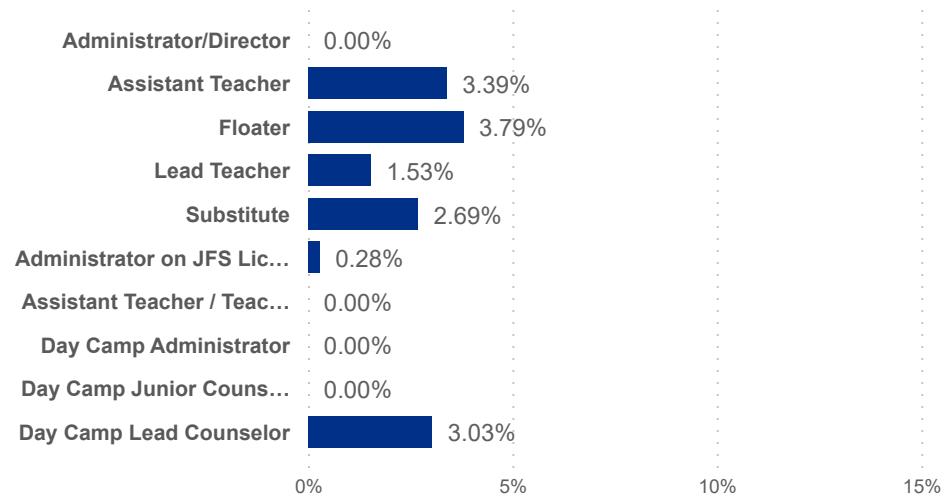


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

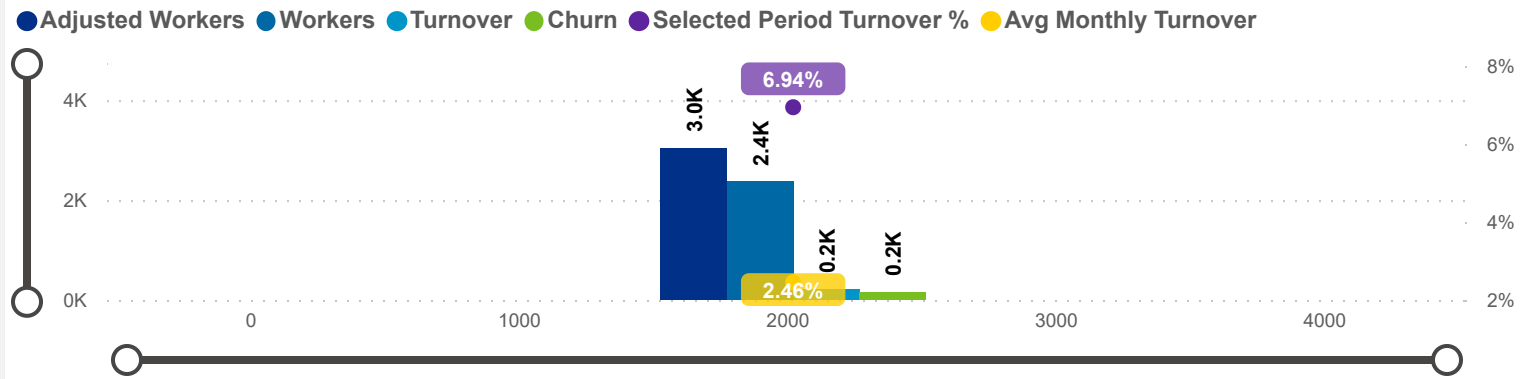
SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Avg Monthly Turnover Rates by Job Title

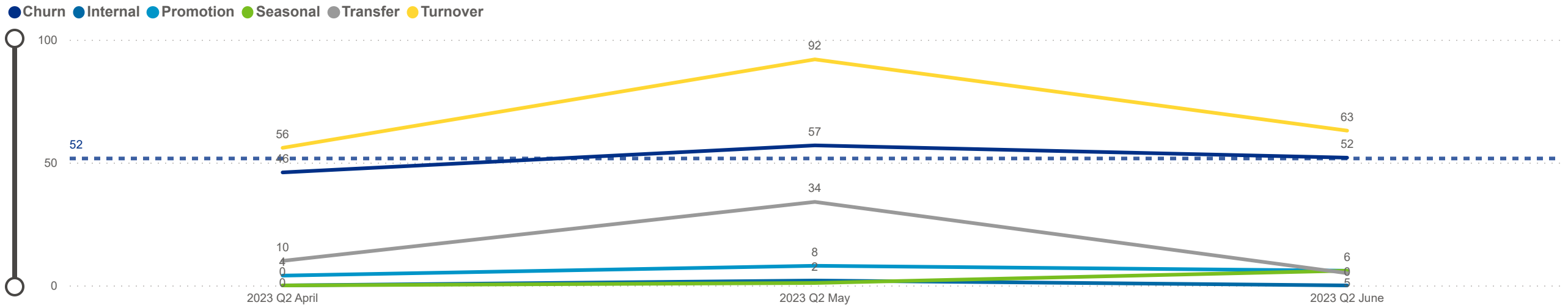


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.46%	3,039	155	2,884	6.94%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

