



Program Type: 

Multiple selections

Position Type: 

All

Beale Code: 

All

Publicly Funded: 

All

Job Title: 

All

Date: 

202401

202403

 SDA>County: 

SDA 9

Star Rating: 

All

Total Duration: 

0.00

50.00

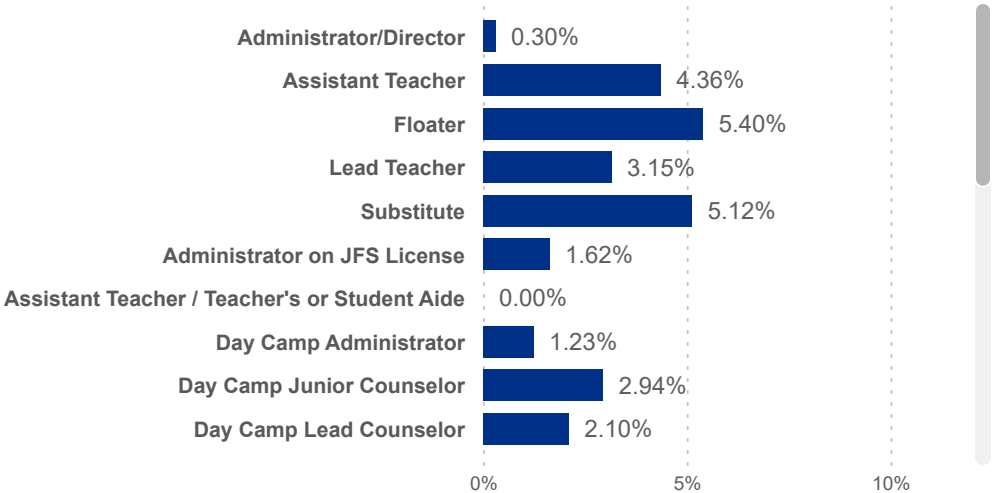
Center Type: 

Multiple select...

Education: 

All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

3.64%

Adjusted Workers

24,851

Total Leaver

1,361

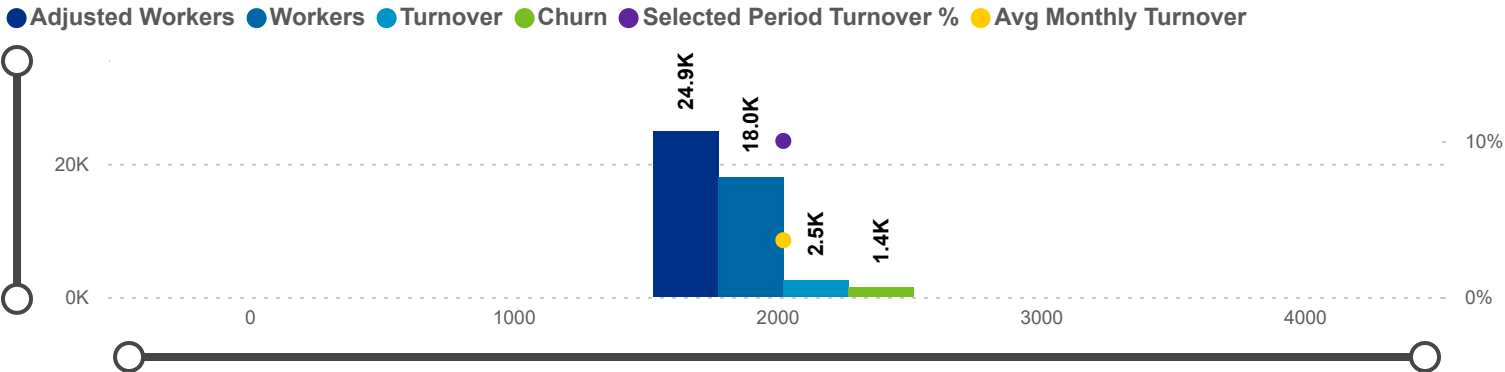
Total Stayer

23,490

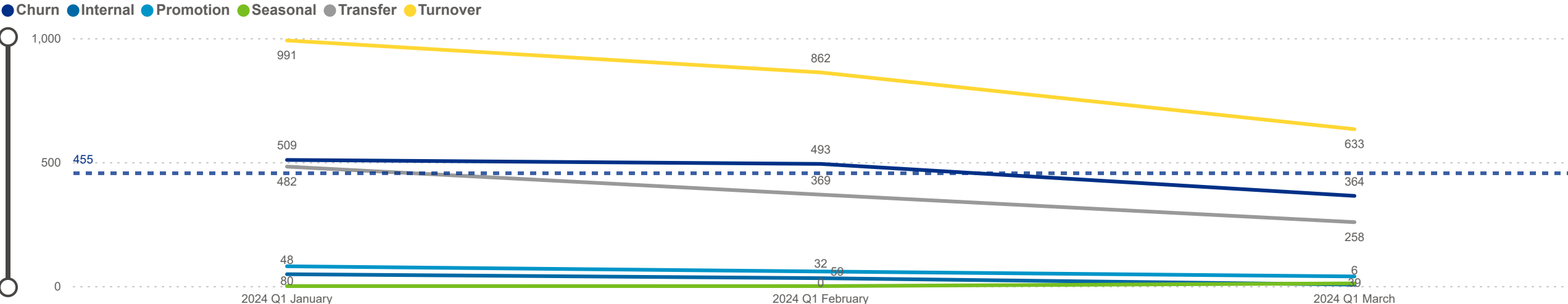
Sel Period Turnover

10.00%

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

Date:202403

Position Type:All

Star Rating:All

Center Type:Multiple select...

