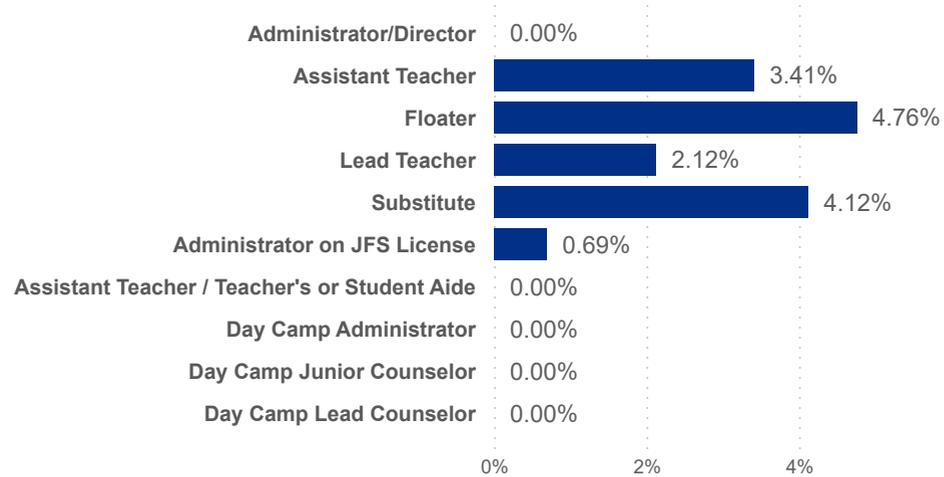




Date: Program Type: Job Title: Teacher Age Group: Education: TEACH Status:
 Position Type: SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:
 SDA>County: Beale Code: Student Age Group: POWER Levels:

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

2.71%

Adjusted Workers

15,732

Total Leaver

676

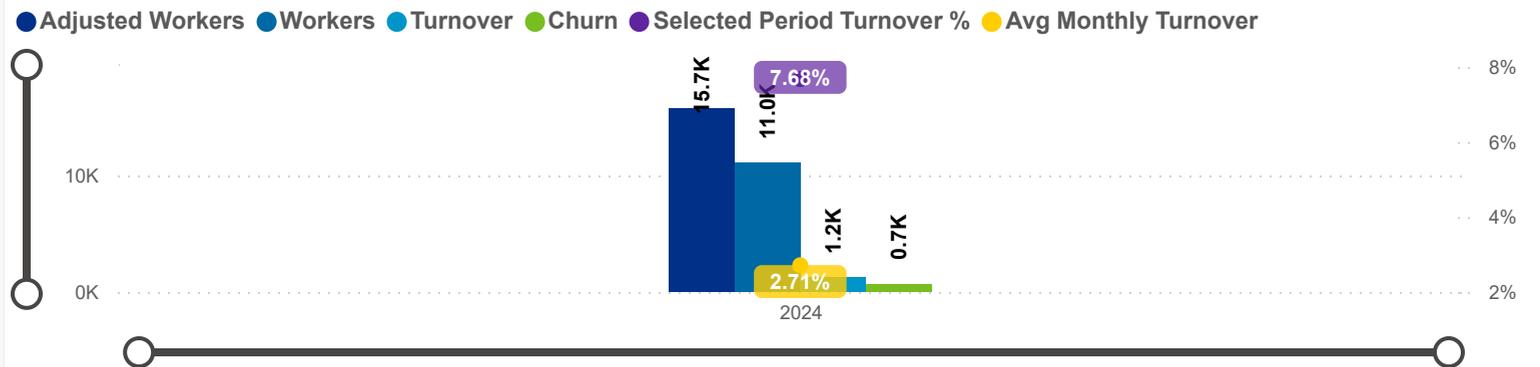
Total Stayer

15,056

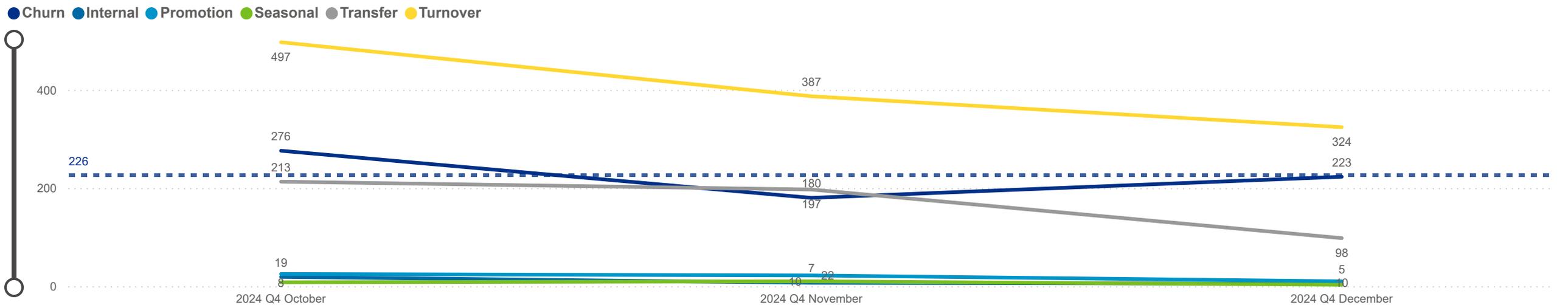
Sel Period Turnover

7.68%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series





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

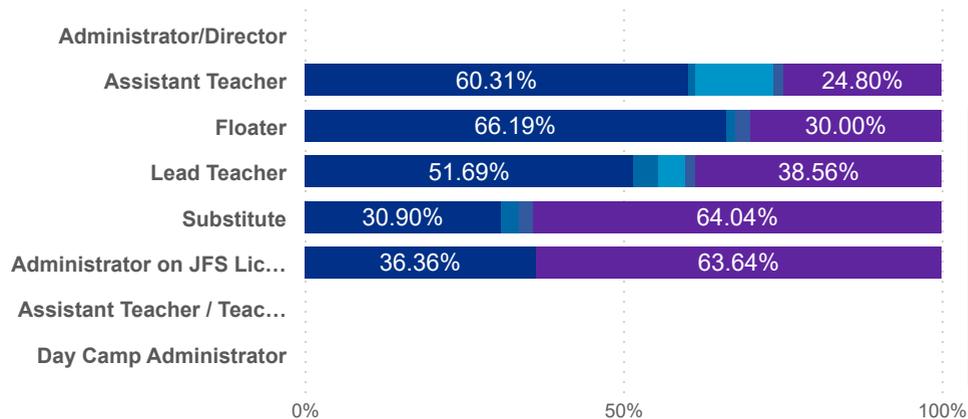
 Position Type: Credential: TEACH Models:

 SDA>County: SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:

 Beale Code: Student Age Group: POWER Levels:

