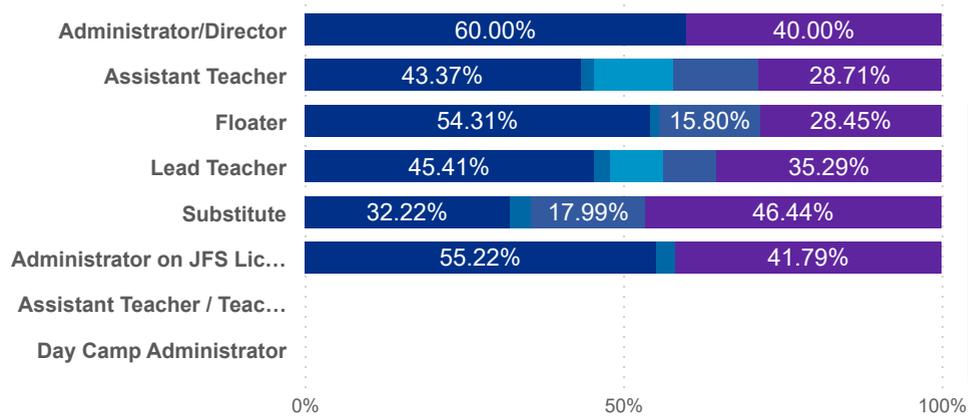
Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Total Duration:  Beale Code:  Student Age Group:  POWER Levels:

## Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.10%

Adjusted Workers

16,048

Workload Median

5.21

Pay Median USD / hr

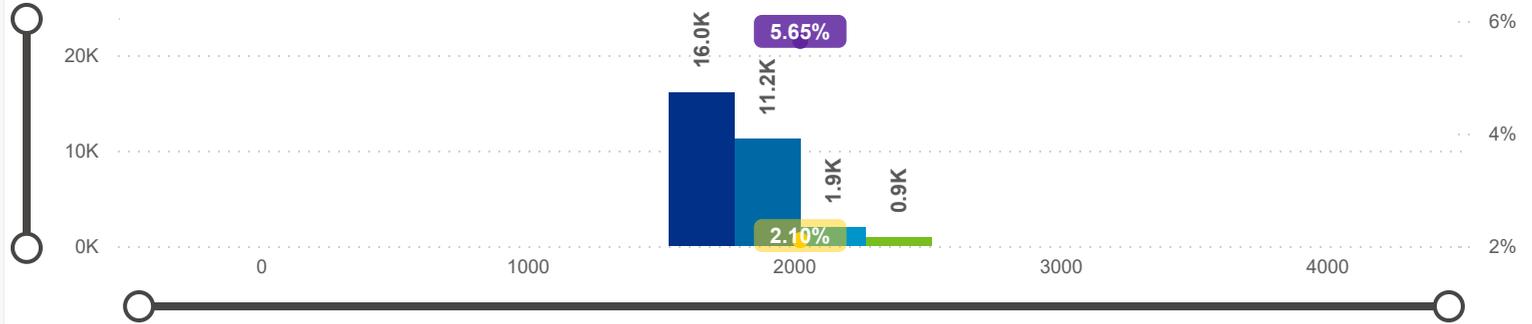
15.00

Avg ECE Duration

5.58

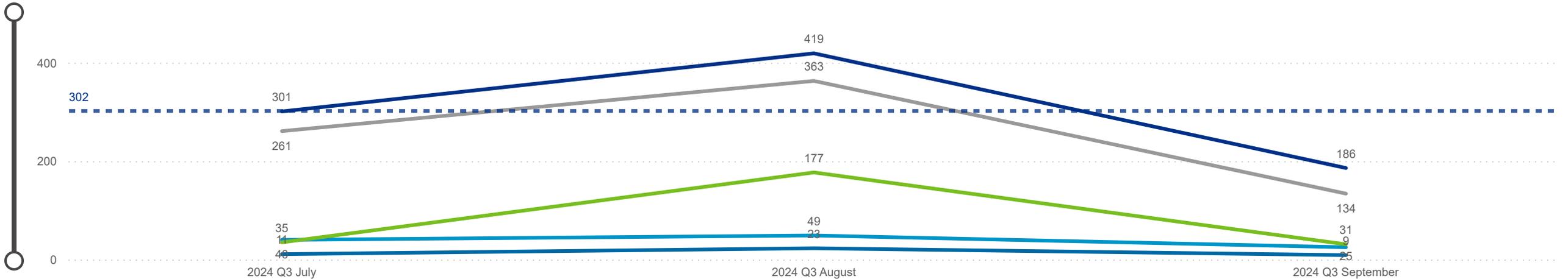
## Avg Monthly Churn and Number of Workers

