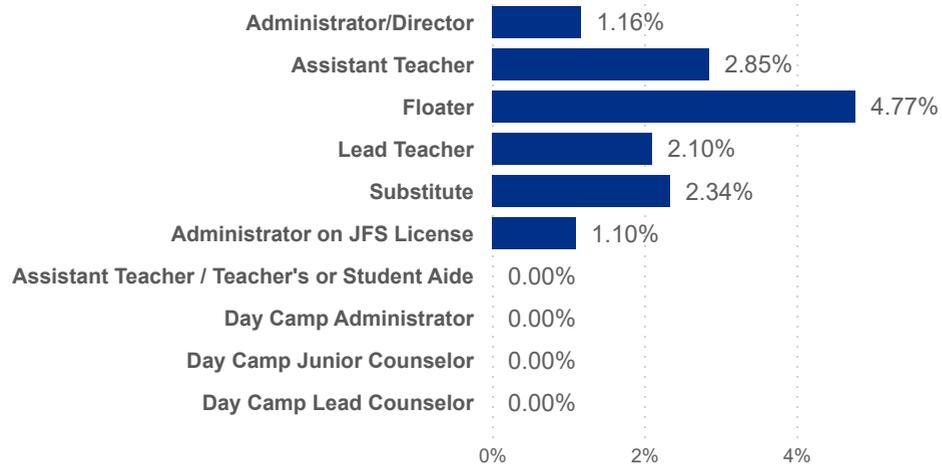




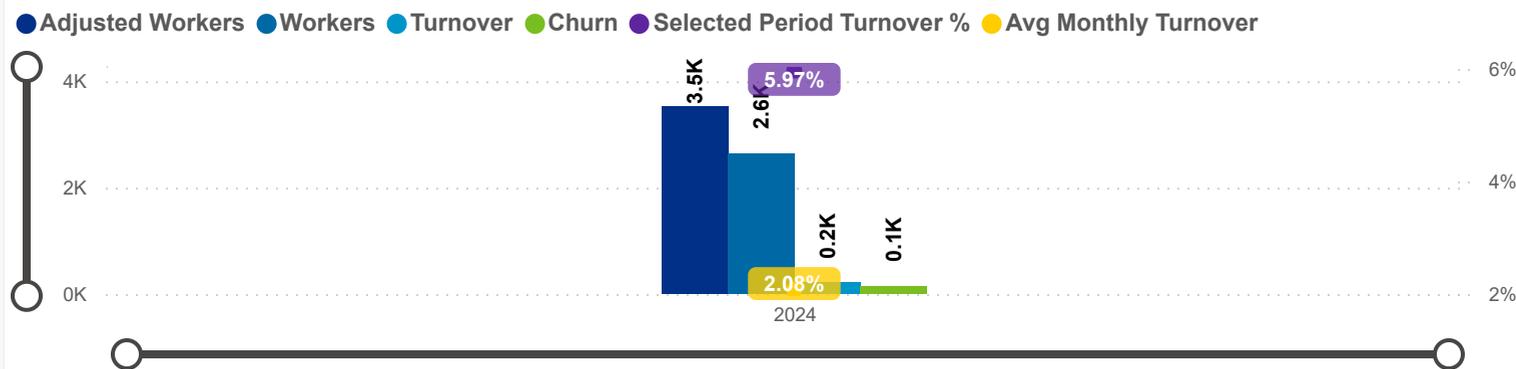
Date: Program Type: Job Title: Teacher Age Group: Education: TEACH Status:
 Position Type: SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:
 SDA>County: Beale Code: Student Age Group: POWER Levels:

Avg Monthly Turnover Rates by Job Title

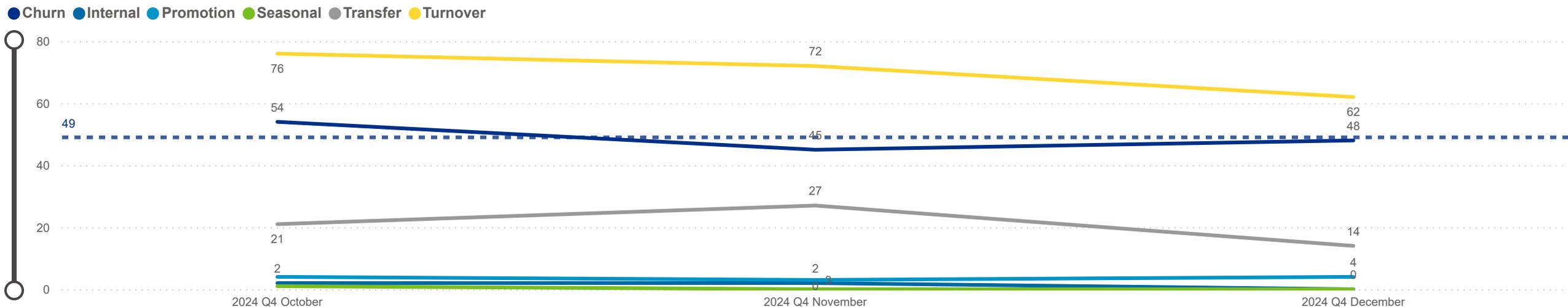


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.08%	3,517	147	3,370	5.97%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series





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

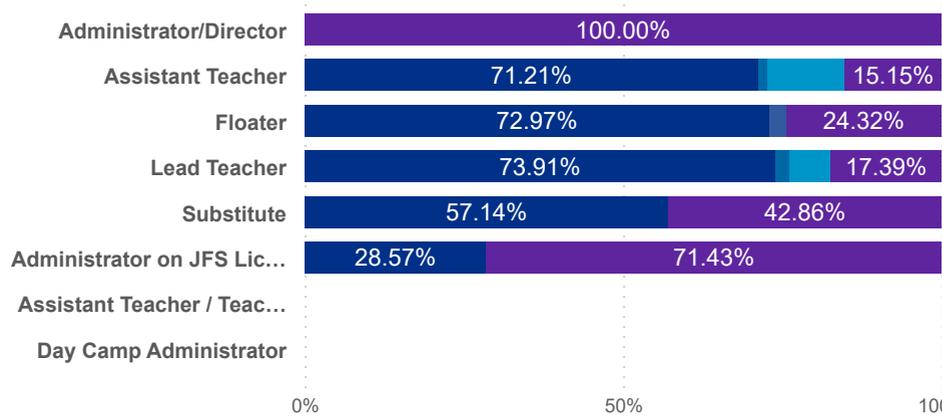
 Position Type: Credential: TEACH Models:

