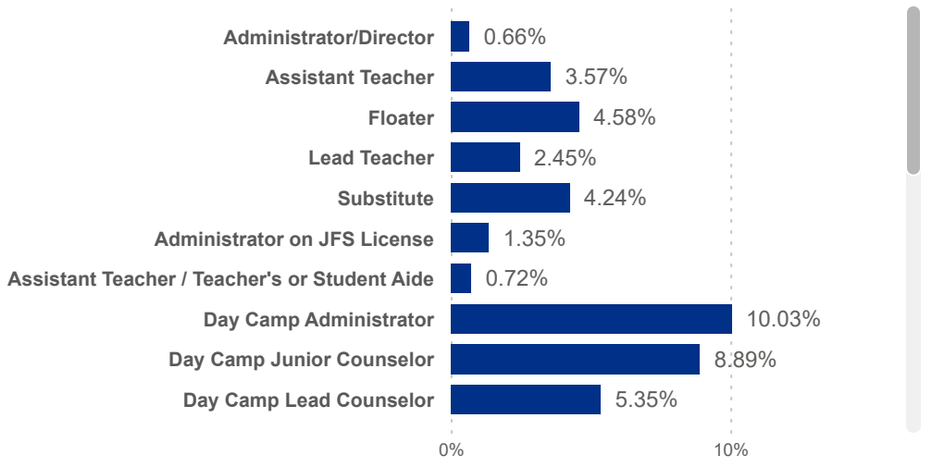
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 4/17/2024

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

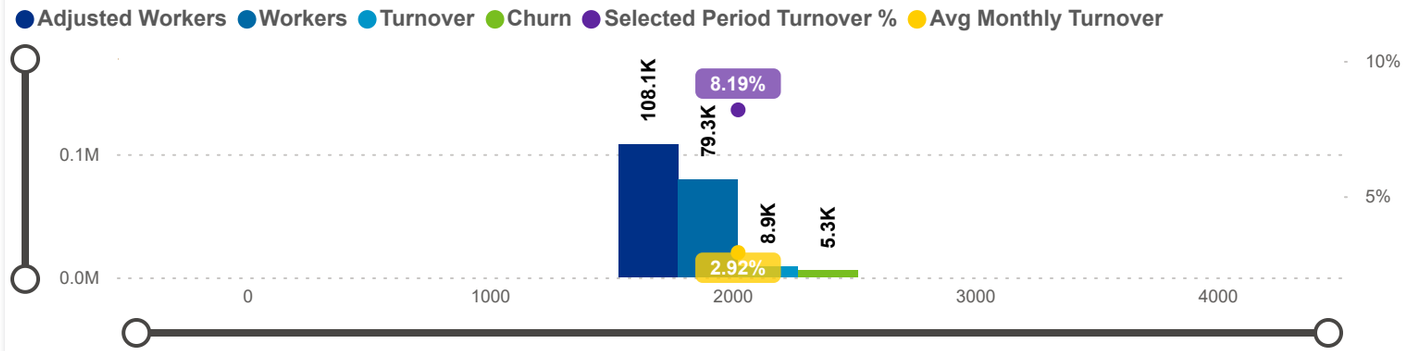
Date: 202401 202403 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

Avg Monthly Turnover Rates by Job Title

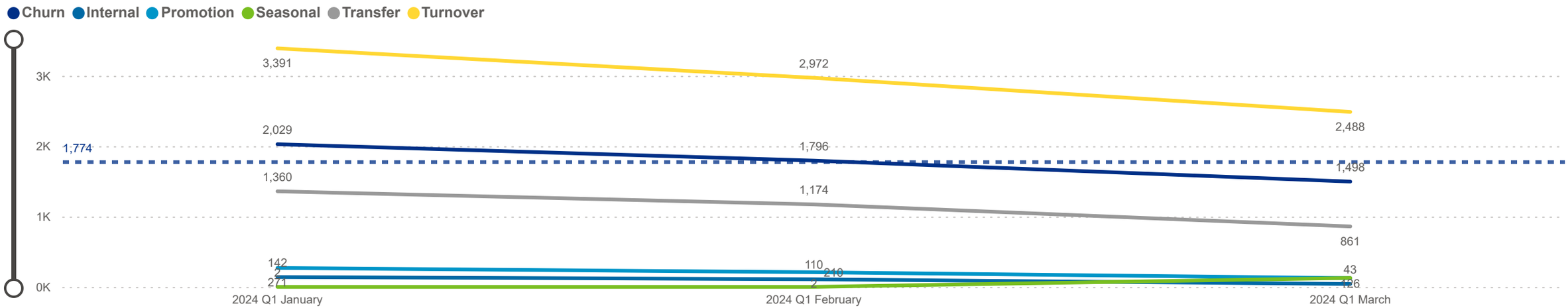


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.92%	108,078	5,301	102,777	8.19%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



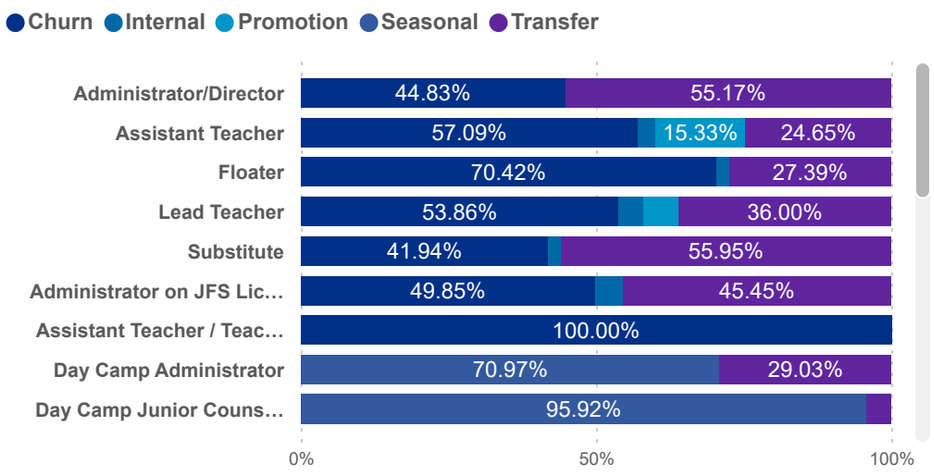
Workforce and Program Analysis Platform (WPAP): Timeline - Churn

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

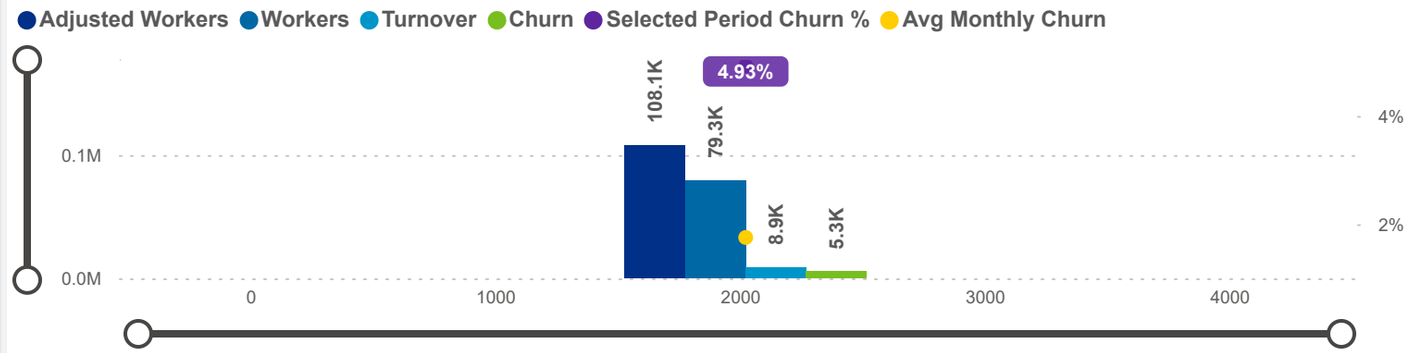
SDA>County: All | Star Rating: All | Legacy Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: Multiple select… | Beale Code: All | Publicly Funded: All | Student Age Group: All

Job Change Reasons by Job Title

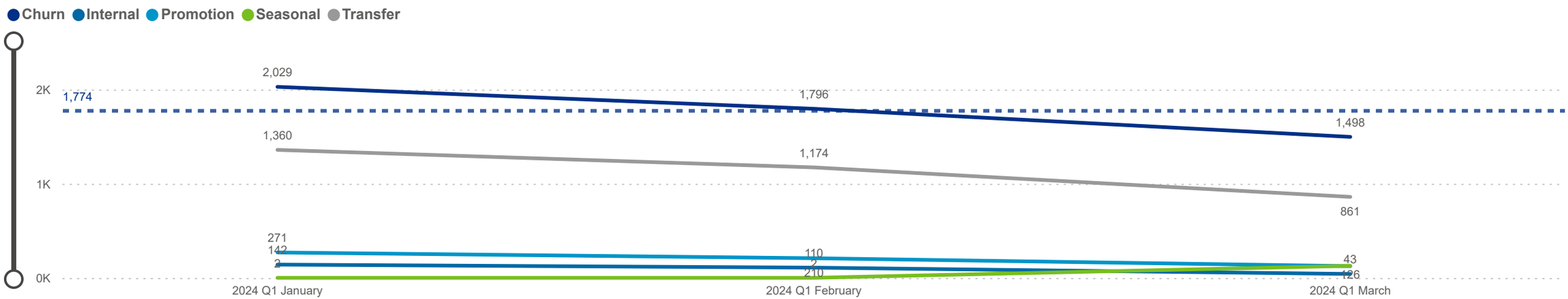


Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
1.75%	108,078	5.54	15.00	5.79

