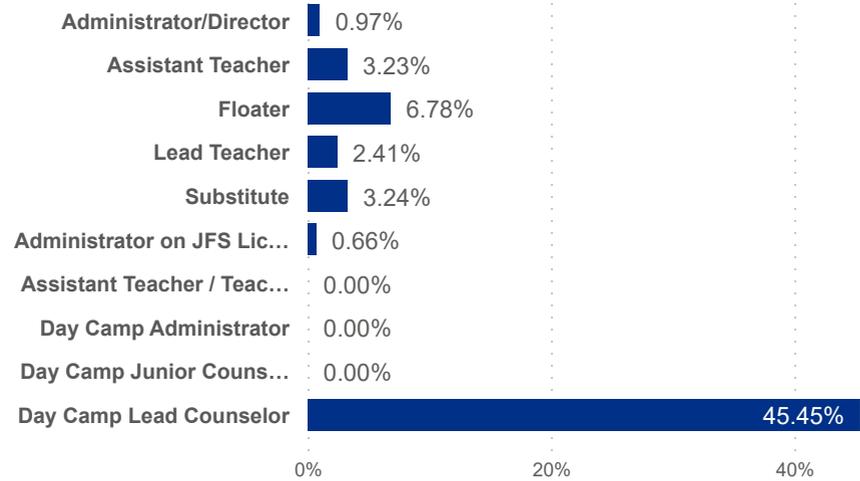


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

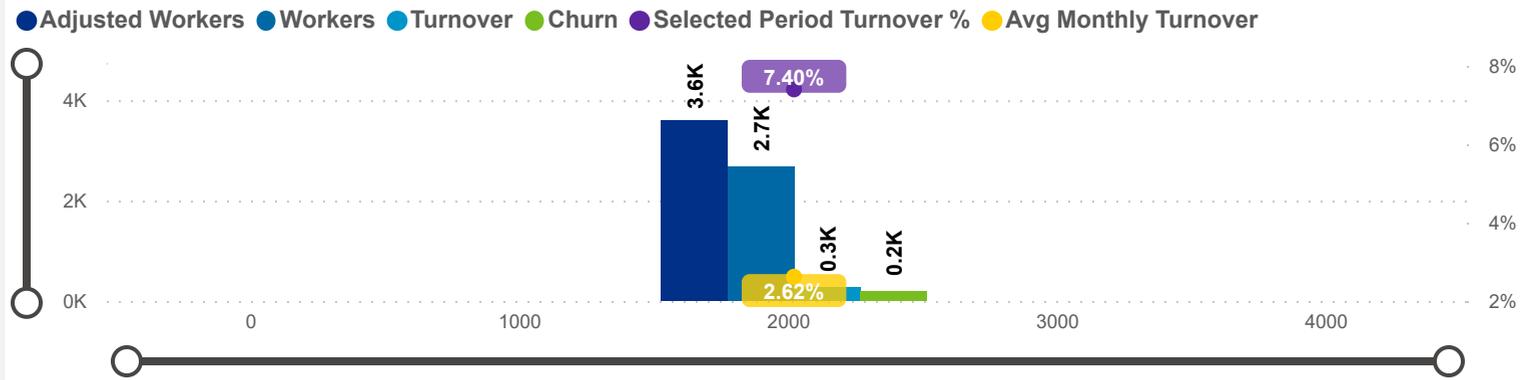
SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Avg Monthly Turnover Rates by Job Title

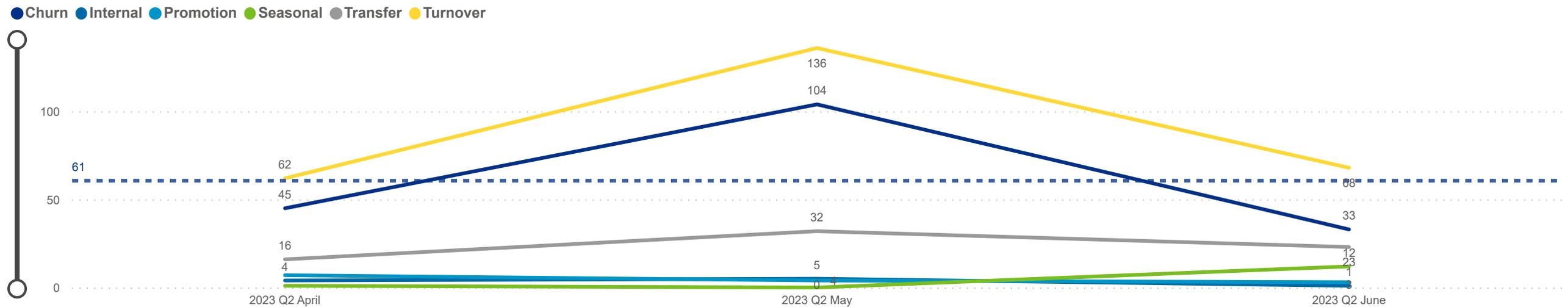


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.62%	3,594	182	3,412	7.40%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

