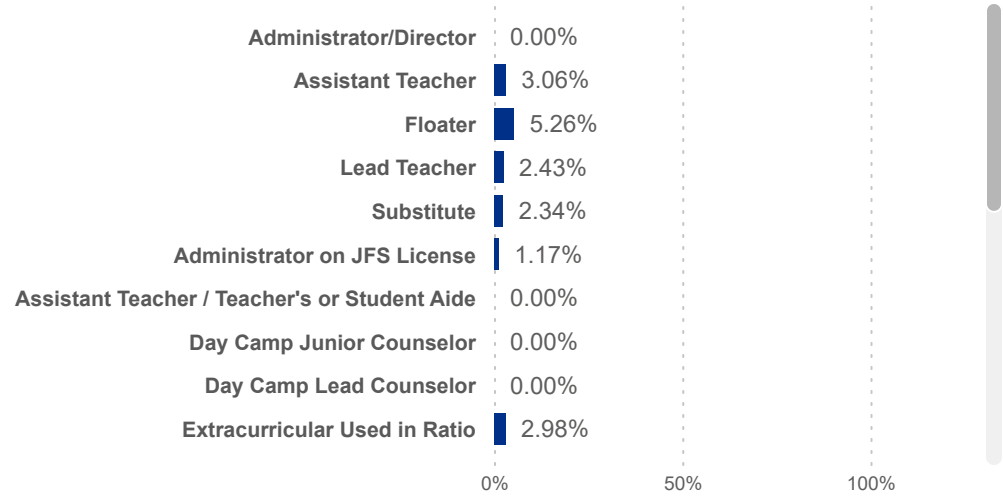


Program Type: |
 Position Type: |
 Beale Code: |
 Publicly Funded: |
 Job Title:

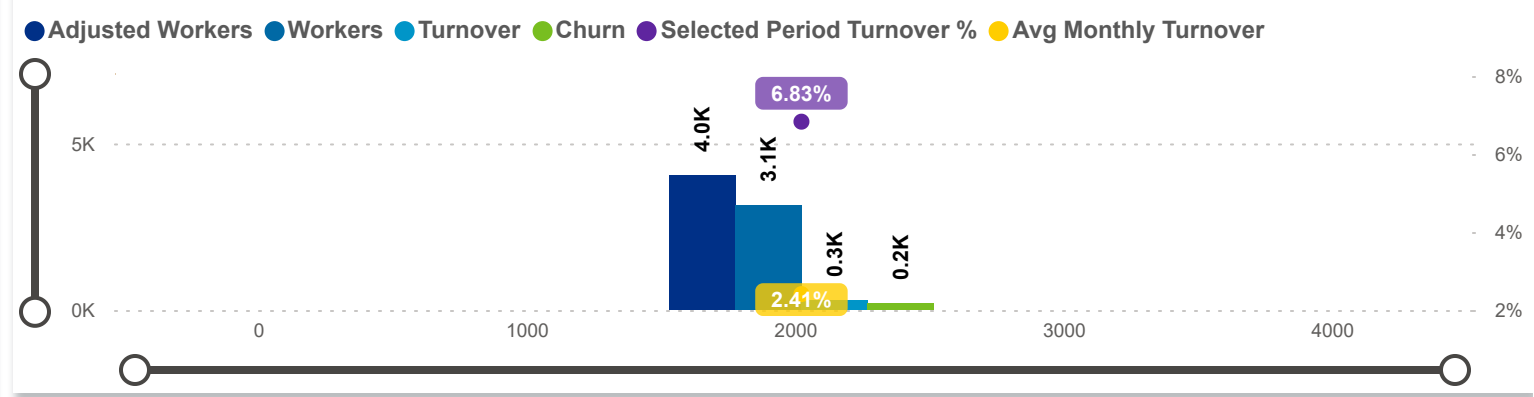
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

Avg Monthly Turnover Rates by Job Title

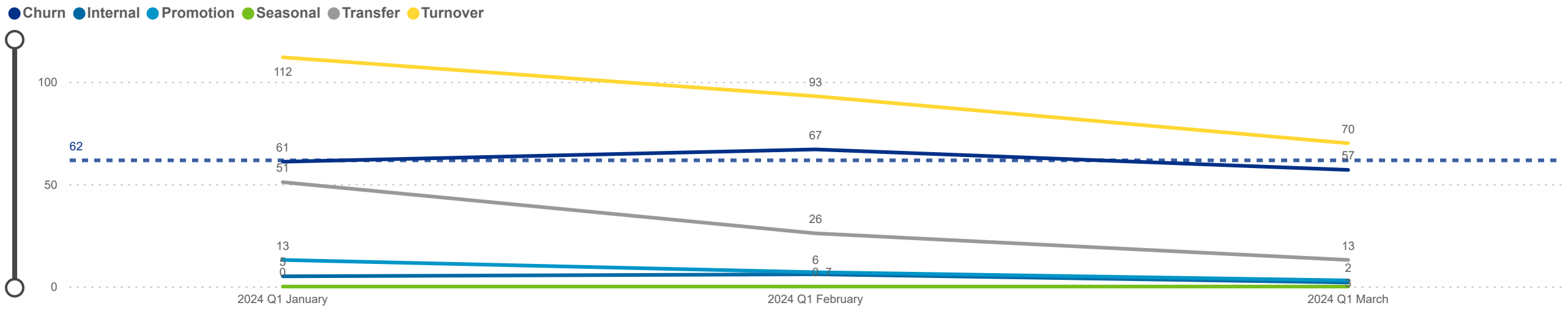


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.41%	4,027	184	3,843	6.83%

Avg Monthly Turnover and Number of Workers



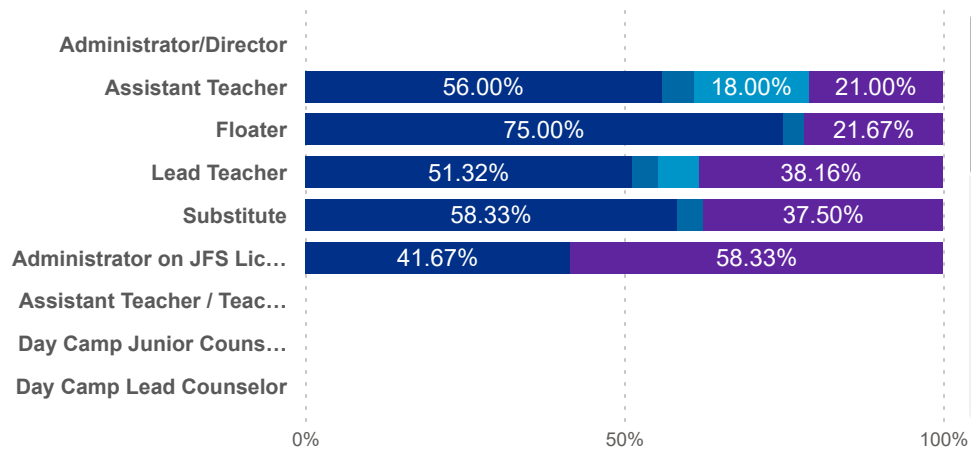
Categorization by Time Series



Date: 202401 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | Retention Support (Comp.): All
 202403 | Position Type: All | Star Rating: All | Total Duration: 0.00 | 50.00 | Center Type: Multiple select... | Publicly Funded: All | Student Age Group: All
 SDA>County: SDA 2 | Legacy Star Rating: All | Beale Code: All

