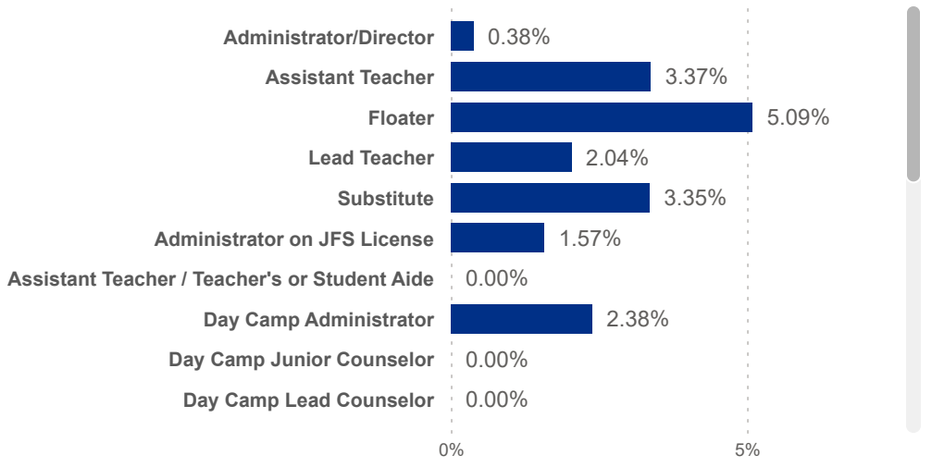
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 4/17/2024

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

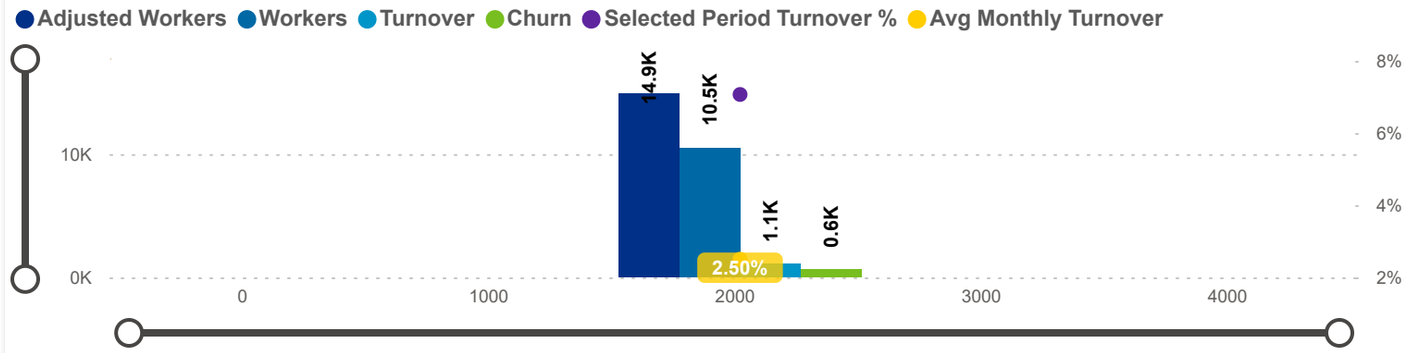
Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

Avg Monthly Turnover Rates by Job Title

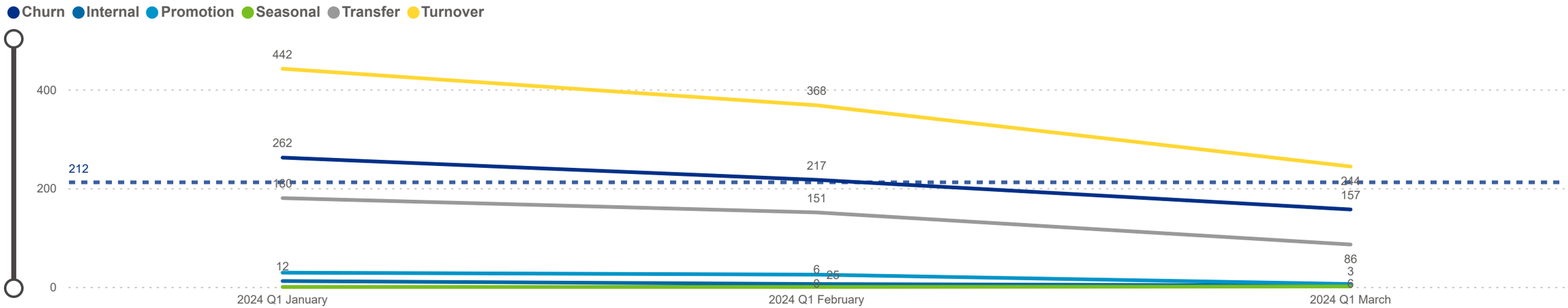


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.50%	14,911	633	14,278	7.07%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



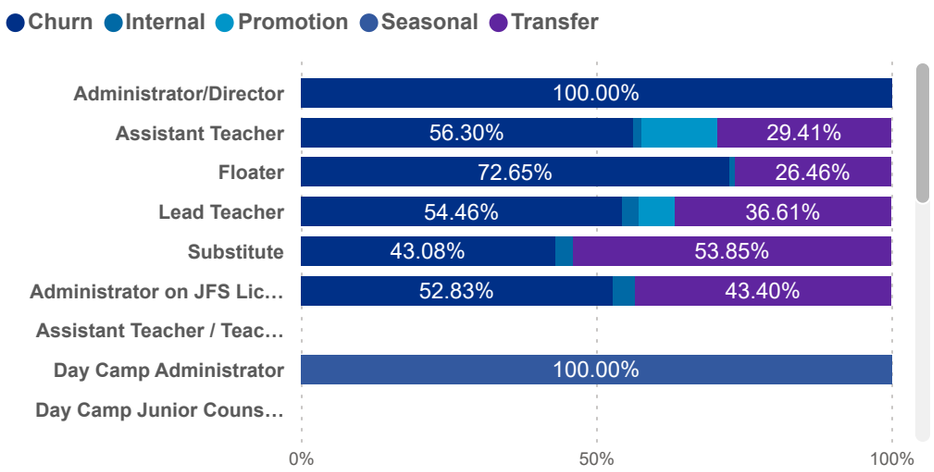
Workforce and Program Analysis Platform (WPAP): Timeline - Churn

Created Date: 4/17/2024

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

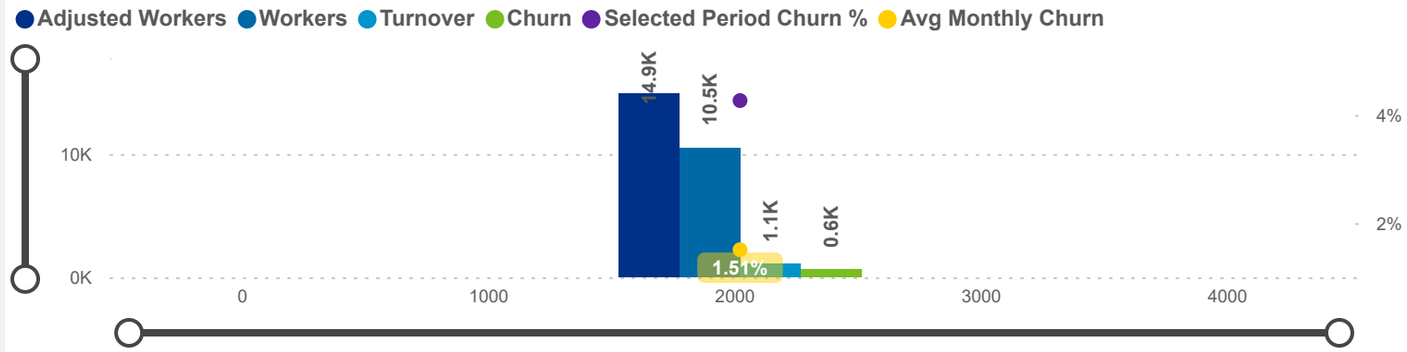
SDA>County: SDA 4 | Star Rating: All | Legacy Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: Multiple select… | Beale Code: All | Publicly Funded: All | Student Age Group: All

Job Change Reasons by Job Title

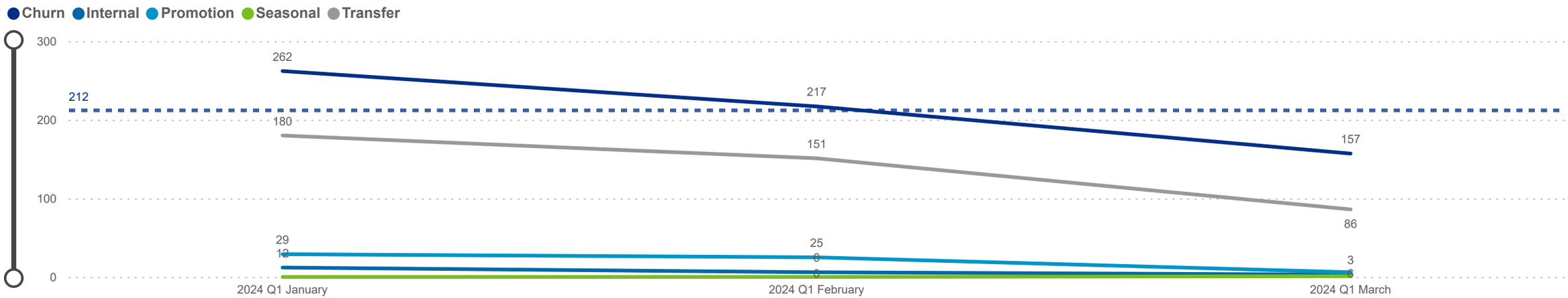


Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
1.51%	14,911	5.29	14.75	5.62

