



Program Type:

Multiple selections

Position Type:

All

Beale Code:

All

Publicly Funded:

All

Job Title:

All

Date:

202401

202403

 SDA>County:

SDA 5

Star Rating:

All

Total Duration:

0.00

50.00

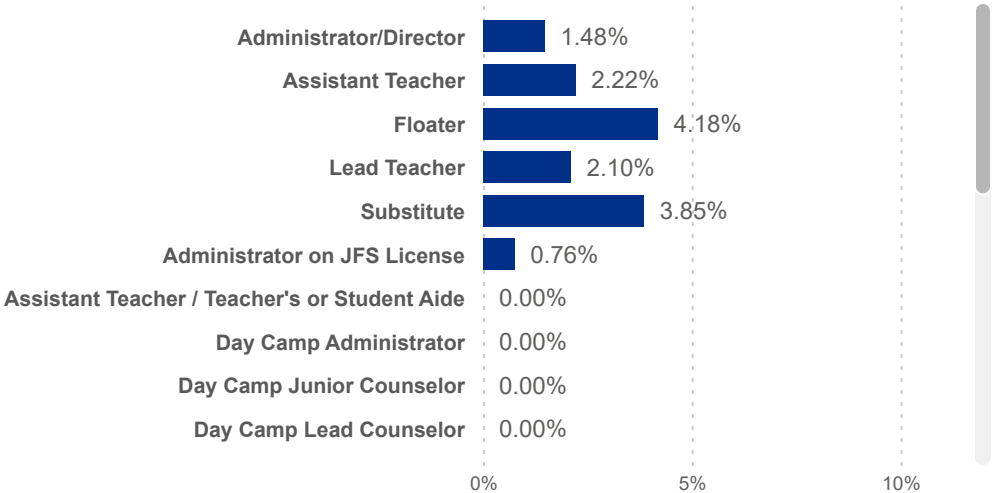
Center Type:

Multiple select...

Education:

All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

2.09%

Adjusted Workers

3,195

Total Leaver

132

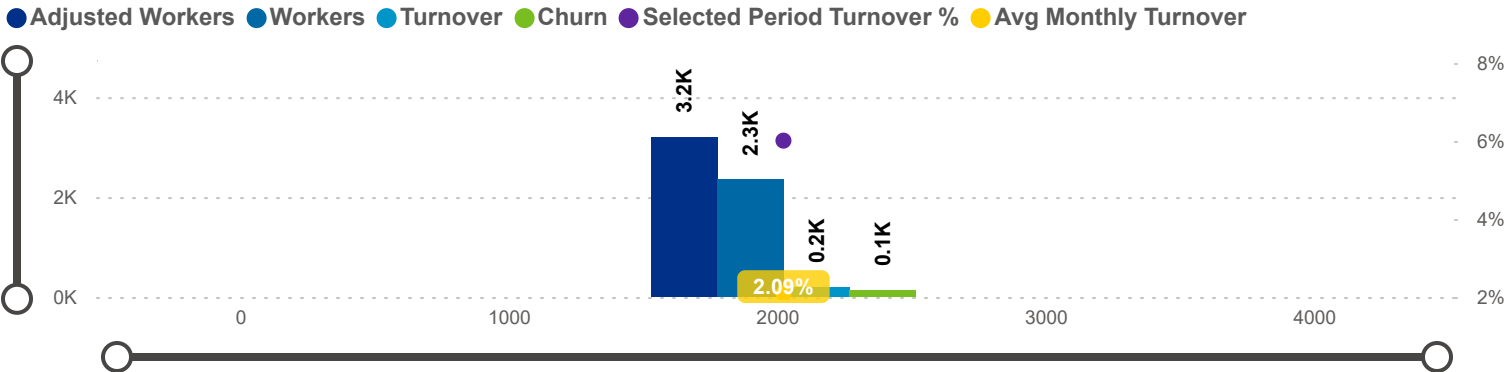
Total Stayer

3,063

Sel Period Turnover

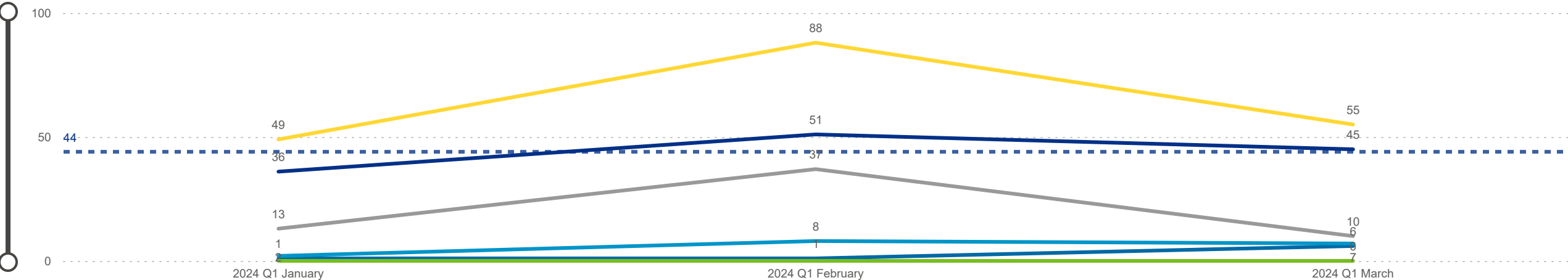
6.01%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



