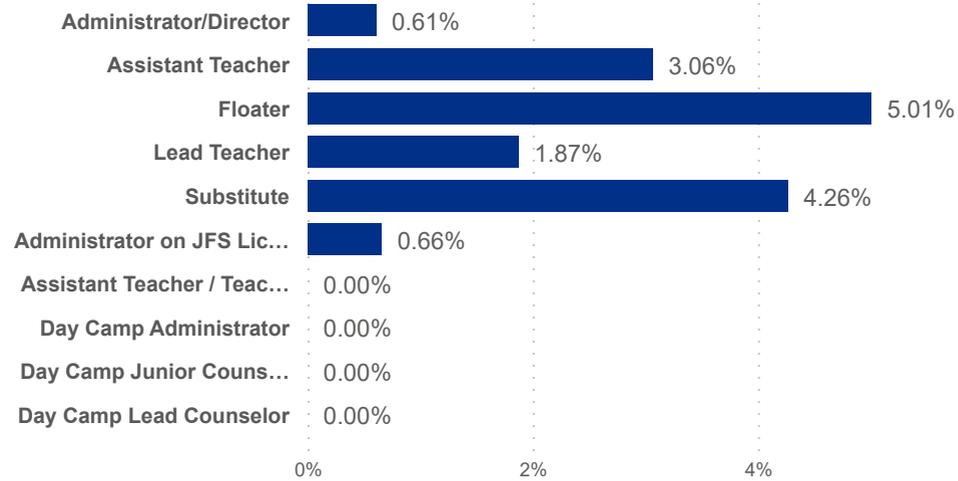


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

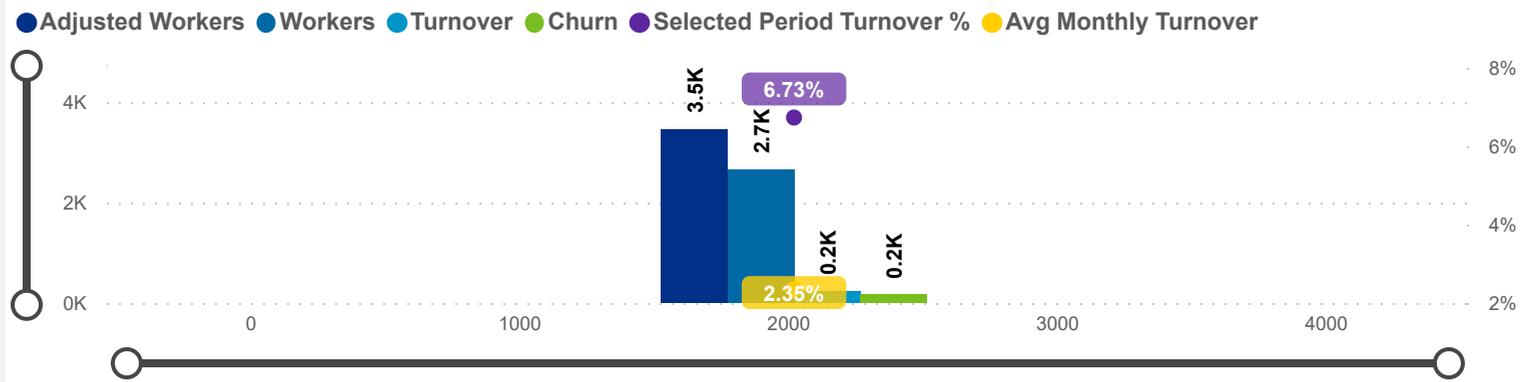
SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Avg Monthly Turnover Rates by Job Title

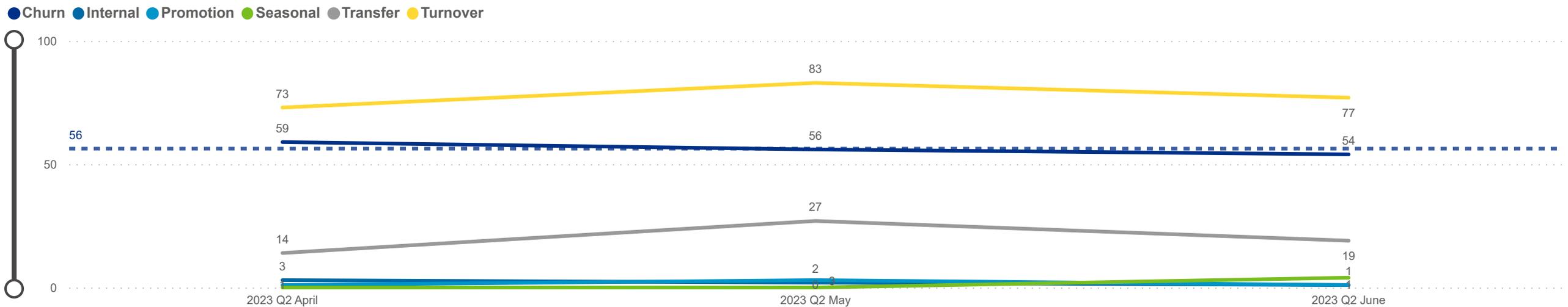


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.35%	3,461	169	3,292	6.73%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

