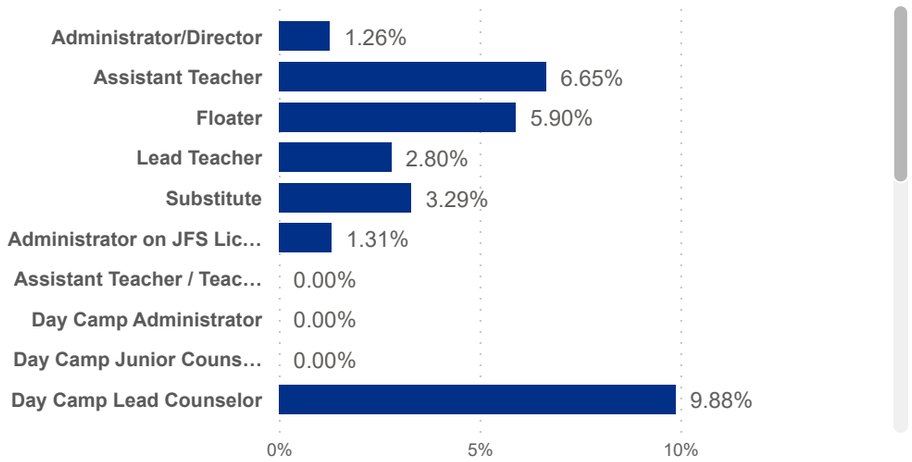
# Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 07/19/2023

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

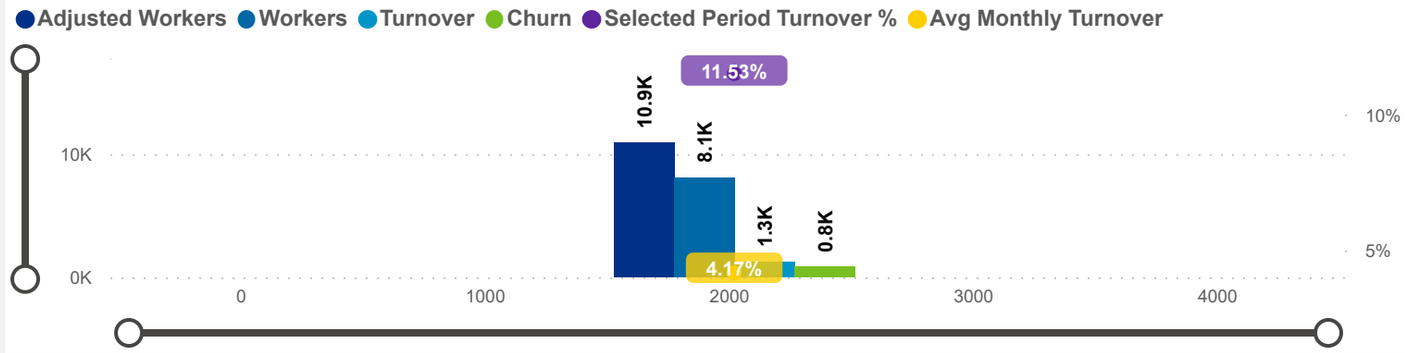
SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## Avg Monthly Turnover Rates by Job Title

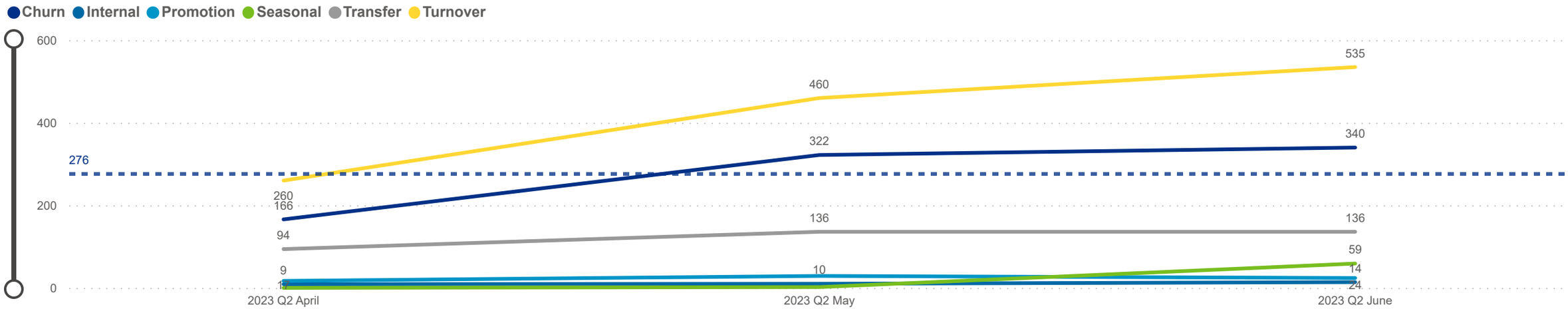



| Avg Monthly Turnover | Adjusted Workers | Total Leaver | Total Stayer | Sel Period Turnover |
|---|---|---|---|---|
| 4.17% | 10,886 | 828 | 10,058 | 11.53% |

## Avg Monthly Turnover and Number of Workers




## Categorization by Time Series



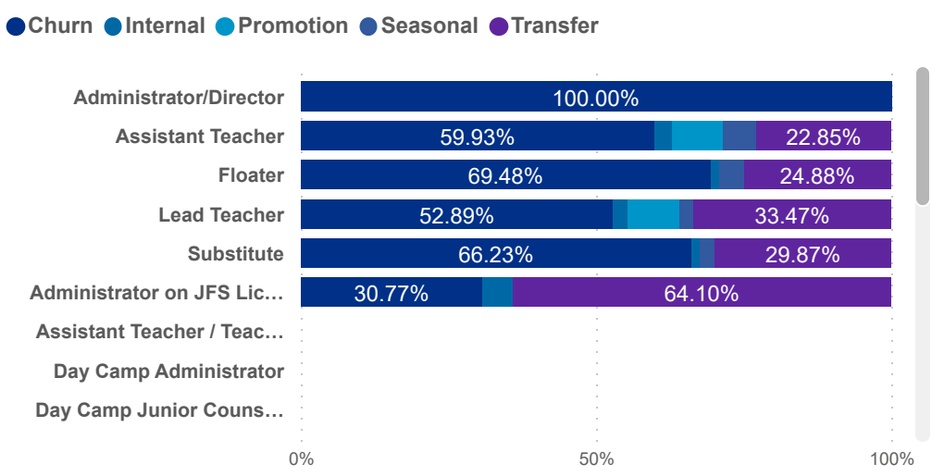
# Workforce and Program Analysis Platform (WPAP): TIMELINE - CHURN

Created Date: 07/19/2023

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

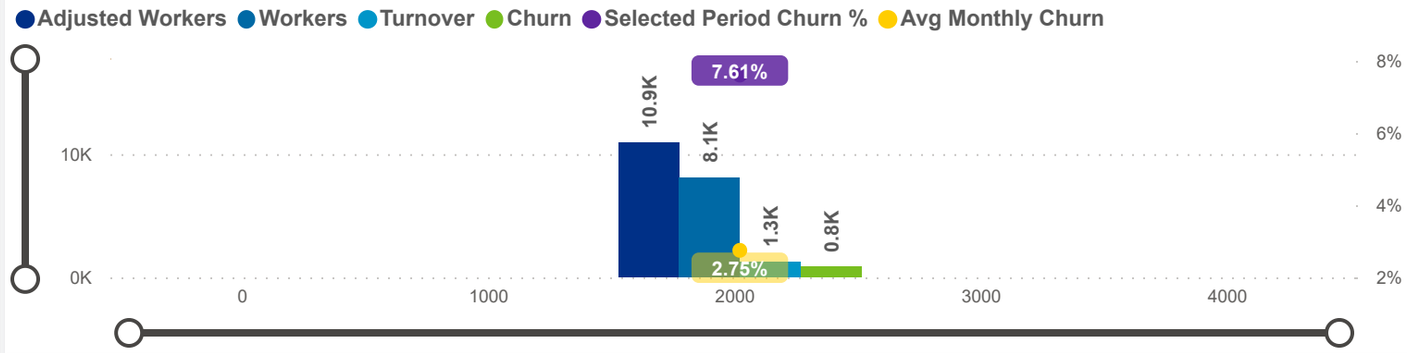
SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## Job Change Reasons by Job Title

