

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 3

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

SDA>County:SDA 3

SUTQ Rating:All

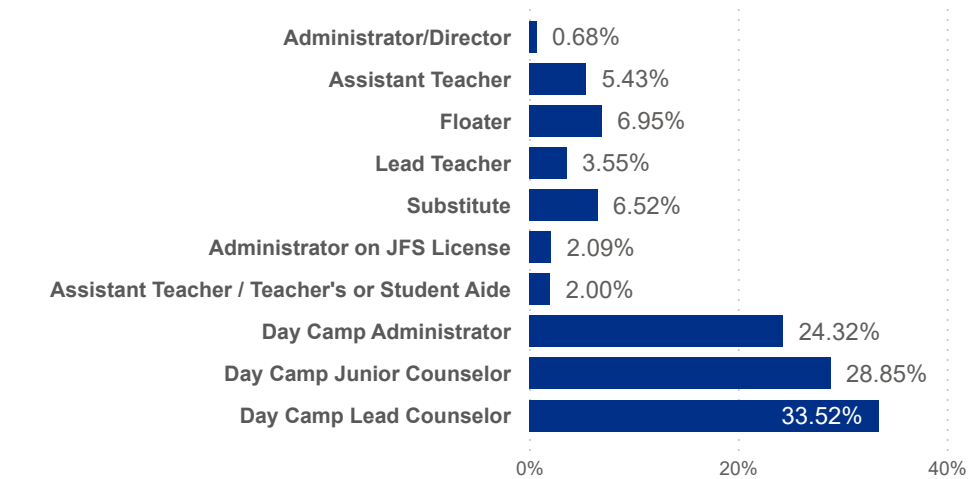
Total Duration:100.00

Center Type:All

Publicly Funded:All

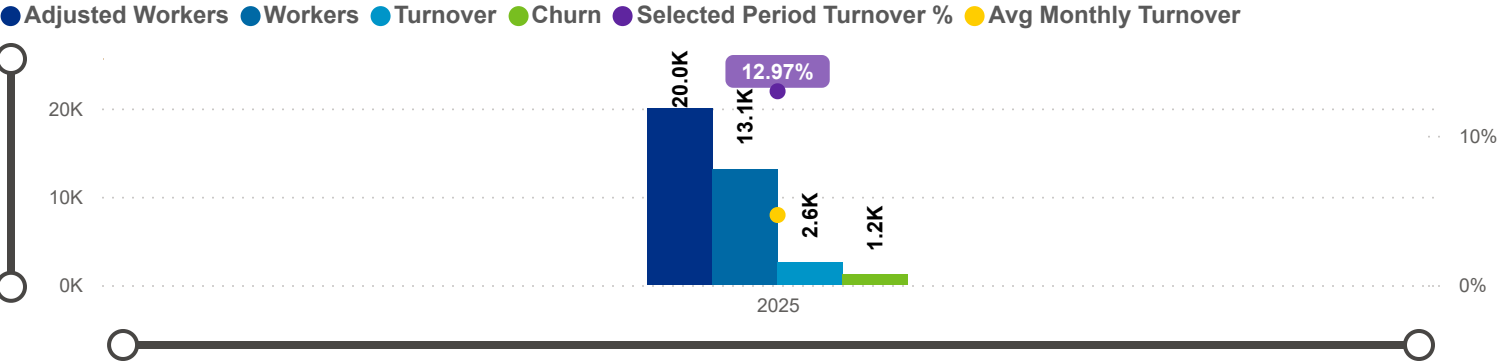
POWER Levels:All

Avg Monthly Turnover Rates by Job Title

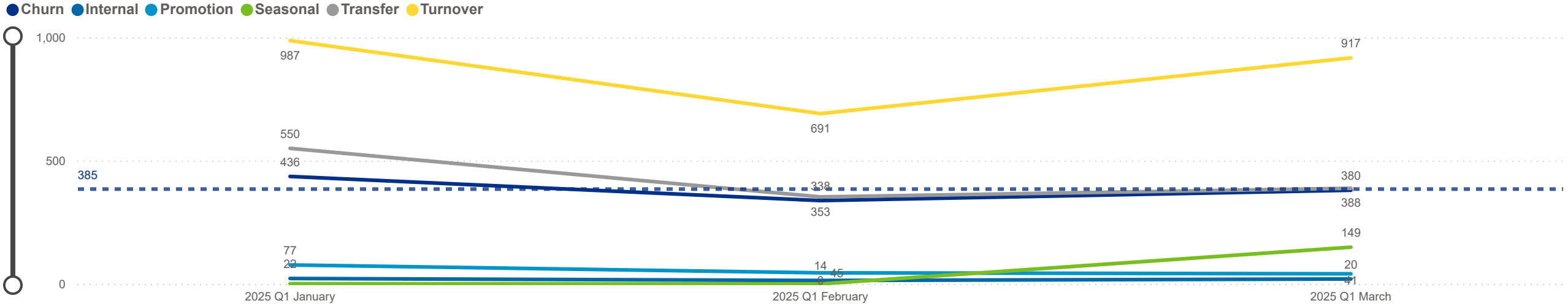


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
4.69%	20,004	1,146	18,858	12.97%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