Publicly Funded:All

Student Age Group:All

SDA>County:SDA 9

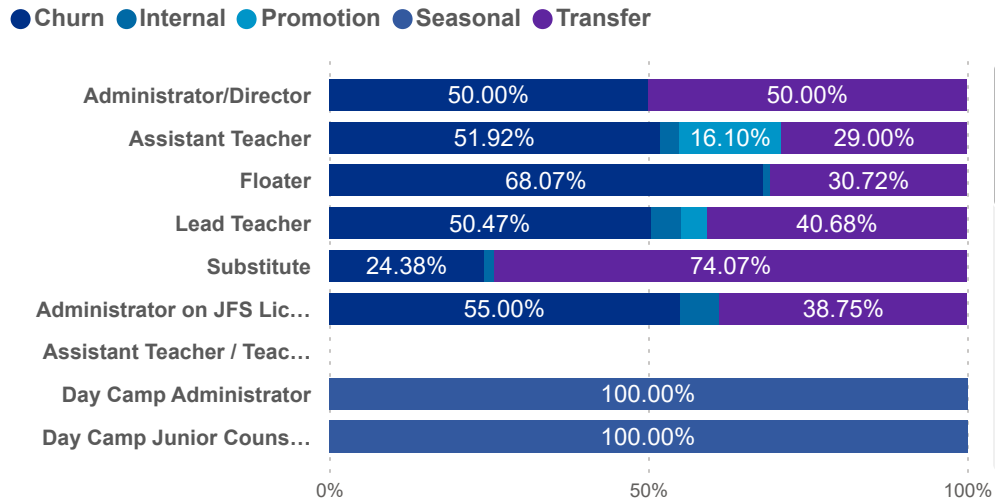
Legacy Star Rating:All

Total Duration:0.0050.00

Beale Code:All

Retention Support (Part.):All

Job Change Reasons by Job Title



Avg Monthly Churn

2.00%

Adjusted Workers

24,851

Workload Median

5.22

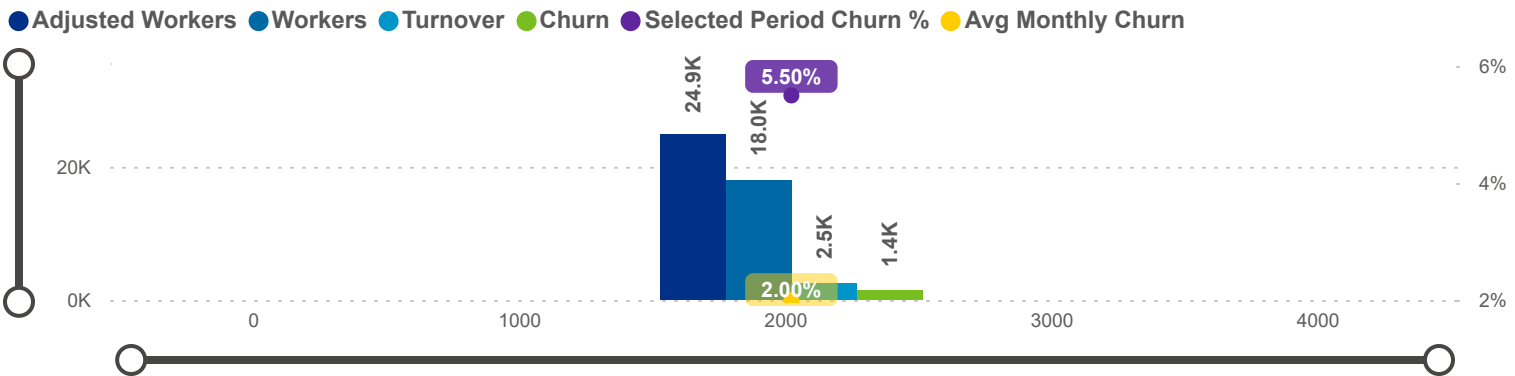
Pay Median USD / hr

16.00

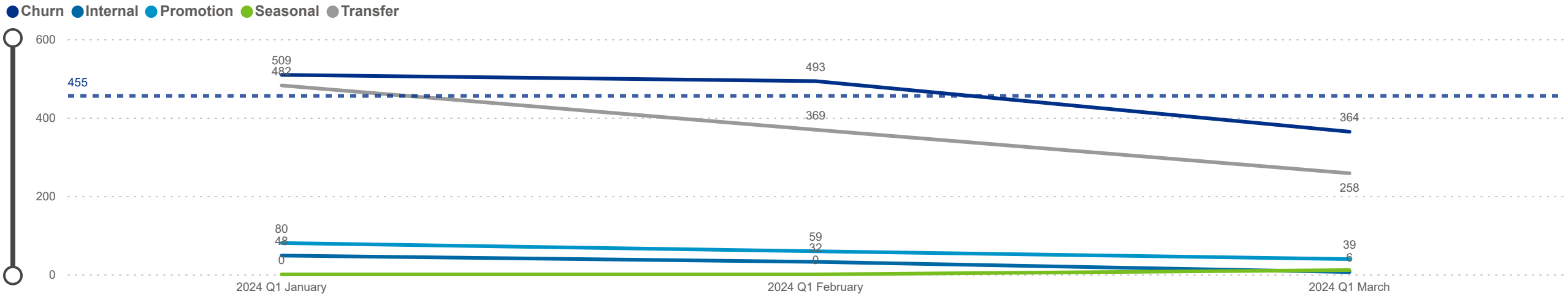
Avg ECE Duration

5.35

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 9

Star Rating: 

All

Total Duration: 

0.00

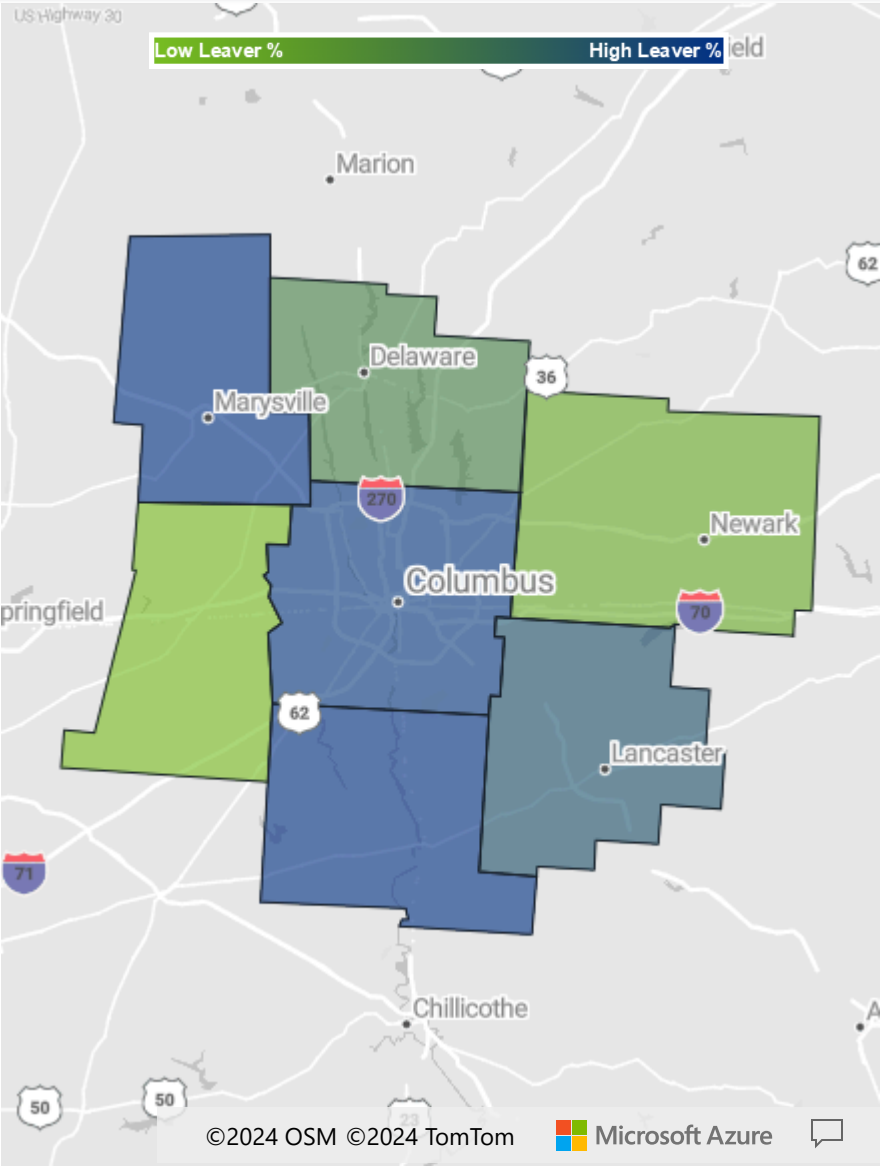
50.00

Center Type: 

Multiple select...

Education: 

