

Program Type: Multiple selections

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

Date: 202401202403

SDA>County: SDA 1

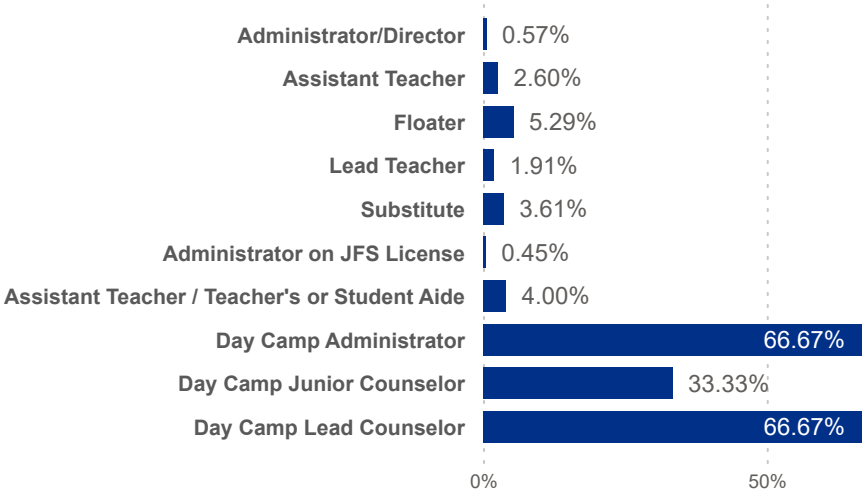
Star Rating: All

Total Duration: 0.0050.00

Center Type: Multiple select...

Education: All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

2.54%

Adjusted Workers

6,479

Total Leaver

293

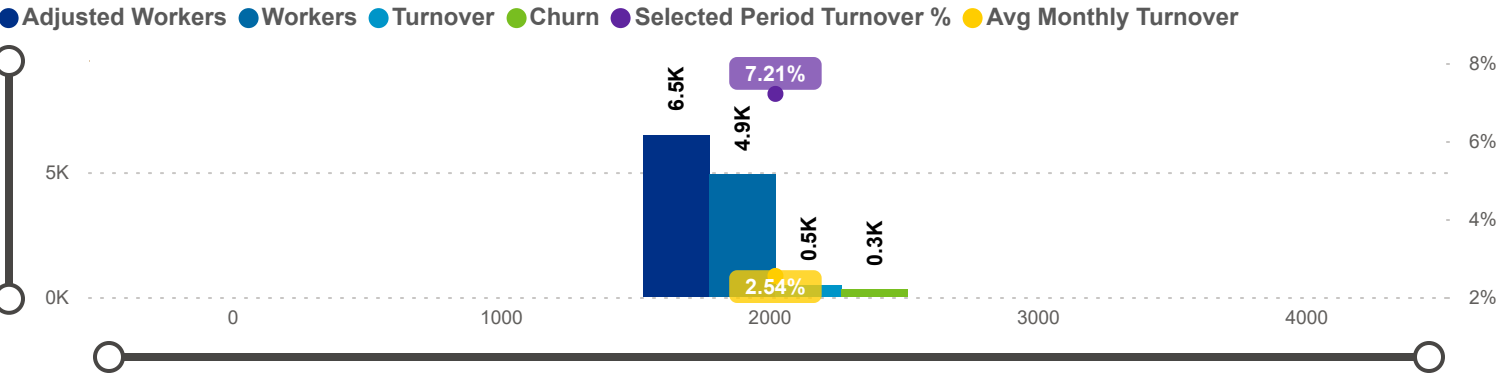
Total Stayer

6,186

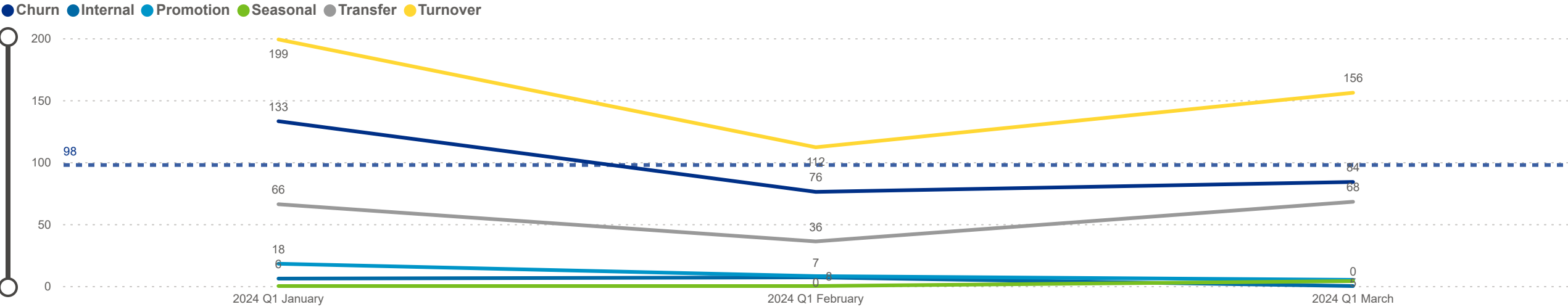
Sel Period Turnover

7.21%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



Date:202401

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

Retention Support (Comp.):All

Date:202403

Position Type:All

Star Rating:All

Center Type:Multiple select...

