

## Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 07/19/2023





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## Workforce and Program Analysis Platform (WPAP): TIMELINE - CHURN

Created Date: 07/19/2023



2023 Q2 May

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2023 Q2 April

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2023 Q2 June



# Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 07/19/2023

SDA>County: SDA 5 Star Rating: All	r %			50.00	1	Center Ty				Education:	All			$\sim$	
Cleveland BO Akron OHIO OHIO T T T T T T T T T T T T T	<b>7</b> %	3,8		RS	]	TOTAL L									
Cleveland Akron OHIO OHIO T T Canton T Canton T T Canton T T Canton T T T Canton T T T T T T T T T T T T T			371						<u>T(</u>	OTAL STAY	<u>(ER</u>	SELECTI		) CHURN	
BO Akron OHIO OHIO T OHIO T OHIO T OHIO T T OHIO T T OHIO T T OHIO T T T OHIO T T T T T T T T T T T T T T T T T T T		Leaver by		3,871			210			3,661			5.42%		
Akron OHIO OHIO T T Canton T T T T T T T T T T T T T T T T T T T	1		Leaver by Job Title and Star Rating												
Akron OHIO OHIO TT Canton TT TT Canton TT TT TT Canton TT TT TT TT Canton TT TT TT TT TT TT TT TT TT TT TT TT TT	~ I I >	SUTQ Star Rati	ng: 🔵 🌑	1 •2 •3	<b>6</b> • 4 • 5										
OHIO OHIO TT TT TT Canton TT TT TT TT TT TT TT TT TT TT TT TT TT			strator/Dire	ector 1 1	1 0.00K										
OHIO OHIO The second se	Youngst	As	sistant Tea	cher	12			11	1	10	4		17	(	
OHIO OHIO TO TO			Flo	oater	4	8	5	7		5 0.03K					
			Lead Tea	cher	6	7	1 2	4	8	0.03K					
			Subst	itute	4 3	6	1	11	0.	.03K					
		Administrator	on JFS Lic	ense 2	2 1 1	0.01K		-							
nhus				:		10		20		30		40	50		
nhus				Ŏ-		10		20							
nhus	Wheeling	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	
		Ashland OH	287	235	8.47%	24	263	8.36%	91.64%	2.94%	9.06%	3.19%	5.75	3.8	
	2 1	Carroll OH	126	99	3.57%	19	107	15.08%	84.92%	5.72%	18.25%	6.93%	3.47	3.4	
	5 1	Columbiana OH	905	581	20.94%	26	879	2.87%	97.13%	1.00%	4.97%	1.74%	4.33	4.2	
	$\langle  $	Coshocton OH Harrison OH	271 48	210 44	7.57% 1.59%	8	263 48	2.95%	97.05% 100.00%	1.01% 0.00%	4.80% 0.00%	1.63% 0.00%	4.71 2.50	4.6 4.6	
	1	Holmes OH	110	89	3.21%	5	105	4.55%	95.45%	1.58%	6.36%	2.22%	3.13	4.0	
33		Jefferson OH	334	289	10.41%	20	314	5.99%	94.01%	2.10%	6.29%	2.20%	6.00	3.9	
- mail		Knox OH	493	313	11.28%	29	464	5.88%	94.12%	2.12%	9.74%	3.51%	2.39	4.6	
S P		Tuscarawas OH	543	377	13.59%	18	525	3.31%	96.69%	1.13%	3.68%	1.26%	5.77	3.4	
Athen©2023 TomTom Microso	t Azure	Wavne OH Total	754 3,871	587	21.15% 100.00%	61 <b>210</b>	693 <b>3,661</b>	8.09%	91.91% <b>94.58%</b>	2.94% 1.91%	10.08% <b>7.21%</b>	3.67% <b>2.54%</b>	5.45 <b>4.67</b>	3.7 <b>4.0</b>	

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#### Workforce and Program Analysis Platform (WPAP): JOBS & EMPLOYEES - NOMINAL

Created Date: 07/19/2023



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# Workforce and Program Analysis Platform (WPAP): JOBS & EMPLOYEES - PERCENT