All



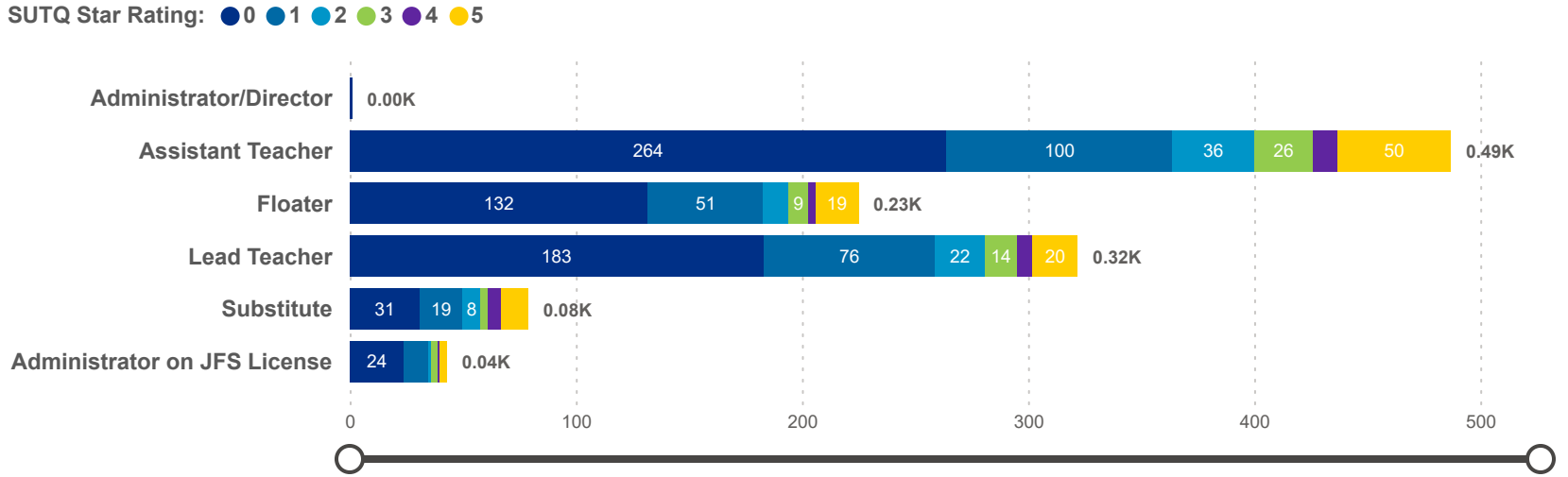
**ADJUSTED WORKERS**  
**24,851**

**TOTAL LEAVER**  
**1,361**

**TOTAL STAYER**  
**23,490**

**SELECTED PERIOD CHURN %**  
**5.48%**

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
Franklin OH	18,482	13,509	75.11%	1,088	17,394	5.89%	94.11%	2.16%	10.62%	3.88%	5.00	2.80
Delaware OH	2,723	2,140	11.90%	111	2,612	4.08%	95.92%	1.48%	8.67%	3.14%	5.88	2.57
Fairfield OH	1,226	942	5.24%	65	1,161	5.30%	94.70%	1.92%	9.71%	3.51%	6.00	2.73
Licking OH	1,447	1,044	5.80%	44	1,403	3.04%	96.96%	1.09%	5.94%	2.12%	5.29	2.49
Union OH	521	421	2.34%	32	489	6.14%	93.86%	2.20%	9.40%	3.37%	5.75	3.03
Pickaway OH	262	195	1.08%	16	246	6.11%	93.89%	2.13%	9.16%	3.20%	4.42	4.34
Madison OH	190	159	0.88%	5	185	2.63%	97.37%	0.91%	4.74%	1.64%	6.11	3.06
Total	24,851	17,985	100.00%	1,361	23,490	5.48%	94.52%	2.00%	10.00%	3.64%	5.22	2.79



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

Date: 202401    202403    SDA>County: SDA 9    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

1,361

TOTAL STAYER

23,490

LEAVER

2.98

STAYER

5.43

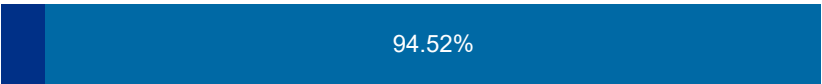
LEAVER (Hourly Wage MED)

15.06

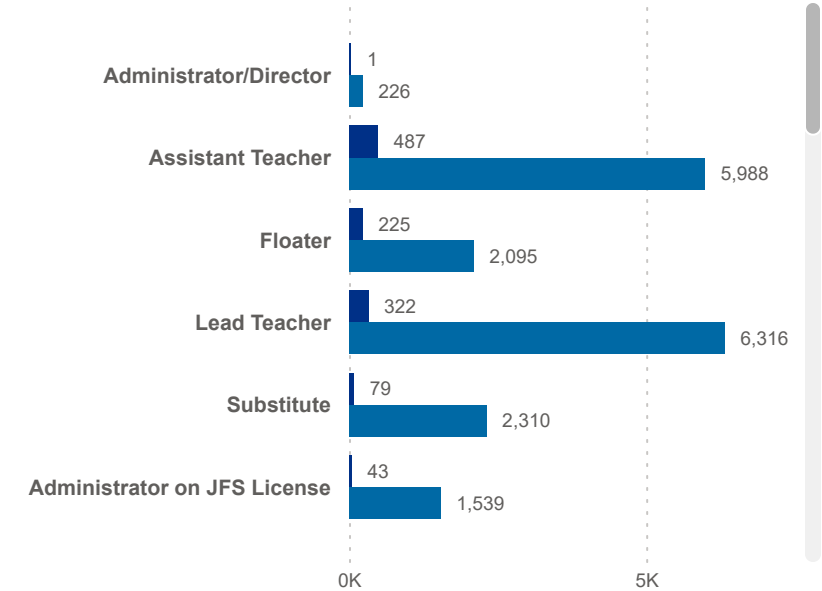
STAYER (Hourly Wage MED)

