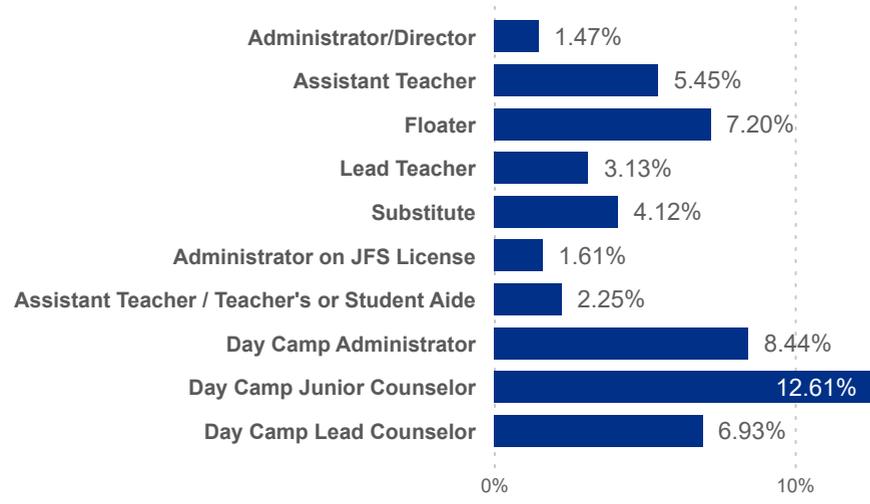




Program Type: 
 Position Type: 
 Beale Code: 
 Publicly Funded: 
 Job Title:

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

## Avg Monthly Turnover Rates by Job Title



### Avg Monthly Turnover

**3.82%**

### Adjusted Workers

**5,535**

### Total Leaver

**2,222**

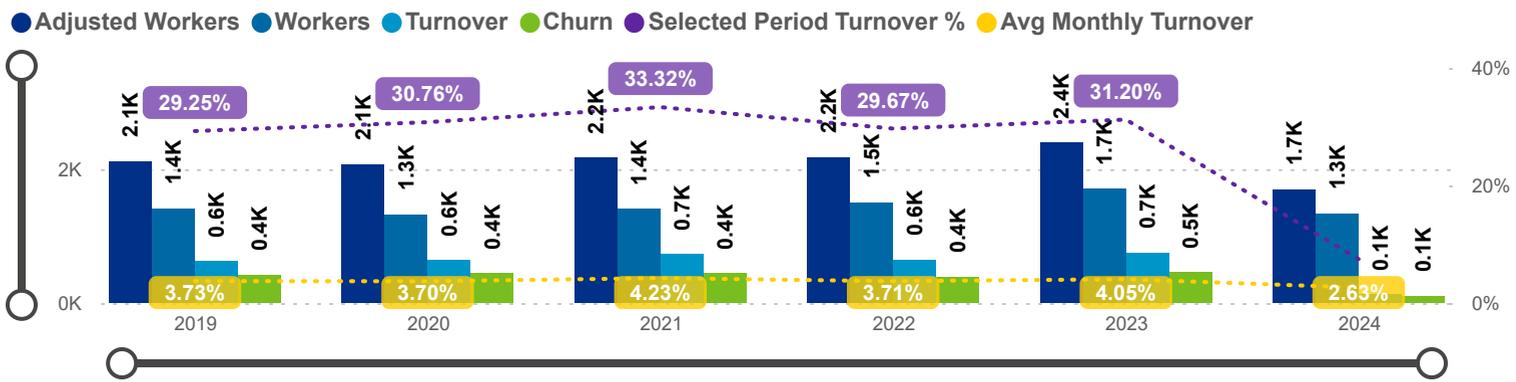
### Total Stayer

**3,313**

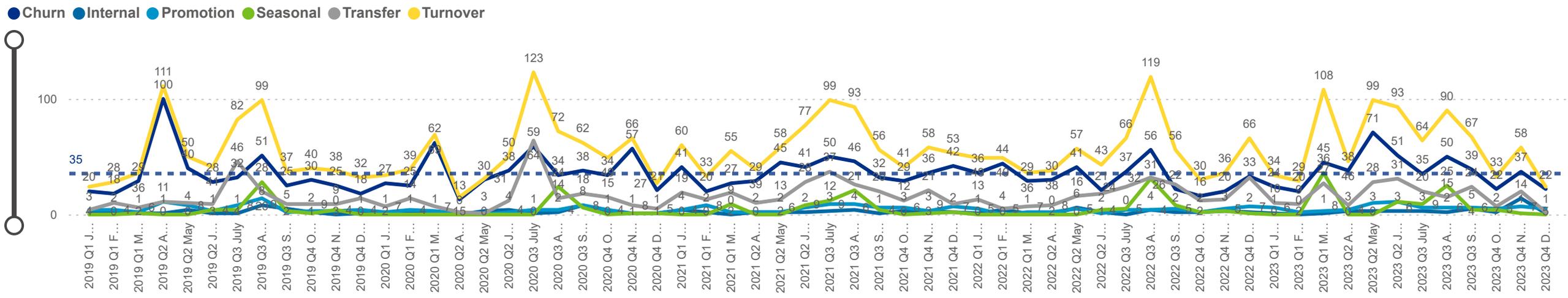
### Sel Period Turnover

**63.11%**

## Avg Monthly Turnover and Number of Workers



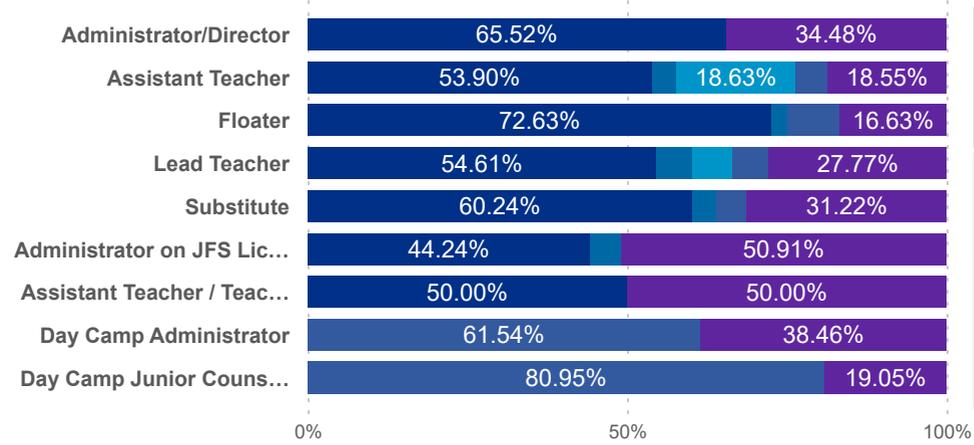
## Categorization by Time Series



Date: 201901 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | Retention Support (Comp.): All  
 202403 | Position Type: All | Center Type: Multiple select... | Beale Code: All | Publicly Funded: All | Student Age Group: All  
 SDA>County: SDA 12 | Star Rating: All | Total Duration: 0.00 | 50.00 | Legacy Star Rating: All

**Job Change Reasons by Job Title**

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

**2.44%**

Adjusted Workers

**5,535**

Workload Median

**6.00**

Pay Median USD / hr

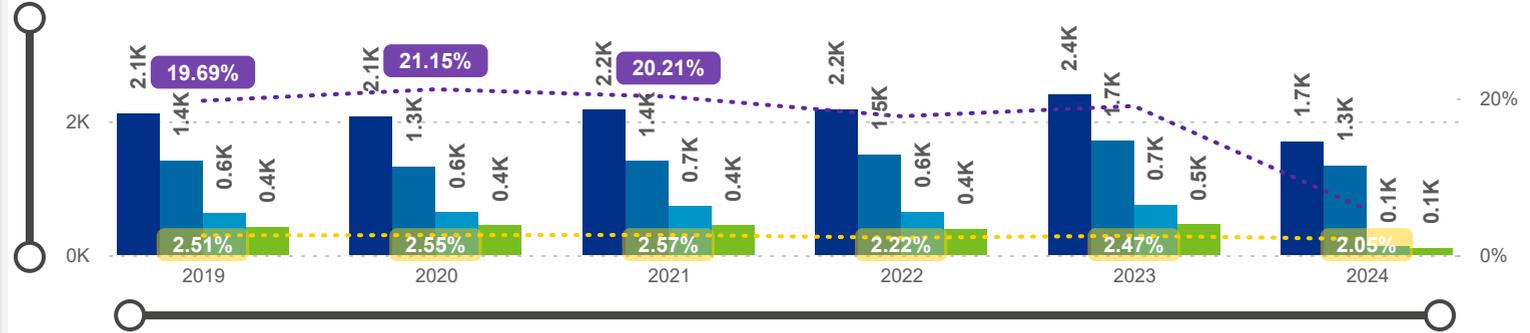
**13.84**

Avg ECE Duration

**4.13**

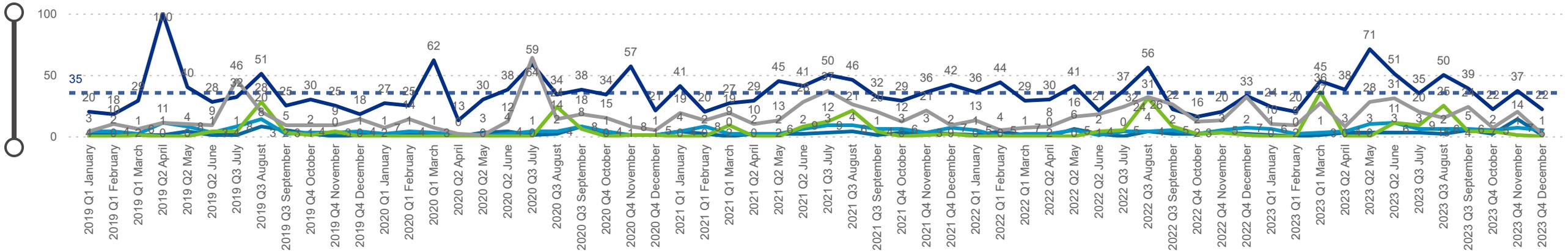
**Avg Monthly Churn and Number of Workers**