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 3

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

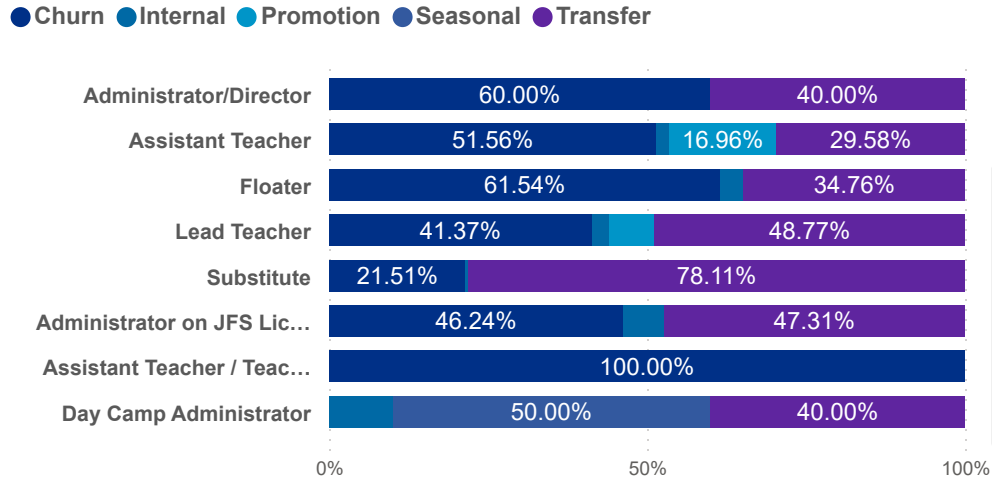
Total Duration:100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title



