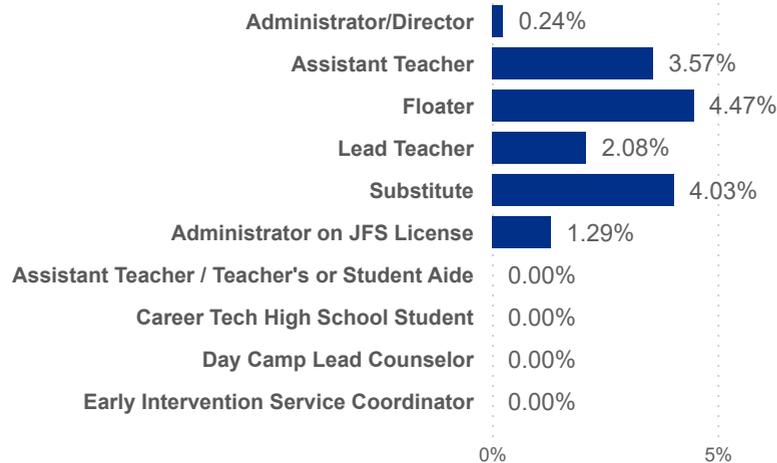




Date: Program Type: Job Title: Teacher Age Group: Education: TEACH Status:
 Position Type: SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:
 SDA>County: Total Duration: Beale Code: Student Age Group: POWER Levels:

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

2.90%

Adjusted Workers

7,065

Total Leaver

369

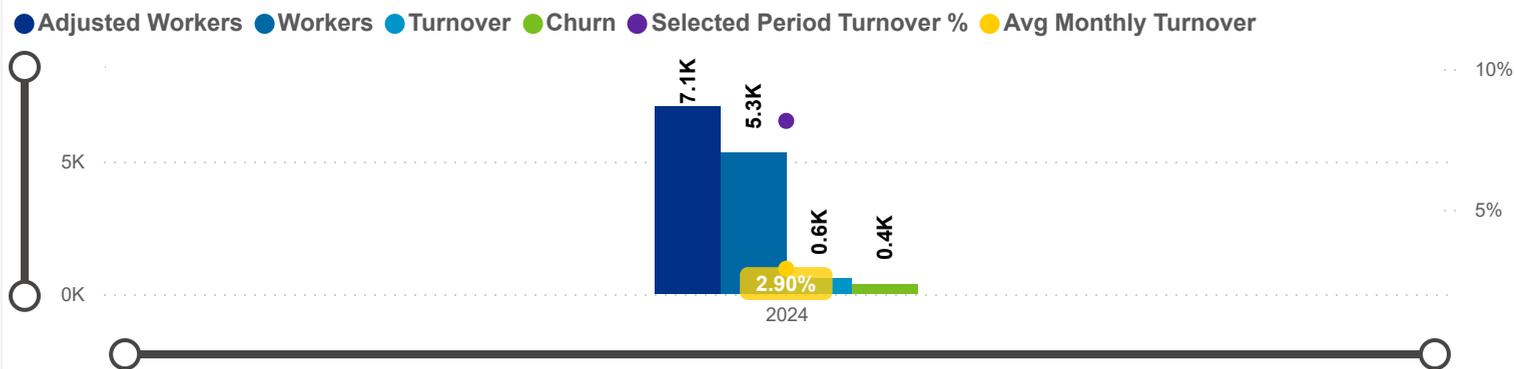
Total Stayer

6,696

Sel Period Turnover

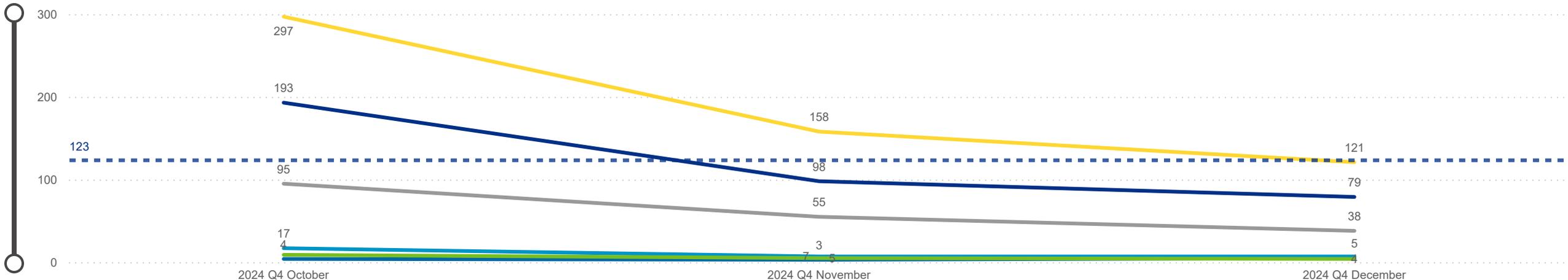
8.15%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

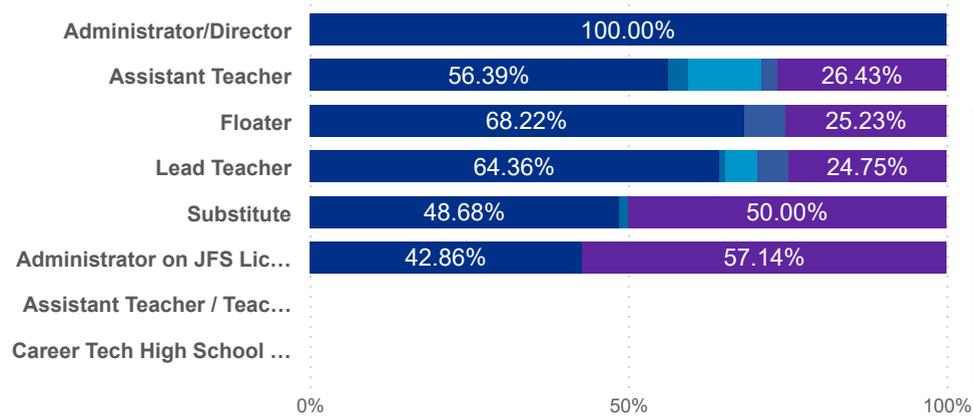
Churn (dark blue), Internal (medium blue), Promotion (light blue), Seasonal (green), Transfer (grey), Turnover (yellow)



Date: 202410 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All
 202412 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All
 SDA>County: SDA 1 | Beale Code: All | Student Age Group: All | POWER Levels: All

