



Program Type: 

Multiple selections

Position Type: 

All

Beale Code: 

All

Publicly Funded: 

All

Job Title: 

All

Date: 

202401

202403

 SDA>County: 

SDA 6

 Star Rating: 

All

 Total Duration: 

0.00

50.00

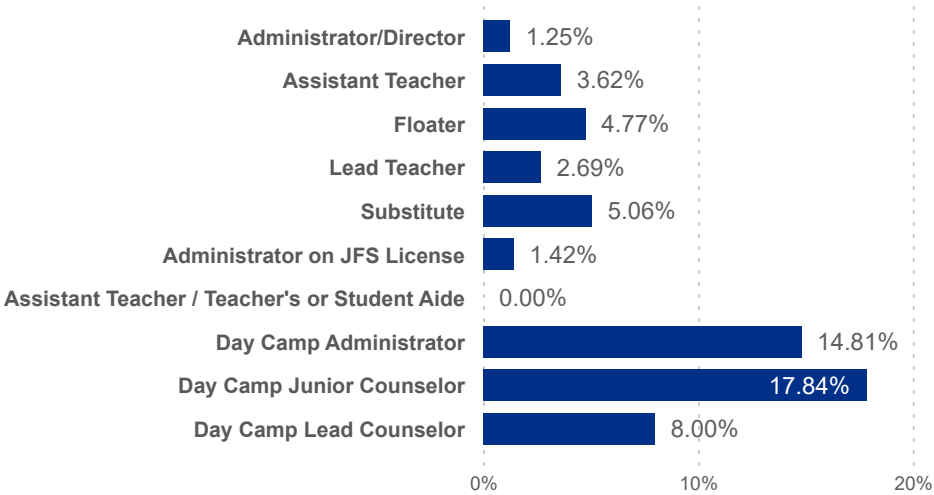
 Center Type: 

Multiple select...

 Education: 

All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

3.30%

Adjusted Workers

17,313

Total Leaver

964

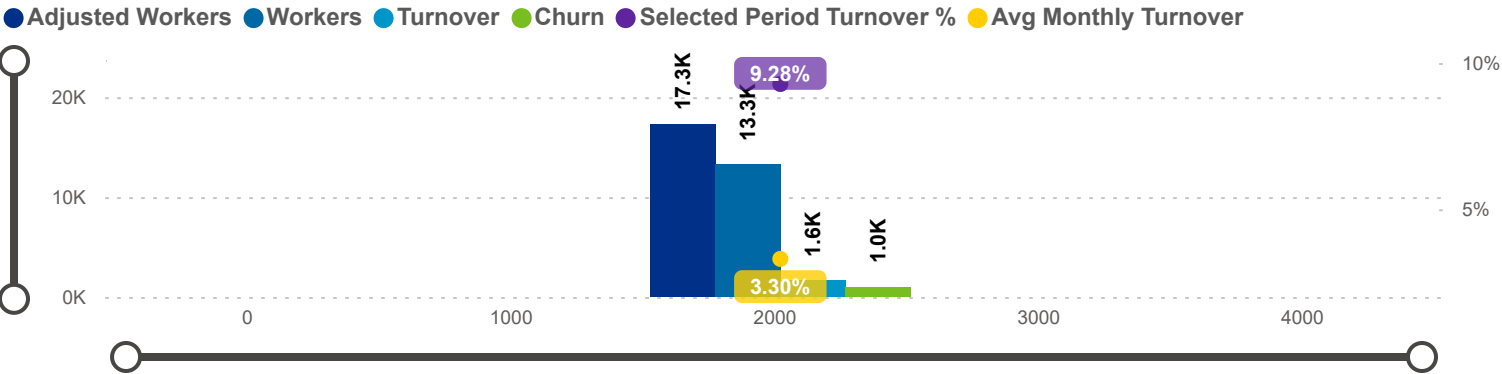
Total Stayer

16,349

Sel Period Turnover

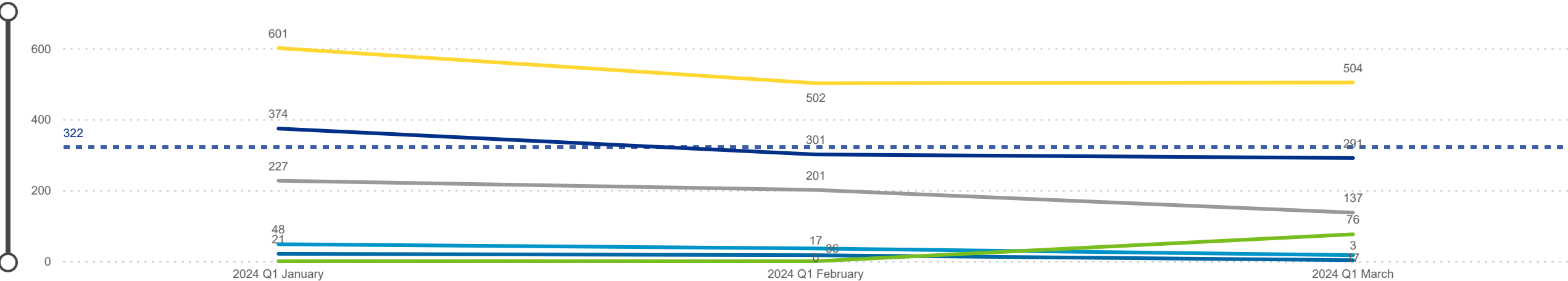
9.28%

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

Legacy Star Rating:All

Total Duration:0.0050.00

Center Type:Multiple select...

