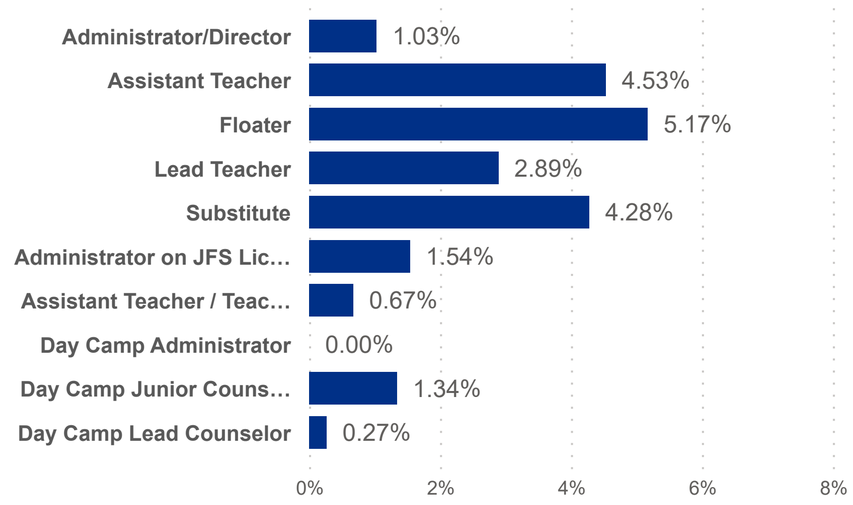
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

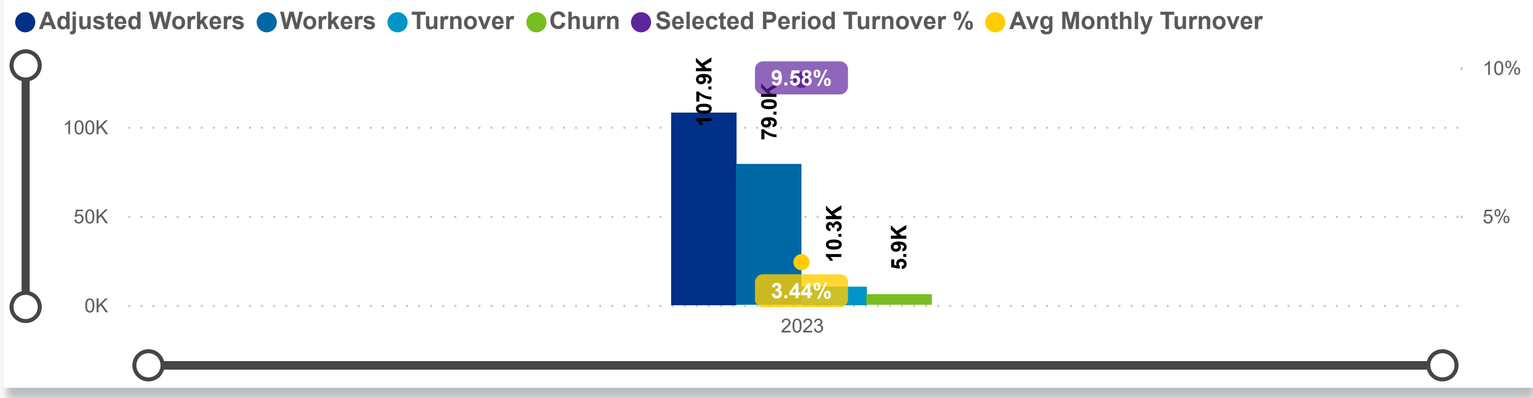
Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Avg Monthly Turnover Rates by Job Title

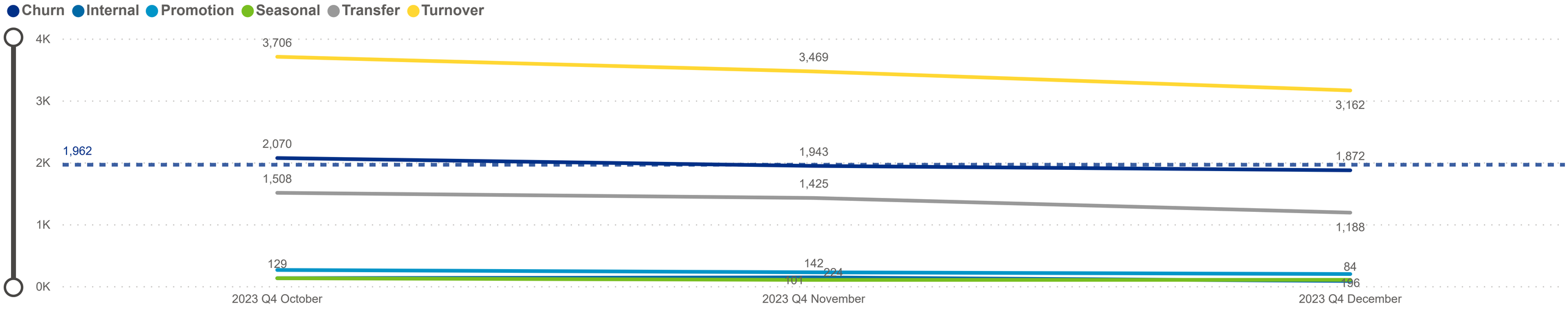


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
3.44%	107,894	5,873	102,021	9.58%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



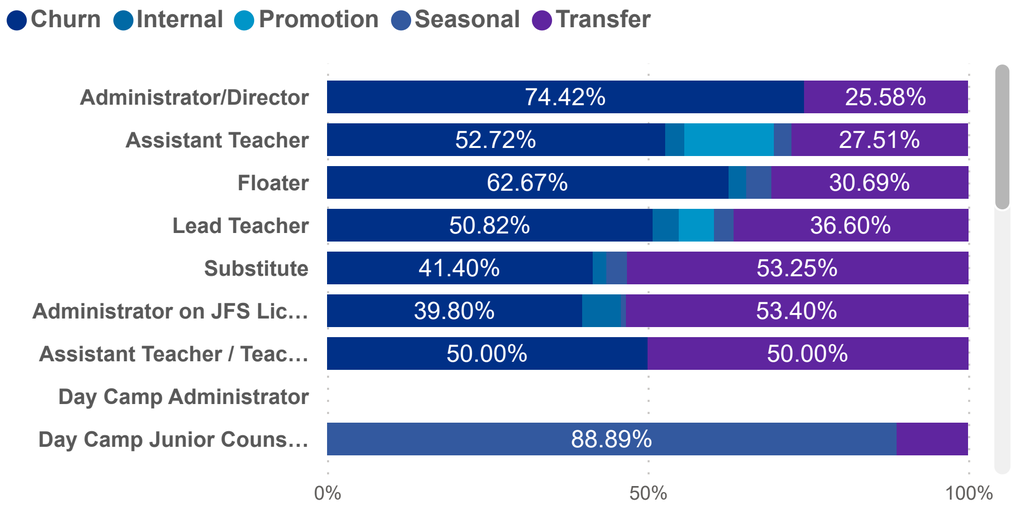
Workforce and Program Analysis Platform (WPAP): TIMELINE - CHURN

Created Date: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

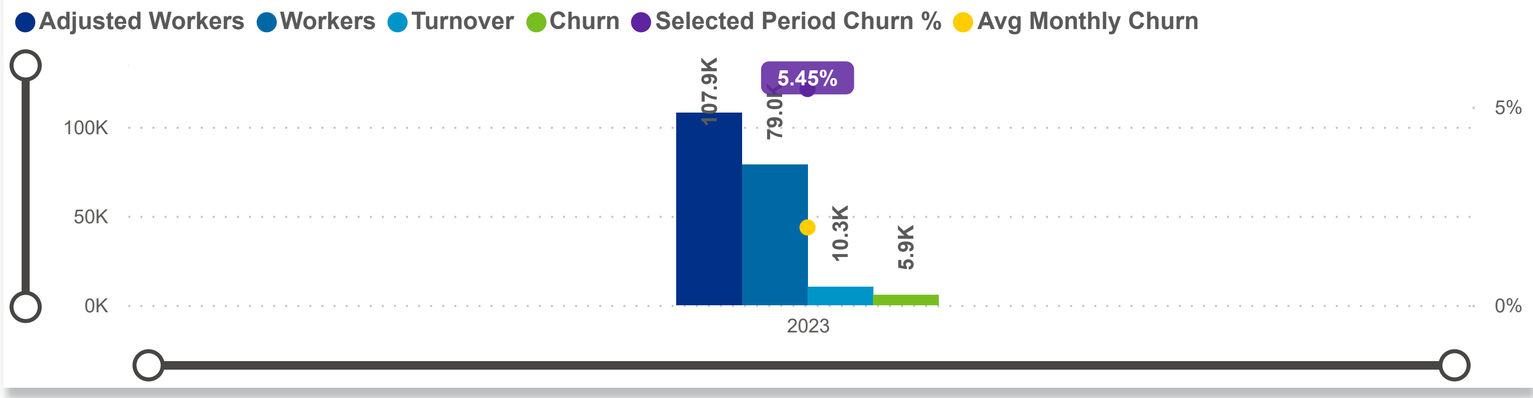
Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Job Change Reasons by Job Title

