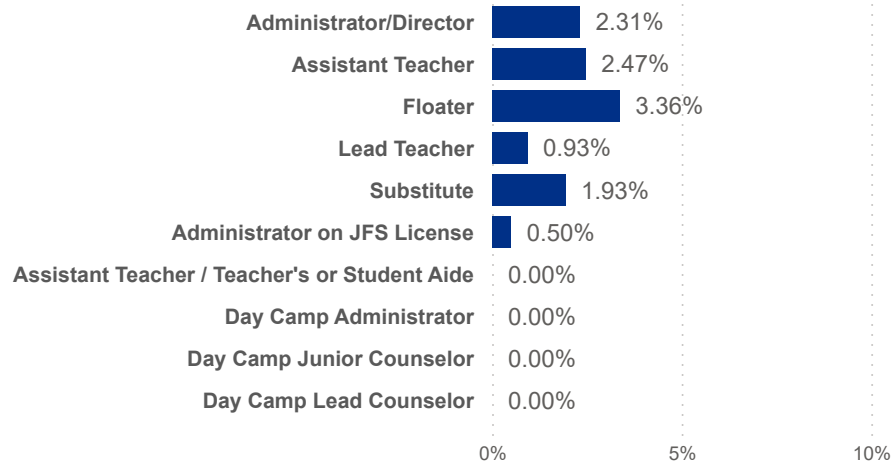




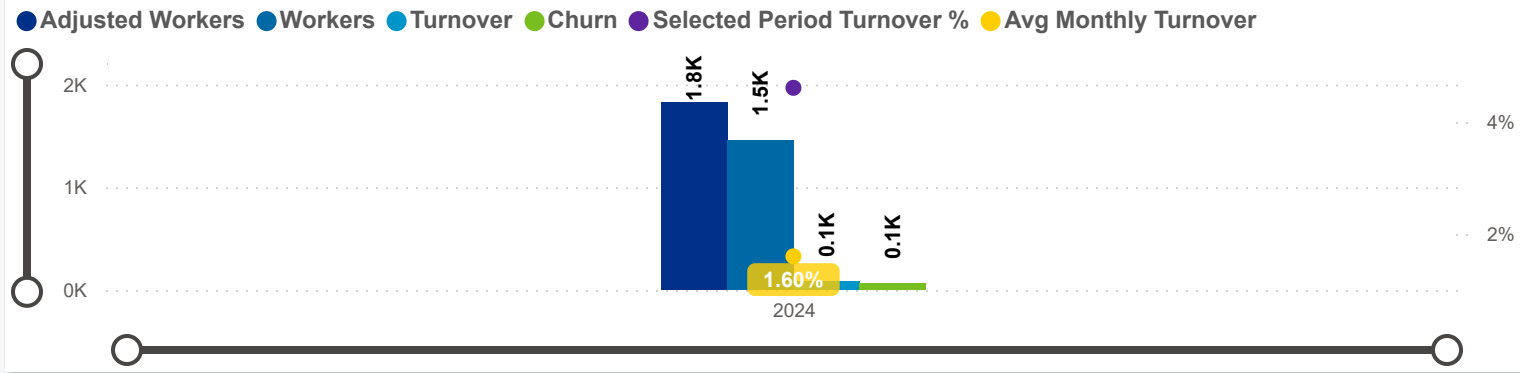
Date:  Program Type:  Job Title:  Teacher Age Group:  Education:  TEACH Status:   
 Position Type:  SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:   
 SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

## Avg Monthly Turnover Rates by Job Title

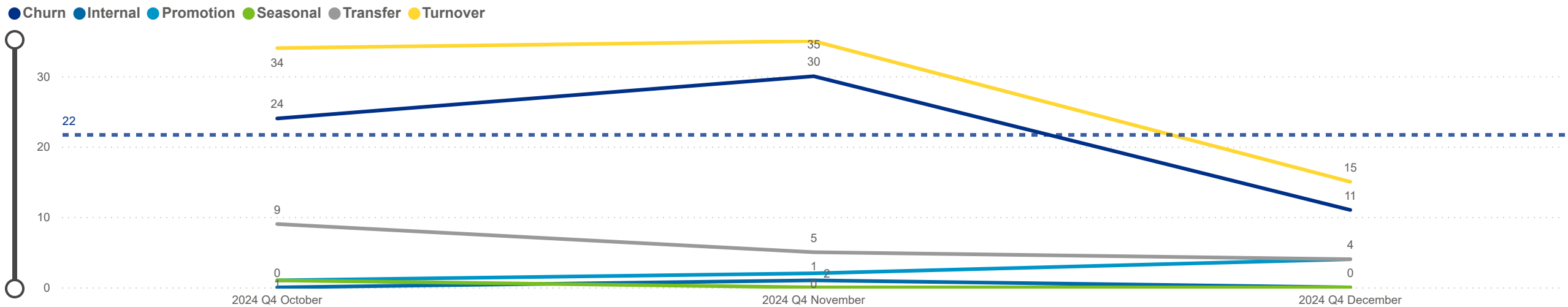


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
<b>1.60%</b>	<b>1,822</b>	<b>65</b>	<b>1,757</b>	<b>4.61%</b>

## Avg Monthly Turnover and Number of Workers



## Categorization by Time Series





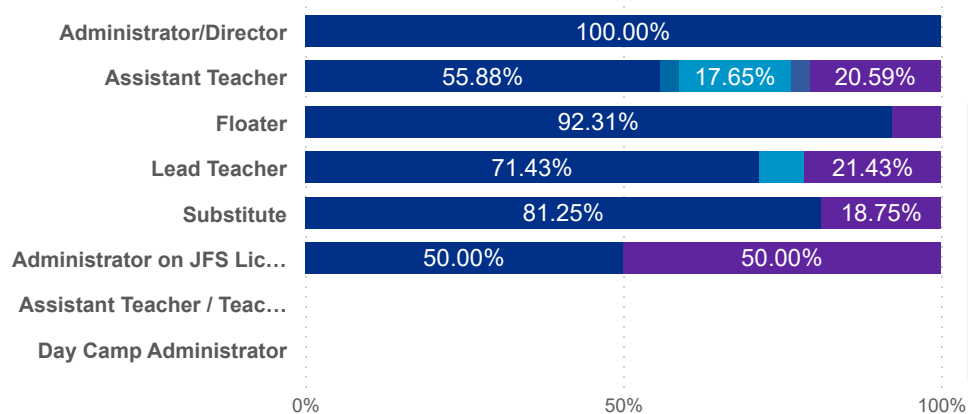
Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

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

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

## Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.24%

Adjusted Workers

1,822

Workload Median

6.19

Pay Median USD / hr

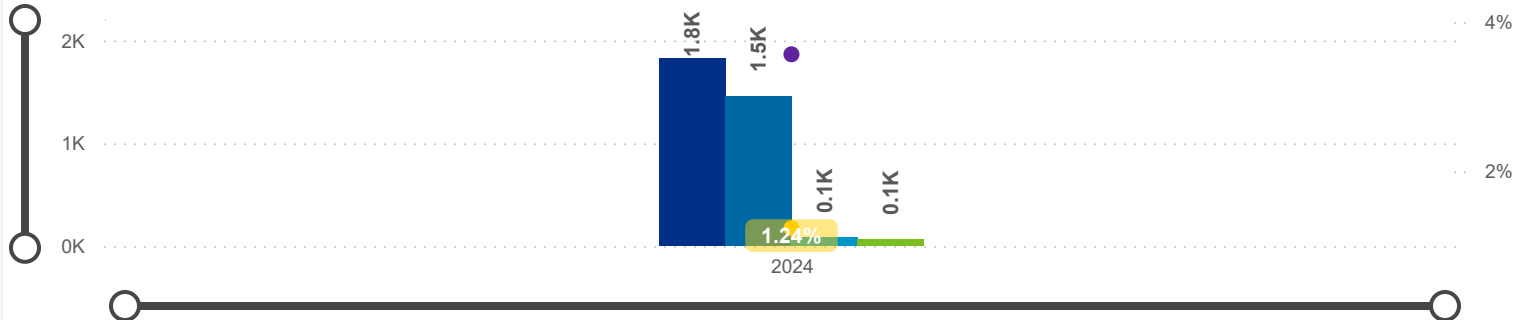
14.28

Avg ECE Duration

5.44

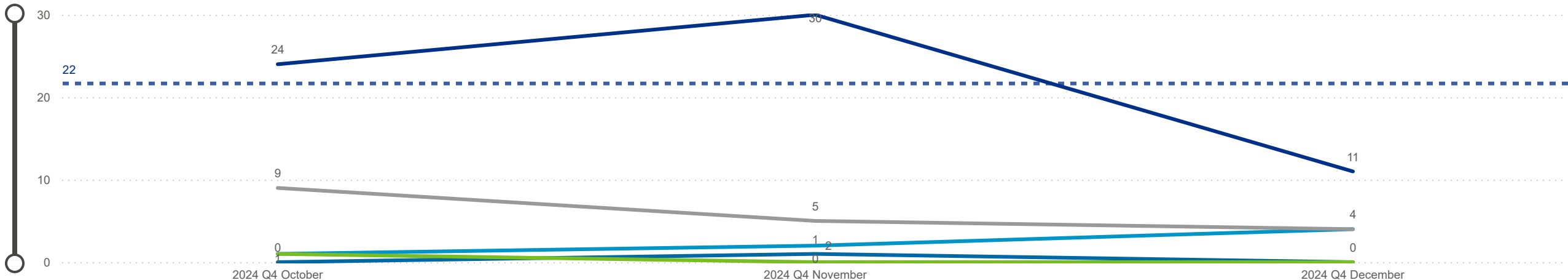
## Avg Monthly Churn and Number of Workers