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 5

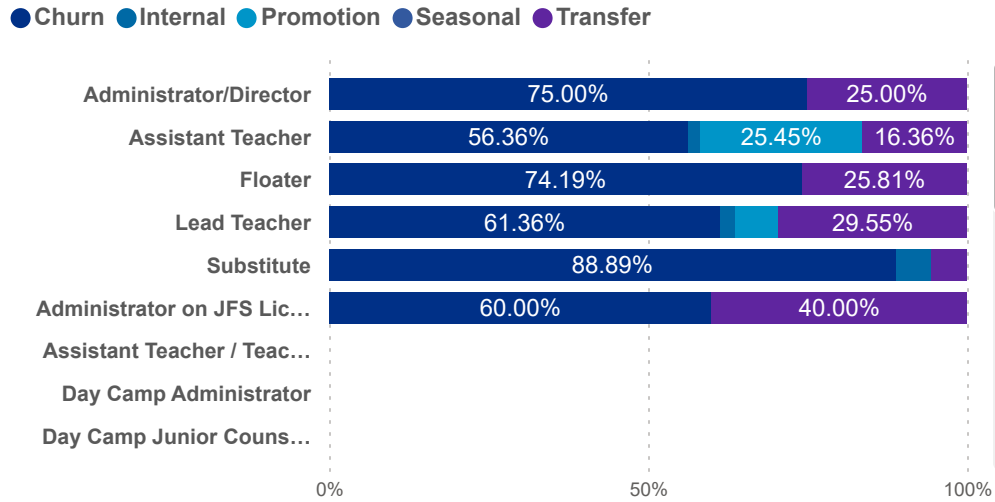
Legacy Star Rating:All

Total Duration:0.0050.00

Beale Code:All

Retention Support (Part.):All

Job Change Reasons by Job Title



Avg Monthly Churn

1.44%

Adjusted Workers

3,195

Workload Median

4.81

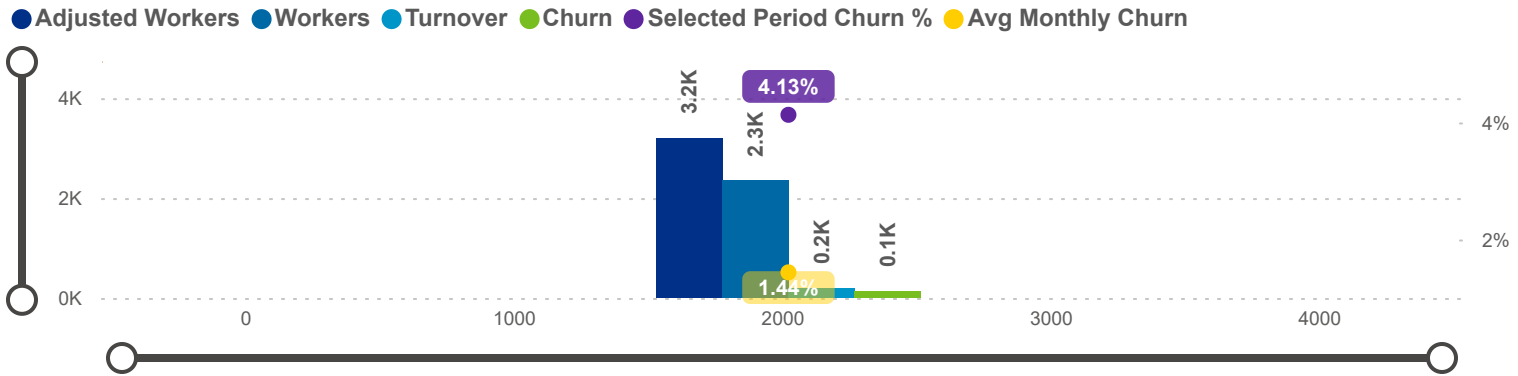
Pay Median USD / hr

14.00

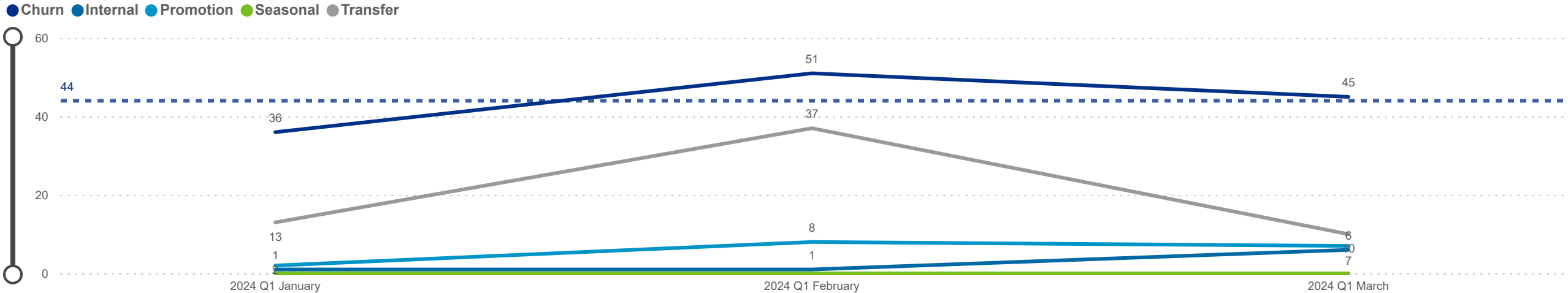
Avg ECE Duration

6.21

Avg Monthly Churn and Number of Workers



Categorization by Time Series



Program Type:

Multiple selections

Position Type:

All

Beale Code:

All

Publicly Funded:

All

Job Title:

All

Date:

202401

202403

SDA>County:

SDA 5

Star Rating:

All

Total Duration:

0.00

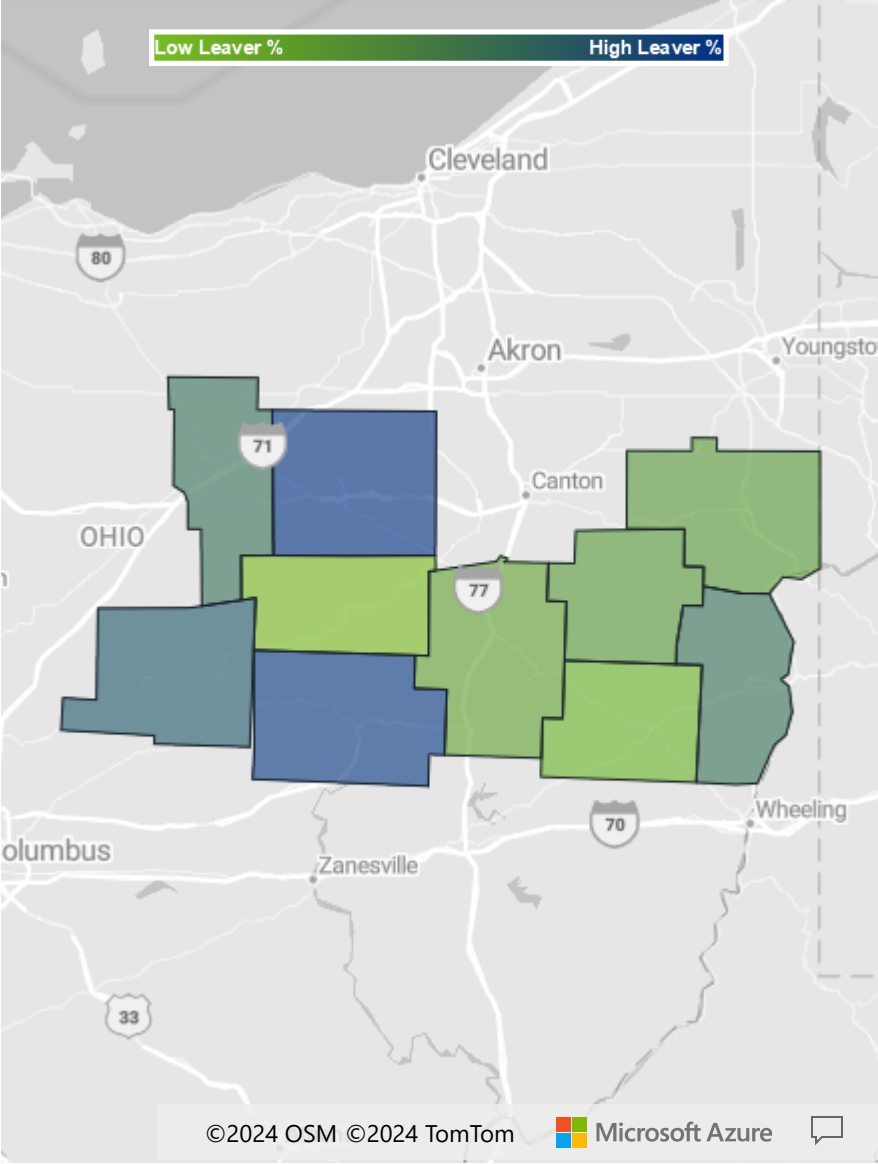
50.00

Center Type:

Multiple select...

Education:

