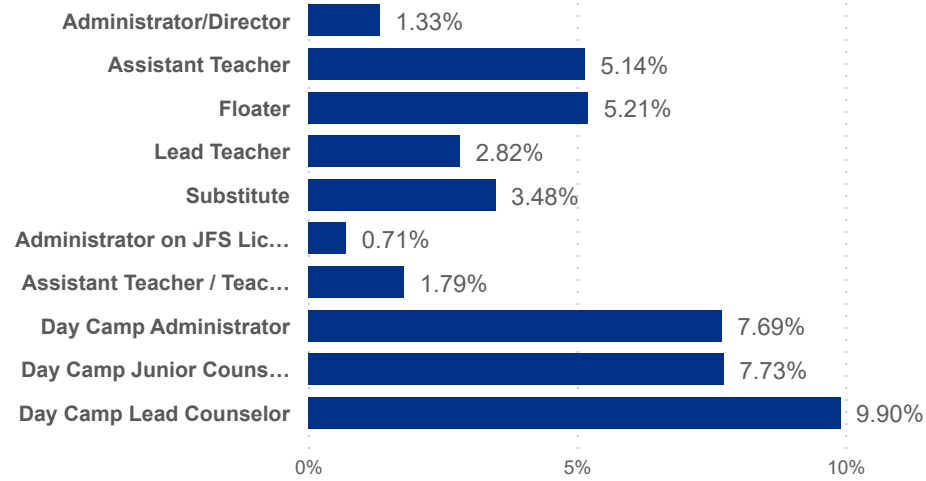


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

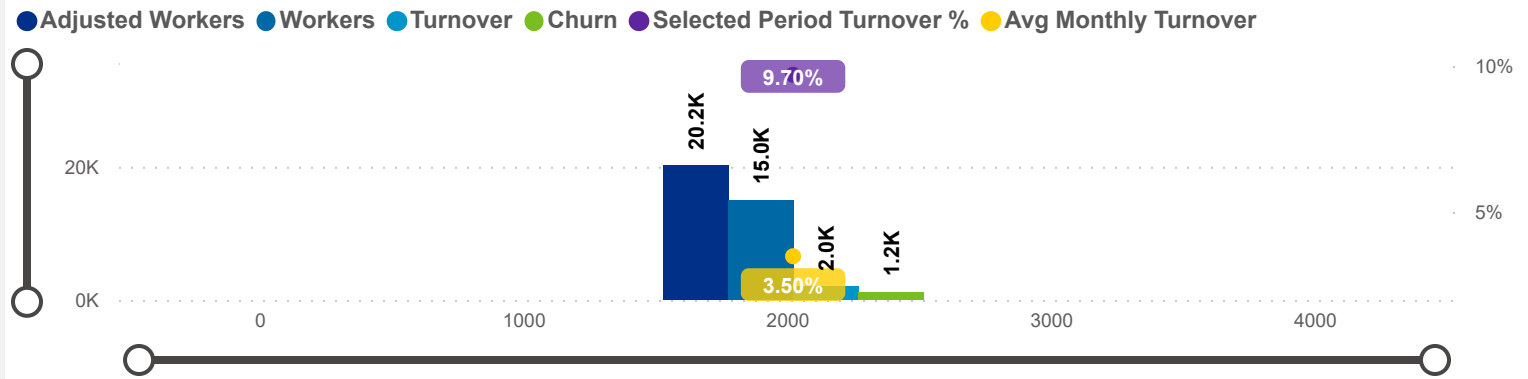
SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Avg Monthly Turnover Rates by Job Title

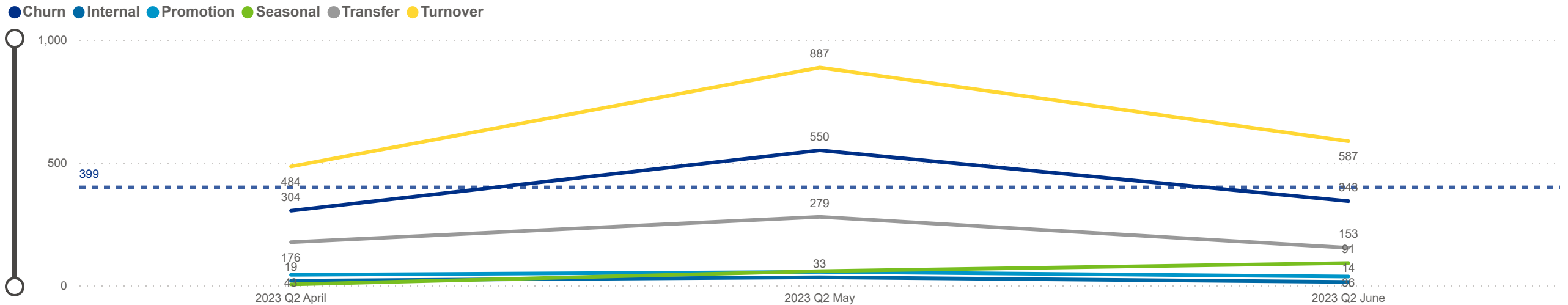


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
3.50%	20,184	1,196	18,988	9.70%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

