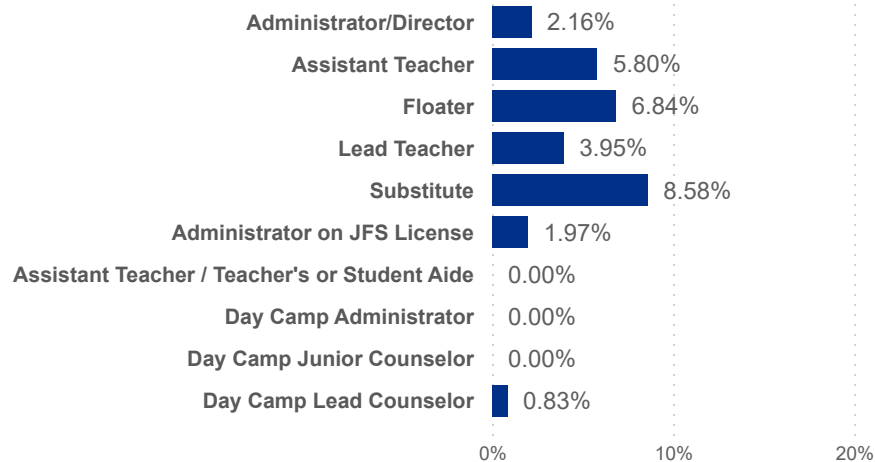




Date:  Program Type:  Job Title:  Teacher Age Group:  Education:  TEACH Status:   
 Position Type:  SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:   
 SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

## Avg Monthly Turnover Rates by Job Title



### Avg Monthly Turnover

5.13%

### Adjusted Workers

18,923

### Total Leaver

963

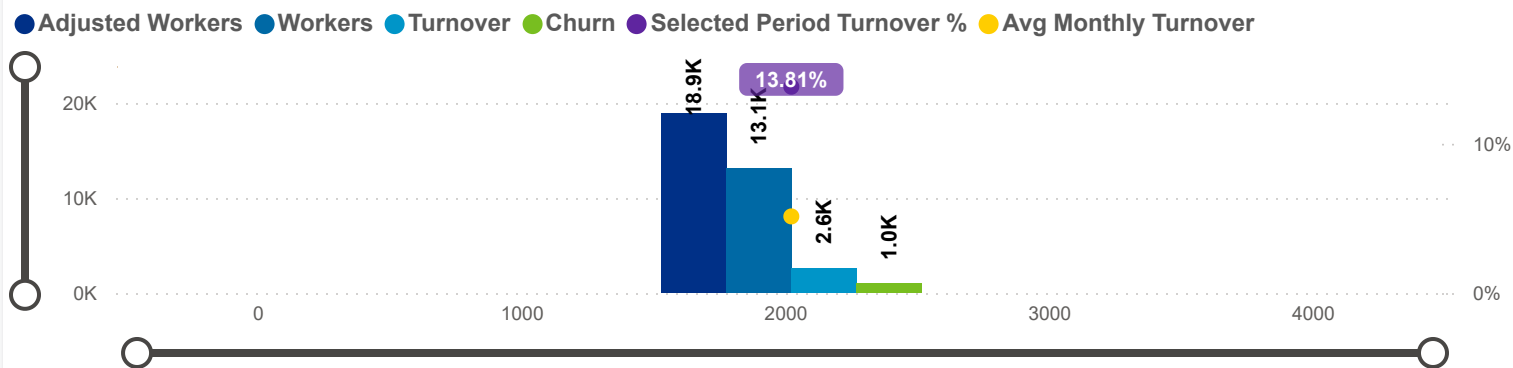
### Total Stayer

17,960

### Sel Period Turnover

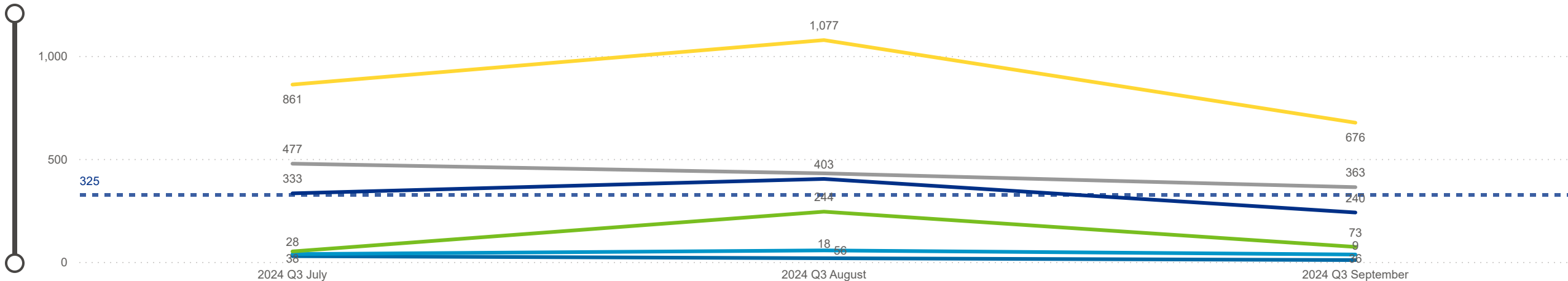
13.81%

## Avg Monthly Turnover and Number of Workers



## Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover

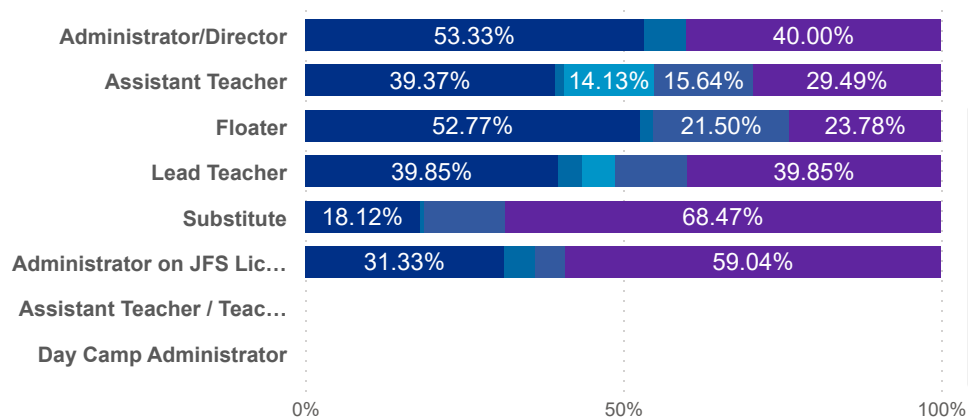




Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status: 
  
 Position Type:  Credential:  TEACH Models: 
  
 SDA>County:  SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status: 
  
 Beale Code:  Student Age Group:  POWER Levels:

## Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



### Avg Monthly Churn

1.91%

### Adjusted Workers

18,923

### Workload Median

5.50

### Pay Median USD / hr

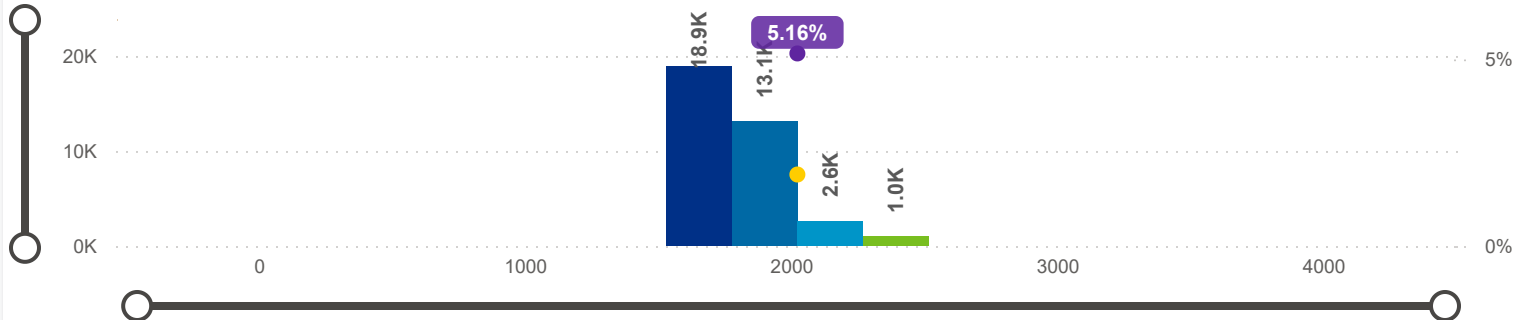
15.00

### Avg ECE Duration

6.22

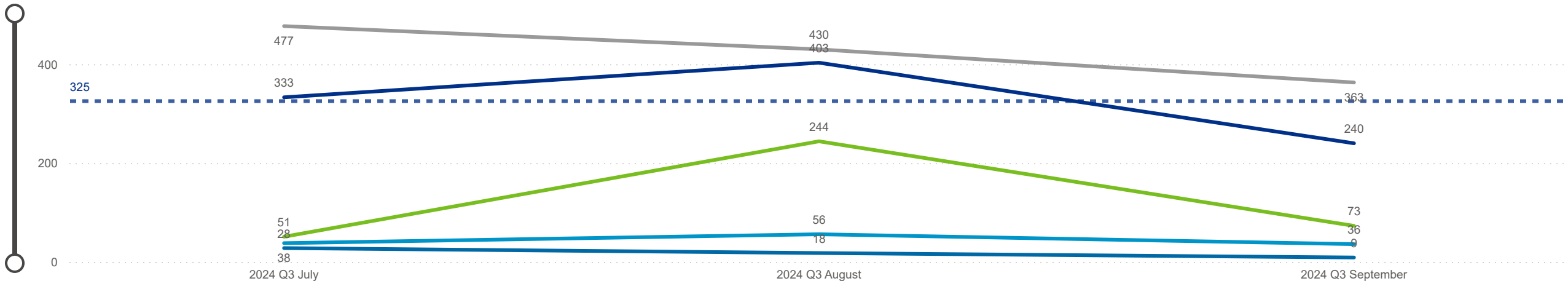
## Avg Monthly Churn and Number of Workers