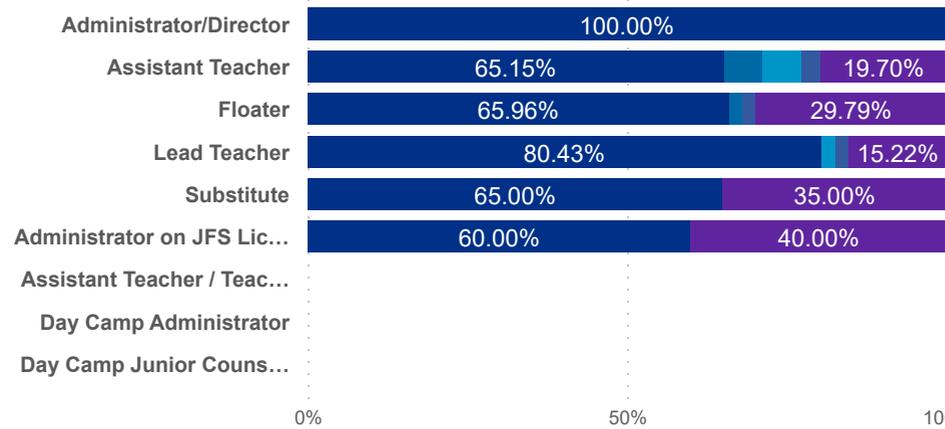


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

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

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.71%

Adjusted Workers

3,461

Workload Median

4.86

Pay Median USD / hr

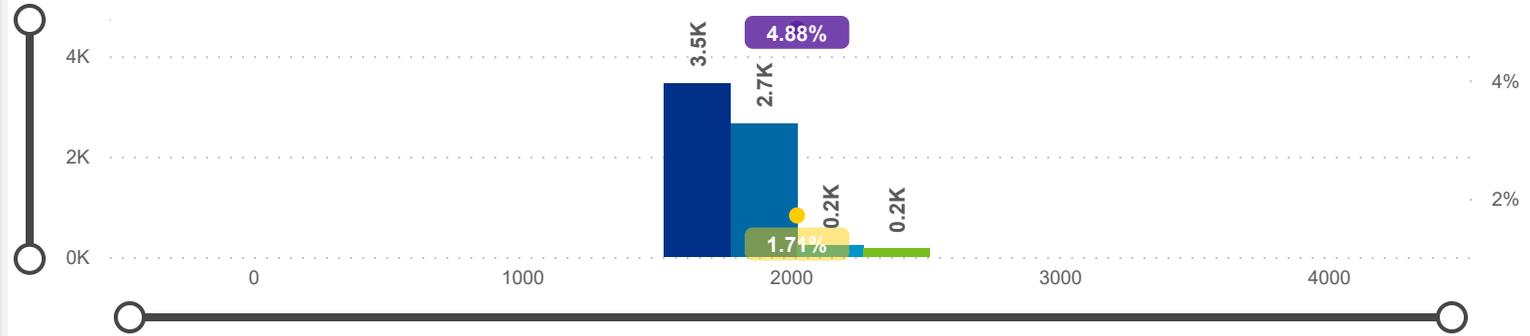
14.00

Avg ECE Duration

6.08

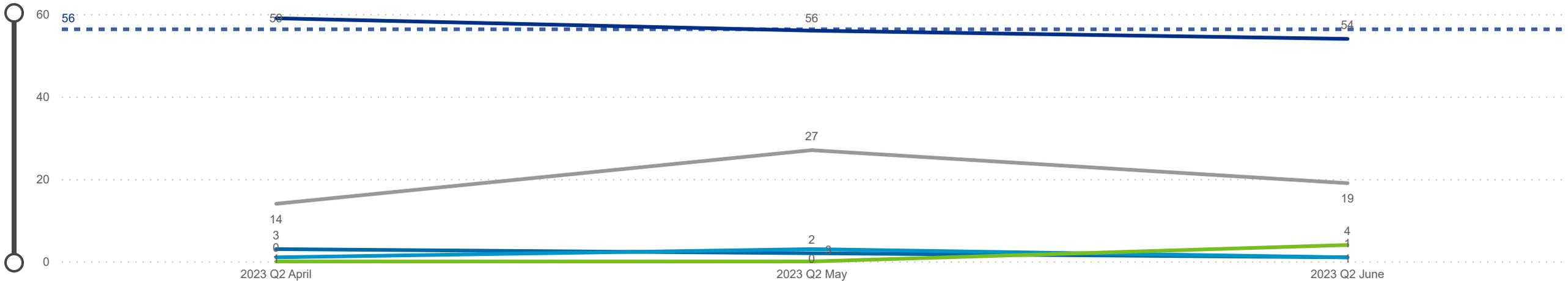
Avg Monthly Churn and Number of Workers

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



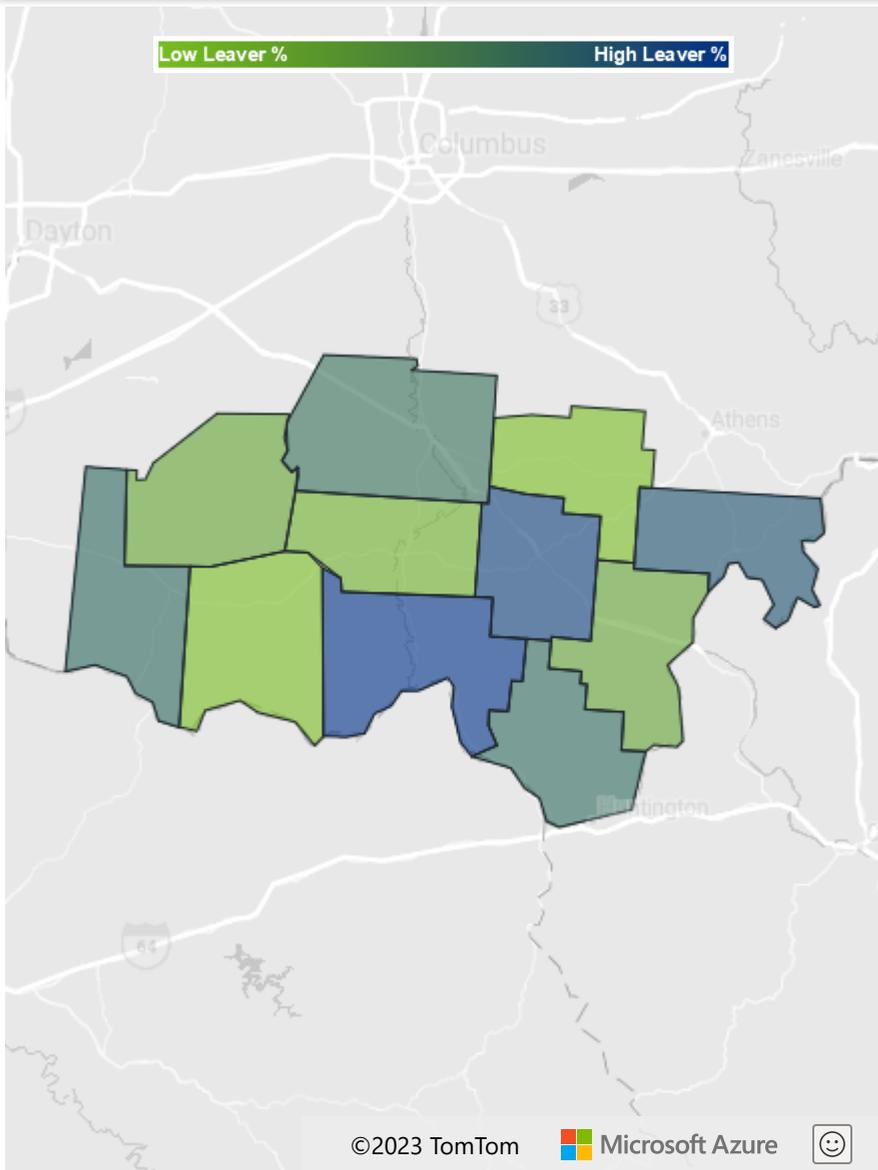
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



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

SDA>County: SDA 11 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All



ADJUSTED WORKERS

3,461

TOTAL LEAVER

169

TOTAL STAYER

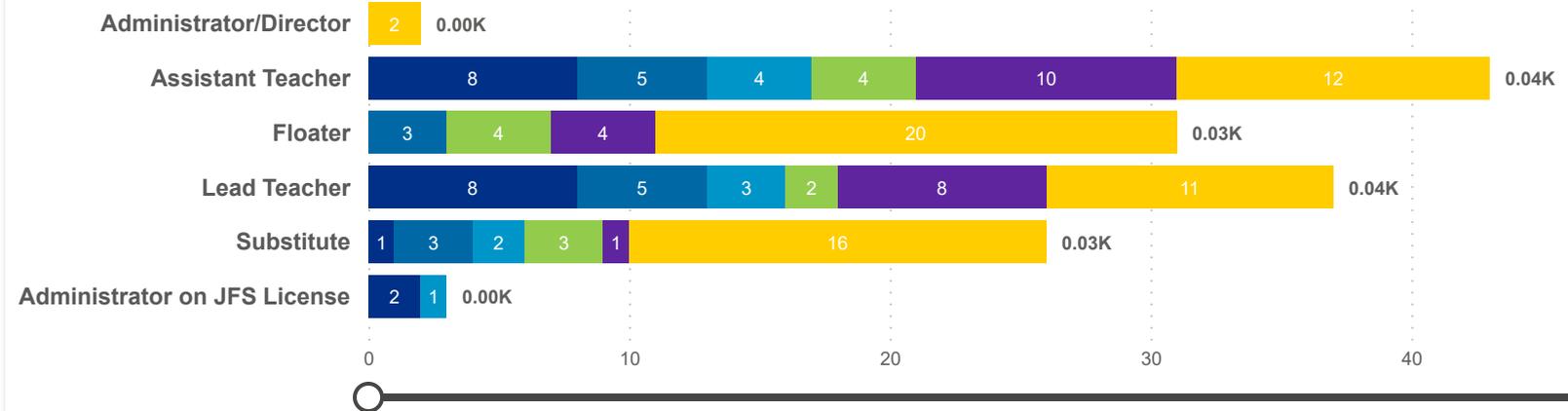
3,292

SELECTED PERIOD CHURN %

4.88%

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
Adams OH	155	113	4.26%	3	152	1.94%	98.06%	0.65%	3.23%	1.08%	6.00	3.51
Brown OH	266	159	5.99%	14	252	5.26%	94.74%	1.86%	5.64%	2.00%	3.77	3.82
Gallia OH	339	296	11.15%	10	329	2.95%	97.05%	1.03%	3.54%	1.23%	8.70	4.40
Highland OH	309	235	8.85%	9	300	2.91%	97.09%	1.04%	5.83%	2.07%	3.55	4.40
Jackson OH	310	270	10.17%	21	289	6.77%	93.23%	2.28%	7.74%	2.61%	6.58	4.07
Lawrence OH	485	421	15.86%	25	460	5.15%	94.85%	1.79%	6.39%	2.22%	4.86	4.27
Meigs OH	98	78	2.94%	6	92	6.12%	93.88%	2.03%	7.14%	2.37%	6.00	3.87
Pike OH	209	146	5.50%	5	204	2.39%	97.61%	0.83%	3.35%	1.16%	5.25	3.76
Ross OH	526	408	15.37%	26	500	4.94%	95.06%	1.74%	6.84%	2.41%	5.26	3.91
Scioto OH	676	475	17.89%	50	626	7.40%	92.60%	2.68%	11.54%	4.18%	3.47	3.92
Total	3,461	2,655	100.00%	169	3,292	4.88%	95.12%	1.71%	6.73%	2.35%	4.86	4.02

