

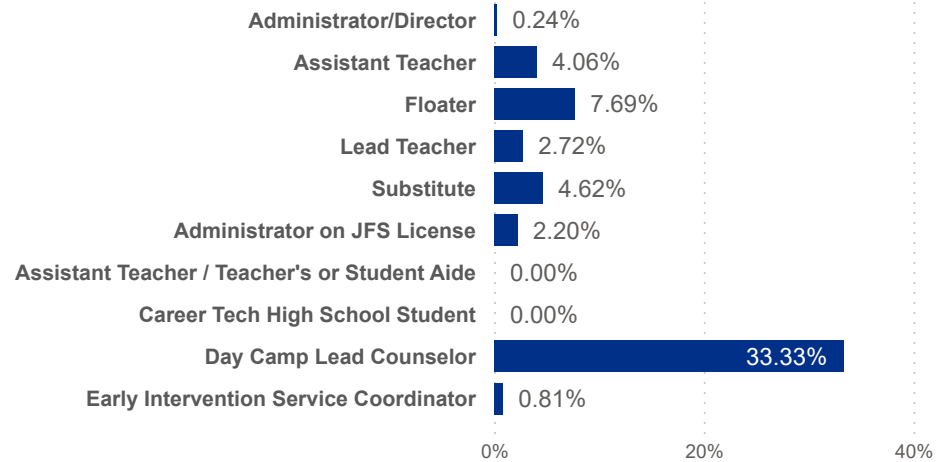


Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 07/15/2025

Date: 202501	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202503	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 1	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

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

3.73%

Adjusted Workers

7,287

Total Leaver

474

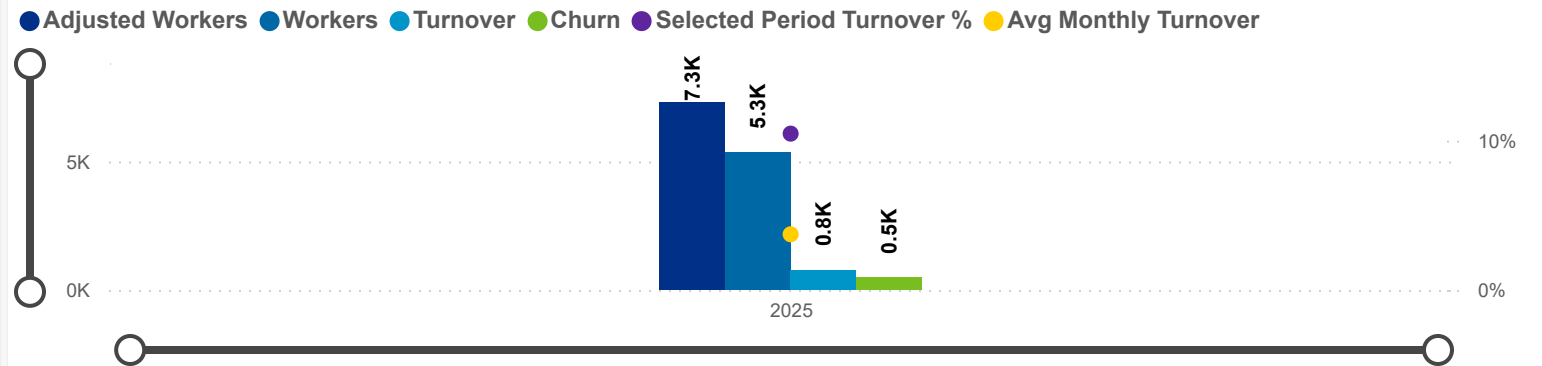
Total Stayer

6,813

Sel Period Turnover

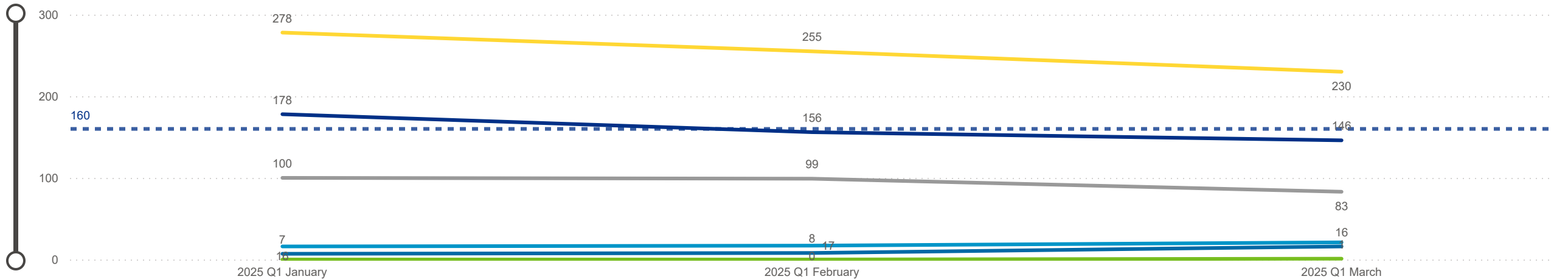
10.47%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



Date:202501

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202503

Position Type:All

Teacher Age Group:All

Education:All

TEACH Models:All

SDA>County:SDA 1

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

Total Duration:100.00

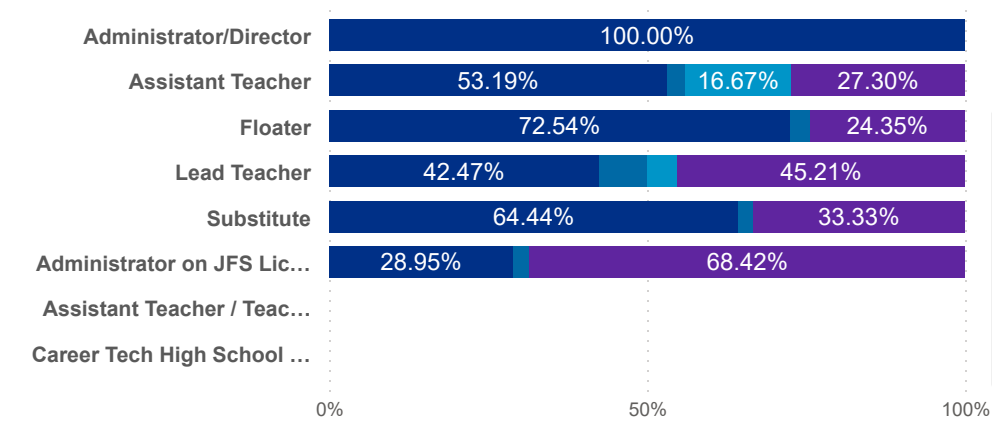
Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title