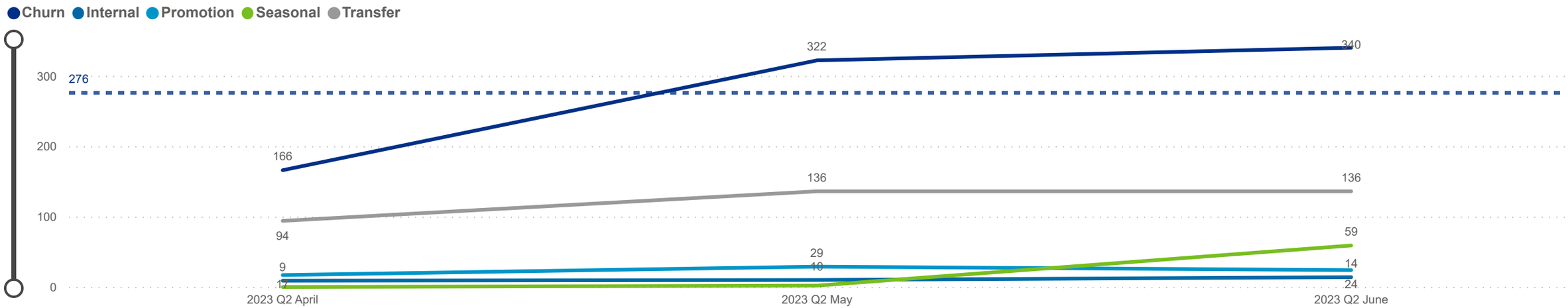



| Avg Monthly Churn | Adjusted Workers | Workload Median | Pay Median USD / hr | Avg ECE Duration |
|---|---|---|---|---|
| 2.75% | 10,886 | 5.88 | 14.05 | 5.93 |

## Avg Monthly Churn and Number of Workers




## Categorization by Time Series

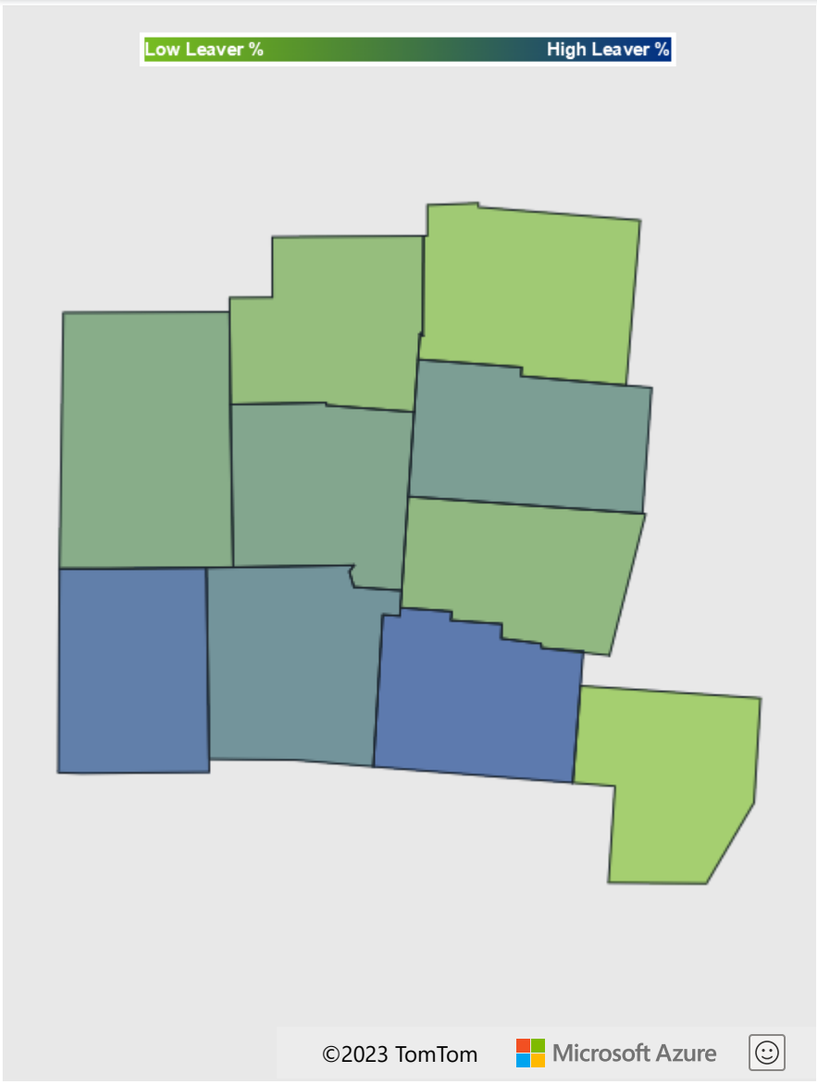


# Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 07/19/2023

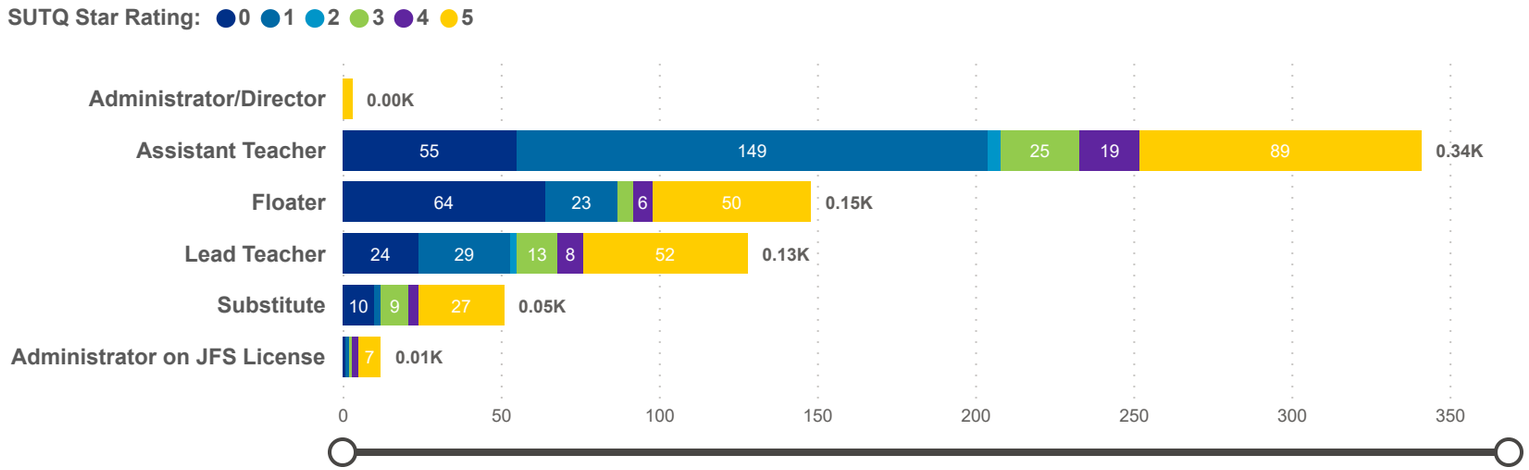
Date: 202304 202306 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All




| ADJUSTED WORKERS | TOTAL LEAVER | TOTAL STAYER | SELECTED PERIOD CHURN % |
|---|---|---|---|
| 10,886 | 828 | 10,058 | 7.61% |

## Leaver by Job Title and Star Rating




| 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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Champaign OH | 304 | 237 | 2.93% | 21 | 283 | 6.91% | 93.09% | 2.71% | 14.14% | 5.54% | 5.94 | 3.35 |
| Clark OH | 795 | 645 | 7.97% | 34 | 761 | 4.28% | 95.72% | 1.49% | 6.67% | 2.32% | 5.15 | 3.87 |
| Darke OH | 315 | 238 | 2.94% | 17 | 298 | 5.40% | 94.60% | 1.93% | 10.79% | 3.86% | 5.82 | 3.47 |
| Fayette OH | 268 | 196 | 2.42% | 5 | 263 | 1.87% | 98.13% | 0.63% | 2.24% | 0.76% | 2.93 | 4.54 |
| Greene OH | 1,602 | 1,297 | 16.02% | 172 | 1,430 | 10.74% | 89.26% | 3.95% | 14.23% | 5.23% | 5.83 | 4.30 |
| Logan OH | 204 | 165 | 2.04% | 5 | 199 | 2.45% | 97.55% | 0.85% | 5.88% | 2.03% | 6.22 | 4.07 |
| Miami OH | 690 | 556 | 6.87% | 42 | 648 | 6.09% | 93.91% | 2.15% | 7.83% | 2.76% | 6.67 | 3.82 |
| Montgomery OH | 6,072 | 4,321 | 53.37% | 490 | 5,582 | 8.07% | 91.93% | 2.93% | 12.57% | 4.57% | 6.00 | 3.77 |
| Preble OH | 283 | 233 | 2.88% | 29 | 254 | 10.25% | 89.75% | 3.73% | 14.13% | 5.14% | 5.05 | 4.26 |
| Shelby OH | 353 | 280 | 3.46% | 13 | 340 | 3.68% | 96.32% | 1.32% | 6.23% | 2.23% | 5.13 | 3.53 |
| **Total** | **10,886** | **8,097** | **100.00%** | **828** | **10,058** | **7.61%** | **92.39%** | **2.75%** | **11.53%** | **4.17%** | **5.88** | **3.84** |