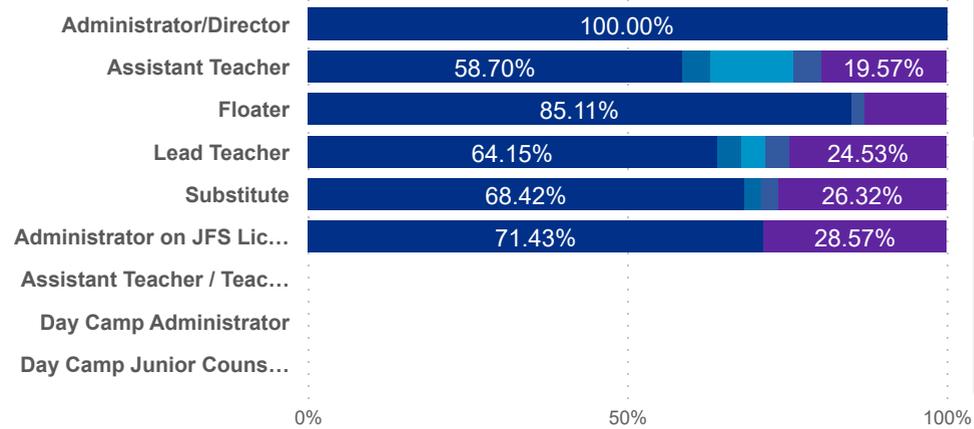


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.79%

Adjusted Workers

3,594

Workload Median

5.17

Pay Median USD / hr

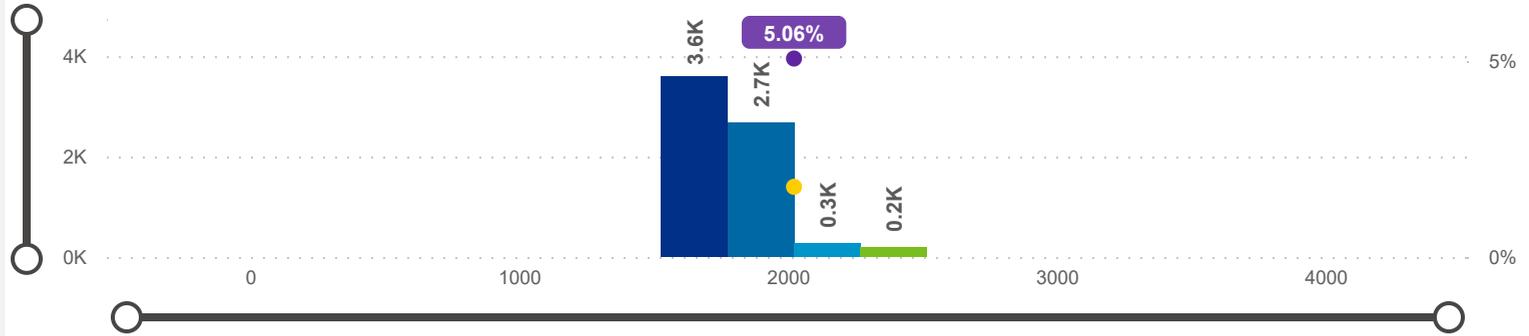
14.00

Avg ECE Duration

5.61

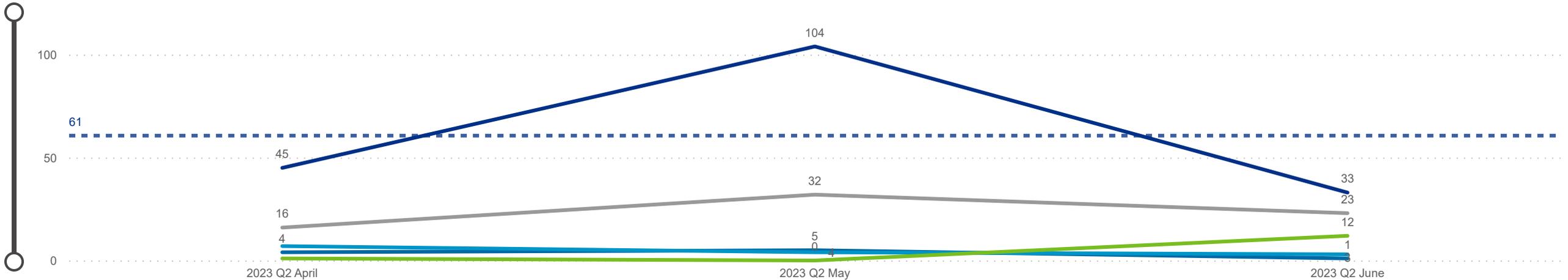
Avg Monthly Churn and Number of Workers

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



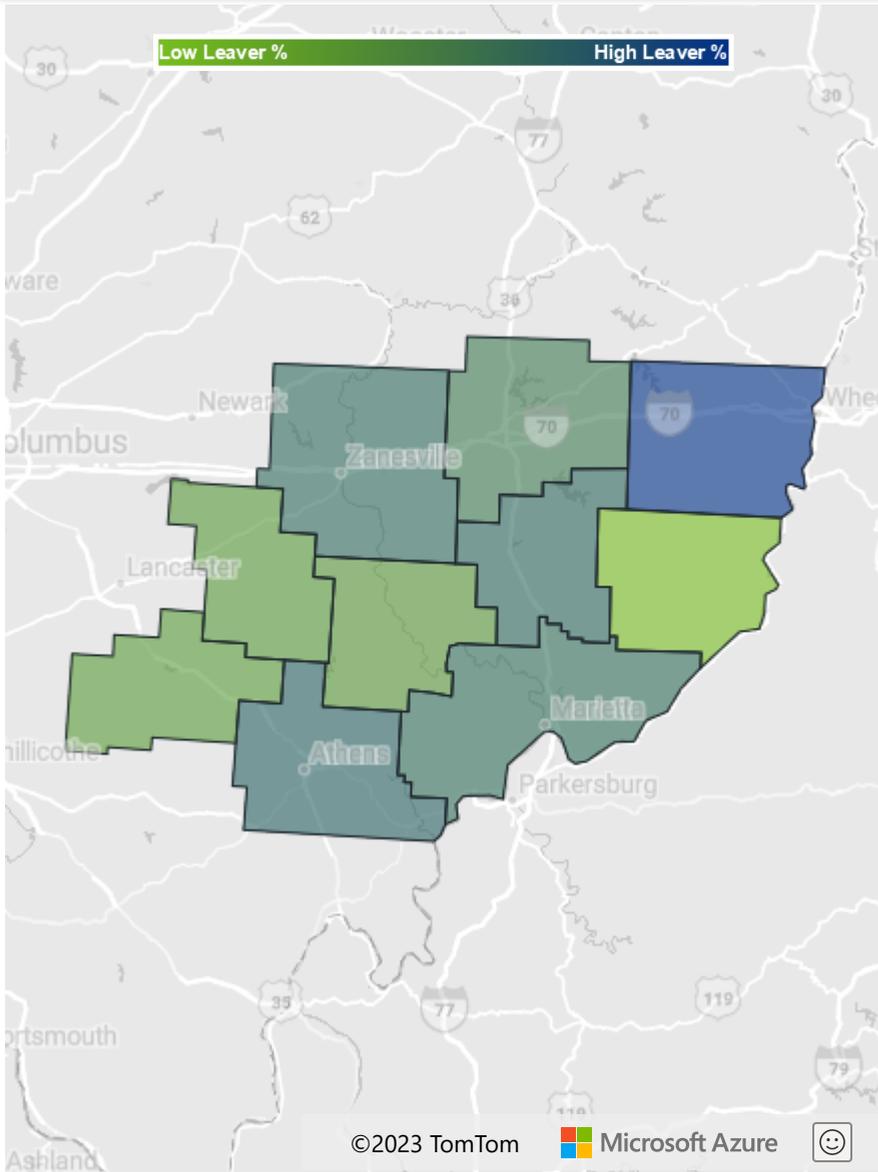
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

SDA>County: SDA 10 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All



ADJUSTED WORKERS

3,594

TOTAL LEAVER

182

TOTAL STAYER

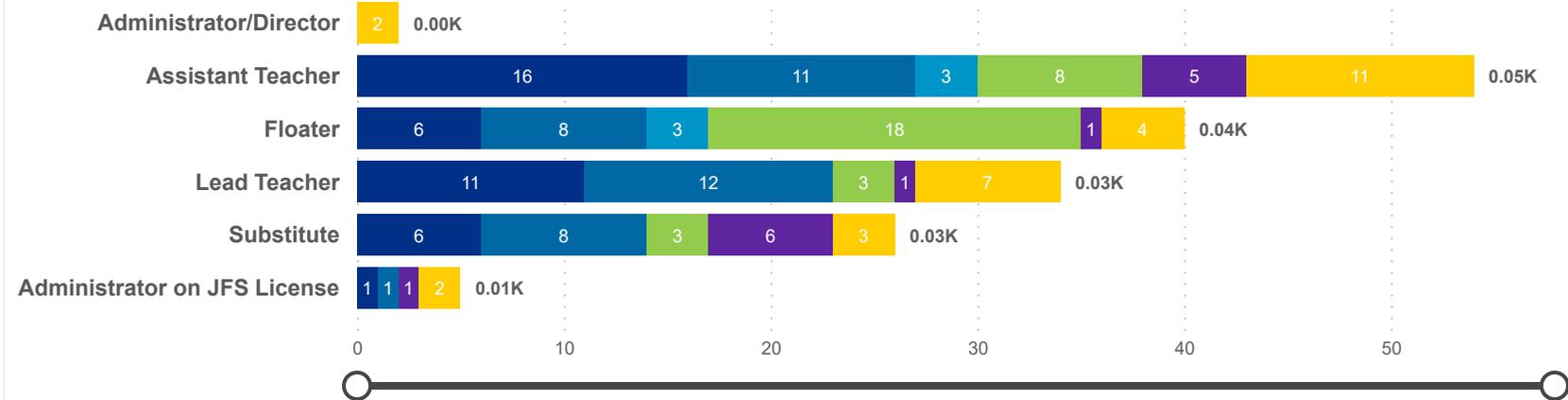
3,412

SELECTED PERIOD CHURN %

5.06%

Leaver by Job Title and Star Rating

SUTQ Star Rating: ● 0 ● 1 ● 2 ● 3 ● 4 ● 5



County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Star Rating Mean
Athens OH	733	591	22.16%	42	691	5.73%	94.27%	2.13%	8.59%	3.19%	3.40	3.29
Belmont OH	319	265	9.94%	27	292	8.46%	91.54%	2.94%	9.09%	3.16%	6.05	4.18
Guernsey OH	268	214	8.02%	12	256	4.48%	95.52%	1.59%	5.97%	2.12%	7.50	3.63
Hocking OH	193	155	5.81%	5	188	2.59%	97.41%	0.88%	3.63%	1.23%	6.88	4.31
Monroe OH	121	82	3.07%	1	120	0.83%	99.17%	0.28%	1.65%	0.56%	3.60	4.43
Morgan OH	105	93	3.49%	3	102	2.86%	97.14%	0.98%	4.76%	1.63%	21.00	3.41
Muskingum OH	896	632	23.70%	48	848	5.36%	94.64%	1.88%	8.26%	2.90%	6.06	2.97
Noble OH	147	110	4.12%	8	139	5.44%	94.56%	2.02%	13.61%	5.04%	3.85	4.14
Perry OH	247	191	7.16%	7	240	2.83%	97.17%	0.97%	3.24%	1.11%	6.32	3.32
Washington OH	565	385	14.44%	29	536	5.13%	94.87%	1.79%	7.43%	2.59%	4.81	2.66
Total	3,594	2,667	100.00%	182	3,412	5.06%	94.94%	1.79%	7.40%	2.62%	5.17	3.37

Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

TOTAL LEAVER

182

TOTAL STAYER

3,412

LEAVER

3.82

STAYER

5.66

LEAVER (Hourly Wage MED)

11.25

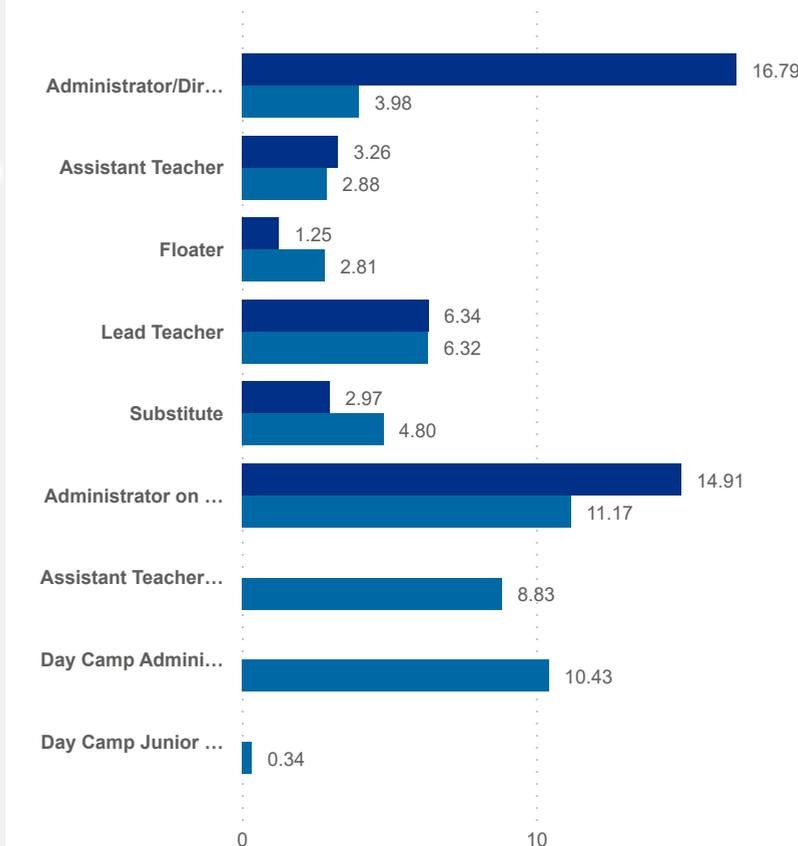
STAYER (Hourly Wage MED)

14.00

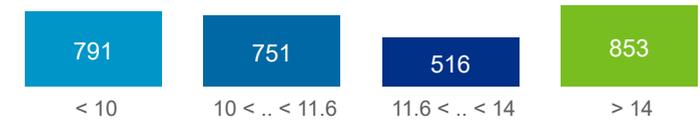
● Leaver % ● Stayer %



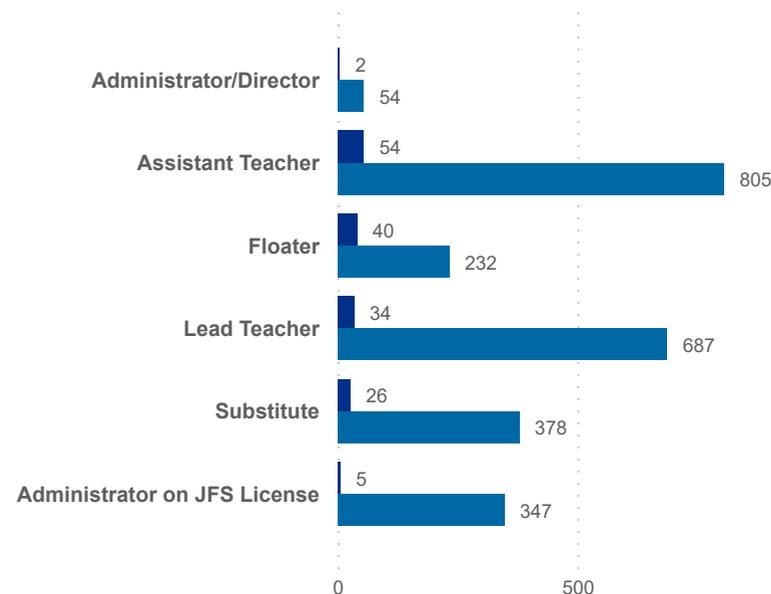
Worker Status: ● Leaver ● Stayer



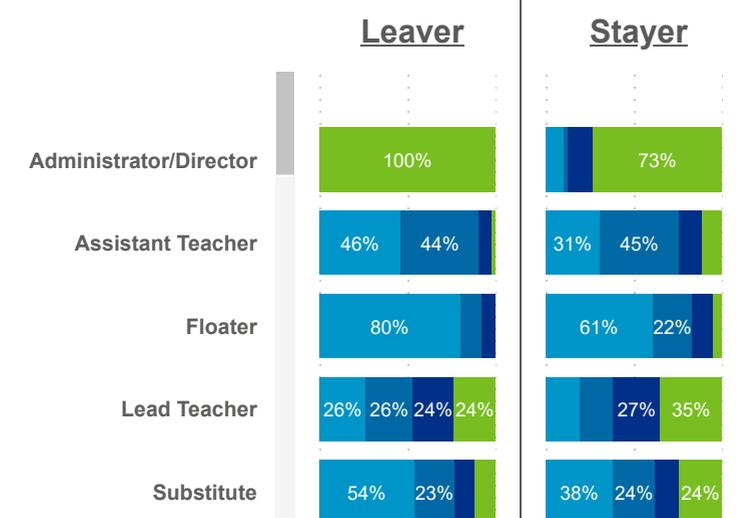
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● Leaver ● Stayer