ChurnInternalPromotionSeasonalTransfer



Avg Monthly Churn

2.35%

Adjusted Workers

7,287

Workload Median

5.60

Pay Median USD / hr

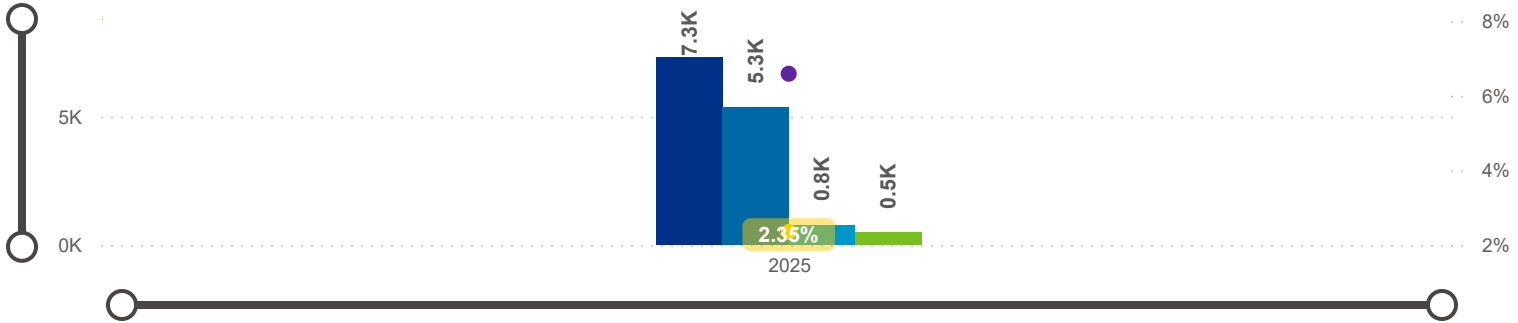
15.00

Avg ECE Duration

5.69

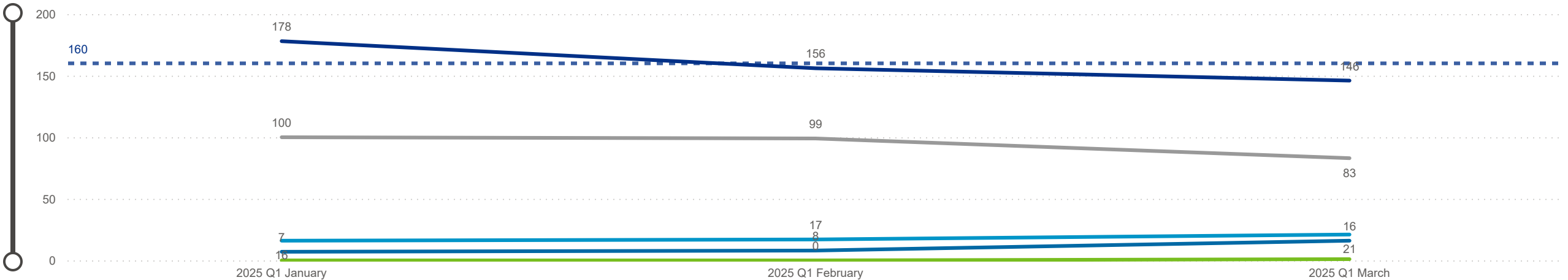
Avg Monthly Churn and Number of Workers

Adjusted WorkersWorkersTurnoverChurnSelected Period Churn %Avg Monthly Churn



Categorization by Time Series

ChurnInternalPromotionSeasonalTransfer



Date:202501

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202503

Position Type:All

Teacher Age Group:All

Credential:All

TEACH Models:All

SDA>County:SDA 1

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

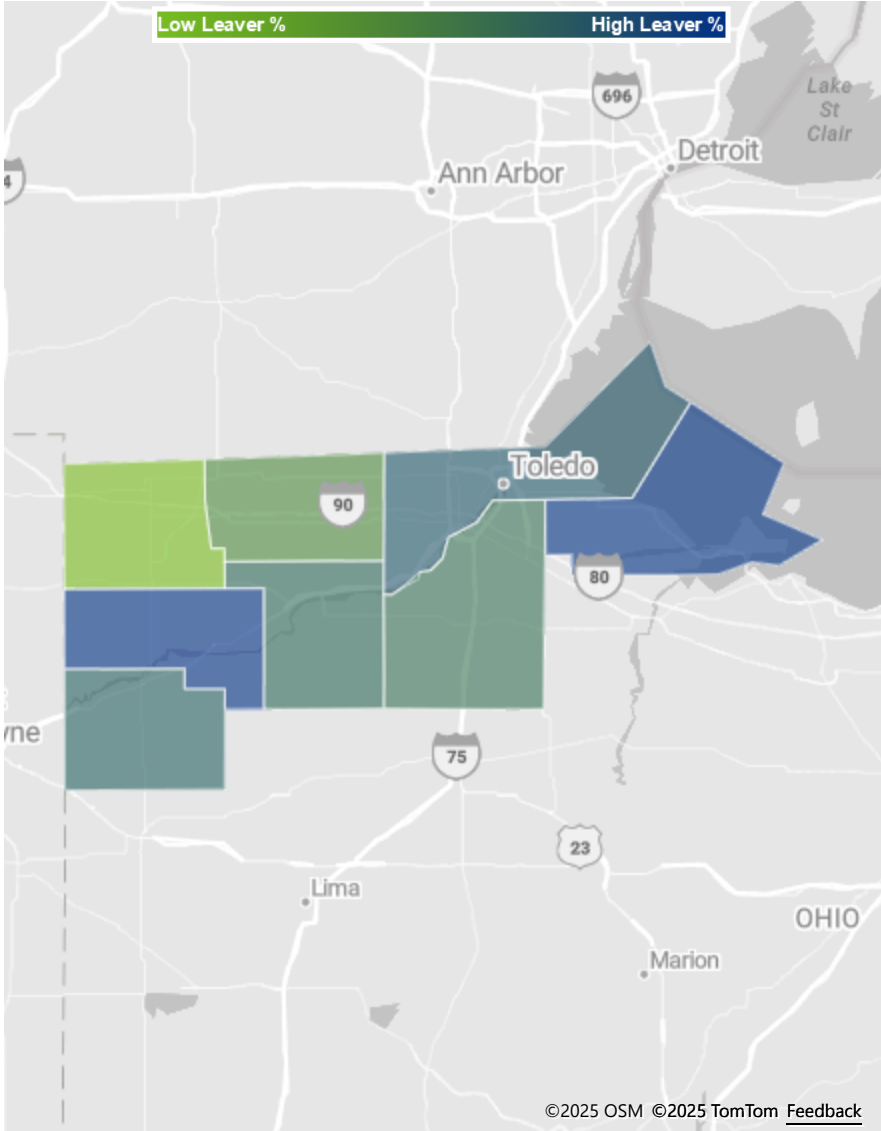
POWER Status:All

100.00

Beale Code:All

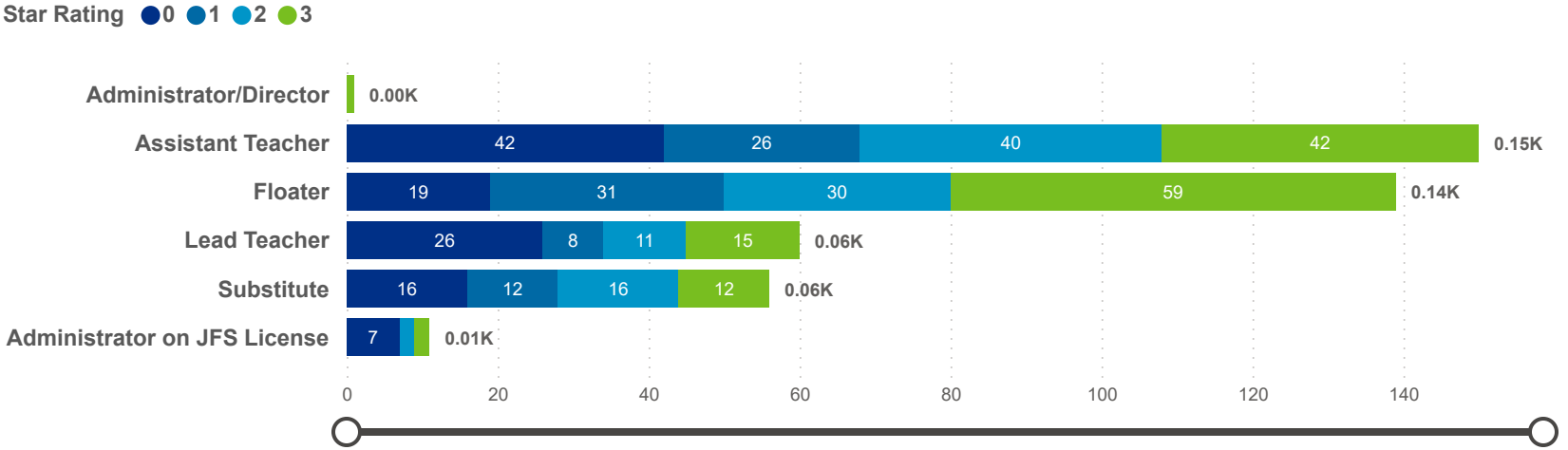
Student Age Group:All

POWER Levels:All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
7,287	474	6,813	6.50%

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
Defiance OH	362	245	4.59%	31	331	8.56%	91.44%	3.13%	14.36%	5.26%	5.00	1.75
Lucas OH	4,655	3,333	62.46%	318	4,337	6.83%	93.17%	2.50%	11.41%	4.10%	6.00	1.74
Ottawa OH	213	175	3.28%	18	195	8.45%	91.55%	2.96%	11.27%	3.95%	5.75	1.62
Williams OH	181	129	2.42%	4	177	2.21%	97.79%	0.75%	5.52%	1.87%	5.50	1.56
Paulding OH	95	76	1.42%	6	89	6.32%	93.68%	2.11%	6.32%	2.11%	4.54	1.44
Henry OH	188	163	3.05%	11	177	5.85%	94.15%	2.02%	10.11%	3.49%	6.00	1.32
Fulton OH	231	173	3.24%	10	221	4.33%	95.67%	1.52%	6.49%	2.27%	6.25	1.25
Wood OH	1,363	1,106	20.73%	76	1,287	5.58%	94.42%	1.96%	7.78%	2.74%	5.00	1.10
Total	7,287	5,336	100.00%	474	6,813	6.50%	93.50%	2.35%	10.47%	3.73%	5.60	1.58

occr

Workforce and Program Analysis Platform (WPAP): JOBS & EMPLOYEES - NOMINAL

Created Date: 07/15/2025

Date:

202501

Program Type:

All

202503

Position Type:

All

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

All

Credential:

All

TEACH Models:

All

SDA>County:

SDA 1

SUTQ Rating:

All

Total Duration:

0.00

Center Type:

All

Publicly Funded:

All

POWER Status:

All

100.00

Beale Code:

All

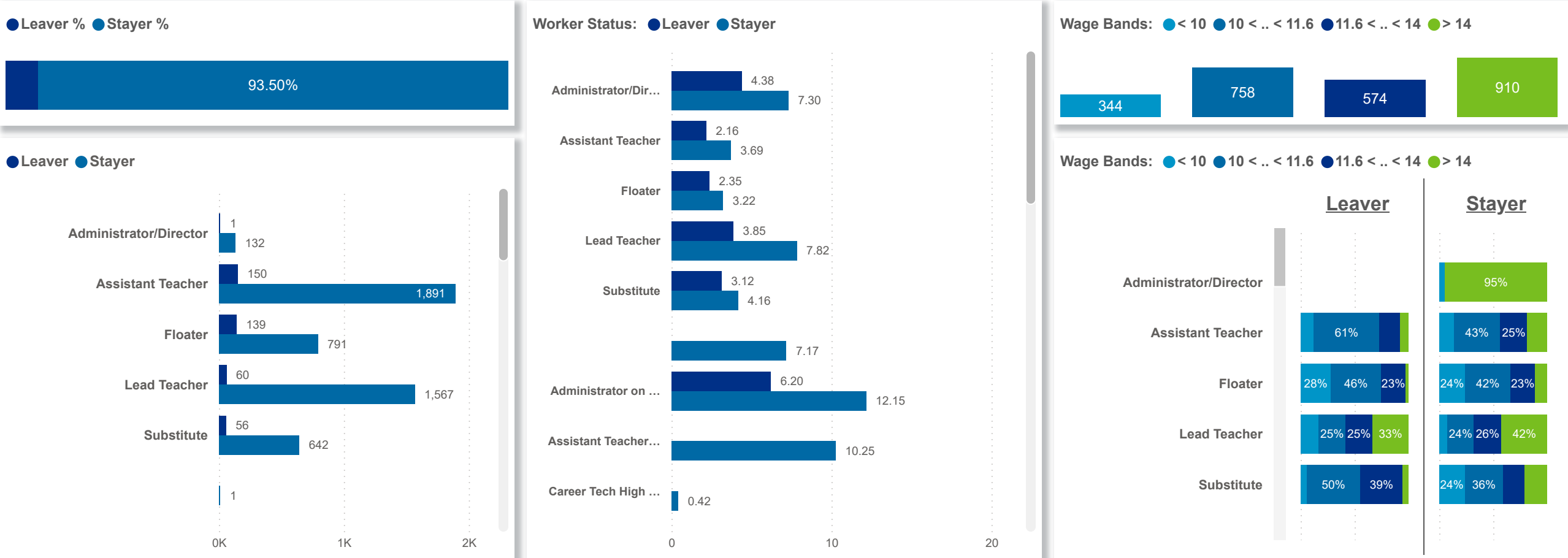
Student Age Group:

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)
474	6,813	3.06	5.80	13.90	15.00





Date: 202501	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202503	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 1	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

LEAVER

6.50%

STAYER

93.50%

AVG ECE DURATION (In Years)

LEAVER

3.06

STAYER

5.80

HOURLY WAGE BANDS (USD)

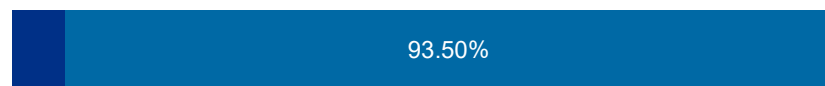
LEAVER (Hourly Wage MED)

13.90

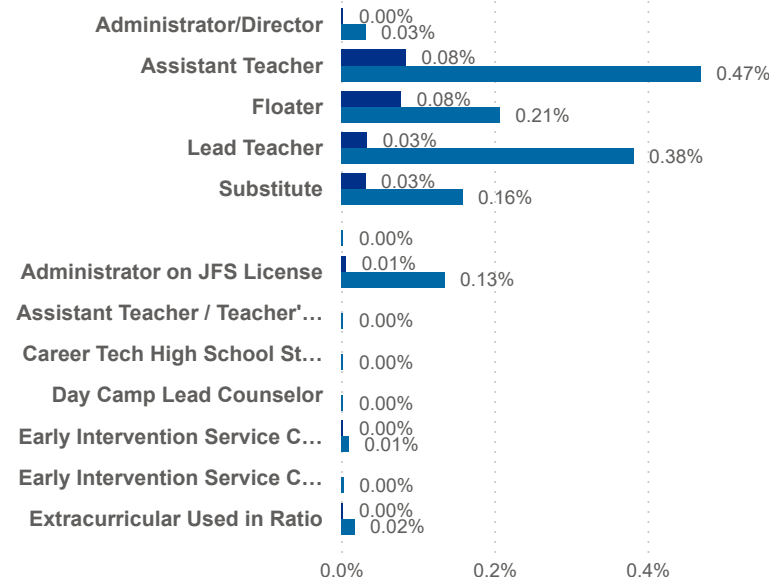
STAYER (Hourly Wage MED)