Avg Monthly Churn and Number of Workers



Categorization by Time Series

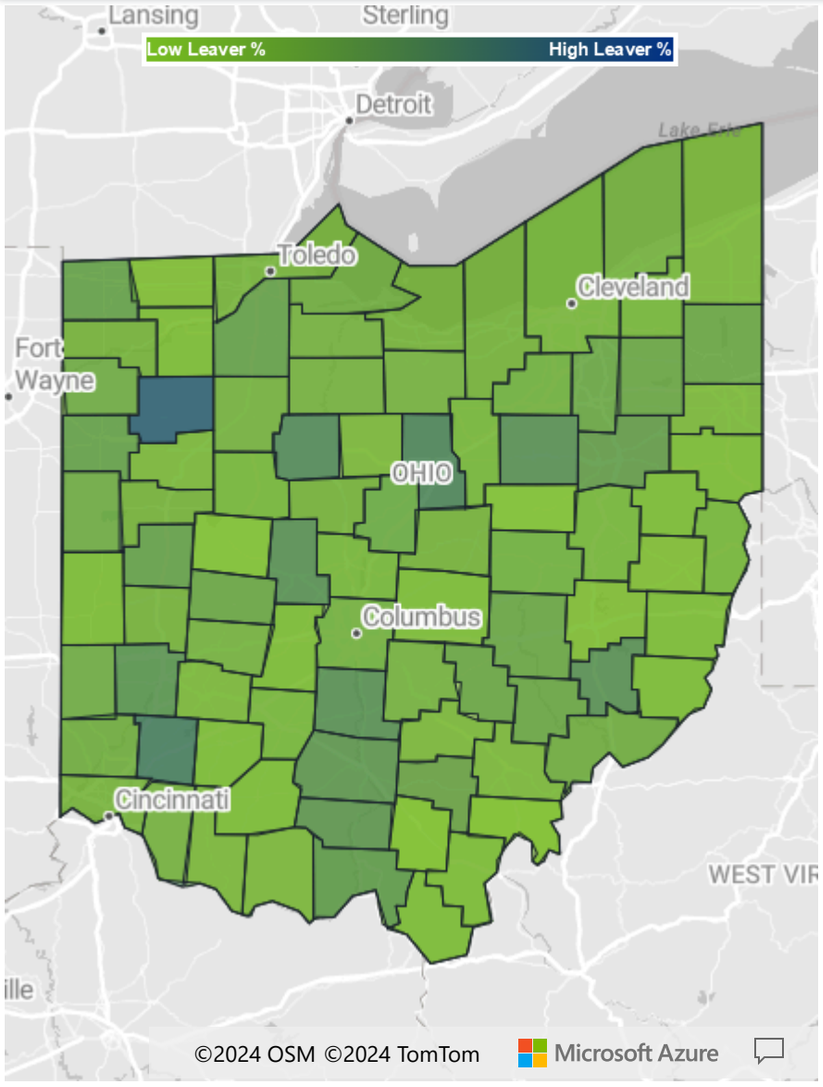


Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 4/17/2024

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

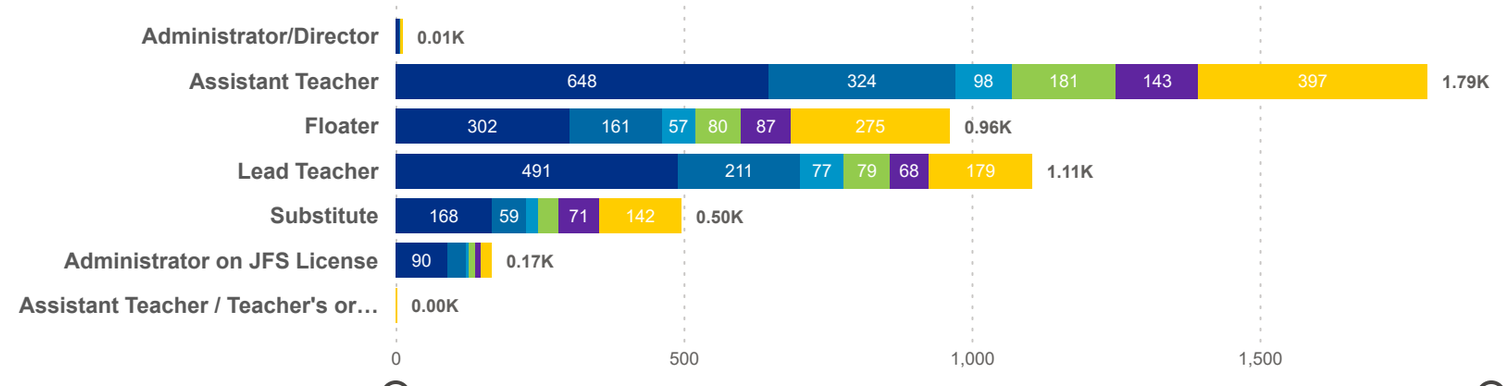
Date: 202401 202403 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
108,078	5,301	102,777	4.90%

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
Franklin OH	18,482	13,509	17.04%	1,088	17,394	5.89%	94.11%	2.16%	10.62%	3.88%	5.00	2.80
Cuyahoga OH	13,558	9,669	12.20%	589	12,969	4.34%	95.66%	1.57%	8.26%	2.96%	6.00	3.65
Hamilton OH	10,557	8,006	10.10%	518	10,039	4.91%	95.09%	1.74%	9.23%	3.26%	5.71	3.28
Montgomery OH	5,182	3,915	4.94%	307	4,875	5.92%	94.08%	2.11%	8.61%	3.05%	6.00	3.94
Summit OH	5,193	3,794	4.79%	209	4,984	4.02%	95.98%	1.43%	6.91%	2.45%	5.33	3.95
Lucas OH	4,129	3,054	3.85%	197	3,932	4.77%	95.23%	1.68%	8.16%	2.88%	6.00	3.64
Warren OH	2,241	1,895	2.39%	184	2,057	8.21%	91.79%	2.98%	10.26%	3.71%	5.65	4.16
Butler OH	2,778	2,261	2.85%	173	2,605	6.23%	93.77%	2.23%	9.79%	3.51%	6.00	3.63
Stark OH	3,228	2,323	2.93%	158	3,070	4.89%	95.11%	1.75%	8.71%	3.12%	6.32	4.09
Lorain OH	2,519	1,973	2.49%	123	2,396	4.88%	95.12%	1.75%	7.70%	2.74%	5.71	3.85
Total	**108,078**	**79,285**	**100.00%**	**5,301**	**102,777**	**4.90%**	**95.10%**	**1.75%**	**8.19%**	**2.92%**	**5.54**	**3.58**

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: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

NUMBER OF WORKERS

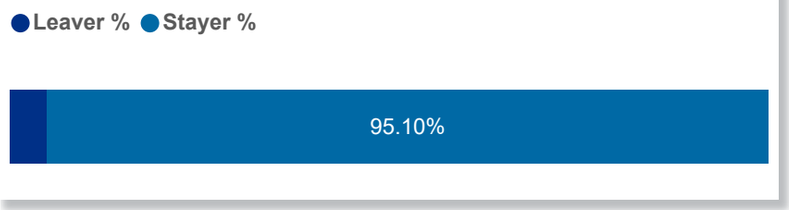
TOTAL LEAVER	TOTAL STAYER
5,301	102,777

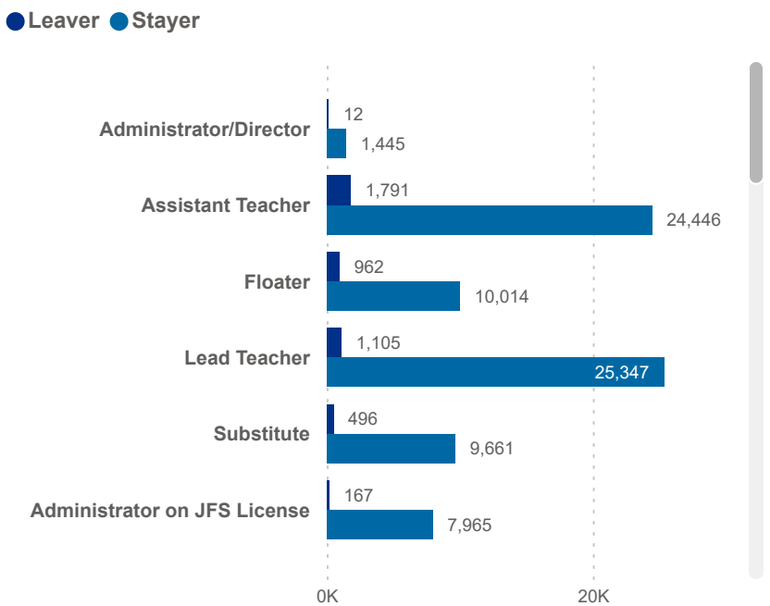
AVG ECE DURATION (In Years)