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.52%

Adjusted Workers

15,732

Workload Median

5.09

Pay Median USD / hr

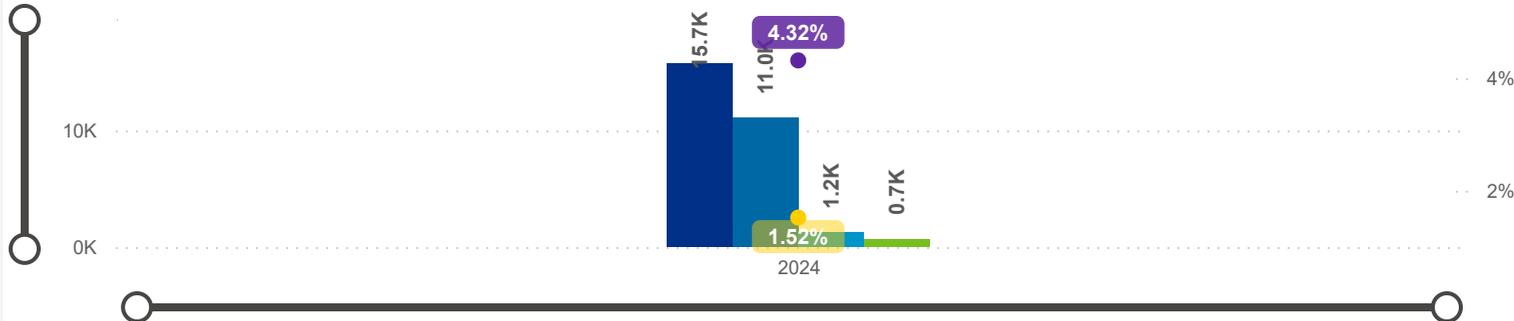
14.90

Avg ECE Duration

5.67

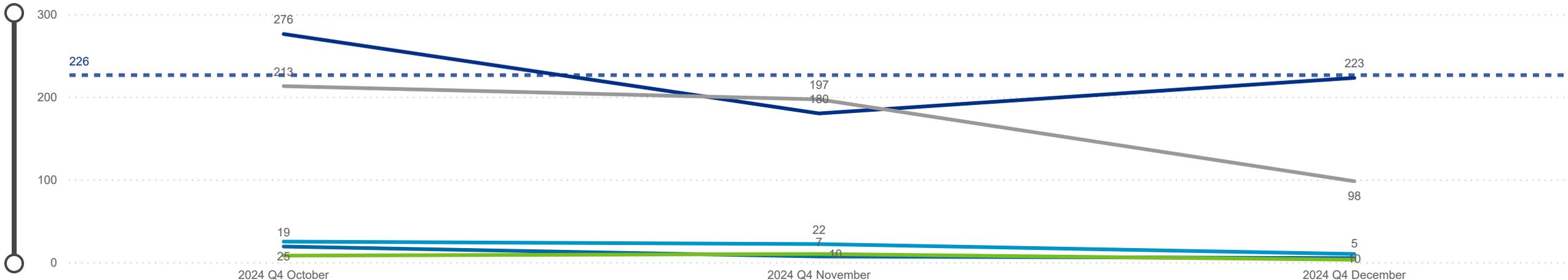
Avg Monthly Churn and Number of Workers

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

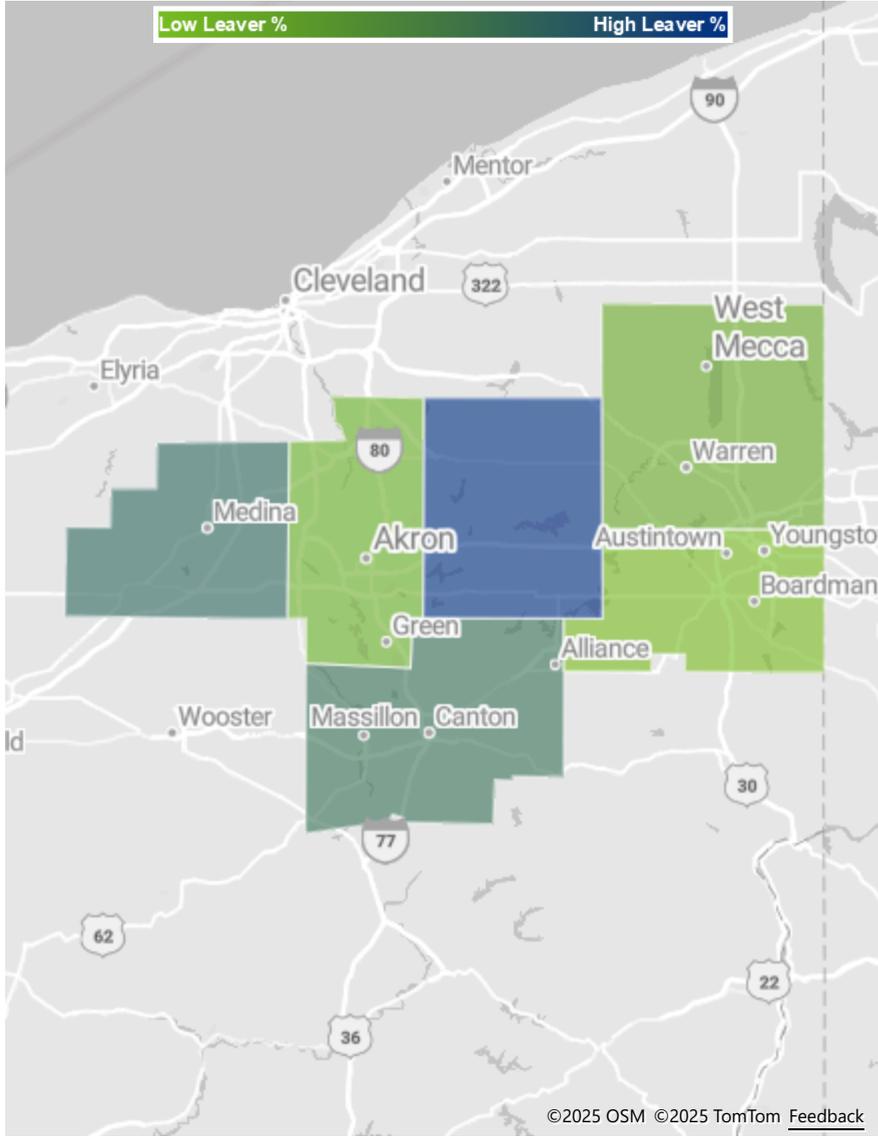


Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer

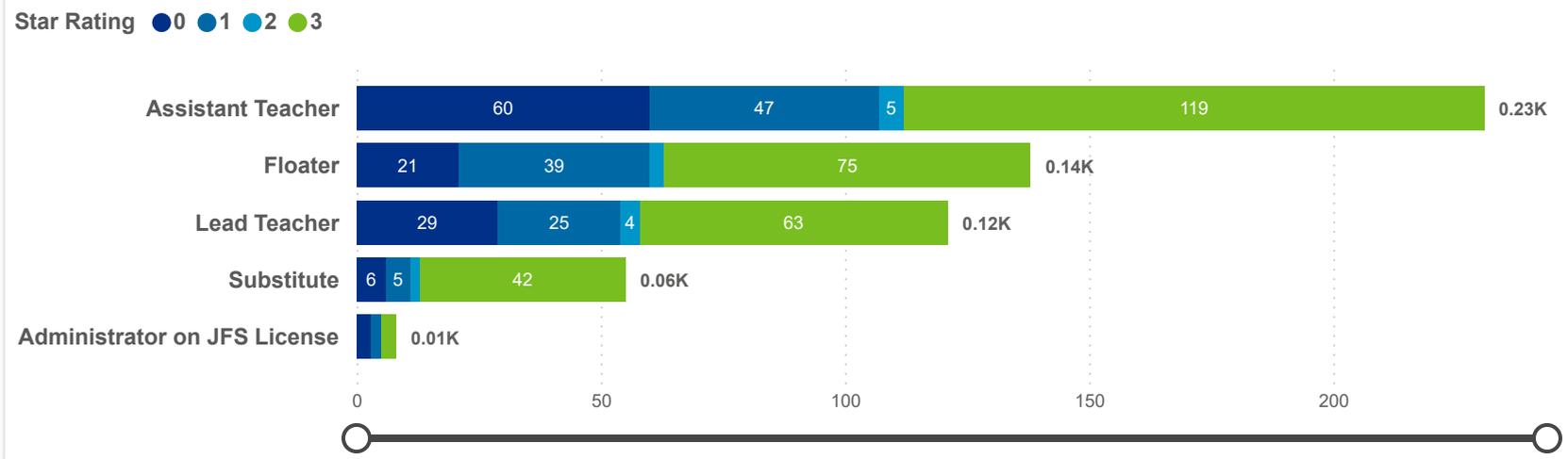


Date: 202410 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All
 202412 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All
 SDA>County: SDA 4 | Beale Code: All | Student Age Group: All | POWER Levels: All



ADJUSTED WORKERS 15,732	TOTAL LEAVER 676	TOTAL STAYER 15,056	SELECTED PERIOD CHURN % 4.30%
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Leaver by Job Title and Star Rating