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

Created Date: 07/19/2023

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

SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## NUMBER OF WORKERS

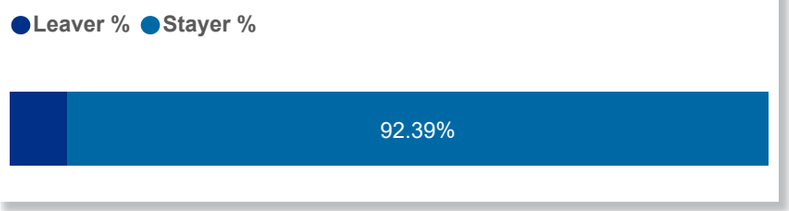
| TOTAL LEAVER | TOTAL STAYER |
|---|---|
| 828 | 10,058 |

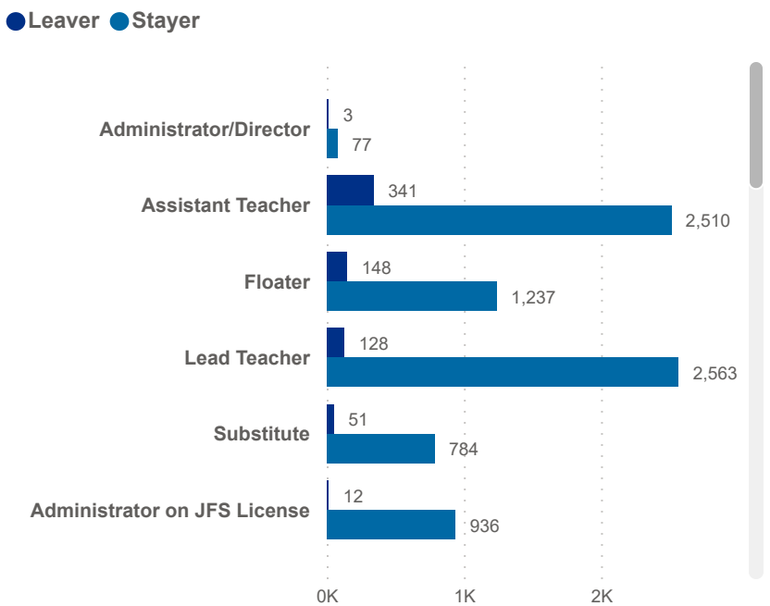
## AVG ECE DURATION (In Years)

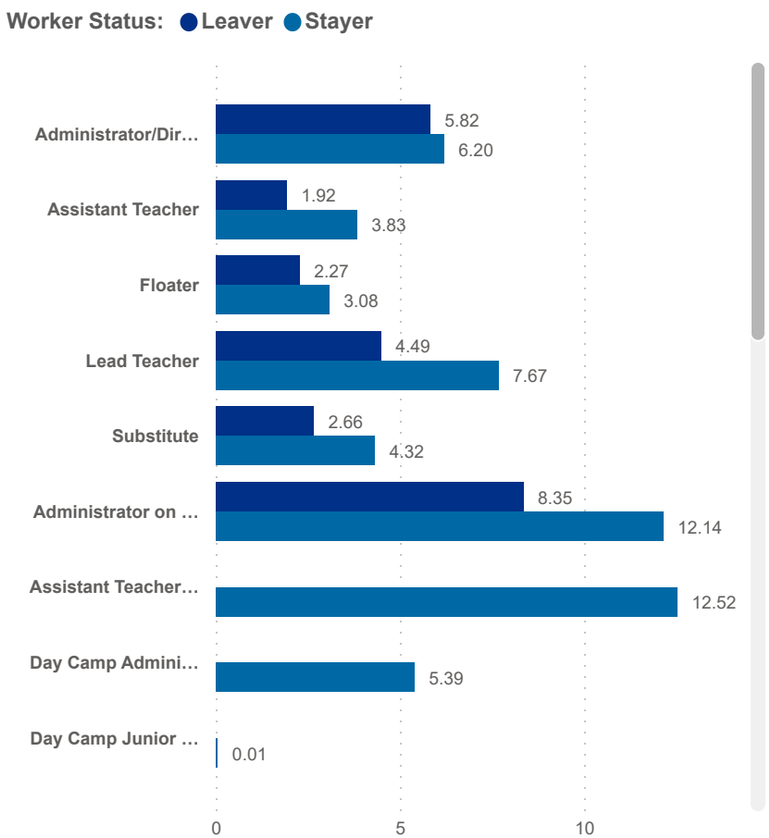
| LEAVER | STAYER |
|---|---|
| 2.66 | 6.03 |

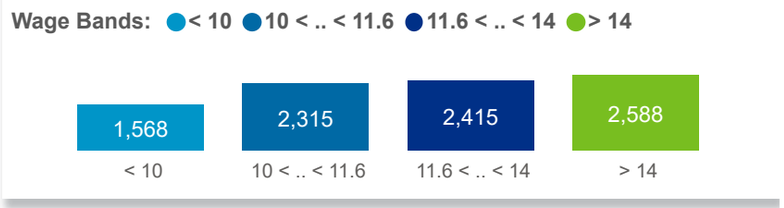
## HOURLY WAGE BANDS (USD)

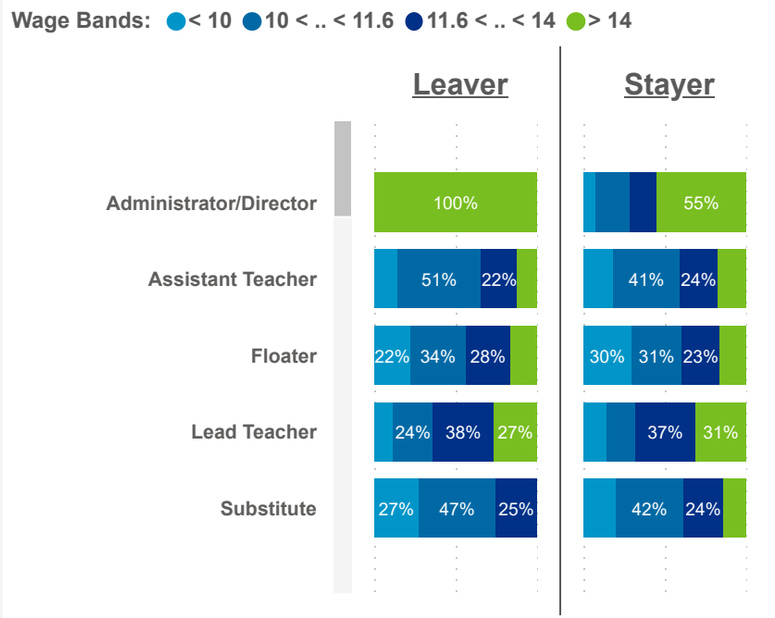
| LEAVER (Hourly Wage MED) | STAYER (Hourly Wage MED) |
|---|---|
| 13.50 | 14.05 |



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

Created Date: 07/19/2023

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

SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## NUMBER OF WORKERS

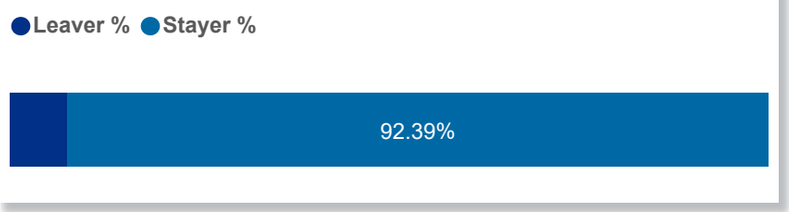
| LEAVER | STAYER |
|---|---|
| 7.61% | 92.39% |