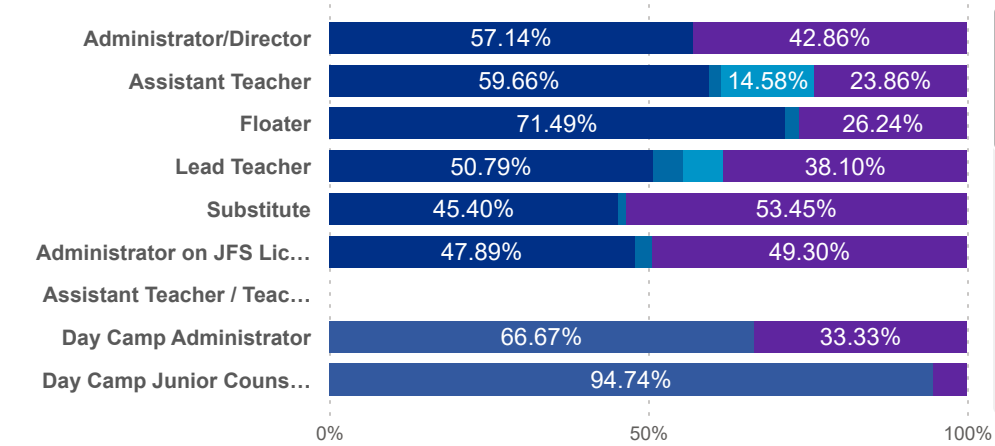
Beale Code:All

Publicly Funded:All

Student Age Group:All

Job Change Reasons by Job Title

ChurnInternalPromotionSeasonalTransfer



Avg Monthly Churn

1.99%

Adjusted Workers

17,313

Workload Median

5.72

Pay Median USD / hr

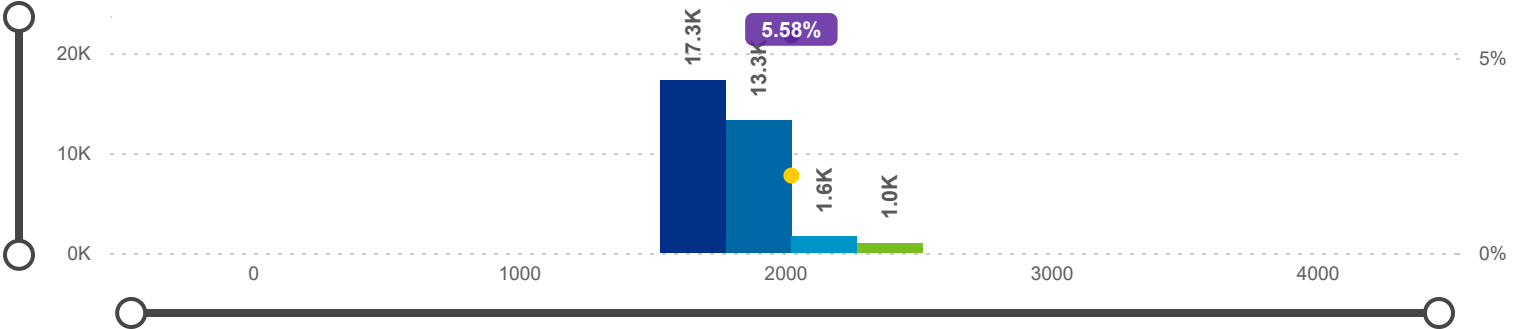
15.00

Avg ECE Duration

5.75

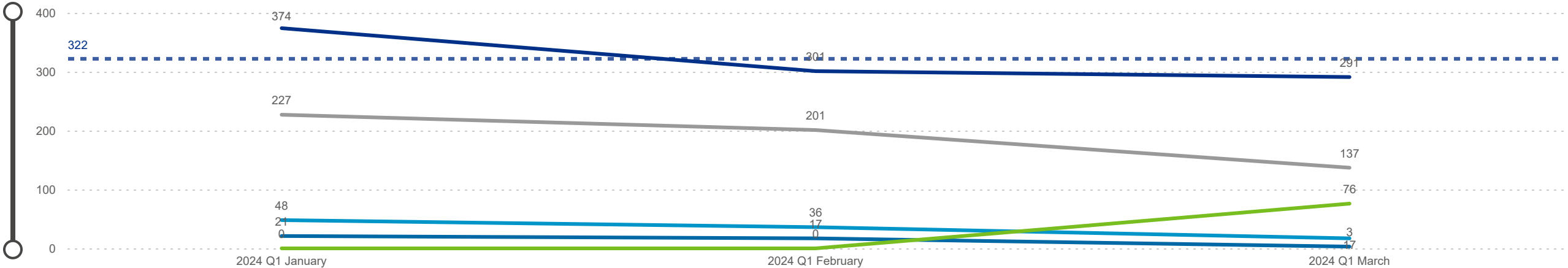
Avg Monthly Churn and Number of Workers

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 6

Star Rating: 

All

Total Duration: 

0.00

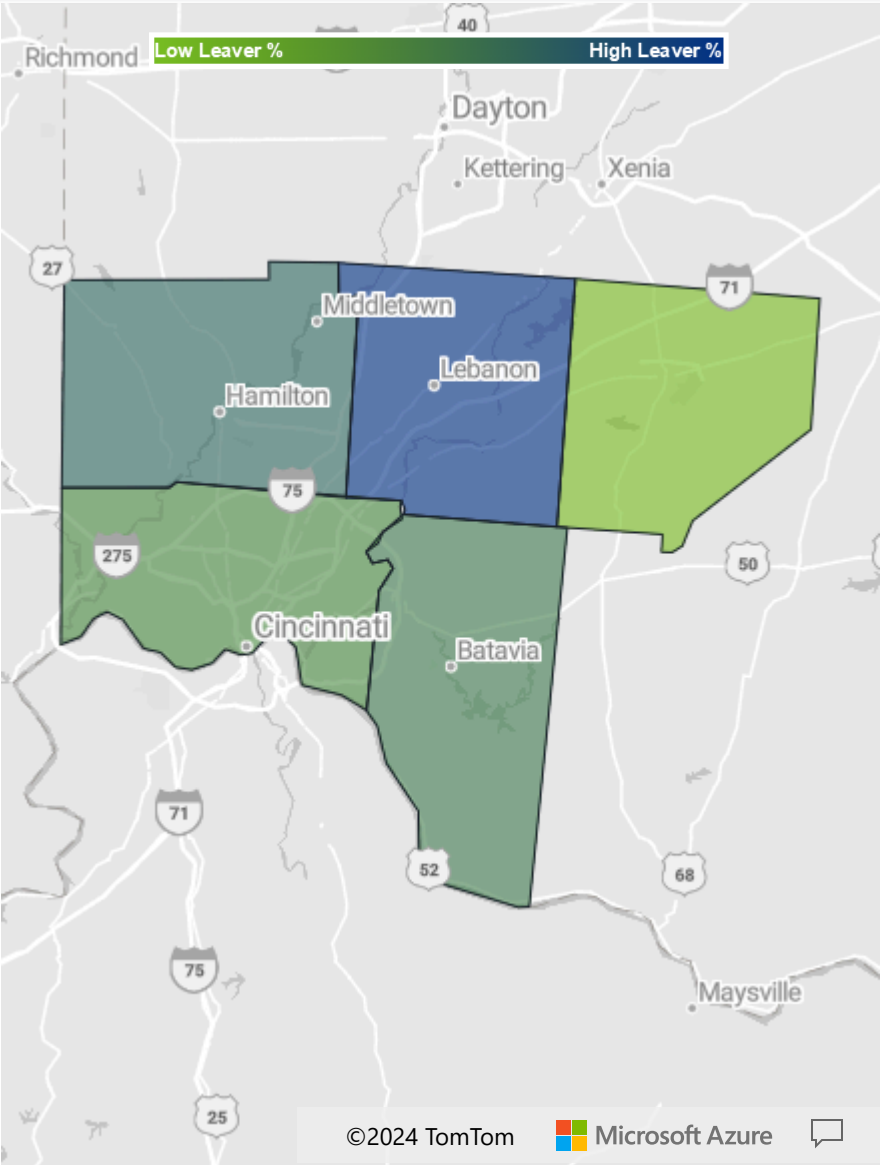
50.00

Center Type: 

Multiple select...

Education: 

All



ADJUSTED WORKERS

17,313

TOTAL LEAVER

964

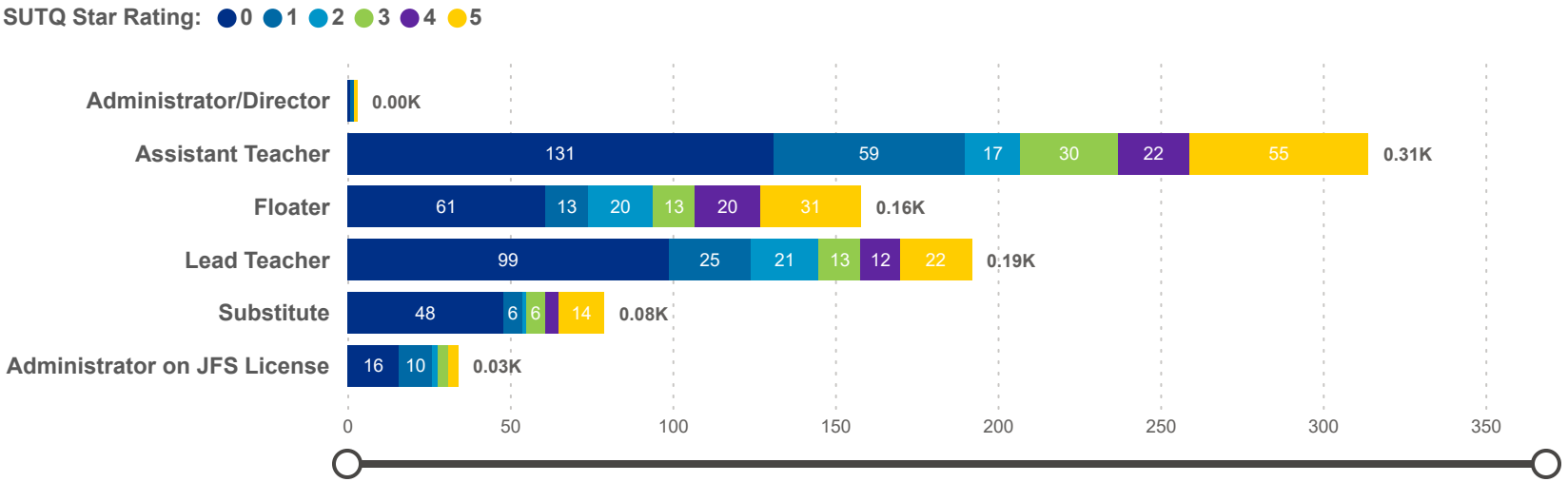
TOTAL STAYER

16,349

SELECTED PERIOD CHURN %

5.57%

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
Hamilton OH	10,557	8,006	60.40%	518	10,039	4.91%	95.09%	1.74%	9.23%	3.26%	5.71	3.28
Warren OH	2,241	1,895	14.30%	184	2,057	8.21%	91.79%	2.98%	10.26%	3.71%	5.65	4.16
Butler OH	2,778	2,261	17.06%	173	2,605	6.23%	93.77%	2.23%	9.79%	3.51%	6.00	3.63
Clermont OH	1,509	1,120	8.45%	82	1,427	5.43%	94.57%	1.96%	7.95%	2.87%	5.72	3.62
Clinton OH	228	173	1.31%	7	221	3.07%	96.93%	1.05%	4.82%	1.66%	5.24	3.78
Total	17,313	13,256	100.00%	964	16,349	5.57%	94.43%	1.99%	9.28%	3.30%	5.72	3.45



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

Date: 202401 202403 SDA>County: SDA 6 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)