Avg Monthly Churn

2.08%

Adjusted Workers

20,004

Workload Median

5.33

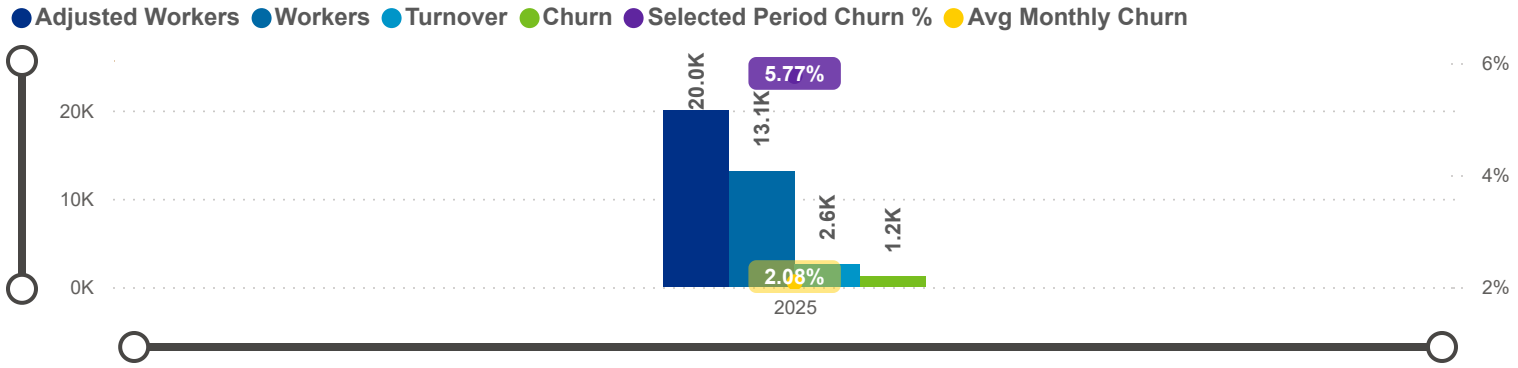
Pay Median USD / hr

15.00

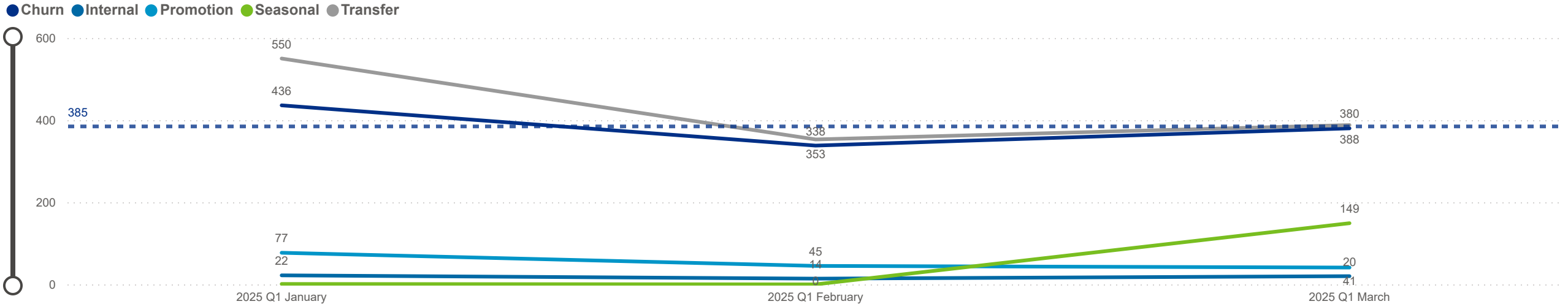
Avg ECE Duration

6.33

Avg Monthly Churn and Number of Workers



Categorization by Time Series



Date:202501202503

Program Type:AllPosition Type:All

Job Title:AllTeacher Age Group:All

Education:AllCredential:All

TEACH Status:AllTEACH Models:All

SDA>County:SDA 3

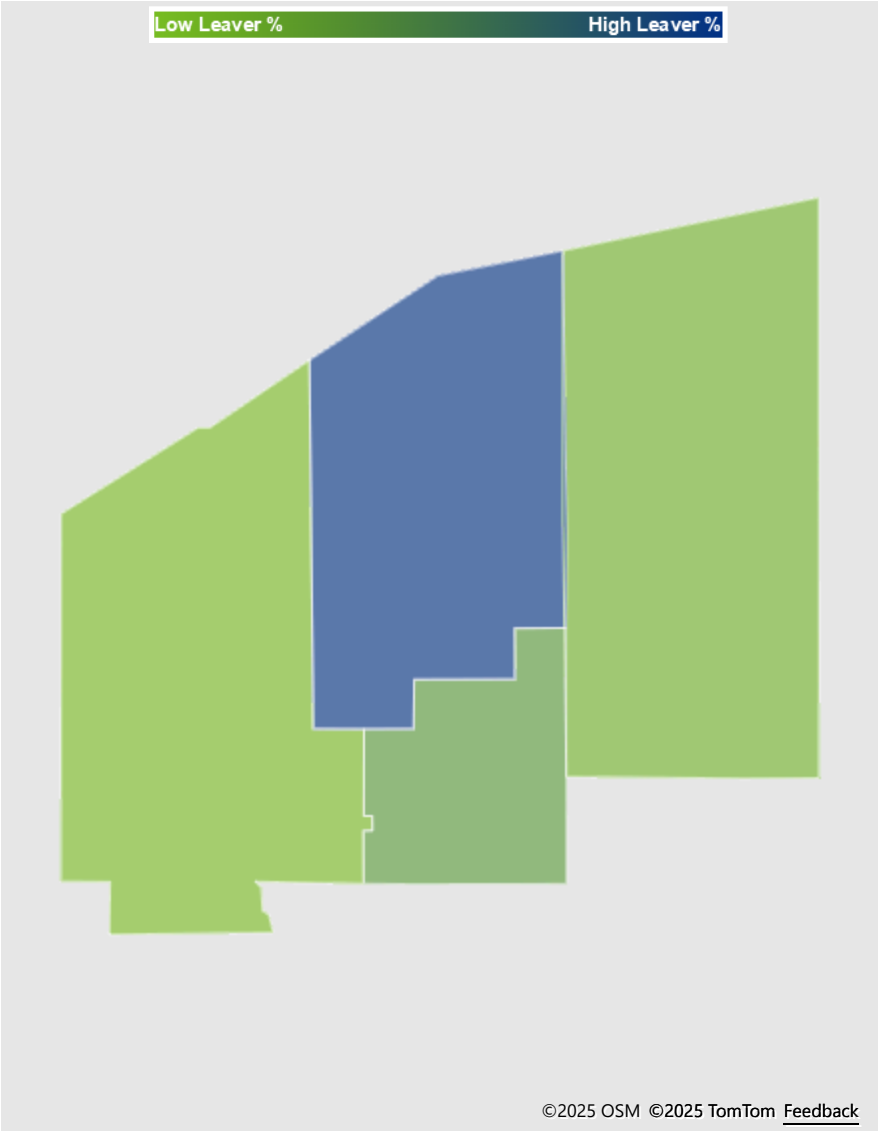
SUTQ Rating:All

Total Duration:0.00100.00

Center Type:AllBeale Code:All

Publicly Funded:AllStudent Age Group:All

POWER Status:AllPOWER Levels:All