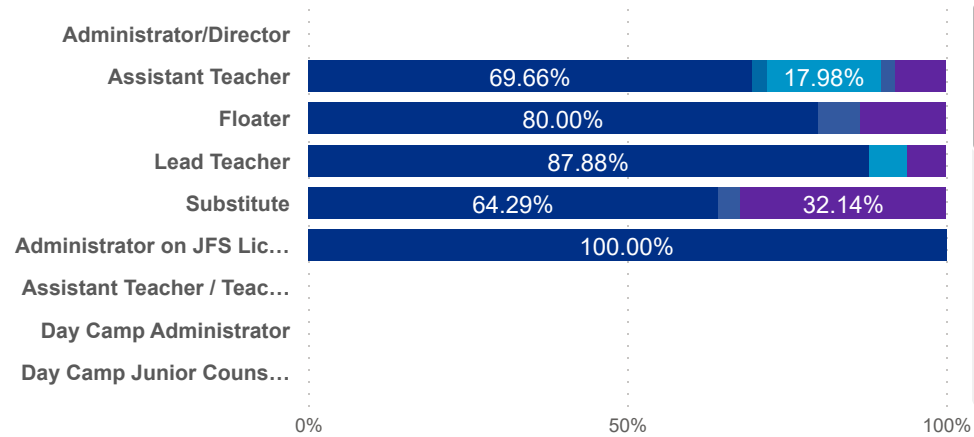


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

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

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.80%

Adjusted Workers

3,039

Workload Median

5.26

Pay Median USD / hr

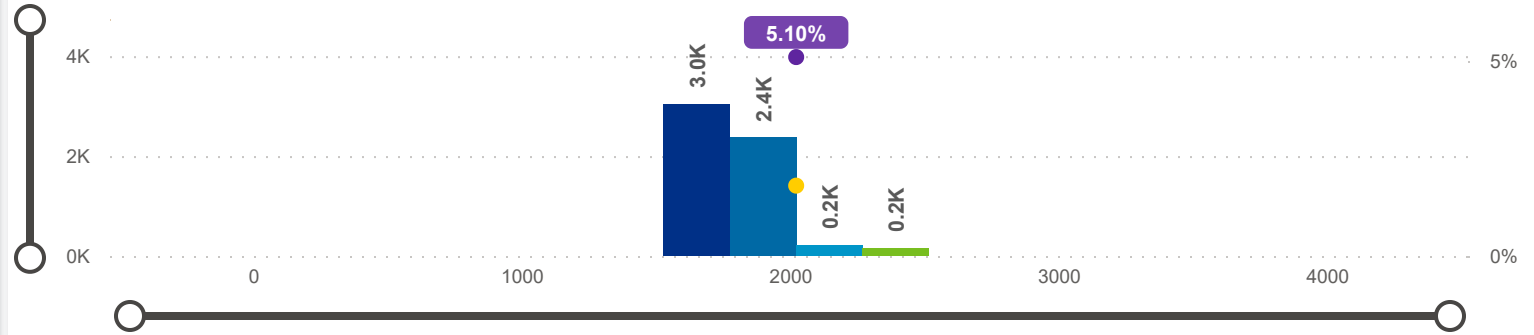
12.50

Avg ECE Duration

5.58

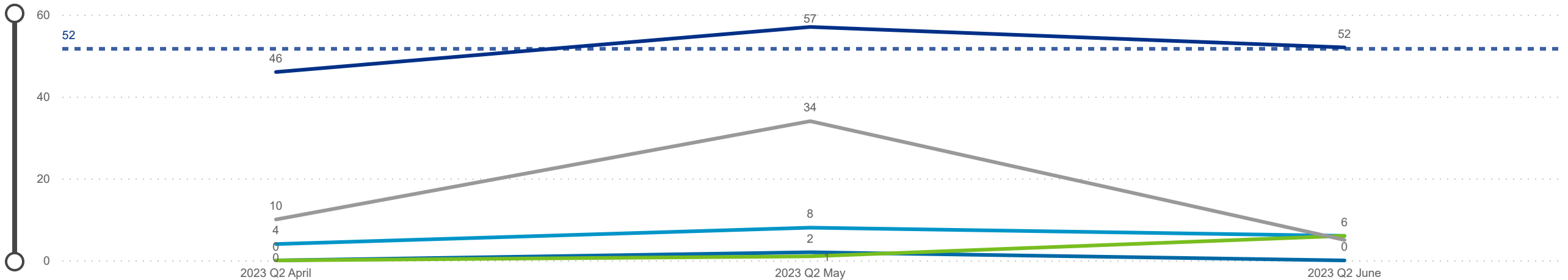
Avg Monthly Churn and Number of Workers

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



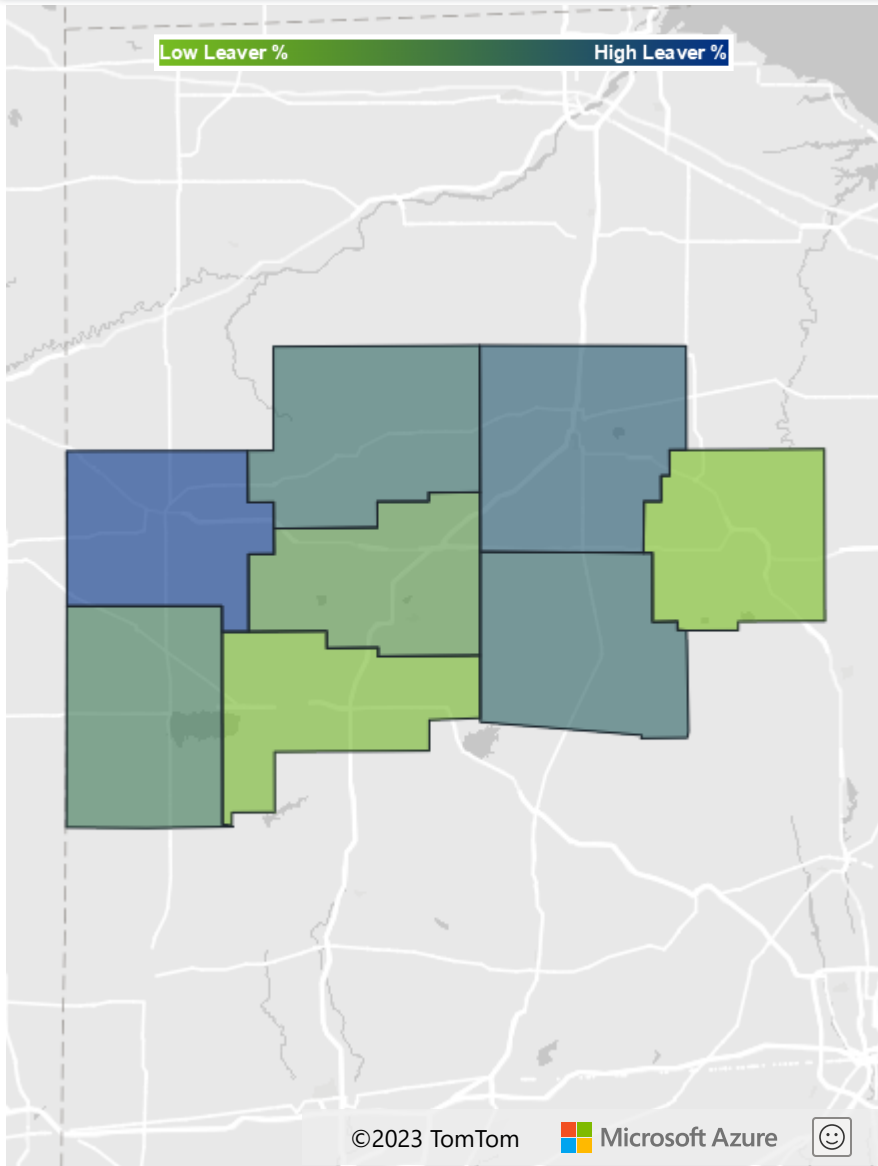
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



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

SDA>County: SDA 7 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All



ADJUSTED WORKERS

3,039

TOTAL LEAVER

155

TOTAL STAYER

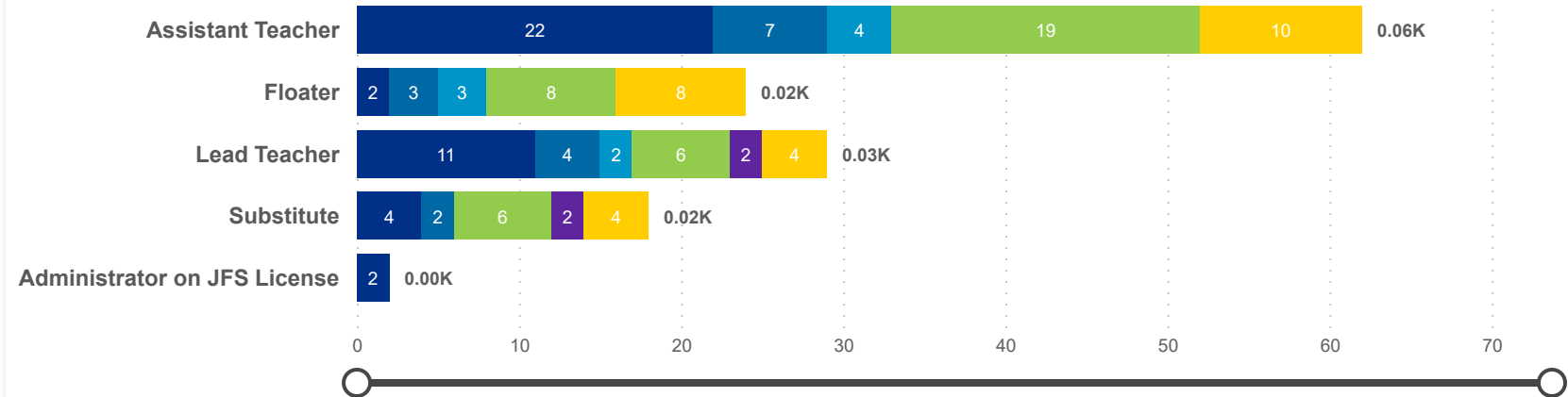
2,884

SELECTED PERIOD CHURN %

5.10%

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
Allen OH	1,085	745	31.46%	46	1,039	4.24%	95.76%	1.51%	7.74%	2.75%	4.17	3.34
Auglaize OH	304	227	9.59%	8	296	2.63%	97.37%	0.90%	3.95%	1.36%	5.76	2.93
Hancock OH	655	561	23.69%	44	611	6.72%	93.28%	2.41%	8.24%	2.96%	4.85	3.73
Hardin OH	193	148	6.25%	12	181	6.22%	93.78%	2.16%	6.22%	2.16%	5.33	4.22
Mercer OH	299	271	11.44%	16	283	5.35%	94.65%	1.89%	6.02%	2.13%	5.83	4.66
Putnam OH	216	187	7.90%	13	203	6.02%	93.98%	2.12%	6.48%	2.28%	5.09	4.07
Van Wert OH	157	140	5.91%	13	144	8.28%	91.72%	3.03%	8.92%	3.26%	7.63	4.42
Wyandot OH	130	108	4.56%	3	127	2.31%	97.69%	0.78%	2.31%	0.78%	4.80	2.79
Total	3,039	2,368	100.00%	155	2,884	5.10%	94.90%	1.80%	6.94%	2.46%	5.26	3.59