Avg Monthly Churn and Number of Workers



Categorization by Time Series

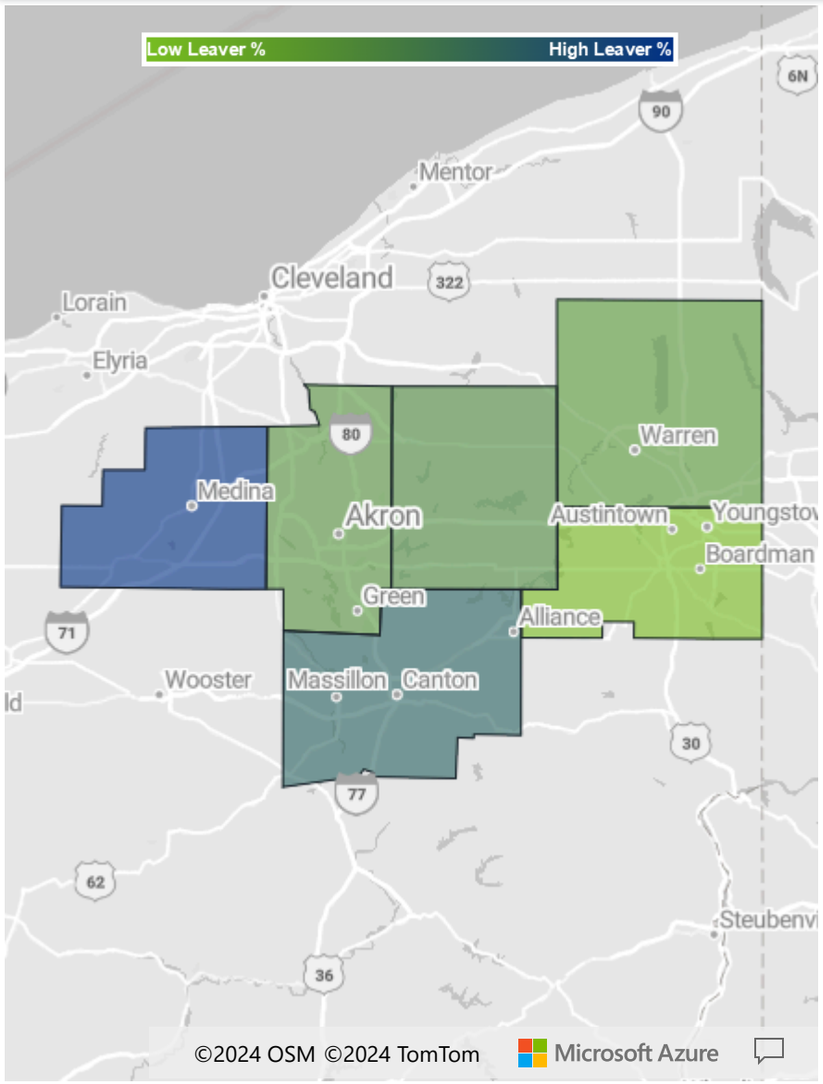


Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 4/17/2024

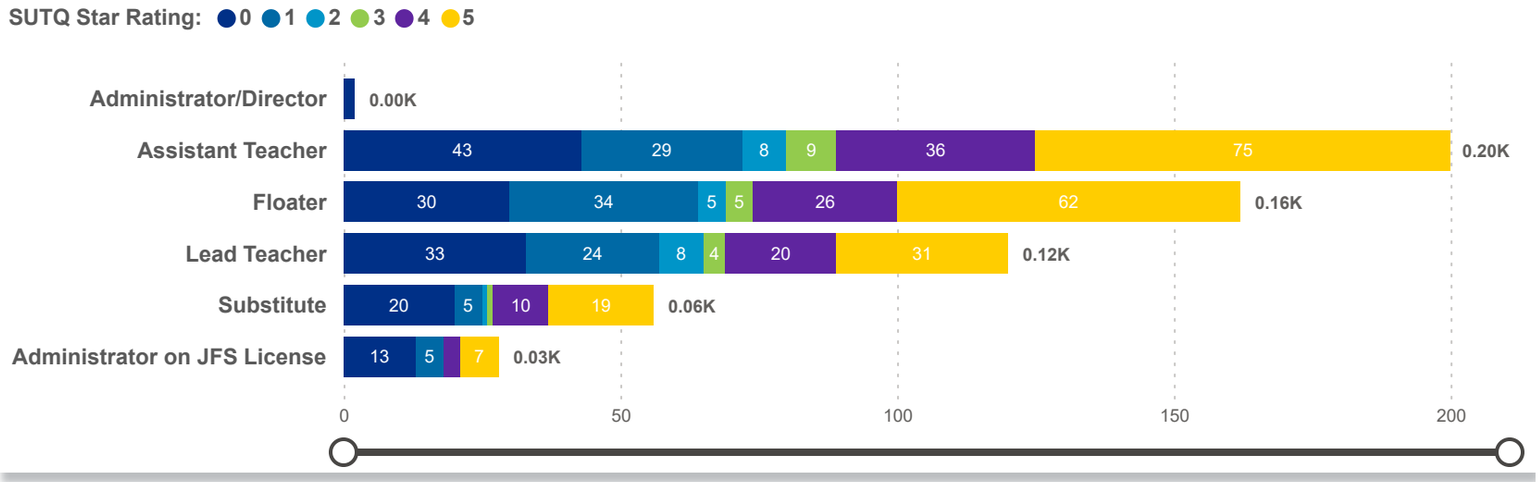
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202401 – 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: Multiple select… | Education: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
14,911	633	14,278	4.25%

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
Summit OH	5,193	3,794	36.14%	209	4,984	4.02%	95.98%	1.43%	6.91%	2.45%	5.33	3.95
Stark OH	3,228	2,323	22.13%	158	3,070	4.89%	95.11%	1.75%	8.71%	3.12%	6.32	4.09
Mahoning OH	2,833	1,798	17.13%	95	2,738	3.35%	96.65%	1.18%	5.65%	1.96%	3.96	4.01
Medina OH	1,298	985	9.38%	75	1,223	5.78%	94.22%	2.10%	9.09%	3.26%	5.35	3.46
Trumbull OH	1,253	925	8.81%	50	1,203	3.99%	96.01%	1.42%	5.27%	1.83%	5.67	3.49
Portage OH	1,106	861	8.20%	46	1,060	4.16%	95.84%	1.47%	6.33%	2.24%	4.74	3.95
Total	**14,911**	**10,497**	**100.00%**	**633**	**14,278**	**4.25%**	**95.75%**	**1.51%**	**7.07%**	**2.50%**	**5.29**	**3.91**

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

Created Date: 4/17/2024

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

Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

NUMBER OF WORKERS

TOTAL LEAVER	TOTAL STAYER
633	14,278

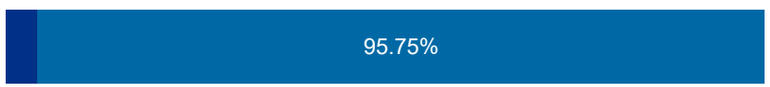
AVG ECE DURATION (In Years)

LEAVER	STAYER
3.21	5.69

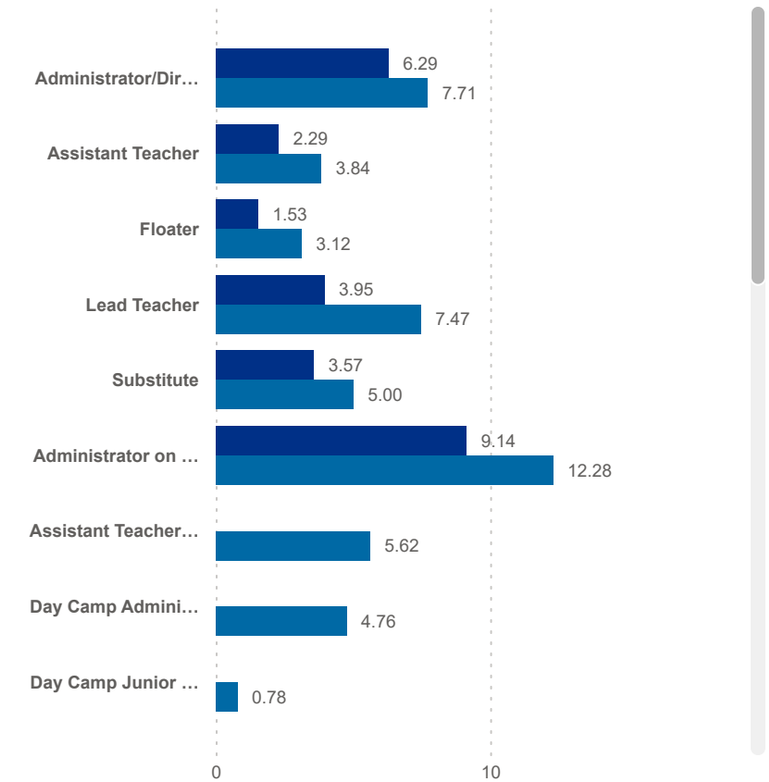
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
13.38	14.81