Created Date: 07/19/2023

Date: 202304 202306	Position Type: All 🗸	Beale Code: All	V Publicly Funded: All	✓ Job Title: All		$\sim$		
SDA>County: SDA 5	Star Rating: All V	Total Duration: 0.00 50.0	0 Center Type: All	C Education: All		$\sim$		
NUMBER OF	WORKERS	AVG ECE DUR	ATION (In Years)	HOURLY WAGE BANDS (USD)				
LEAVER	<u>STAYER</u>	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (H	STAYER (Hourly Wage MED)		
5.42%	94.58%	2.80	6.61	11.32	14	4.00		
●Leaver % ●Stayer %		Worker Status: ●Leaver ●Stayer		Wage Bands: ●< 10 ● 10 < <	11.6 • 11.6 < < 14	●> 14		
94	4.58%	Administrator/Dir20.92% -33.76% Assistant Teacher -73.29% -35.18% Floater -73.73% -50.63% Lead Teacher -30.50%		27.80% 21.08%	17.36%	33.76%		
Worker Status: ●Leaver ●Stayer		Substitute -54.72% -25.11%	7.60% 106.21% 84.51%	Wage Bands: ●< 10 ● 10 < <	11.6 • 11.6 < < 14	●> 14		
Administrator/Director	% .02%	Assistant Teacher100.00%	04.3170		Leaver	<u>Stayer</u>		
Lead Teacher Substitute Administrator on JFS License Assistant Teacher / Teacher' Day Camp Administrator Day Camp Lead Counselor 0.000	0.14% % % % 0.03% %	Day Camp Admini       -100.00%	% 223.93% 84.50%	Administrator/Director Assistant Teacher Floater Lead Teacher Substitute Administrator on JFS License Assistant Teacher / Teacher' Day Camp Administrator Day Camp Junior Counselor Day Camp Lead Counselor Extracurricular Used in Ratio	56.36%         58.62%         46.43%         68.00%         50.00%         100.00%	55.38%         55.02%         46.89%         68.59%         100.00%         50.00%         50.00%         44.44%         44.24%         73.20%		

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# Workforce and Program Analysis Platform (WPAP): CAREER PROGRESSION & SENIORITY - NOMINAL Created Date: 07/19/2023

Date: 202304	202306	Positio	on Type: All	$\checkmark$	Beale Coo	de: All	$\sim$	Publicly Funder	d: All	✓ Job Title:	All			$\sim$
SDA>County: SDA	5	✓ Star Ra	ating: All	$\checkmark$	Total Duration:	0.00 5	0.00	Center Type:	All	Contraction:	All			$\checkmark$
<u>LEAVER (Avg</u> areer Duration)	<u>Avg Car</u>	eer Dura	<u>tion by 、</u>	Job Title		County	Job Title			Longest Serving Profil	e \$/hr	Seniority	Workload	Star Rating
	Worker Statu	is: Leaver	Stayer			Knox	Administrate	or/Director		3.75	8.70	Early	4.45	
						Ashland	Administrate	or/Director		2.83	9.30	Early	7.09	
3.34		3.32	2			Knox	Administrate	or/Director		3.71	9.50	Early	51.00	
	Administrato	or/Di	7.97			Jefferson	Administrate	or/Director		0.75	9.56	Early	14.33	5.00
	Assistant Te	acher 1.82	.83			Columbiana	Administrate	or/Director		1.83	10.00	Early	6.28	5.00
STAYER (Avg		1 47				Columbiana	Administrate	or/Director		1.83	10.20	Early	13.22	5.00
areer Duration)	F	loater 4.2	26			Columbiana	Administrate	or/Director		1.83	11.30	Early	5.86	4.00
	Lead Te	acher 5	5.43 9.28			Jefferson	Administrate	or/Director		1.75	12.25	Early	9.33	5.00
	Sub	stitute 3.9				Coshocton	Administrate	or/Director		3.75	13.62	Early	25.50	
4.82	Sub	sillule	7.09			Wayne	Administrate	or/Director		1.78	14.13	Early	1.45	
						Columbiana	Administrate	or/Director		0.85	14.35	Early	20.00	5.00
		0	20	40		Jefferson	Administrate	or/Director		1.75	14.50	Early	7.14	5.00
OTAL STAYER	<u>Turnove</u>	<u>r Reasor</u>	<u>15</u>			Seniority:	Early  Mid	Senior						
	●Churn ●Ir	nternal OPro	motion Se	asonal ●Trans	fer					Leaver			<u>Staye</u>	<u>er</u>
3,661														
*								nistrator/Director		66.67% 33.33	%		.58%	25.76%
					210		4	Ssistant Teacher Floater		74.55%		48.9		35.56%
	6			-				Lead Teacher		82.76% 50.00% 21.43% 28.57	70/		.81%	25.63% 48.10%
STAYER (Promotion)	14			-				Substitute		50.00% 21.43% 28.57 80.00%	70	29.87% 51. <sup>-</sup>		48.10%
<u>,                                     </u>	6			-			Administrato	or on JFS License		83.33%		24.69%		1.32%
		63				Assistant Teac	istant Teacher / Teacher's or Student Aide						100.00%	
14		-						mp Administrator				50.0		50.00%