All



ADJUSTED WORKERS

3,195

TOTAL LEAVER

132

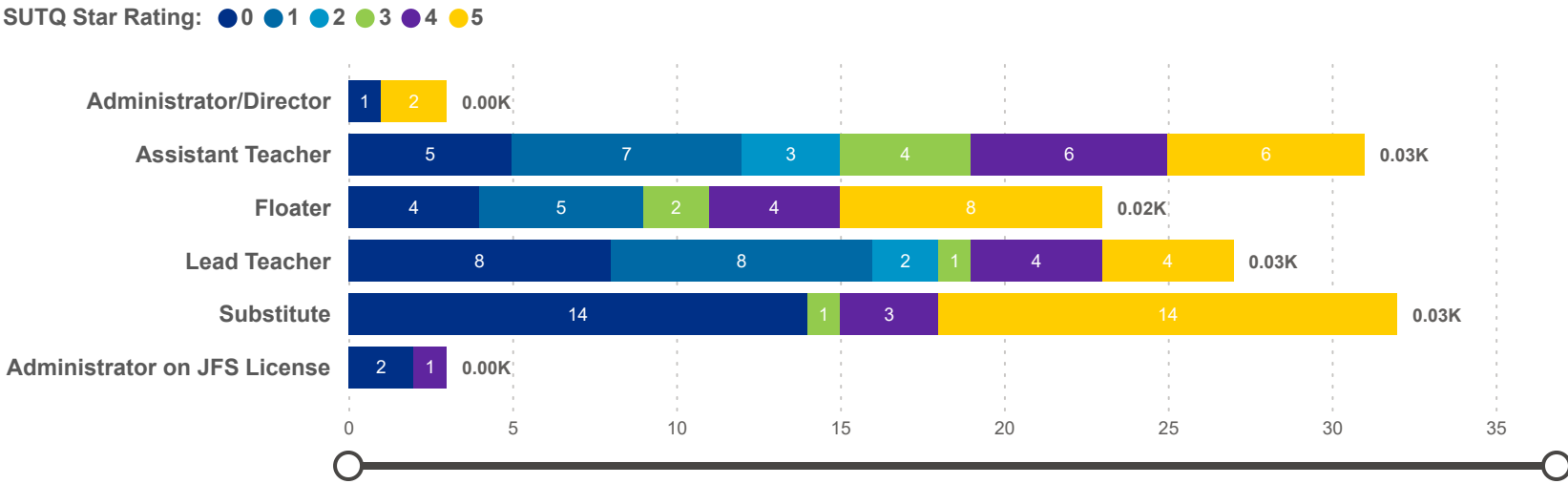
TOTAL STAYER

3,063

SELECTED PERIOD CHURN %

4.13%

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
Wayne OH	591	460	19.62%	38	553	6.43%	93.57%	2.25%	7.95%	2.78%	5.56	3.85
Knox OH	437	286	12.20%	22	415	5.03%	94.97%	1.80%	12.36%	4.43%	2.90	4.62
Coshocton OH	279	211	9.00%	17	262	6.09%	93.91%	2.14%	6.45%	2.26%	4.53	4.69
Columbiana OH	645	459	19.57%	16	629	2.48%	97.52%	0.85%	3.10%	1.06%	5.00	4.27
Ashland OH	286	236	10.06%	12	274	4.20%	95.80%	1.45%	4.55%	1.57%	6.00	3.99
Jefferson OH	293	254	10.83%	12	281	4.10%	95.90%	1.45%	4.44%	1.58%	6.57	3.97
Tuscarawas OH	461	324	13.82%	11	450	2.39%	97.61%	0.82%	4.34%	1.50%	6.00	3.77
Carroll OH	76	72	3.07%	2	74	2.63%	97.37%	0.90%	3.95%	1.35%	5.92	3.52
Harrison OH	55	41	1.75%	1	54	1.82%	98.18%	0.61%	3.64%	1.22%	7.94	4.39
Holmes OH	72	57	2.43%	1	71	1.39%	98.61%	0.48%	2.78%	0.95%	3.79	4.53
Total	3,195	2,345	100.00%	132	3,063	4.13%	95.87%	1.44%	6.01%	2.09%	4.81	4.14



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

Date: 202401 202403 SDA>County: SDA 5 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)

132

3,063

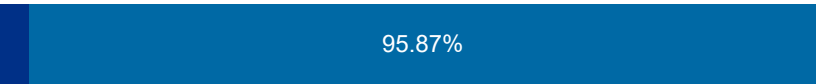
4.25

6.27

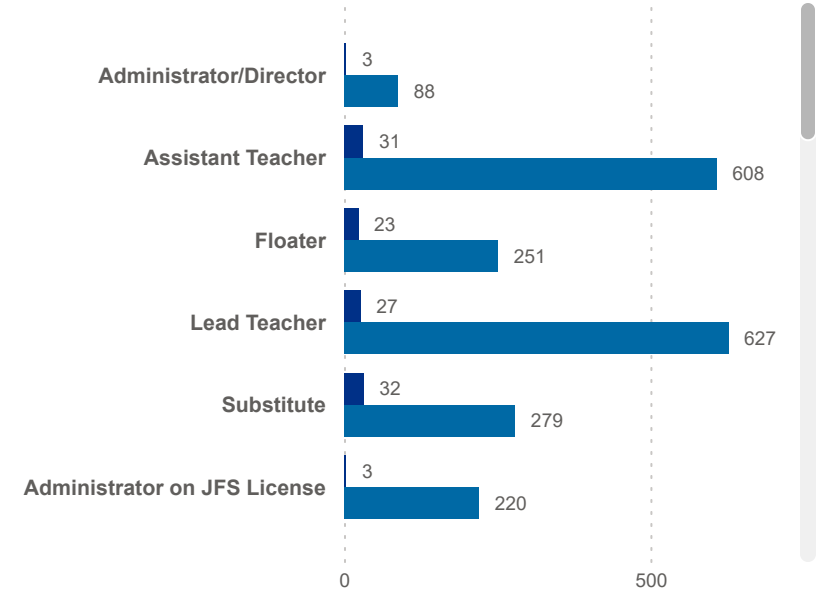
11.00

14.00

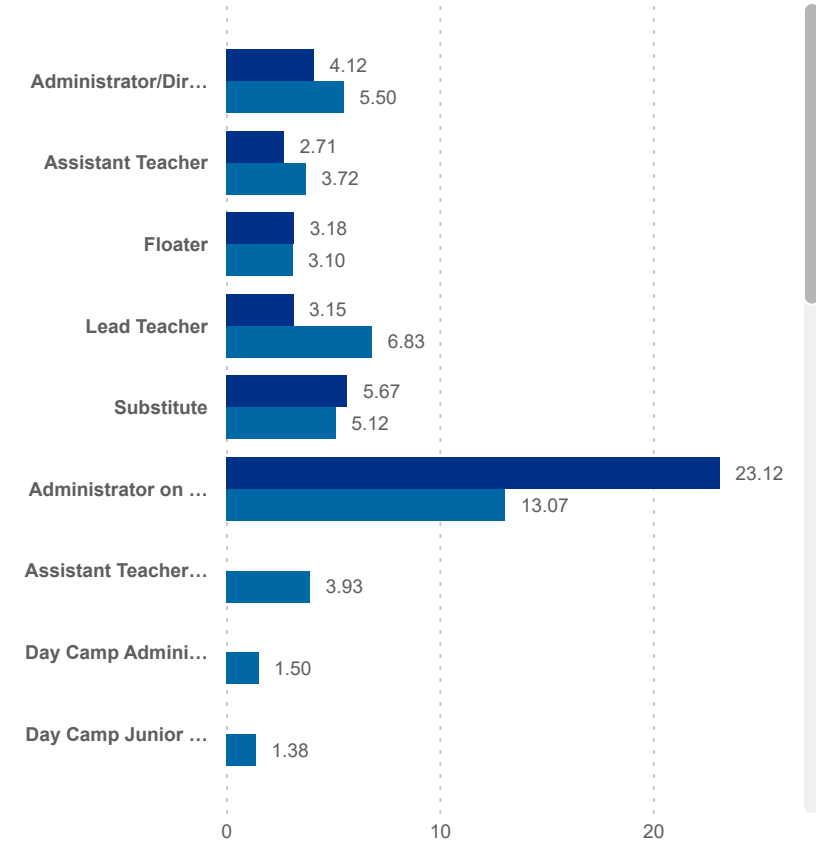
Leaver % Stayer %



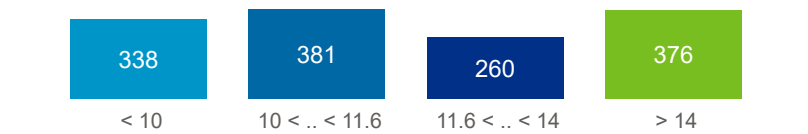
Leaver Stayer



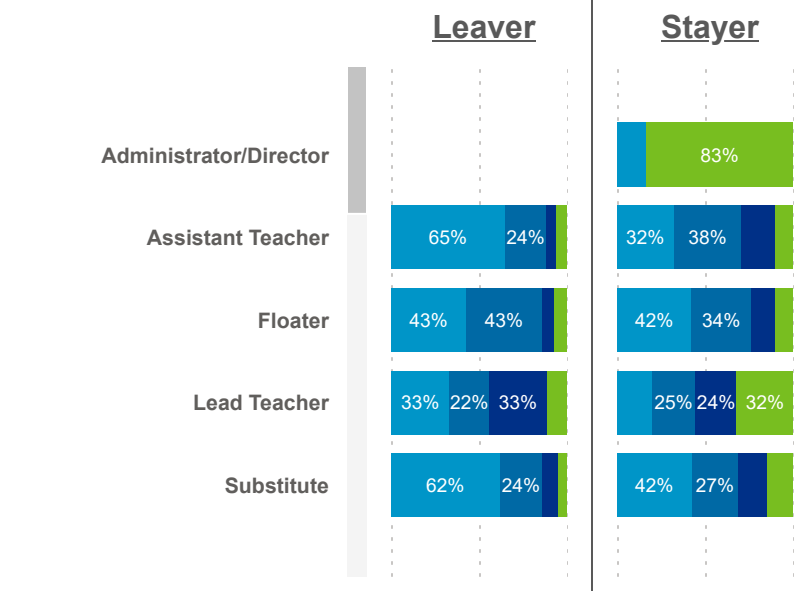
Worker Status: Leaver Stayer



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



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





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

Date: 202401 202403 SDA>County: SDA 5 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