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



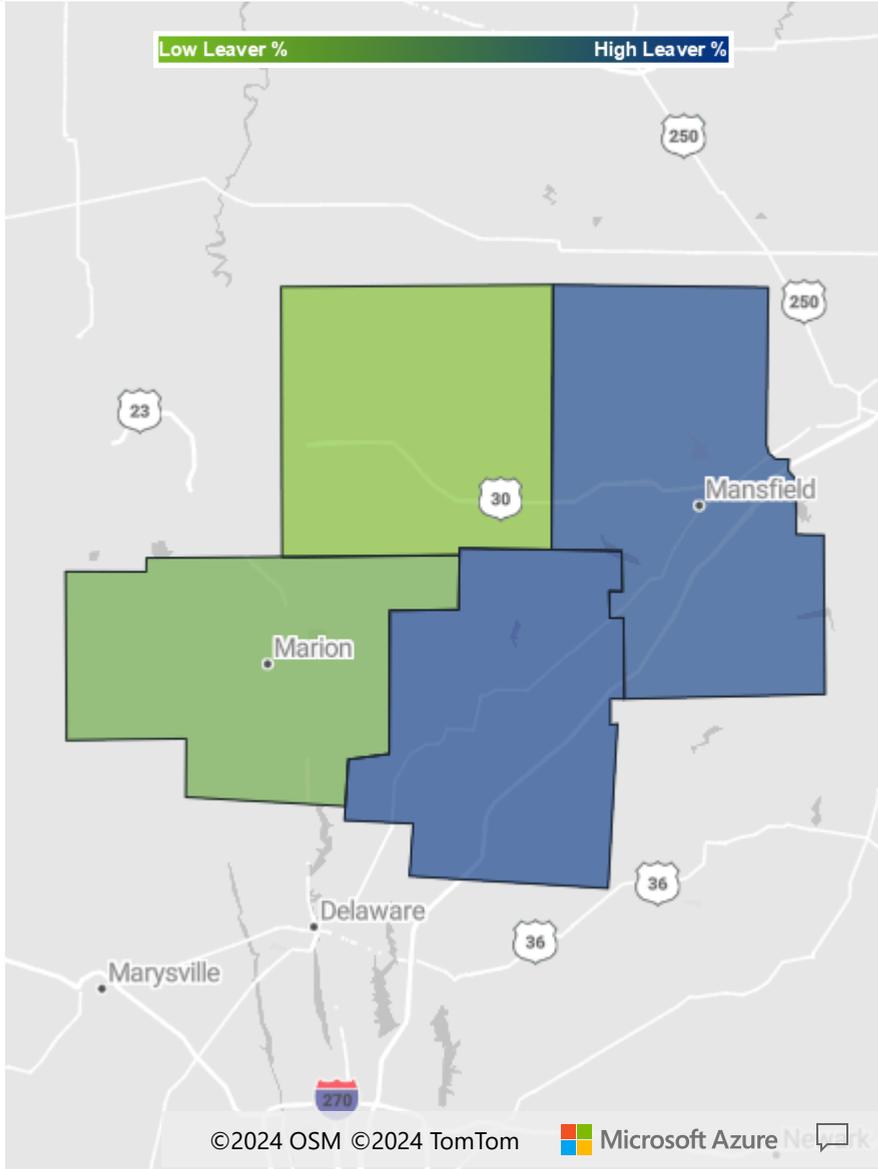
**Categorization by Time Series**

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



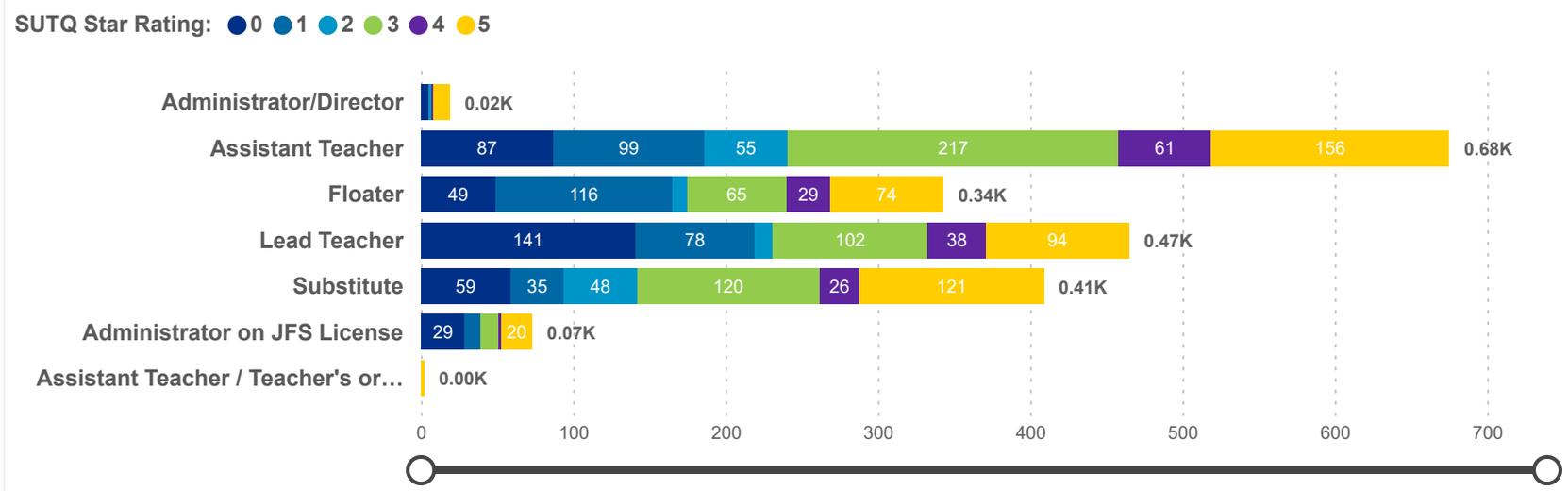
Program Type: 
 Position Type: 
 Beale Code: 
 Publicly Funded: 
 Job Title:

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



<b>ADJUSTED WORKERS</b>	<b>TOTAL LEAVER</b>	<b>TOTAL STAYER</b>	<b>SELECTED PERIOD CHURN %</b>
<b>5,535</b>	<b>2,222</b>	<b>3,313</b>	<b>40.14%</b>

**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
Richland OH	3,290	1,943	61.25%	1,427	1,863	43.37%	56.63%	2.94%	64.29%	4.35%	6.12	3.63
Marion OH	1,019	580	18.28%	342	677	33.56%	66.44%	1.79%	63.69%	3.38%	4.86	3.87
Morrow OH	558	360	11.35%	247	311	44.27%	55.73%	2.70%	68.28%	4.15%	6.00	3.15
Crawford OH	668	439	13.84%	206	462	30.84%	69.16%	1.44%	52.10%	2.42%	6.00	3.75
<b>Total</b>	<b>5,535</b>	<b>3,172</b>	<b>100.00%</b>	<b>2,222</b>	<b>3,313</b>	<b>40.14%</b>	<b>59.86%</b>	<b>2.44%</b>	<b>63.11%</b>	<b>3.82%</b>	<b>6.00</b>	<b>3.64</b>

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

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

### NUMBER OF WORKERS

### AVG ECE DURATION (In Years)

### HOURLY WAGE BANDS (USD)

TOTAL LEAVER

**2,222**

TOTAL STAYER

**3,313**

LEAVER

**3.49**

STAYER

**4.27**

LEAVER (Hourly Wage MED)