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

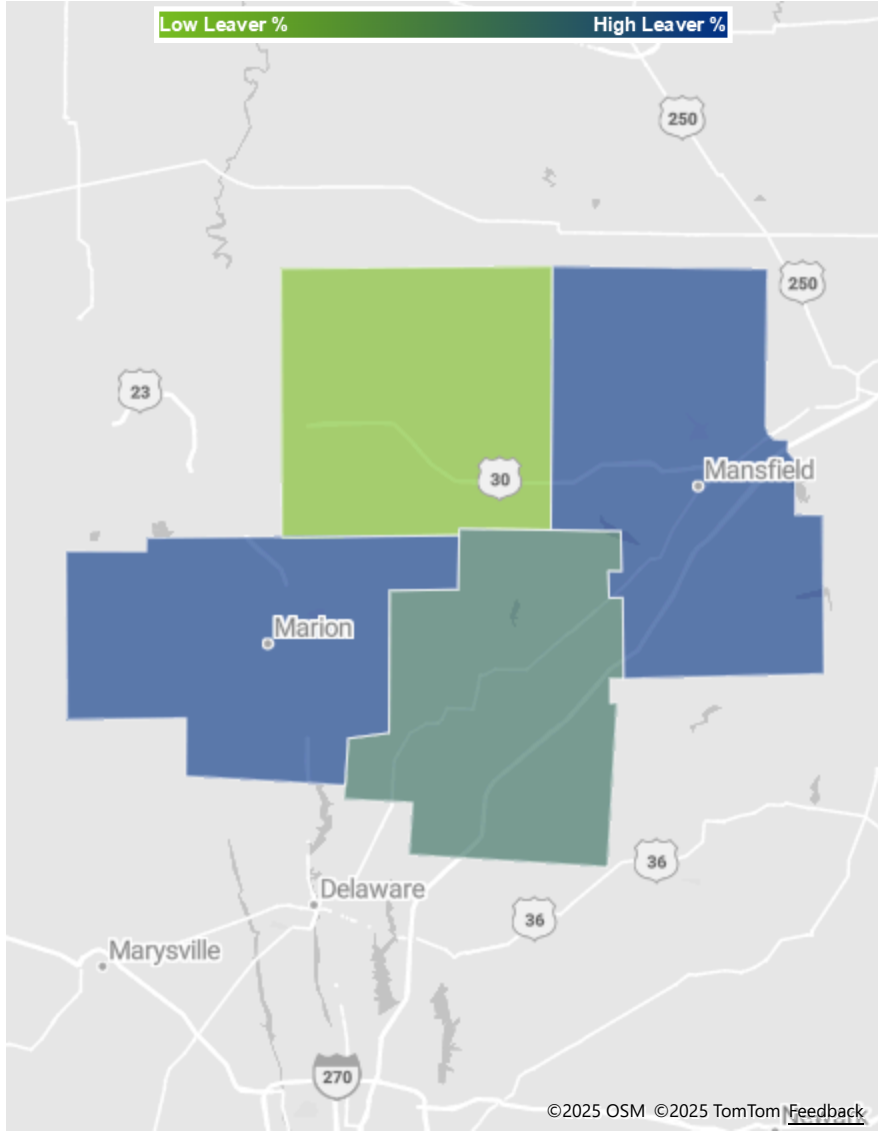


## Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer

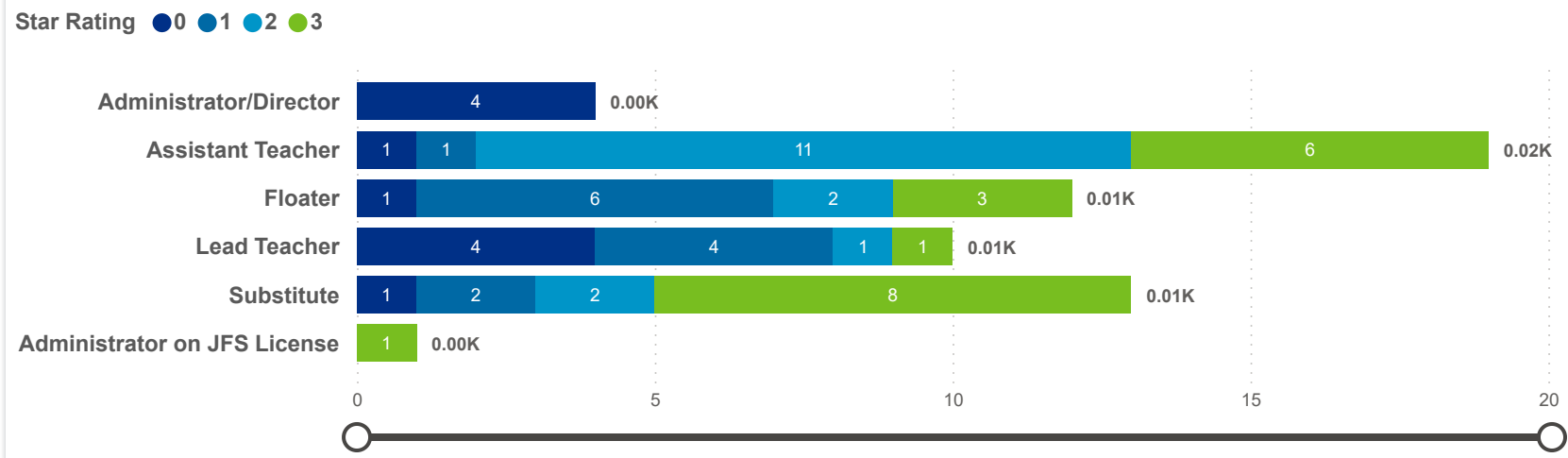


Date: 202410 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All  
 202412 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All  
 SDA>County: SDA 12 | Beale Code: All | Student Age Group: All | POWER Levels: All



<b>ADJUSTED WORKERS</b>	<b>TOTAL LEAVER</b>	<b>TOTAL STAYER</b>	<b>SELECTED PERIOD CHURN %</b>
<b>1,822</b>	<b>65</b>	<b>1,757</b>	<b>3.57%</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
Richland OH	936	755	51.78%	39	897	4.17%	95.83%	1.47%	5.13%	1.81%	6.30	1.94
Marion OH	406	312	21.40%	17	389	4.19%	95.81%	1.46%	6.40%	2.24%	5.44	1.56
Morrow OH	167	149	10.22%	5	162	2.99%	97.01%	1.00%	2.99%	1.00%	6.00	1.37
Crawford OH	313	264	18.11%	4	309	1.28%	98.72%	0.43%	1.60%	0.54%	6.25	1.16
<b>Total</b>	<b>1,822</b>	<b>1,458</b>	<b>100.00%</b>	<b>65</b>	<b>1,757</b>	<b>3.57%</b>	<b>96.43%</b>	<b>1.24%</b>	<b>4.61%</b>	<b>1.60%</b>	<b>6.19</b>	<b>1.66</b>