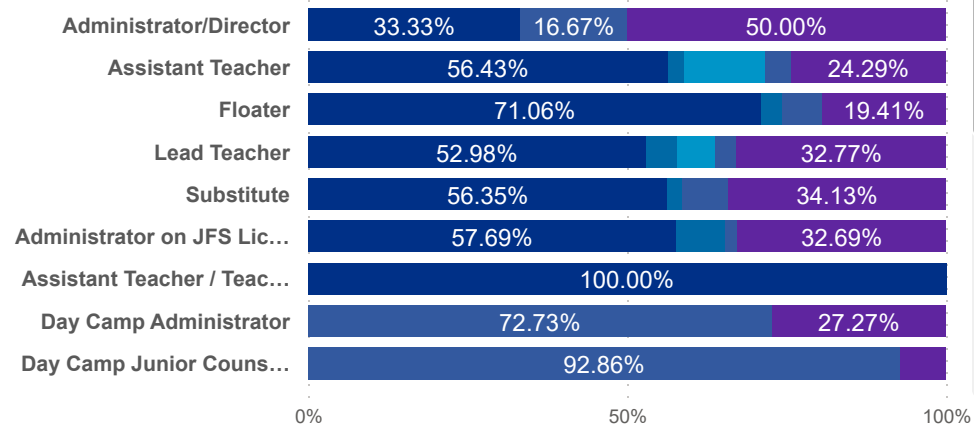


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

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

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.14%

Adjusted Workers

20,184

Workload Median

6.00

Pay Median USD / hr

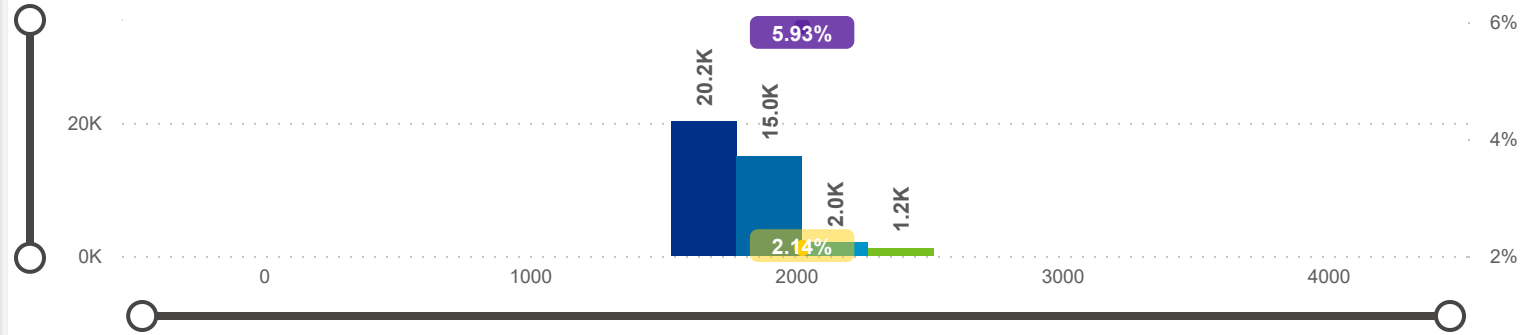
15.00

Avg ECE Duration

5.76

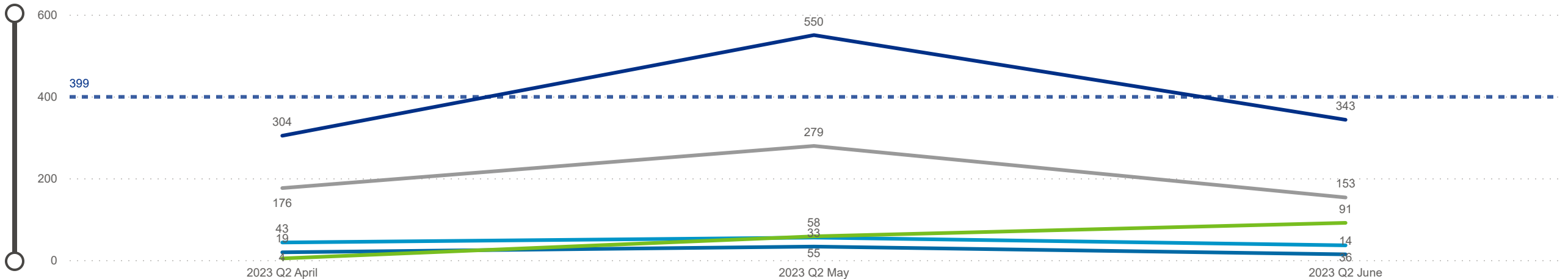
Avg Monthly Churn and Number of Workers

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



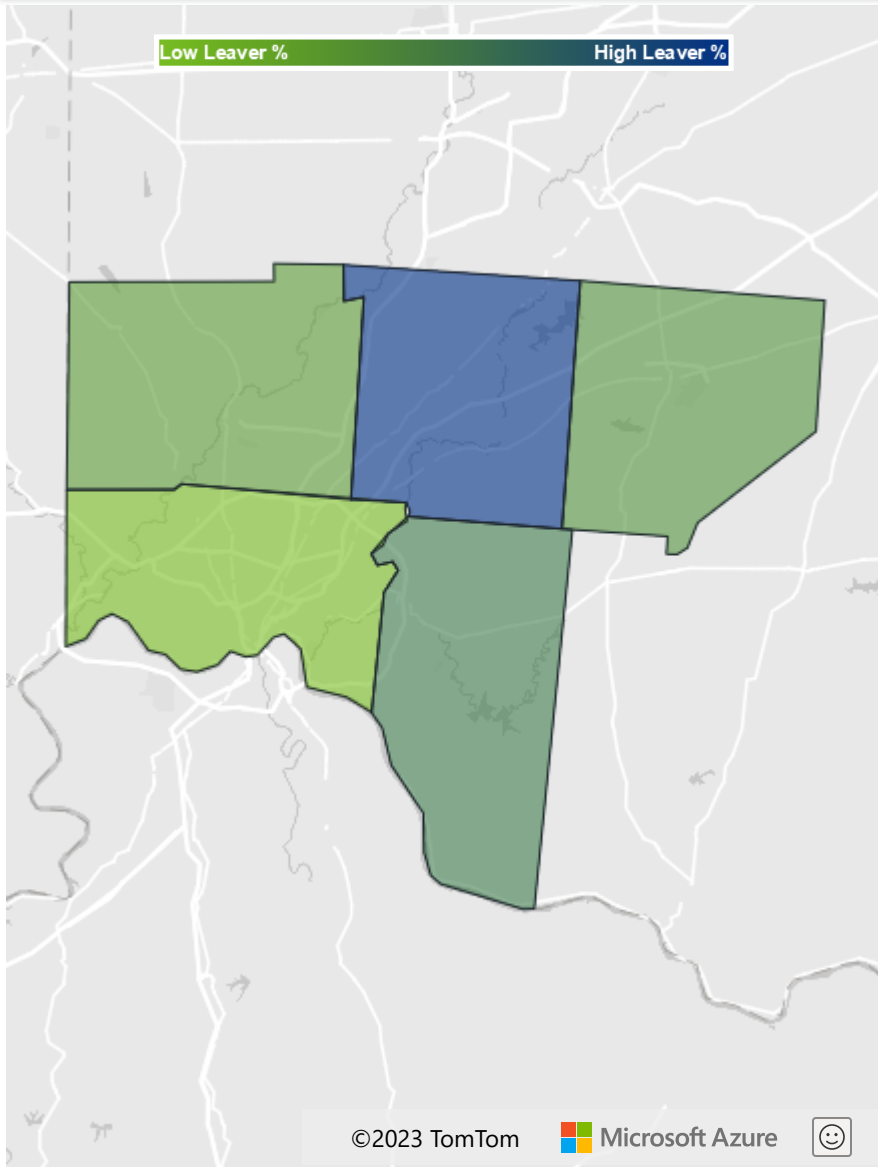
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



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

SDA>County: SDA 6 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All



ADJUSTED WORKERS

20,184

TOTAL LEAVER

1,196

TOTAL STAYER

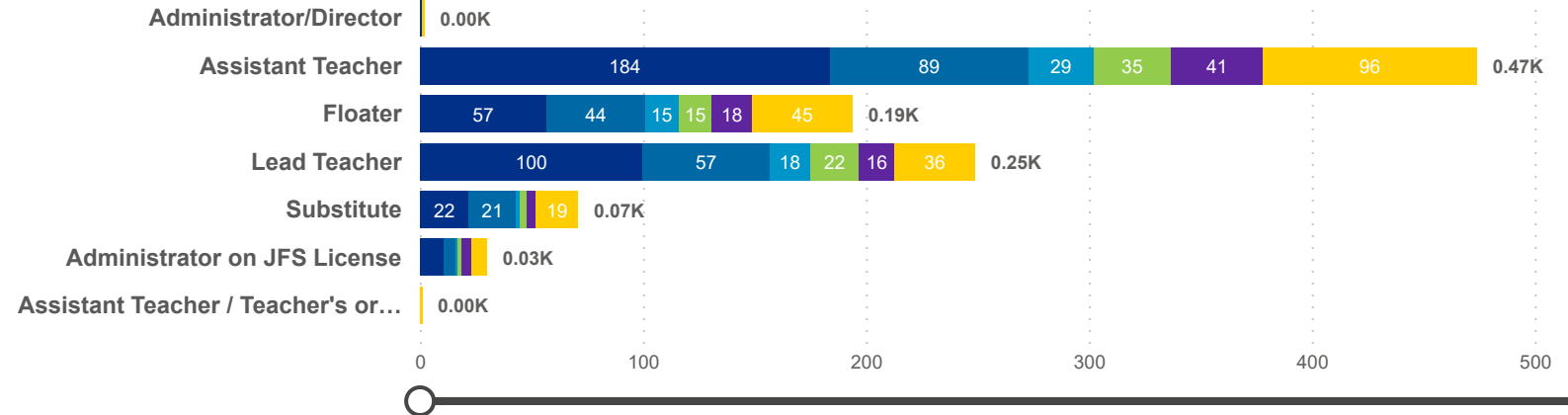
18,988

SELECTED PERIOD CHURN %

5.93%

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
Butler OH	3,200	2,534	16.90%	190	3,010	5.94%	94.06%	2.14%	9.72%	3.51%	6.71	3.39
Clermont OH	1,624	1,203	8.02%	101	1,523	6.22%	93.78%	2.23%	8.99%	3.22%	6.32	3.49
Clinton OH	282	237	1.58%	17	265	6.03%	93.97%	2.14%	8.51%	3.02%	6.00	3.42
Hamilton OH	12,392	9,108	60.74%	704	11,688	5.68%	94.32%	2.04%	9.13%	3.27%	6.00	3.12
Warren OH	2,686	2,110	14.07%	184	2,502	6.85%	93.15%	2.56%	12.88%	4.82%	6.17	4.07
Total	20,184	14,996	100.00%	1,196	18,988	5.93%	94.07%	2.14%	9.70%	3.50%	6.00	3.29