● Adjusted Workers ● Workers ● Turnover ● Churn ● Selected Period Churn % ● Avg Monthly Churn

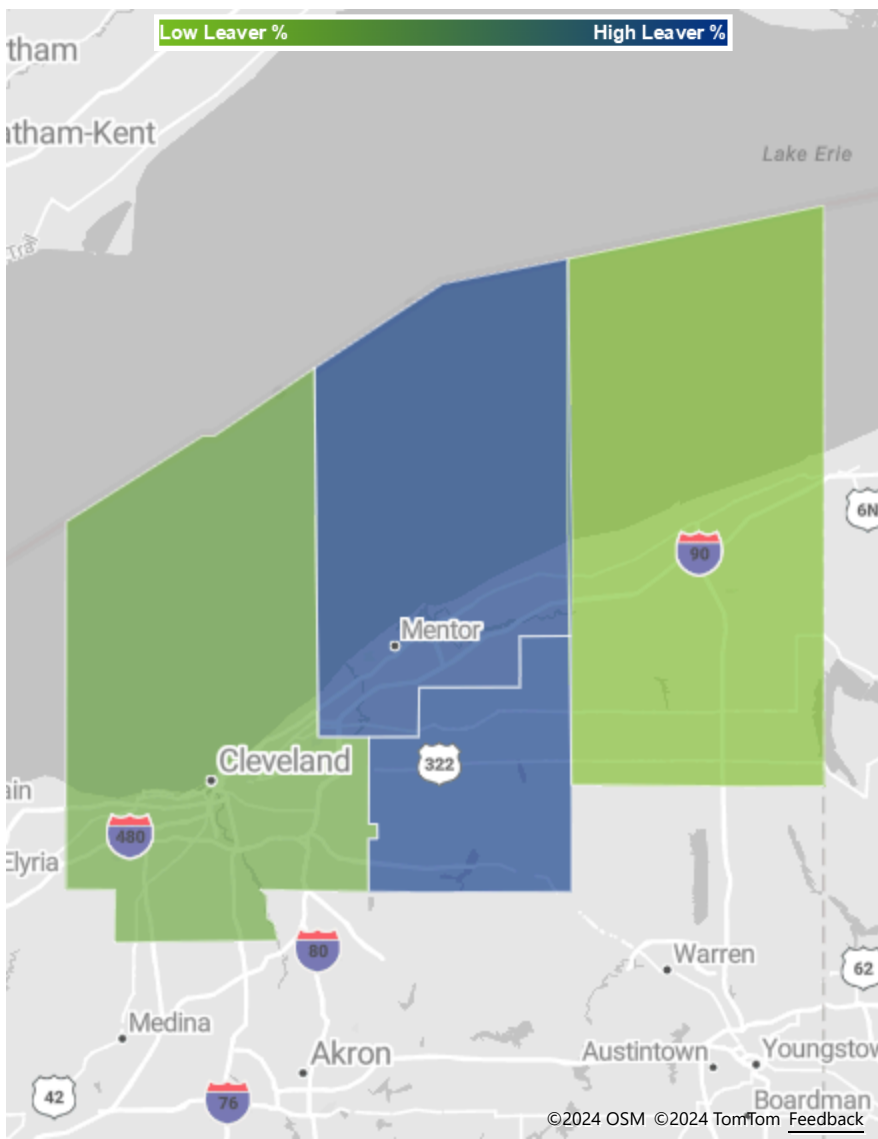


## Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer

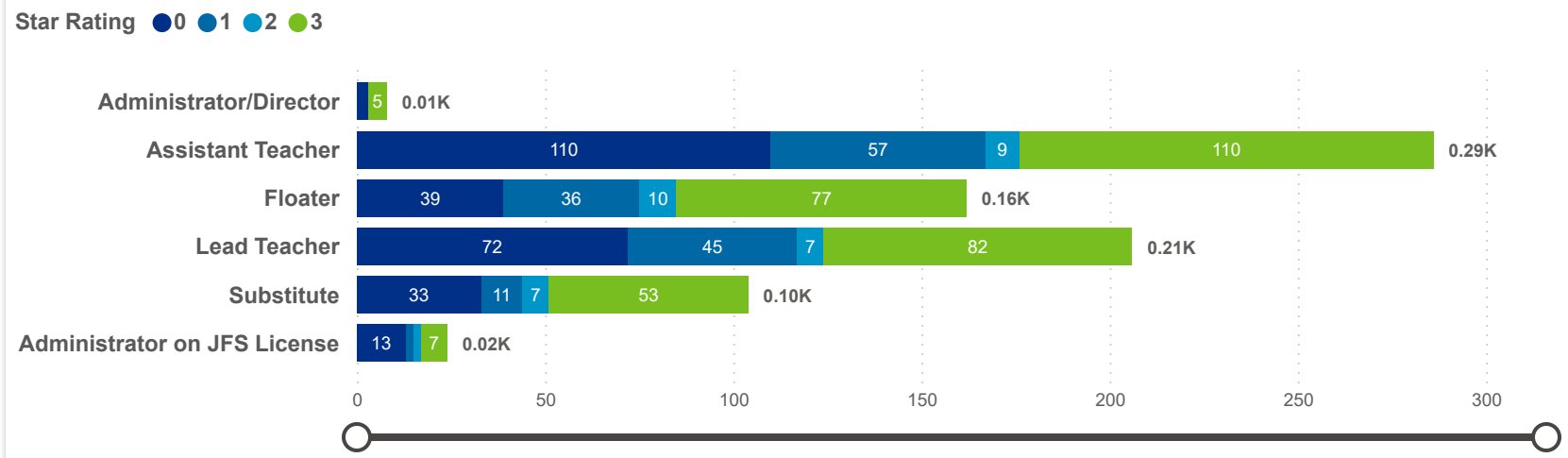


Date: 202407 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All  
 202409 Position Type: All Credential: All TEACH Models: All  
 SDA>County: SDA 3 SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All  
 100.00 Beale Code: All Student Age Group: All POWER Levels: All



<b>ADJUSTED WORKERS</b>	<b>TOTAL LEAVER</b>	<b>TOTAL STAYER</b>	<b>SELECTED PERIOD CHURN %</b>
<b>18,923</b>	<b>963</b>	<b>17,960</b>	<b>5.09%</b>