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.62%

Adjusted Workers

4,027

Workload Median

5.78

Pay Median USD / hr

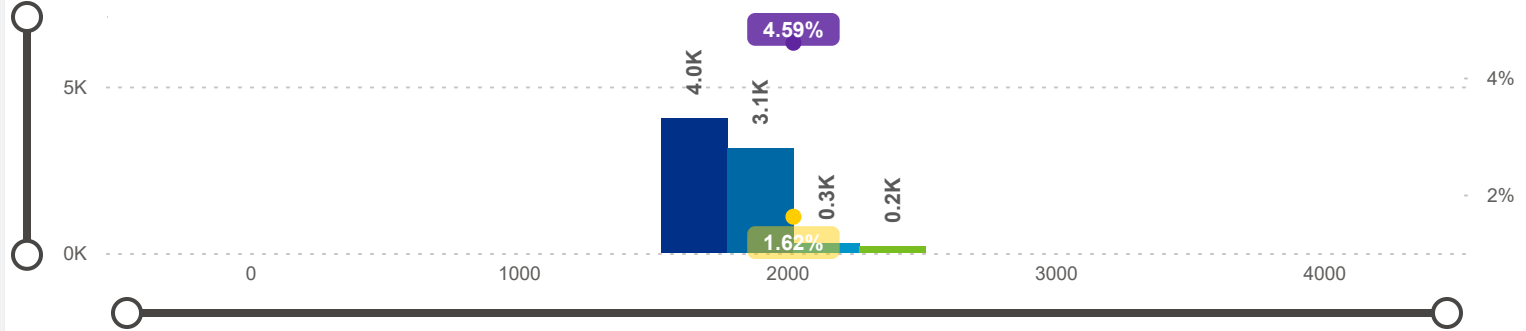
15.00

Avg ECE Duration

6.34

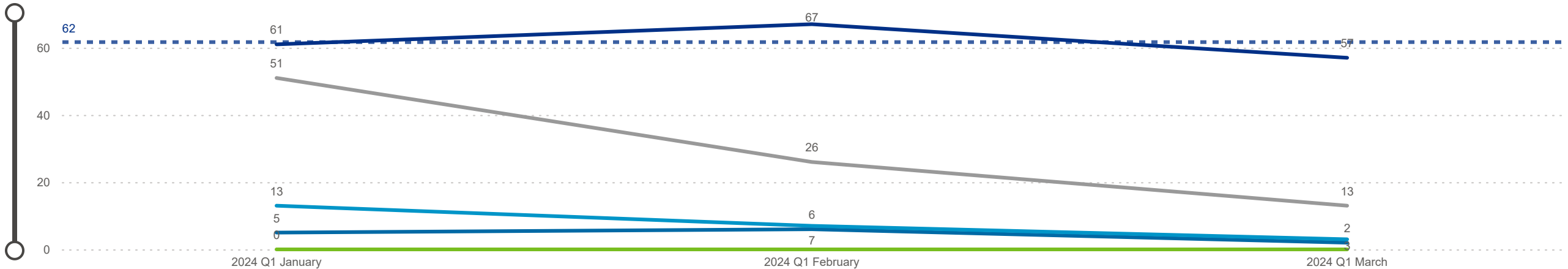
Avg Monthly Churn and Number of Workers

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



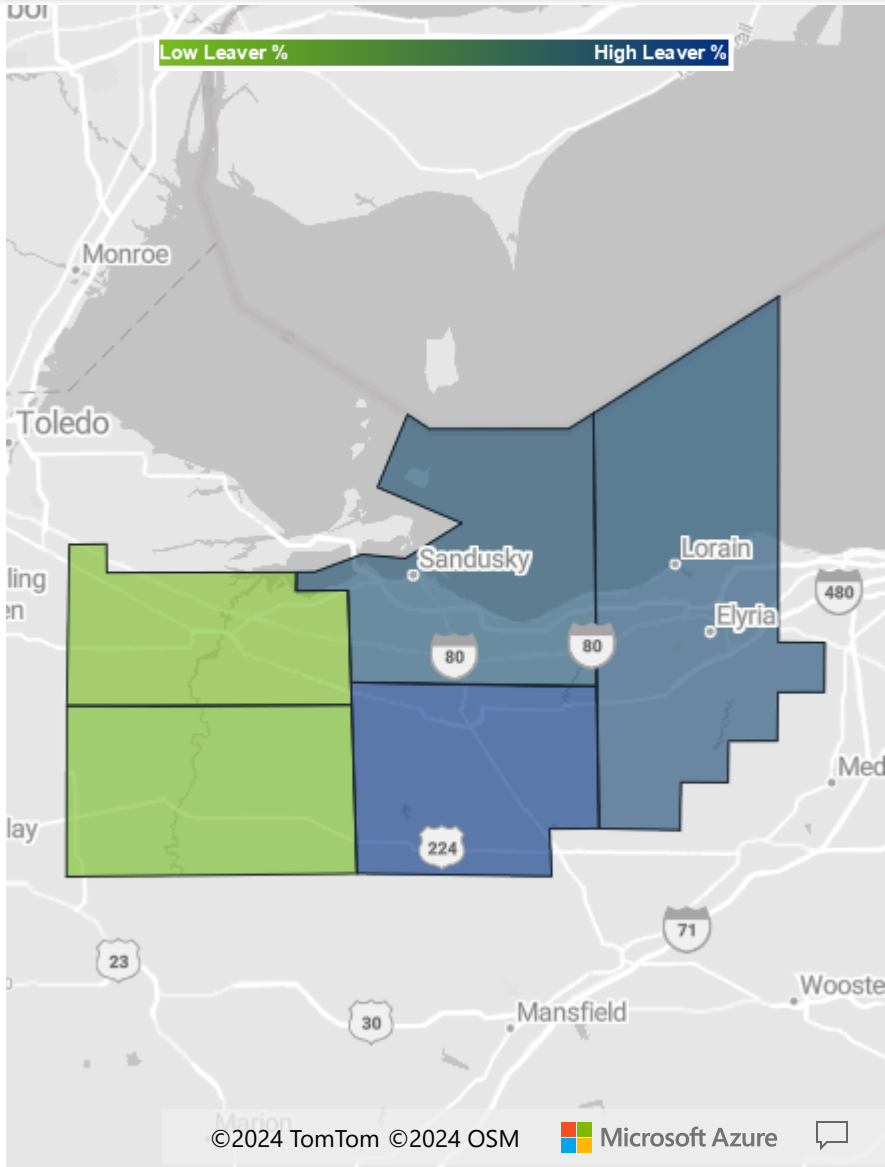
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



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

Date: 202401 | 202403 | SDA>County: SDA 2 | Star Rating: All | Total Duration: 0.00 | 50.00 | Center Type: Multiple select... | Education: All



ADJUSTED WORKERS
4,027

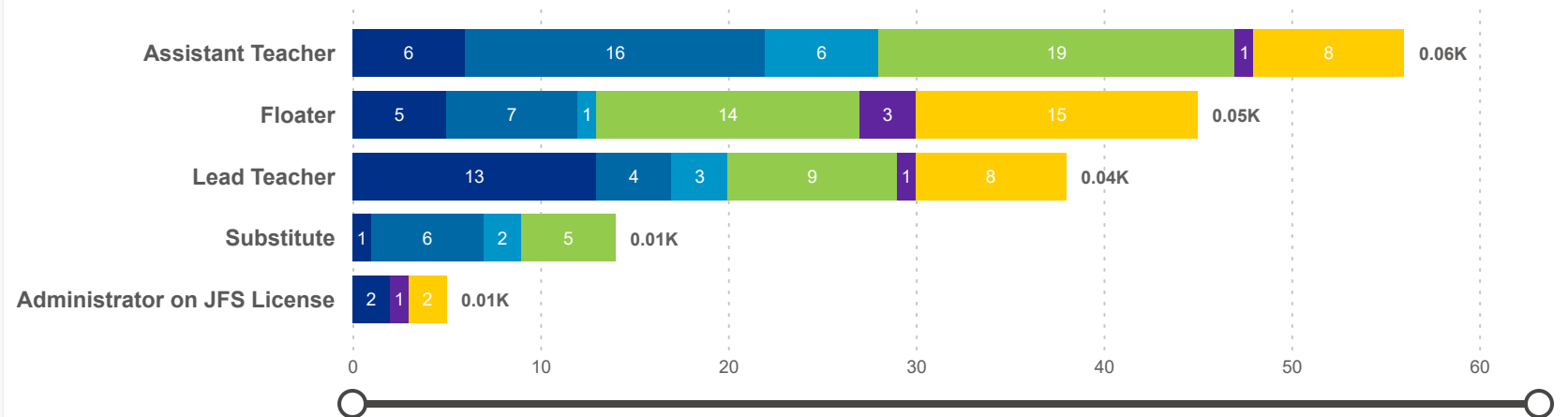
TOTAL LEAVER
184

TOTAL STAYER
3,843

SELECTED PERIOD CHURN %
4.57%

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
Lorain OH	2,519	1,973	62.99%	123	2,396	4.88%	95.12%	1.75%	7.70%	2.74%	5.71	3.85
Erie OH	477	375	11.97%	23	454	4.82%	95.18%	1.75%	7.34%	2.66%	5.62	2.53
Huron OH	336	273	8.72%	18	318	5.36%	94.64%	1.84%	5.65%	1.94%	5.45	3.01
Sandusky OH	488	362	11.56%	14	474	2.87%	97.13%	0.97%	3.89%	1.32%	6.09	3.29
Seneca OH	207	182	5.81%	6	201	2.90%	97.10%	1.01%	3.86%	1.35%	6.16	3.38
Total	4,027	3,132	100.00%	184	3,843	4.57%	95.43%	1.62%	6.83%	2.41%	5.78	3.54

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

184

TOTAL STAYER

3,843

LEAVER

2.85

STAYER

6.42

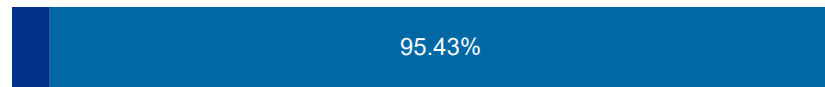
LEAVER (Hourly Wage MED)