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

1,196

TOTAL STAYER

18,988

LEAVER

3.05

STAYER

5.84

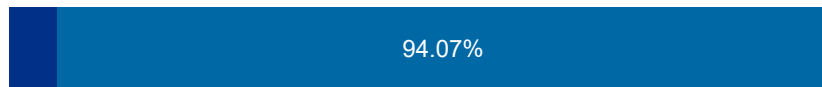
LEAVER (Hourly Wage MED)

14.00

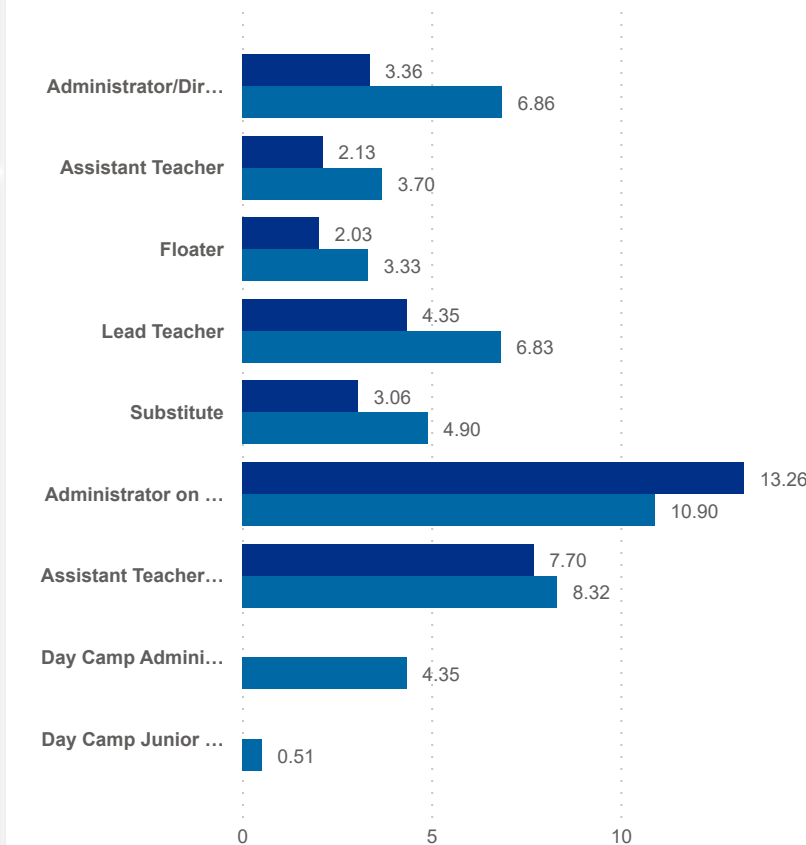
STAYER (Hourly Wage MED)

15.00

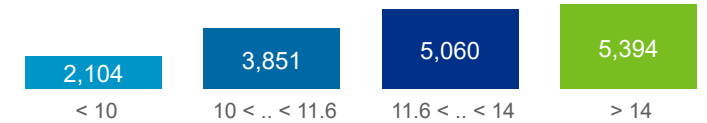
● Leaver % ● Stayer %



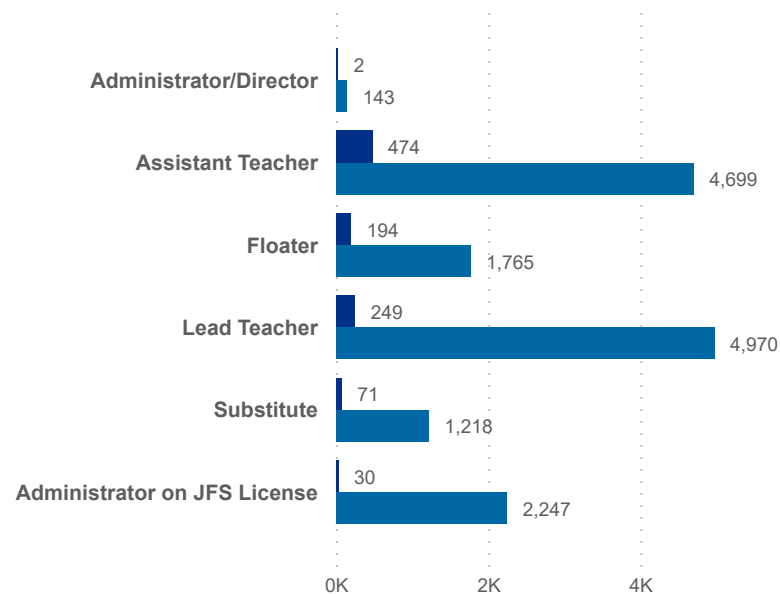
Worker Status: ● Leaver ● Stayer



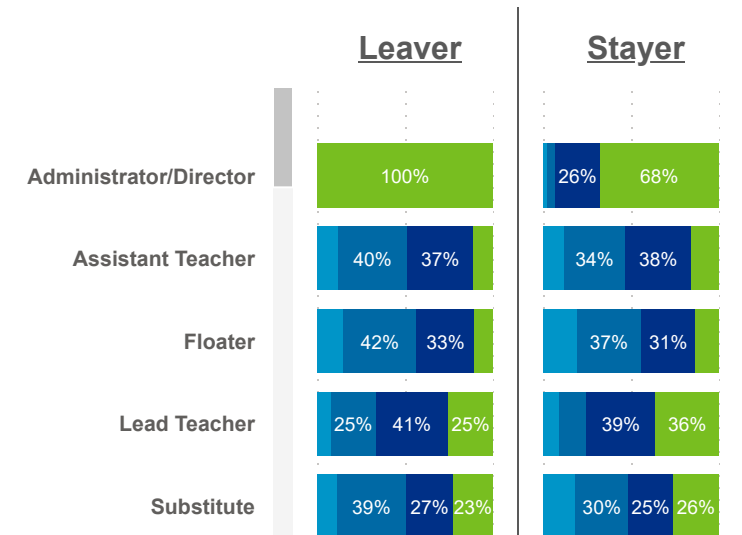
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● 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)

