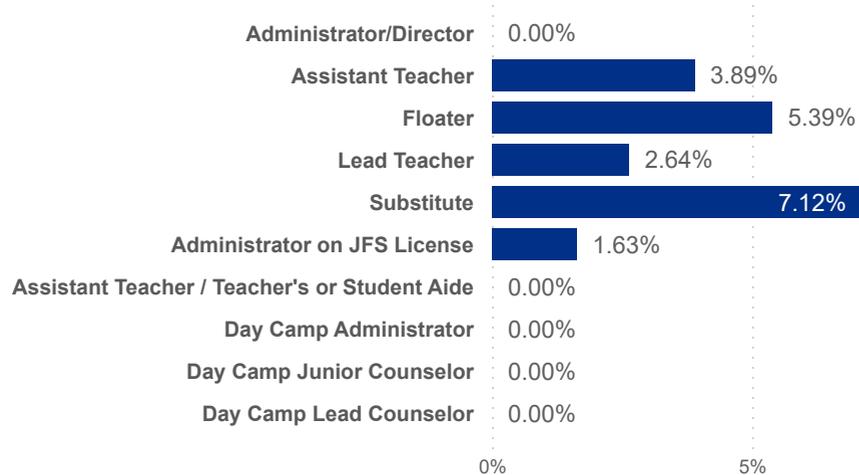




Date: Program Type: Job Title: Teacher Age Group: Education: TEACH Status:
 Position Type: SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:
 SDA>County: Beale Code: Student Age Group: POWER Levels:

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

3.69%

Adjusted Workers

19,188

Total Leaver

849

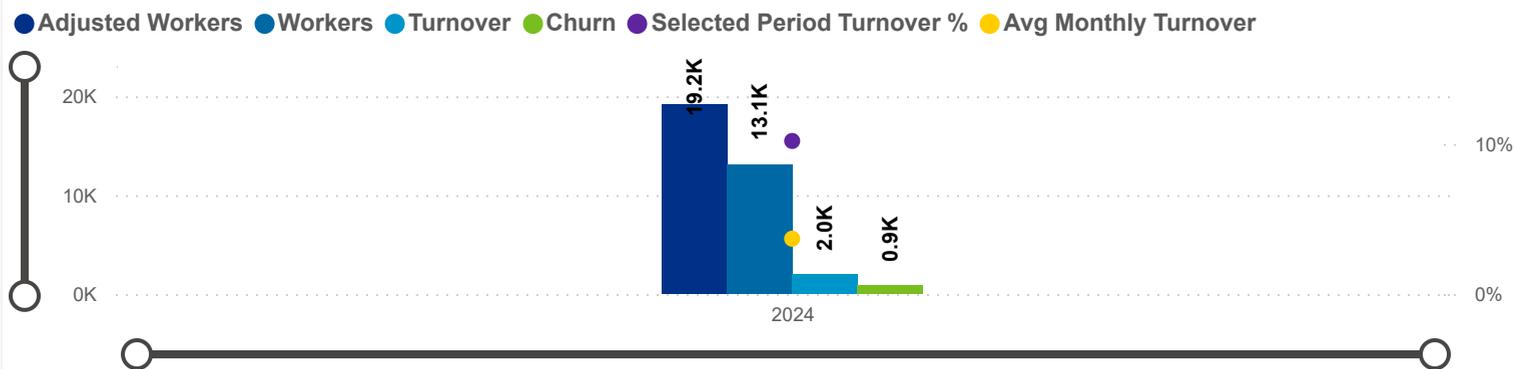
Total Stayer

18,339

Sel Period Turnover

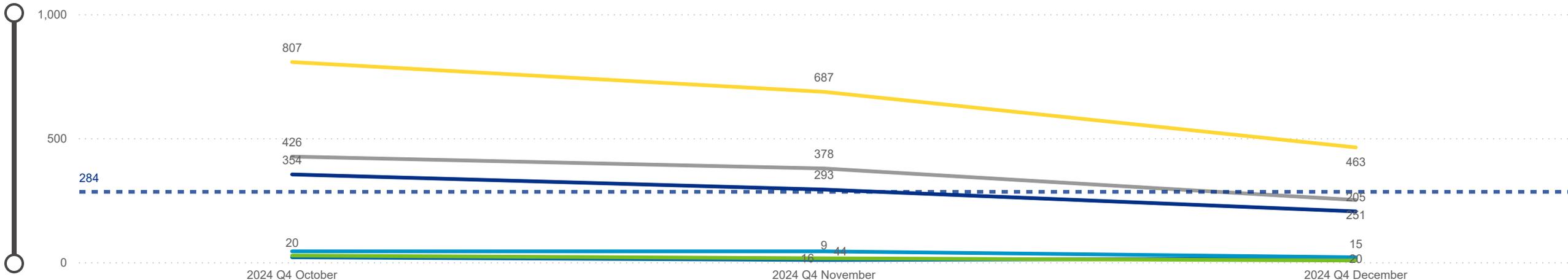
10.20%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

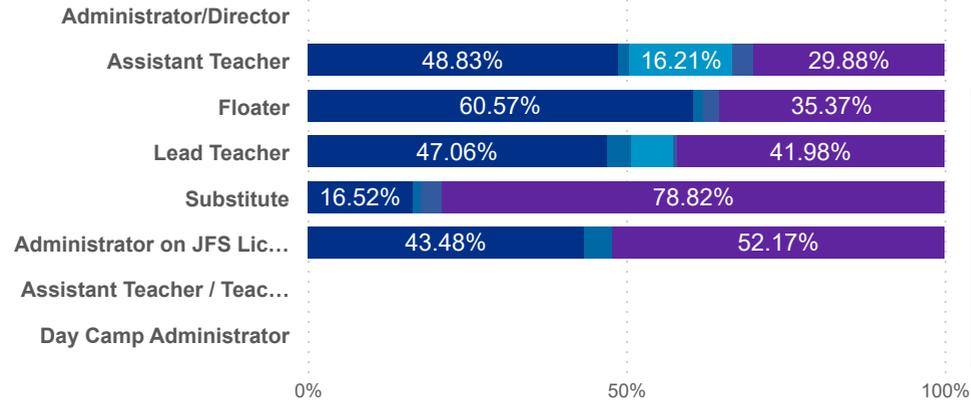
Churn Internal Promotion Seasonal Transfer Turnover



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 3 | Beale Code: All | Student Age Group: All | POWER Levels: All