14.00

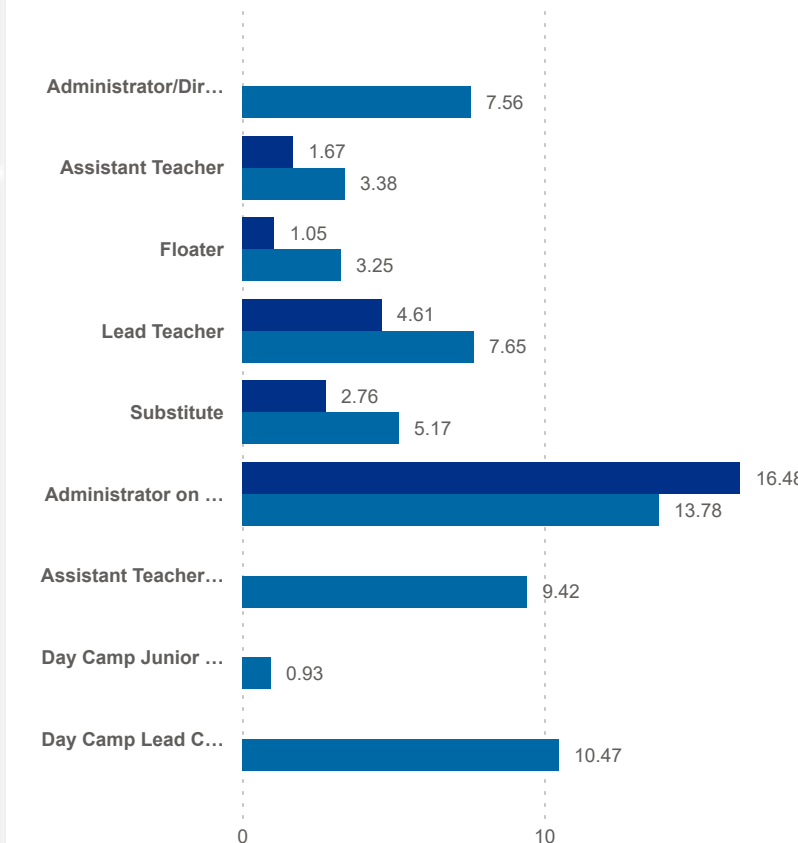
STAYER (Hourly Wage MED)

15.00

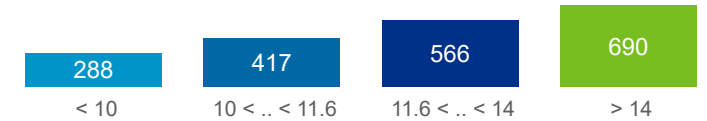
● Leaver % ● Stayer %



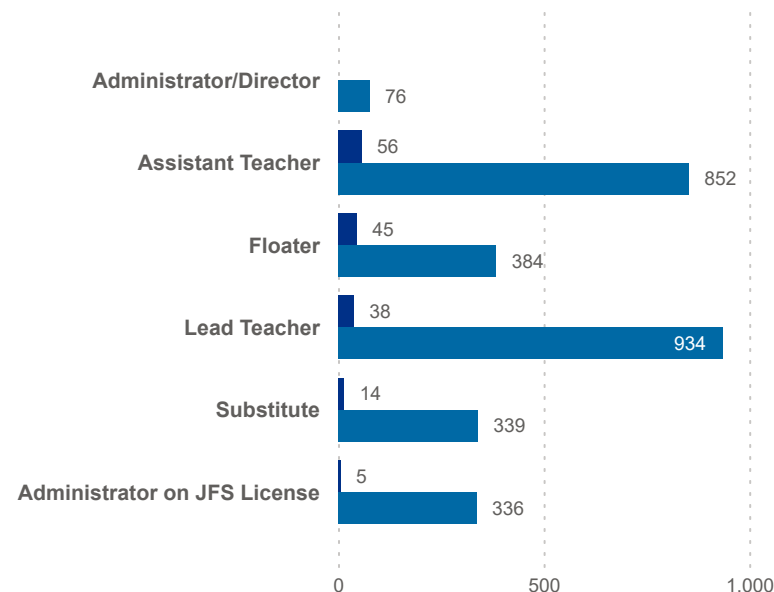
Worker Status: ● Leaver ● Stayer



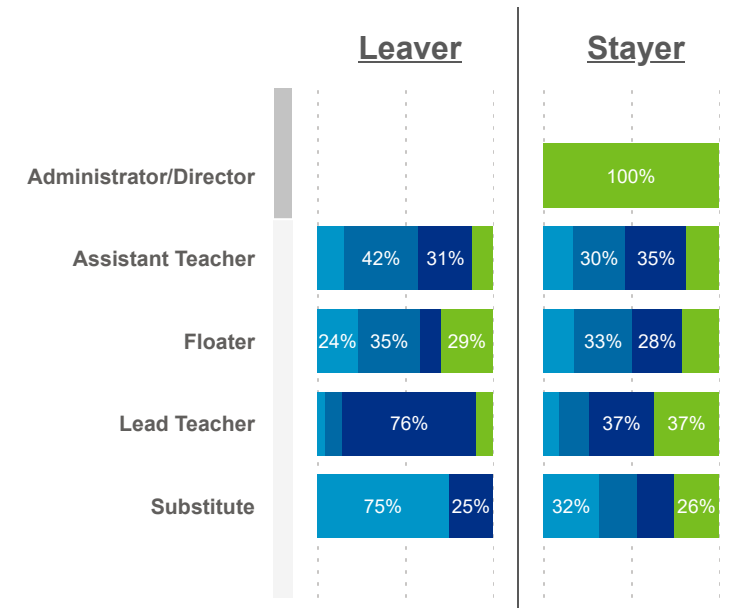
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● Leaver ● Stayer



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



Program Type: |
 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)