**10.33**

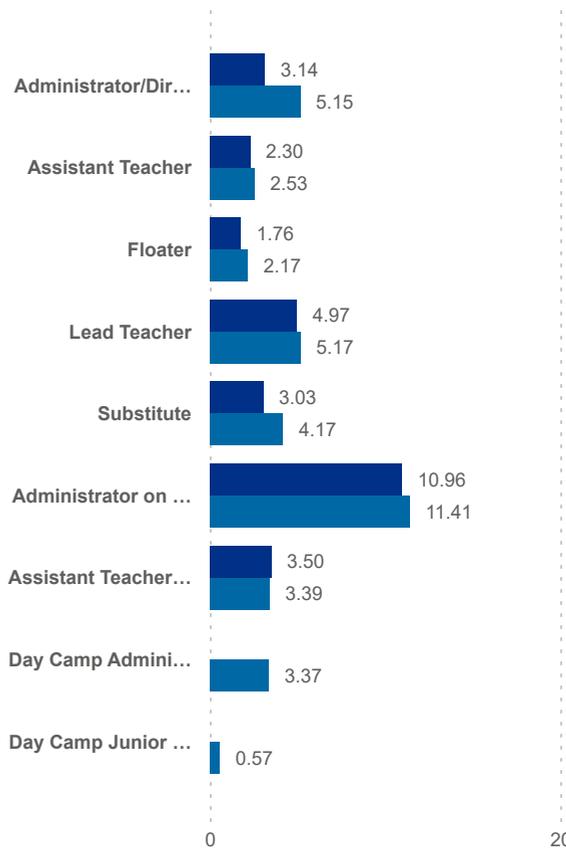
STAYER (Hourly Wage MED)

**13.96**

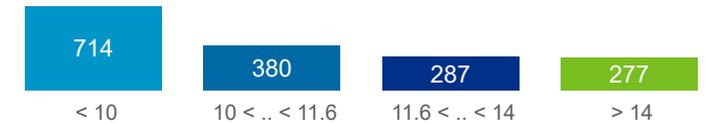
● Leaver % ● Stayer %



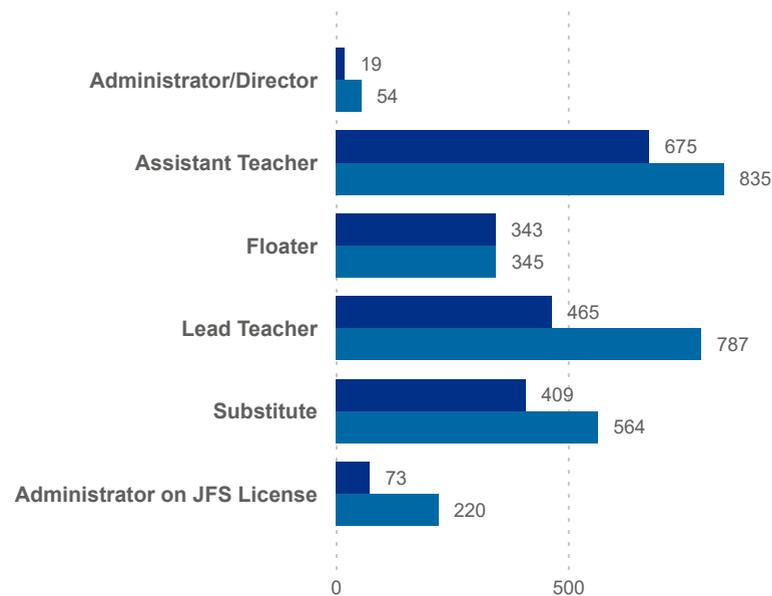
Worker Status: ● Leaver ● Stayer



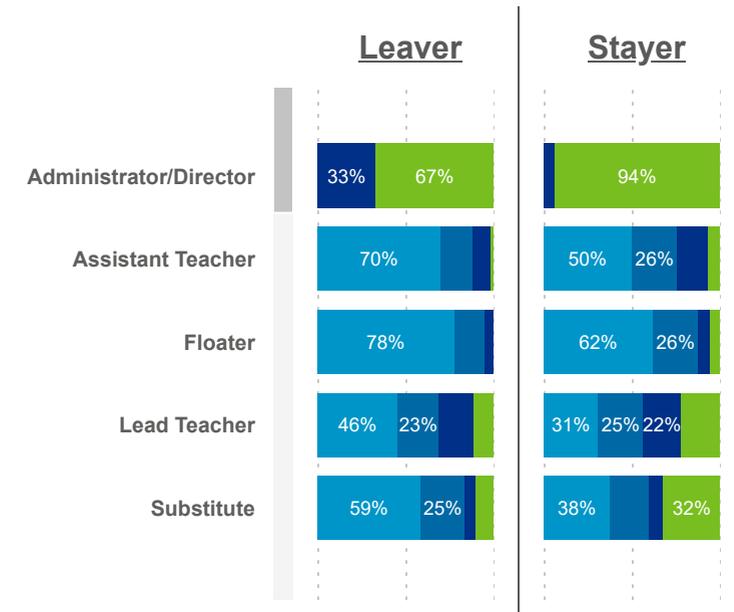
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● Leaver ● Stayer



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



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

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

### NUMBER OF WORKERS

LEAVER

**40.14%**

STAYER

**59.86%**

● Leaver % ● Stayer %



### AVG ECE DURATION (In Years)

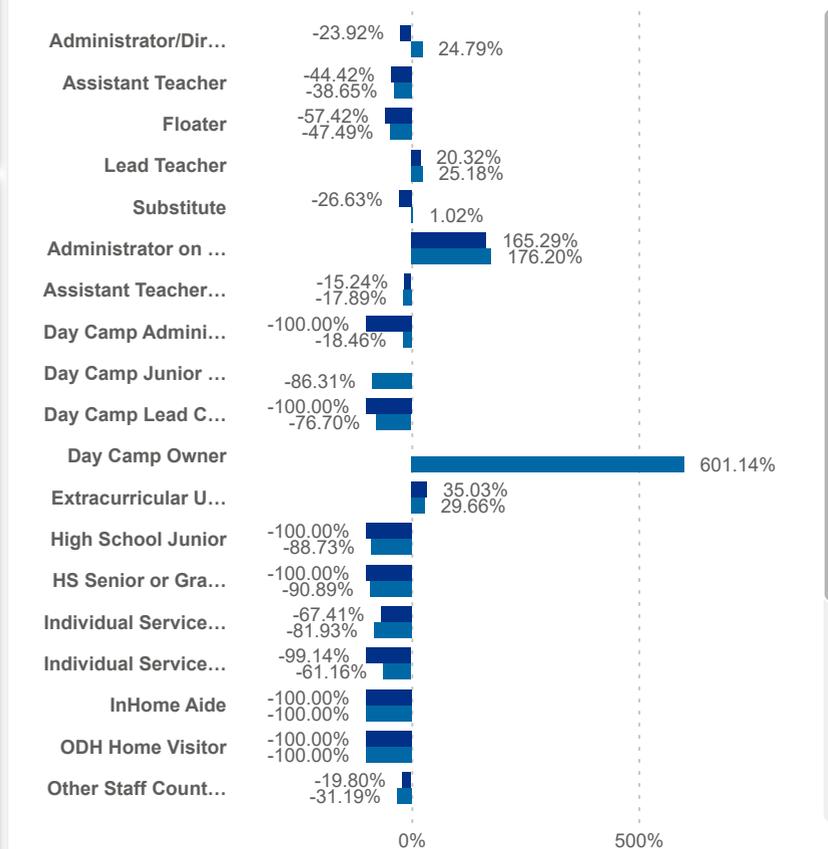
LEAVER

**3.49**

STAYER

**4.27**

Worker Status: ● Leaver ● Stayer



### HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)

**10.33**

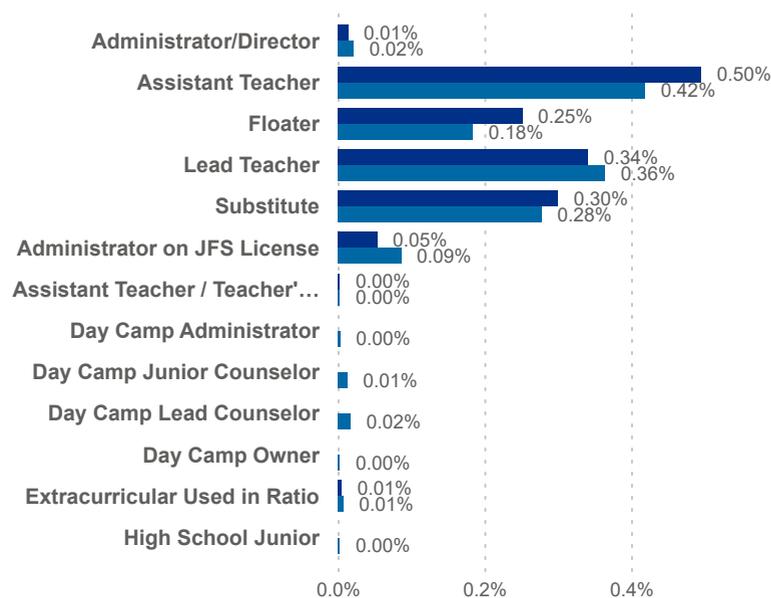
STAYER (Hourly Wage MED)