**Leaver by Job Title and Star Rating**

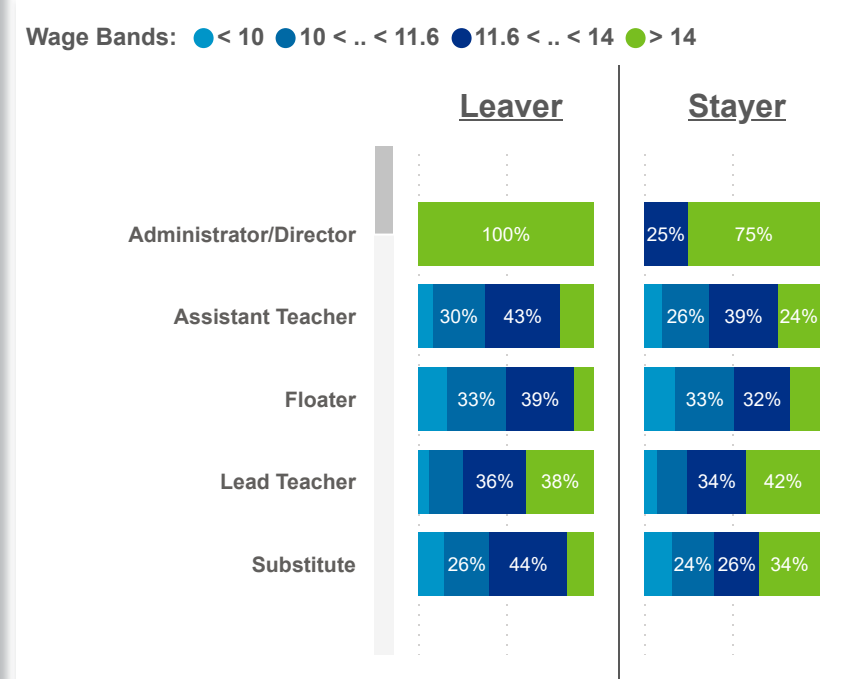
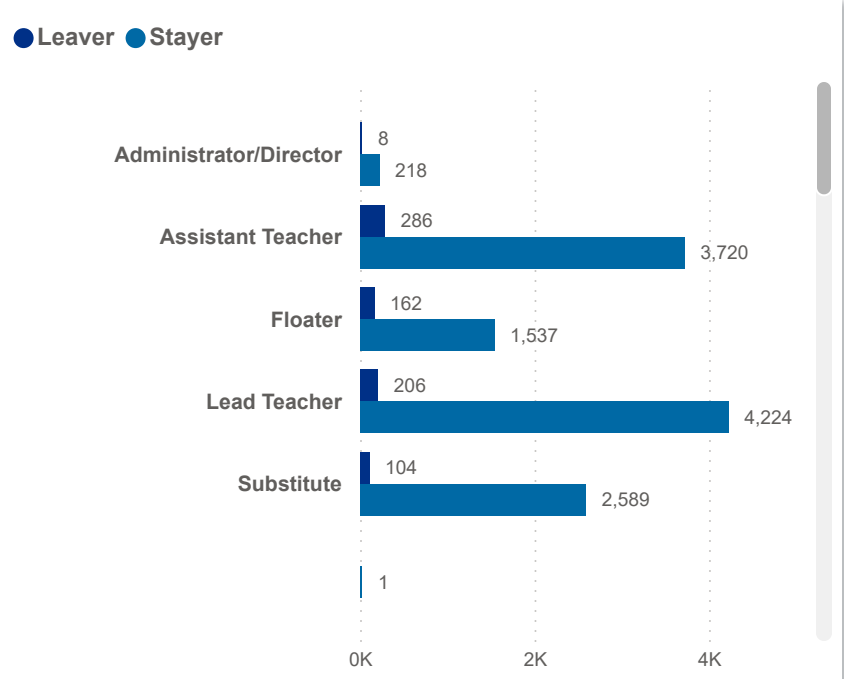
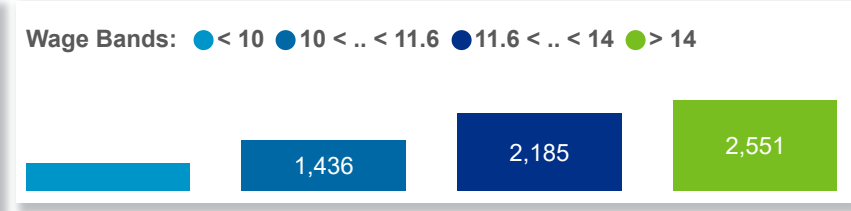
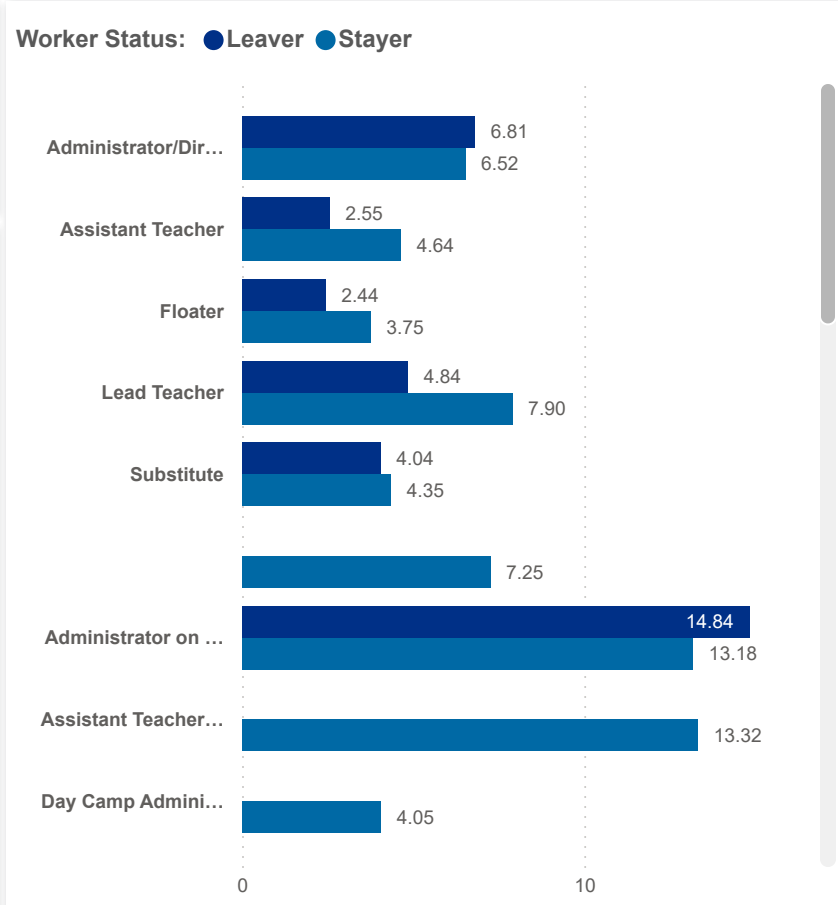
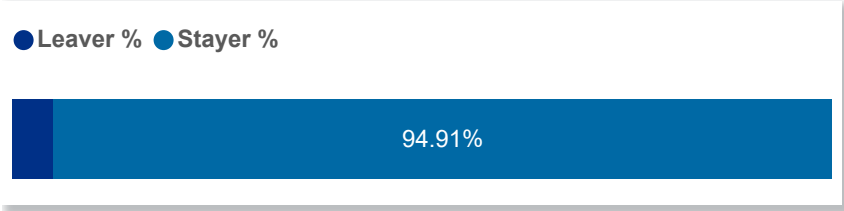


County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Avg Star Rating
Ashtabula OH	794	584	4.46%	38	756	4.79%	95.21%	1.79%	10.83%	4.04%	4.45	2.07
Cuyahoga OH	15,529	10,690	81.63%	773	14,756	4.98%	95.02%	1.87%	14.16%	5.25%	5.46	1.74
Lake OH	1,919	1,486	11.35%	112	1,807	5.84%	94.16%	2.21%	13.03%	4.90%	6.32	1.69
Geauga OH	682	543	4.15%	40	642	5.87%	94.13%	2.19%	11.58%	4.33%	5.72	1.31
<b>Total</b>	<b>18,923</b>	<b>13,095</b>	<b>100.00%</b>	<b>963</b>	<b>17,960</b>	<b>5.09%</b>	<b>94.91%</b>	<b>1.91%</b>	<b>13.81%</b>	<b>5.13%</b>	<b>5.50</b>	<b>1.74</b>



Date: 202407 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All  
 202409 Position Type: All Credential: All TEACH Models: All  
 SDA>County: SDA 3 SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All  
 100.00 Beale Code: All Student Age Group: All POWER Levels: 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)
<b>963</b>	<b>17,960</b>	<b>4.08</b>	<b>6.29</b>	<b>15.00</b>	<b>15.00</b>





Date: 202407 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All  
 202409 Position Type: All Credential: All TEACH Models: All  
 SDA>County: SDA 3 SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All  
 100.00 Beale Code: All Student Age Group: All POWER Levels: All

### NUMBER OF WORKERS

### AVG ECE DURATION (In Years)

### HOURLY WAGE BANDS (USD)

LEAVER

STAYER

# 5.09%

# 94.91%

LEAVER

STAYER

# 4.08

# 6.29

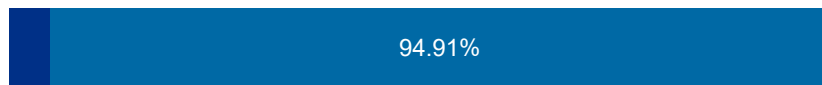
LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