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.60%

Adjusted Workers

19,188

Workload Median

5.33

Pay Median USD / hr

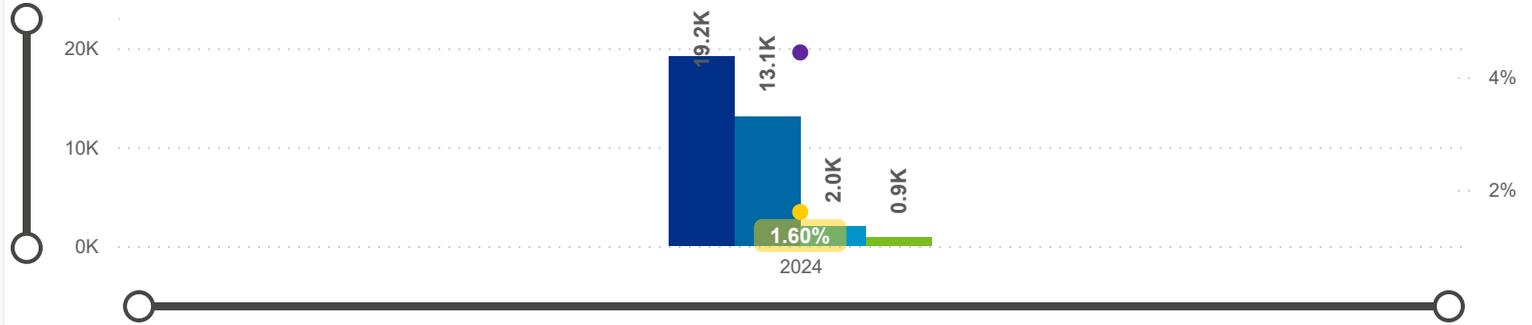
15.00

Avg ECE Duration

6.18

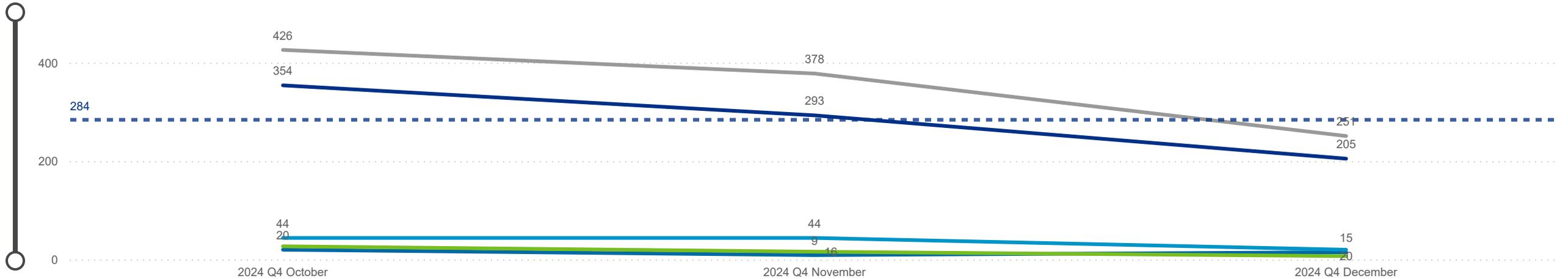
Avg Monthly Churn and Number of Workers

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

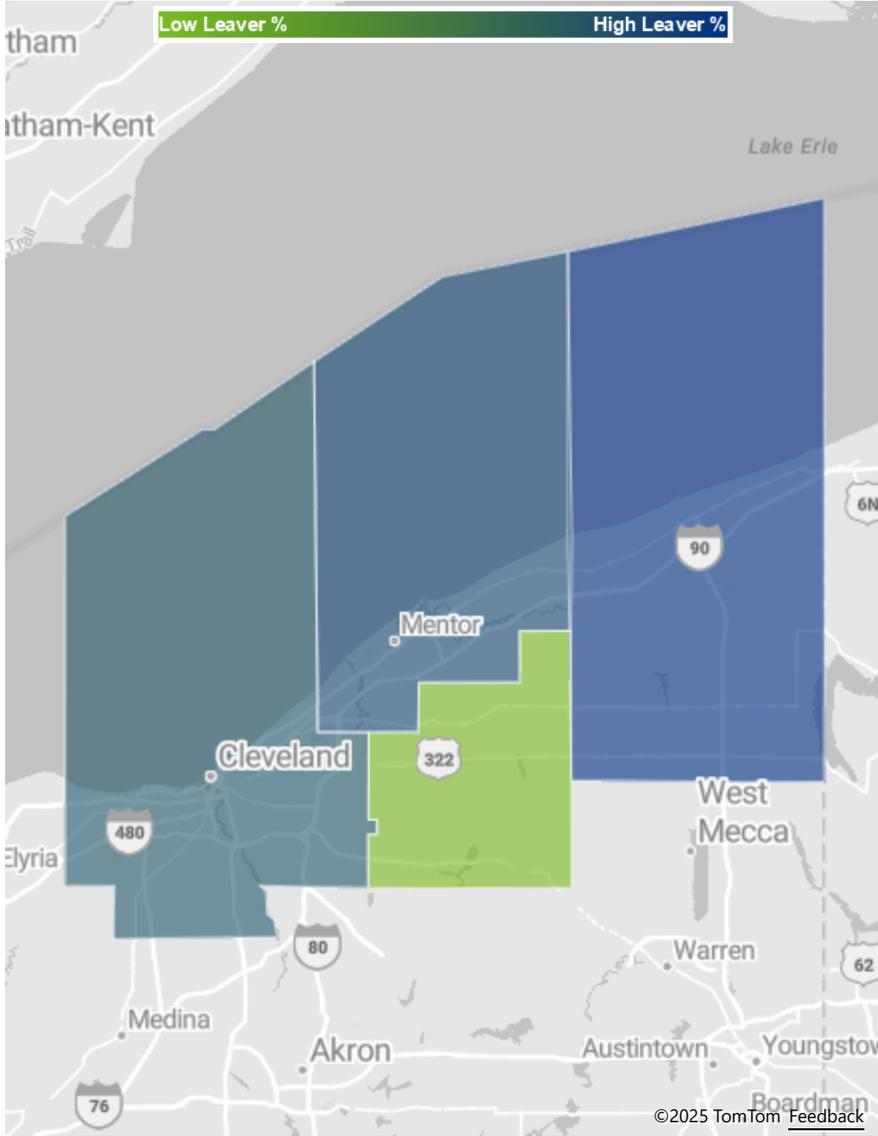


Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer

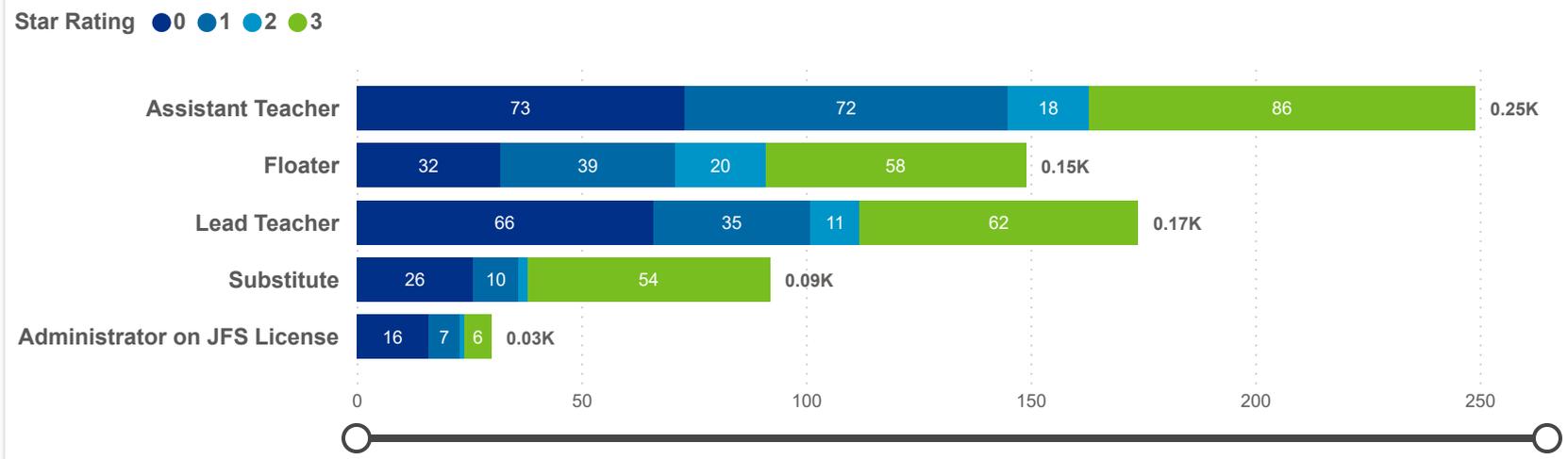


Date: 202410 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All
 202412 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All
 SDA>County: SDA 3 | Beale Code: All | Student Age Group: All | POWER Levels: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
19,188	849	18,339	4.42%