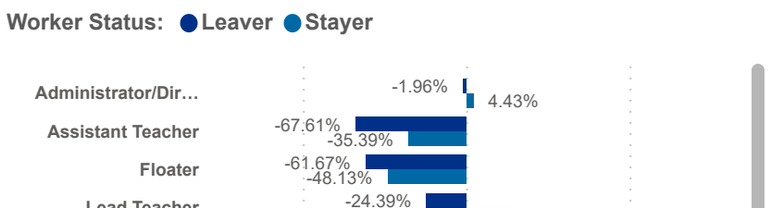
## AVG ECE DURATION (In Years)

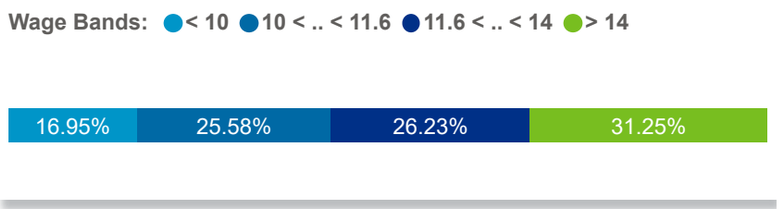
| LEAVER | STAYER |
|---|---|
| 2.66 | 6.03 |

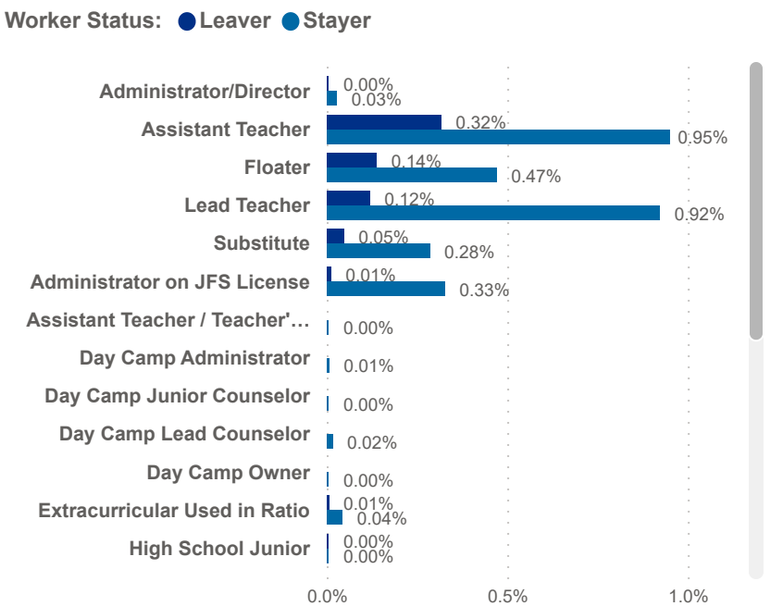
## HOURLY WAGE BANDS (USD)

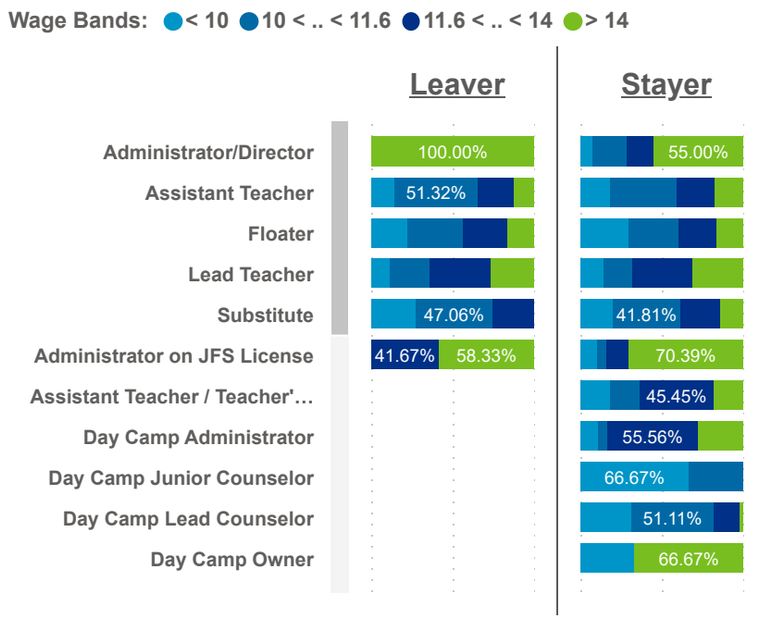
| LEAVER (Hourly Wage MED) | STAYER (Hourly Wage MED) |
|---|---|
| 13.50 | 14.05 |



