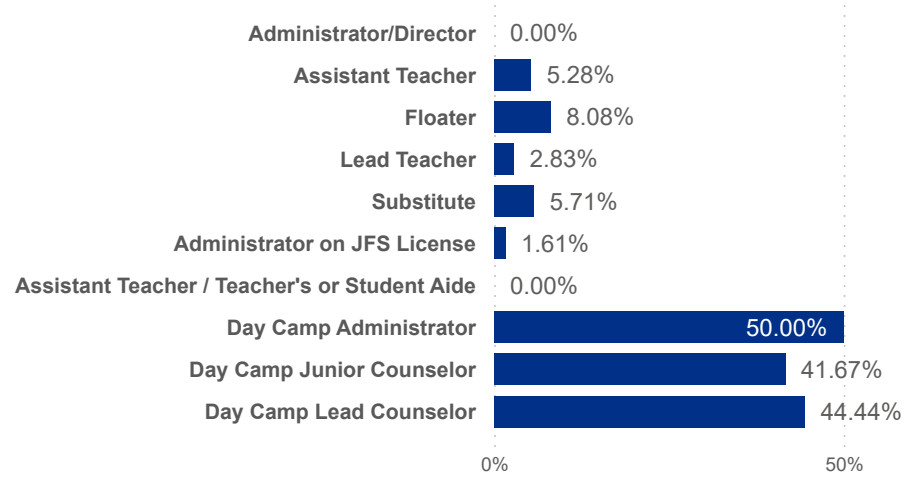




Date: 202501	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202503	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 2	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student Age Group: All	POWER Levels: All

## Avg Monthly Turnover Rates by Job Title



### Avg Monthly Turnover

4.11%

### Adjusted Workers

4,633

### Total Leaver

327

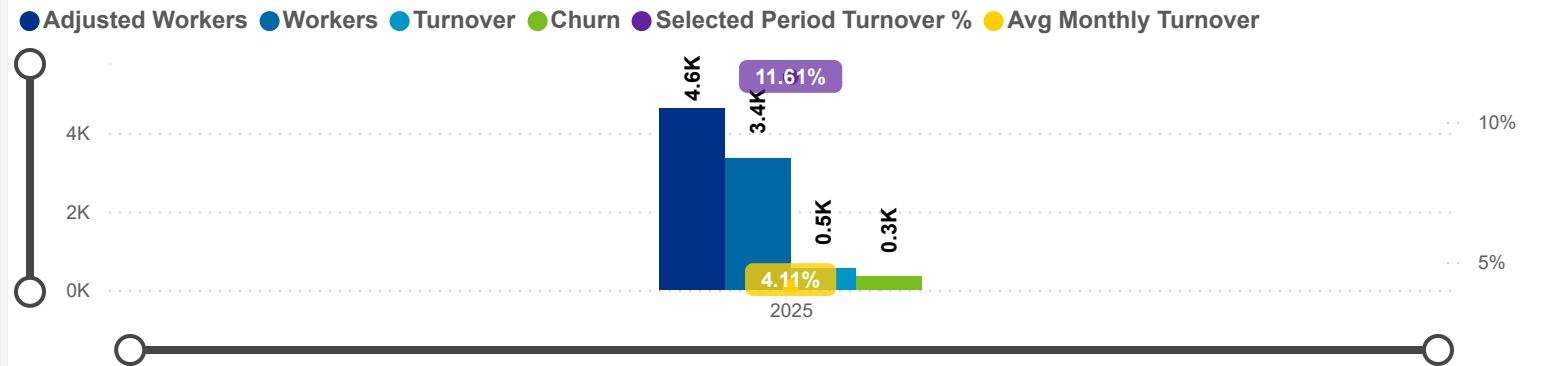
### Total Stayer

4,306

### Sel Period Turnover

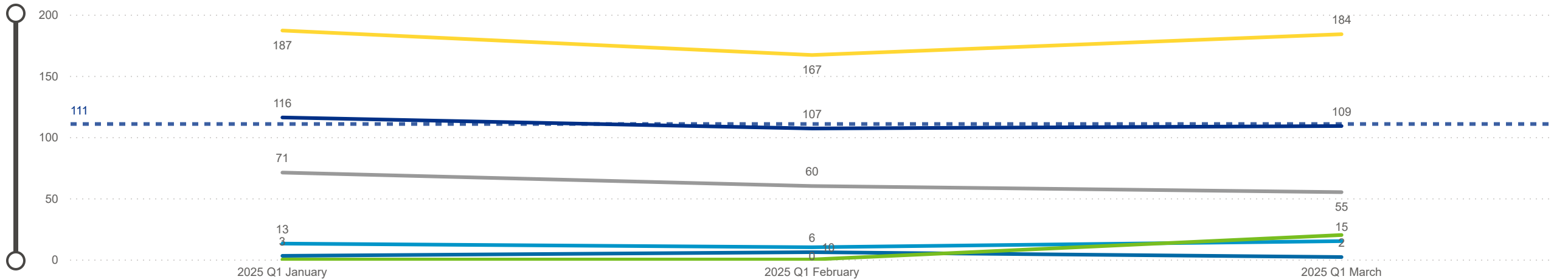
11.61%

## Avg Monthly Turnover and Number of Workers



## Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



Date:202501

Program Type:All

Date:202503

Position Type:All

Job Title:All

Teacher Age Group:All

Education:All

Credential:All

TEACH Status:All

TEACH Models:All

SDA>County:SDA 2

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

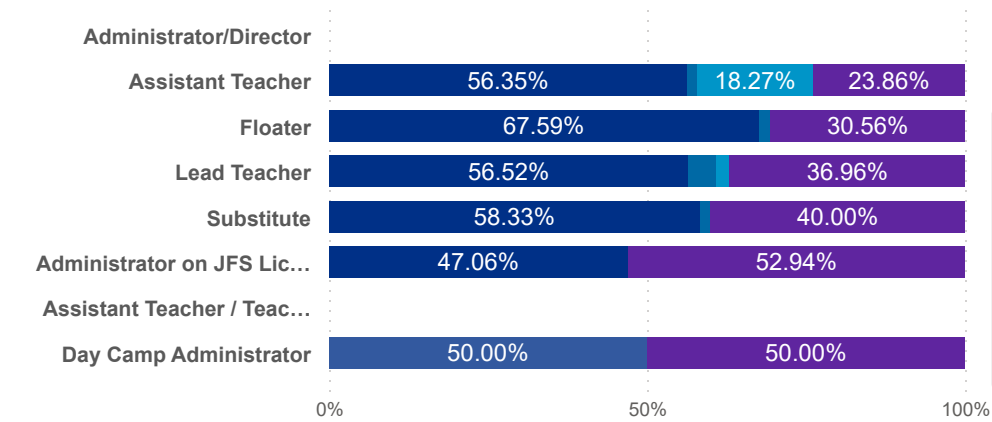
Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title

