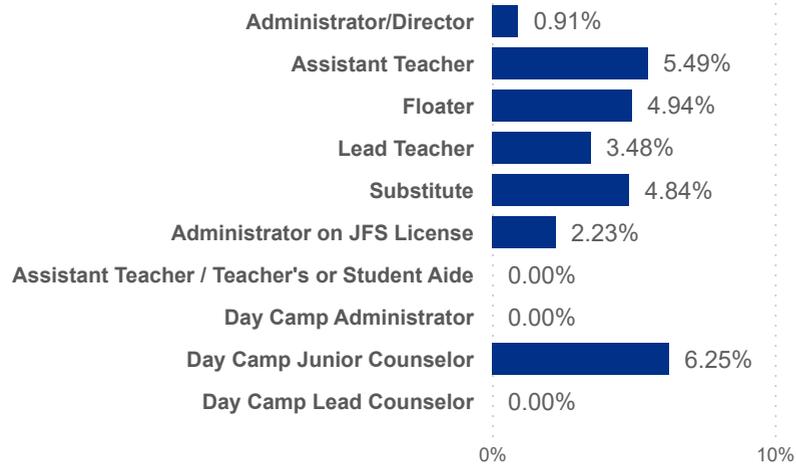




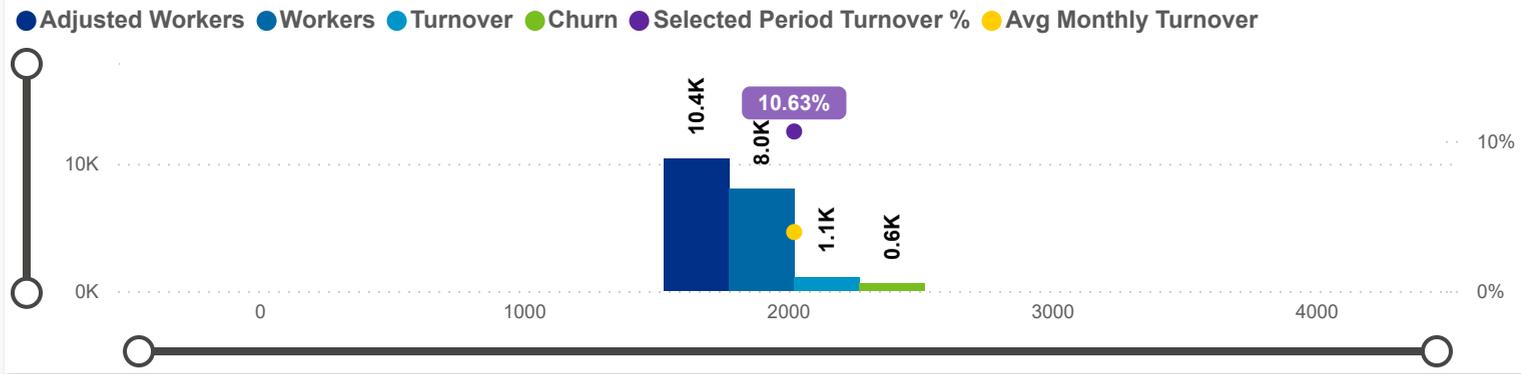
Date: Program Type: Job Title: Teacher Age Group: Education: TEACH Status:
 Position Type: SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:
 SDA>County: Beale Code: Student Age Group: POWER Levels:

Avg Monthly Turnover Rates by Job Title

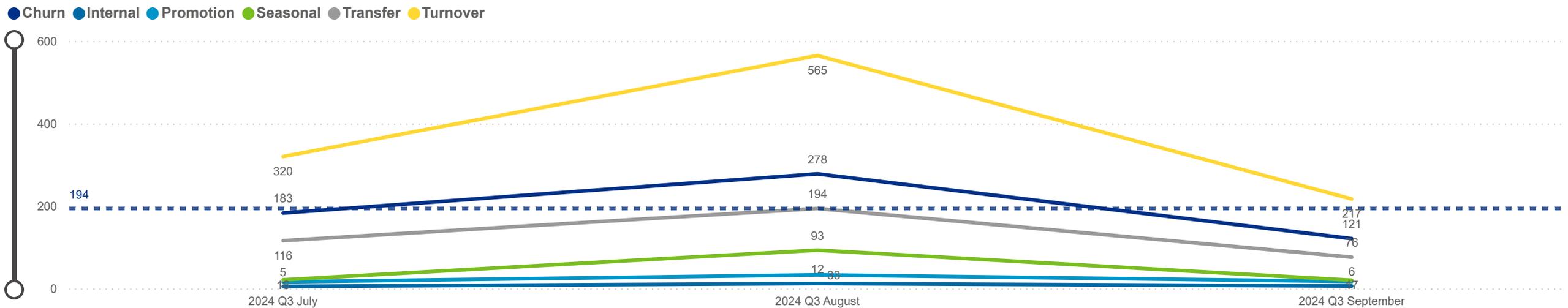


| Avg Monthly Turnover | Adjusted Workers | Total Leaver | Total Stayer | Sel Period Turnover |
|----------------------|------------------|--------------|--------------|---------------------|
| 3.93% | 10,367 | 581 | 9,786 | 10.63% |

Avg Monthly Turnover and Number of Workers



Categorization by Time Series





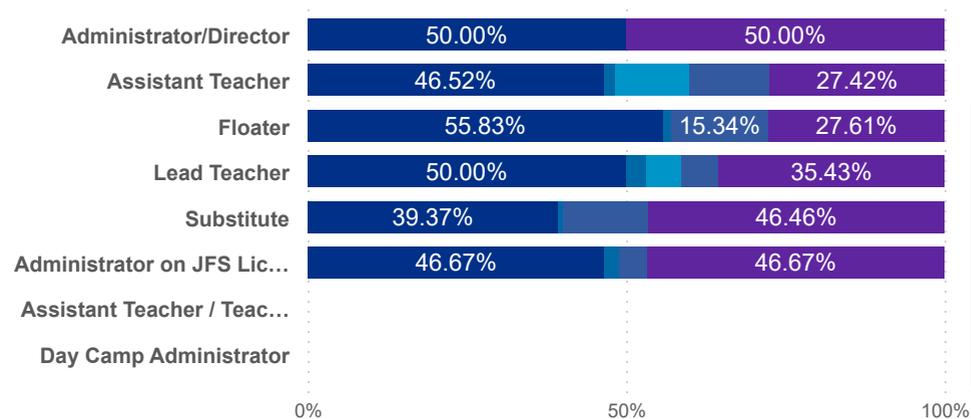
Date: Program Type:
 Job Title: Teacher Age Group: Education: TEACH Status:

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

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

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.08%

Adjusted Workers

10,367

Workload Median

5.40

Pay Median USD / hr

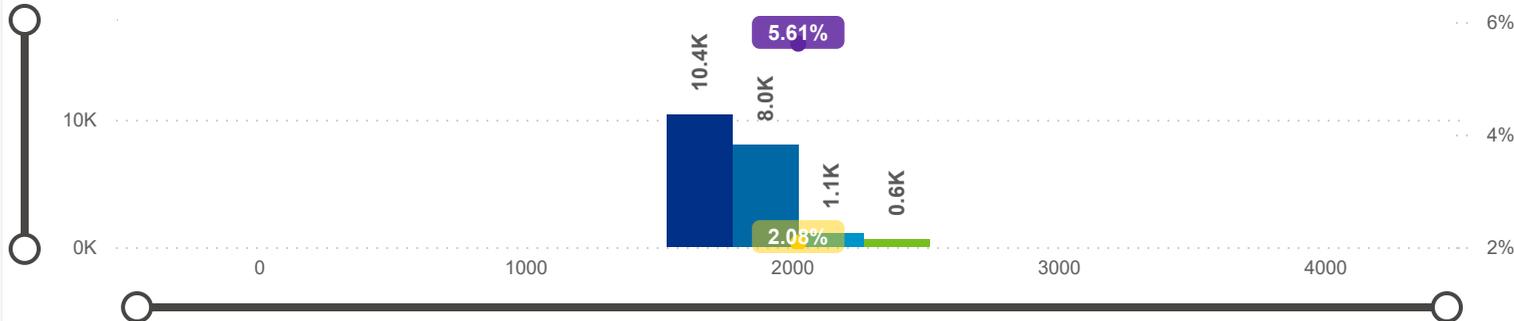
15.00

Avg ECE Duration

5.85

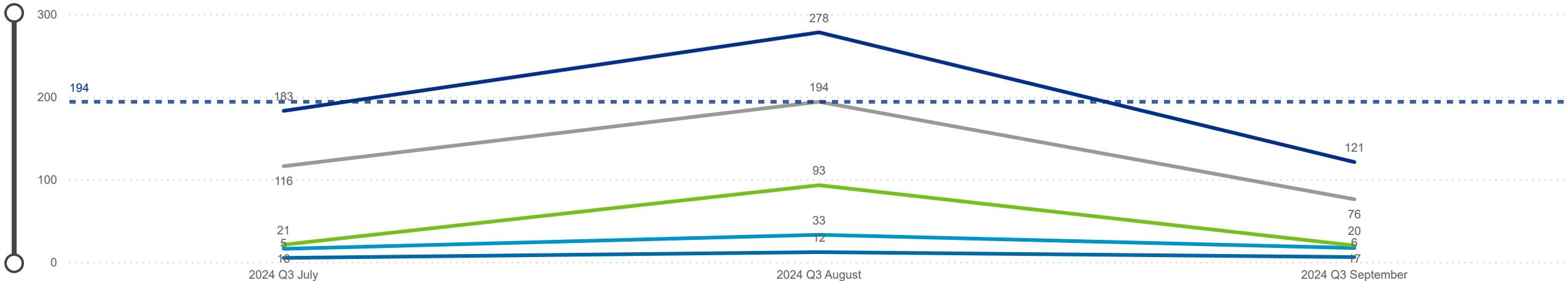
Avg Monthly Churn and Number of Workers

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

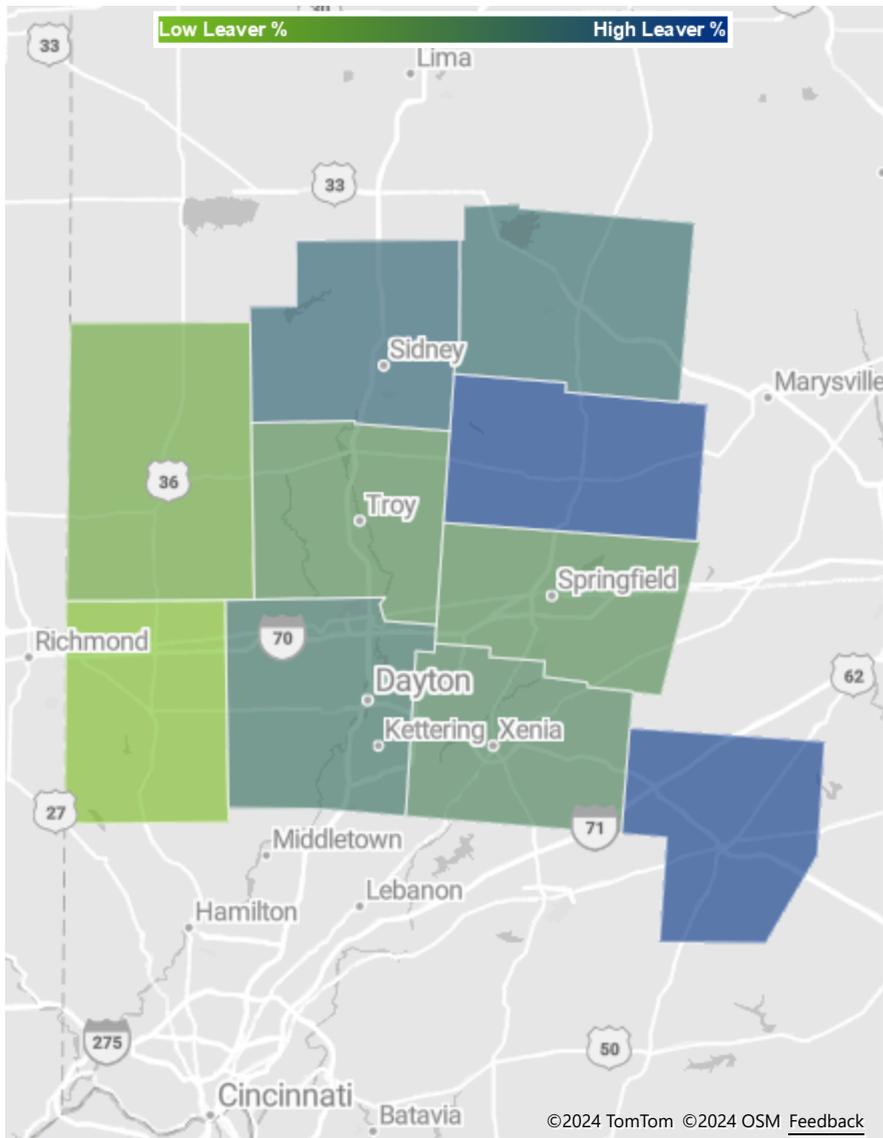


Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer

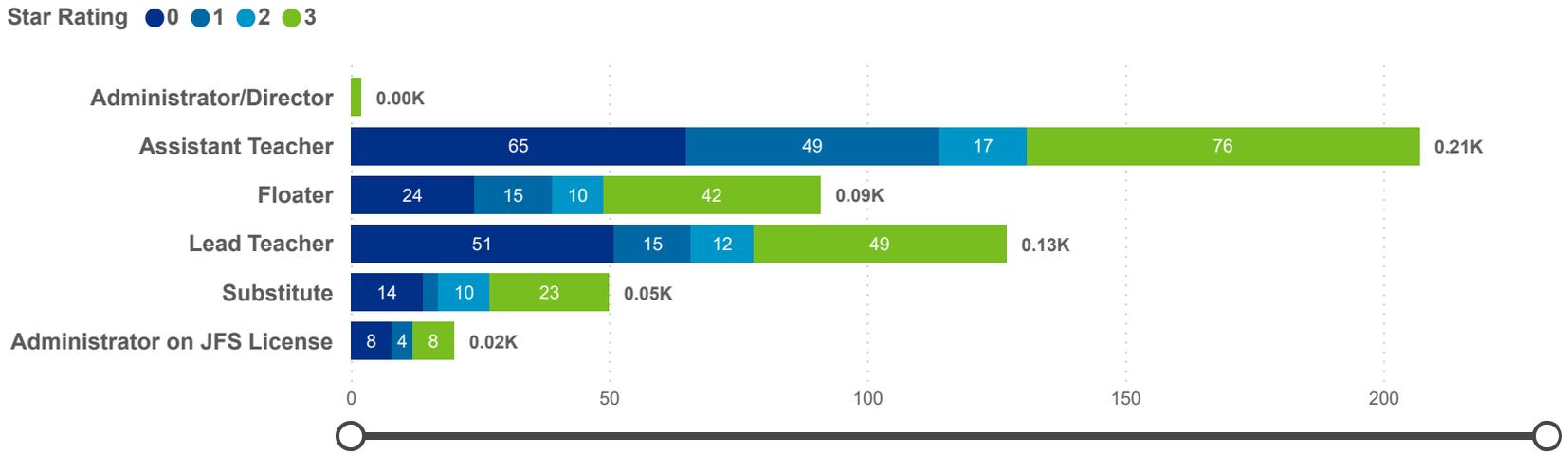


Date: 202407 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All
 202409 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All
 SDA>County: SDA 8 | Beale Code: All | Student Age Group: All | POWER Levels: All



| | | | |
|-------------------------|---------------------|---------------------|--------------------------------|
| ADJUSTED WORKERS | TOTAL LEAVER | TOTAL STAYER | SELECTED PERIOD CHURN % |
| 10,367 | 581 | 9,786 | 5.60% |