5.93%

94.07%

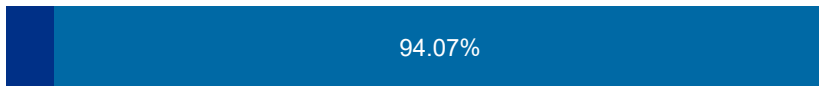
3.05

5.84

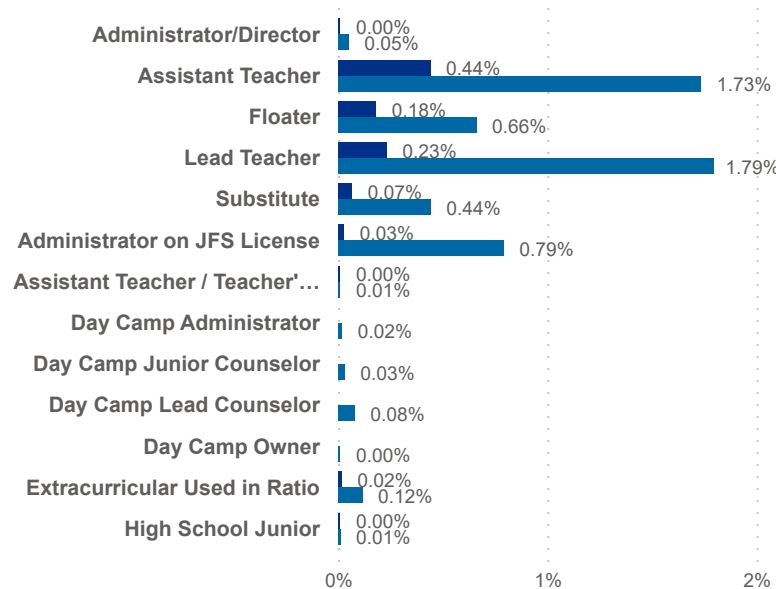
14.00

15.00

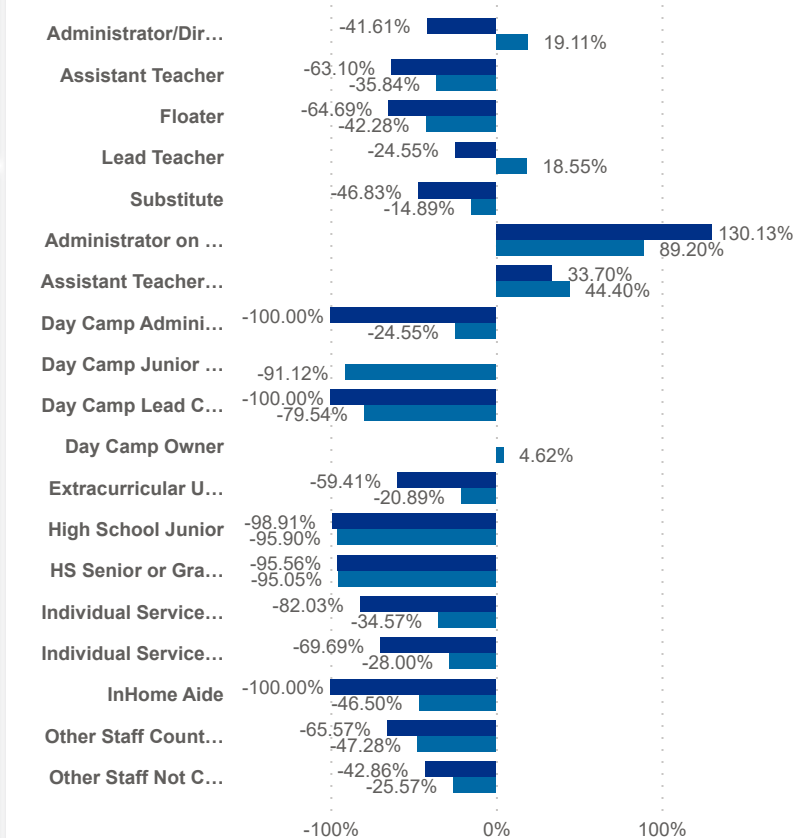
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



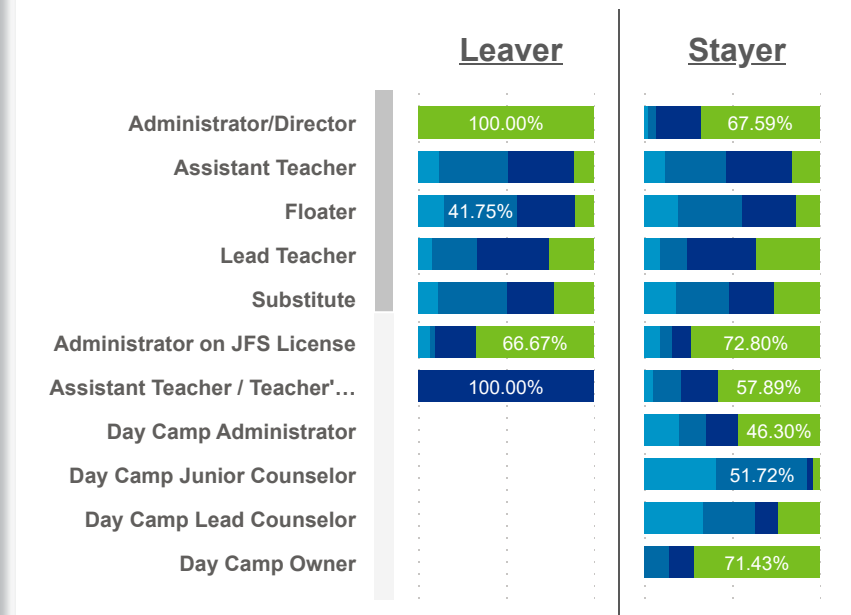
Worker Status: ● Leaver ● Stayer



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



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



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

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

LEAVER (Avg Career Duration)

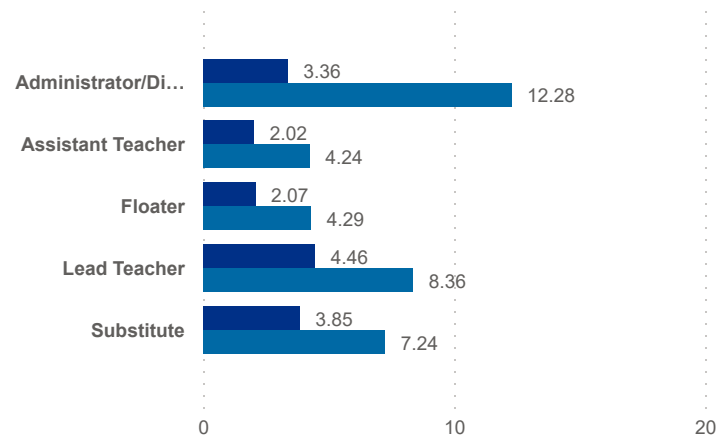
3.14

STAYER (Avg Career Duration)

7.93

Avg Career Duration by Job Title

Worker Status: Leaver Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Hamilton	Administrator/Director	1.83	10.00	Early	17.25	
Butler	Administrator/Director	2.75	12.00	Early	2.88	5.00
Clinton	Administrator/Director	1.75	13.44	Early	6.00	
Warren	Administrator/Director	0.59	14.00	Early	4.37	
Hamilton	Administrator/Director	3.74	14.27	Early	10.86	
Butler	Administrator/Director	2.75	14.75	Early	4.71	5.00
Hamilton	Administrator/Director	0.79	15.00	Early	21.90	
Warren	Administrator/Director	0.01	15.64	Early	9.31	5.00
Hamilton	Administrator/Director	0.67	16.00	Early	2.17	
Butler	Administrator/Director	3.75	16.20	Early	5.31	
Clermont	Administrator/Director	0.83	16.25	Early	5.33	4.00
Butler	Administrator/Director	4.71	16.70	Early	6.30	5.00

TOTAL STAYER

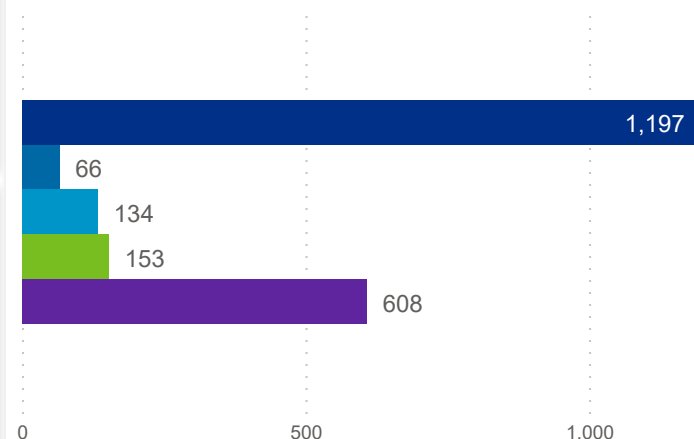
18,988

STAYER (Promotion)