ChurnInternalPromotionSeasonalTransfer



Avg Monthly Churn

2.53%

Adjusted Workers

4,633

Workload Median

5.71

Pay Median USD / hr

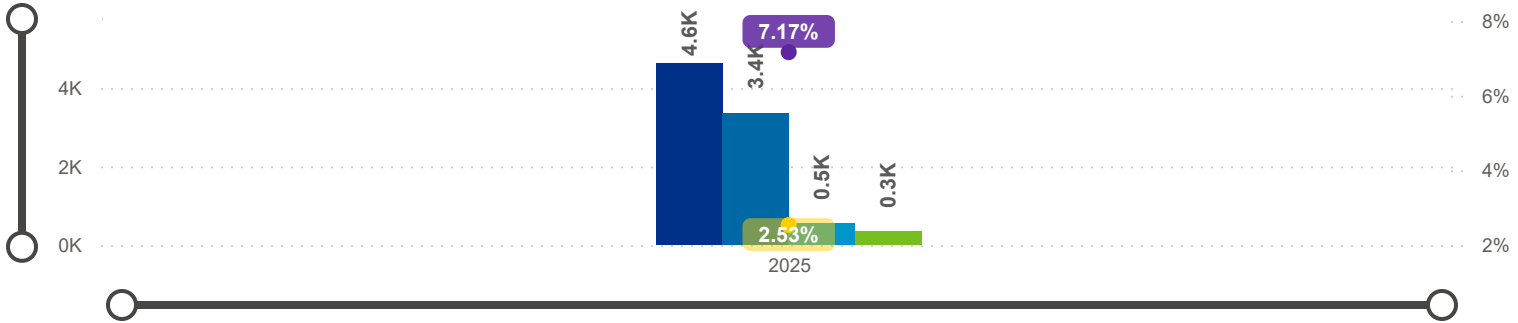
15.00

Avg ECE Duration

6.55

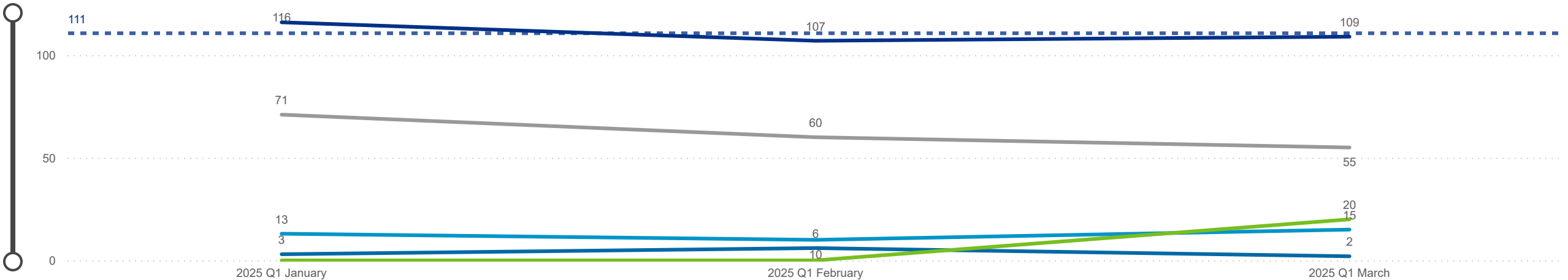
Avg Monthly Churn and Number of Workers

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

Credential: All

TEACH Models: All

SDA>County: SDA 2

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

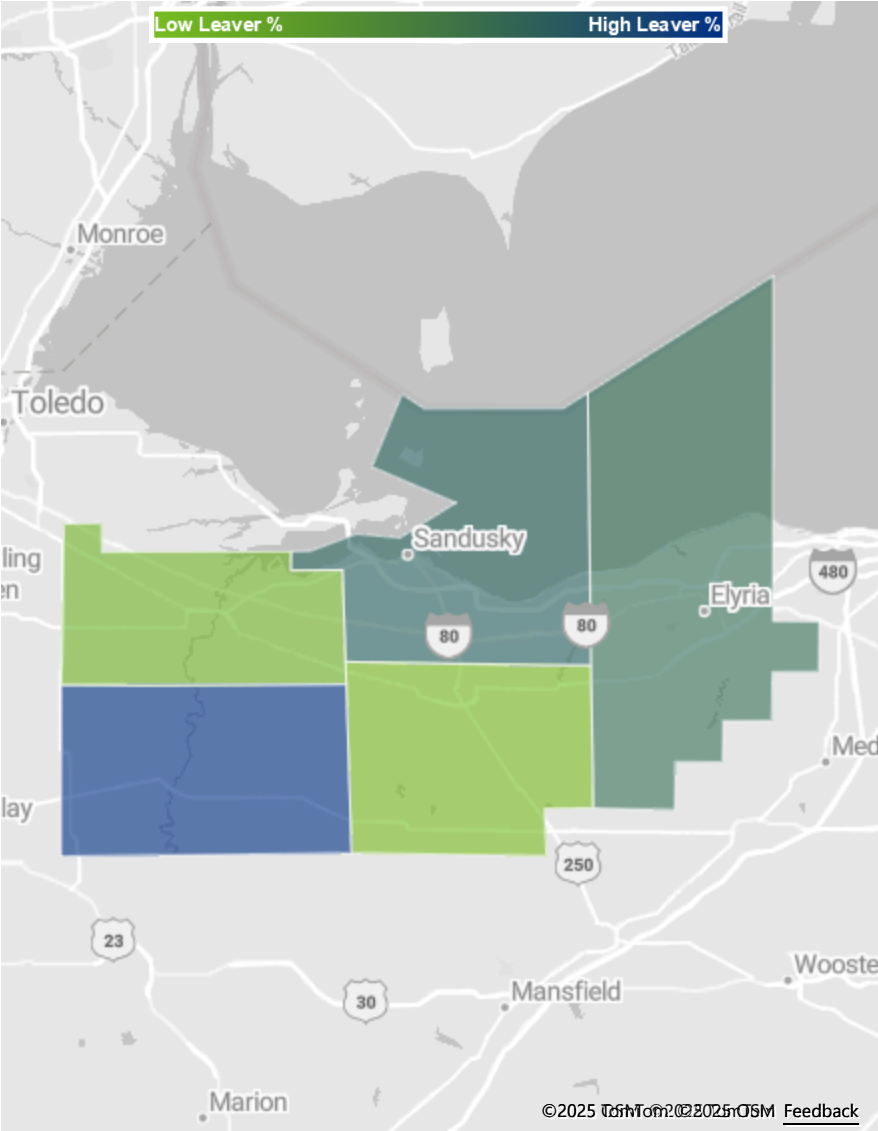
POWER Status: All

100.00

Beale Code: All

Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS

4,633

TOTAL LEAVER

327

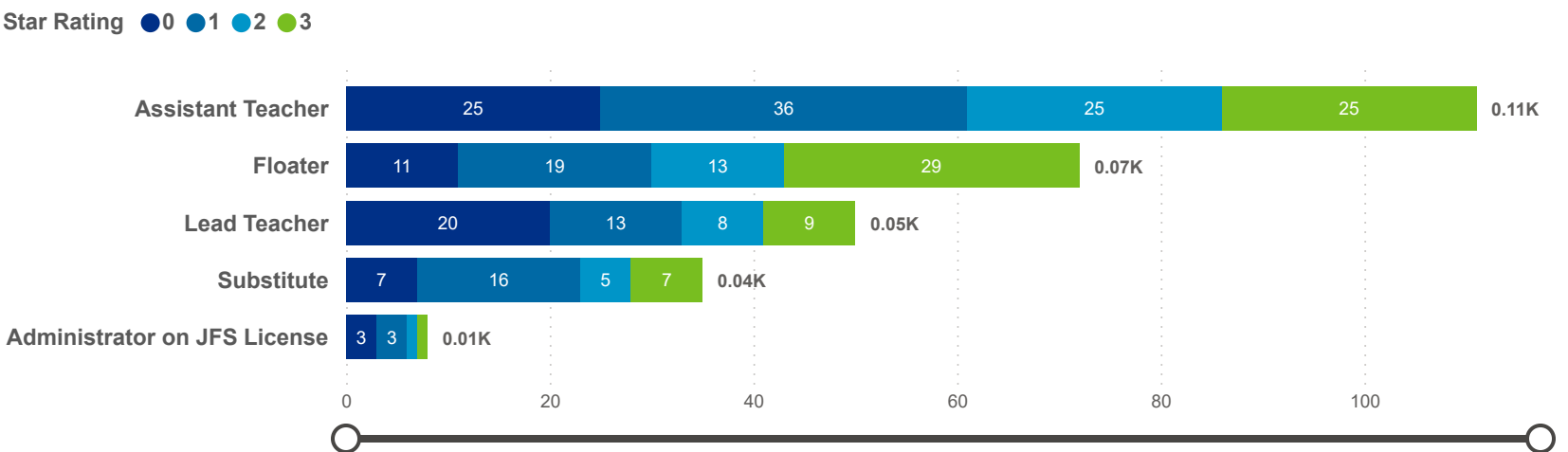
TOTAL STAYER

4,306

SELECTED PERIOD CHURN %

7.06%

Leaver by Job Title and Star Rating