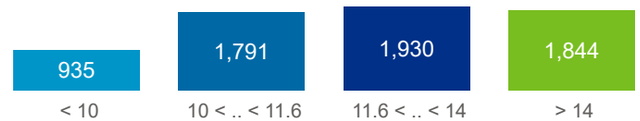
Leaver % Stayer %



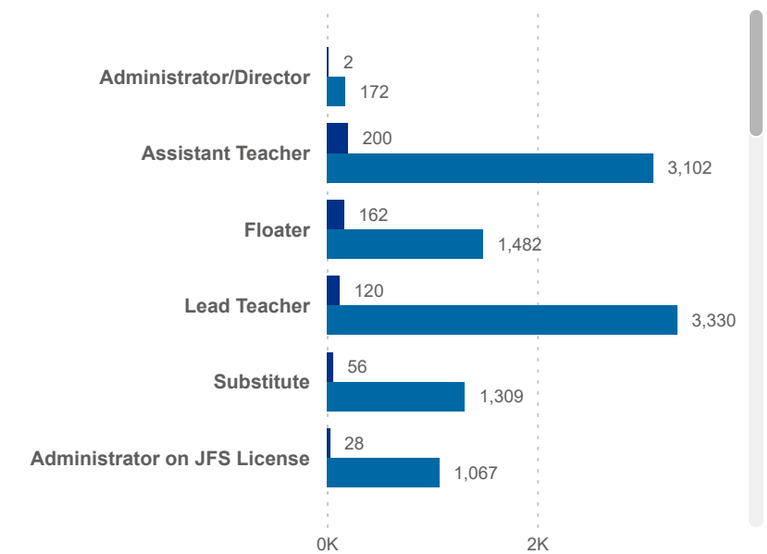
Worker Status: Leaver Stayer



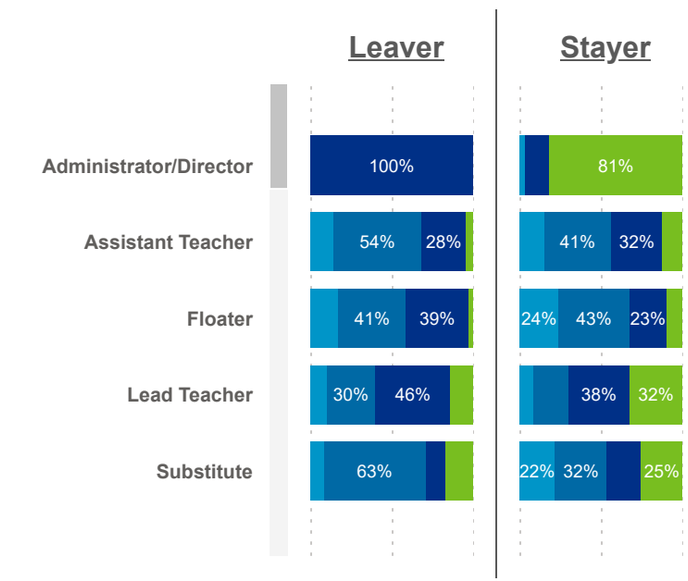
Wage Bands: < 10 | 10 < .. < 11.6 | 11.6 < .. < 14 | > 14



Leaver Stayer



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



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

Created Date: 4/17/2024

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

Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

NUMBER OF WORKERS

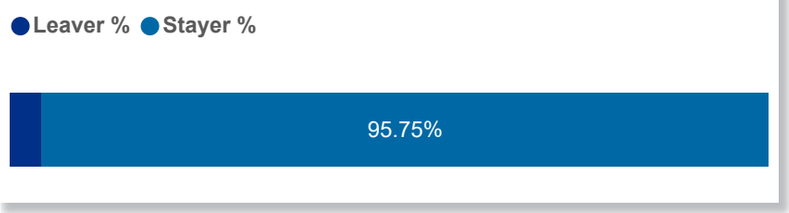
LEAVER	STAYER
4.25%	95.75%

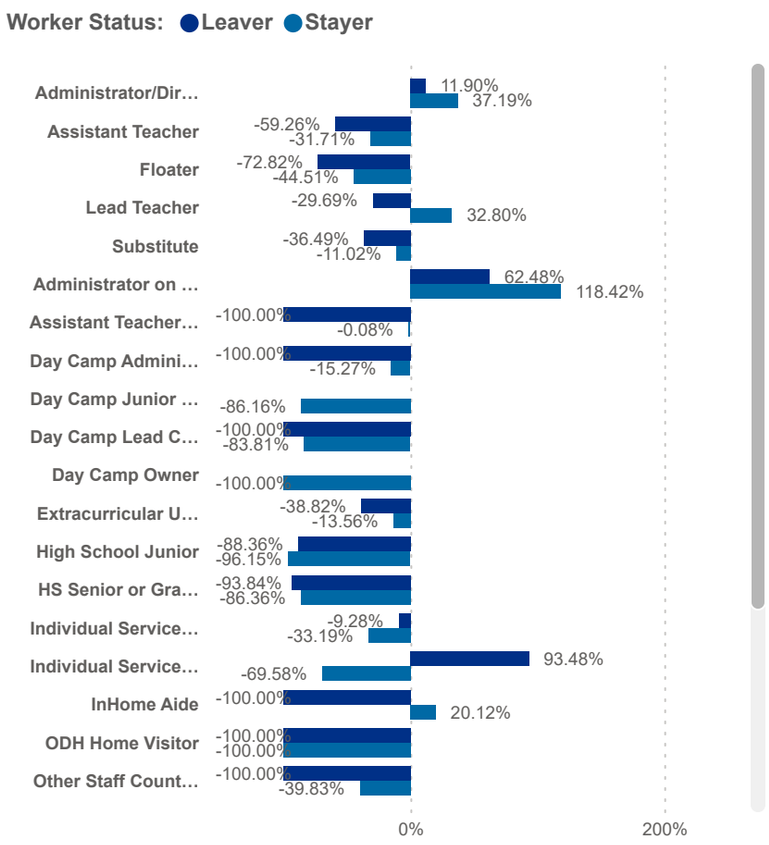
AVG ECE DURATION (In Years)

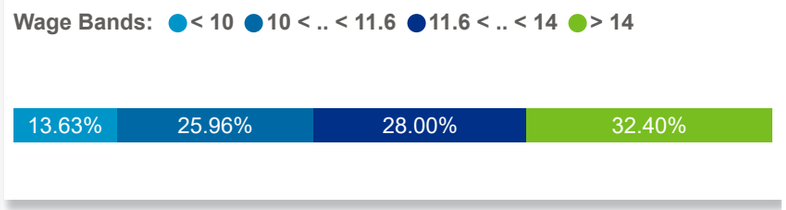
LEAVER	STAYER
3.21	5.69

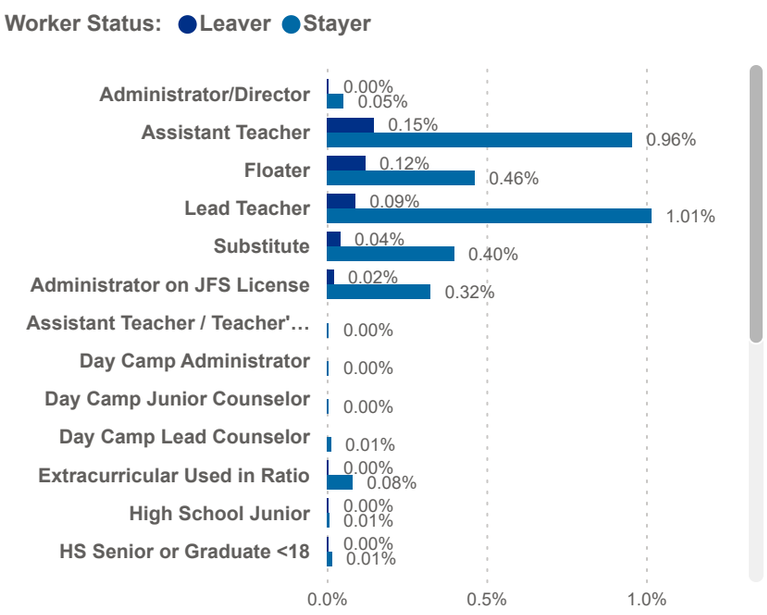
HOURLY WAGE BANDS (USD)

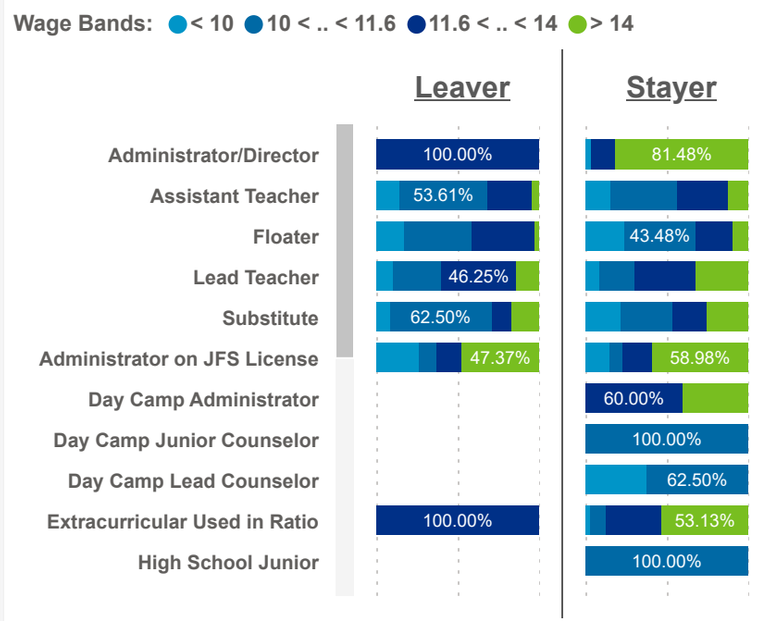
LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
13.38	14.81











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

Created Date: 4/17/2024

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

Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

LEAVER (Avg Career Duration)

4.00

STAYER (Avg Career Duration)