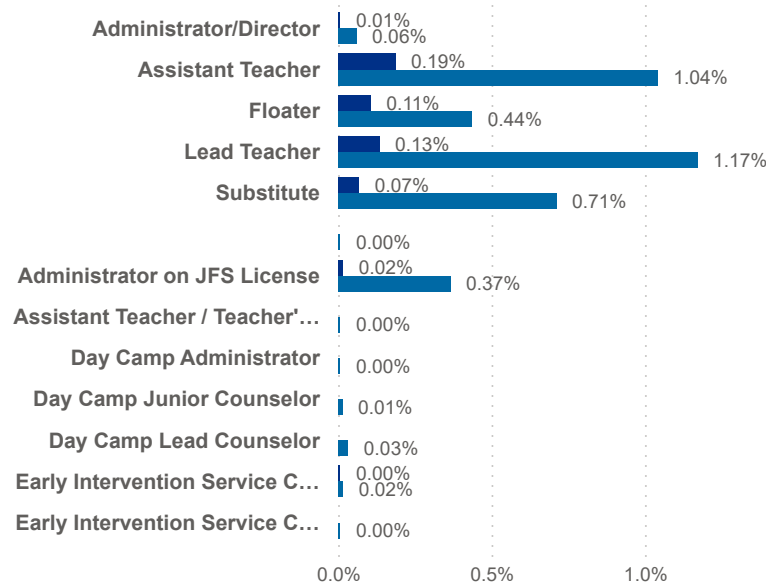
# 15.00

# 15.00

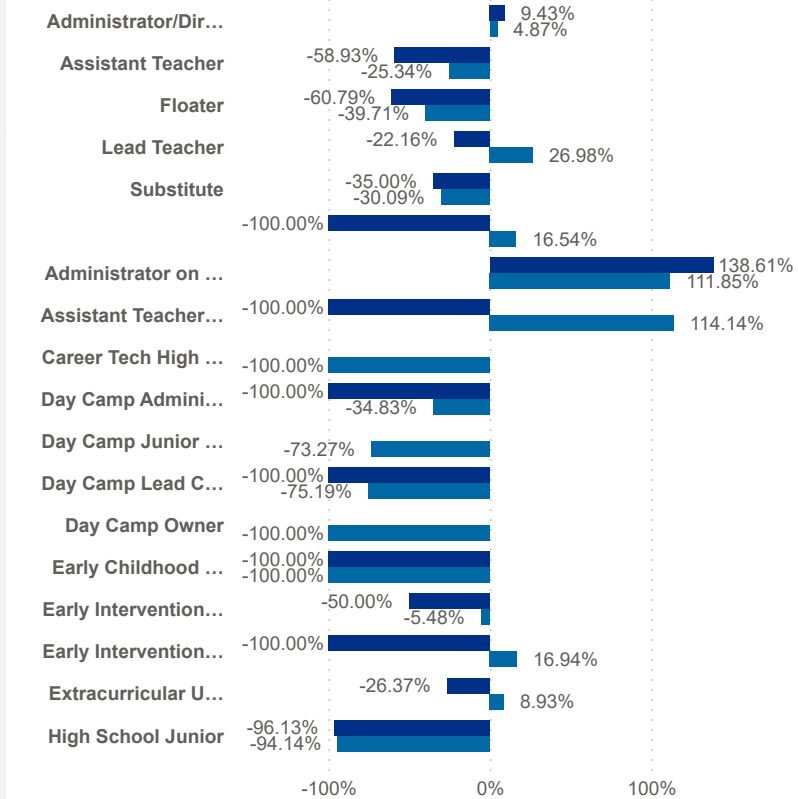
Leaver % Stayer %



Worker Status: Leaver Stayer



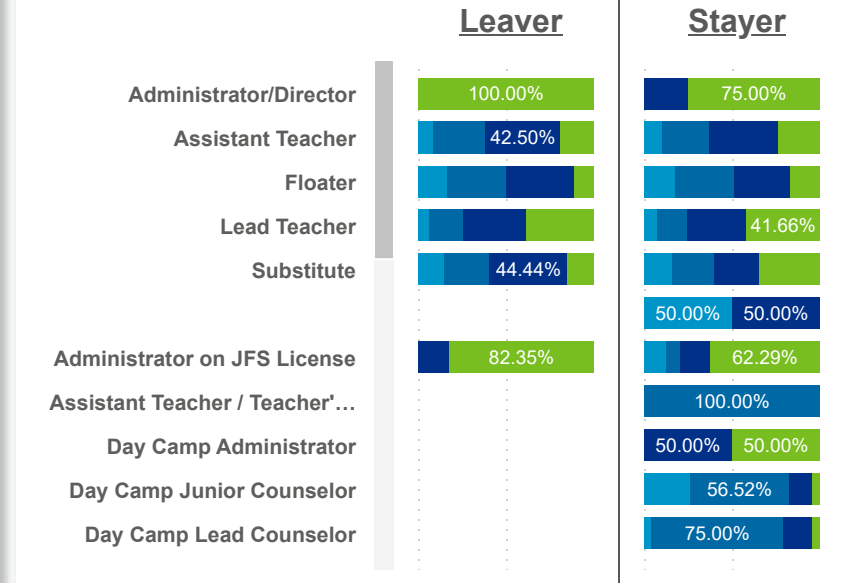
Worker Status: Leaver Stayer



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



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





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status: 
  
 Position Type:  Credential:  TEACH Models: 
  
 SDA>County:  SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status: 
  
 Beale Code:  Student Age Group:  POWER Levels:

### LEAVER (Avg Career Duration)

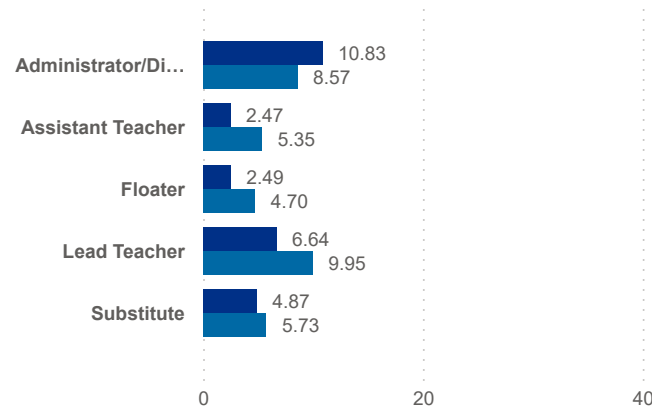
# 6.23

### STAYER (Avg Career Duration)

# 9.70

## Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



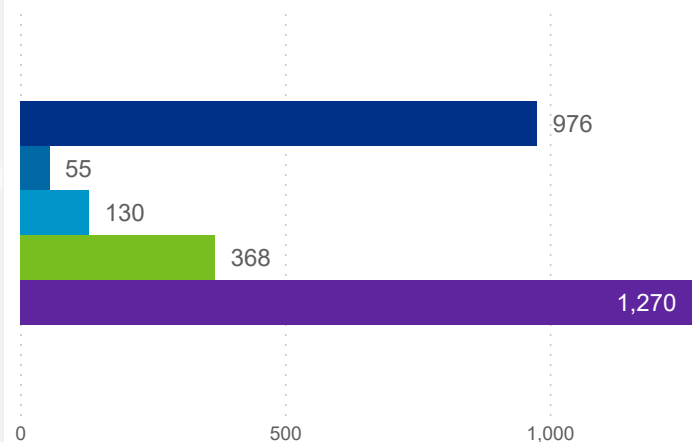
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Ashtabula	Administrator/Director	2.09		Early	9.20	2.5
Cuyahoga	Administrator/Director	1.72		Early	8.35	1.5
Geauga	Administrator/Director	1.46		Early	4.91	0.7
Lake	Administrator/Director	1.39		Early	8.50	2.7
Ashtabula	Administrator/Director	0.04	15.00	Early	11.78	3.0
Cuyahoga	Administrator/Director	1.97	15.00	Early	13.25	1.0
Cuyahoga	Administrator/Director	2.98	17.00	Early	7.75	0.0
Cuyahoga	Administrator/Director	4.08	20.00	Early	29.33	0.0
Geauga	Administrator/Director	0.90	20.00	Early	5.75	3.0
Cuyahoga	Administrator/Director	4.98	21.00	Early	6.00	3.0

### TOTAL STAYER

# 17,960

## Turnover Reasons

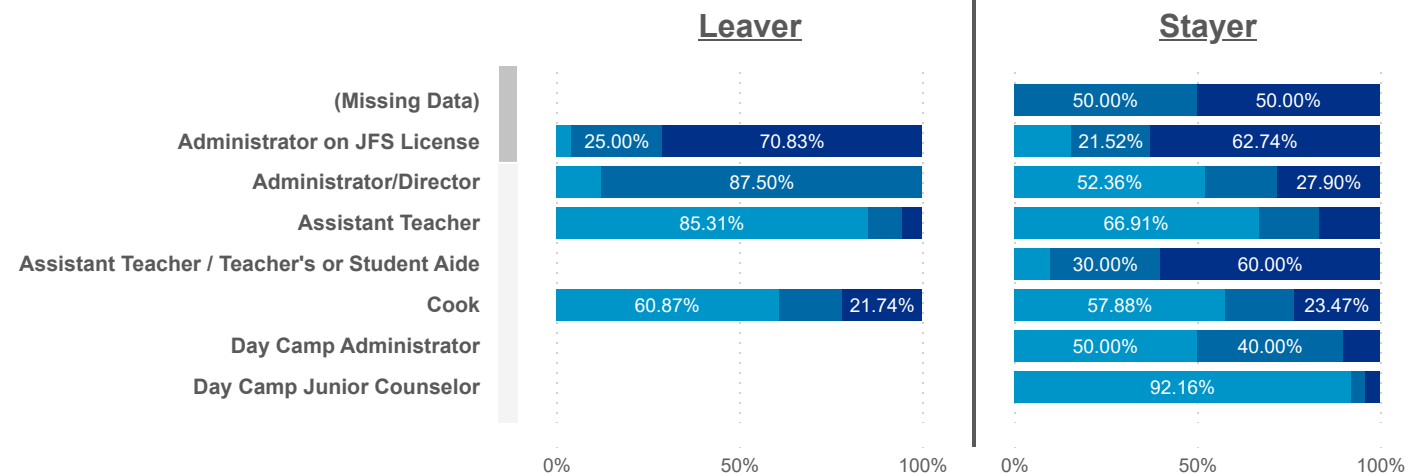
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



### STAYER (Promotion)

# 130

Seniority: ● Early ● Mid ● Senior





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### LEAVER (Avg Career Duration)