4.13%

STAYER

95.87%

LEAVER

4.25

STAYER

6.27

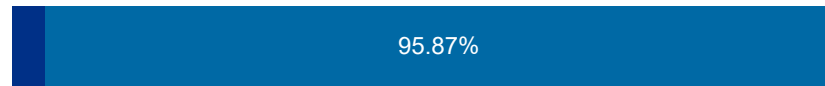
LEAVER (Hourly Wage MED)

11.00

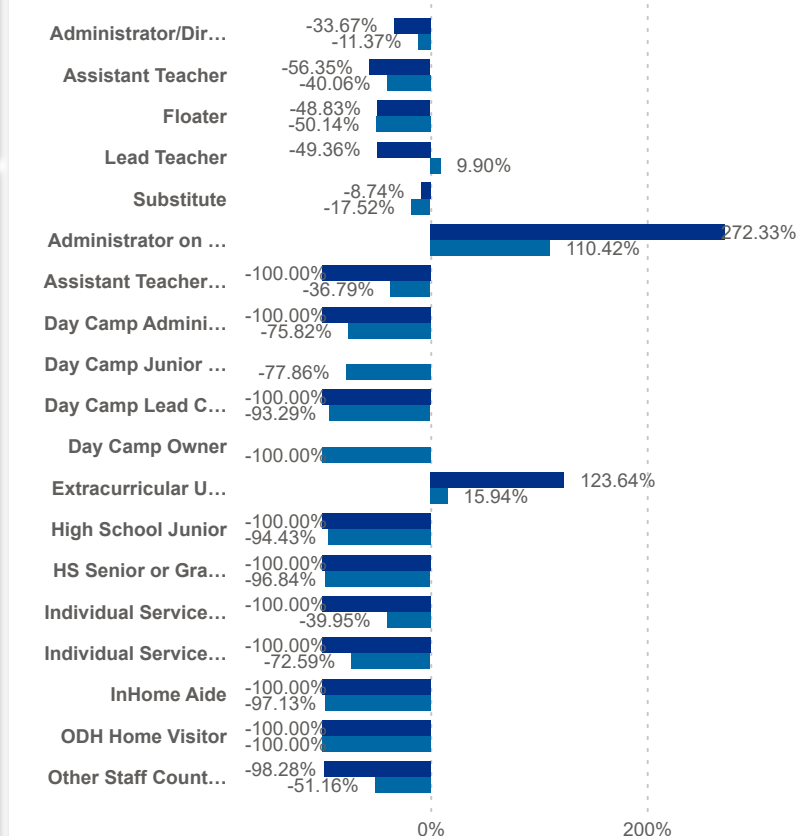
STAYER (Hourly Wage MED)

14.00

Leaver % Stayer %



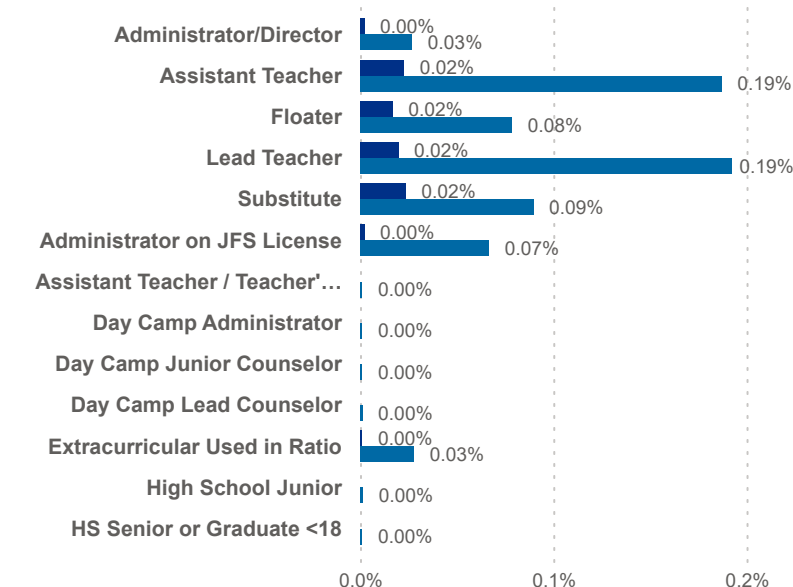
Worker Status: Leaver Stayer



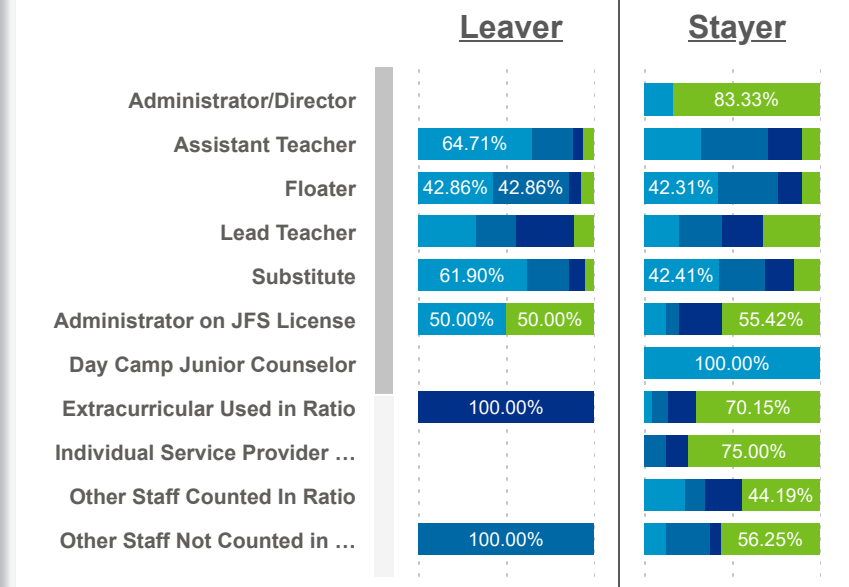
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



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 5

 Star Rating:

All

 Total Duration:

0.00

50.00

 Center Type:

Multiple select...

 Education:

All

LEAVER (Avg Career Duration)

6.94

STAYER (Avg Career Duration)

14.09

TOTAL STAYER

3,063

STAYER (Promotion)

17

Avg Career Duration by Job Title

Worker Status:

Leaver

Stayer

Job Title	Leaver (Avg)	Stayer (Avg)
Administrator/Director	6.35	10.17
Assistant Teacher	2.65	4.20
Floater	7.15	3.95
Lead Teacher	3.40	8.78
Substitute	9.73	7.33

Turnover Reasons

Churn

Internal

Promotion

Seasonal

Transfer

Reason	Count
Churn	132
Internal	8
Promotion	17
Seasonal	0
Transfer	60

County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Ashland	Administrator/Director	2.53		Early	12.80	5.00
Carroll	Administrator/Director	0.97		Early	6.20	5.00
Columbiana	Administrator/Director	2.04		Early	7.90	4.71
Coshocton	Administrator/Director	2.51		Early	4.60	4.00
Harrison	Administrator/Director	2.36		Early	6.30	4.00
Holmes	Administrator/Director	0.94		Early	10.25	4.50
Jefferson	Administrator/Director	1.78		Early	10.29	4.89
Knox	Administrator/Director	3.00		Early	8.08	5.00
Tuscarawas	Administrator/Director	2.07		Early	8.00	4.86
Wayne	Administrator/Director	1.14		Early	10.33	5.00
Knox	Administrator/Director	4.46	9.50	Early	51.00	
Coshocton	Administrator/Director	3.28	22.00	Early	9.71	

Seniority:

Early

Mid

Senior

Job Title	Leaver (Early)	Leaver (Mid)	Leaver (Senior)	Stayer (Early)	Stayer (Mid)	Stayer (Senior)
Administrator/Director	33.33%	66.67%	0%	57.14%	20.88%	21.98%
Assistant Teacher	83.87%	16.13%	0%	69.48%	20.88%	9.64%
Floater	86.96%	13.04%	0%	80.00%	10.00%	10.00%
Lead Teacher	85.19%	14.81%	0%	47.85%	22.46%	29.69%
Substitute	78.13%	21.87%	0%	62.83%	19.41%	17.76%
Administrator on JFS License	100.00%	0%	0%	19.74%	64.04%	16.22%
Assistant Teacher / Teacher's or Student Aide	100.00%	0%	0%	100.00%	0%	0%
Day Camp Administrator	100.00%	0%	0%	100.00%	0%	0%

Powered by NEW SYSTEMS ETHIC | NSE Collective Analytics

DATA & REVIEW DRAFT 3/31/2024

Page 6 of 12



Program Type:

Multiple selections

Position Type:

All

Beale Code:

All

Publicly Funded:

All

Job Title:

All

Date:

202401

202403

 SDA>County:

SDA 5

 Star Rating:

All

 Total Duration:

0.00

50.00

 Center Type:

Multiple select...

 Education:

All

LEAVER (Avg Career Duration)

6.94

STAYER (Avg Career Duration)

14.09

TOTAL STAYER

3,063

STAYER (Promotion)

17

Avg Career Duration by Job Title vs Mean

Worker Status:

Leaver

Stayer

Job Title	Leaver (%)	Stayer (%)
Administrator/Director	-54.34%	-26.88%
Assistant Teacher	-80.95%	-69.83%
Floater	-48.63%	-71.57%
Lead Teacher	-75.59%	-36.87%
Substitute	-30.05%	-47.33%

Turnover Reasons

Churn

Internal

Promotion

Seasonal

Transfer

Job Title	Churn (%)	Internal (%)	Promotion (%)	Seasonal (%)	Transfer (%)
Administrator/Director	62.86%	0.00%	0.00%	0.00%	0.00%
Assistant Teacher	3.69%	7.83%	0.00%	0.00%	0.00%
Floater	0.00%	0.00%	0.00%	0.00%	0.00%
Lead Teacher	0.00%	0.00%	0.00%	0.00%	0.00%
Substitute	0.00%	0.00%	0.00%	0.00%	0.00%
Administrator on JFS License	0.00%	0.00%	0.00%	0.00%	27.65%
Assistant Teacher / Teacher's or Student Aide	0.00%	0.00%	0.00%	0.00%	0.00%
Day Camp Administrator	0.00%	0.00%	0.00%	0.00%	0.00%

County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Carroll	Assistant Teacher	0.01	10.40	Early	6.36	3.00
Knox	Driver	0.01		Early	3.00	5.00
Tuscarawas	Driver	0.01	10.45	Early	11.56	
Knox	HS Senior or Graduate <18	0.03		Early	10.00	
Knox	InHome Aide	0.03		Early	0.00	
Wayne	Floater	0.04		Senior	9.38	3.00
Coshocton	Substitute	0.05		Mid	1.96	5.00
Columbiana	Program Management Not Used in Ratio	0.05		Early	2.11	5.00
Columbiana	Floater	0.06	17.34	Early	2.42	5.00
Coshocton	Assistant Teacher	0.06	9.60	Mid	4.53	5.00
Jefferson	Floater	0.06	12.00	Mid	10.44	1.00
Columbiana	Floater	0.06		Senior	2.39	5.00

Seniority:

Early

Mid

Senior

Job Title	Leaver Seniority (%)	Stayer Seniority (%)
Administrator/Director	33.33% Early, 66.67% Mid	57.14% Early, 20.88% Mid, 21.98% Senior
Assistant Teacher	83.87% Early, 16.13% Mid	69.48% Early, 20.88% Mid, 9.64% Senior
Floater	86.96% Early, 13.04% Mid	80.00% Early, 20.00% Mid
Lead Teacher	85.19% Early, 14.81% Mid	47.85% Early, 22.46% Mid, 29.69% Senior
Substitute	78.13% Early, 21.87% Mid	62.83% Early, 19.41% Mid, 17.76% Senior
Administrator on JFS License	100.00% Senior	19.74% Early, 64.04% Mid, 16.22% Senior
Assistant Teacher / Teacher's or Student Aide	100.00% Senior	100.00% Senior
Day Camp Administrator	100.00% Senior	100.00% Senior

Powered by NEW SYSTEMS ETHIC | NSE Collective Analytics

DATA & REVIEW DRAFT 3/31/2024

Page 7 of 12



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

Date: 202401 202403 SDA>County: SDA 5 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