9.35

TOTAL STAYER

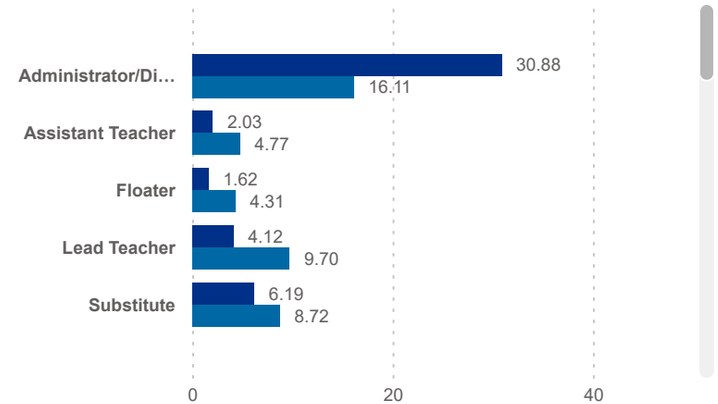
14,278

STAYER (Promotion)

60

Avg Career Duration by Job Title

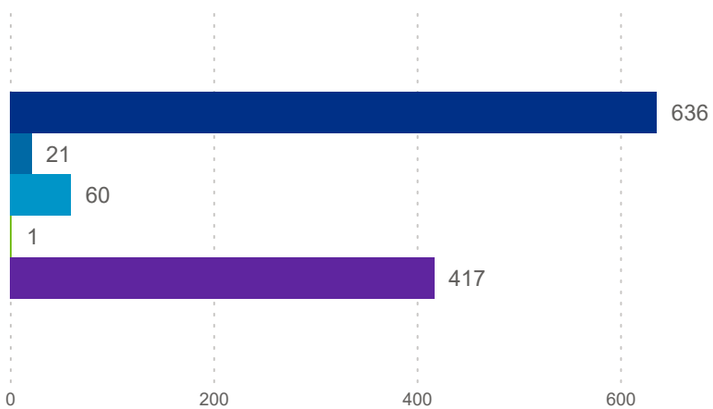
Worker Status: Leaver Stayer



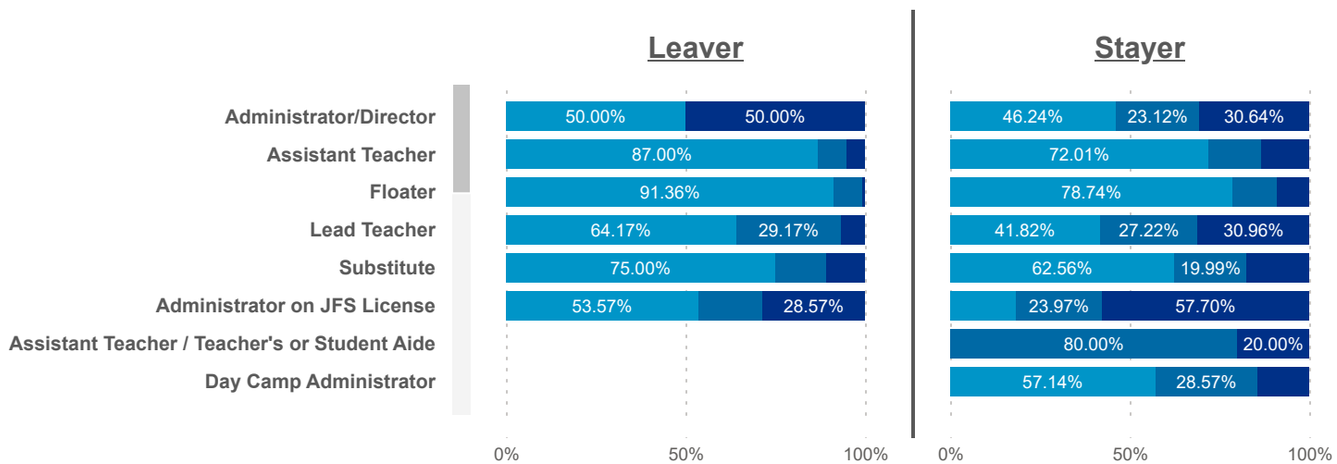
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Mahoning	Administrator/Director	2.09		Early	6.83	4.79
Medina	Administrator/Director	2.33		Early	10.33	5.00
Portage	Administrator/Director	1.39		Early	5.78	5.00
Stark	Administrator/Director	1.94		Early	9.68	5.00
Summit	Administrator/Director	1.77		Early	7.53	5.00
Trumbull	Administrator/Director	1.18		Early	8.67	4.86
Stark	Administrator/Director	1.08	14.00	Early	9.68	
Stark	Administrator/Director	1.68	17.00	Early	30.25	
Stark	Administrator/Director	3.50	20.00	Early	24.67	4.00
Trumbull	Administrator/Director	2.13	20.00	Early	1.91	
Stark	Administrator/Director	3.33	23.00	Early	51.00	
Medina	Administrator/Director	0.38	25.00	Early	17.00	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: 4/17/2024

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

Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

LEAVER (Avg Career Duration)

4.00

STAYER (Avg Career Duration)

9.35

TOTAL STAYER

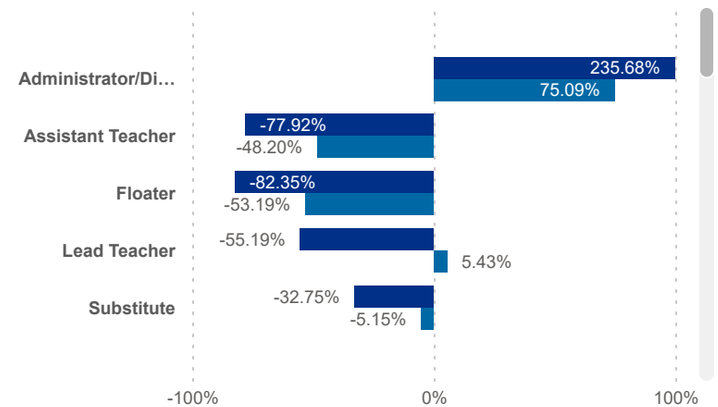
14,278

STAYER (Promotion)

60

Avg Career Duration by Job Title vs Mean

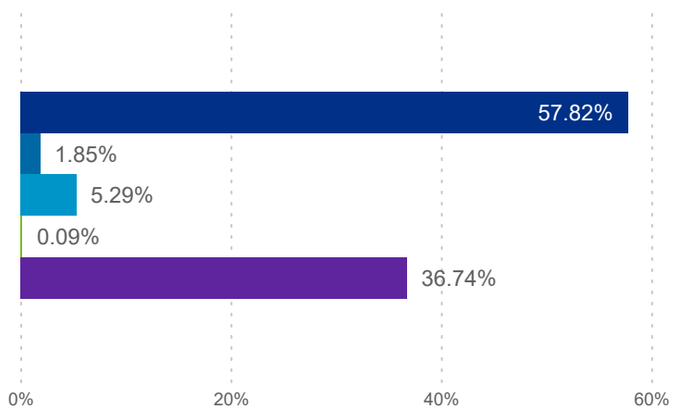
Worker Status: Leaver Stayer



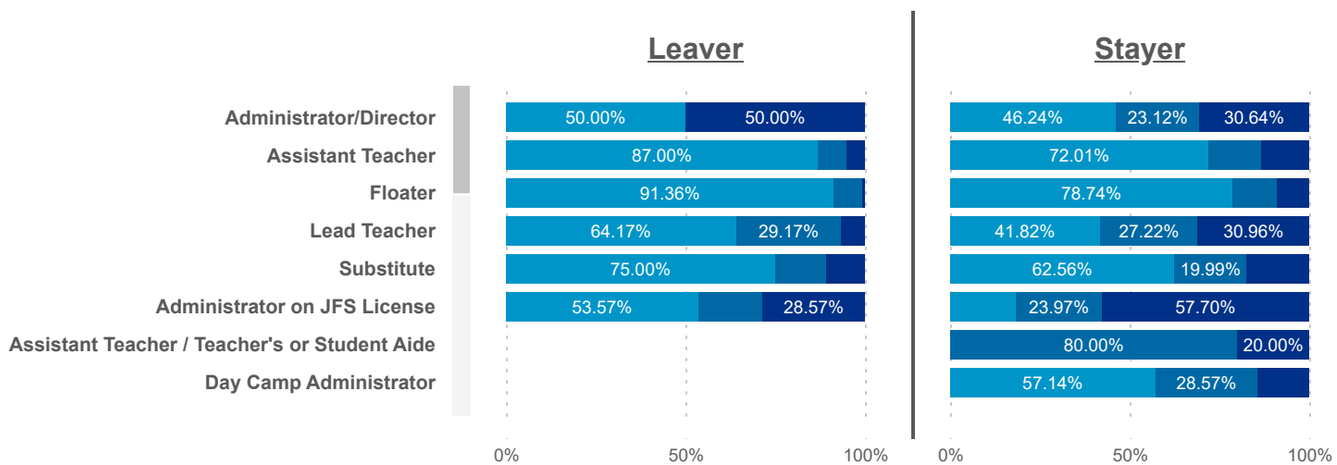
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Stark	Other Staff Counted In Ratio	0.00	13.54	Early	18.50	4.00
Trumbull	Assistant Teacher	0.01	16.63	Early	5.27	5.00
Trumbull	Driver	0.01	20.00	Early	5.27	5.00
Trumbull	Extracurricular Not Used in Ratio	0.01	23.23	Senior	5.27	5.00
Mahoning	Floater	0.02	11.15	Early	5.08	5.00
Trumbull	Cook	0.02	16.33	Early	5.27	5.00
Stark	Floater	0.03	10.75	Early	12.25	1.00
Stark	Floater	0.03	13.51	Early	4.44	5.00
Stark	Lead Teacher	0.03	13.36	Early	2.90	5.00
Summit	Individual Service Provider Not Used in Ratio	0.03	13.00	Early	7.95	
Stark	Program Management Used in Ratio	0.03	14.50	Mid	4.69	5.00