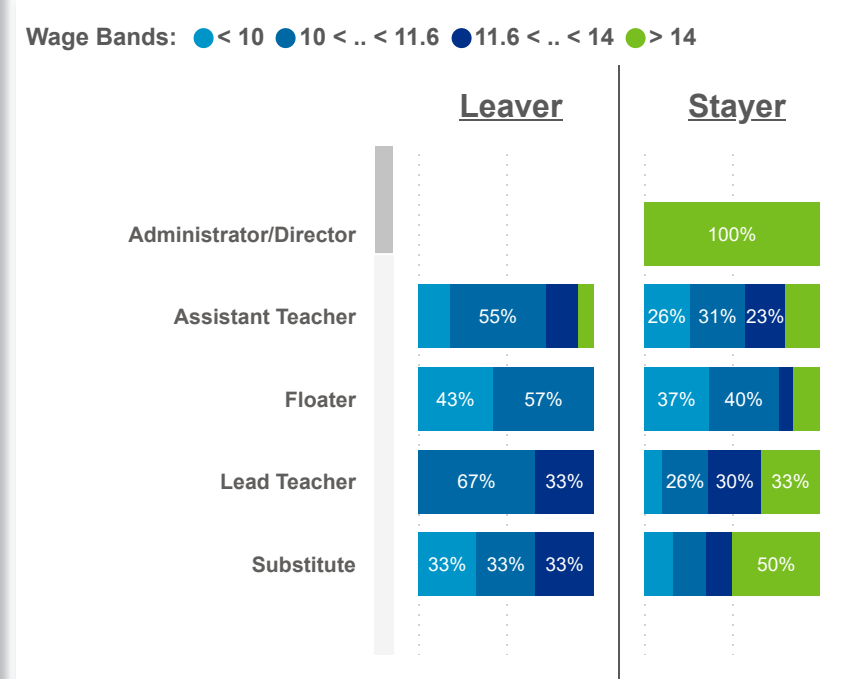
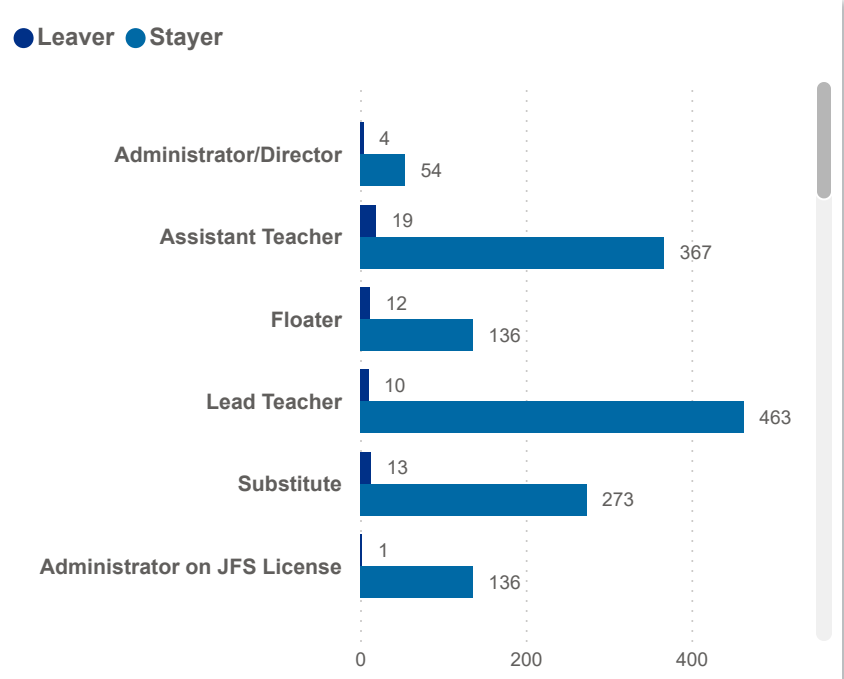
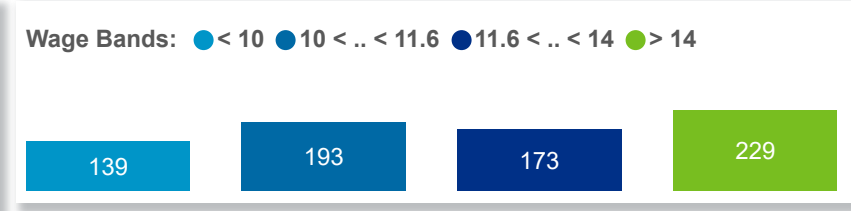
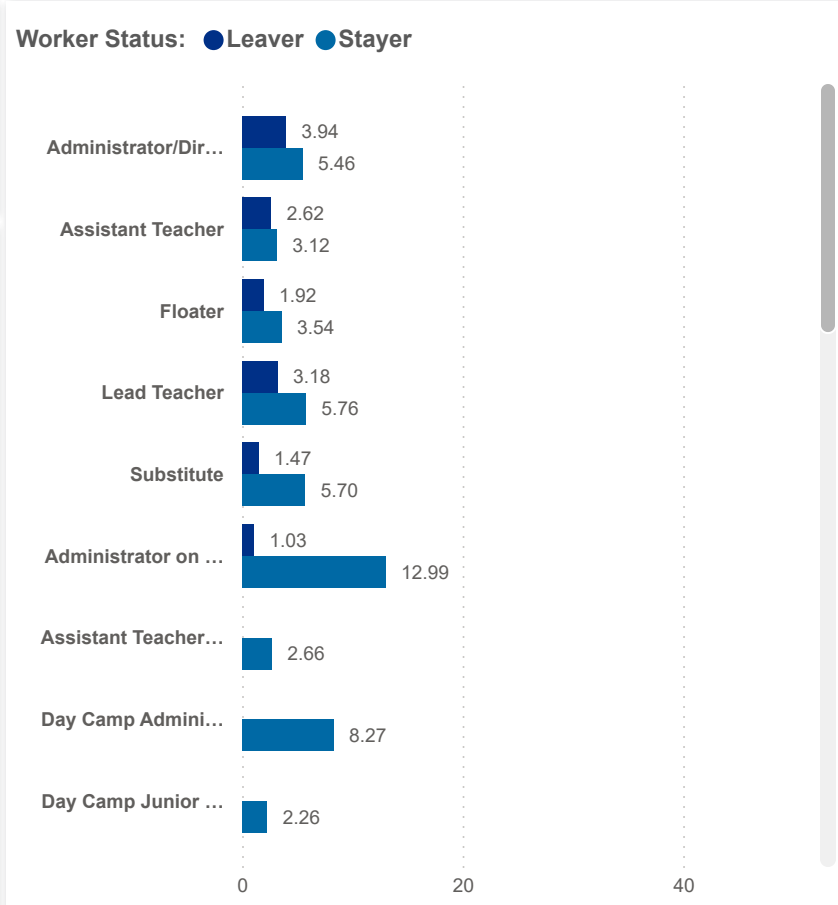
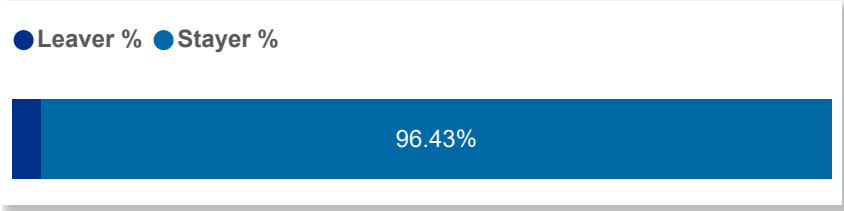


Date: 202410 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All

Date: 202412 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All

SDA>County: SDA 12 | 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)
65	1,757	2.46	5.50	12.00	14.45





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:

### NUMBER OF WORKERS

### AVG ECE DURATION (In Years)

### HOURLY WAGE BANDS (USD)

LEAVER

STAYER

# 3.57%

# 96.43%

LEAVER

STAYER

# 2.46

# 5.50

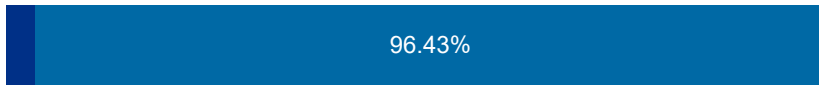
LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

