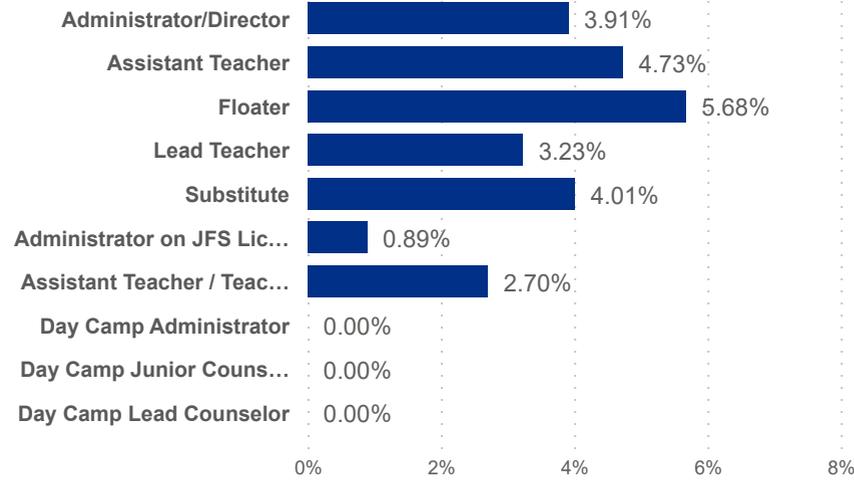


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

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

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

3.56%

Adjusted Workers

18,643

Total Leaver

1,153

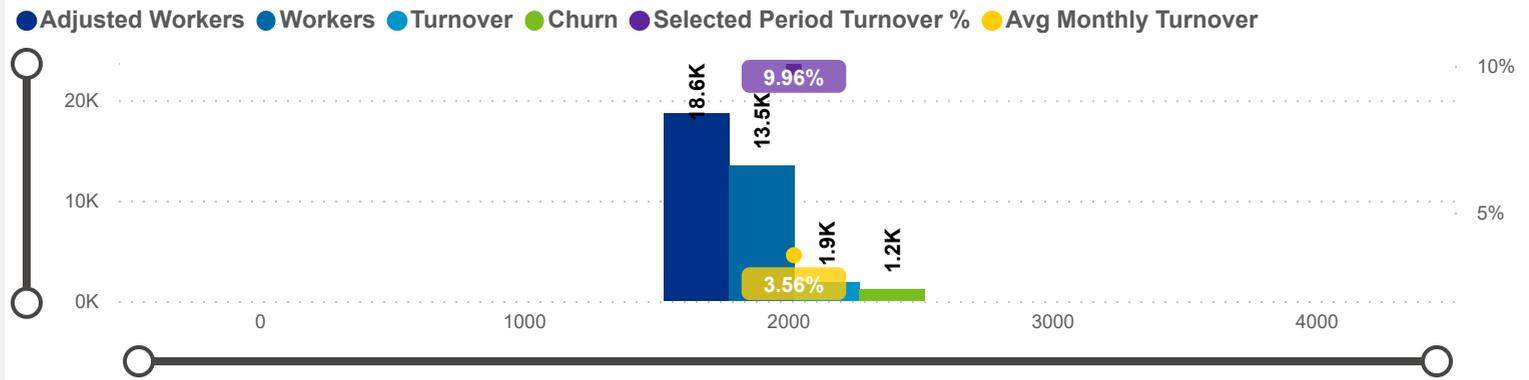
Total Stayer

17,490

Sel Period Turnover

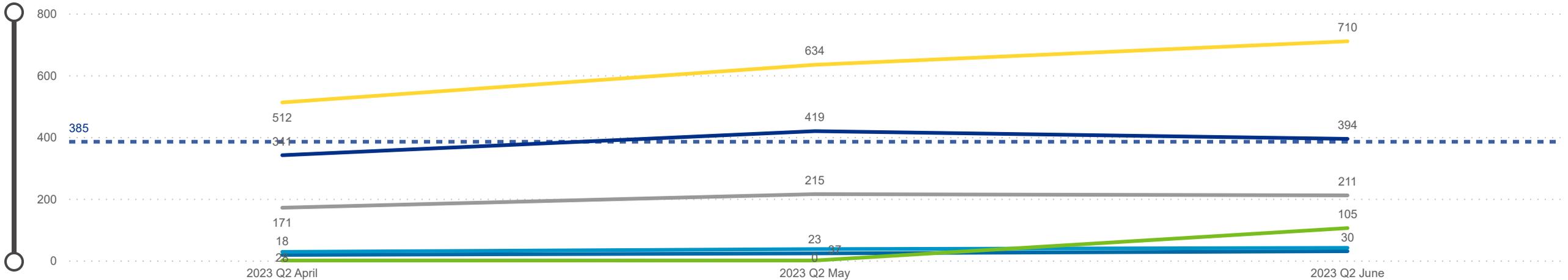
9.96%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer ● Turnover