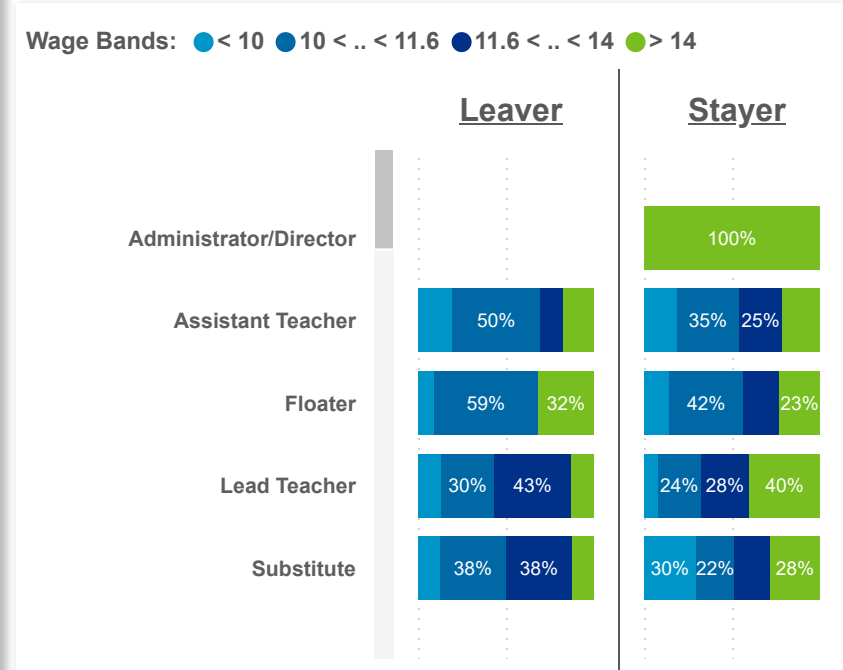
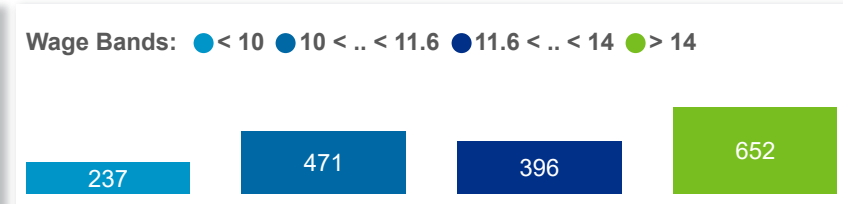
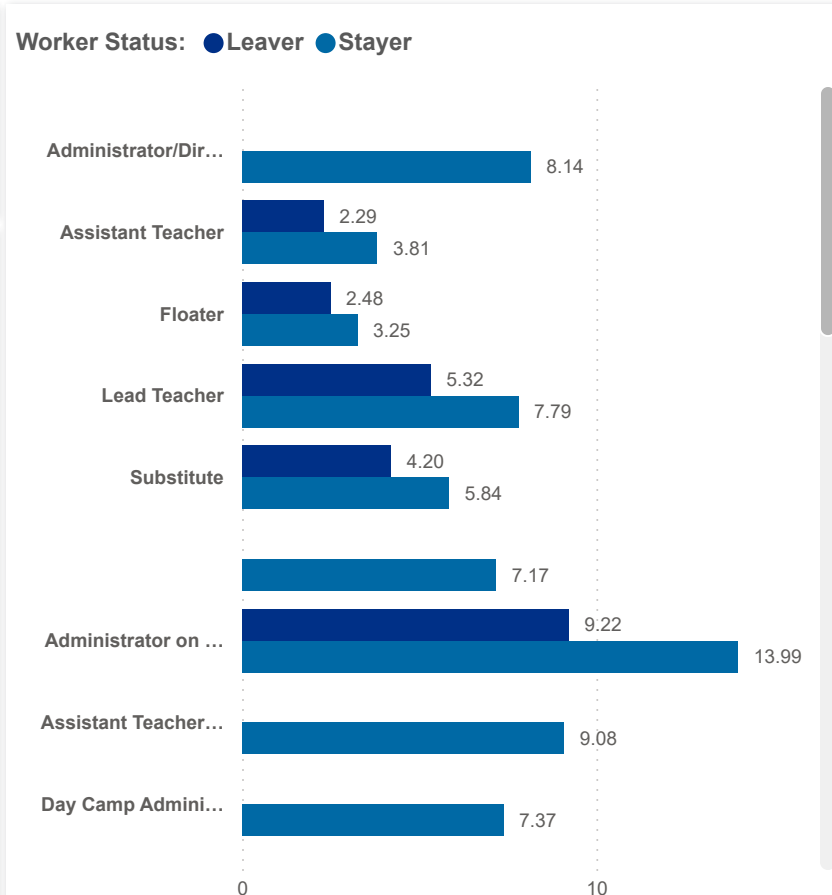
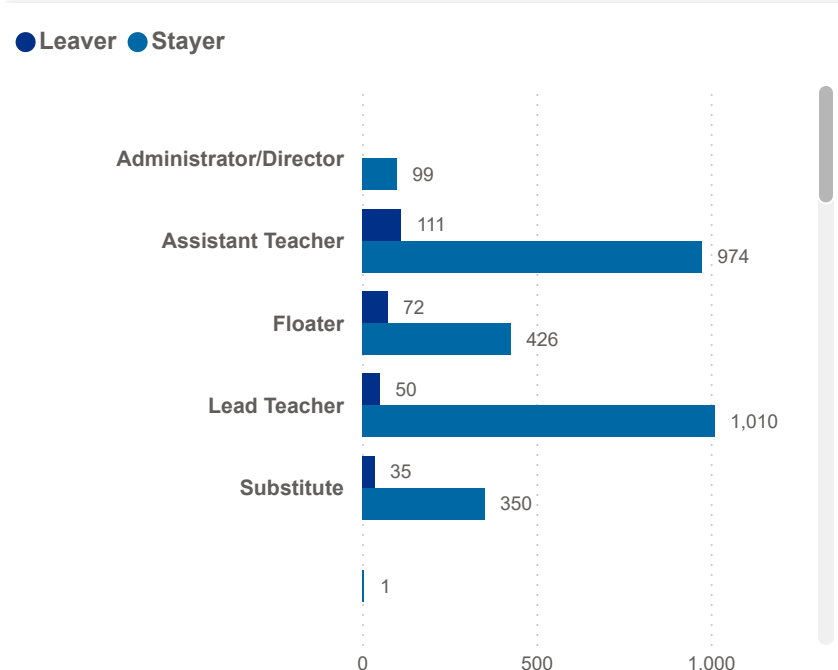
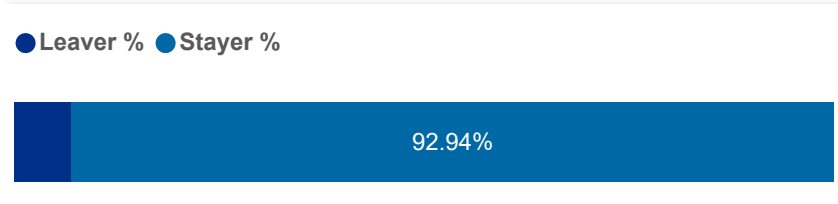


County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Avg Star Rating
Seneca OH	265	209	6.22%	28	237	10.57%	89.43%	3.83%	13.96%	5.06%	5.77	1.97
Lorain OH	2,812	2,074	61.73%	214	2,598	7.61%	92.39%	2.76%	12.02%	4.26%	5.69	1.81
Huron OH	389	300	8.93%	15	374	3.86%	96.14%	1.33%	4.88%	1.69%	5.07	1.48
Sandusky OH	652	423	12.59%	28	624	4.29%	95.71%	1.49%	12.88%	4.47%	5.86	1.45
Erie OH	518	378	11.25%	42	476	8.11%	91.89%	2.95%	11.58%	4.21%	6.00	1.24
Total	4,633	3,360	100.00%	327	4,306	7.06%	92.94%	2.53%	11.61%	4.11%	5.71	1.67