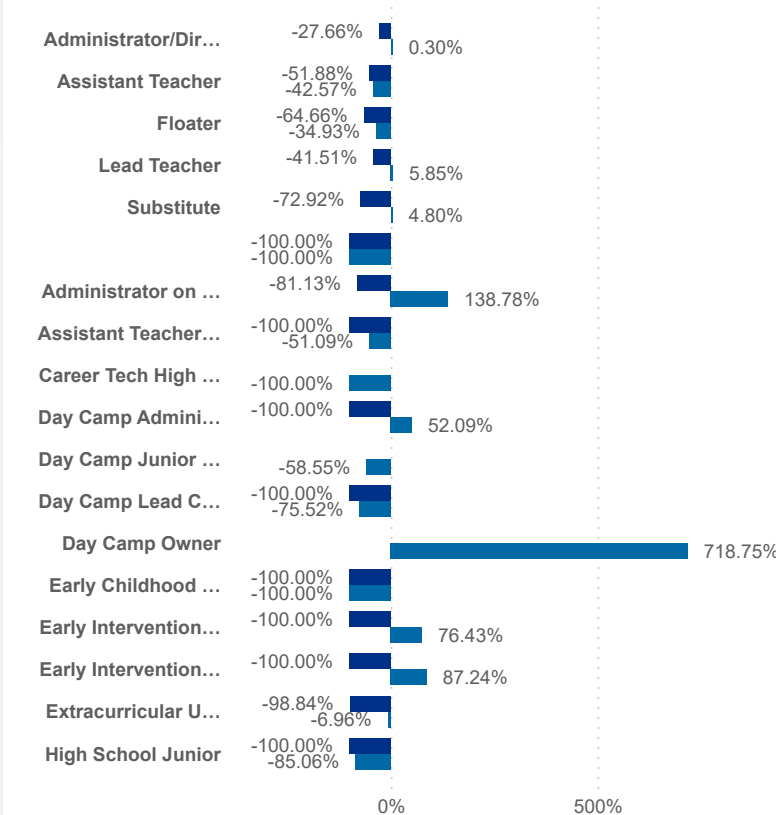
# 12.00

# 14.45

● Leaver % ● Stayer %



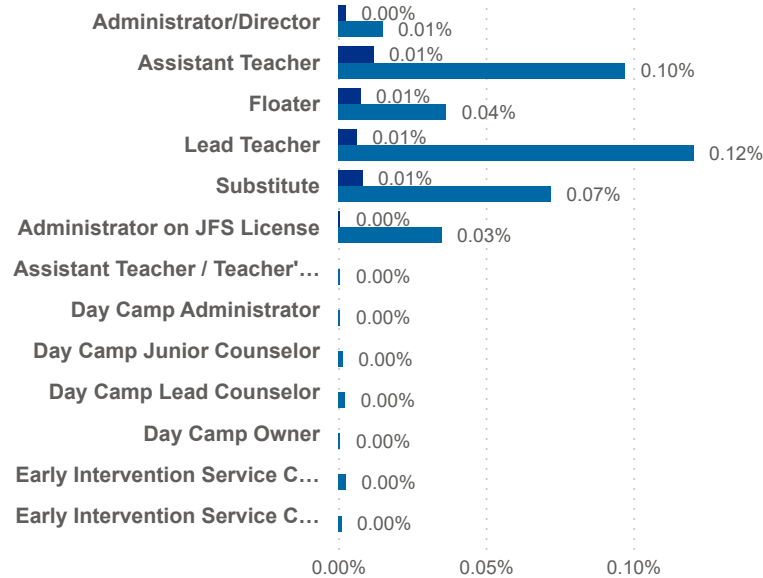
Worker Status: ● Leaver ● Stayer



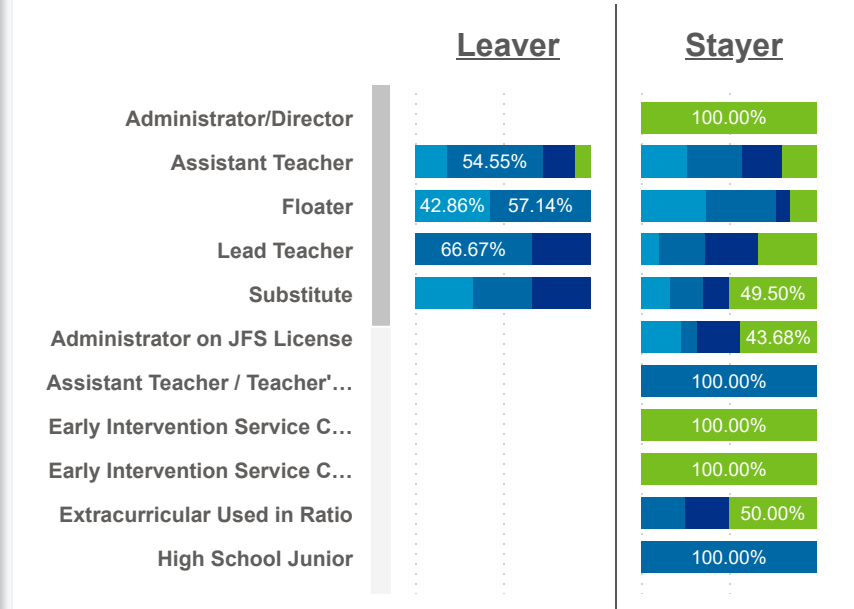
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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





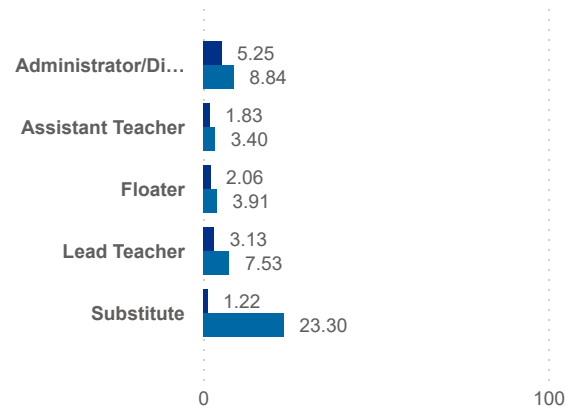
Date: 202410 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All  
 202412 Position Type: All SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All  
 SDA>County: SDA 12 Beale Code: All Student Age Group: All POWER Levels: All

LEAVER (Avg Career Duration)

2.25

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



STAYER (Avg Career Duration)

10.35

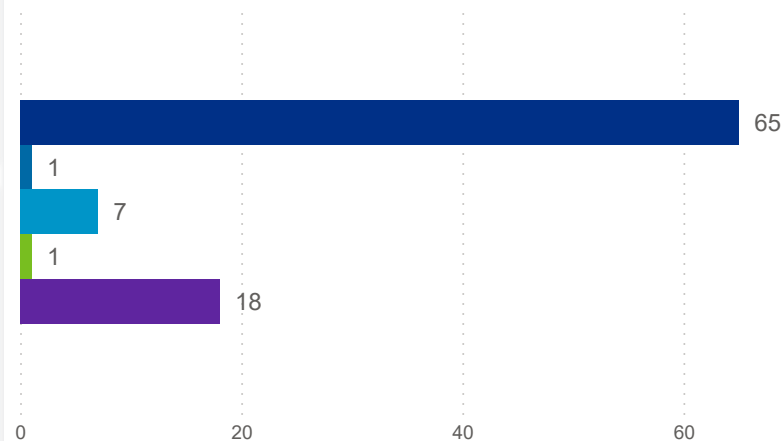
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Crawford	Administrator/Director	2.65		Early	6.25	0.3
Marion	Administrator/Director	1.33		Early	7.56	1.6
Morrow	Administrator/Director	2.08		Early	4.00	2.1
Richland	Administrator/Director	1.58		Early	6.51	2.5
Marion	Administrator/Director	1.12	25.00	Early	5.44	0.0
Crawford	Administrator/Director	4.08	27.00	Early	6.05	0.0
Crawford	Administrator/Director	4.25		Mid	12.28	1.5
Marion	Administrator/Director	3.49		Mid	37.75	1.3
Richland	Administrator/Director	2.50		Mid	3.97	1.5
Crawford	Administrator/Director	5.19	18.00	Mid	6.25	0.0

TOTAL STAYER

1,757

Turnover Reasons

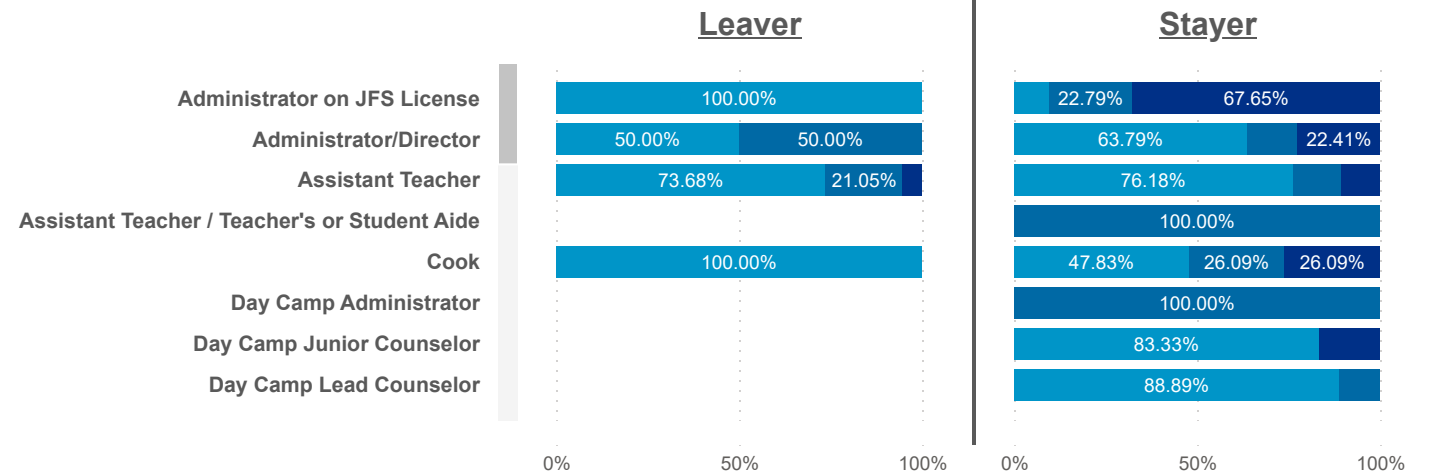
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



STAYER (Promotion)

7

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)