**13.96**

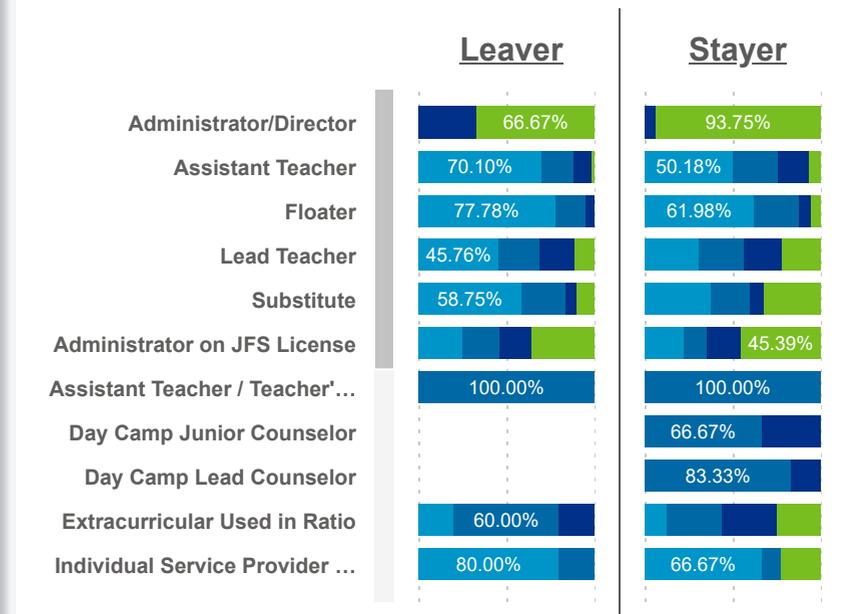
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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



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

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

**LEAVER (Avg Career Duration)**

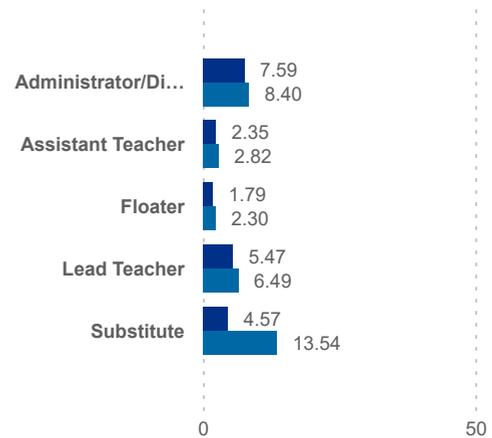
4.76

**STAYER (Avg Career Duration)**

8.20

### Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Crawford	Administrator/Director	1.48		Early	13.83	5.00
Marion	Administrator/Director	1.41		Early	34.00	4.39
Morrow	Administrator/Director	1.21		Early	8.67	4.62
Richland	Administrator/Director	1.18		Early	6.20	4.83
Richland	Administrator/Director	0.36	16.00	Early	9.11	5.00
Crawford	Administrator/Director	2.64	18.00	Early	8.33	
Crawford	Administrator/Director	0.81	18.84	Early	12.50	
Crawford	Administrator/Director	0.14	19.08	Early	12.50	
Marion	Administrator/Director	0.74	25.00	Early	6.82	
Crawford	Administrator/Director	1.83	27.00	Early	13.77	
Crawford	Administrator/Director	0.11	28.26	Early	30.30	
Richland	Administrator/Director	1.63	36.63	Early	10.17	5.00

**TOTAL STAYER**

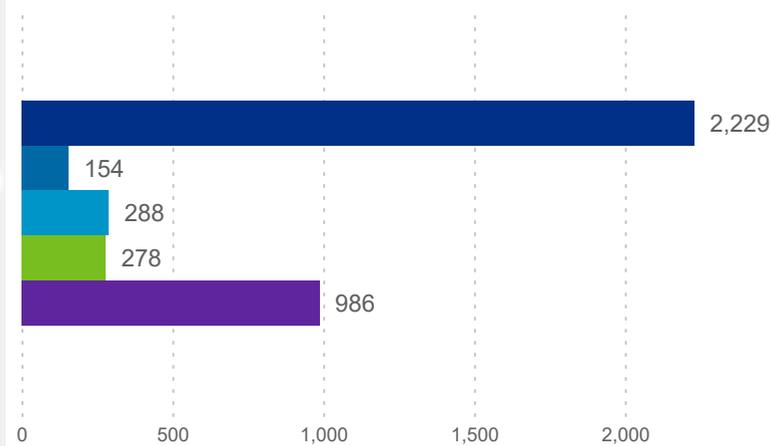
3,313

**STAYER (Promotion)**

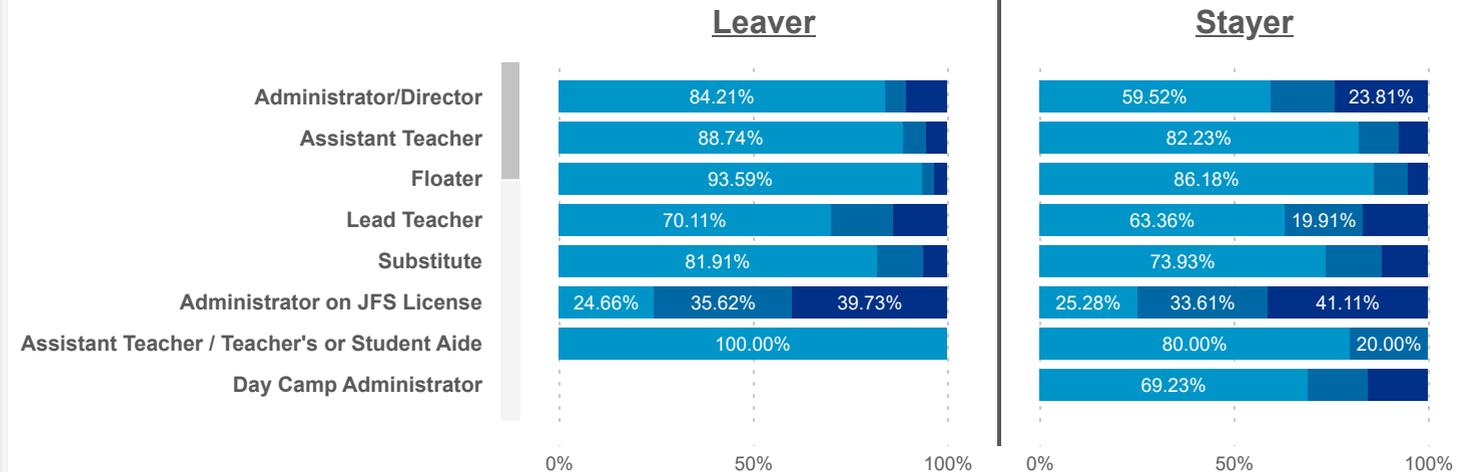
288

### Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior



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

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

**LEAVER (Avg Career Duration)**

4.76

**STAYER (Avg Career Duration)**

8.20

**TOTAL STAYER**

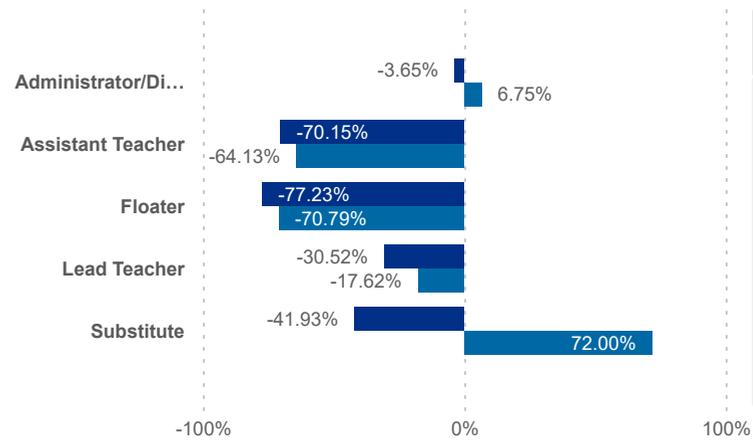
3,313

**STAYER (Promotion)**

288

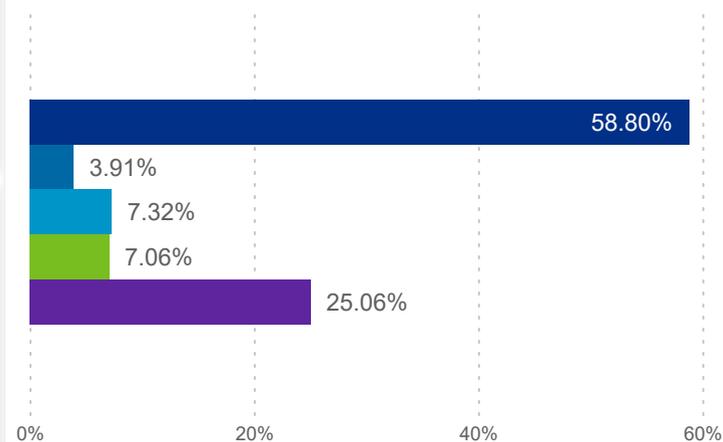
## Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