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 2	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)
327	4,306	3.67	6.66	14.00	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 2	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

7.06%

STAYER

92.94%

AVG ECE DURATION (In Years)

LEAVER

3.67

STAYER

6.66

HOURLY WAGE BANDS (USD)

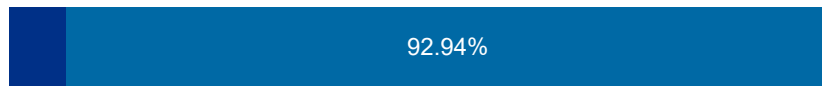
LEAVER (Hourly Wage MED)

14.00

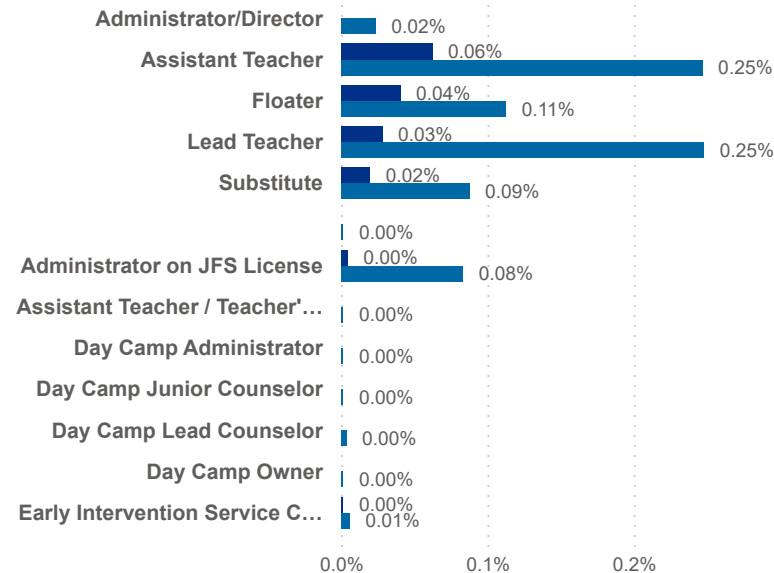
STAYER (Hourly Wage MED)

15.00

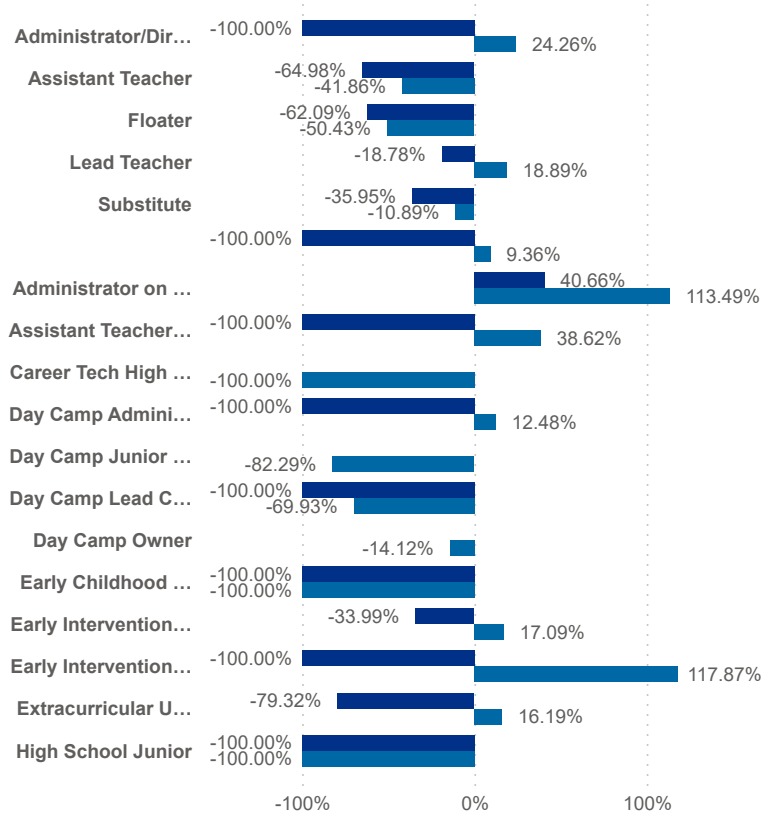
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