LEAVER

STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

4.57%

95.43%

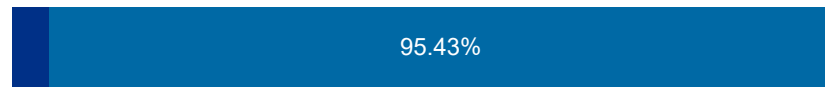
2.85

6.42

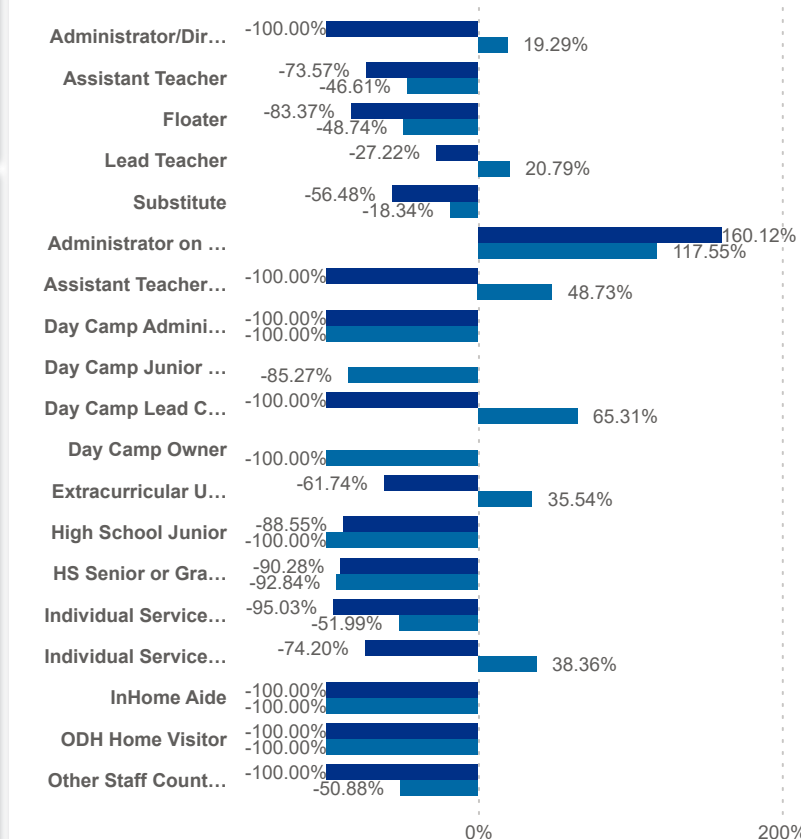
14.00

15.00

● Leaver % ● Stayer %



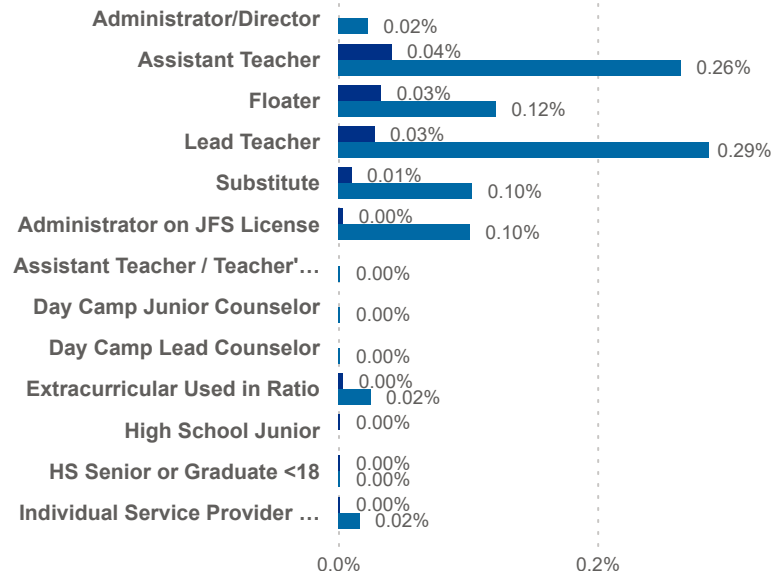
Worker Status: ● Leaver ● Stayer



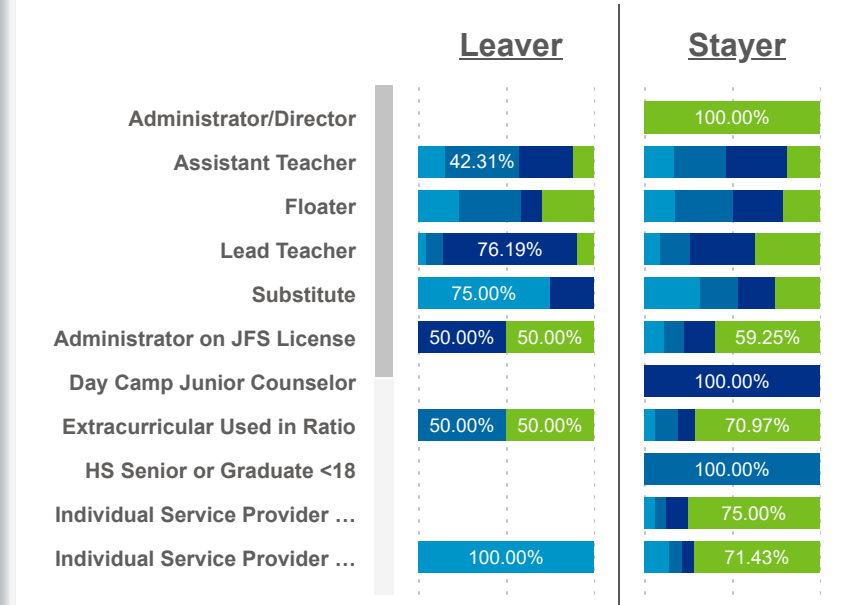
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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



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

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

LEAVER (Avg Career Duration)

2.29

STAYER (Avg Career Duration)

9.24

TOTAL STAYER

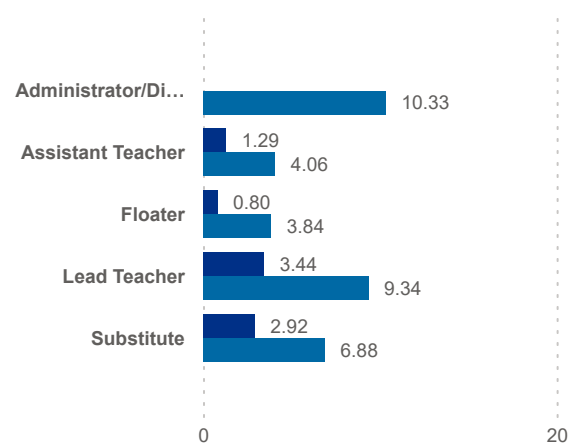
3,843

STAYER (Promotion)

23

Avg Career Duration by Job Title

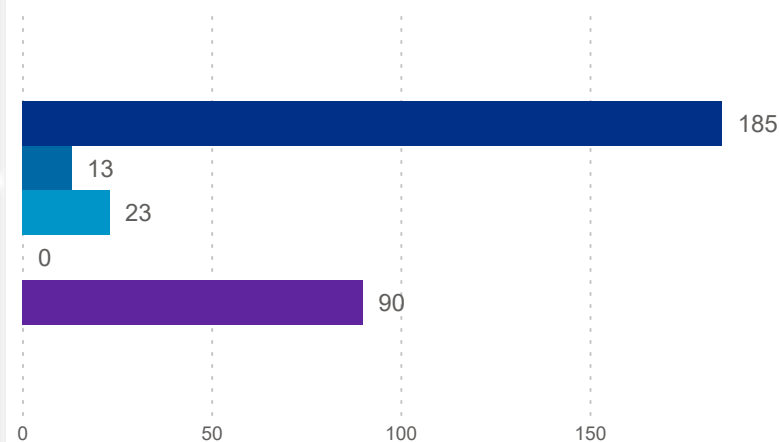
Worker Status: Leaver Stayer



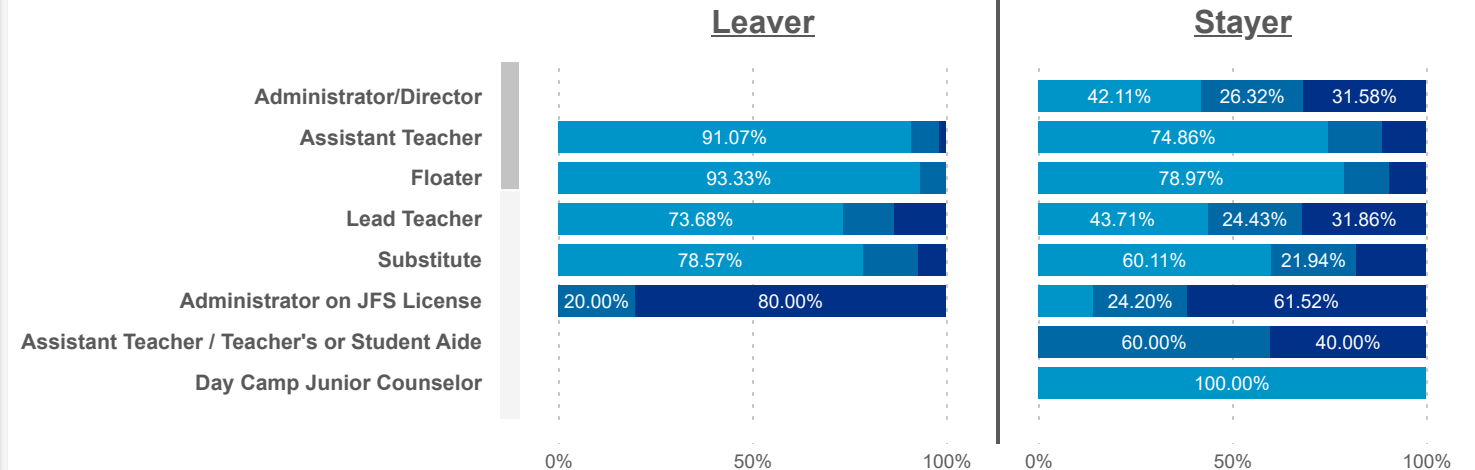
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Erie	Administrator/Director	1.94		Early	7.43	5.00
Huron	Administrator/Director	2.57		Early	9.54	3.00
Lorain	Administrator/Director	1.85		Early	9.33	5.00
Sandusky	Administrator/Director	1.89		Early	5.25	5.00
Seneca	Administrator/Director	1.00		Early	7.62	5.00
Huron	Administrator/Director	2.42	19.49	Early	7.25	5.00
Huron	Administrator/Director	1.50	30.00	Early	5.50	
Lorain	Administrator/Director	4.50	30.00	Early	6.25	4.00
Erie	Administrator/Director	5.48		Mid	6.36	4.50
Huron	Administrator/Director	1.97		Mid	4.13	5.00
Lorain	Administrator/Director	5.87		Mid	9.16	5.00
Sandusky	Administrator/Director	4.19		Mid	10.70	5.00

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)

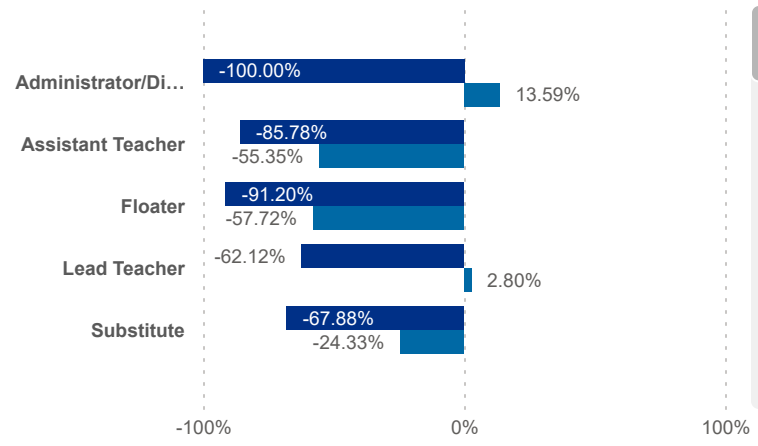
2.29

STAYER (Avg Career Duration)

9.24

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Huron	Assistant Teacher	0.00	10.45	Early	5.80	1.00
Lorain	Assistant Teacher	0.02	13.23	Early	3.73	3.00
Lorain	Assistant Teacher	0.02	17.20	Early	3.73	3.00
Seneca	Cook	0.02		Early	5.00	3.00
Erie	Program Management Not Used in Ratio	0.04	12.95	Senior	13.60	
Huron	Extracurricular Used in Ratio	0.05		Senior	4.00	3.00
Lorain	Floater	0.05	12.85	Early	4.52	3.00
Lorain	Assistant Teacher	0.05	16.50	Early	7.64	1.00
Huron	Floater	0.05	10.20	Early	5.38	3.00
Erie	Floater	0.06	13.00	Senior	30.00	
Erie	Lead Teacher	0.06	13.00	Early	19.80	3.00
Erie	Cook	0.06	13.00	Early	30.00	