964

16,349

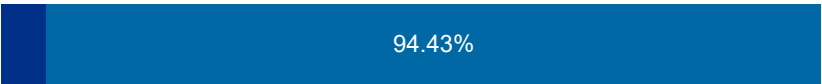
3.69

5.83

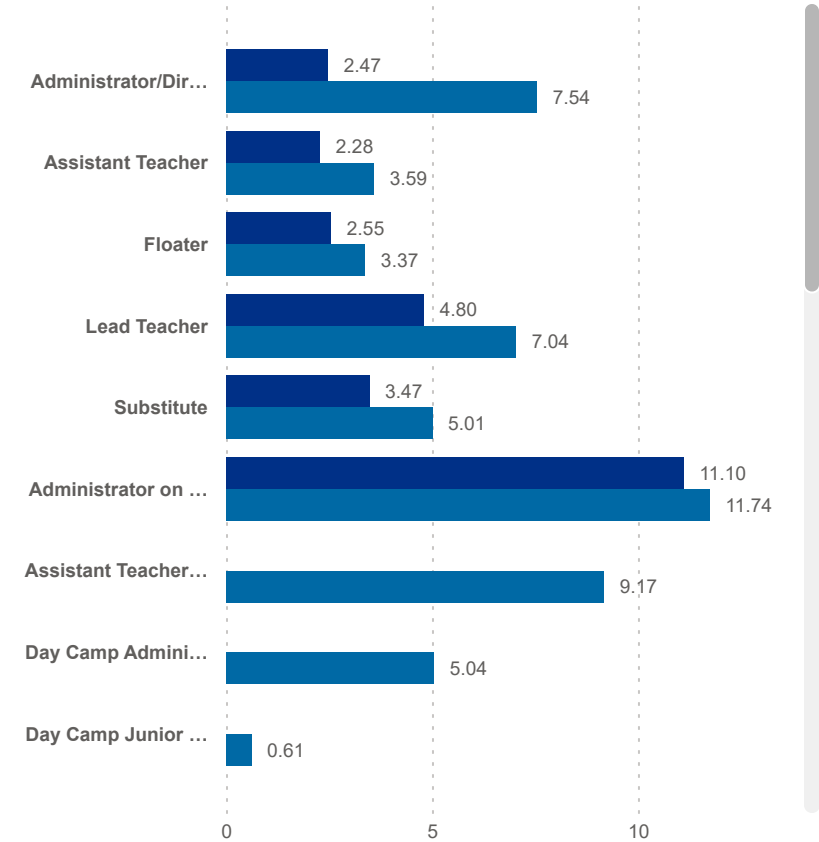
14.02

15.00

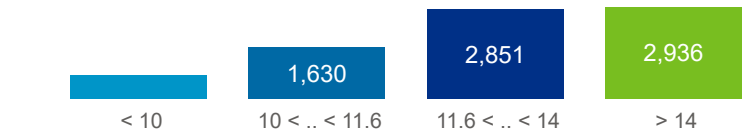
Leaver % Stayer %



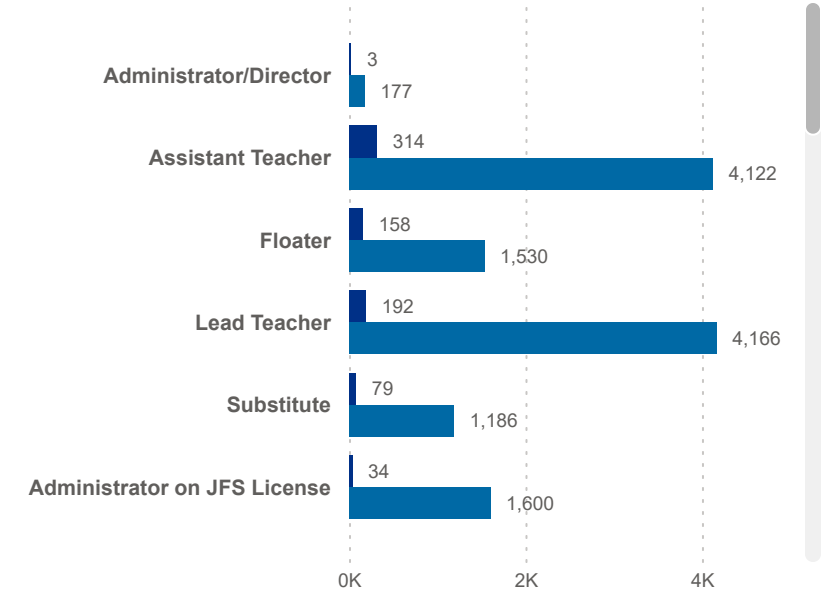
Worker Status: Leaver Stayer



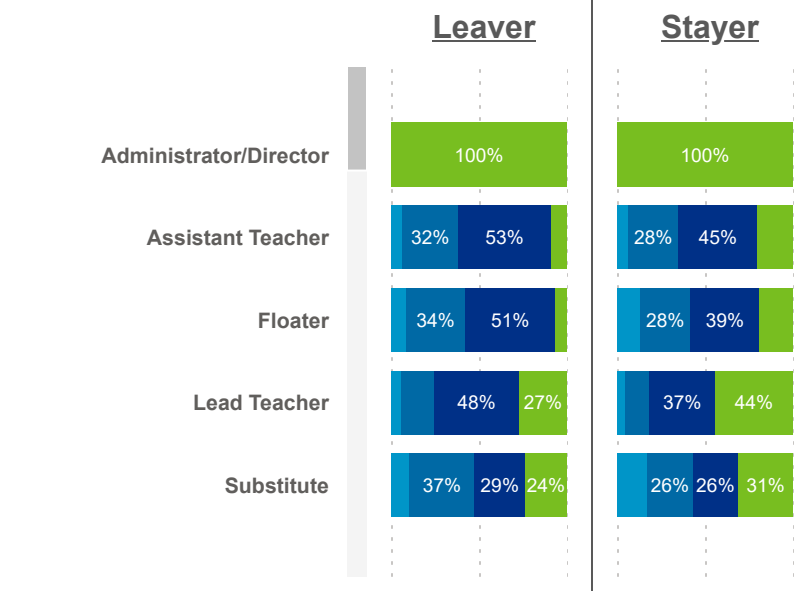
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