# Workforce and Program Analysis Platform (WPAP): CAREER PROGRESSION & SENIORITY - NOMINAL

Created Date: 07/19/2023

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

SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

**LEAVER (Avg Career Duration)**

**3.04**

**STAYER (Avg Career Duration)**

**10.42**

**TOTAL STAYER**

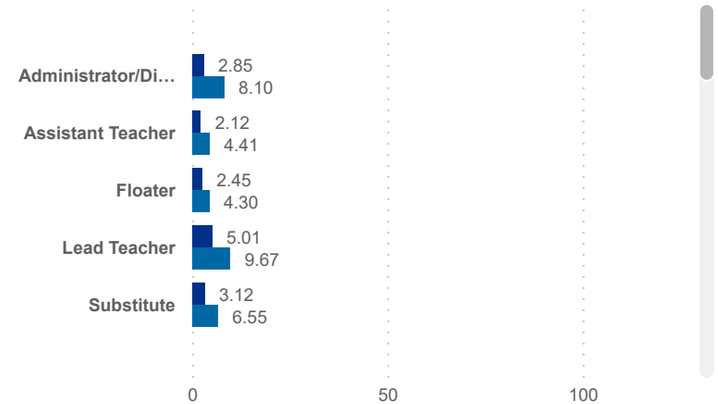
**10,058**

**STAYER (Promotion)**

**70**

## Avg Career Duration by Job Title

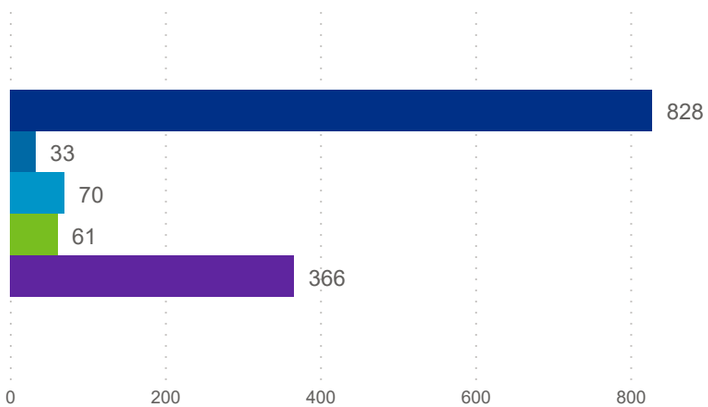
Worker Status: Leaver Stayer



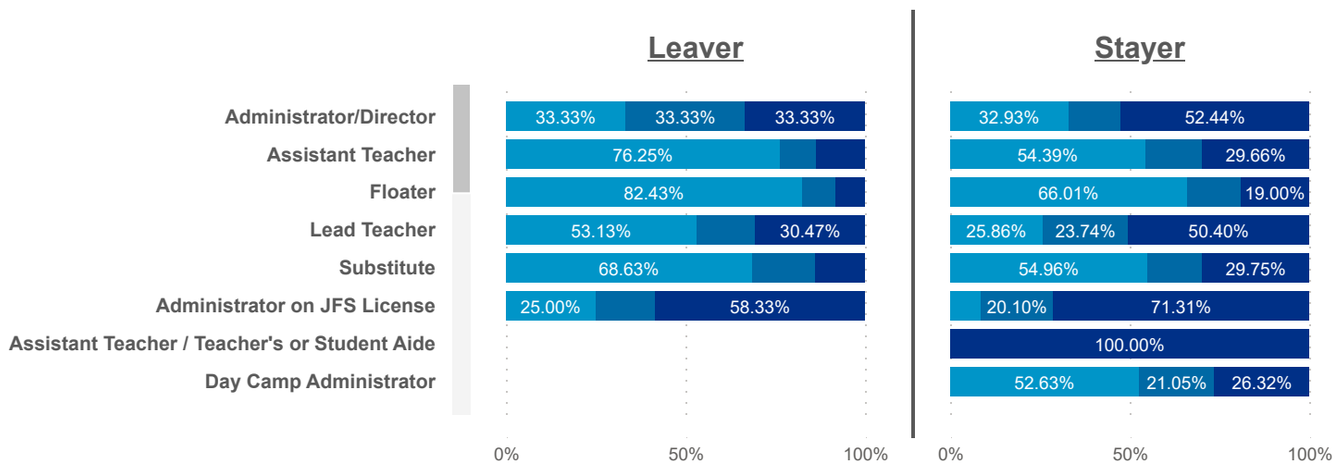

| County | Job Title | Longest Serving Profile | $ / hr | Seniority | Workload | Star Rating |
|---|---|---|---|---|---|---|
| Champaign | Administrator/Director | 2.99 | 10.00 | Early | 18.00 | |
| Montgomery | Administrator/Director | 0.74 | 12.00 | Early | 19.00 | 5.00 |
| Miami | Administrator/Director | 0.75 | 13.50 | Early | 6.88 | |
| Montgomery | Administrator/Director | 3.75 | 13.50 | Early | 7.46 | 5.00 |
| Montgomery | Administrator/Director | 3.75 | 14.00 | Early | 16.50 | |
| Champaign | Administrator/Director | 0.75 | 15.05 | Early | 10.50 | |
| Montgomery | Administrator/Director | 2.91 | 16.00 | Early | 5.08 | 4.00 |
| Montgomery | Administrator/Director | 0.00 | 16.43 | Early | 16.00 | 5.00 |
| Shelby | Administrator/Director | 3.75 | 16.74 | Early | 10.00 | |
| Champaign | Administrator/Director | 0.59 | 17.00 | Early | 7.71 | 5.00 |
| Montgomery | Administrator/Director | 1.76 | 17.30 | Early | 20.52 | 5.00 |
| Montgomery | Administrator/Director | 2.75 | 17.80 | Early | 5.00 | |

## Turnover Reasons

Churn Internal Promotion Seasonal Transfer




Seniority: Early Mid Senior



# Workforce and Program Analysis Platform (WPAP): CAREER PROGRESSION & SENIORITY - PERCENT

Created Date: 07/19/2023

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

SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

**LEAVER (Avg Career Duration)**

**3.04**

**STAYER (Avg Career Duration)**

**10.42**

**TOTAL STAYER**

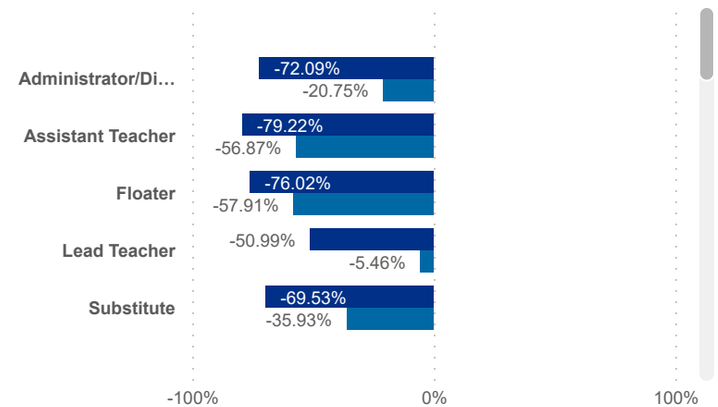
**10,058**

**STAYER (Promotion)**

**70**

## Avg Career Duration by Job Title vs Mean

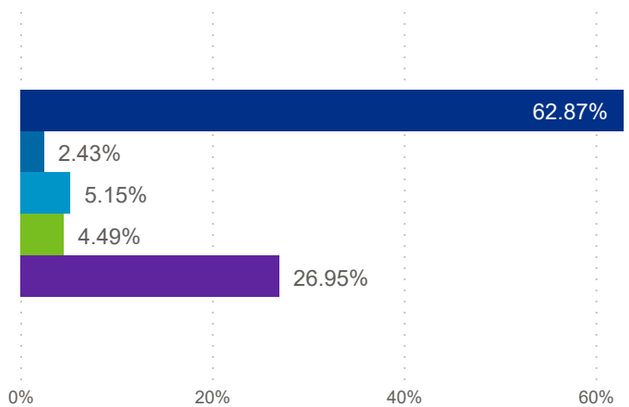
Worker Status: Leaver Stayer



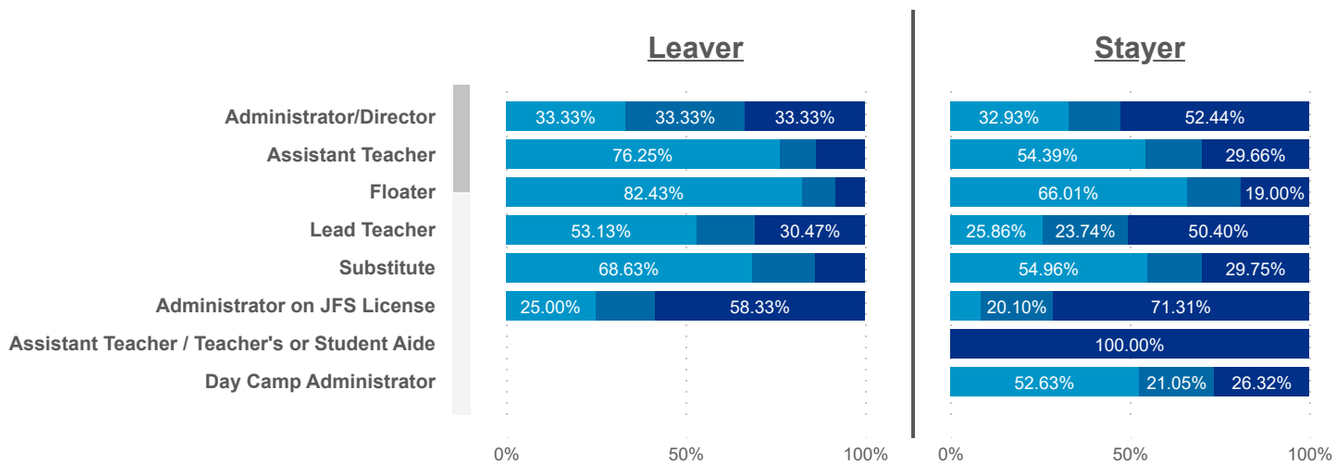

| County | Job Title | Longest Serving Profile | $ / hr | Seniority | Workload | Star Rating |
|---|---|---|---|---|---|---|
| Montgomery | Administrator/Director | 0.00 | 16.43 | Early | 16.00 | 5.00 |
| Preble | Assistant Teacher | 0.00 | 10.40 | Early | 5.05 | |
| Montgomery | Assistant Teacher | 0.00 | 13.45 | Senior | 10.00 | 5.00 |
| Preble | Floater | 0.00 | 9.90 | Early | 5.05 | |
| Montgomery | Floater | 0.00 | 10.25 | Early | 4.16 | 5.00 |
| Montgomery | Floater | 0.00 | 10.65 | Early | 2.85 | 5.00 |
| Montgomery | Lead Teacher | 0.00 | 13.45 | Senior | 10.00 | 5.00 |
| Montgomery | Lead Teacher | 0.00 | 21.98 | Senior | 17.00 | |
| Montgomery | Substitute | 0.00 | 18.00 | Early | 9.17 | 5.00 |
| Champaign | Day Camp Administrator | 0.00 | 12.00 | Senior | 0.00 | |
| Montgomery | Extracurricular Used in Ratio | 0.00 | 9.30 | Senior | 1.82 | 5.00 |
| Montgomery | HS Senior or Graduate <18 | 0.00 | 11.00 | Early | 14.00 | |

## Turnover Reasons

Churn Internal Promotion Seasonal Transfer




Seniority: Early Mid Senior



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

Created Date: 07/19/2023

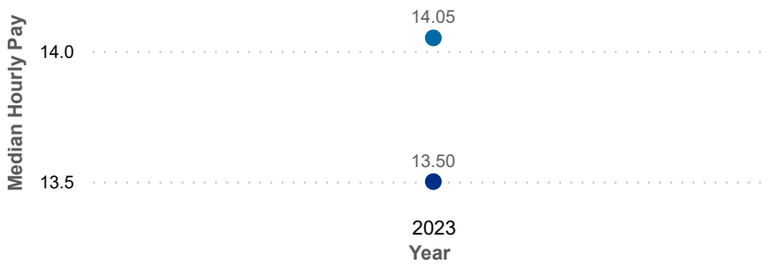
Date: 202304 202306 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