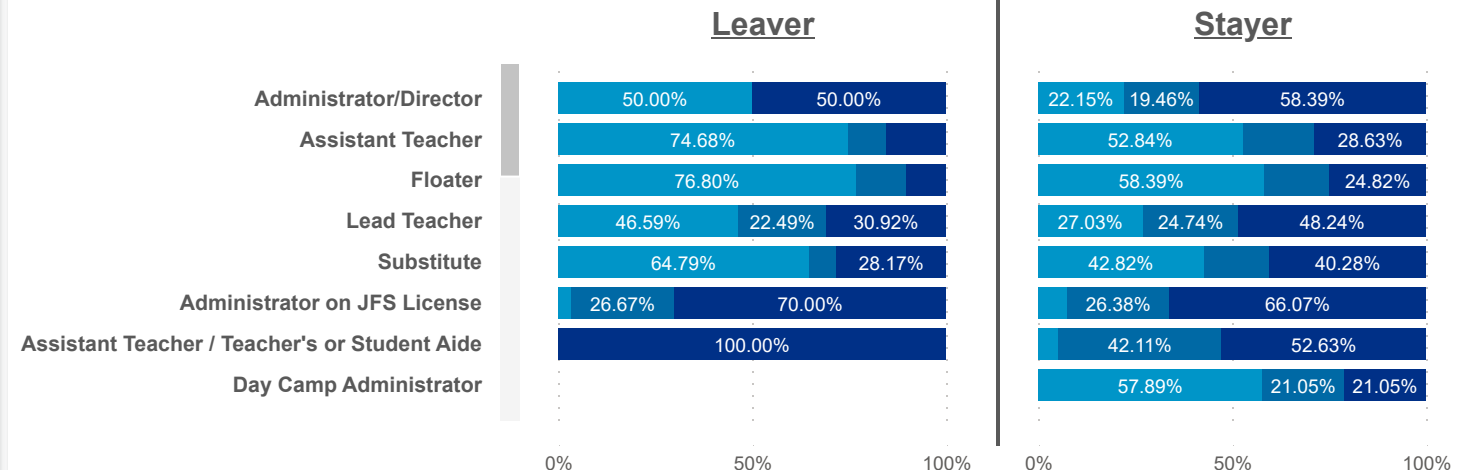
134

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

LEAVER (Avg Career Duration)

3.14

STAYER (Avg Career Duration)

7.93

TOTAL STAYER

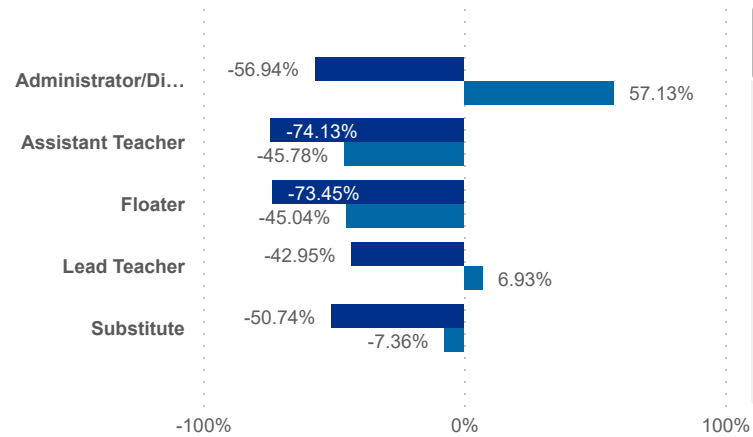
18,988

STAYER (Promotion)

134

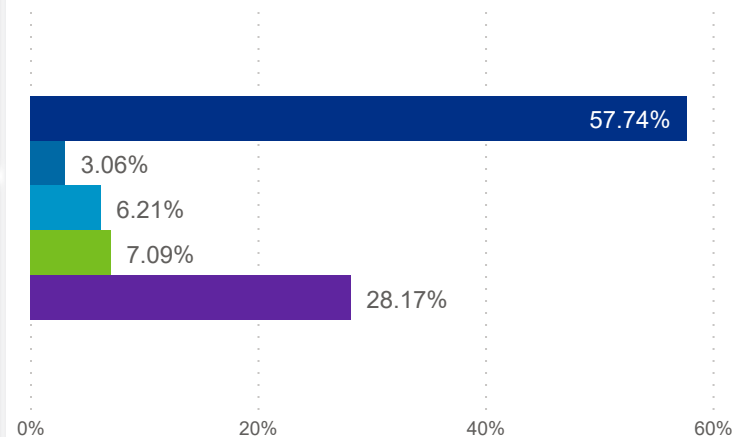
Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



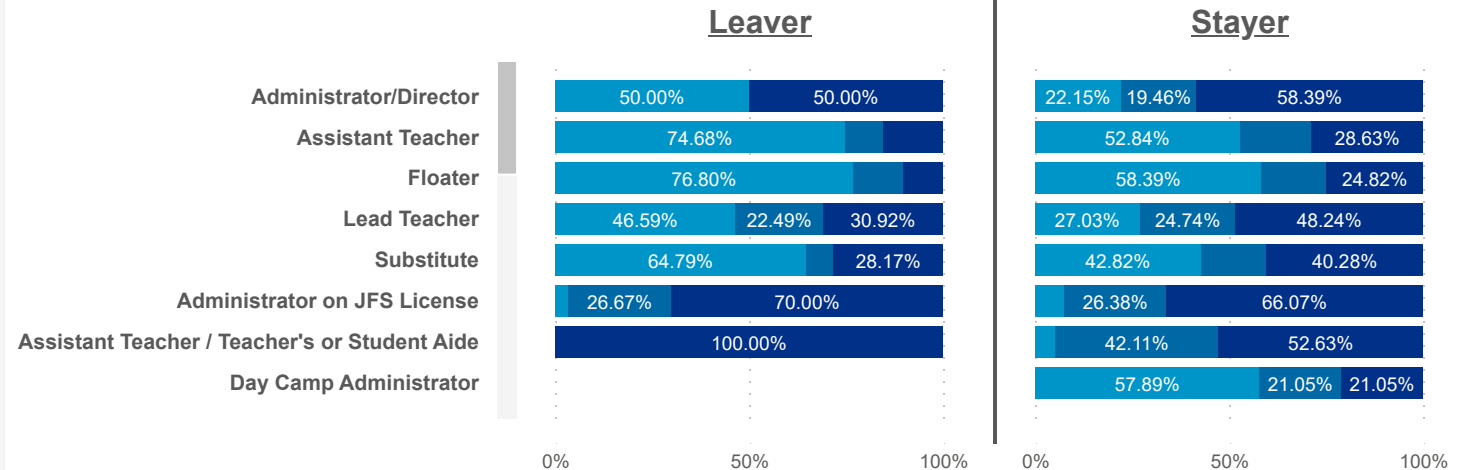
Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Hamilton	Assistant Teacher	0.00	12.34	Early	12.22	
Warren	Assistant Teacher	0.00	16.30	Early	11.61	2.00
Butler	Floater	0.00	11.38	Early	9.14	4.00
Clermont	Floater	0.00	14.74	Early	8.00	1.00
Hamilton	Floater	0.00	15.12	Mid	4.22	
Hamilton	Lead Teacher	0.00	17.24	Early	6.52	4.00
Hamilton	Lead Teacher	0.00	11.22	Senior	6.10	4.00
Hamilton	Lead Teacher	0.00	12.38	Senior	4.62	2.00
Hamilton	Substitute	0.00	12.45	Early	8.93	
Hamilton	Substitute	0.00	17.60	Early	10.44	
Hamilton	Substitute	0.00	14.94	Senior	18.14	1.00
Warren	Administrator on JFS License	0.00	18.00	Early	7.26	