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

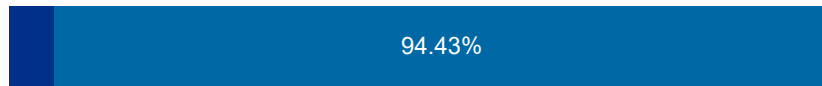
LEAVER

5.57%

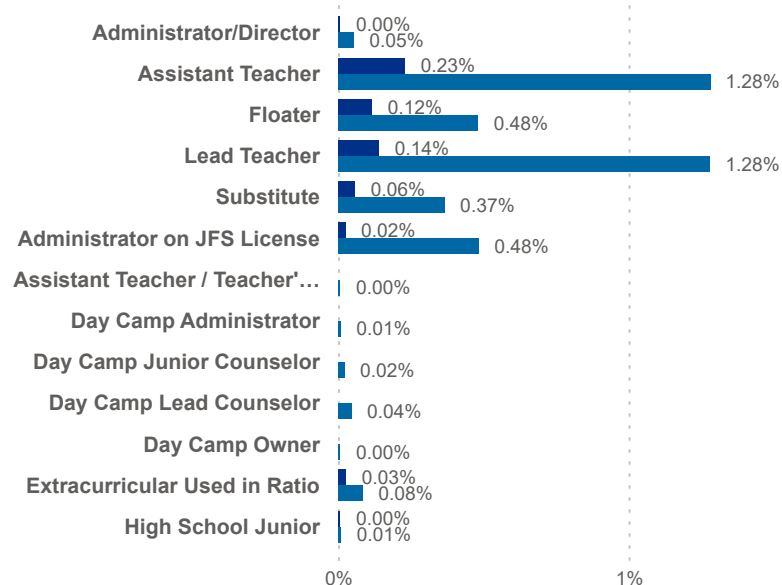
STAYER

94.43%

● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



## AVG ECE DURATION (In Years)

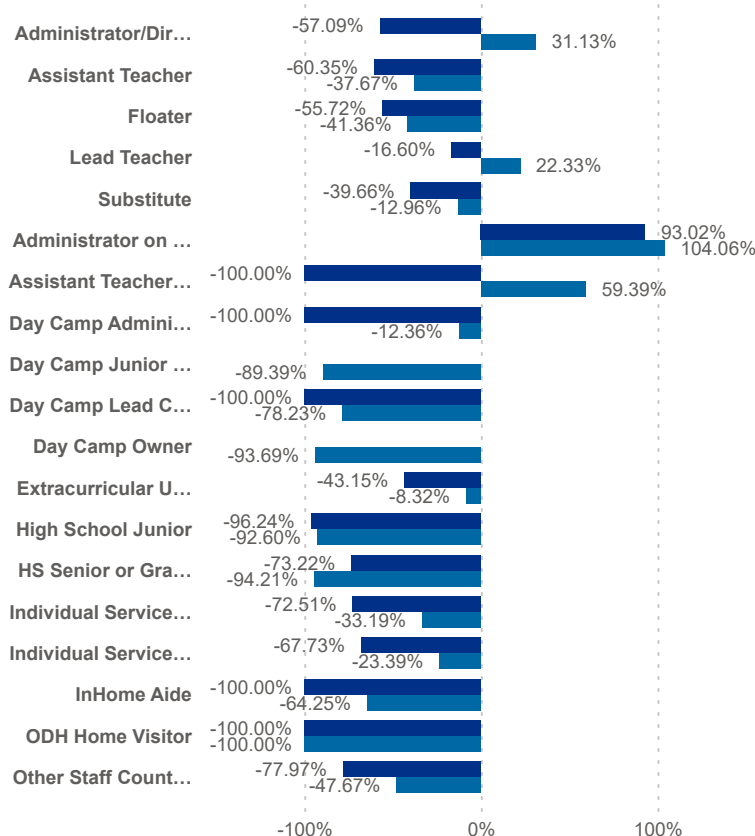
LEAVER

3.69

STAYER

5.83

Worker Status: ● Leaver ● Stayer



## HOURLY WAGE BANDS (USD)

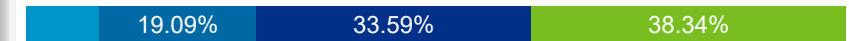
LEAVER (Hourly Wage MED)

14.02

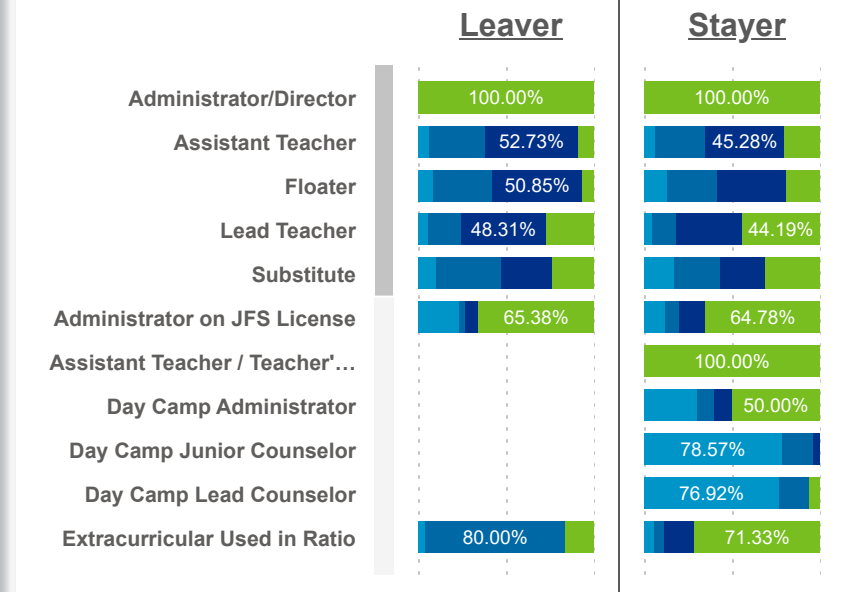
STAYER (Hourly Wage MED)

15.00

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

LEAVER (Avg Career Duration)

3.96

STAYER (Avg Career Duration)

7.93

TOTAL STAYER

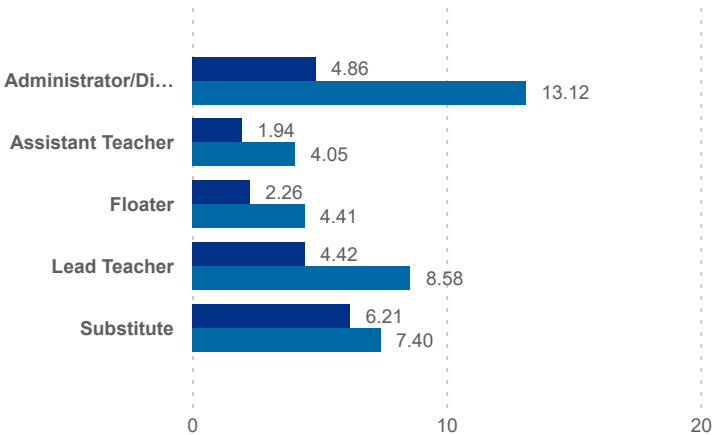
16,349

STAYER (Promotion)

101

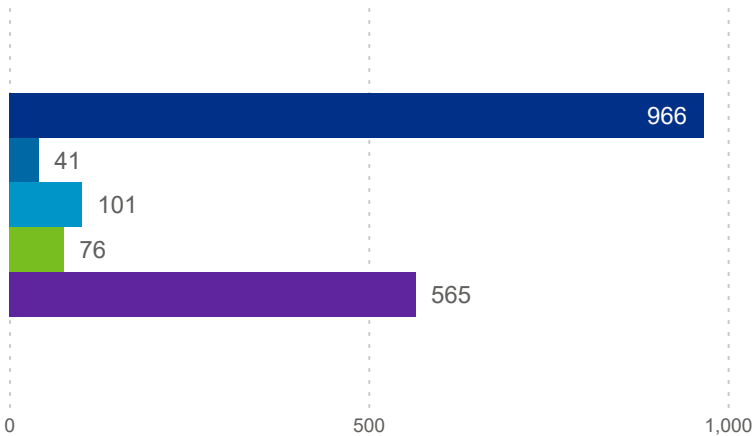
Avg Career Duration by Job Title

Worker Status: Leaver Stayer



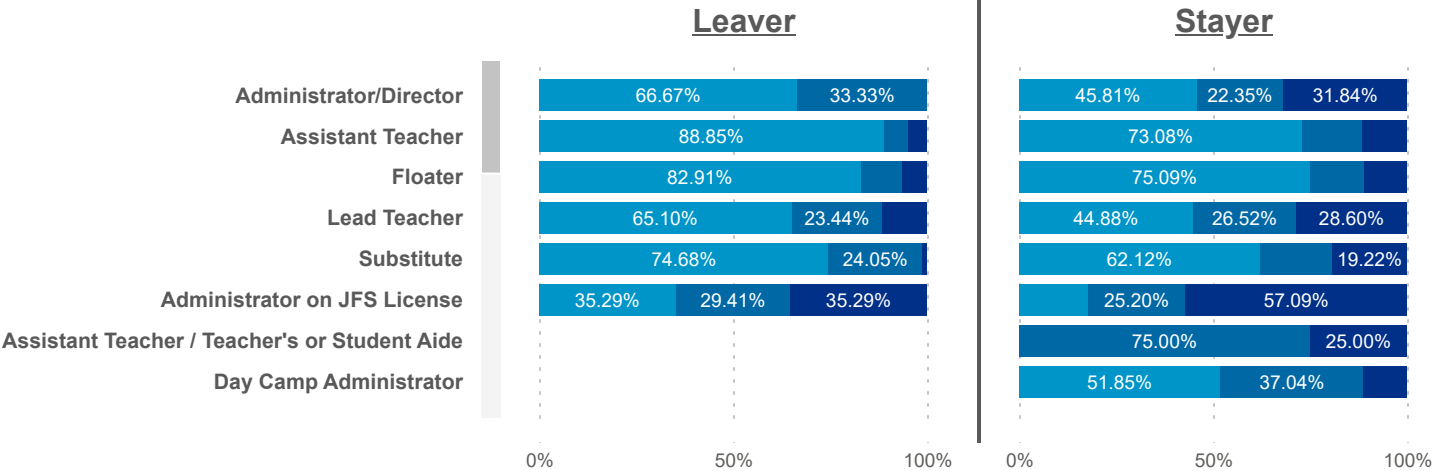
Turnover Reasons

Churn Internal Promotion Seasonal Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Butler	Administrator/Director	1.69		Early	5.82	4.82
Clermont	Administrator/Director	1.97		Early	7.89	5.00
Clinton	Administrator/Director	4.59		Early	5.63	
Hamilton	Administrator/Director	1.71		Early	8.44	4.95
Warren	Administrator/Director	1.48		Early	7.52	5.00
Clermont	Administrator/Director	2.46	17.50	Early	5.86	5.00
Hamilton	Administrator/Director	0.53	23.00	Early	7.40	
Hamilton	Administrator/Director	2.59	25.00	Early	8.82	
Hamilton	Administrator/Director	1.64	26.44	Early	14.67	1.00
Hamilton	Administrator/Director	0.91	36.75	Early	7.33	1.00
Hamilton	Administrator/Director	2.58	37.00	Early	12.86	5.00
Butler	Administrator/Director	0.64	40.00	Early	6.38	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 6 Star Rating: All Total Duration: 0.00 50.00 Center Type: Multiple select... Education: All