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Seniority: Early Mid Senior



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

Created Date: 4/17/2024

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

Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

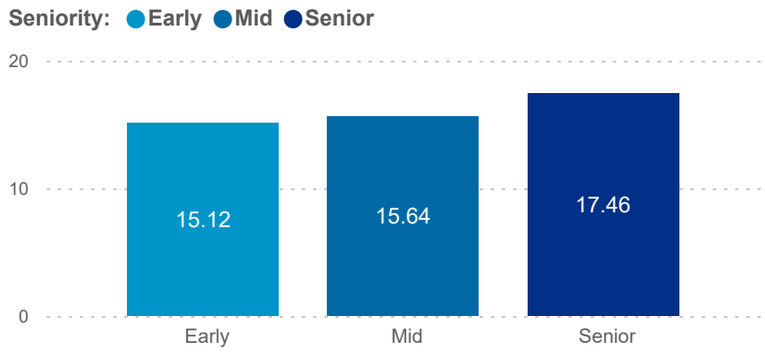
PAY MEDIAN (USD)

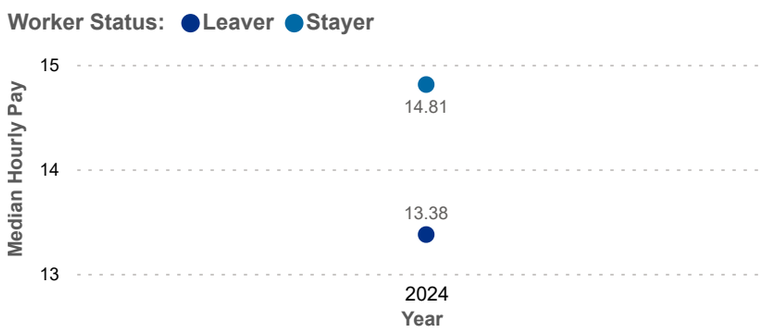
LEAVER	STAYER
13.38	14.81

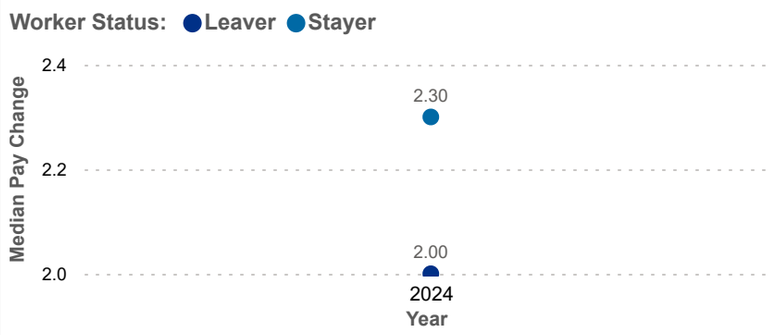
PAY PROGRESSION (USD)

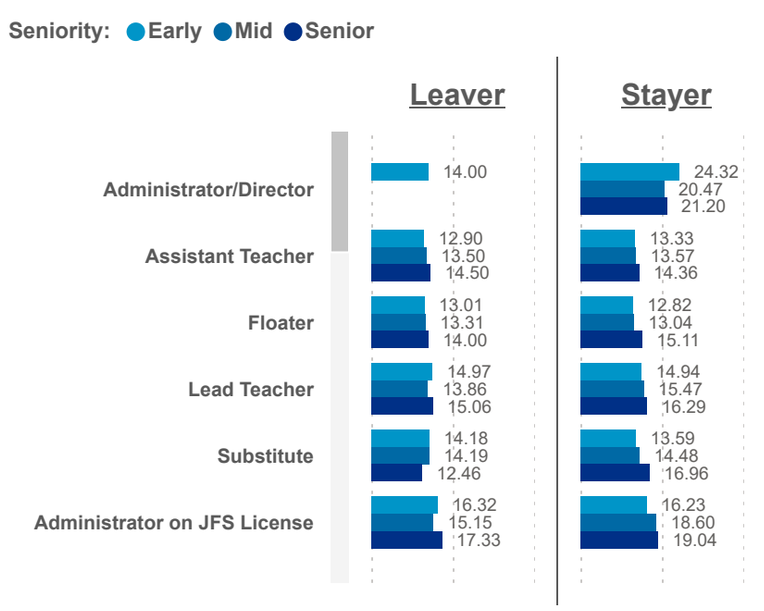
LEAVER	STAYER
0.68	0.62

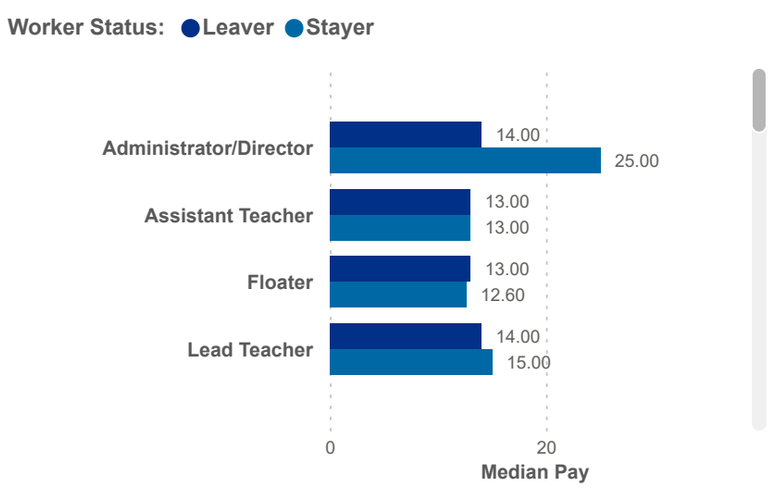
PAY & CAREER SENIORITY (USD)

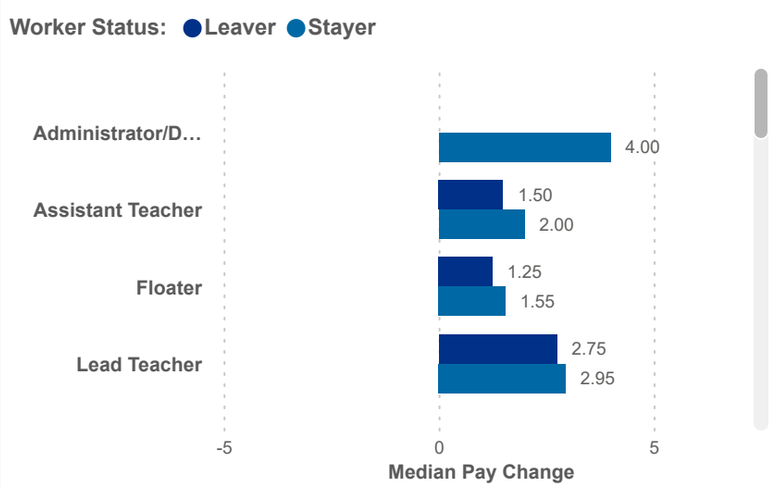












Workforce and Program Analysis Platform (WPAP): COMPENSATION - PERCENT

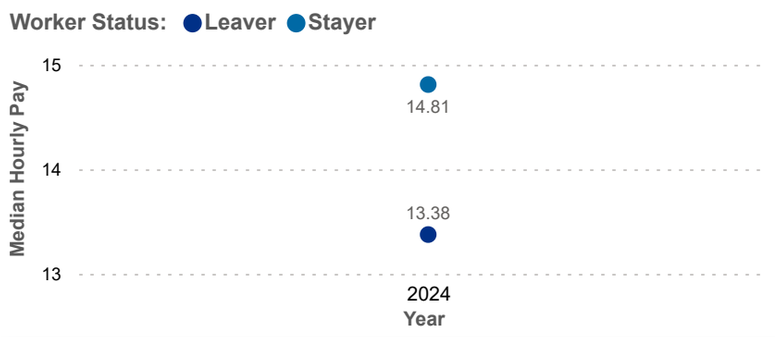
Created Date: 4/17/2024

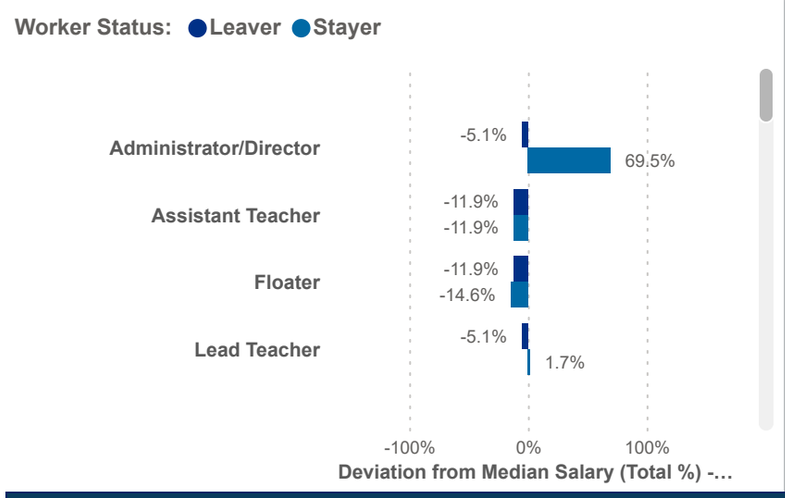
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

PAY MEDIAN (USD)