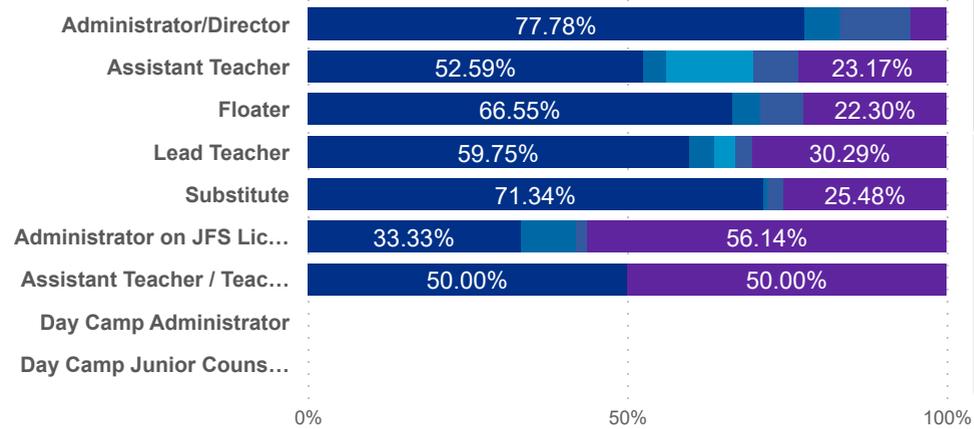


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

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

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.21%

Adjusted Workers

18,643

Workload Median

6.33

Pay Median USD / hr

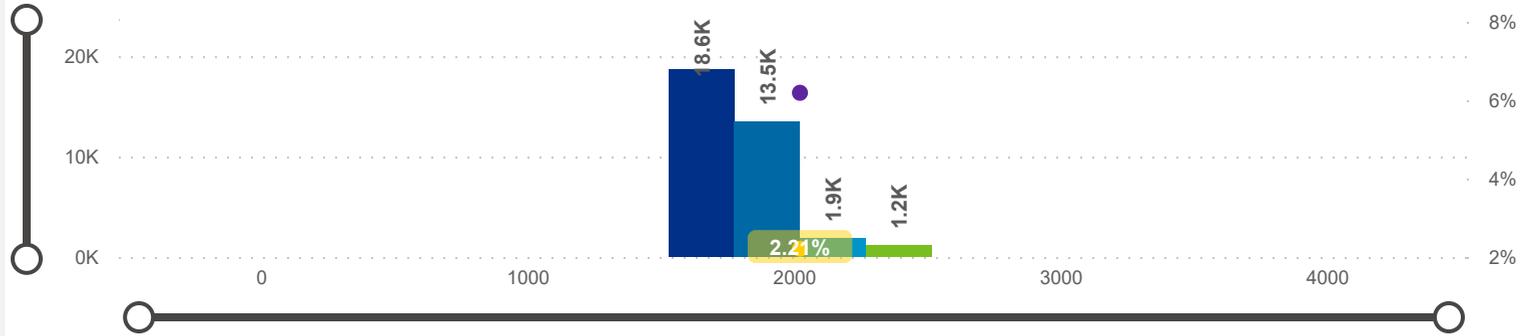
15.00

Avg ECE Duration

6.63

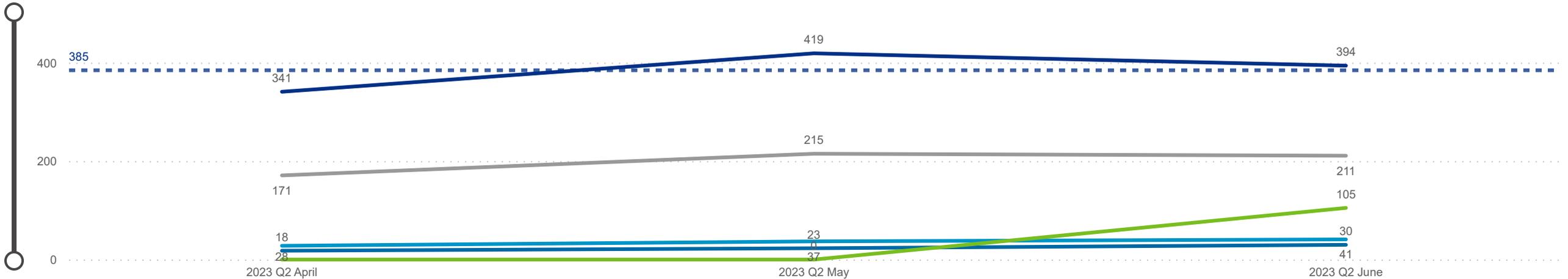
Avg Monthly Churn and Number of Workers

● 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 3 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Low Leaver % High Leaver %

ADJUSTED WORKERS

18,643

TOTAL LEAVER

1,153

TOTAL STAYER

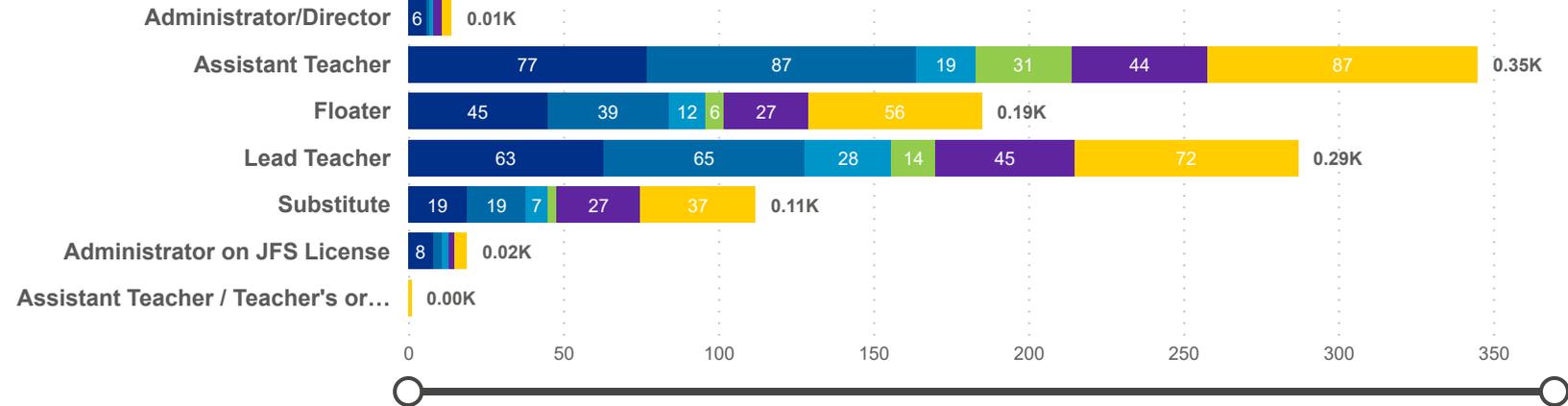
17,490

SELECTED PERIOD CHURN %

6.18%

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
Ashtabula OH	793	588	4.37%	34	759	4.29%	95.71%	1.49%	6.56%	2.27%	5.38	3.99
Cuyahoga OH	15,244	11,032	81.92%	990	14,254	6.49%	93.51%	2.33%	10.48%	3.76%	6.25	3.50
Geauga OH	639	496	3.68%	22	617	3.44%	96.56%	1.24%	6.26%	2.25%	6.82	3.74
Lake OH	1,967	1,499	11.13%	107	1,860	5.44%	94.56%	1.94%	8.44%	3.00%	7.04	3.95
Total	18,643	13,466	100.00%	1,153	17,490	6.18%	93.82%	2.21%	9.96%	3.56%	6.33	3.58

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

1,153

TOTAL STAYER

17,490

LEAVER

3.26

STAYER

6.73

LEAVER (Hourly Wage MED)

14.00

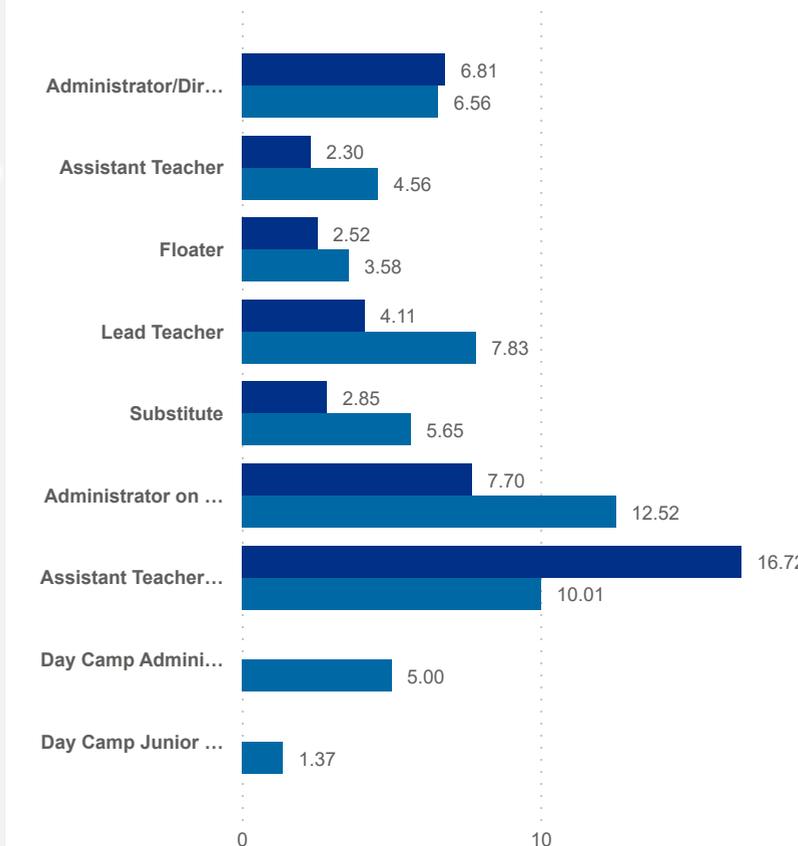
STAYER (Hourly Wage MED)