Leaver by Job Title and Star Rating

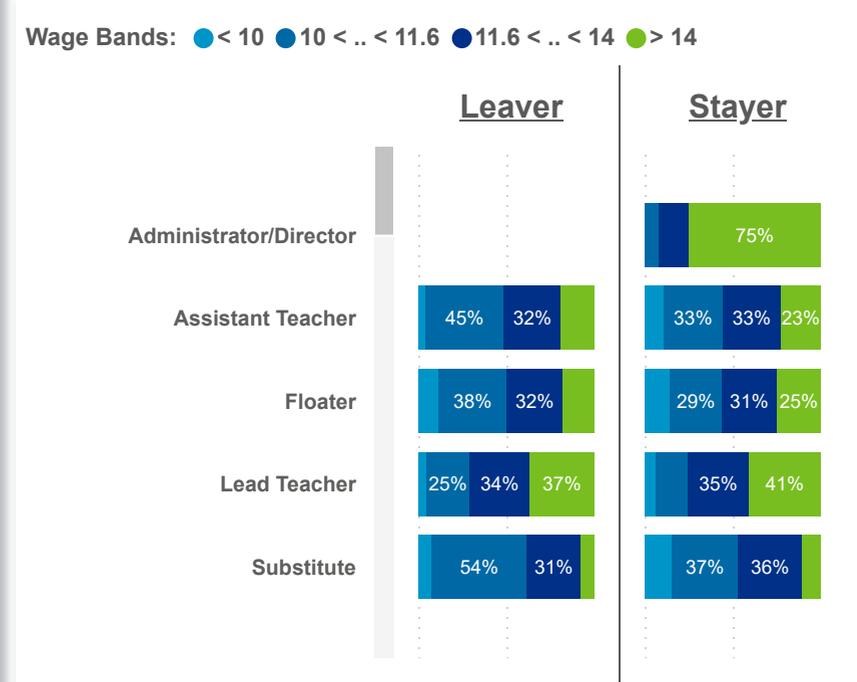
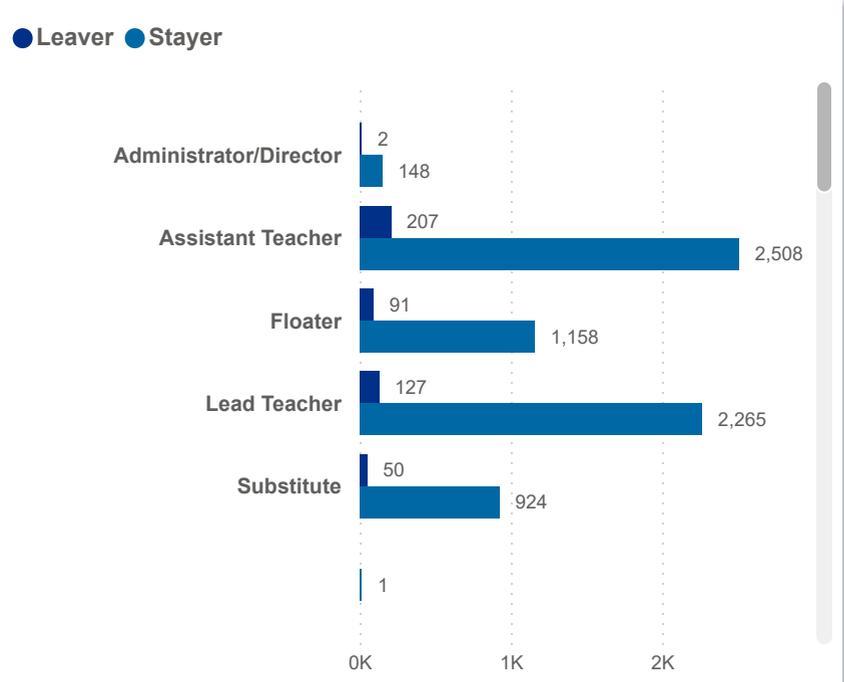
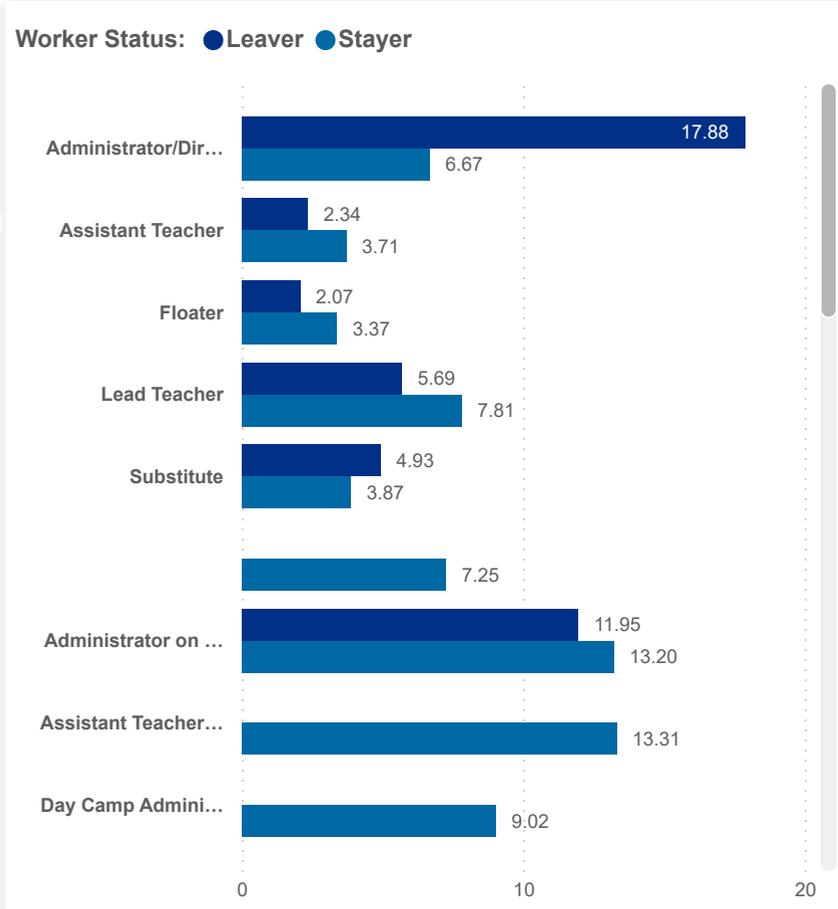
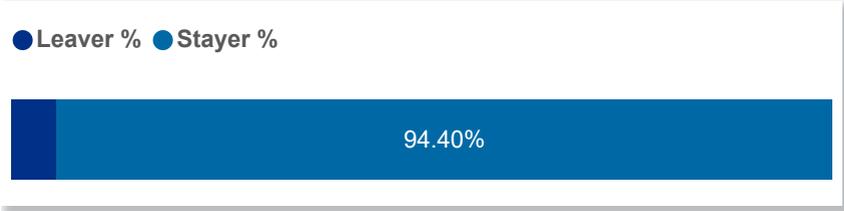


| County | Adjusted Workers | Workers | Workers % | Total Leaver | Total Stayer | Selected Period Churn % | Stayer % | Avg Monthly Churn | Selected Period Turnover % | Avg Monthly Turnover | Workload Median | Avg Star Rating |
|---------------|------------------|--------------|----------------|--------------|--------------|-------------------------|---------------|-------------------|----------------------------|----------------------|-----------------|-----------------|
| Fayette OH | 272 | 209 | 2.61% | 23 | 249 | 8.46% | 91.54% | 3.34% | 16.18% | 6.39% | 2.79 | 2.32 |
| Montgomery OH | 5,803 | 4,371 | 54.68% | 339 | 5,464 | 5.84% | 94.16% | 2.16% | 11.48% | 4.24% | 5.33 | 1.97 |
| Logan OH | 210 | 175 | 2.19% | 13 | 197 | 6.19% | 93.81% | 2.18% | 8.10% | 2.86% | 5.79 | 1.95 |
| Clark OH | 748 | 607 | 7.59% | 35 | 713 | 4.68% | 95.32% | 1.78% | 8.56% | 3.25% | 5.80 | 1.72 |
| Shelby OH | 387 | 301 | 3.77% | 26 | 361 | 6.72% | 93.28% | 2.52% | 12.66% | 4.75% | 4.98 | 1.67 |
| Champaign OH | 286 | 214 | 2.68% | 24 | 262 | 8.39% | 91.61% | 3.28% | 13.29% | 5.19% | 5.50 | 1.62 |
| Darke OH | 326 | 246 | 3.08% | 11 | 315 | 3.37% | 96.63% | 1.20% | 5.52% | 1.97% | 4.43 | 1.60 |
| Preble OH | 234 | 188 | 2.35% | 5 | 229 | 2.14% | 97.86% | 0.76% | 5.56% | 1.98% | 5.31 | 1.56 |
| Greene OH | 1,436 | 1,211 | 15.15% | 74 | 1,362 | 5.15% | 94.85% | 1.90% | 9.47% | 3.48% | 5.33 | 1.39 |
| Miami OH | 666 | 558 | 6.98% | 31 | 635 | 4.65% | 95.35% | 1.73% | 8.56% | 3.07% | 6.30 | 1.27 |
| Total | 10,367 | 7,994 | 100.00% | 581 | 9,786 | 5.60% | 94.40% | 2.08% | 10.63% | 3.93% | 5.40 | 1.79 |



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:

| 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) |
| 581 | 9,786 | 3.80 | 5.91 | 14.25 | 15.00 |





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:

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

LEAVER

STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

5.60%

94.40%

3.80

5.91

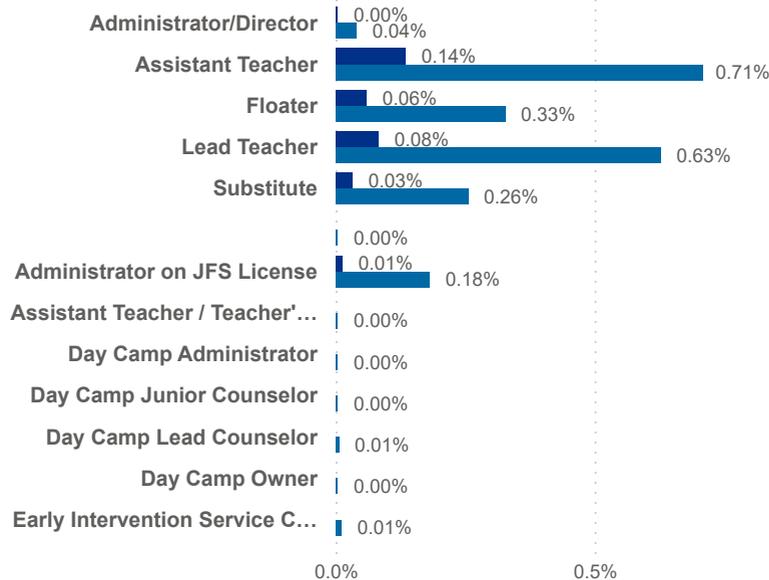
14.25

15.00

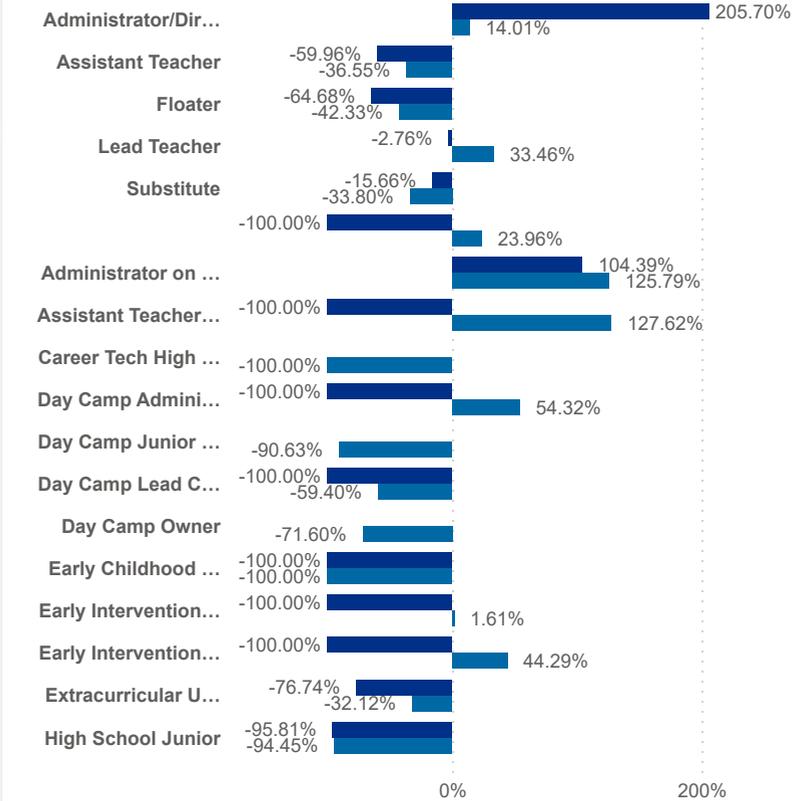
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



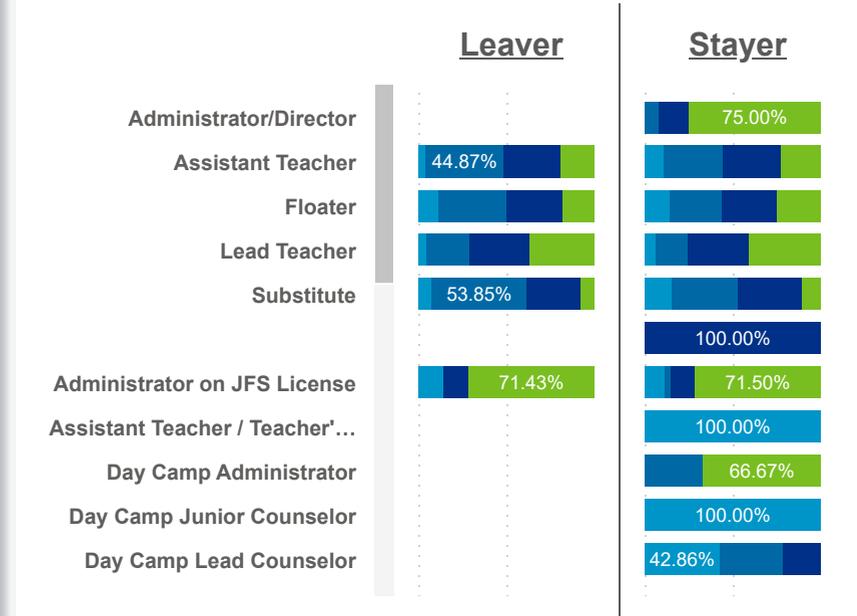
Worker Status: ● Leaver ● Stayer



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)

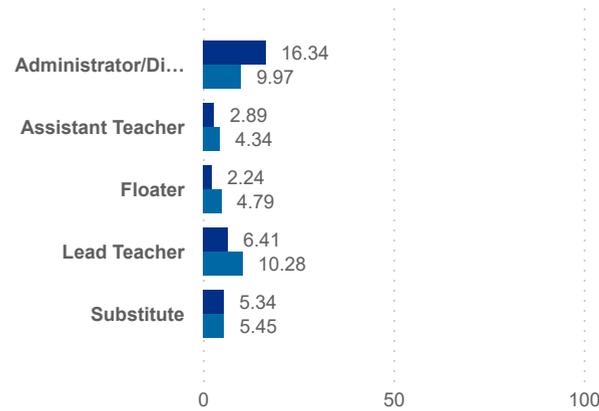
4.47

STAYER (Avg Career Duration)

10.36

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



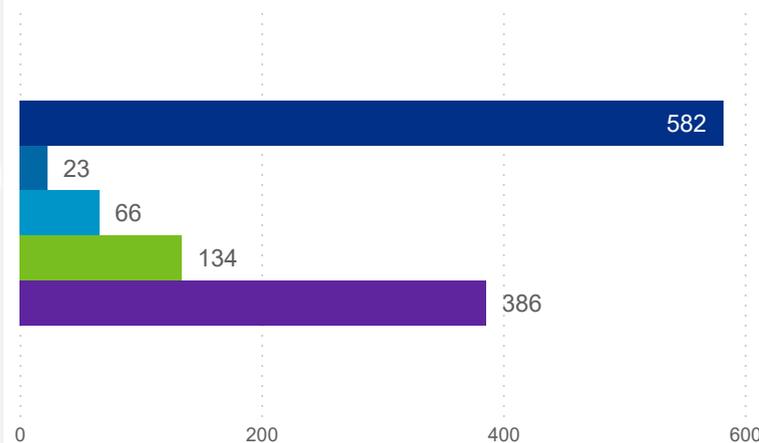
| County | Job Title | Longest Serving Profile | \$ / hr | Seniority | Workload | Star Rating (Mean) |
|------------|------------------------|-------------------------|---------|-----------|----------|--------------------|
| Champaign | Administrator/Director | 2.07 | | Early | 11.33 | 1.6 |
| Clark | Administrator/Director | 3.20 | | Early | 9.31 | 3.0 |
| Darke | Administrator/Director | 2.05 | | Early | 10.00 | 2.3 |
| Fayette | Administrator/Director | 3.99 | | Early | 8.86 | 3.0 |
| Greene | Administrator/Director | 1.04 | | Early | 4.50 | 1.0 |
| Logan | Administrator/Director | 3.08 | | Early | 21.25 | 1.2 |
| Miami | Administrator/Director | 1.12 | | Early | 9.44 | 0.8 |
| Montgomery | Administrator/Director | 1.28 | | Early | 9.00 | 2.1 |
| Preble | Administrator/Director | 1.49 | | Early | 7.28 | 3.0 |
| Shelby | Administrator/Director | 2.61 | | Early | 6.40 | 2.3 |

TOTAL STAYER

9,786

Turnover Reasons

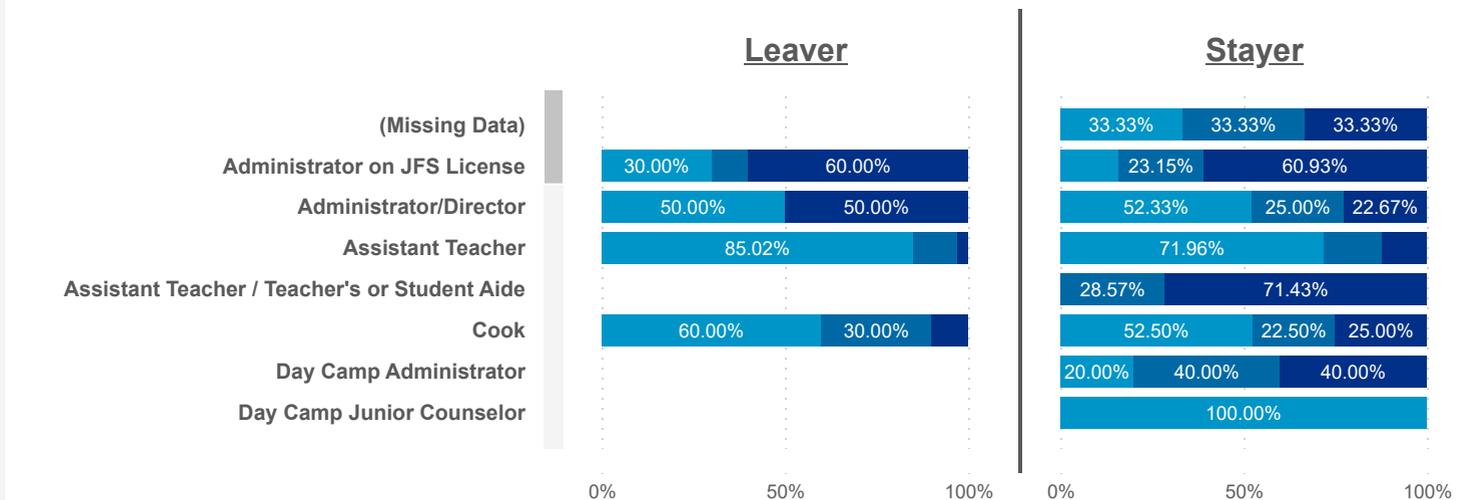
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