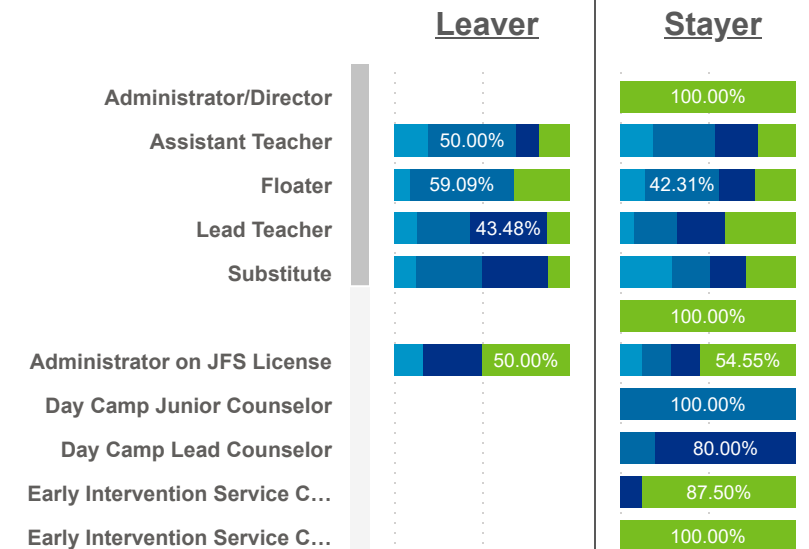
Worker Status: ● Leaver ● Stayer



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

Credential:All

TEACH Models:All

SDA>County:SDA 2

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

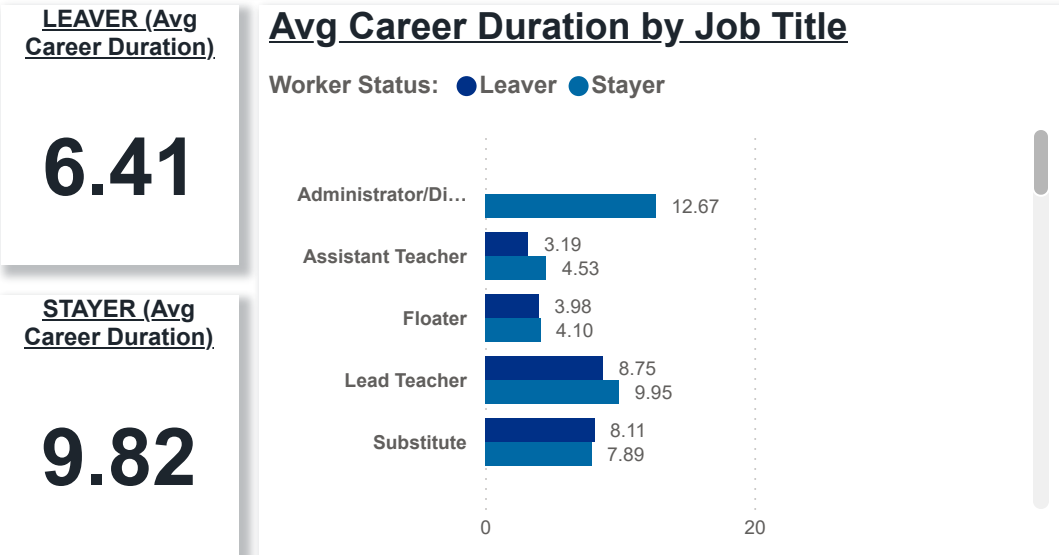
POWER Status:All

Total Duration:100.00

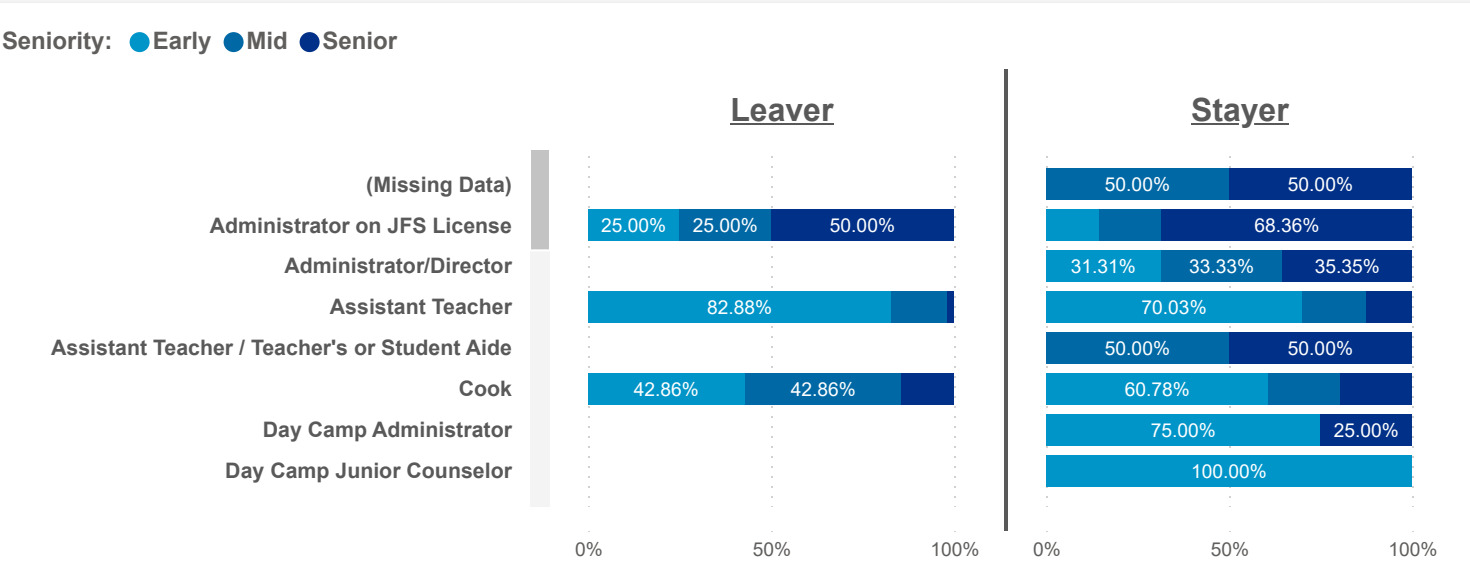
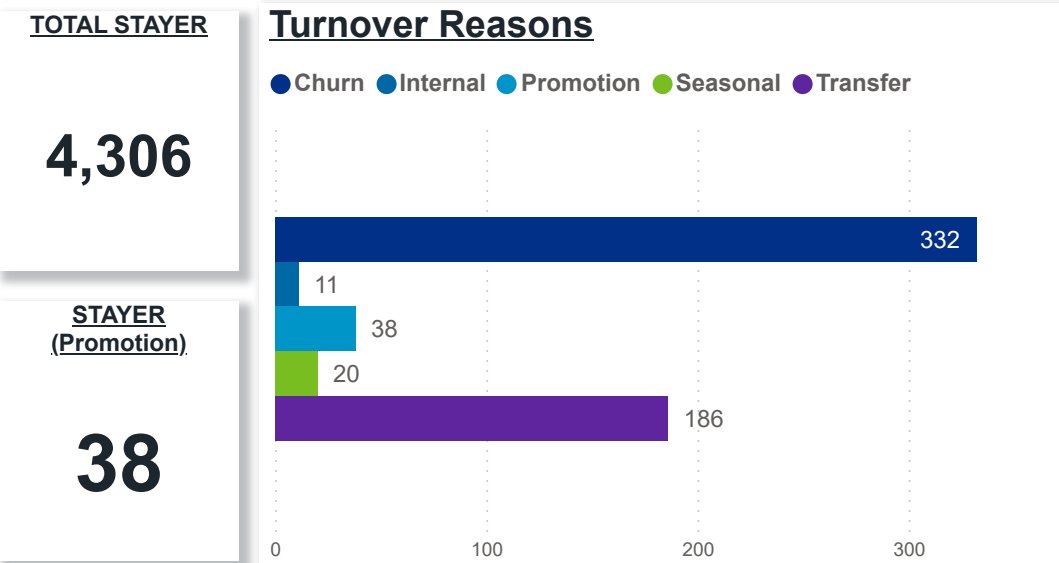
Beale Code:All

Student Age Group:All

POWER Levels:All



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Erie	Administrator/Director	1.50		Early	6.88	2.0
Huron	Administrator/Director	2.52		Early	4.17	1.0
Lorain	Administrator/Director	1.91		Early	7.78	2.4
Sandusky	Administrator/Director	1.20		Early	8.92	3.0
Seneca	Administrator/Director	1.75		Early	6.11	3.0
Huron	Administrator/Director	3.42	19.49	Early	7.25	3.0
Huron	Administrator/Director	2.50	30.00	Early	4.40	0.0
Erie	Administrator/Director	6.48		Mid	7.18	1.5
Huron	Administrator/Director	3.13		Mid	14.13	0.5
Lorain	Administrator/Director	4.45		Mid	7.63	2.6



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 2

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

LEAVER (Avg Career Duration)

6.41

STAYER (Avg Career Duration)