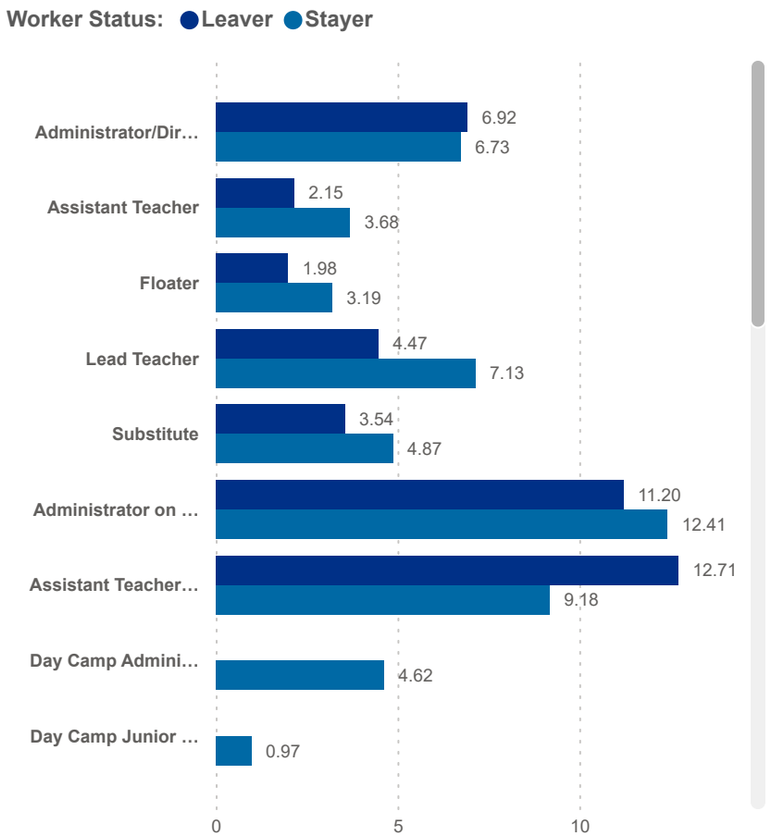
LEAVER	STAYER
3.33	5.87

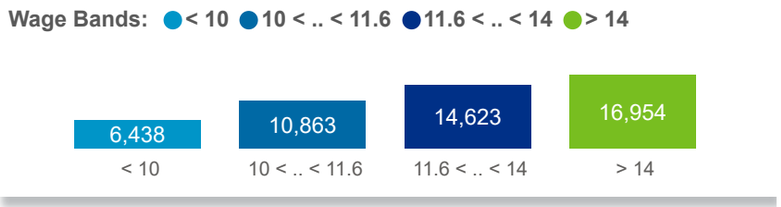
HOURLY WAGE BANDS (USD)

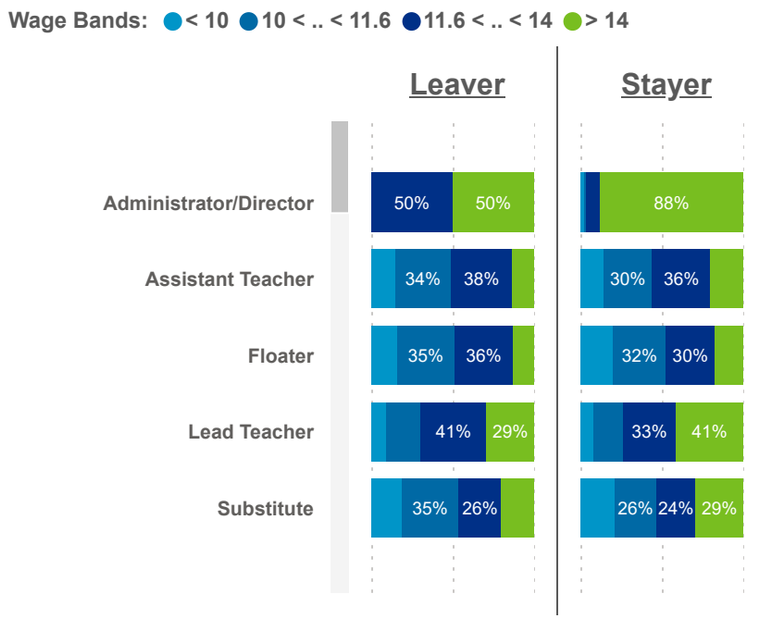
LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
14.00	15.00











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: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

NUMBER OF WORKERS

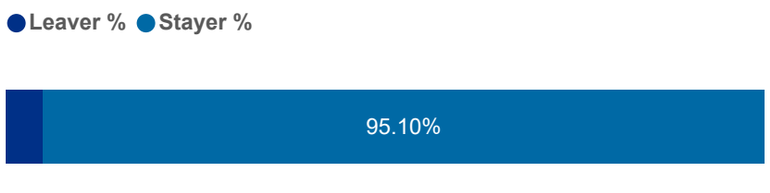
LEAVER	STAYER
4.90%	95.10%

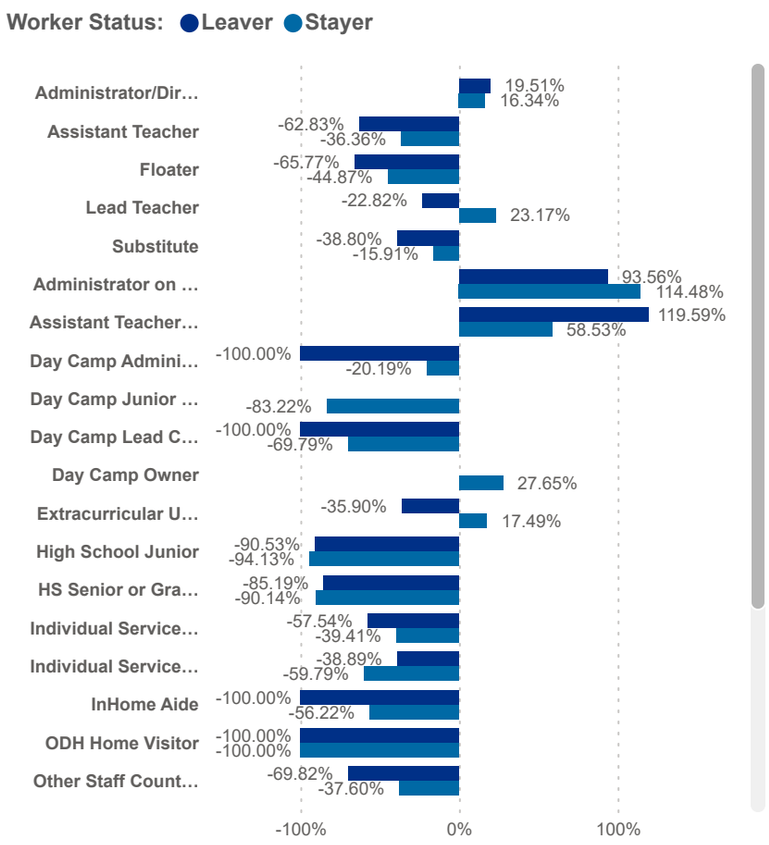
AVG ECE DURATION (In Years)

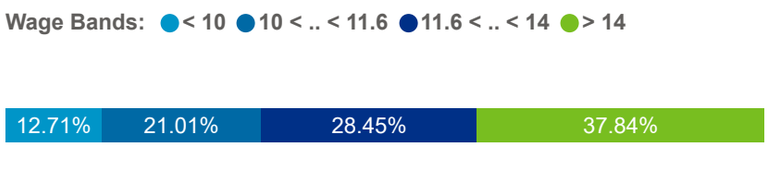
LEAVER	STAYER
3.33	5.87

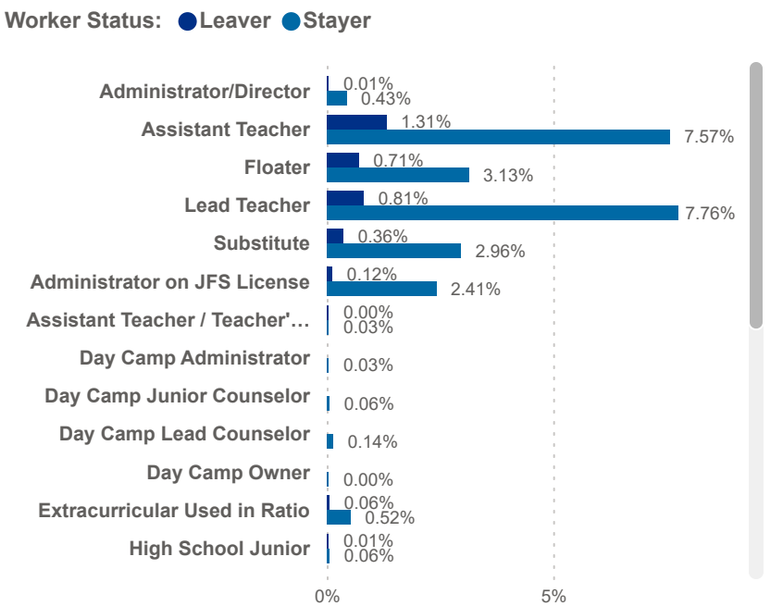
HOURLY WAGE BANDS (USD)