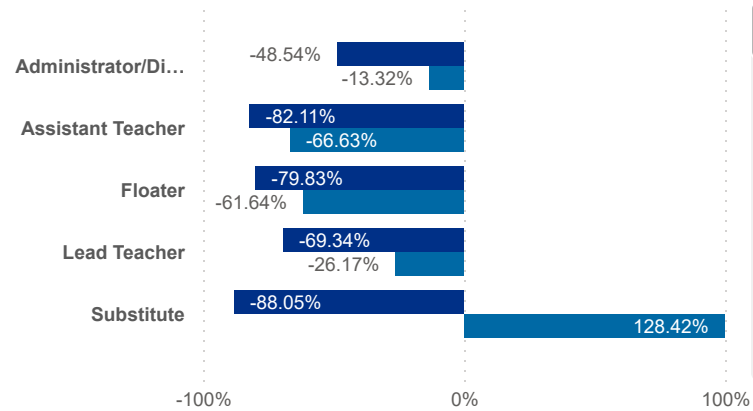
# 2.25

### STAYER (Avg Career Duration)

# 10.35

## Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



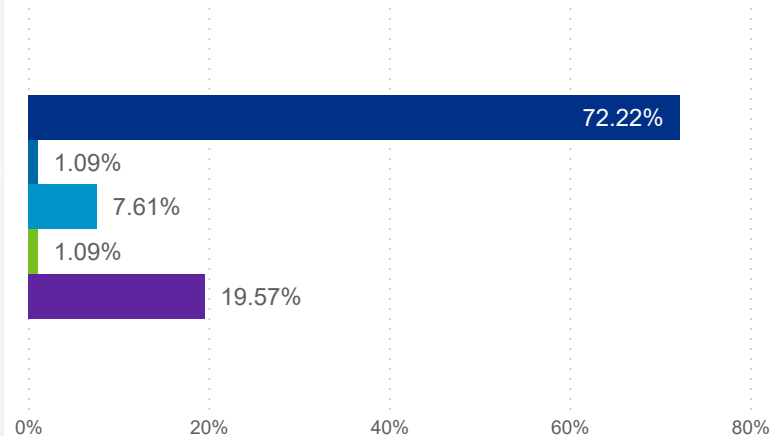
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Richland	Assistant Teacher	0.03	11.50	Early	9.13	2.0
Morrow	Program Management Used in Ratio	0.04		Senior	5.42	1.0
Richland	Assistant Teacher	0.05	15.50	Early	7.93	2.0
Marion	Assistant Teacher	0.05	18.23	Early	4.62	3.0
Richland	Assistant Teacher	0.05	18.23	Early	6.11	3.0
Richland	Floater	0.05	13.00	Early	2.69	3.0
Richland	Floater	0.05	13.50	Early	6.14	3.0
Crawford	Substitute	0.05	16.00	Early	4.54	3.0
Richland	Extracurricular Not Used in Ratio	0.05	16.87	Early	6.11	3.0
Marion	Program Management Used in Ratio	0.05		Early	12.78	0.4
Richland	Floater	0.07	10.45	Early	6.50	2.0

### TOTAL STAYER

# 1,757

## Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



### STAYER (Promotion)

# 7

Seniority: ● Early ● Mid ● Senior





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:

### PAY MEDIAN (USD)

### PAY PROGRESSION (USD)

### PAY & CAREER SENIORITY (USD)

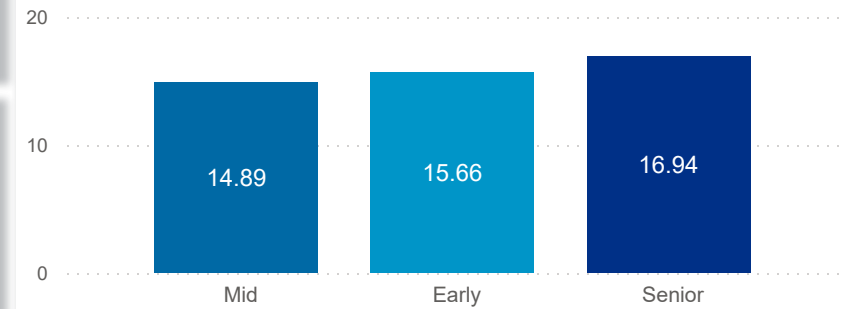
**LEAVER**  
**12.00**

**STAYER**  
**14.45**

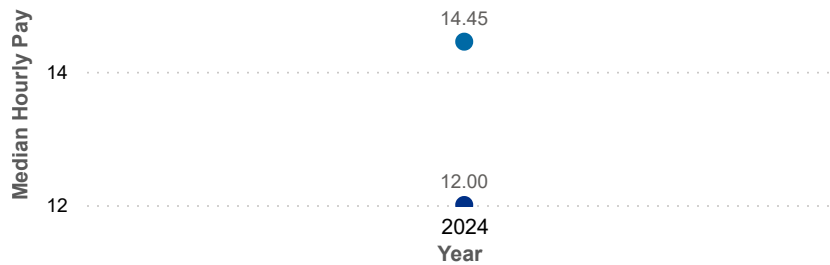
**LEAVER**  
**0.83**

**STAYER**  
**0.51**

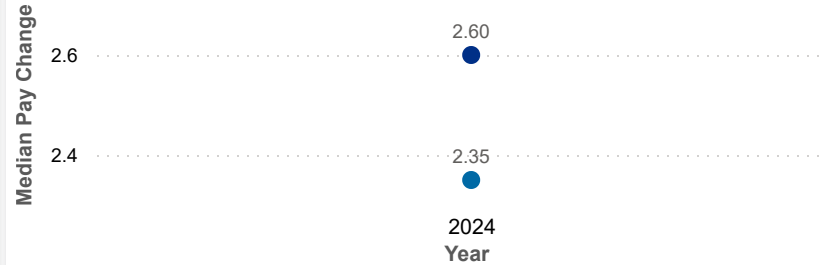
Seniority: ● Mid ● Early ● Senior



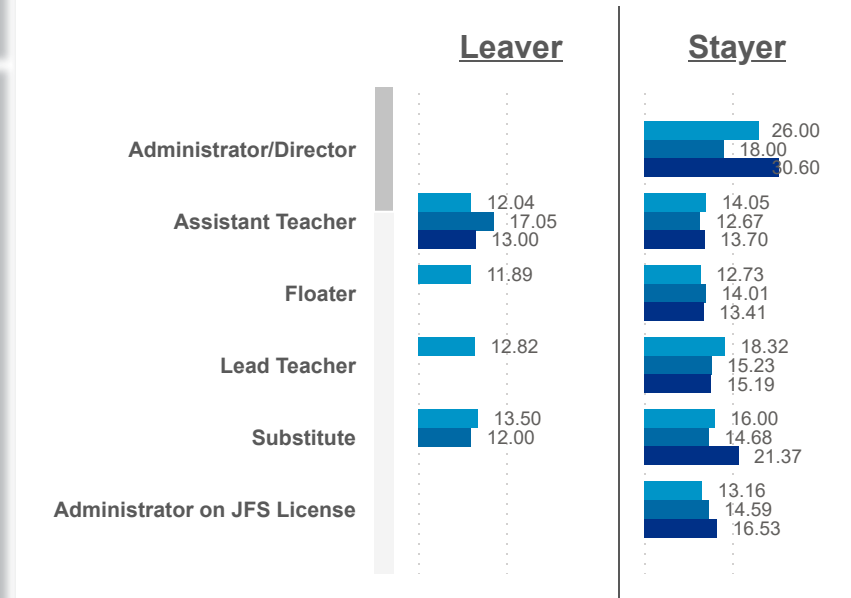
Worker Status: ● Leaver ● Stayer



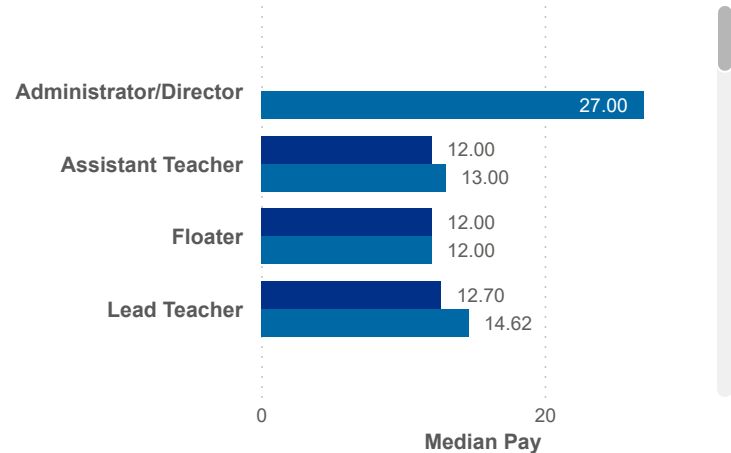
Worker Status: ● Leaver ● Stayer



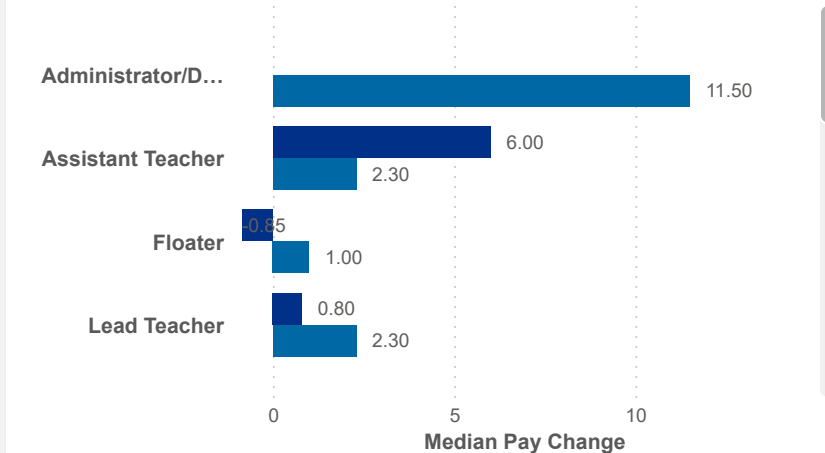
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer







Date: 202410 | Program Type: All | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All  
 202412 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | TEACH Models: All  
 SDA>County: SDA 12 | Beale Code: All | Student Age Group: All | POWER Status: All | POWER Levels: All

### PAY MEDIAN (USD)

LEAVER

# 12.00

STAYER

# 14.45

### PAY PROGRESSION (USD)

LEAVER

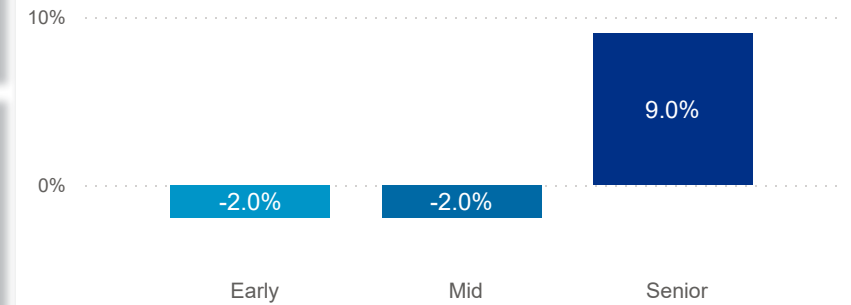
# 0.83

STAYER

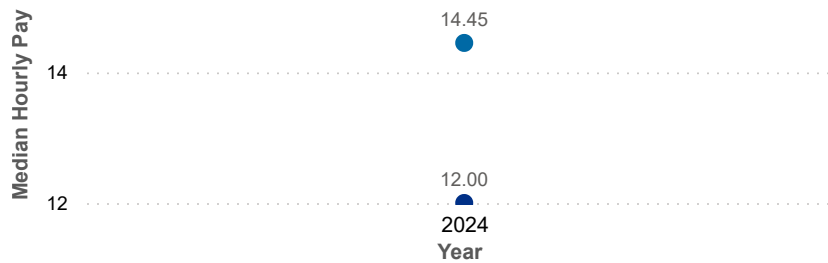
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### PAY & CAREER SENIORITY (USD)

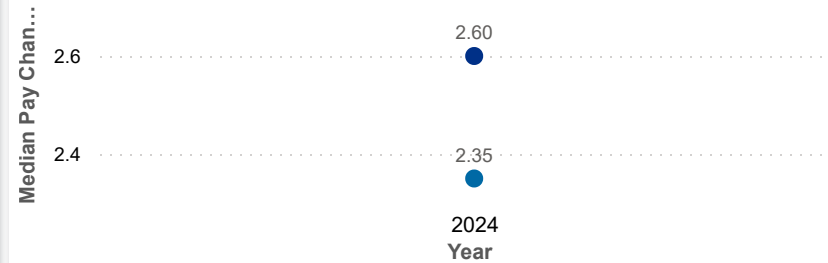
Seniority: ● Early ● Mid ● Senior



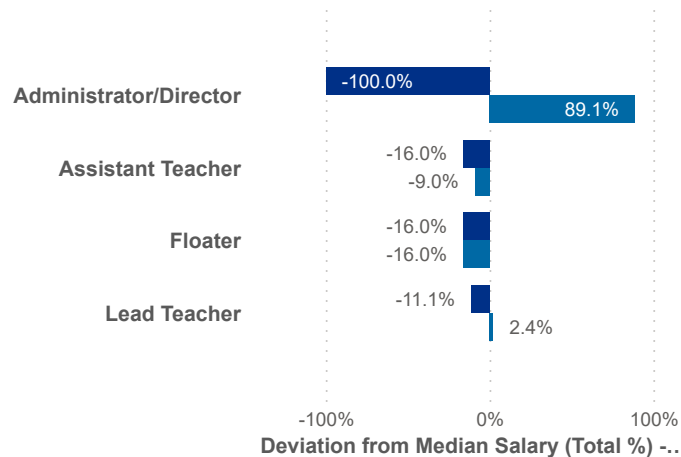
Worker Status: ● Leaver ● Stayer



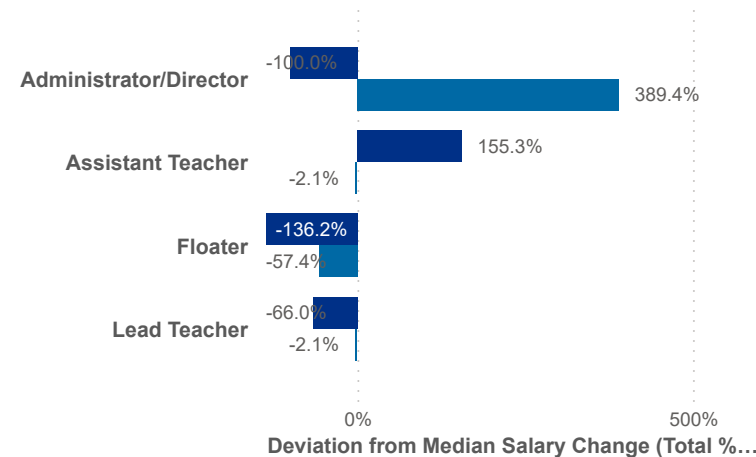
Worker Status: ● Leaver ● Stayer



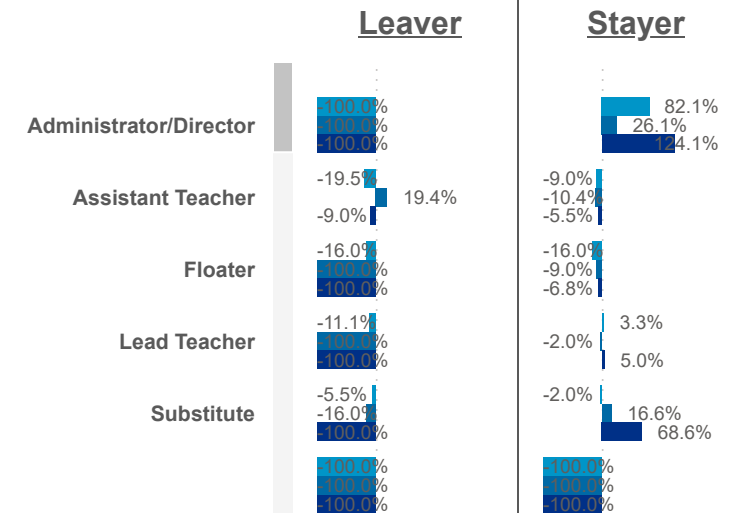
Worker Status: ● Leaver ● Stayer



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)