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.86%

Adjusted Workers

7,065

Workload Median

5.49

Pay Median USD / hr

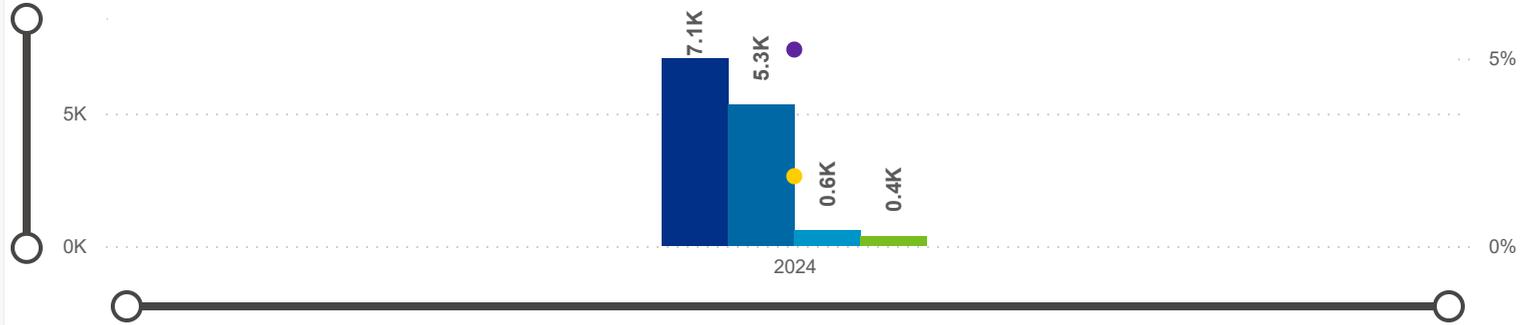
15.00

Avg ECE Duration

5.55

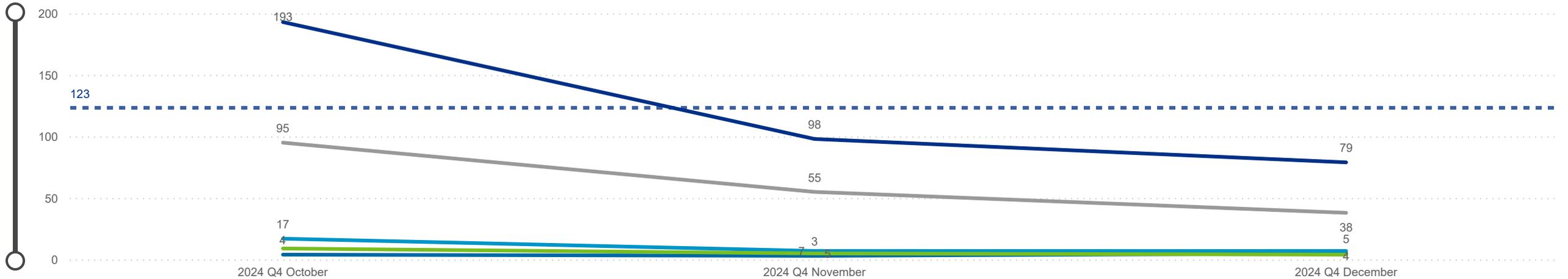
Avg Monthly Churn and Number of Workers

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

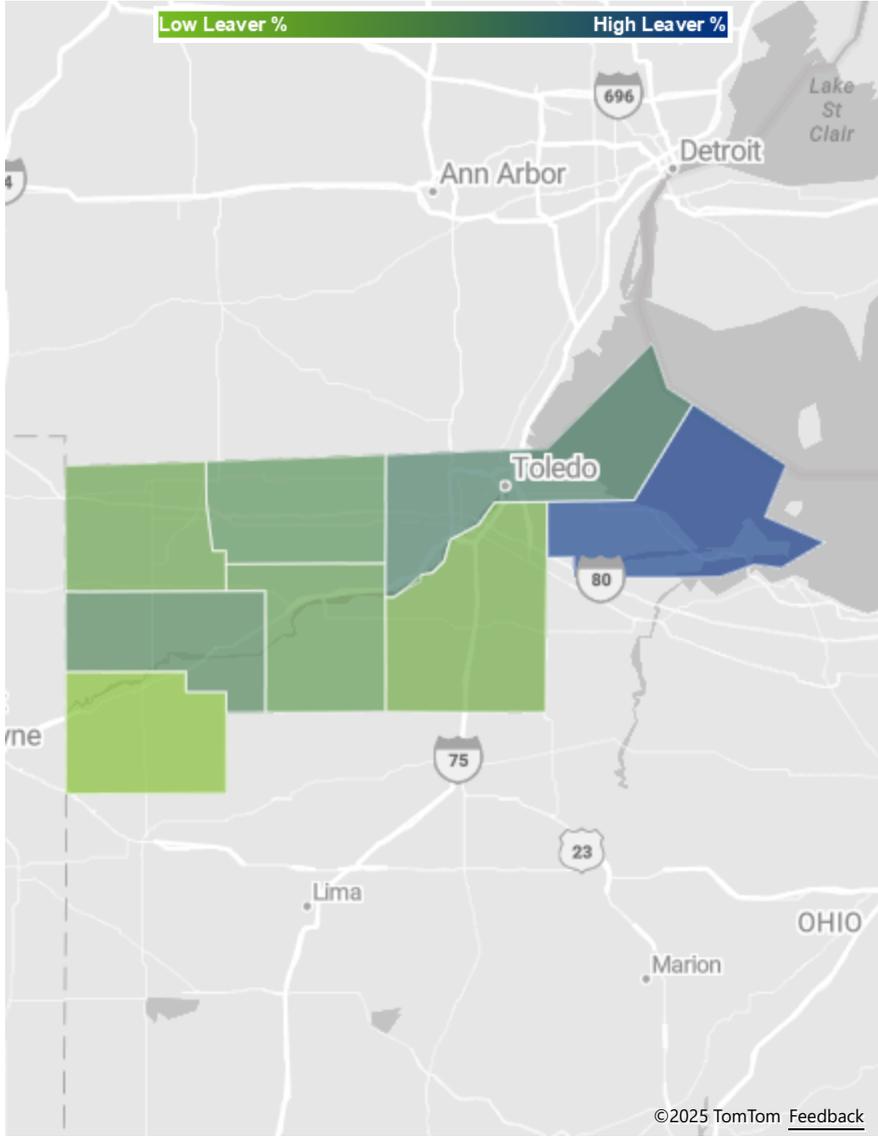


Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer

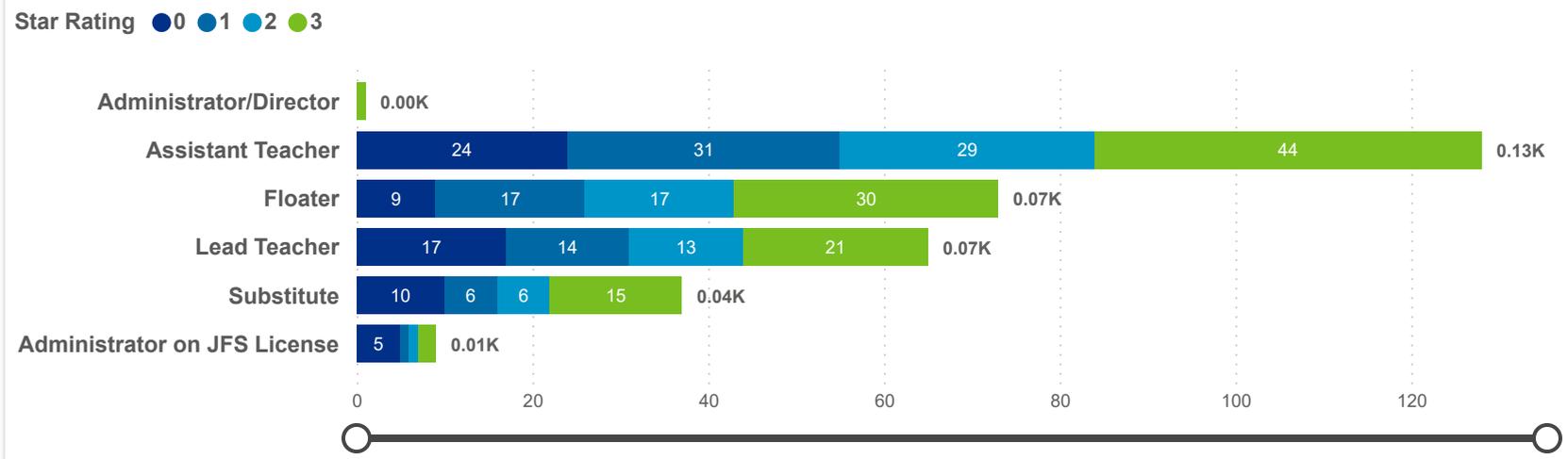


Date: 202410 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All
 202412 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All
 SDA>County: SDA 1 | Beale Code: All | Student Age Group: All | POWER Levels: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
7,065	369	6,696	5.22%

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
Lucas OH	4,487	3,301	62.07%	260	4,227	5.79%	94.21%	2.09%	9.09%	3.27%	6.00	1.74
Ottawa OH	221	185	3.48%	19	202	8.60%	91.40%	3.06%	9.95%	3.55%	4.46	1.66
Paulding OH	87	73	1.37%	2	85	2.30%	97.70%	0.80%	3.45%	1.20%	5.13	1.64
Defiance OH	315	233	4.38%	16	299	5.08%	94.92%	1.74%	6.98%	2.39%	5.00	1.61
Williams OH	183	134	2.52%	7	176	3.83%	96.17%	1.34%	6.56%	2.30%	5.28	1.57
Henry OH	193	174	3.27%	8	185	4.15%	95.85%	1.43%	5.18%	1.78%	5.56	1.40
Fulton OH	238	179	3.37%	11	227	4.62%	95.38%	1.63%	5.46%	1.93%	6.27	1.35
Wood OH	1,342	1,111	20.89%	46	1,296	3.43%	96.57%	1.20%	6.41%	2.24%	4.68	1.07
Total	7,065	5,318	100.00%	369	6,696	5.22%	94.78%	1.86%	8.15%	2.90%	5.49	1.57