16.00

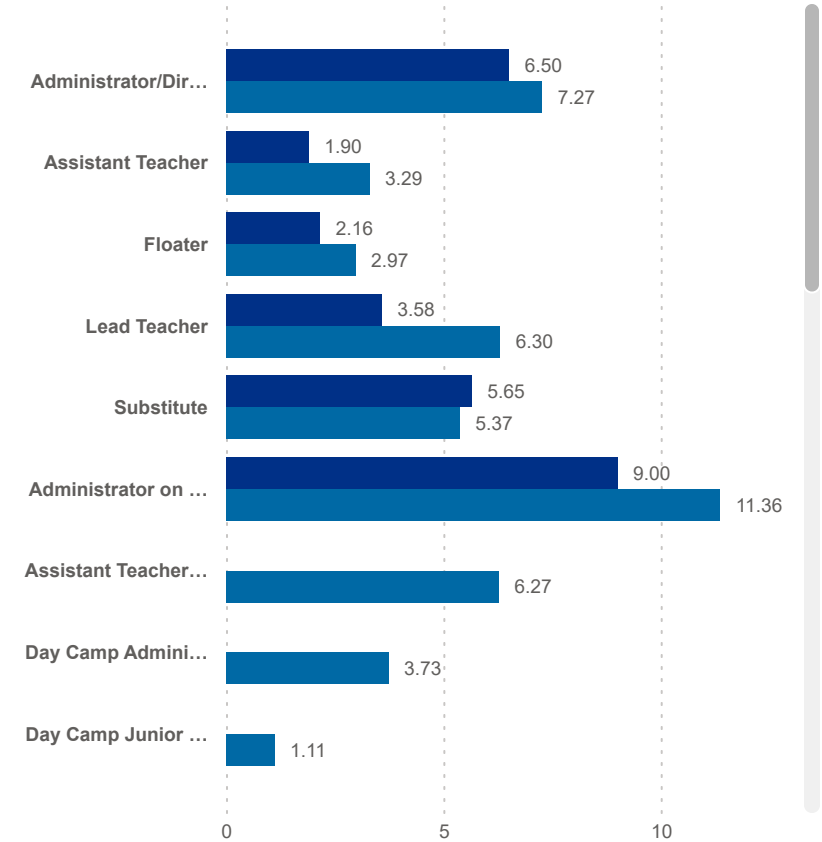
Leaver %    Stayer %



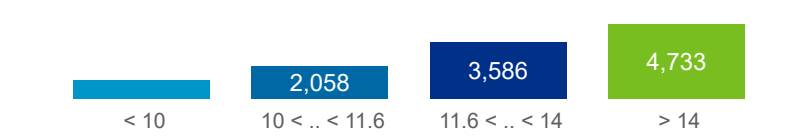
Leaver    Stayer



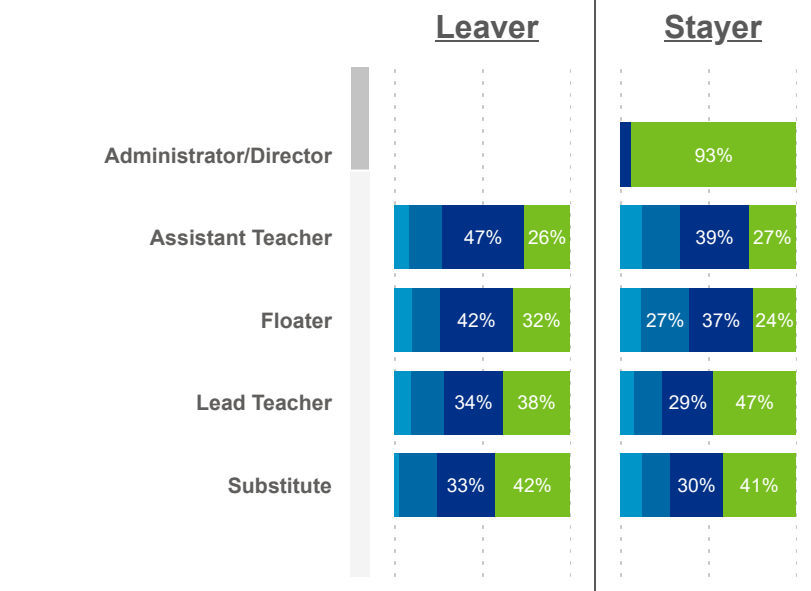
Worker Status:    Leaver    Stayer



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

NUMBER OF WORKERS

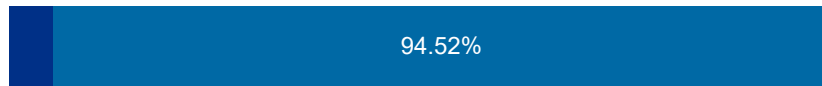
LEAVER

5.48%

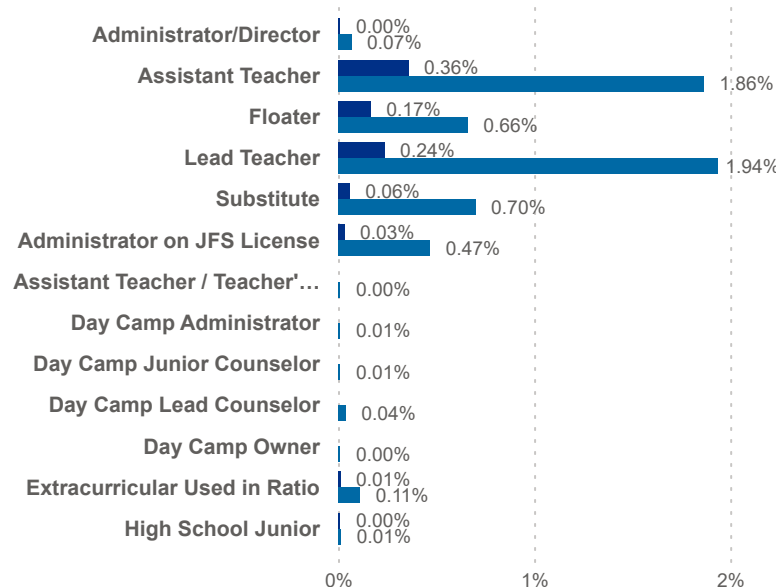
STAYER

94.52%

Leaver % Stayer %



Worker Status: Leaver Stayer



AVG ECE DURATION (In Years)

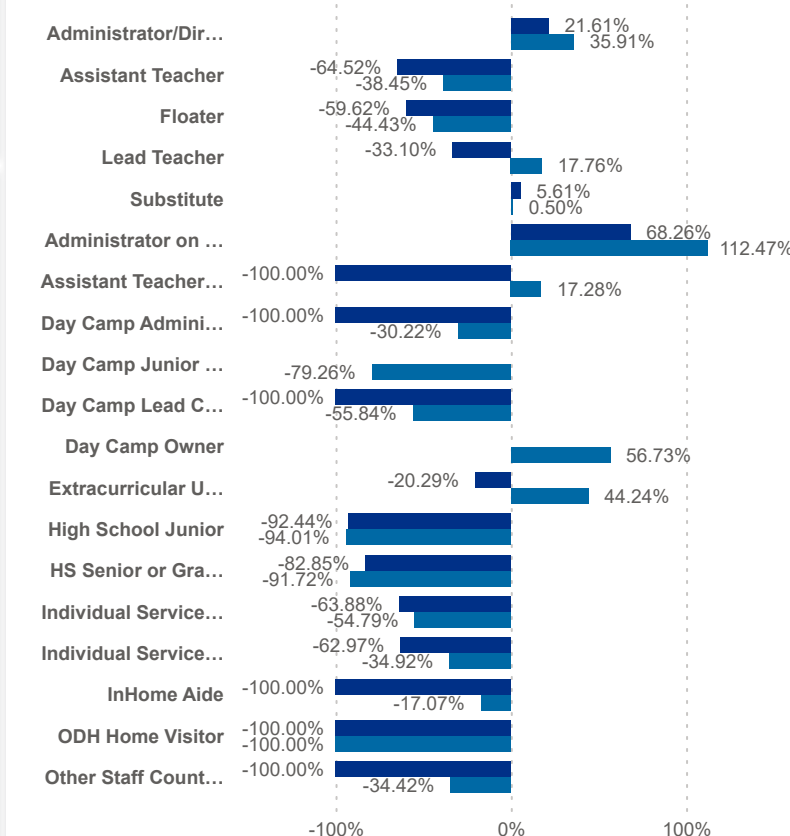
LEAVER

2.98

STAYER

5.43

Worker Status: Leaver Stayer



HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)

15.06

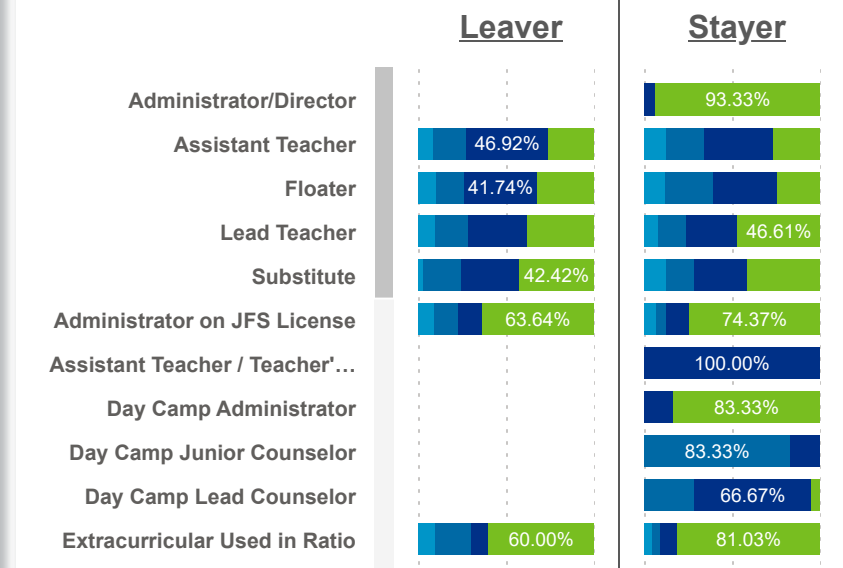
STAYER (Hourly Wage MED)

16.00

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

LEAVER (Avg Career Duration)

3.23

STAYER (Avg Career Duration)

10.76

TOTAL STAYER

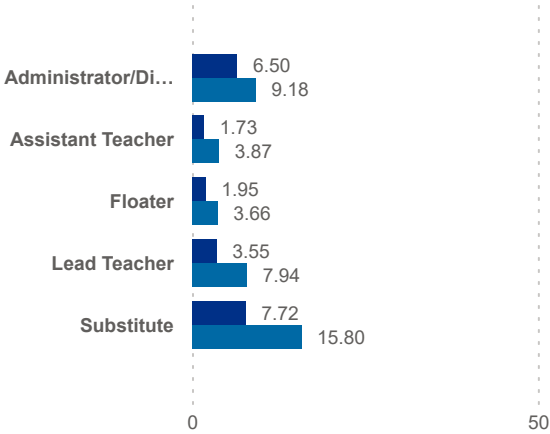
23,490

STAYER (Promotion)