15.00

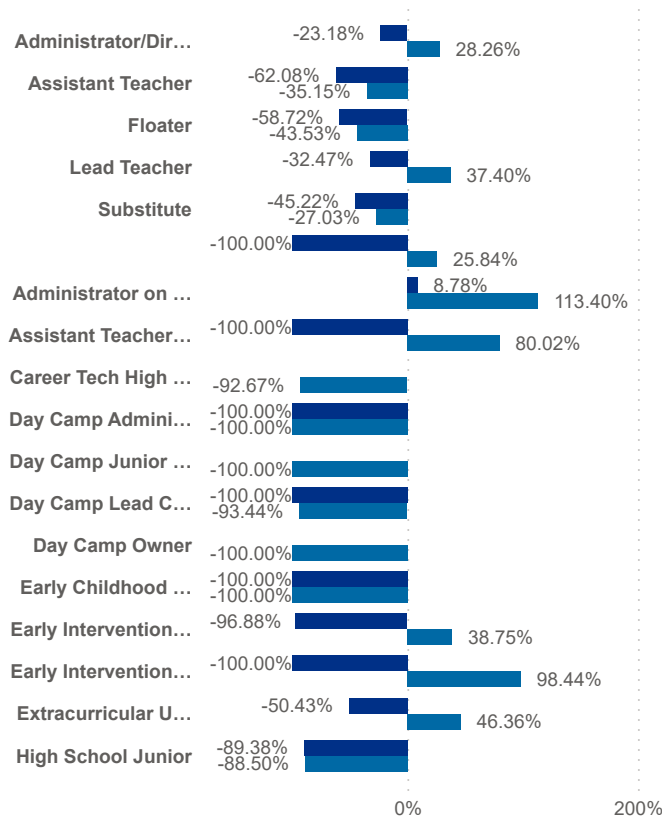
Leaver % Stayer %



Worker Status: Leaver Stayer



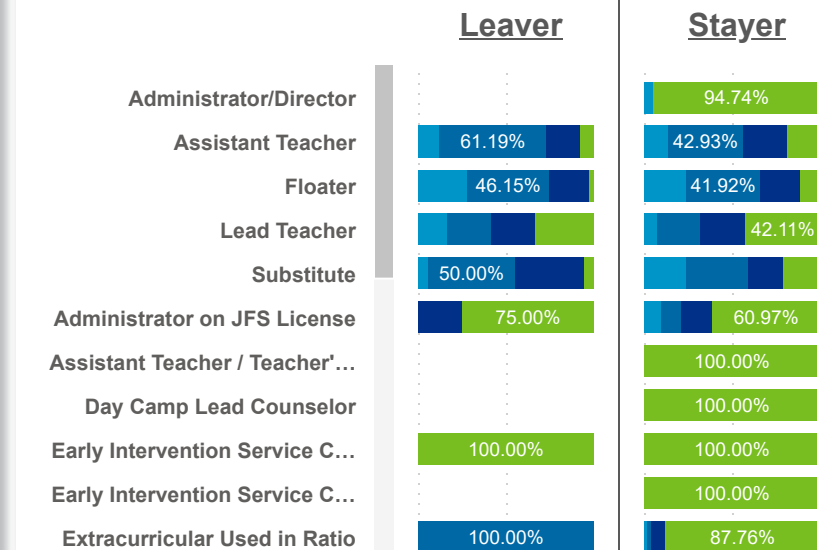
Worker Status: Leaver Stayer



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



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



Date:202501

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202503

Position Type:All

Teacher Age Group:All

Education:All

TEACH Models:All

SDA>County:SDA 1

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

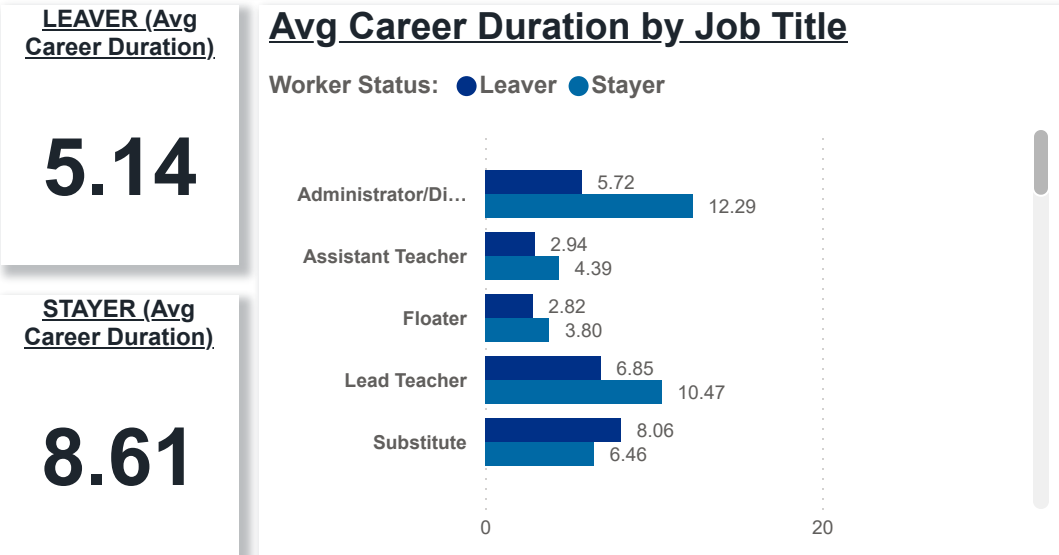
POWER Status:All

Total Duration:100.00

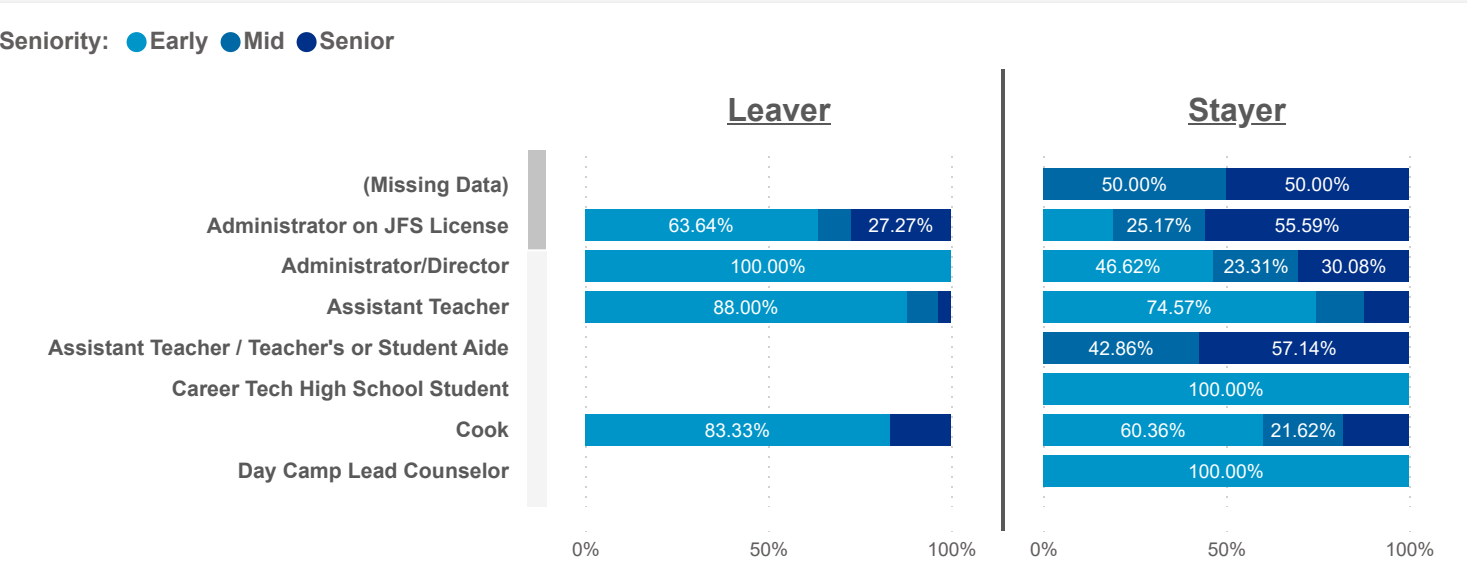
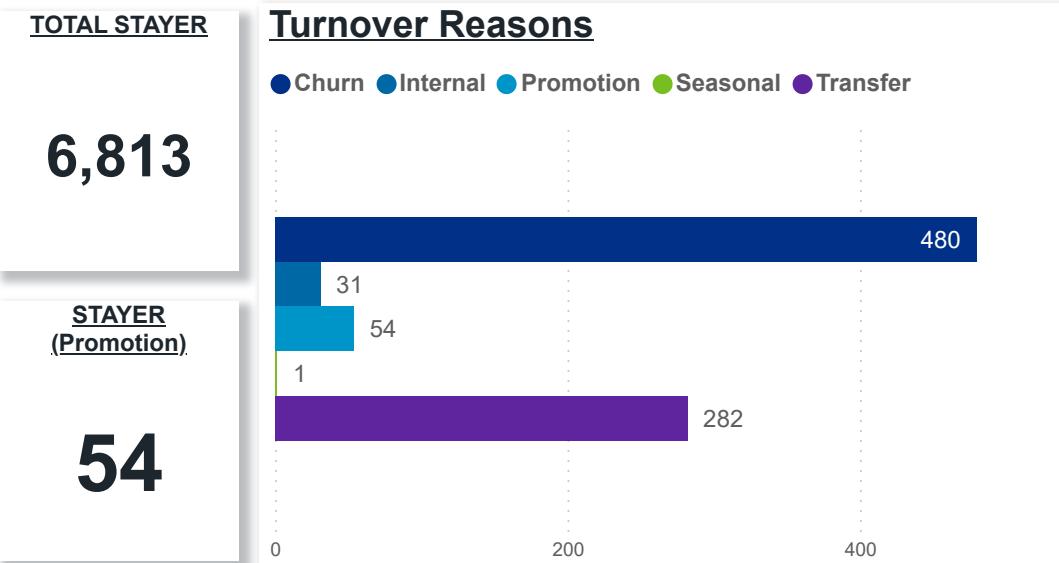
Beale Code:All

Student Age Group:All

POWER Levels:All



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Defiance	Administrator/Director	2.33		Early	9.38	0.6
Fulton	Administrator/Director	1.82		Early	7.97	1.5
Henry	Administrator/Director	3.01		Early	6.50	1.5
Lucas	Administrator/Director	2.09		Early	7.50	2.3
Ottawa	Administrator/Director	2.03		Early	38.65	1.5
Paulding	Administrator/Director	2.25		Early	7.13	2.3
Williams	Administrator/Director	1.99		Early	13.67	1.5
Wood	Administrator/Director	1.39		Early	5.96	1.3
Defiance	Administrator/Director	2.34	20.00	Early	10.00	0.0
Fulton	Administrator/Director	1.46	20.00	Early	3.75	3.0



Date:202501

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202503

Position Type:All

Center Type:All

Credential:All

TEACH Models:All

SDA>County:SDA 1

SUTQ Rating:All

Total Duration:0.00

Publicly Funded:All

POWER Status:All

Beale Code:All

Student Age Group:All

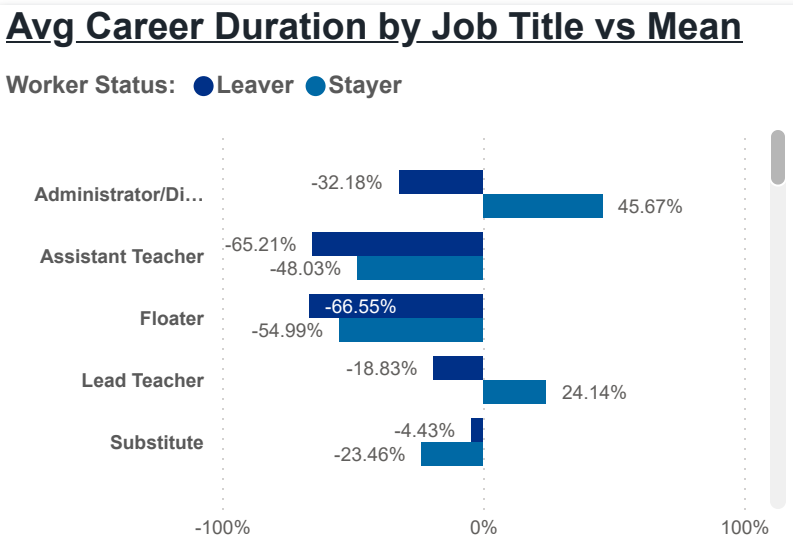
POWER Levels:All

LEAVER (Avg Career Duration)