Publicly Funded:All

Student Age Group:All

SDA>County:SDA 1

Legacy Star Rating:All

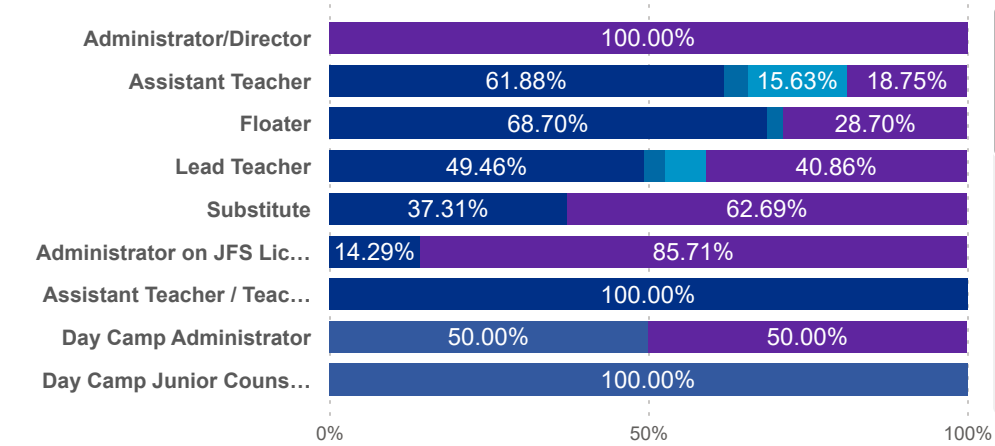
Total Duration:0.0050.00

Beale Code:All

Retention Support (Part.):All

Job Change Reasons by Job Title

ChurnInternalPromotionSeasonalTransfer



Avg Monthly Churn

1.59%

Adjusted Workers

6,479

Workload Median

5.65

Pay Median USD / hr

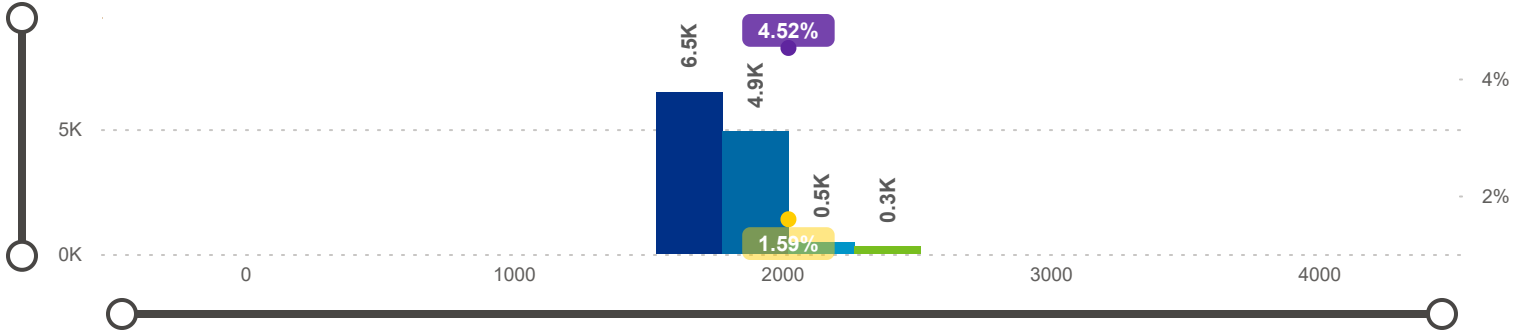
15.00

Avg ECE Duration

5.57

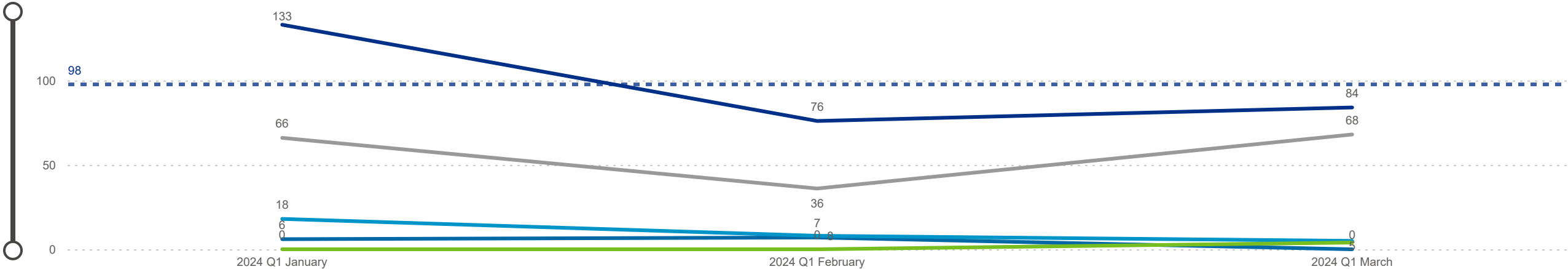
Avg Monthly Churn and Number of Workers

Adjusted WorkersWorkersTurnoverChurnSelected Period Churn %Avg Monthly Churn



Categorization by Time Series

ChurnInternalPromotionSeasonalTransfer



Program Type:

Multiple selections

Position Type:

All

Beale Code:

All

Publicly Funded:

All

Job Title:

All

Date:

202401

202403

SDA>County:

SDA 1

Star Rating:

All

Total Duration:

0.00

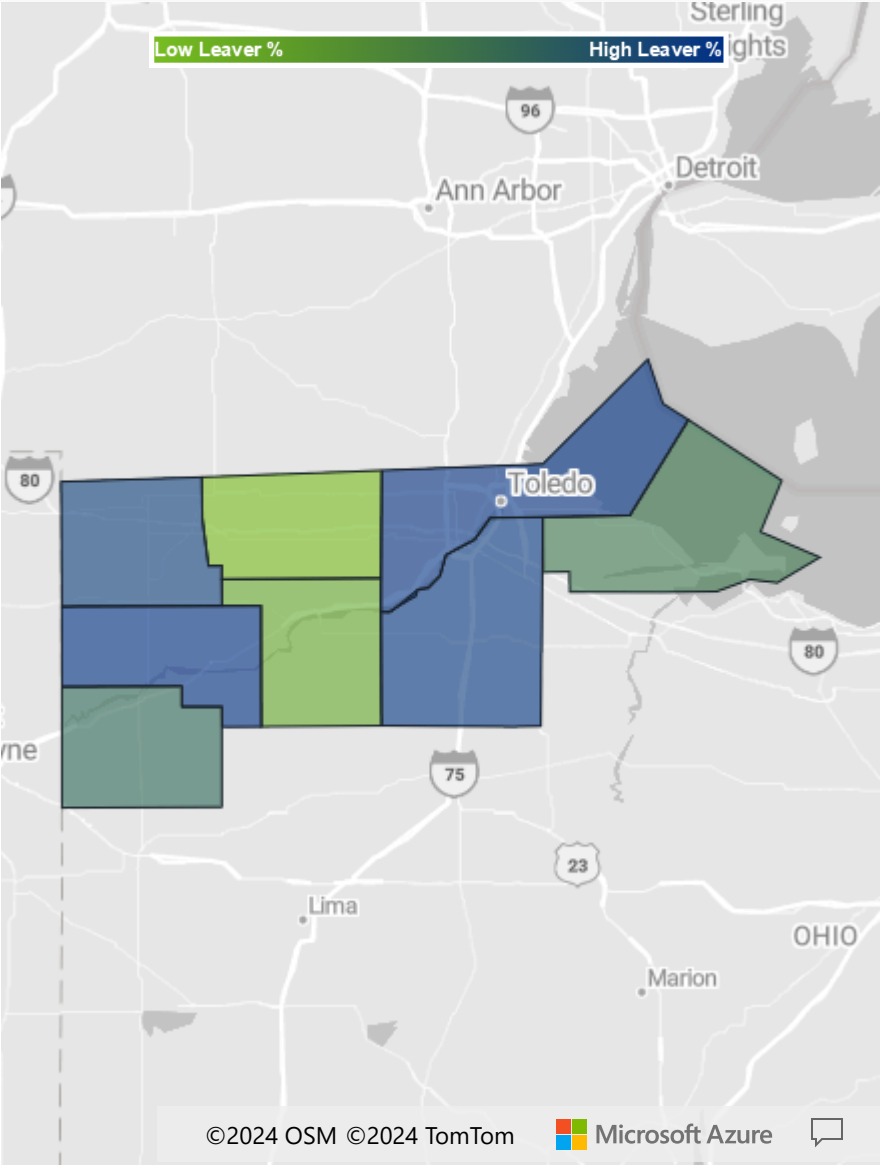
50.00

Center Type:

Multiple select...

Education:

All



ADJUSTED WORKERS

6,479

TOTAL LEAVER

293

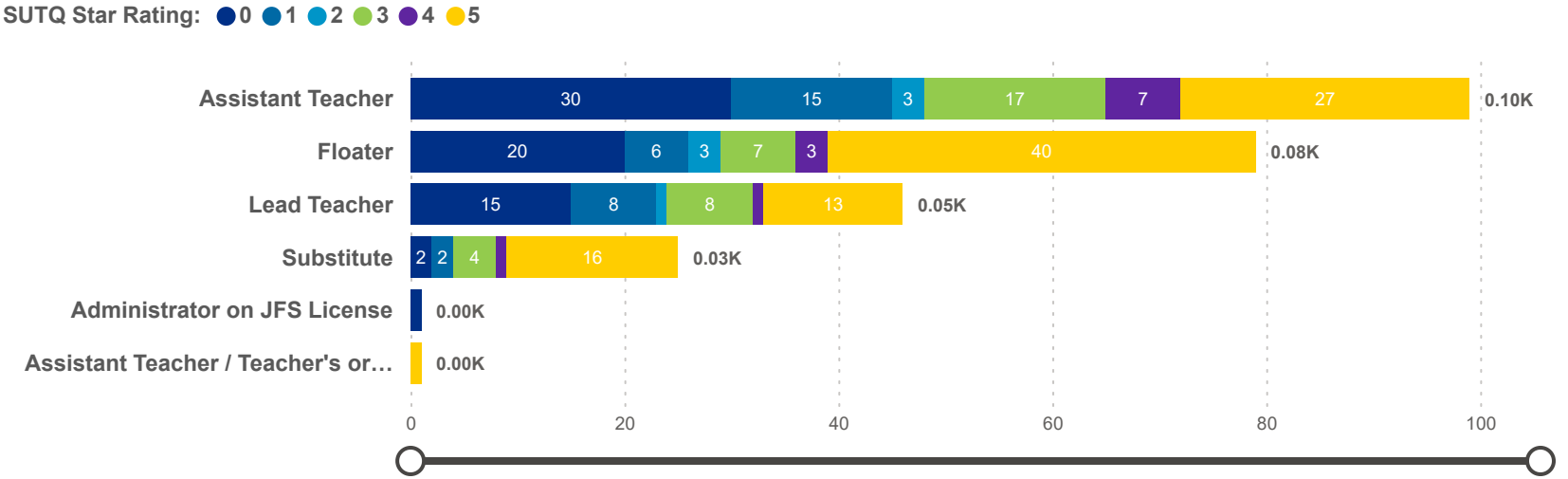
TOTAL STAYER

6,186

SELECTED PERIOD CHURN %

4.52%

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
Lucas OH	4,129	3,054	62.51%	197	3,932	4.77%	95.23%	1.68%	8.16%	2.88%	6.00	3.64
Wood OH	1,255	1,039	21.26%	58	1,197	4.62%	95.38%	1.63%	6.22%	2.19%	4.85	3.49
Defiance OH	269	205	4.20%	13	256	4.83%	95.17%	1.65%	7.06%	2.41%	4.75	3.81
Williams OH	178	127	2.60%	8	170	4.49%	95.51%	1.58%	5.62%	1.98%	5.24	4.27
Ottawa OH	182	148	3.03%	6	176	3.30%	96.70%	1.19%	3.85%	1.39%	5.50	3.84
Fulton OH	209	154	3.15%	4	205	1.91%	98.09%	0.68%	3.83%	1.37%	6.33	3.26
Henry OH	173	152	3.11%	4	169	2.31%	97.69%	0.80%	2.89%	1.00%	6.36	5.00
Paulding OH	84	67	1.37%	3	81	3.57%	96.43%	1.25%	3.57%	1.25%	4.05	3.14
Total	6,479	4,886	100.00%	293	6,186	4.52%	95.48%	1.59%	7.21%	2.54%	5.65	3.66