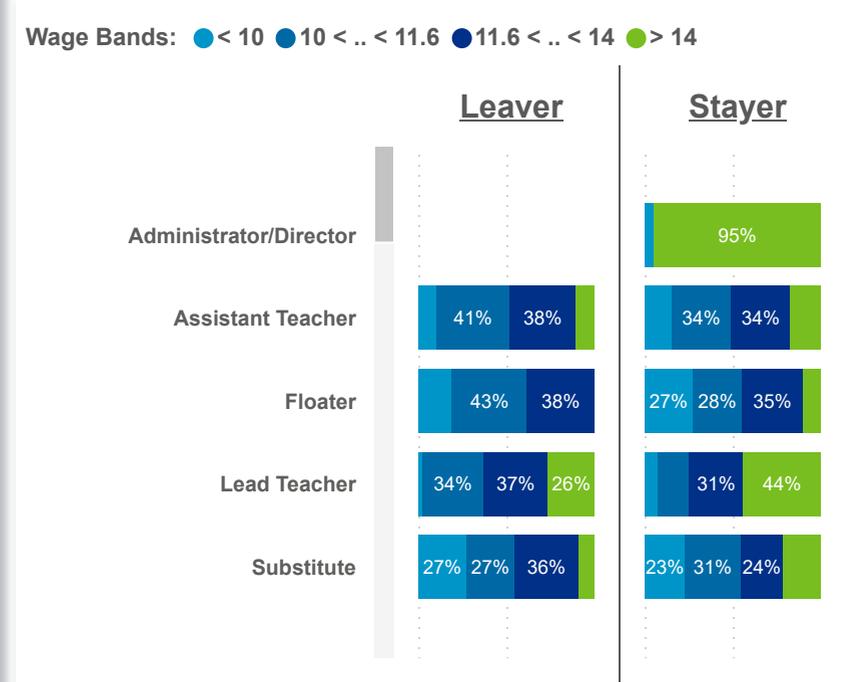
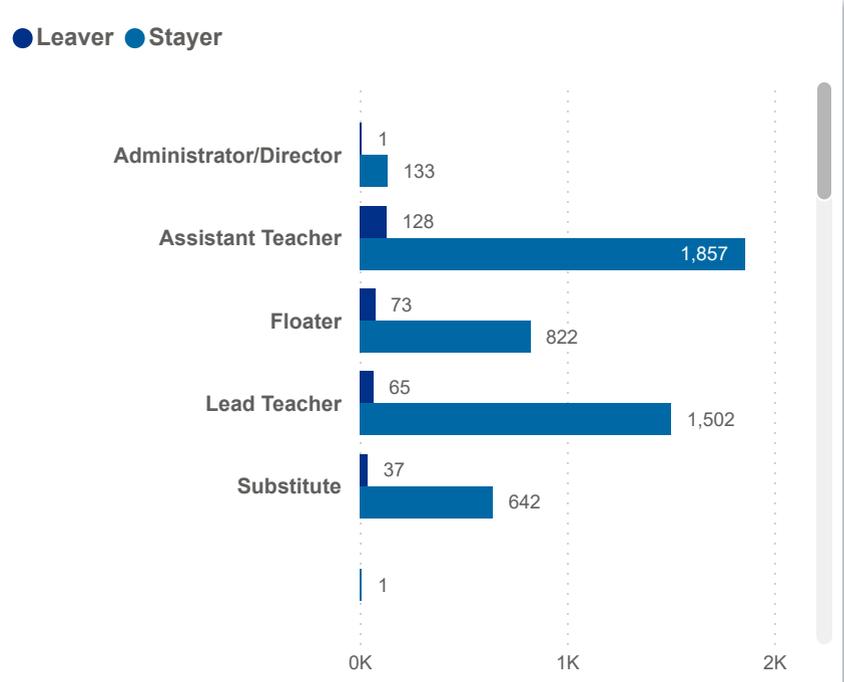
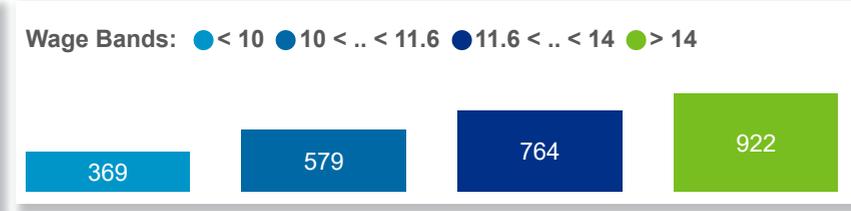
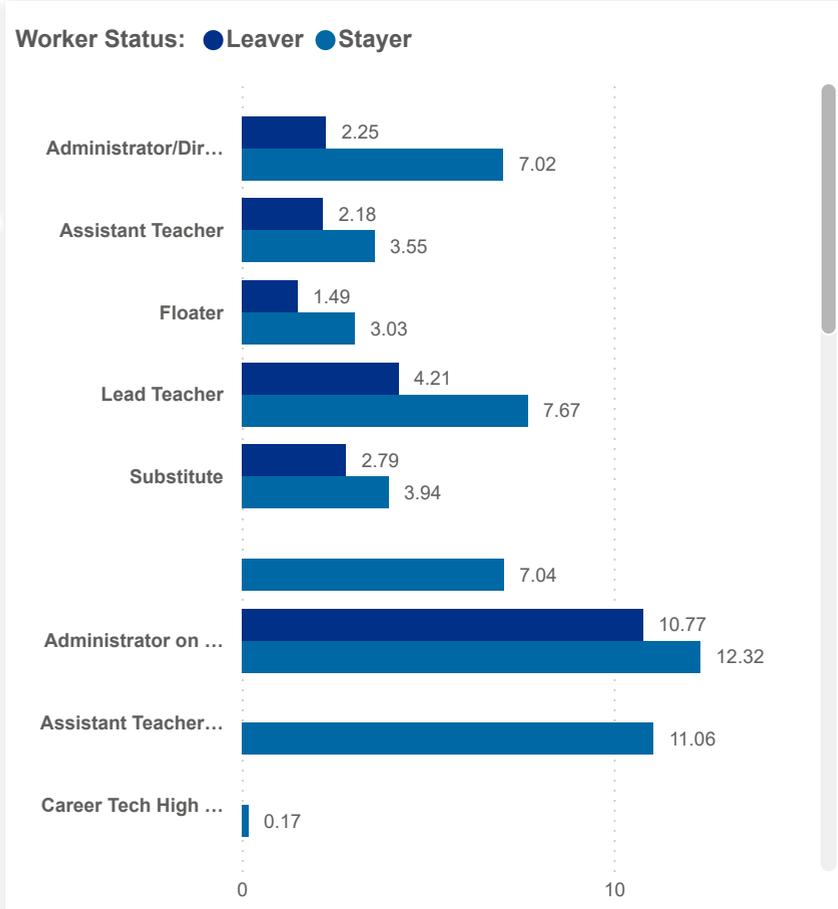
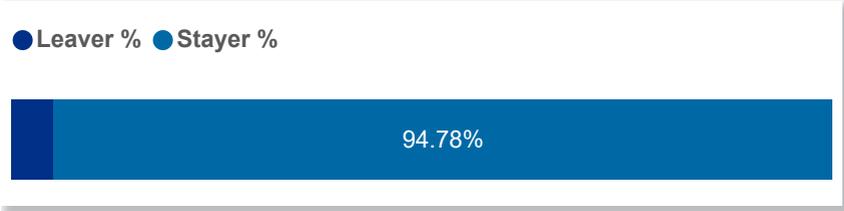


Date: Program Type:
 Job Title: Teacher Age Group: Education: TEACH Status:

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)	
TOTAL LEAVER	TOTAL STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
369	6,696	2.71	5.66	14.00	15.00





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:

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

LEAVER

STAYER

5.22%

94.78%

LEAVER

STAYER

2.71

5.66

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

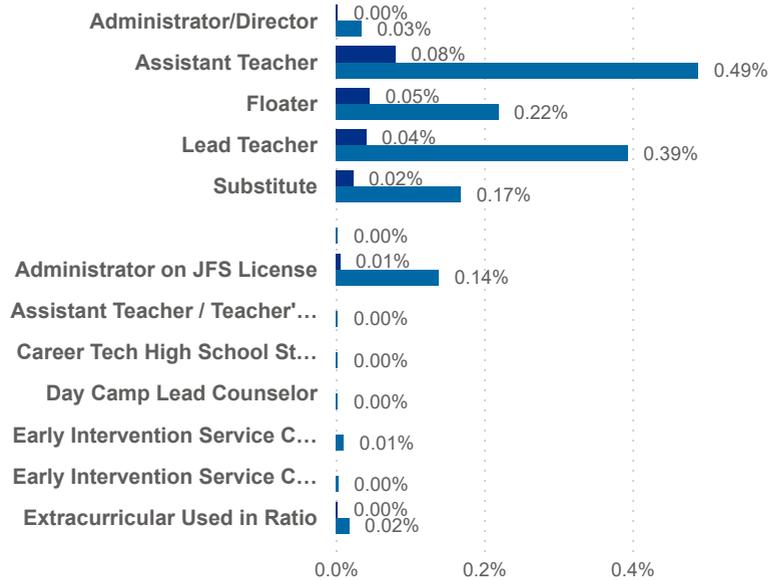
14.00

15.00

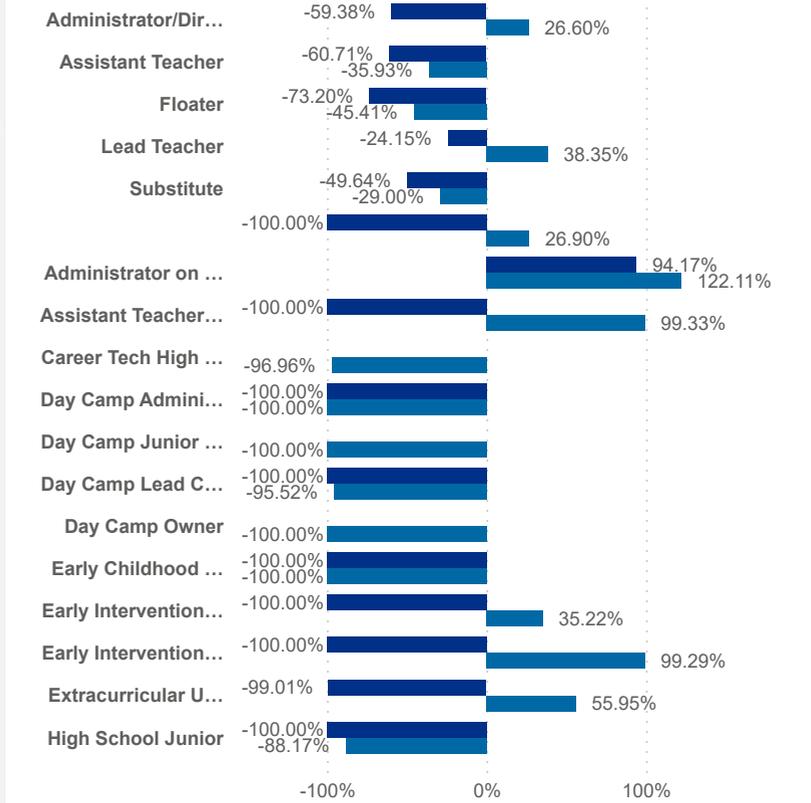
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



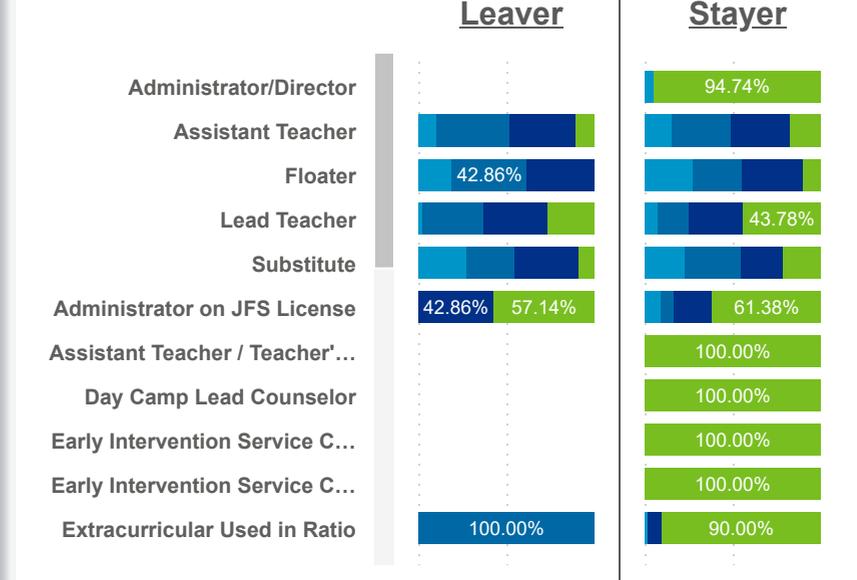
Worker Status: ● Leaver ● Stayer



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)

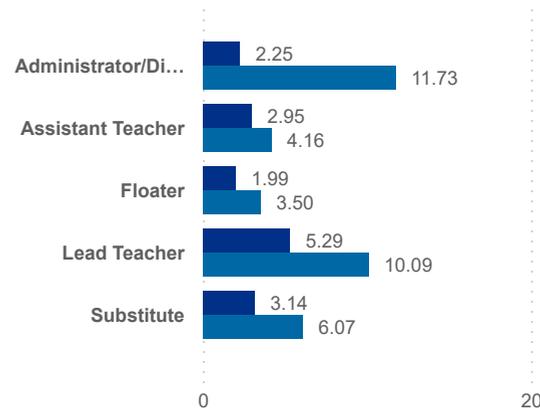
3.51

STAYER (Avg Career Duration)

8.34

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Defiance	Administrator/Director	3.30		Early	11.73	1.0
Fulton	Administrator/Director	1.57		Early	8.33	2.0
Henry	Administrator/Director	2.76		Early	6.50	1.5
Lucas	Administrator/Director	1.84		Early	7.50	2.3
Ottawa	Administrator/Director	1.78		Early	38.50	1.5
Paulding	Administrator/Director	2.00		Early	8.21	2.3
Williams	Administrator/Director	1.74		Early	13.67	1.5
Wood	Administrator/Director	1.21		Early	6.13	1.2
Defiance	Administrator/Director	2.09	20.00	Early	10.00	0.0
Fulton	Administrator/Director	1.21	20.00	Early	3.75	3.0

TOTAL STAYER

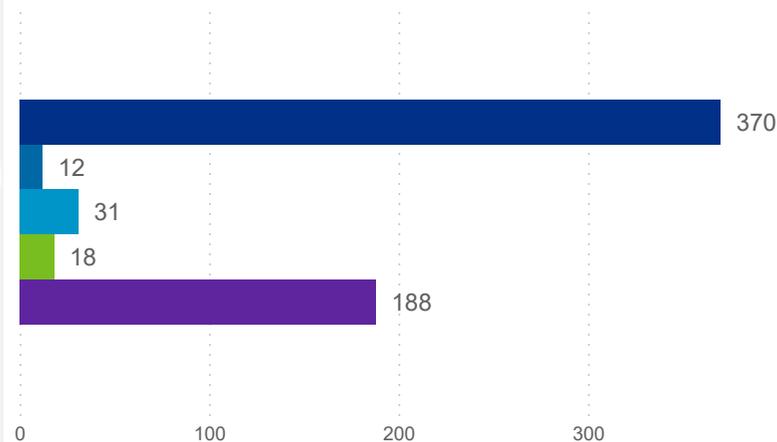
6,696

STAYER (Promotion)

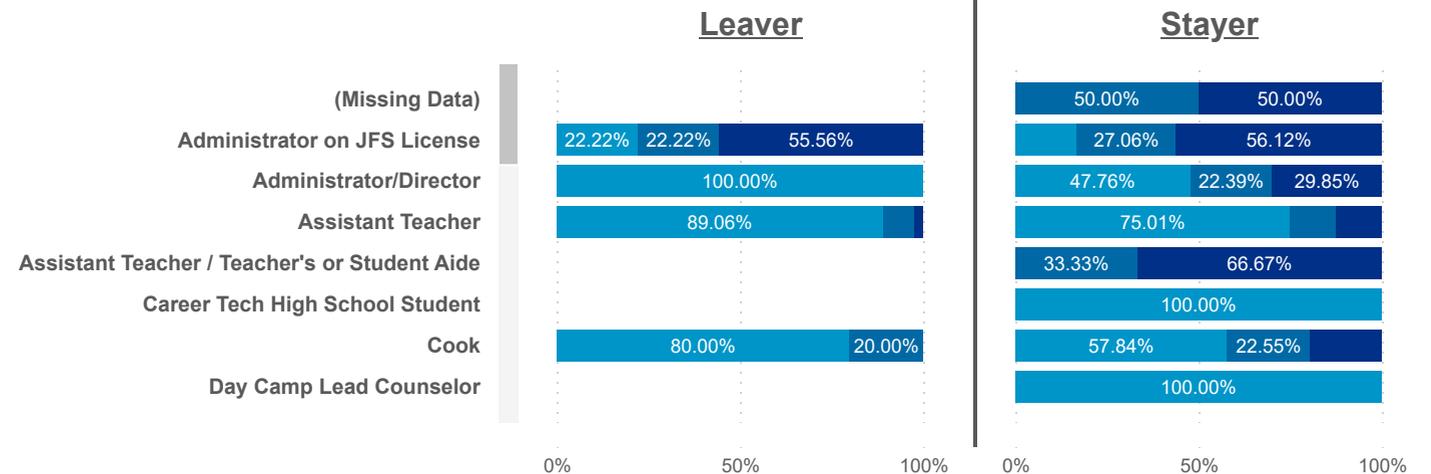
31

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:

LEAVER (Avg Career Duration)