Leaver by Job Title and Star Rating

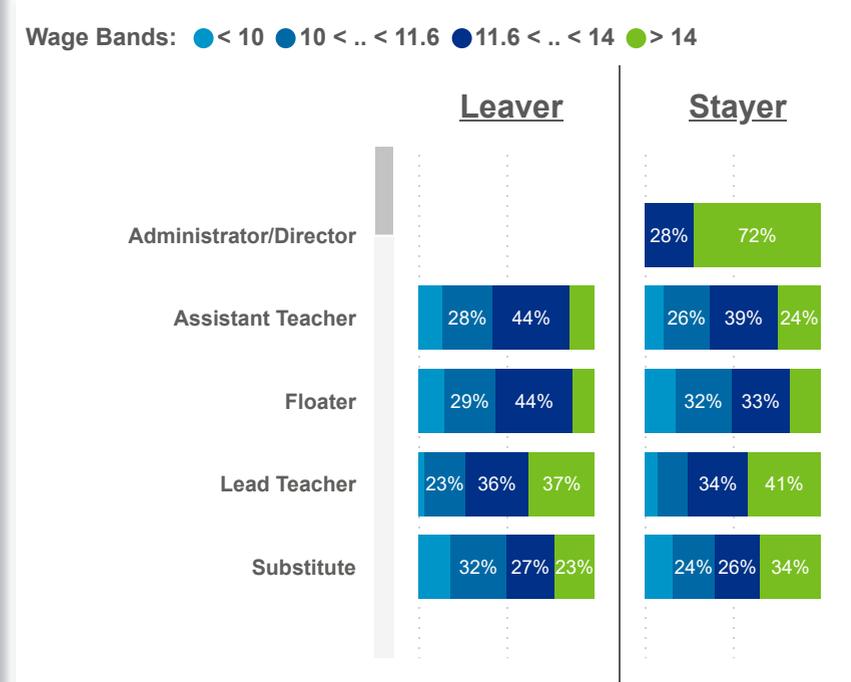
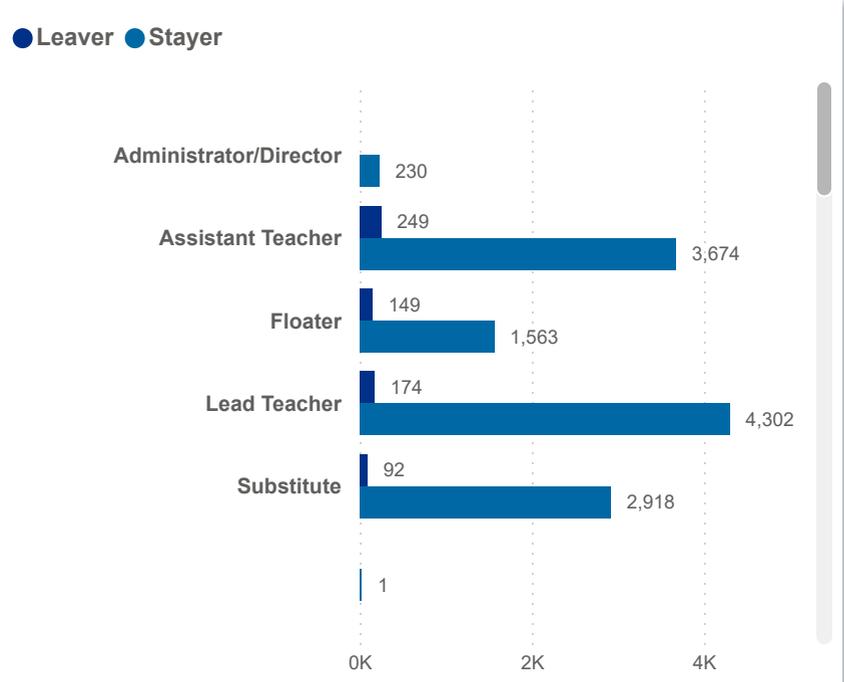
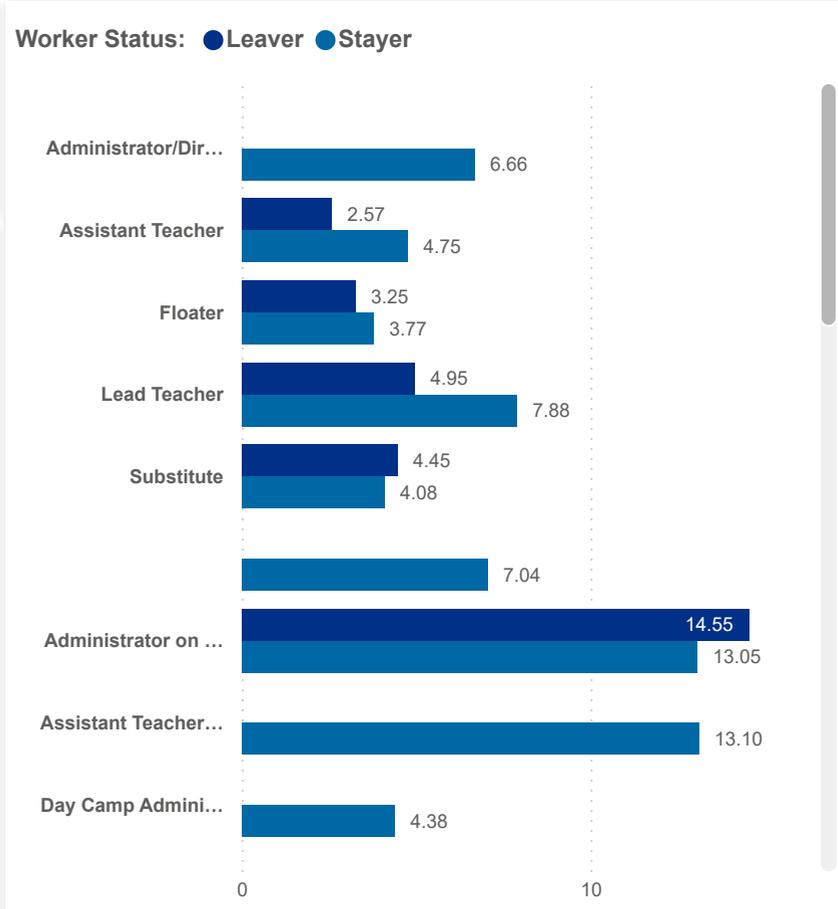
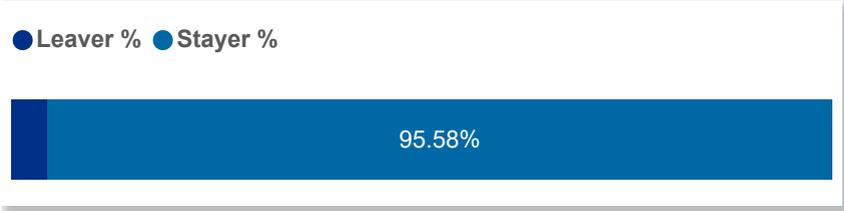


County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Avg Star Rating
Ashtabula OH	807	592	4.52%	44	763	5.45%	94.55%	1.93%	8.18%	2.90%	4.52	2.14
Cuyahoga OH	15,841	10,733	81.99%	703	15,138	4.44%	95.56%	1.62%	10.61%	3.85%	5.25	1.71
Lake OH	1,857	1,468	11.21%	89	1,768	4.79%	95.21%	1.73%	9.59%	3.45%	6.67	1.67
Geauga OH	684	524	4.00%	13	671	1.90%	98.10%	0.66%	4.68%	1.64%	5.70	1.13
Total	19,188	13,090	100.00%	849	18,339	4.42%	95.58%	1.60%	10.20%	3.69%	5.33	1.71



Date: Program Type: Job Title: Teacher Age Group: Education: TEACH Status:
 202412 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)	
TOTAL LEAVER	TOTAL STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
849	18,339	4.07	6.24	15.00	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