LEAVER (Avg Career Duration)

3.96

STAYER (Avg Career Duration)

7.93

TOTAL STAYER

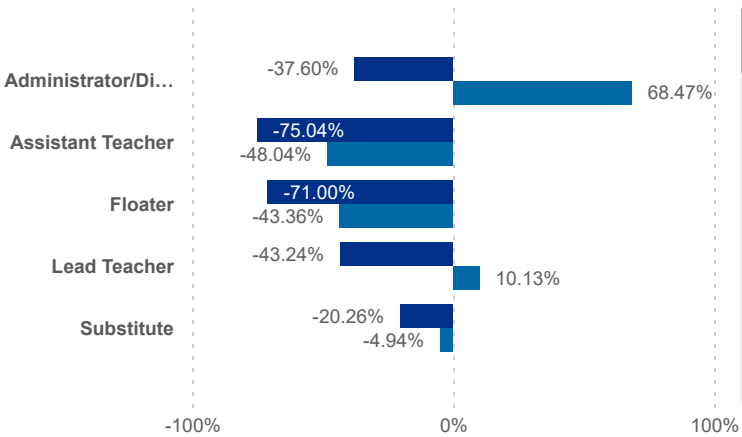
16,349

STAYER (Promotion)

101

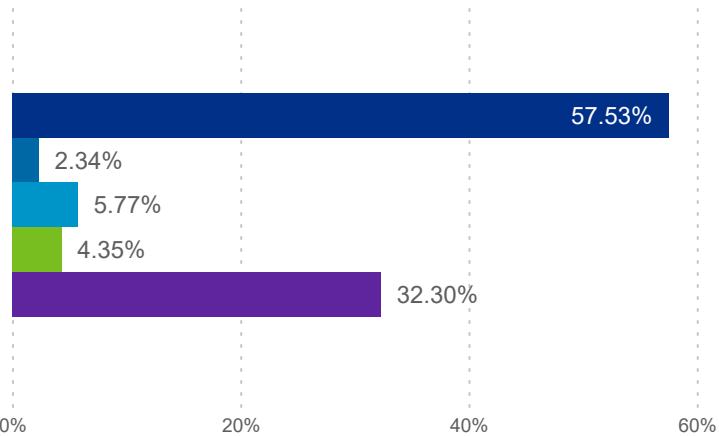
Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer



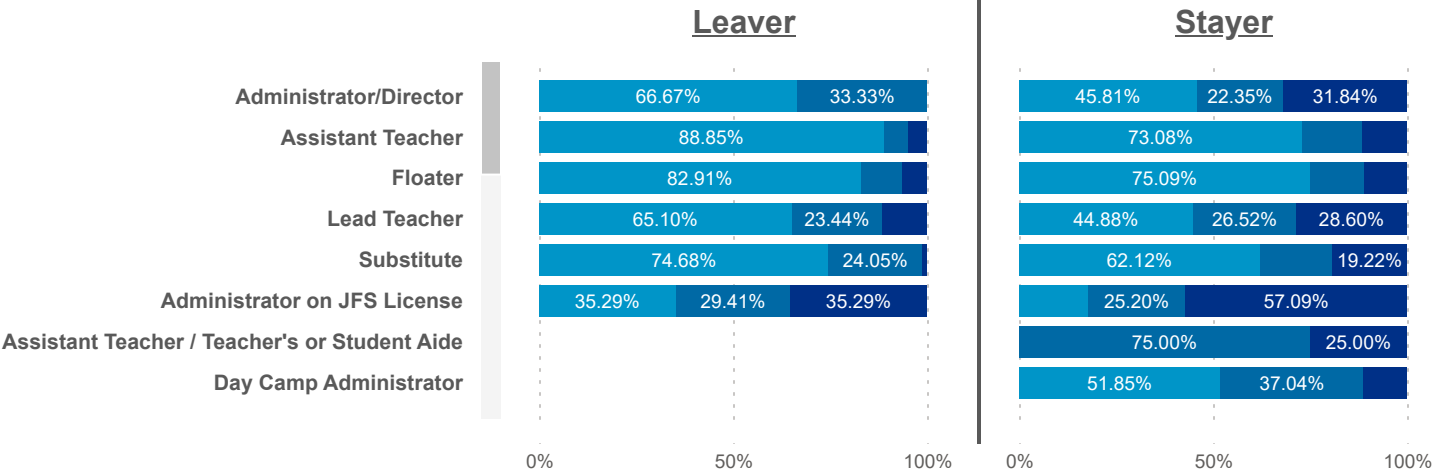
Turnover Reasons

Churn Internal Promotion Seasonal Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Butler	Substitute	0.02	14.28	Early	9.00	5.00
Hamilton	Extracurricular Used in Ratio	0.02	22.10	Senior	3.61	5.00
Butler	Floater	0.03	12.50	Early	12.50	
Clermont	Lead Teacher	0.03	15.25	Early	8.00	2.00
Warren	Assistant Teacher	0.04	23.00	Early	7.20	5.00
Warren	Floater	0.04	16.75	Early	5.02	
Hamilton	Lead Teacher	0.04	13.55	Early	5.29	
Butler	Administrator on JFS License	0.04	22.50	Early	1.67	5.00
Warren	Program Management Used in Ratio	0.04	16.50	Senior	5.09	2.00
Hamilton	Assistant Teacher	0.05	21.30	Early	5.45	5.00
Butler	Assistant Teacher	0.05	13.55	Early	113.00	
Hamilton	Individual Service Provider Used in Ratio	0.05	20.00	Early	6.35	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 6

Star Rating: 

All

Total Duration: 

0.00

50.00

Center Type: 

Multiple select...

Education: 

All

PAY MEDIAN (USD)

LEAVER

14.02

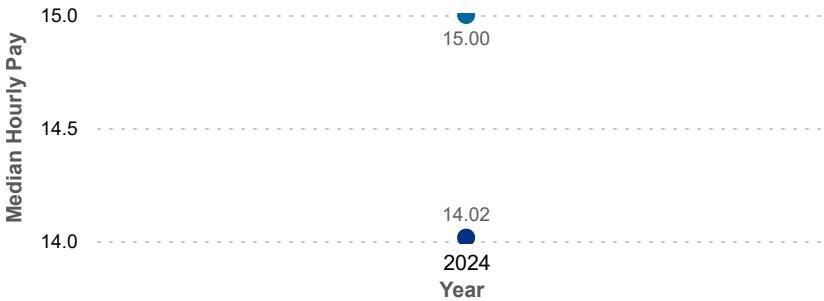
STAYER

15.00

Worker Status: 

Leaver

Stayer



PAY PROGRESSION (USD)

LEAVER

0.71

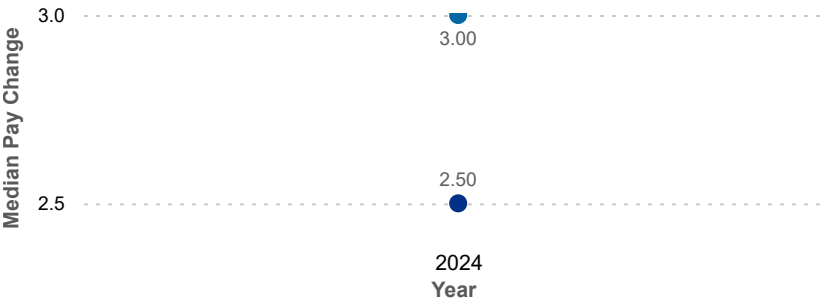
STAYER

0.88

Worker Status: 

Leaver

Stayer



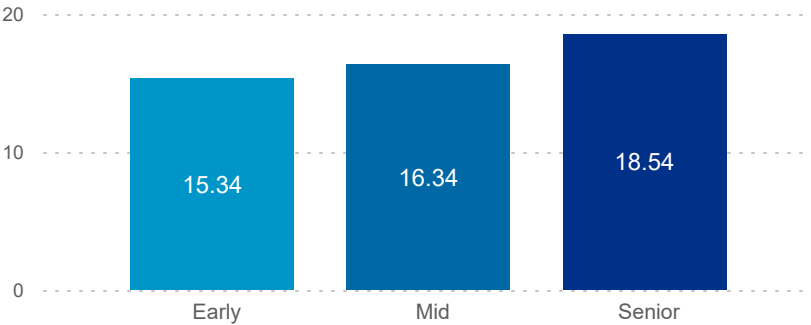
PAY & CAREER SENIORITY (USD)