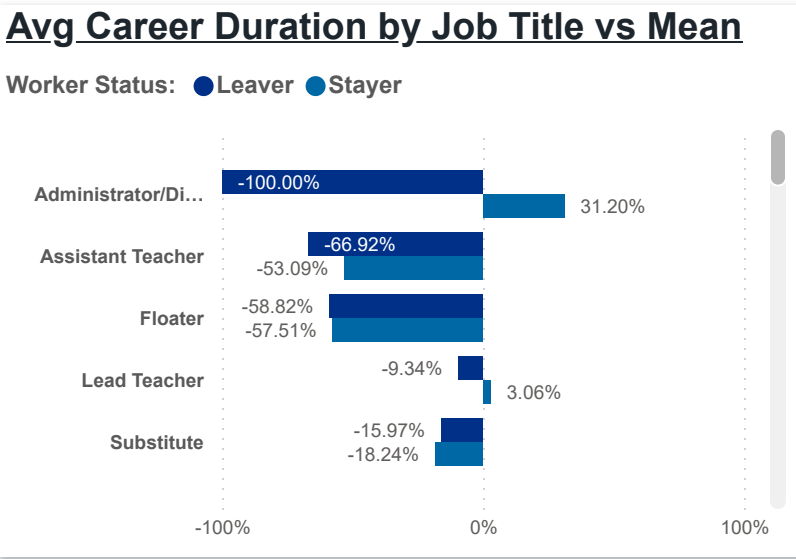
9.82

TOTAL STAYER

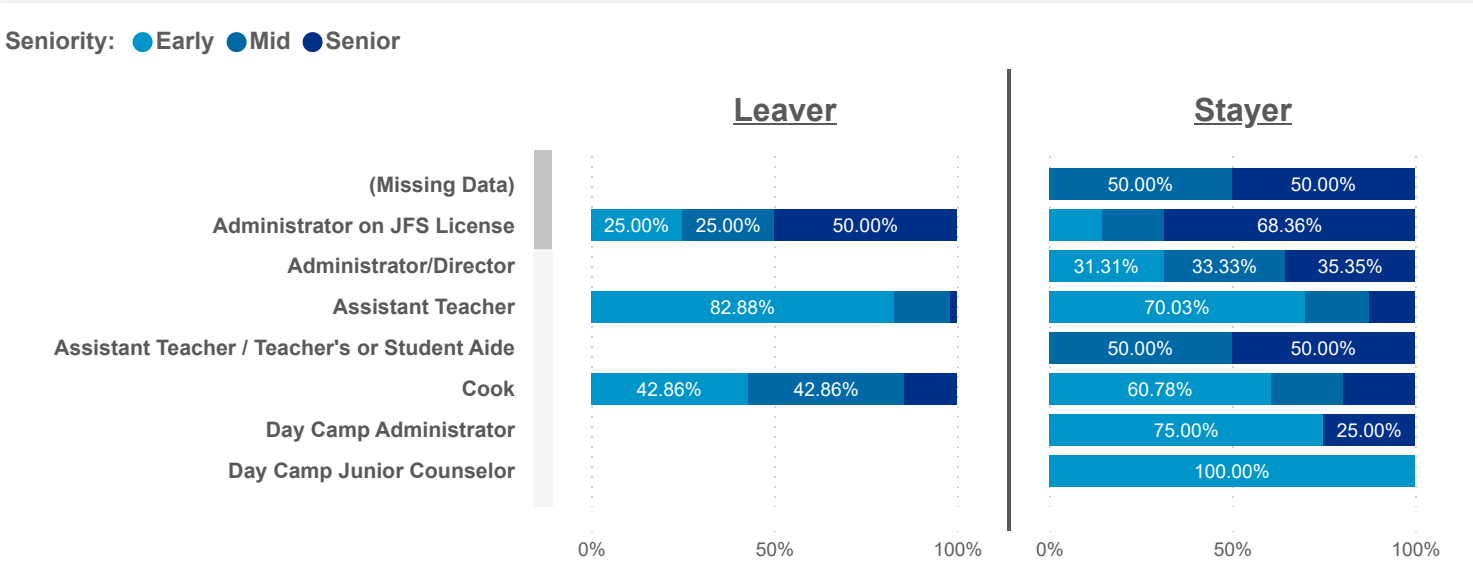
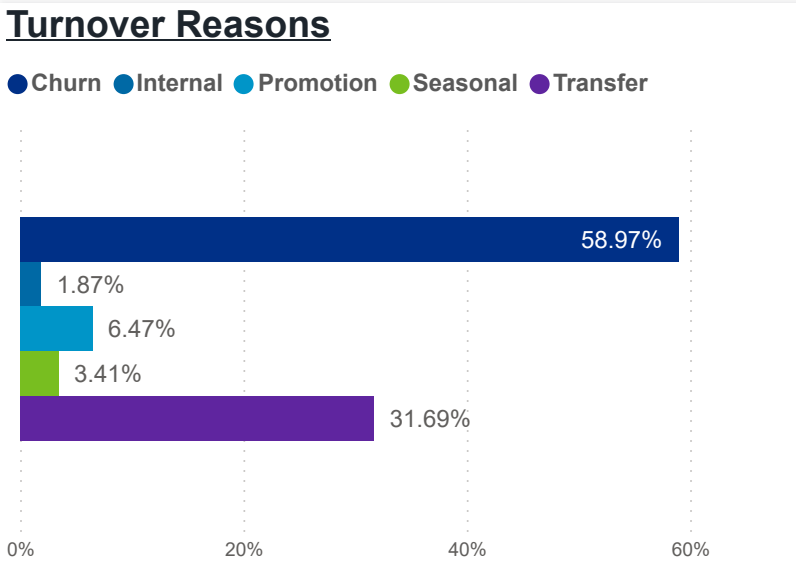
4,306

STAYER (Promotion)

38



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Lorain	Assistant Teacher	0.01	13.15	Mid	4.58	2.0
Sandusky	Individual Service Provider Used in Ratio	0.01		Early	6.61	0.0
Huron	ODH Home Visitor	0.01	34.50	Early		
Sandusky	Cook	0.01	16.00	Early	4.80	3.0
Lorain	Lead Teacher	0.02	16.75	Early	5.56	3.0
Lorain	Assistant Teacher	0.03	17.15	Early	8.36	3.0
Seneca	HS Senior or Graduate <18	0.04		Early	5.57	1.0
Seneca	Assistant Teacher	0.05	15.00	Early	6.47	3.0
Lorain	Assistant Teacher	0.05	14.85	Early	7.90	2.0
Erie	Floater	0.05	11.50	Early	13.60	0.0
Erie	Lead Teacher	0.05	18.00	Earlv	3.60	2.0



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Workforce and Program Analysis Platform (WPAP):

COMPENSATION - NOMINAL

Created Date: 07/15/2025

Date:202501

Program Type:All

Date:202503

Position Type:All

Job Title:All

Teacher Age Group:All

Education:All

Credential:All

TEACH Status:All

TEACH Models:All

SDA>County:SDA 2

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





octr

Workforce and Program Analysis Platform (WPAP): COMPENSATION - PERCENT

Created Date: 07/15/2025

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 2

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

14.00

STAYER

15.00

Worker Status:LeaverStayer

Median Hourly Pay

2025 Year

15.0

14.5

14.0

15.00

14.00

Worker Status:LeaverStayer

Median Hourly Pay

2025 Year

15.0

14.5

14.0

15.00

14.00

PAY PROGRESSION (USD)

LEAVER

0.16

STAYER

0.66

Worker Status:LeaverStayer

Median Pay Chan...

2025 Year

2

1

2.4

1.1

Worker Status:LeaverStayer

Median Pay Chan...

2025 Year

2

1

2.4

1.1

PAY & CAREER SENIORITY (USD)

Seniority:EarlyMidSenior

20%

0%

-6.7%

13.3%

EarlyMidSenior

Seniority:EarlyMidSenior

Leaver

Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute

65.0%

3.3%

8.3%

7.3%

0.0%

9.7%

53.1%

3.3%

0.0%

0.0%

9.7%

Powered byNEW SYSTEMS>ETHICNSE Collective Analytics

DATA & REVIEW DRAFT 6/30/2025

Page 09 of 12



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 2	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)

5.71

Workload Median (Leaver)

5.40

Workload Median (Stayer)

5.77

Star Rating Mean (Total)

1.7

Star Rating Mean (Leaver)

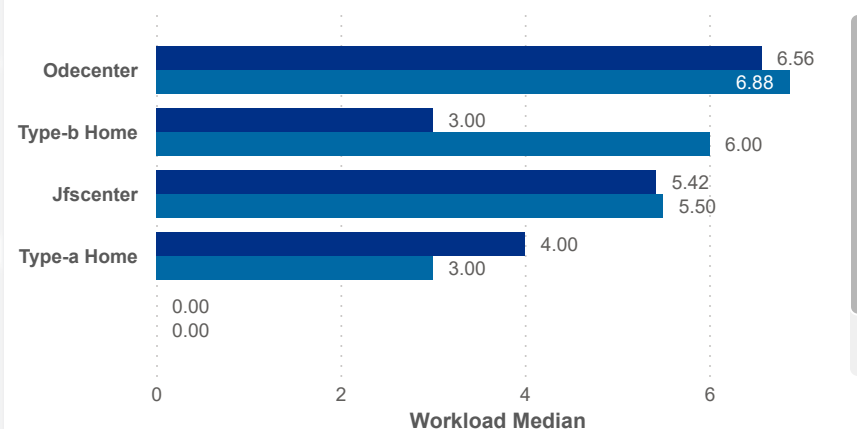
1.6

Star Rating Mean (Stayer)