TOTAL STAYER

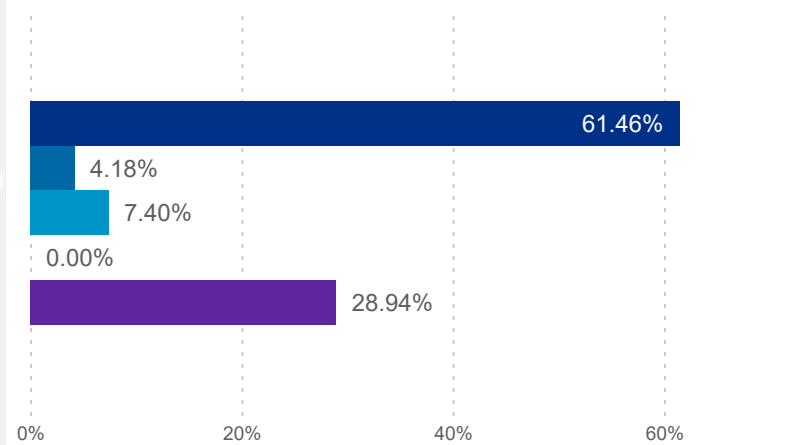
3,843

STAYER (Promotion)

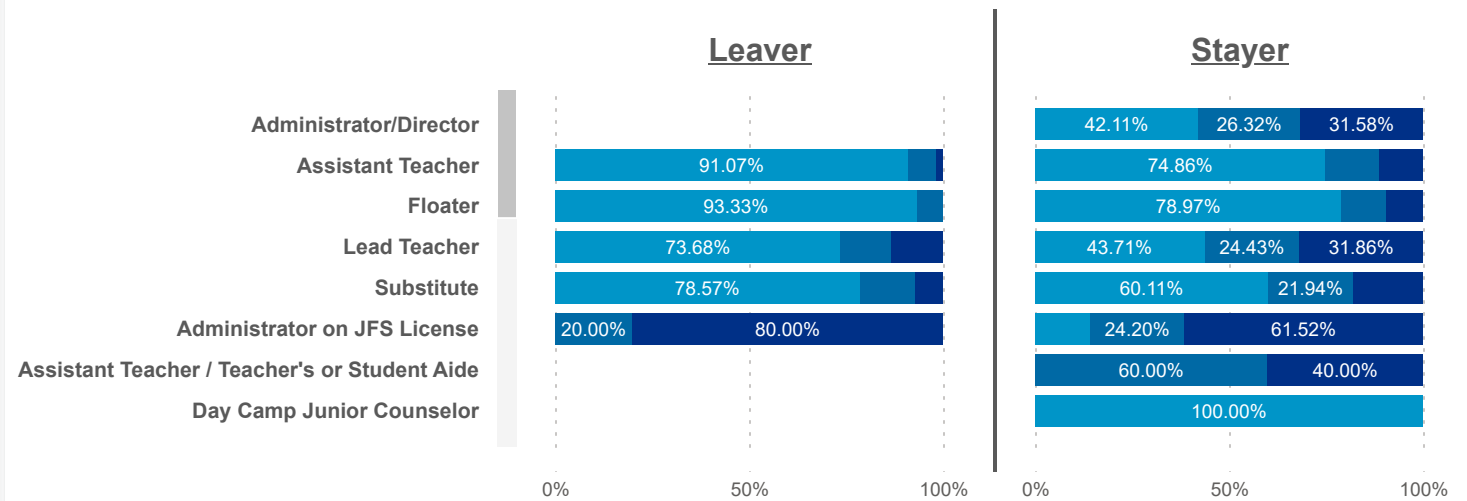
23

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:

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

14.00

15.00

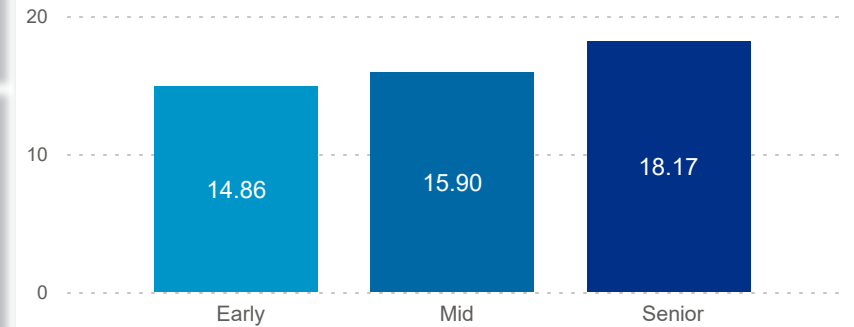
LEAVER

STAYER

0.82

0.55

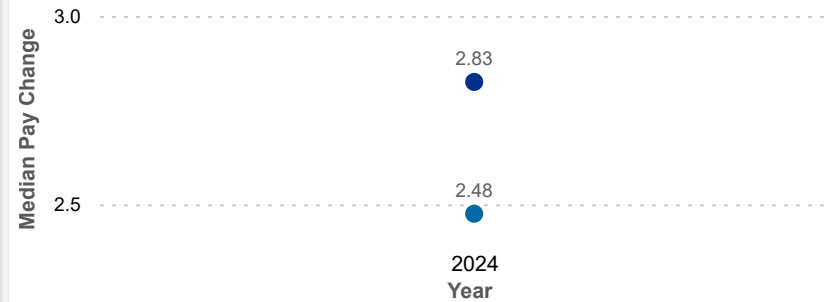
Seniority: ● Early ● Mid ● Senior



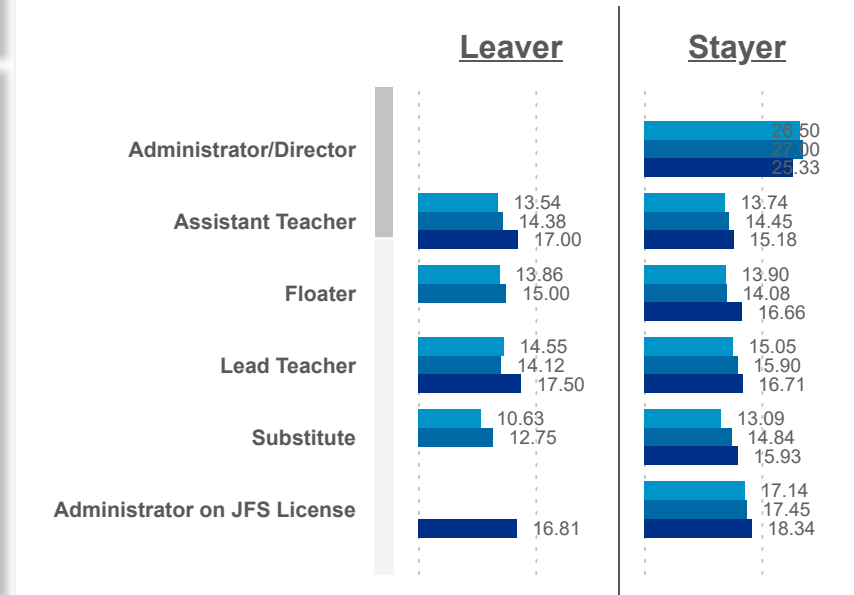
Worker Status: ● Leaver ● Stayer



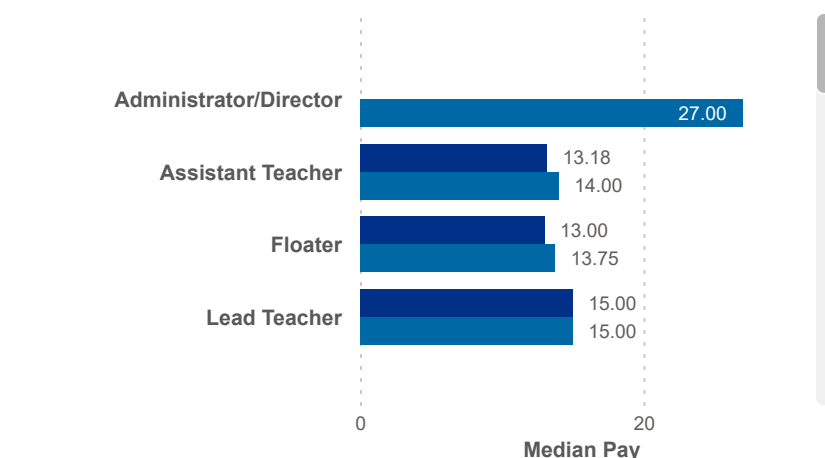
Worker Status: ● Leaver ● Stayer



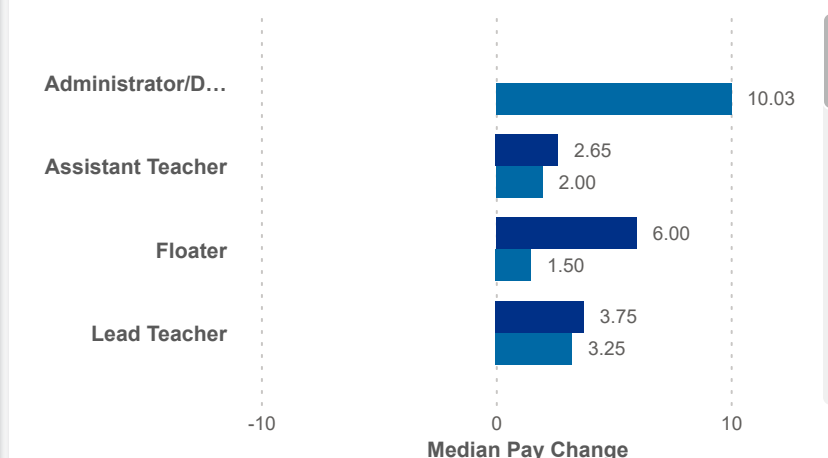
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer



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 MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)

LEAVER

STAYER

14.00

15.00

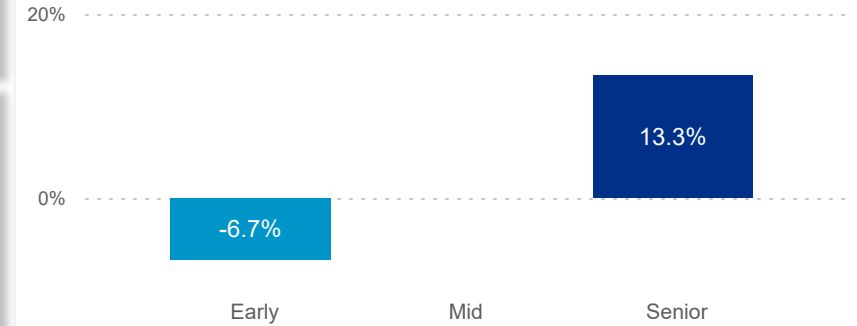
LEAVER

STAYER

0.82

0.55

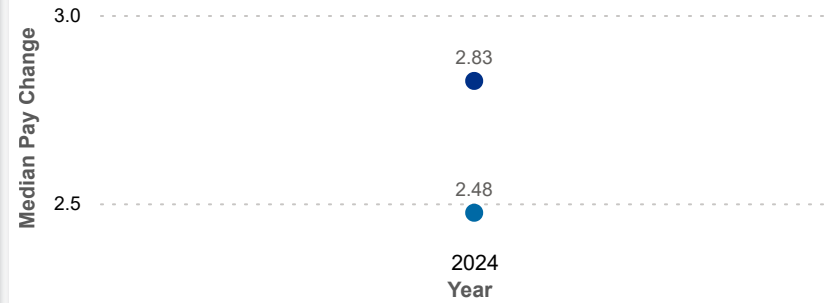
Seniority: ● Early ● Mid ● Senior



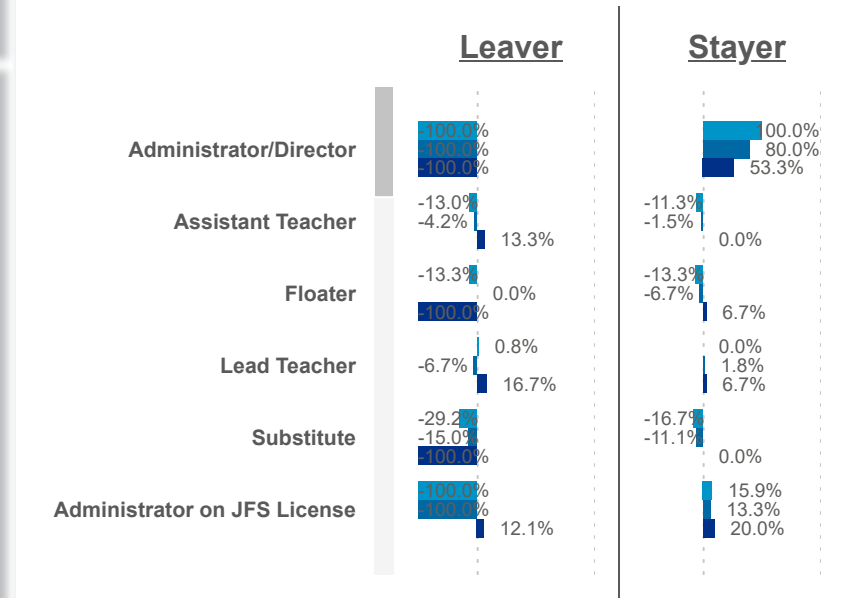
Worker Status: ● Leaver ● Stayer



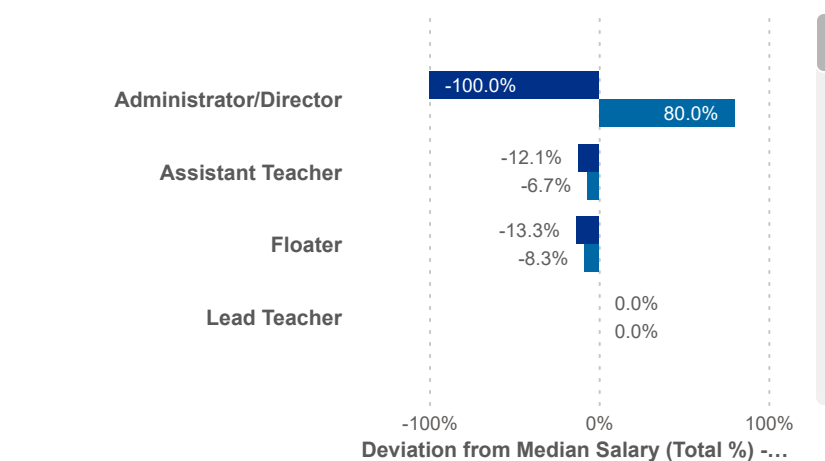
Worker Status: ● Leaver ● Stayer



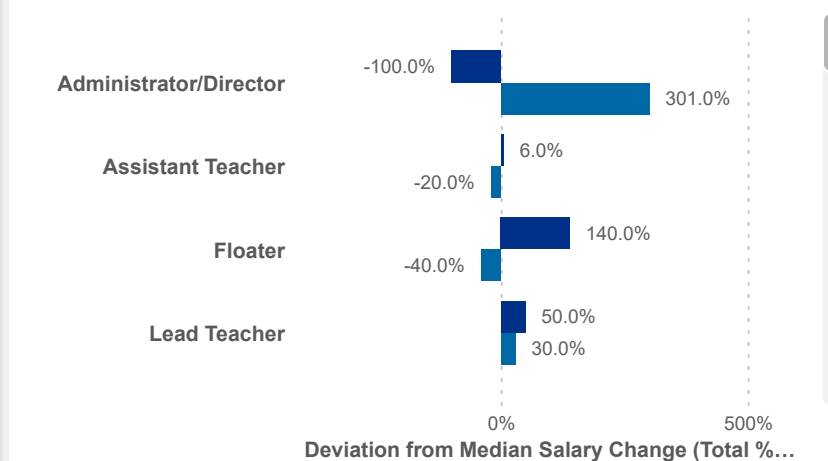
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



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

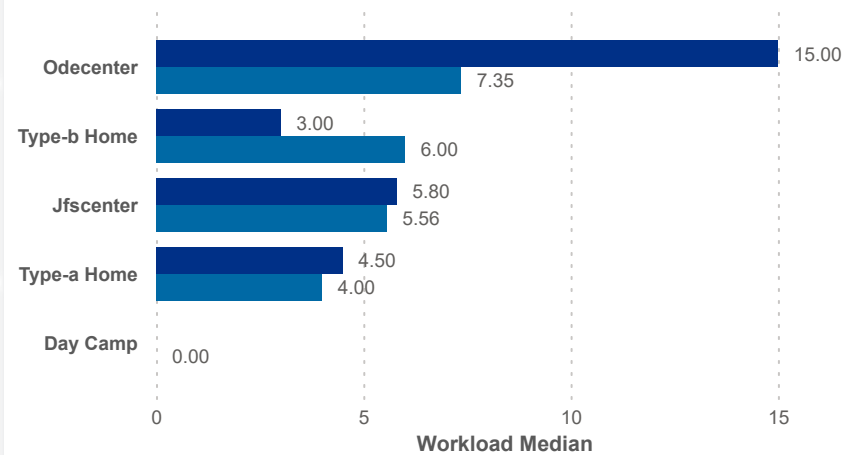
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

Workload Median (Total)