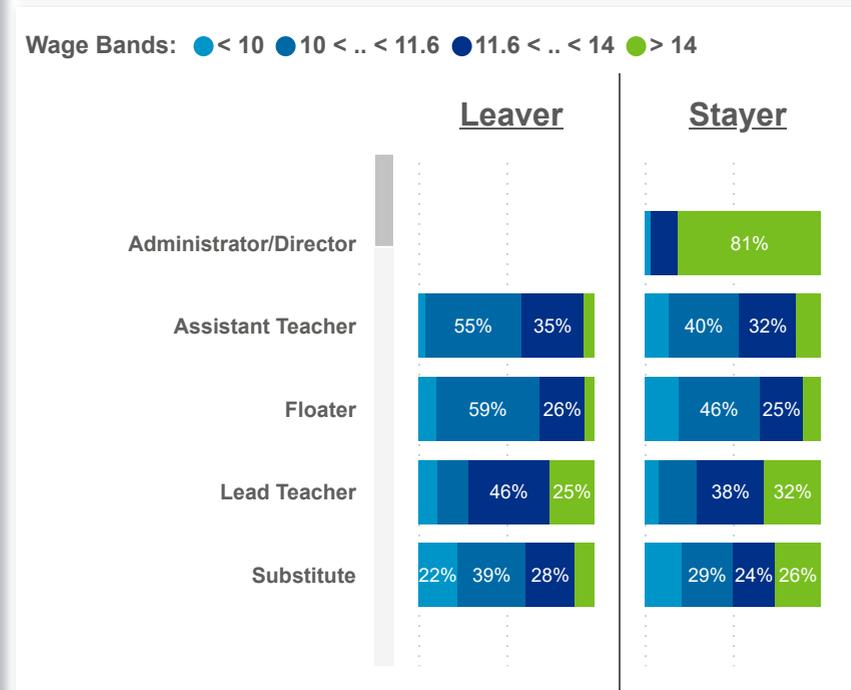
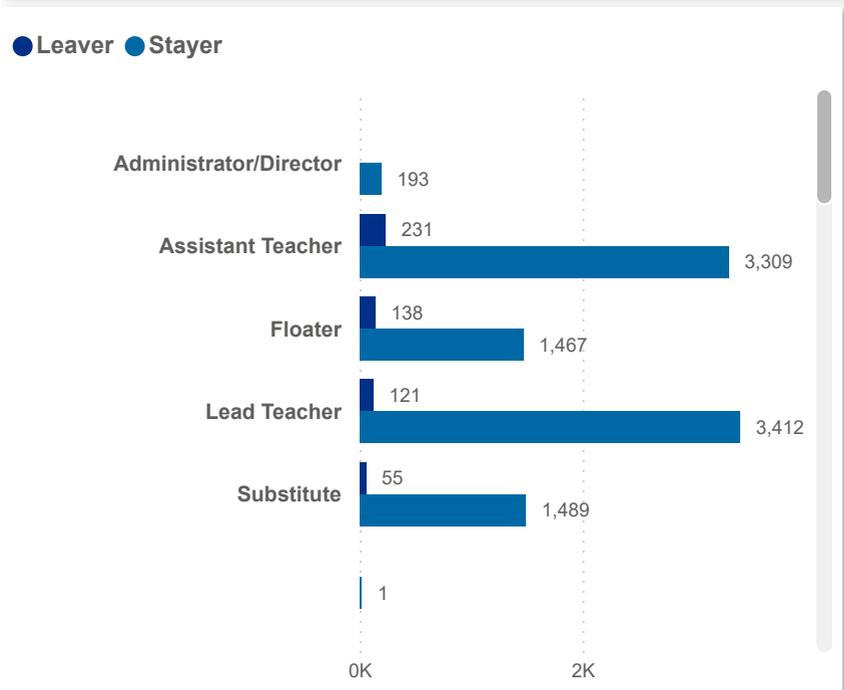
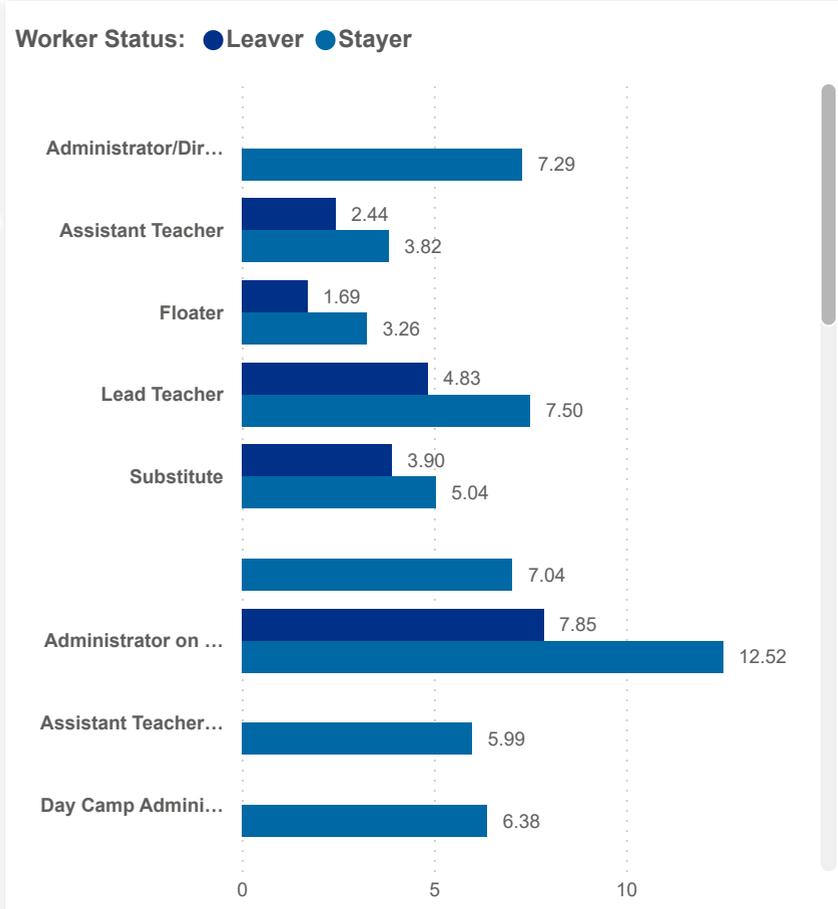
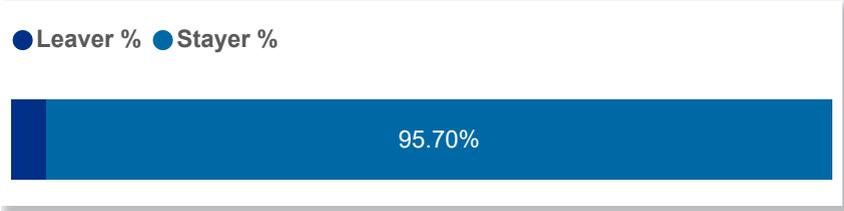


County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Avg Star Rating
Mahoning OH	3,036	1,923	17.42%	109	2,927	3.59%	96.41%	1.25%	7.02%	2.45%	4.06	1.93
Summit OH	5,639	4,116	37.28%	215	5,424	3.81%	96.19%	1.36%	7.36%	2.60%	4.92	1.86
Stark OH	3,376	2,417	21.89%	167	3,209	4.95%	95.05%	1.77%	8.59%	3.06%	6.12	1.81
Portage OH	1,108	871	7.89%	68	1,040	6.14%	93.86%	2.14%	8.75%	3.05%	4.09	1.64
Trumbull OH	1,233	952	8.62%	48	1,185	3.89%	96.11%	1.38%	5.92%	2.11%	5.75	1.57
Medina OH	1,340	1,011	9.16%	69	1,271	5.15%	94.85%	1.84%	8.96%	3.20%	5.40	1.41
Total	15,732	11,041	100.00%	676	15,056	4.30%	95.70%	1.52%	7.68%	2.71%	5.09	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)
676	15,056	3.00	5.74	13.50	15.00





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

Date: Position Type: SUTQ Rating: Total Duration: Center Type: Publicly Funded: TEACH Models:

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

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

LEAVER

STAYER

4.30%

95.70%

LEAVER

STAYER

3.00

5.74

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

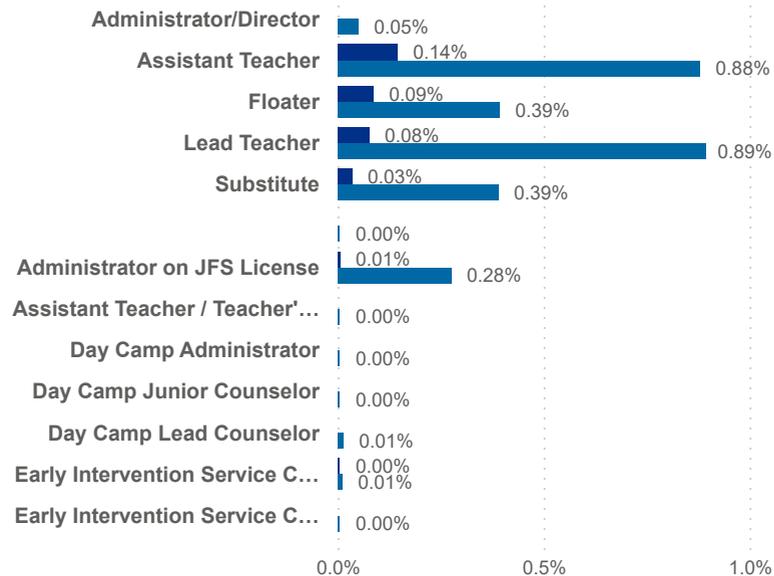
13.50

15.00

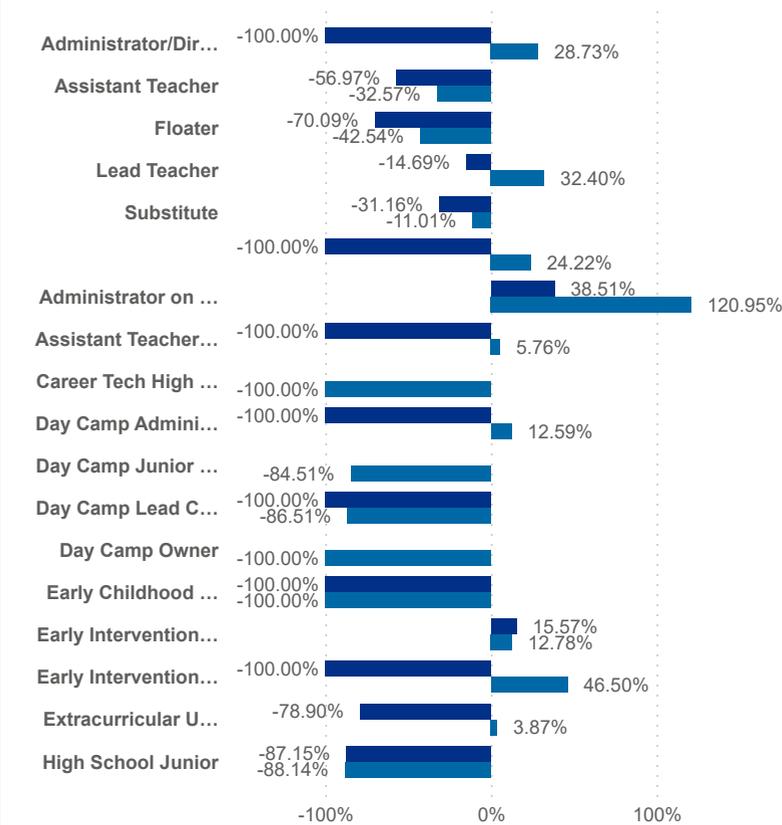
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



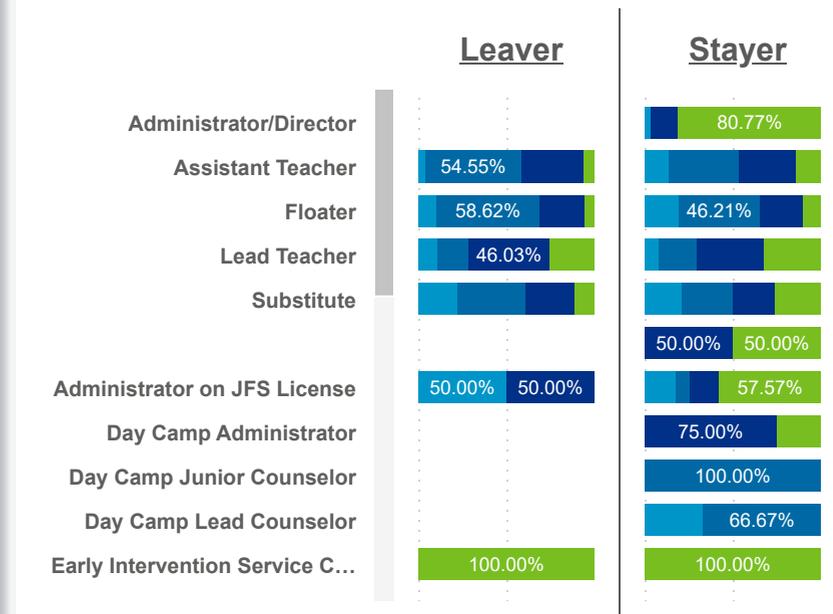
Worker Status: ● Leaver ● Stayer



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)

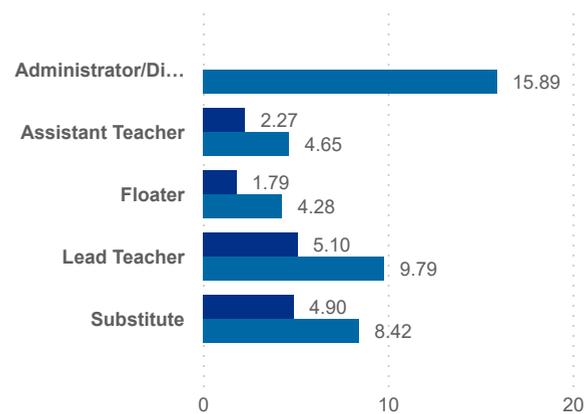
3.35

STAYER (Avg Career Duration)

9.44

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



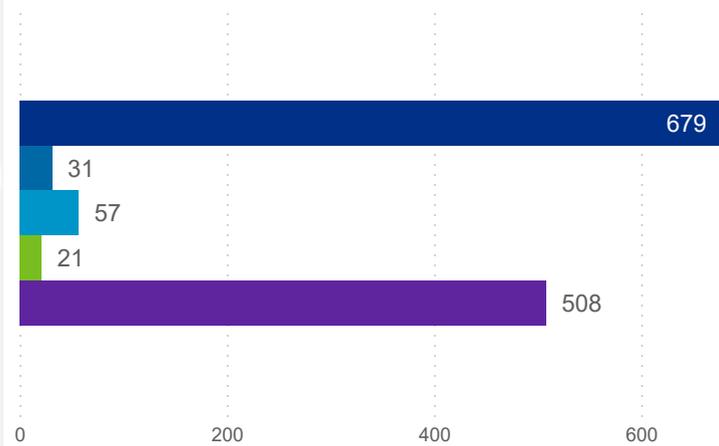
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Mahoning	Administrator/Director	2.27		Early	8.13	1.2
Medina	Administrator/Director	2.32		Early	10.20	1.5
Portage	Administrator/Director	1.36		Early	7.00	2.3
Stark	Administrator/Director	1.59		Early	9.60	2.1
Summit	Administrator/Director	0.98		Early	8.33	1.9
Trumbull	Administrator/Director	1.45		Early	7.50	2.7
Stark	Administrator/Director	2.43	17.00	Early	30.25	0.0
Stark	Administrator/Director	4.25	20.00	Early	14.80	3.0
Trumbull	Administrator/Director	2.88	20.00	Early	2.10	1.0
Stark	Administrator/Director	4.08	23.00	Early	51.00	0.0

TOTAL STAYER

15,056

Turnover Reasons

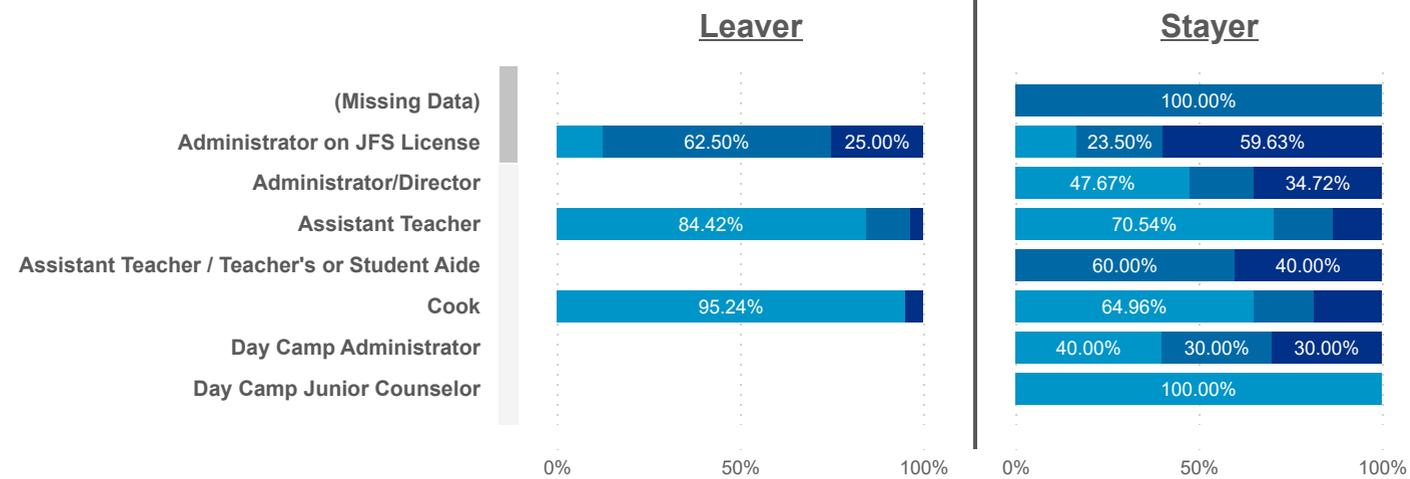
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

57

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)