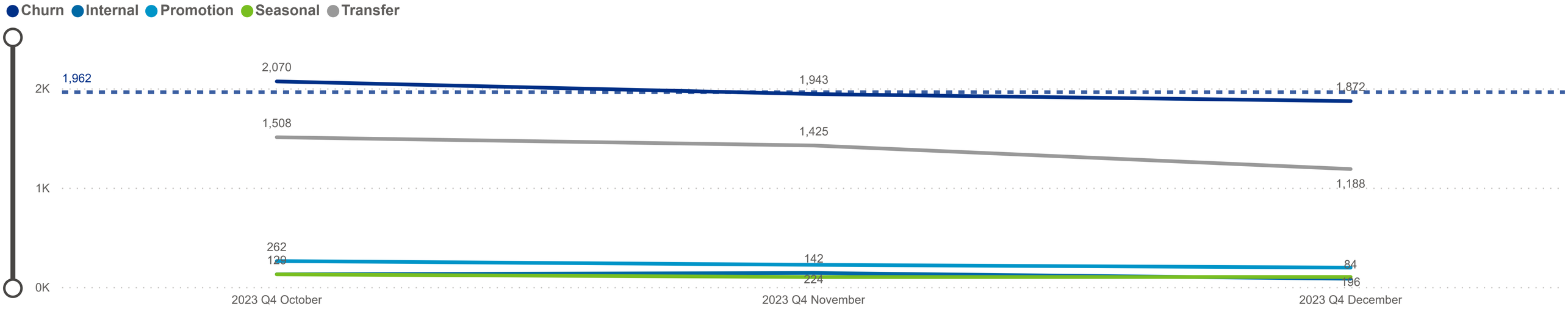


Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
1.96%	107,894	5.62	15.00	5.79

Avg Monthly Churn and Number of Workers



Categorization by Time Series

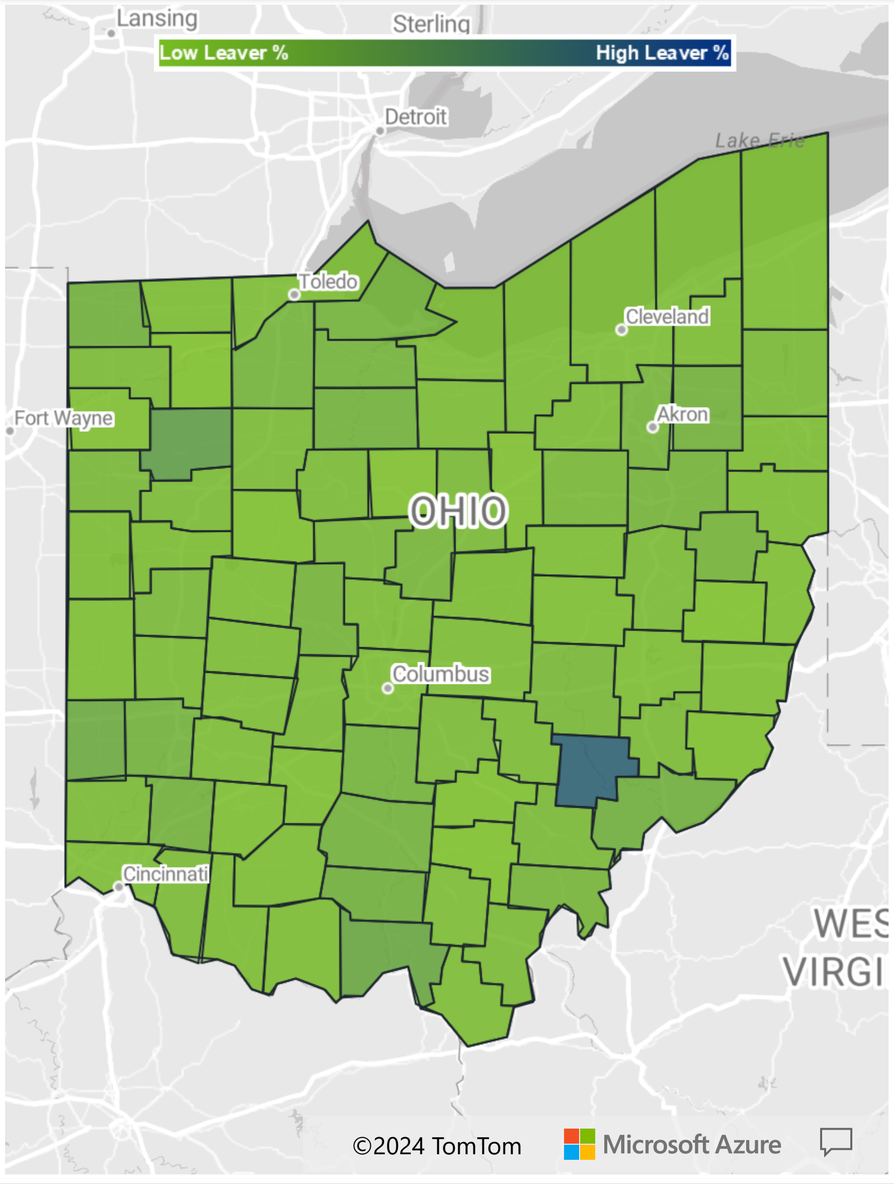


Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

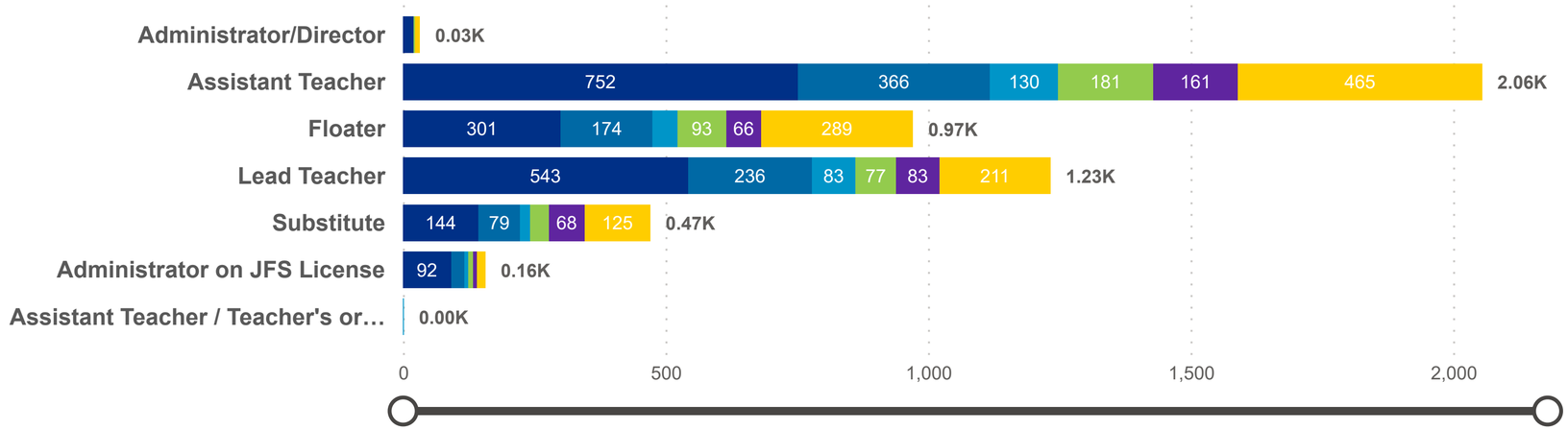
Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
107,894	5,873	102,021	5.44%

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
Franklin OH	18,160	13,259	16.78%	1,042	17,118	5.74%	94.26%	2.10%	11.16%	4.07%	5.16	2.79
Cuyahoga OH	13,427	9,666	12.23%	701	12,726	5.22%	94.78%	1.88%	10.31%	3.71%	6.00	3.62
Hamilton OH	10,599	7,991	10.11%	558	10,041	5.26%	94.74%	1.88%	9.21%	3.28%	5.83	3.27
Montgomery OH	5,166	3,950	5.00%	304	4,862	5.88%	94.12%	2.10%	8.85%	3.16%	6.17	3.95
Summit OH	5,186	3,721	4.71%	262	4,924	5.05%	94.95%	1.83%	9.76%	3.52%	5.33	3.94
Lucas OH	4,139	3,040	3.85%	209	3,930	5.05%	94.95%	1.79%	8.00%	2.83%	6.00	3.58
Butler OH	2,796	2,254	2.85%	181	2,615	6.47%	93.53%	2.34%	10.19%	3.69%	6.09	3.64
Stark OH	3,281	2,348	2.97%	170	3,111	5.18%	94.82%	1.88%	10.73%	3.90%	6.07	4.09
Delaware OH	2,633	2,072	2.62%	150	2,483	5.70%	94.30%	2.07%	10.03%	3.64%	5.60	2.49
Total	**107,894**	**79,007**	**100.00%**	**5,873**	**102,021**	**5.44%**	**94.56%**	**1.96%**	**9.58%**	**3.44%**	**5.62**	**3.57**

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

Created Date: 2/13/2024

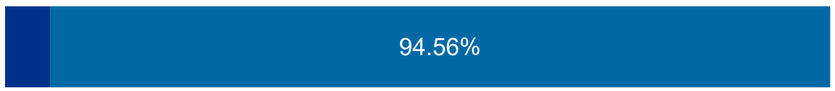
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