ADJUSTED WORKERS

20,004

TOTAL LEAVER

1,146

TOTAL STAYER

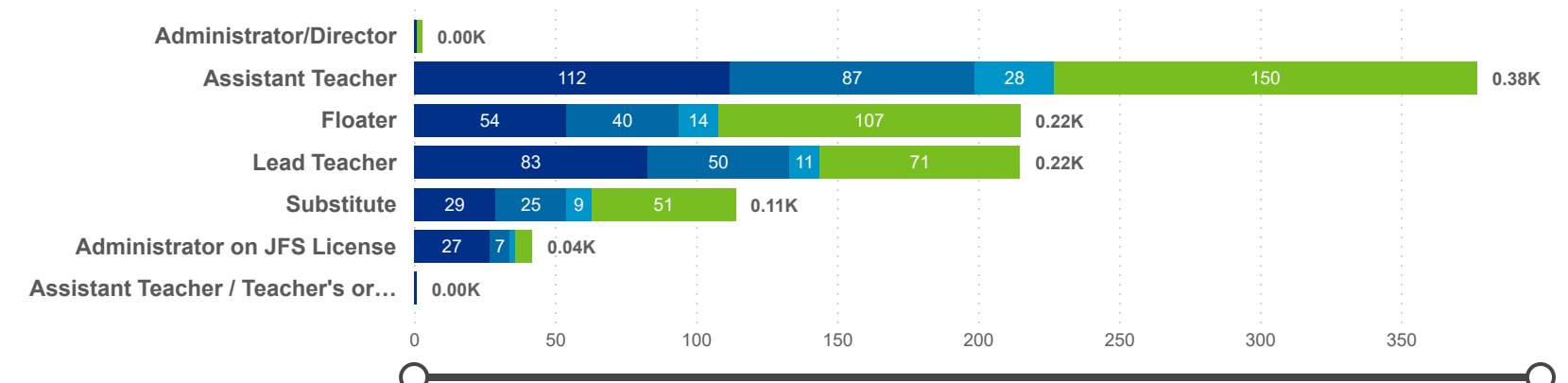
18,858

SELECTED PERIOD CHURN %

5.73%

Leaver by Job Title and Star Rating

Star Rating0123

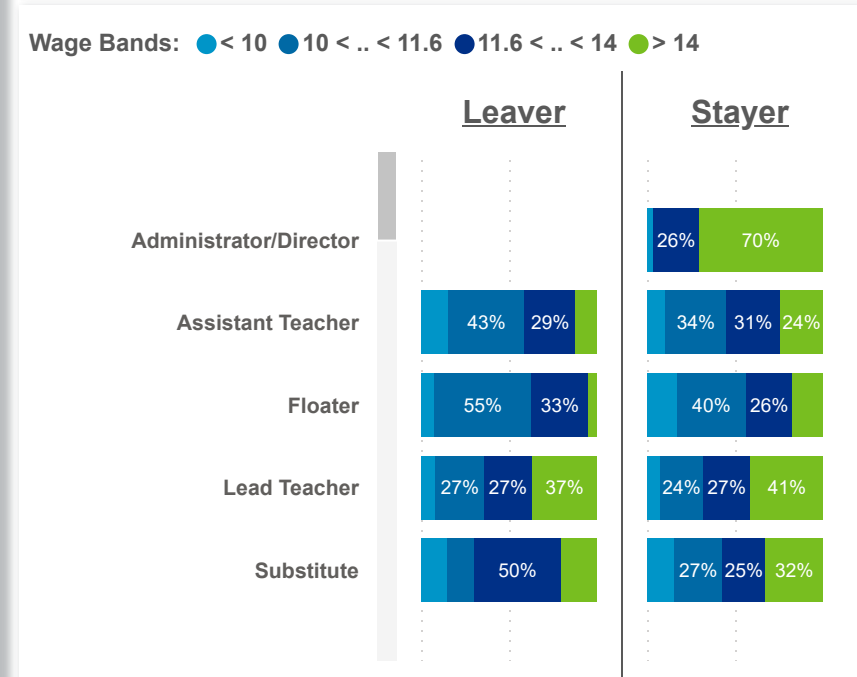
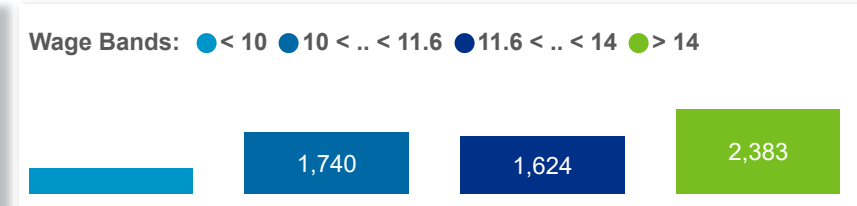
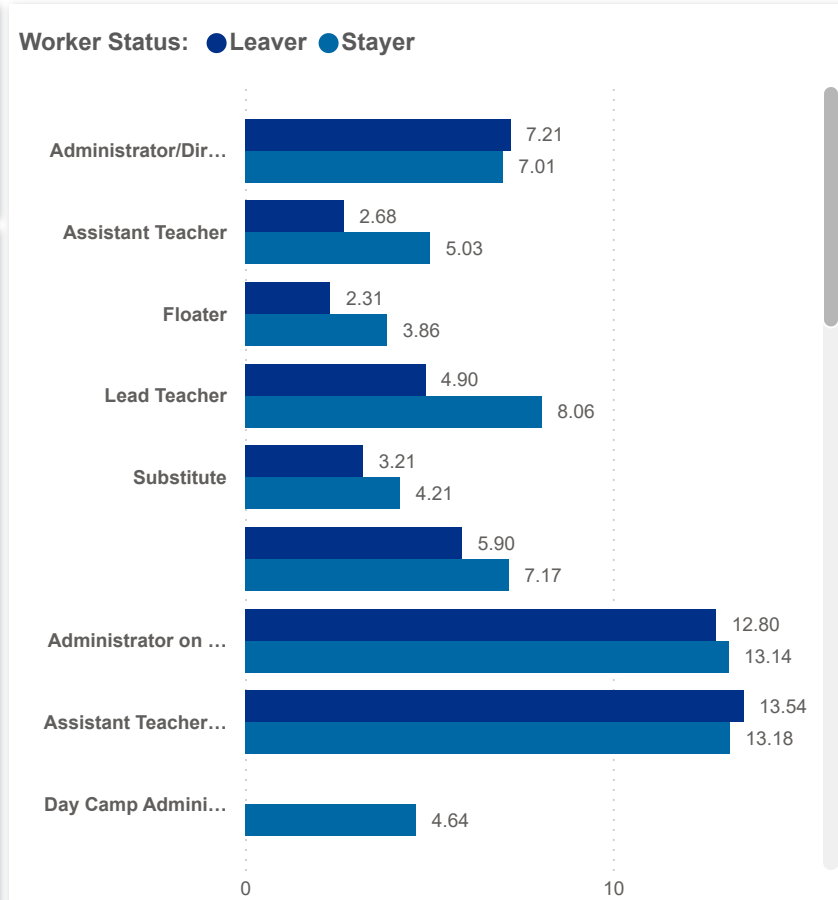
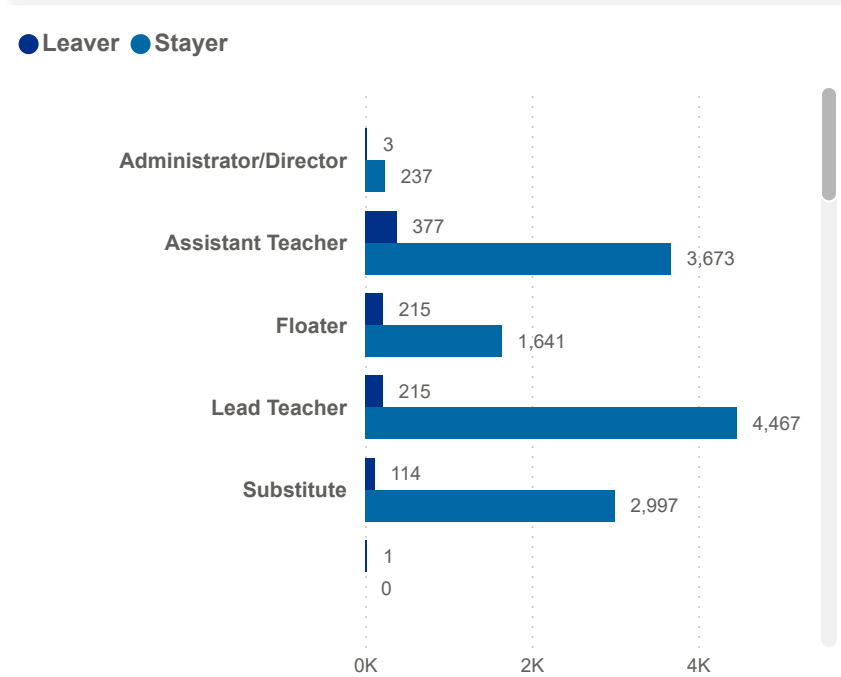
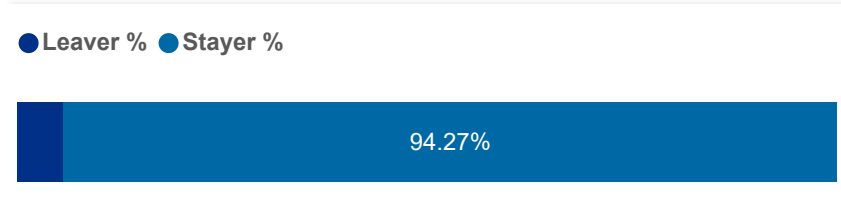


County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Avg Star Rating
Ashtabula OH	788	565	4.31%	44	744	5.58%	94.42%	1.96%	10.03%	3.52%	5.29	2.09
Cuyahoga OH	16,526	10,767	82.07%	907	15,619	5.49%	94.51%	2.00%	13.12%	4.75%	5.18	1.70
Lake OH	1,948	1,467	11.18%	150	1,798	7.70%	92.30%	2.78%	14.48%	5.23%	6.64	1.68
Geauga OH	743	543	4.14%	45	698	6.06%	93.94%	2.16%	8.88%	3.16%	5.67	1.21
Total	20,004	13,120	100.00%	1,146	18,858	5.73%	94.27%	2.08%	12.97%	4.69%	5.33	1.69



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 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)
1,146	18,858	3.82	6.42	14.50	15.00



occrra

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

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 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	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
5.73%	94.27%	3.82	6.42	14.50	15.00