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

155

TOTAL STAYER

2,884

LEAVER

3.29

STAYER

5.65

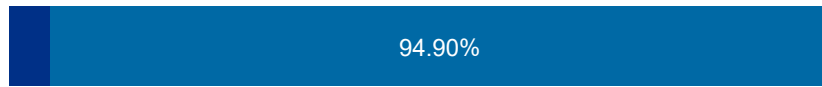
LEAVER (Hourly Wage MED)

11.50

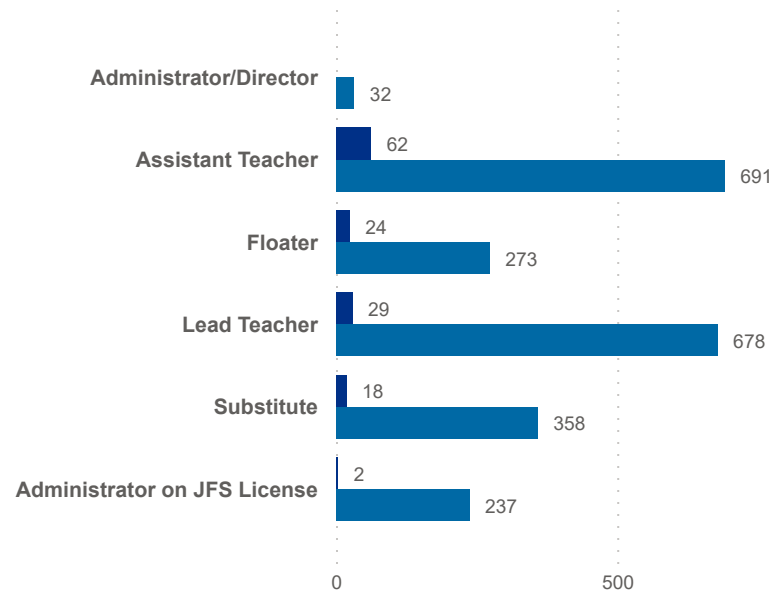
STAYER (Hourly Wage MED)

12.50

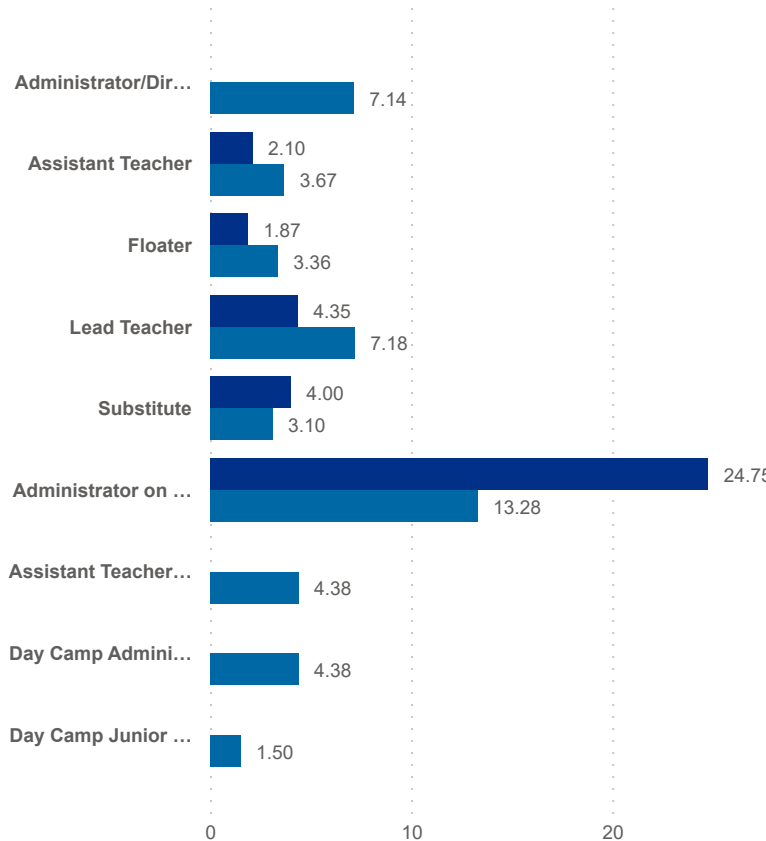
● Leaver % ● Stayer %



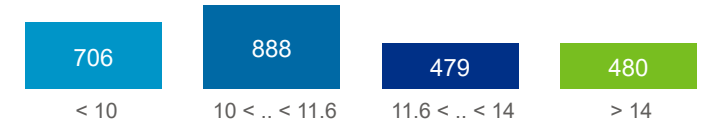
● Leaver ● Stayer



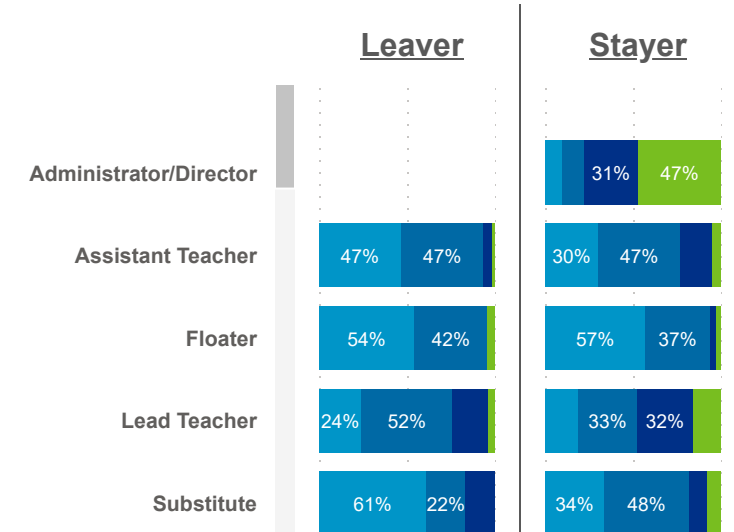
Worker Status: ● Leaver ● Stayer



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:

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

LEAVER

STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

5.10%

94.90%

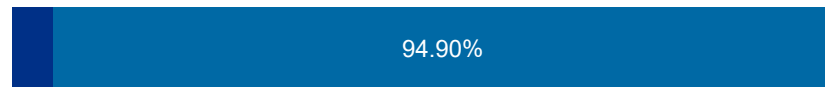
3.29

5.65

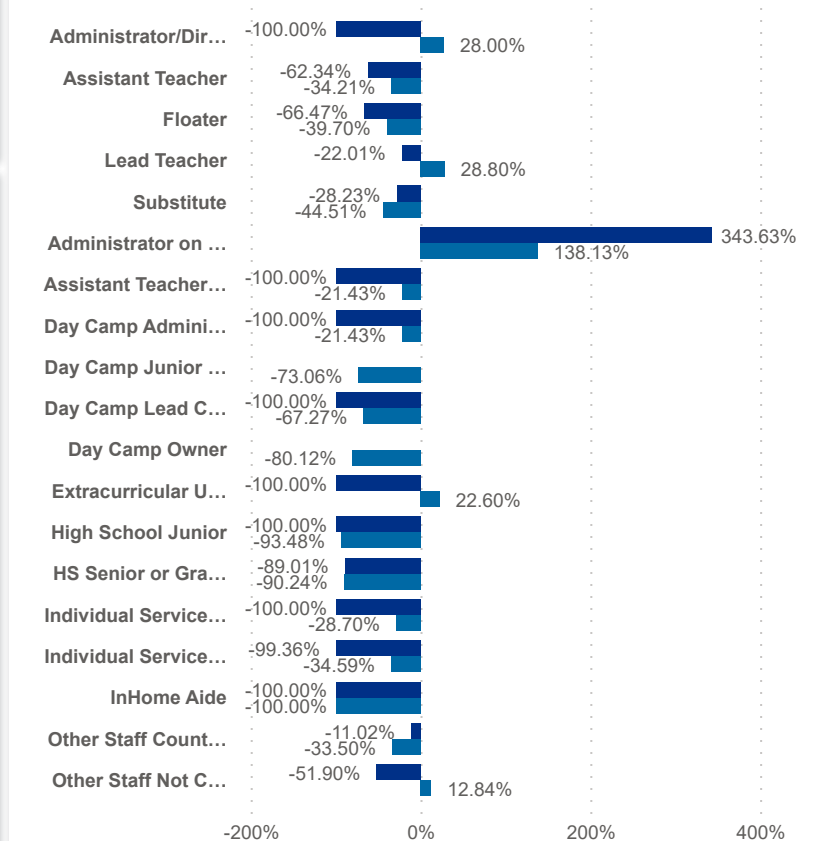
11.50

12.50

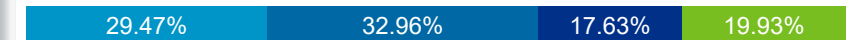
● Leaver % ● Stayer %



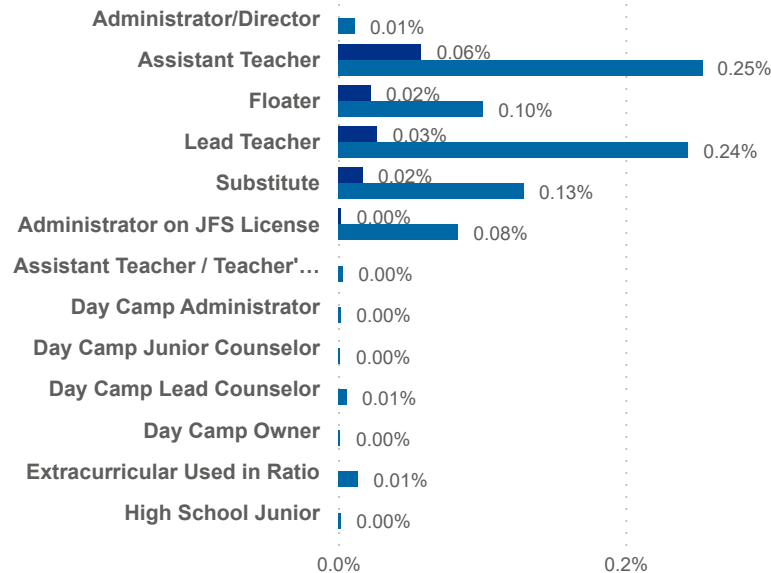
Worker Status: ● Leaver ● Stayer



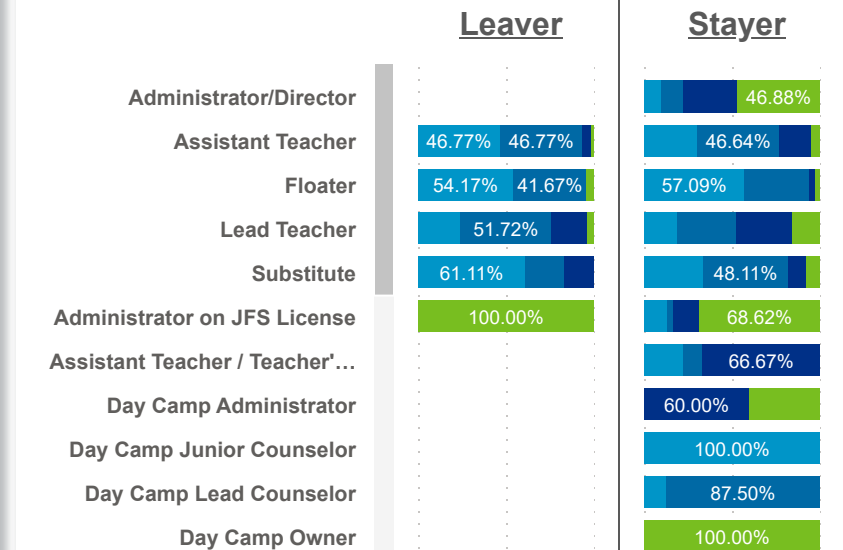
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



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

LEAVER (Avg Career Duration)

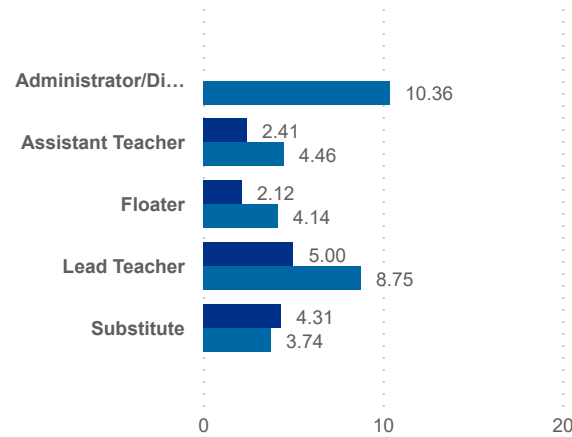
3.68

STAYER (Avg Career Duration)

7.87

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



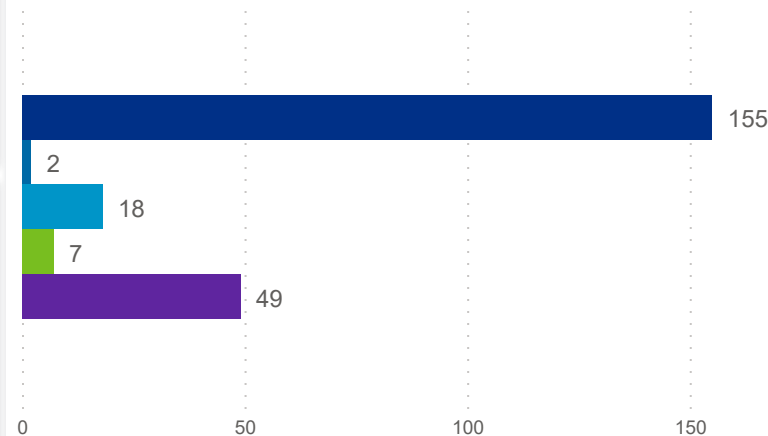
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Allen	Administrator/Director	0.05	10.75	Early	8.57	5.00
Allen	Administrator/Director	0.92	14.00	Early	10.83	5.00
Van Wert	Administrator/Director	2.75	14.00	Early	6.64	5.00
Mercer	Administrator/Director	1.00	15.00	Early	22.67	5.00
Auglaize	Administrator/Director	1.75	22.00	Early	16.00	5.00
Hancock	Administrator/Director	2.83	22.00	Early	11.00	
Van Wert	Administrator/Director	1.69	22.00	Early	7.63	5.00
Hardin	Administrator/Director	1.34	30.00	Early	10.06	
Hancock	Administrator/Director	4.75	31.00	Early	1.17	
Allen	Administrator/Director	1.04	14.00	Mid	10.83	5.00
Hancock	Administrator/Director	1.81	14.38	Mid	12.75	5.00
Allen	Administrator/Director	2.70	20.55	Mid	11.00	