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

Date: 202401 202403 SDA>County: SDA 1 Star Rating: All Total Duration: 0.00 50.00 Center Type: Multiple select... Education: All

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

TOTAL LEAVER

TOTAL STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

293

6,186

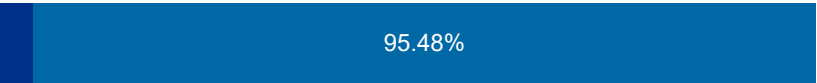
2.86

5.65

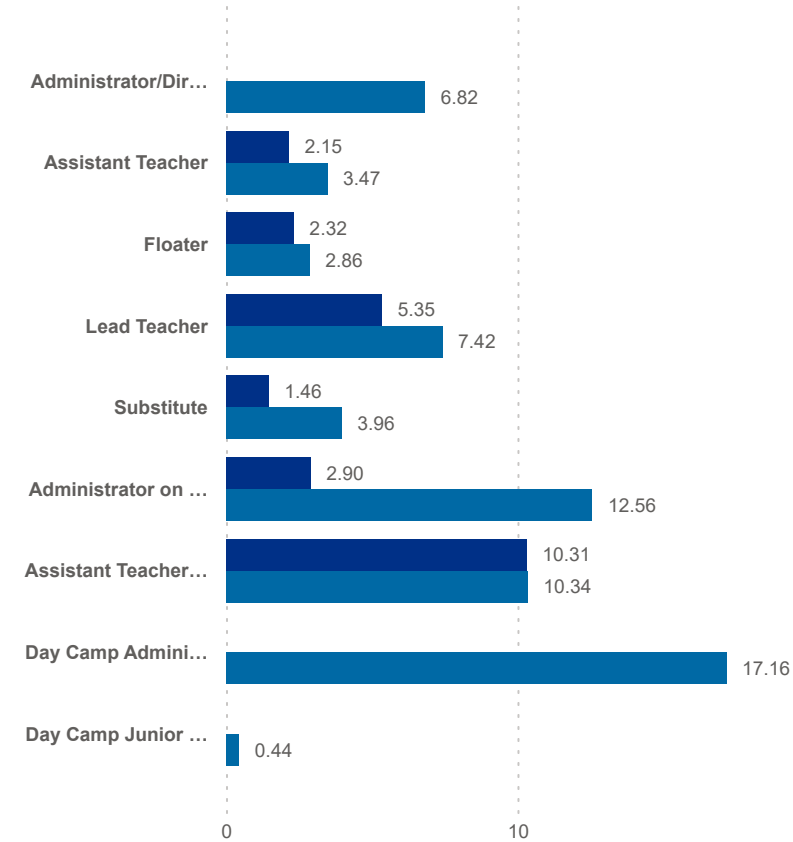
14.00

15.00

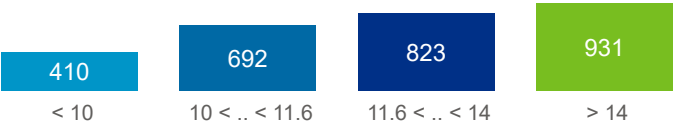
Leaver % Stayer %



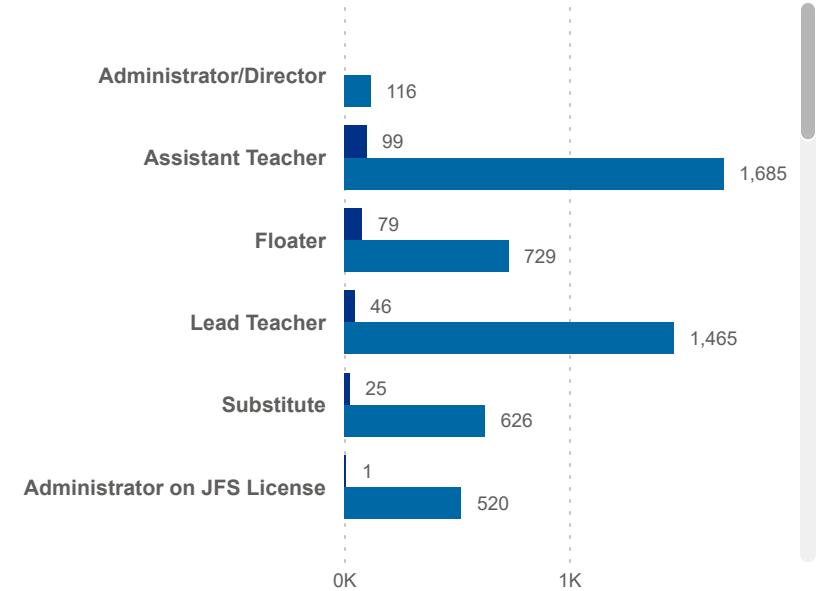
Worker Status: Leaver Stayer



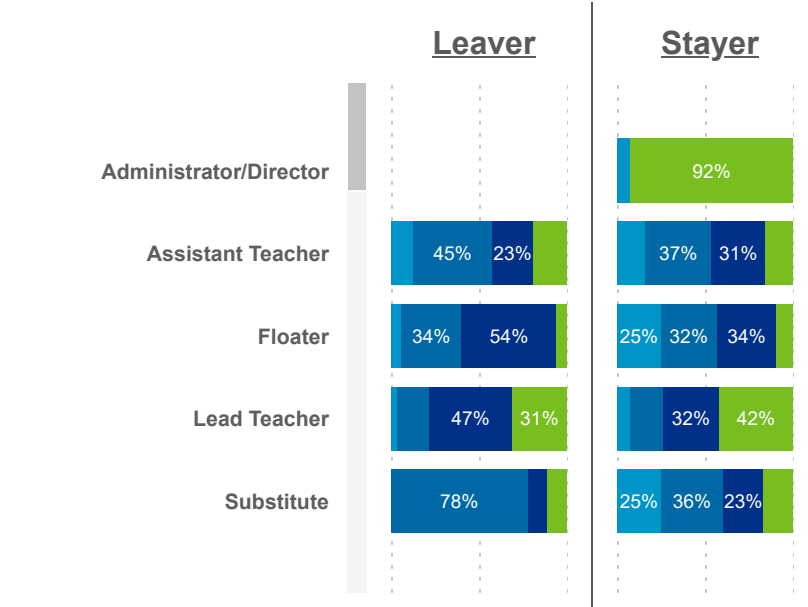
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



Leaver Stayer



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





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

Date: 202401 202403 SDA>County: SDA 1 Star Rating: All Total Duration: 0.00 50.00 Center Type: Multiple select... Education: All