66

Seniority: ● Early ● Mid ● Senior





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)

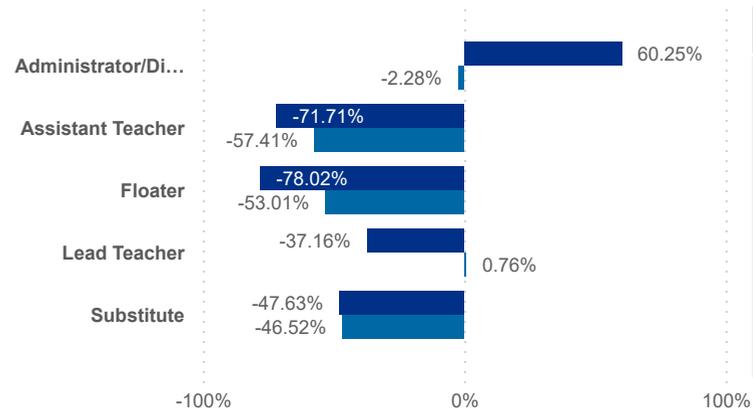
4.47

STAYER (Avg Career Duration)

10.36

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



| County | Job Title | Longest Serving Profile | \$ / hr | Seniority | Workload | Star Rating (mean) |
|------------|----------------------------------|-------------------------|---------|-----------|----------|--------------------|
| Darke | Administrator on JFS License | 0.00 | 22.96 | Mid | 2.86 | 3.0 |
| Montgomery | Assistant Teacher | 0.01 | 15.15 | Early | 13.31 | 3.0 |
| Montgomery | Assistant Teacher | 0.01 | 17.38 | Early | 5.12 | 3.0 |
| Montgomery | Lead Teacher | 0.01 | 27.00 | Early | 7.20 | 2.0 |
| Clark | Substitute | 0.01 | 15.91 | Early | 2.05 | 3.0 |
| Shelby | Other Staff Counted In Ratio | 0.01 | 11.00 | Early | 3.40 | 3.0 |
| Greene | Program Management Used in Ratio | 0.01 | 20.50 | Early | 15.83 | 0.0 |
| Greene | Assistant Teacher | 0.02 | 14.49 | Early | 7.47 | 3.0 |
| Greene | Assistant Teacher | 0.02 | 22.68 | Early | 6.90 | 3.0 |
| Montgomery | Assistant Teacher | 0.02 | 17.78 | Mid | 4.75 | 3.0 |
| Montgomery | Lead Teacher | 0.02 | 25.79 | Mid | 3.40 | 0.0 |

TOTAL STAYER

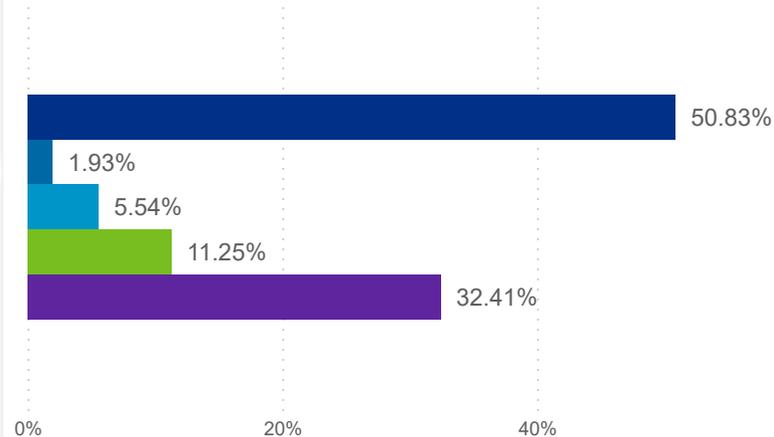
9,786

STAYER (Promotion)