15.00

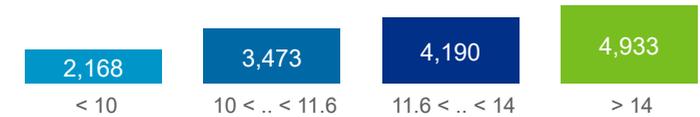
● Leaver % ● Stayer %



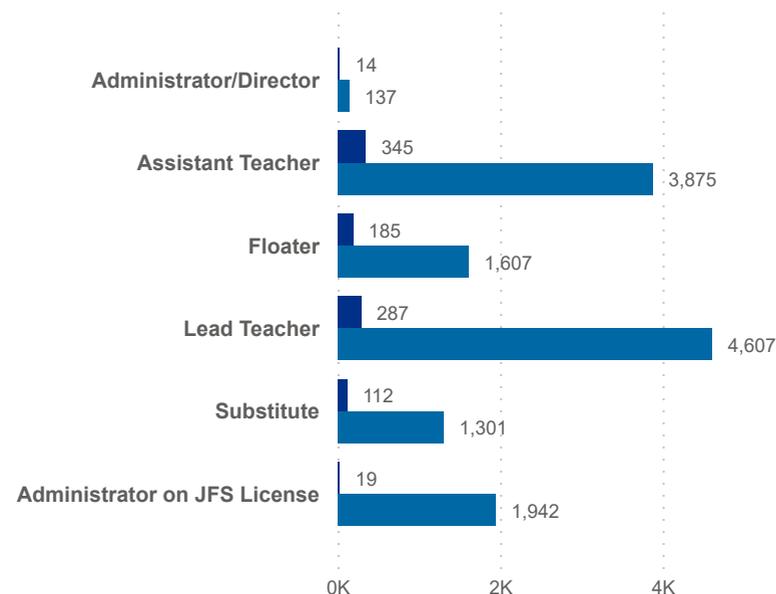
Worker Status: ● Leaver ● Stayer



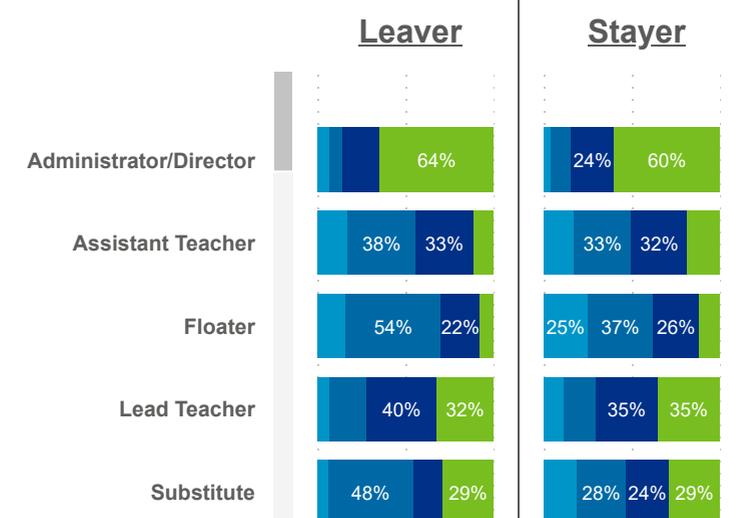
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● 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)