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

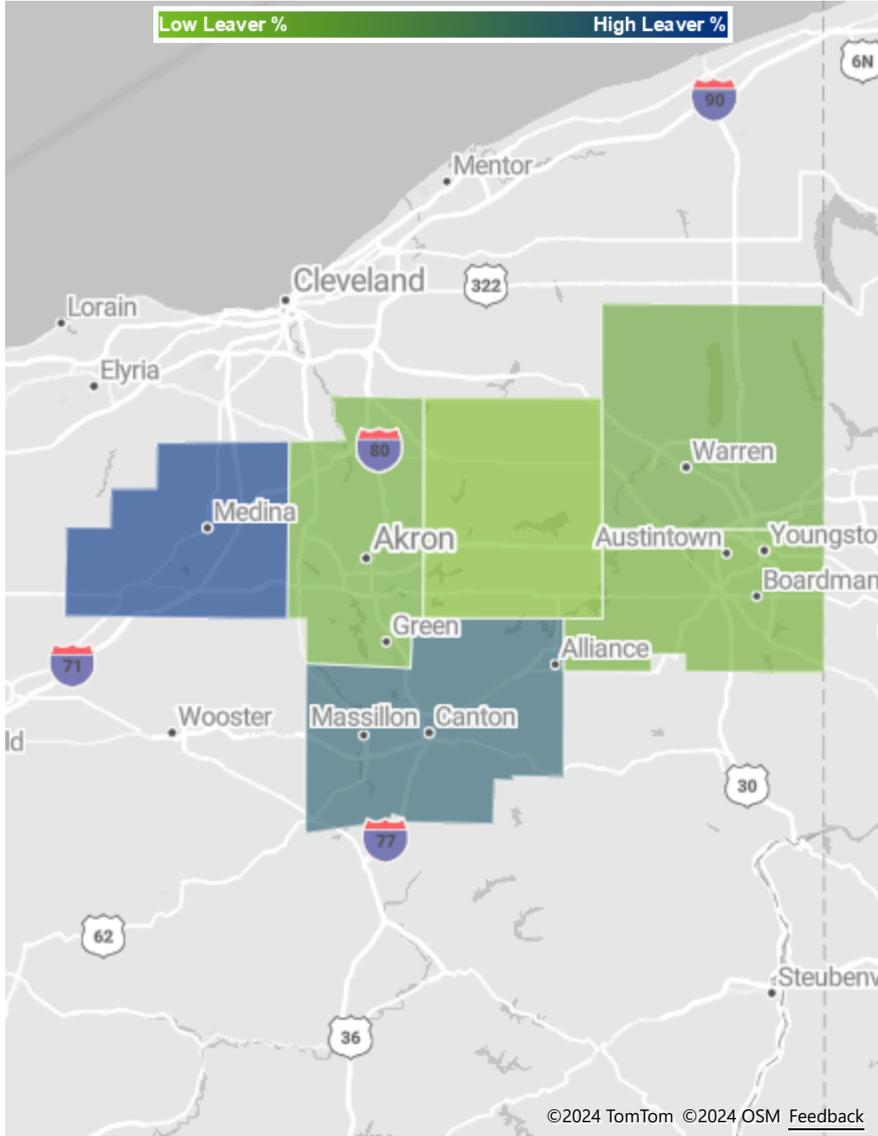


## Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer

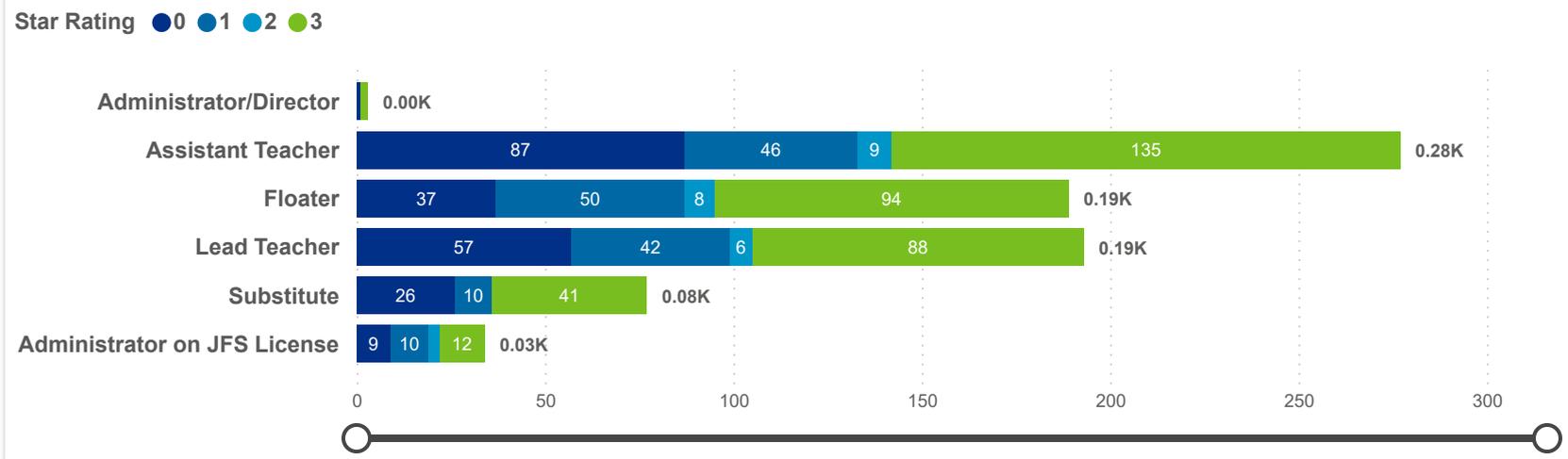


Date: 202407 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All  
 202409 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All  
 SDA>County: SDA 4 | Beale Code: All | Student Age Group: All | POWER Levels: All



|                         |                     |                     |                                |
|-------------------------|---------------------|---------------------|--------------------------------|
| <b>ADJUSTED WORKERS</b> | <b>TOTAL LEAVER</b> | <b>TOTAL STAYER</b> | <b>SELECTED PERIOD CHURN %</b> |
| <b>16,048</b>           | <b>902</b>          | <b>15,146</b>       | <b>5.62%</b>                   |

**Leaver by Job Title and Star Rating**

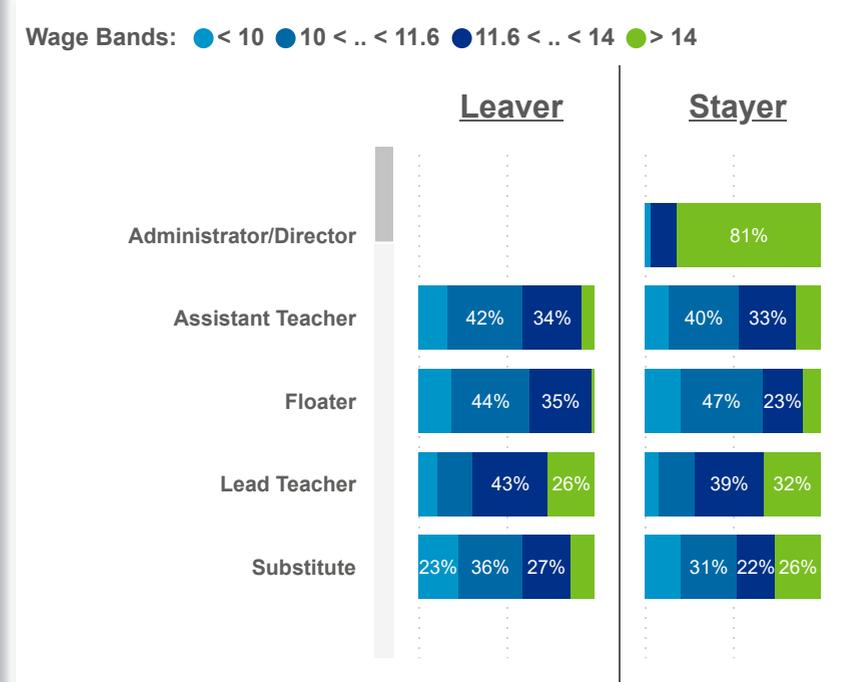
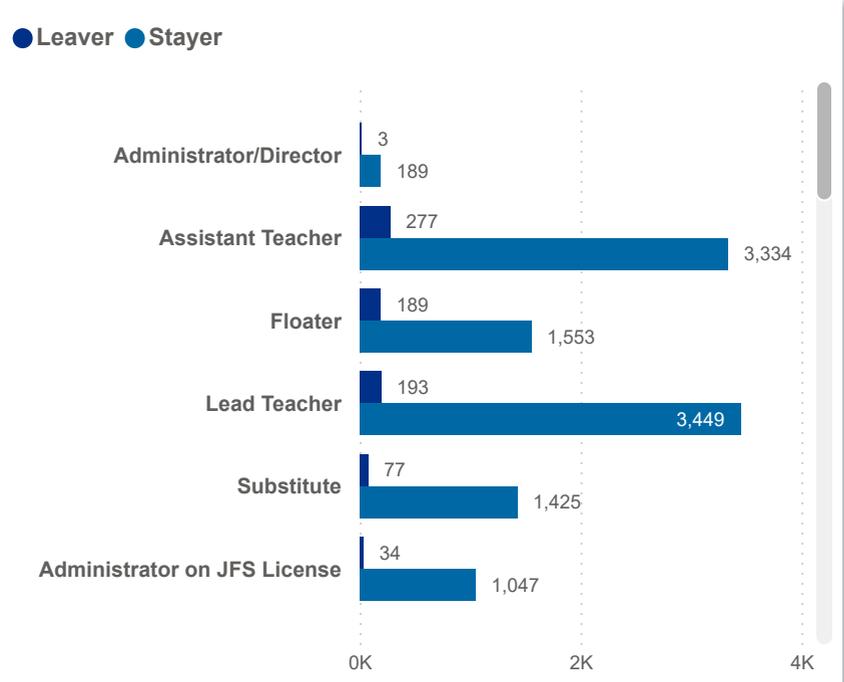
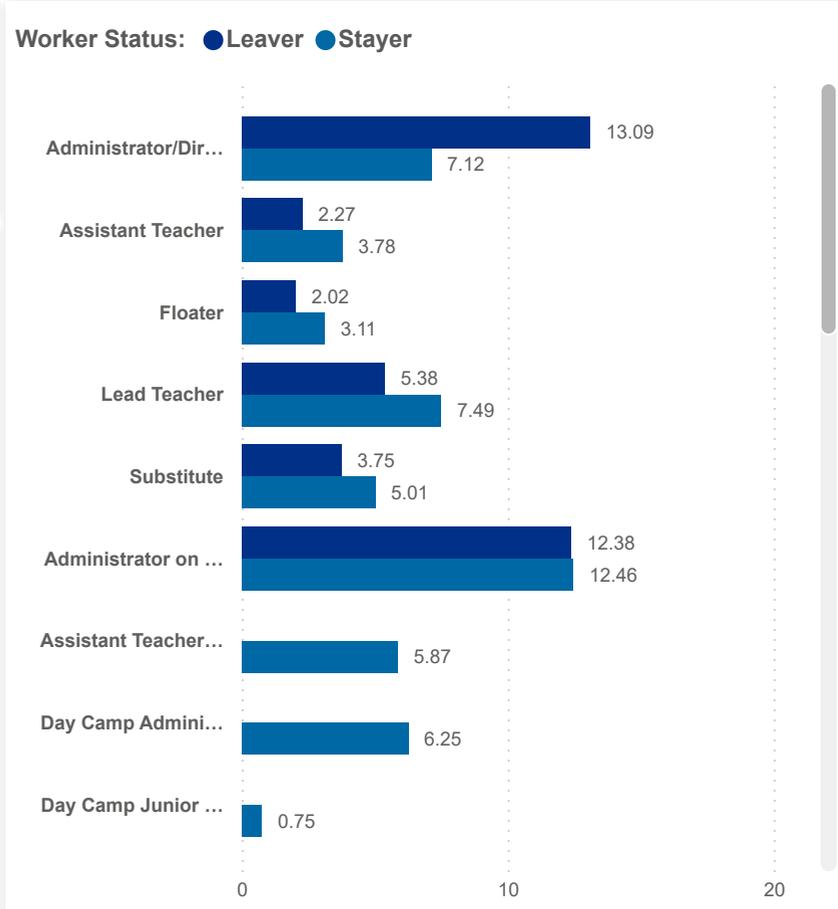
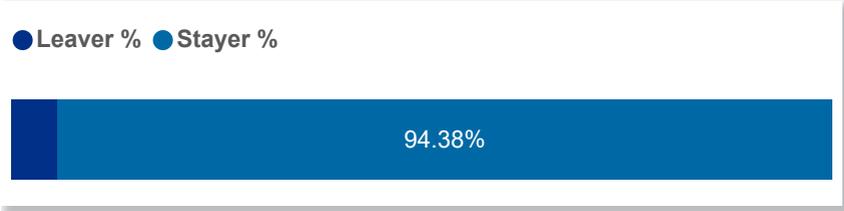