178

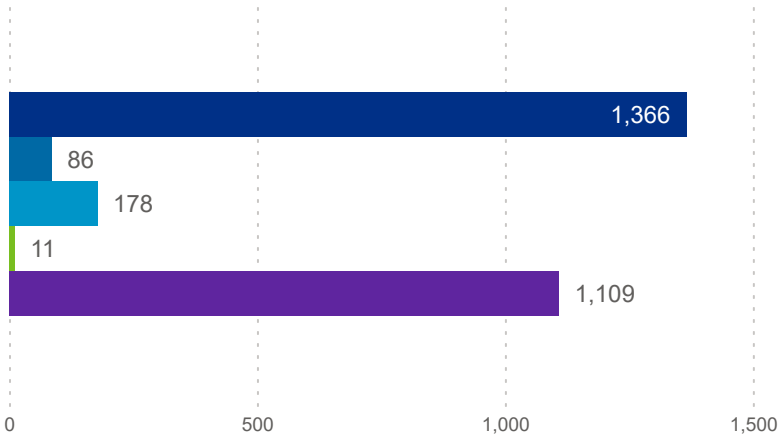
Avg Career Duration by Job Title

Worker Status: Leaver Stayer



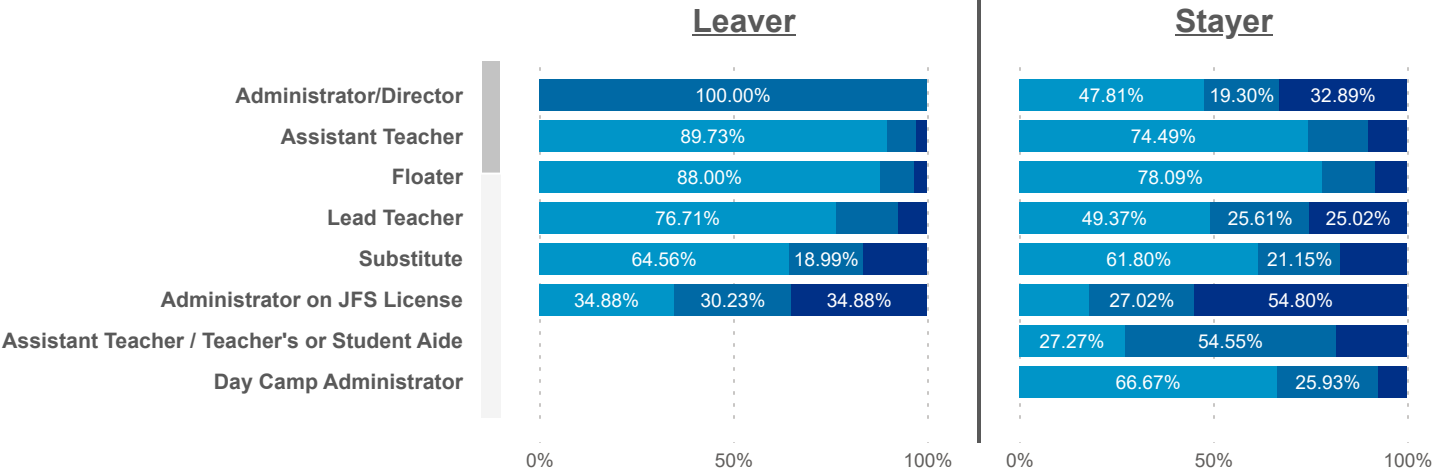
Turnover Reasons

Churn Internal Promotion Seasonal Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Delaware	Administrator/Director	0.85		Early	11.00	5.00
Fairfield	Administrator/Director	1.46		Early	6.08	4.86
Franklin	Administrator/Director	1.44		Early	10.00	4.70
Licking	Administrator/Director	2.45		Early	6.86	4.71
Madison	Administrator/Director	0.83		Early	8.00	5.00
Union	Administrator/Director	1.19		Early	7.82	5.00
Franklin	Administrator/Director	4.34	15.00	Early	6.47	
Franklin	Administrator/Director	1.31	18.50	Early	26.20	
Franklin	Administrator/Director	2.02	20.00	Early	8.20	
Franklin	Administrator/Director	1.48	22.00	Early	22.71	
Franklin	Administrator/Director	2.46	24.02	Early	20.50	
Franklin	Administrator/Director	0.07	25.00	Early	37.50	

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

LEAVER (Avg Career Duration)

3.23

STAYER (Avg Career Duration)

10.76

TOTAL STAYER

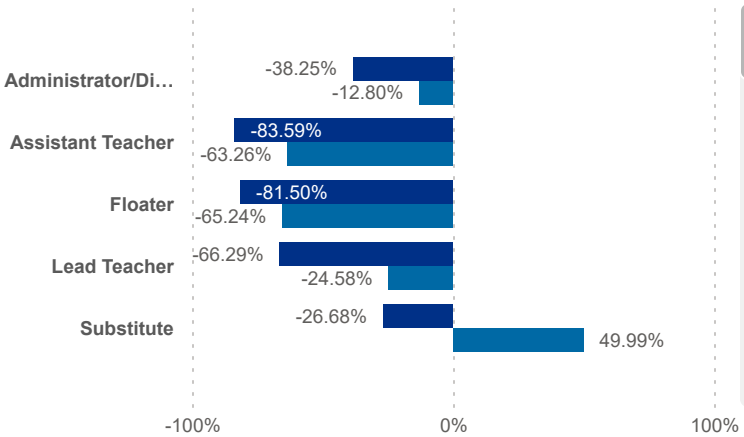
23,490

STAYER (Promotion)

178

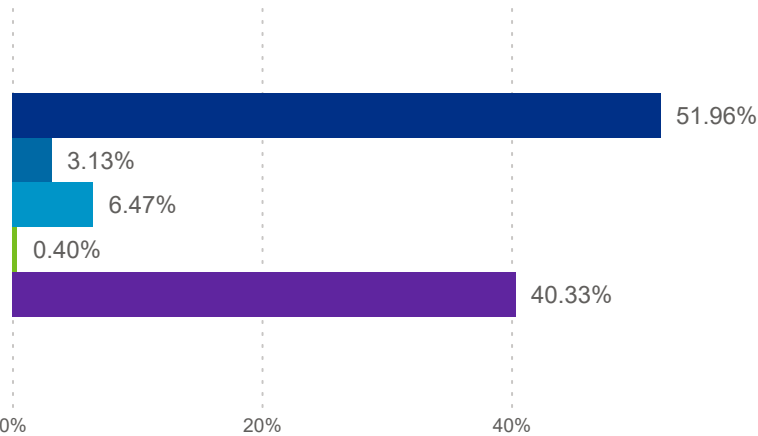
Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer



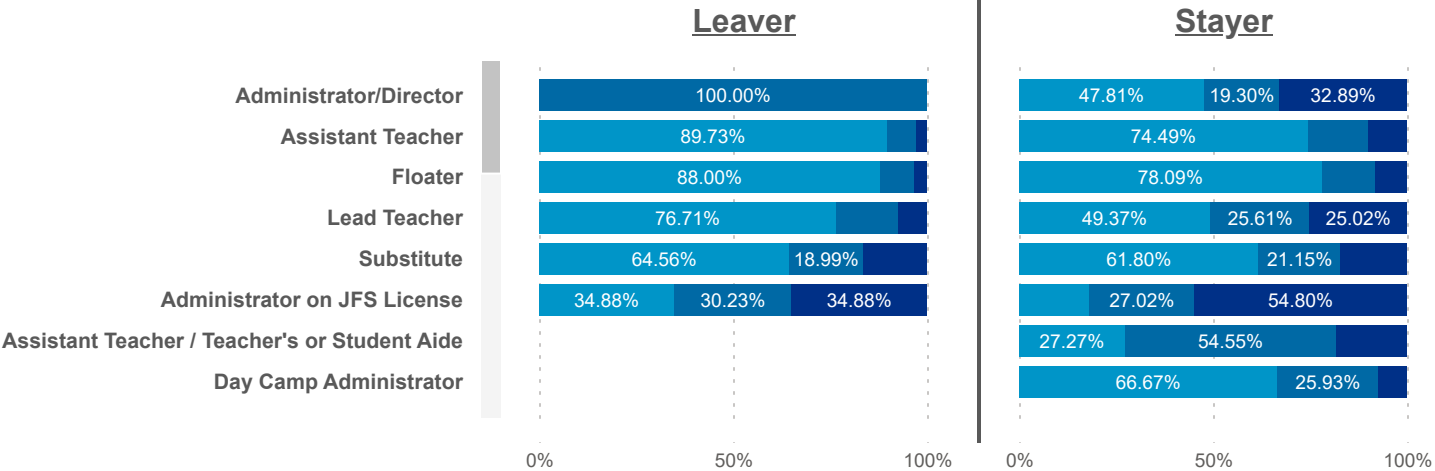
Turnover Reasons

Churn Internal Promotion Seasonal Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Franklin	Assistant Teacher	0.01	12.70	Early	5.28	3.00
Delaware	Assistant Teacher	0.01	14.97	Early	5.00	5.00
Franklin	Assistant Teacher	0.01	24.00	Early	2.88	4.00
Franklin	Floater	0.01	13.50	Senior	8.42	
Fairfield	Lead Teacher	0.01	13.70	Early	7.45	2.00
Fairfield	Lead Teacher	0.01	20.75	Senior	7.59	
Franklin	Floater	0.02	17.81	Mid	5.56	5.00
Franklin	Lead Teacher	0.02	13.77	Early	6.17	1.00
Franklin	HS Senior or Graduate <18	0.02	10.45	Early	4.96	
Fairfield	Assistant Teacher	0.03	16.50	Mid	7.59	
Franklin	Administrator/Director	0.04	40.00	Senior	3.00	5.00
Fairfield	Assistant Teacher	0.04	12.50	Early	5.67	1.00

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

PAY MEDIAN (USD)