5.14

STAYER (Avg Career Duration)

8.61



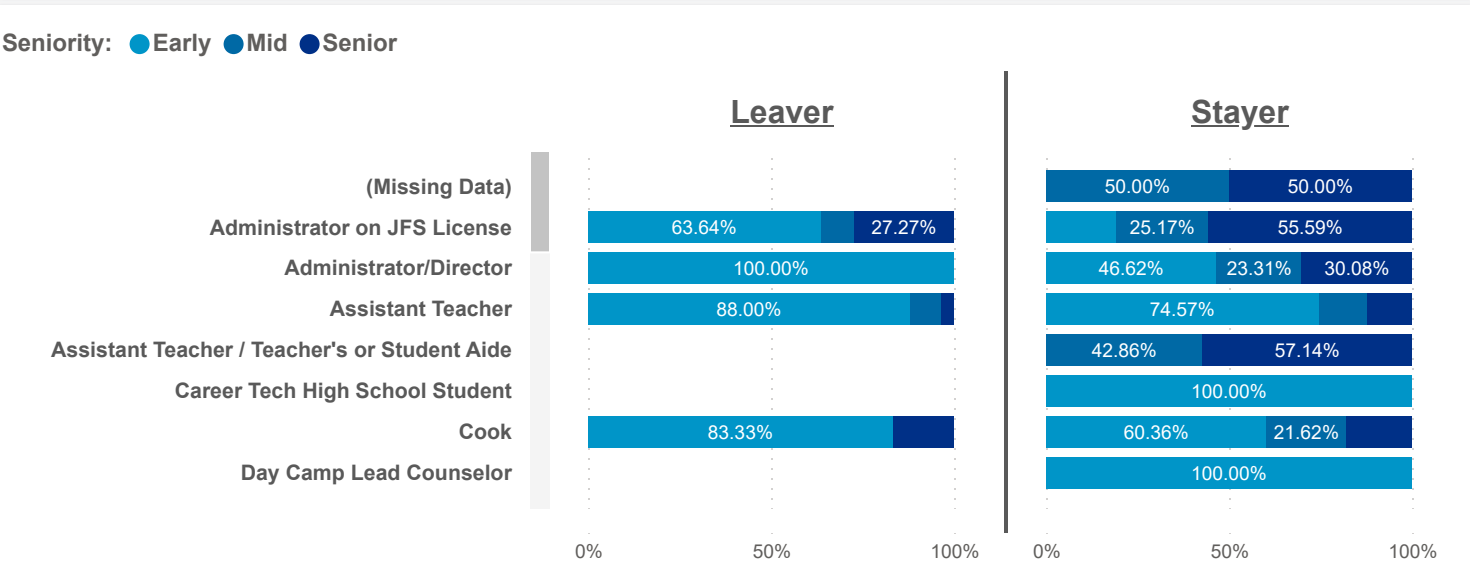
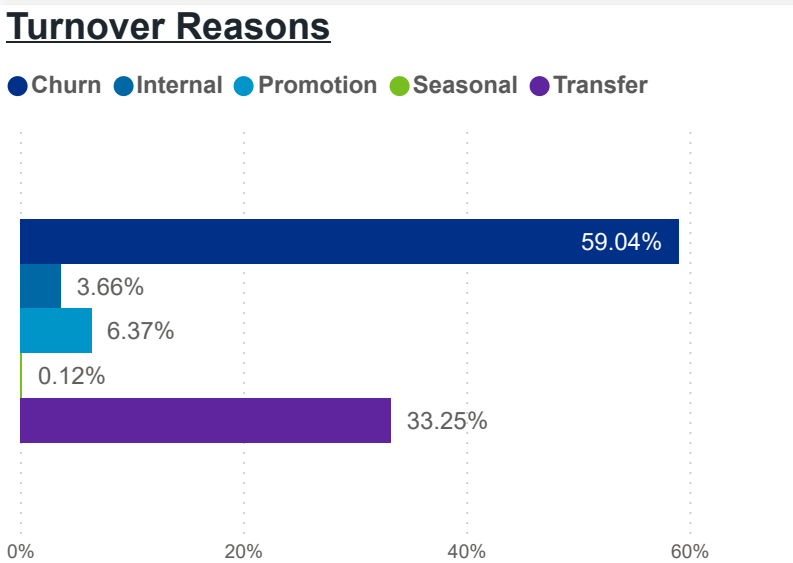
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Lucas	Assistant Teacher	0.00	14.85	Early	4.67	2.0
Lucas	Assistant Teacher	0.01	14.70	Early	5.38	3.0
Lucas	Assistant Teacher	0.01	19.00	Mid	3.50	3.0
Lucas	Lead Teacher	0.01	18.80	Early	4.50	0.0
Lucas	Assistant Teacher	0.02	13.26	Early	5.68	1.0
Lucas	Cook	0.02	15.41	Early	4.40	3.0
Lucas	Cook	0.02	15.45	Early	4.40	3.0
Wood	Floater	0.03	14.75	Senior	6.00	0.0
Ottawa	HS Senior or Graduate <18	0.03	13.00	Early	9.75	1.0
Wood	Lead Teacher	0.04	14.25	Early	6.00	0.0
Lucas	Lead Teacher	0.04	19.00	Early	9.25	3.0

TOTAL STAYER

6,813

STAYER (Promotion)

54





Date: 202501	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202503	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 1	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 MEDIAN (USD)

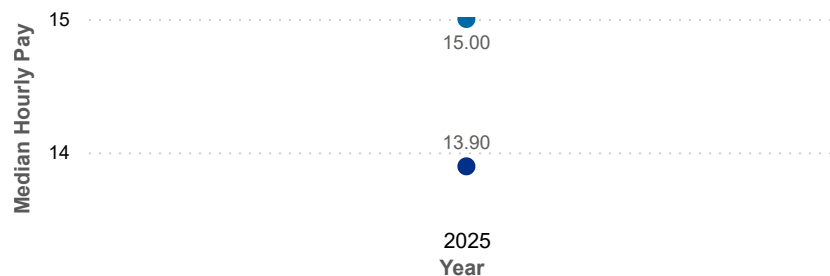
LEAVER

13.90

STAYER

15.00

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

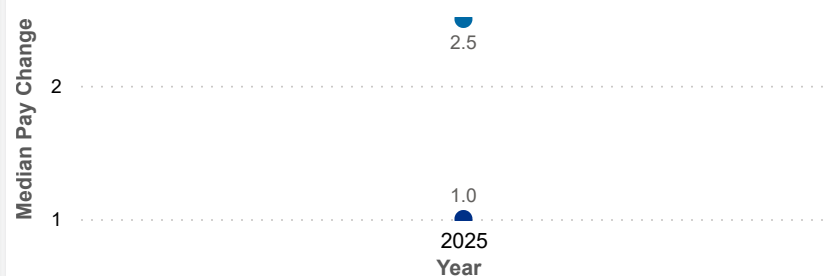
LEAVER

0.36

STAYER

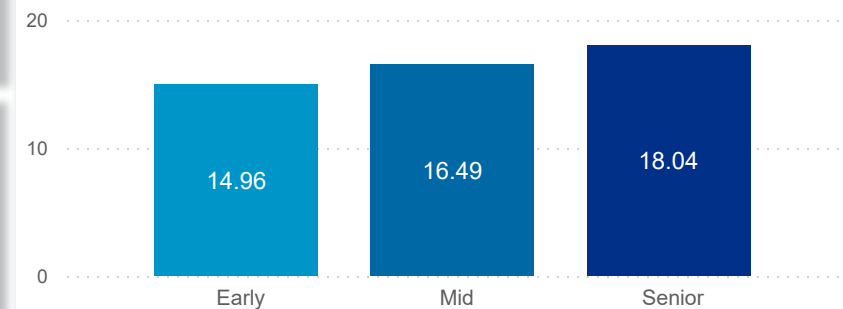
0.66

Worker Status: ● Leaver ● Stayer



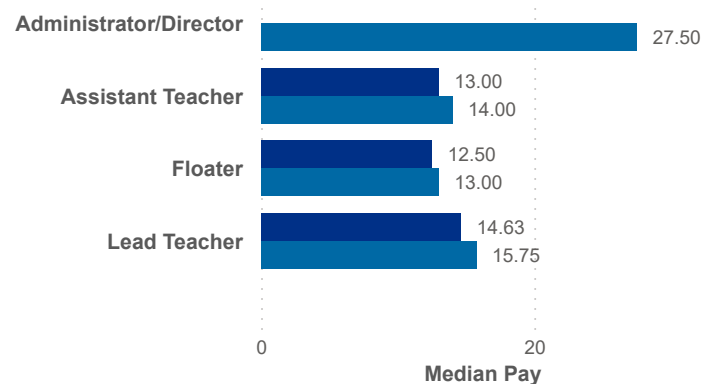
PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