Seniority: 

Early

Mid

Senior



Seniority: 

Early

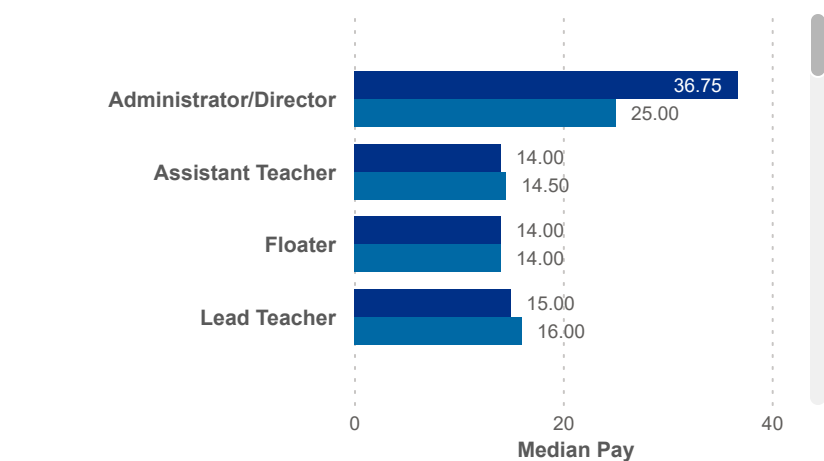
Mid

Senior

Worker Status: 

Leaver

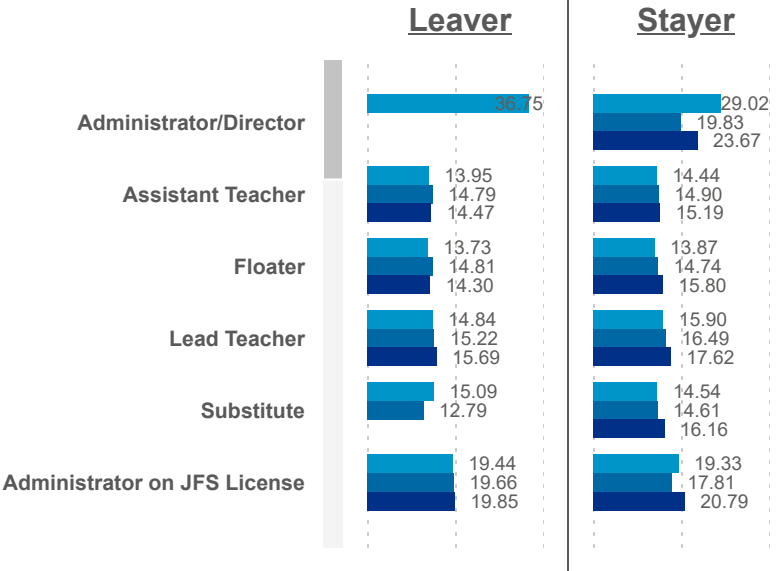
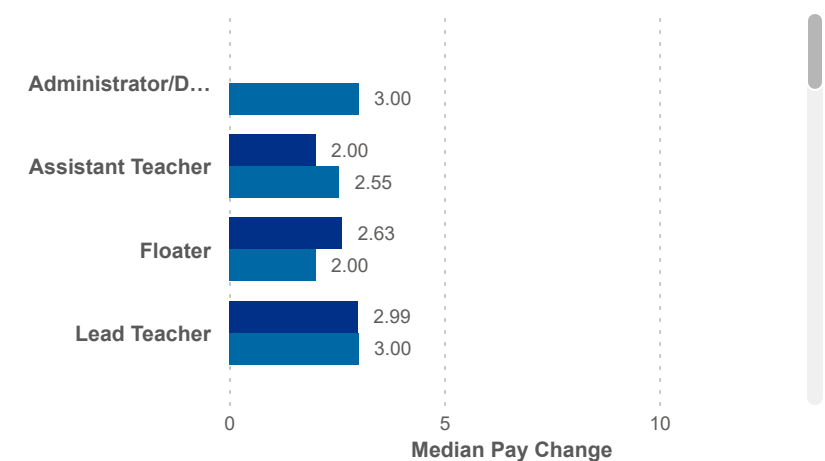
Stayer



Worker Status: 

Leaver

Stayer







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

Date: 202401 202403 SDA>County: SDA 6 Star Rating: All Total Duration: 0.00 50.00 Center Type: Multiple select... Education: All

PAY MEDIAN (USD)

LEAVER

14.02

STAYER

15.00

PAY PROGRESSION (USD)

LEAVER

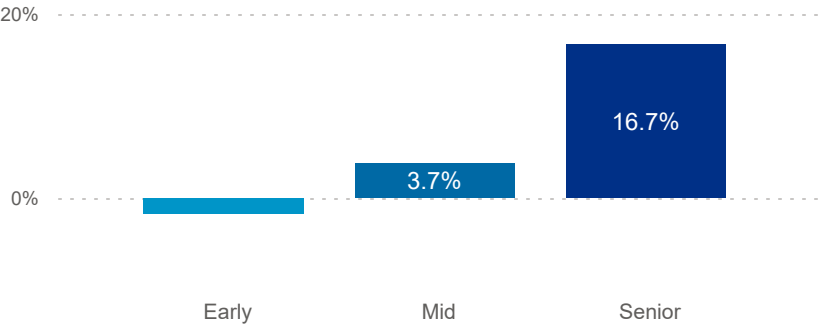
0.71

STAYER

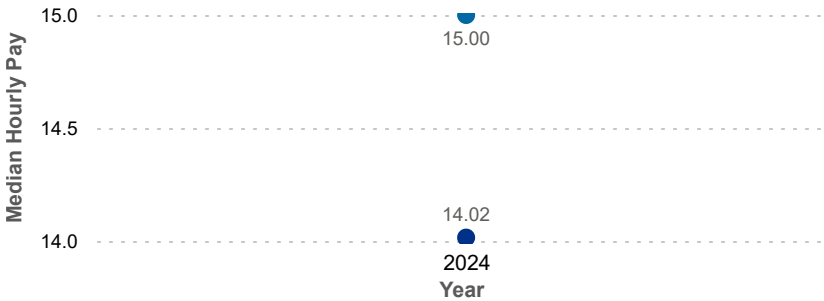
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PAY & CAREER SENIORITY (USD)