LEAVER

15.06

STAYER

16.00

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

LEAVER

0.80

STAYER

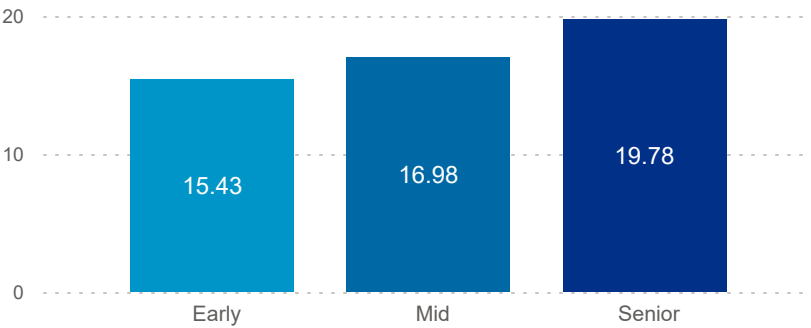
0.80

Worker Status: ● Leaver ● Stayer



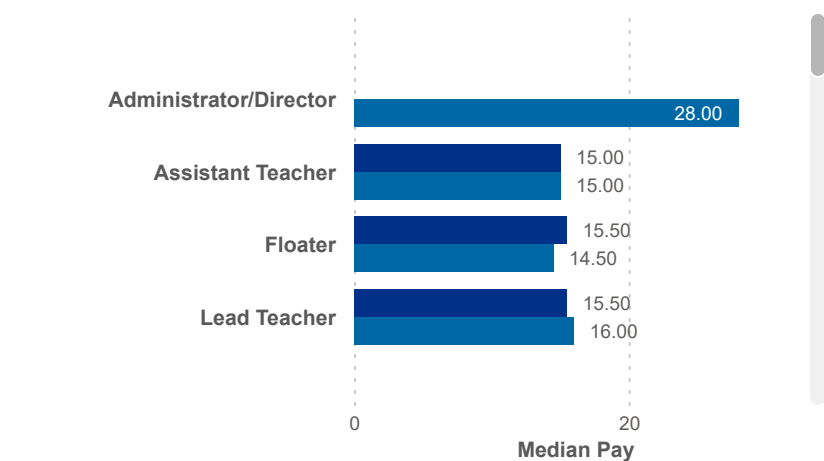
PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

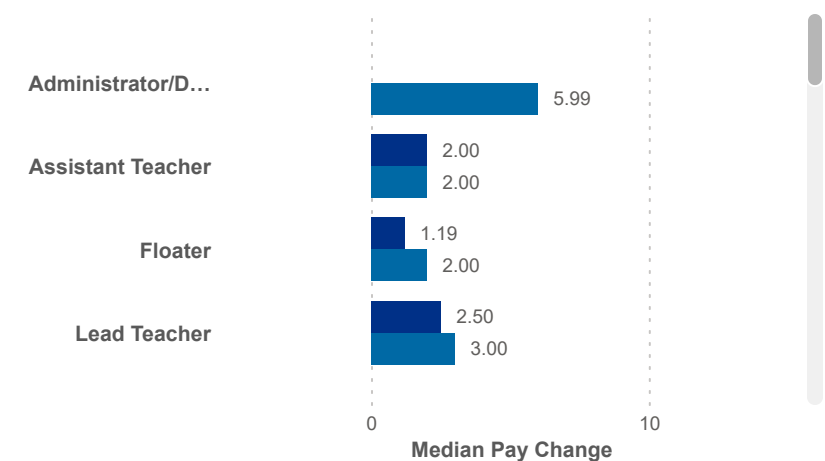


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer

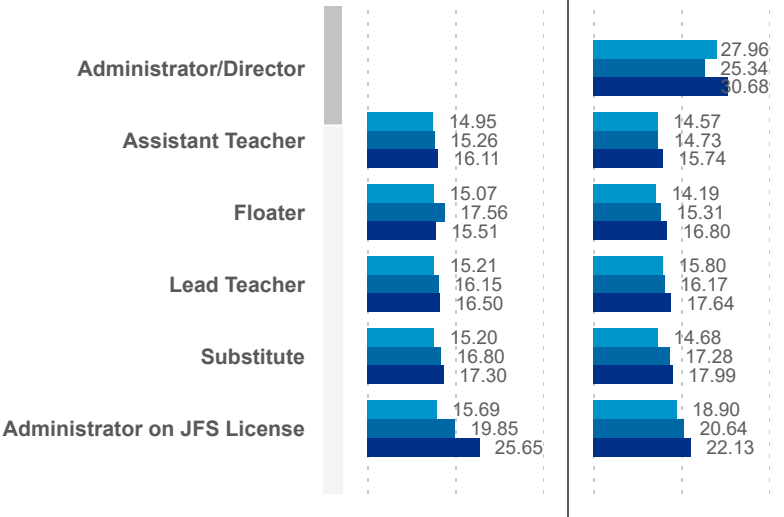


Worker Status: ● Leaver ● Stayer



Leaver

Stayer







Program Type: 

Multiple selections

Position Type: 

All

Beale Code: 

All

Publicly Funded: 

All

Job Title: 

All

Date: 

202401

202403

 SDA>County: 

SDA 9

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

15.06

16.00

LEAVER

STAYER

0.80

0.80

Worker Status: 

Leaver

Stayer



Worker Status: 

Leaver

Stayer

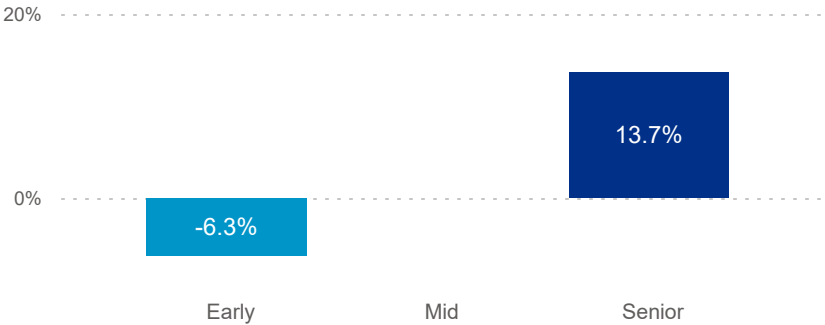


Seniority: 

Early

Mid

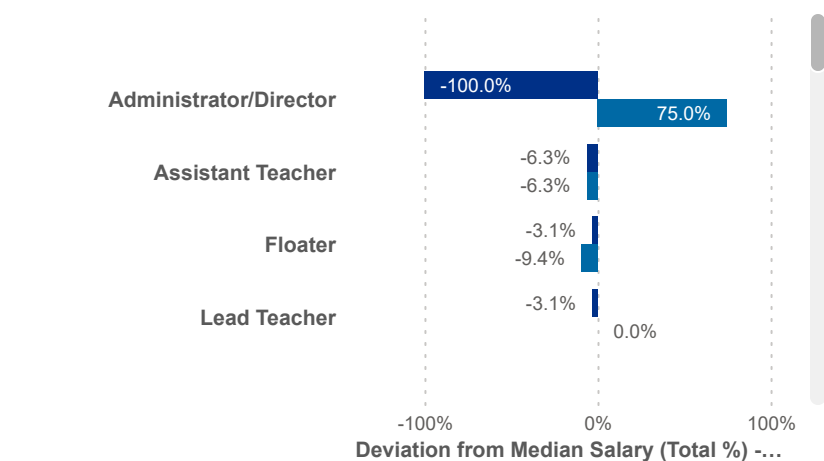
Senior



Worker Status: 

Leaver

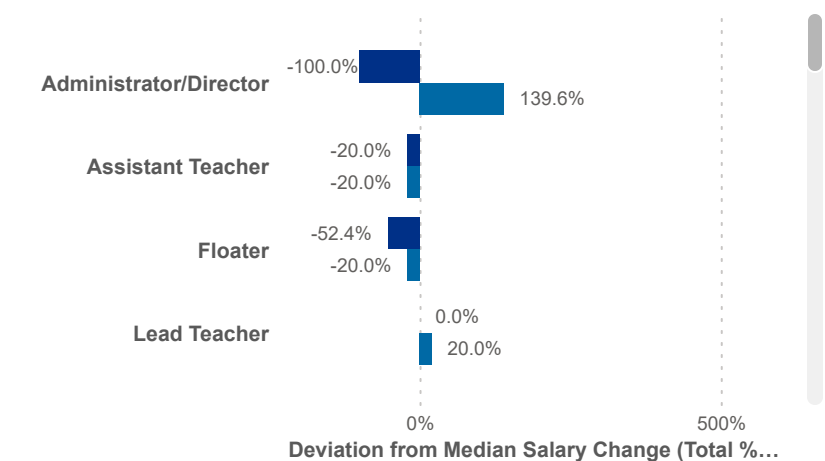
Stayer



Worker Status: 