TOTAL STAYER

2,884

Turnover Reasons

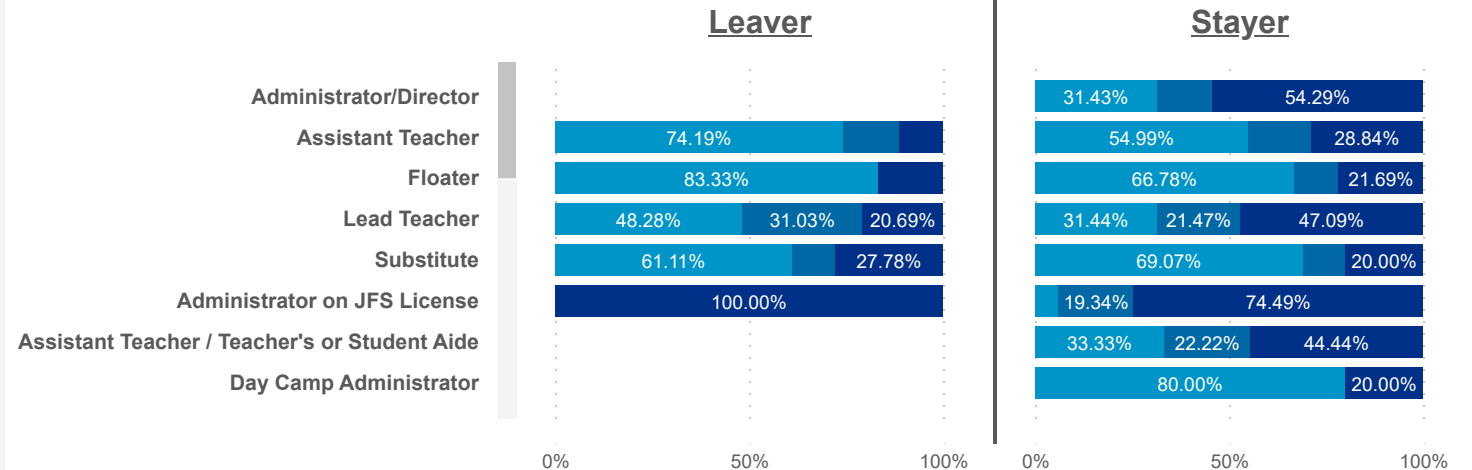
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

18

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)

3.68

STAYER (Avg Career Duration)

7.87

TOTAL STAYER

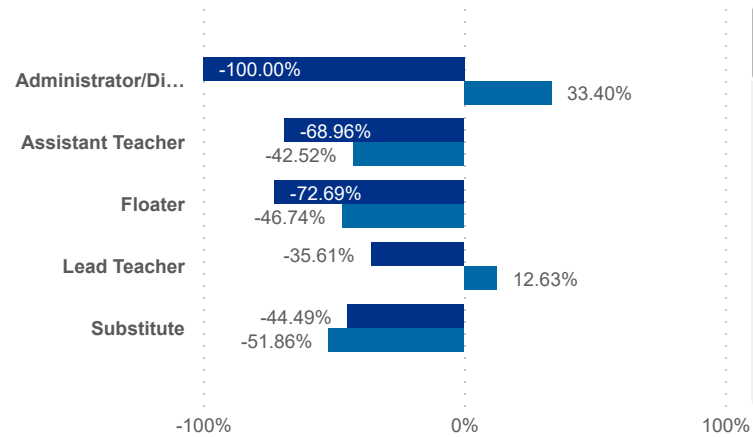
2,884

STAYER (Promotion)

18

Avg Career Duration by Job Title vs Mean

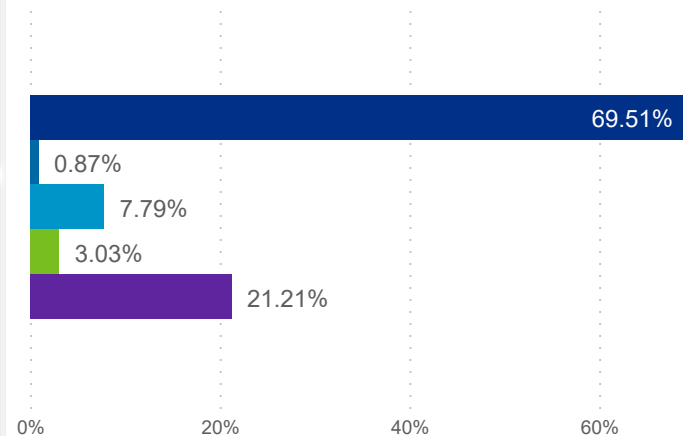
Worker Status: ● Leaver ● Stayer



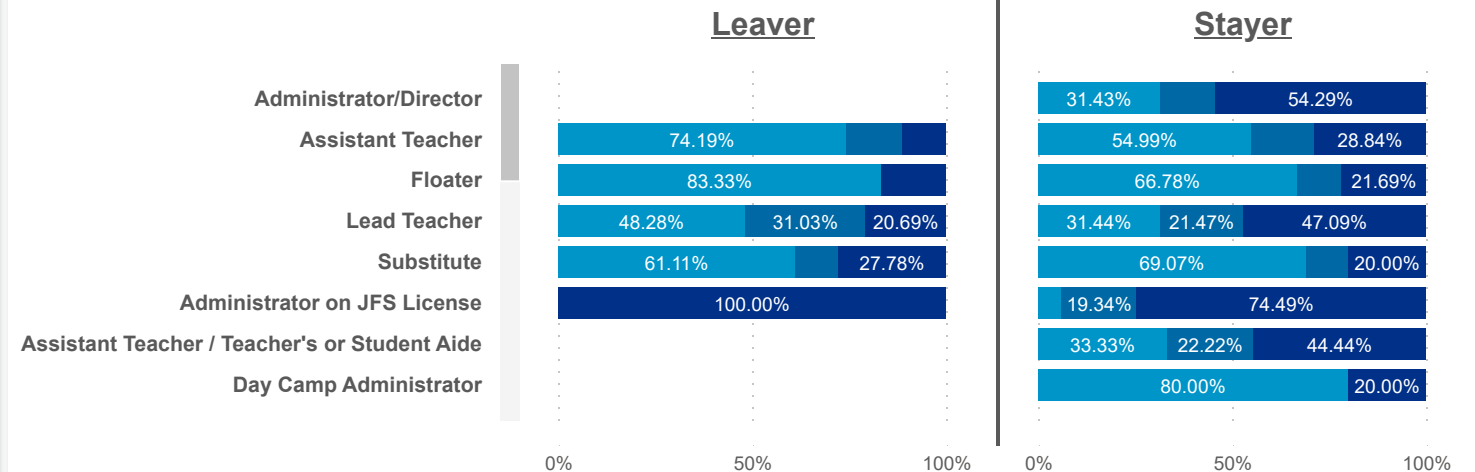
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Wyandot	Assistant Teacher	0.00	14.60	Early	17.00	5.00
Hancock	Assistant Teacher	0.00	9.38	Senior	4.85	3.00
Hardin	Lead Teacher	0.00	10.75	Mid	8.17	3.00
Hancock	Program Management Used in Ratio	0.00	21.00	Senior	4.85	3.00
Allen	Cook	0.00	12.00	Mid	5.26	3.00
Hancock	Assistant Teacher	0.01	8.78	Early	8.65	3.00
Allen	Lead Teacher	0.01	15.55	Early	2.51	5.00
Hancock	Substitute	0.01	8.50	Senior	4.85	3.00
Allen	Substitute	0.01	10.20	Senior	5.54	1.00
Van Wert	Assistant Teacher	0.02	14.00	Early	7.75	5.00
Allen	Floater	0.02	11.62	Early	2.51	5.00
Allen	Floater	0.02	10.95	Mid	2.59	1.00

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)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER
11.50