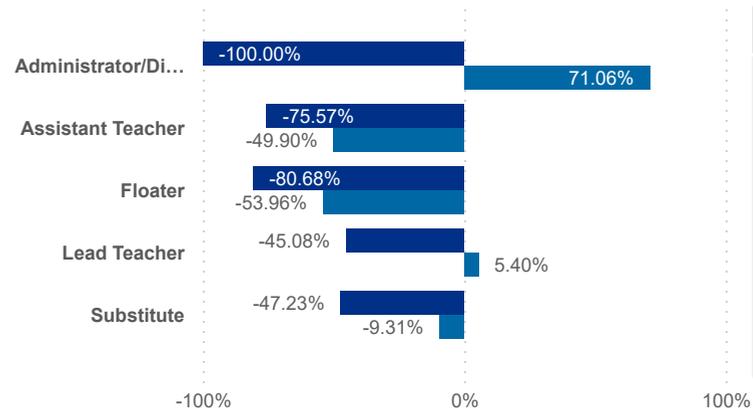
3.35

STAYER (Avg Career Duration)

9.44

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Trumbull	Floater	0.00	12.50	Mid	4.92	1.0
Mahoning	Substitute	0.00	15.00	Early	3.00	0.0
Mahoning	Floater	0.01	13.75	Early	3.38	3.0
Trumbull	Substitute	0.01	15.00	Early	1.09	3.0
Summit	Administrator on JFS License	0.01	19.00	Mid	5.67	0.0
Summit	Cook	0.01	11.75	Early	16.20	0.0
Trumbull	Assistant Teacher	0.02	15.00	Early	7.60	0.0
Mahoning	Early Intervention Service Coordinator	0.02	21.00	Early	0.00	0.0
Mahoning	Individual Service Provider Used in Ratio	0.02	14.33	Early	1.37	3.0
Mahoning	Assistant Teacher	0.03	10.35	Early	5.73	1.0

TOTAL STAYER

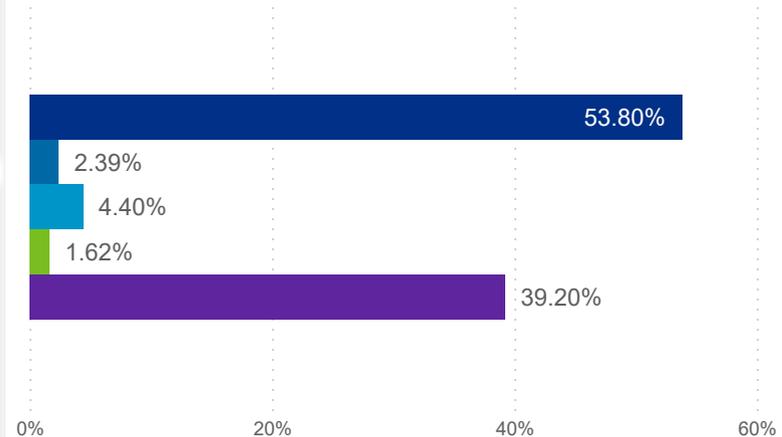
15,056

STAYER (Promotion)