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



Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

LEAVER

STAYER

5.06%

94.94%

LEAVER

STAYER

3.82

5.66

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

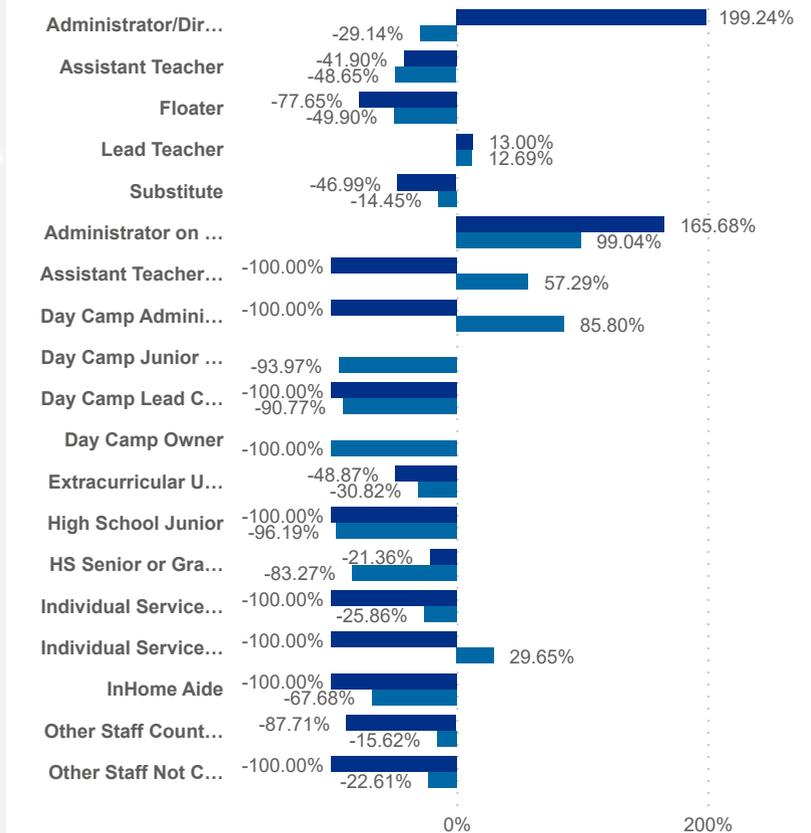
11.25

14.00

● Leaver % ● Stayer %



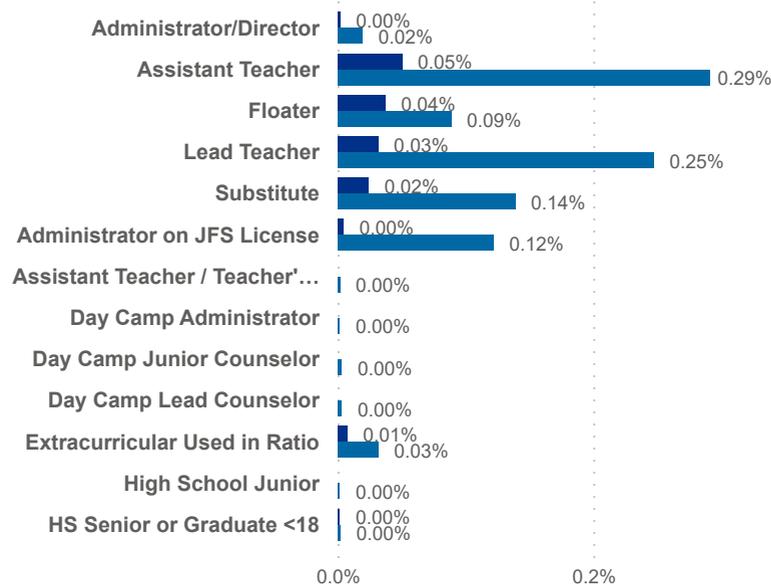
Worker Status: ● Leaver ● Stayer



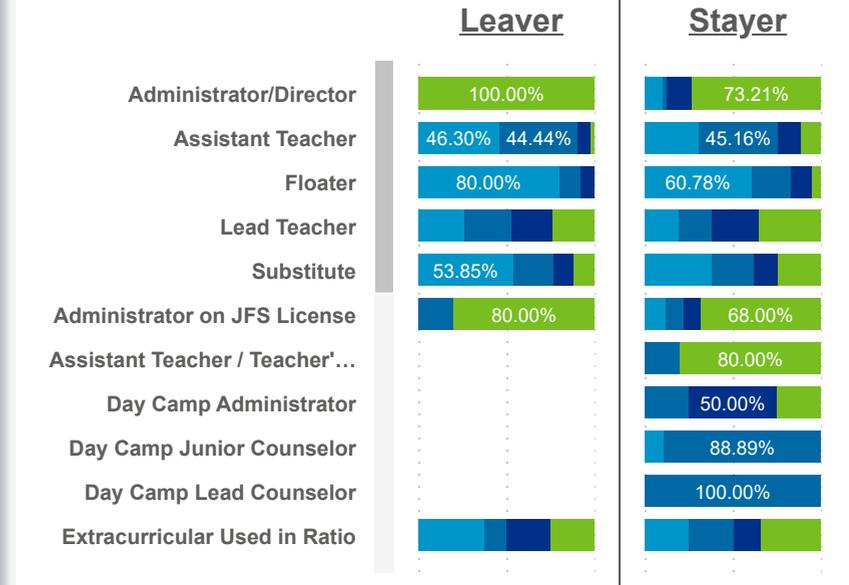
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

SDA>County: SDA 10 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

LEAVER (Avg Career Duration)

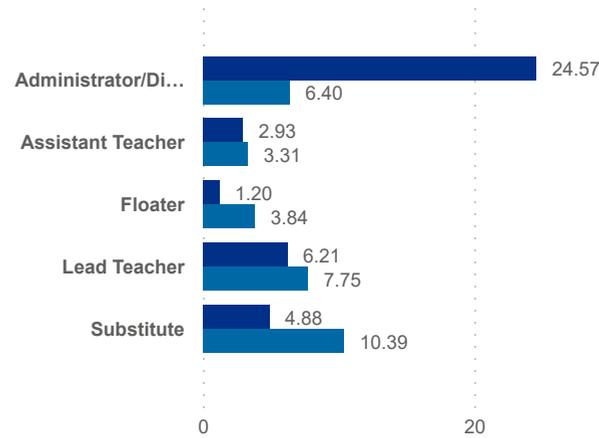
4.42

STAYER (Avg Career Duration)

9.16

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Muskingum	Administrator/Director	4.74	9.14	Early	15.40	
Belmont	Administrator/Director	0.75	10.00	Early	4.80	
Hocking	Administrator/Director	0.83	10.00	Early	3.75	
Washington	Administrator/Director	0.04	15.64	Early	5.17	5.00
Muskingum	Administrator/Director	2.83	17.00	Early	7.38	5.00
Perry	Administrator/Director	0.53	17.00	Early	78.67	
Athens	Administrator/Director	2.20	18.00	Early	5.14	5.00
Athens	Administrator/Director	1.75	19.80	Early	4.00	5.00
Muskingum	Administrator/Director	2.83	20.35	Early	5.00	5.00
Guernsey	Administrator/Director	0.50	22.00	Early	32.00	
Hocking	Administrator/Director	1.83	22.00	Early	19.00	
Monroe	Administrator/Director	4.58	25.00	Early	22.27	

TOTAL STAYER

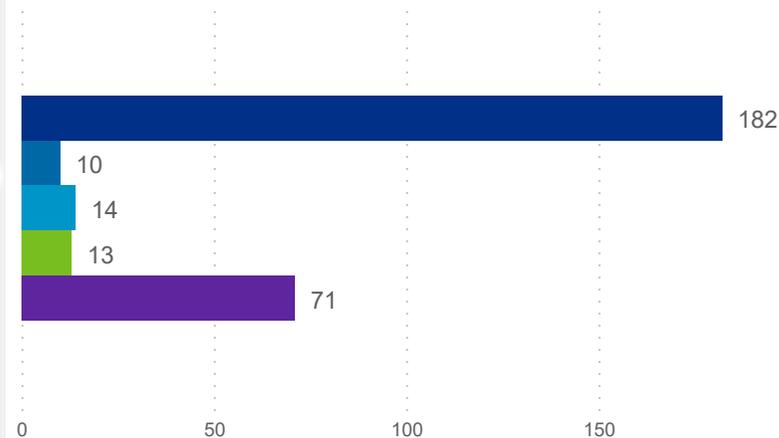
3,412

STAYER (Promotion)

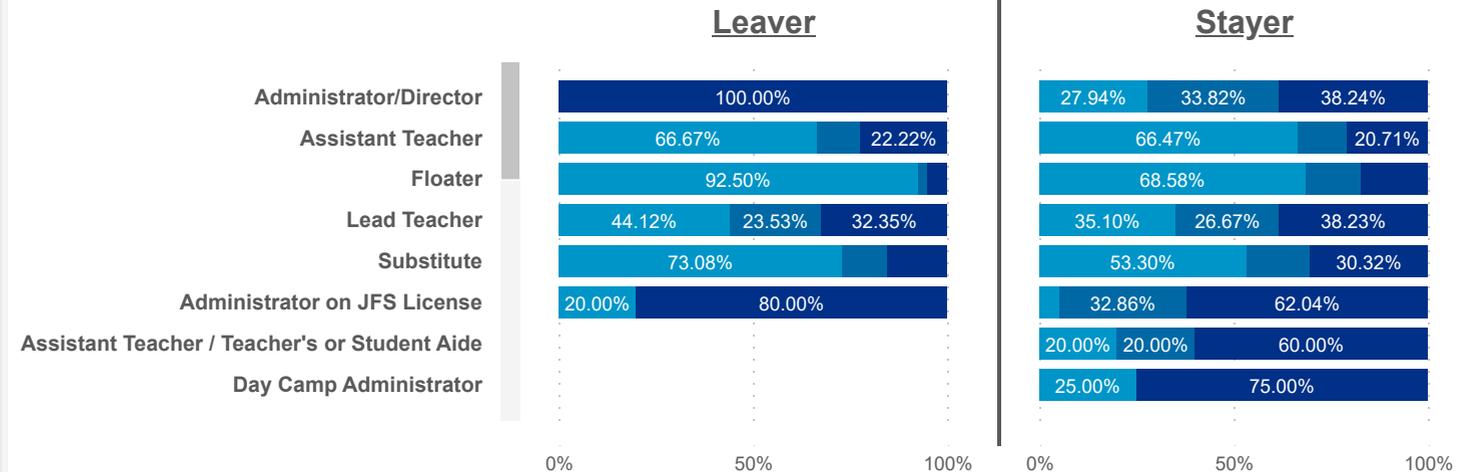
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Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

SDA>County: SDA 10 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

LEAVER (Avg Career Duration)