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

LEAVER

STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

4.52%

95.48%

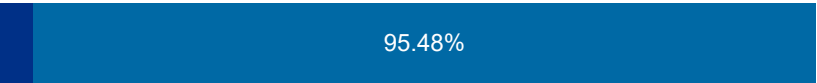
2.86

5.65

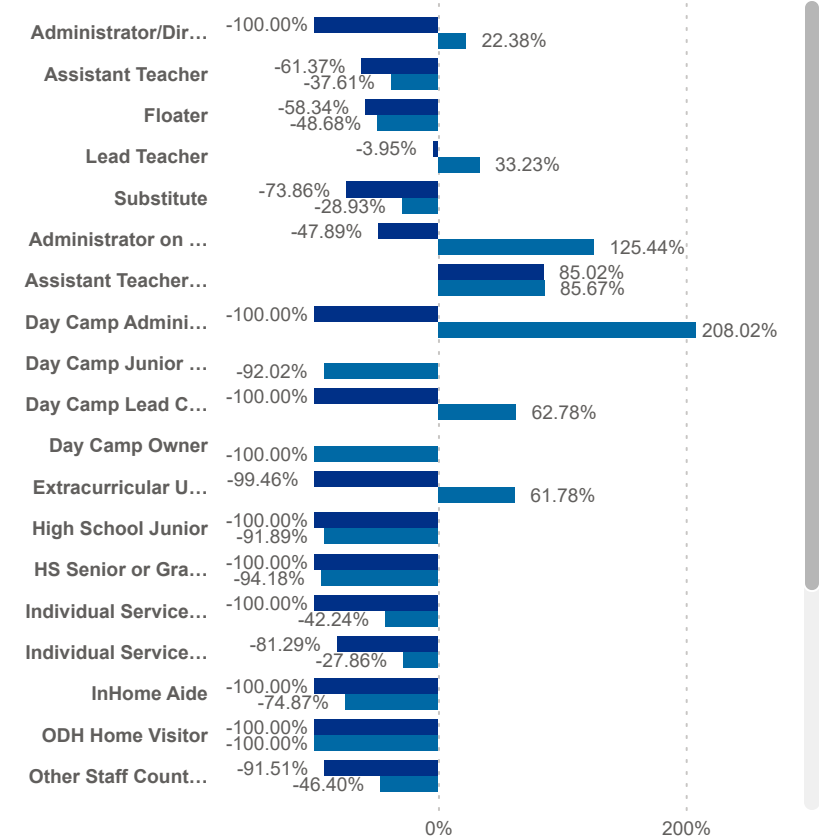
14.00

15.00

Leaver % Stayer %



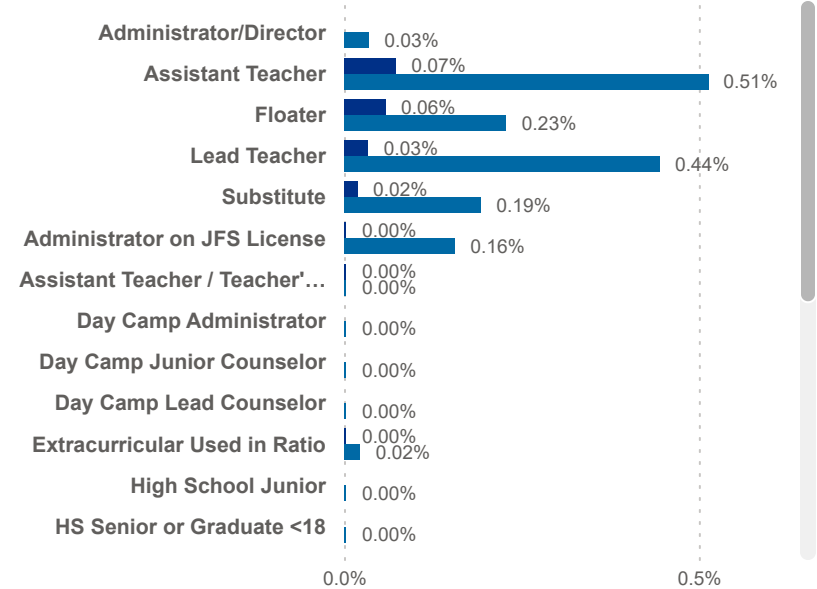
Worker Status: Leaver Stayer



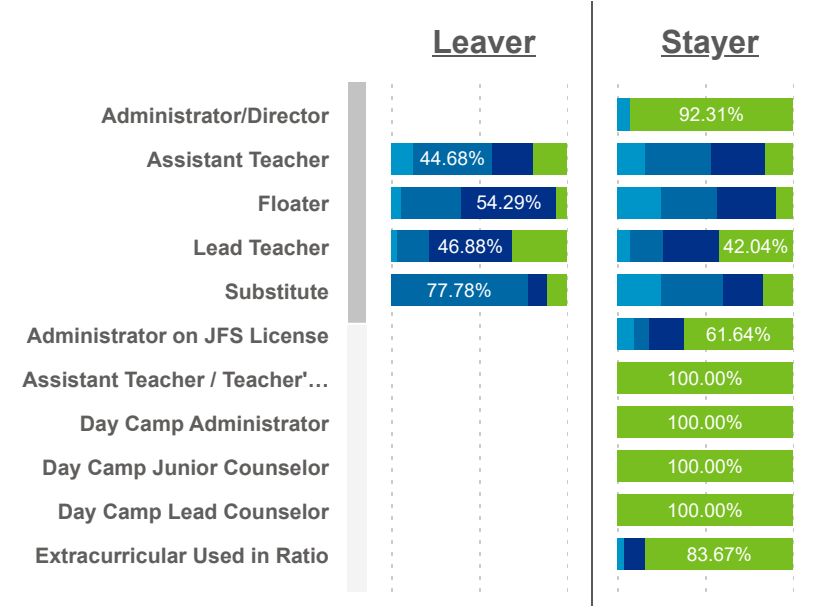
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



Worker Status: Leaver Stayer



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





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

Date: 202401 202403 SDA>County: SDA 1 Star Rating: All Total Duration: 0.00 50.00 Center Type: Multiple select... Education: All

LEAVER (Avg Career Duration)

3.37

STAYER (Avg Career Duration)

8.36

TOTAL STAYER

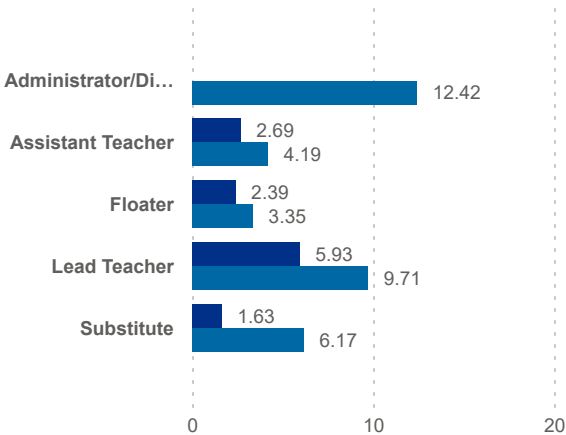
6,186

STAYER (Promotion)

31

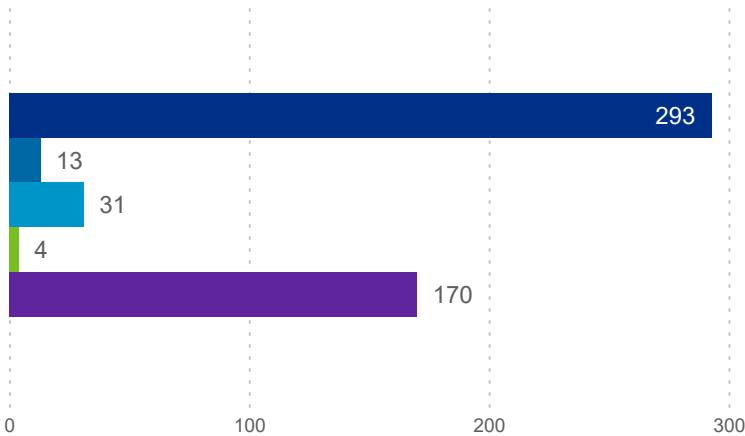
Avg Career Duration by Job Title

Worker Status: Leaver Stayer



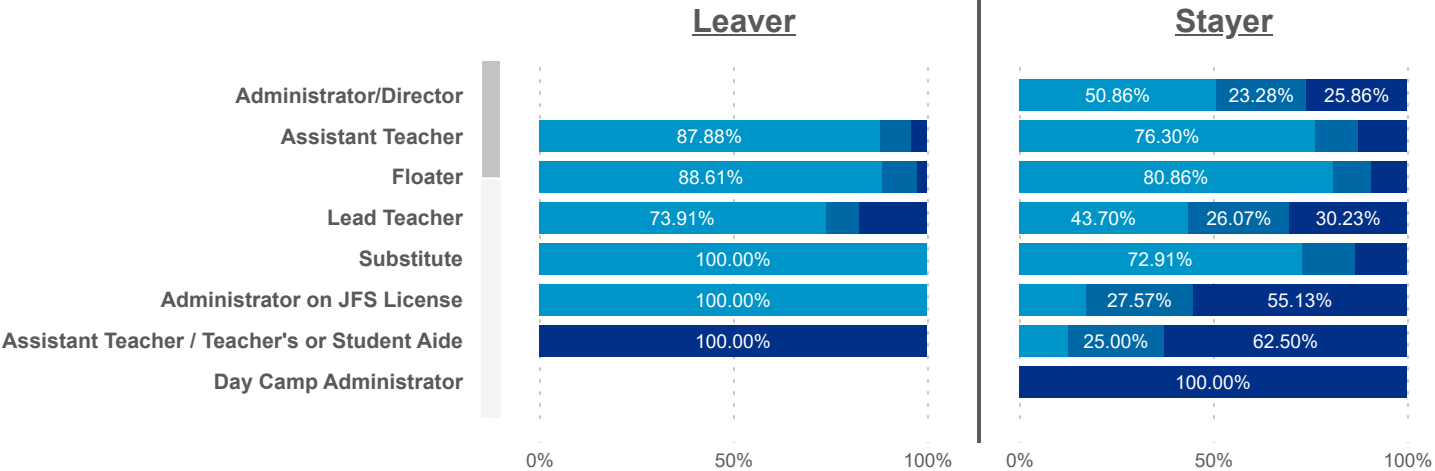
Turnover Reasons

Churn Internal Promotion Seasonal Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Defiance	Administrator/Director	2.55		Early	10.71	5.00
Fulton	Administrator/Director	2.25		Early	8.39	5.00
Henry	Administrator/Director	2.13		Early	7.67	5.00
Lucas	Administrator/Director	1.42		Early	6.67	5.00
Ottawa	Administrator/Director	2.59		Early	73.00	
Paulding	Administrator/Director	1.83		Early	7.75	5.00
Williams	Administrator/Director	3.11		Early	11.67	5.00
Wood	Administrator/Director	1.75		Early	6.00	5.00
Defiance	Administrator/Director	1.34	20.00	Early	10.77	
Fulton	Administrator/Director	0.46	20.00	Early	5.00	5.00
Henry	Administrator/Director	1.52	20.00	Early	10.25	5.00
Defiance	Administrator/Director	1.42	25.00	Early	24.00	5.00

Seniority: Early Mid Senior



Program Type: Multiple selections

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

Date: 202401 202403 SDA>County: SDA 1 Star Rating: All Total Duration: 0.00 50.00 Center Type: Multiple select... Education: All