6.18%

93.82%

3.26

6.73

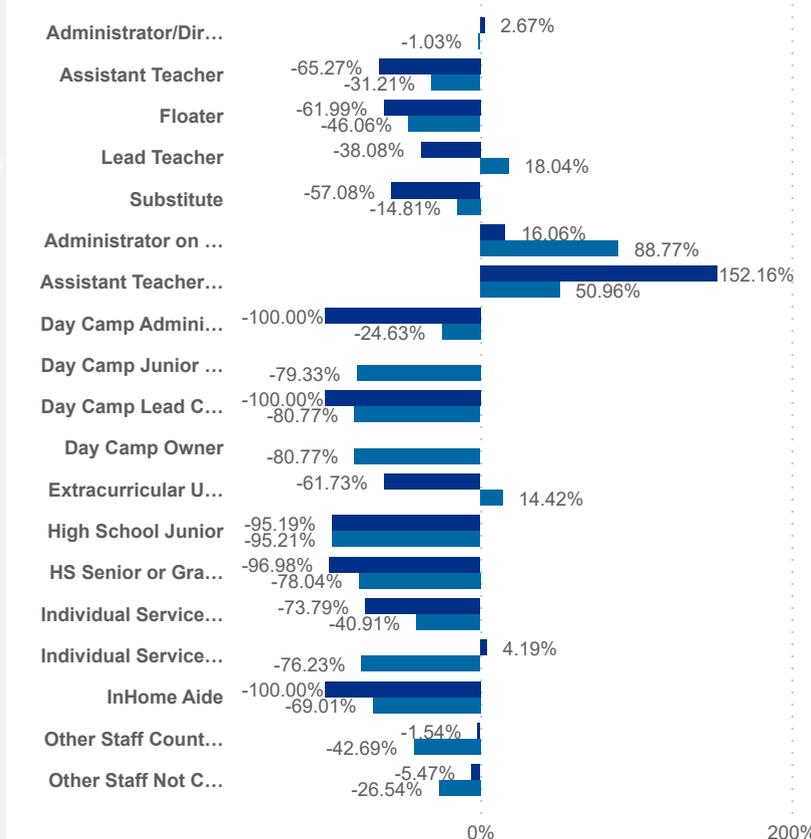
14.00

15.00

● Leaver % ● Stayer %



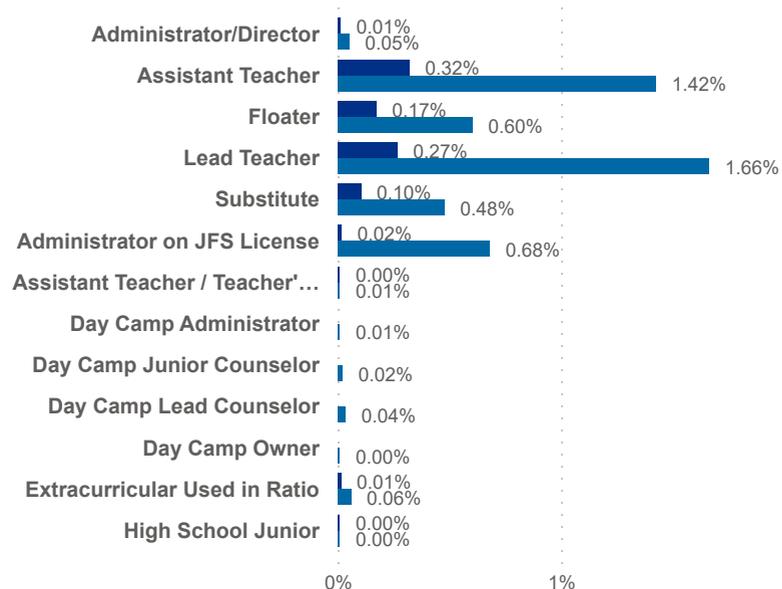
Worker Status: ● Leaver ● Stayer



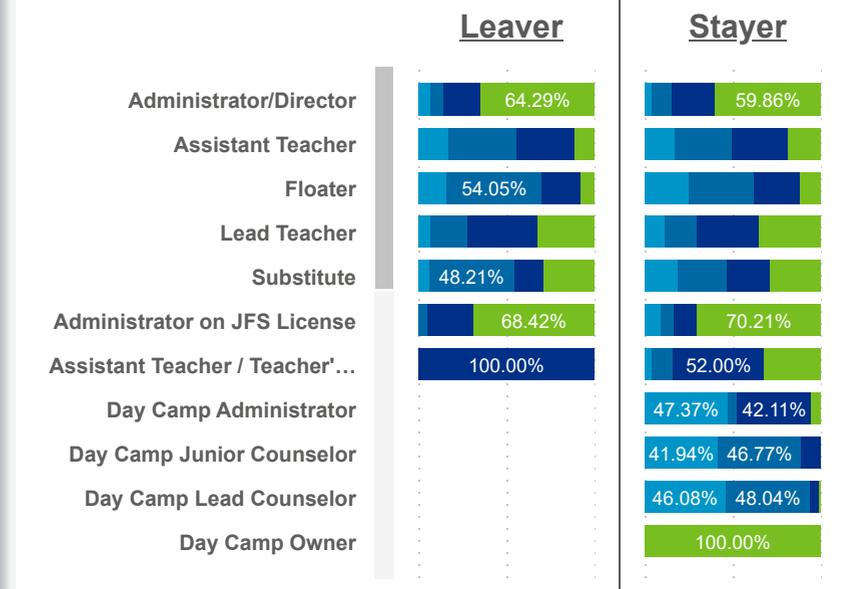
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



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

LEAVER (Avg Career Duration)

3.73

STAYER (Avg Career Duration)

10.34

TOTAL STAYER

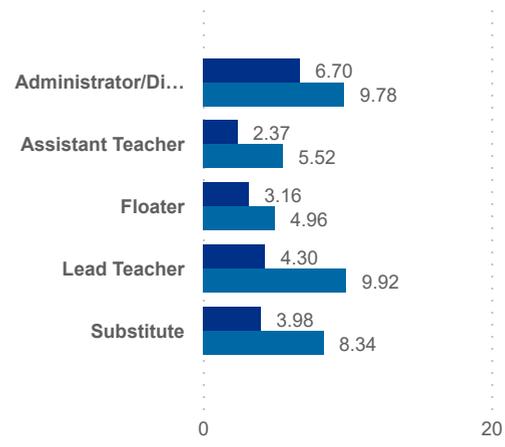
17,490

STAYER (Promotion)

106

Avg Career Duration by Job Title

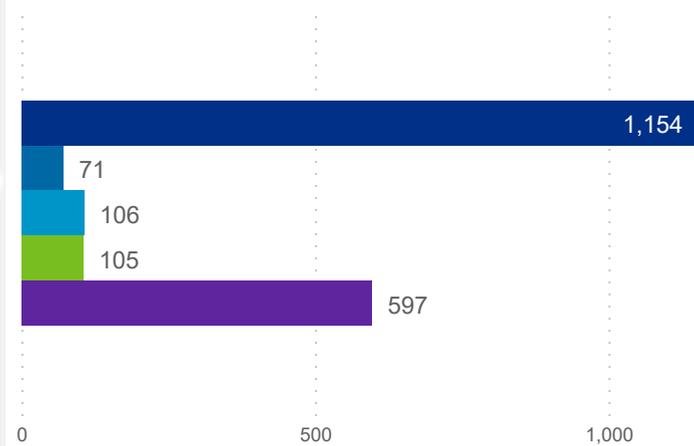
Worker Status: ● Leaver ● Stayer



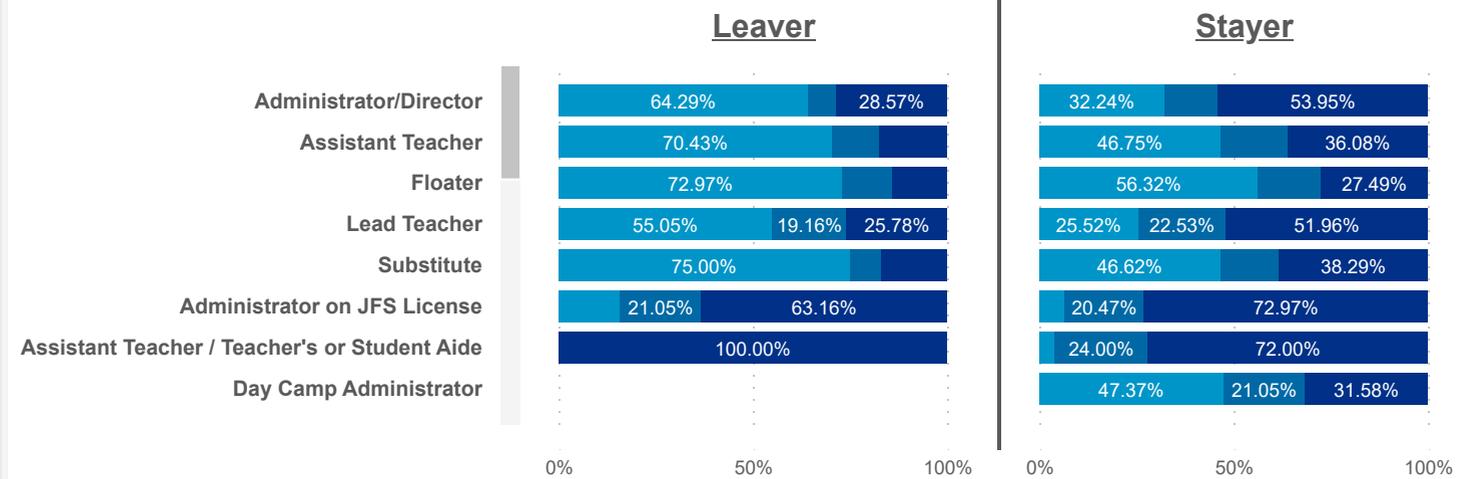
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Cuyahoga	Administrator/Director	2.79	8.75	Early	3.33	
Cuyahoga	Administrator/Director	2.91	10.80	Early	13.50	
Cuyahoga	Administrator/Director	0.67	11.00	Early	15.75	
Cuyahoga	Administrator/Director	2.83	12.38	Early	12.50	
Cuyahoga	Administrator/Director	0.75	12.50	Early	13.50	
Cuyahoga	Administrator/Director	3.83	12.75	Early	16.63	
Cuyahoga	Administrator/Director	2.82	13.04	Early	23.50	
Cuyahoga	Administrator/Director	0.02	13.10	Early	8.82	5.00
Cuyahoga	Administrator/Director	0.56	13.92	Early	16.67	4.00
Cuyahoga	Administrator/Director	0.35	14.20	Early	6.54	
Cuyahoga	Administrator/Director	0.86	15.00	Early	8.96	
Ashtabula	Administrator/Director	1.75	15.02	Early	9.08	5.00

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

LEAVER (Avg Career Duration)

3.73

STAYER (Avg Career Duration)

10.34

TOTAL STAYER

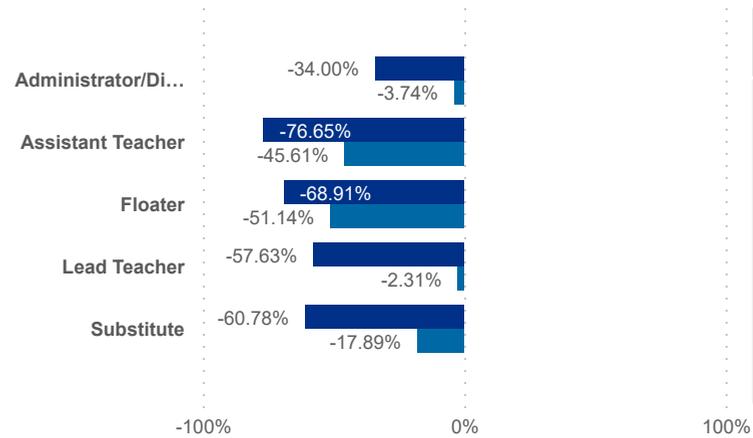
17,490

STAYER (Promotion)