11.00

14.00

LEAVER

STAYER

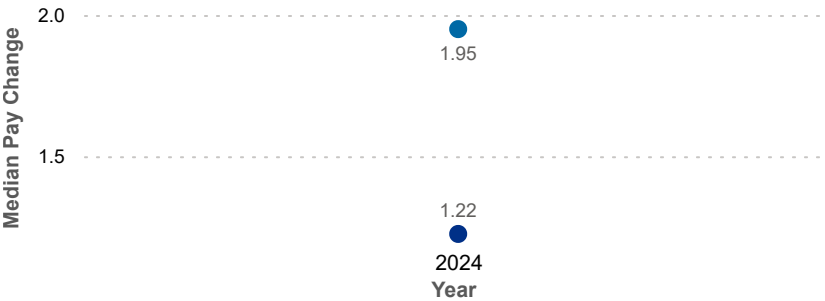
0.40

0.50

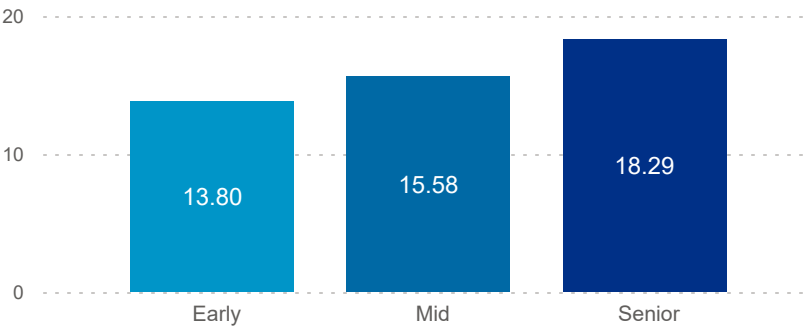
Worker Status: Leaver Stayer



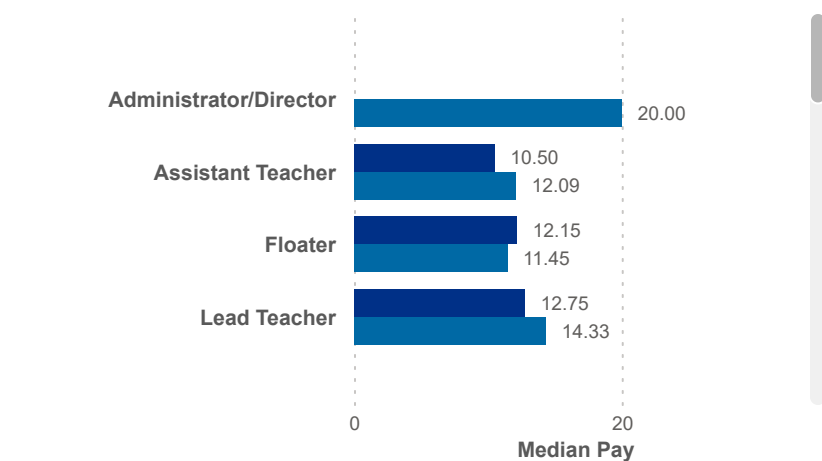
Worker Status: Leaver Stayer



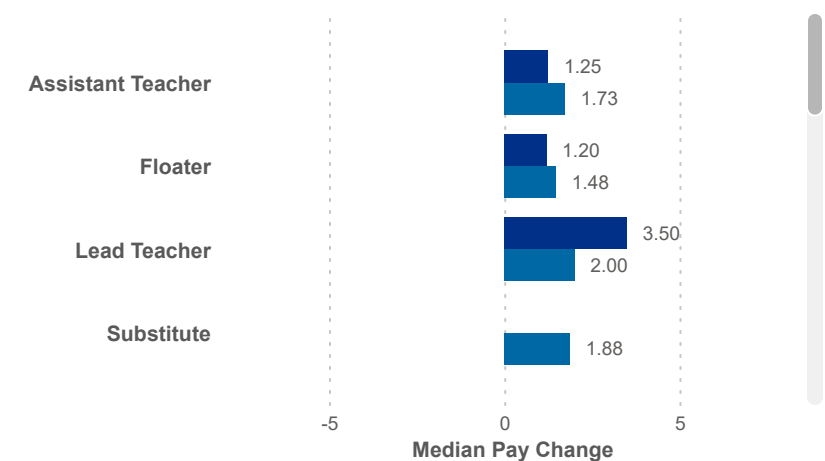
Seniority: Early Mid Senior



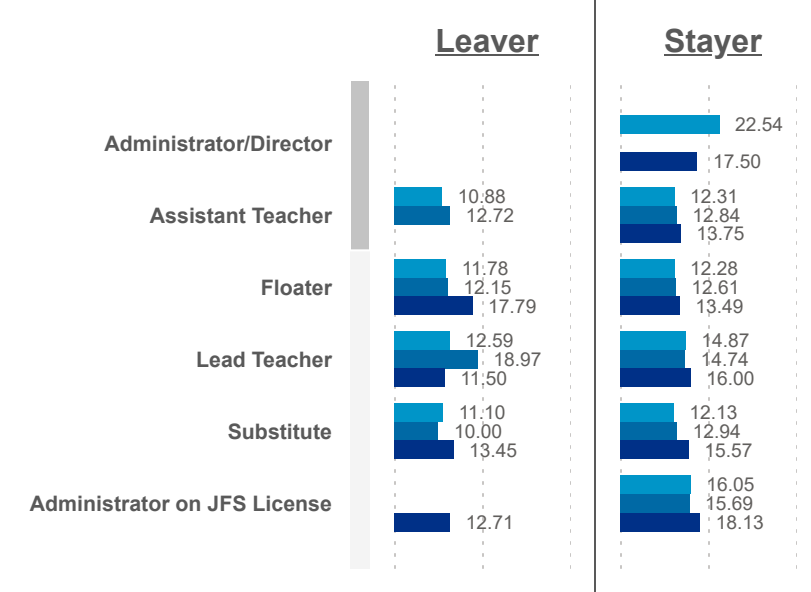
Worker Status: Leaver Stayer



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 5 Star Rating: All Total Duration: 0.00 50.00 Center Type: Multiple select... Education: All

PAY MEDIAN (USD)

LEAVER

11.00

STAYER

14.00

Worker Status: Leaver Stayer



PAY PROGRESSION (USD)

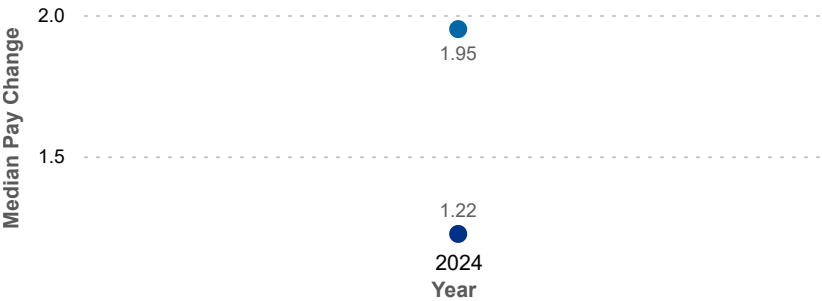
LEAVER

0.40

STAYER

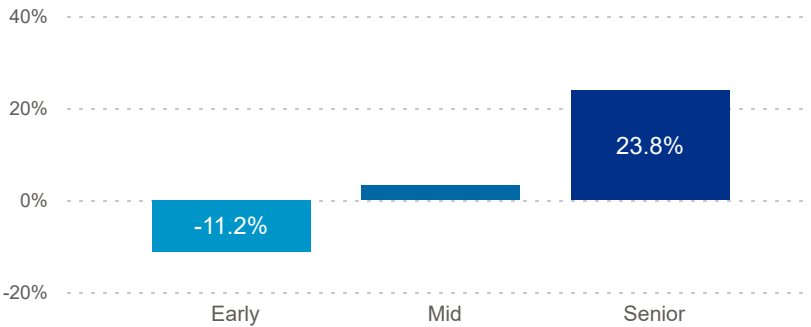
0.50

Worker Status: Leaver Stayer

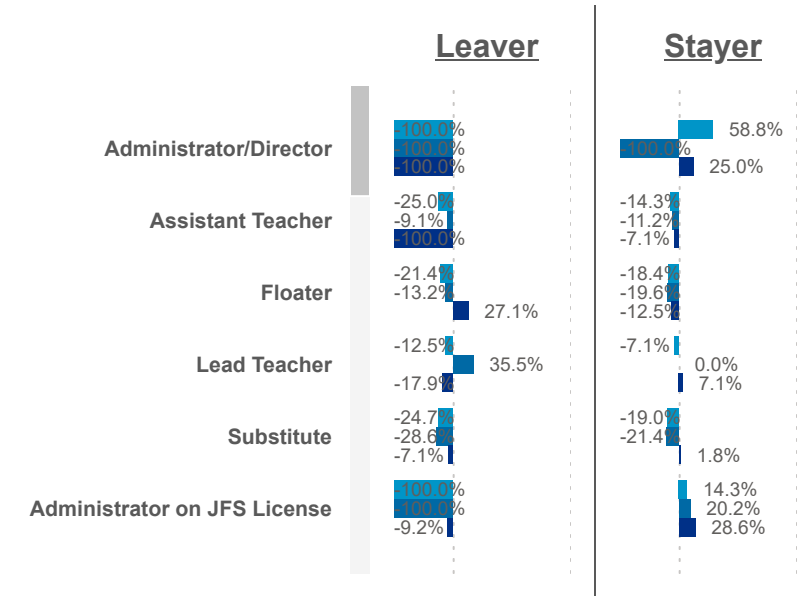


PAY & CAREER SENIORITY (USD)

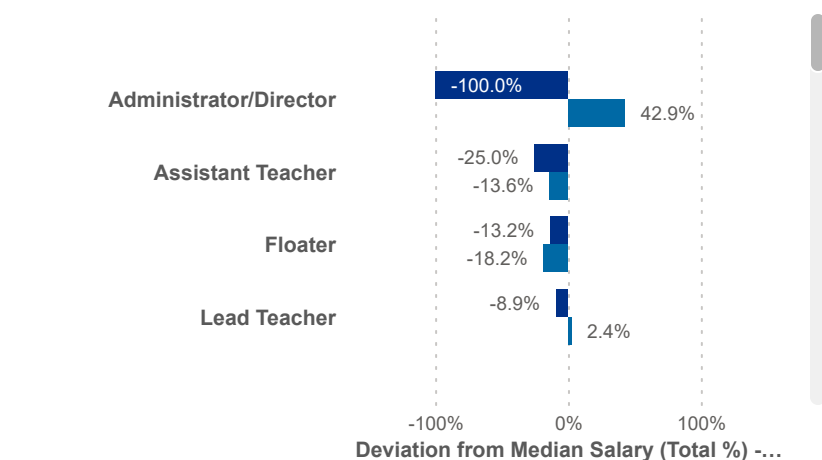
Seniority: Early Mid Senior



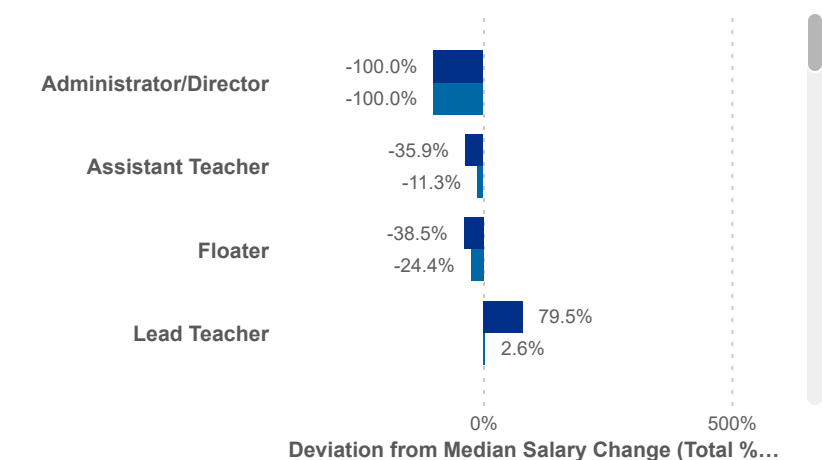
Seniority: Early Mid Senior



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)