4.42%

95.58%

LEAVER

STAYER

4.07

6.24

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

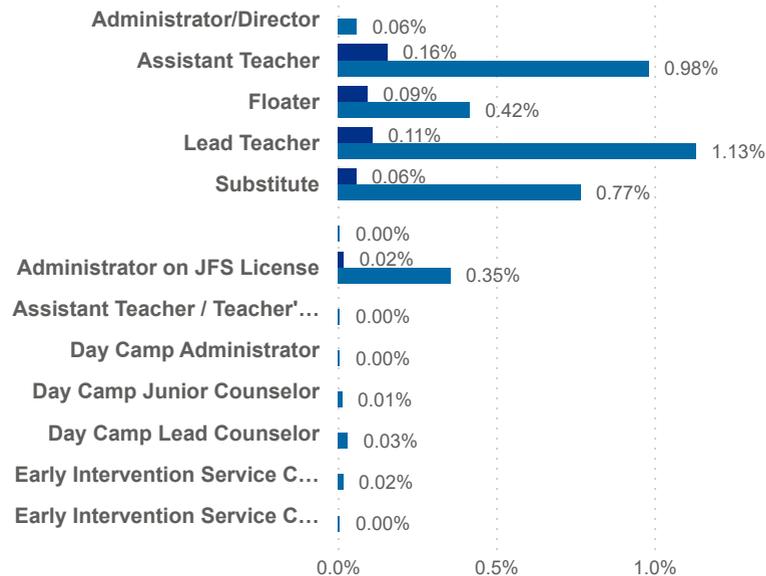
15.00

15.00

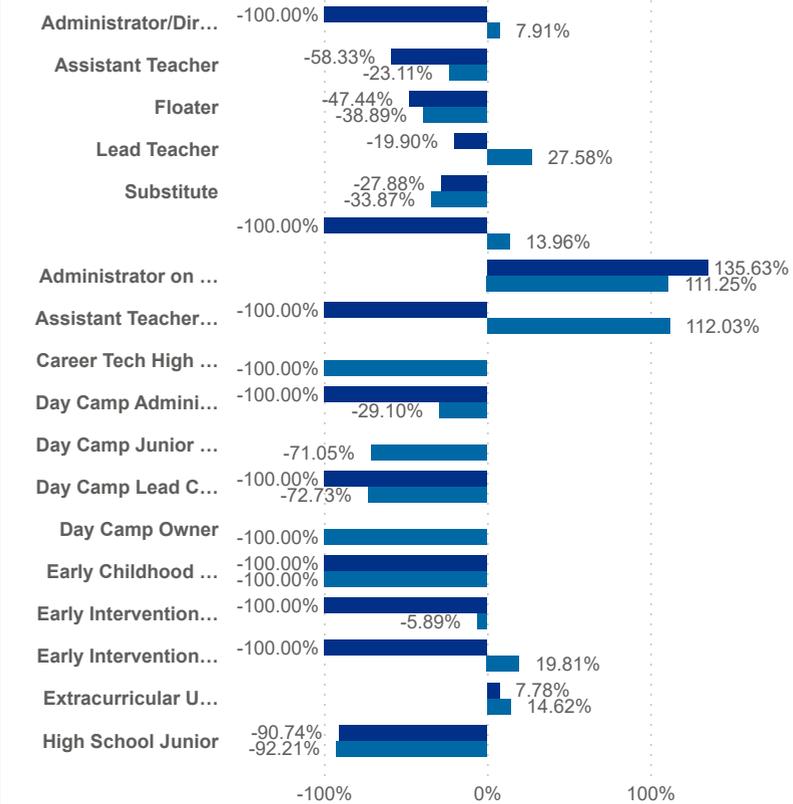
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



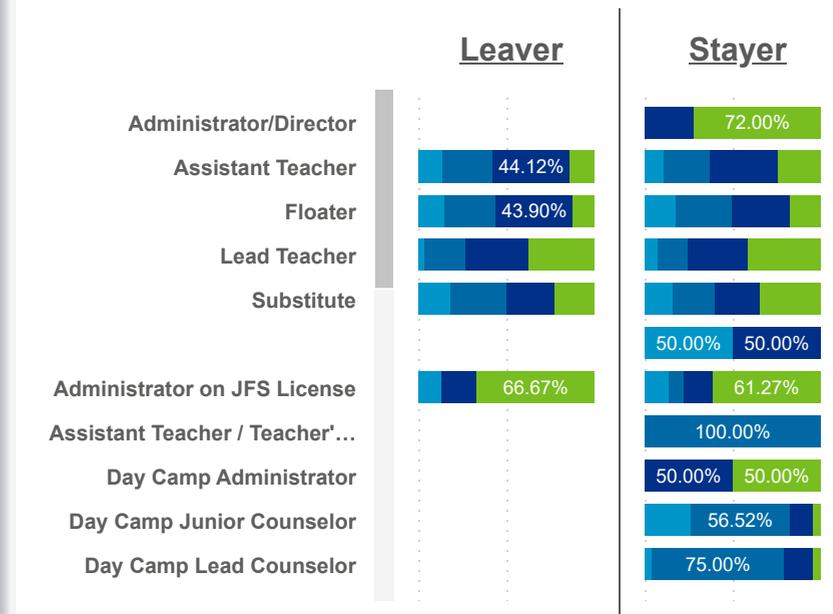
Worker Status: ● Leaver ● Stayer



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:

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)

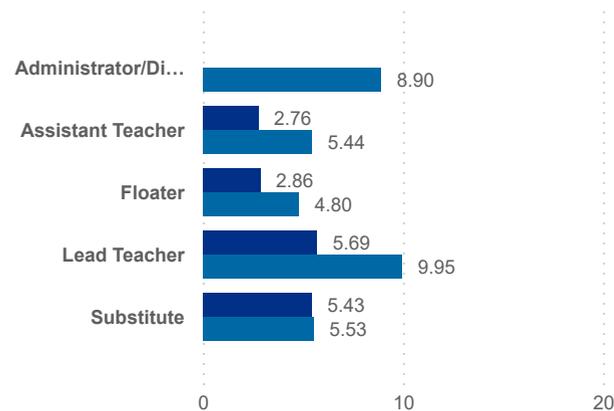
4.56

STAYER (Avg Career Duration)

9.55

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



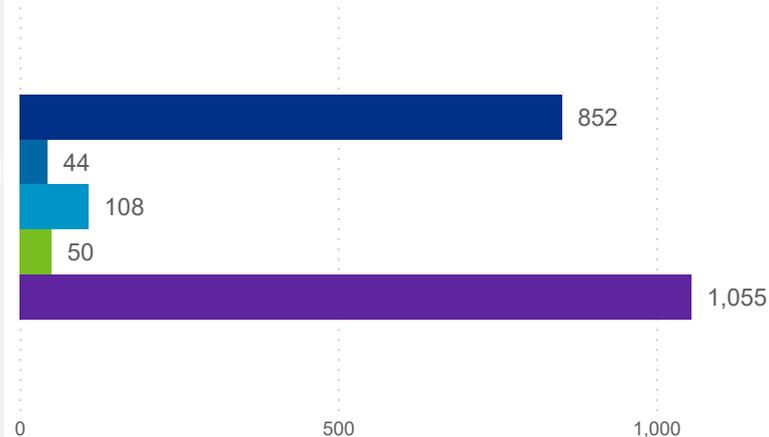
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Ashtabula	Administrator/Director	2.34		Early	8.50	2.5
Cuyahoga	Administrator/Director	1.79		Early	8.35	1.6
Geauga	Administrator/Director	1.28		Early	2.25	1.0
Lake	Administrator/Director	1.04		Early	9.17	2.3
Ashtabula	Administrator/Director	0.20	15.00	Early	9.64	3.0
Cuyahoga	Administrator/Director	2.22	15.00	Early	8.40	1.0
Cuyahoga	Administrator/Director	4.34	20.00	Early	29.33	0.0
Cuyahoga	Administrator/Director	2.34	21.64	Early	7.38	0.0
Cuyahoga	Administrator/Director	2.25	25.00	Early	19.33	3.0
Geauga	Administrator/Director	2.26	30.50	Early	10.71	0.0

TOTAL STAYER

18,339

Turnover Reasons

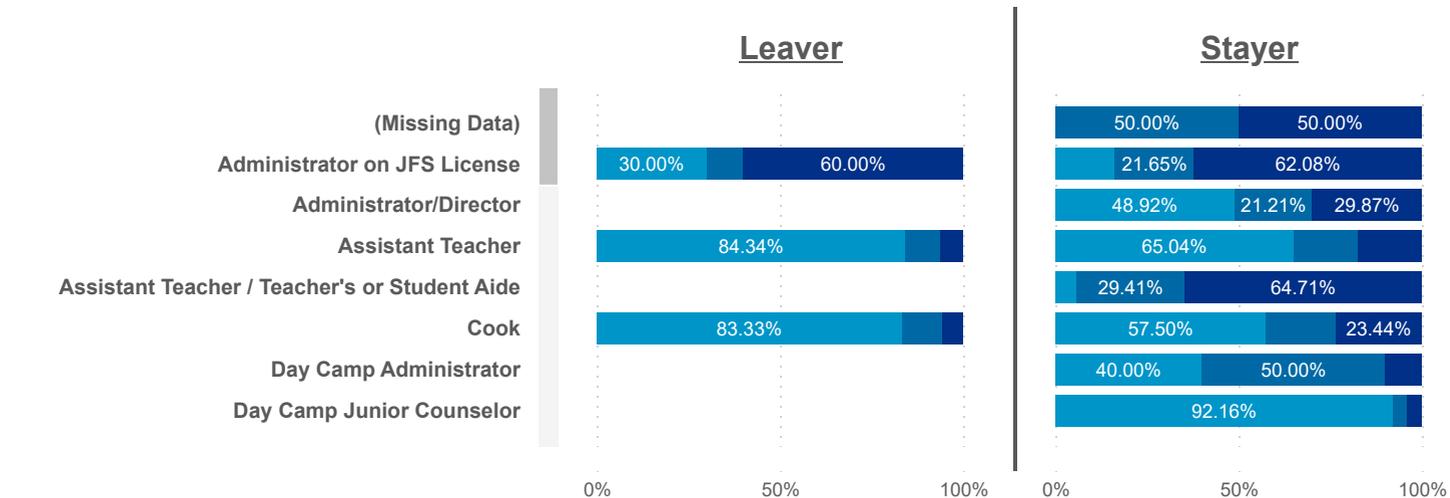
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