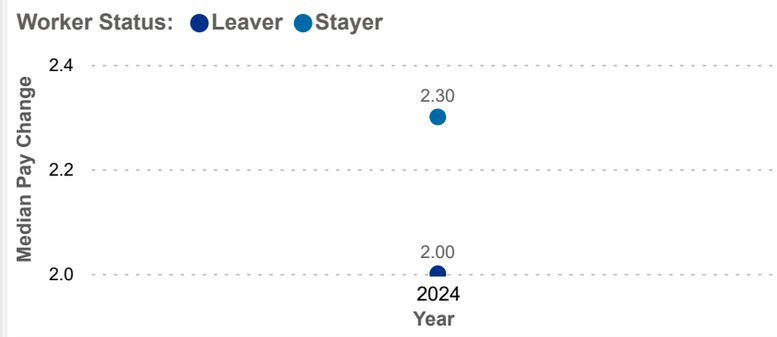
LEAVER	STAYER
13.38	14.81

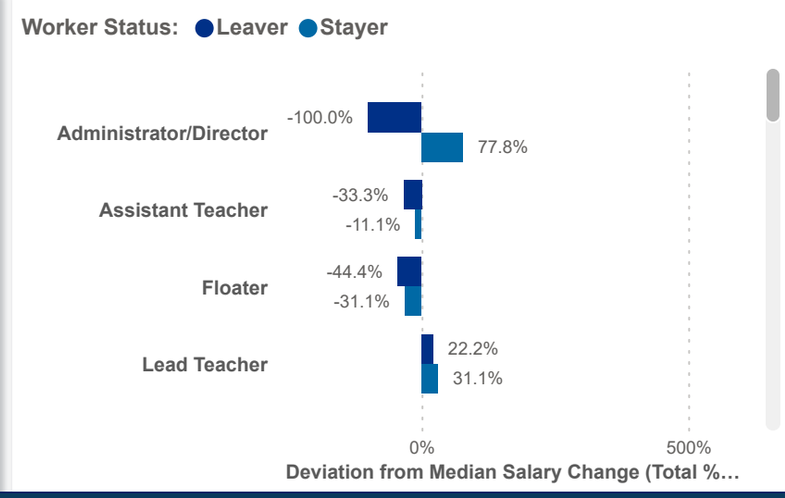




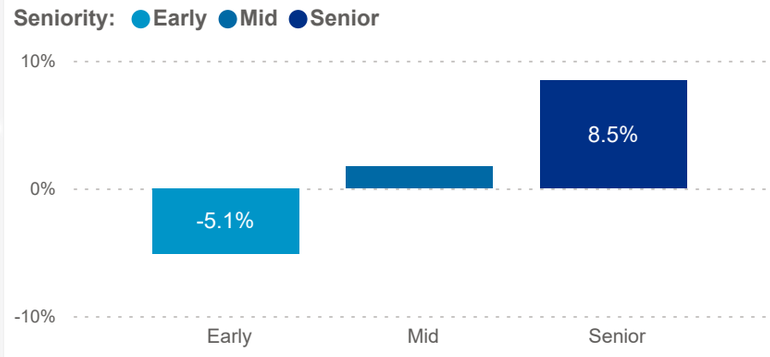
PAY PROGRESSION (USD)

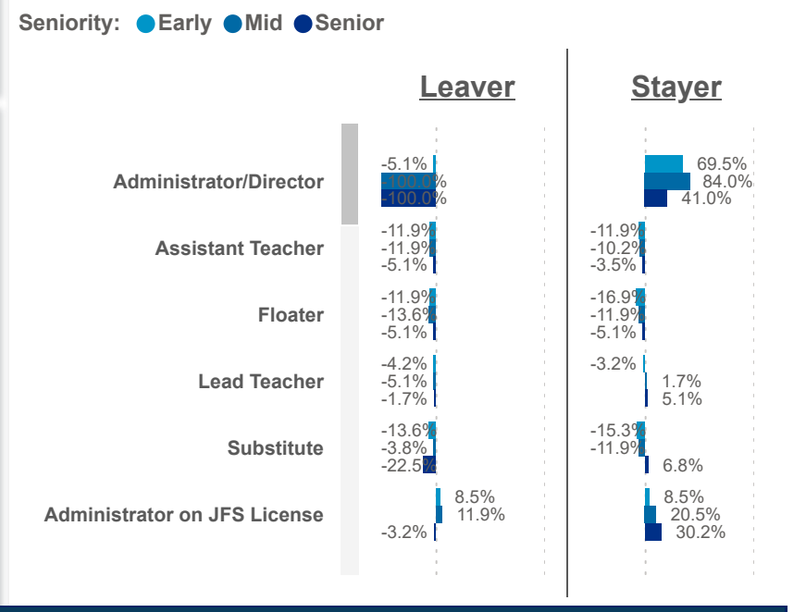
LEAVER	STAYER
0.68	0.62





PAY & CAREER SENIORITY (USD)





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

Created Date: 4/17/2024

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

Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

Workload Median (Total)

5.29

Workload Median (Leaver)

5.43

Workload Median (Stayer)

5.27

Star Rating Mean (Total)

3.91

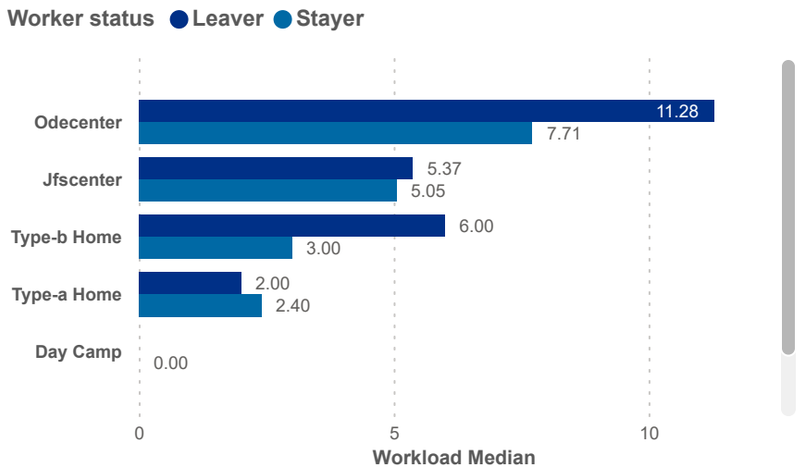
Star Rating Mean (Leaver)

3.67

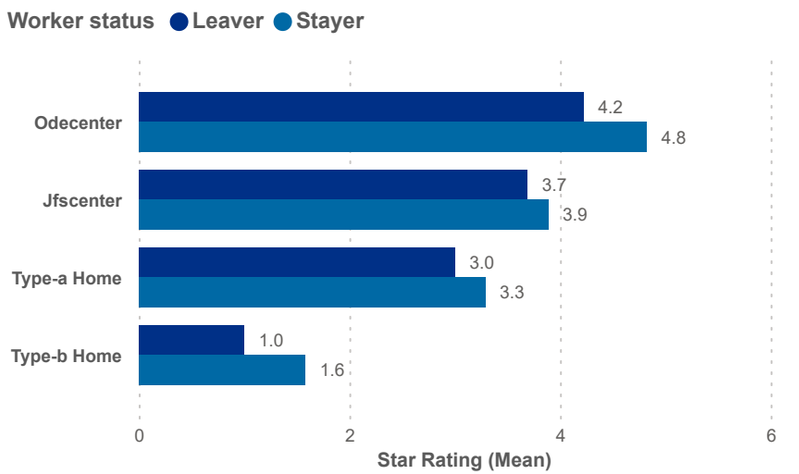
Star Rating Mean (Stayer)