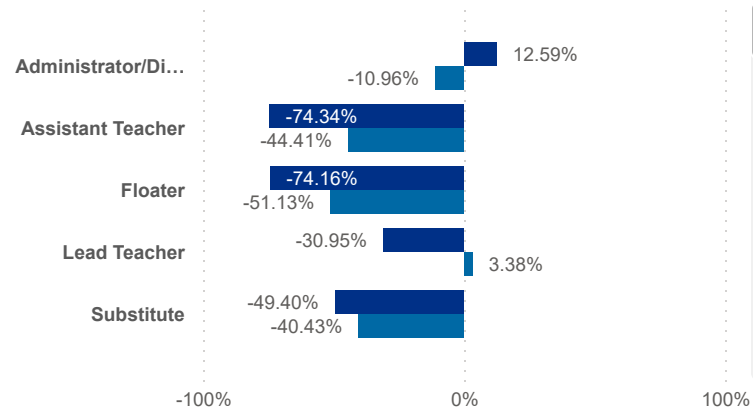
# 6.23

### STAYER (Avg Career Duration)

# 9.70

## Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



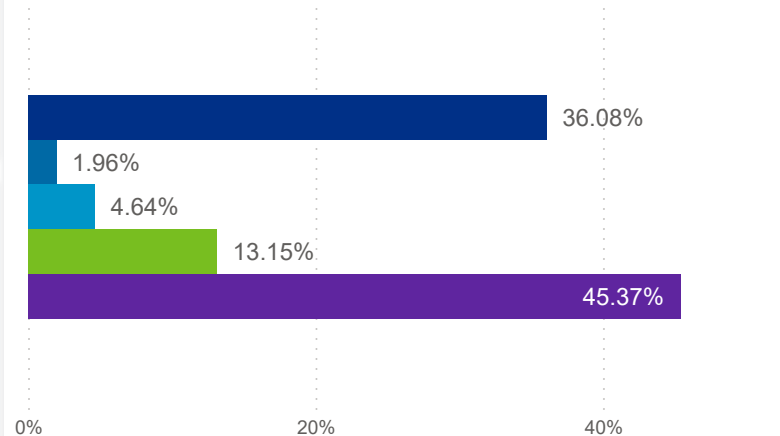
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Cuyahoga	Assistant Teacher	0.00	16.75	Early	2.46	3.0
Cuyahoga	Lead Teacher	0.01	13.75	Early	15.83	0.0
Cuyahoga	Lead Teacher	0.01	21.50	Mid	5.46	0.0
Cuyahoga	Other Staff Counted In Ratio	0.01	13.79	Early	44.50	3.0
Cuyahoga	Program Management Used in Ratio	0.01	19.38	Mid	25.80	1.0
Ashtabula	Assistant Teacher	0.02	13.00	Early	6.22	3.0
Cuyahoga	Assistant Teacher	0.02	29.00	Early	1.44	0.0
Lake	Lead Teacher	0.02	11.00	Early	8.33	0.0
Cuyahoga	Program Management Used in Ratio	0.02	11.00	Early	10.50	1.0
Cuyahoga	Assistant Teacher	0.03	16.85	Early	4.29	3.0
Cuyahoga	Assistant Teacher	0.03	19.60	Mid	4.29	3.0

### TOTAL STAYER

# 17,960

## Turnover Reasons

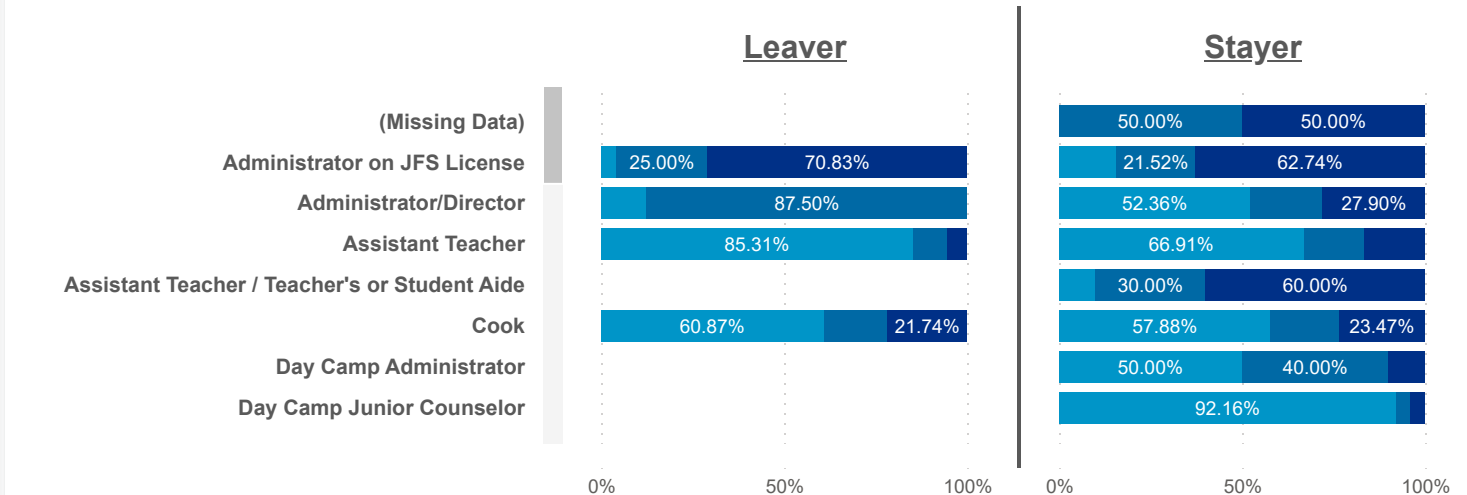
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



### STAYER (Promotion)

# 130

Seniority: ● Early ● Mid ● Senior





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

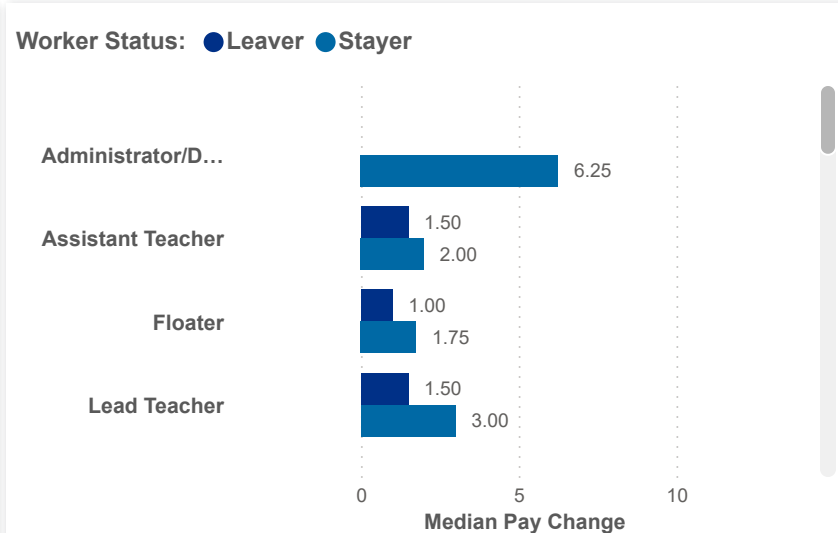
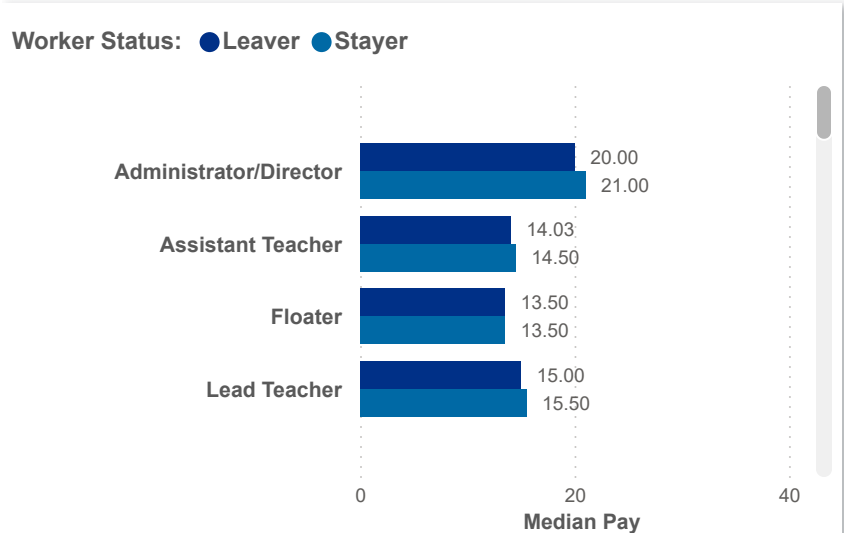
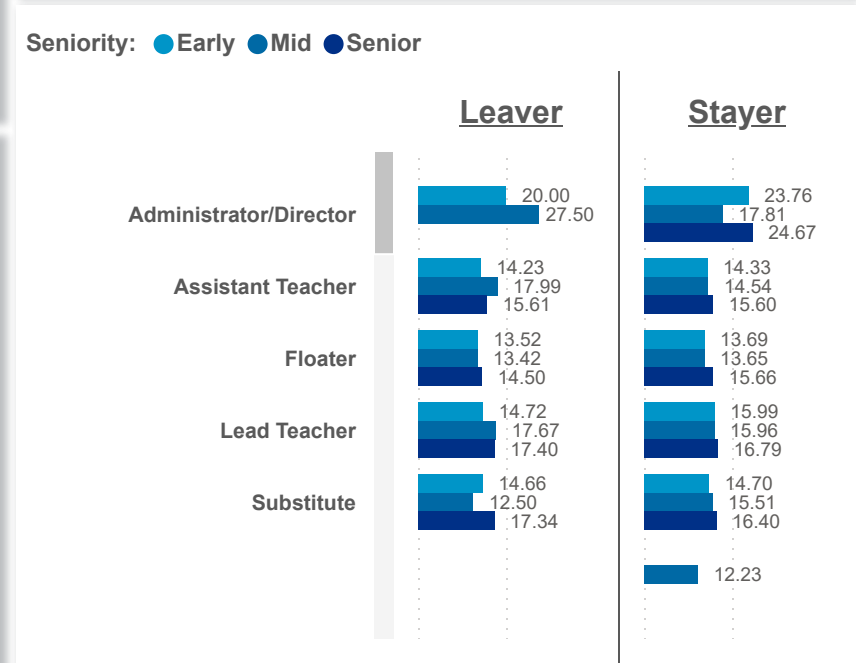
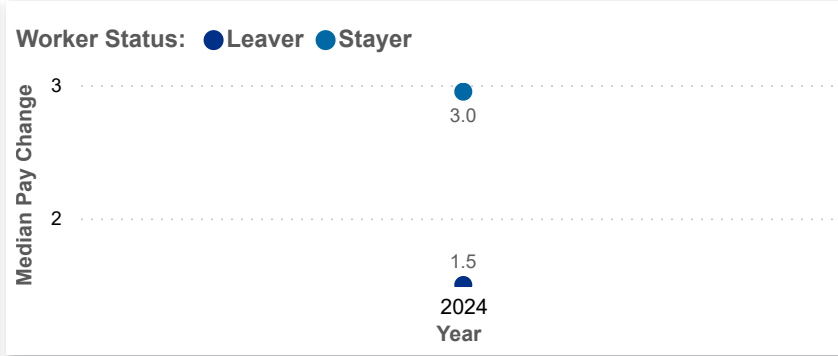
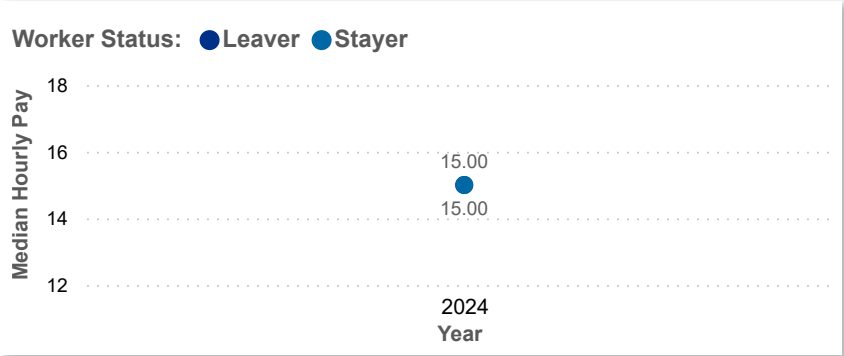
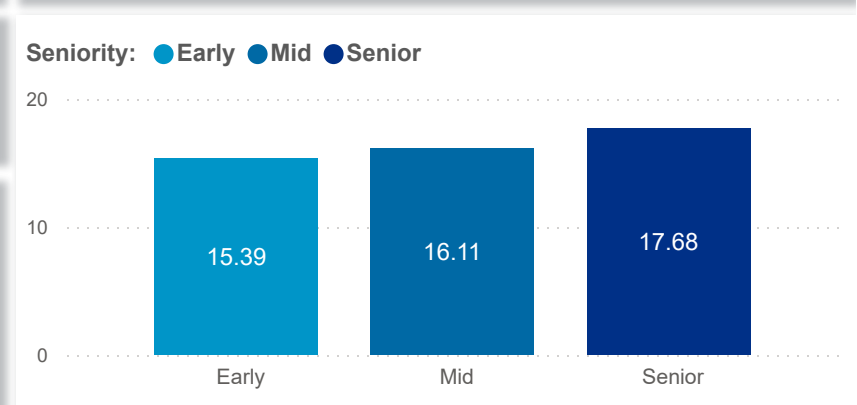
Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County: 
 Total Duration:  Beale Code:  Student Age Group:  POWER Levels:

### PAY MEDIAN (USD)

### PAY PROGRESSION (USD)

### PAY & CAREER SENIORITY (USD)







Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Total Duration:  Beale Code:  Student Age Group:  POWER Levels:

### PAY MEDIAN (USD)

LEAVER

# 15.00

STAYER

# 15.00

### PAY PROGRESSION (USD)

LEAVER

# 0.52

STAYER

# 0.81

### PAY & CAREER SENIORITY (USD)

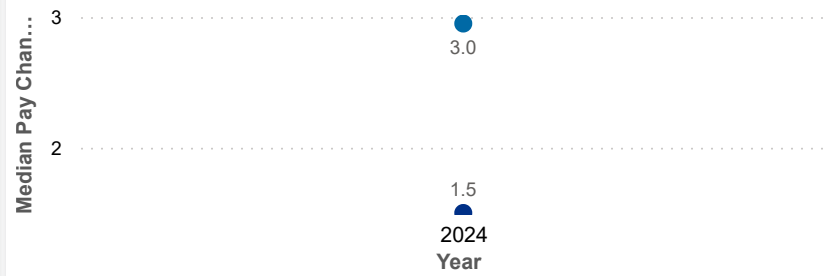
Seniority: ● Early ● Mid ● Senior



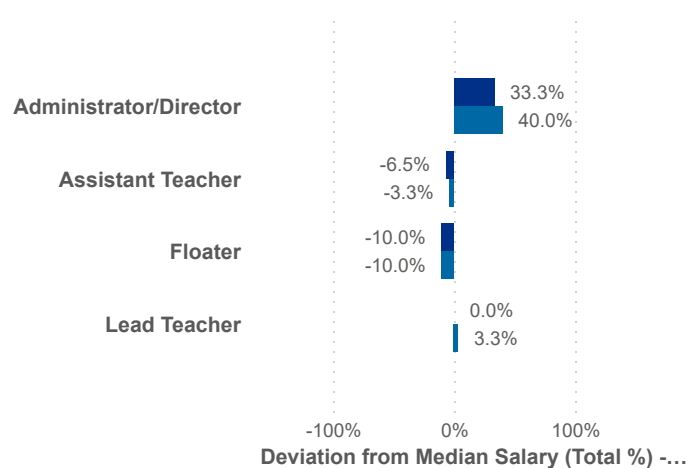
Worker Status: ● Leaver ● Stayer



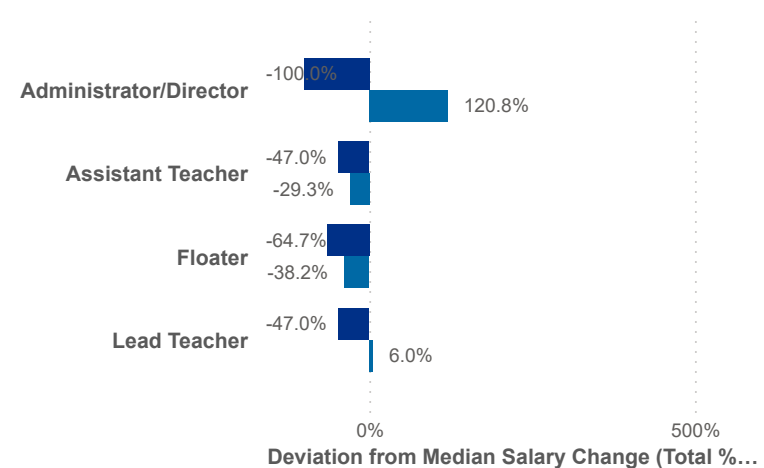
Worker Status: ● Leaver ● Stayer



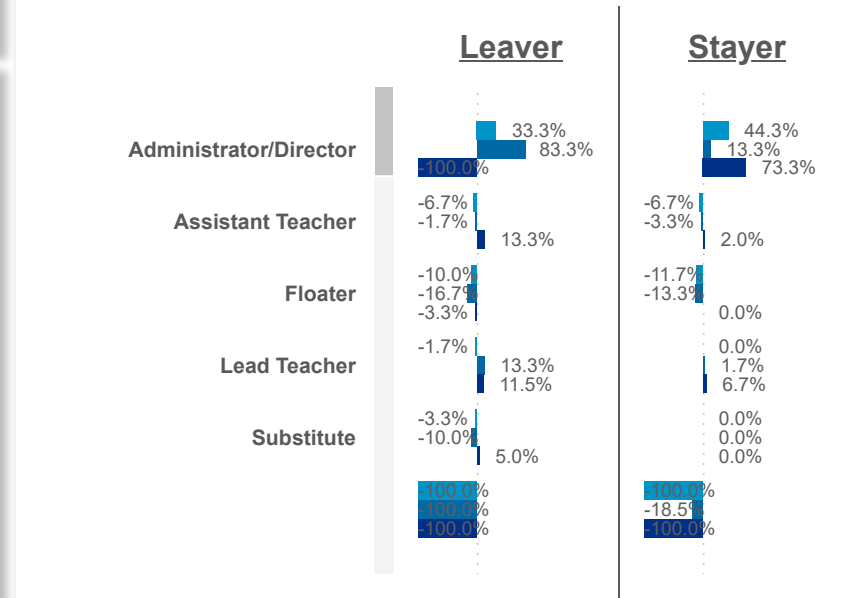
Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Seniority: ● Early ● Mid ● Senior





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### Workload Median (Total)