● Leaver % ● Stayer %

94.27%

Worker Status: ● Leaver ● Stayer

Administrator/Dir...13.91%10.70%

Assistant Teacher-57.69%-20.57%

Floater-63.48%-39.05%

Lead Teacher-22.60%27.39%

Substitute-49.34%-33.52%-6.82%13.26%

Administrator on ...102.23%107.63%

Assistant Teacher...114.04%108.22%

Career Tech High ...-100.00%

Day Camp Admini...-100.00%-26.64%

Day Camp Junior ...-67.55%

Day Camp Lead C...-100.00%-71.36%

Day Camp Owner-100.00%

Early Childhood ...-100.00%

Early Intervention...-57.77%-6.43%

Early Intervention...-100.00%20.89%

Extracurricular U...-45.27%3.85%

High School Junior-100.00%-89.92%

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

11.22%25.86%24.28%38.63%

Worker Status: ● Leaver ● Stayer

Administrator/Director0.00%0.06%

Assistant Teacher0.21%0.92%

Floater0.12%0.42%

Lead Teacher0.12%1.09%

Substitute0.06%0.73%

Administrator on JFS License0.02%0.34%

Assistant Teacher / Teacher'...0.00%0.00%

Day Camp Administrator0.00%

Day Camp Junior Counselor0.01%

Day Camp Lead Counselor0.03%

Early Intervention Service C...0.00%0.01%

Early Intervention Service C...0.00%

Worker Status: ● Leaver ● Stayer

Administrator/Director70.37%

Assistant Teacher43.26%

Floater54.69%

Lead Teacher50.00%

Substitute50.00%

Administrator on JFS License64.00%

Assistant Teacher / Teacher'...100.00%

Day Camp Administrator50.00%

Day Camp Junior Counselor62.50%

Day Camp Lead Counselor87.50%

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DATA & REVIEW DRAFT 6/30/2025

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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 3

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

SDA>County:SDA 3

SUTQ Rating:All

Total Duration:100.00

Center Type:All

Publicly Funded:All

POWER Levels:All

LEAVER (Avg Career Duration)

5.39

STAYER (Avg Career Duration)