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

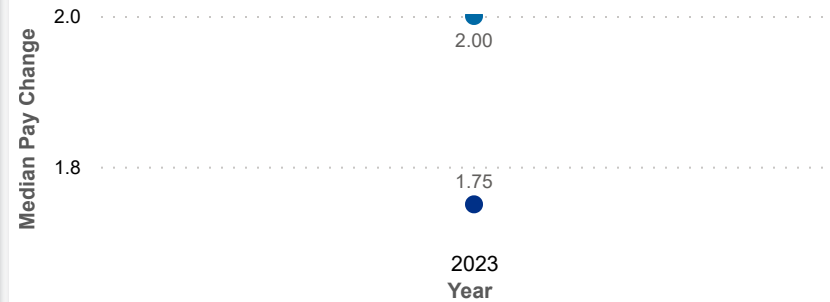
LEAVER
0.72

STAYER
1.03

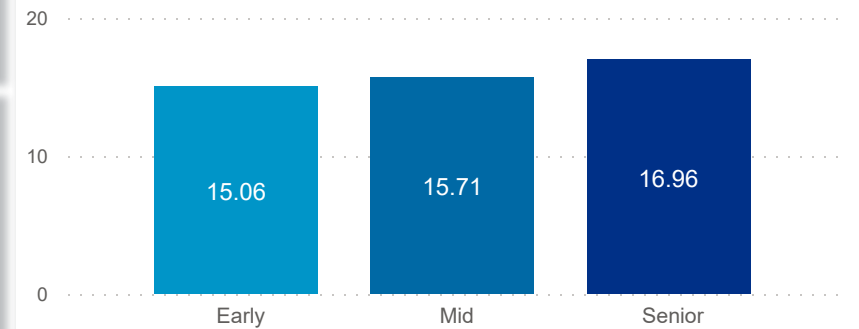
Worker Status: Leaver Stayer



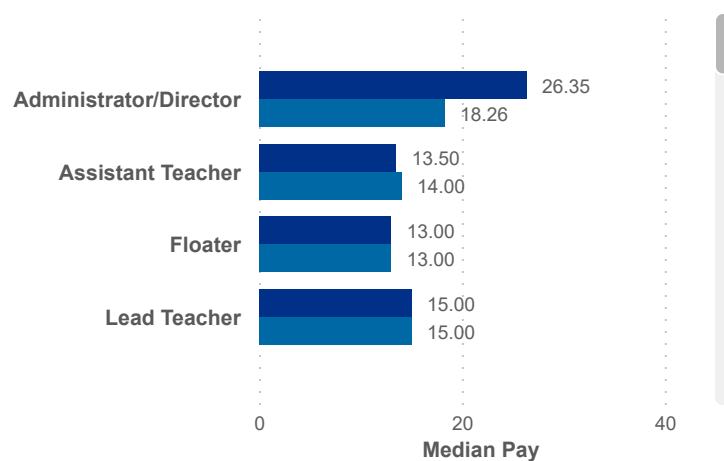
Worker Status: Leaver Stayer



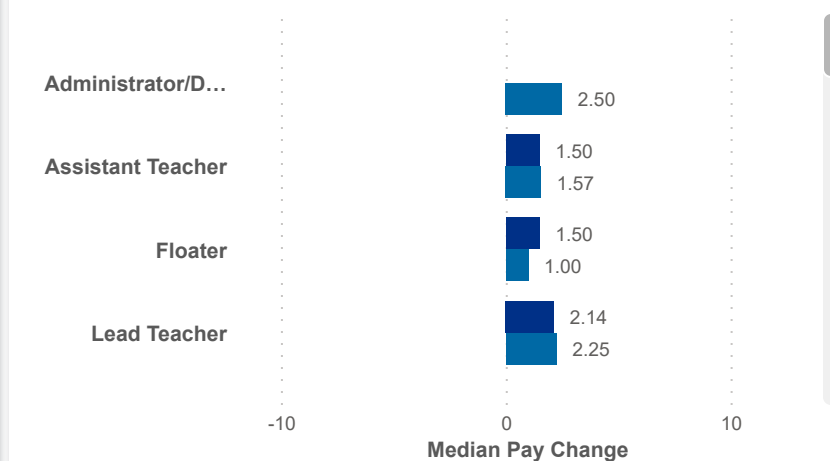
Seniority: Early Mid Senior



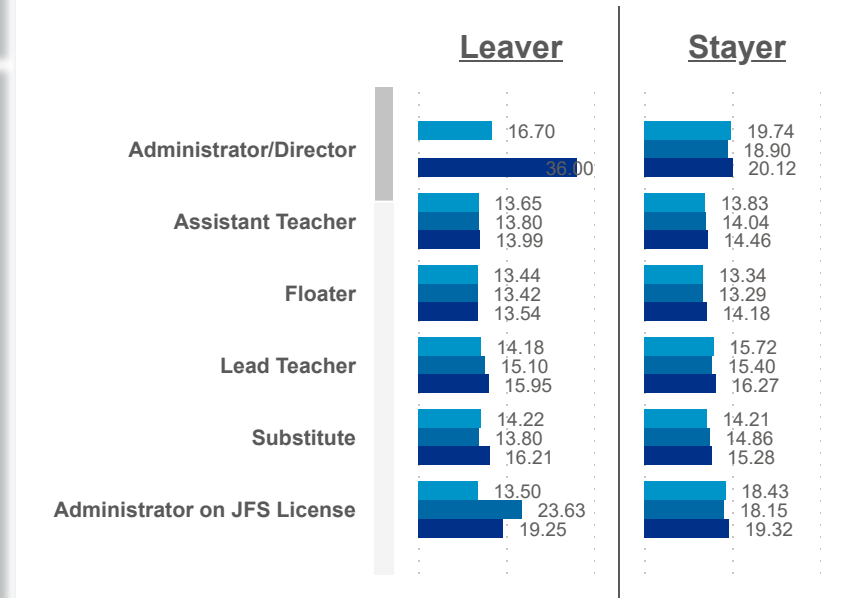
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