LEAVER (Avg Career Duration)

3.37

STAYER (Avg Career Duration)

8.36

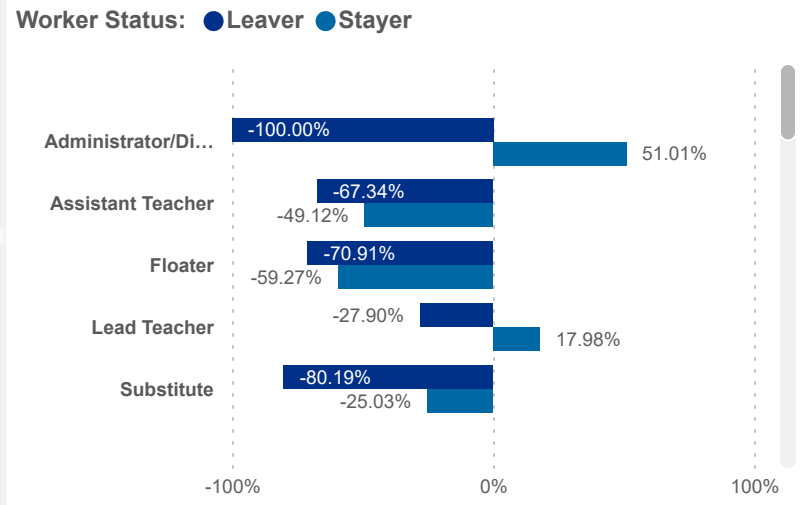
TOTAL STAYER

6,186

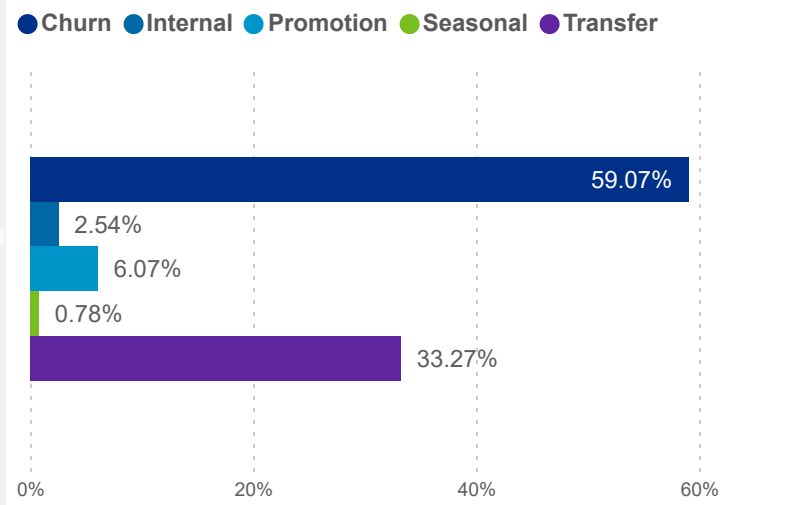
STAYER (Promotion)

31

Avg Career Duration by Job Title vs Mean

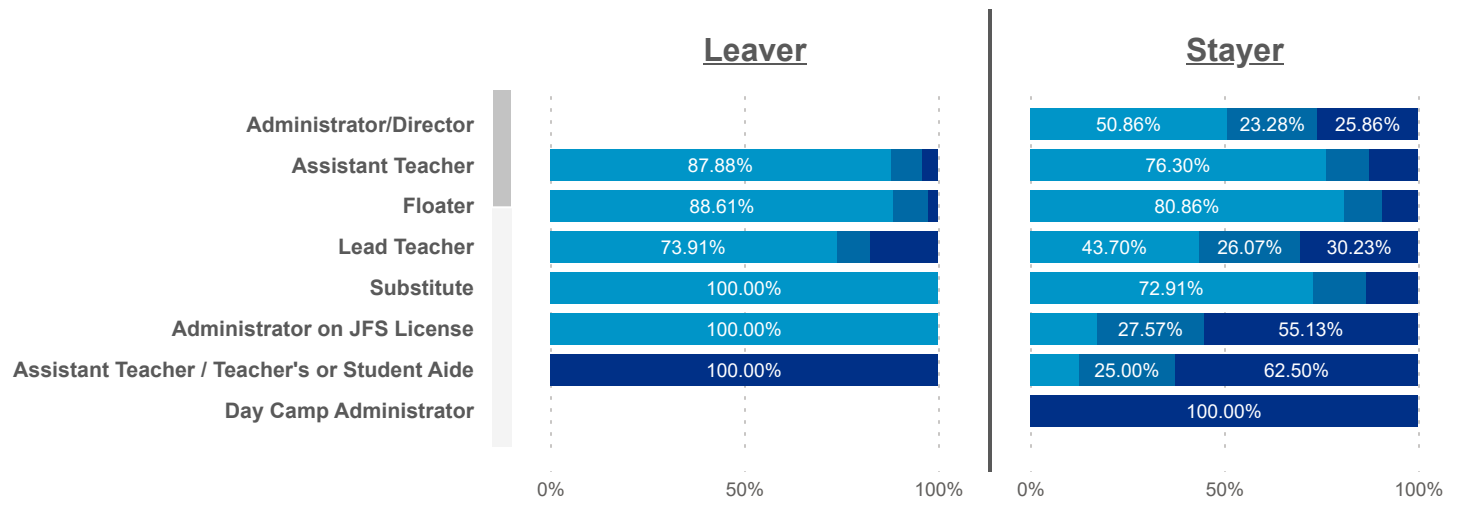


Turnover Reasons



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Lucas	Floater	0.00	11.00	Mid	6.44	5.00
Lucas	Assistant Teacher	0.01	12.23	Early	6.41	
Lucas	Floater	0.01	16.00	Mid	7.47	2.00
Lucas	Lead Teacher	0.01	20.52	Early	5.31	5.00
Henry	Extracurricular Used in Ratio	0.01		Mid	6.50	5.00
Defiance	Cook	0.01	17.00	Mid	3.36	5.00
Wood	Administrator on JFS License	0.03	26.34	Early	4.53	5.00
Lucas	Extracurricular Used in Ratio	0.03	20.00	Early	6.82	
Williams	Other Staff Counted In Ratio	0.03		Early	8.75	5.00
Defiance	Floater	0.04		Mid	3.69	5.00
Wood	Assistant Teacher	0.05	10.45	Early	4.97	
Fulton	Assistant Teacher	0.05	13.25	Mid	9.10	3.00

Seniority: ● Early ● Mid ● Senior





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

Date: 202401 202403 SDA>County: SDA 1 Star Rating: All Total Duration: 0.00 50.00 Center Type: Multiple select... Education: All