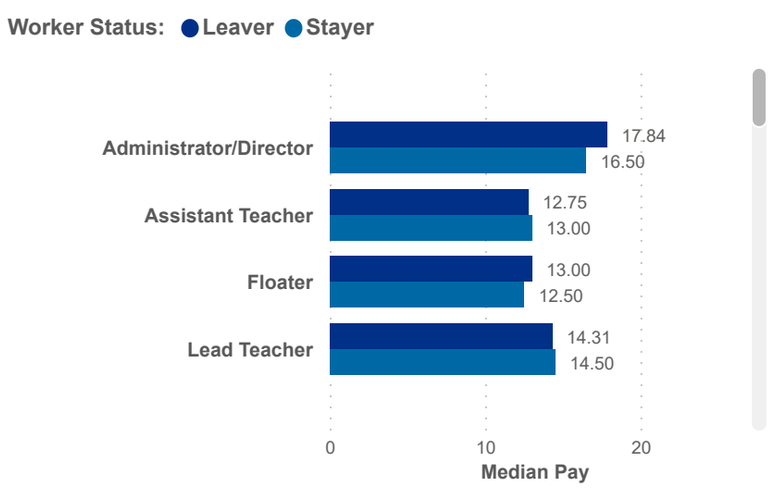
## PAY MEDIAN (USD)

| LEAVER | STAYER |
|---|---|
| 13.50 | 14.05 |

Worker Status: Leaver Stayer



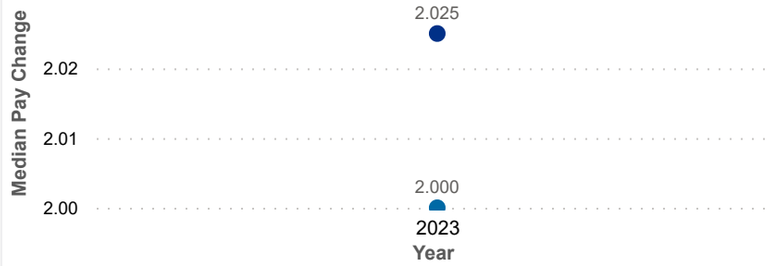

Worker Status: Leaver Stayer



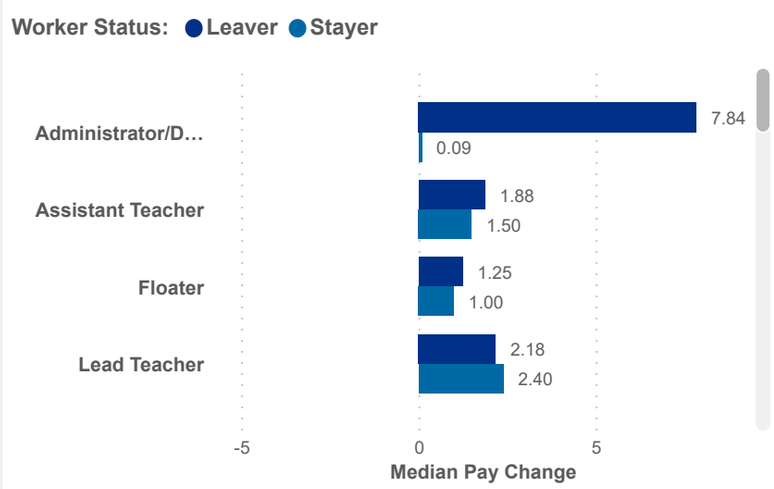

## PAY PROGRESSION (USD)

| LEAVER | STAYER |
|---|---|
| 1.09 | 0.97 |

Worker Status: Leaver Stayer

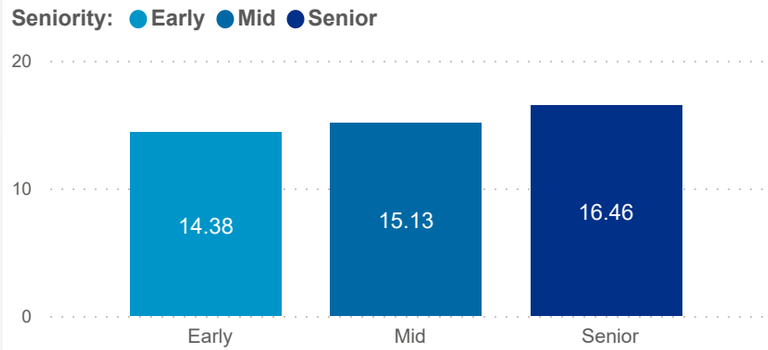



Worker Status: Leaver Stayer

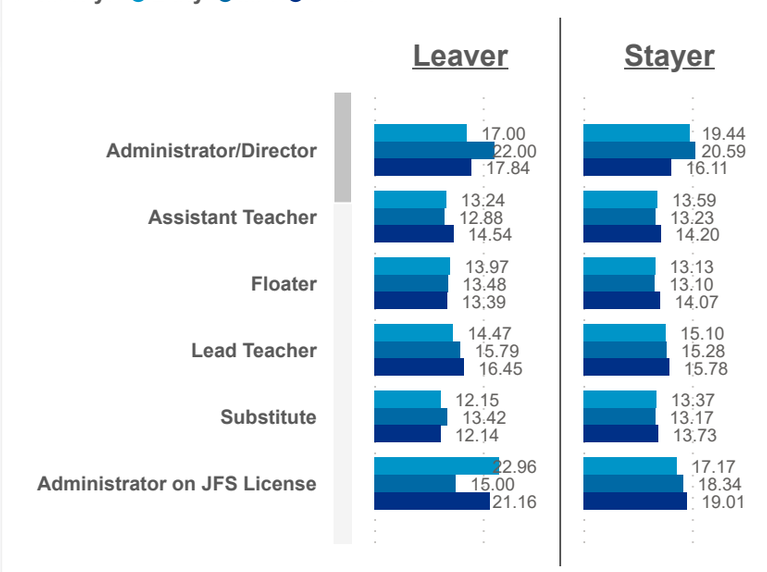



## PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior




Seniority: Early Mid Senior



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

Created Date: 07/19/2023

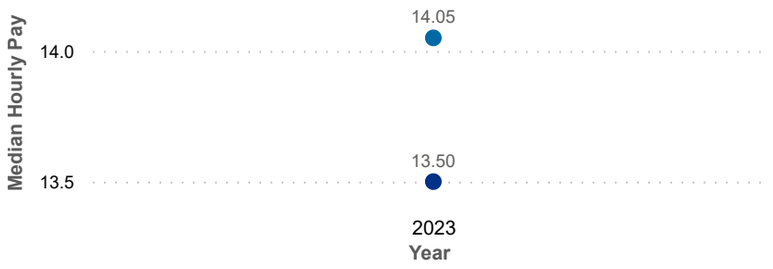
Date: 202304 202306 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

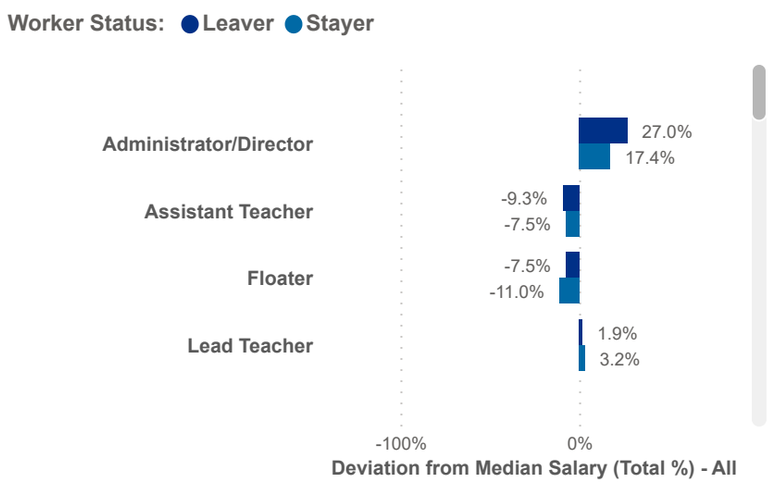
## PAY MEDIAN (USD)