1.7

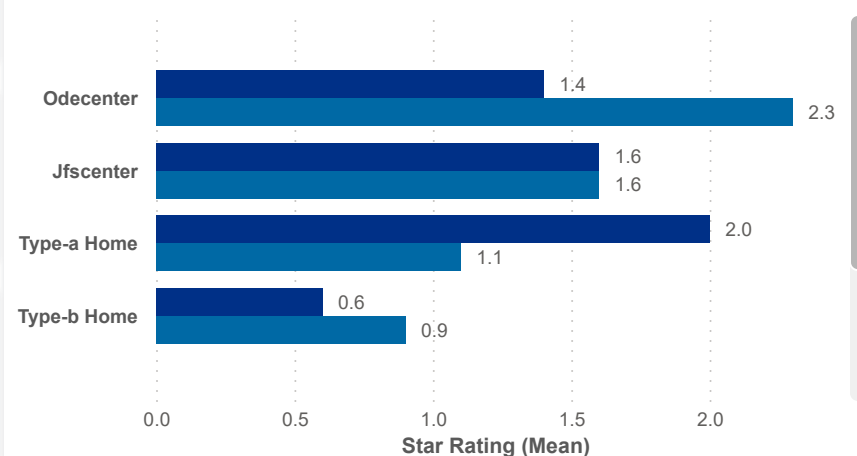
Workload Median

Worker status ● Leaver ● Stayer



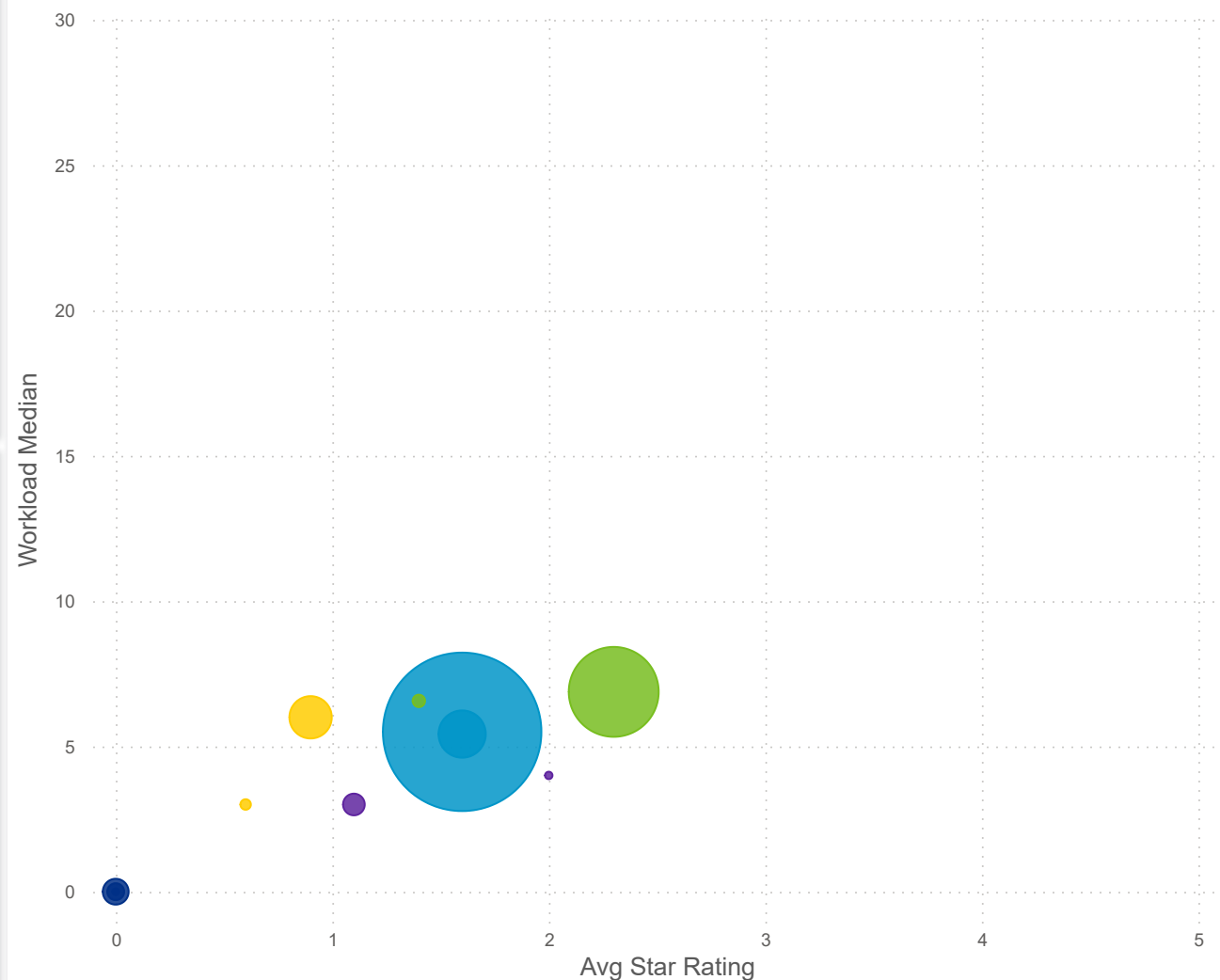
Star Rating Mean

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● 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 2	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)

5.71

## Workload Median (Leaver)

5.40

## Workload Median (Stayer)

5.77

## Star Rating Mean (Total)

1.7

## Star Rating Mean (Leaver)

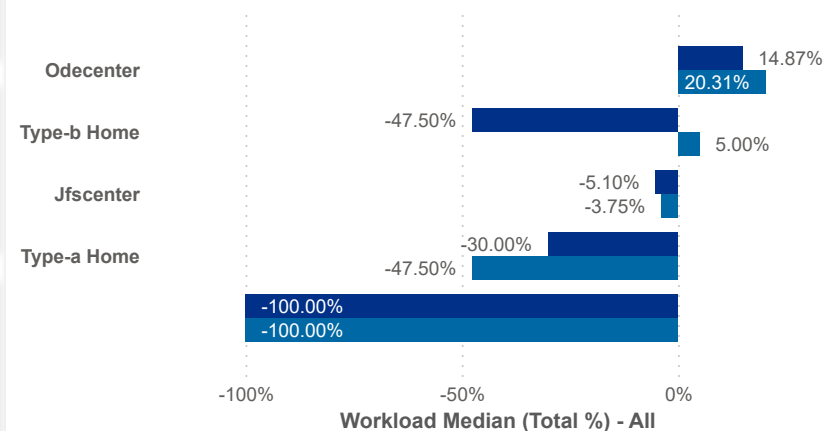
1.6

## Star Rating Mean (Stayer)

1.7

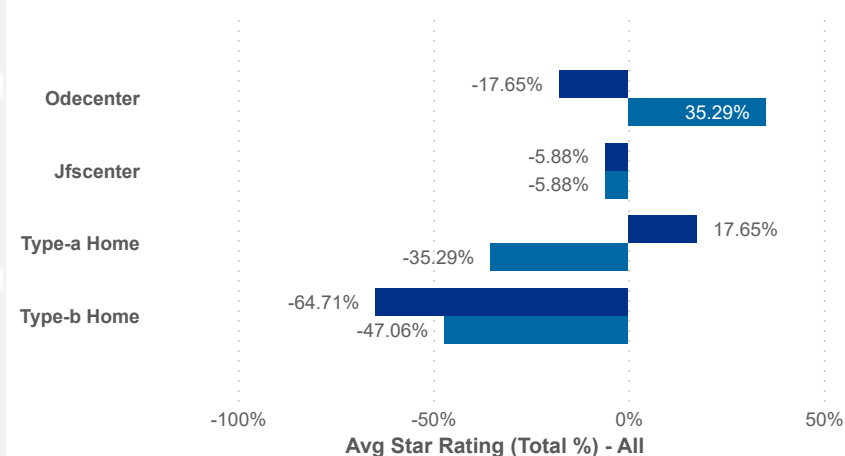
## Workload Median (Total %)