Date:
 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

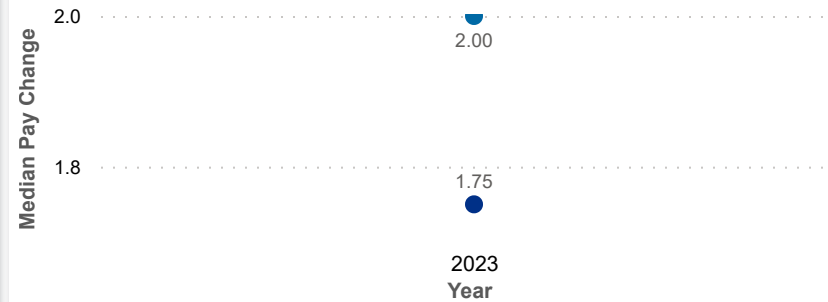
LEAVER
0.72

STAYER
1.03

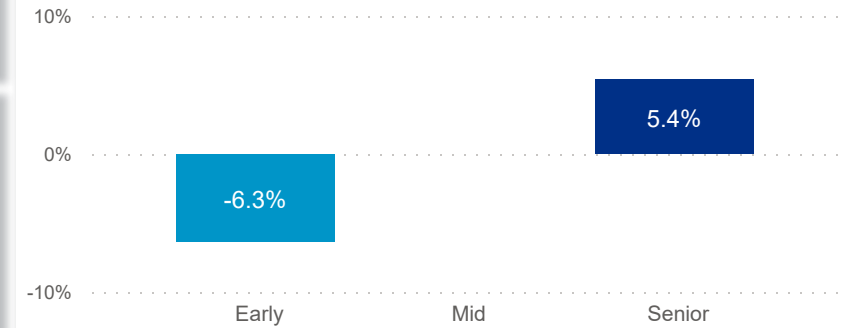
Worker Status: Leaver Stayer



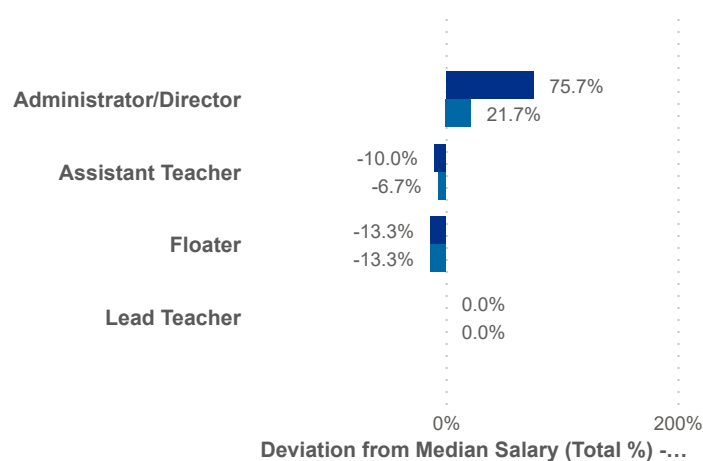
Worker Status: Leaver Stayer



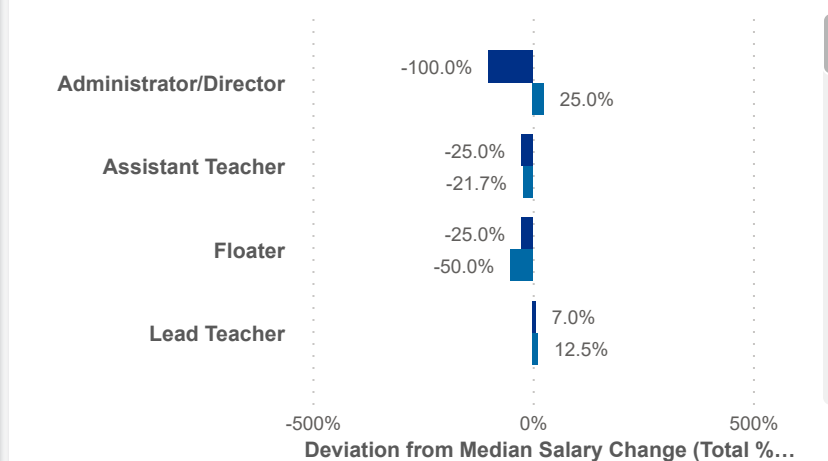
Seniority: Early Mid Senior



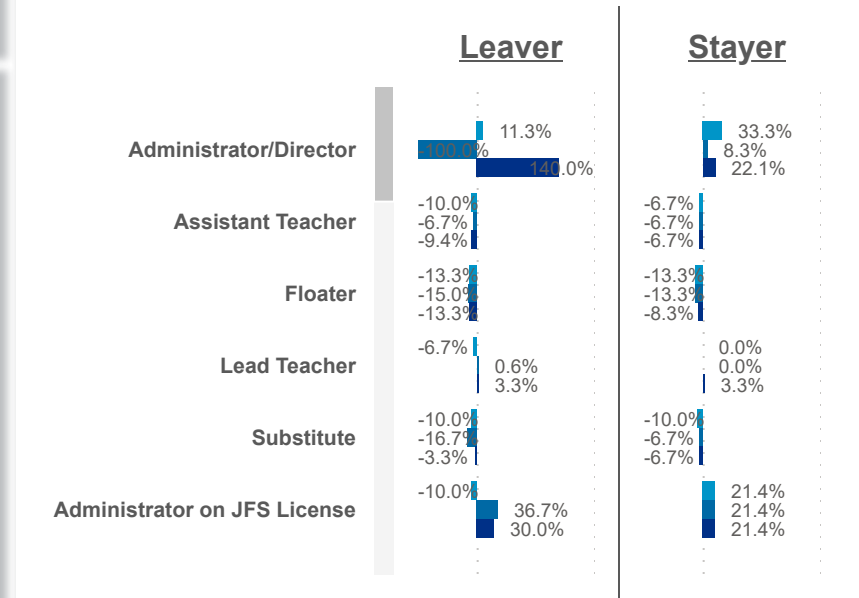
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



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

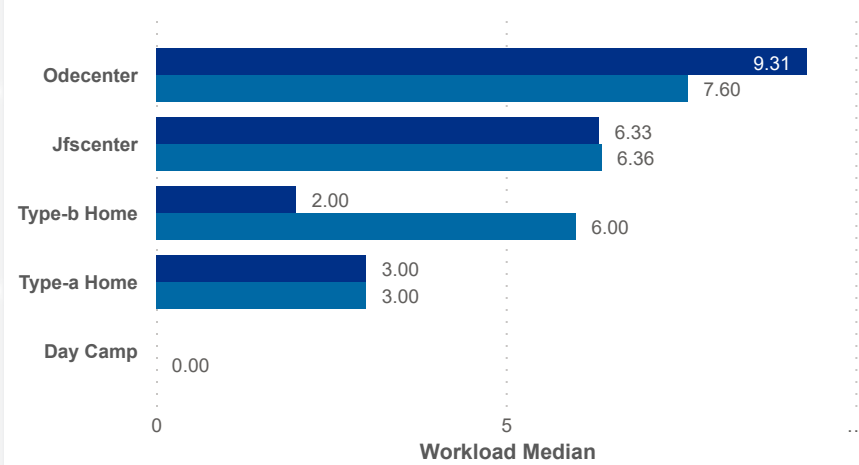
SDA>County: SDA 6 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

6.00

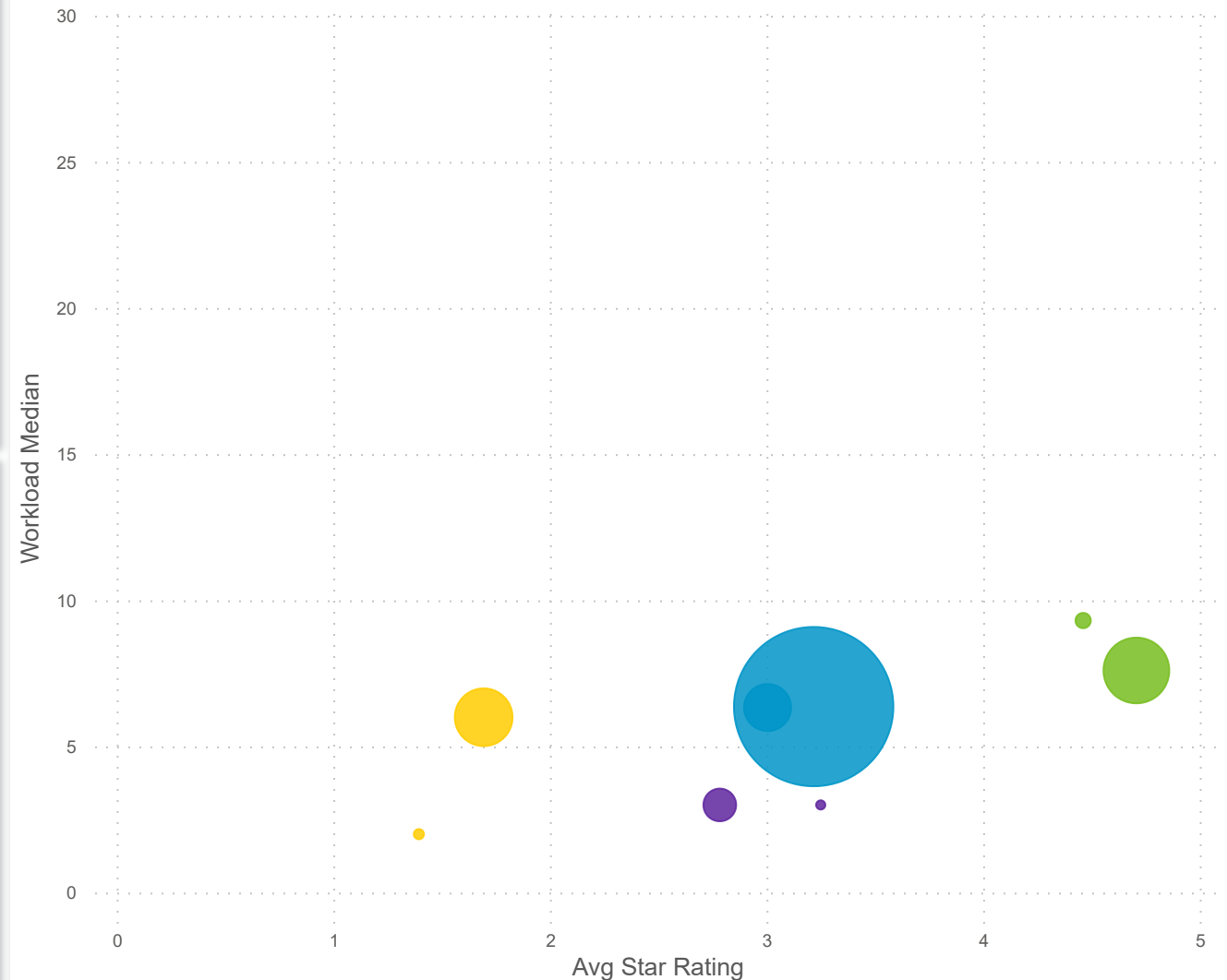
Workload Median

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)

6.22

Workload Median (Stayer)