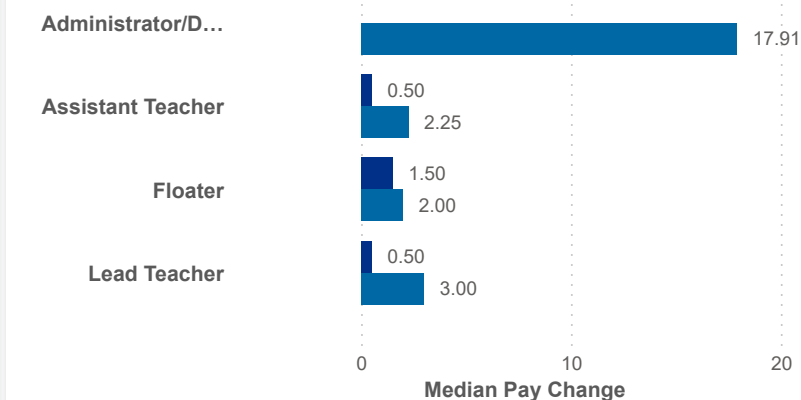


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer

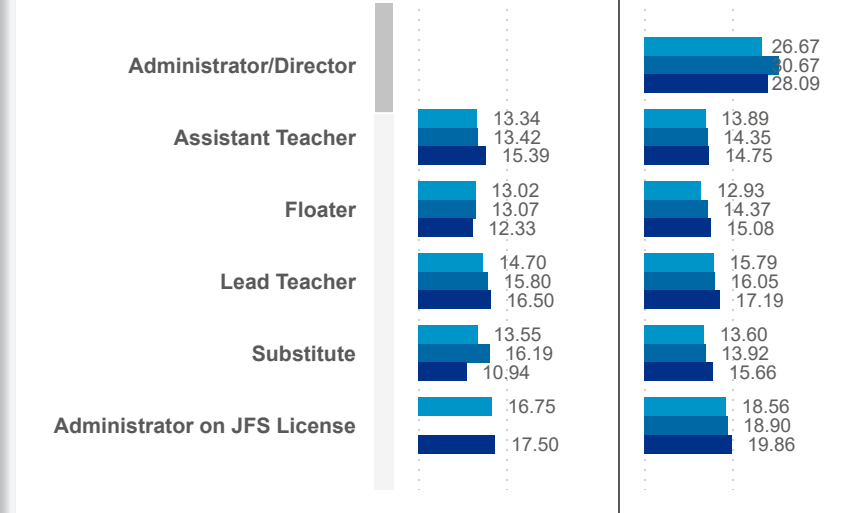


Worker Status: ● Leaver ● Stayer



Leaver

Stayer





Date:	202501	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202503	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 1	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 MEDIAN (USD)

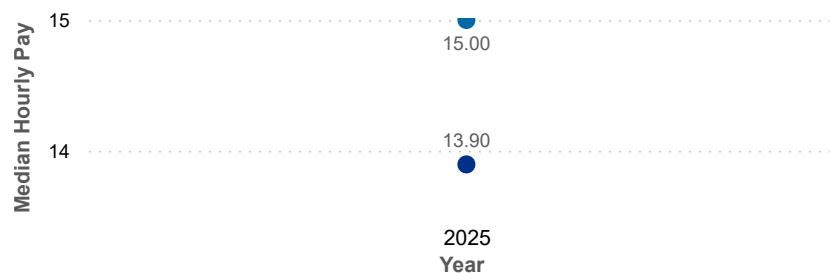
LEAVER

13.90

STAYER

15.00

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

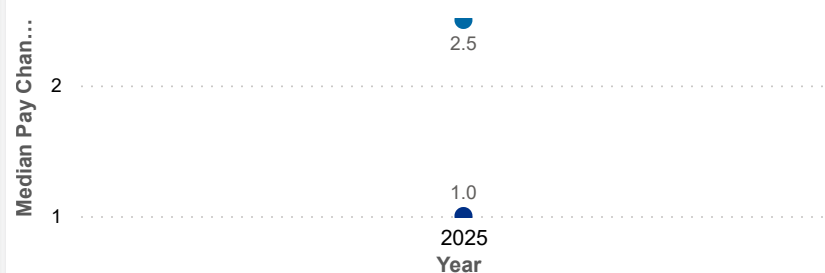
LEAVER

0.36

STAYER

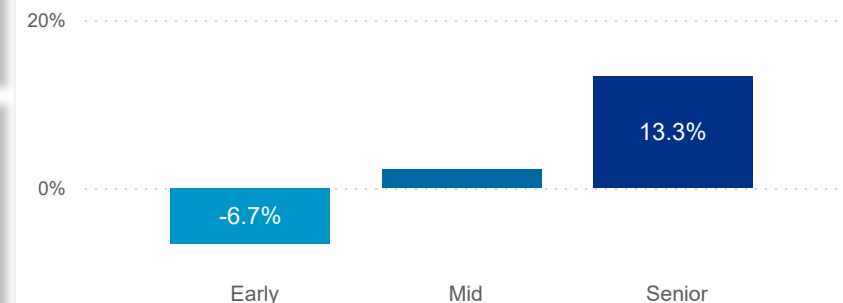
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Worker Status: ● Leaver ● Stayer



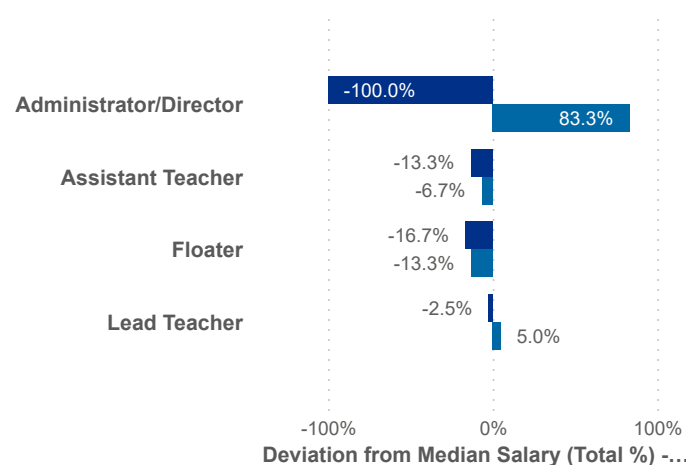
PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

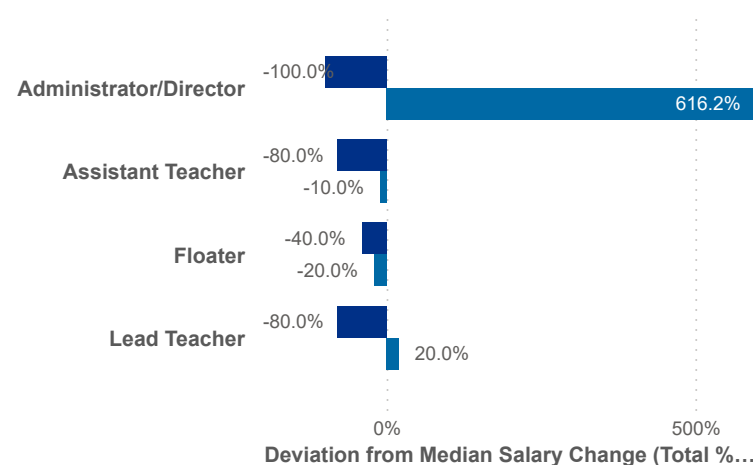


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer

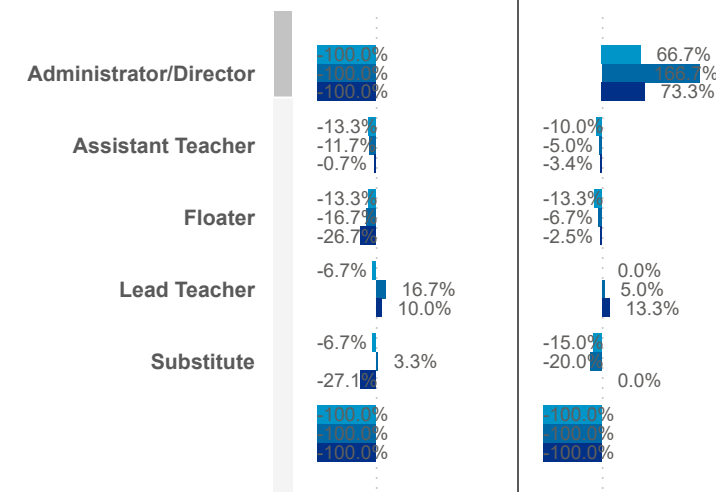


Worker Status: ● Leaver ● Stayer



Leaver

Stayer





Date:	202501	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202503	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 1	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

Workload Median (Total)

5.60

Workload Median (Leaver)