3.91

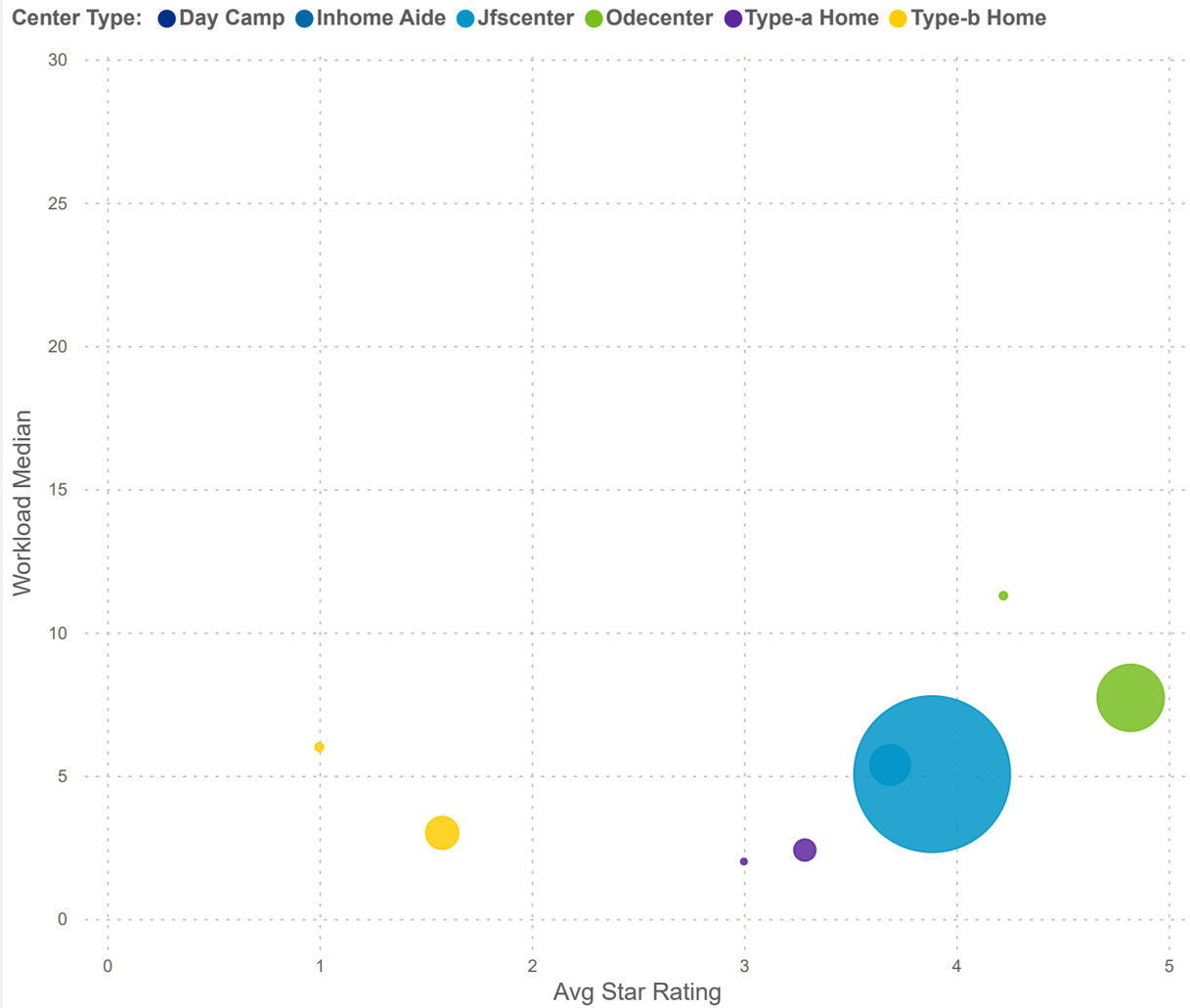
Workload Median



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: 4/17/2024

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

Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

Workload Median (Total)

5.29

Workload Median (Leaver)

5.43

Workload Median (Stayer)

5.27

Star Rating Mean (Total)

3.91

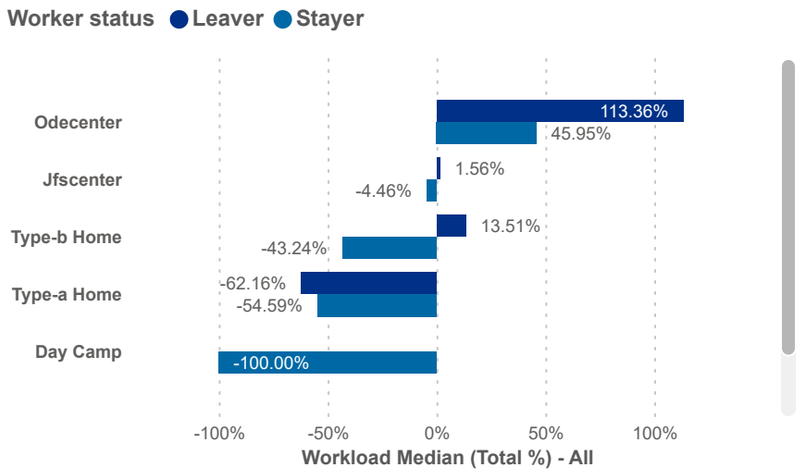
Star Rating Mean (Leaver)

3.67

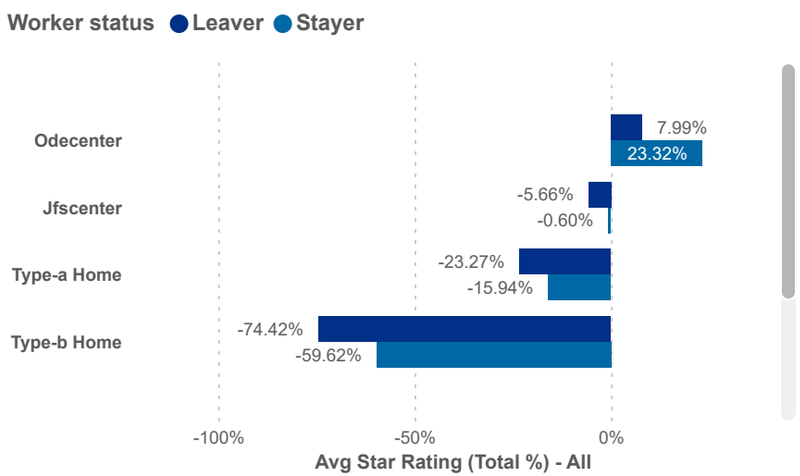
Star Rating Mean (Stayer)

3.91

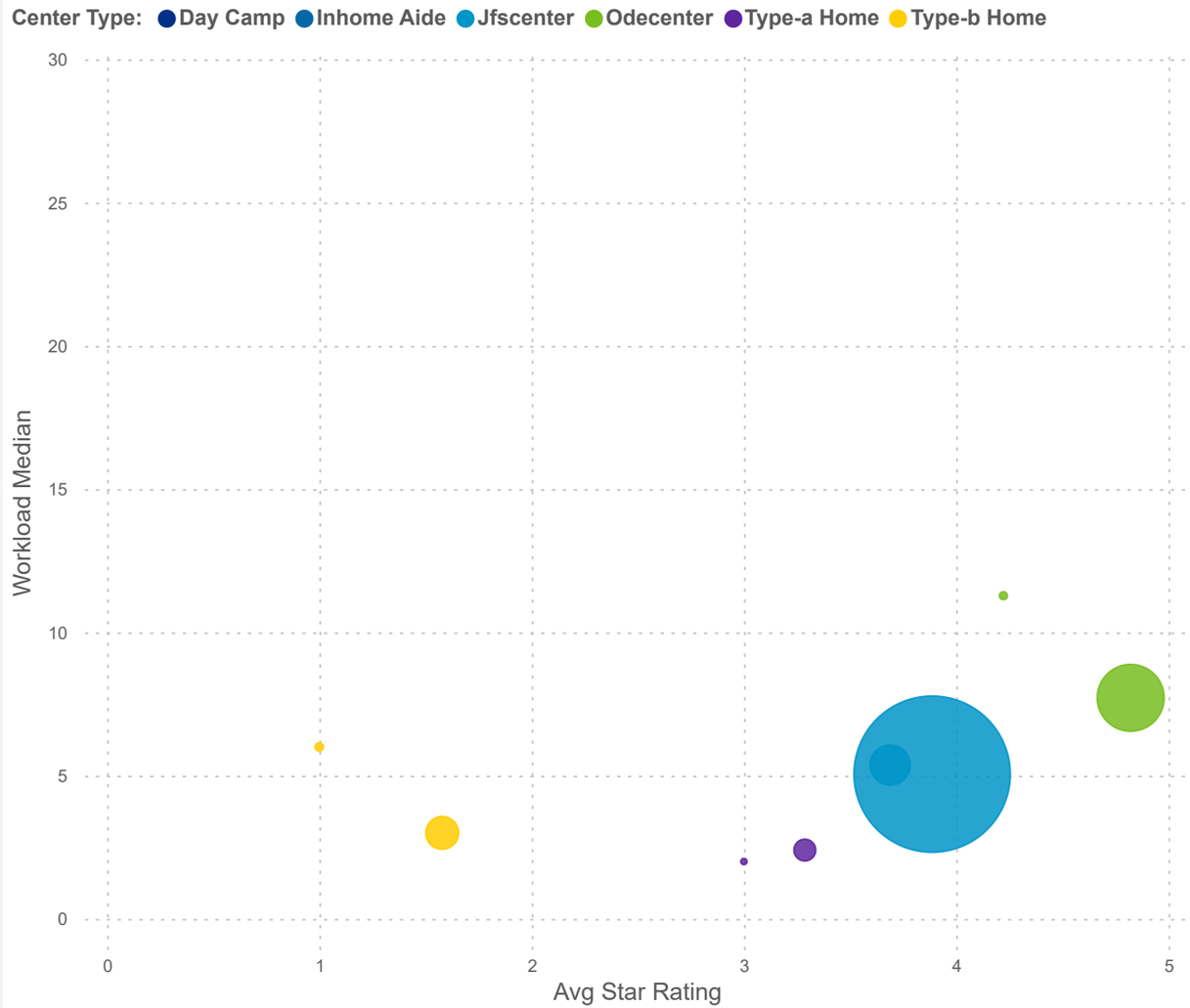
Workload Median (Total %)



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)