STAYER
12.50

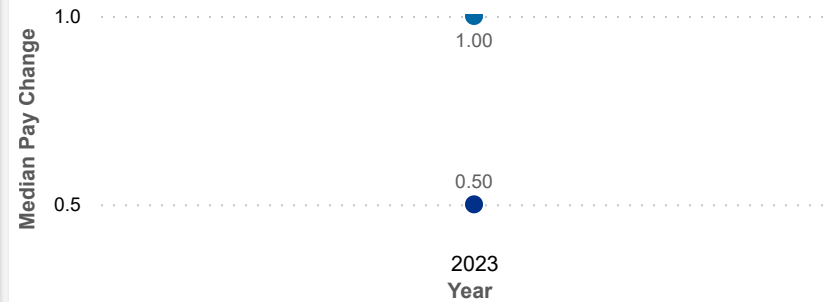
LEAVER
0.25

STAYER
0.44

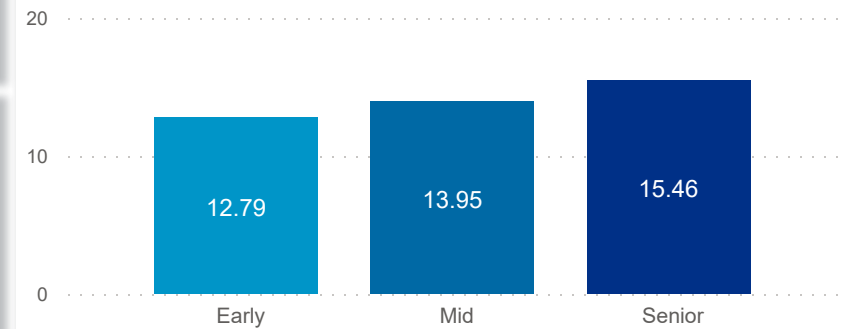
Worker Status: ● Leaver ● Stayer



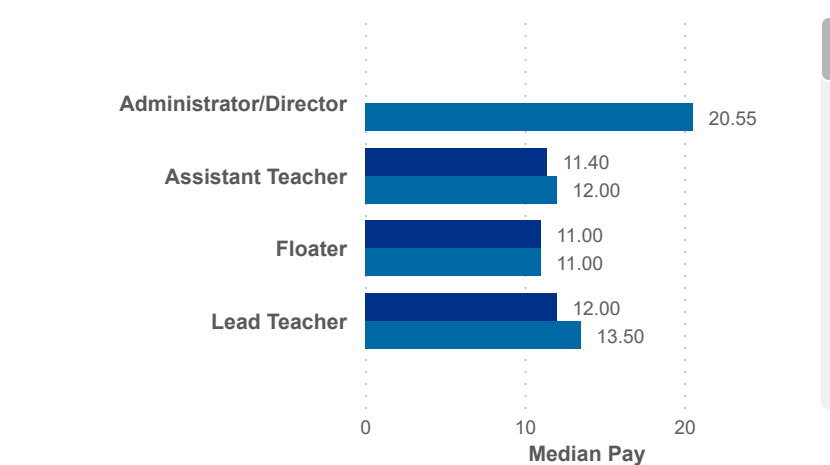
Worker Status: ● Leaver ● Stayer



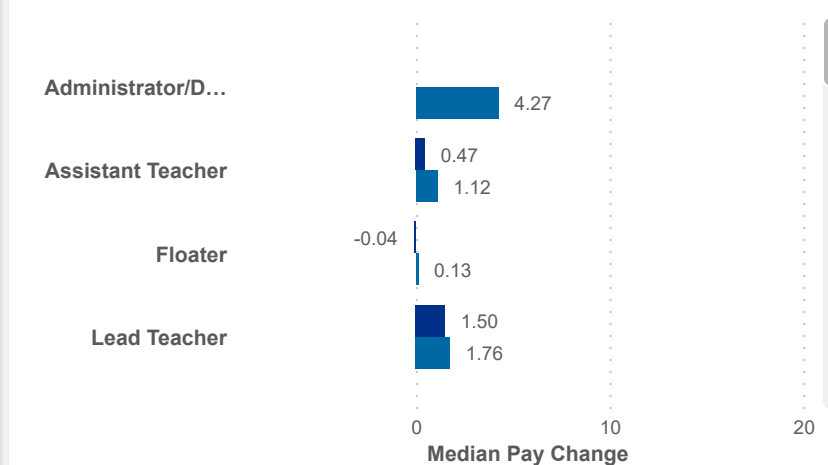
Seniority: ● Early ● Mid ● Senior



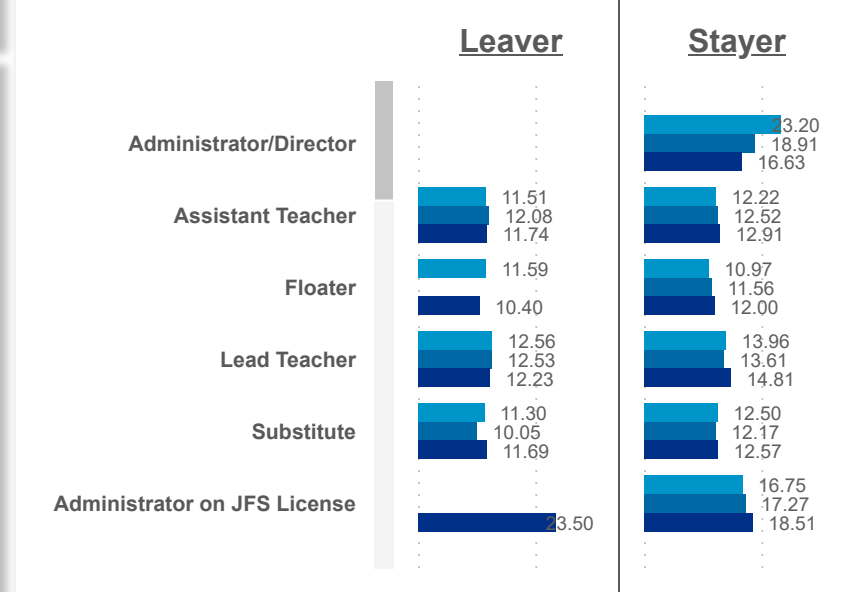
Worker Status: ● Leaver ● Stayer



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
11.50

STAYER
12.50

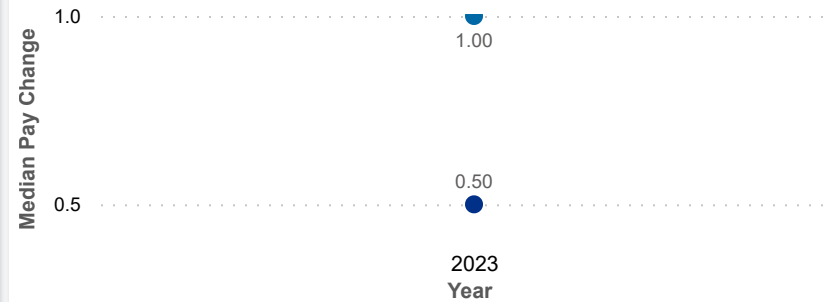
LEAVER
0.25

STAYER
0.44

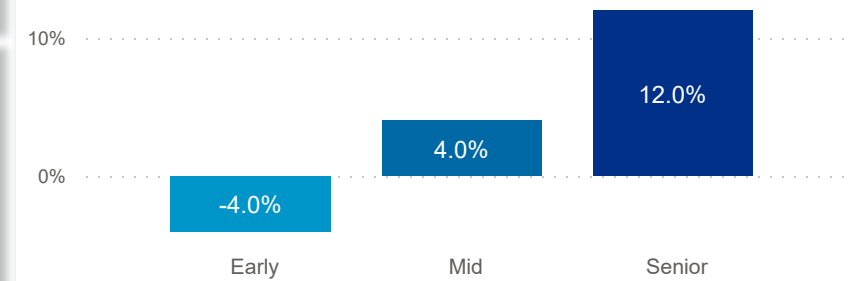