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

169

TOTAL STAYER

3,292

LEAVER

3.04

STAYER

6.18

LEAVER (Hourly Wage MED)

11.00

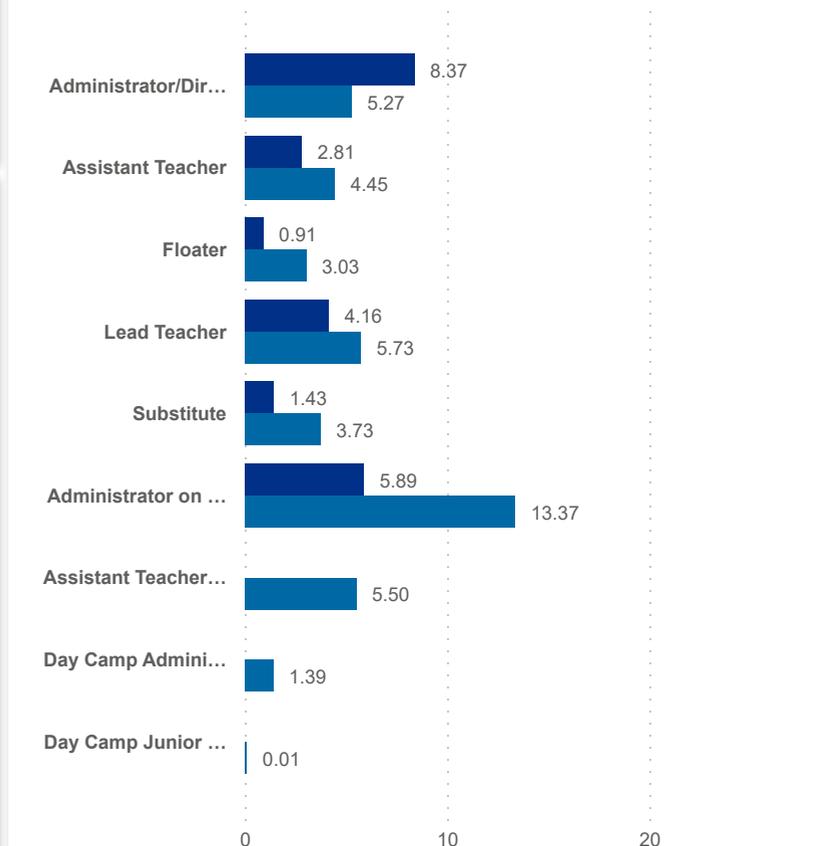
STAYER (Hourly Wage MED)

14.00

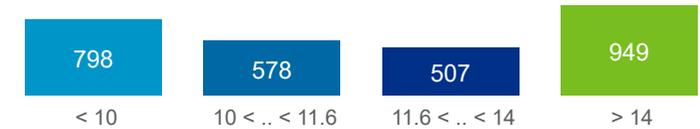
● Leaver % ● Stayer %



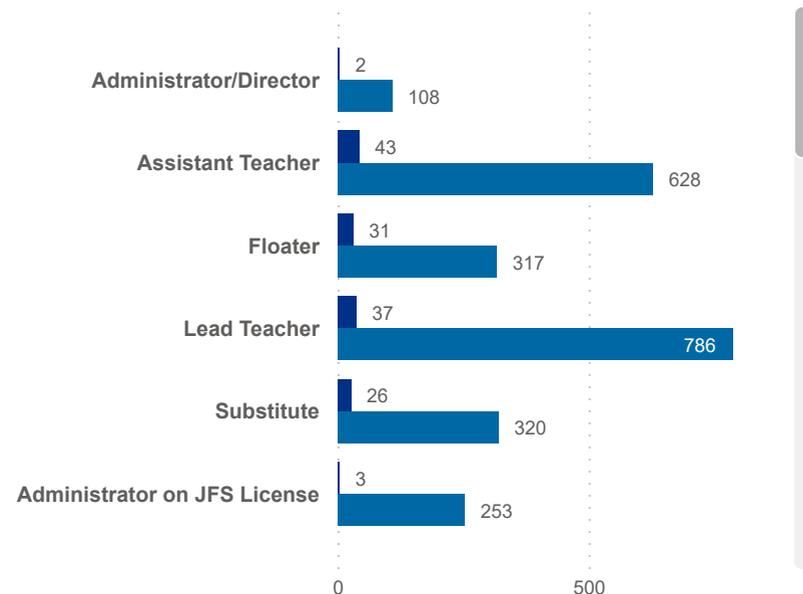
Worker Status: ● Leaver ● Stayer



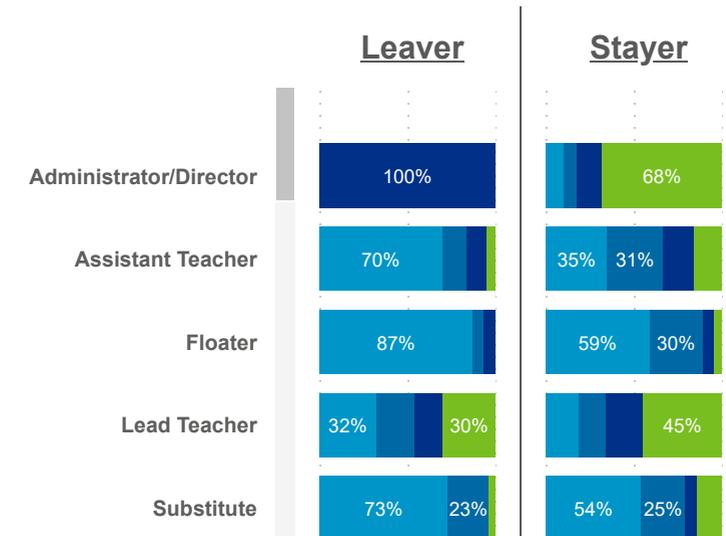
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● 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