4.81

Workload Median (Leaver)

5.35

Workload Median (Stayer)

4.81

Star Rating Mean (Total)

4.14

Star Rating Mean (Leaver)

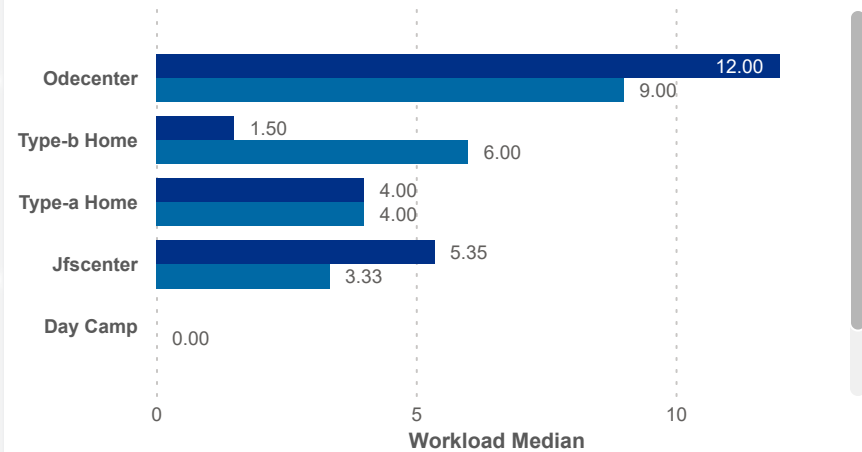
3.39

Star Rating Mean (Stayer)

4.15

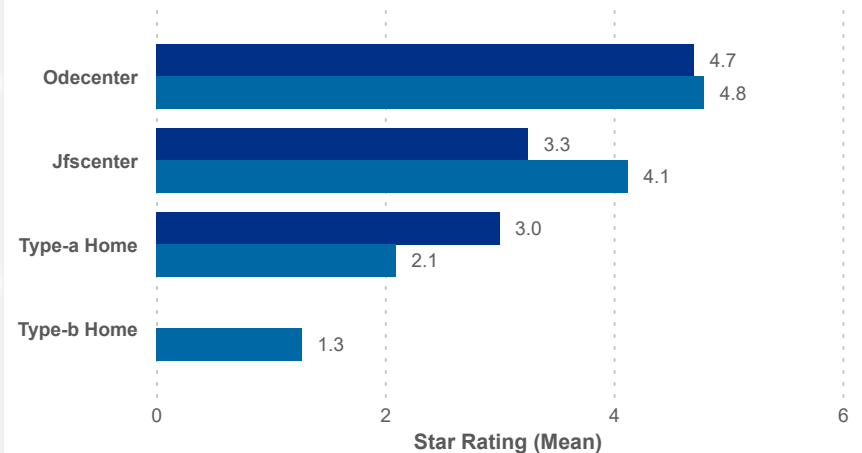
Workload Median

Worker status ● Leaver ● Stayer



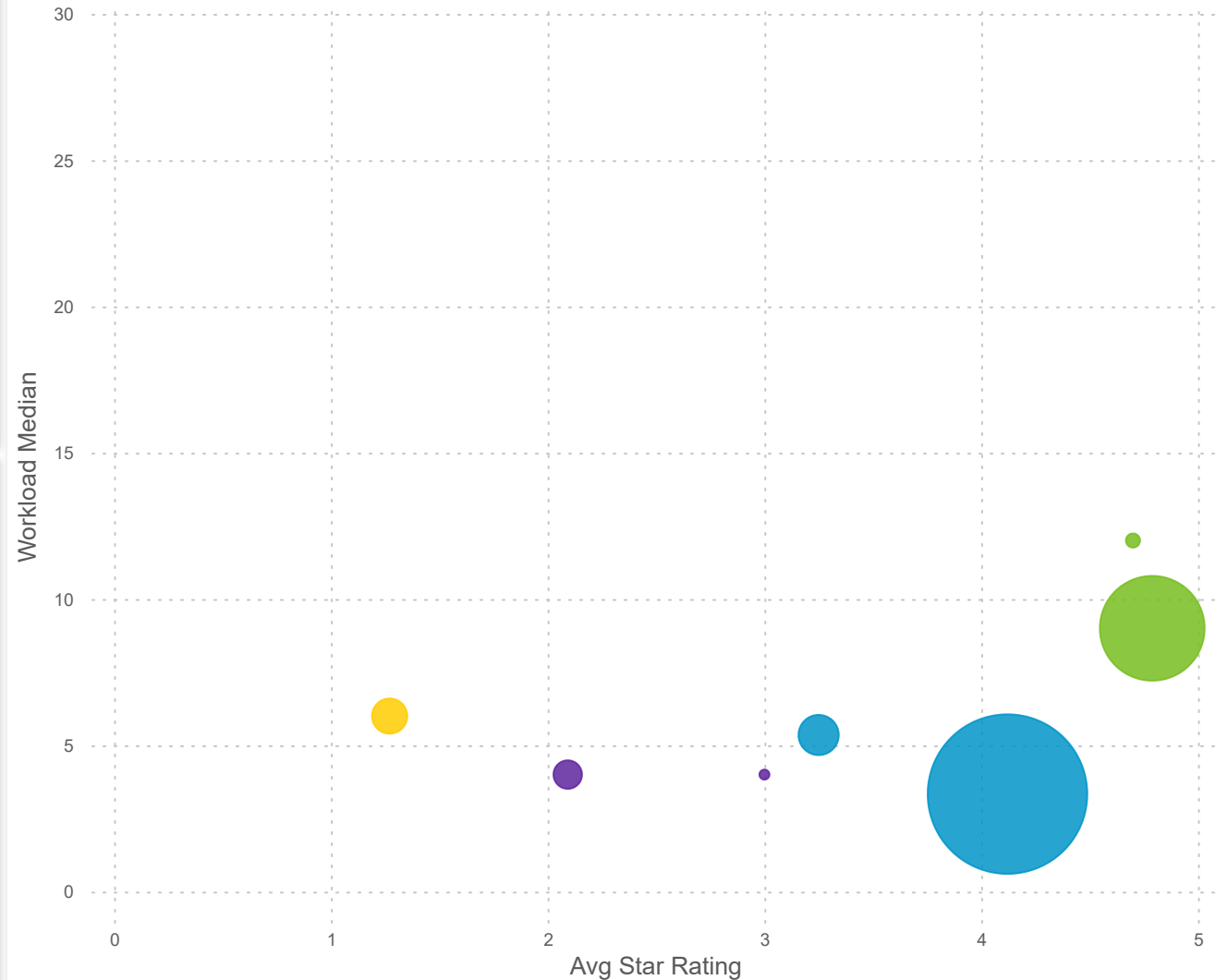
Star Rating Mean

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)

4.81

Workload Median (Leaver)

5.35

Workload Median (Stayer)

4.81

Star Rating Mean (Total)

4.14

Star Rating Mean (Leaver)