108

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)

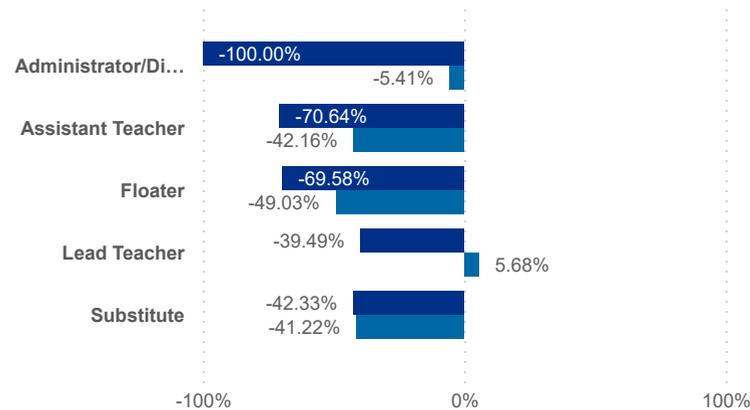
4.56

STAYER (Avg Career Duration)

9.55

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



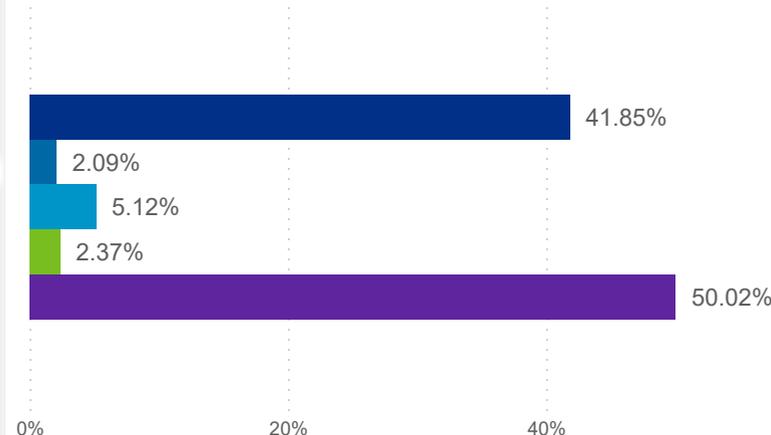
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Cuyahoga	Assistant Teacher	0.00	14.20	Early	5.18	3.0
Lake	Extracurricular Not Used in Ratio	0.01	12.00	Early	4.67	3.0
Cuyahoga	Assistant Teacher	0.02	13.65	Early	5.79	2.0
Lake	Assistant Teacher	0.02	15.25	Early	14.77	0.0
Cuyahoga	Assistant Teacher	0.03	15.15	Early	8.30	0.0
Cuyahoga	Substitute	0.03	16.08	Early	5.62	3.0
Cuyahoga	Individual Service Provider Not Used in Ratio	0.03	18.00	Early	4.29	3.0
Ashtabula	Extracurricular Used in Ratio	0.03		Early	2.82	2.8
Cuyahoga	Administrator on JFS License	0.05	20.19	Senior	12.46	0.0
Ashtabula	Administrator/Director	0.05		Mid	8.25	3.0
Cuyahoga	Assistant Teacher	0.05	22.00	Early	0.00	0.0

TOTAL STAYER

18,339

Turnover Reasons

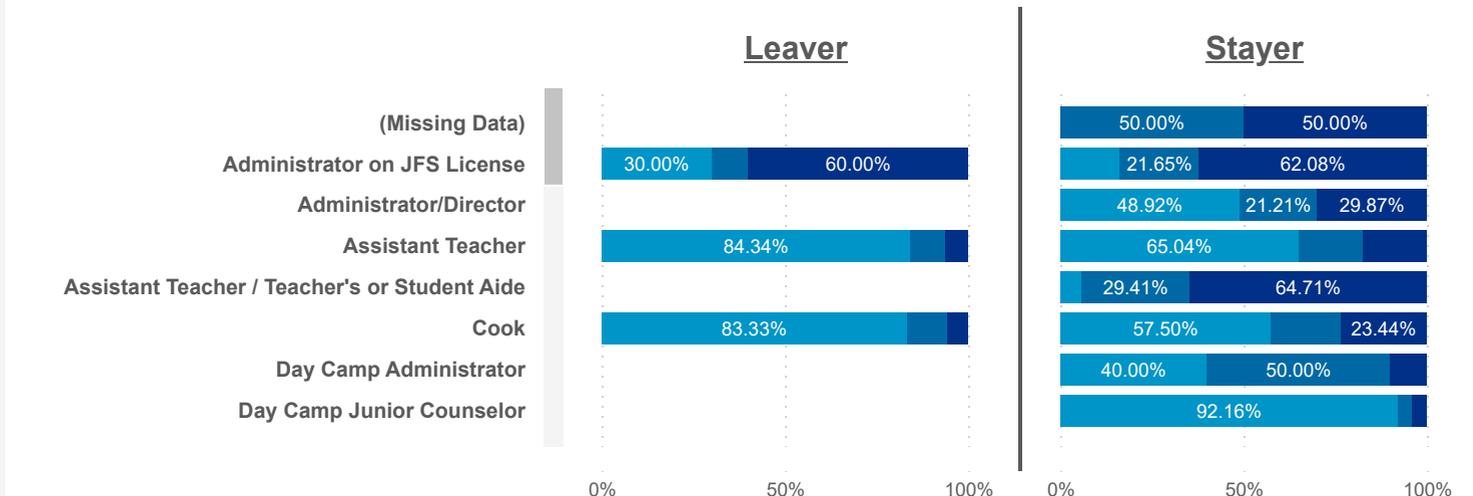
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

108

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)