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

14.00

15.00

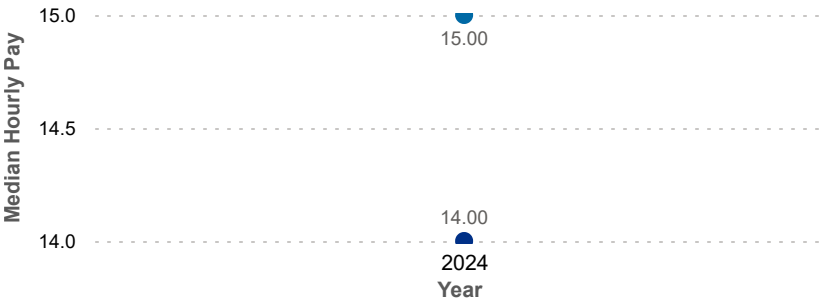
LEAVER

STAYER

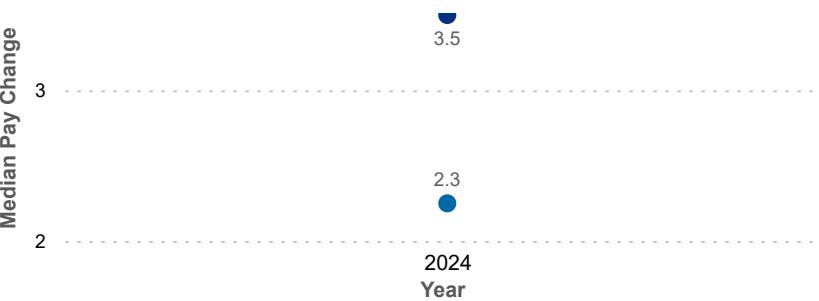
0.72

0.56

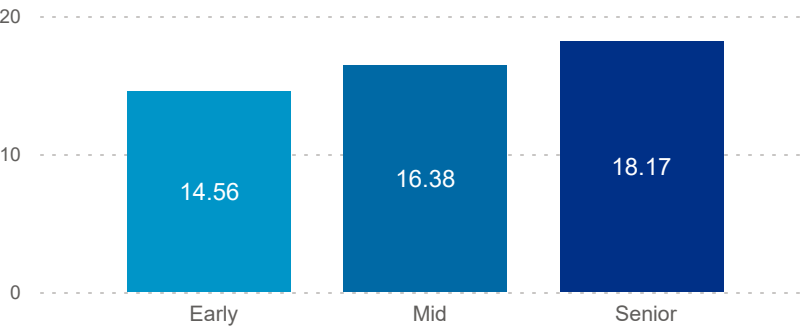
Worker Status: Leaver Stayer



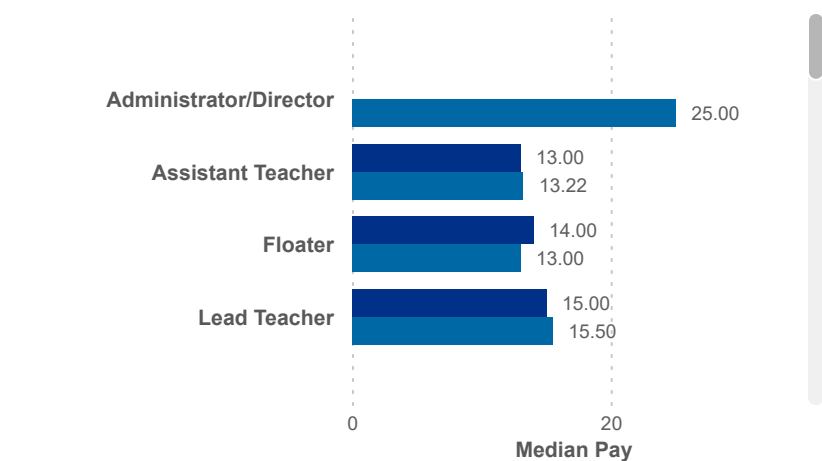
Worker Status: Leaver Stayer



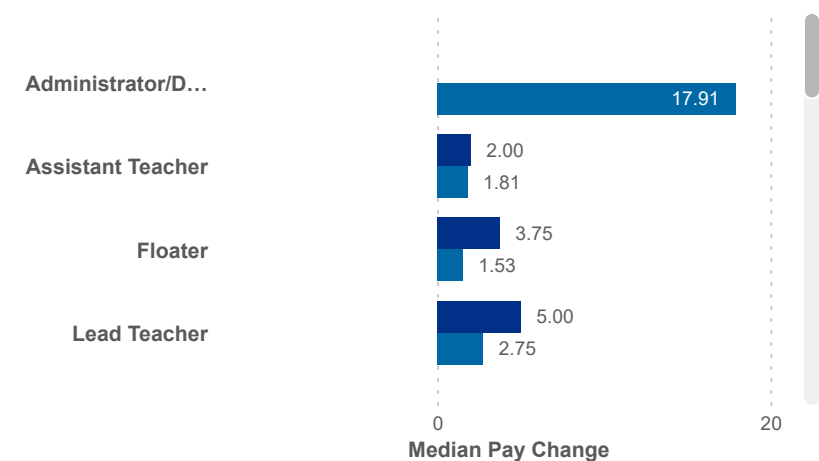
Seniority: Early Mid Senior



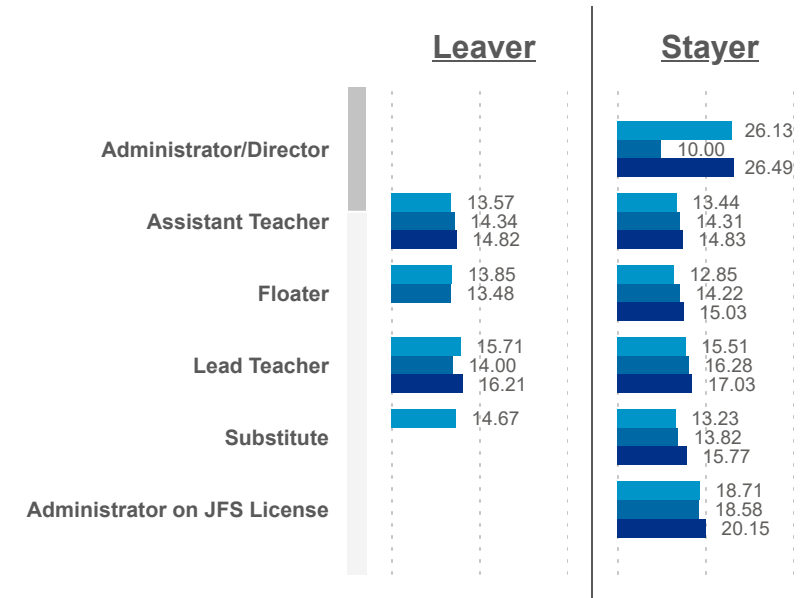
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior





Program Type:

Multiple selections

Position Type:

All

Beale Code:

All

Publicly Funded:

All

Job Title:

All

Date:

202401

202403

 SDA>County:

SDA 1

Star Rating:

All

Total Duration:

0.00

50.00

Center Type:

Multiple select...

Education:

All

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

14.00

15.00

LEAVER

STAYER

0.72

0.56

Worker Status:

Leaver

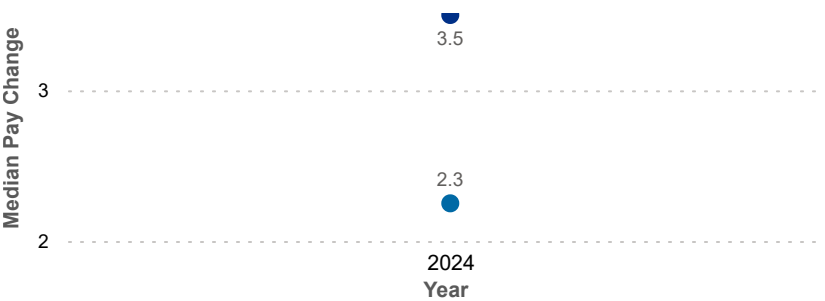
Stayer



Worker Status:

Leaver

Stayer

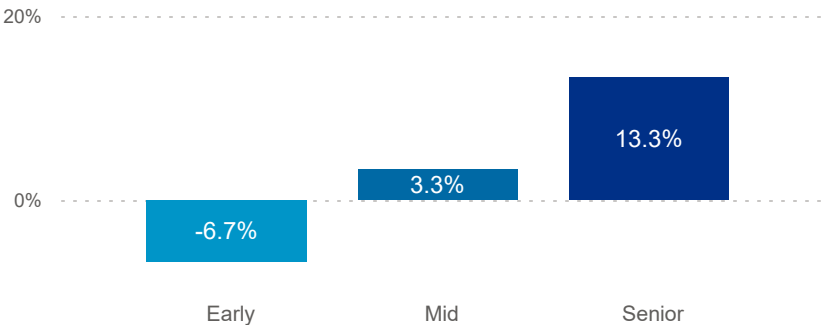


Seniority:

Early

Mid

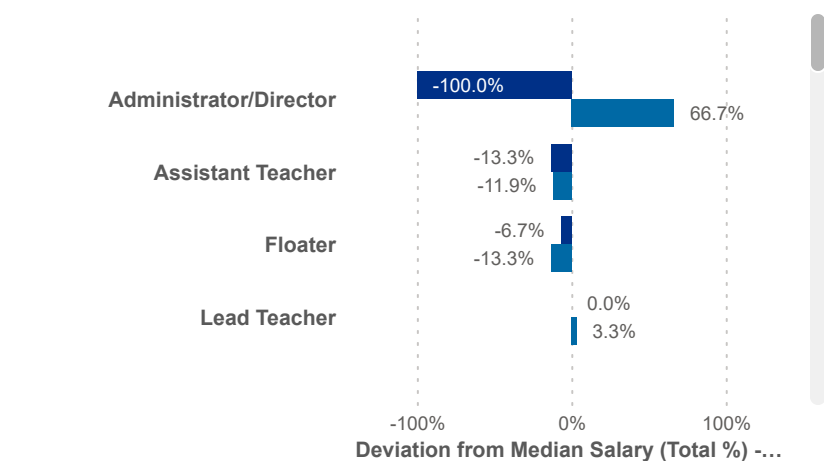
Senior



Worker Status:

Leaver

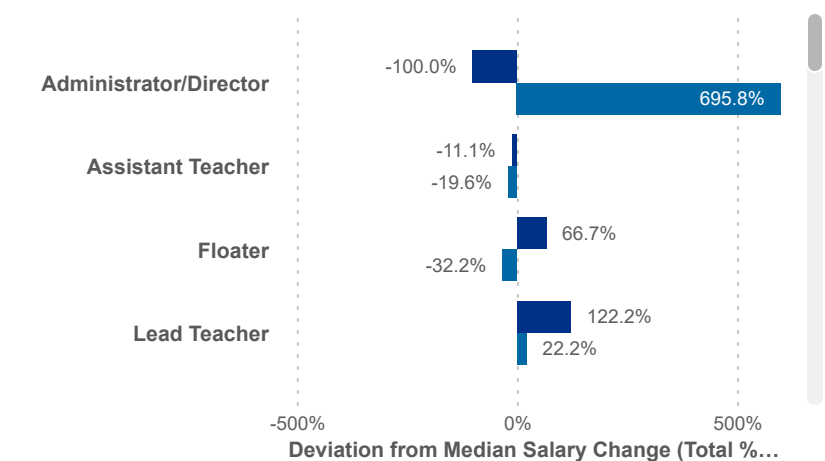
Stayer



Worker Status:

Leaver

Stayer

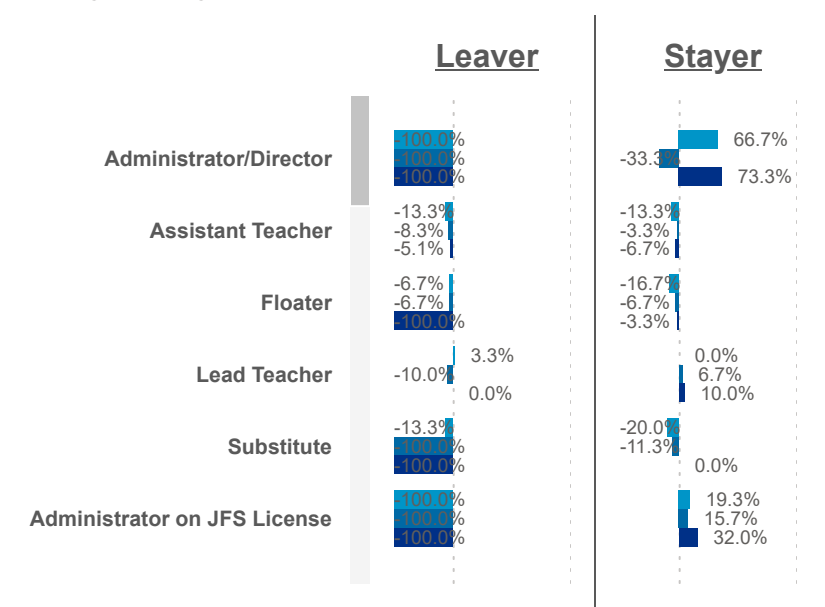


Seniority:

Early

Mid

Senior





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

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

Workload Median (Total)

5.65

Workload Median (Leaver)

5.14

Workload Median (Stayer)

5.70

Star Rating Mean (Total)

3.66

Star Rating Mean (Leaver)

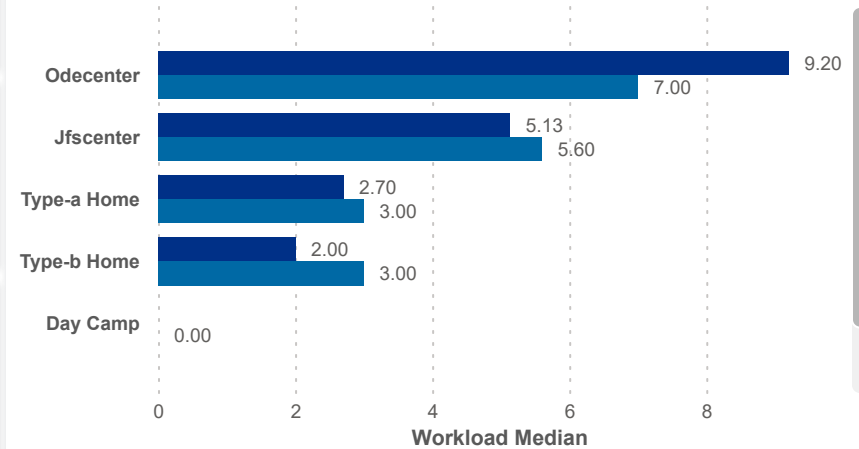
3.86

Star Rating Mean (Stayer)

3.65

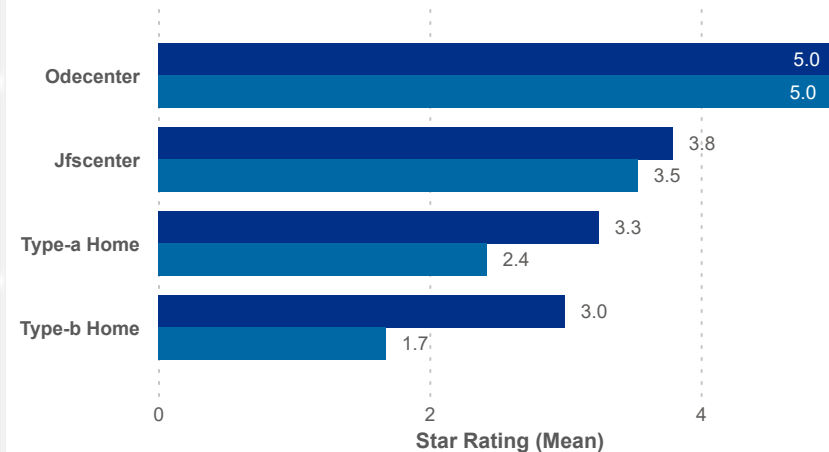
Workload Median

Worker status ● Leaver ● Stayer



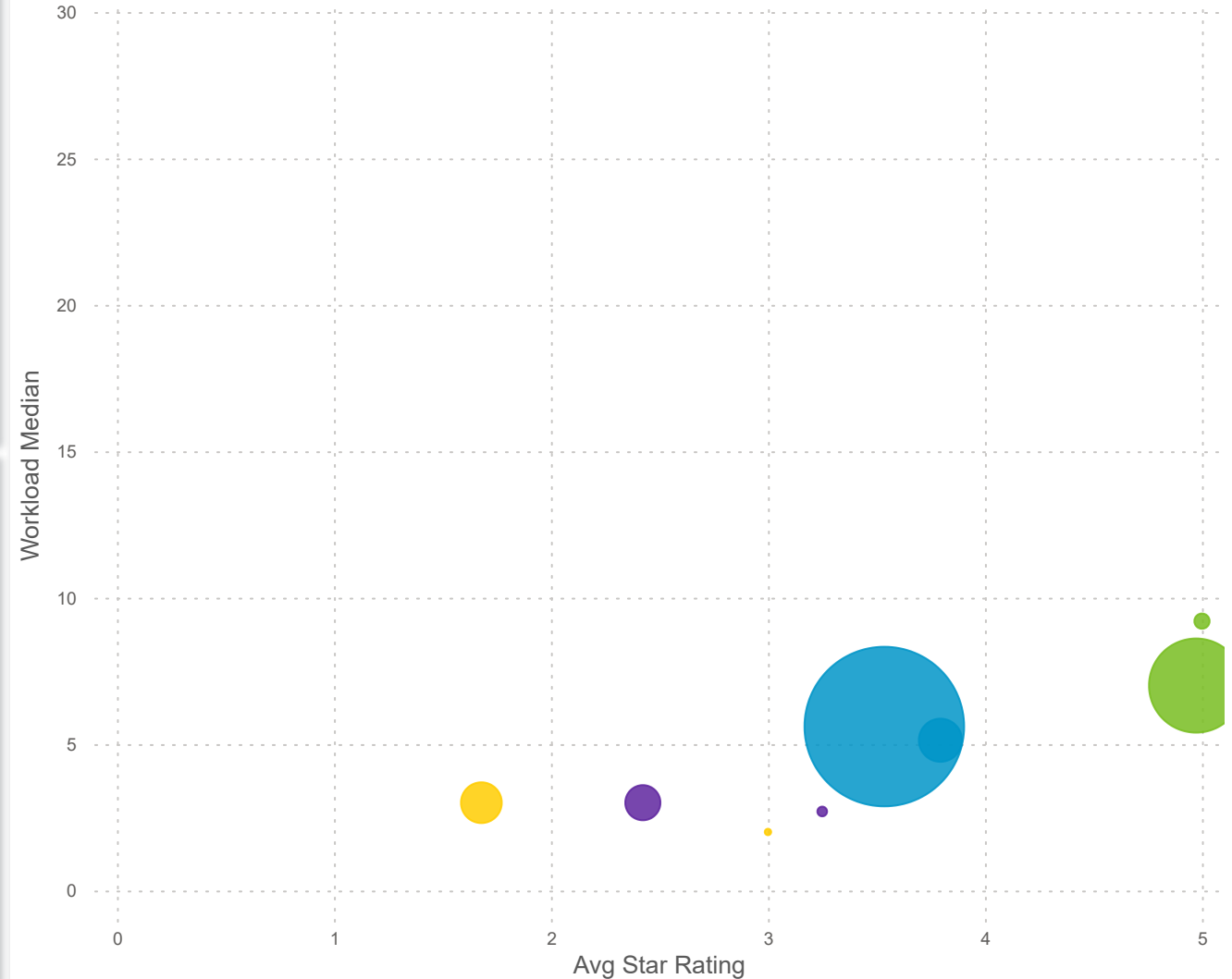
Star Rating Mean

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● Inhome Aide ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home





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

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

Workload Median (Total)

5.65

Workload Median (Leaver)