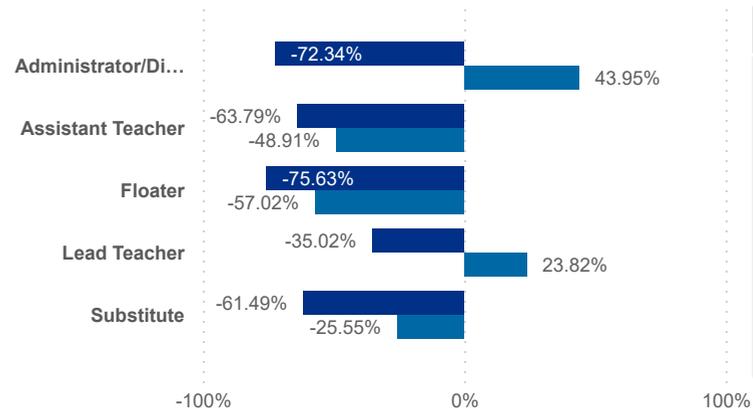
3.51

STAYER (Avg Career Duration)

8.34

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Lucas	Assistant Teacher	0.00	15.35	Early	9.20	3.0
Defiance	Extracurricular Used in Ratio	0.01		Early	3.84	3.0
Fulton	Extracurricular Used in Ratio	0.01		Early	3.45	3.0
Paulding	Extracurricular Used in Ratio	0.01		Early	1.70	3.0
Lucas	Assistant Teacher	0.02	15.20	Early	6.25	0.0
Lucas	Assistant Teacher	0.02	15.65	Early	17.75	0.0
Lucas	Floater	0.03	13.50	Senior	4.20	3.0
Lucas	Assistant Teacher	0.04	25.00	Mid	4.13	0.0
Lucas	Lead Teacher	0.04	16.50	Early	5.42	3.0
Lucas	Lead Teacher	0.04	16.78	Early	3.50	0.0
Lucas	Substitute	0.04	14.36	Early	6.10	1.0

TOTAL STAYER

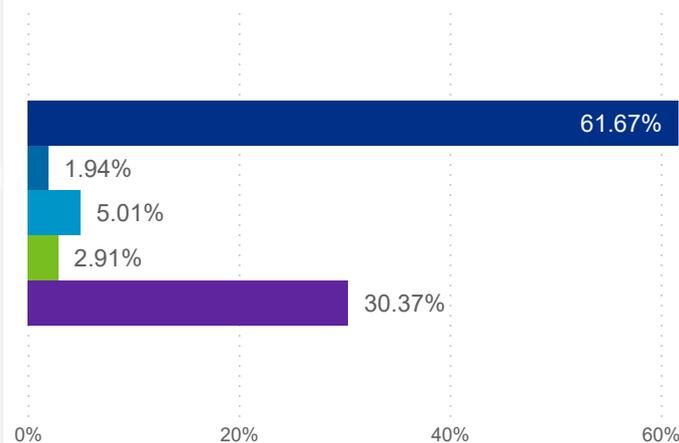
6,696

STAYER (Promotion)

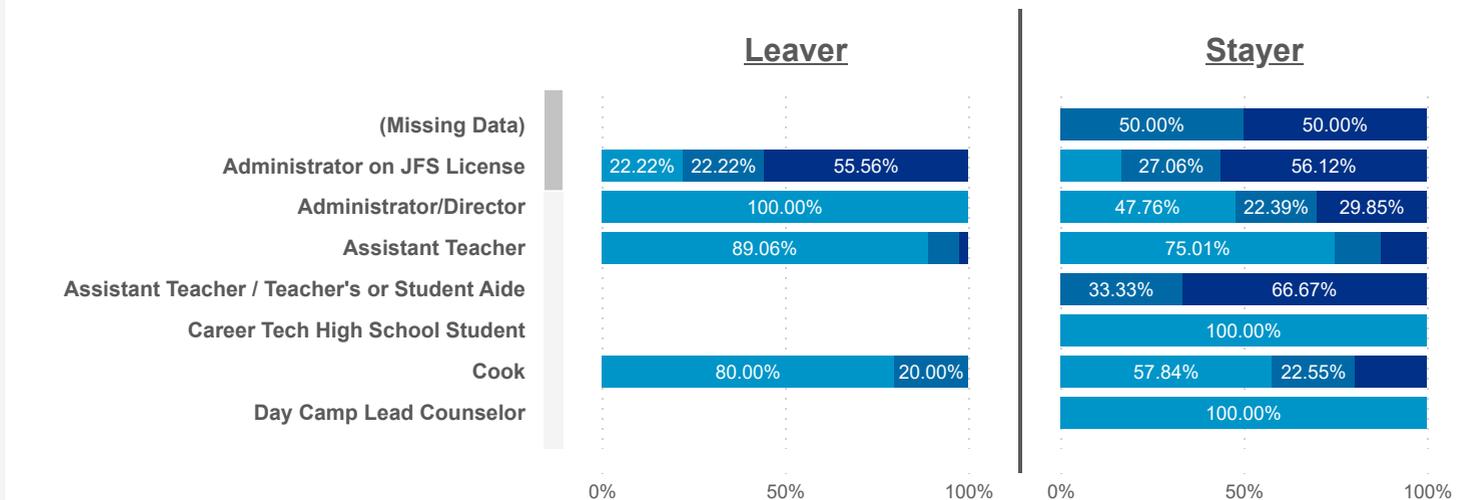
31

Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior





Date: 202410 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All
 202412 Position Type: All SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All
 SDA>County: SDA 1 Beale Code: All Student Age Group: All POWER Levels: All