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Date: 202304	202306 Position Type: All	$\checkmark$	Beale Cod	e: All	Publicly Funded: All	Job Title: All				$\sim$
A>County: SDA 5	Star Rating: All	$\checkmark$	Total Duration:	0.00 5	0.00 Center Type: All	C Education: A				$\sim$
AVER (Avg eer Duration)	Avg Career Duration by Jo	ob Title v	s Mean	County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
	Worker Status:  Leaver			Carroll	Assistant Teacher	0.00	8.75	Early	5.92	1.00
			:	Holmes	Assistant Teacher	0.00	13.50	Early	12.25	
3.34	-77.32%			Columbiana	Assistant Teacher	0.00	13.89	Early	3.02	5.00
	Administrator/Di45.62%			Knox	Assistant Teacher	0.00	10.48	Mid	3.35	5.00
	Assistant Teacher -87.56%			Wayne	Floater	0.00	12.50	Early	6.60	5.00
AYER (Avg	80.06%			Columbiana	Lead Teacher	0.00	15.31	Mid	3.02	5.00
er Duration)	Floater -70.90%			Knox	Substitute	0.00	11.25	Senior	2.00	5.00
	Lead Teacher -62.93%			Coshocton	HS Senior or Graduate <18	0.00	10.05	Early	5.25	
	73 30%			Wayne	Floater	0.01	9.00	Senior	6.67	4.00
4.82	Substitute -51.56%			Knox	Lead Teacher	0.01	10.75	Early	3.35	5.00
				Columbiana	Lead Teacher	0.01	12.38	Early	3.08	
	-100%	0%	100%	Wayne	Lead Teacher	0.01	11.55	Senior	11.25	3.00
AL STAYER	<u>Turnover Reasons</u>			Seniority:	Early ●Mid ●Senior					
	●Churn ●Internal ●Promotion ●Seas	sonal ●Transf	fer						01	
004		:				Leaver			<u>Staye</u>	<u>r</u>
,661					Administrator/Director	66.67% 33.33%		. 57.5	58%	25.76%
					Assistant Teacher	74.55%		48.93		35.56%
		71.1	9%		Floater	82.76%			31%	25.63%
STAYER	2.01%	-			Lead Teacher	50.00% 21.43% 28.57%		29.87%	22.03%	48.10%
romotion)	4.68%				Substitute	80.00%		51.13	3%	35.59%
	2.01%		÷		Administrator on JFS License	83.33%		24.69%	71.	32%
	21.07%			Assistant Teac	her / Teacher's or Student Aide				100.00%	
14										

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#### Workforce and Program Analysis Platform (WPAP): COMPENSATION - NOMINAL

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#### Workforce and Program Analysis Platform (WPAP): COMPENSATION - PERCENT

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## Workforce and Program Analysis Platform (WPAP): WORKPLACE CHARACTERISTICS - NOMINAL

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## Workforce and Program Analysis Platform (WPAP): WORKPLACE CHARACTERISTICS - PERCENT

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