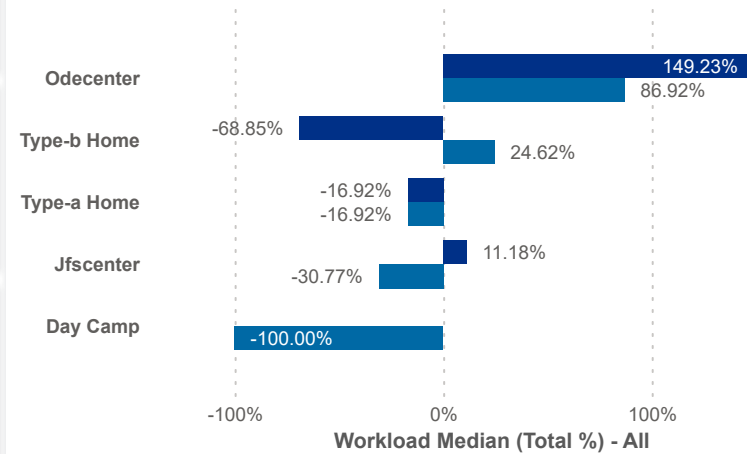
3.39

Star Rating Mean (Stayer)

4.15

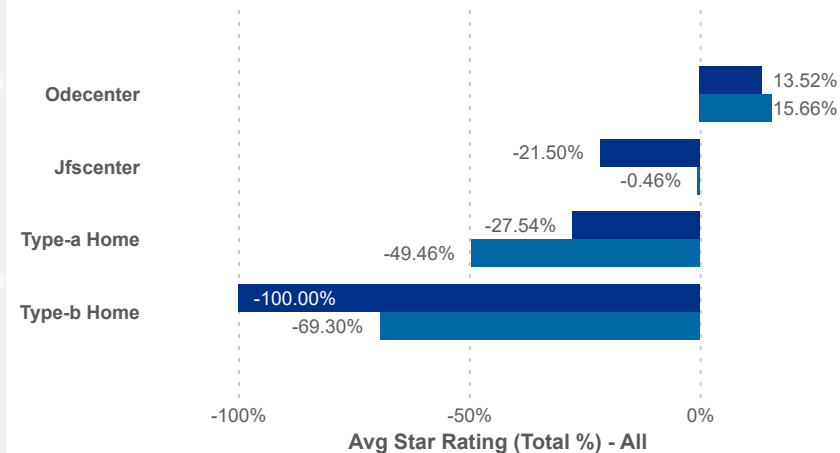
Workload Median (Total %)

Worker status ● Leaver ● Stayer



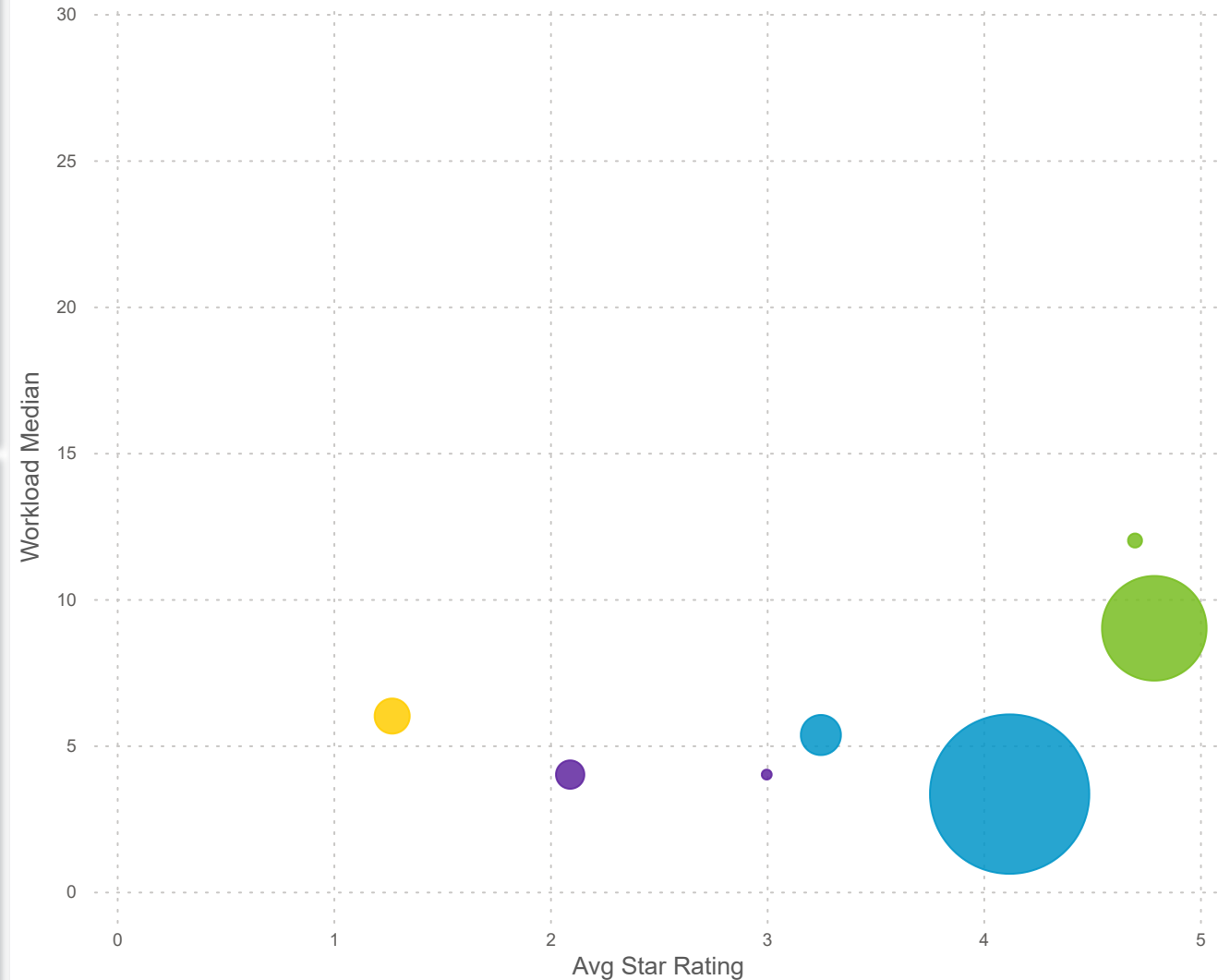
Star Rating Mean (Total %)

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 5

 Star Rating:

All

 Total Duration:

0.00

50.00

 Center Type:

Multiple select...

 Education:

All

PAY MEAN (USD)

LEAVER

12.15

STAYER

15.72

COMBINED

15.67

Worker ... Leaver Stayer

Job Title	Leaver Mean Pay	Stayer Mean Pay
Substitute	11.49	13.19
Program Management...	28.84	22.17
Program Management...	22.93	22.93
Owner	9.00	21.92
Other Staff Not Co...	13.26	21.07
Other Staff Counte...	18.49	18.49
Lead Teacher	13.18	15.22
Individual Service ...	19.33	19.33
Floater	12.26	12.47

Job Title	Mean Pay
Substitute	13.11
Program Management...	22.19
Program Management...	22.93
Owner	21.79
Other Staff Not Co...	20.91
Other Staff Counte...	18.49
Lead Teacher	15.19
Individual Service ...	19.33
Floater	12.46
Extracurricular Us...	18.44

Salary Mean by Year and Worker Status

Worker status Leaver Stayer

Year	Leaver Mean Pay	Stayer Mean Pay
2024	12.15	15.72

Combined Salary Mean by Year and Worker Status

Year	Combined Mean Pay
2024	15.67

Powered by NEW SYSTEMS ETHIC | NSE Collective Analytics

DATA & REVIEW DRAFT 3/31/2024

Page 12 of 12

occr@

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

Created Date: 4/17/2024

Date:202401

Program Type:Multiple select...▼

202403

Position Type:All▼

Job Title:All▼

Teacher Age Group:All▼

Education:All▼

Retention Support (Comp.):All▼

Credential:All▼

Retention Support (Part.):All▼

SDA>County:SDA 5▼

Star Rating:All▼

Legacy Star Rating:All▼

Total Duration:0.0050.00

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
3,195	0K	3K	14.00	4.14	9.75	4.30	4.81	429	486

Distribution of Workers By Teacher Age

Churn Metrics By Teacher Age

Worker Count by Teacher 5Y Age Groups

Powered by NEW SYSTEMS>ETHIC | NSE Collective Analytics

DATA & REVIEW DRAFT 3/31/2024

Appendix A