# 5.50

### Workload Median (Leaver)

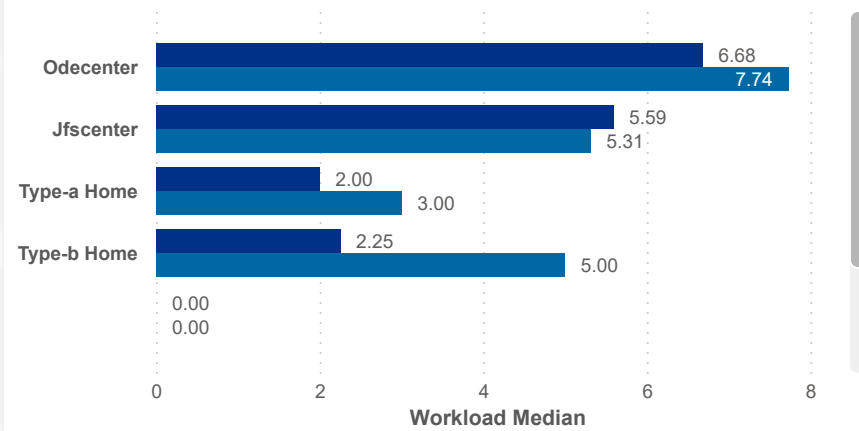
# 5.52

### Workload Median (Stayer)

# 5.50

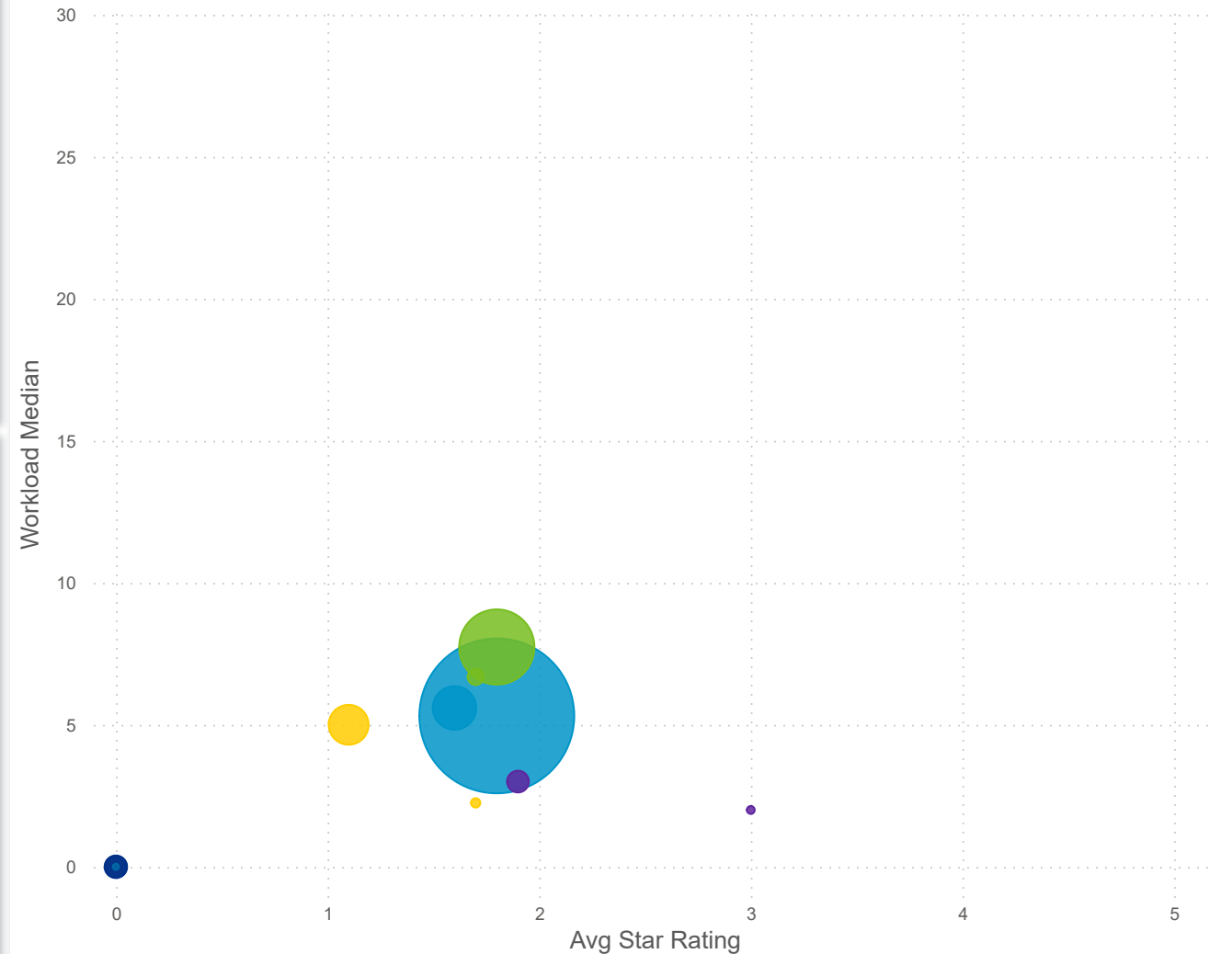
### Workload Median

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

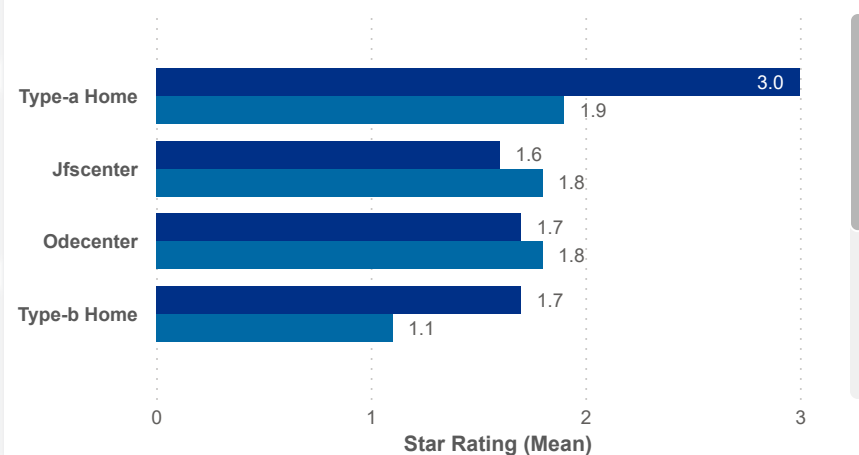


### Star Rating Mean (Total)

# 1.7

### Star Rating Mean

Worker status ● Leaver ● Stayer



### Star Rating Mean (Leaver)

# 1.6

### Star Rating Mean (Stayer)

# 1.7



Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

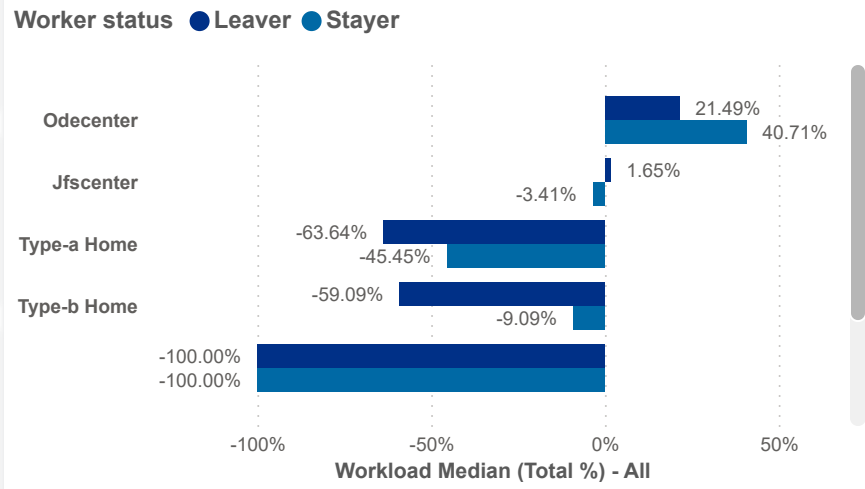
Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### Workload Median (Total)