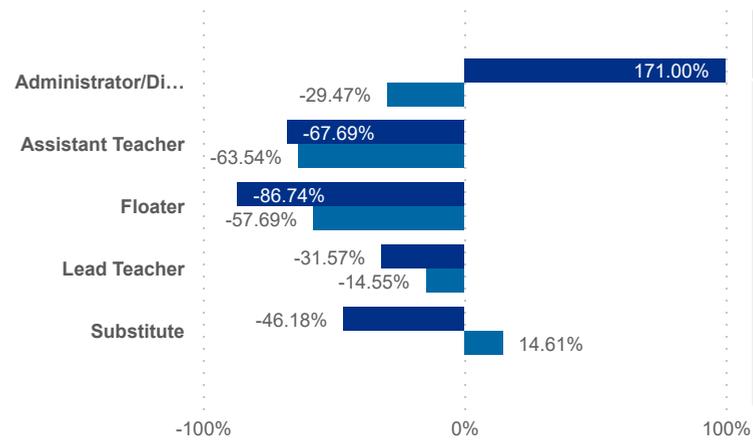
4.42

STAYER (Avg Career Duration)

9.16

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Perry	Assistant Teacher	0.00	11.22	Early	33.00	
Monroe	Assistant Teacher	0.00	13.00	Early	1.33	3.00
Noble	Assistant Teacher	0.00	10.25	Mid	6.00	1.00
Monroe	Floater	0.00	13.00	Early	1.33	3.00
Noble	Lead Teacher	0.00	12.00	Early	2.48	5.00
Noble	Substitute	0.00	11.60	Mid	6.00	1.00
Noble	Substitute	0.00	10.25	Senior	2.48	5.00
Athens	Day Camp Administrator	0.00	29.50	Senior	0.00	
Athens	Individual Service Provider Not Used in Ratio	0.00	19.03	Early	2.76	5.00
Muskingum	Individual Service Provider Used in Ratio	0.00	14.35	Early	3.03	5.00
Muskingum	Individual Service Provider Used in Ratio	0.00	17.83	Early	1.84	5.00

TOTAL STAYER

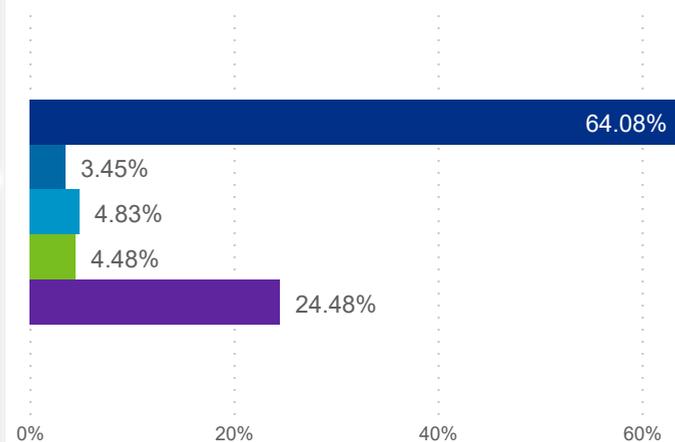
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STAYER (Promotion)