 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

1.45%

Adjusted Workers

3,517

Workload Median

4.65

Pay Median USD / hr

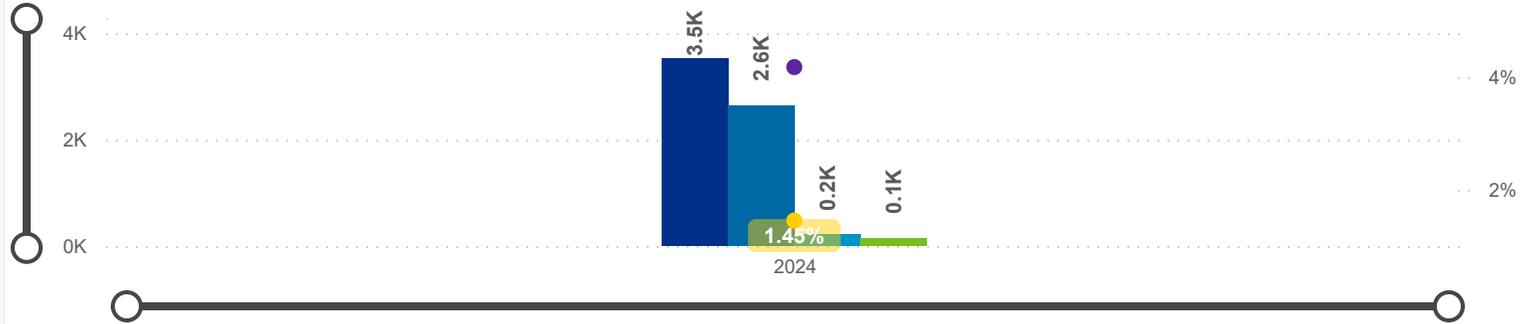
14.71

Avg ECE Duration

6.04

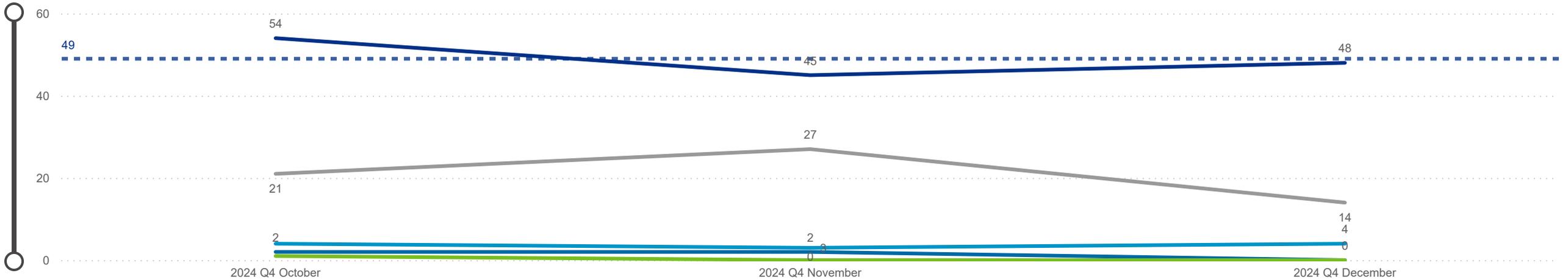
Avg Monthly Churn and Number of Workers

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

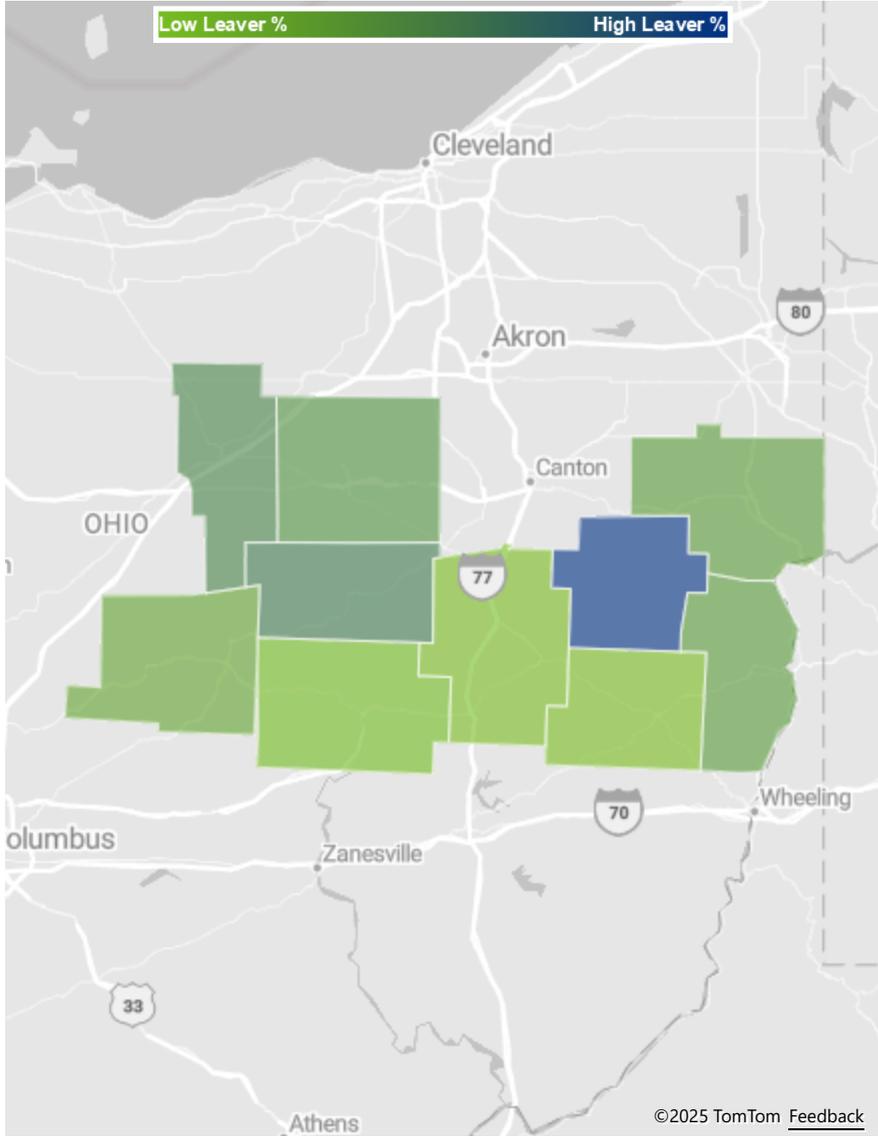


Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer

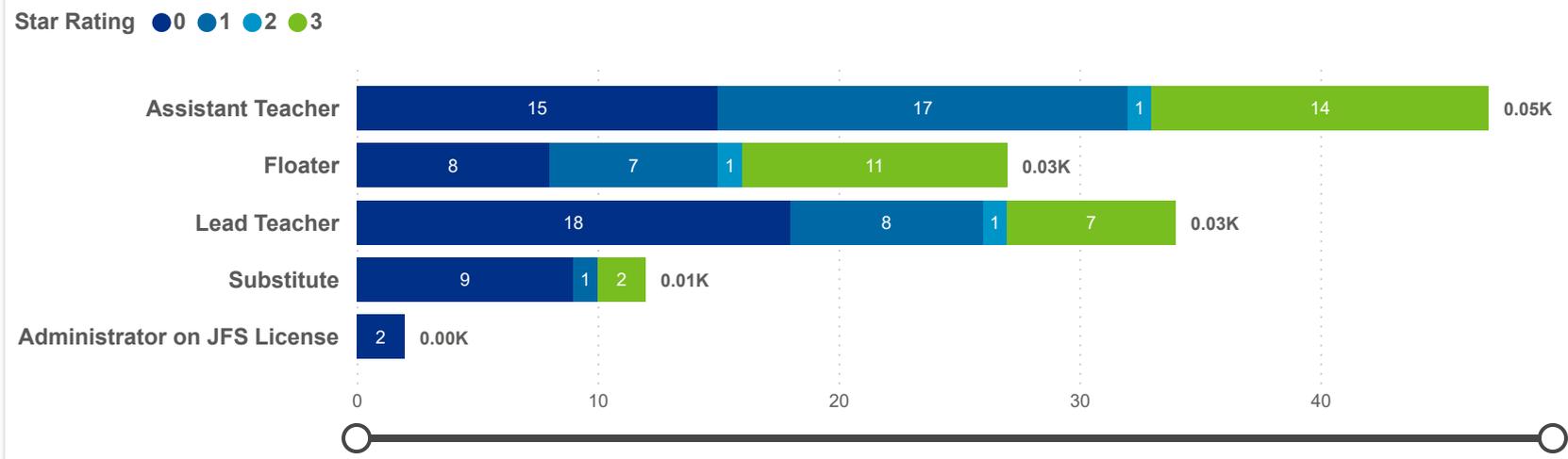


Date: 202410 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All
 202412 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All
 SDA>County: SDA 5 | Beale Code: All | Student Age Group: All | POWER Levels: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
3,517	147	3,370	4.18%

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
Harrison OH	45	41	1.55%	5	45	100.00%	0.00%	0.00%	0.00%	0.00%	7.94	2.73
Holmes OH	83	65	2.46%	8	78	6.02%	93.98%	2.04%	6.02%	2.04%	4.62	2.33
Carroll OH	79	73	2.76%	8	71	10.13%	89.87%	3.60%	11.39%	4.05%	6.36	2.23
Columbiana OH	705	477	18.04%	30	675	4.26%	95.74%	1.47%	6.81%	2.36%	4.12	2.18
Coshocton OH	307	234	8.85%	8	299	2.61%	97.39%	0.92%	4.56%	1.61%	4.60	2.06
Knox OH	459	345	13.05%	17	442	3.70%	96.30%	1.31%	5.01%	1.78%	3.00	2.01
Jefferson OH	376	327	12.37%	17	359	4.52%	95.48%	1.57%	5.05%	1.75%	6.00	1.90
Ashland OH	290	248	9.38%	16	274	5.52%	94.48%	1.90%	8.62%	2.97%	5.70	1.65
Wayne OH	668	512	19.36%	33	635	4.94%	95.06%	1.72%	7.63%	2.66%	5.56	1.62
Tuscarawas OH	506	376	14.22%	13	493	2.57%	97.43%	0.88%	3.16%	1.09%	5.73	1.49
Total	3,517	2,644	100.00%	147	3,370	4.18%	95.82%	1.45%	5.97%	2.08%	4.65	1.88