LEAVER

STAYER

15.00

15.00

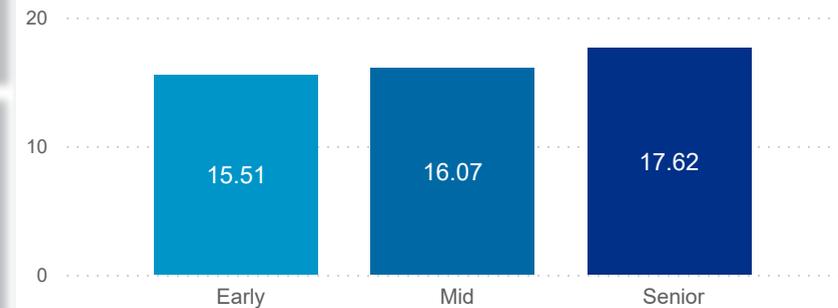
LEAVER

STAYER

0.31

0.84

Seniority: ● Early ● Mid ● Senior



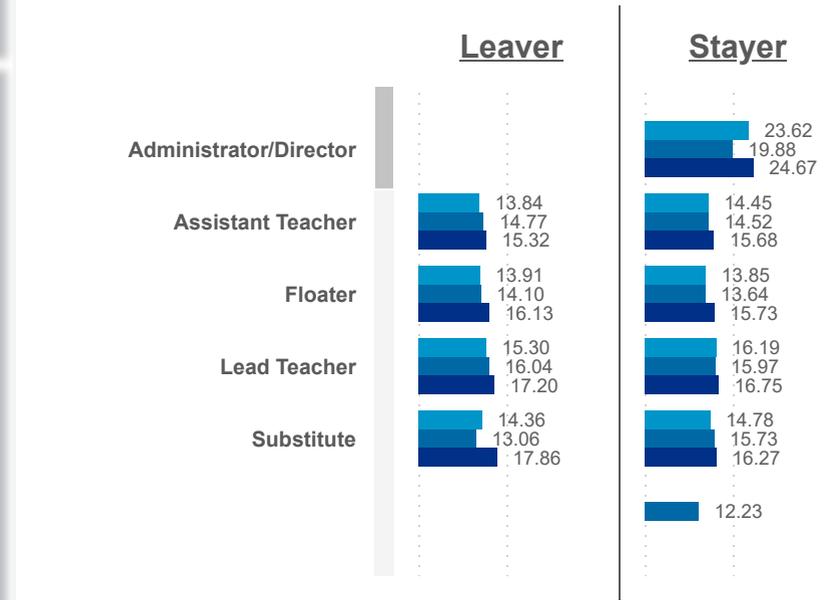
Worker Status: ● Leaver ● Stayer



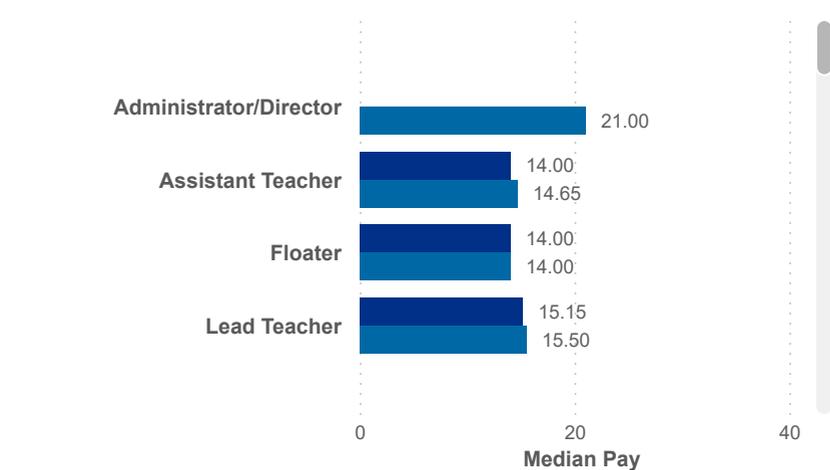
Worker Status: ● Leaver ● Stayer



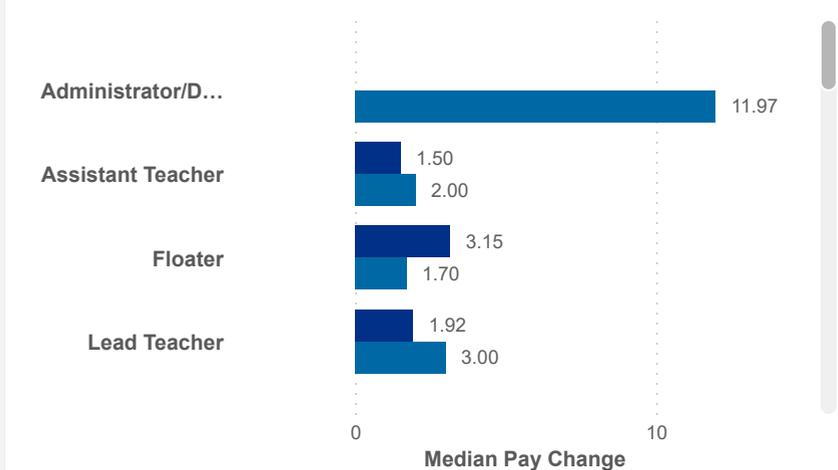
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer





Date: 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 3 | Beale Code: All | Student Age Group: All | POWER Levels: All

PAY MEDIAN (USD)

LEAVER

15.00

STAYER

15.00

PAY PROGRESSION (USD)

LEAVER

0.31

STAYER

0.84

PAY & CAREER SENIORITY (USD)

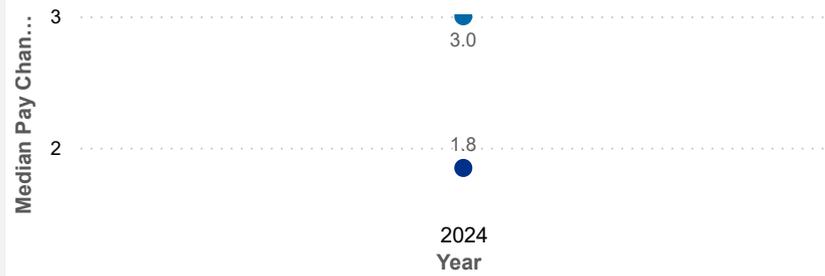
Seniority: ● Early ● Mid ● Senior



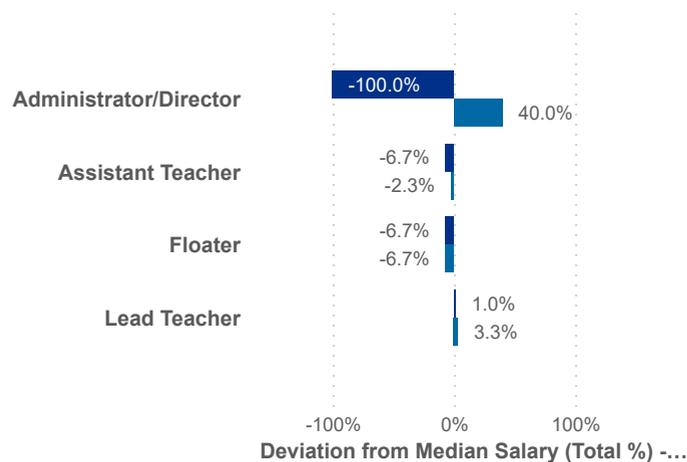
Worker Status: ● Leaver ● Stayer



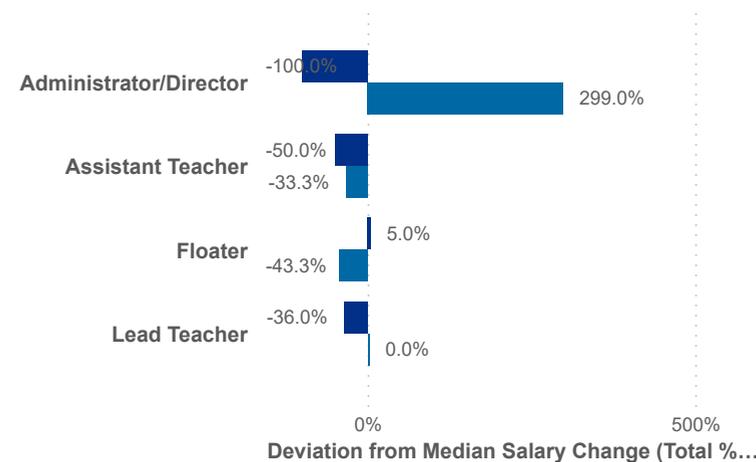
Worker Status: ● Leaver ● Stayer



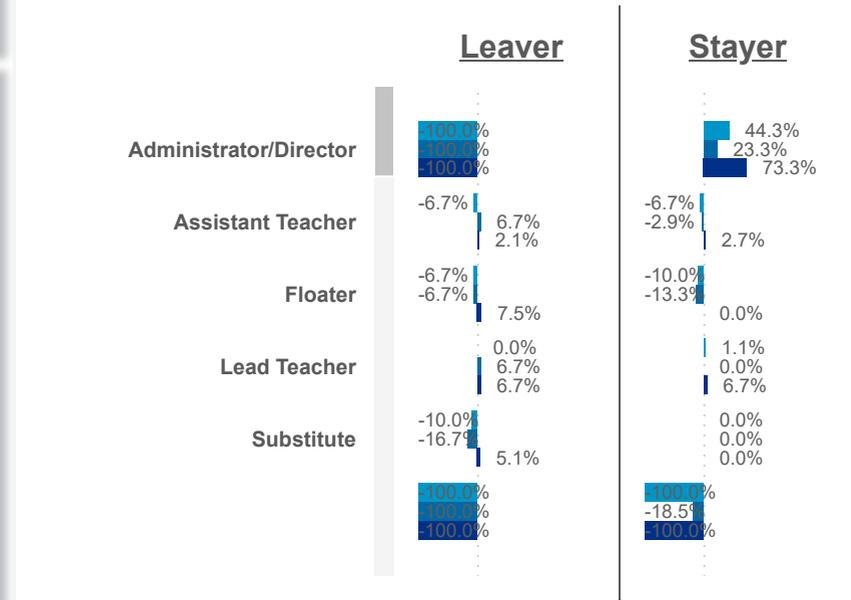
Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Seniority: ● Early ● Mid ● Senior