| County       | Adjusted Workers | Workers       | Workers %      | Total Leaver | Total Stayer  | Selected Period Churn % | Stayer %      | Avg Monthly Churn | Selected Period Turnover % | Avg Monthly Turnover | Workload Median | Avg Star Rating |
|--------------|------------------|---------------|----------------|--------------|---------------|-------------------------|---------------|-------------------|----------------------------|----------------------|-----------------|-----------------|
| Mahoning OH  | 3,075            | 1,922         | 17.19%         | 154          | 2,921         | 5.01%                   | 94.99%        | 1.84%             | 10.41%                     | 3.83%                | 3.81            | 1.96            |
| Summit OH    | 5,653            | 4,091         | 36.58%         | 288          | 5,365         | 5.09%                   | 94.91%        | 1.92%             | 11.71%                     | 4.38%                | 5.26            | 1.89            |
| Trumbull OH  | 1,367            | 1,007         | 9.00%          | 71           | 1,296         | 5.19%                   | 94.81%        | 1.95%             | 9.88%                      | 3.65%                | 5.36            | 1.85            |
| Stark OH     | 3,437            | 2,473         | 22.11%         | 231          | 3,206         | 6.72%                   | 93.28%        | 2.51%             | 14.17%                     | 5.30%                | 6.05            | 1.78            |
| Portage OH   | 1,136            | 889           | 7.95%          | 54           | 1,082         | 4.75%                   | 95.25%        | 1.77%             | 8.71%                      | 3.25%                | 4.72            | 1.62            |
| Medina OH    | 1,380            | 1,037         | 9.27%          | 104          | 1,276         | 7.54%                   | 92.46%        | 2.84%             | 14.78%                     | 5.58%                | 5.44            | 1.42            |
| <b>Total</b> | <b>16,048</b>    | <b>11,184</b> | <b>100.00%</b> | <b>902</b>   | <b>15,146</b> | <b>5.62%</b>            | <b>94.38%</b> | <b>2.10%</b>      | <b>11.88%</b>              | <b>4.43%</b>         | <b>5.21</b>     | <b>1.82</b>     |



Date: 202407 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All  
 202409 Position Type: All Credential: All TEACH Models: All  
 SDA>County: SDA 4 SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All  
 100.00 Beale Code: All Student Age Group: All POWER Levels: All

| NUMBER OF WORKERS |               | AVG ECE DURATION (In Years) |             | HOURLY WAGE BANDS (USD)  |                          |
|-------------------|---------------|-----------------------------|-------------|--------------------------|--------------------------|
| TOTAL LEAVER      | TOTAL STAYER  | LEAVER                      | STAYER      | LEAVER (Hourly Wage MED) | STAYER (Hourly Wage MED) |
| <b>902</b>        | <b>15,146</b> | <b>3.74</b>                 | <b>5.66</b> | <b>14.00</b>             | <b>15.00</b>             |





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### NUMBER OF WORKERS

### AVG ECE DURATION (In Years)

### HOURLY WAGE BANDS (USD)

LEAVER

STAYER

# 5.62%

# 94.38%

LEAVER

STAYER

# 3.74

# 5.66

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

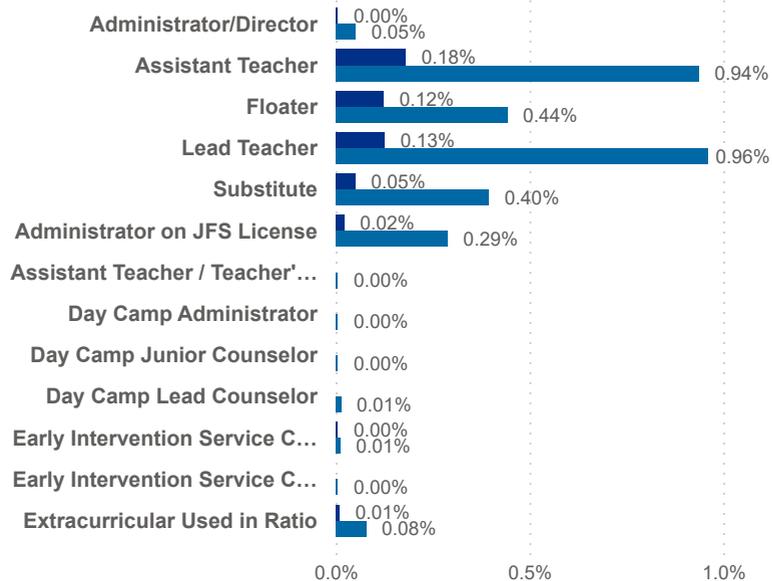
# 14.00

# 15.00

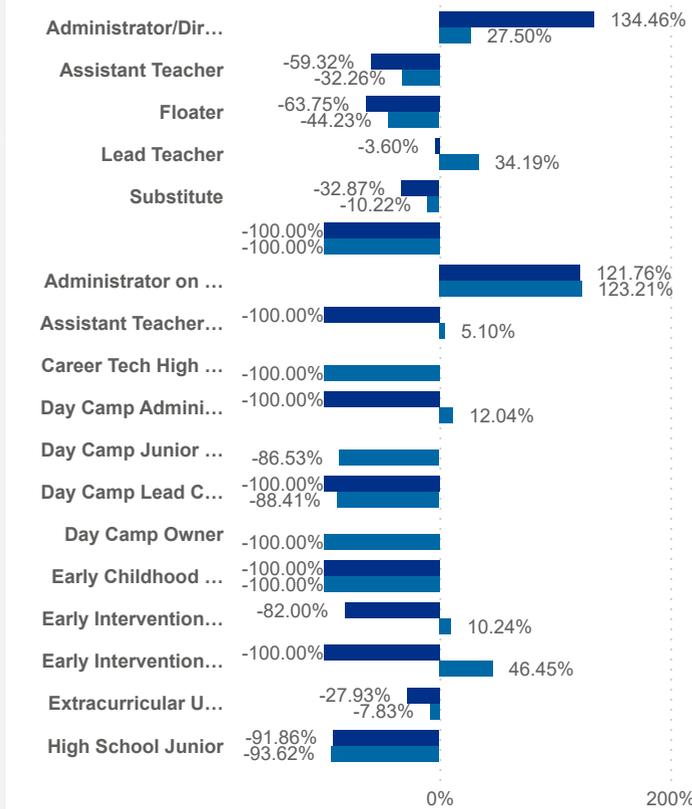
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



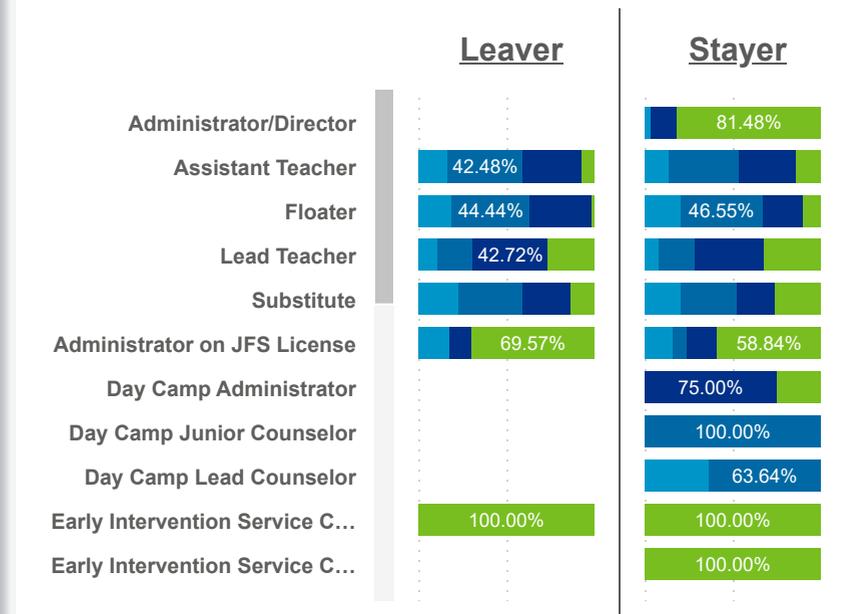
Worker Status: ● Leaver ● Stayer



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



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





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status: 
  