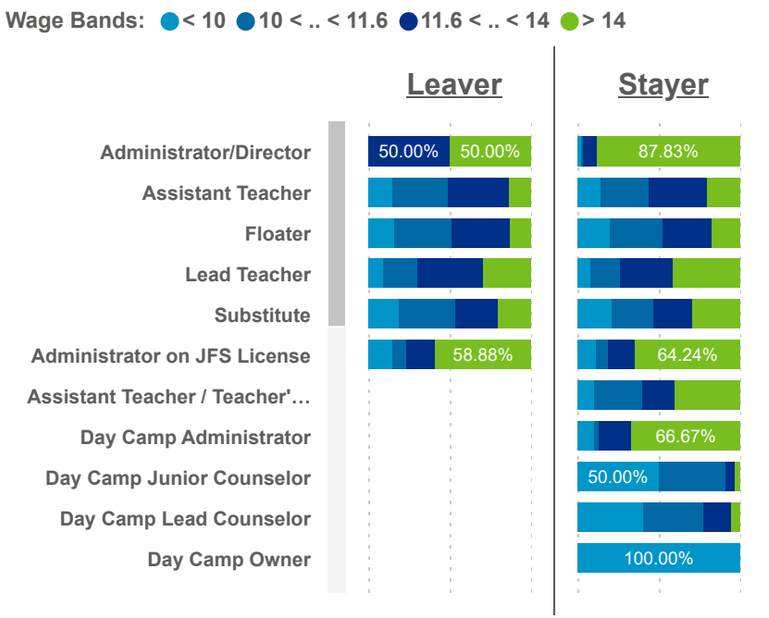
LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
14.00	15.00











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: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

LEAVER (Avg Career Duration)

4.11

STAYER (Avg Career Duration)

9.83

TOTAL STAYER

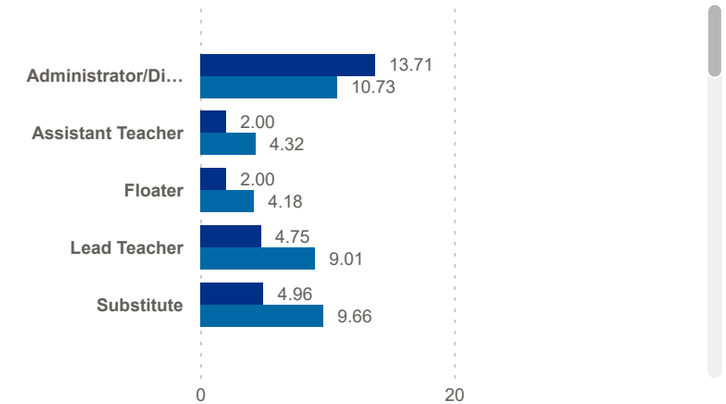
102,777

STAYER (Promotion)

607

Avg Career Duration by Job Title

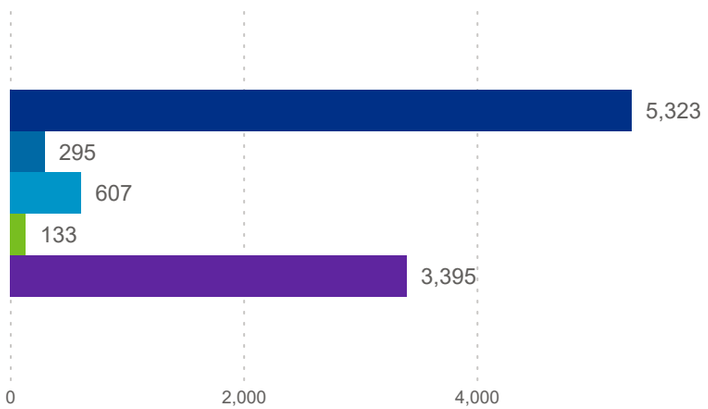
Worker Status: Leaver Stayer



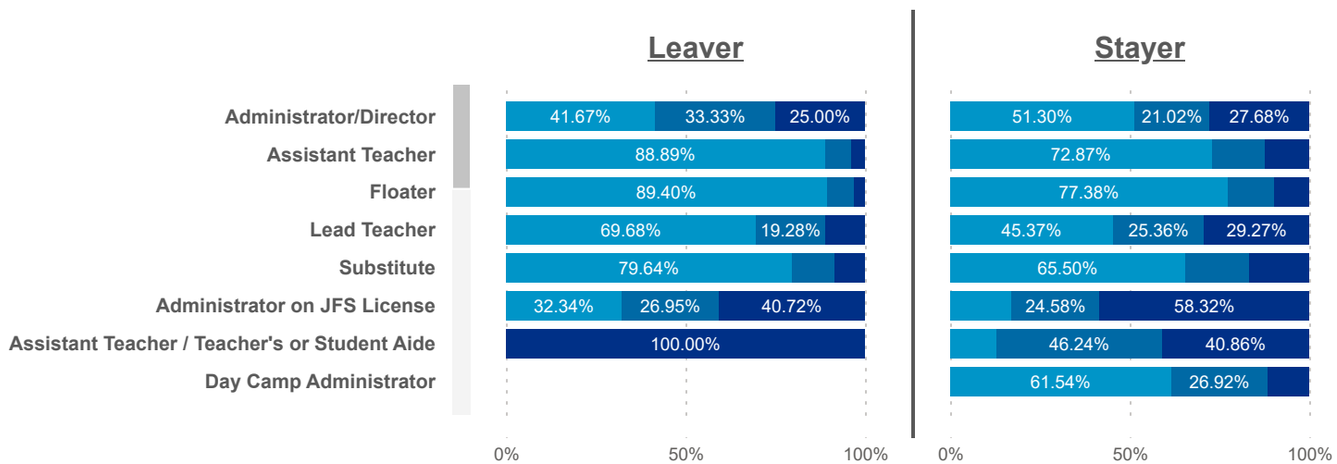
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Adams	Administrator/Director	1.50		Early	5.80	5.00
Allen	Administrator/Director	2.50		Early	20.25	
Ashland	Administrator/Director	2.53		Early	12.80	5.00
Ashtabula	Administrator/Director	1.21		Early	8.25	4.86
Athens	Administrator/Director	3.70		Early	3.89	5.00
Auglaize	Administrator/Director	1.01		Early	14.75	5.00
Belmont	Administrator/Director	1.71		Early	4.79	5.00
Brown	Administrator/Director	2.88		Early	3.75	5.00
Butler	Administrator/Director	1.69		Early	5.82	4.82
Carroll	Administrator/Director	0.97		Early	6.20	5.00
Champaign	Administrator/Director	1.76		Early	10.87	5.00
Clark	Administrator/Director	2.70		Early	9.47	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: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

LEAVER (Avg Career Duration)

4.11

STAYER (Avg Career Duration)

9.83

TOTAL STAYER

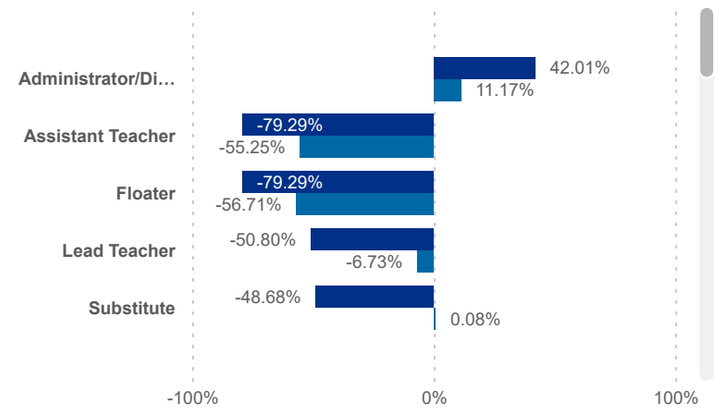
102,777

STAYER (Promotion)