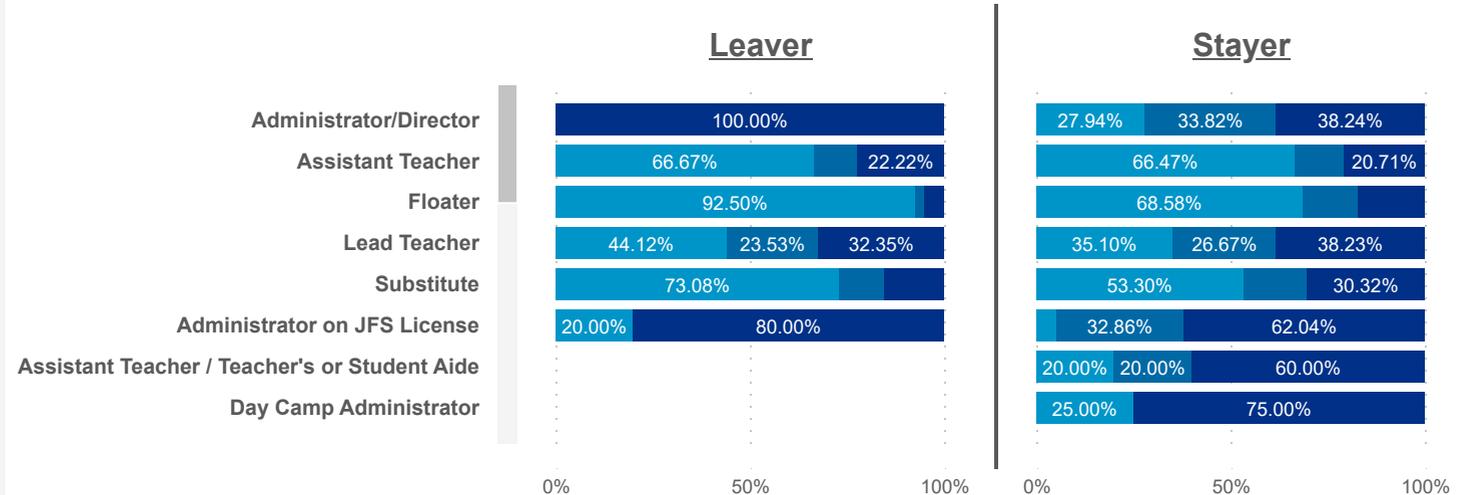
14

Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior



Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

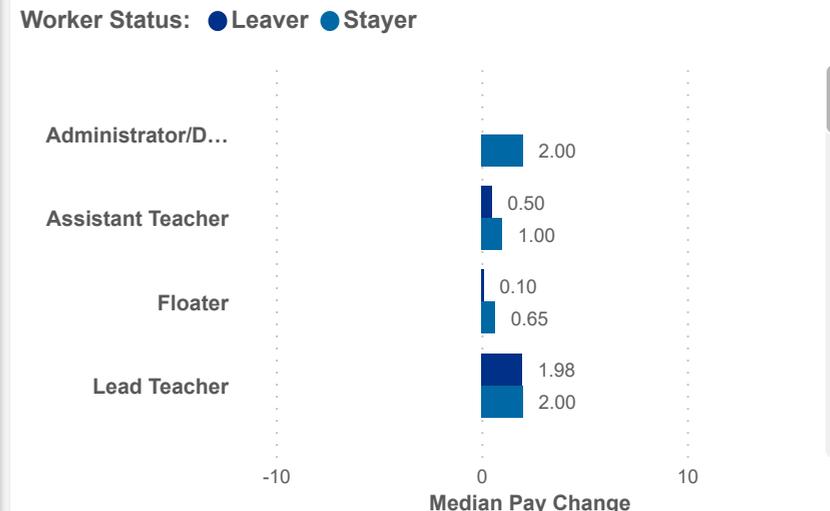
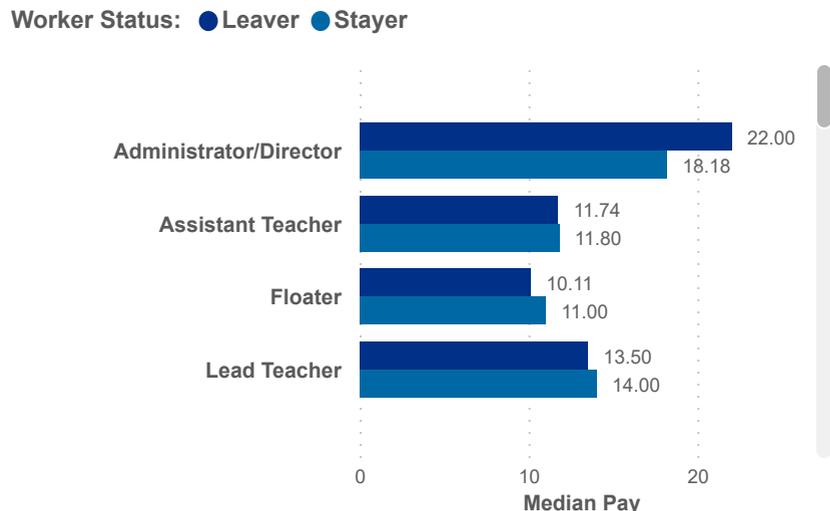
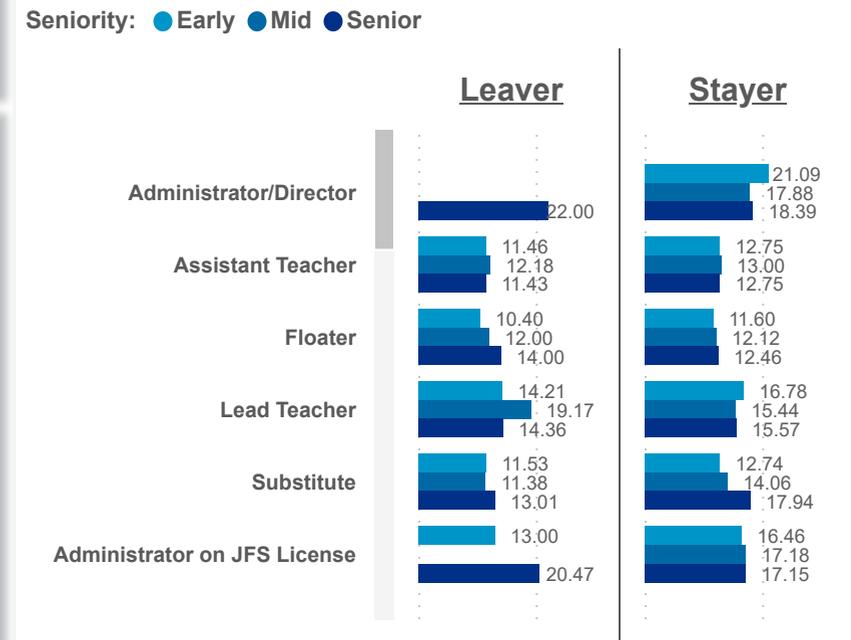
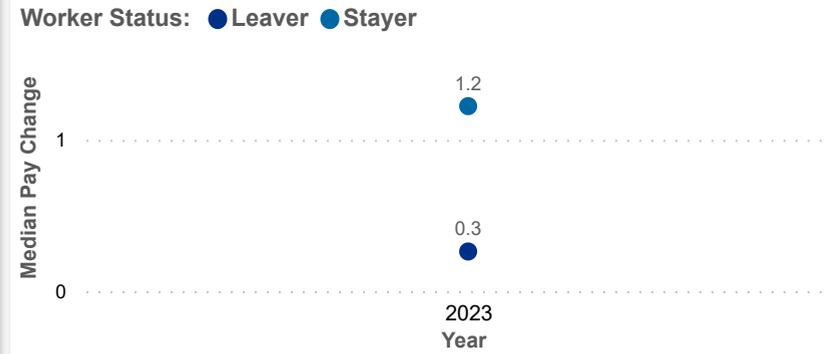
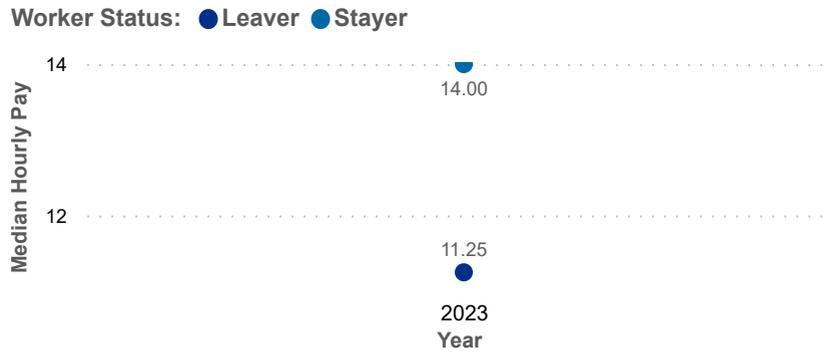
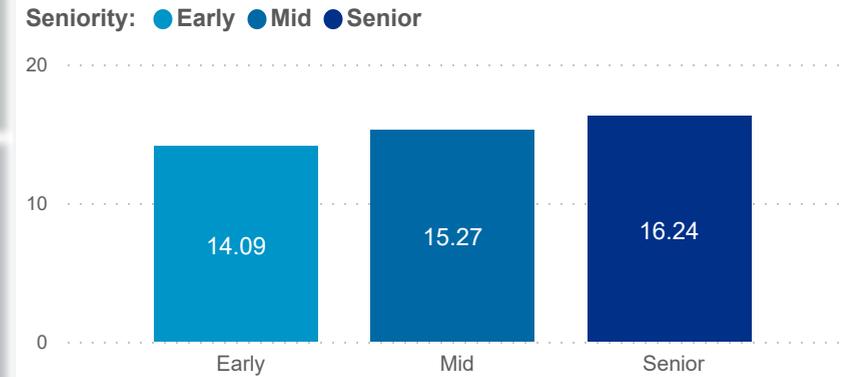
PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER: **11.25** STAYER: **14.00**

LEAVER: **0.36** STAYER: **0.55**



Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

11.25

14.00

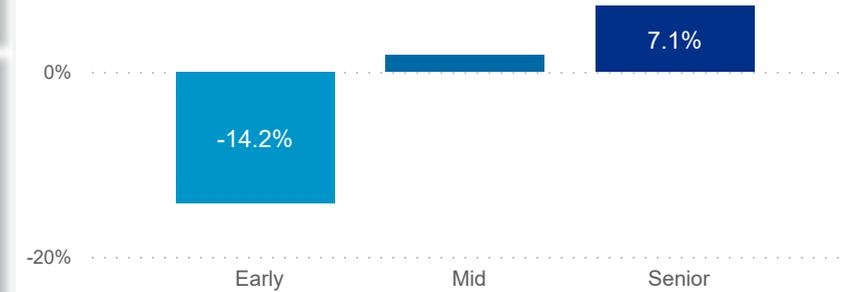
LEAVER

STAYER

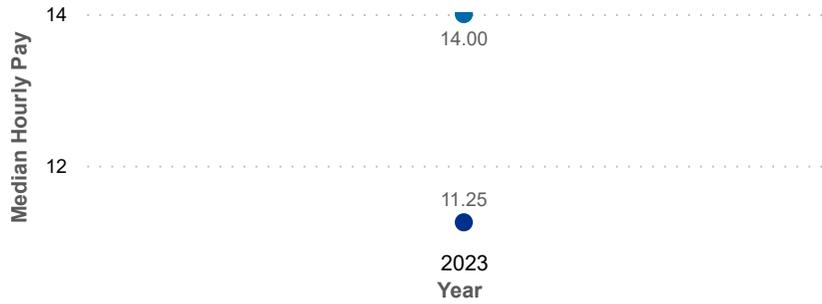
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0.55