 Position Type:  Credential:  TEACH Models: 
  
 SDA>County:  SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status: 
  
 Beale Code:  Student Age Group:  POWER Levels:

### LEAVER (Avg Career Duration)

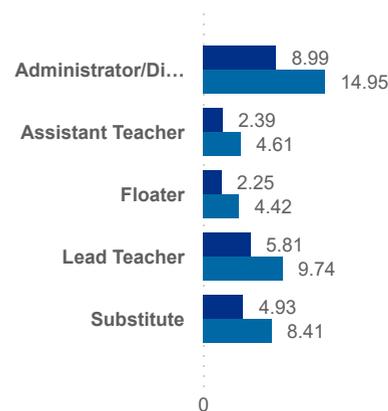
# 4.56

### STAYER (Avg Career Duration)

# 9.37

## Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



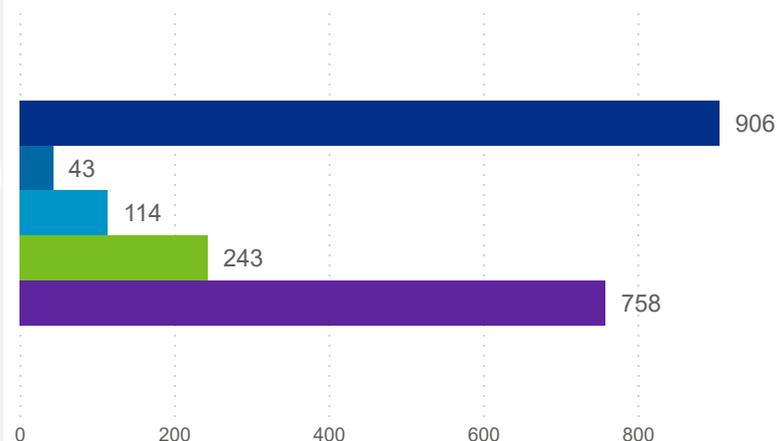
| County   | Job Title              | Longest Serving Profile | \$ / hr | Seniority | Workload | Star Rating (Mean) |
|----------|------------------------|-------------------------|---------|-----------|----------|--------------------|
| Mahoning | Administrator/Director | 2.19                    |         | Early     | 14.00    | 1.6                |
| Medina   | Administrator/Director | 2.19                    |         | Early     | 10.33    | 1.4                |
| Portage  | Administrator/Director | 1.45                    |         | Early     | 7.00     | 2.5                |
| Stark    | Administrator/Director | 1.83                    |         | Early     | 9.23     | 2.2                |
| Summit   | Administrator/Director | 1.14                    |         | Early     | 10.00    | 1.9                |
| Trumbull | Administrator/Director | 1.31                    |         | Early     | 8.83     | 3.0                |
| Stark    | Administrator/Director | 2.18                    | 17.00   | Early     | 30.25    | 0.0                |
| Stark    | Administrator/Director | 4.00                    | 20.00   | Early     | 18.50    | 3.0                |
| Trumbull | Administrator/Director | 2.63                    | 20.00   | Early     | 2.10     | 1.0                |
| Stark    | Administrator/Director | 3.82                    | 23.00   | Early     | 51.00    | 0.0                |

### TOTAL STAYER

# 15,146

## Turnover Reasons

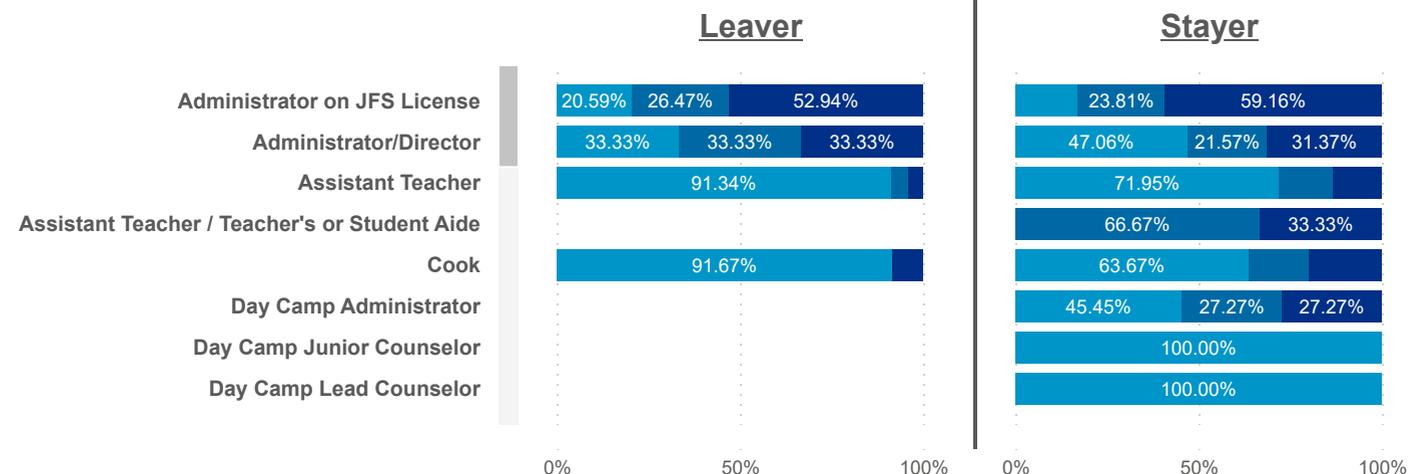
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



### STAYER (Promotion)

# 114

Seniority: ● Early ● Mid ● Senior





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### LEAVER (Avg Career Duration)