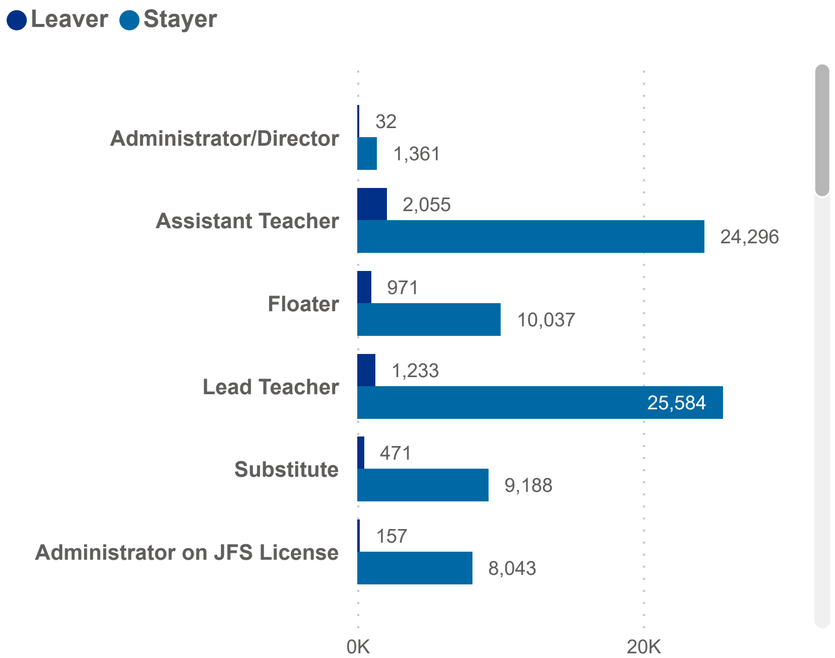
NUMBER OF WORKERS

TOTAL LEAVER	TOTAL STAYER
5,873	102,021

Leaver % Stayer %



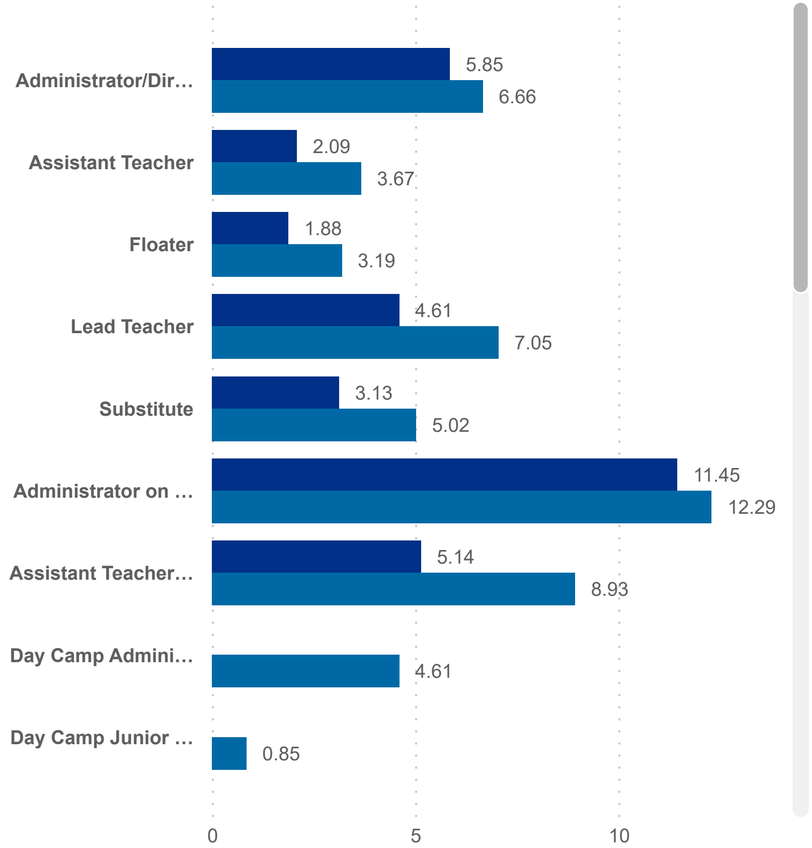
Leaver Stayer



AVG ECE DURATION (In Years)

LEAVER	STAYER
3.21	5.88

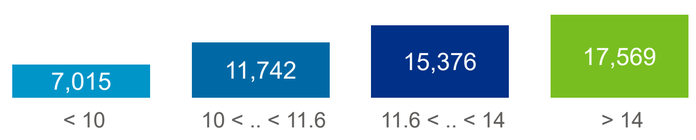
Worker Status: Leaver Stayer



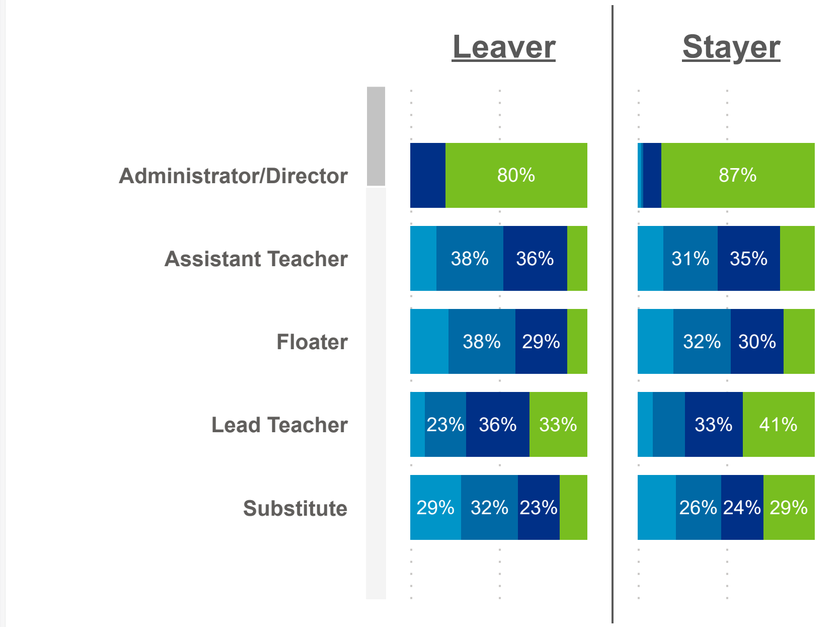
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
14.00	15.00

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



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



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

Created Date: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

NUMBER OF WORKERS

LEAVER	STAYER
5.44%	94.56%

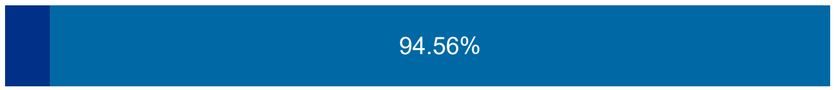
AVG ECE DURATION (In Years)

LEAVER	STAYER
3.21	5.88

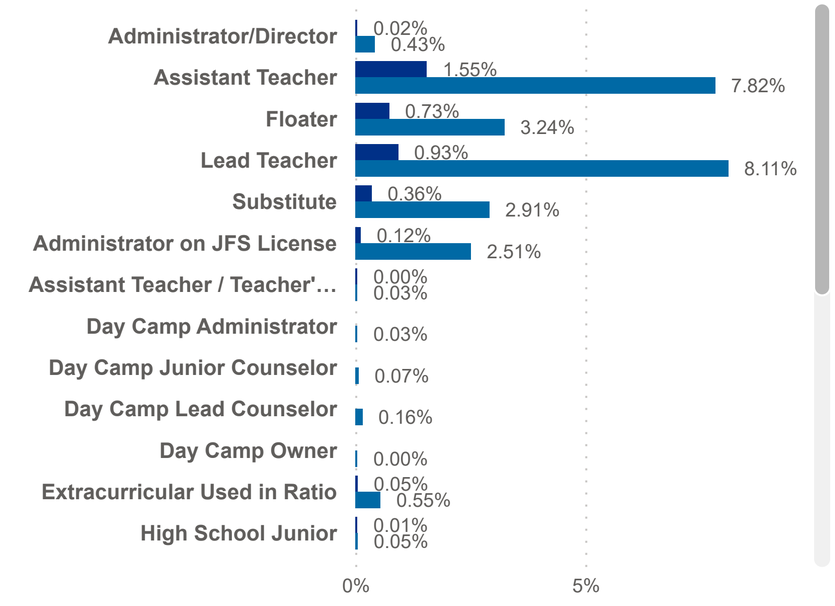
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
14.00	15.00