5.14

Workload Median (Stayer)

5.70

Star Rating Mean (Total)

3.66

Star Rating Mean (Leaver)

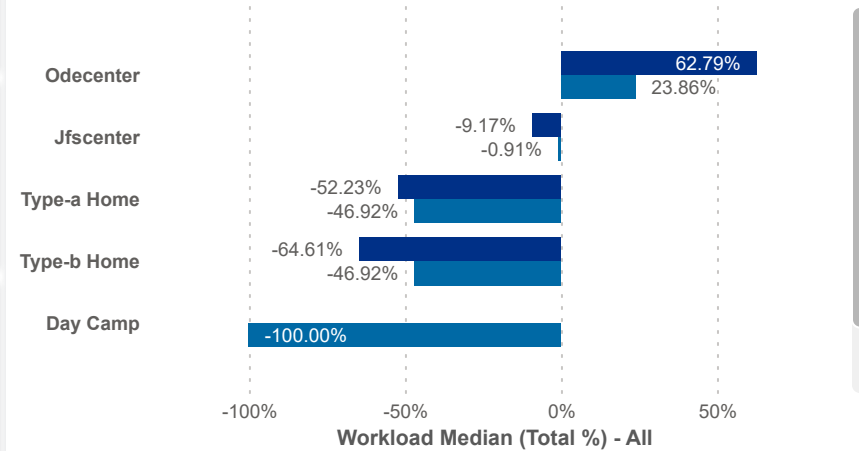
3.86

Star Rating Mean (Stayer)

3.65

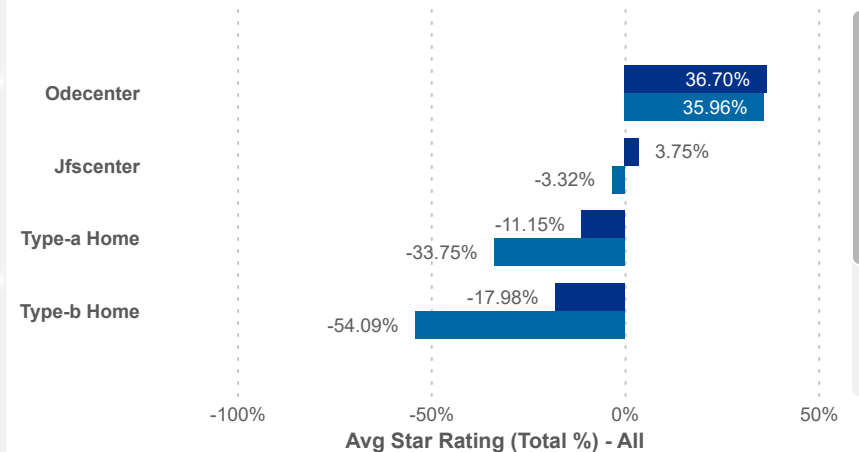
Workload Median (Total %)

Worker status ● Leaver ● Stayer



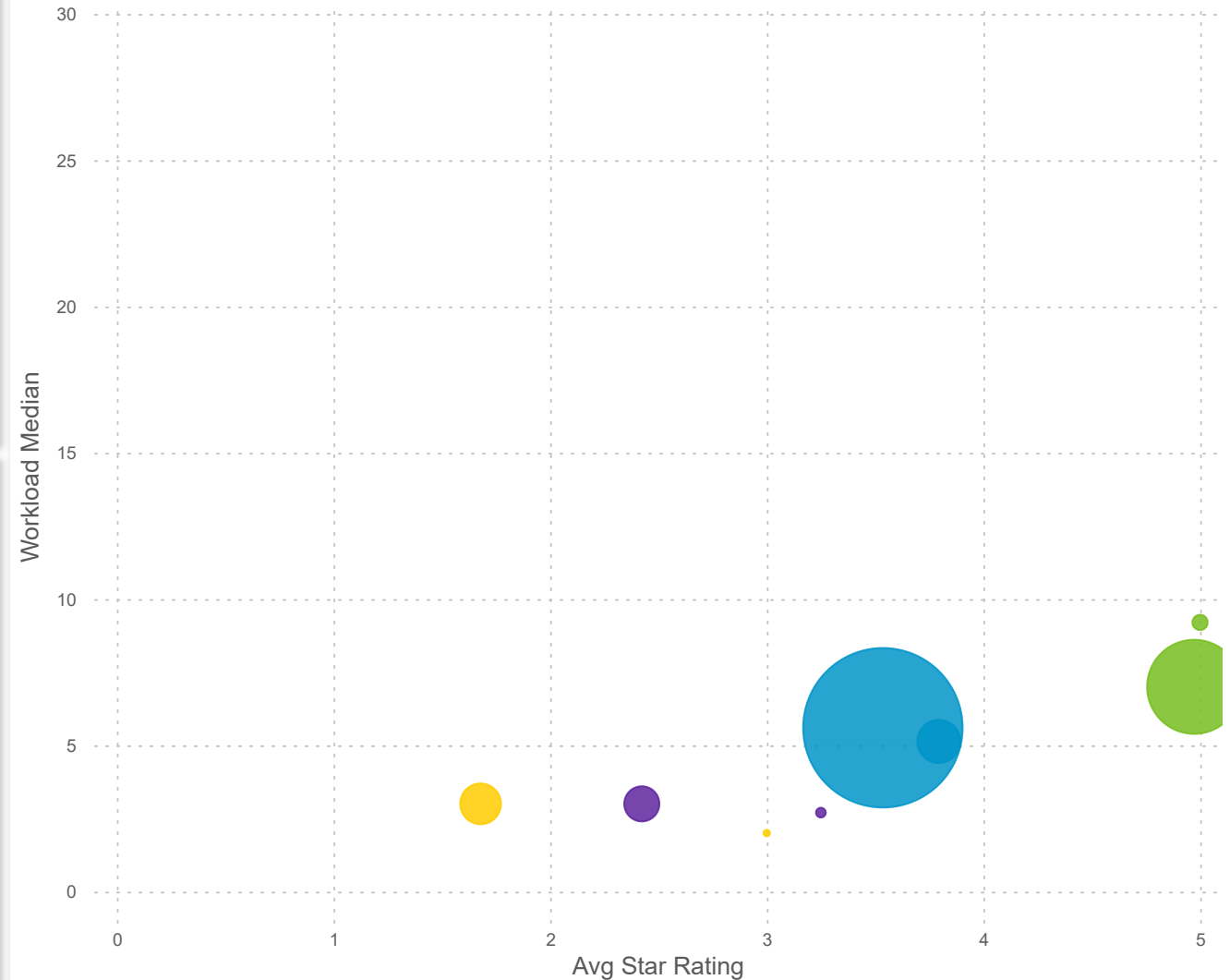
Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● Inhome Aide ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home





Program Type:

Multiple selections

Position Type:

All

Beale Code:

All

Publicly Funded:

All

Job Title:

All

Date:

202401

202403

 SDA>County:

SDA 1

 Star Rating:

All

 Total Duration:

0.00

50.00

 Center Type:

Multiple select...

 Education:

All

PAY MEAN (USD)

LEAVER

14.53

STAYER

16.00

COMBINED

15.98

Worker ... ● Leaver ● Stayer

Job Title	Leaver Mean Pay	Stayer Mean Pay
Substitute	14.67	13.73
Program Management...	19.50	21.46
Program Management...	16.17	21.44
Owner	20.00	18.64
Other Staff Not Co...	25.00	19.11
Other Staff Counte...	11.00	18.66
Lead Teacher	15.61	16.25
Individual Service ...	15.03	21.87
Individual Service ...	-	18.85

Job Title	Mean Pay
Substitute	13.74
Program Management...	21.45
Program Management...	21.32
Owner	18.64
Other Staff Not Co...	19.22
Other Staff Counte...	18.52
Lead Teacher	16.24
Individual Service ...	21.52
Individual Service ...	18.85
HS Senior or Grad...	11.63

Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer

Year	Leaver Mean Pay	Stayer Mean Pay
2024	14.53	16.00

Combined Salary Mean by Year and Worker Status

Year	Combined Mean Pay
2024	15.98

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DATA & REVIEW DRAFT 3/31/2024

Page 12 of 12



Date:

202401

202403

Program Type:

Multiple select...

Position Type:

All

Job Title:

All

Teacher Age Group:

All

Education:

All

Credential:

All

Retention Support (Comp.):

All

Retention Support (Part.):

All

SDA>County:

SDA 1

Star Rating:

All

Legacy Star Rating:

All

Total Duration:

0.00

50.00

Center Type:

Multiple select...

Beale Code:

All

Publicly Funded:

All

Student Age Group:

All

Adjusted Workers	Total Leaver	Total Stayer	Pay Median	Star Rating Mean (Total)	Avg Career Duration (Years)	Avg Job Duration (Years)	Workload Median (Total)	# of Workers 1Y From Retirement	# of Workers 2Y From Retirement
6,479	0K	6K	15.00	3.66	7.95	3.50	5.65	685	736