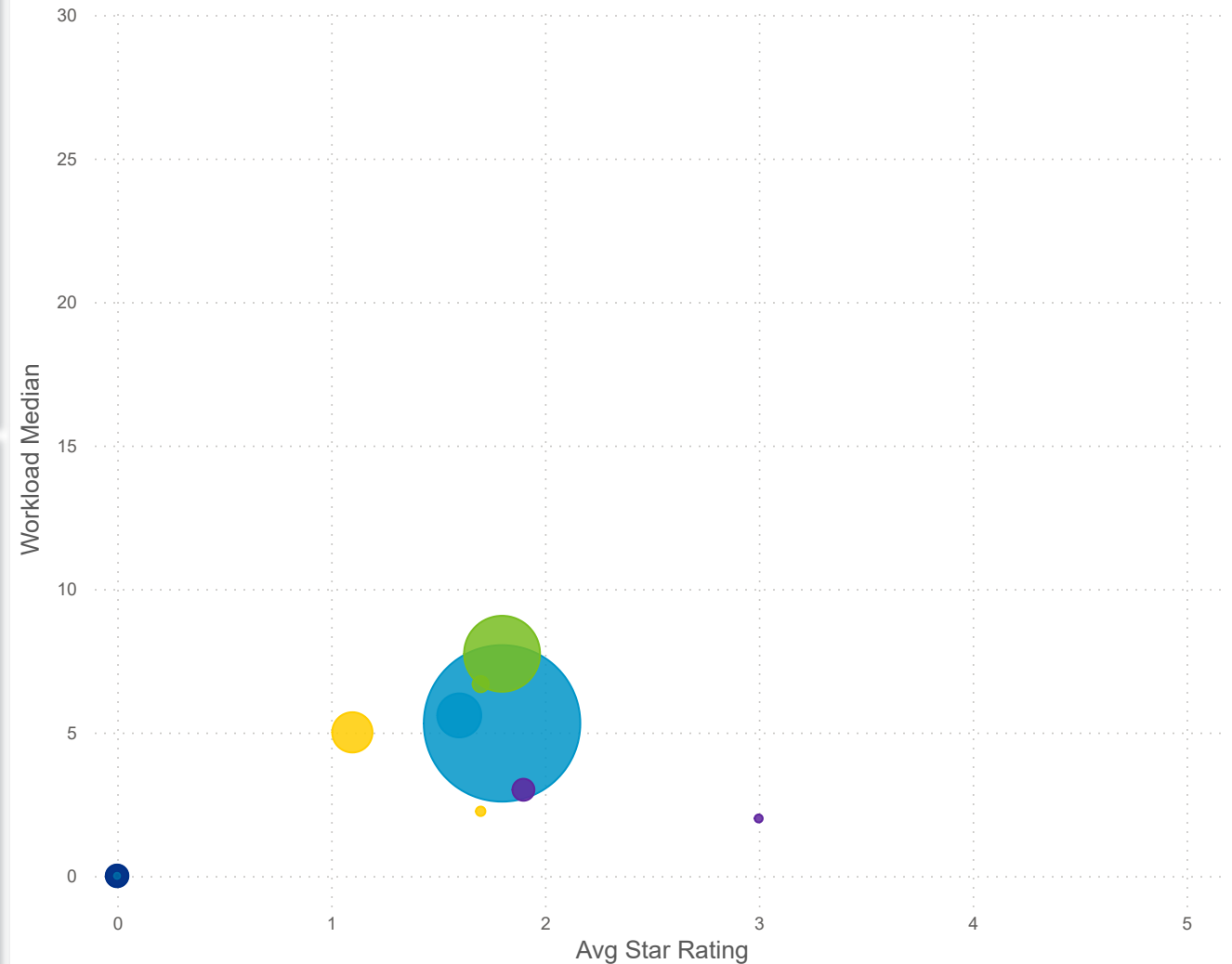
# 5.50

### Workload Median (Total %)



### 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



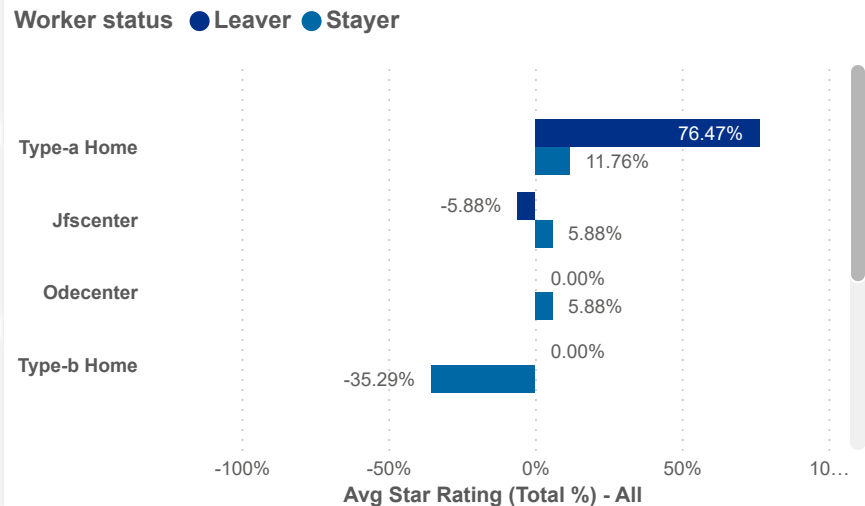
### Workload Median (Leaver)

# 5.52

### Workload Median (Stayer)

# 5.50

### Star Rating Mean (Total %)



### Star Rating Mean (Total)

# 1.7

### Star Rating Mean (Leaver)

# 1.6

### Star Rating Mean (Stayer)

# 1.7



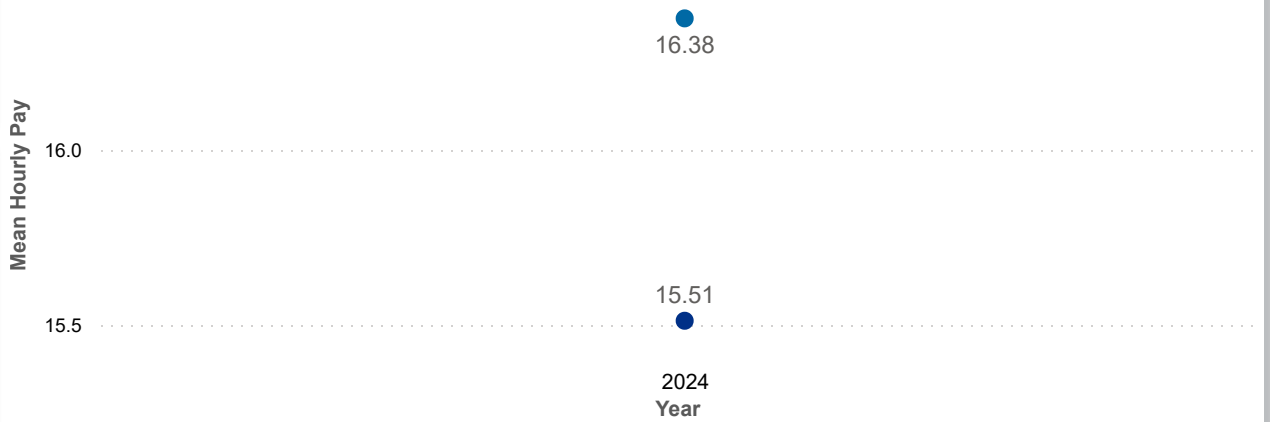
Date: 202407 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All  
 202409 Position Type: All Credential: All TEACH Models: All  
 SDA>County: SDA 3 SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All  
 100.00 Beale Code: All Student Age Group: All POWER Levels: All

### PAY MEAN (USD)

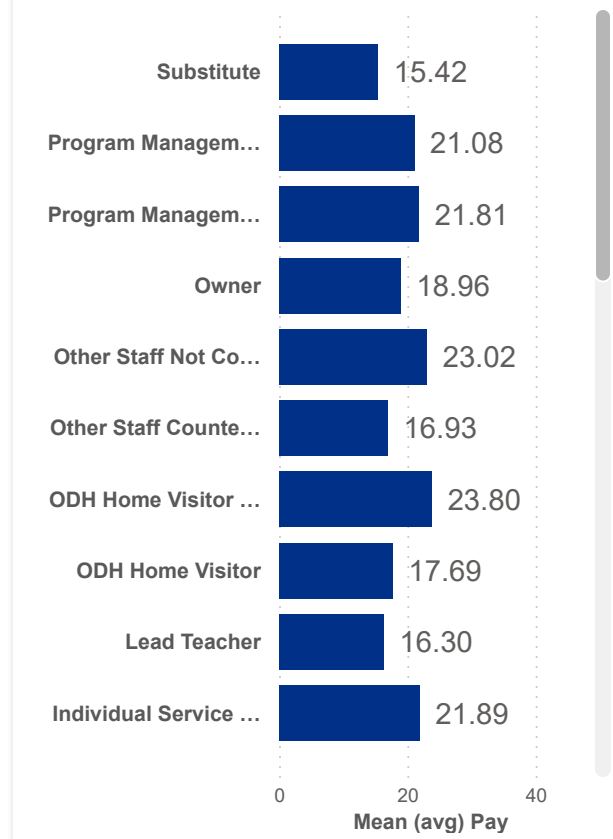
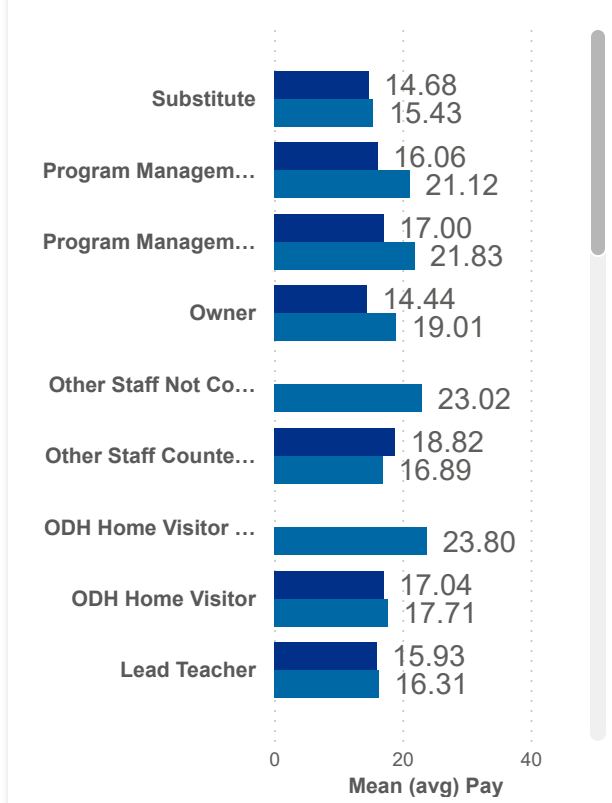
LEAVER	STAYER	COMBINED
<b>15.51</b>	<b>16.38</b>	<b>16.36</b>

### Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Worker ... ● Leaver ● Stayer



### Combined Salary Mean by Year and Worker Status