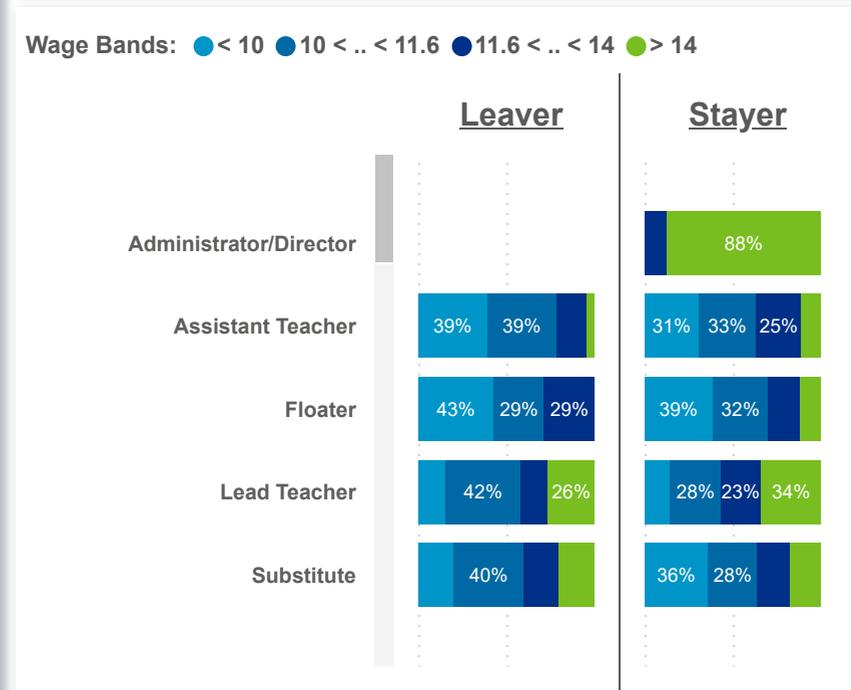
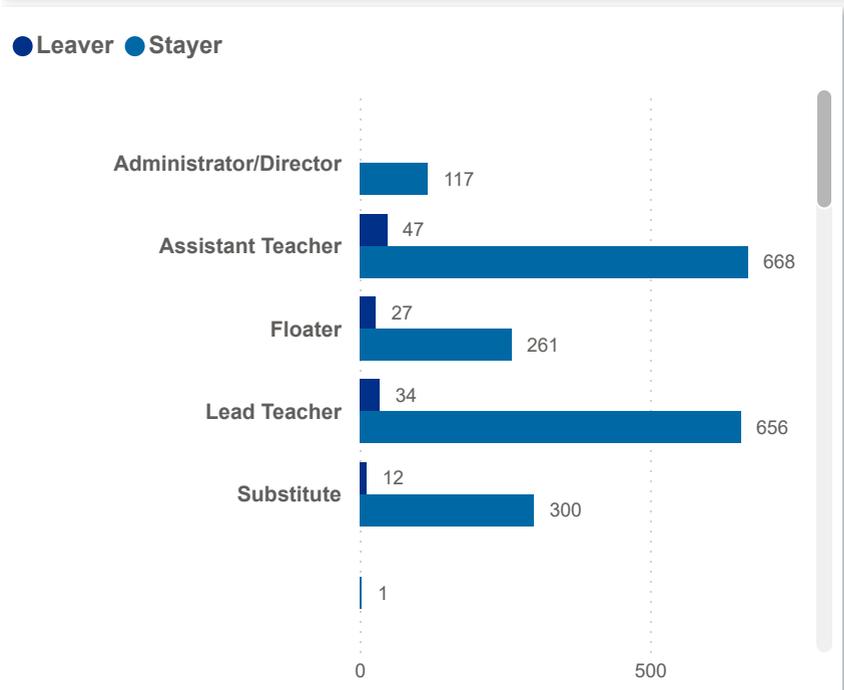
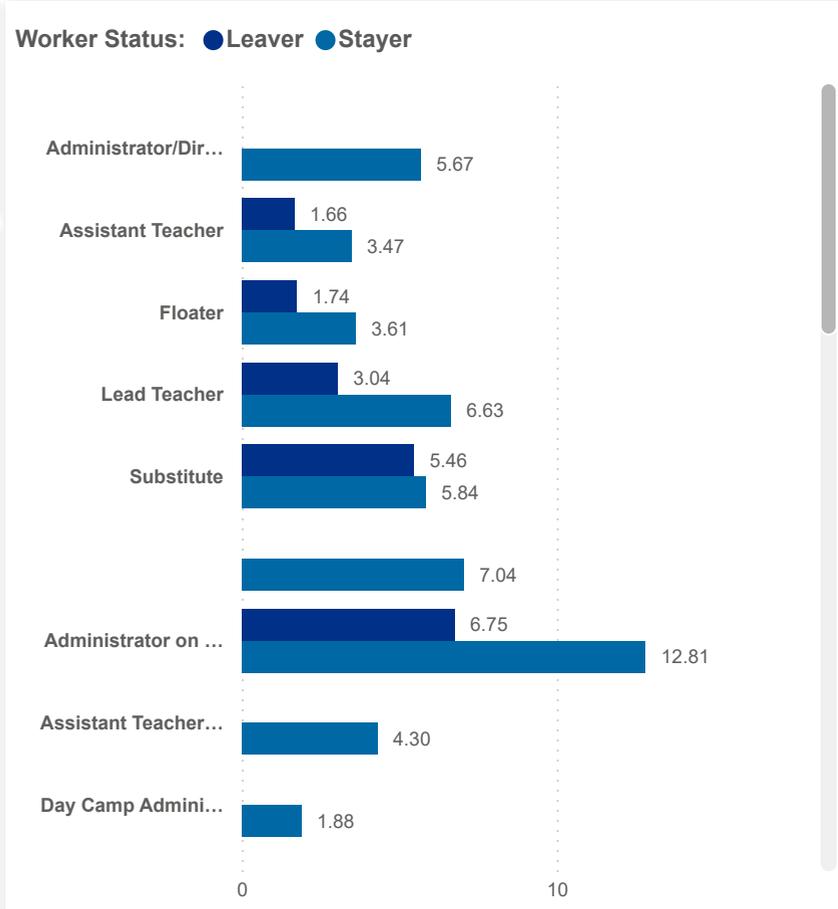
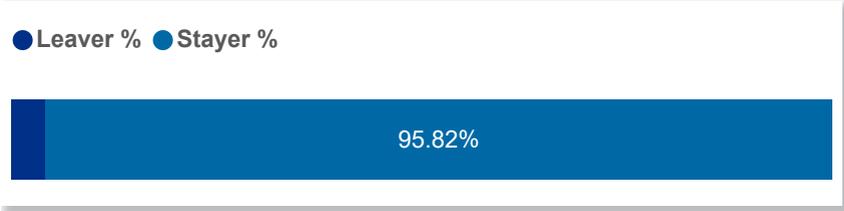


Date: Program Type: Job Title: Teacher Age Group: Education: TEACH Status:

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)
147	3,370	2.63	6.12	12.38	14.77





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)

LEAVER

STAYER

4.18%

95.82%

LEAVER

STAYER

2.63

6.12

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

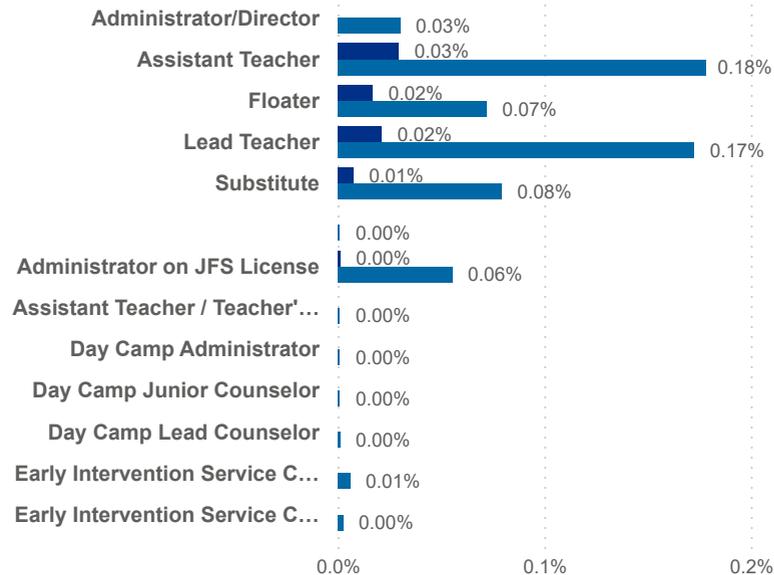
12.38

14.77

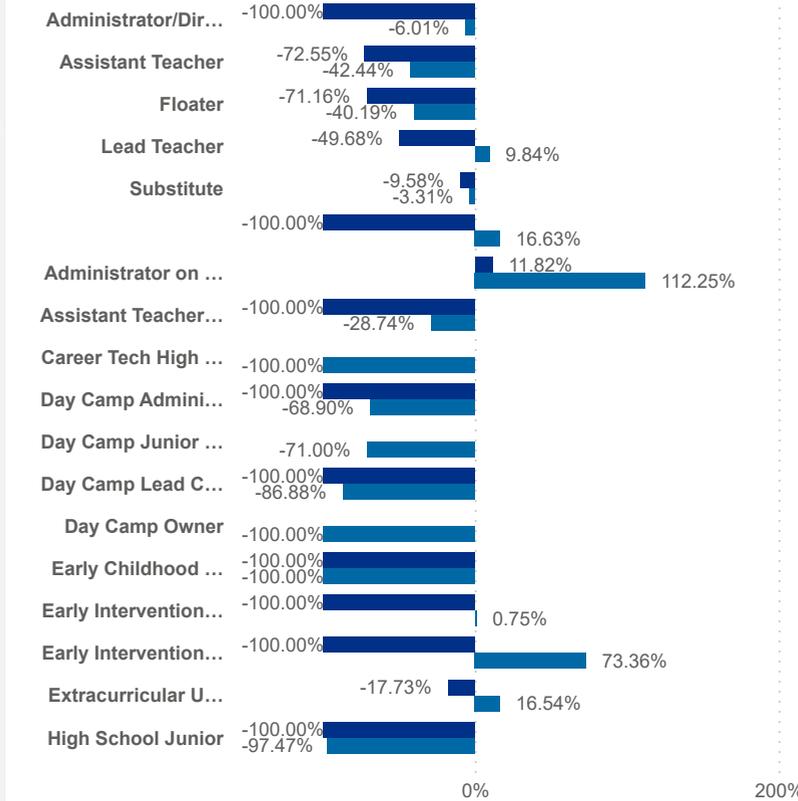
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