106

Avg Career Duration by Job Title vs Mean

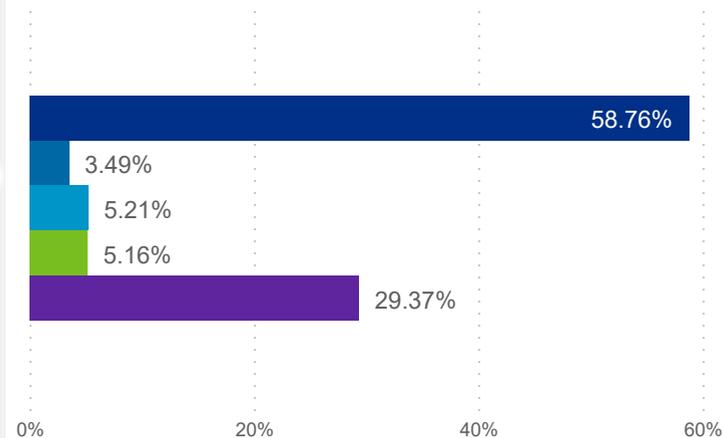
Worker Status: ● Leaver ● Stayer



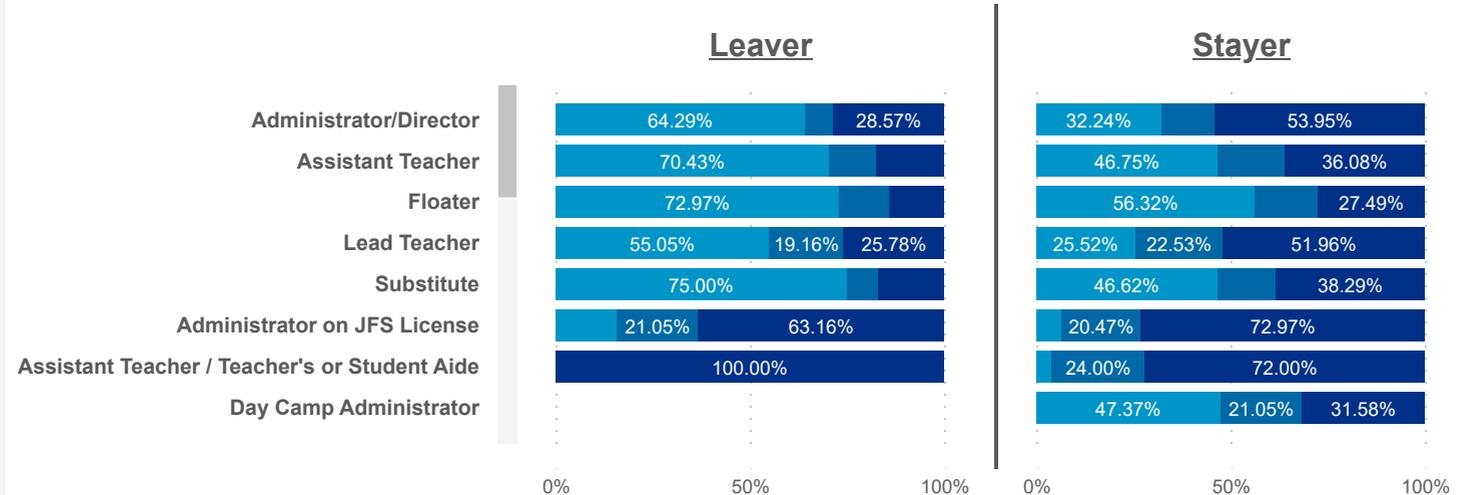
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Cuyahoga	Assistant Teacher	0.00	16.39	Early	9.40	5.00
Cuyahoga	Assistant Teacher	0.00	22.00	Early	3.38	
Cuyahoga	Floater	0.00	11.87	Early	5.26	4.00
Cuyahoga	Floater	0.00	12.68	Early	2.23	5.00
Lake	Floater	0.00	15.36	Early	8.00	
Ashtabula	Lead Teacher	0.00	13.00	Early	5.89	4.00
Lake	Lead Teacher	0.00	13.75	Early	8.94	1.00
Ashtabula	Lead Teacher	0.00	19.00	Early	9.67	
Geauga	Lead Teacher	0.00	23.48	Mid	12.22	
Cuyahoga	Administrator on JFS License	0.00	24.60	Senior	4.33	5.00
Lake	Extracurricular Used in Ratio	0.00	14.19	Early	6.53	5.00
Cuyahoga	High School Junior	0.00	17.00	Early	11.67	5.00

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)

LEAVER
14.00

STAYER
15.00

Worker Status: Leaver Stayer

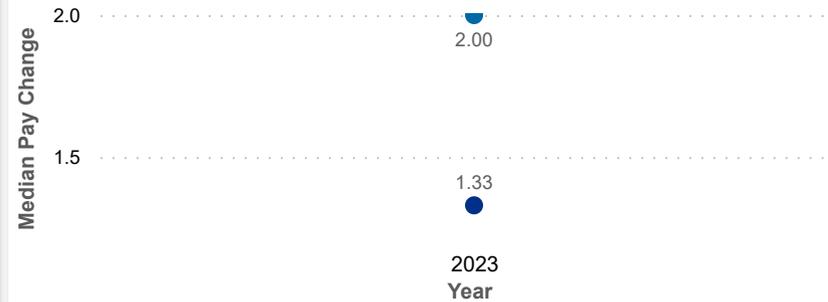


PAY PROGRESSION (USD)

LEAVER
0.49

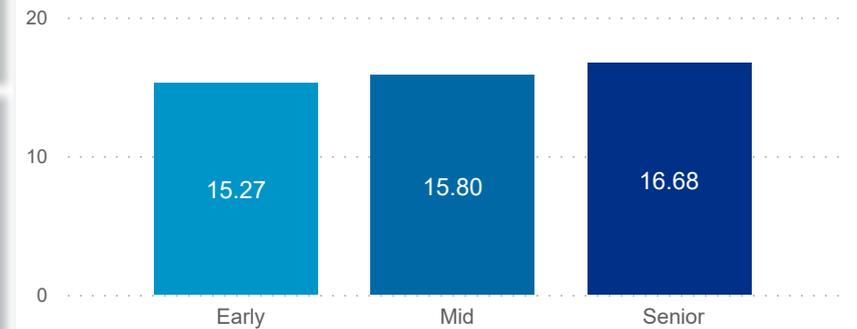
STAYER
1.02

Worker Status: Leaver Stayer

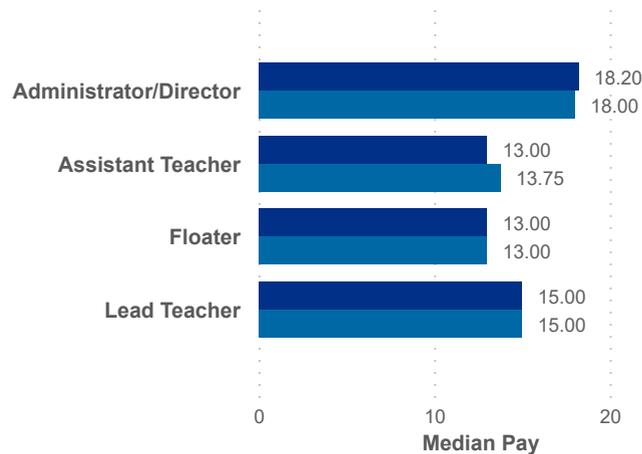


PAY & CAREER SENIORITY (USD)