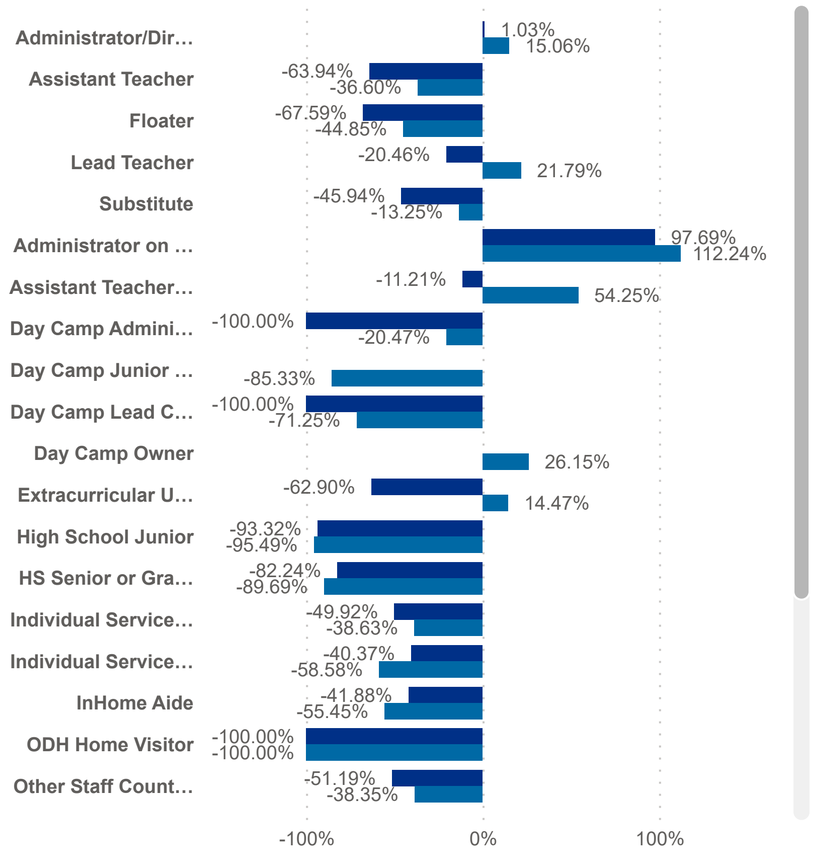
Leaver % Stayer %



Worker Status: Leaver Stayer

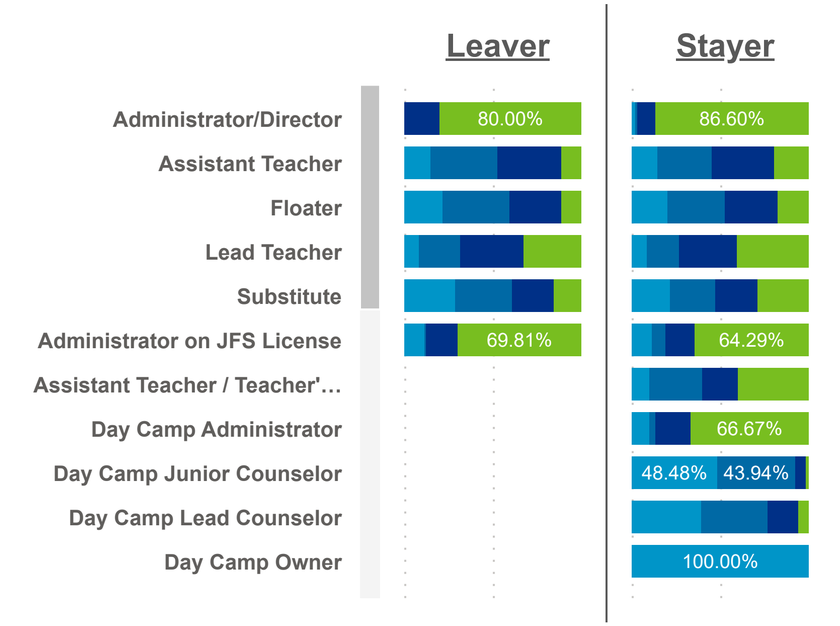


Worker Status: Leaver Stayer



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

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



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

Created Date: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

LEAVER (Avg Career Duration)

3.86

STAYER (Avg Career Duration)

9.85

TOTAL STAYER

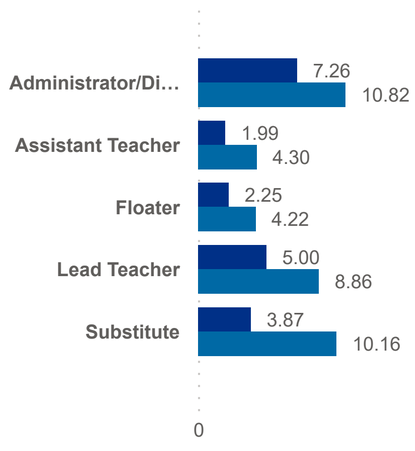
102,021

STAYER (Promotion)

682

Avg Career Duration by Job Title

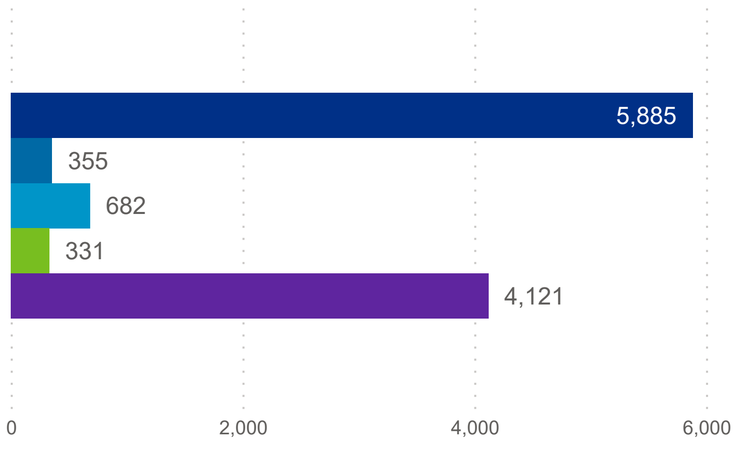
Worker Status: Leaver Stayer



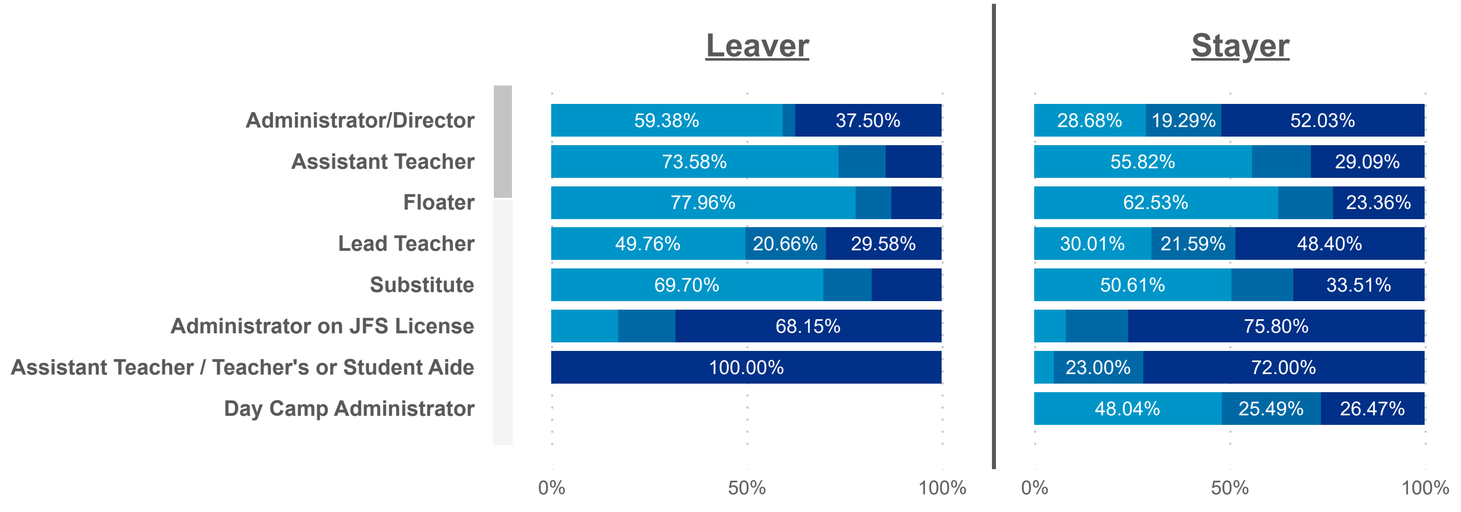
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Allen	Administrator/Director	1.73		Early	20.25	5.00
Ashland	Administrator/Director	2.28		Early	12.80	5.00
Ashtabula	Administrator/Director	0.45		Early	9.50	5.00
Athens	Administrator/Director	2.70		Early	4.00	5.00
Belmont	Administrator/Director	1.46		Early	4.79	5.00
Brown	Administrator/Director	1.25		Early	1.08	
Butler	Administrator/Director	1.81		Early	8.25	4.78
Champaign	Administrator/Director	1.50		Early	11.10	5.00
Clark	Administrator/Director	2.25		Early	20.17	5.00
Clermont	Administrator/Director	0.67		Early	5.72	5.00
Clinton	Administrator/Director	4.34		Early	5.00	5.00
Columbiana	Administrator/Director	1.79		Early	8.25	4.71

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Seniority: Early Mid Senior



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

Created Date: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

LEAVER (Avg Career Duration)

3.86

STAYER (Avg Career Duration)

9.85

TOTAL STAYER

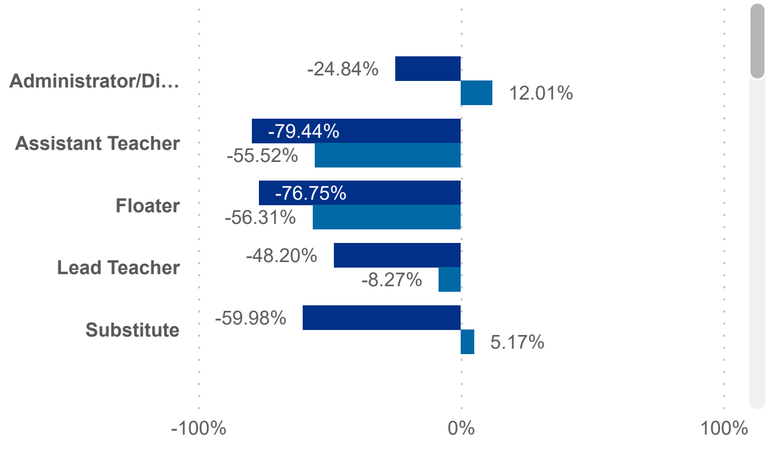
102,021

STAYER (Promotion)

682

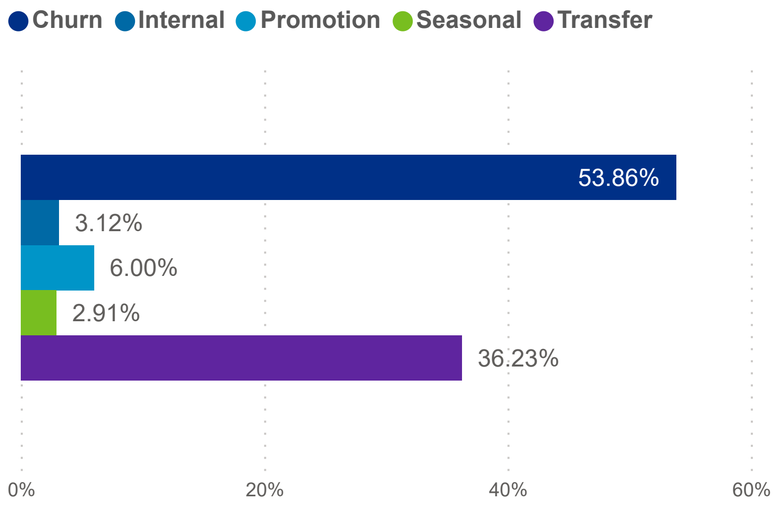
Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer

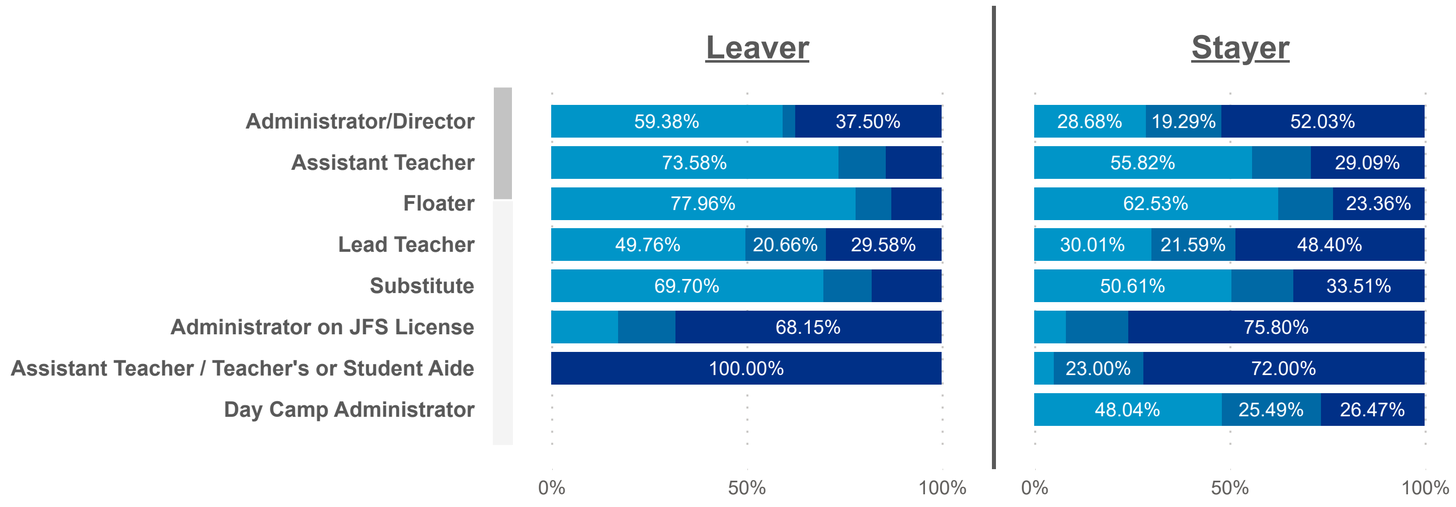


County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Franklin	Assistant Teacher	0.00	18.22	Early	12.64	5.00
Delaware	Assistant Teacher	0.00	17.50	Mid	13.59	
Auglaize	Assistant Teacher	0.00	10.25	Senior	4.60	3.00
Ross	Floater	0.00	11.00	Early	6.88	2.00
Stark	Floater	0.00	13.50	Mid	2.60	
Lorain	Floater	0.00	17.50	Mid	4.20	
Trumbull	Floater	0.00	10.00	Senior	4.00	1.00
Lorain	Floater	0.00	12.75	Senior	7.90	3.00
Auglaize	Lead Teacher	0.00	14.00	Early	8.00	
Seneca	Substitute	0.00	10.00	Early	9.31	3.00
Holmes	Substitute	0.00		Senior	9.80	
Franklin	Administrator on JFS License	0.00	11.00	Early	6.00	2.00

Turnover Reasons



Seniority: Early Mid Senior



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

Created Date: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

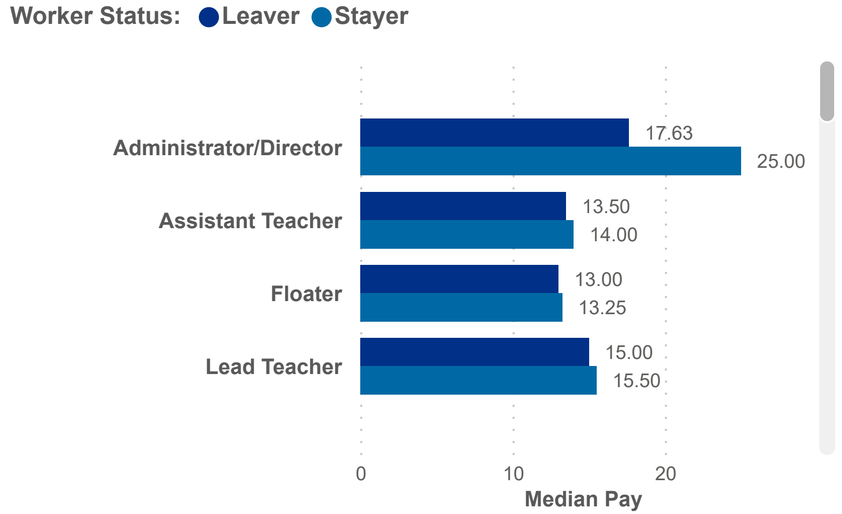
Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

PAY MEDIAN (USD)

LEAVER	STAYER
14.00	15.00

Worker Status: Leaver Stayer

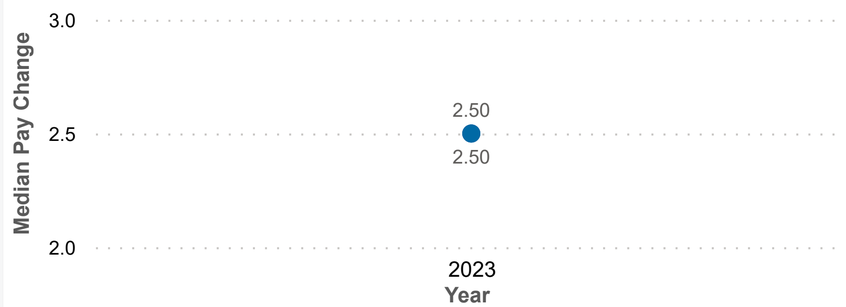
Worker Status: Leaver Stayer



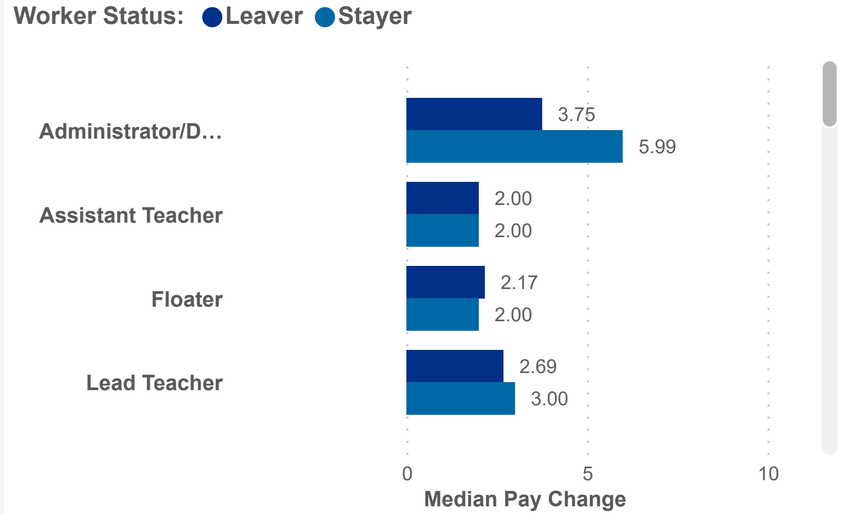
PAY PROGRESSION (USD)