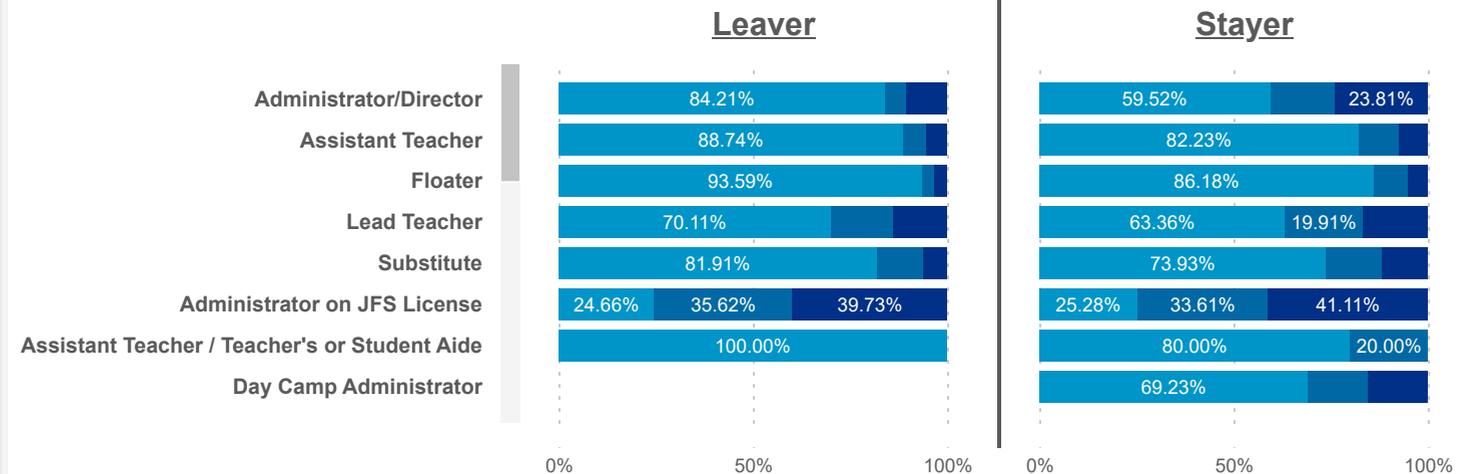
## Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Marion	Assistant Teacher	0.00	9.33	Early	8.11	3.00
Morrow	Assistant Teacher	0.00	9.42	Early	6.46	2.00
Marion	Floater	0.00	13.50	Early	14.08	
Crawford	Substitute	0.00	13.50	Early	6.67	
Richland	Other Staff Counted In Ratio	0.00	16.00	Early	8.25	5.00
Richland	Program Management Used in Ratio	0.00	10.57	Early	4.78	1.00
Crawford	Lead Teacher	0.01	9.00	Early	11.00	3.00
Richland	Lead Teacher	0.01	15.50	Early	7.13	5.00
Marion	Substitute	0.01	12.61	Early	5.45	4.00
Marion	Cook	0.01	12.00	Early	6.08	3.00
Marion	Extracurricular Not Used in Ratio	0.01	12.00	Early	7.30	3.00
Marion	Assistant Teacher	0.02	15.35	Mid	6.80	5.00

Seniority: ● Early ● Mid ● Senior



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

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

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

10.33

13.96

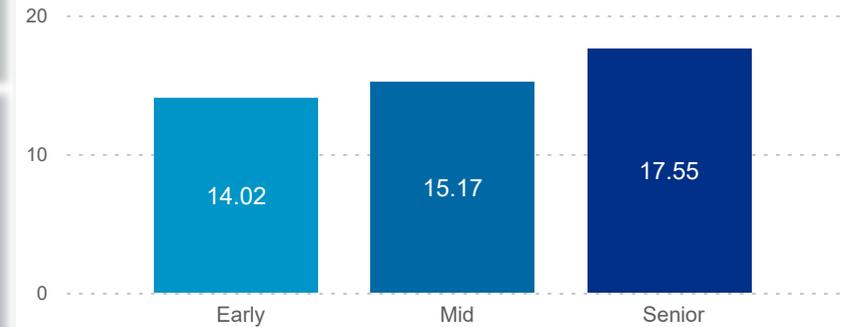
LEAVER

STAYER

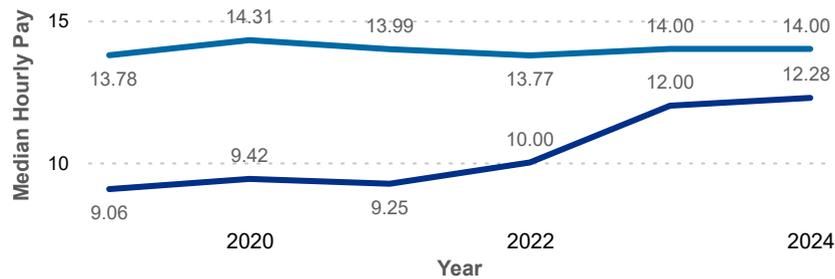
0.32

0.46

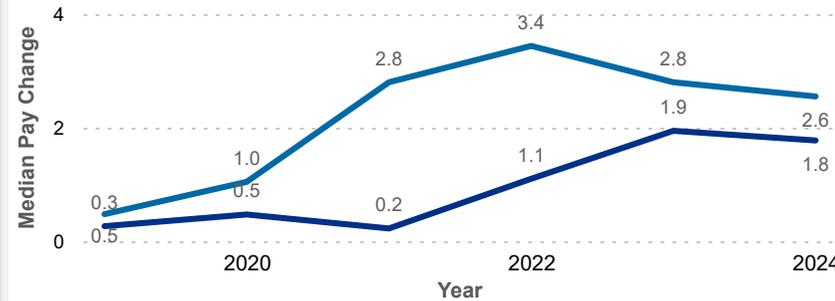
Seniority: ● Early ● Mid ● Senior



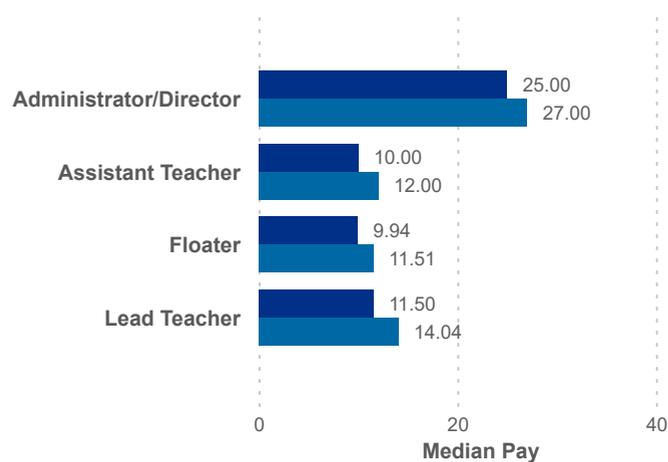
Worker Status: ● Leaver ● Stayer



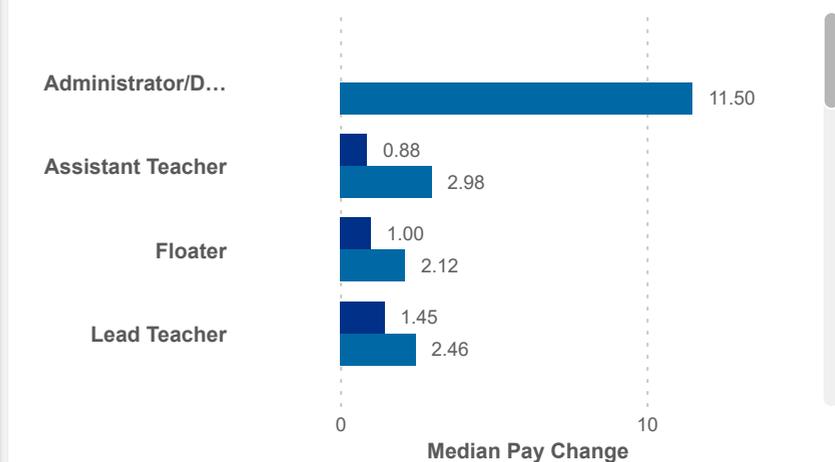
Worker Status: ● Leaver ● Stayer



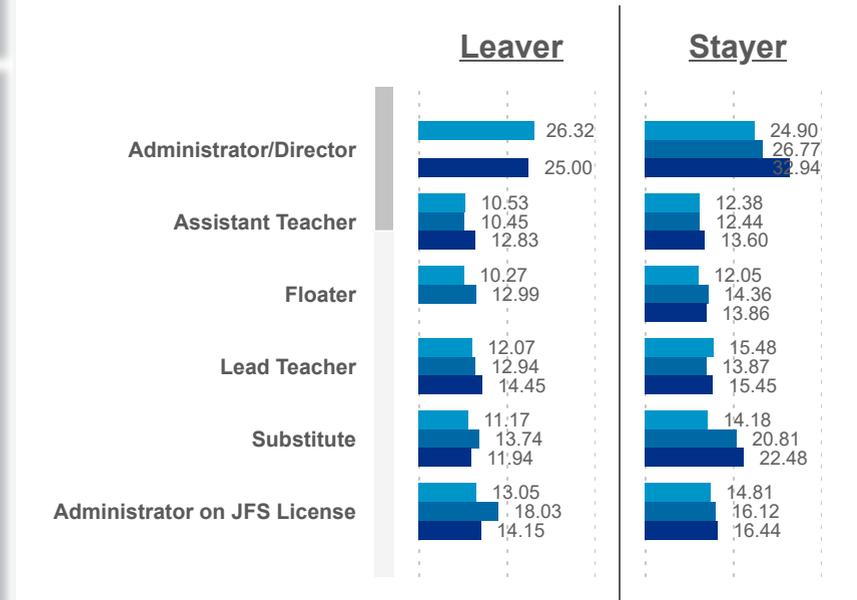
Worker Status: ● Leaver ● Stayer



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:

### PAY MEDIAN (USD)

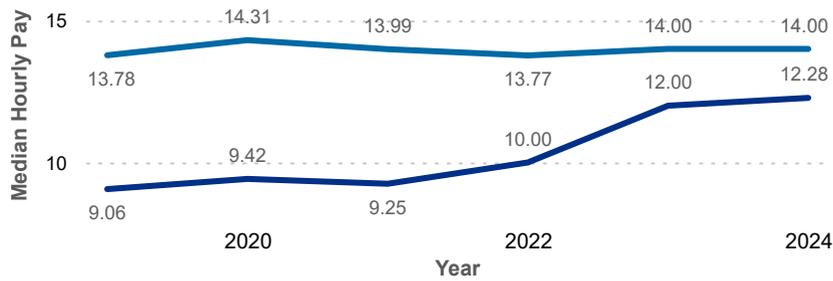
LEAVER

# 10.33

STAYER

# 13.96

Worker Status: ● Leaver ● Stayer



### PAY PROGRESSION (USD)

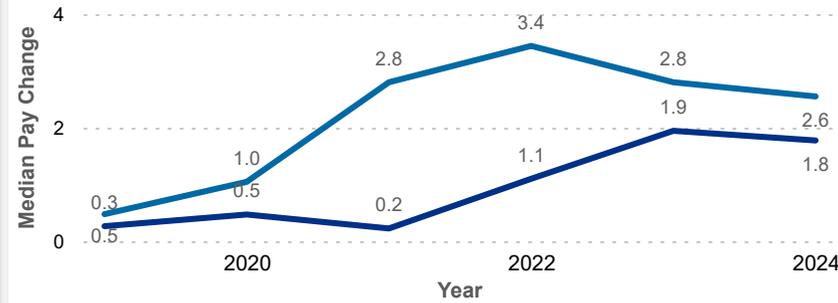
LEAVER

# 0.32

STAYER

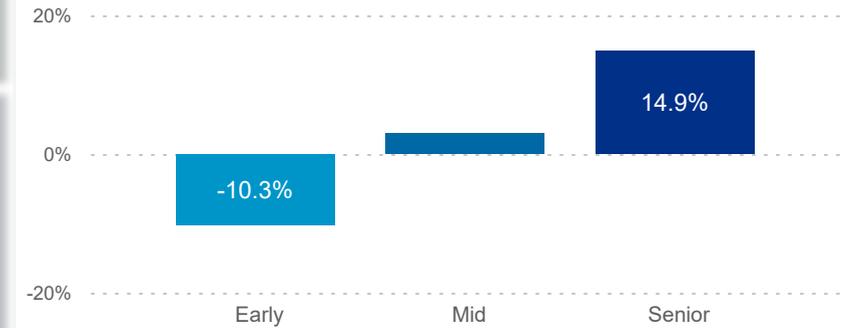
# 0.46

Worker Status: ● Leaver ● Stayer

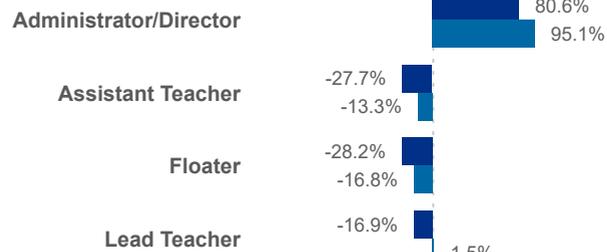


### PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

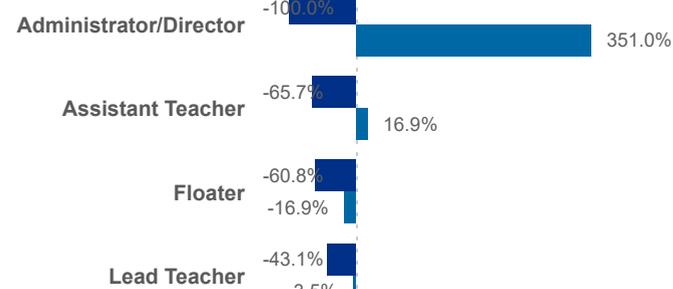


Worker Status: ● Leaver ● Stayer



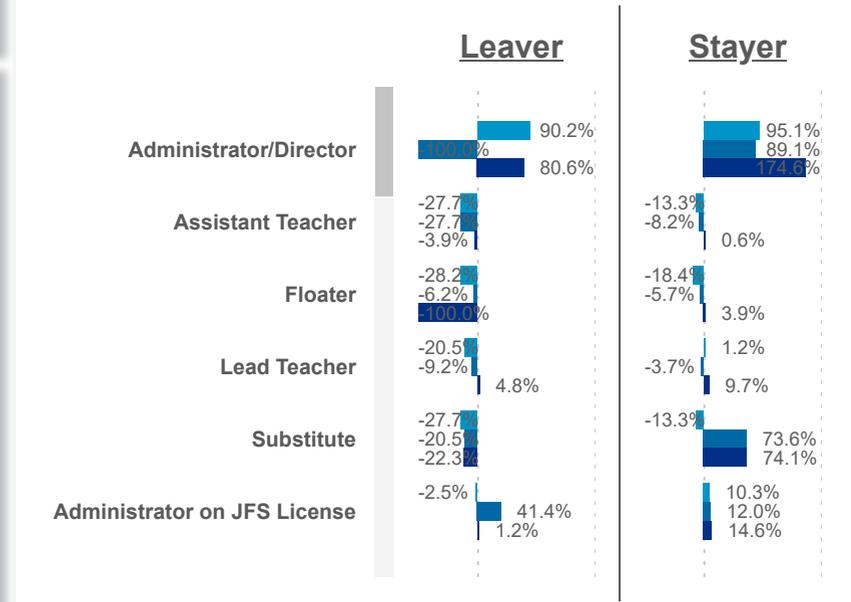
Deviation from Median Salary (Total %) -...

Worker Status: ● Leaver ● Stayer



Deviation from Median Salary Change (Total %...

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)

**6.00**

Workload Median (Leaver)

**6.18**

Workload Median (Stayer)

**6.00**

Star Rating Mean (Total)

**3.64**

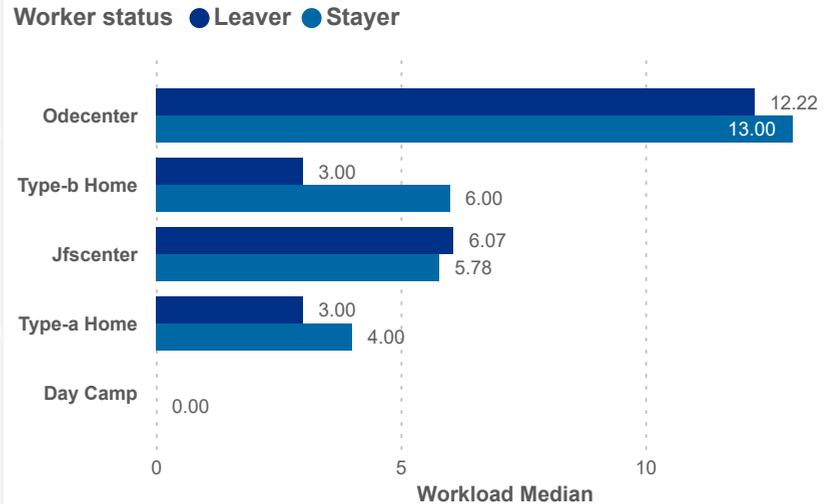
Star Rating Mean (Leaver)

**3.26**

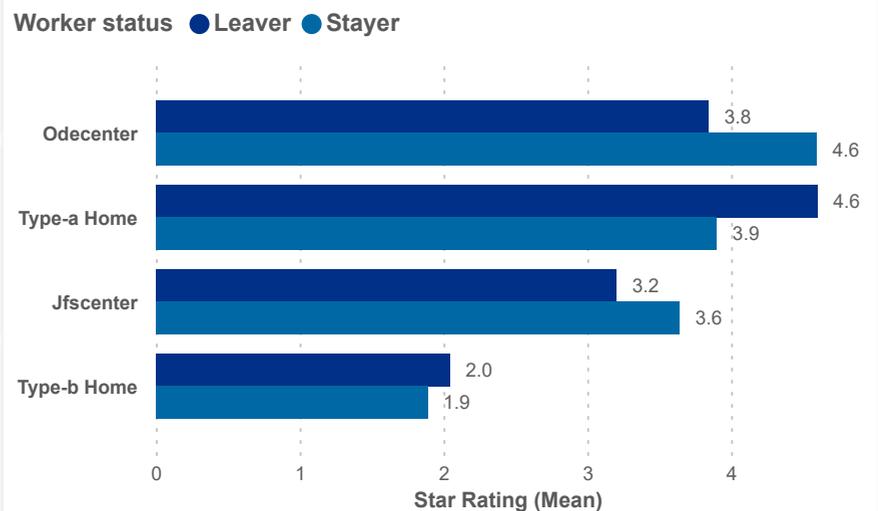
Star Rating Mean (Stayer)