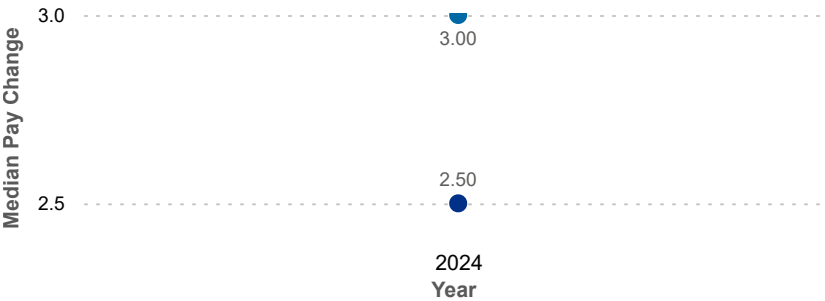
Seniority: Early Mid Senior



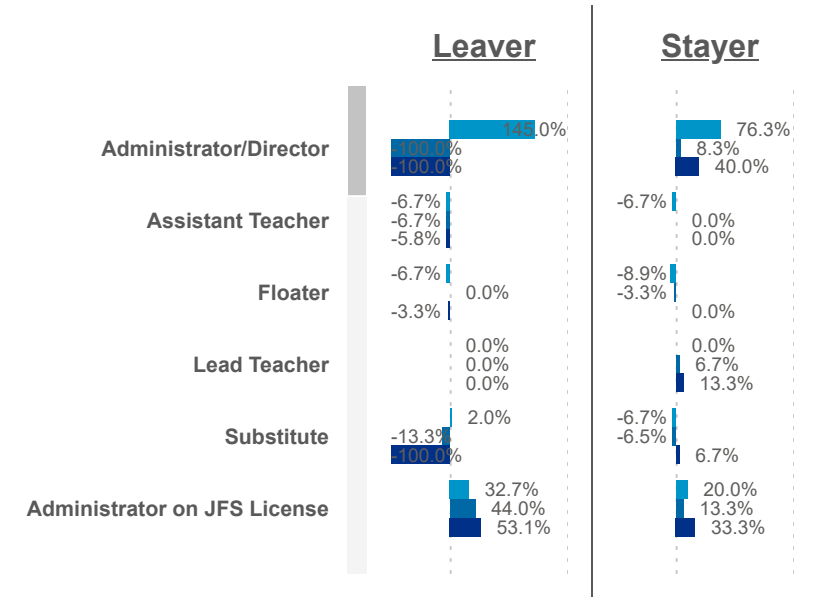
Worker Status: Leaver Stayer



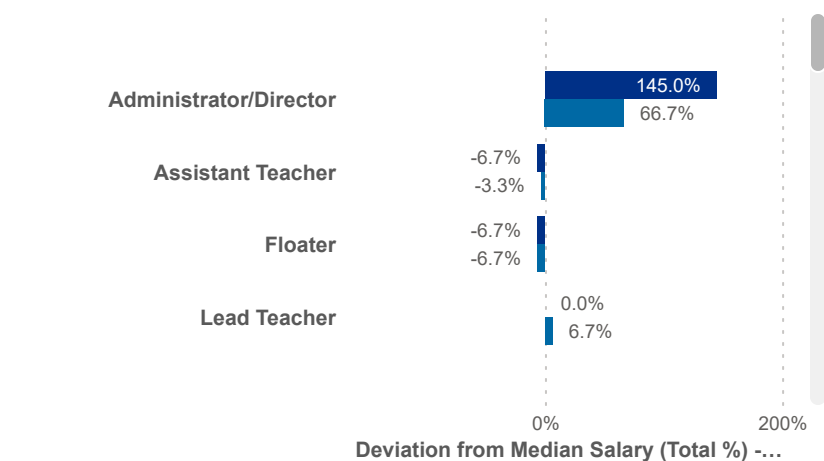
Worker Status: Leaver Stayer



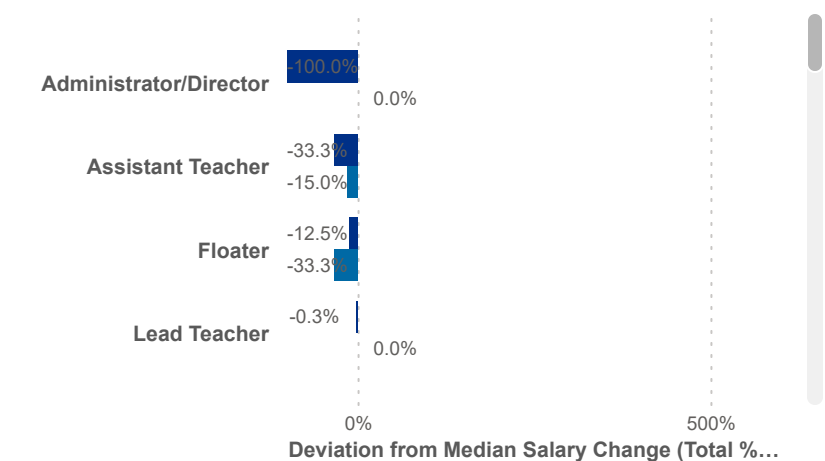
Seniority: Early Mid Senior



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)

5.72

Workload Median (Leaver)

6.00

Workload Median (Stayer)

5.71

Star Rating Mean (Total)

3.45

Star Rating Mean (Leaver)

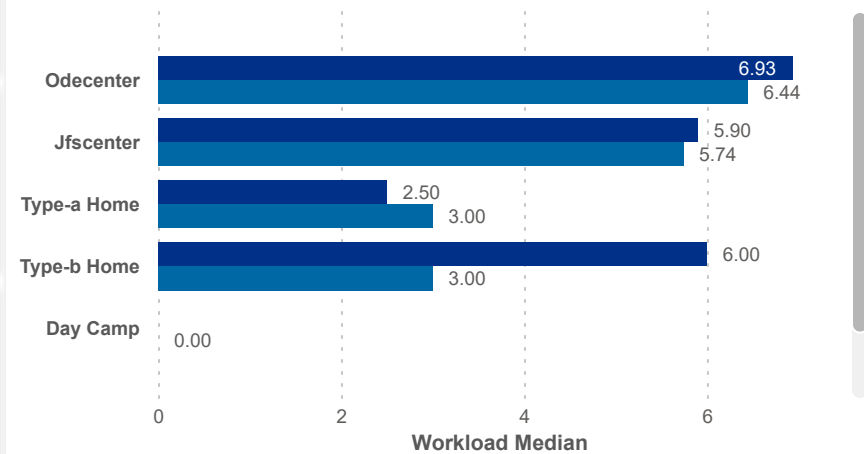
3.22

Star Rating Mean (Stayer)

3.46

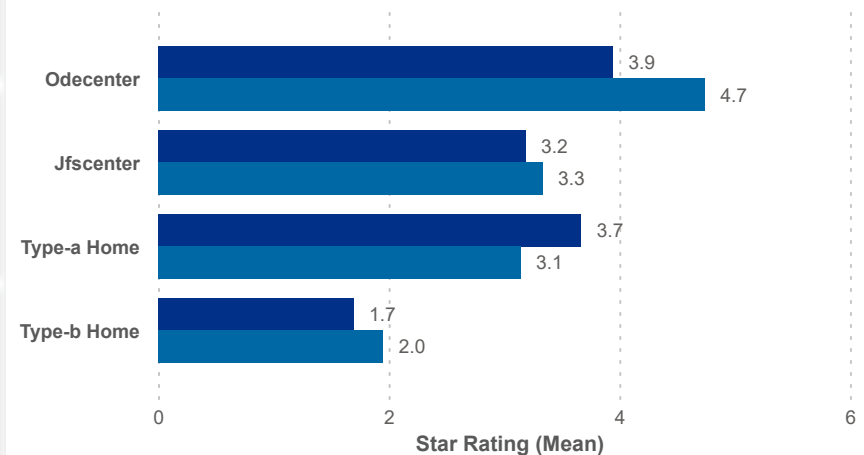
Workload Median

Worker status ● Leaver ● Stayer



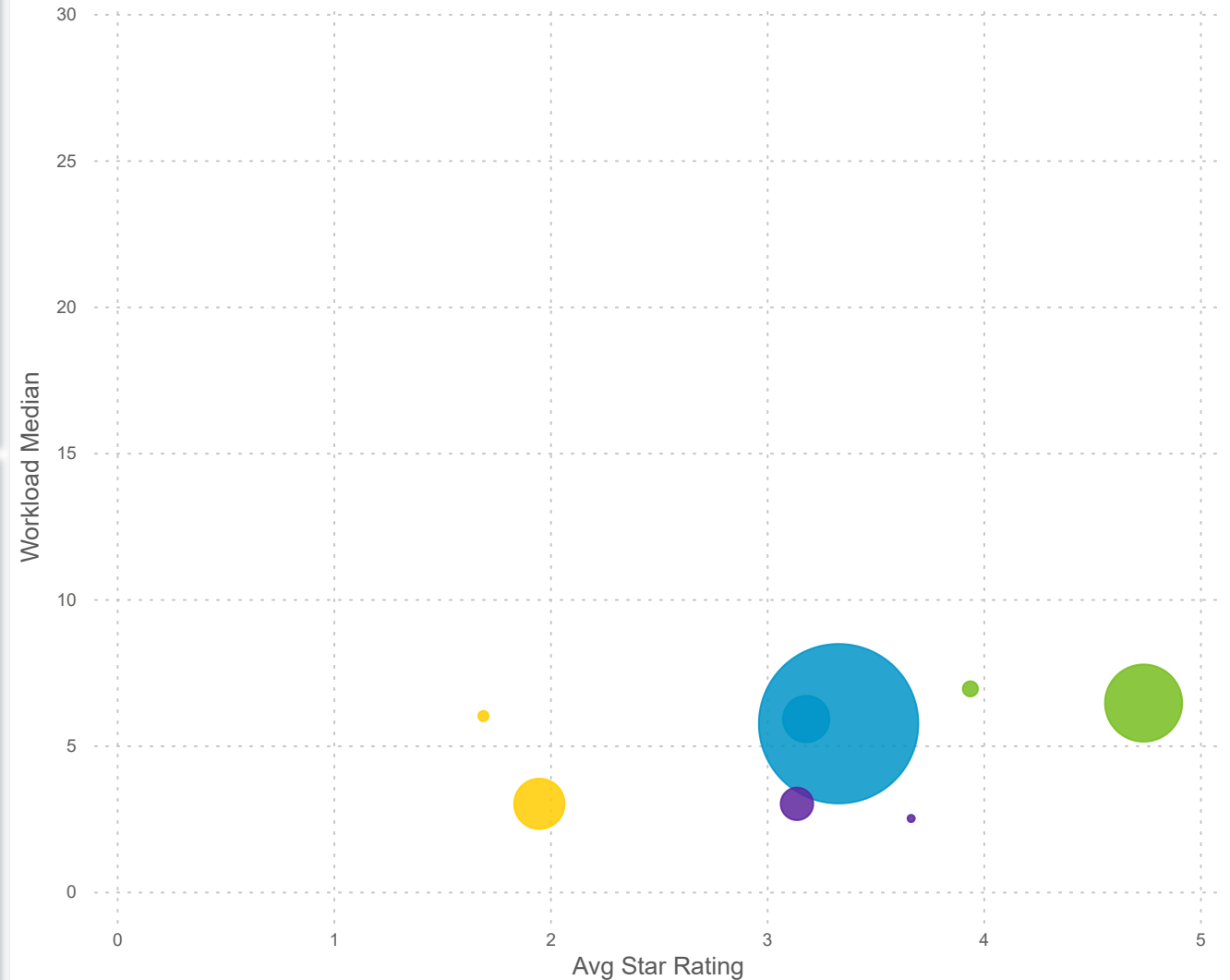
Star Rating Mean

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)