LEAVER	STAYER
0.55	0.71

Worker Status: Leaver Stayer

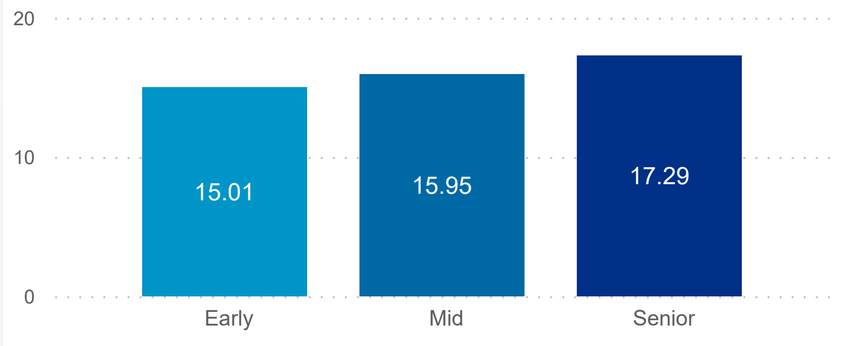


Worker Status: Leaver Stayer

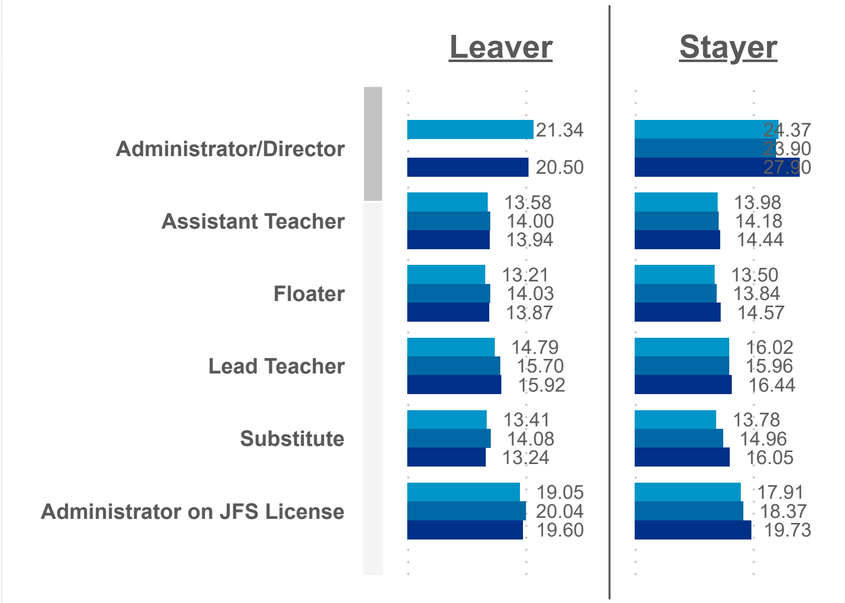


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



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

Created Date: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

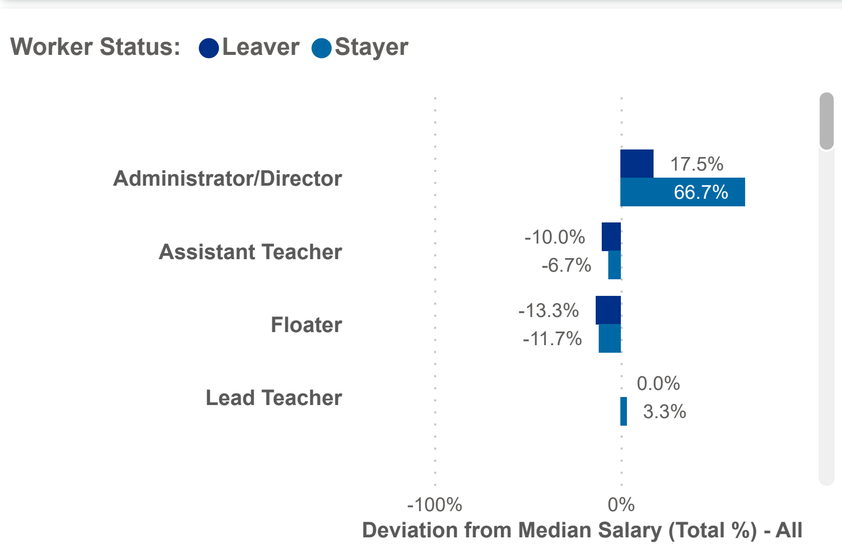
Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

PAY MEDIAN (USD)

LEAVER	STAYER
14.00	15.00

Worker Status: Leaver Stayer

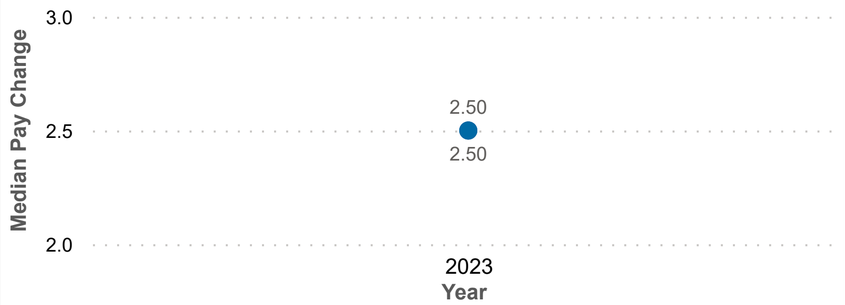
Worker Status: Leaver Stayer



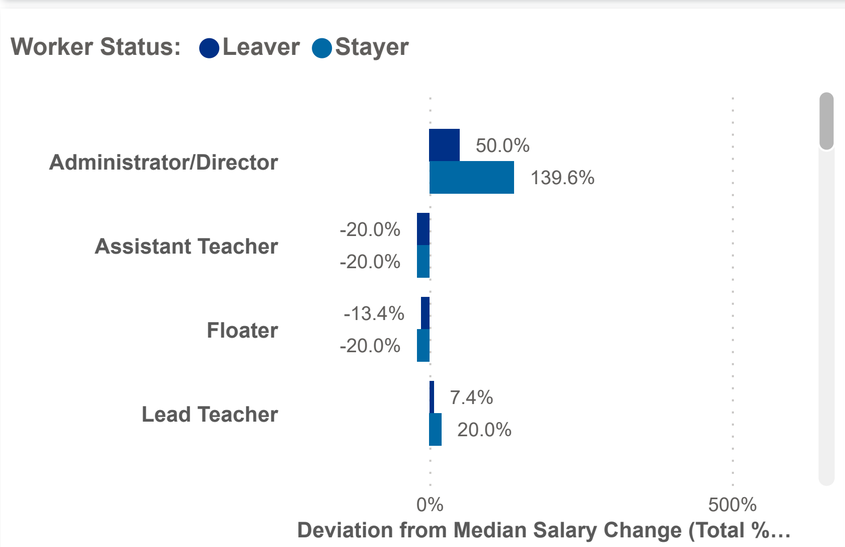
PAY PROGRESSION (USD)

LEAVER	STAYER
0.55	0.71

Worker Status: Leaver Stayer

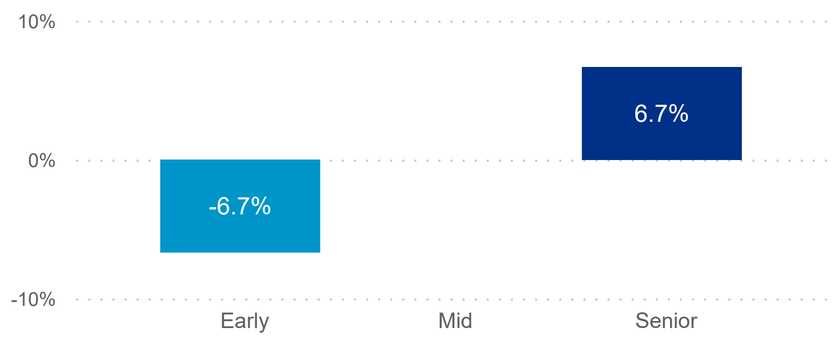


Worker Status: Leaver Stayer

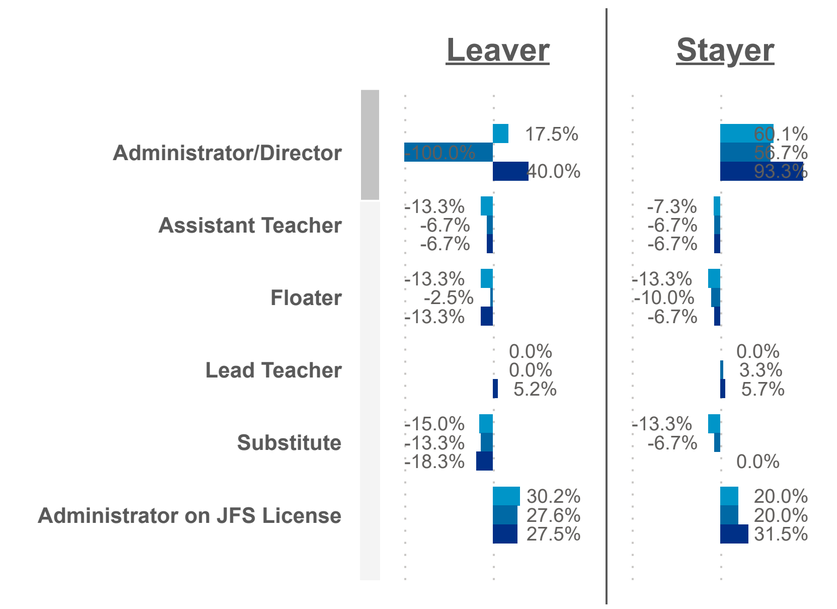


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



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

Created Date: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Workload Median (Total)

5.62

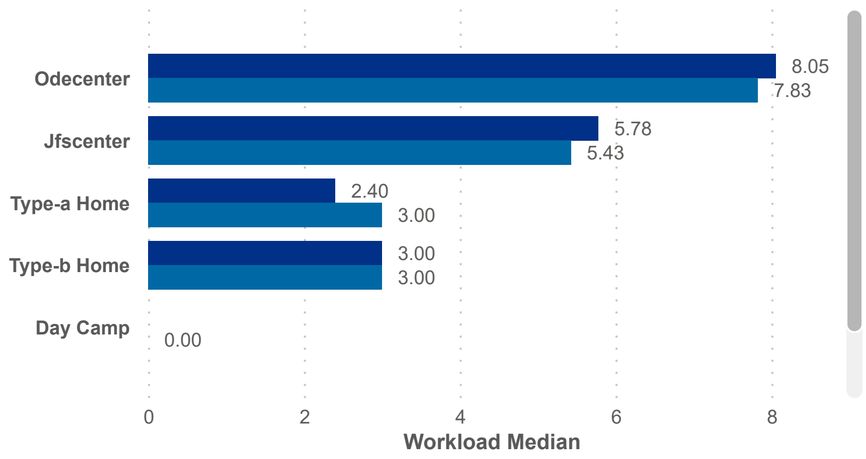
Workload Median (Leaver)

5.82

Workload Median (Stayer)

5.62

Workload Median



Star Rating Mean (Total)

3.57

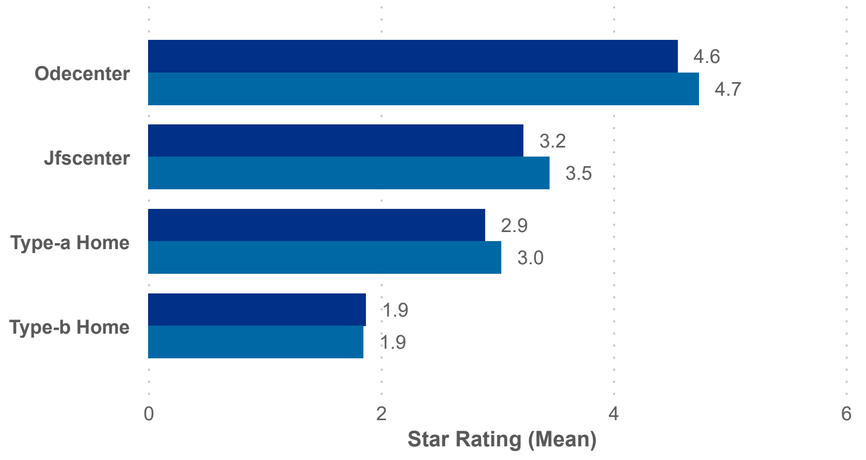
Star Rating Mean (Leaver)