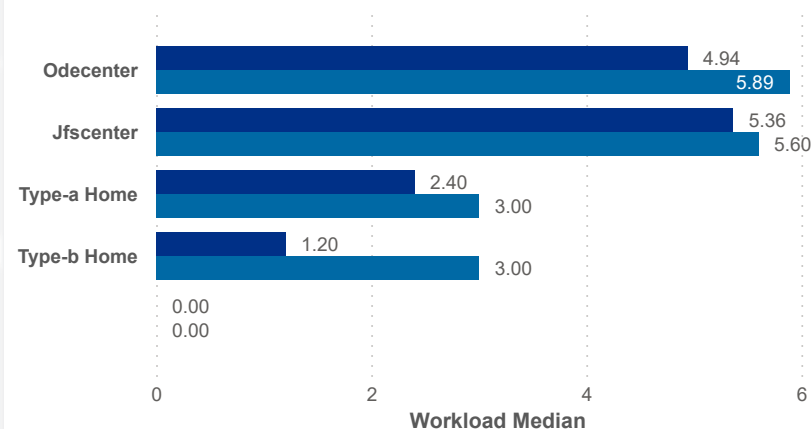
5.16

Workload Median (Stayer)

5.64

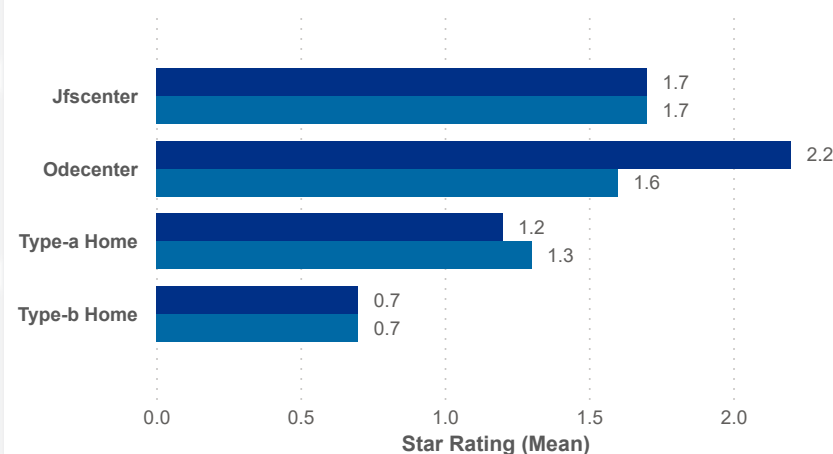
Workload Median

Worker status ● Leaver ● Stayer



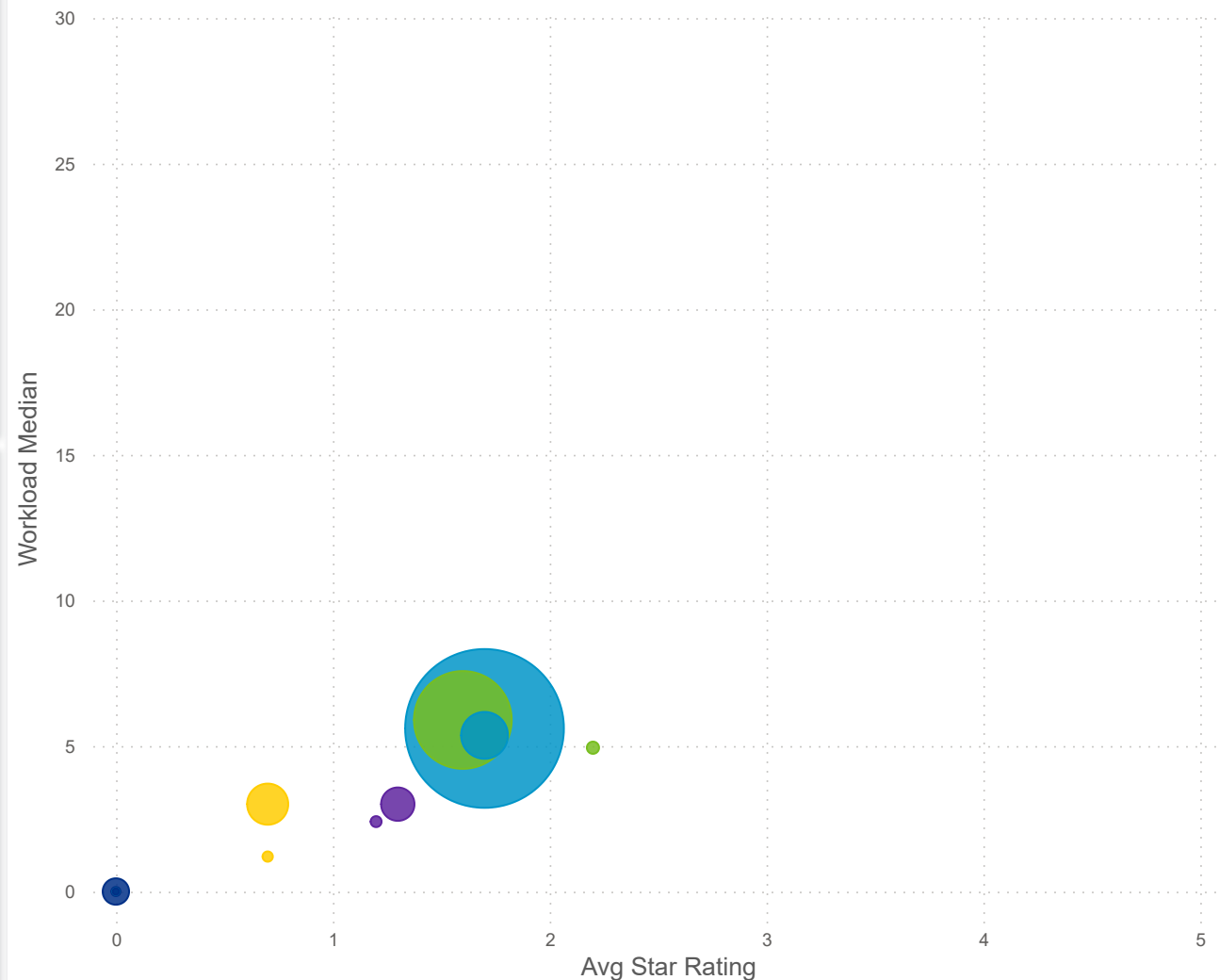
Star Rating Mean

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





Date:	202501	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202503	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 1	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

Workload Median (Total)

5.60

Workload Median (Leaver)

5.16

Workload Median (Stayer)

5.64

Star Rating Mean (Total)

1.6

Star Rating Mean (Leaver)

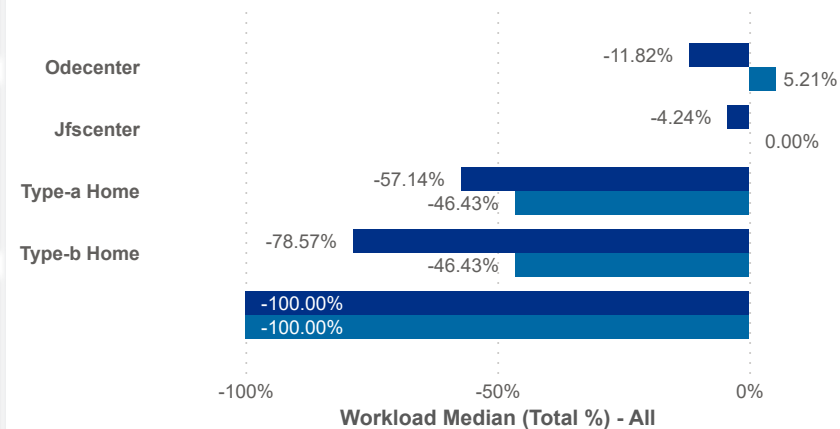
1.6

Star Rating Mean (Stayer)

1.6

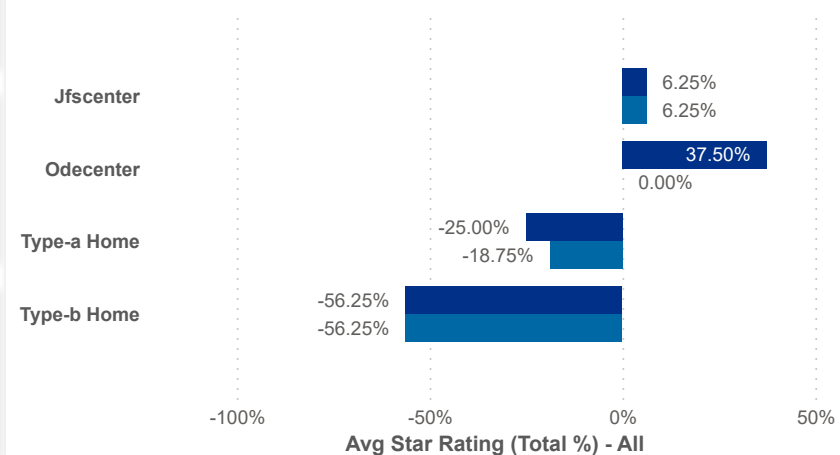
Workload Median (Total %)