Leaver

Stayer

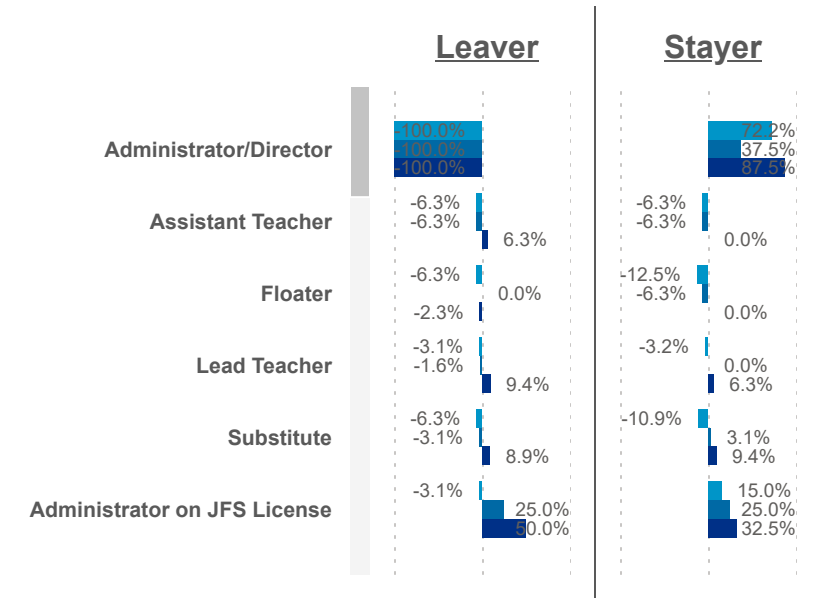


Seniority: 

Early

Mid

Senior





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

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

Workload Median (Total)

5.22

Workload Median (Leaver)

5.37

Workload Median (Stayer)

5.22

Star Rating Mean (Total)

2.79

Star Rating Mean (Leaver)

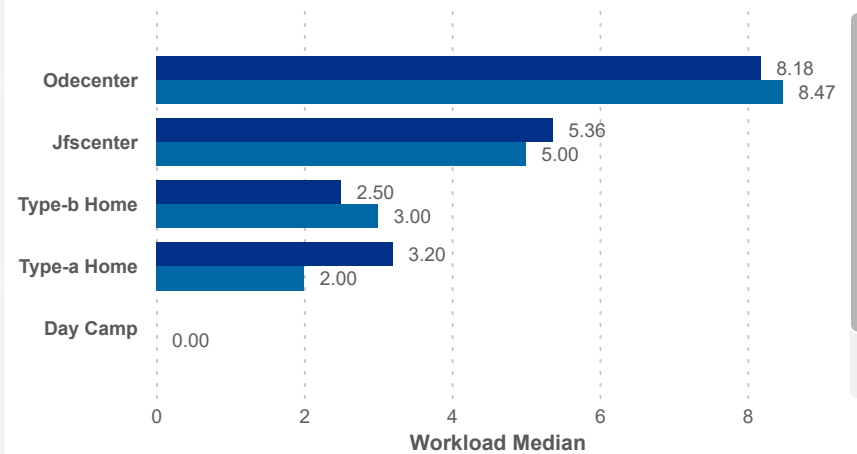
2.43

Star Rating Mean (Stayer)

2.80

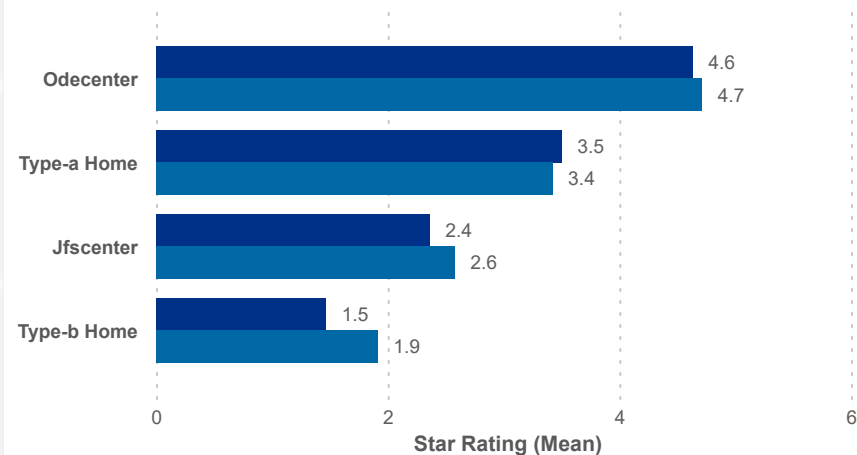
Workload Median

Worker status ● Leaver ● Stayer



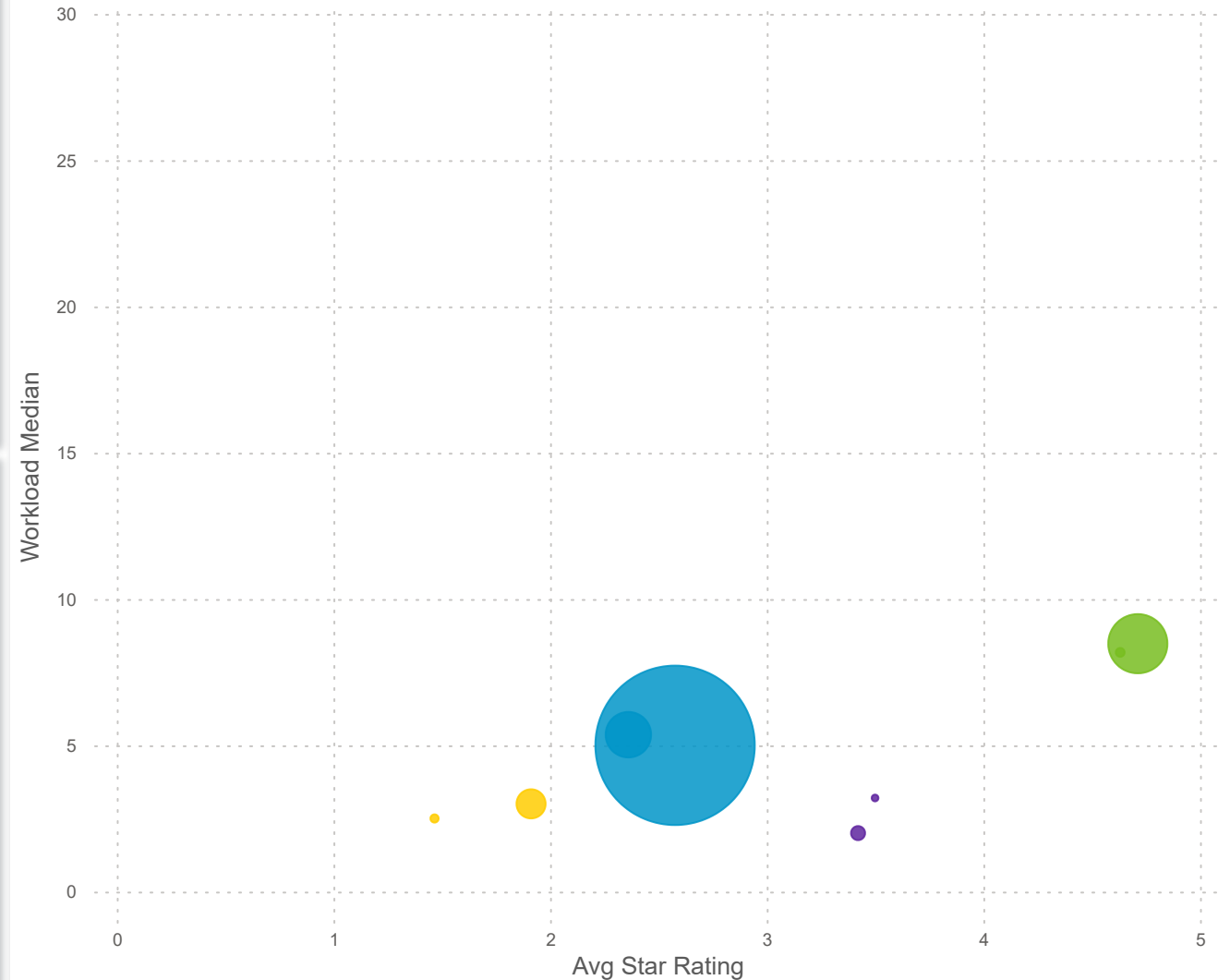
Star Rating Mean

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)