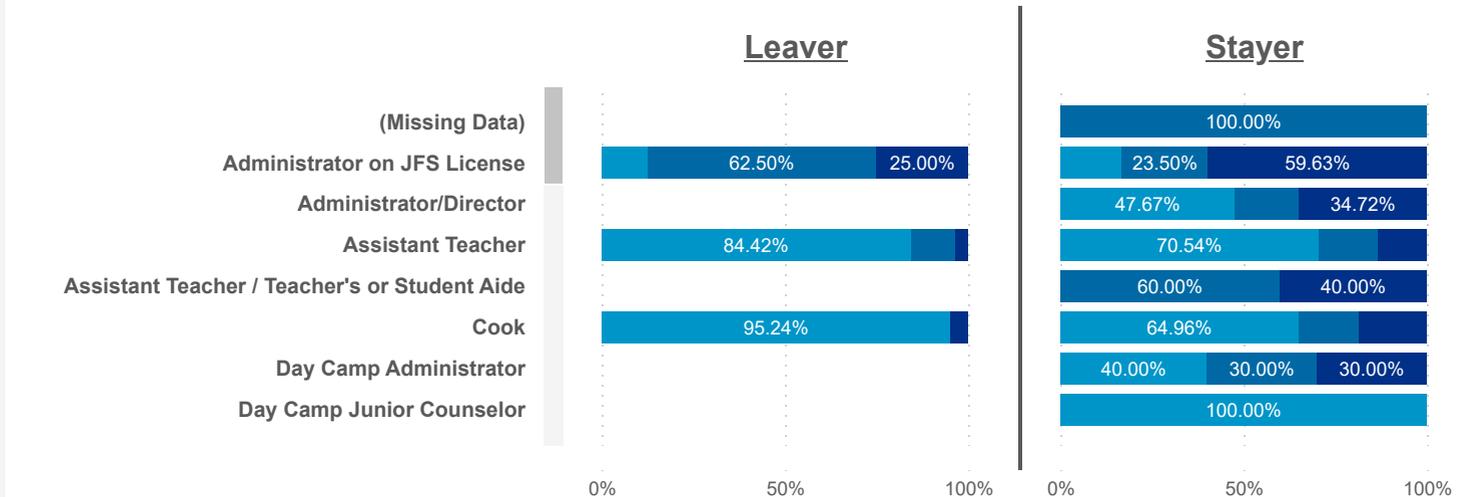
57

Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



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
13.50

STAYER
15.00

LEAVER
0.72

STAYER
0.67

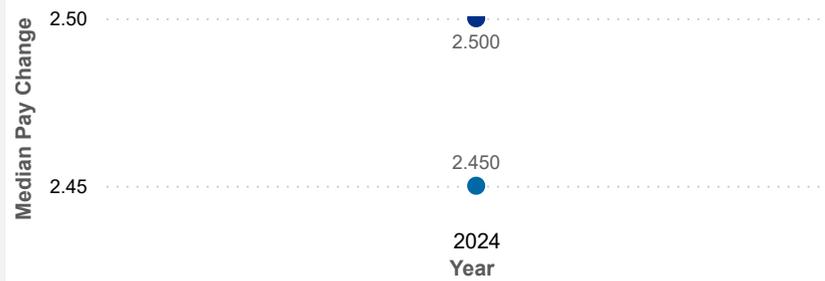
Seniority: ● Early ● Mid ● Senior



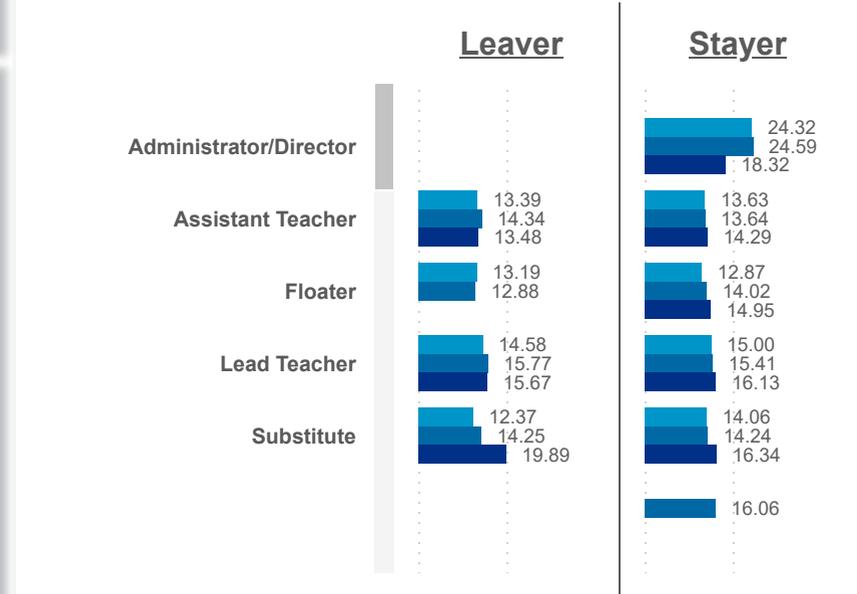
Worker Status: ● Leaver ● Stayer



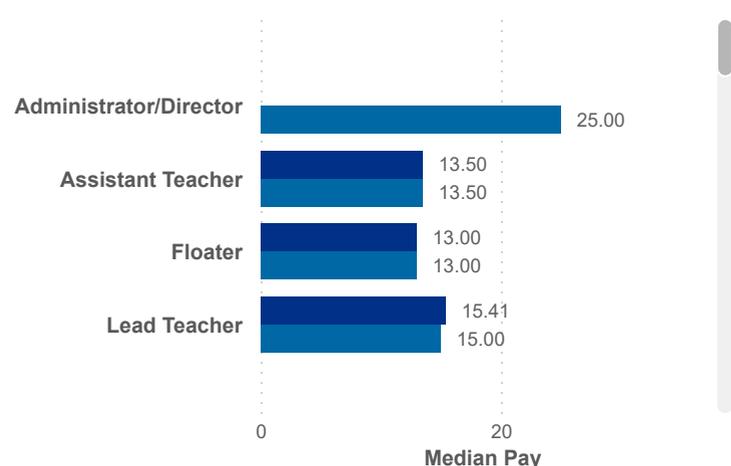
Worker Status: ● Leaver ● Stayer



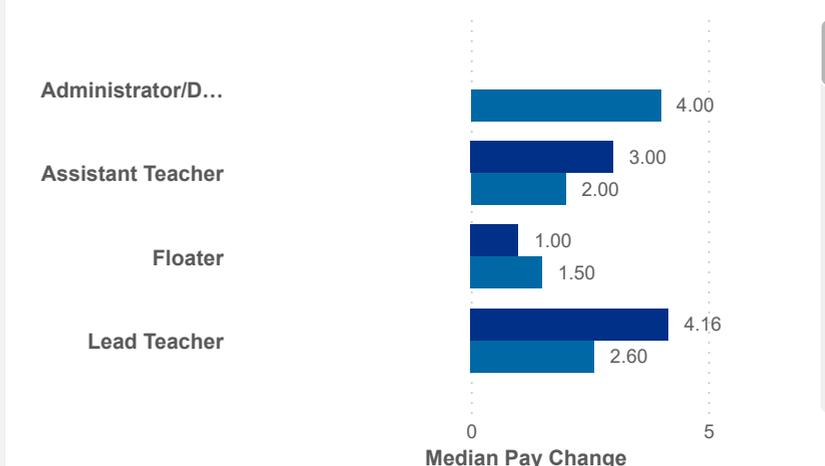
Seniority: ● Early ● Mid ● Senior



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

13.50

STAYER

15.00

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

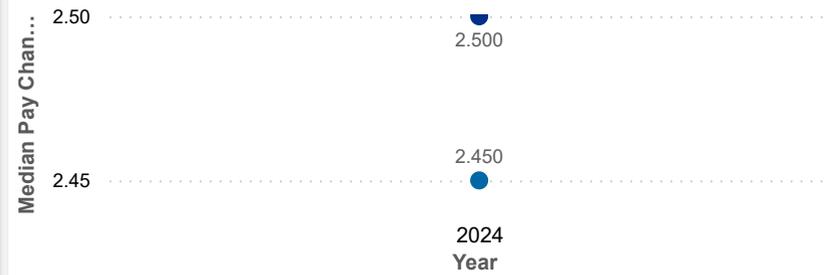
LEAVER

0.72

STAYER

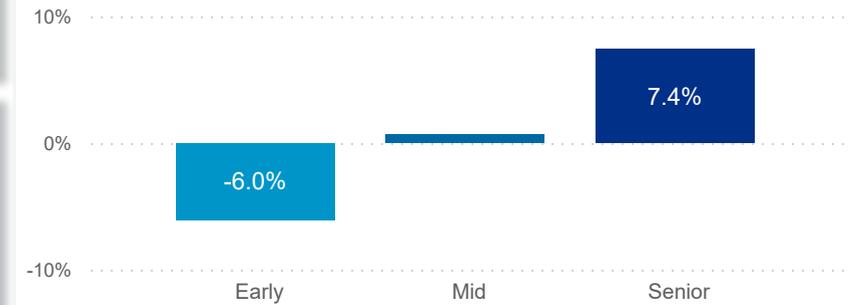
0.67

Worker Status: ● Leaver ● Stayer

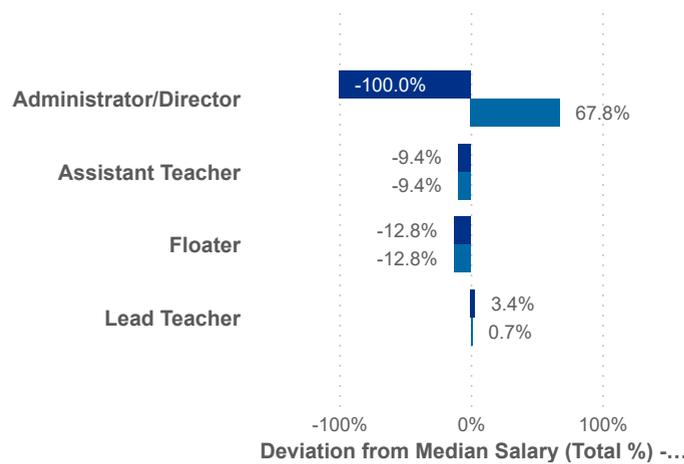


PAY & CAREER SENIORITY (USD)

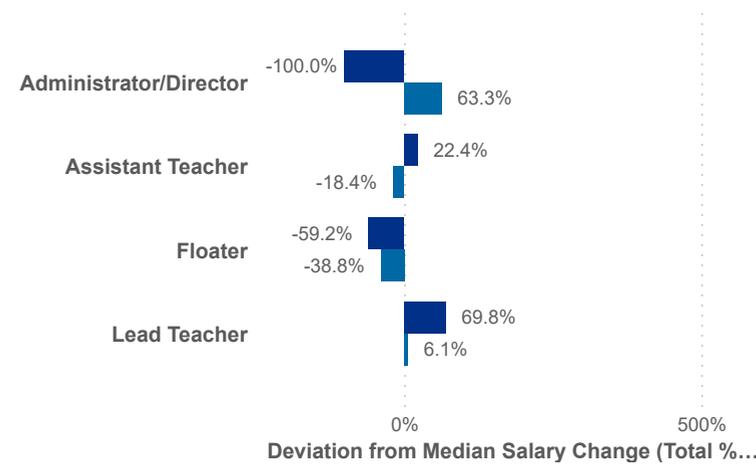
Seniority: ● Early ● Mid ● Senior



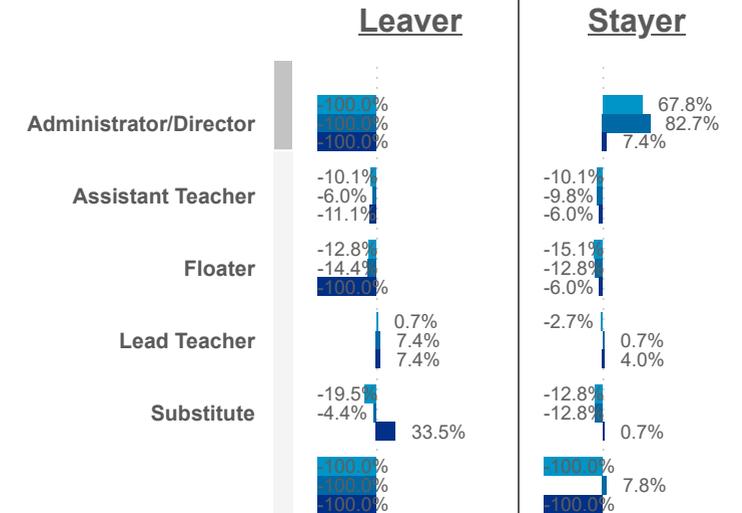
Worker Status: ● Leaver ● Stayer



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)

5.09

Workload Median (Leaver)

4.97

Workload Median (Stayer)

5.09

Star Rating Mean (Total)

1.8

Star Rating Mean (Leaver)

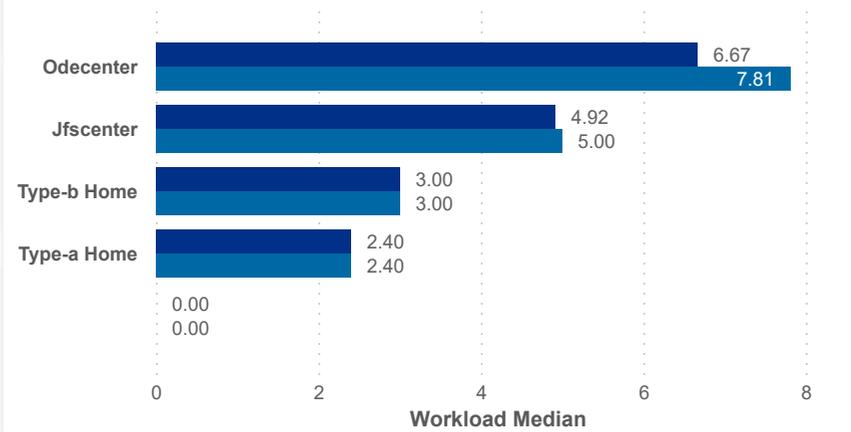
1.9

Star Rating Mean (Stayer)