# 6.19

### Workload Median (Leaver)

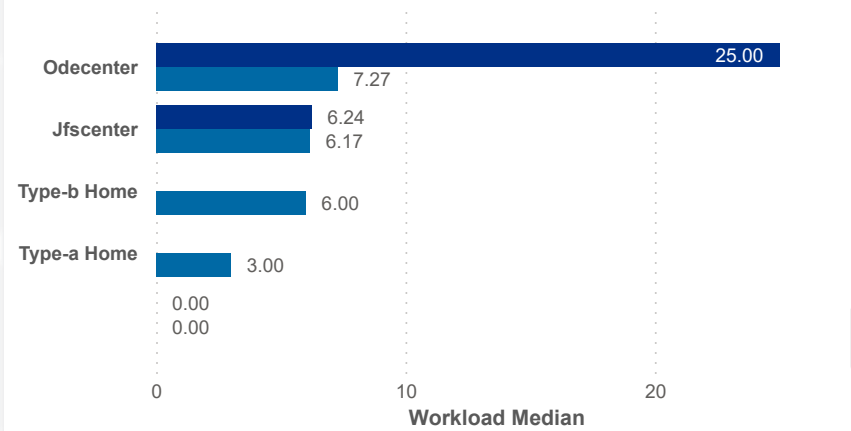
# 6.30

### Workload Median (Stayer)

# 6.19

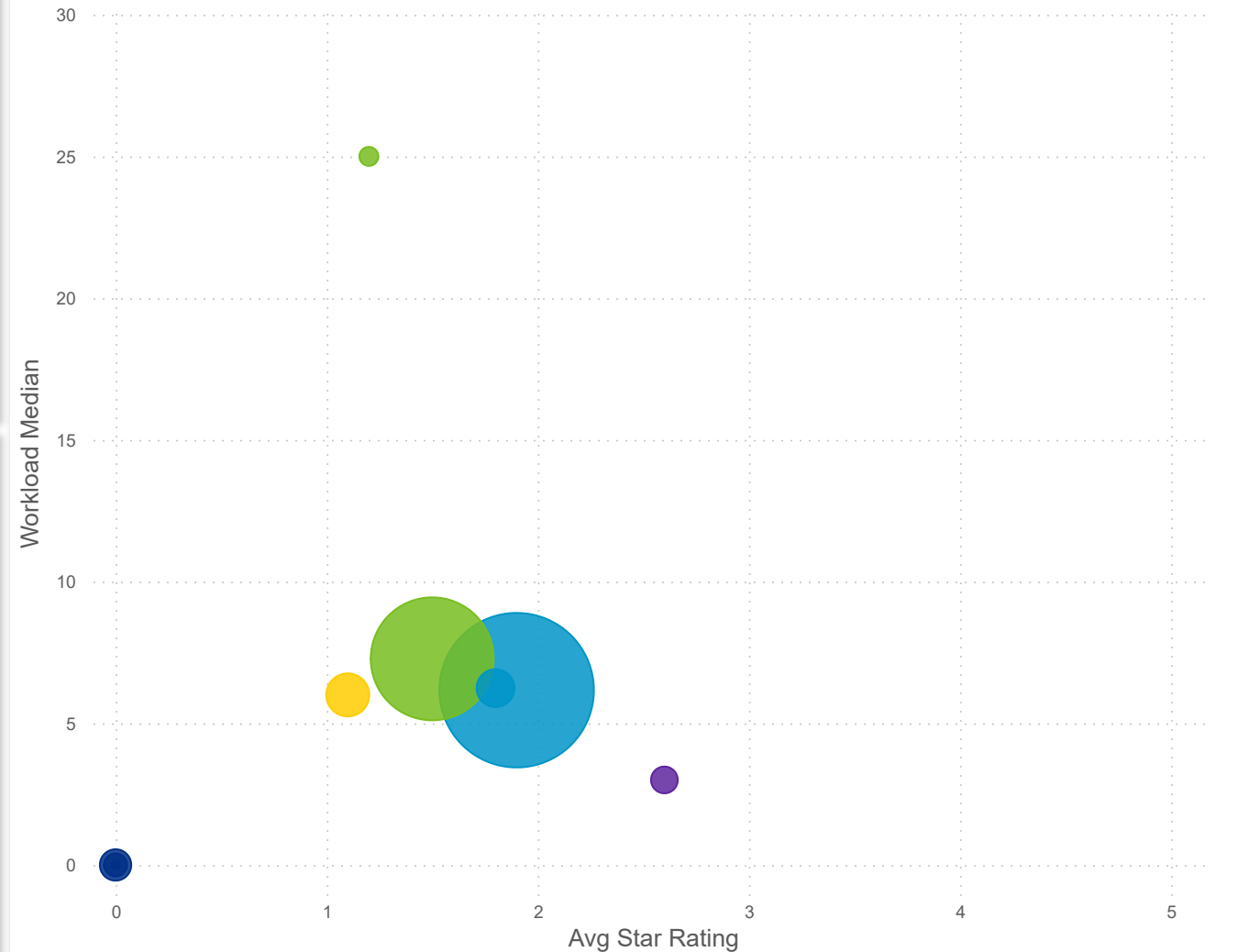
## Workload Median

Worker status ● Leaver ● Stayer



## Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

Center Type: ● Day Camp ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home



### Star Rating Mean (Total)

# 1.7

### Star Rating Mean (Leaver)

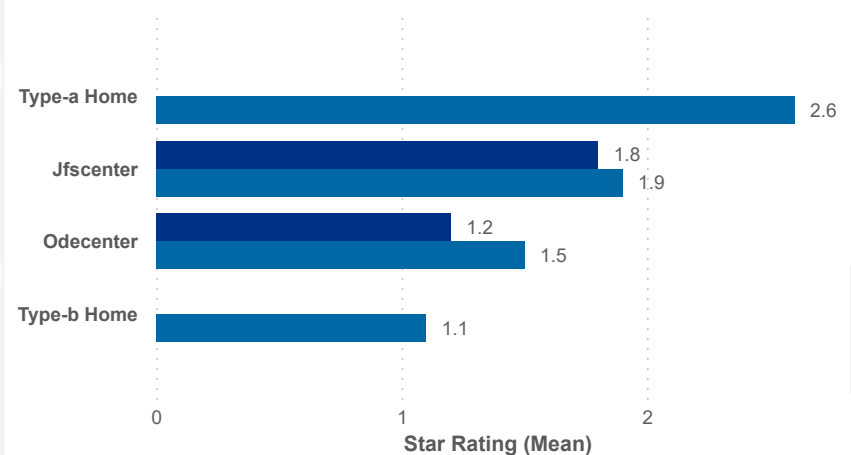
# 1.6

### Star Rating Mean (Stayer)

# 1.7

## Star Rating Mean

Worker status ● Leaver ● Stayer





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

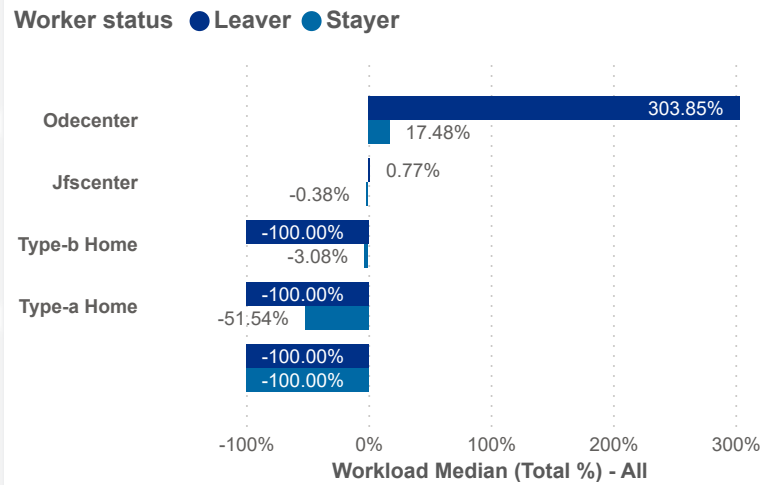
Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

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

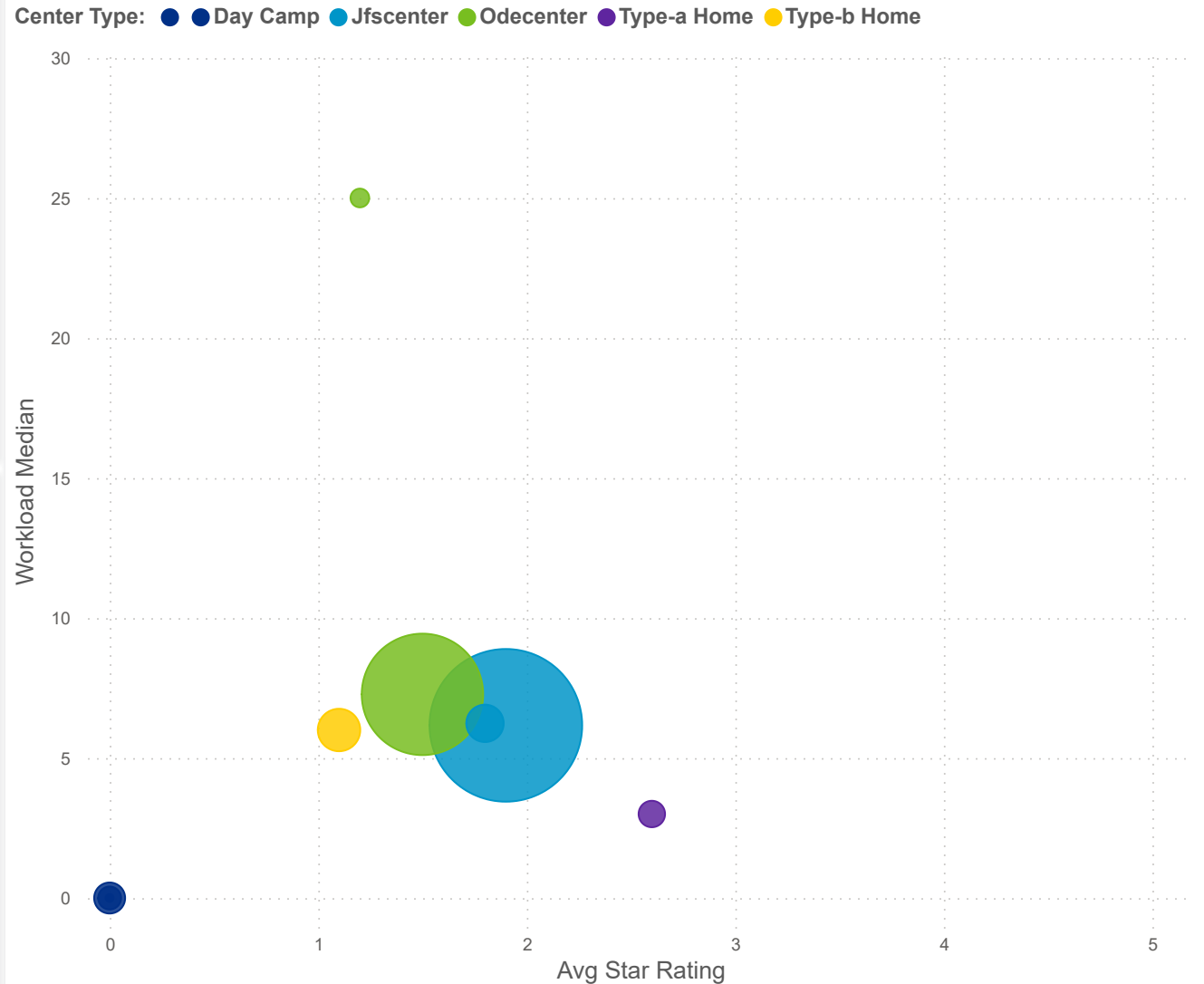
### Workload Median (Total)