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

14.00

15.00

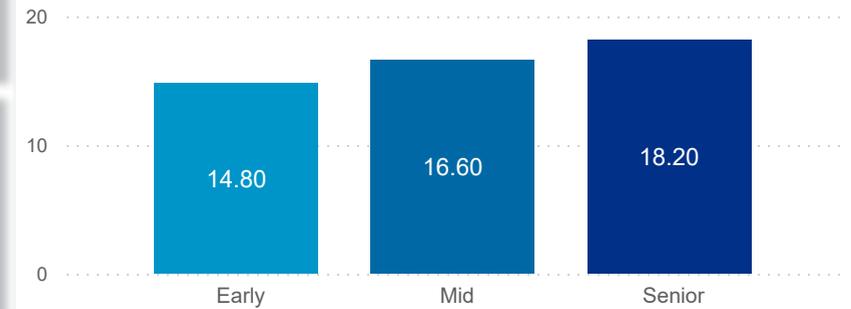
LEAVER

STAYER

0.83

0.66

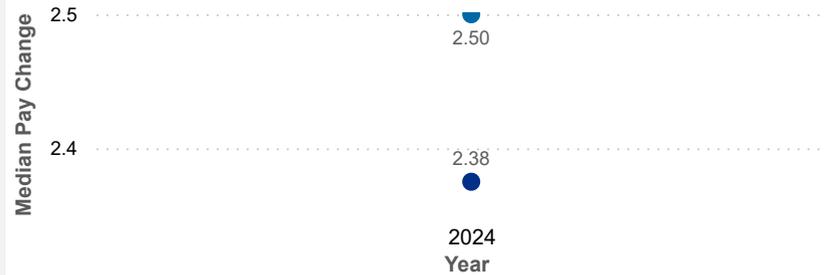
Seniority: ● Early ● Mid ● Senior



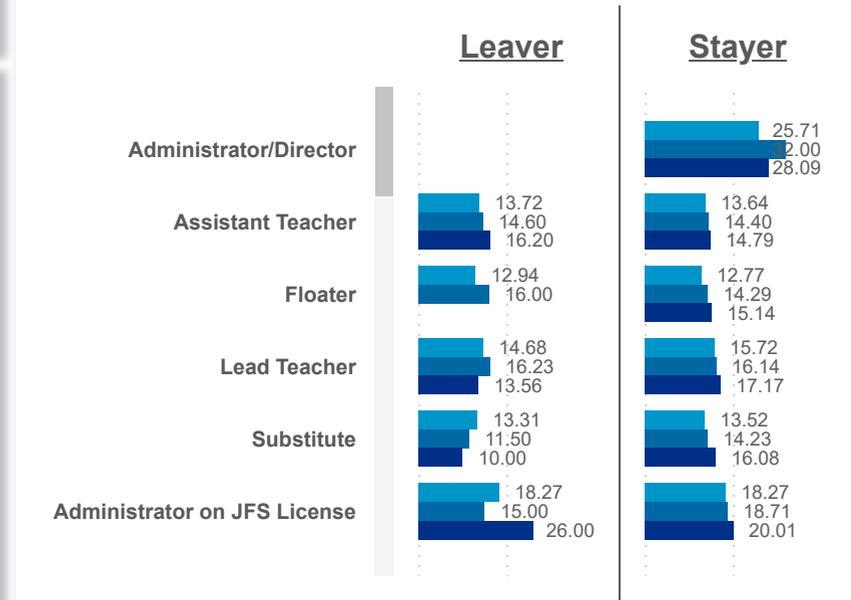
Worker Status: ● Leaver ● Stayer



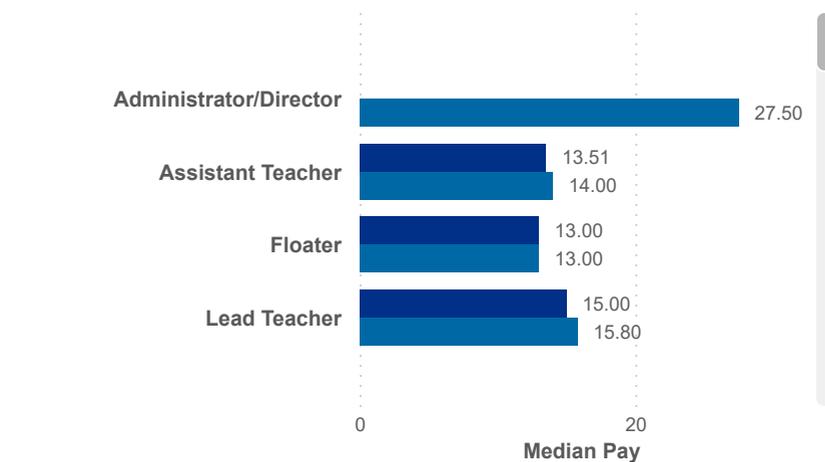
Worker Status: ● Leaver ● Stayer



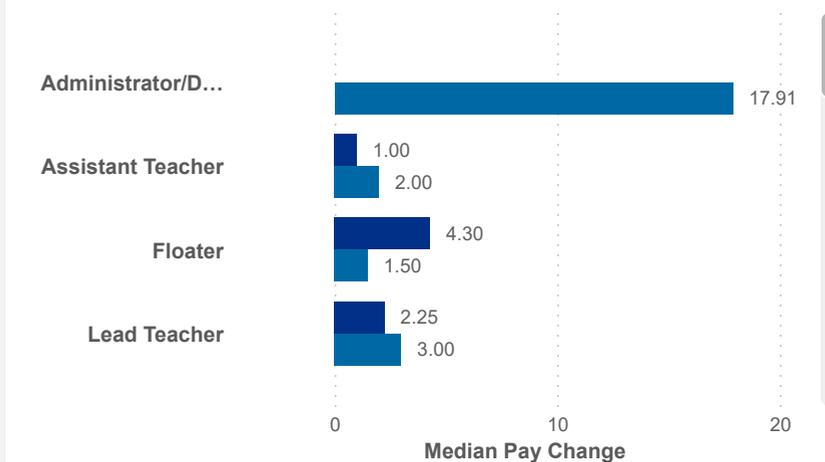
Seniority: ● Early ● Mid ● Senior



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: Total Duration: Beale Code: Student Age Group: POWER Levels:

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

14.00

15.00

LEAVER

STAYER

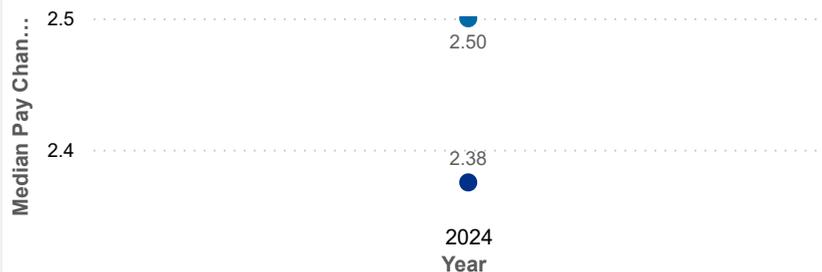
0.83

0.66

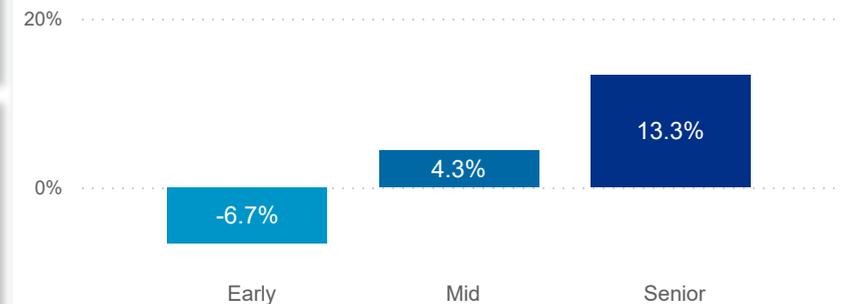
Worker Status: ● Leaver ● Stayer



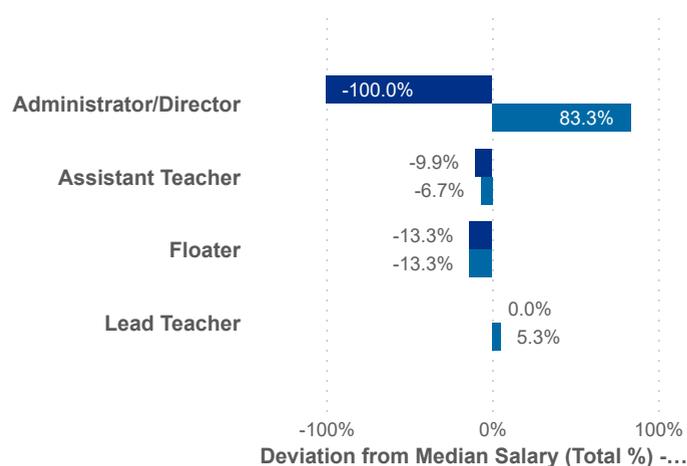
Worker Status: ● Leaver ● Stayer



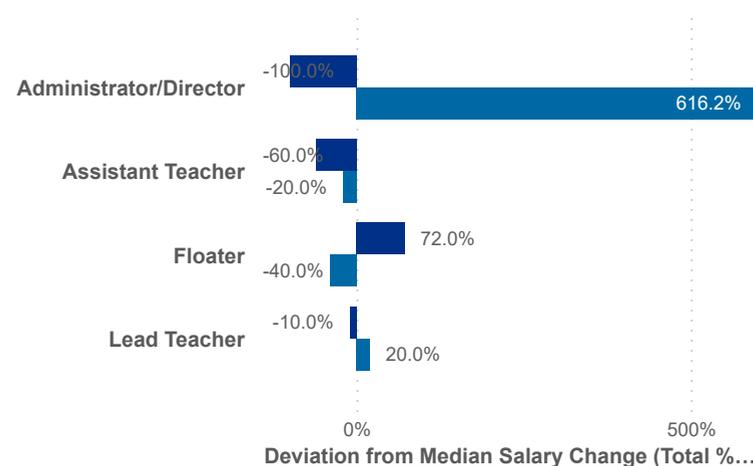
Seniority: ● Early ● Mid ● Senior



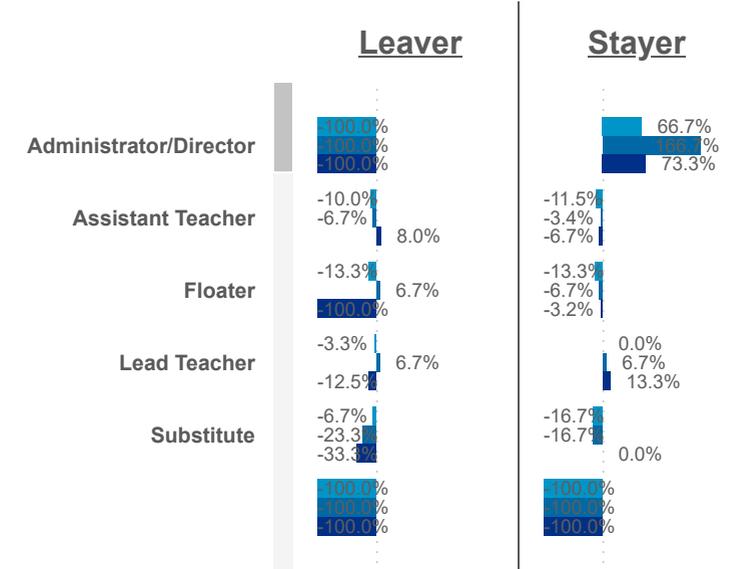
Worker Status: ● Leaver ● Stayer



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)

5.49

Workload Median (Leaver)