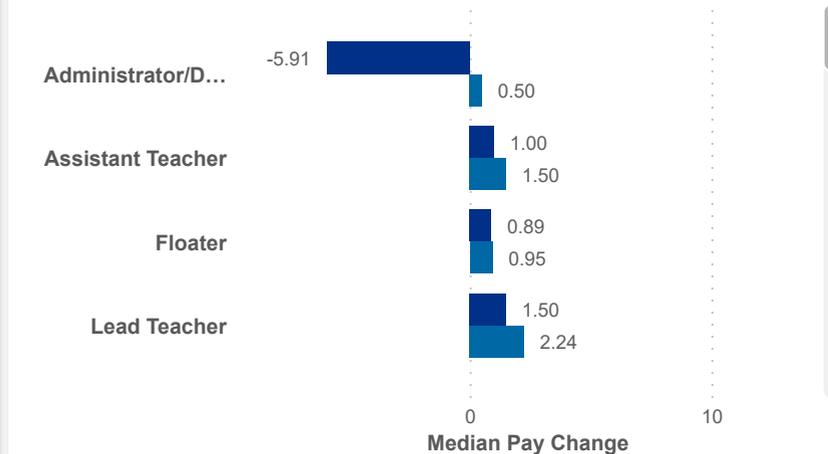
Seniority: Early Mid Senior



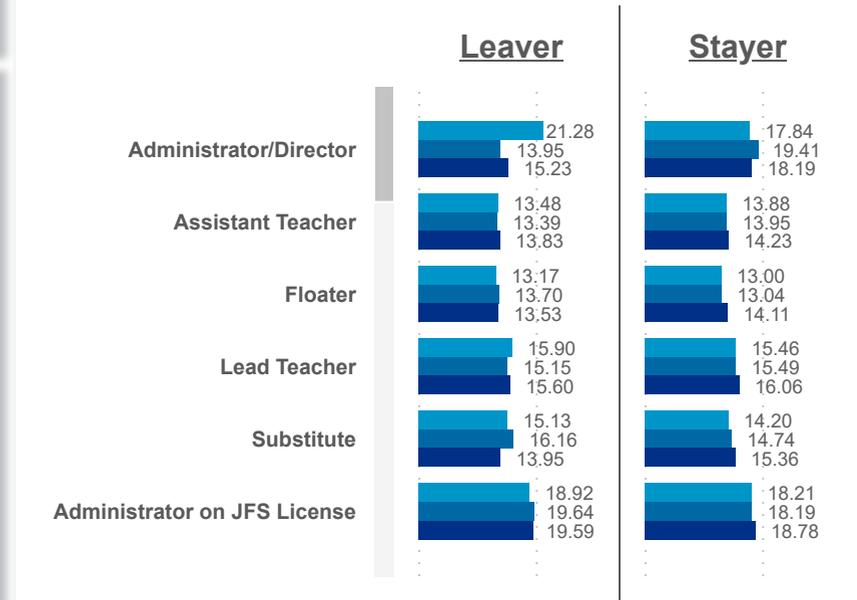
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