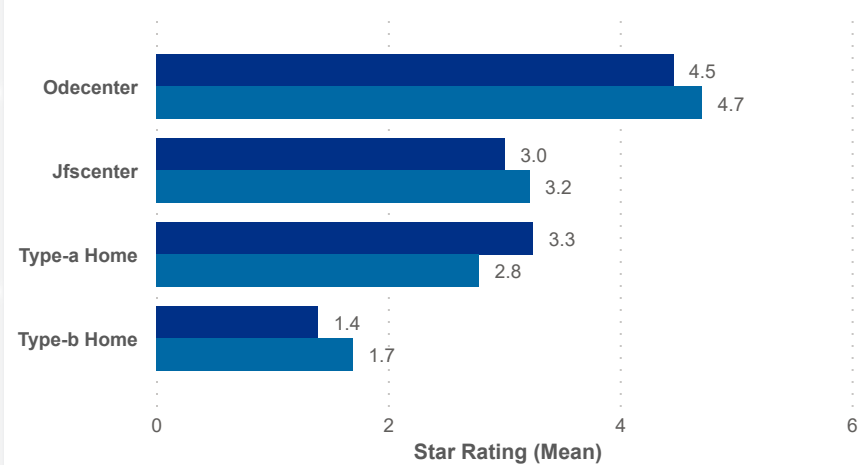
6.00

Star Rating Mean (Total)

3.29

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.08

Star Rating Mean (Stayer)

3.29

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

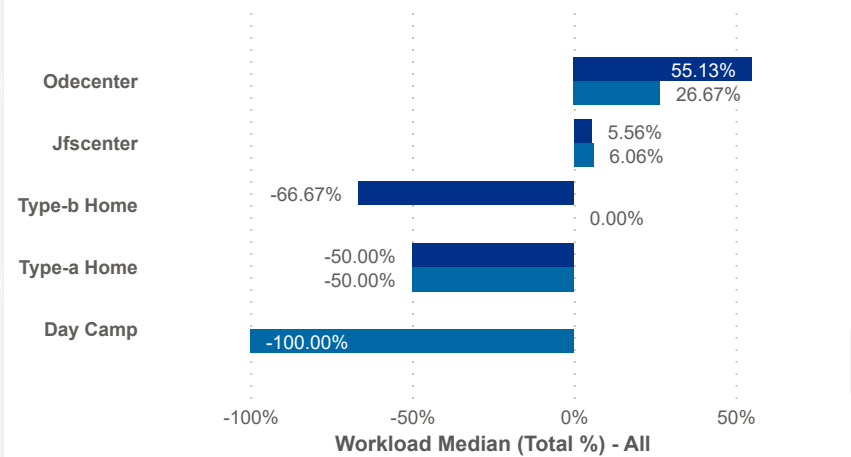
SDA>County: SDA 6 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

6.00

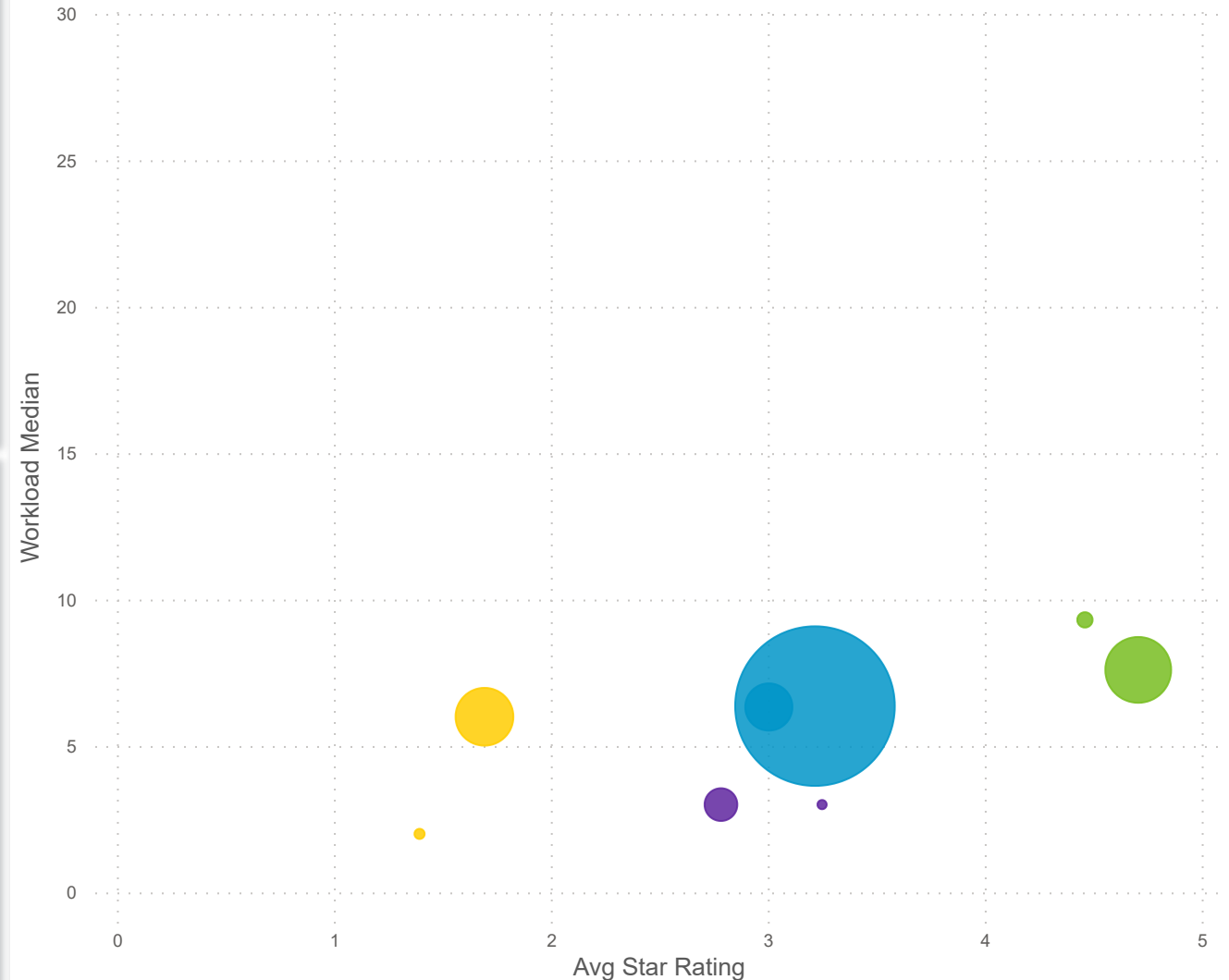
Workload Median (Total %)

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

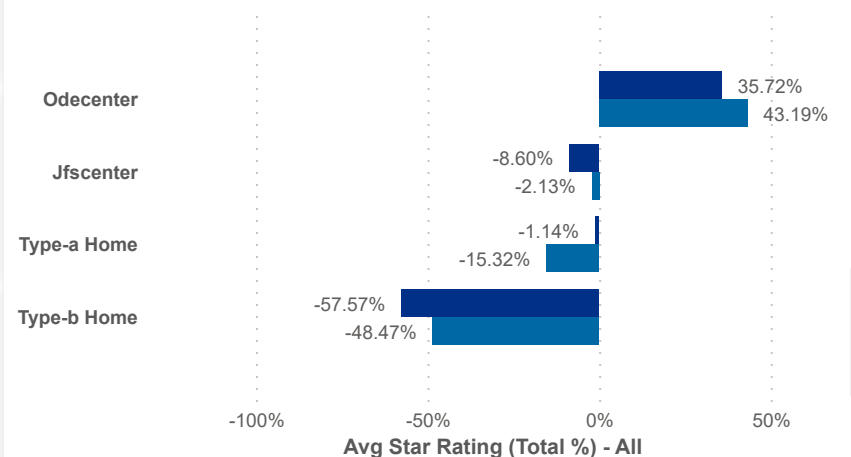


Workload Median (Leaver)

6.22

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.08

Star Rating Mean (Stayer)

3.29