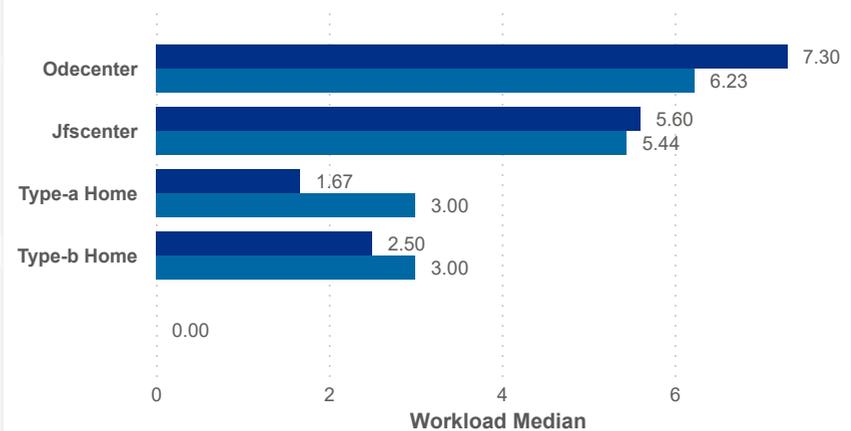
5.49

Workload Median (Stayer)

5.49

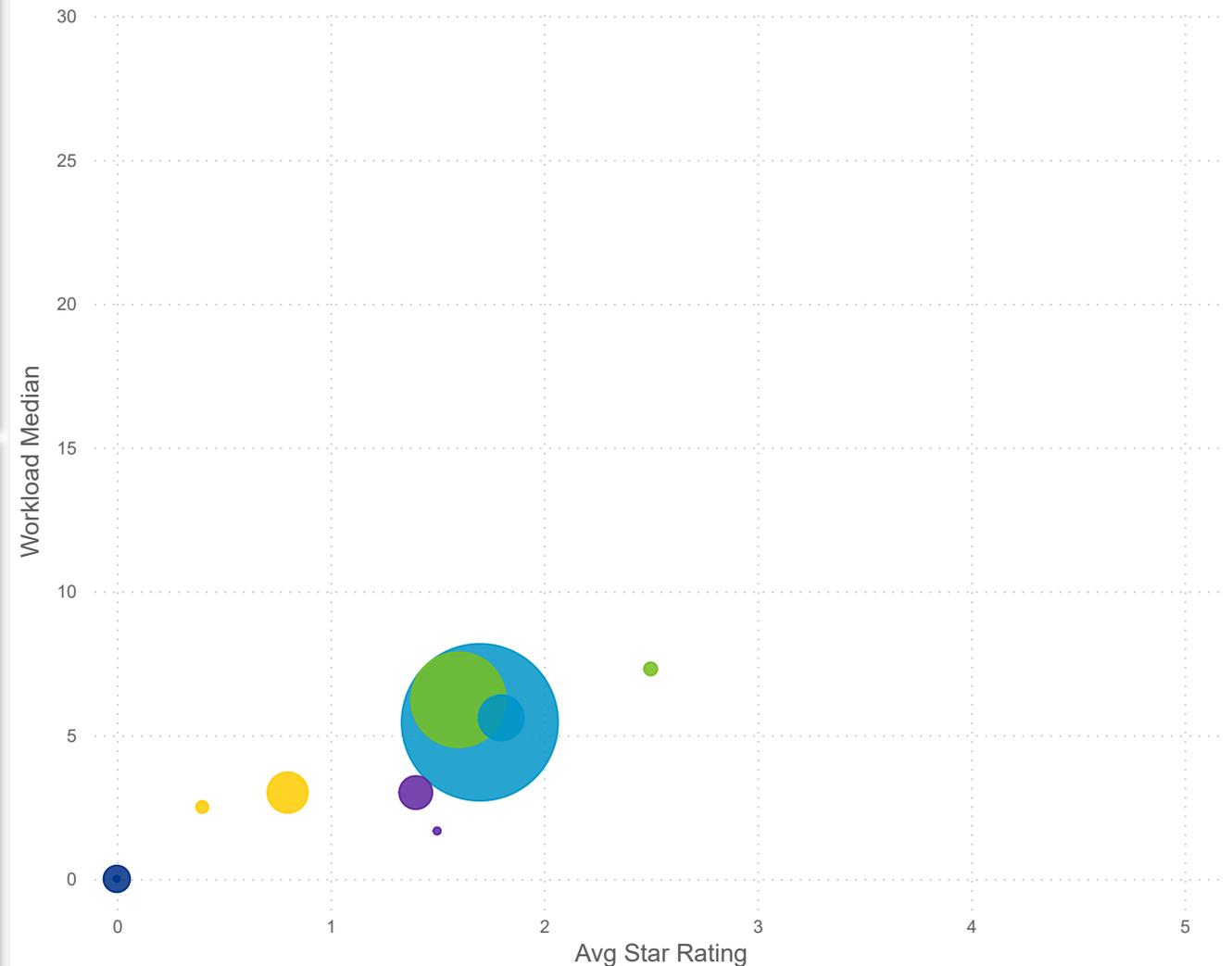
Workload Median

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)

1.6

Star Rating Mean (Leaver)

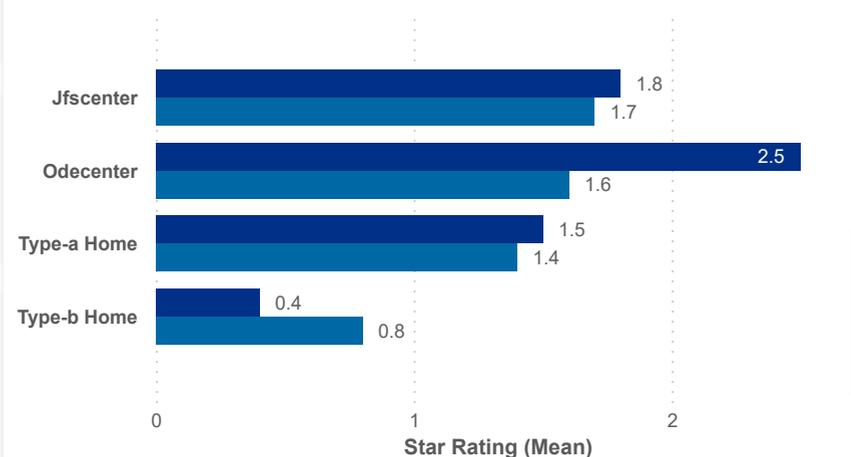
1.7

Star Rating Mean (Stayer)

1.6

Star Rating Mean

Worker status ● Leaver ● Stayer





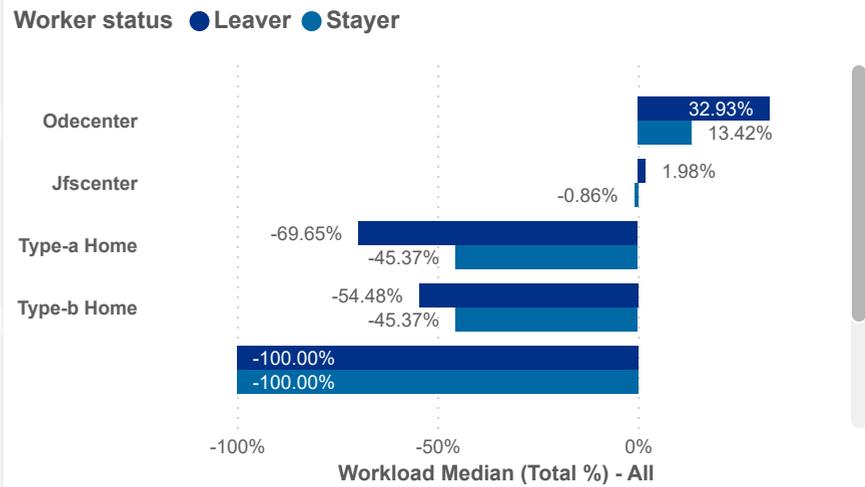
Date: 202410 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All
 202412 Position Type: All Credential: All TEACH Models: All