Date:
 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
14.00

STAYER
15.00

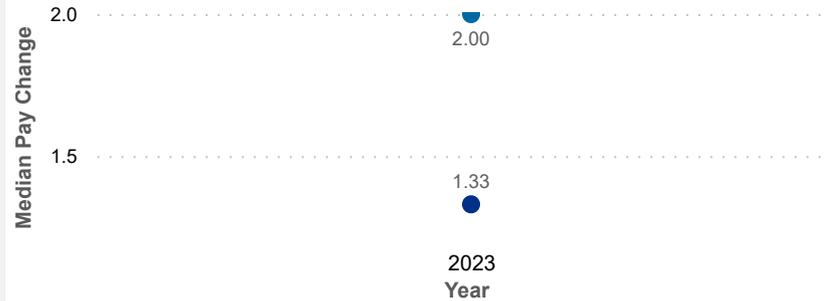
LEAVER
0.49

STAYER
1.02

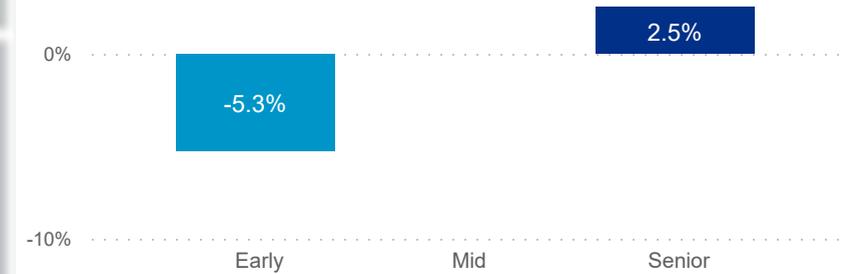
Worker Status: Leaver Stayer



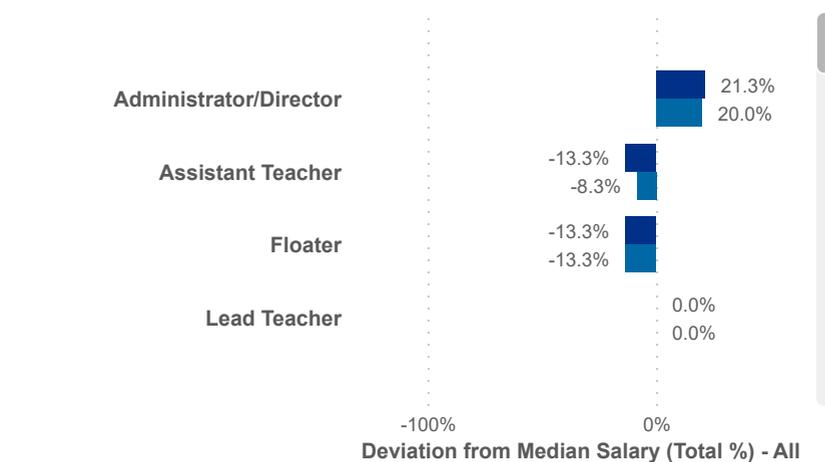
Worker Status: Leaver Stayer



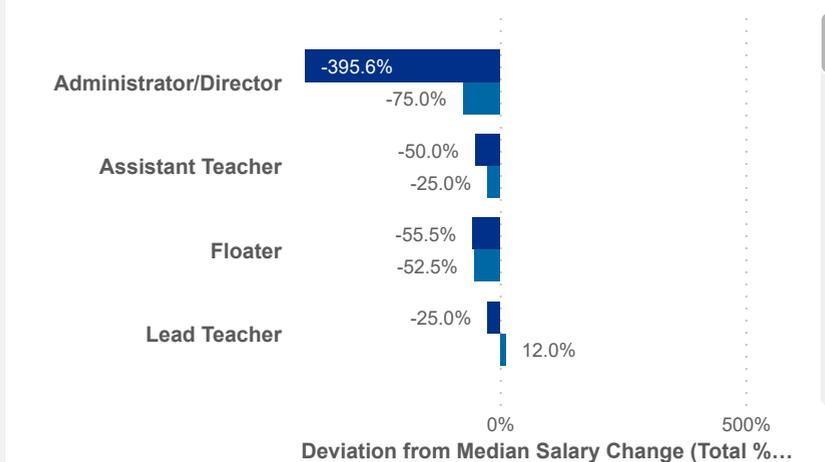
Seniority: Early Mid Senior



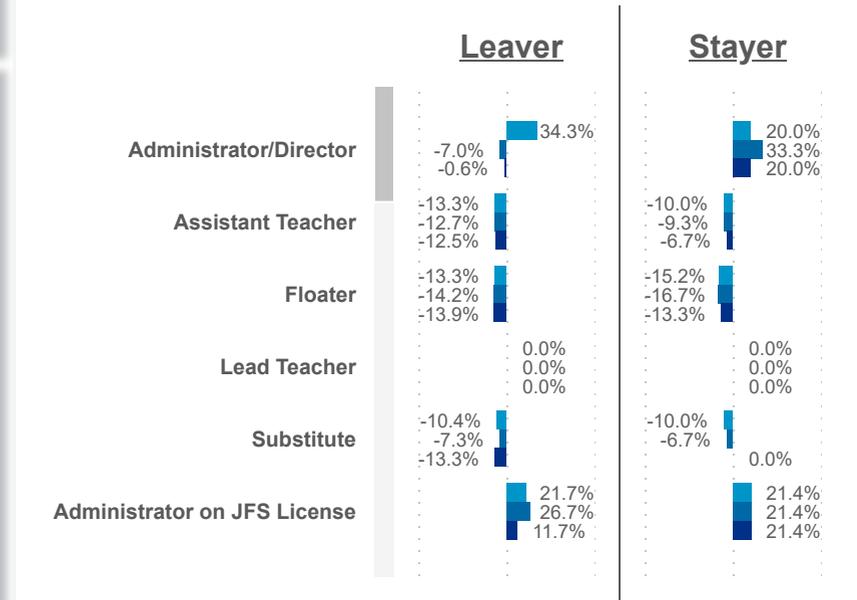
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



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

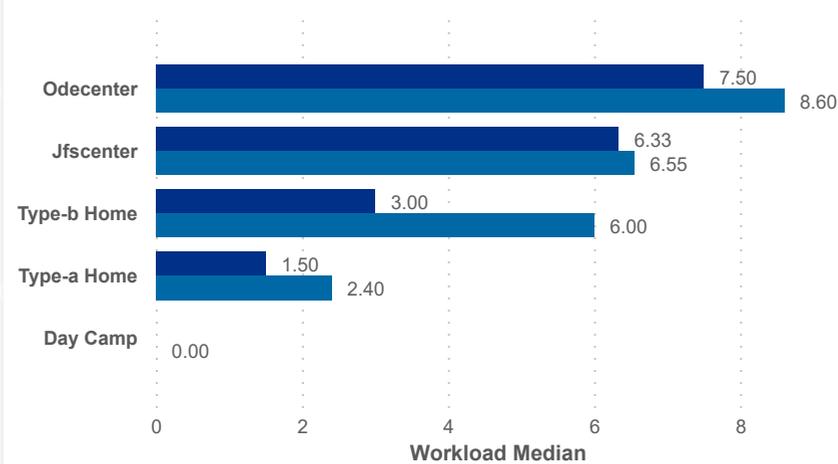
SDA>County: SDA 3 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

6.33

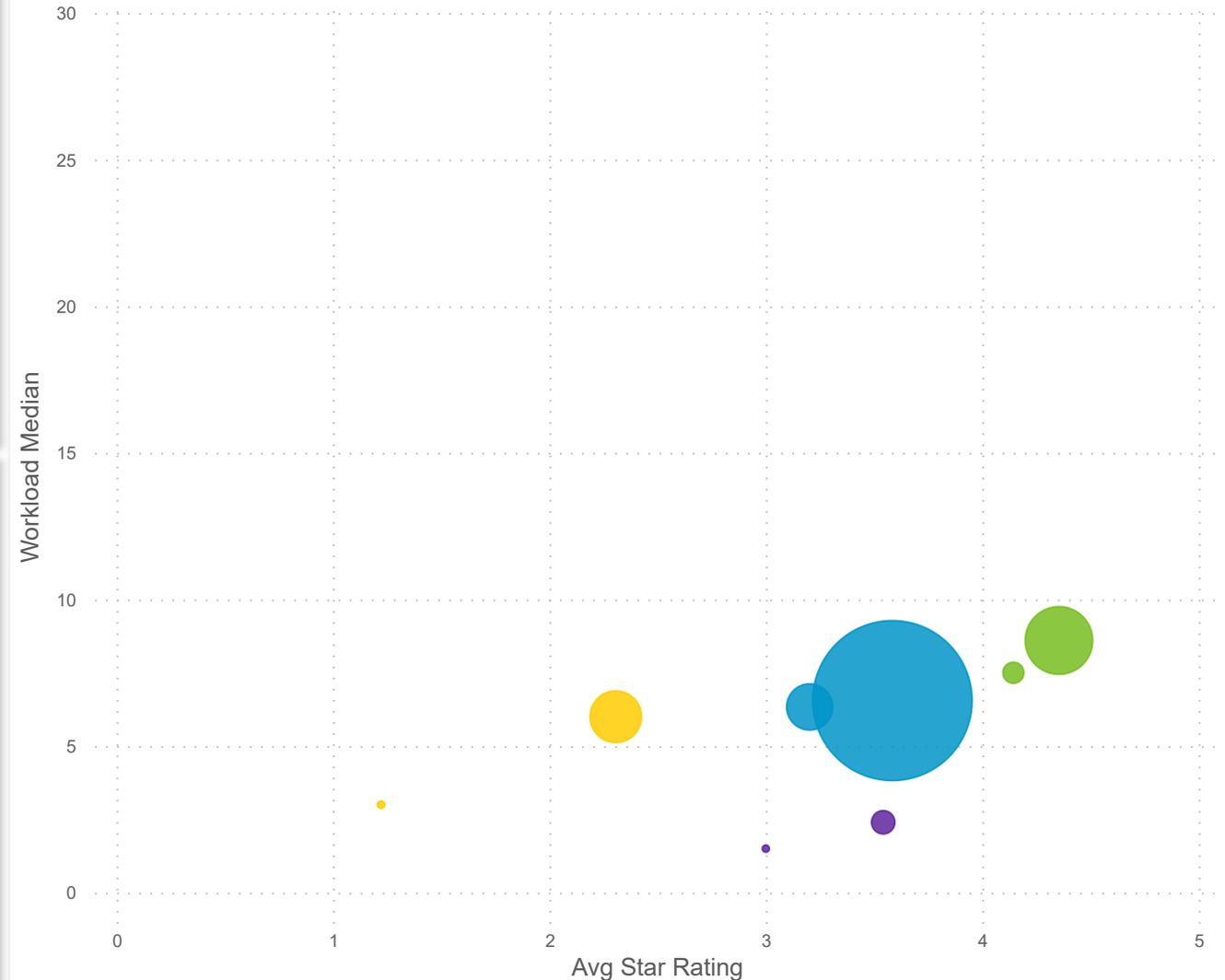
Workload Median

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)

6.44

Workload Median (Stayer)