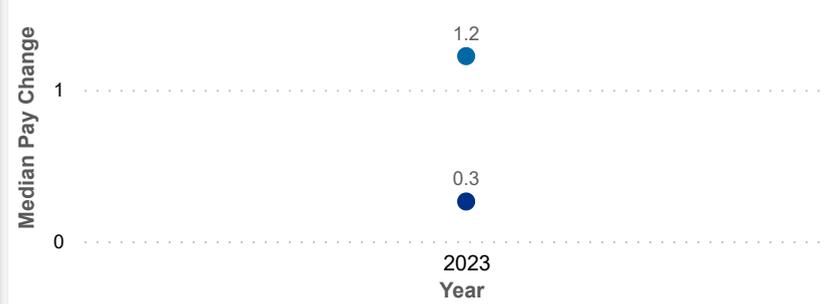
Seniority: ● Early ● Mid ● Senior



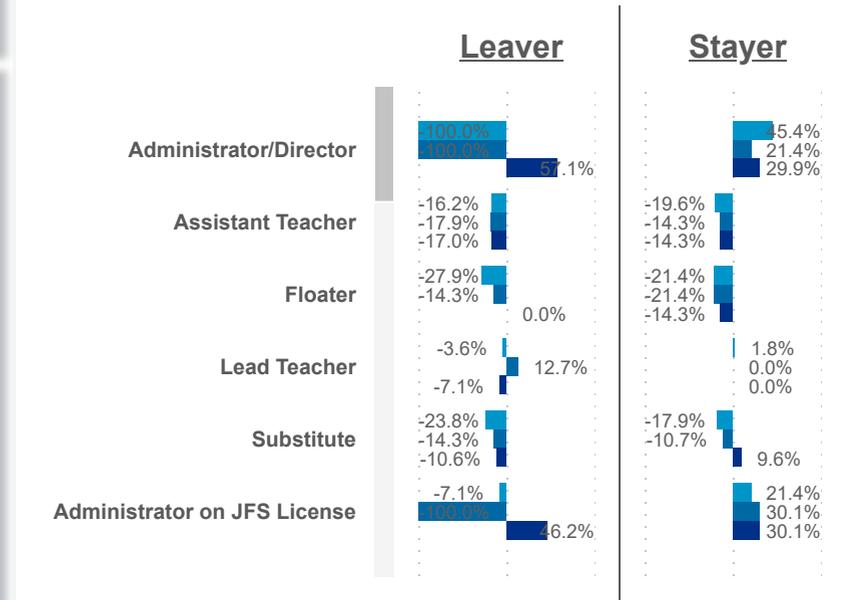
Worker Status: ● Leaver ● Stayer



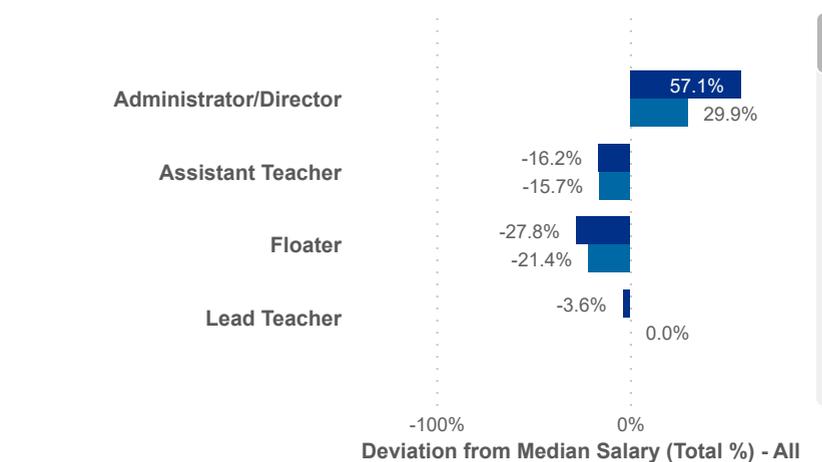
Worker Status: ● Leaver ● Stayer



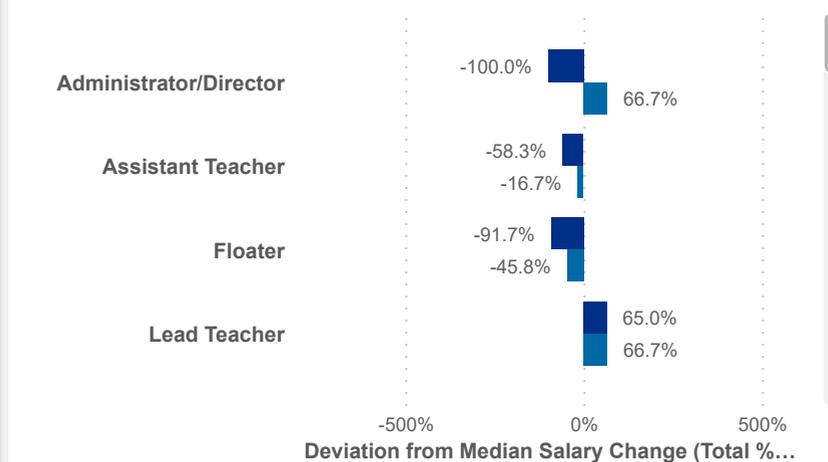
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

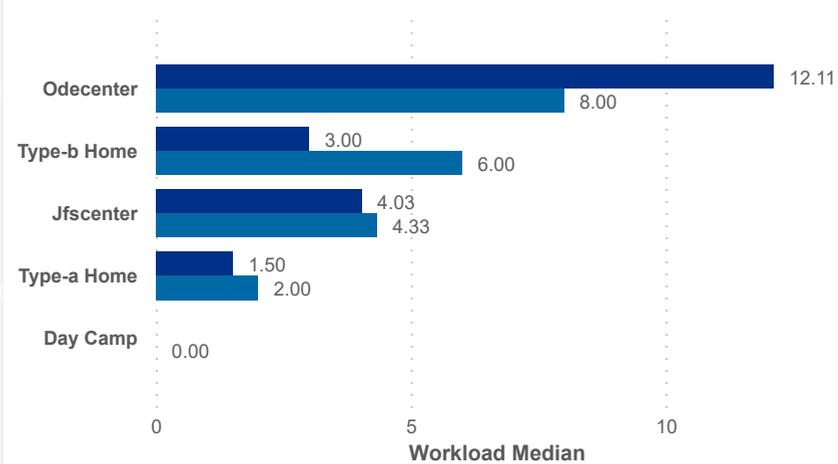
SDA>County: SDA 10 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

5.17

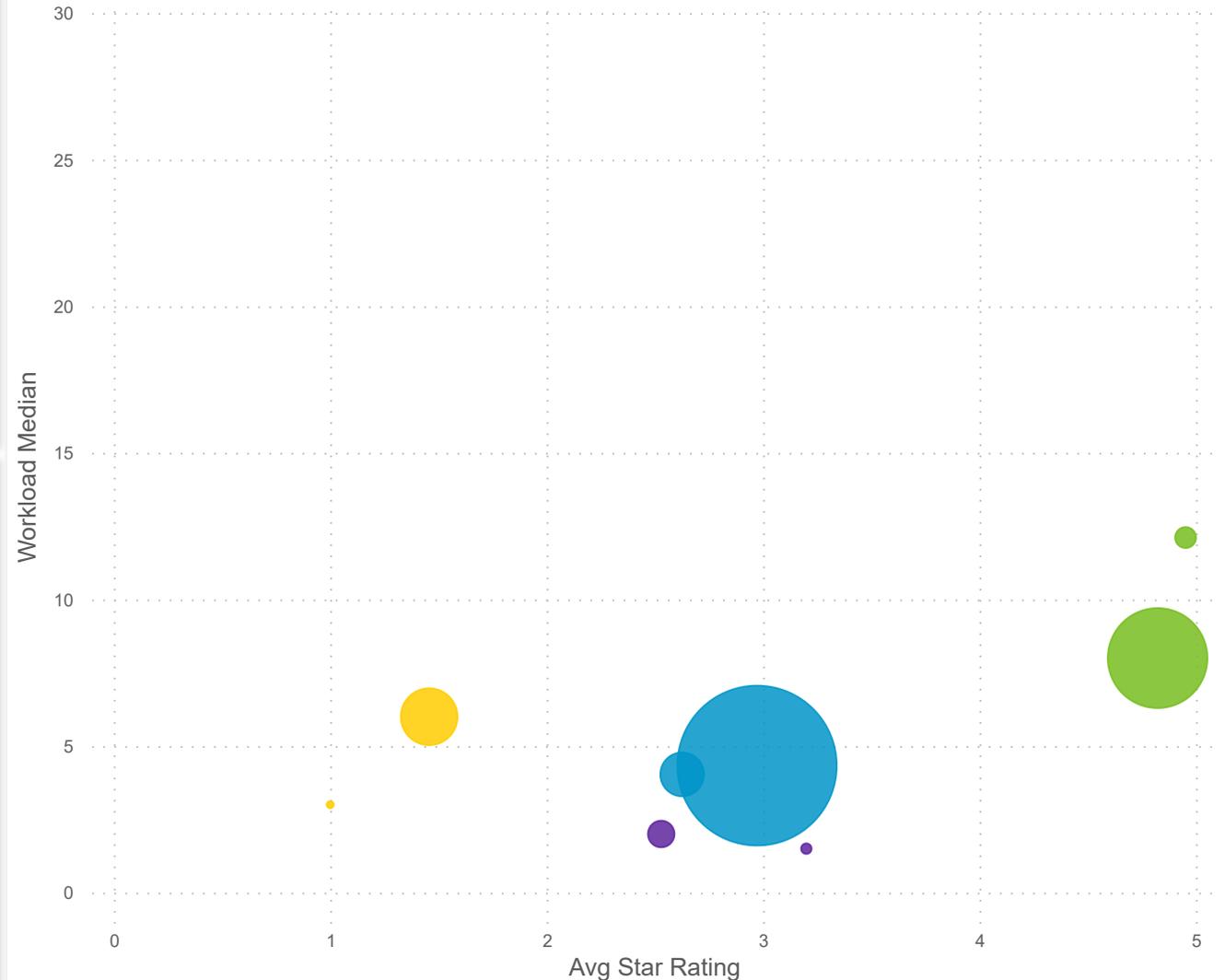
Workload Median

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



Workload Median (Leaver)