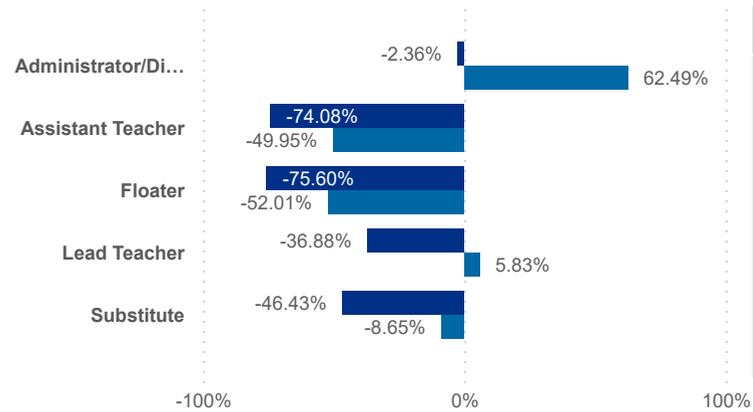
# 4.56

### STAYER (Avg Career Duration)

# 9.37

## Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



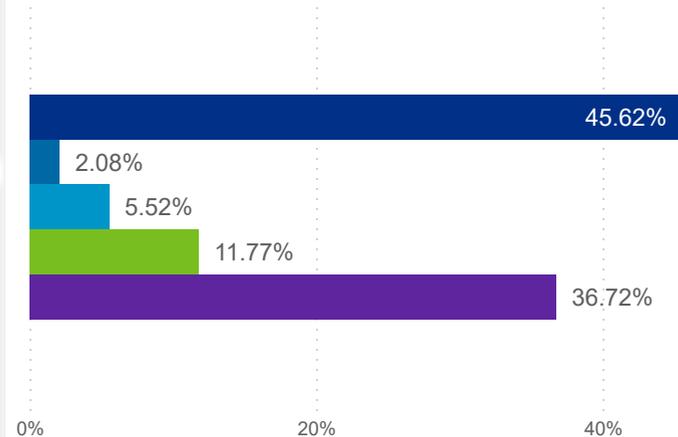
| County   | Job Title          | Longest Serving Profile | \$ / hr | Seniority | Workload | Star Rating (mean) |
|----------|--------------------|-------------------------|---------|-----------|----------|--------------------|
| Stark    | Assistant Teacher  | 0.01                    | 10.45   | Early     | 8.89     | 3.0                |
| Mahoning | Assistant Teacher  | 0.01                    | 15.43   | Senior    | 9.03     | 3.0                |
| Stark    | Substitute         | 0.01                    | 9.00    | Early     | 3.50     | 3.0                |
| Stark    | Substitute         | 0.01                    | 10.10   | Early     | 8.89     | 3.0                |
| Trumbull | Substitute         | 0.01                    | 11.50   | Early     | 5.36     | 1.0                |
| Stark    | Substitute         | 0.01                    | 12.68   | Early     | 7.06     | 3.0                |
| Mahoning | High School Junior | 0.01                    | 14.00   | Early     | 3.16     | 1.0                |
| Summit   | Assistant Teacher  | 0.02                    | 16.50   | Early     | 5.25     | 3.0                |
| Summit   | Assistant Teacher  | 0.02                    | 17.51   | Early     | 12.50    | 0.0                |
| Trumbull | Floater            | 0.02                    | 10.15   | Early     | 3.15     | 1.0                |
| Summit   | Floater            | 0.02                    | 19.00   | Early     | 5.52     | 0.0                |

### TOTAL STAYER

# 15,146

## Turnover Reasons

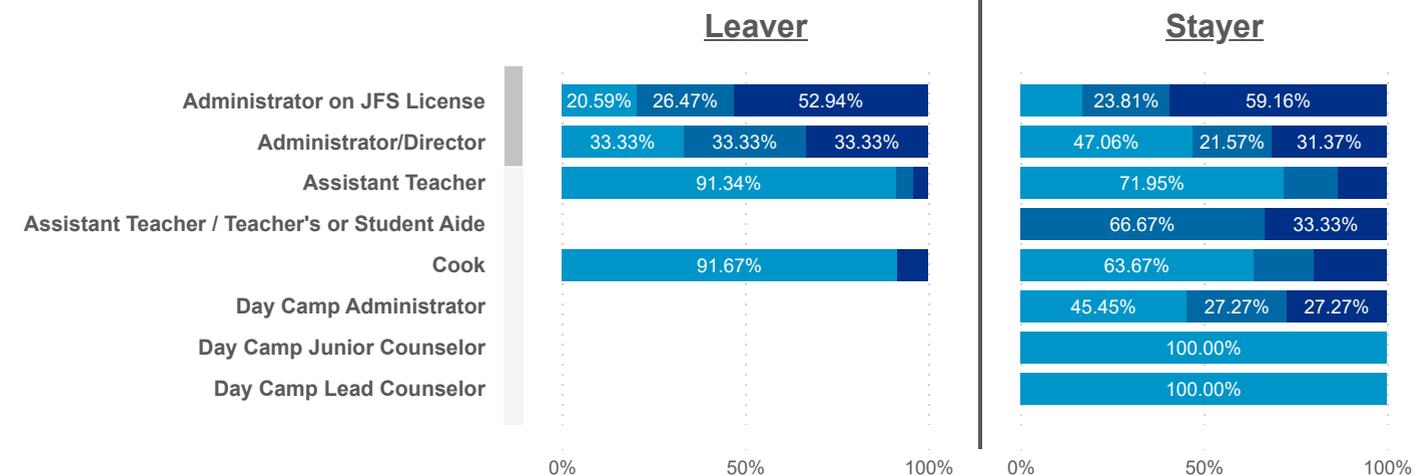
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



### STAYER (Promotion)

# 114

Seniority: ● Early ● Mid ● Senior





Date:  Program Type:  Job Title:  Teacher Age Group:  Education:  TEACH Status:   
 Position Type:  SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:   
 SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### PAY MEDIAN (USD)