**3.65**

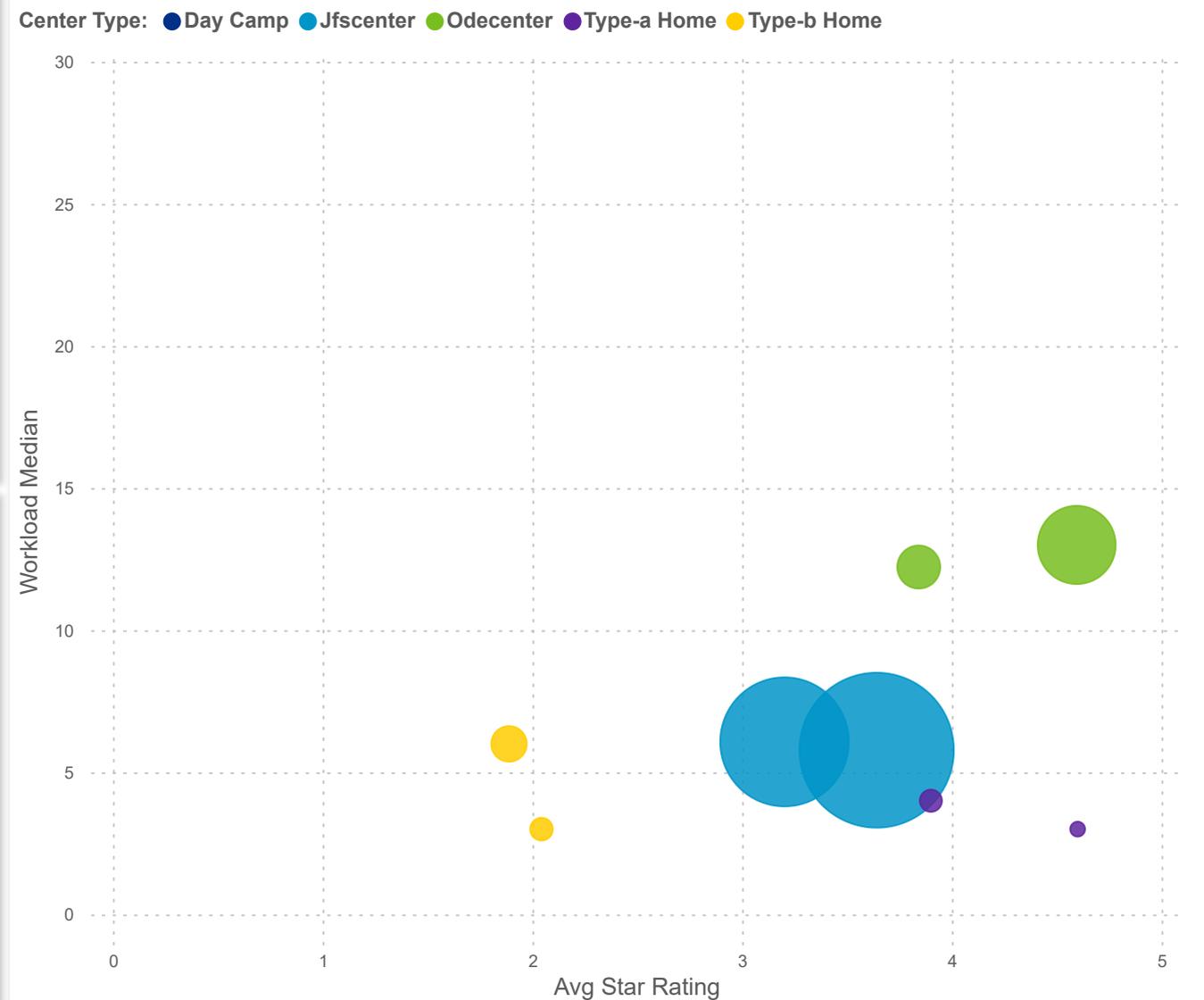
## Workload Median



## Star Rating Mean



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



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

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

Workload Median (Total)

**6.00**

Workload Median (Leaver)

**6.18**

Workload Median (Stayer)

**6.00**

Star Rating Mean (Total)

**3.64**

Star Rating Mean (Leaver)

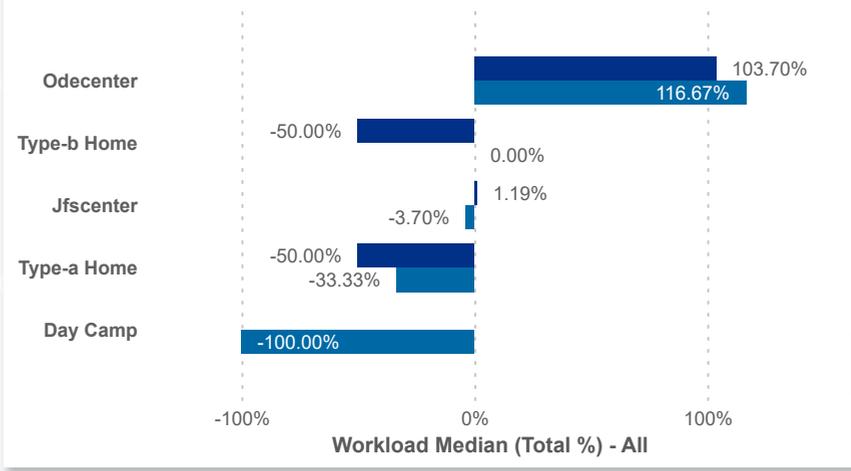
**3.26**

Star Rating Mean (Stayer)

**3.65**

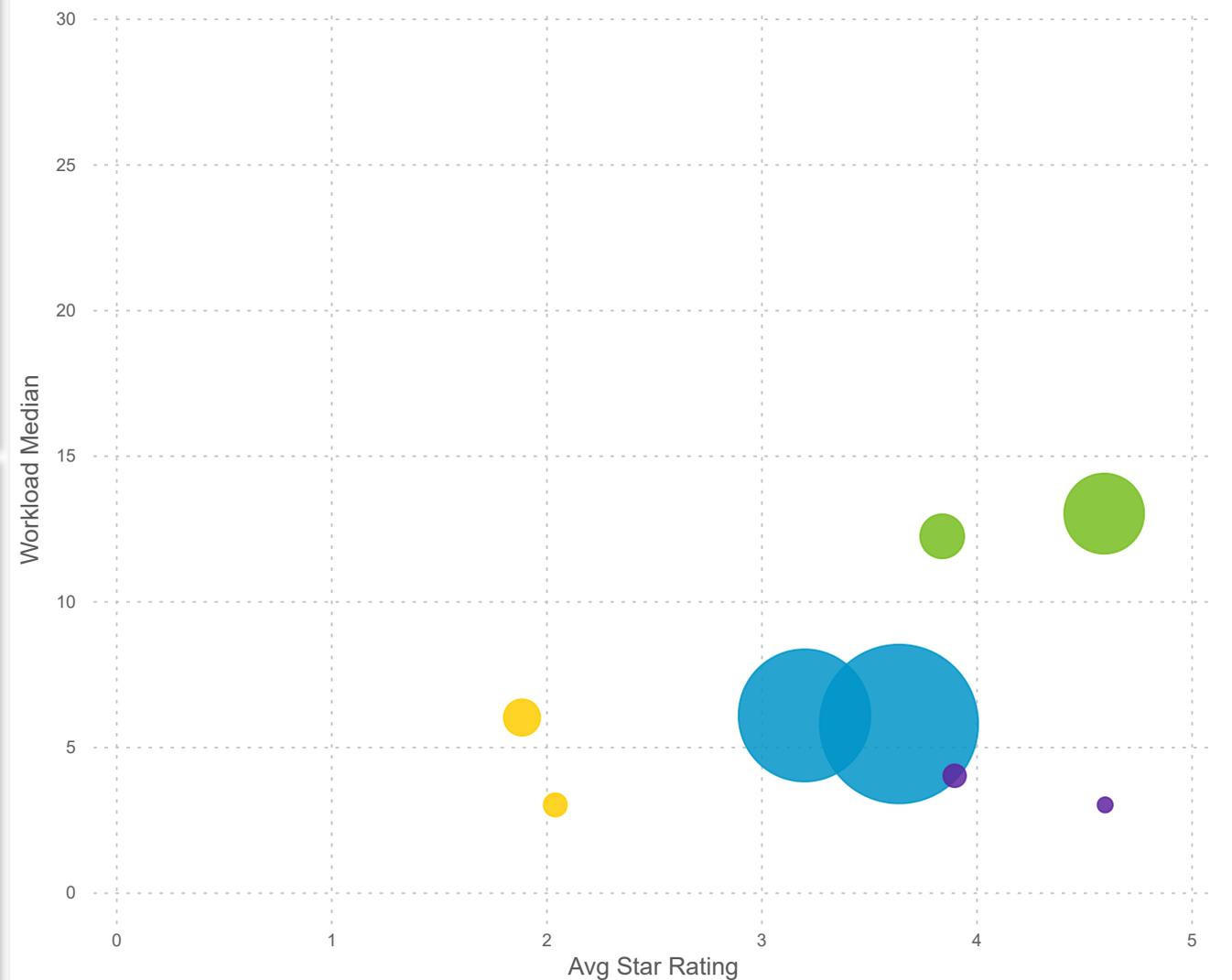
Workload Median (Total %)