Worker Status: Leaver Stayer



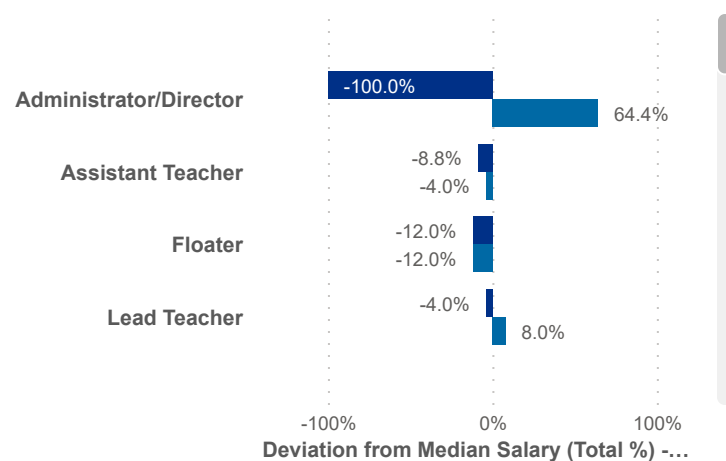
Worker Status: Leaver Stayer



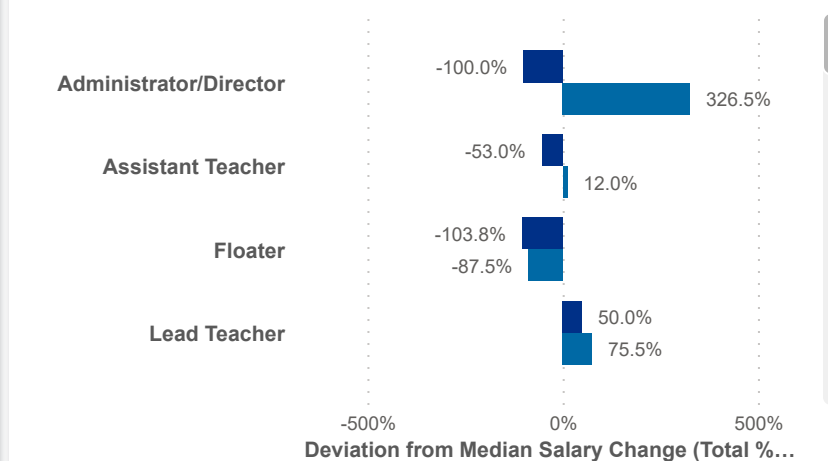
Seniority: Early Mid Senior



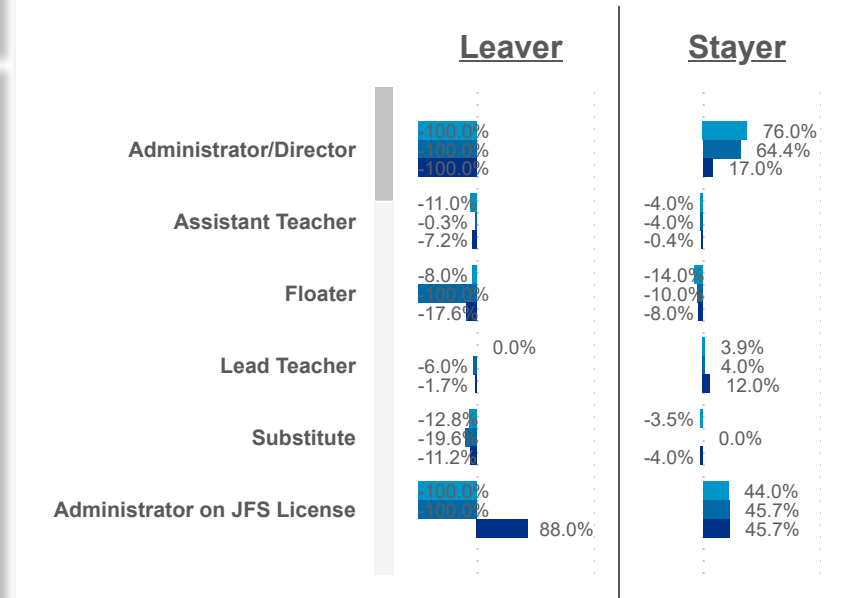
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



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

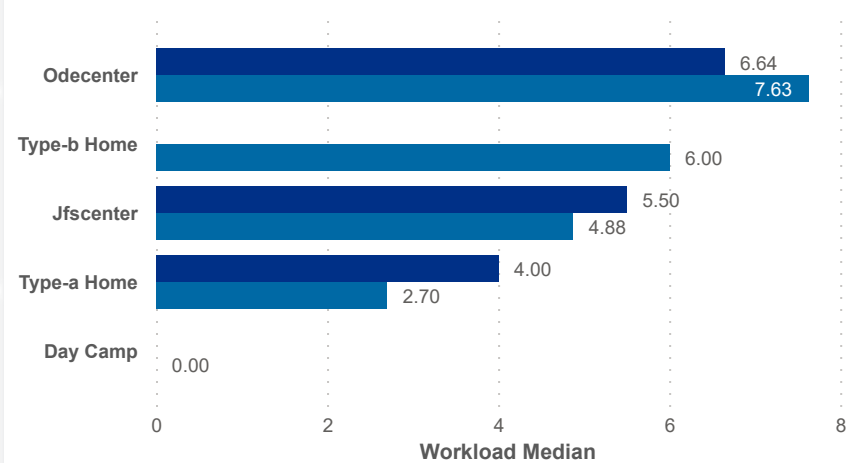
SDA>County: SDA 7 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

5.26

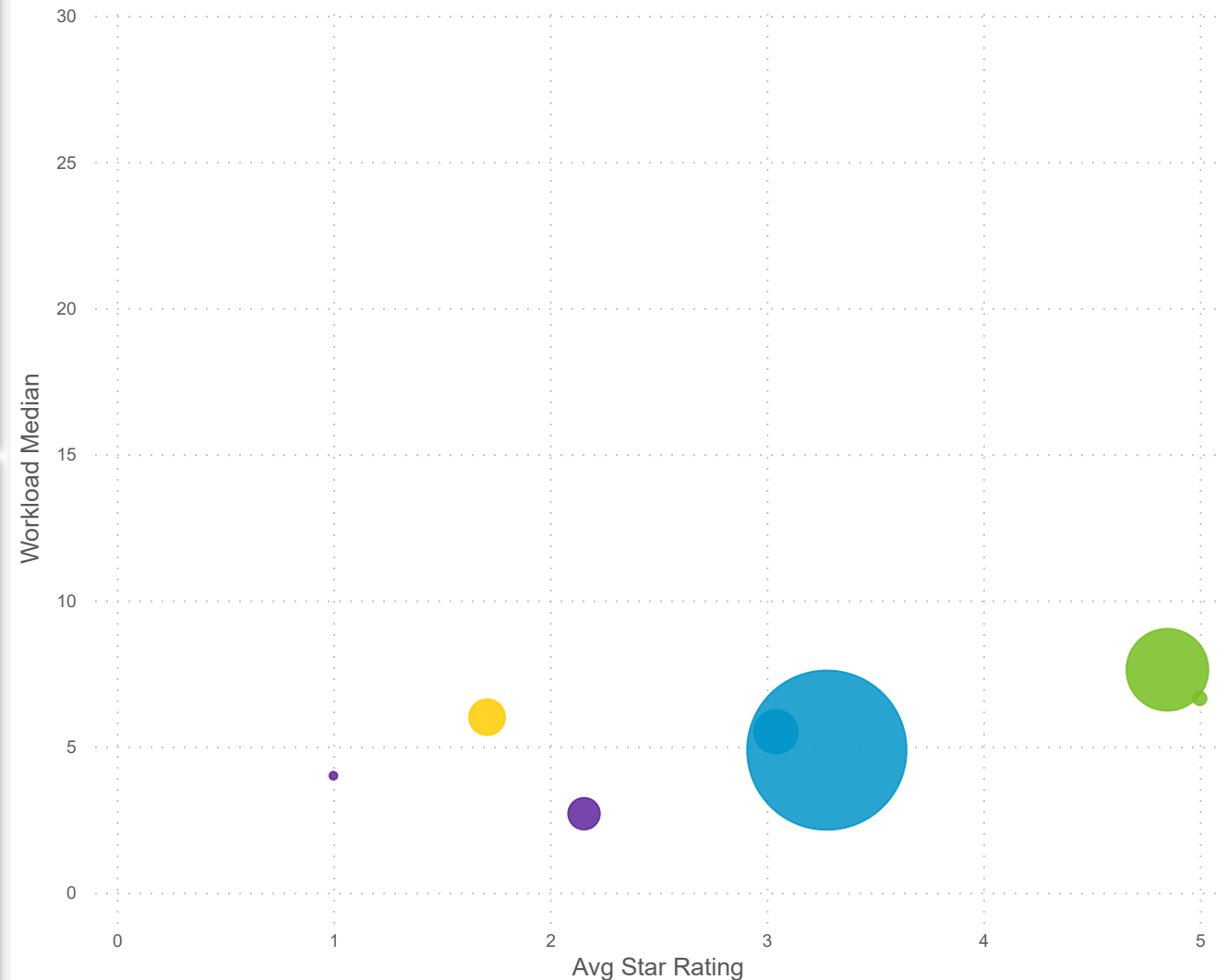
Workload Median

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)

5.58

Workload Median (Stayer)