| LEAVER | STAYER |
|---|---|
| 13.50 | 14.05 |

Worker Status: Leaver Stayer



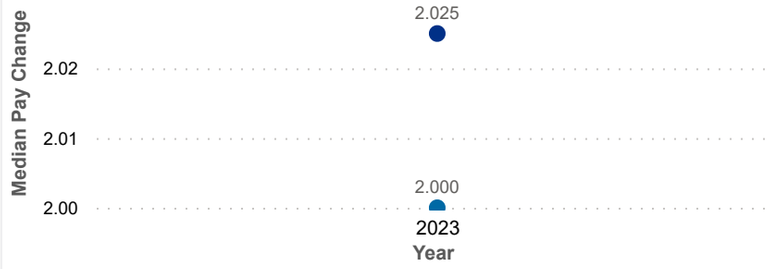

Worker Status: Leaver Stayer



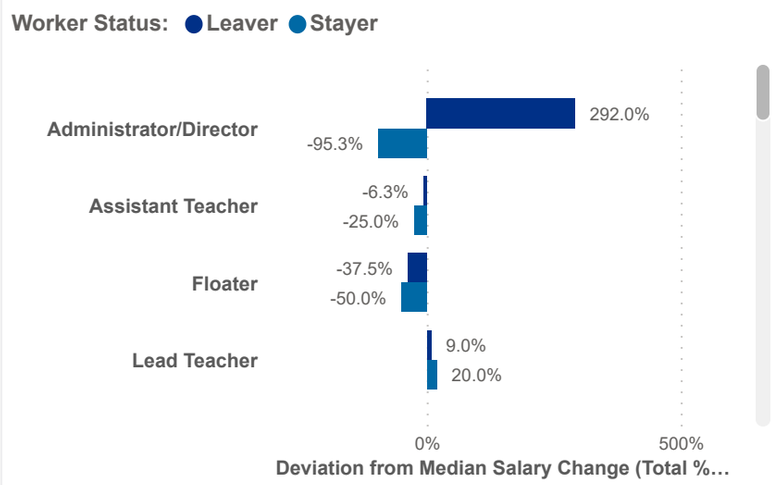

## PAY PROGRESSION (USD)

| LEAVER | STAYER |
|---|---|
| 1.09 | 0.97 |

Worker Status: Leaver Stayer

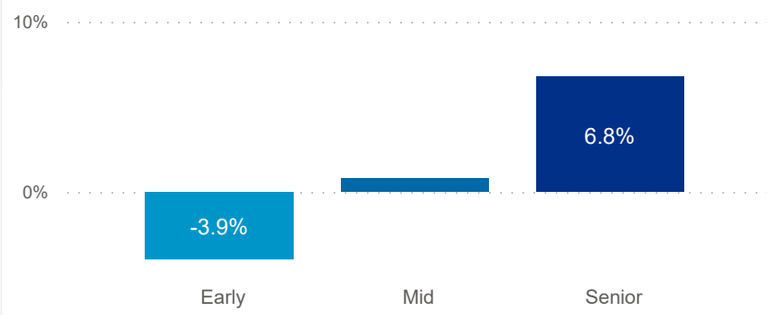



Worker Status: Leaver Stayer

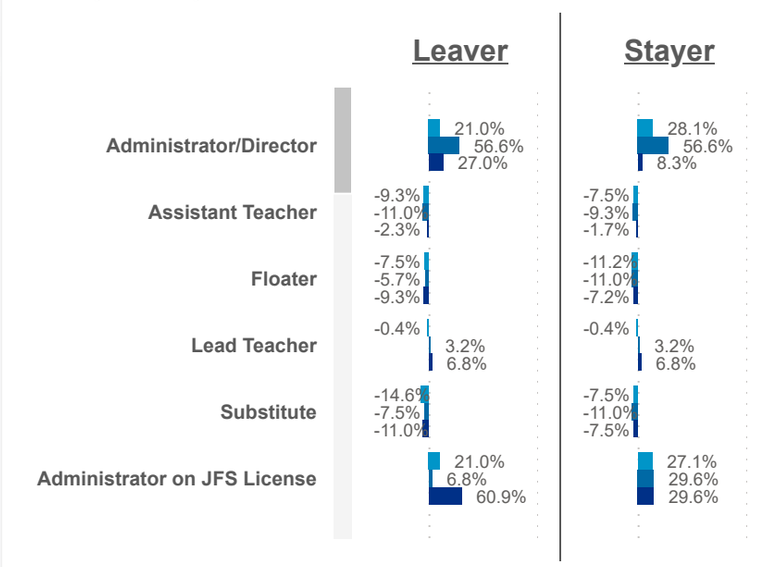



## PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior




Seniority: Early Mid Senior



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

SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

**Workload Median (Total)**

**5.88**

**Workload Median (Leaver)**

**5.38**

**Workload Median (Stayer)**

**5.94**

**Star Rating Mean (Total)**

**3.84**

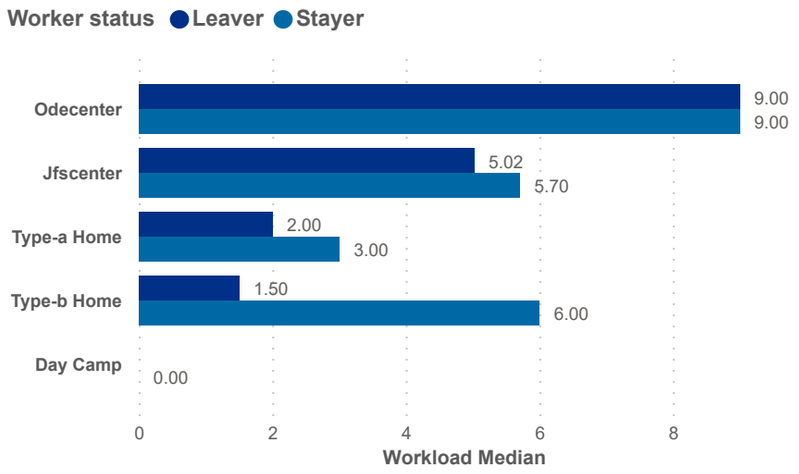