607

Avg Career Duration by Job Title vs Mean

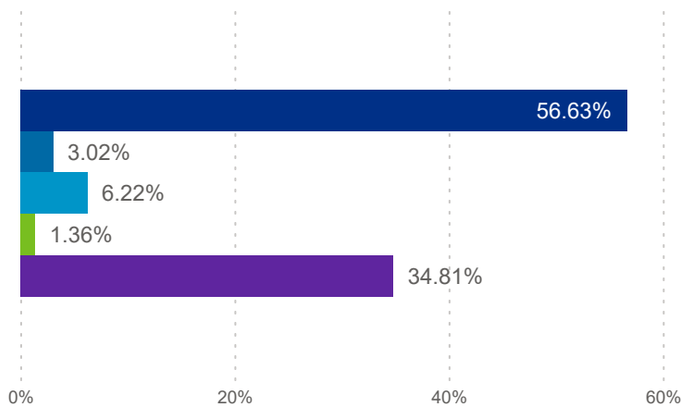
Worker Status: Leaver Stayer



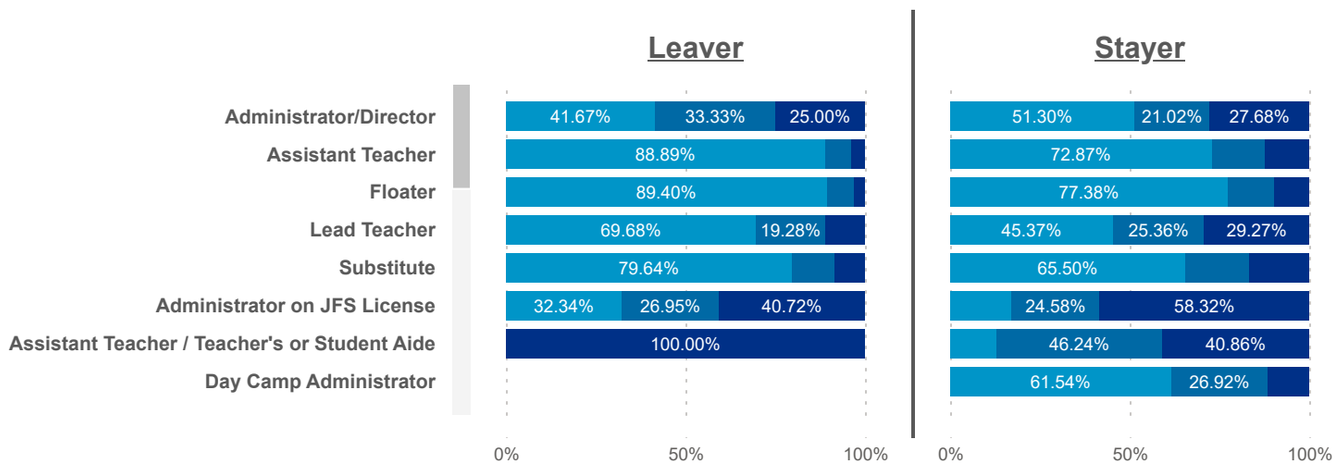
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Huron	Assistant Teacher	0.00	10.45	Early	5.80	1.00
Guernsey	Assistant Teacher	0.00	12.75	Early	4.71	5.00
Lucas	Floater	0.00	11.00	Mid	6.44	5.00
Cuyahoga	Day Camp Junior Counselor	0.00	17.00	Early	0.00	
Stark	Other Staff Counted In Ratio	0.00	13.54	Early	18.50	4.00
Carroll	Assistant Teacher	0.01	10.40	Early	6.36	3.00
Brown	Assistant Teacher	0.01	10.45	Early	7.14	1.00
Lucas	Assistant Teacher	0.01	12.23	Early	6.41	
Franklin	Assistant Teacher	0.01	12.70	Early	5.28	3.00
Delaware	Assistant Teacher	0.01	14.97	Early	5.00	5.00
Trumbull	Assistant Teacher	0.01	16.63	Early	5.27	5.00
Franklin	Assistant Teacher	0.01	24.00	Early	2.88	4.00

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

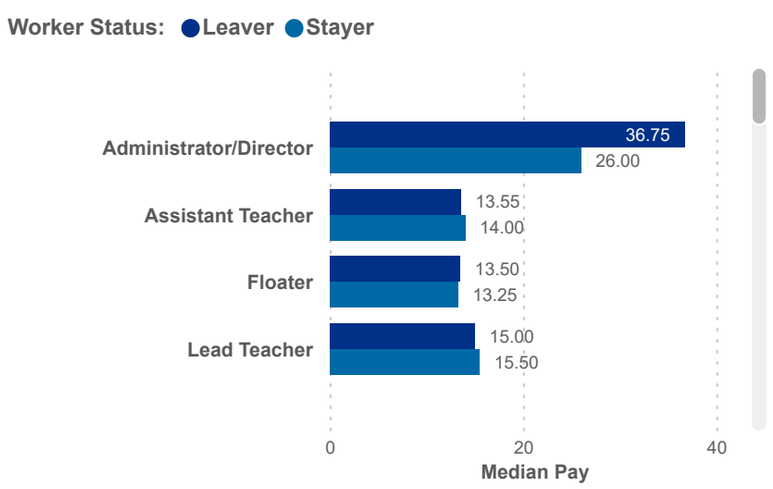
Date: 202401 202403 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

PAY MEDIAN (USD)

LEAVER	STAYER
14.00	15.00

Worker Status: Leaver Stayer

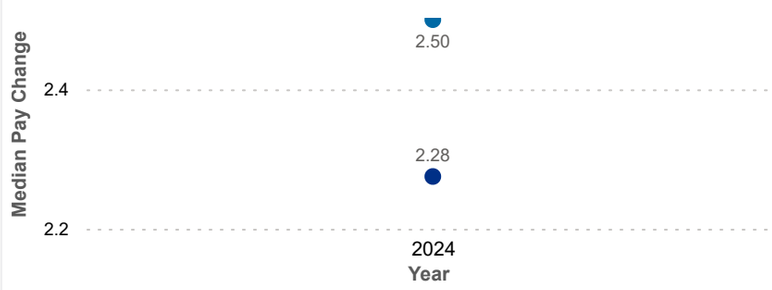
Worker Status: Leaver Stayer



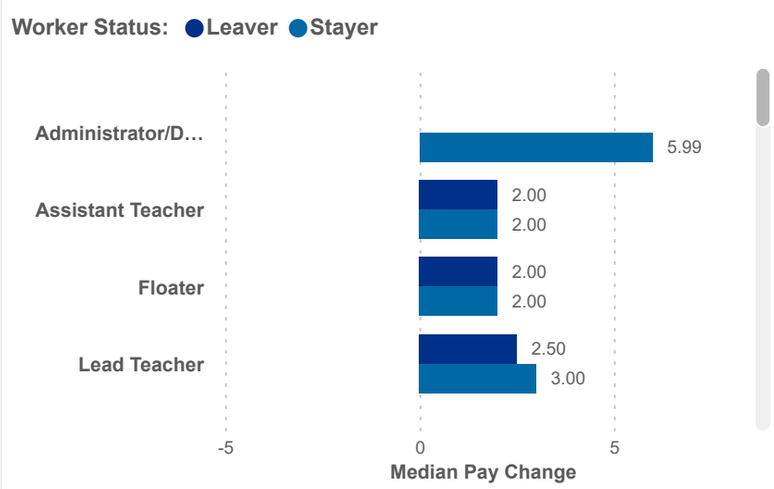
PAY PROGRESSION (USD)

LEAVER	STAYER
0.66	0.71

Worker Status: Leaver Stayer

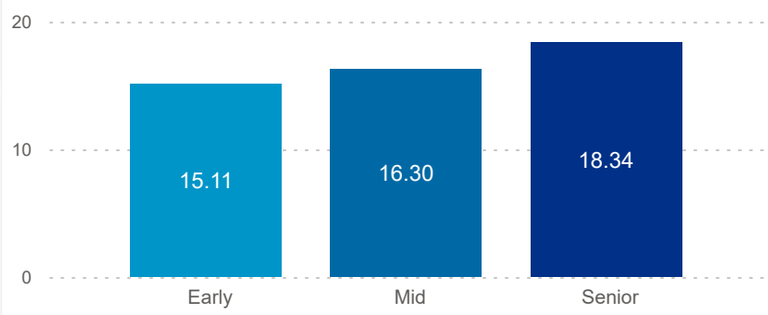


Worker Status: Leaver Stayer

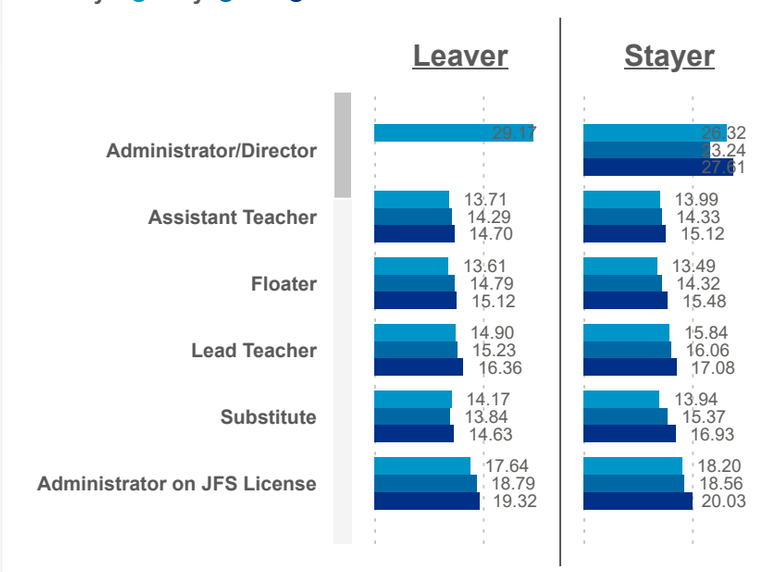


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



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

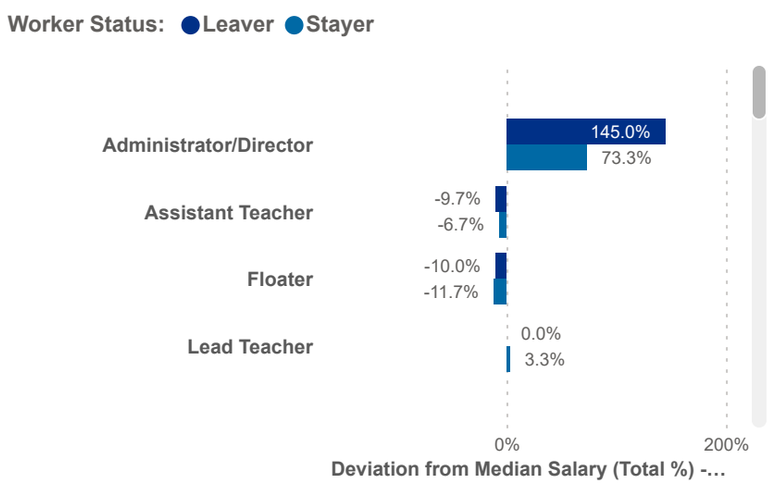
Date: 202401 202403 | SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

PAY MEDIAN (USD)