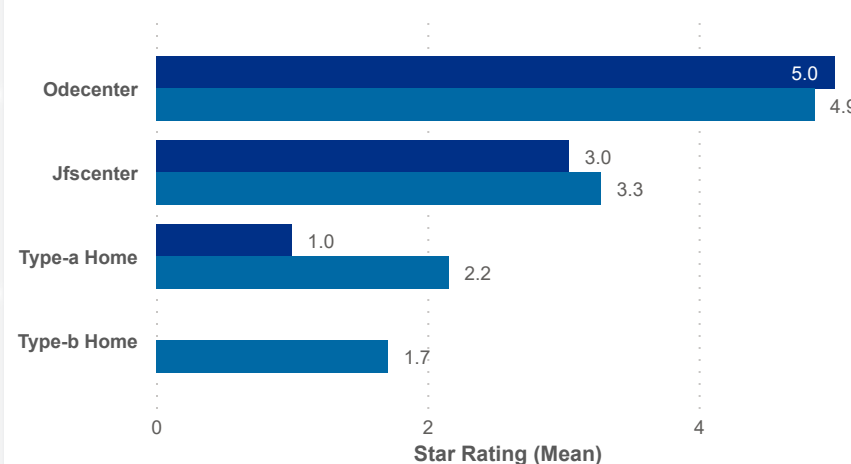
5.22

Star Rating Mean (Total)

3.59

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.17

Star Rating Mean (Stayer)

3.60

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

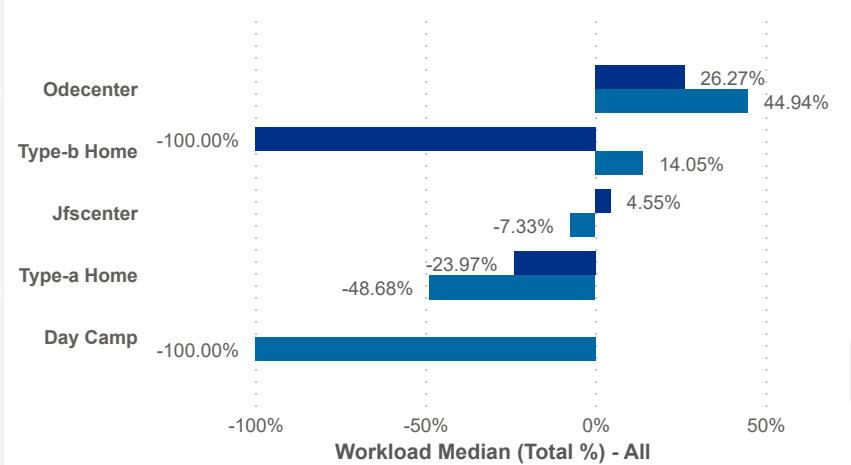
SDA>County: SDA 7 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

5.26

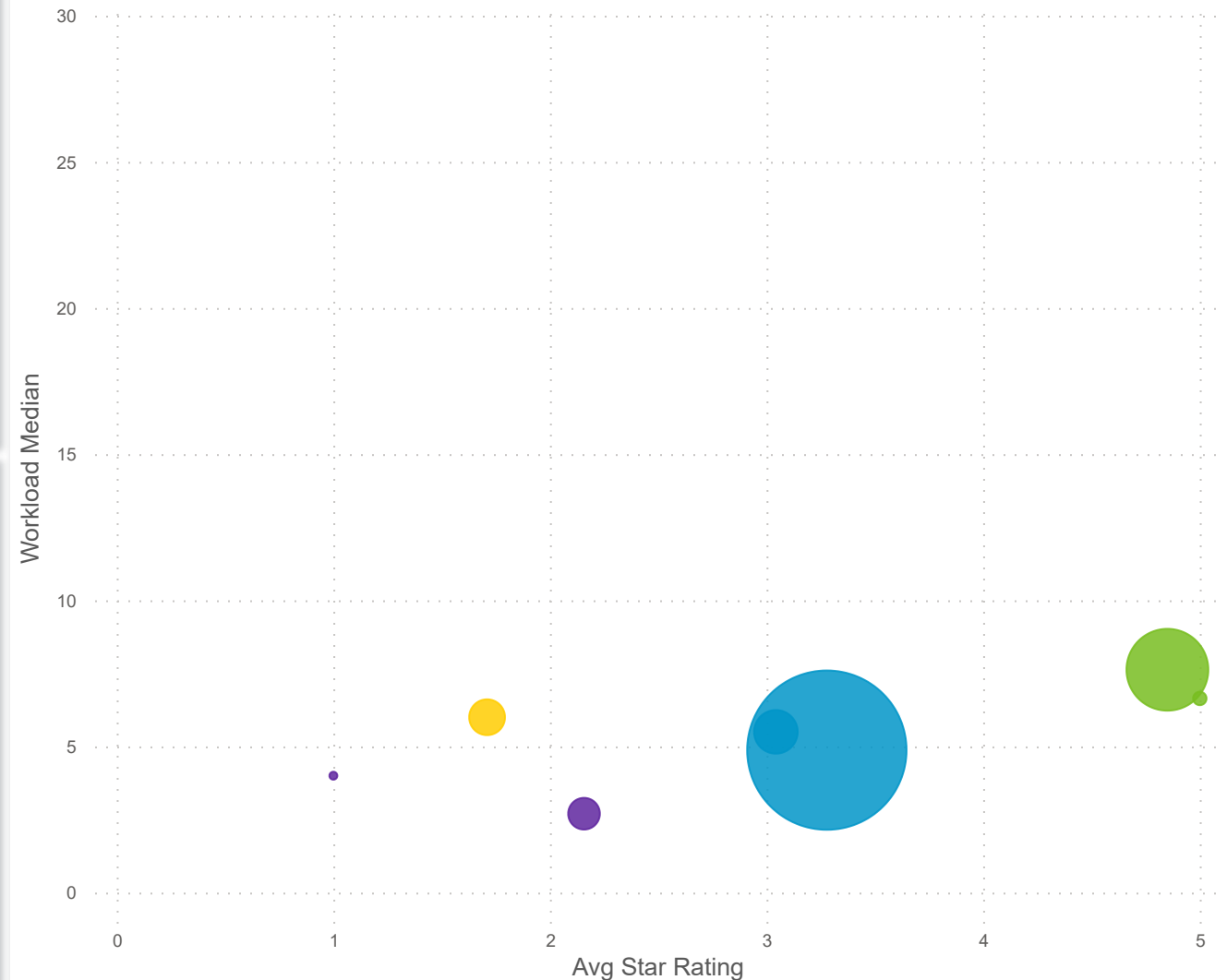
Workload Median (Total %)

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)

5.58

Workload Median (Stayer)

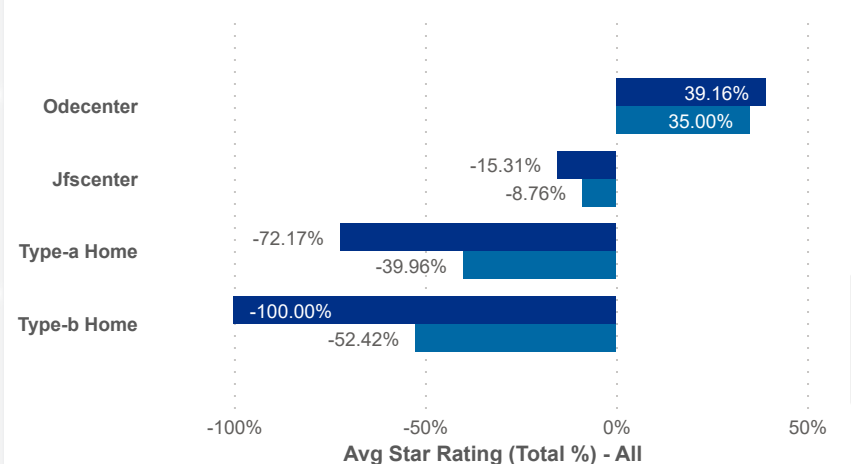
5.22

Star Rating Mean (Total)

3.59

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.17

Star Rating Mean (Stayer)

3.60