**Star Rating Mean (Leaver)**

**3.13**

**Star Rating Mean (Stayer)**

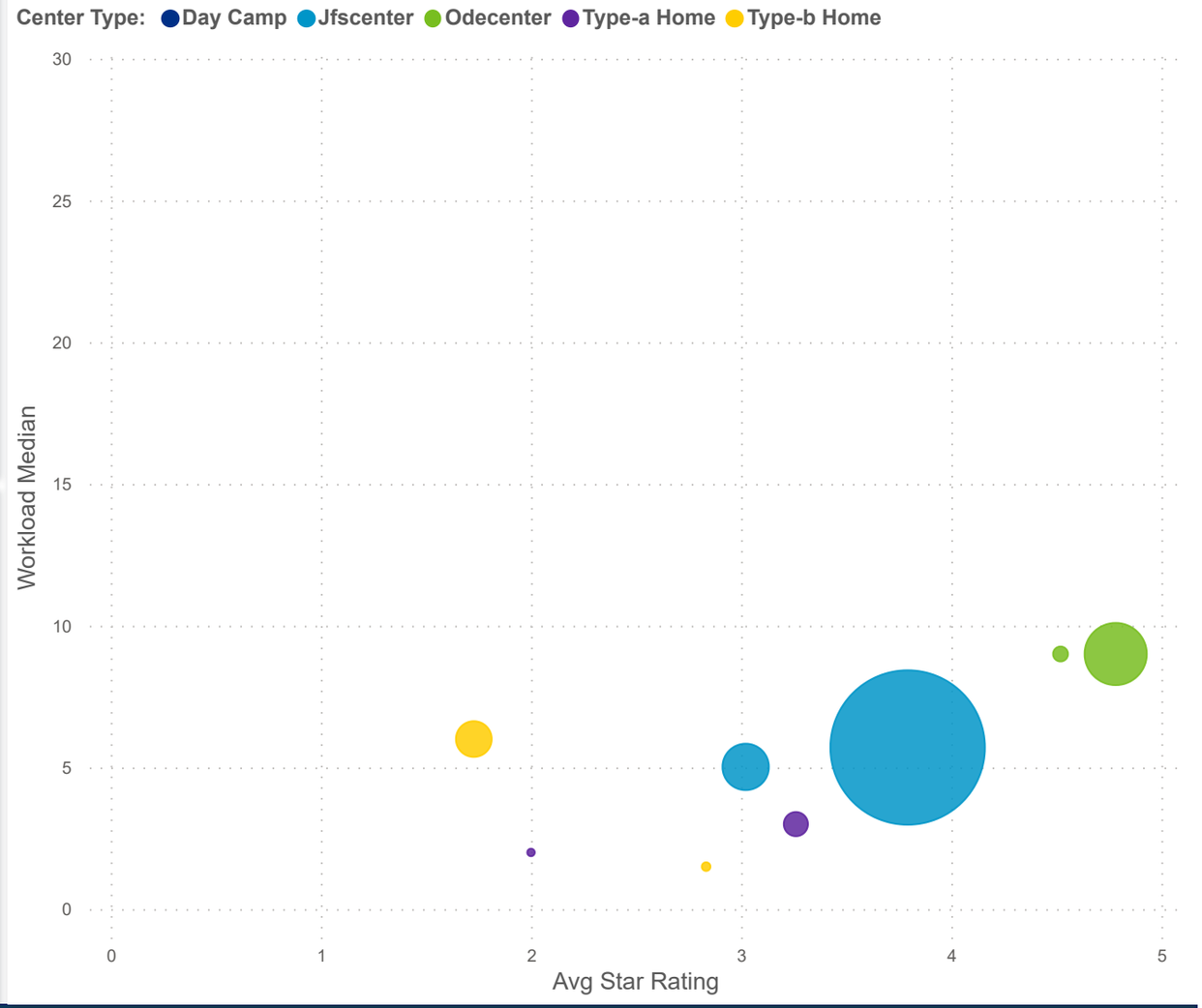
**3.87**

## Workload Median




## Star Rating Mean

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



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

Created Date: 07/19/2023

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

SDA>County: SDA 8 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

**Workload Median (Total)**

**5.88**

**Workload Median (Leaver)**

**5.38**

**Workload Median (Stayer)**

**5.94**

**Star Rating Mean (Total)**

**3.84**

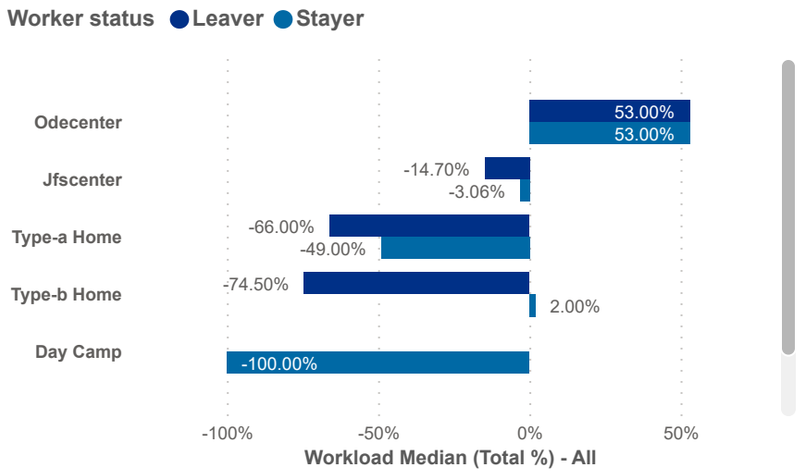
**Star Rating Mean (Leaver)**

**3.13**

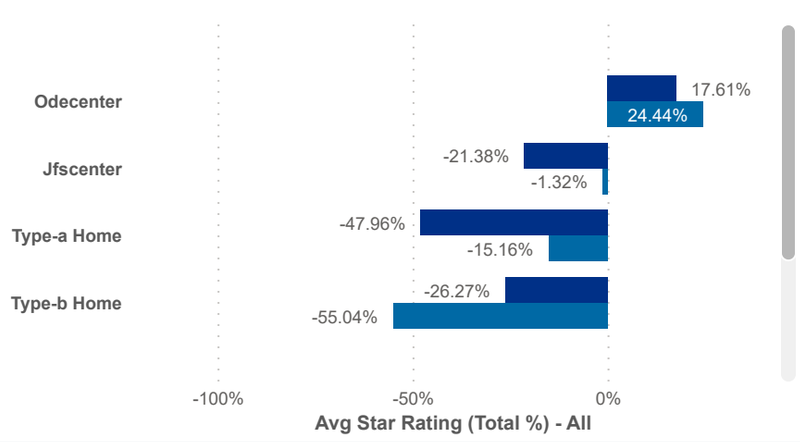
**Star Rating Mean (Stayer)**

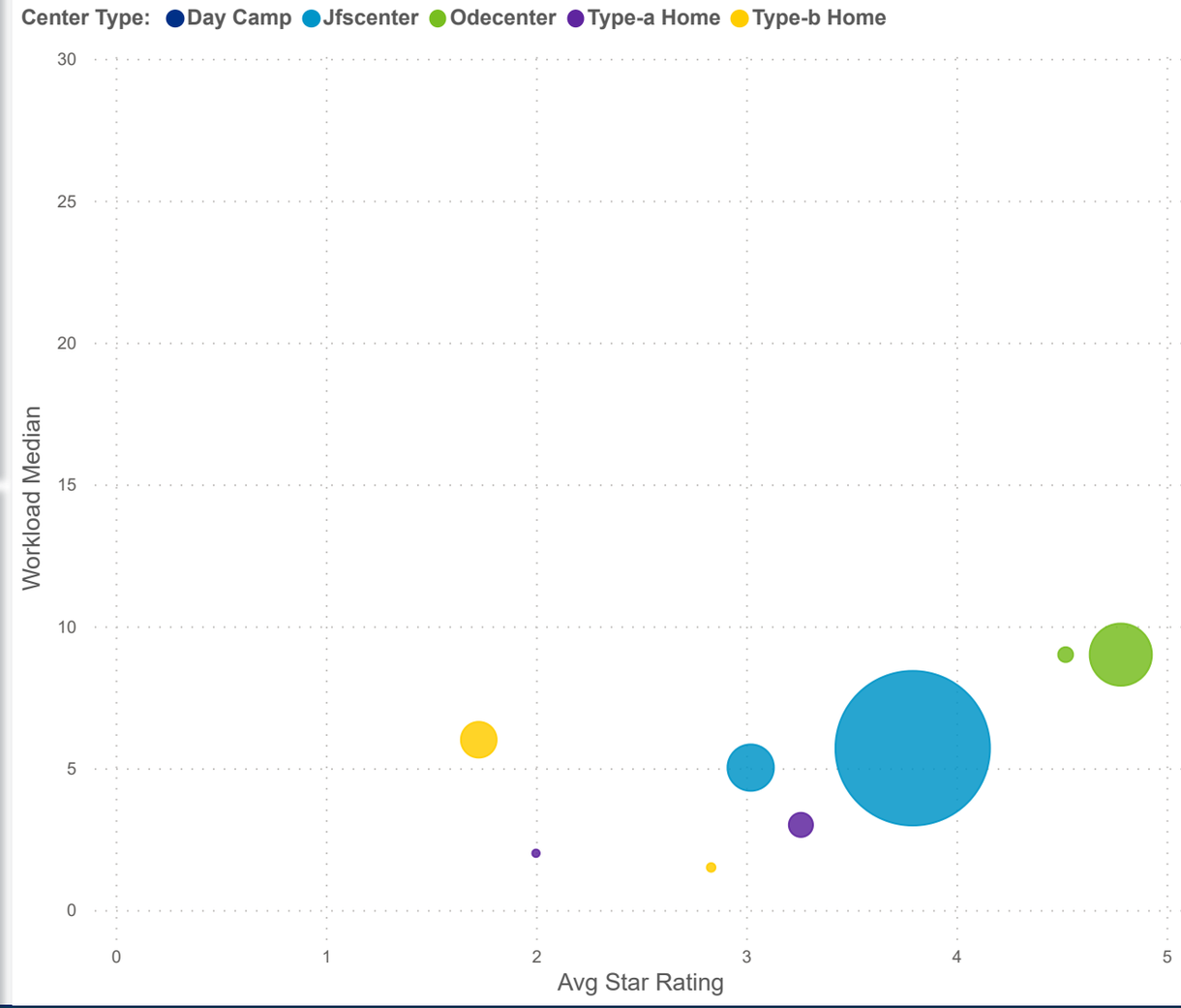
**3.87**

## Workload Median (Total %)




## Star Rating Mean (Total %)




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