5.22

## Workload Median (Leaver)

5.37

## Workload Median (Stayer)

5.22

## Star Rating Mean (Total)

2.79

## Star Rating Mean (Leaver)

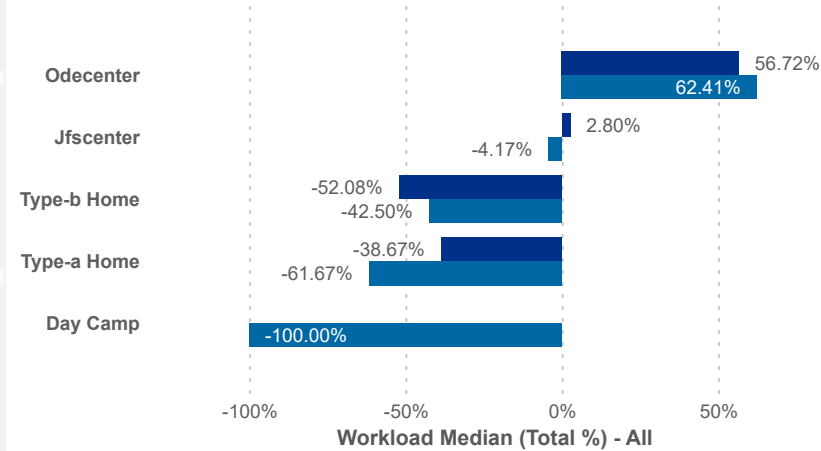
2.43

## Star Rating Mean (Stayer)

2.80

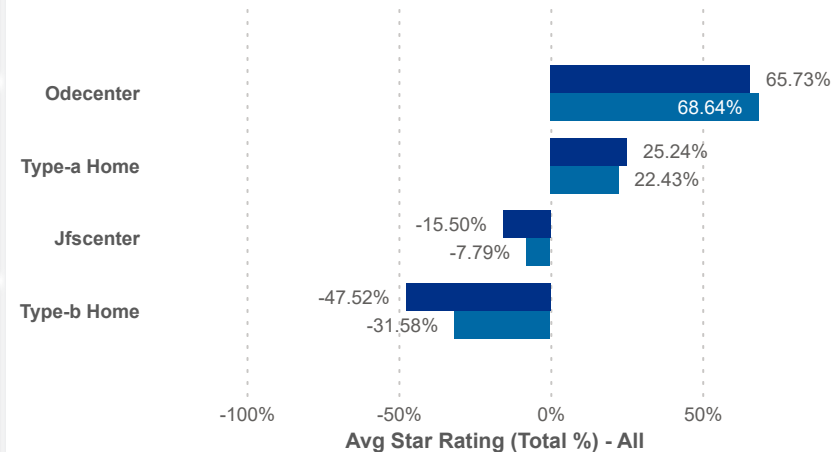
## Workload Median (Total %)

Worker status ● Leaver ● Stayer



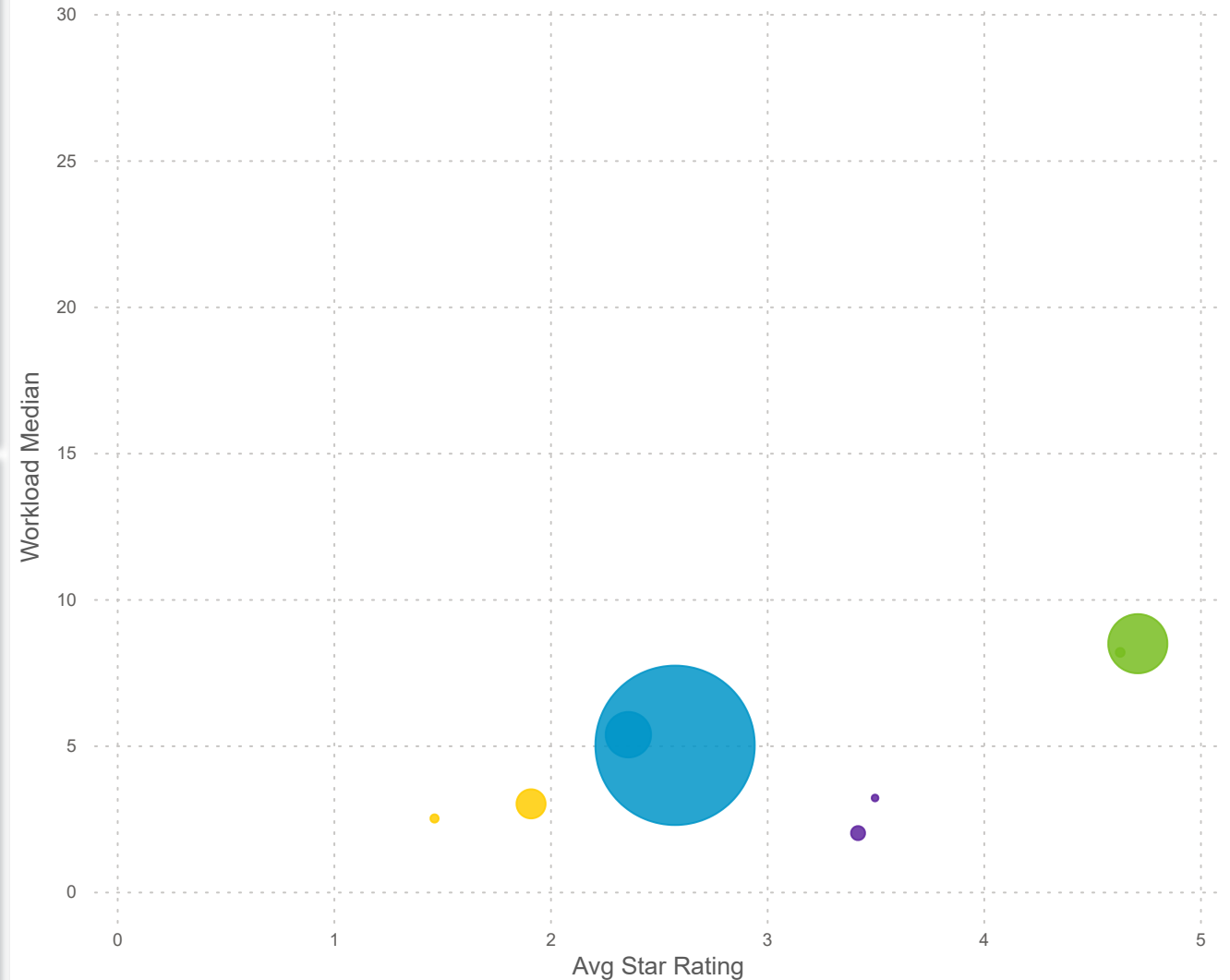
## Star Rating Mean (Total %)

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 9

 Star Rating: 

All

 Total Duration: 

0.00

50.00

 Center Type: 

Multiple select...

 Education: 

All

PAY MEAN (USD)

LEAVER

15.71

STAYER

16.93

COMBINED

16.91

Worker ... ● Leaver ● Stayer

Job Title	Leaver Mean Pay	Stayer Mean Pay
Substitute	16.07	16.21
Program Management...	21.77	21.33
Program Management...	24.49	25.91
Owner	14.30	19.55
Other Staff Not Co...	16.51	
Other Staff Counte...	17.62	
Lead Teacher	15.49	16.43
InHome Aide	9.50	
Individual Service ...	11.05	18.57

Job Title	Mean Pay
Substitute	16.20
Program Management...	21.34
Program Management...	25.89
Owner	19.50
Other Staff Not Co...	16.51
Other Staff Counte...	17.62
Lead Teacher	16.41
InHome Aide	9.50
Individual Service ...	18.44
Individual Service ...	19.52

Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer

Year	Leaver Mean Pay	Stayer Mean Pay
2024	15.71	16.93

Combined Salary Mean by Year and Worker Status

Year	Combined Mean Pay
2024	16.91

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DATA & REVIEW DRAFT 3/31/2024

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Date:202401202403

Program Type:Multiple select...▼

Job Title:All▼

Teacher Age Group:All▼

Education:All▼

Retention Support (Comp.):All▼

Position Type:All▼

Credential:All▼

Retention Support (Part.):All▼

SDA>County:SDA 9▼

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
25K	1K	23K	16.00	2.79	7.51	3.08	5.22	2193	2431