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



Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer





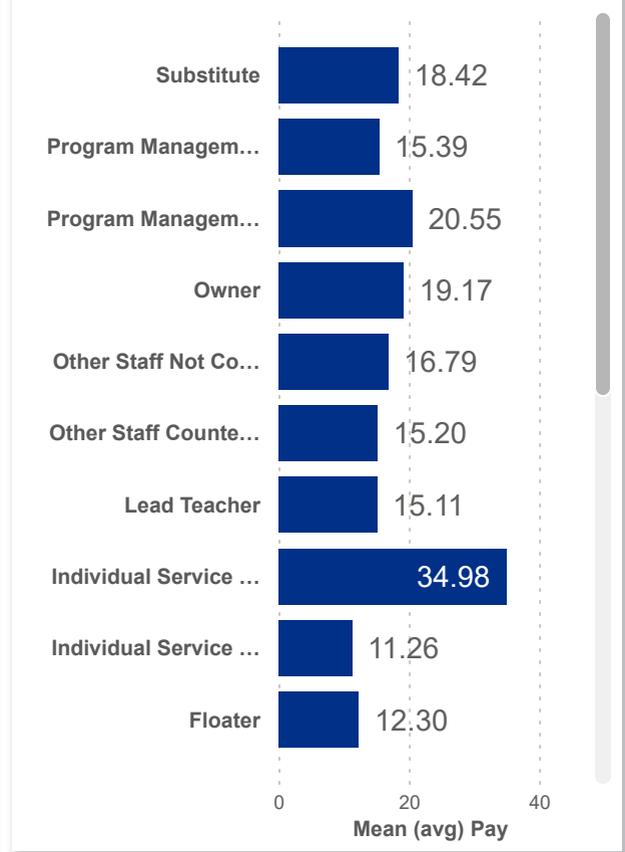
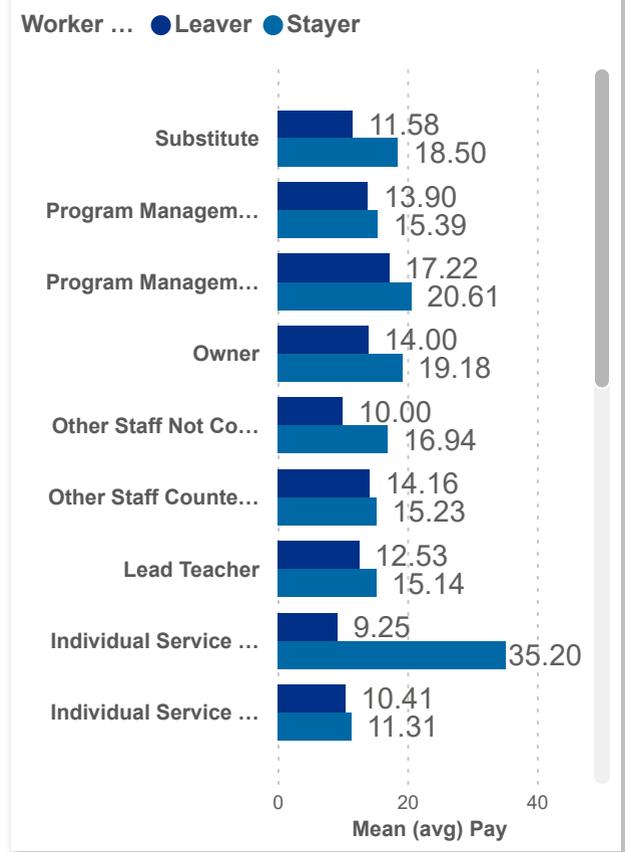
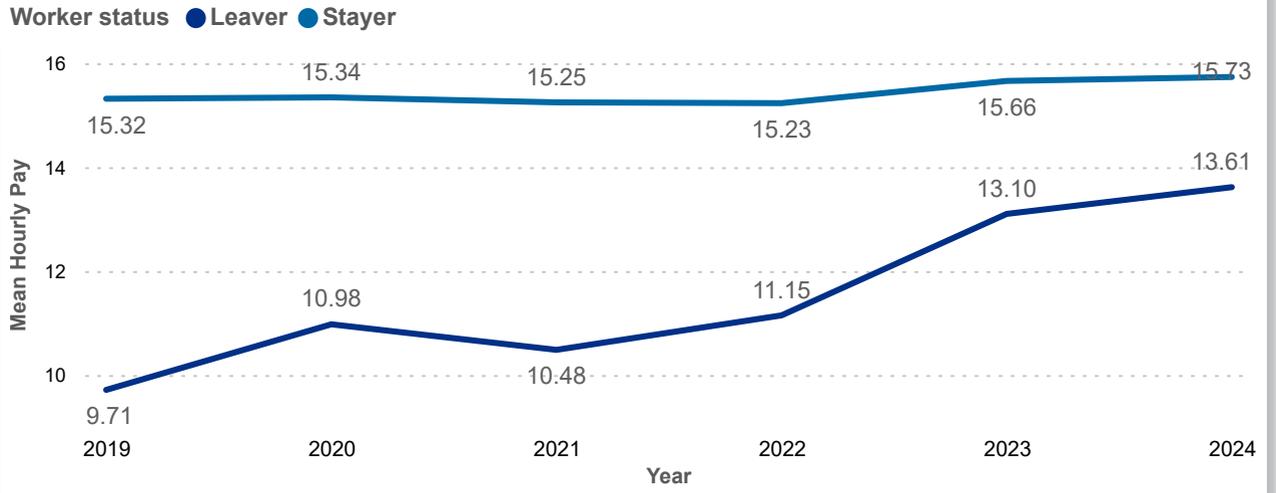
Program Type:  Position Type:  Beale Code:  Publicly Funded:  Job Title:

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

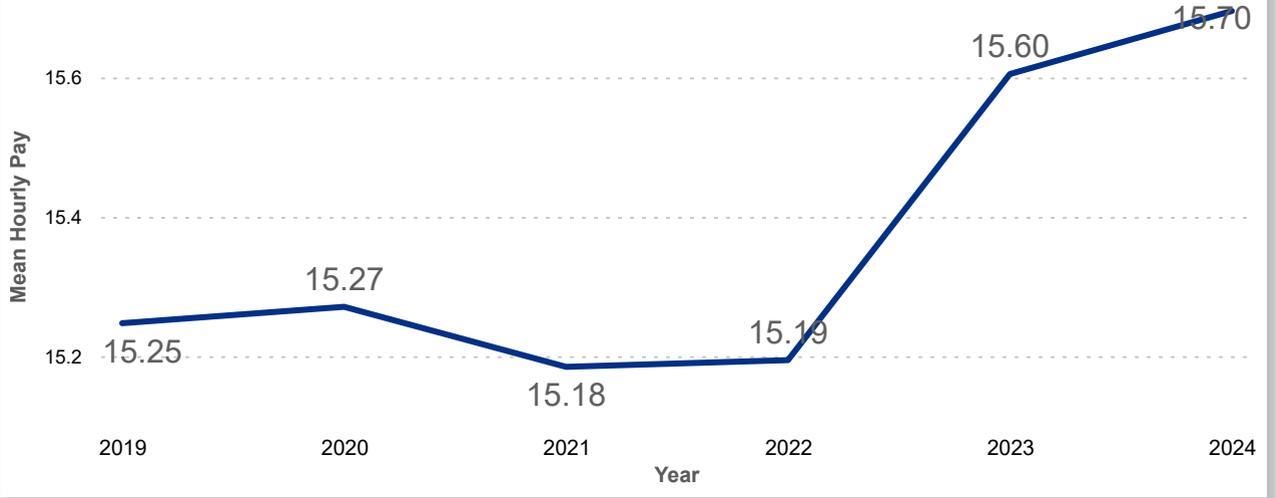
### PAY MEAN (USD)

<b>LEAVER</b>	<b>STAYER</b>	<b>COMBINED</b>
<b>11.69</b>	<b>15.39</b>	<b>15.34</b>

### Salary Mean by Year and Worker Status



### Combined Salary Mean by Year and Worker Status





Date:  
 Program Type: 
 Job Title: 
 Teacher Age Group: 
 Education: 
 Credential: 
 Retention Support (Comp.): 
 Retention Support (Part.):

SDA>County: 
 Star Rating: 
 Legacy Star Rating: 
 Total Duration:  
 Center Type: 
 Beale Code: 
 Publicly Funded: 
 Student Age Group:

<b>Adjusted Workers</b> <b>5,535</b>	<b>Total Leaver</b> <b>2K</b>	<b>Total Stayer</b> <b>3K</b>	<b>Pay Median</b> <b>13.84</b>	<b>Star Rating Mean (Total)</b> <b>3.64</b>	<b>Avg Career Duration (Years)</b> <b>5.62</b>	<b>Avg Job Duration (Years)</b> <b>2.62</b>	<b>Workload Median (Total)</b> <b>6.00</b>	<b># of Workers 1Y From Retirement</b> <b>507</b>	<b># of Workers 2Y From Retirement</b> <b>550</b>
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