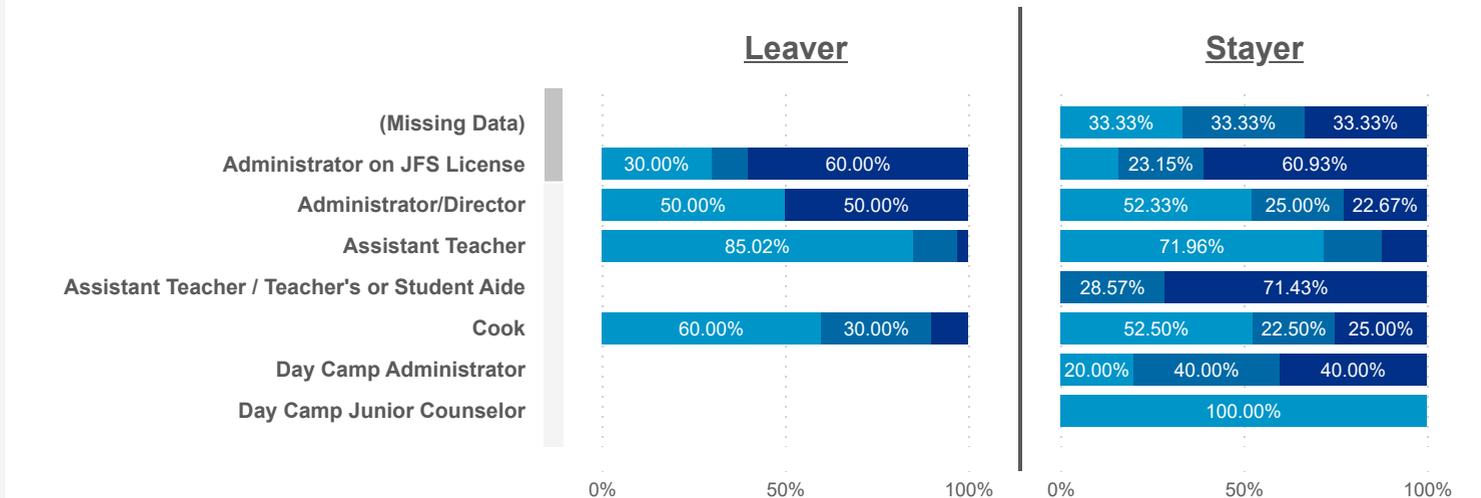
66

Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior





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

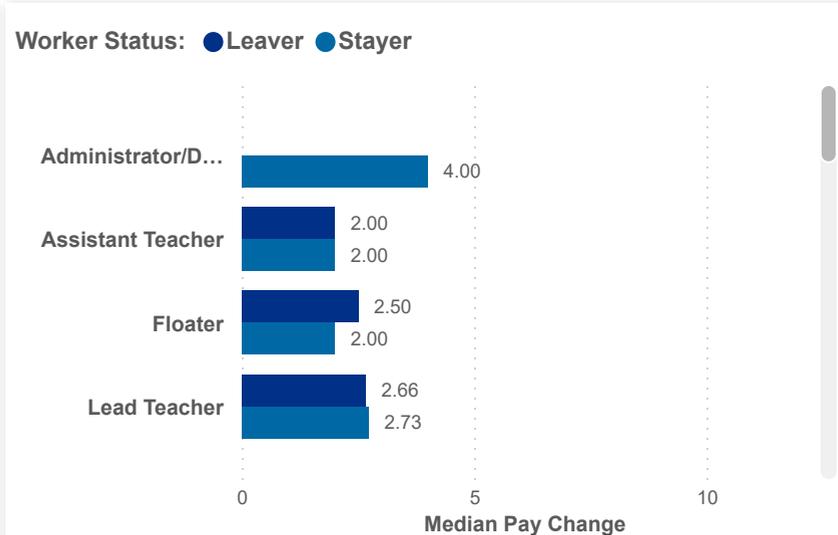
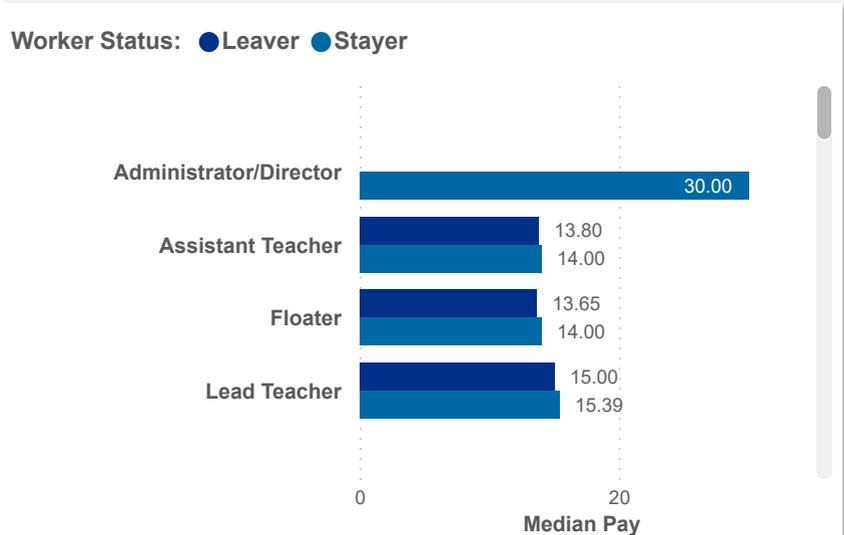
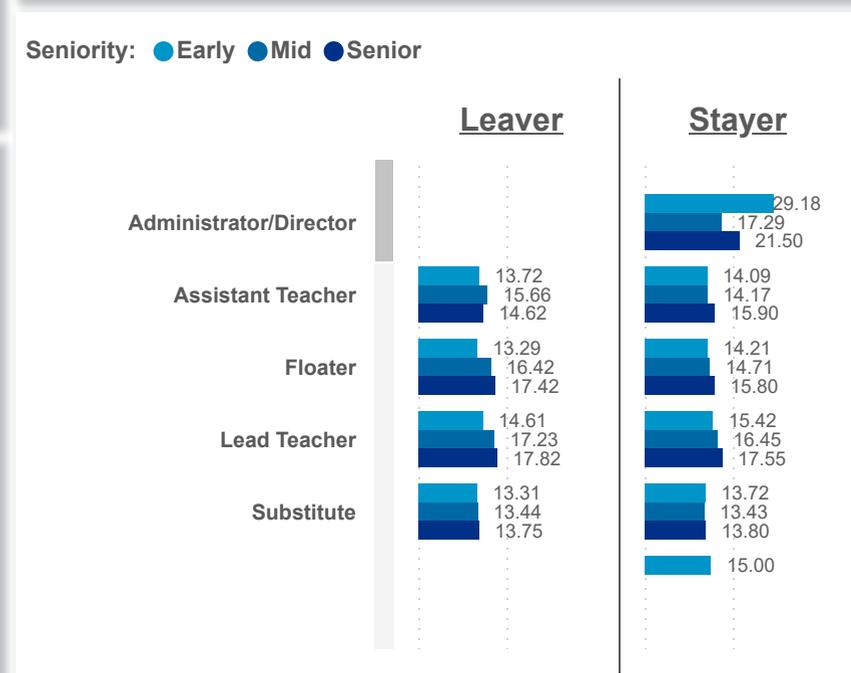
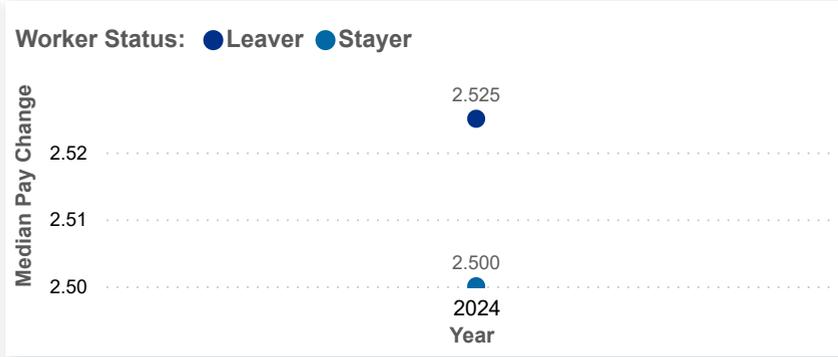
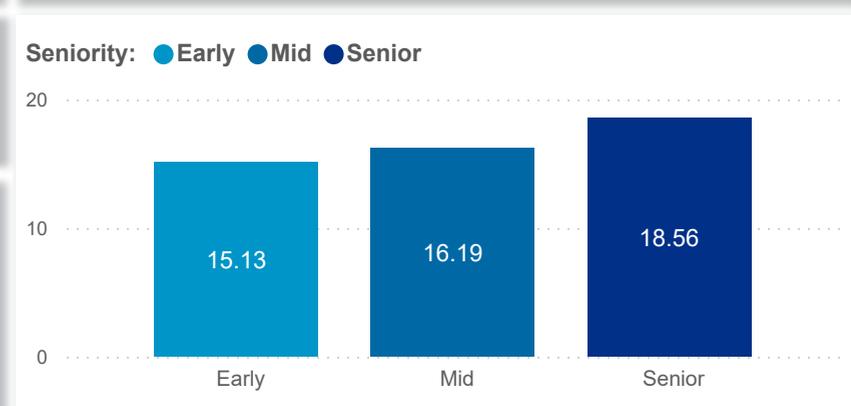
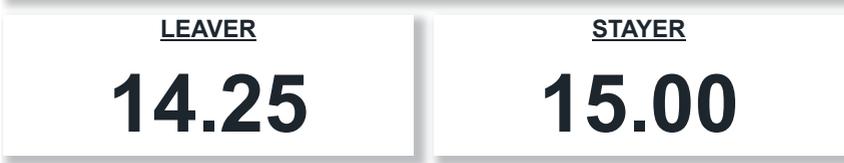
Date: Position Type:
 SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:

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

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)





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:

PAY MEDIAN (USD)

LEAVER

14.25

STAYER

15.00

PAY PROGRESSION (USD)

LEAVER

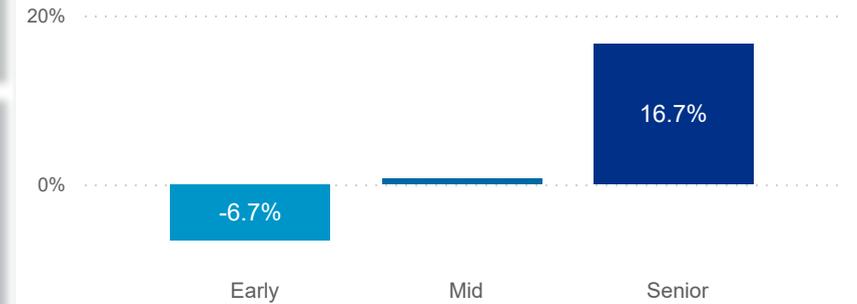
0.72

STAYER

0.70

PAY & CAREER SENIORITY (USD)