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

4.88%

95.12%

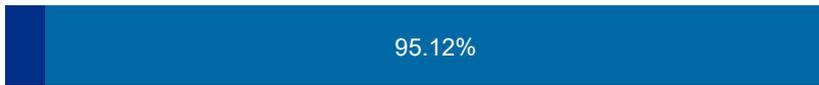
3.04

6.18

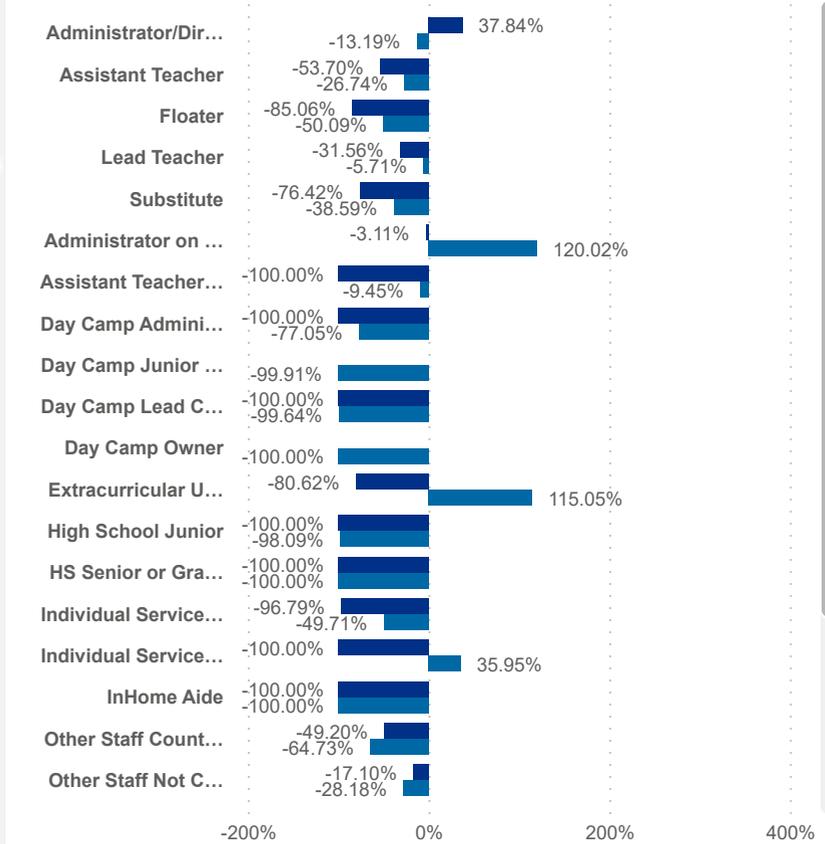
11.00

14.00

● Leaver % ● Stayer %



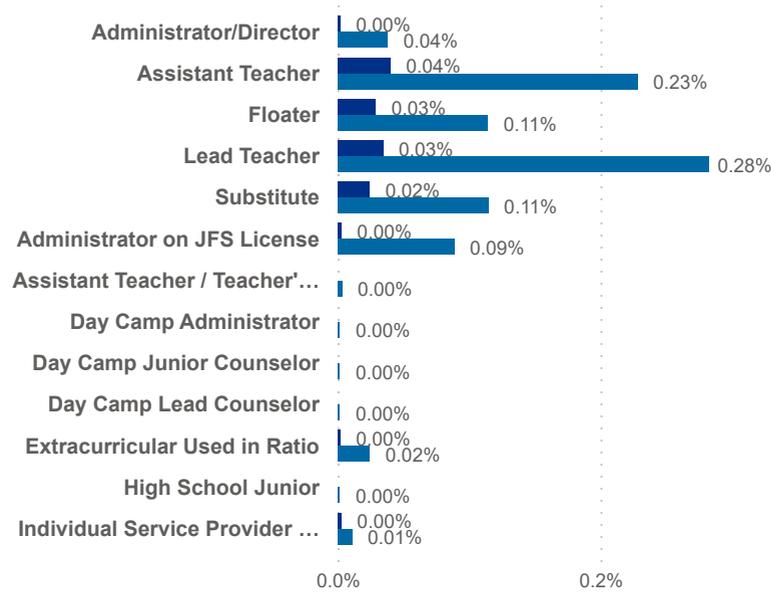
Worker Status: ● Leaver ● Stayer



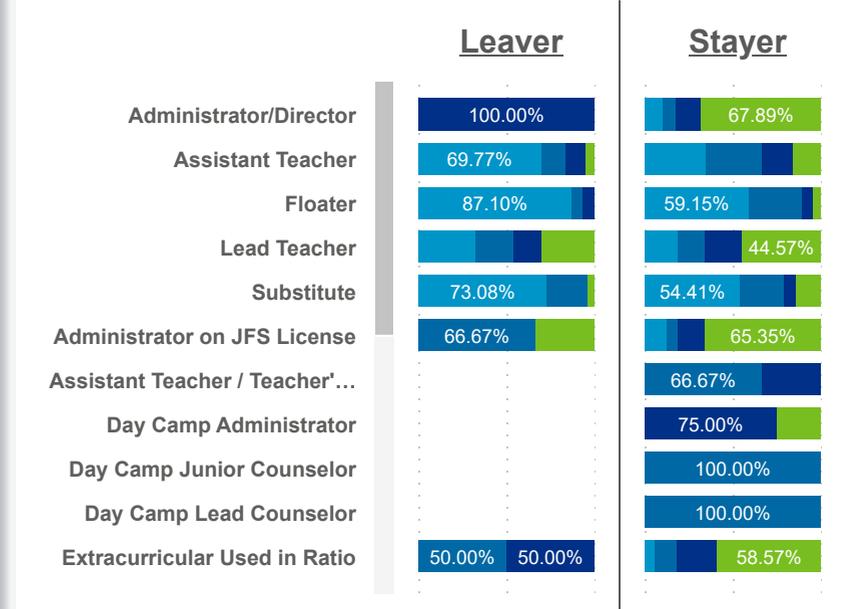
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



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 11 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

LEAVER (Avg Career Duration)

3.58

STAYER (Avg Career Duration)

11.42

TOTAL STAYER

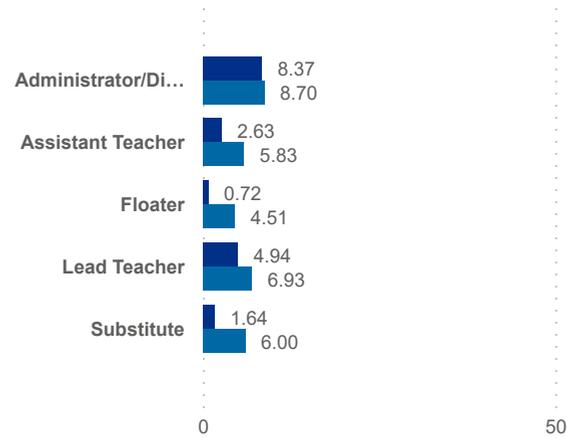
3,292

STAYER (Promotion)

5

Avg Career Duration by Job Title

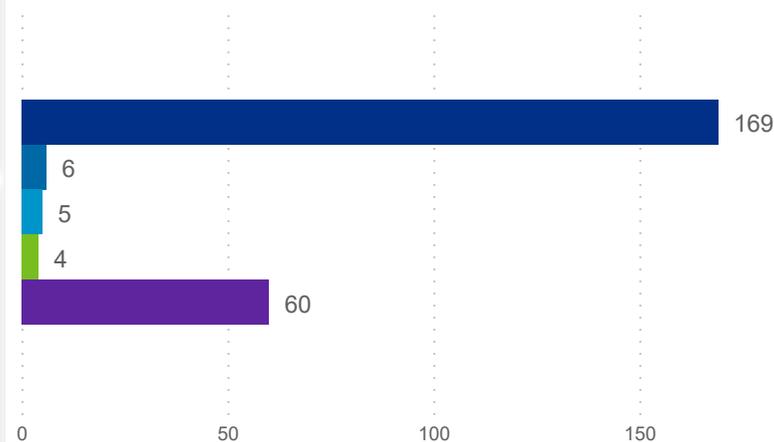
Worker Status: ● Leaver ● Stayer



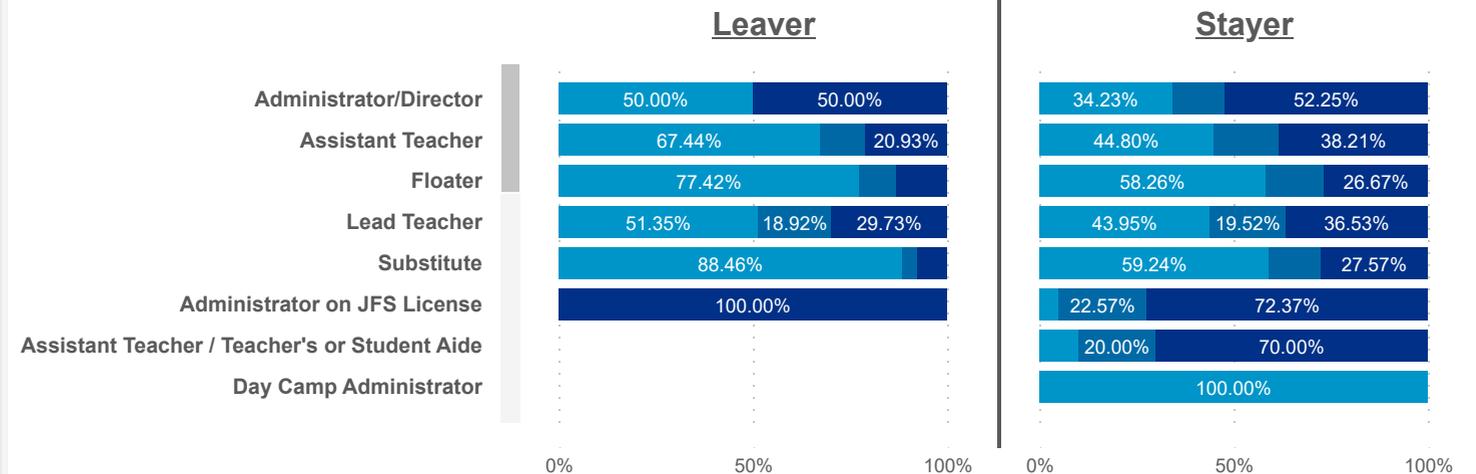
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Pike	Administrator/Director	0.12	9.30	Early	3.36	
Highland	Administrator/Director	0.75	9.80	Early	3.20	
Gallia	Administrator/Director	0.83	10.00	Early	1.41	
Scioto	Administrator/Director	0.61	10.00	Early	12.86	5.00
Lawrence	Administrator/Director	0.62	12.50	Early	3.71	
Gallia	Administrator/Director	0.83	13.50	Early	5.71	5.00
Ross	Administrator/Director	0.79	14.00	Early	5.19	
Brown	Administrator/Director	0.75	15.39	Early	5.82	5.00
Gallia	Administrator/Director	0.00	16.00	Early	13.50	5.00
Brown	Administrator/Director	0.75	16.47	Early	4.86	5.00
Jackson	Administrator/Director	2.34	16.50	Early	7.18	
Jackson	Administrator/Director	1.60	20.69	Early	50.44	