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

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

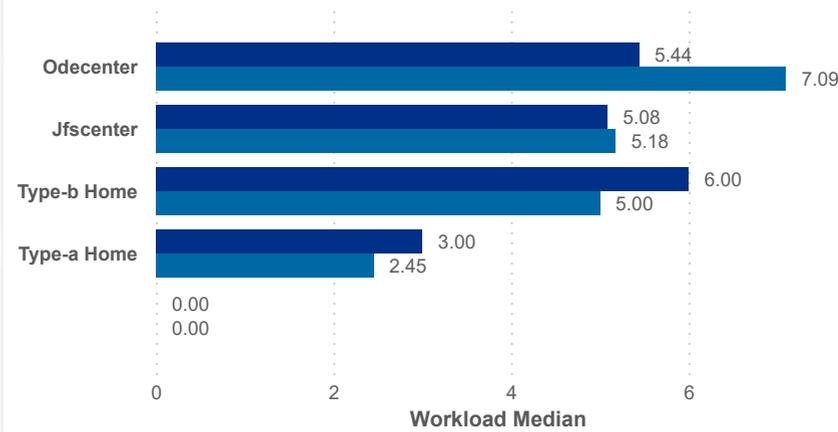
SDA>County: Beale Code: Student Age Group: POWER Levels:

Workload Median (Total)

5.33

Workload Median

Worker status ● Leaver ● Stayer



Workload Median (Leaver)

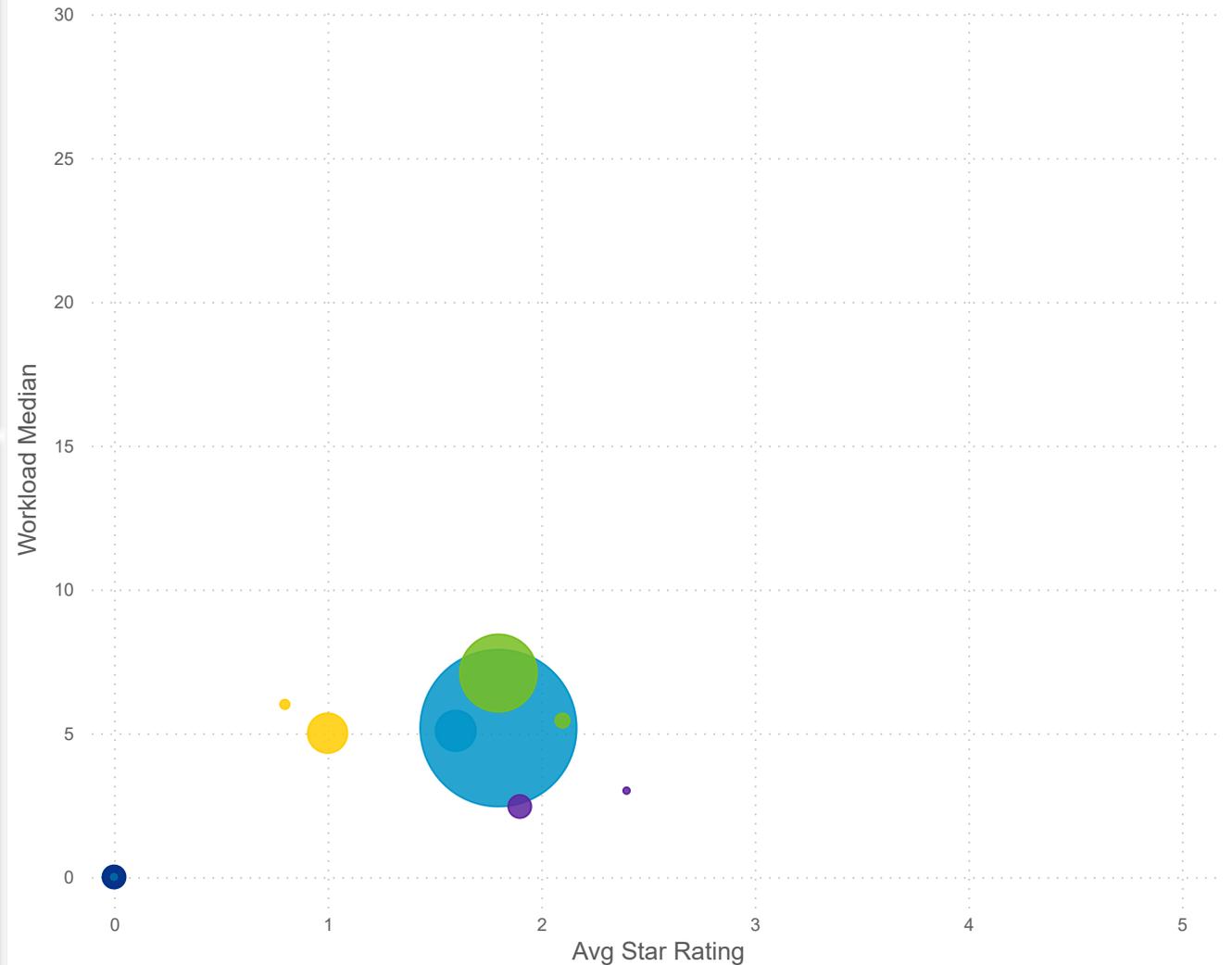
5.13

Workload Median (Stayer)

5.33

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

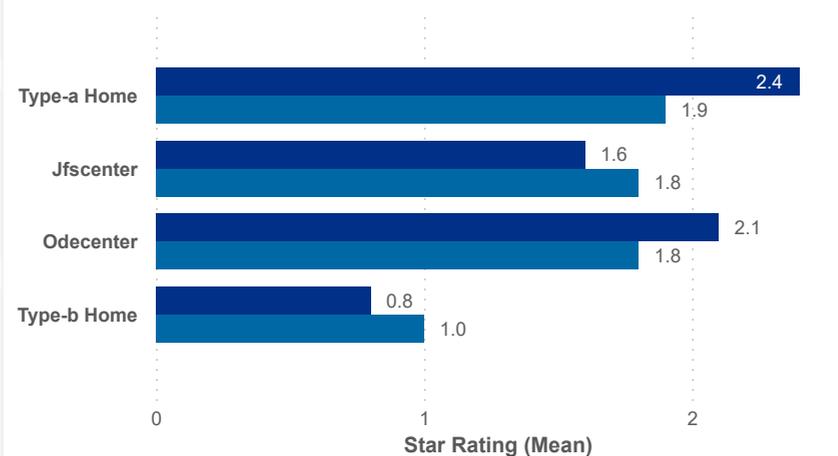


Star Rating Mean (Total)

1.7

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

1.6

Star Rating Mean (Stayer)