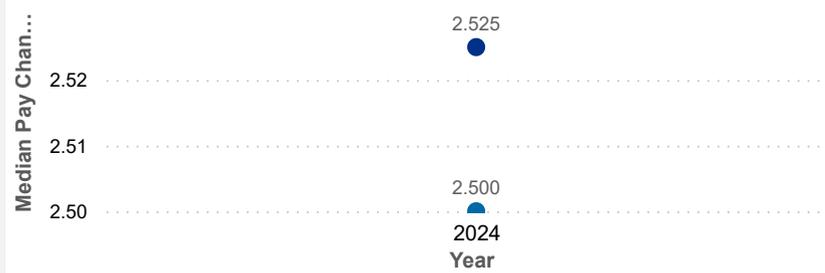
Seniority: ● Early ● Mid ● Senior



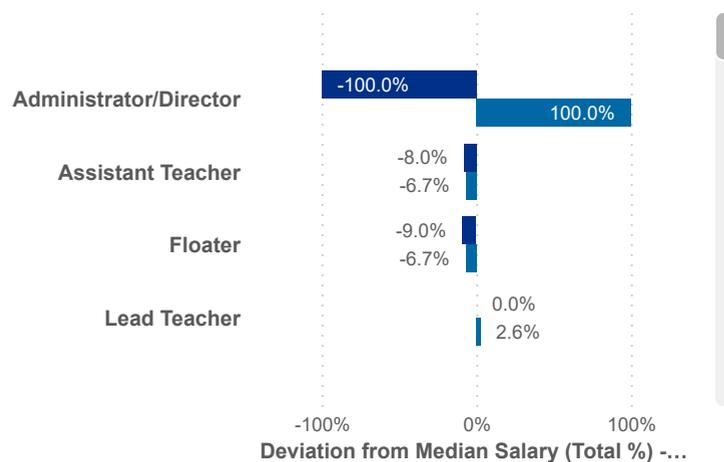
Worker Status: ● Leaver ● Stayer



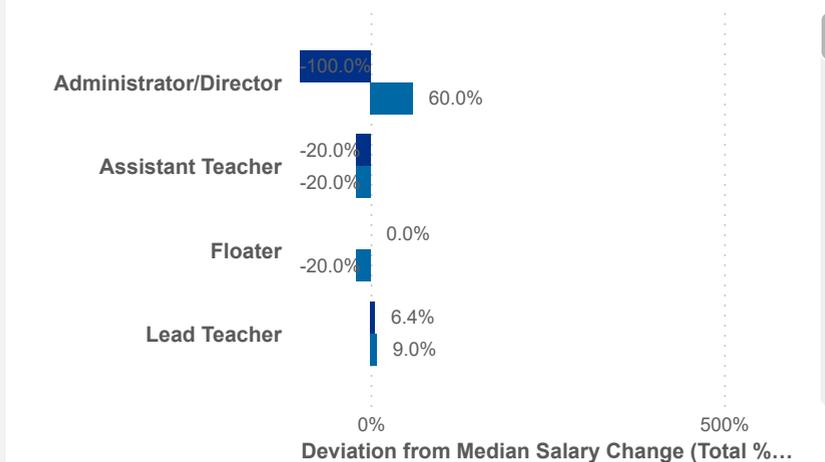
Worker Status: ● Leaver ● Stayer



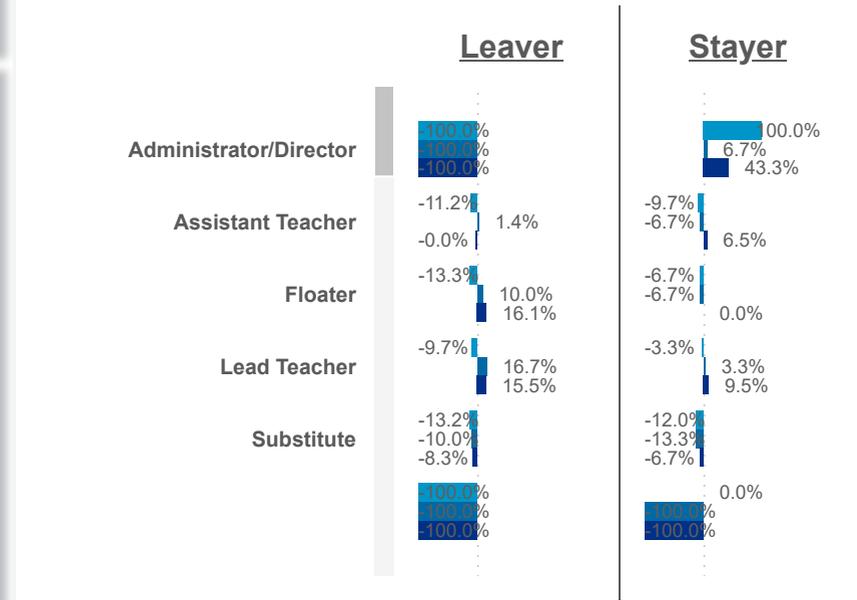
Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



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:

Workload Median (Total)

5.40

Workload Median (Leaver)

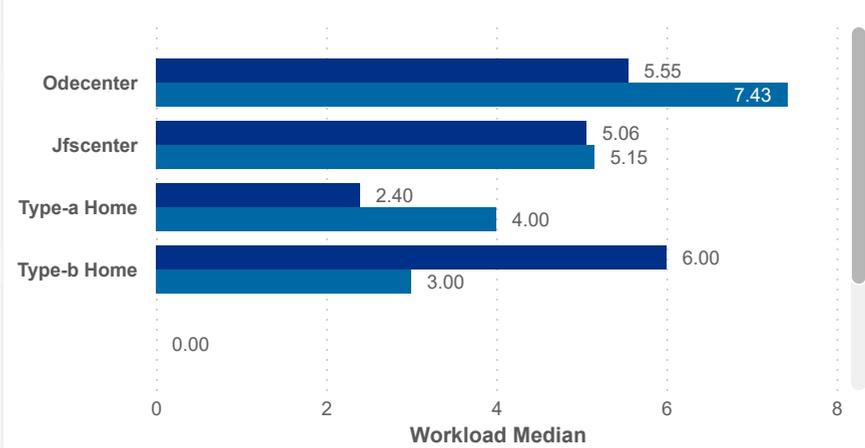
5.15

Workload Median (Stayer)

5.40

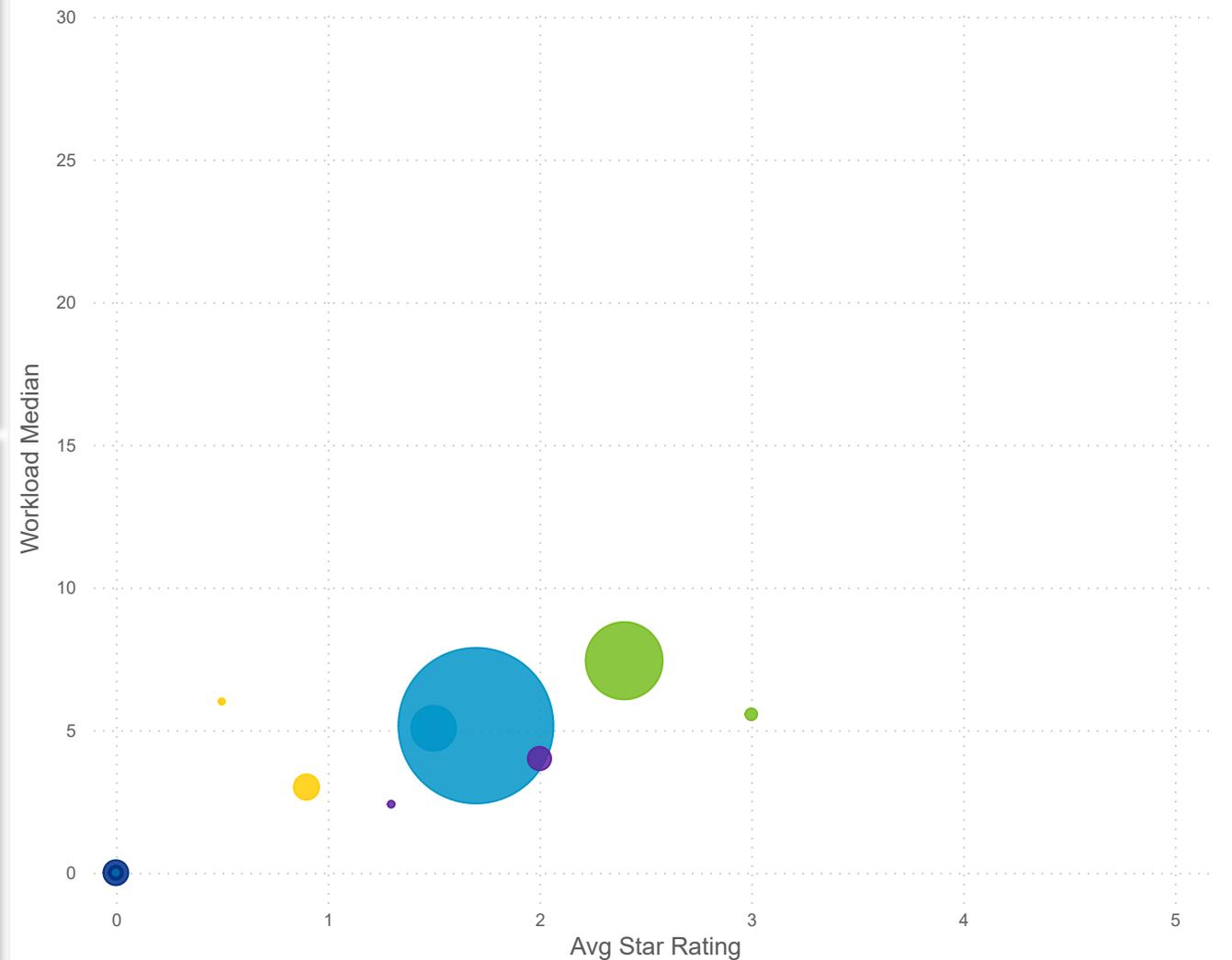
Workload Median

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)

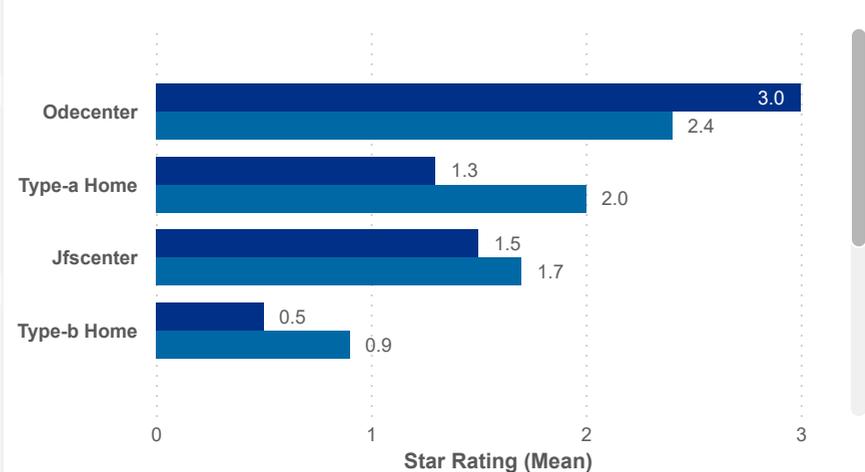
1.6

Star Rating Mean (Stayer)