### PAY PROGRESSION (USD)

### PAY & CAREER SENIORITY (USD)

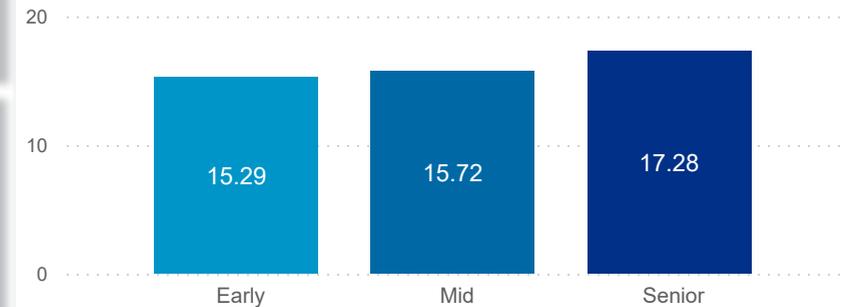
**LEAVER**  
14.00

**STAYER**  
15.00

**LEAVER**  
0.53

**STAYER**  
0.65

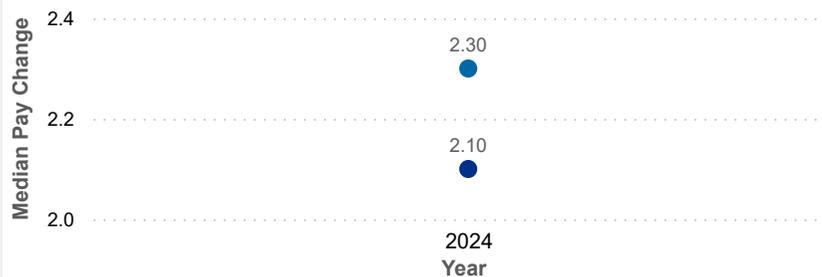
Seniority: ● Early ● Mid ● Senior



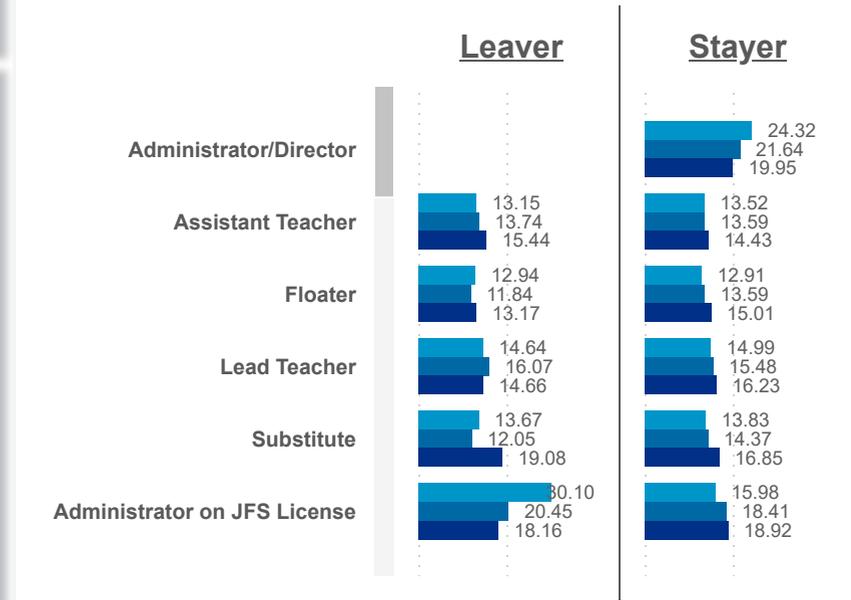
Worker Status: ● Leaver ● Stayer



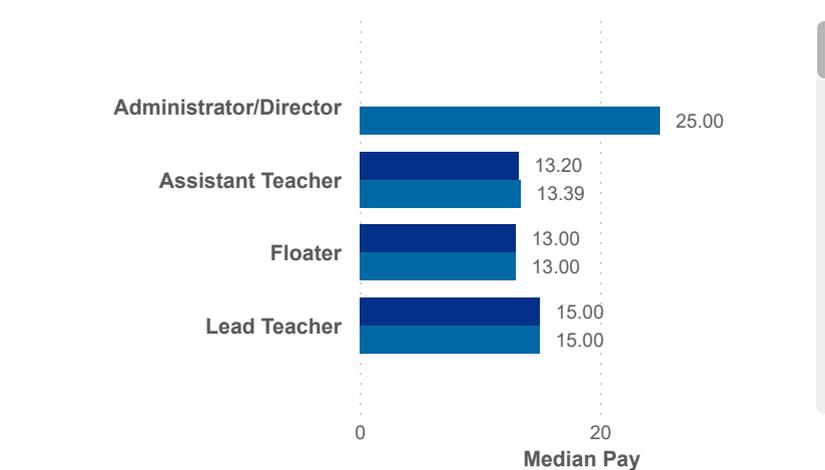
Worker Status: ● Leaver ● Stayer



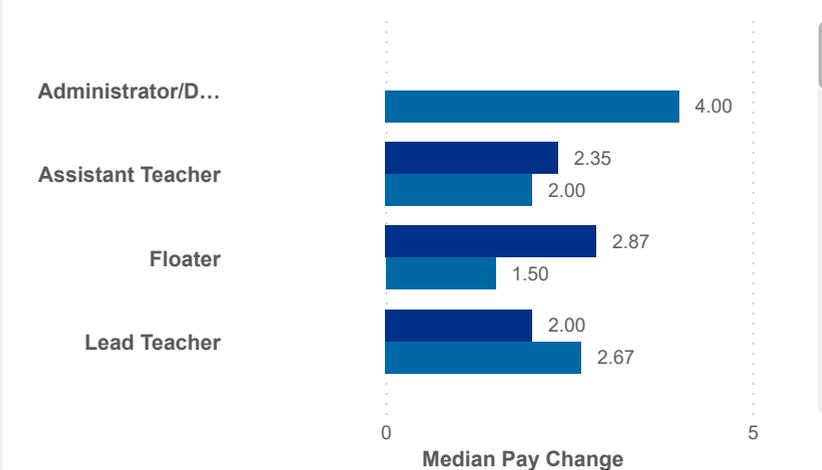
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer





Date:  Program Type:  Job Title:  Teacher Age Group:  Education:  TEACH Status:   
 Position Type:  SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:   
 SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### PAY MEDIAN (USD)

LEAVER

# 14.00

STAYER

# 15.00

Worker Status: ● Leaver ● Stayer



### PAY PROGRESSION (USD)

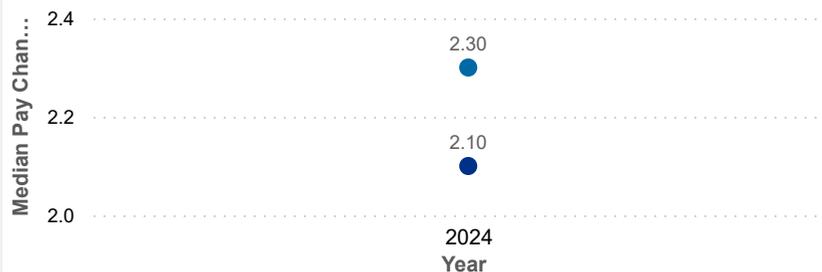
LEAVER

# 0.53

STAYER

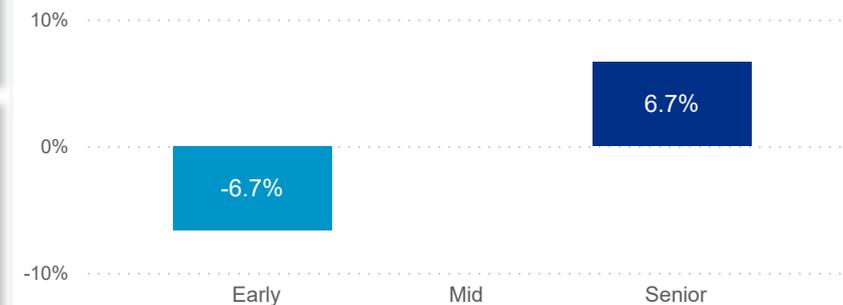
# 0.65

Worker Status: ● Leaver ● Stayer

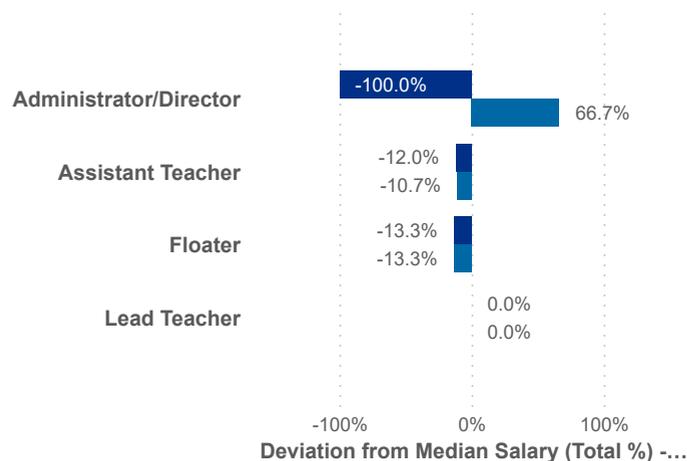


### PAY & CAREER SENIORITY (USD)

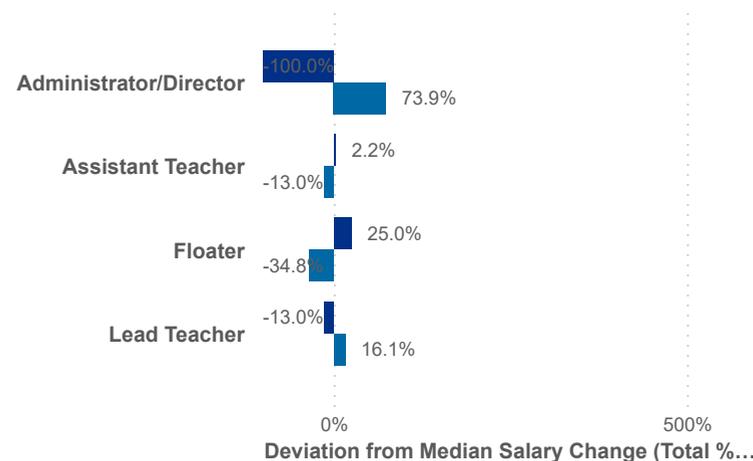
Seniority: ● Early ● Mid ● Senior



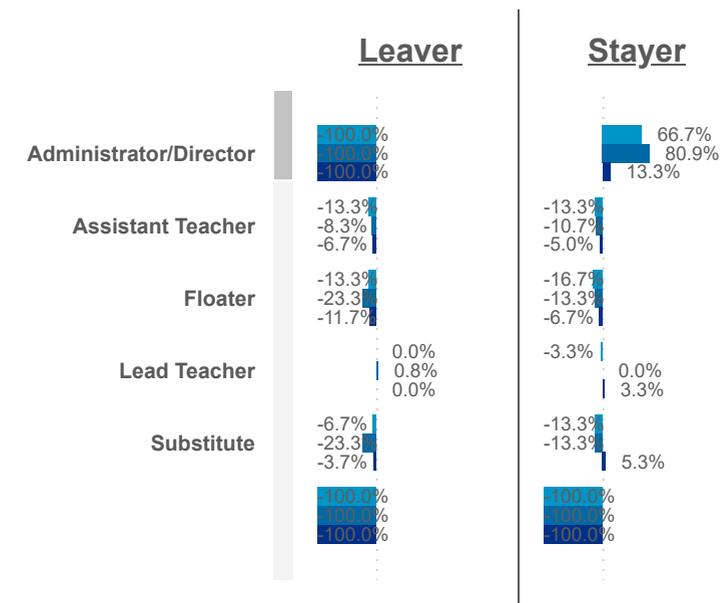
Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Seniority: ● Early ● Mid ● Senior





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### Workload Median (Total)