5.78

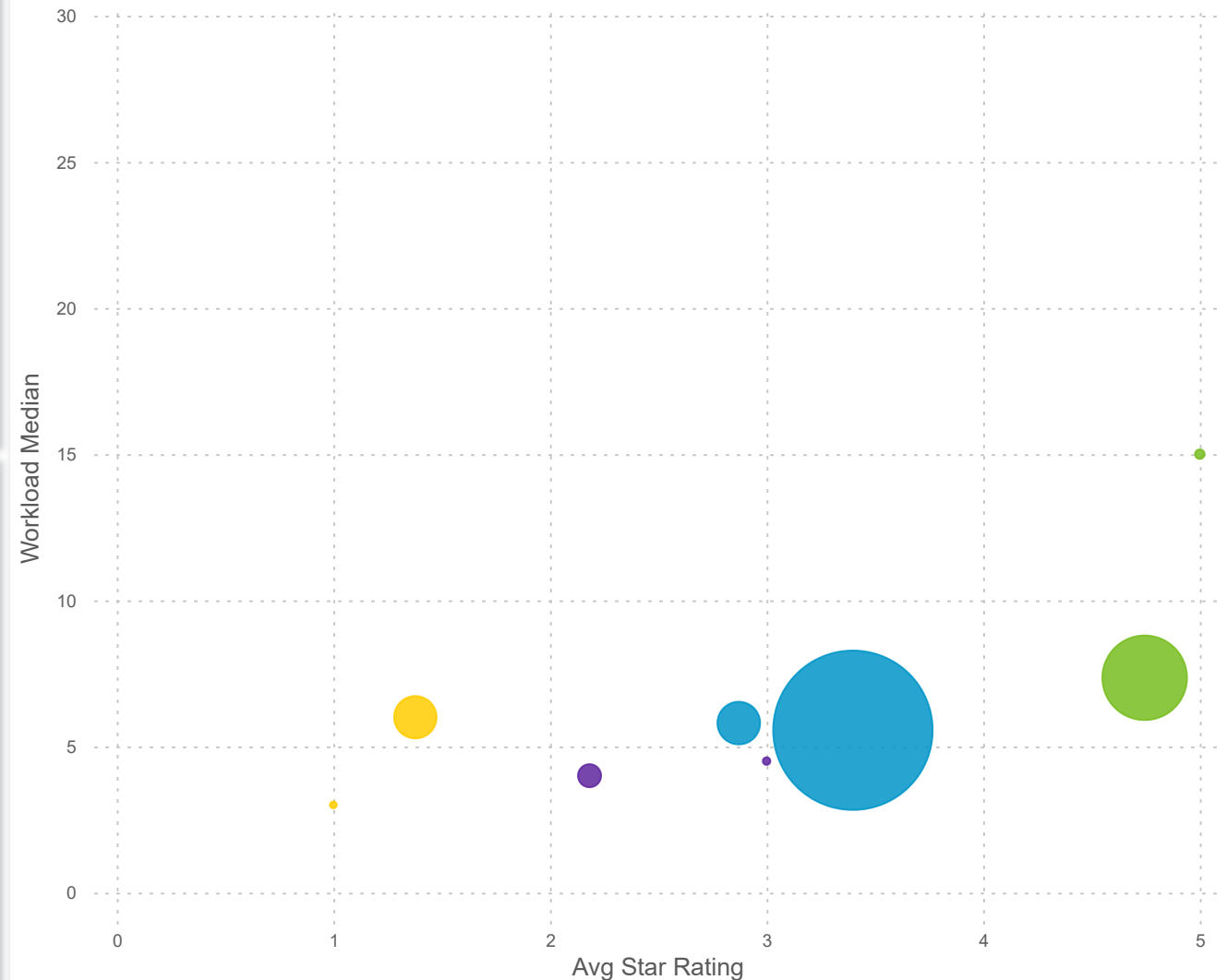
Workload Median

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)

5.89

Workload Median (Stayer)

5.78

Star Rating Mean (Total)

3.54

Star Rating Mean (Leaver)

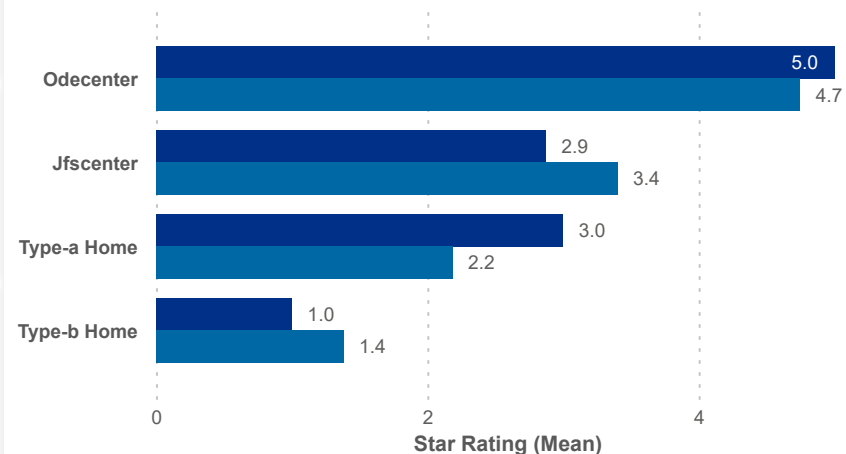
2.94

Star Rating Mean (Stayer)

3.55

Star Rating Mean

Worker status ● Leaver ● Stayer



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

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

Workload Median (Total)

5.78

Workload Median (Leaver)

5.89

Workload Median (Stayer)

5.78

Star Rating Mean (Total)

3.54

Star Rating Mean (Leaver)

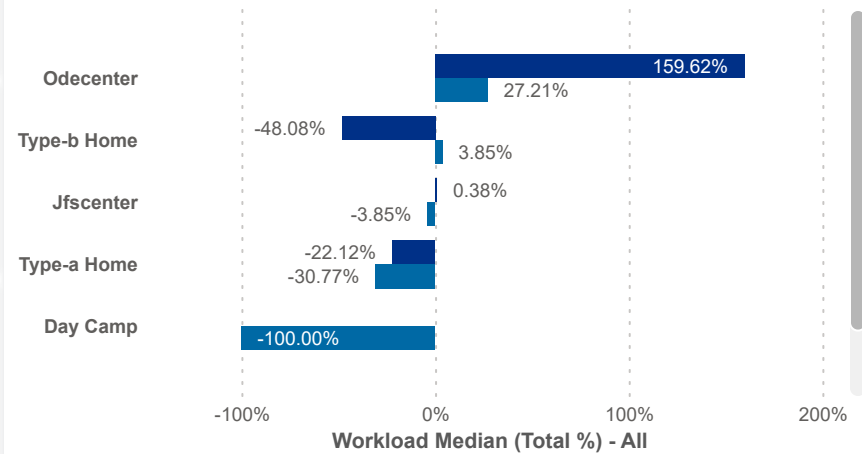
2.94

Star Rating Mean (Stayer)

3.55

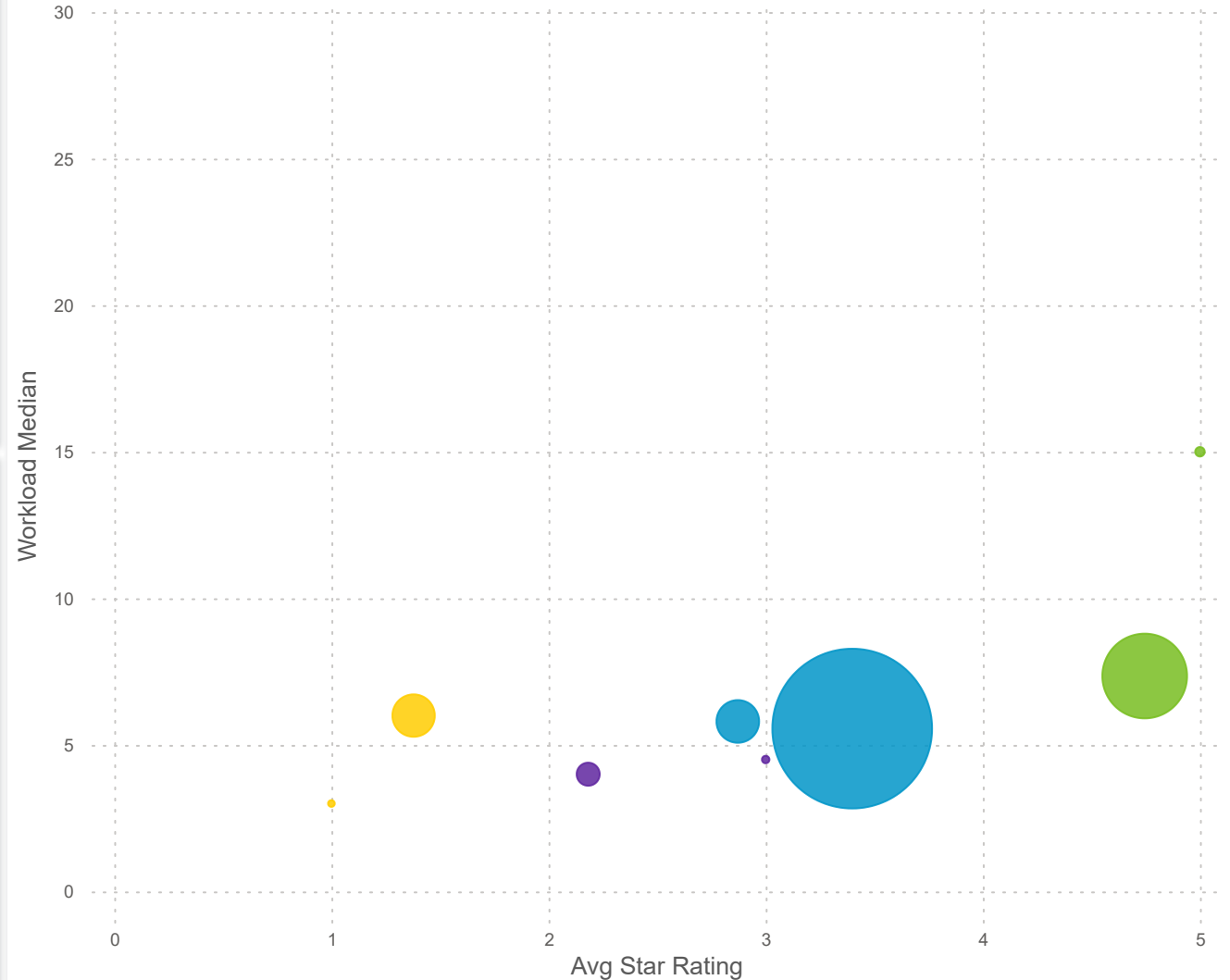
Workload Median (Total %)