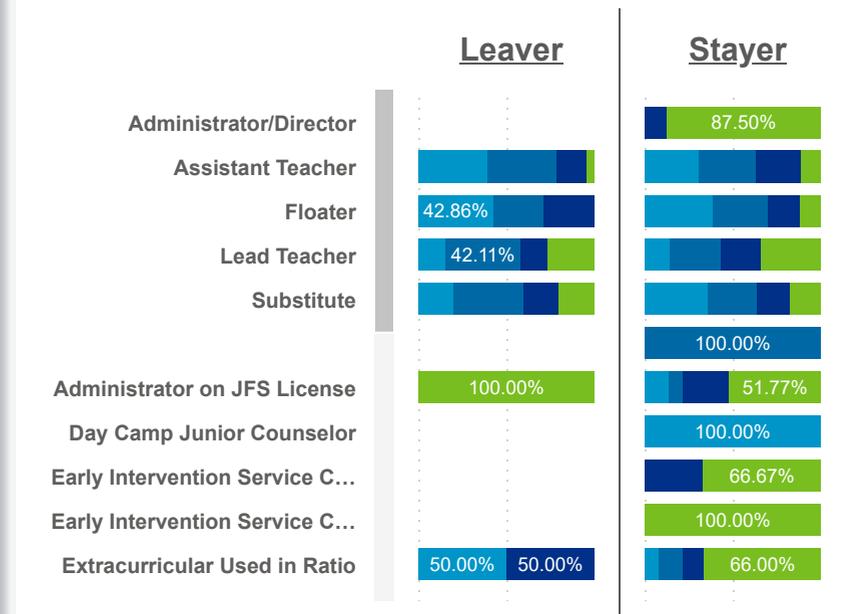
Worker Status: ● Leaver ● Stayer



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



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





Date: 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 5 Beale Code: All Student Age Group: All POWER Levels: All

LEAVER (Avg Career Duration)

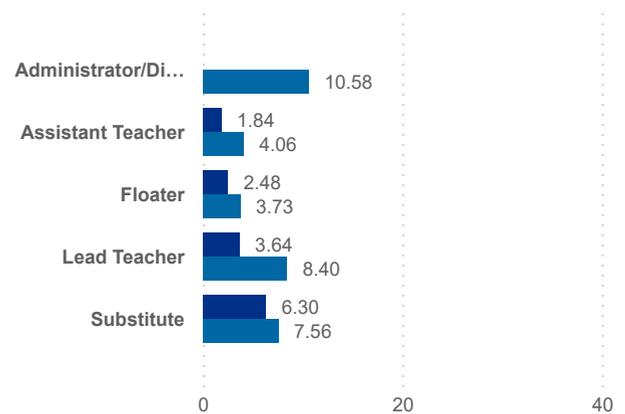
3.18

STAYER (Avg Career Duration)

12.49

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



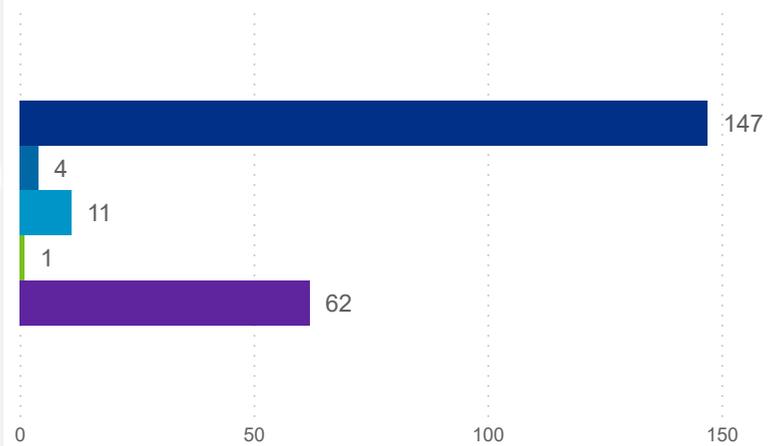
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Ashland	Administrator/Director	2.53		Early	12.80	1.5
Carroll	Administrator/Director	1.73		Early	10.40	3.0
Columbiana	Administrator/Director	2.22		Early	12.17	2.7
Coshocton	Administrator/Director	1.54		Early	6.00	3.0
Harrison	Administrator/Director	2.35		Early	7.94	2.0
Holmes	Administrator/Director	1.22		Early	6.08	3.0
Jefferson	Administrator/Director	1.76		Early	6.75	2.1
Tuscarawas	Administrator/Director	1.98		Early	8.00	2.6
Wayne	Administrator/Director	1.40		Early	11.50	0.8
Wayne	Administrator/Director	4.23	15.00	Early	11.00	3.0

TOTAL STAYER

3,370

Turnover Reasons

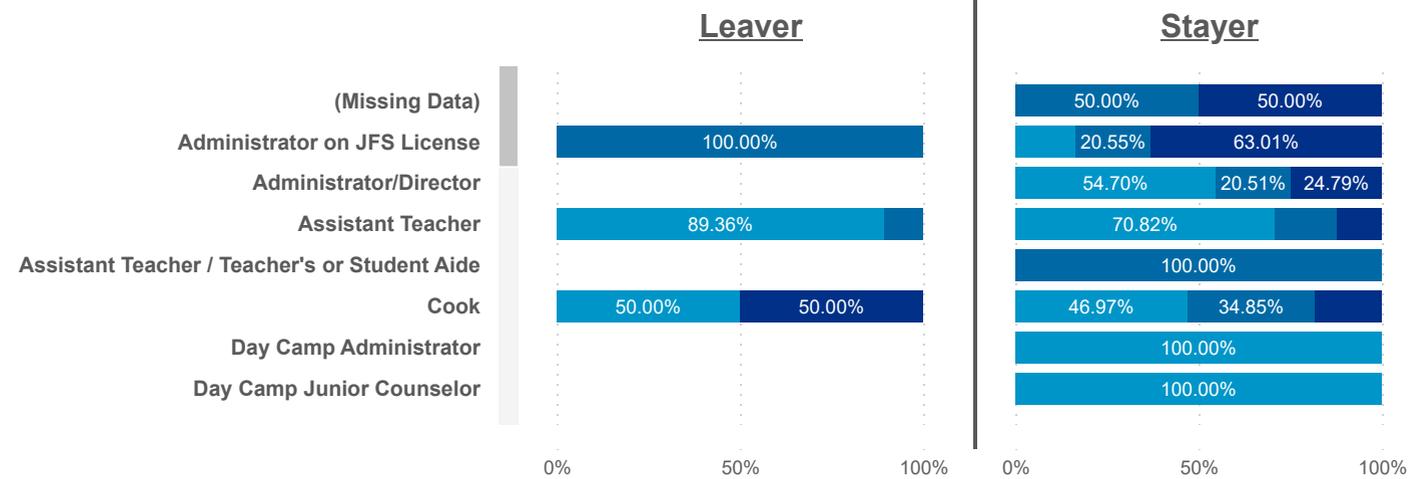
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

11

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 Credential: All TEACH Models: All
 SDA>County: SDA 5 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

LEAVER (Avg Career Duration)

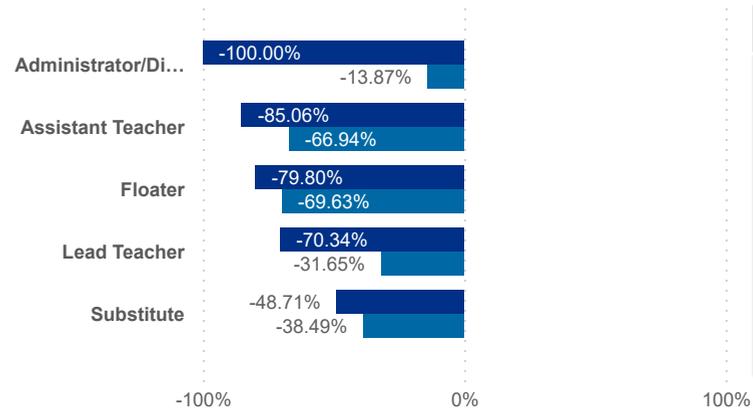
3.18

STAYER (Avg Career Duration)

12.49

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



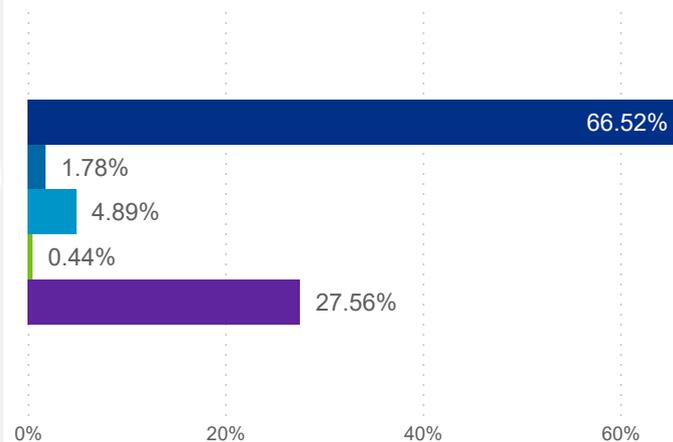
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Wayne	Program Management Used in Ratio	0.00	15.00	Early	8.80	3.0
Coshocton	Lead Teacher	0.03	16.00	Early	5.25	3.0
Jefferson	Lead Teacher	0.04	12.50	Early	8.02	1.0
Knox	Substitute	0.04	11.61	Early	2.36	3.0
Wayne	Assistant Teacher	0.05	13.66	Early	4.00	3.0
Ashland	Assistant Teacher	0.05	14.28	Early	4.33	3.0
Knox	Other Staff Counted In Ratio	0.05	25.00	Early	6.38	3.0
Tuscarawas	Cook	0.05		Early	3.11	0.0
Columbiana	Floater	0.06	14.00	Early	6.00	0.0
Coshocton	Owner	0.07		Early	6.00	0.0
Knox	Floater	0.07	11.50	Early	3.53	3.0