3.30

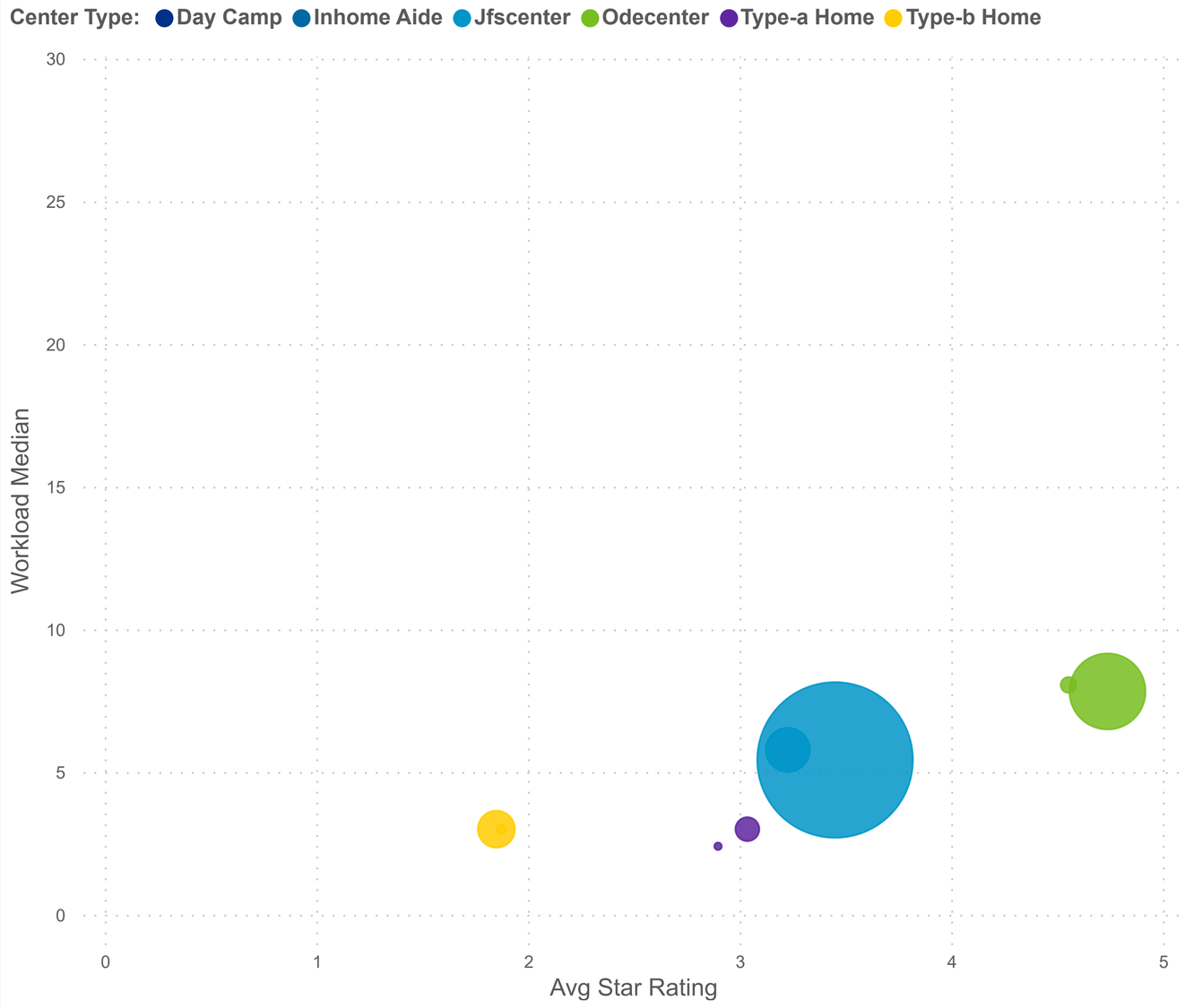
Star Rating Mean (Stayer)

3.57

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: 2/13/2024

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Workload Median (Total)

5.62

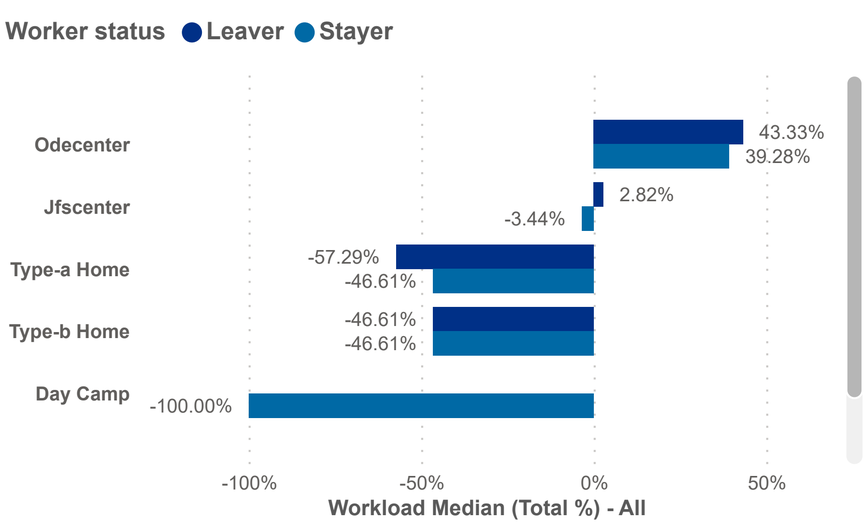
Workload Median (Leaver)

5.82

Workload Median (Stayer)

5.62

Workload Median (Total %)



Star Rating Mean (Total)

3.57

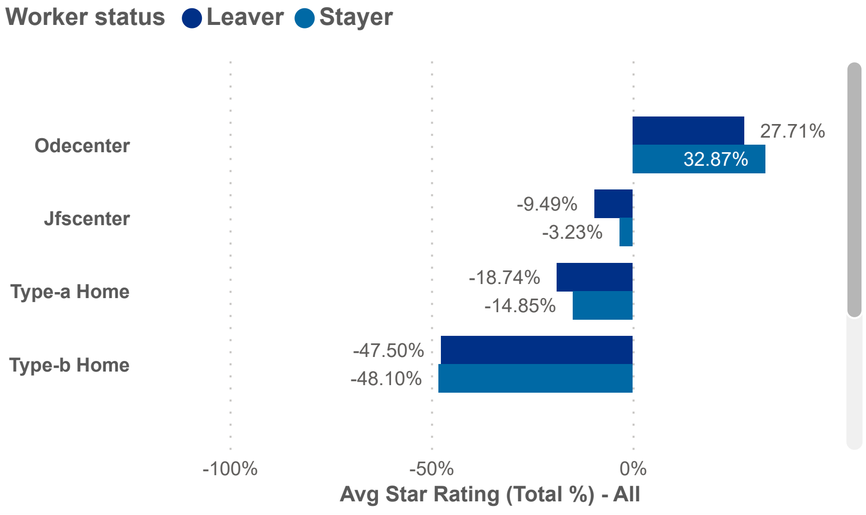
Star Rating Mean (Leaver)

3.30

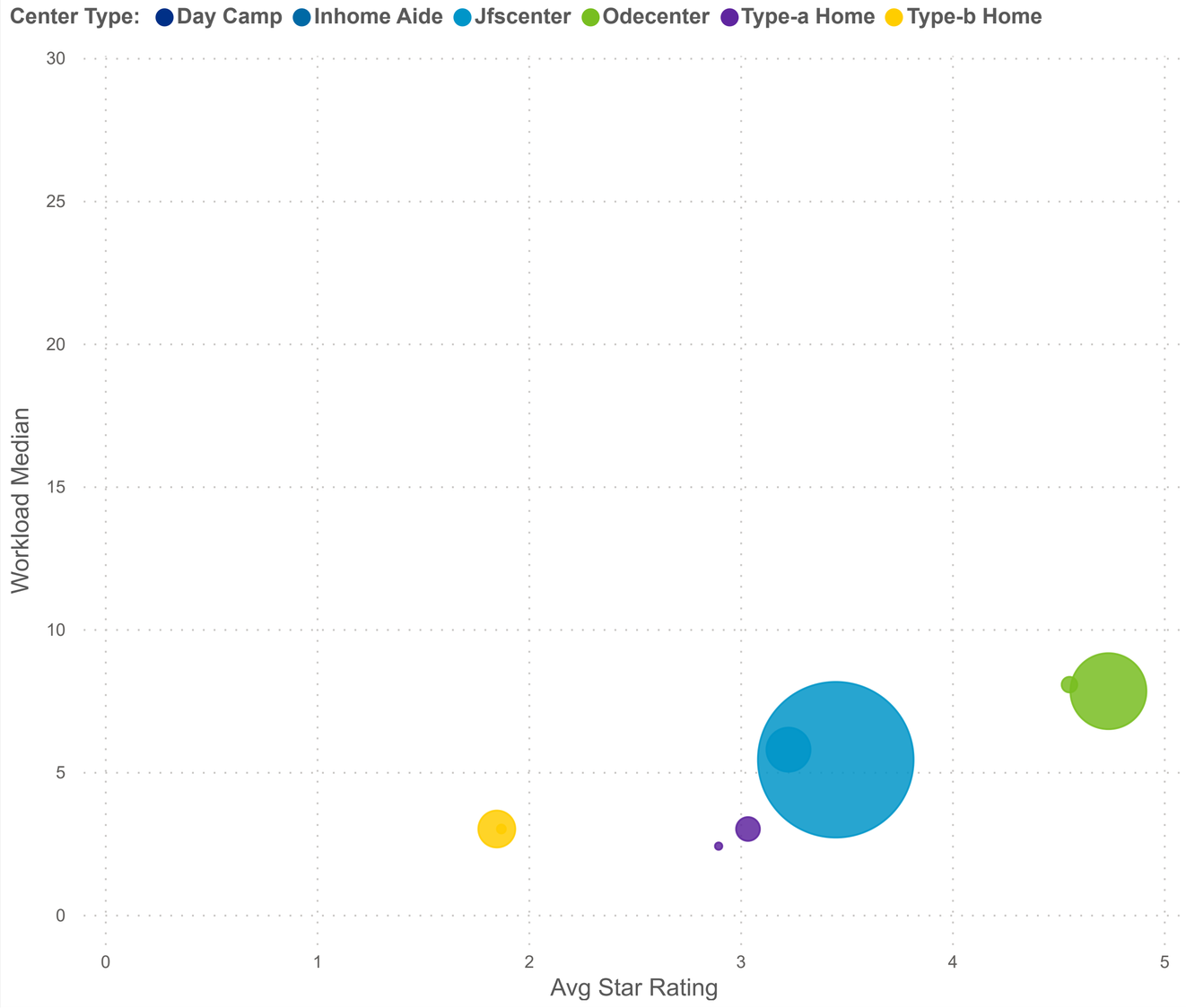
Star Rating Mean (Stayer)