Worker status ● Leaver ● Stayer



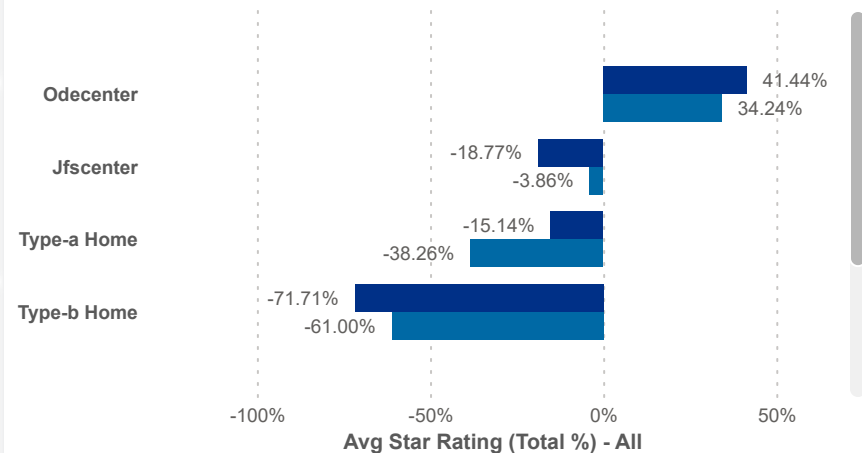
Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

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:

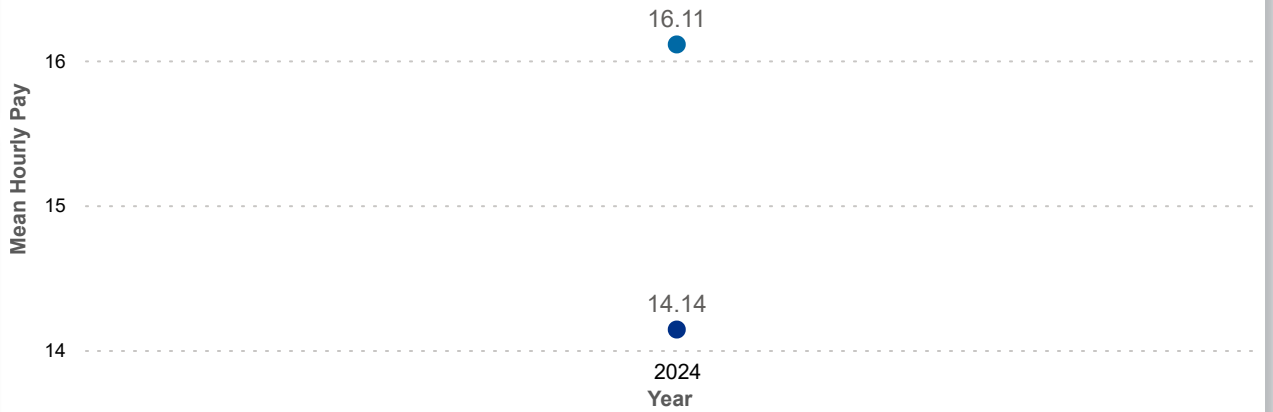
Date: | |
 SDA>County: |
 Star Rating: |
 Total Duration: | |
 Center Type: |
 Education:

PAY MEAN (USD)

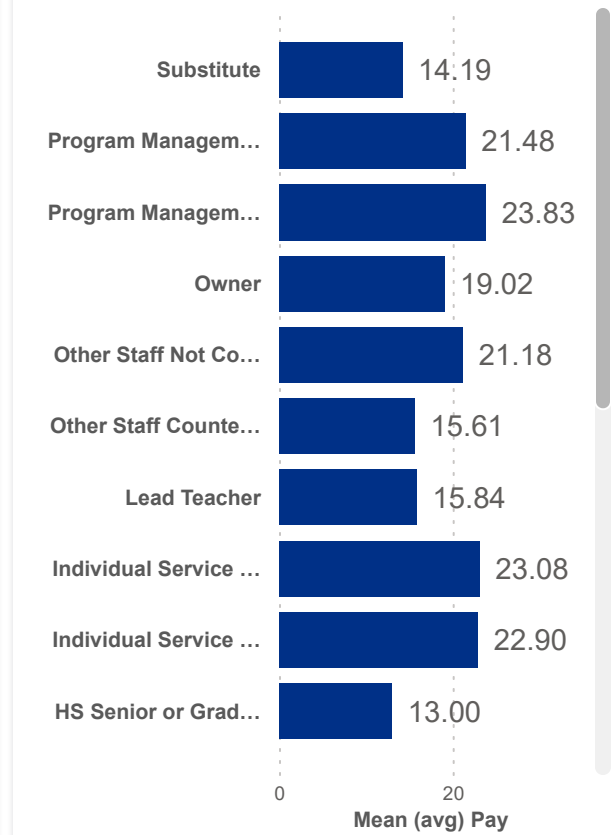
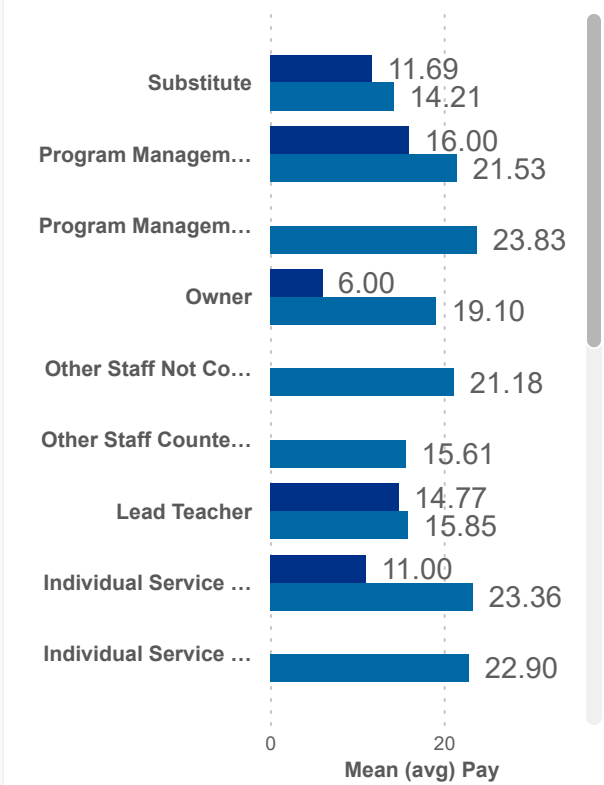
LEAVER	STAYER	COMBINED
14.14	16.11	16.09

Salary Mean by Year and Worker Status

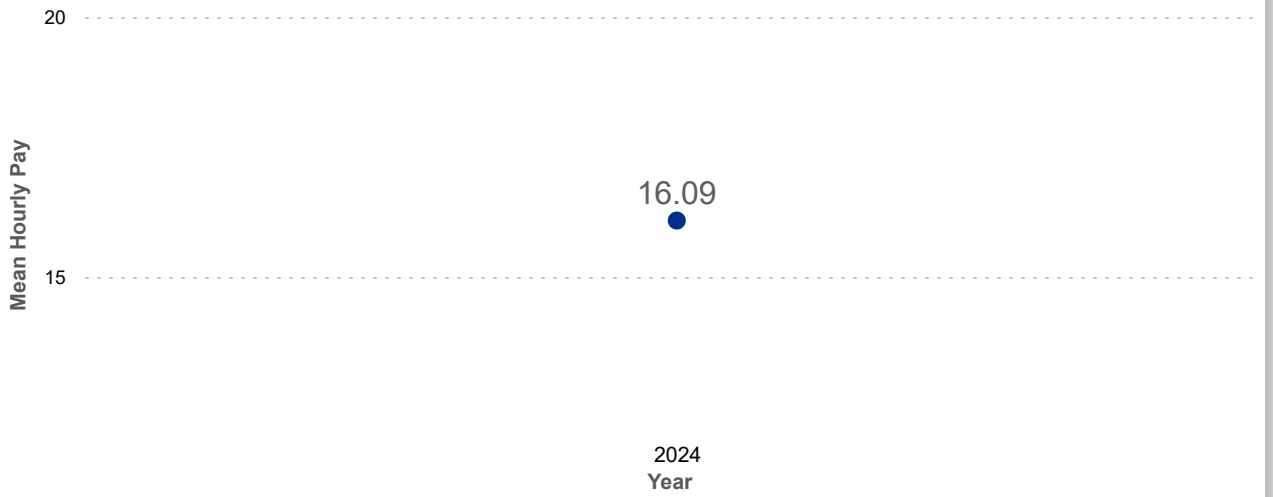
Worker status ● Leaver ● Stayer



Worker ... ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status





Date:
 Program Type:
 Position 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:

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
4,027	0K	4K	15.00	3.54	8.83	3.88	5.78	516	567