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:

LEAVER (Avg Career Duration)

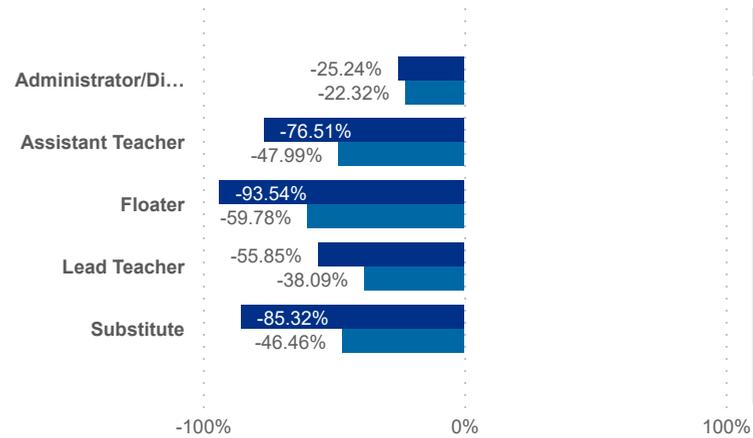
3.58

STAYER (Avg Career Duration)

11.42

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Gallia	Administrator/Director	0.00	16.00	Early	13.50	5.00
Brown	Assistant Teacher	0.00	12.01	Early	2.04	4.00
Ross	Lead Teacher	0.00	13.53	Early	5.57	
Lawrence	Program Management Not Used in Ratio	0.00	13.00	Senior	8.57	1.00
Highland	Cook	0.01	8.80	Early	1.63	5.00
Gallia	Lead Teacher	0.01	15.00	Early	0.00	
Ross	Floater	0.01	11.52	Mid	4.00	5.00
Ross	Lead Teacher	0.01	9.03	Mid	4.18	3.00
Lawrence	Lead Teacher	0.01	11.68	Senior	4.07	5.00
Highland	Day Camp Junior Counselor	0.01	13.00	Early	0.00	
Ross	Lead Teacher	0.02	8.50	Early	2.20	3.00
Scioto	Floater	0.02	9.90	Early	4.13	3.00

TOTAL STAYER

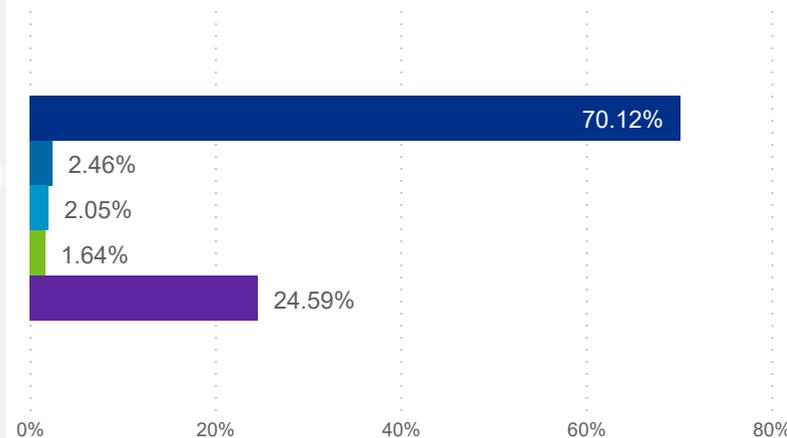
3,292

STAYER (Promotion)

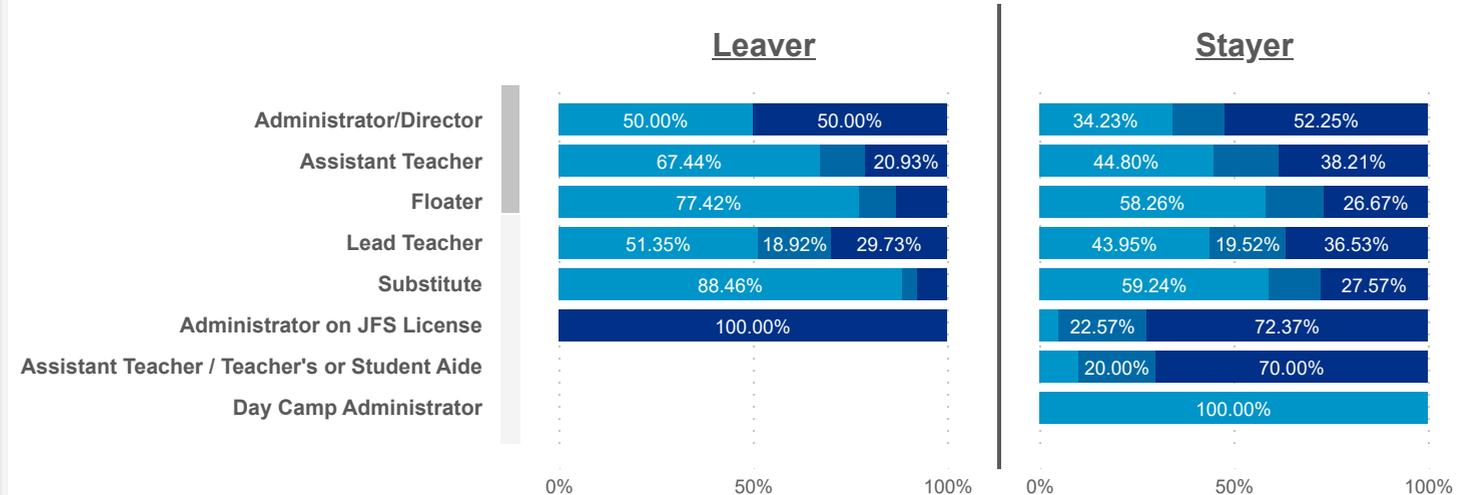
5

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)