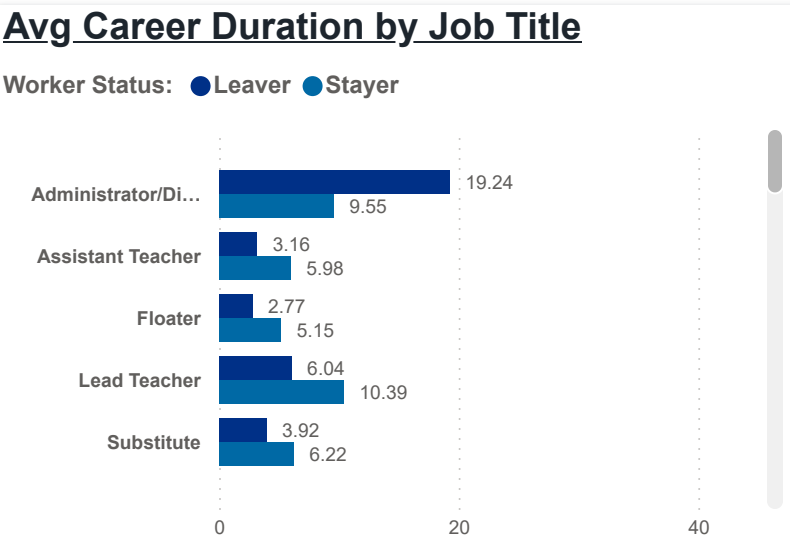
10.17

TOTAL STAYER

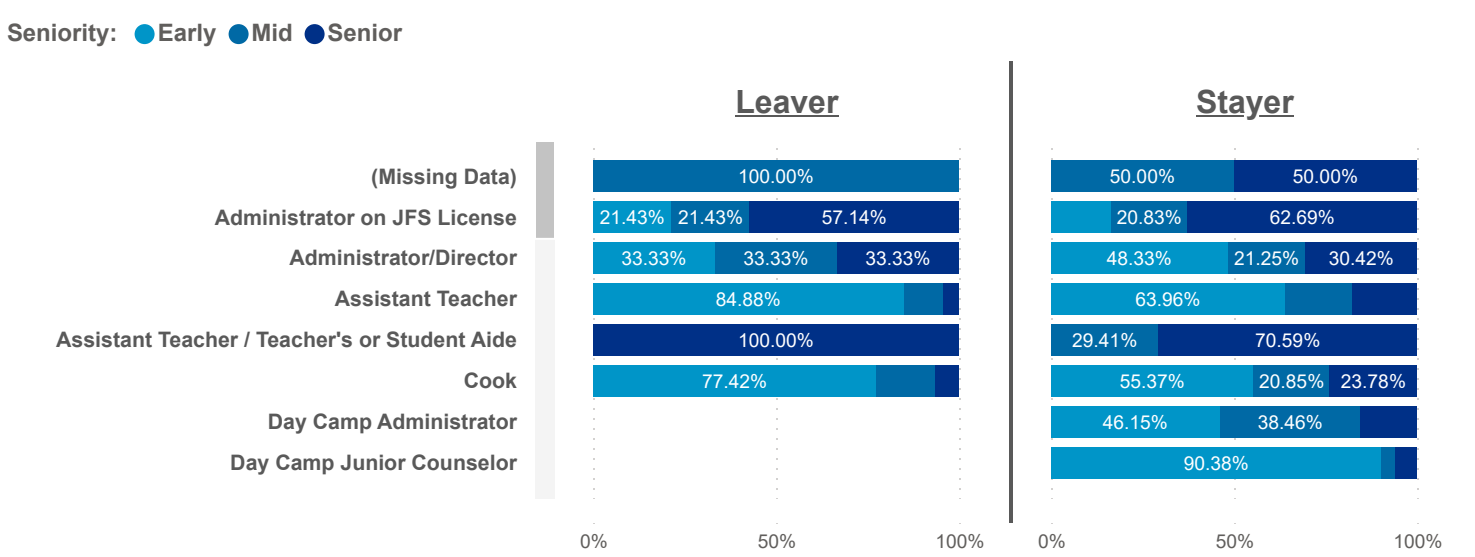
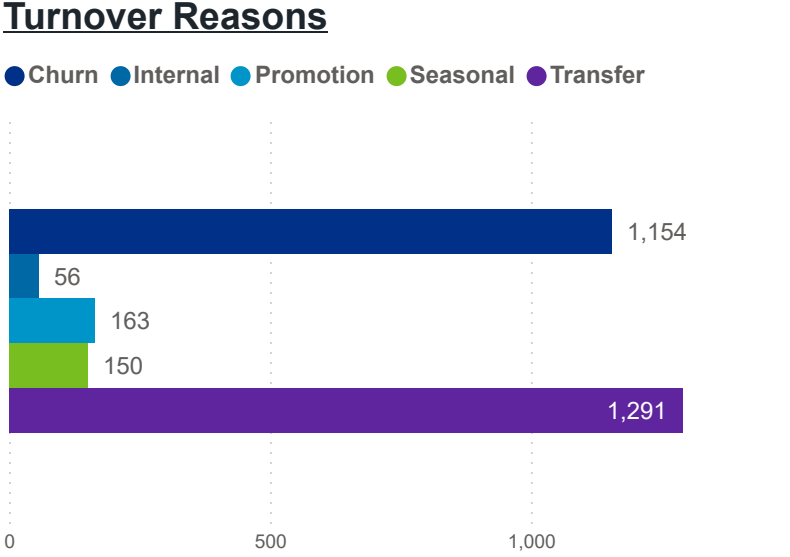
18,858

STAYER (Promotion)

163



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Ashtabula	Administrator/Director	2.59		Early	8.50	2.5
Cuyahoga	Administrator/Director	1.99		Early	7.80	1.6
Geauga	Administrator/Director	1.33		Early	2.88	1.3
Lake	Administrator/Director	1.19		Early	7.32	2.0
Ashtabula	Administrator/Director	0.45	15.00	Early	10.60	3.0
Cuyahoga	Administrator/Director	2.47	15.00	Early	10.33	1.0
Cuyahoga	Administrator/Director	4.59	20.00	Early	22.00	0.0
Cuyahoga	Administrator/Director	2.59	21.64	Early	6.86	0.0
Cuyahoga	Administrator/Director	2.50	25.00	Early	19.33	3.0
Geauga	Administrator/Director	2.51	30.50	Early	10.71	0.0



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 3

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

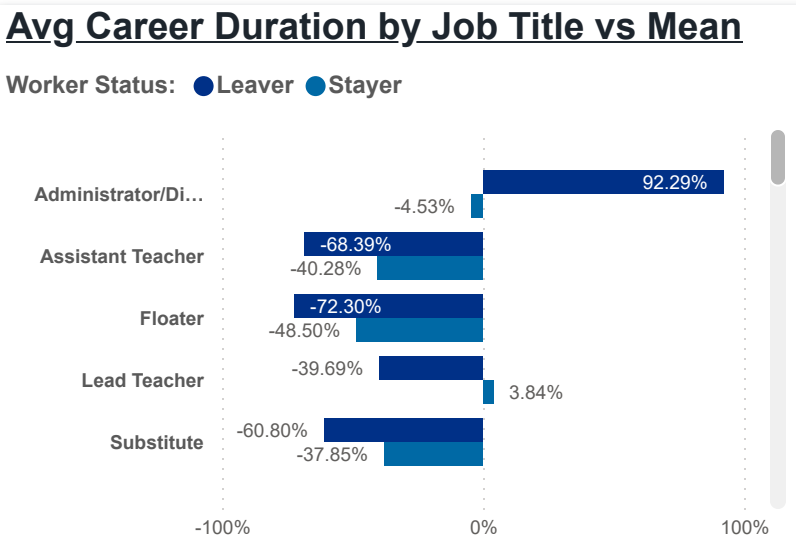
POWER Levels:All

LEAVER (Avg Career Duration)

5.39

STAYER (Avg Career Duration)