# 5.21

### Workload Median (Leaver)

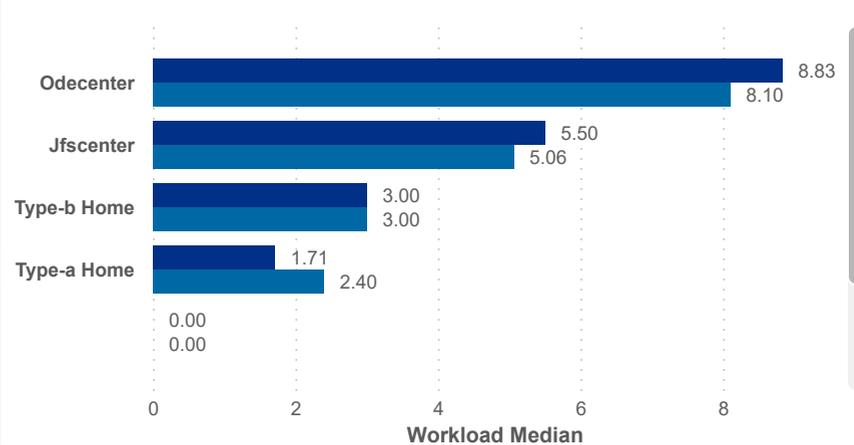
# 5.52

### Workload Median (Stayer)

# 5.21

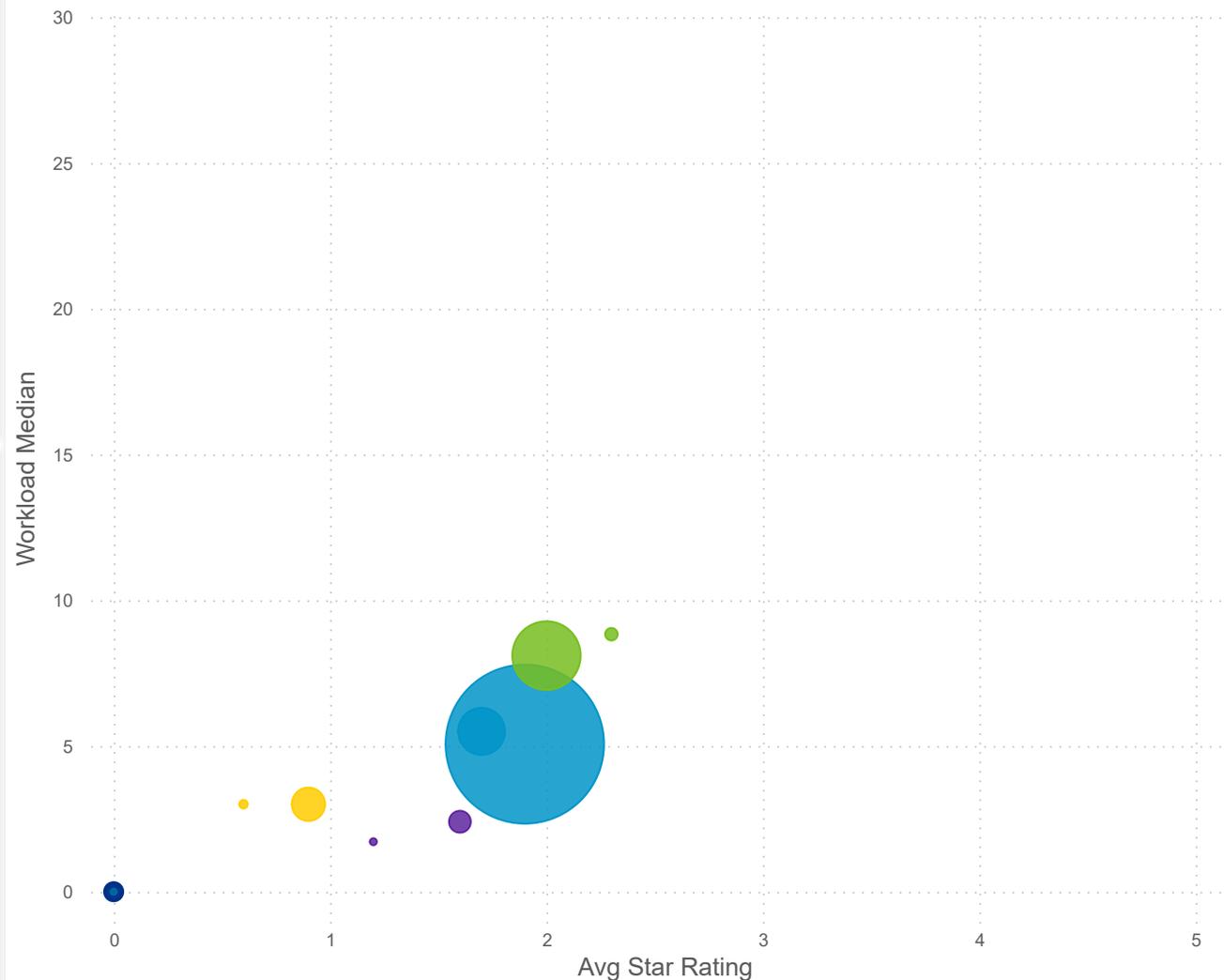
### Workload Median

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



### Star Rating Mean (Total)

# 1.8

### Star Rating Mean (Leaver)

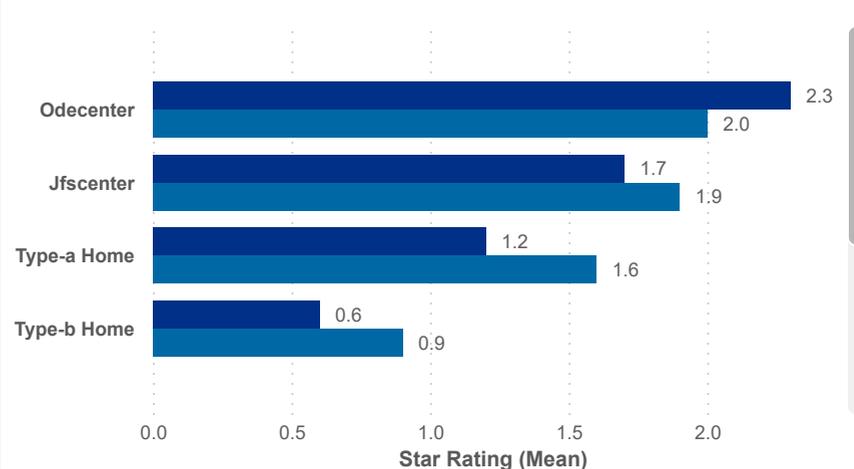
# 1.7

### Star Rating Mean (Stayer)

# 1.8

### Star Rating Mean

Worker status ● Leaver ● Stayer





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

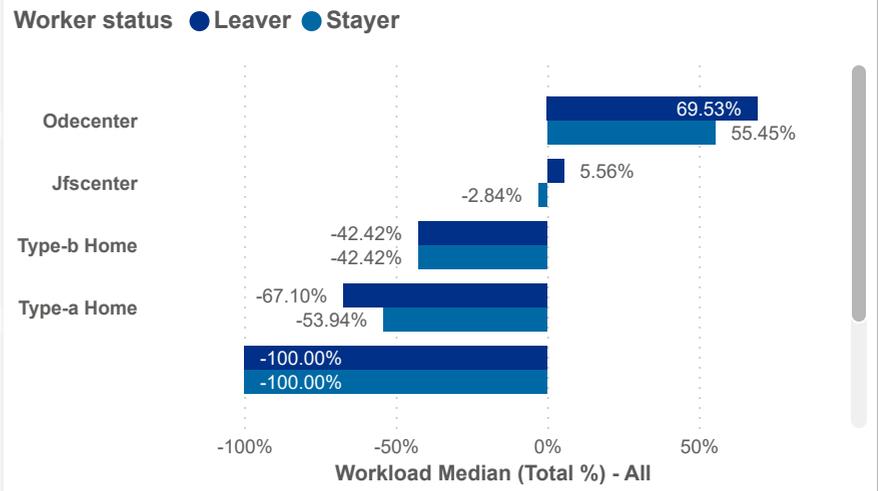
Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### Workload Median (Total)