4.43

Workload Median (Stayer)

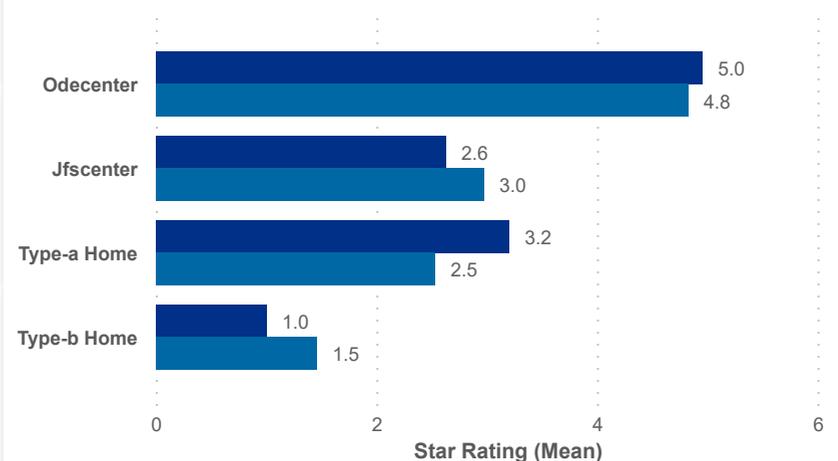
5.17

Star Rating Mean (Total)

3.37

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.00

Star Rating Mean (Stayer)

3.38

Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

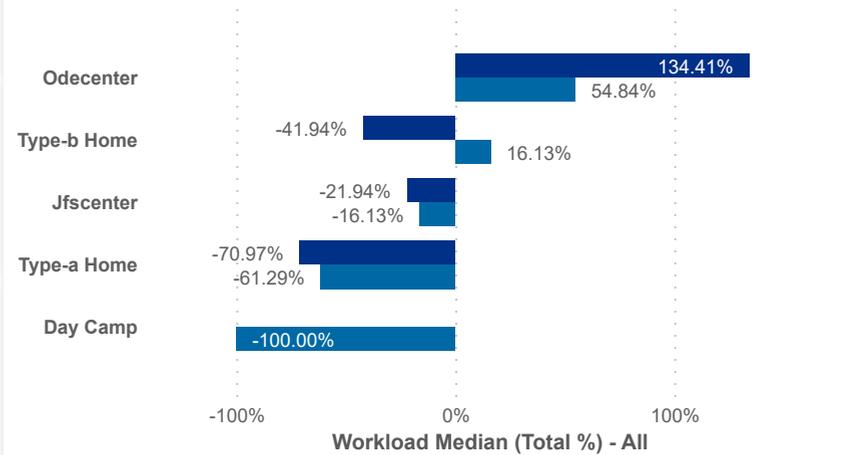
SDA>County: SDA 10 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

5.17

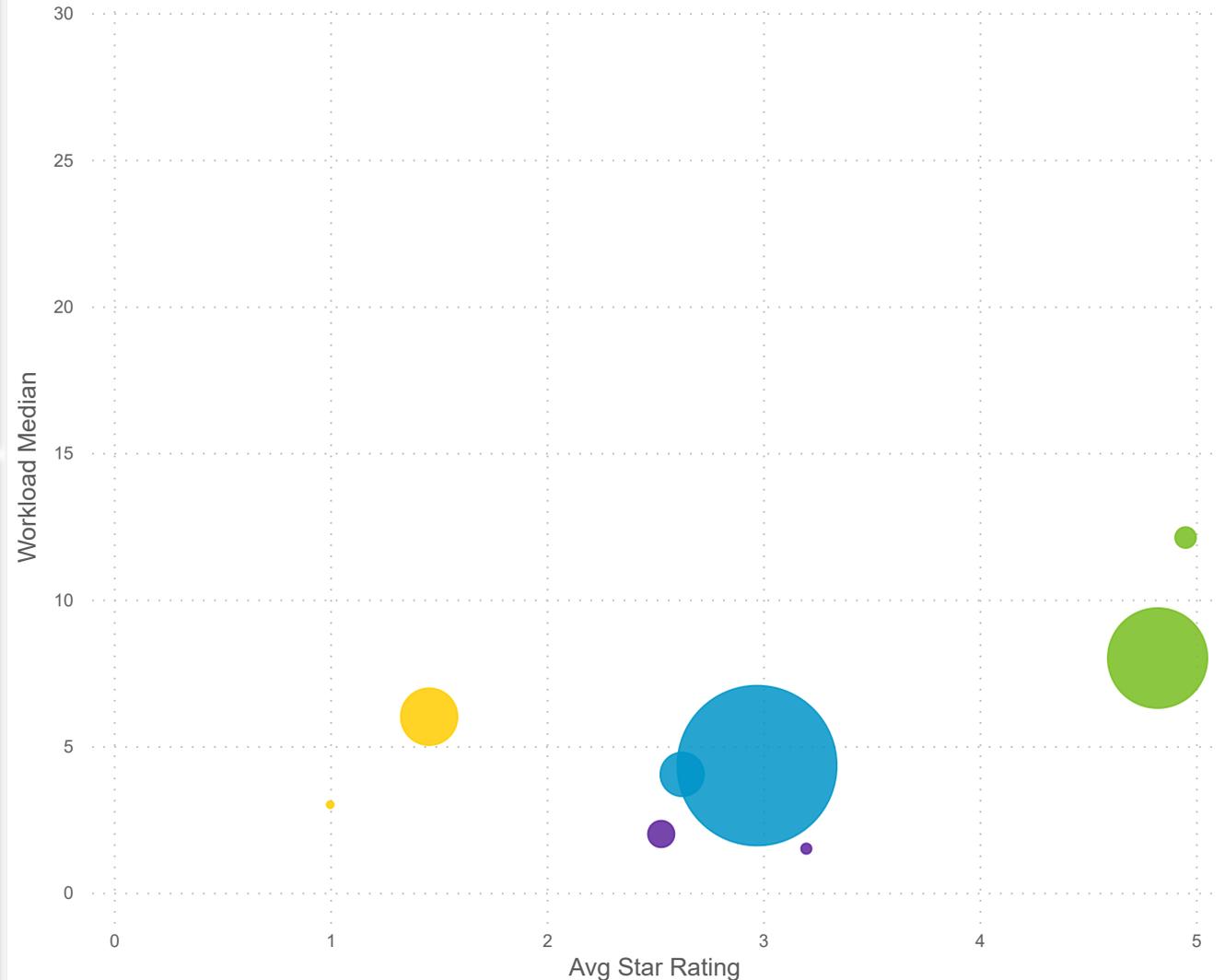
Workload Median (Total %)

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

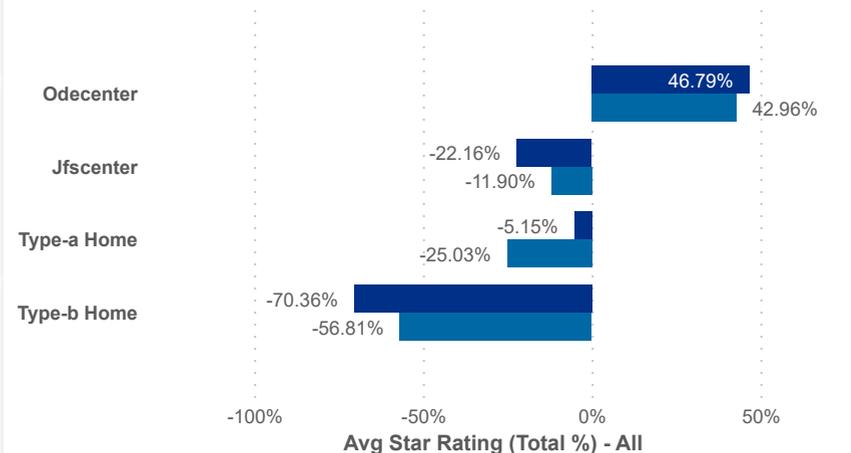


Workload Median (Leaver)

4.43

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Workload Median (Stayer)

5.17

Star Rating Mean (Total)

3.37

Star Rating Mean (Leaver)

3.00

Star Rating Mean (Stayer)

3.38