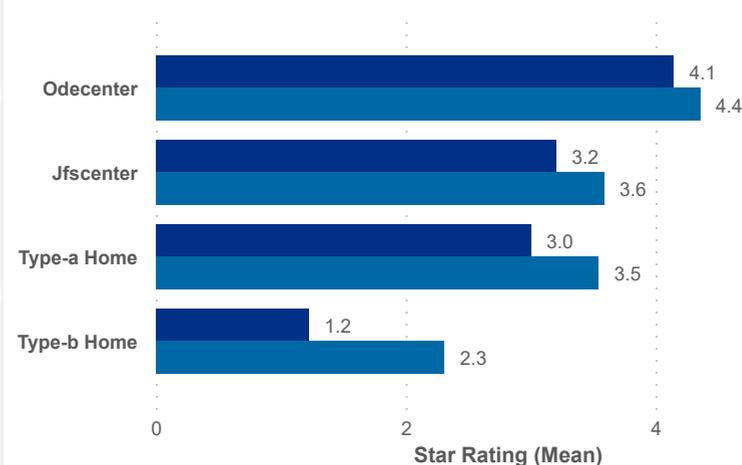
6.33

Star Rating Mean (Total)

3.58

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.33

Star Rating Mean (Stayer)

3.59

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

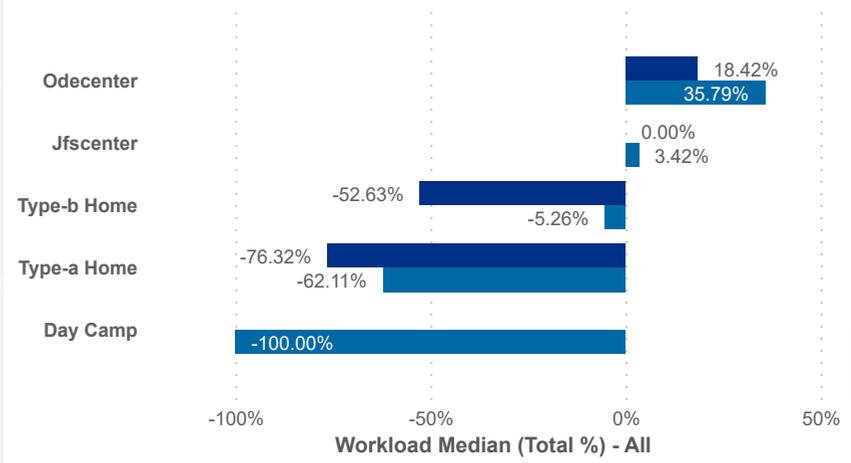
SDA>County: SDA 3 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

6.33

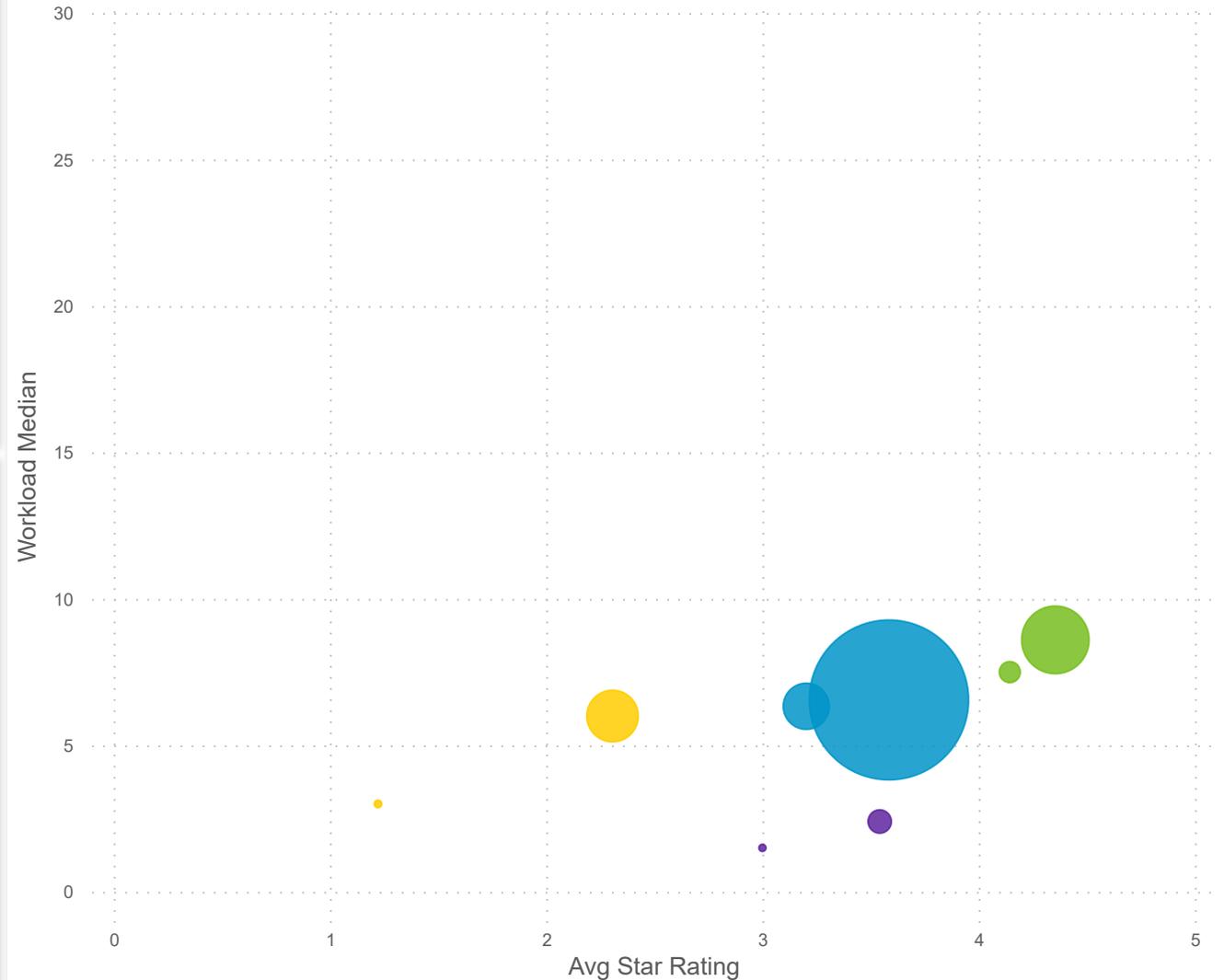
Workload Median (Total %)

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)

6.44

Workload Median (Stayer)

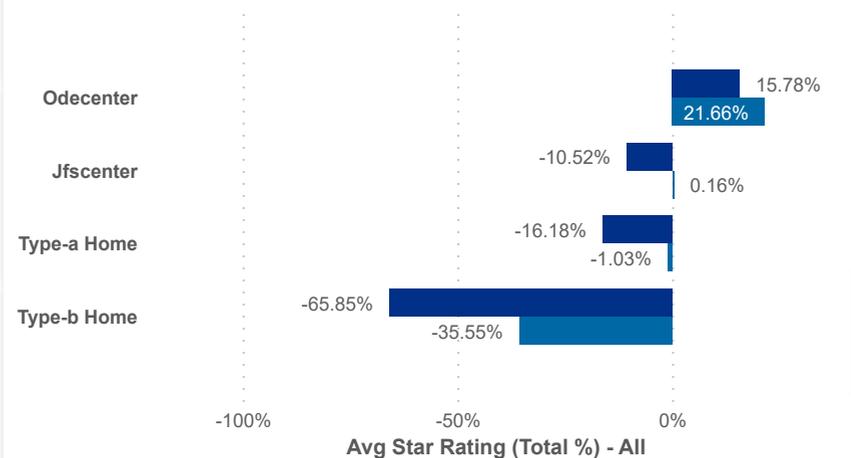
6.33

Star Rating Mean (Total)

3.58

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.33

Star Rating Mean (Stayer)

3.59