1.8

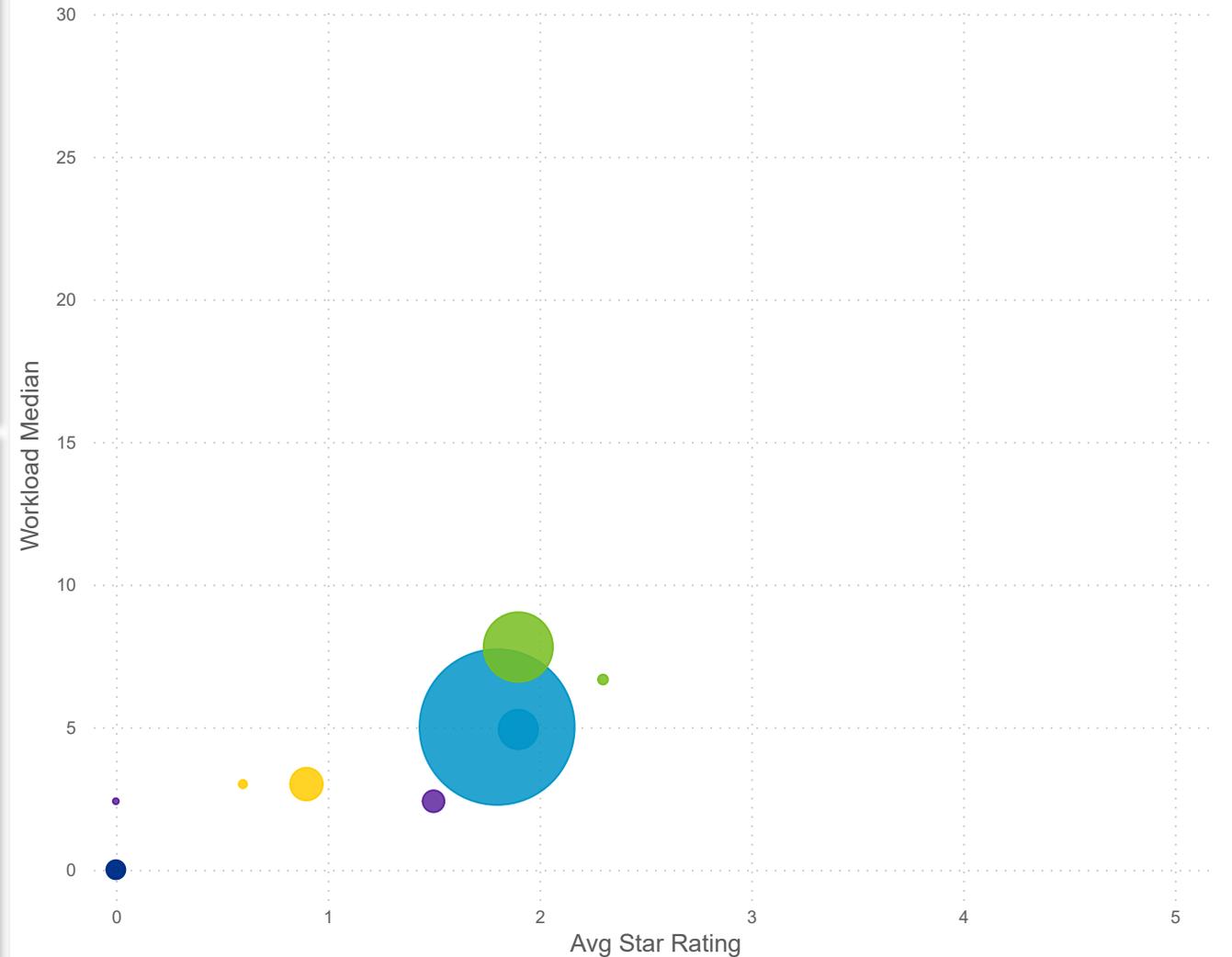
Workload Median

Worker status ● Leaver ● Stayer



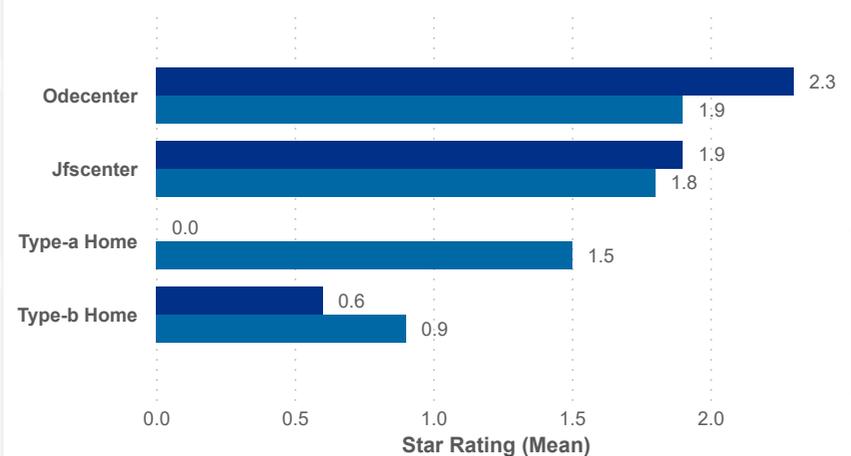
Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

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



Star Rating Mean

Worker status ● Leaver ● Stayer





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

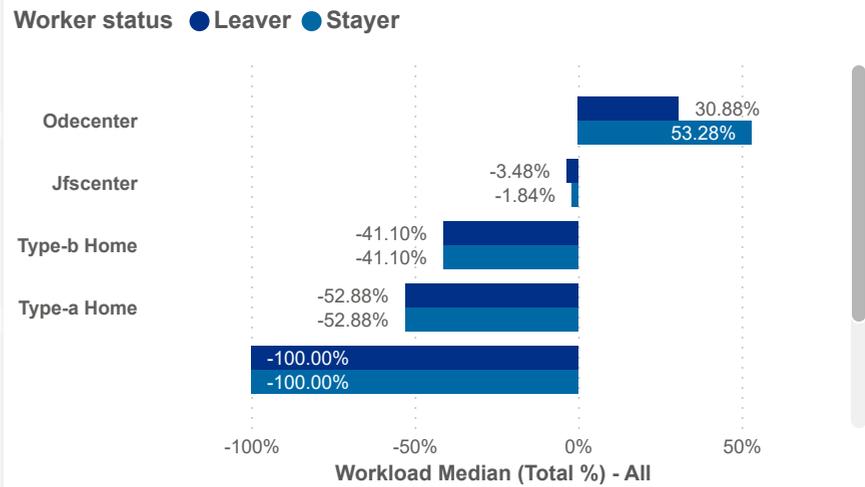
Date: Position Type:
 SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:

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

Workload Median (Total)

5.09

Workload Median (Total %)



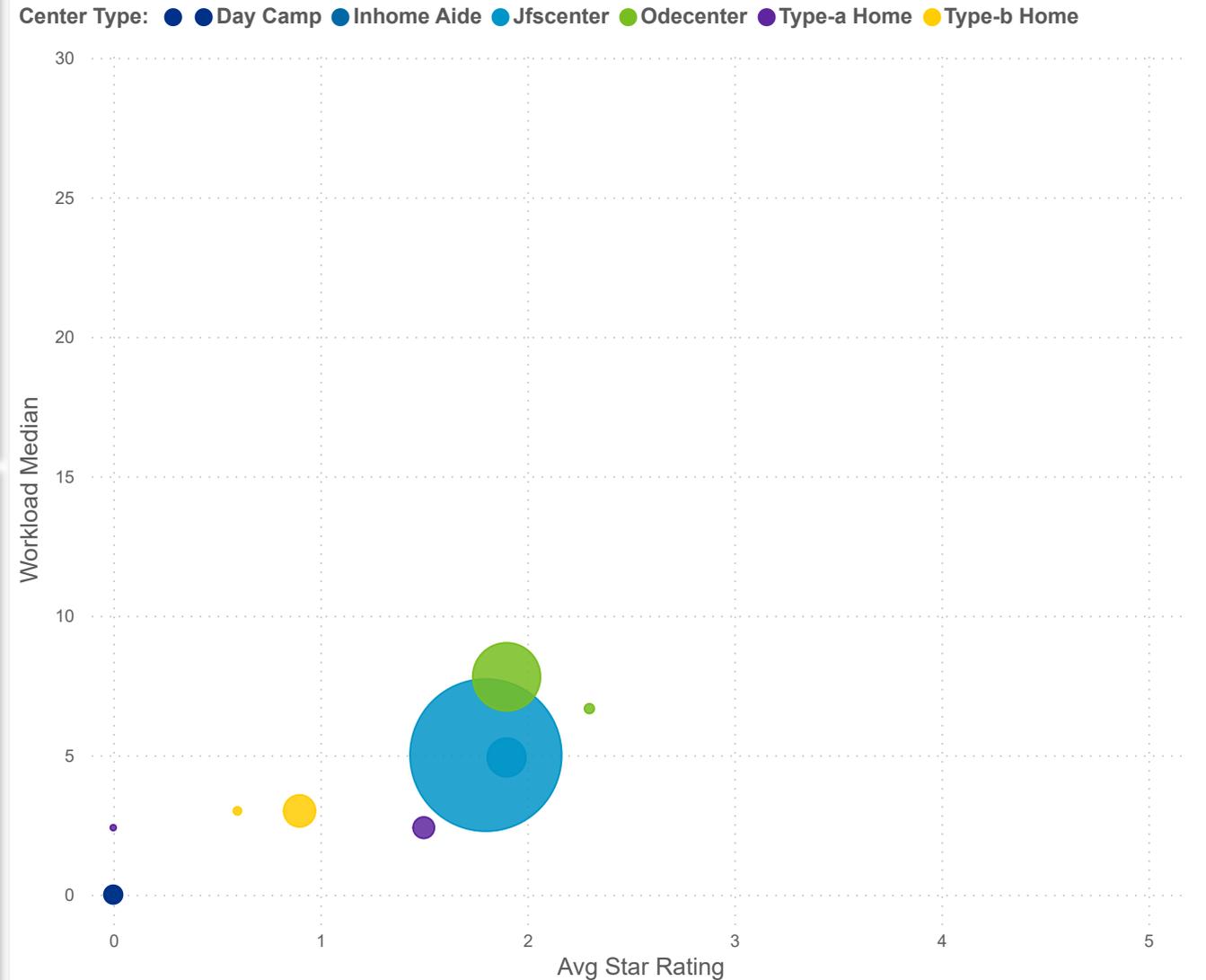
Workload Median (Leaver)