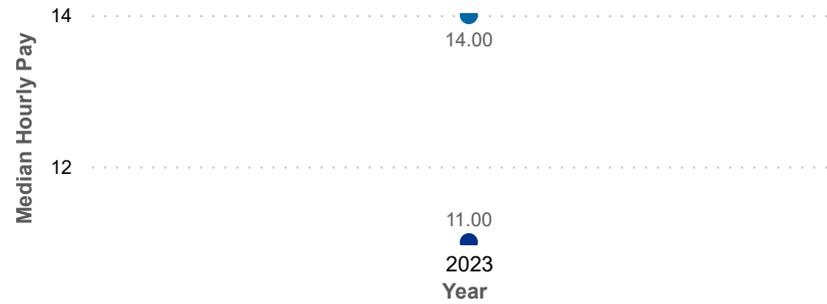
LEAVER
11.00

STAYER
14.00

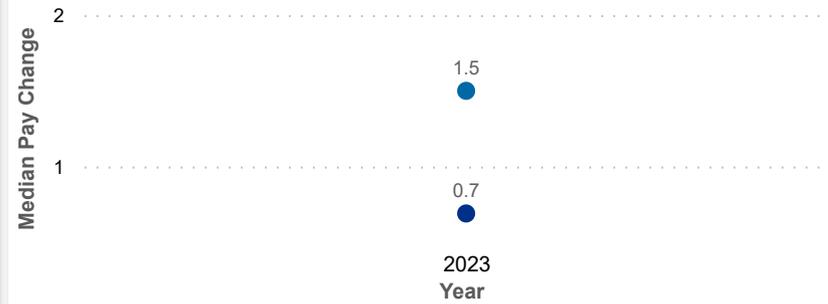
LEAVER
0.44

STAYER
0.64

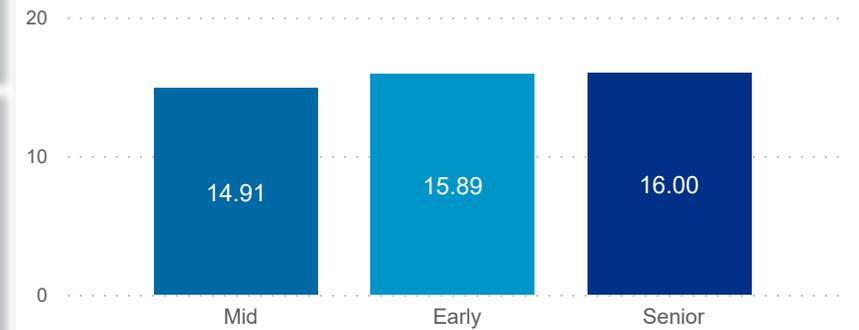
Worker Status: Leaver Stayer



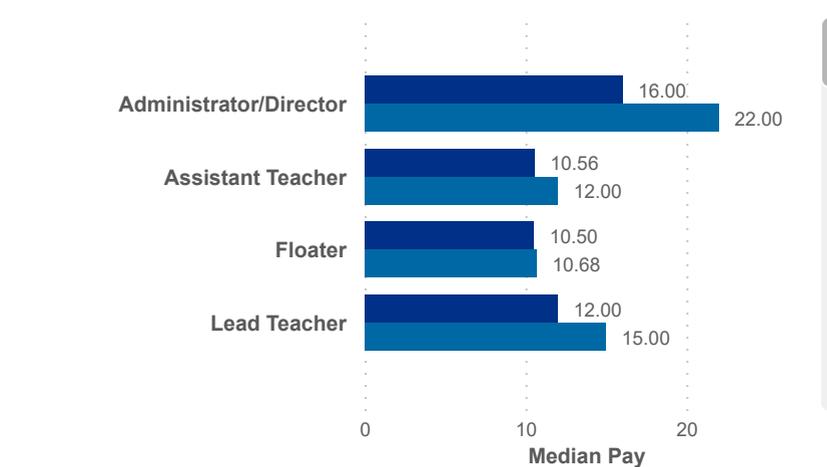
Worker Status: Leaver Stayer



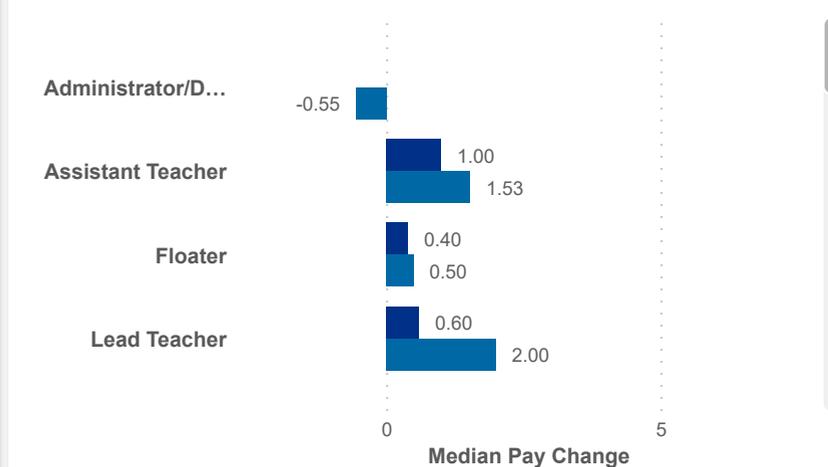
Seniority: Mid Early Senior



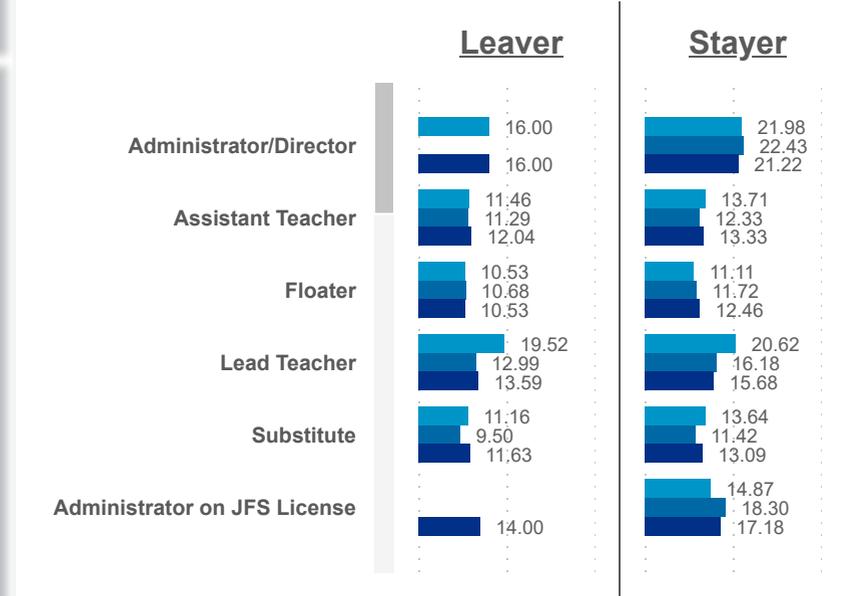
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