5.72

Workload Median (Leaver)

6.00

Workload Median (Stayer)

5.71

Star Rating Mean (Total)

3.45

Star Rating Mean (Leaver)

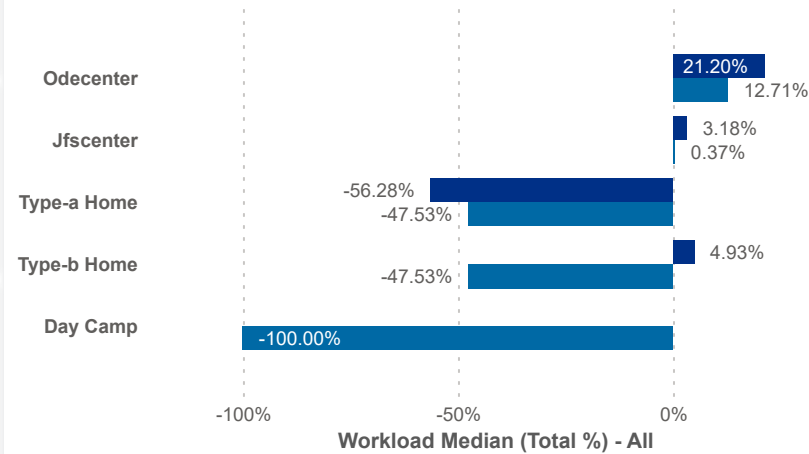
3.22

Star Rating Mean (Stayer)

3.46

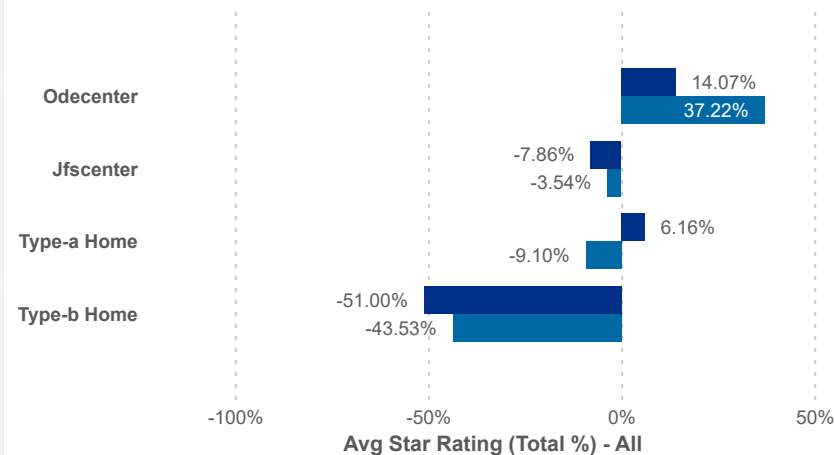
Workload Median (Total %)

Worker status ● Leaver ● Stayer



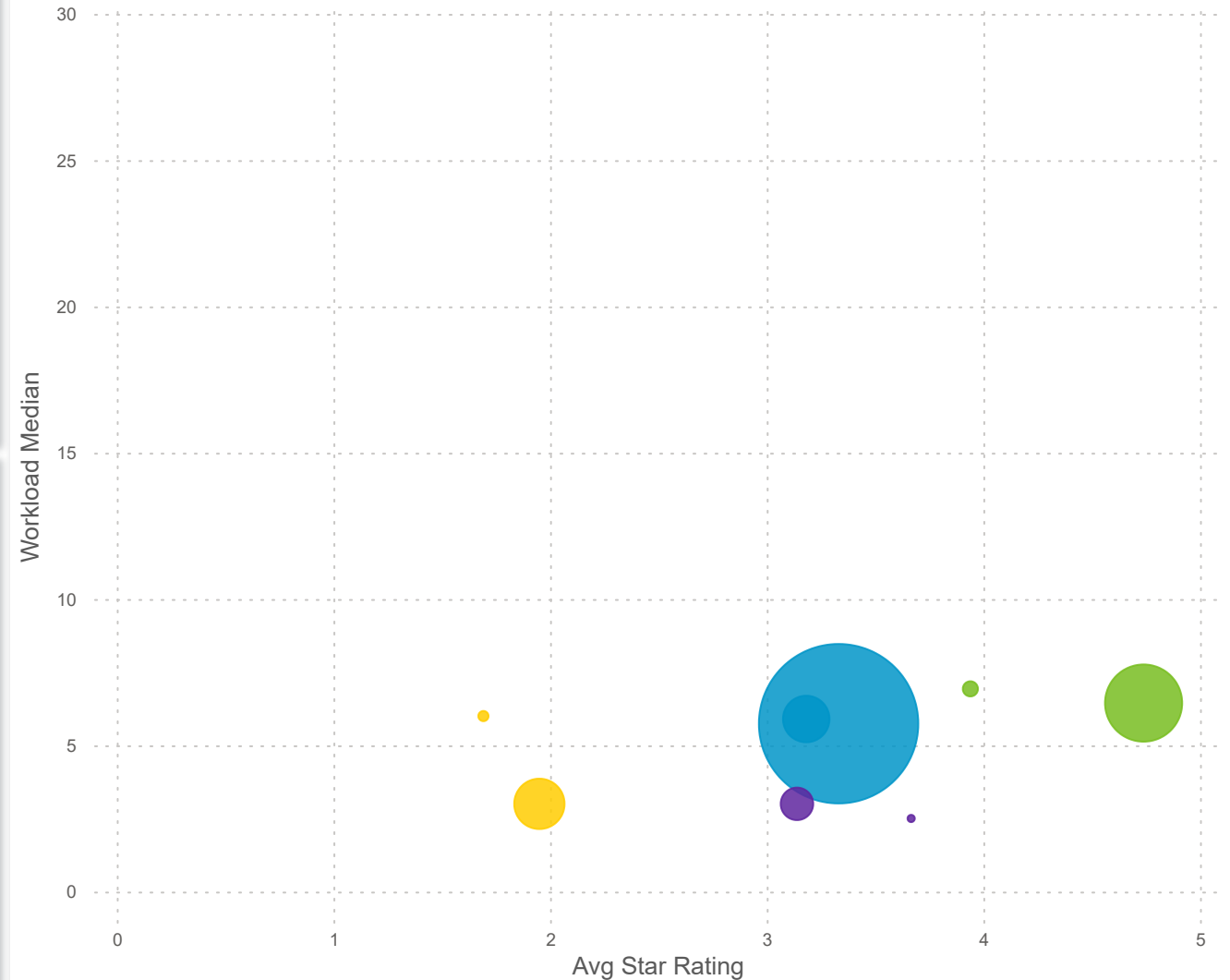
Star Rating Mean (Total %)

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 6

 Star Rating: 

All

 Total Duration: 

0.00

50.00

 Center Type: 

Multiple select...

 Education: 

All

PAY MEAN (USD)

LEAVER

15.20

STAYER

16.49

COMBINED

16.47

Worker ... ● Leaver ● Stayer

Job Title	Leaver Mean Pay	Stayer Mean Pay
Substitute	14.30	14.95
Program Management...	17.66	20.15
Program Management...	23.49	20.39
Owner	16.19	19.00
Other Staff Not Co...	18.91	26.43
Other Staff Counte...	20.54	18.02
Lead Teacher	15.06	16.64
InHome Aide	10.00	
Individual Service ...	14.83	22.25

Job Title	Mean Pay
Substitute	14.94
Program Management...	20.12
Program Management...	20.45
Owner	18.98
Other Staff Not Co...	26.36
Other Staff Counte...	18.09
Lead Teacher	16.61
InHome Aide	10.00
Individual Service ...	21.92
Individual Service ...	21.11

Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer

Year	Leaver Mean Pay	Stayer Mean Pay
2024	15.20	16.49

Combined Salary Mean by Year and Worker Status

Year	Combined Mean Pay
2024	16.47

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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 6

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
17K	1K	16K	15.00	3.45	7.65	3.51	5.72	1899	2115