SDA>County: SDA 1 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

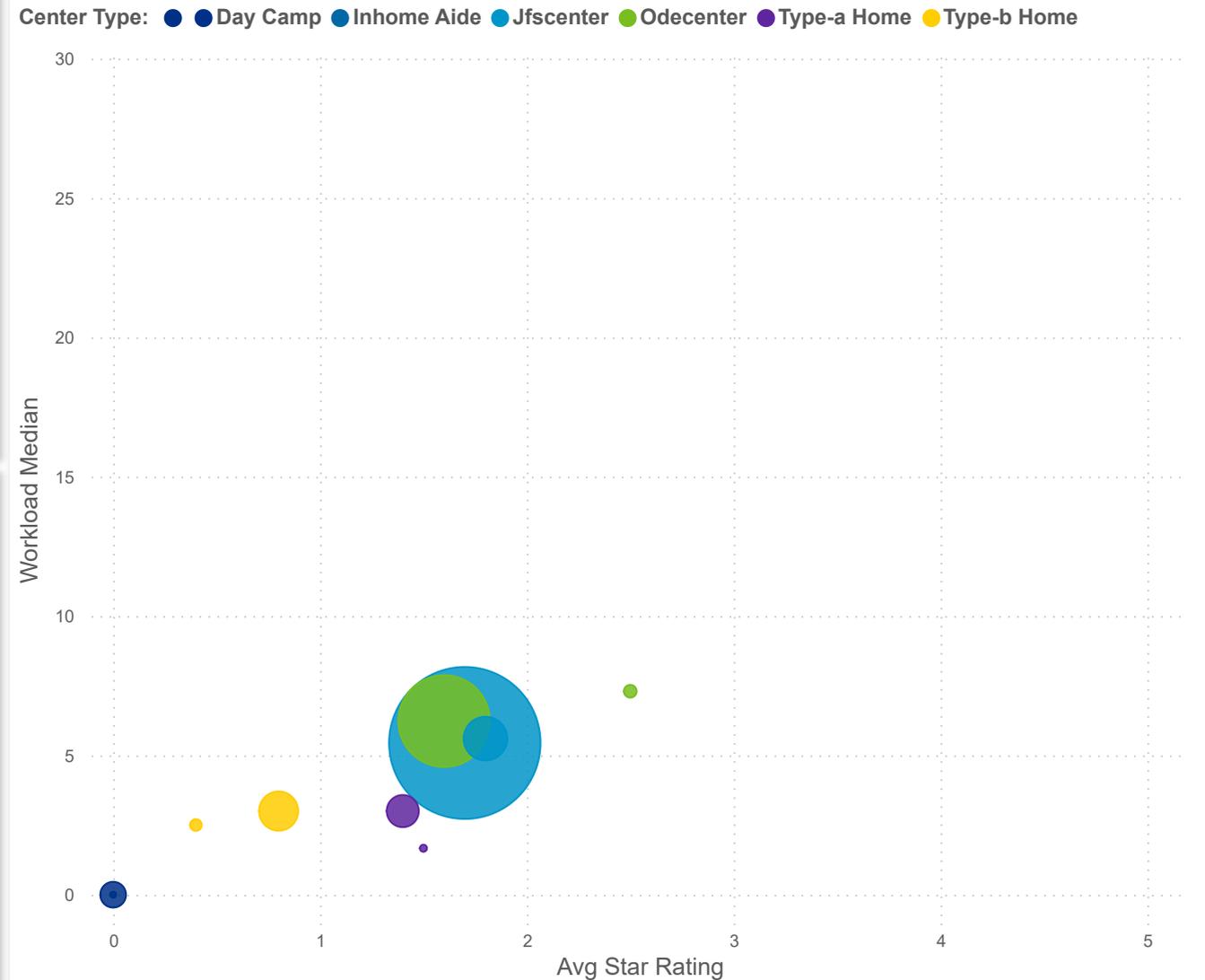
Workload Median (Total)

5.49

Workload Median (Total %)



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



Workload Median (Leaver)

5.49

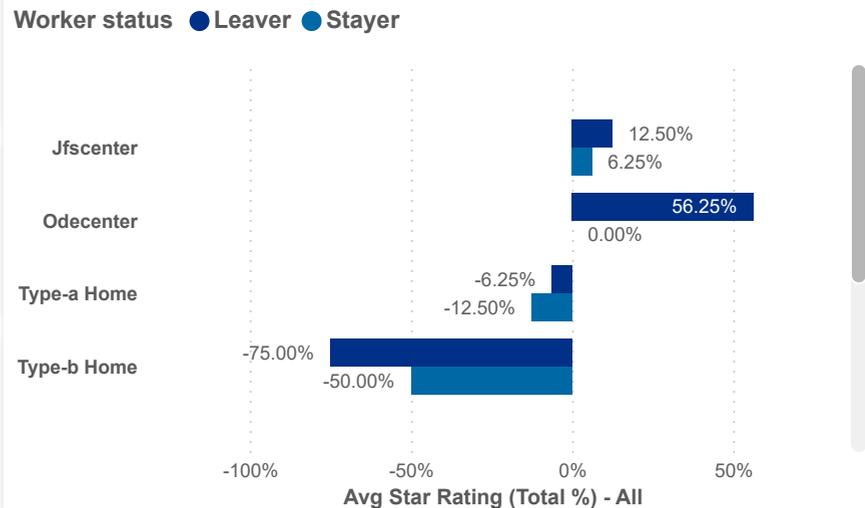
Workload Median (Stayer)

5.49

Star Rating Mean (Total)

1.6

Star Rating Mean (Total %)



Star Rating Mean (Leaver)

1.7

Star Rating Mean (Stayer)

1.6

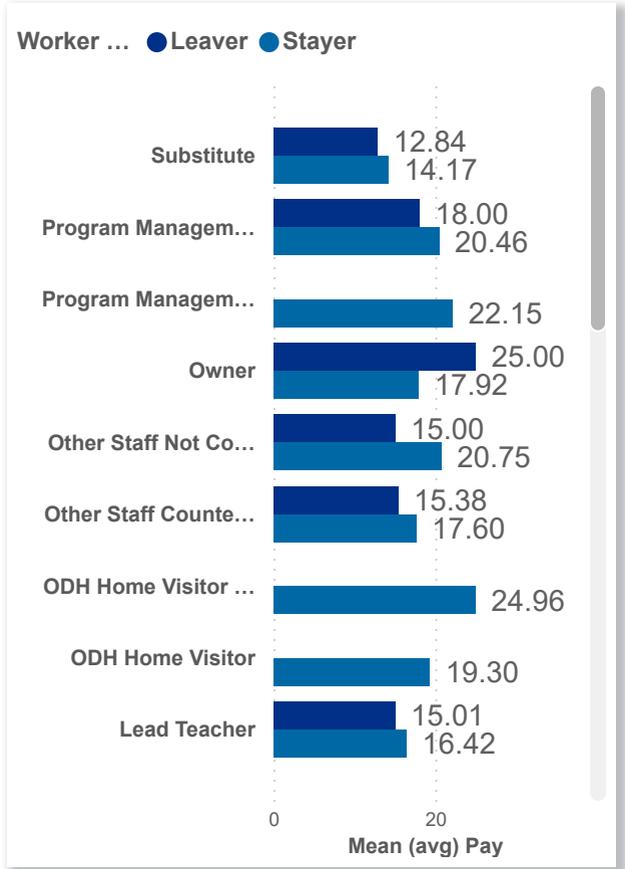
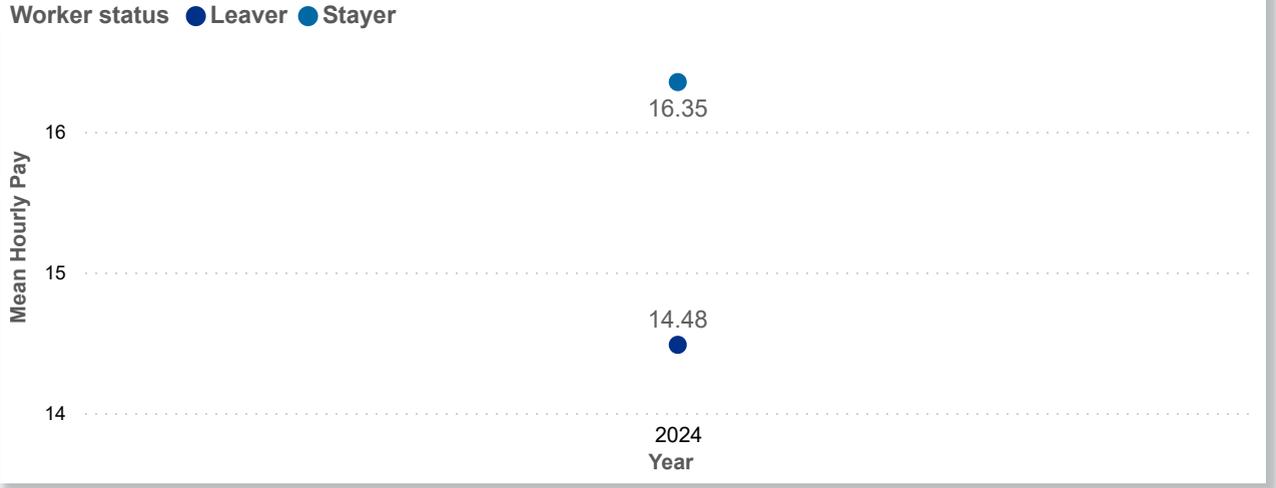


Date: 202410 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All
 202412 Position Type: All SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All
 SDA>County: SDA 1 Beale Code: All Student Age Group: All POWER Levels: All

PAY MEAN (USD)

LEAVER	STAYER	COMBINED
14.48	16.35	16.32

Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status