3.57

Star Rating Mean (Total %)



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



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

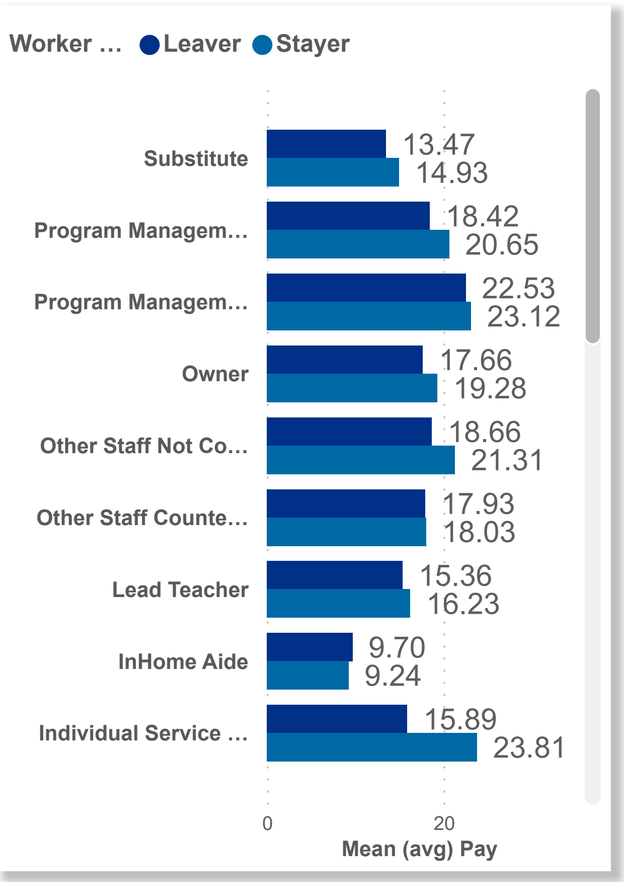
Created Date: 2/13/2024

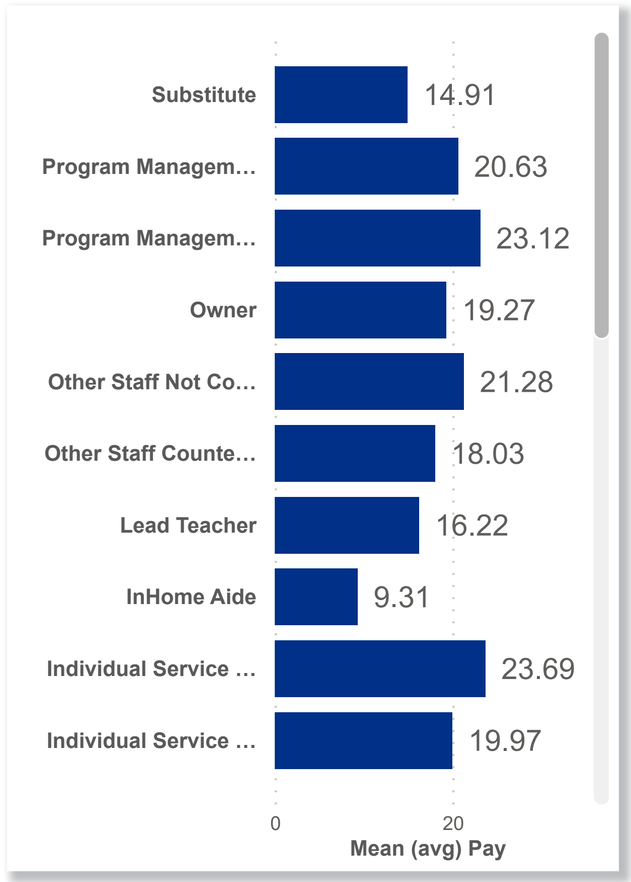
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

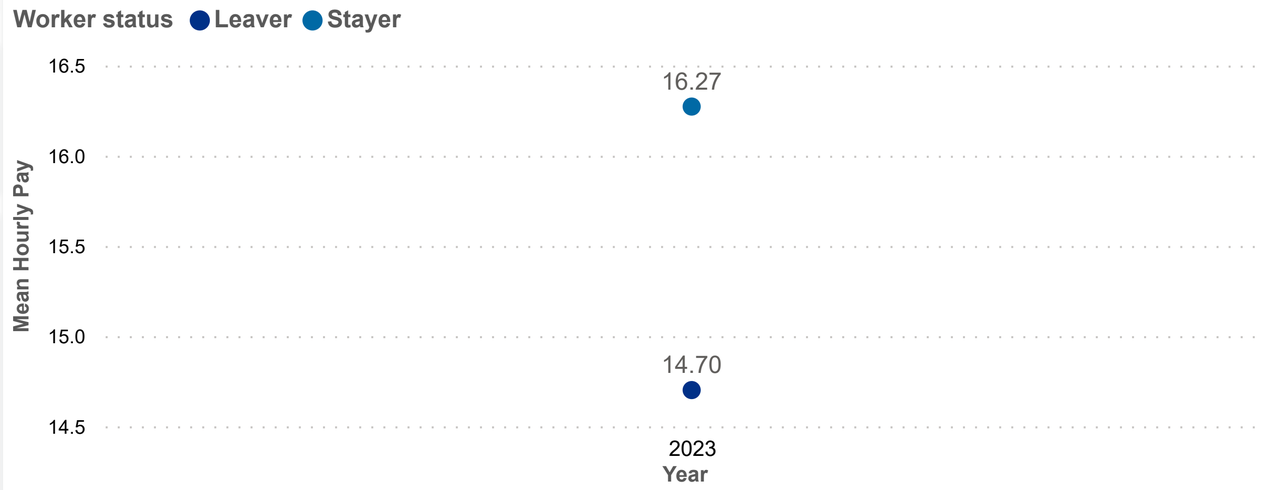
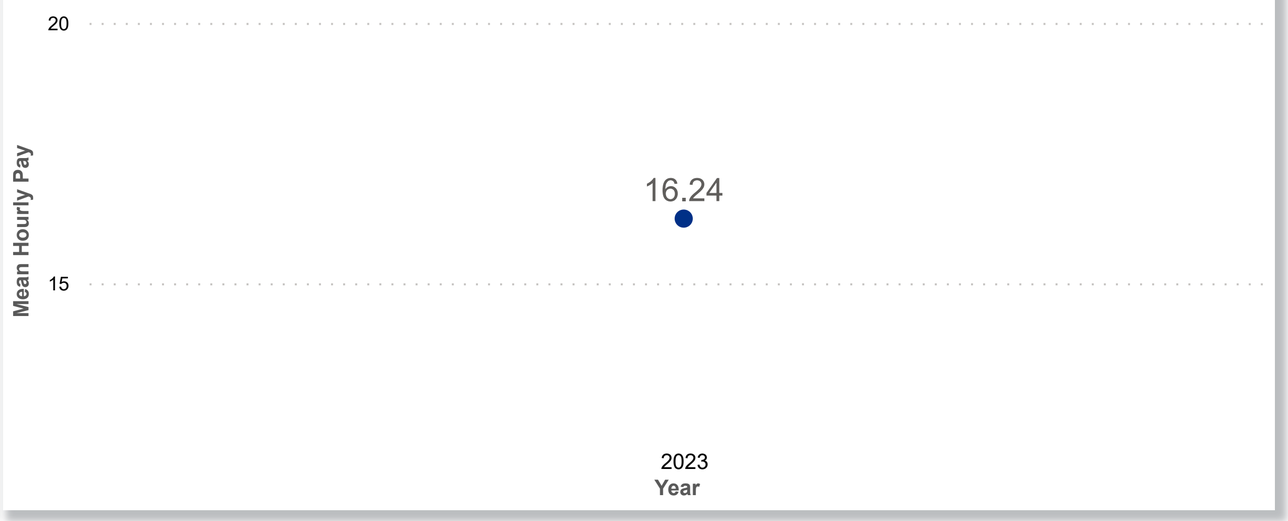
PAY MEAN (USD)

LEAVER	STAYER	COMBINED
14.70	16.27	16.24





Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status