LEAVER	STAYER
14.00	15.00

Worker Status: Leaver Stayer

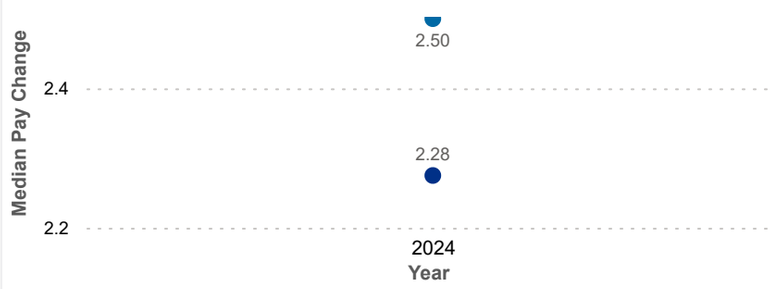
Worker Status: Leaver Stayer



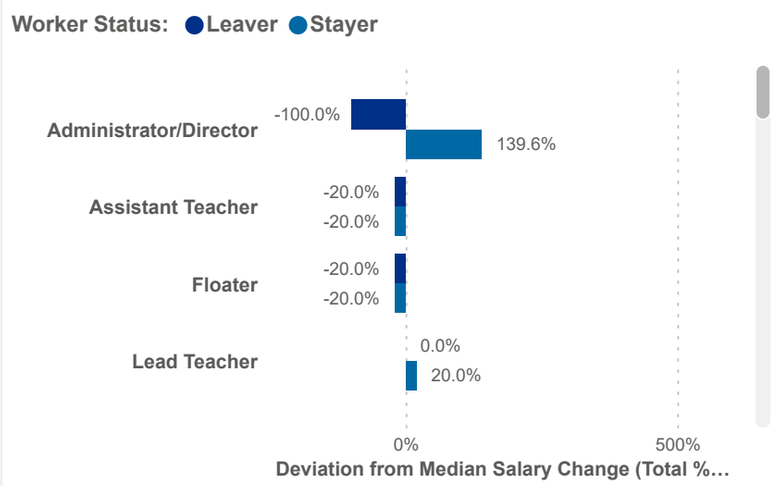
PAY PROGRESSION (USD)

LEAVER	STAYER
0.66	0.71

Worker Status: Leaver Stayer

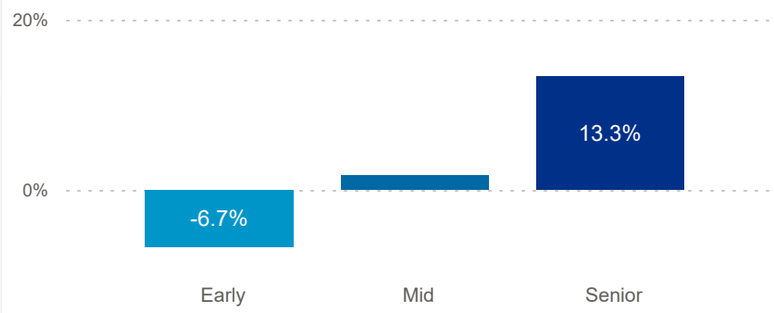


Worker Status: Leaver Stayer

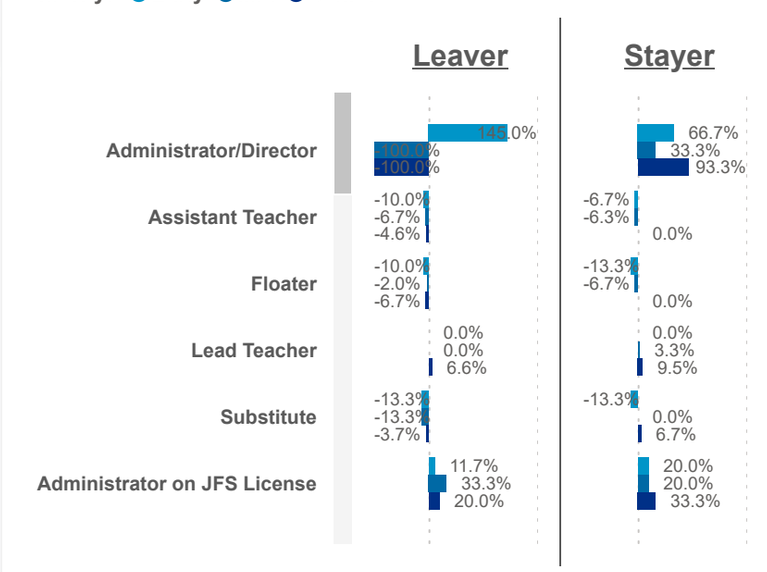


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



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: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

Workload Median (Total)

5.54

Workload Median (Leaver)

5.61

Workload Median (Stayer)

5.54

Star Rating Mean (Total)

3.58

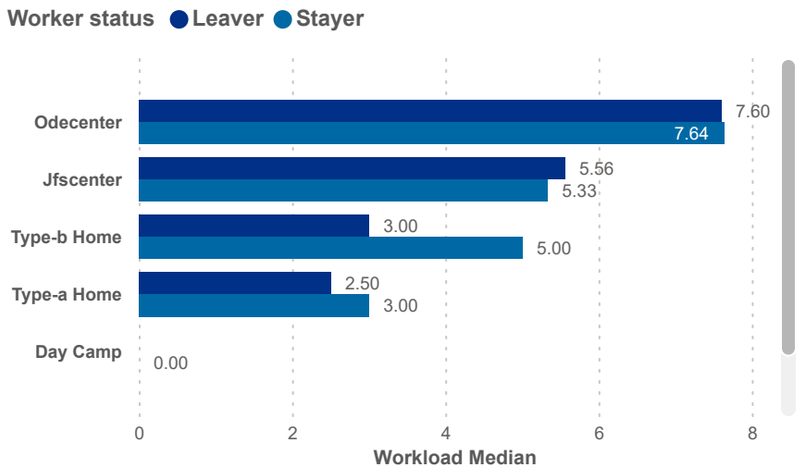
Star Rating Mean (Leaver)

3.27

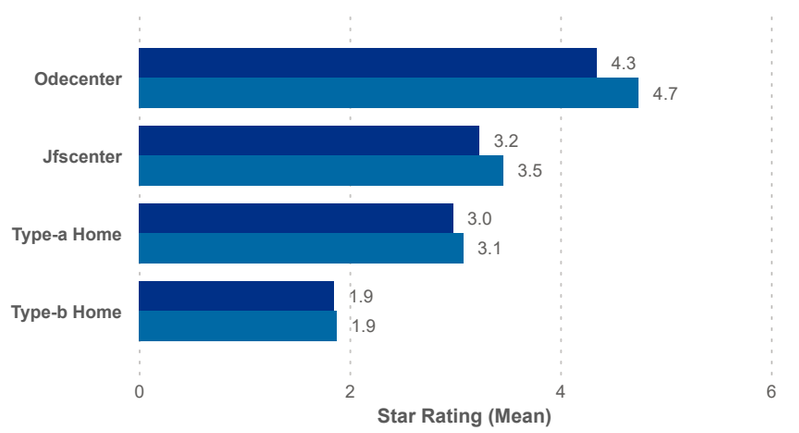
Star Rating Mean (Stayer)

3.59

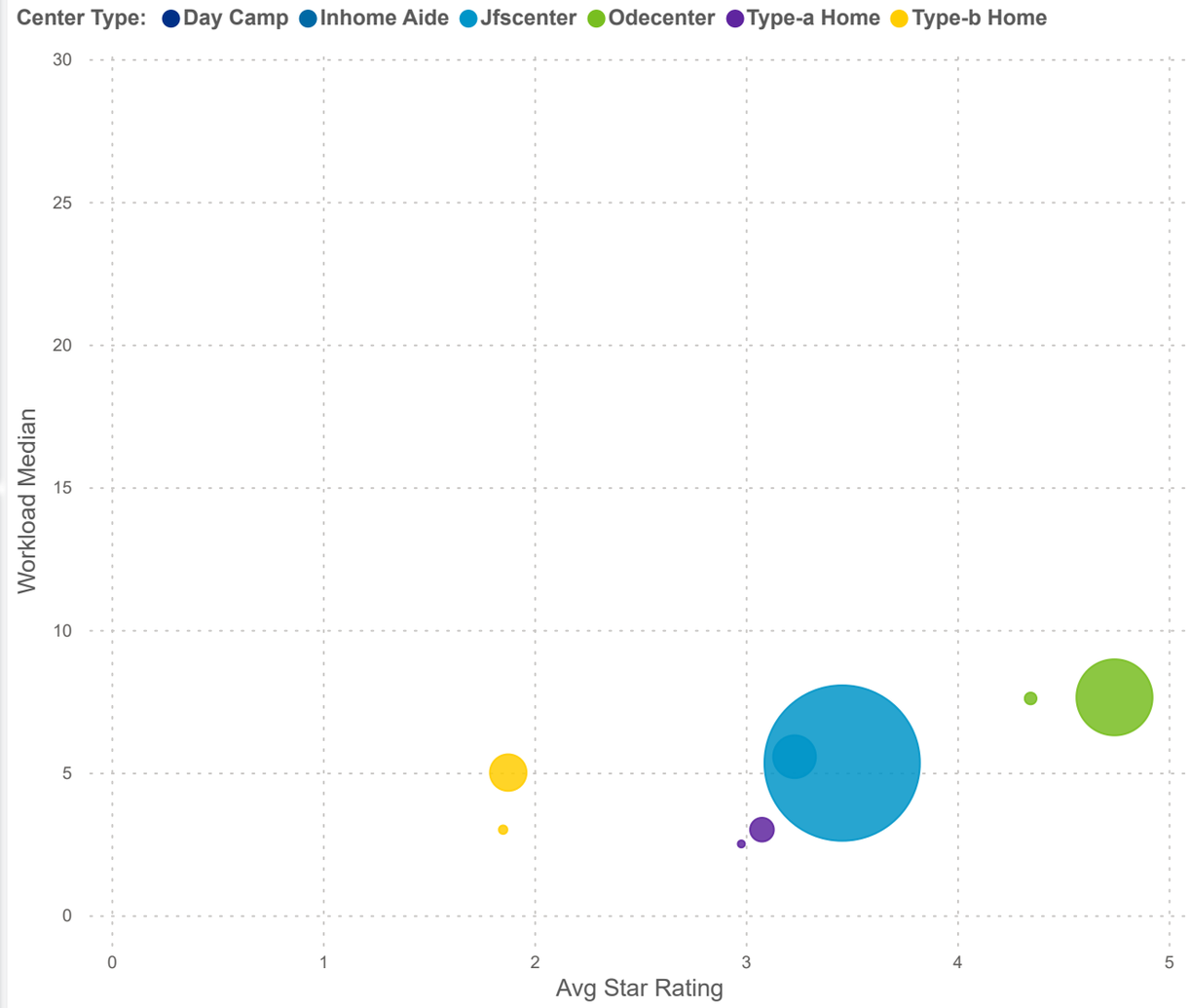
Workload Median



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: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple select… | Education: All