TOTAL STAYER

3,370

Turnover Reasons

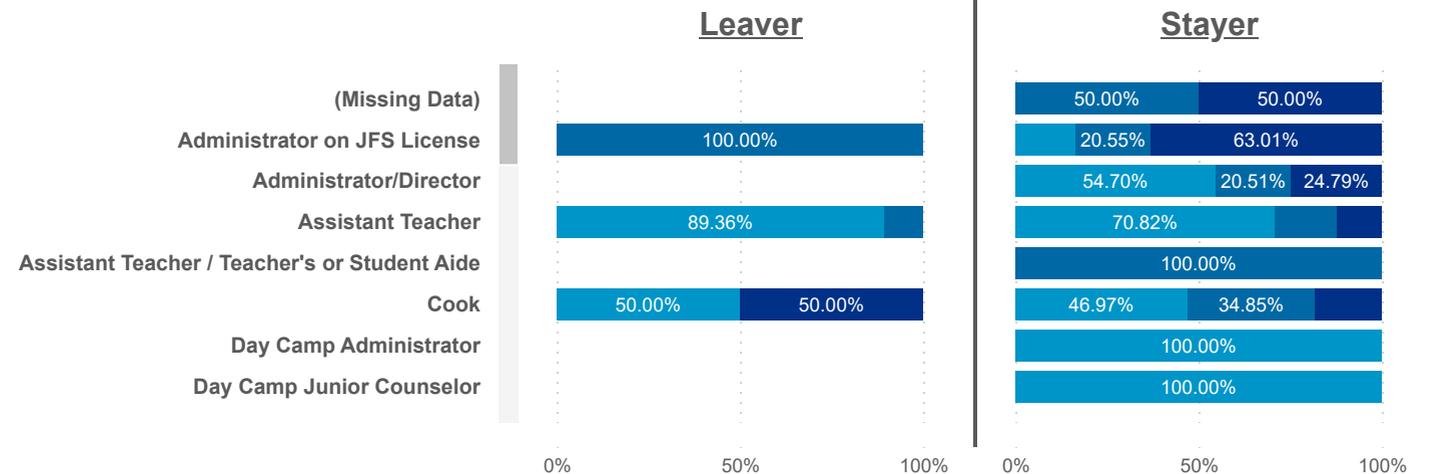
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

11

Seniority: ● Early ● Mid ● Senior





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

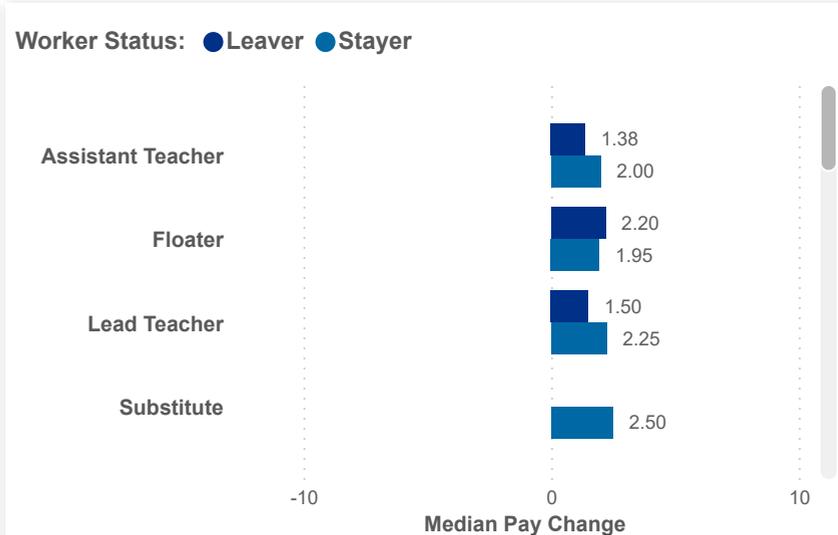
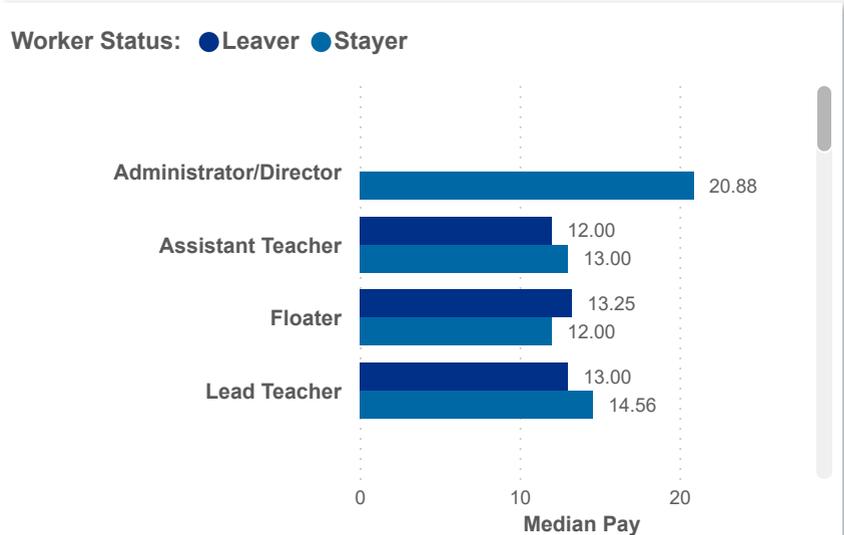
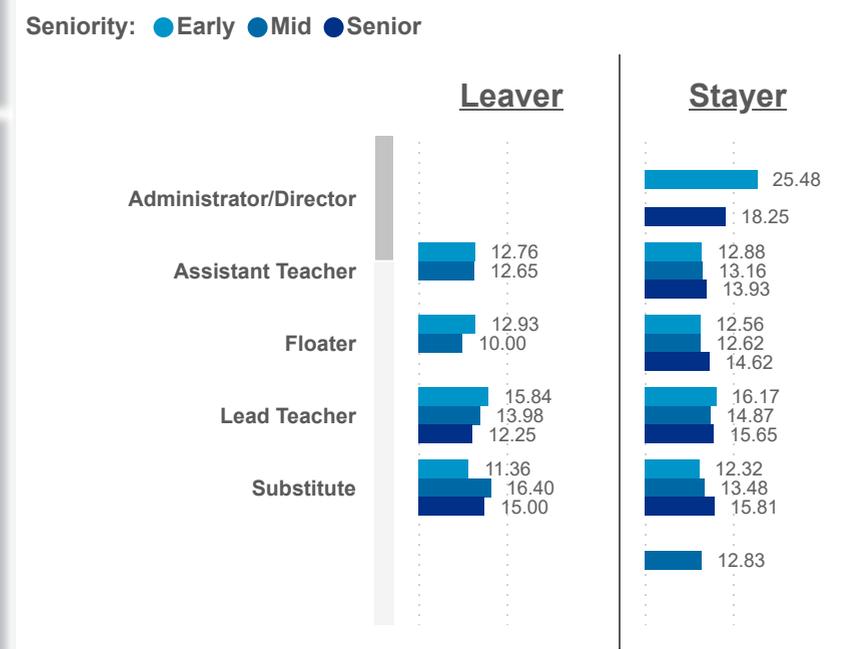
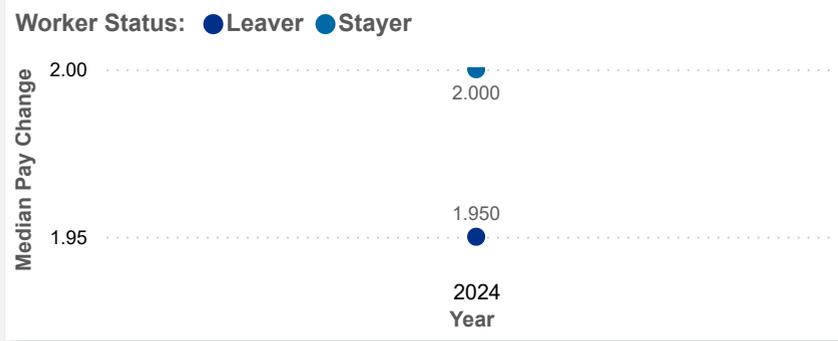
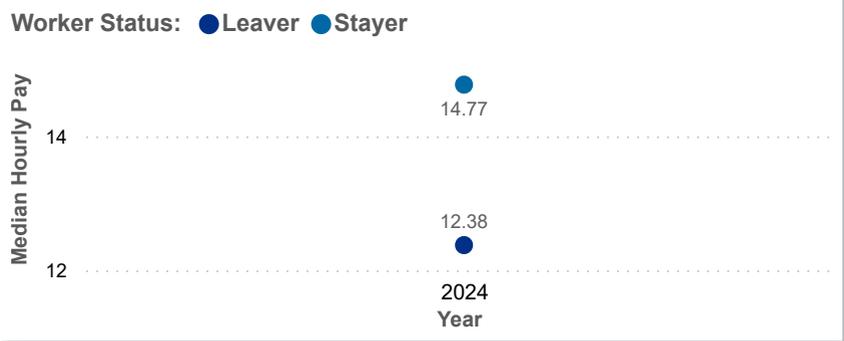
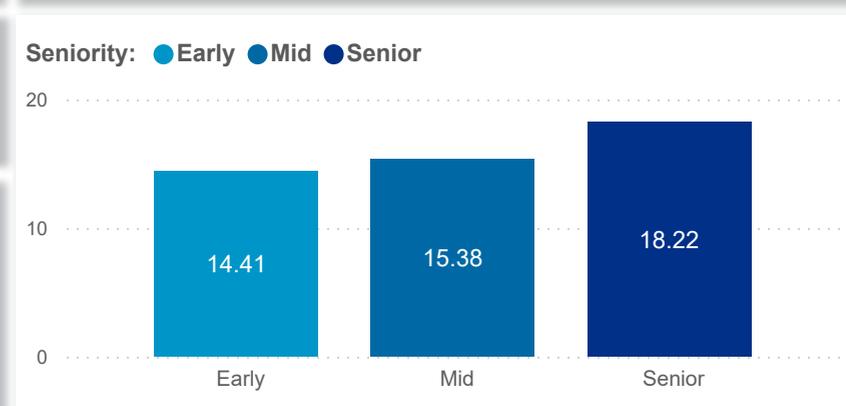
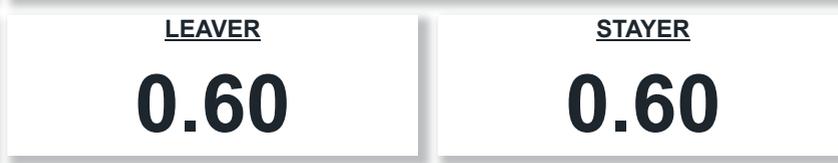
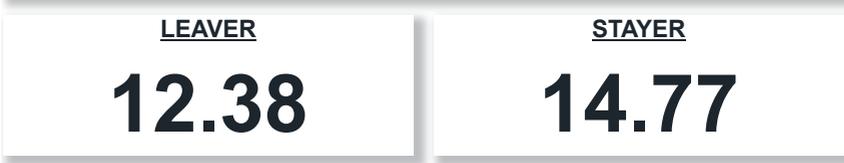
Date: Position Type:
 SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:

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:
 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

12.38

STAYER

14.77

PAY PROGRESSION (USD)

LEAVER

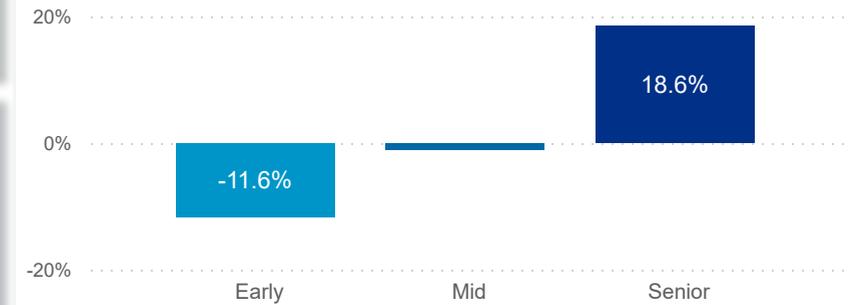
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STAYER

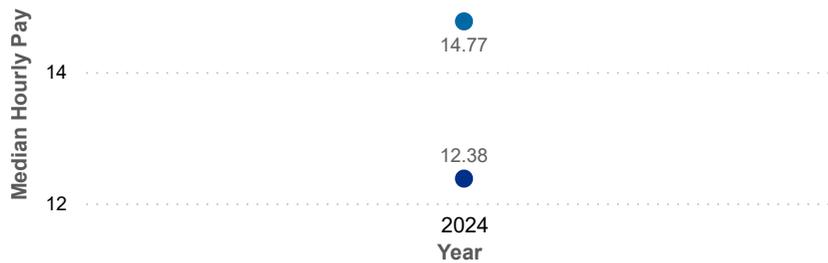
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PAY & CAREER SENIORITY (USD)

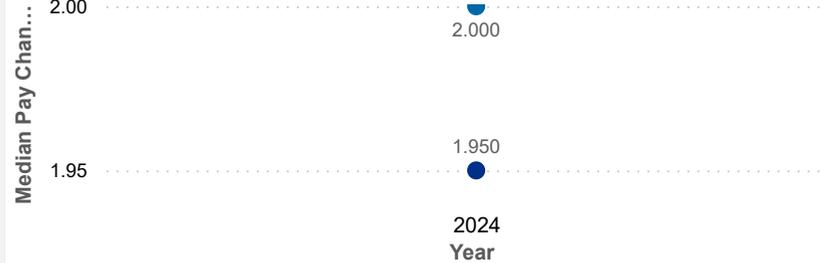
Seniority: ● Early ● Mid ● Senior



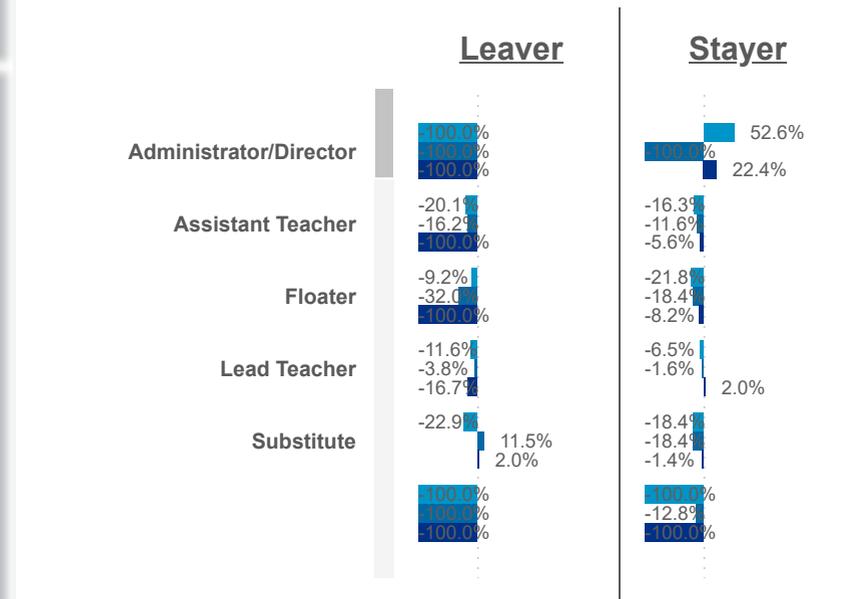
Worker Status: ● Leaver ● Stayer



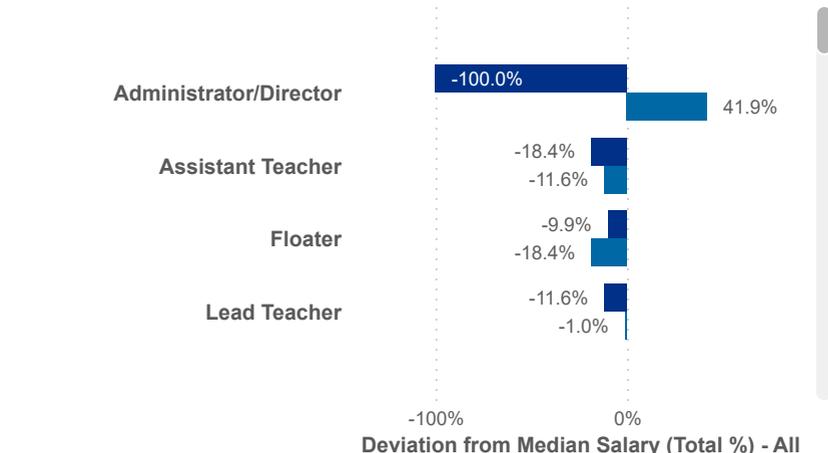
Worker Status: ● Leaver ● Stayer



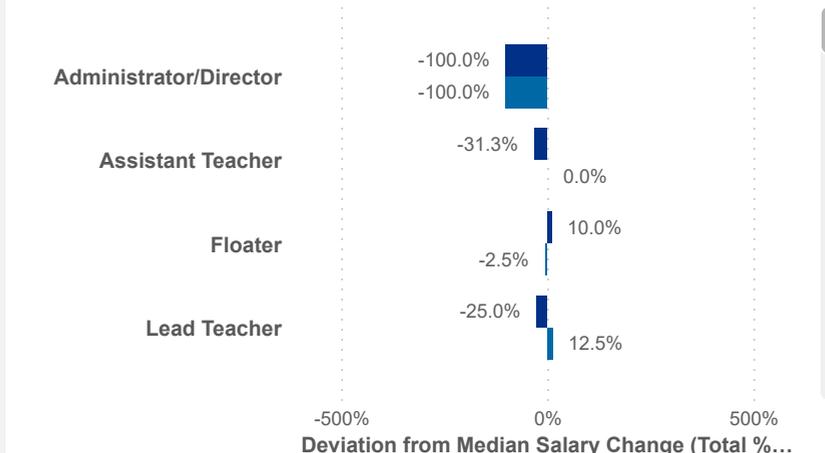
Seniority: ● Early ● Mid ● Senior



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:

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

Beale Code: Student Age Group: POWER Levels:

Workload Median (Total)

4.65

Workload Median (Leaver)

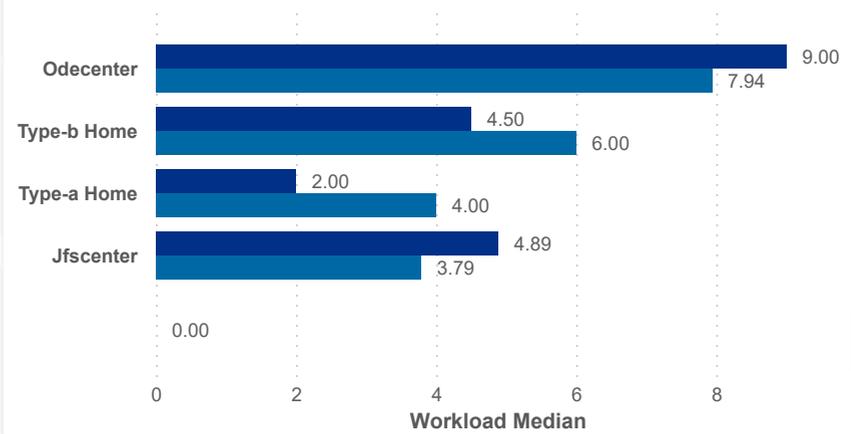
5.73

Workload Median (Stayer)