1.7

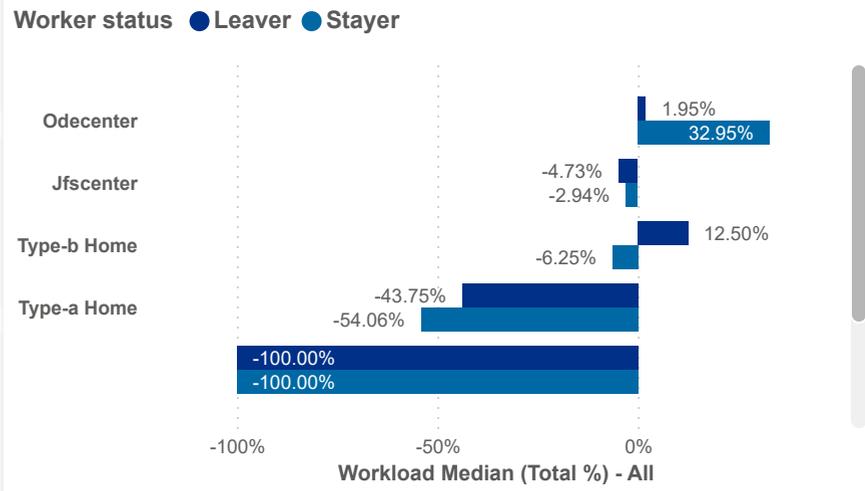


Date: 202410 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All
 202412 Position Type: All Credential: All TEACH Models: All
 SDA>County: SDA 3 SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All
 100.00 Beale Code: All Student Age Group: All POWER Levels: All

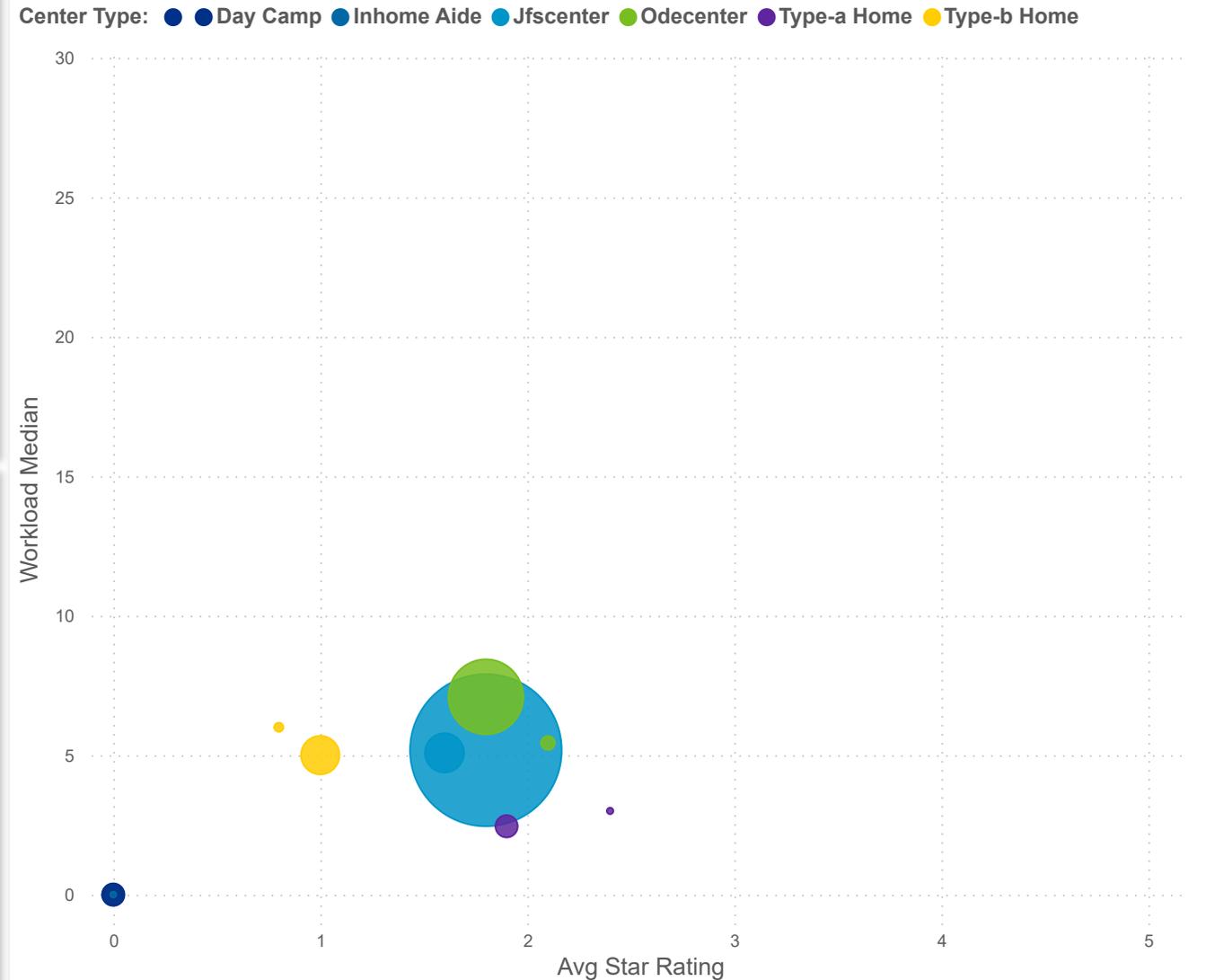
Workload Median (Total)

5.33

Workload Median (Total %)



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



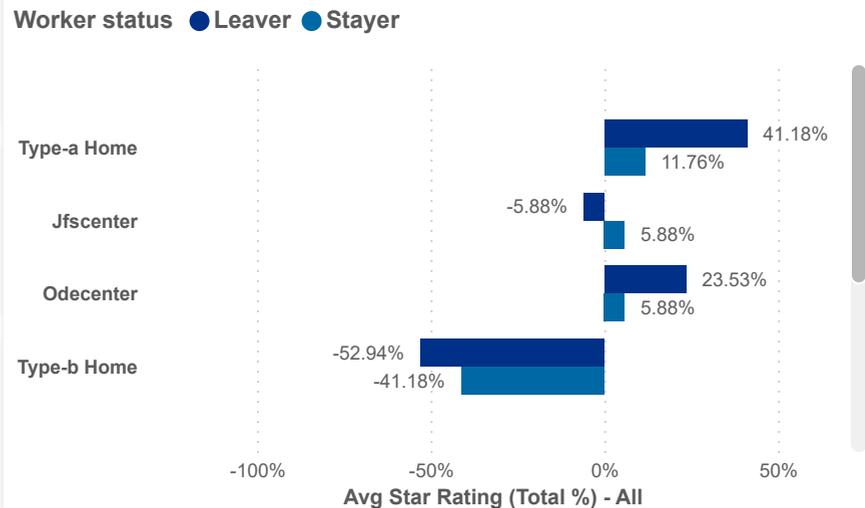
Workload Median (Leaver)

5.13

Workload Median (Stayer)

5.33

Star Rating Mean (Total %)



Star Rating Mean (Total)

1.7

Star Rating Mean (Leaver)

1.6

Star Rating Mean (Stayer)

1.7



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

PAY MEAN (USD)

LEAVER
15.11

STAYER
16.42

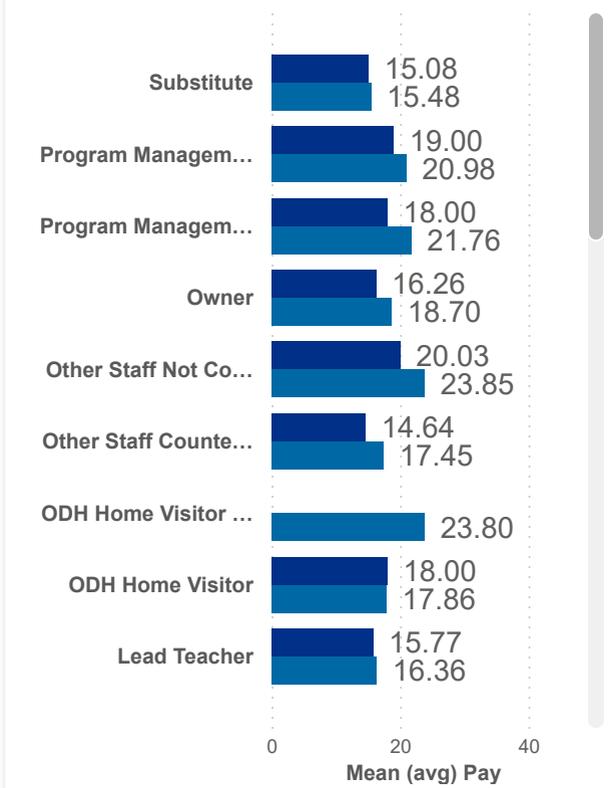
COMBINED
16.41

Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Worker ... ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