Workload Median (Total)

5.54

Workload Median (Leaver)

5.61

Workload Median (Stayer)

5.54

Star Rating Mean (Total)

3.58

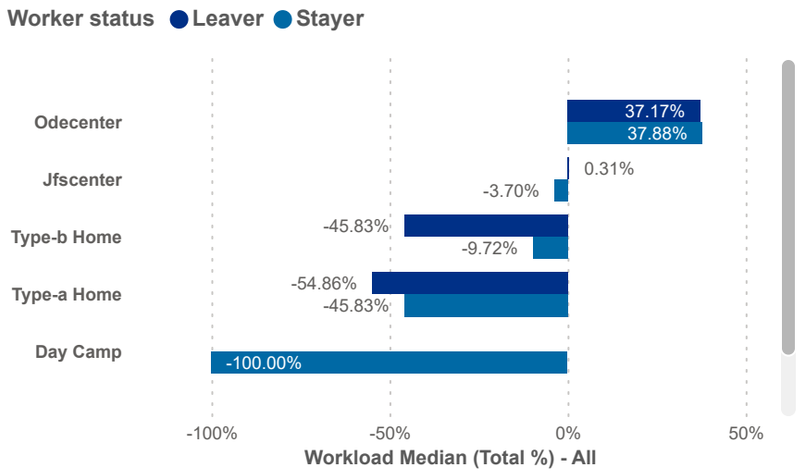
Star Rating Mean (Leaver)

3.27

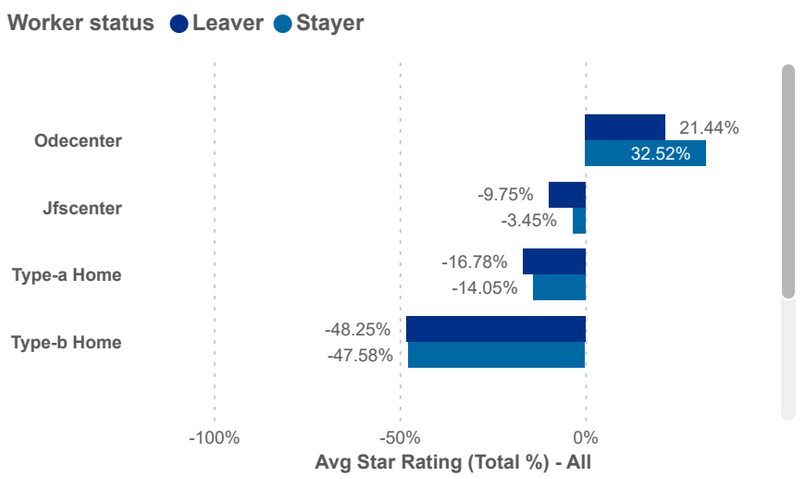
Star Rating Mean (Stayer)

3.59

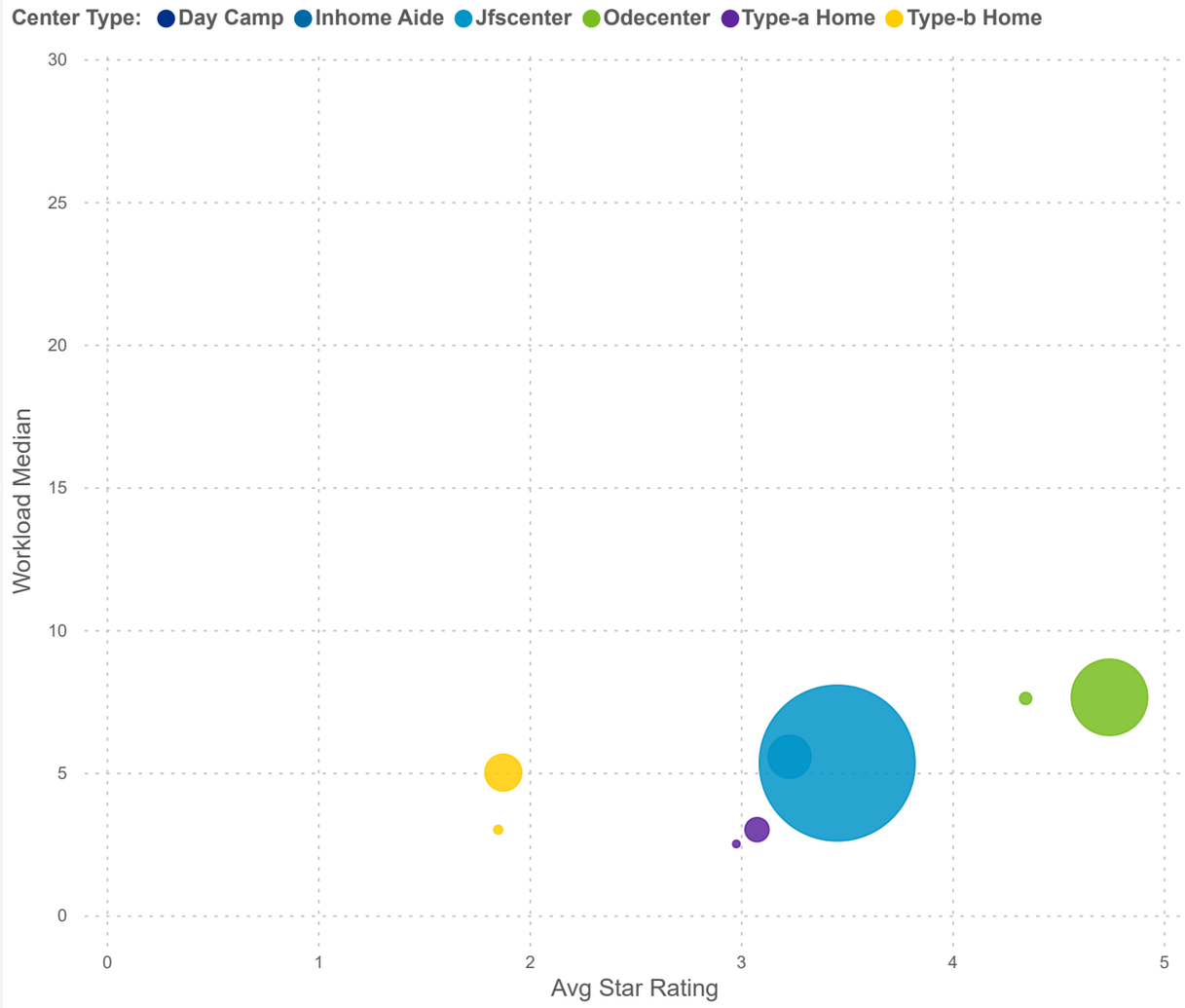
Workload Median (Total %)



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)