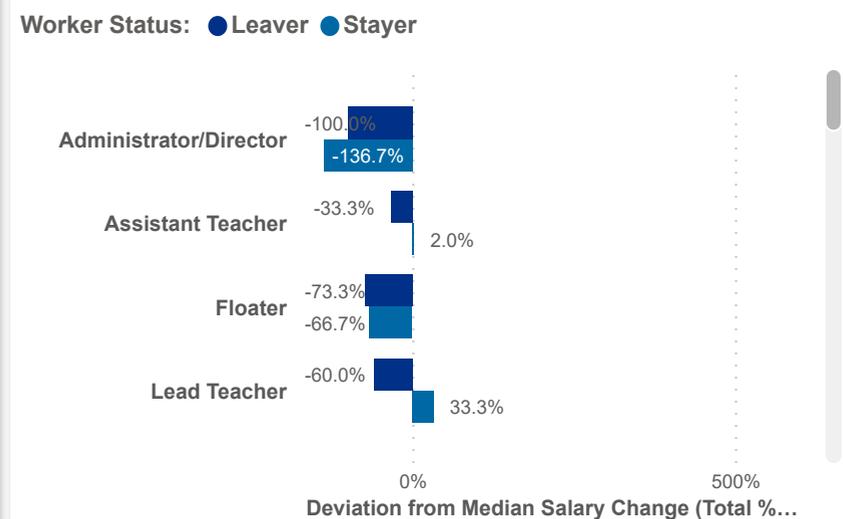
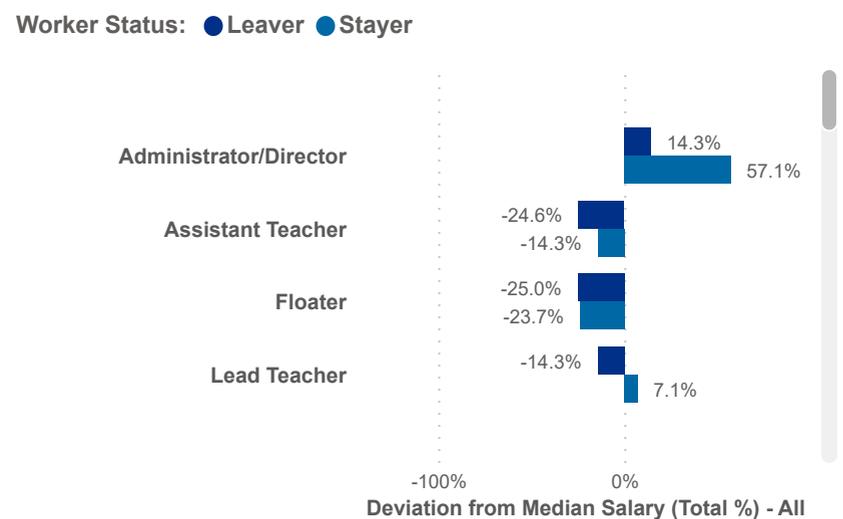
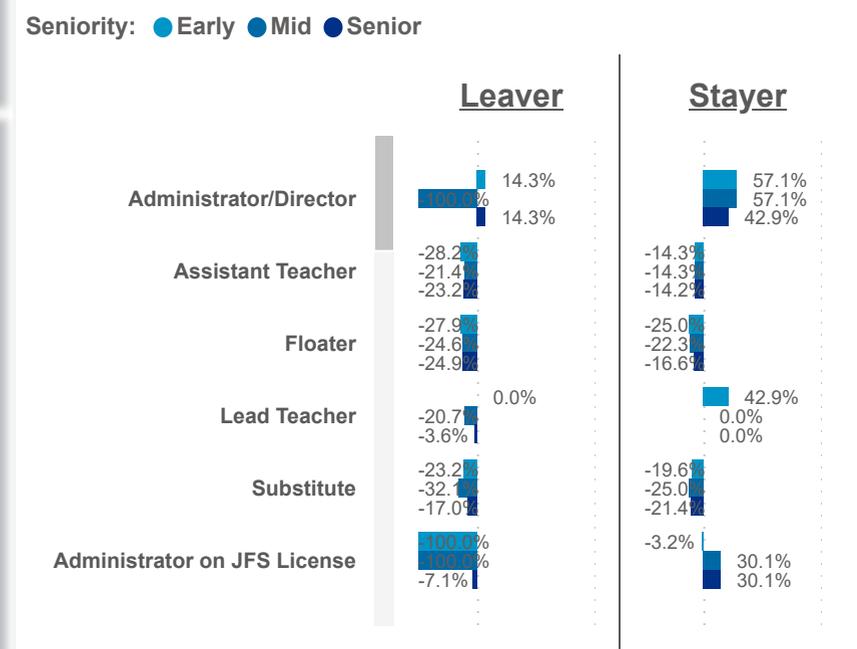
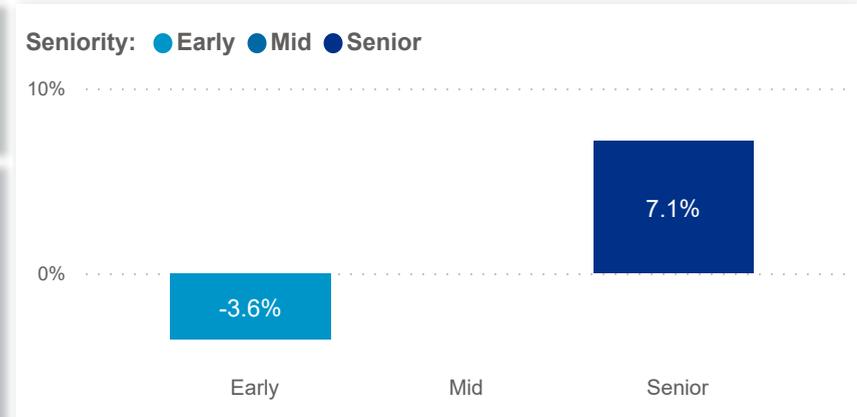
Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

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

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)



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

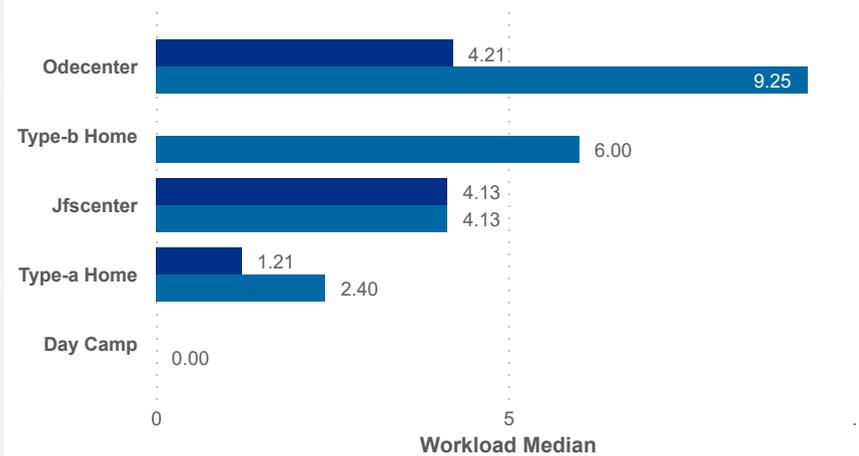
SDA>County: SDA 11 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

4.86

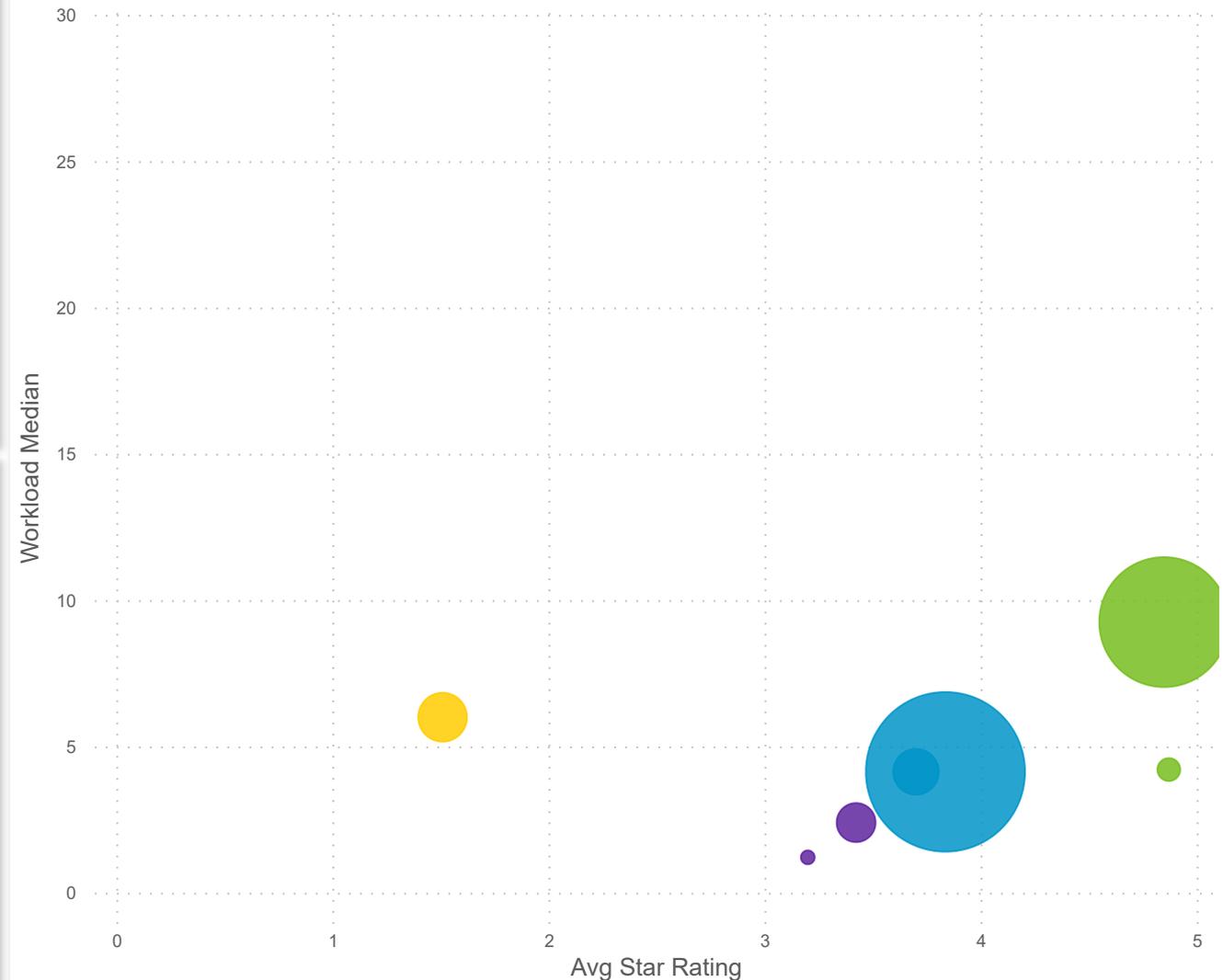
Workload Median

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



Workload Median (Leaver)