Worker status ● Leaver ● Stayer



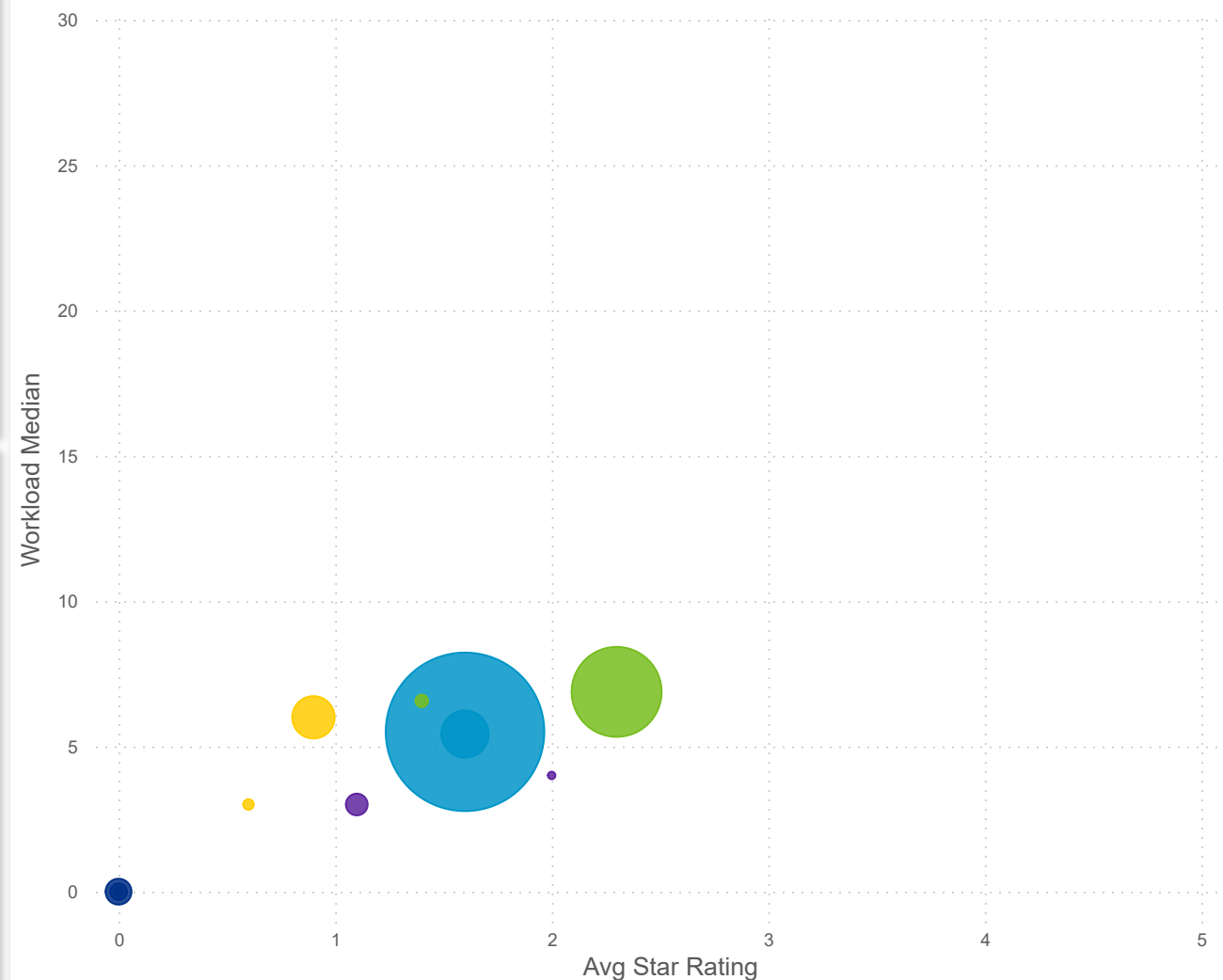
## Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● 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 2	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

14.93

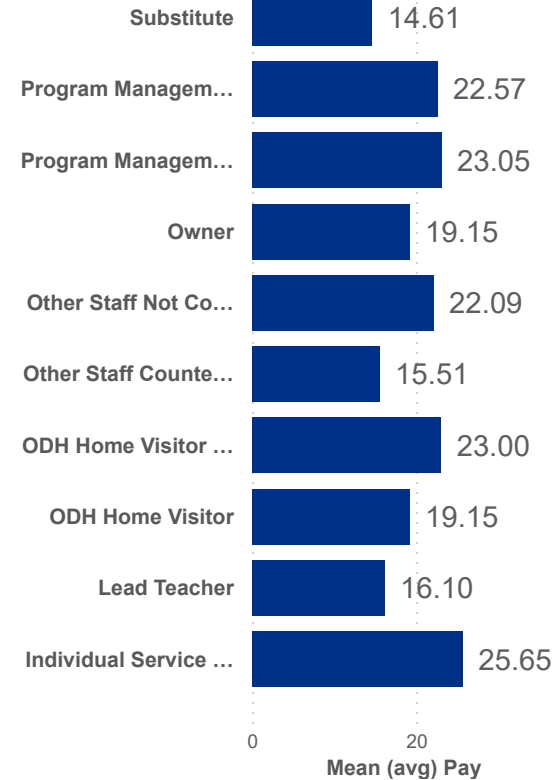
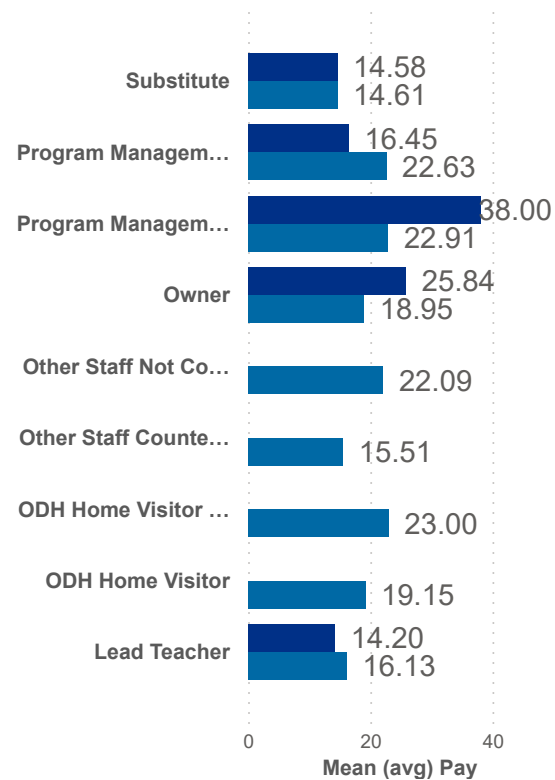
STAYER

16.32

COMBINED

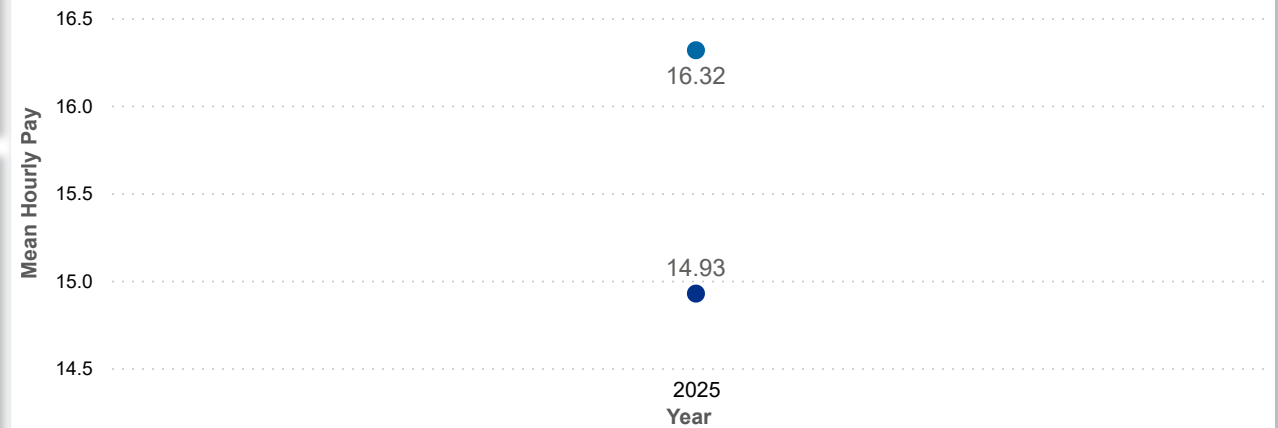
16.29

Worker ... ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