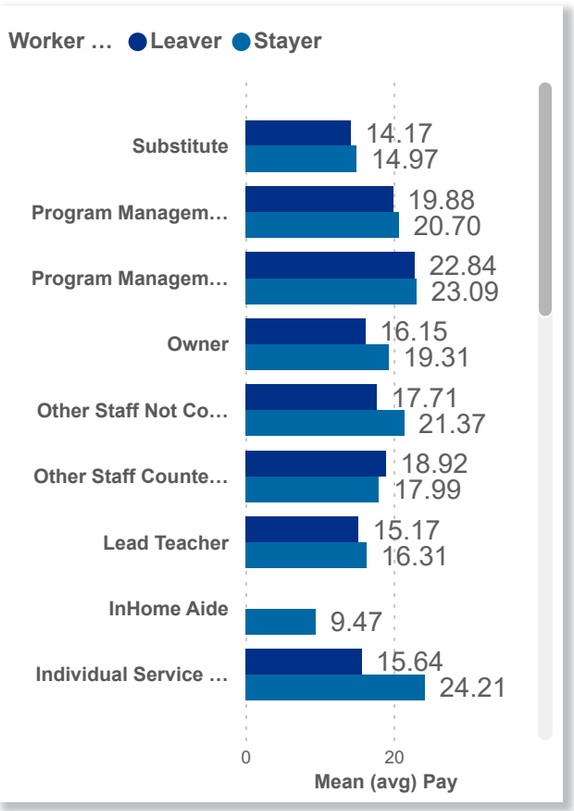
Created Date: 4/17/2024

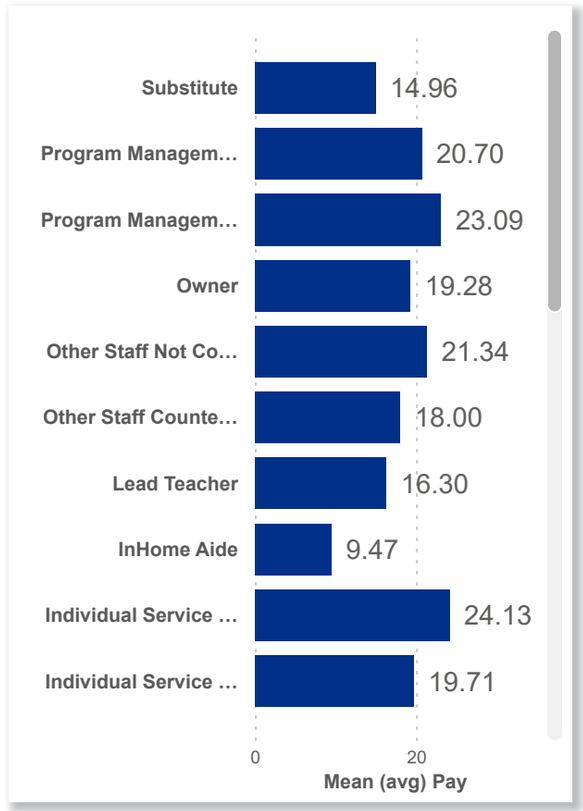
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

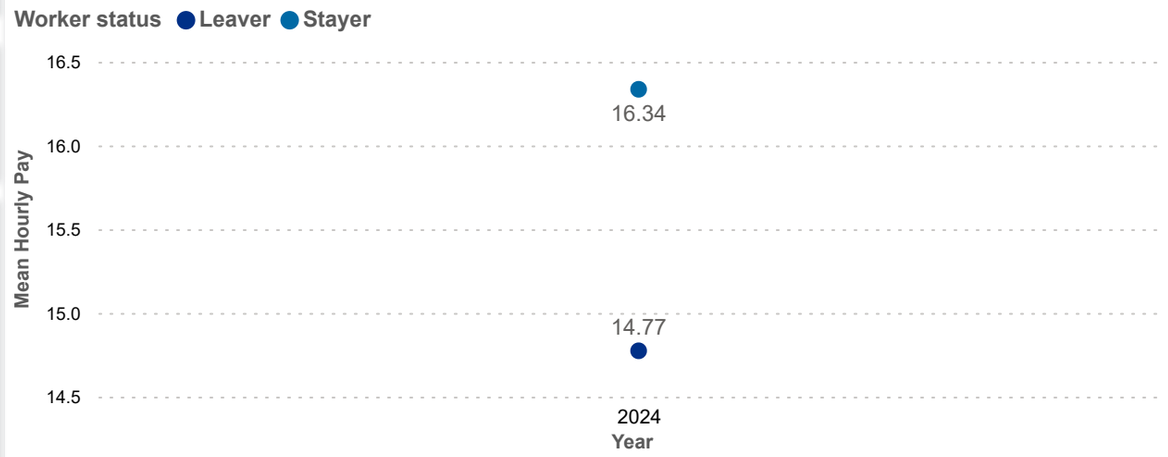
PAY MEAN (USD)

LEAVER	STAYER	COMBINED
14.77	16.34	16.31

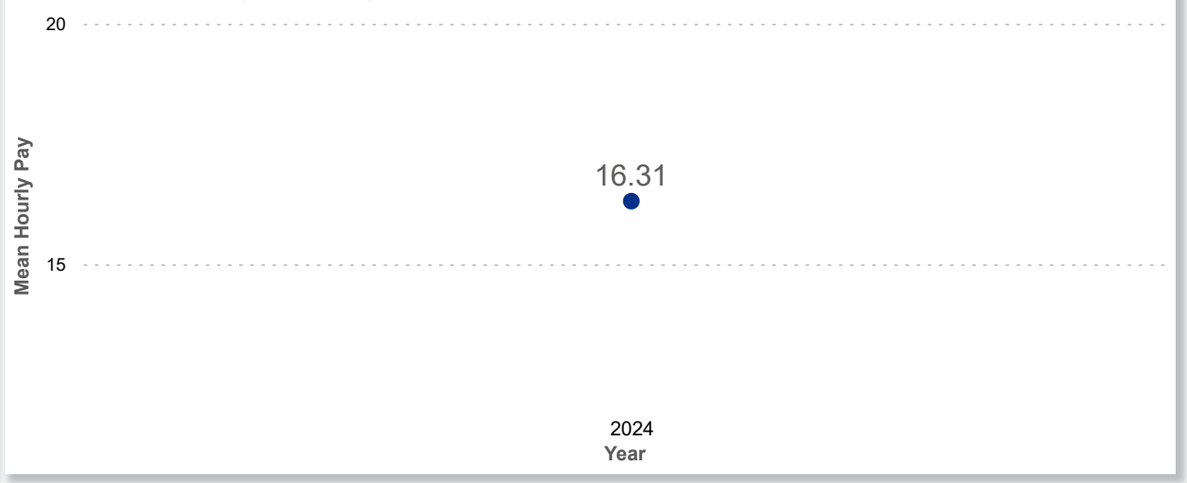




Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status



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

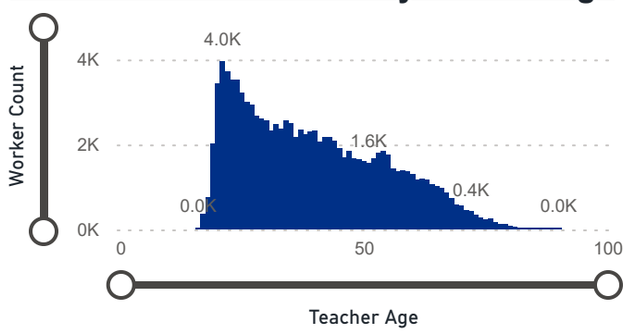
Created Date: 4/17/2024

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

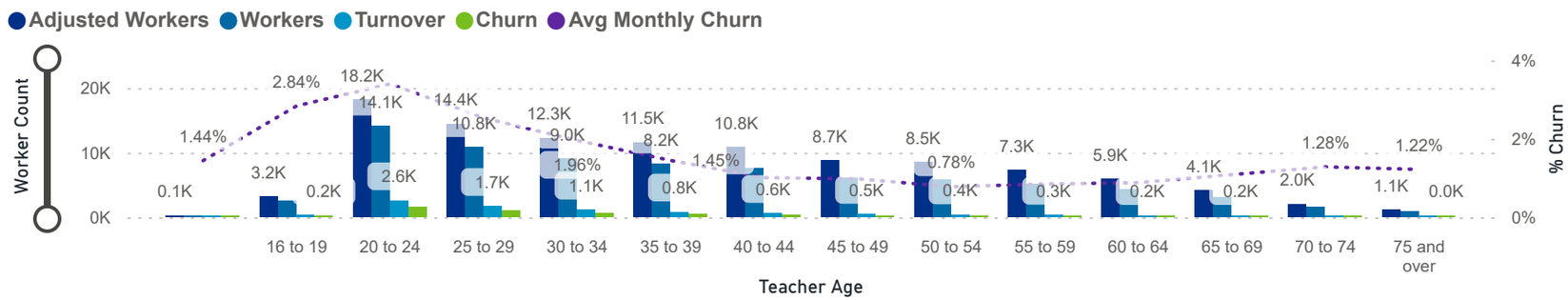
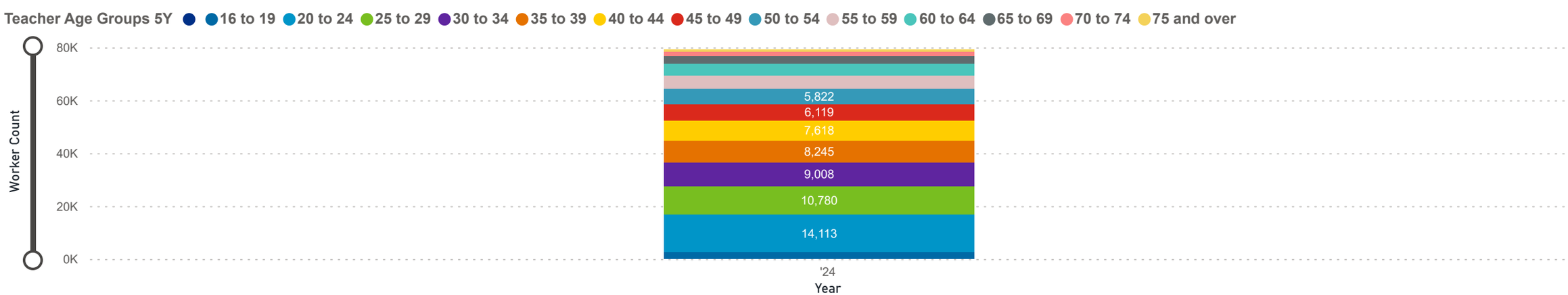
SDA>County: All | Star Rating: All | Legacy Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: Multiple select… | Beale Code: All | Publicly Funded: All | Student Age Group: All

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
108K	5K	103K	15.00	3.58	8.06	3.53	5.54	12K	13K

Distribution of Workers By Teacher Age



Churn Metrics By Teacher Age



Worker Count by Teacher 5Y Age Groups