# 6.19

### Workload Median (Total %)



### Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type



### Workload Median (Leaver)

# 6.30

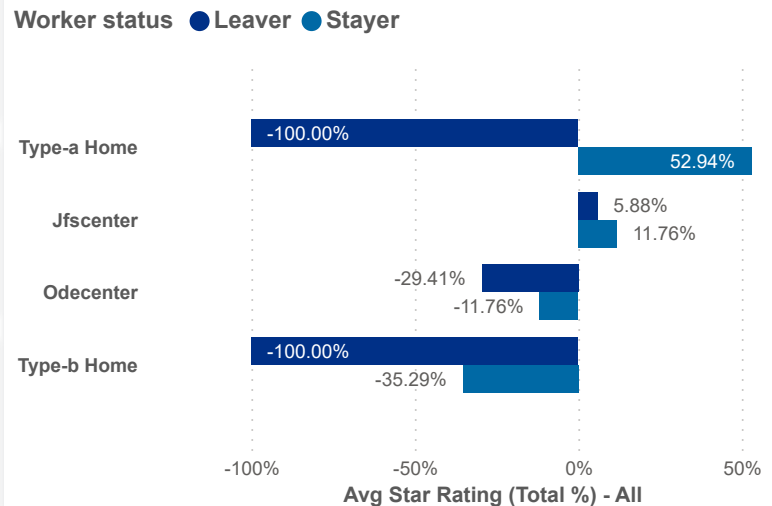
### Workload Median (Stayer)

# 6.19

### Star Rating Mean (Total)

# 1.7

### Star Rating Mean (Total %)



### Star Rating Mean (Leaver)

# 1.6

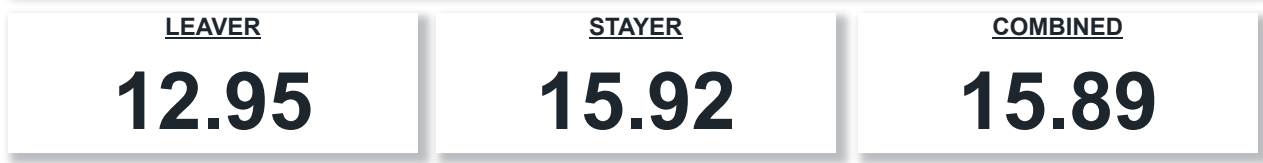
### Star Rating Mean (Stayer)

# 1.7

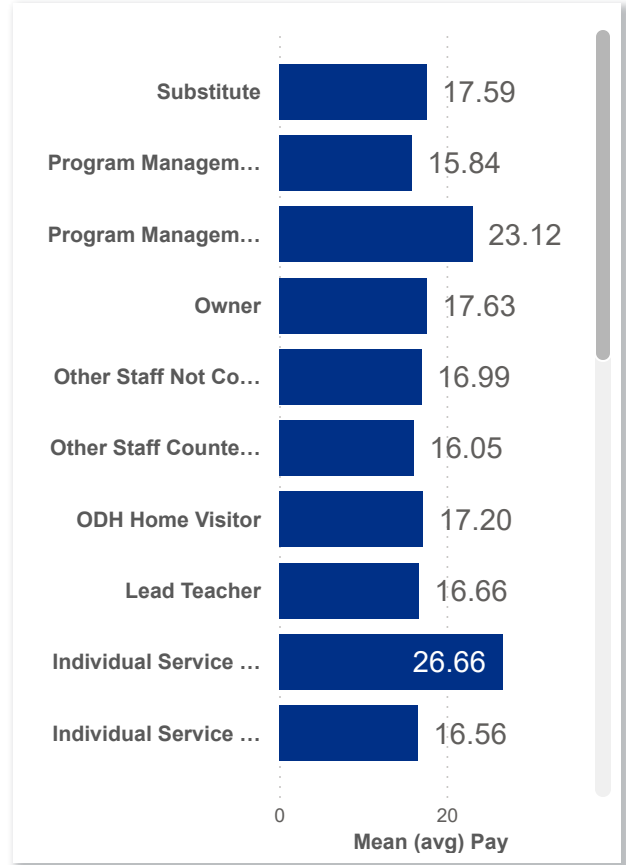
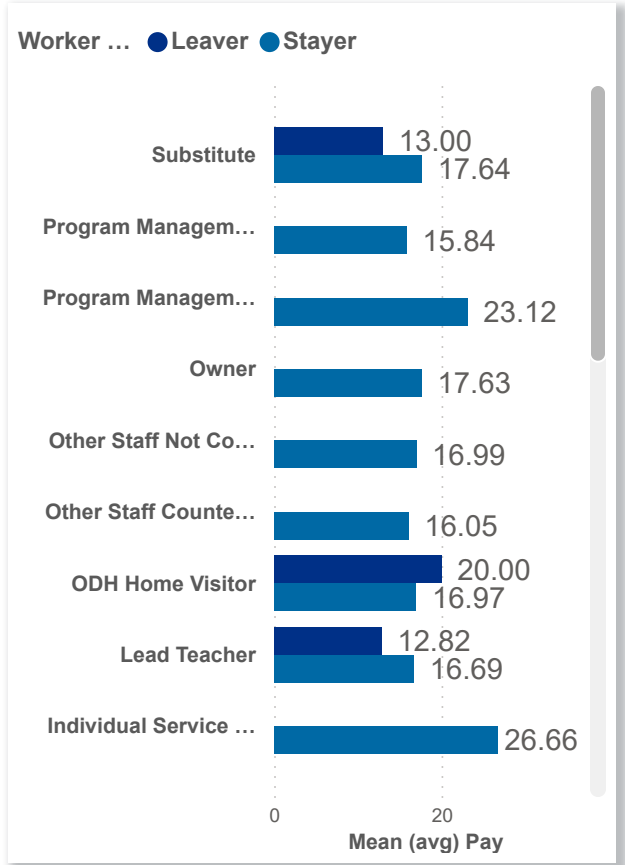
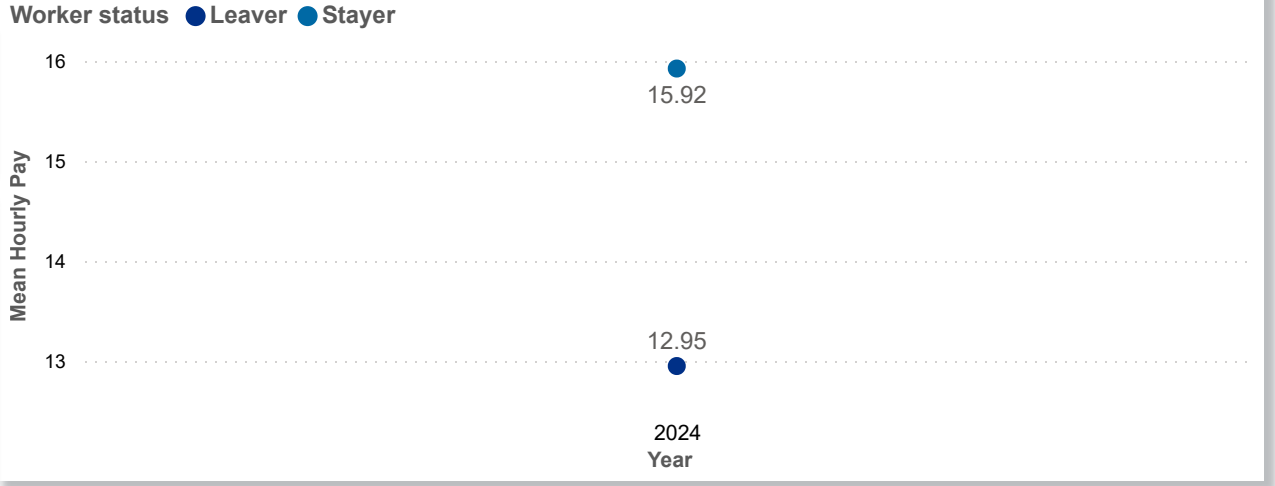


Date: 202410 Program Type: All Job Title: All Teacher Age Group: All Education: All TEACH Status: All  
 202412 Position Type: All SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All  
 SDA>County: SDA 12 Beale Code: All Student Age Group: All POWER Levels: All

PAY MEAN (USD)



Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status