4.10

Workload Median (Stayer)

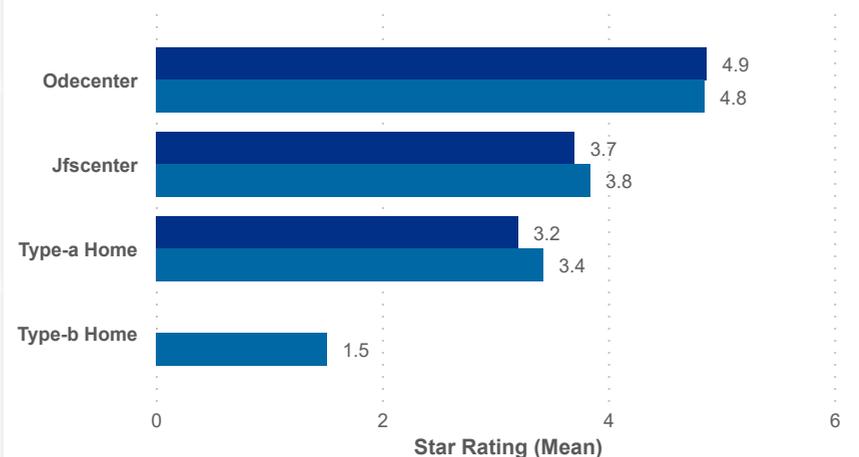
5.00

Star Rating Mean (Total)

4.02

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.91

Star Rating Mean (Stayer)

4.02

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

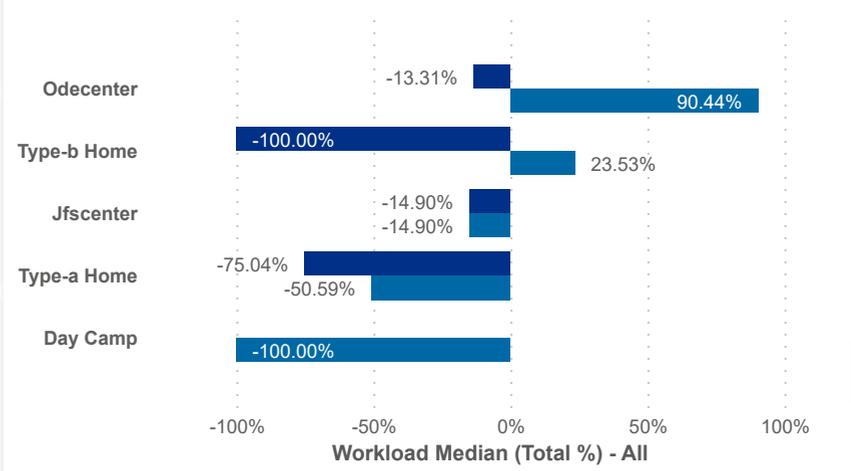
SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Workload Median (Total)

4.86

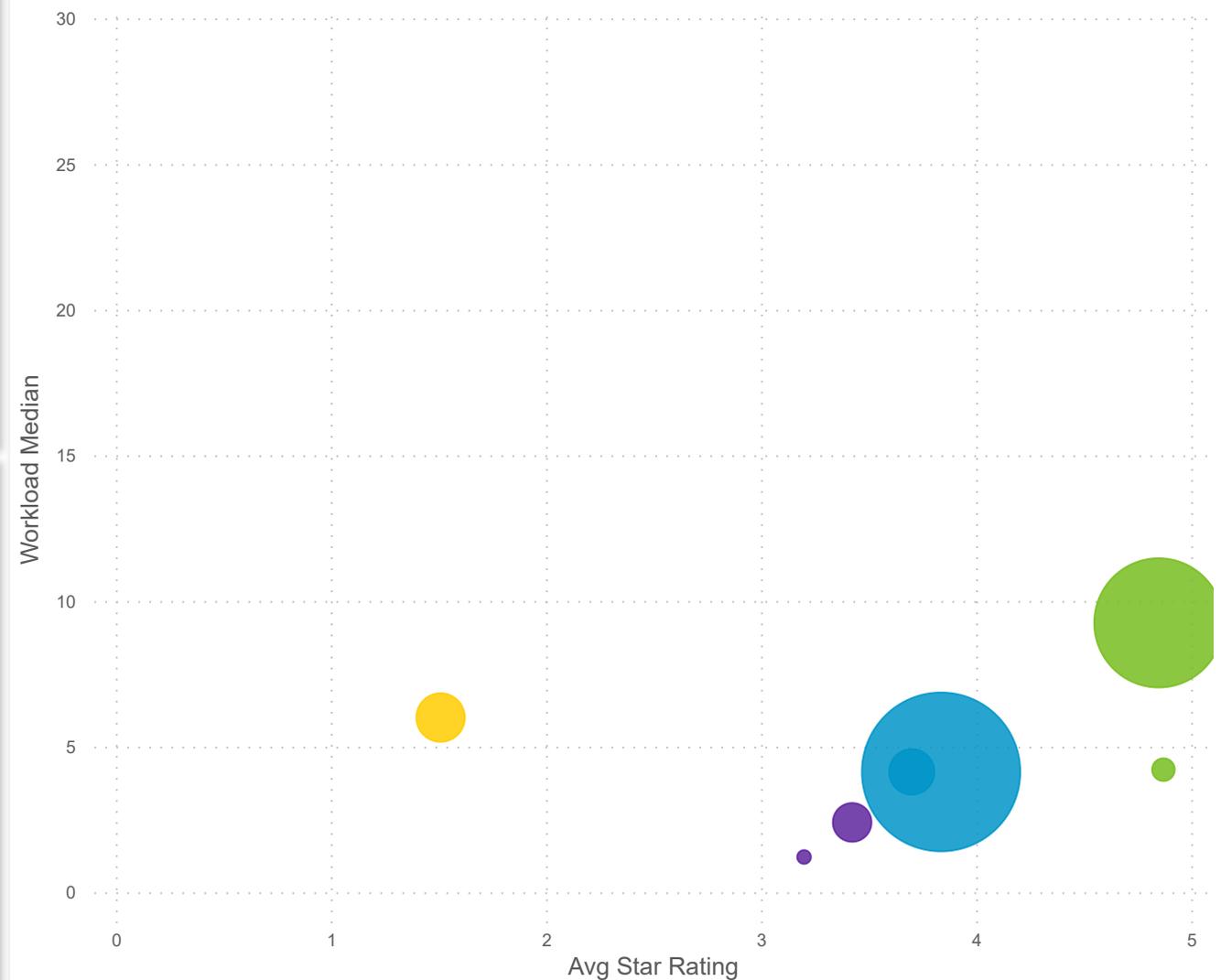
Workload Median (Total %)

Worker status ● Leaver ● Stayer



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

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



Workload Median (Leaver)

4.10

Workload Median (Stayer)

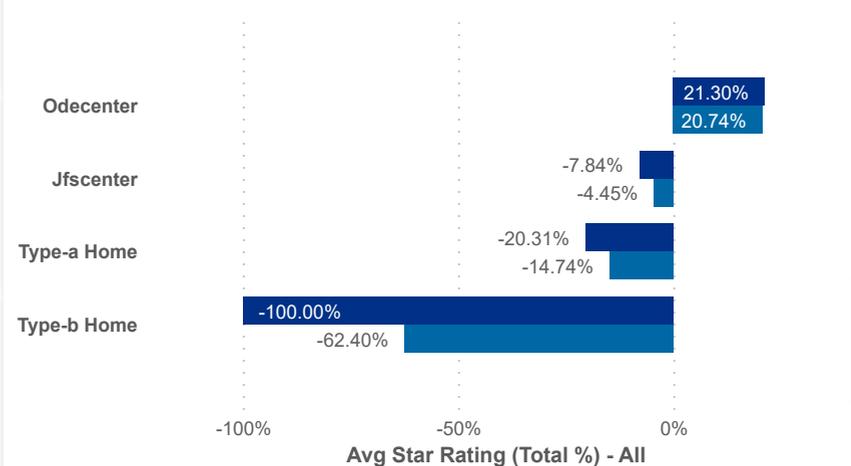
5.00

Star Rating Mean (Total)

4.02

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.91

Star Rating Mean (Stayer)

4.02