4.64

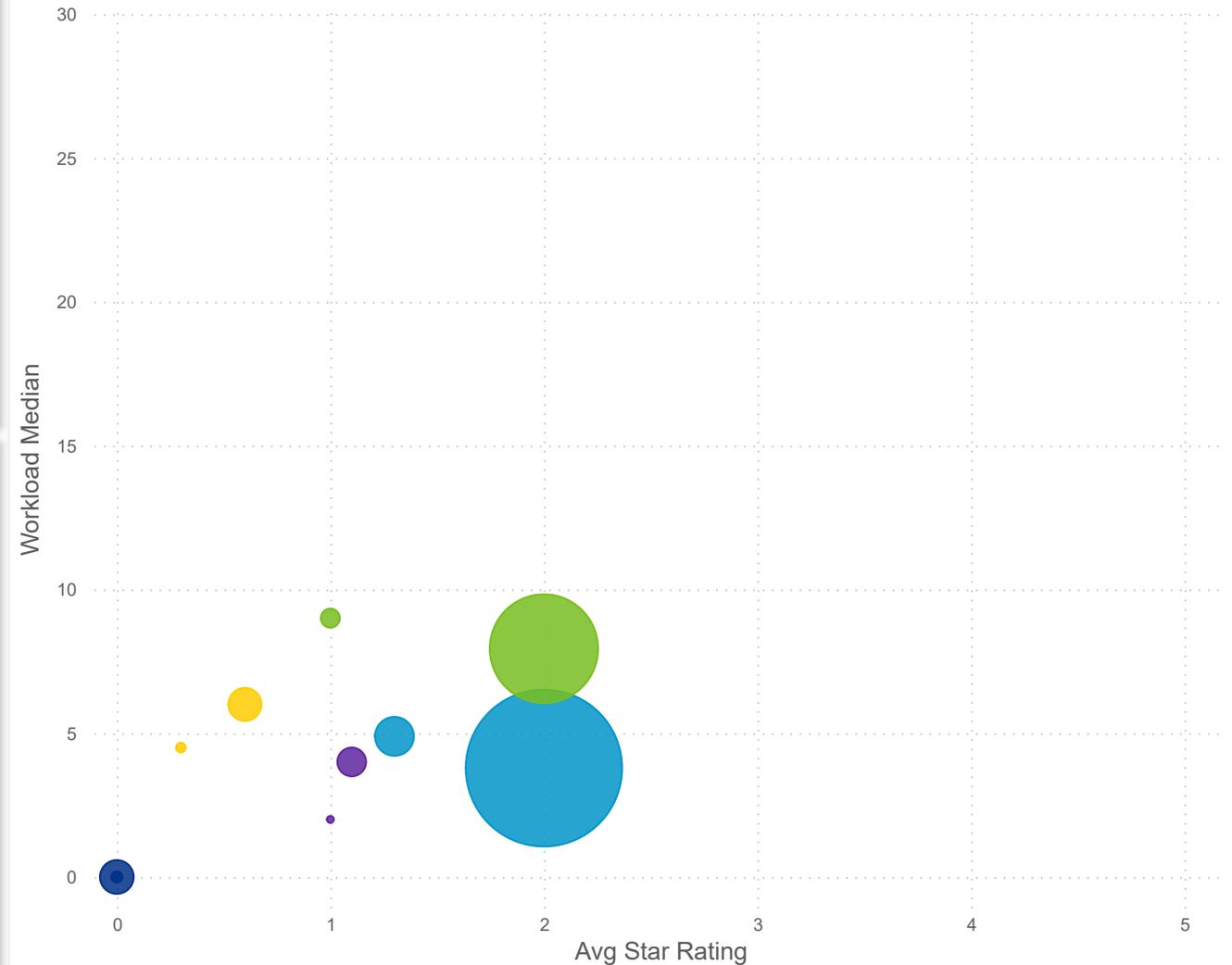
Workload Median

Worker status ● Leaver ● Stayer



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

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

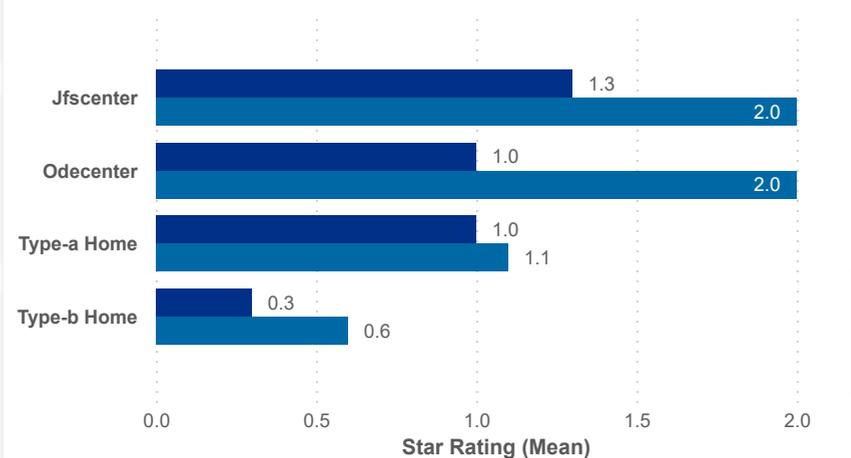


Star Rating Mean (Total)

1.9

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

1.2

Star Rating Mean (Stayer)

1.9



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

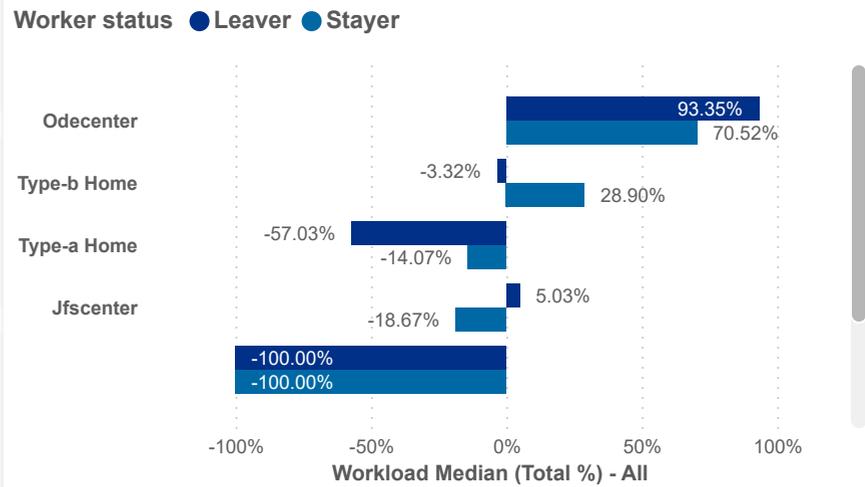
Date: Position Type:
 SUTQ Rating: Total Duration: Center Type: Publicly Funded: POWER Status:

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

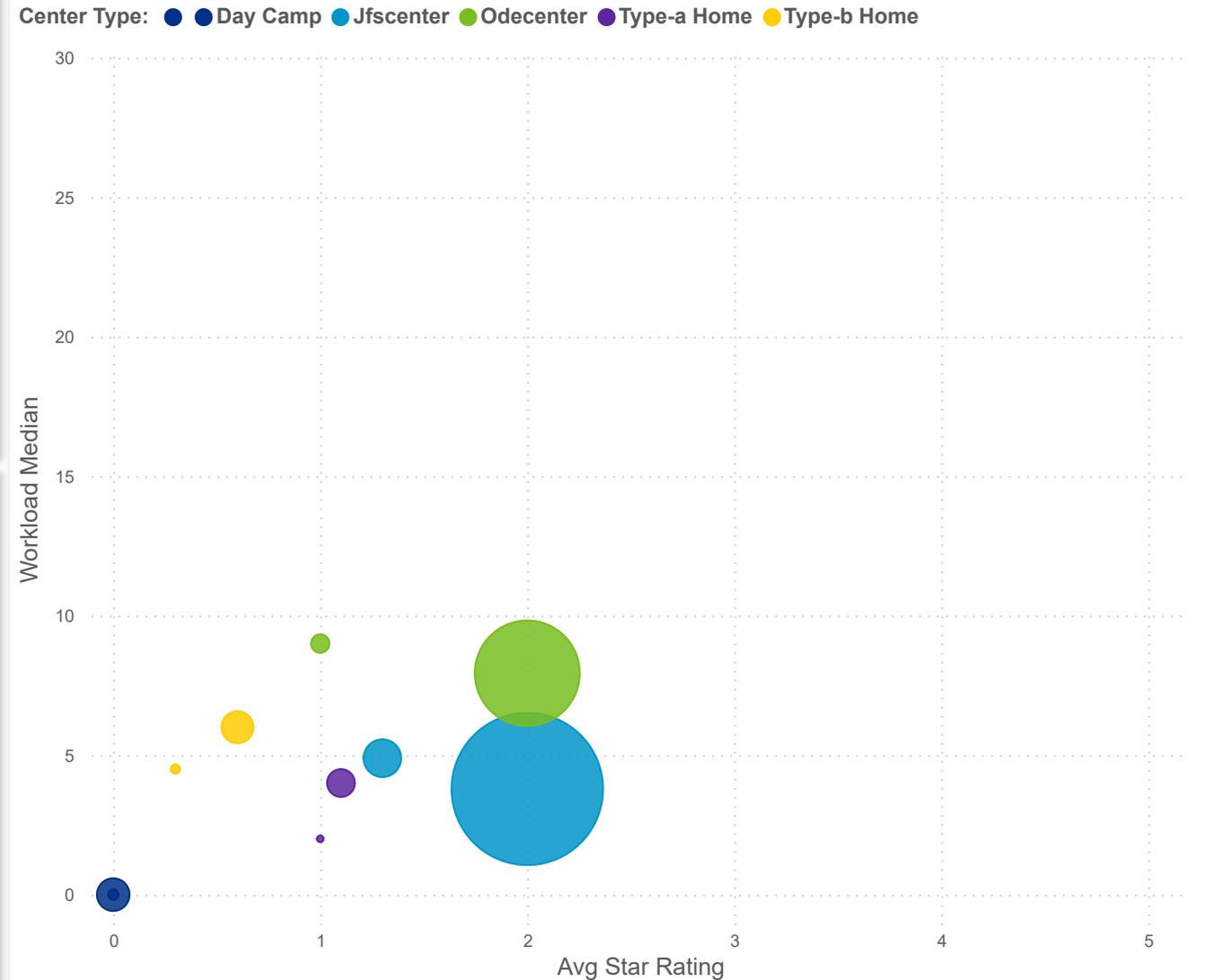
Workload Median (Total)