4.97

Workload Median (Stayer)

5.09

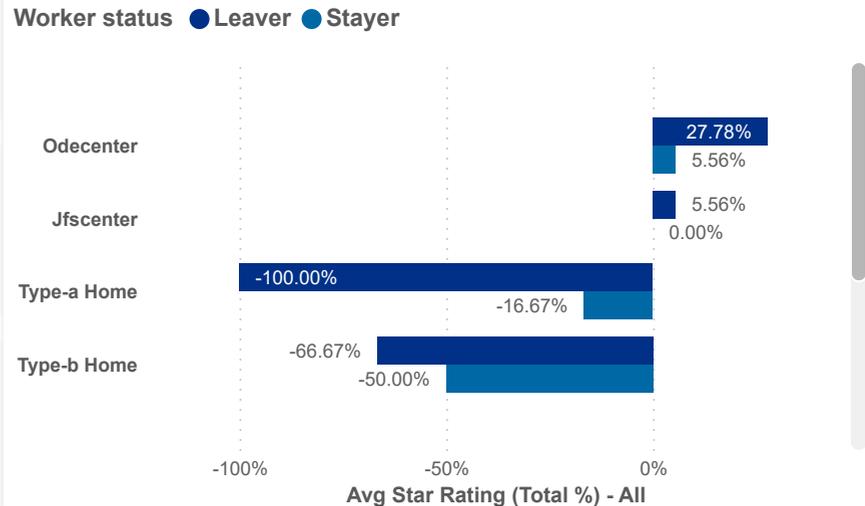
Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type



Star Rating Mean (Total)

1.8

Star Rating Mean (Total %)



Star Rating Mean (Leaver)

1.9

Star Rating Mean (Stayer)

1.8



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

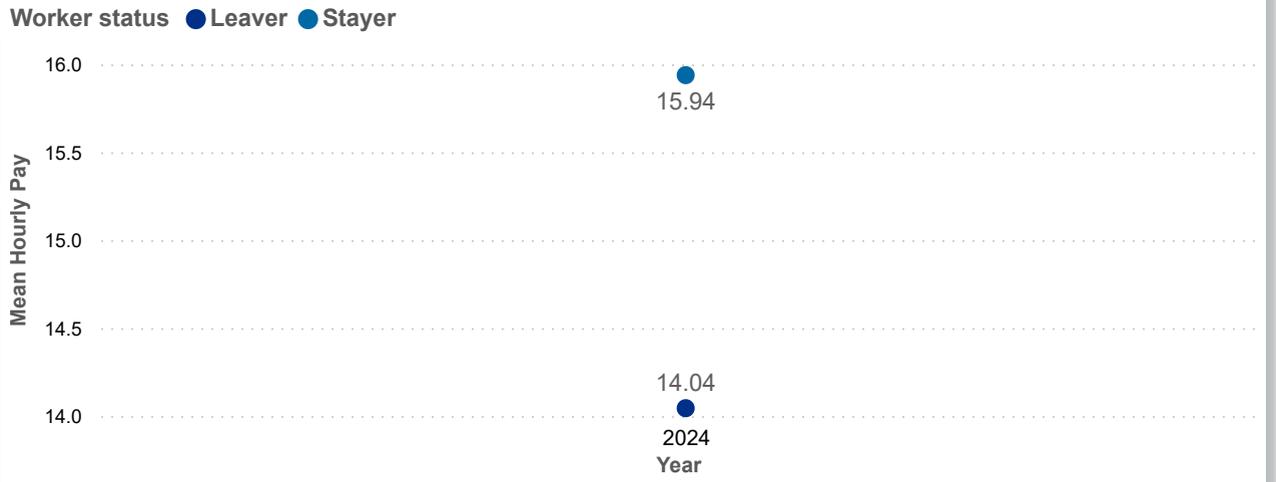
Position Type: SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:

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

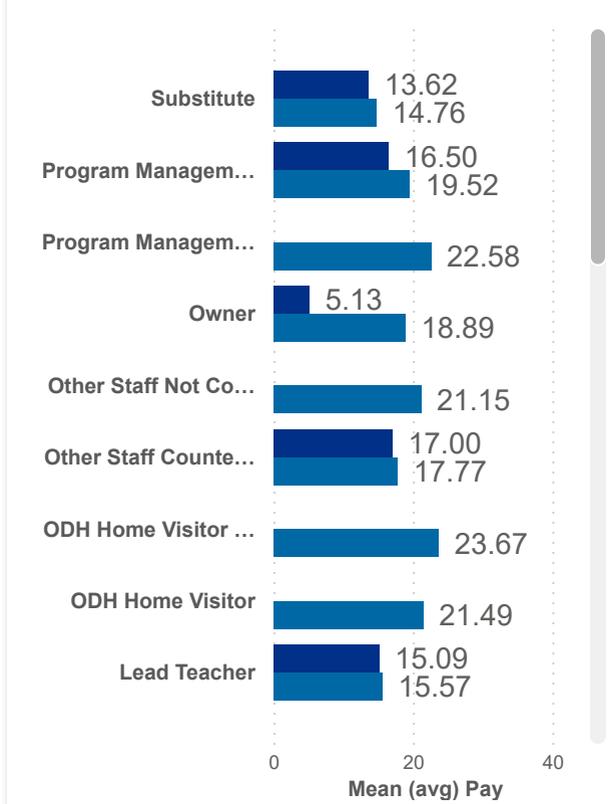
PAY MEAN (USD)

LEAVER	STAYER	COMBINED
14.04	15.94	15.91

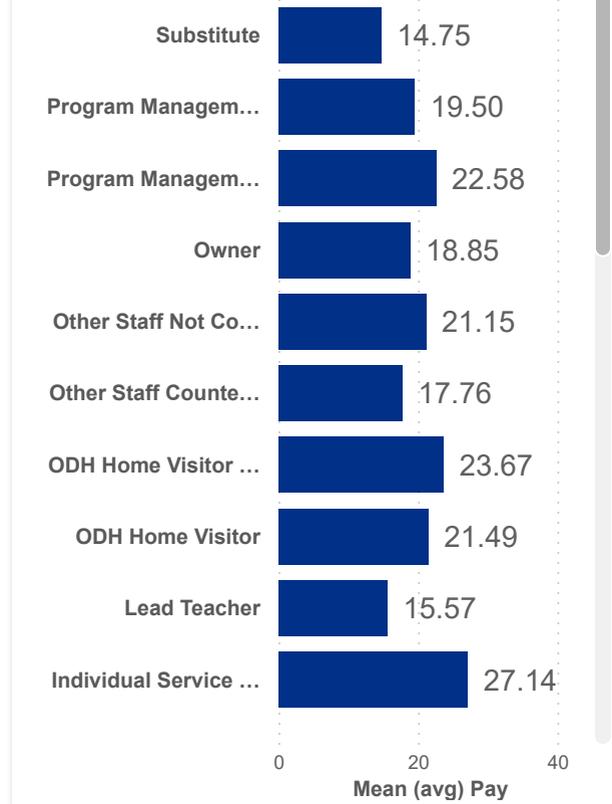
Salary Mean by Year and Worker Status



Worker ... ● Leaver ● Stayer



Worker ... ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