# 5.21

### Workload Median (Total %)



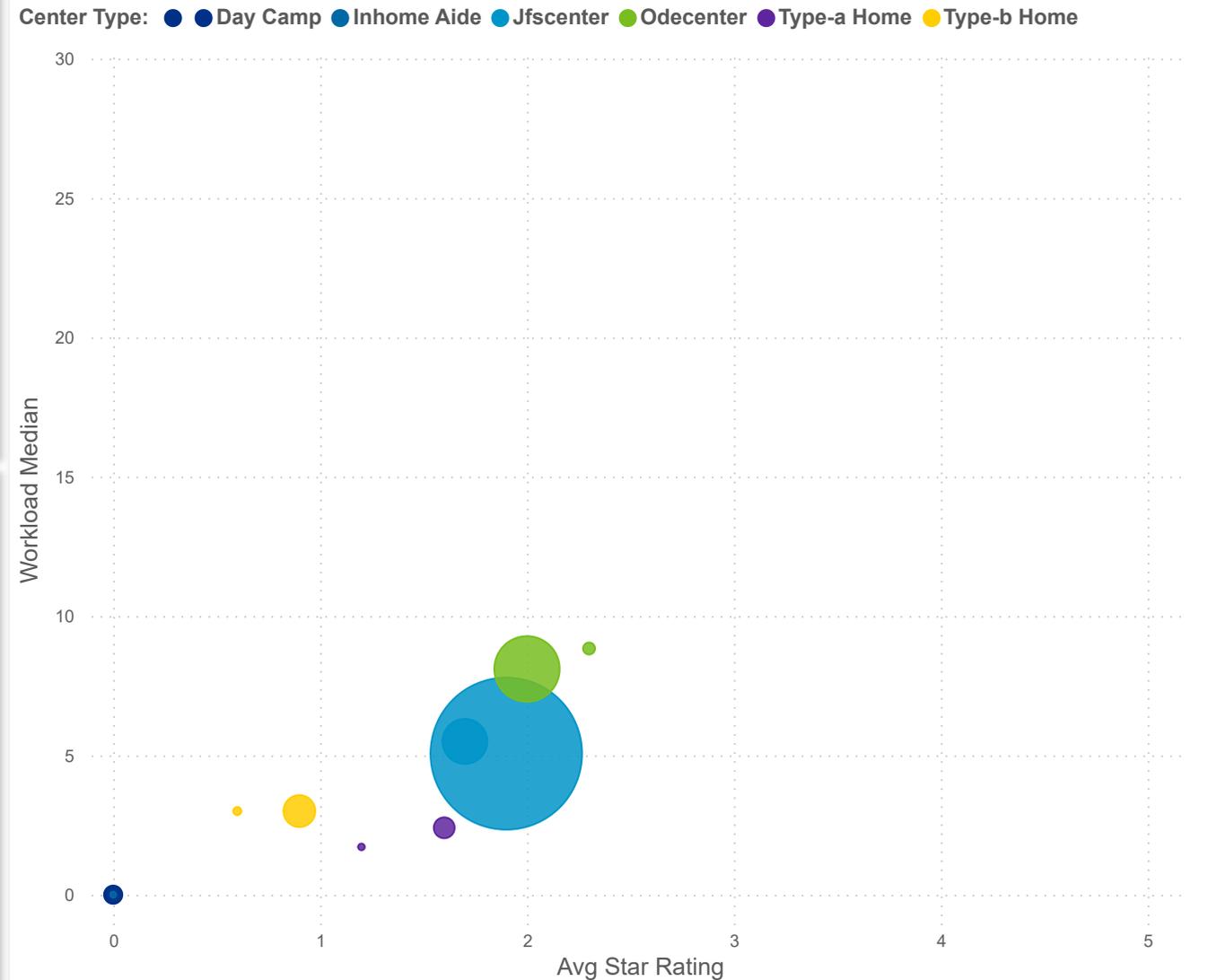
### Workload Median (Leaver)

# 5.52

### Workload Median (Stayer)

# 5.21

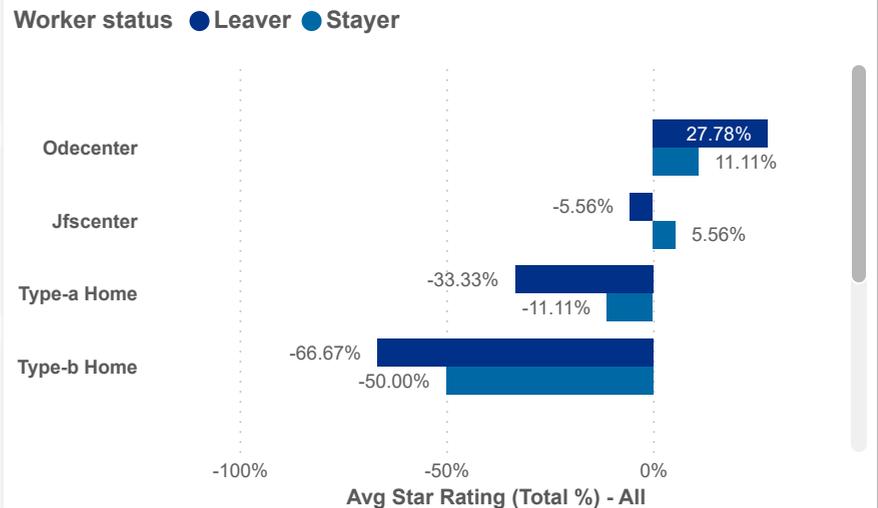
### Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type



### Star Rating Mean (Total)

# 1.8

### Star Rating Mean (Total %)



### Star Rating Mean (Leaver)

# 1.7

### Star Rating Mean (Stayer)

# 1.8



Date:  Program Type:  Job Title:  Teacher Age Group:  Education:  TEACH Status:

Position Type:  SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

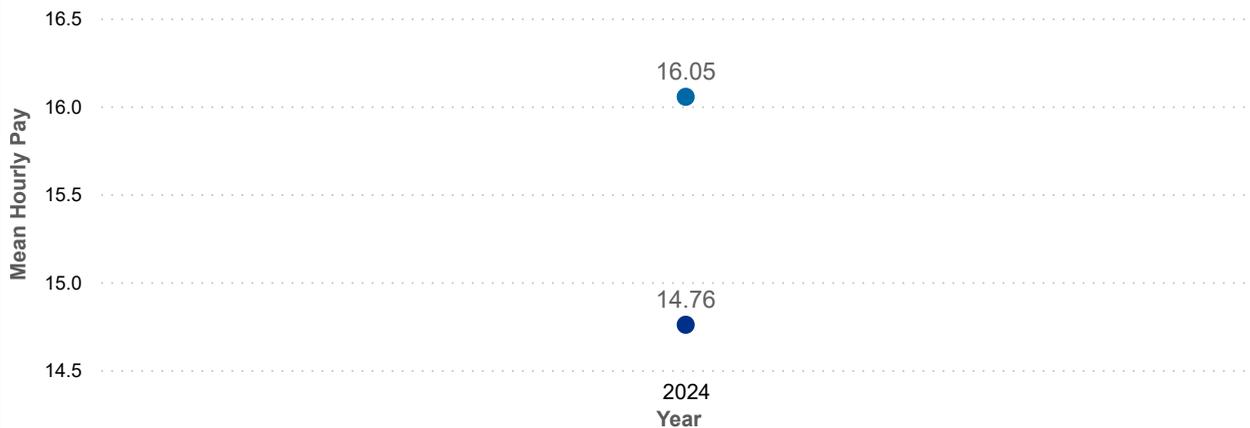
SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### PAY MEAN (USD)

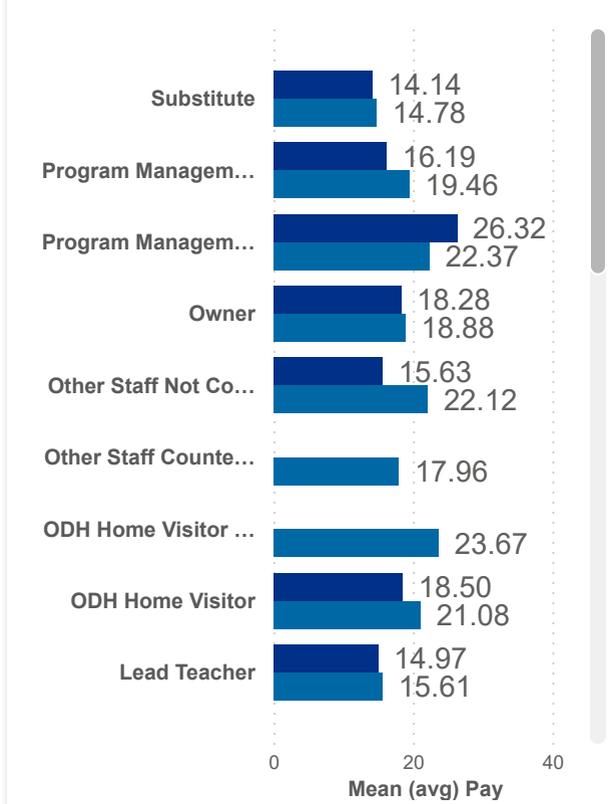
| LEAVER       | STAYER       | COMBINED     |
|--------------|--------------|--------------|
| <b>14.76</b> | <b>16.05</b> | <b>16.03</b> |

### Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Worker ... ● Leaver ● Stayer



### Combined Salary Mean by Year and Worker Status