4.65

Workload Median (Total %)



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



Workload Median (Leaver)

5.73

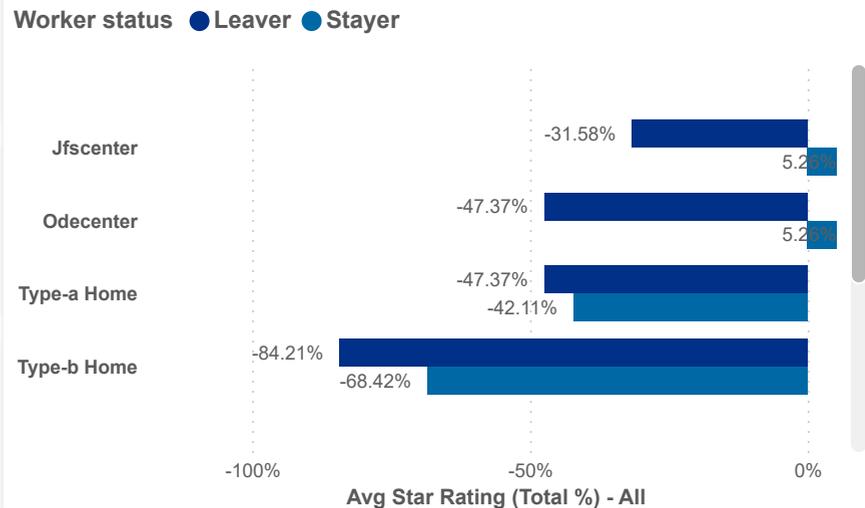
Workload Median (Stayer)

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Star Rating Mean (Total)

1.9

Star Rating Mean (Total %)



Star Rating Mean (Leaver)

1.2

Star Rating Mean (Stayer)

1.9

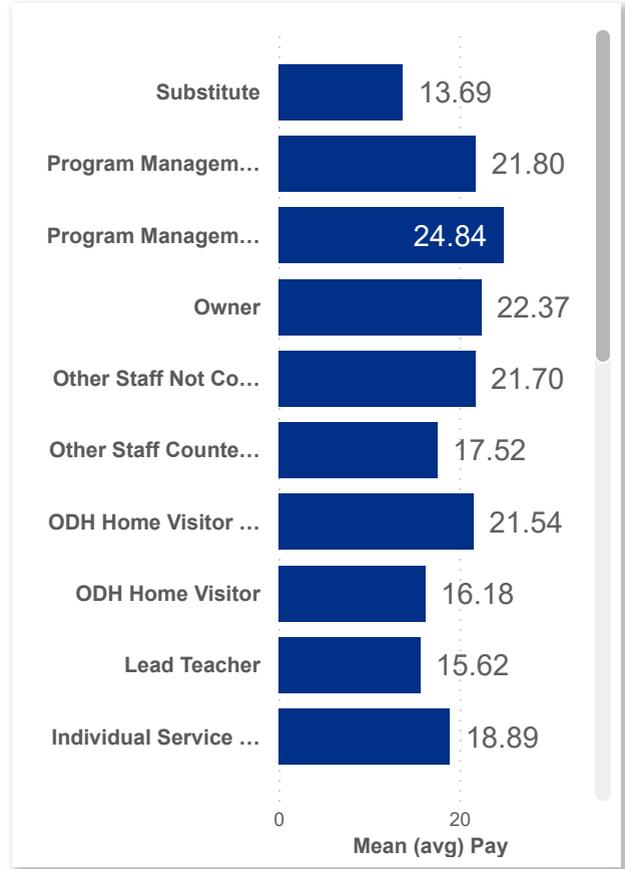
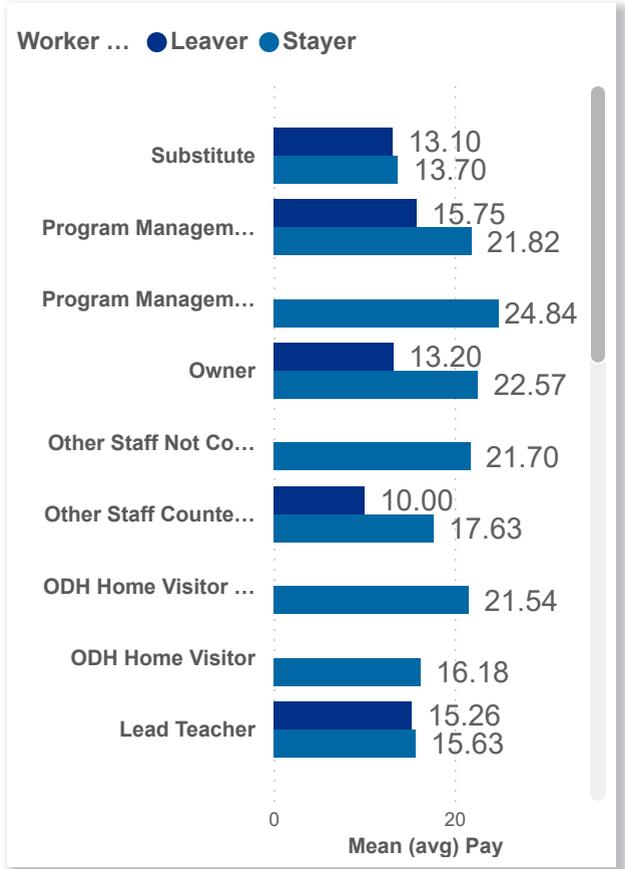
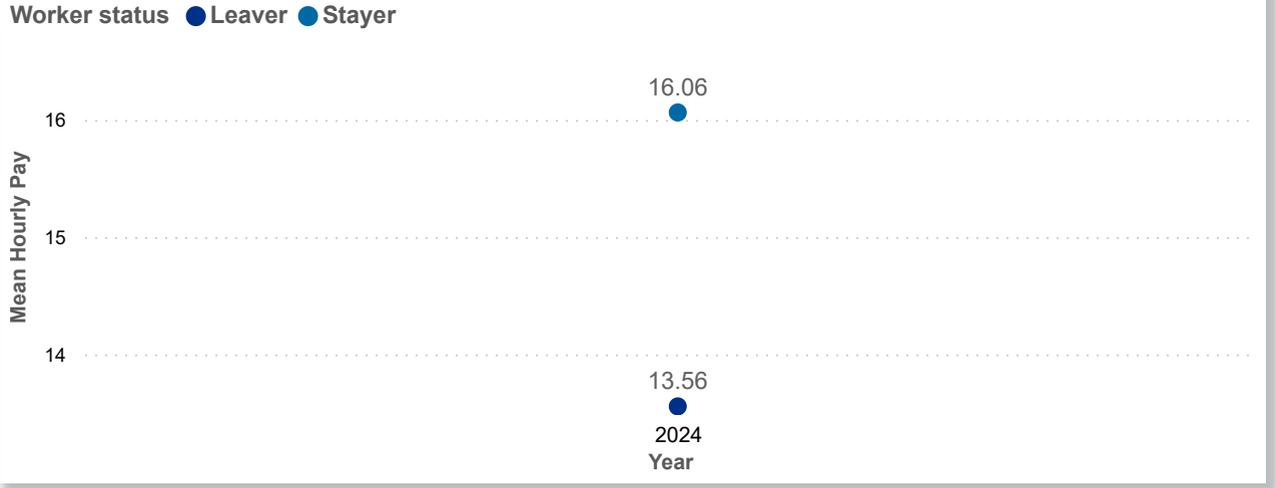


Date: 202410 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All
 202412 Position Type: All SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All
 SDA>County: SDA 5 Beale Code: All Student Age Group: All POWER Levels: All

PAY MEAN (USD)

LEAVER	STAYER	COMBINED
13.56	16.06	16.03

Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status