Worker status ● Leaver ● Stayer



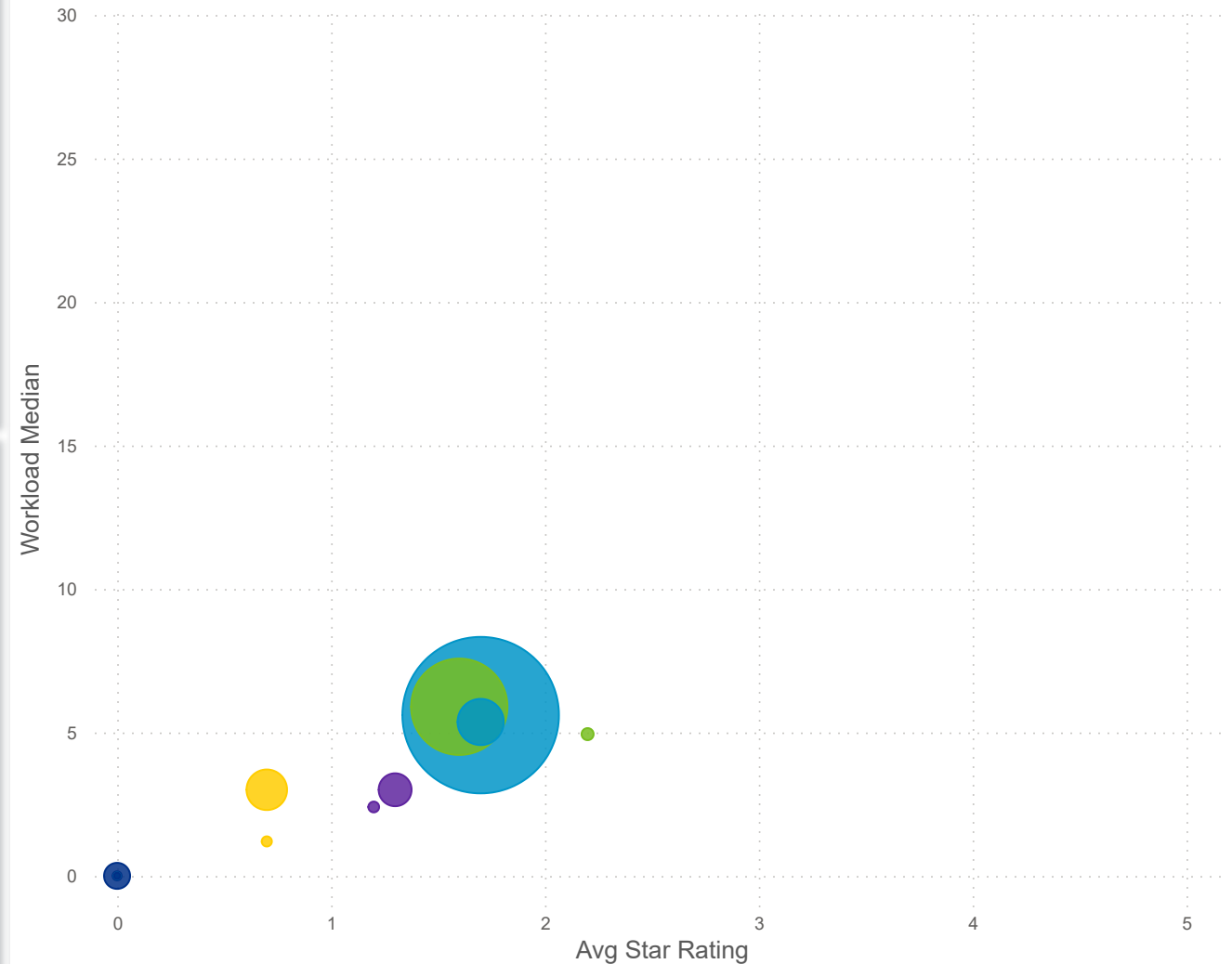
Star Rating Mean (Total %)

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 ● Jfsceneter ● Odecenter ● Type-a Home ● Type-b Home





Date:	202501	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202503	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 1	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

14.17

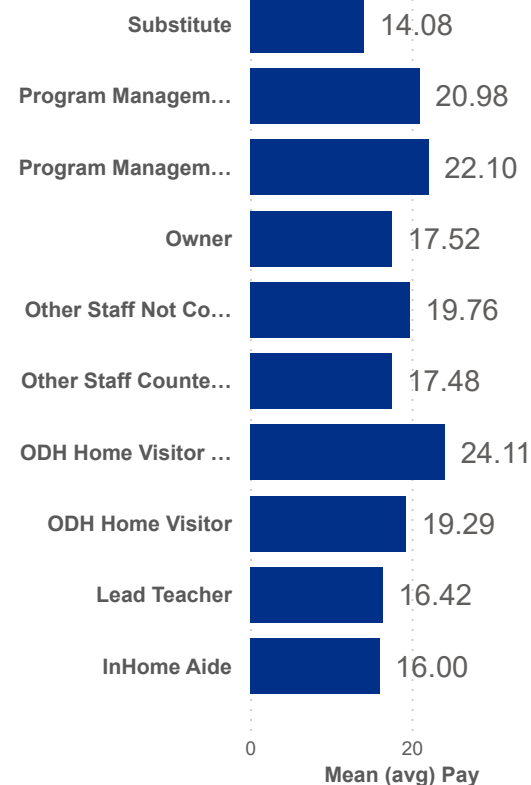
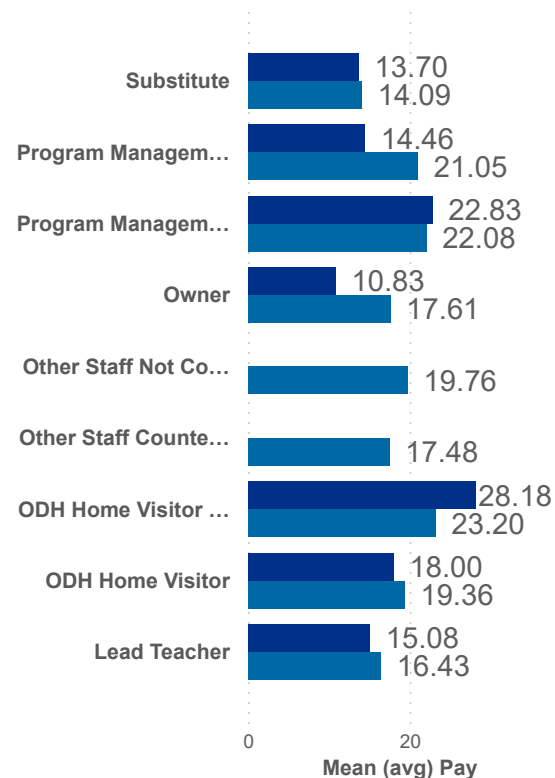
STAYER

16.37

COMBINED

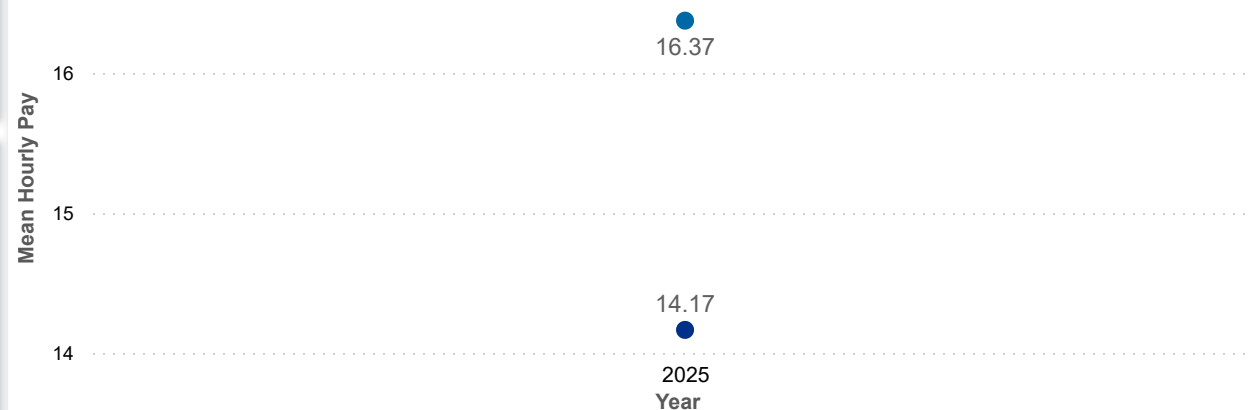
16.33

Worker ... ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