1.8

Star Rating Mean

Worker status ● Leaver ● Stayer





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 8 Beale Code: All Student Age Group: All POWER Levels: All

Workload Median (Total)

5.40

Workload Median (Leaver)

5.15

Workload Median (Stayer)

5.40

Star Rating Mean (Total)

1.8

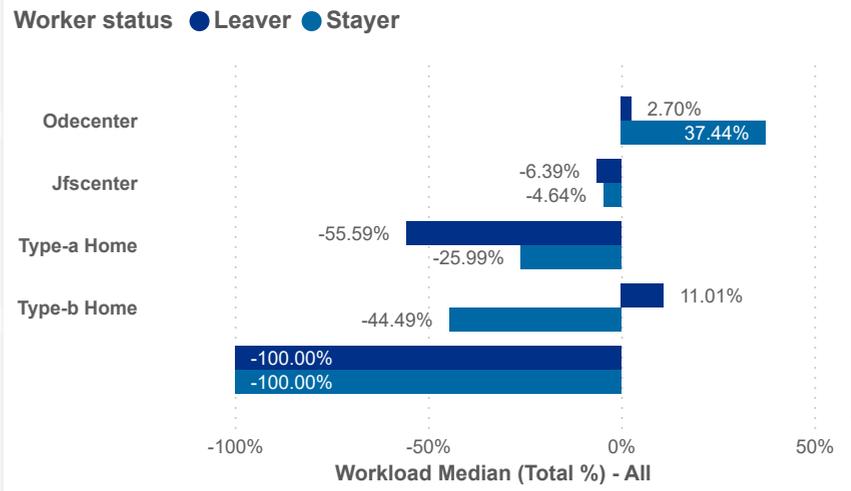
Star Rating Mean (Leaver)

1.6

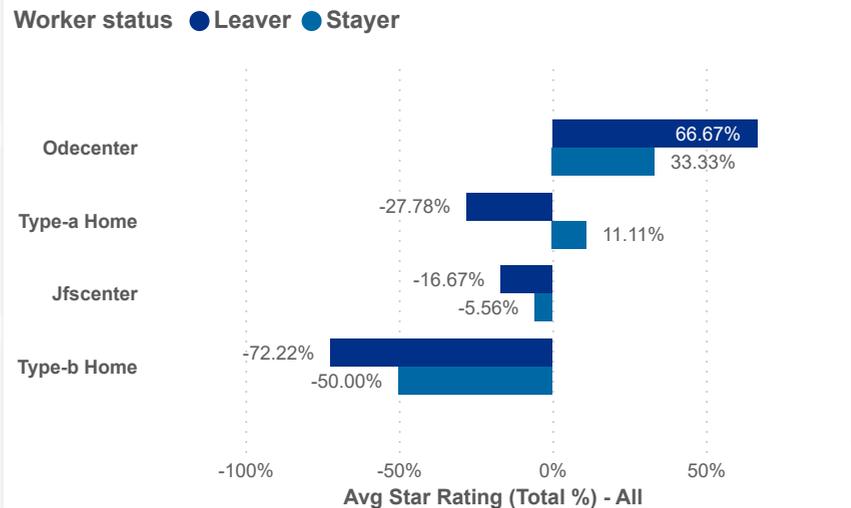
Star Rating Mean (Stayer)

1.8

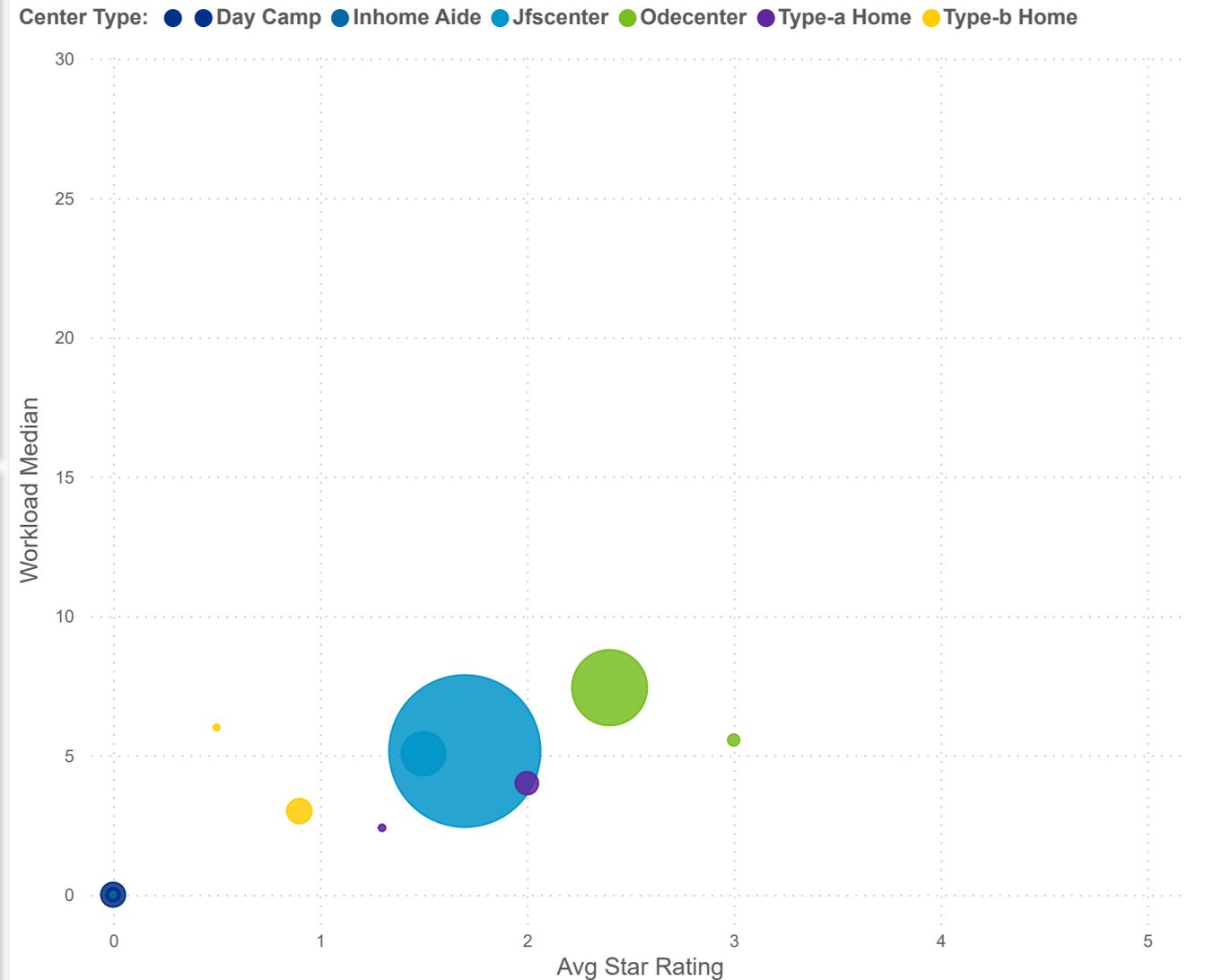
Workload Median (Total %)



Star Rating Mean (Total %)



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





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 8 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

PAY MEAN (USD)

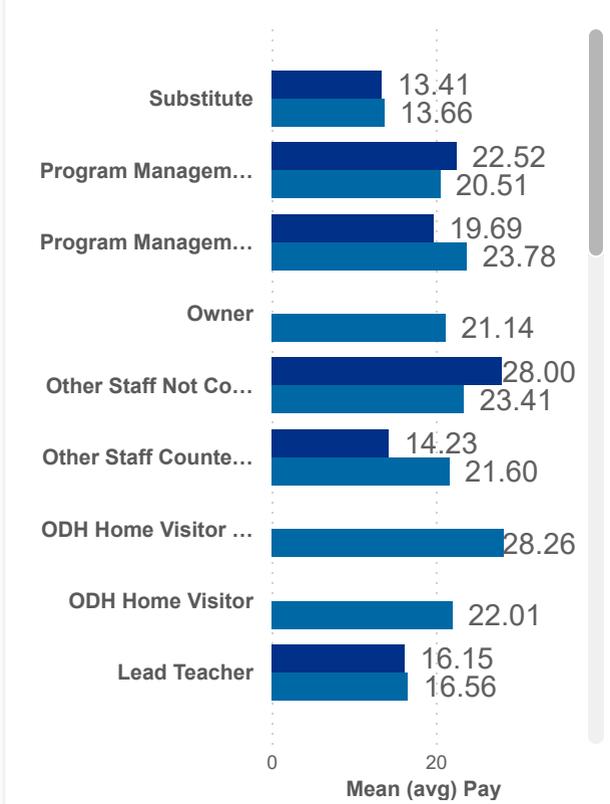


Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Worker ... ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