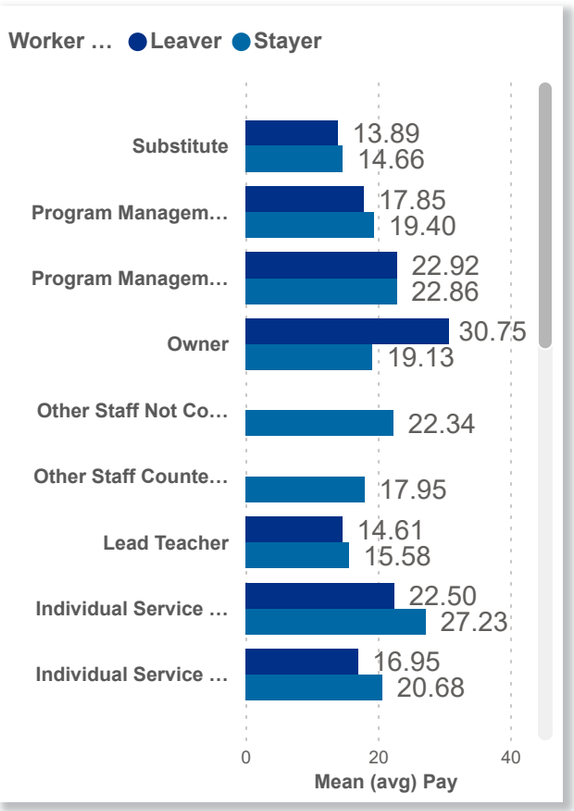
Created Date: 4/17/2024

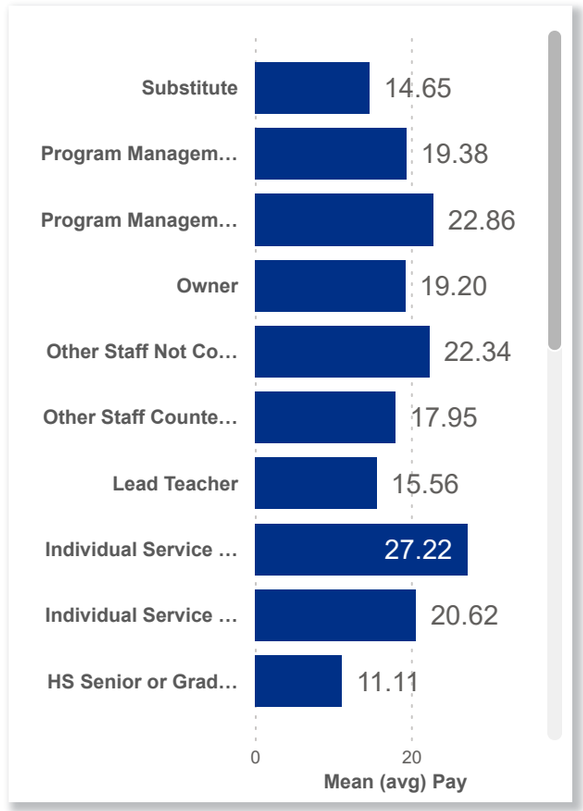
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202401 202403 | SDA>County: SDA 4 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

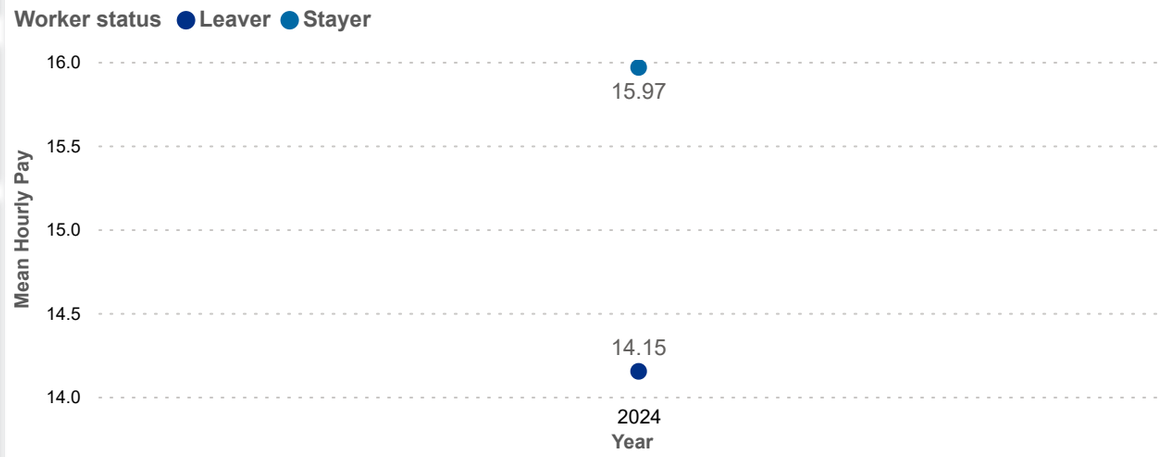
PAY MEAN (USD)

LEAVER	STAYER	COMBINED
14.15	15.97	15.94

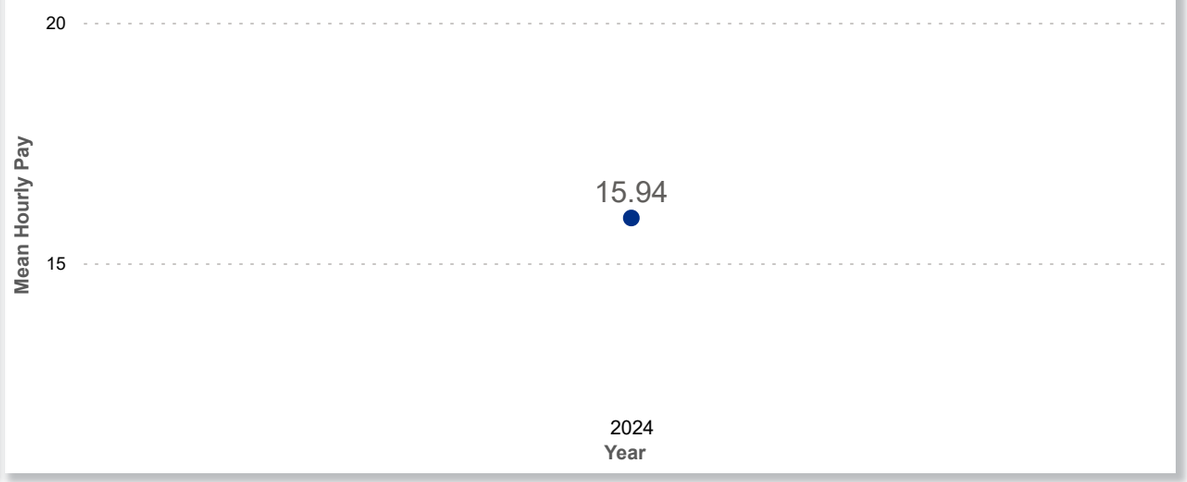




Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status



Workforce and Program Analysis Platform (WPAP): Teacher Age Group Analytics

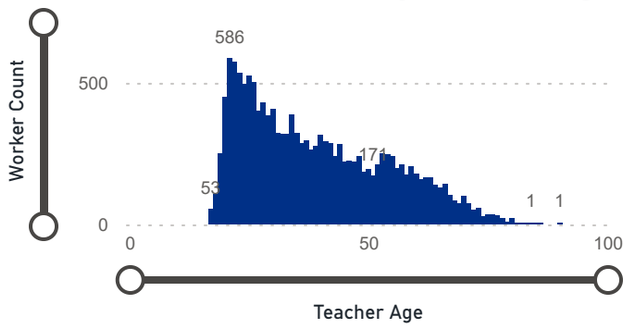
Created Date: 4/17/2024

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

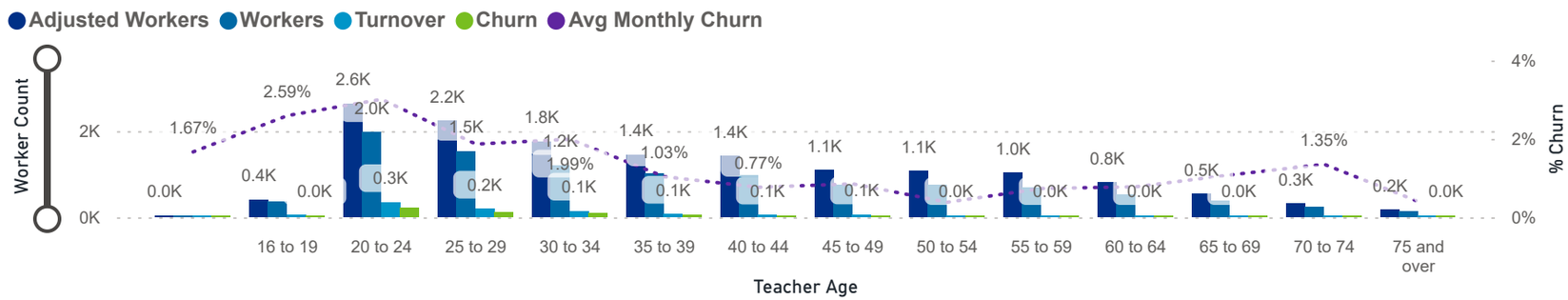
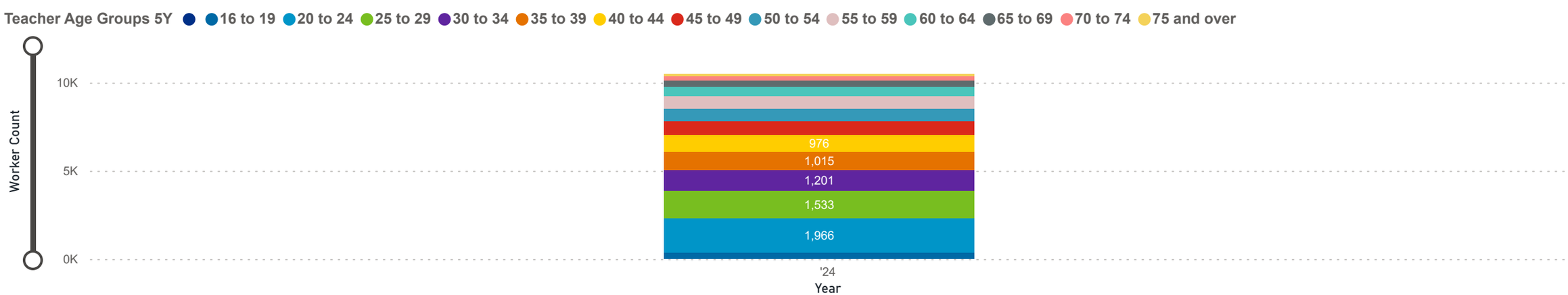
SDA>County: SDA 4 | Star Rating: All | Legacy Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: Multiple select… | Beale Code: All | Publicly Funded: All | Student Age Group: All

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
15K	1K	14K	14.75	3.91	8.35	3.38	5.29	1634	1812

Distribution of Workers By Teacher Age



Churn Metrics By Teacher Age



Worker Count by Teacher 5Y Age Groups