10.17



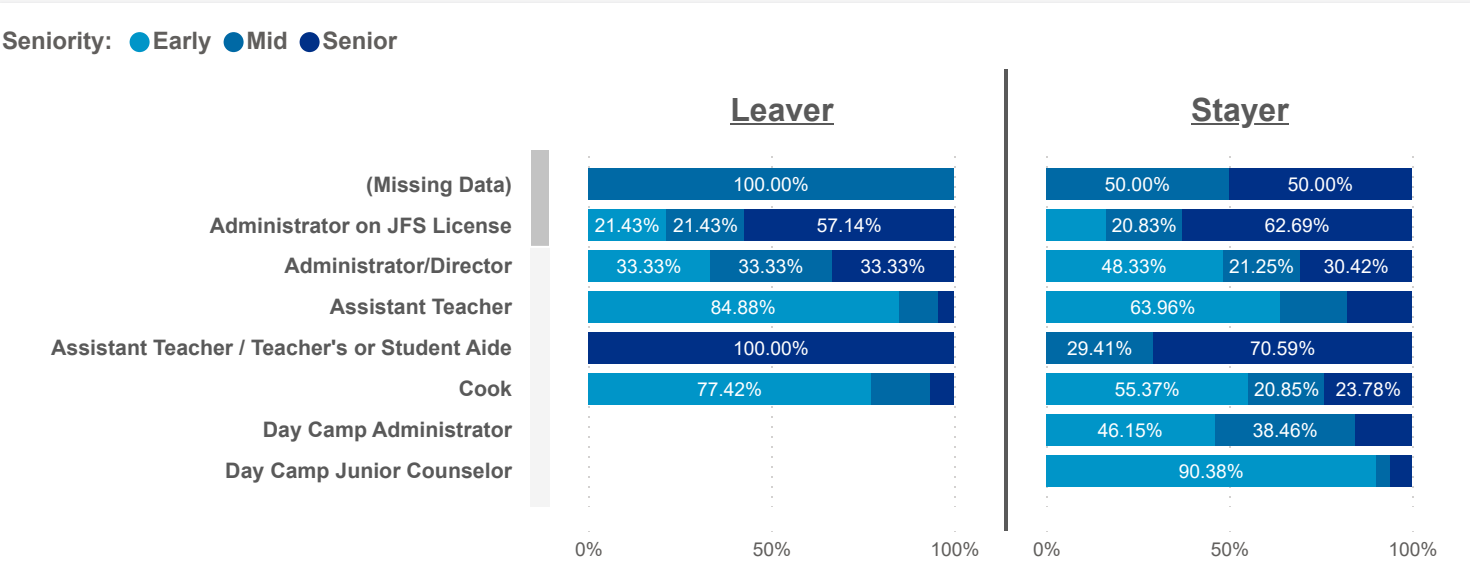
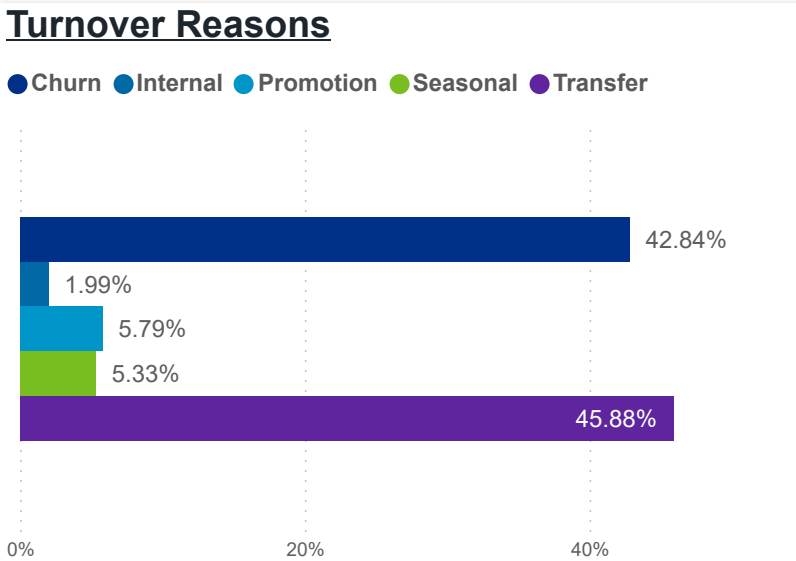
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Cuyahoga	Lead Teacher	0.00	13.85	Senior	4.78	2.0
Cuyahoga	Day Camp Administrator	0.00		Senior	0.00	0.0
Lake	Floater	0.01	19.23	Early	10.24	3.0
Cuyahoga	Substitute	0.01	15.50	Early	17.57	0.0
Lake	Administrator on JFS License	0.01	19.23	Early	7.45	3.0
Cuyahoga	Extracurricular Used in Ratio	0.01	18.00	Early	19.69	3.0
Lake	Cook	0.02	14.50	Mid	6.74	3.0
Lake	Substitute	0.03	16.00	Early	6.74	3.0
Cuyahoga	Assistant Teacher	0.04	14.25	Senior	3.79	3.0
Cuyahoga	Assistant Teacher	0.04	13.85	Early	4.78	2.0
Ashtabula	Assistant Teacher	0.05	8.00	Early	5.63	1.0

TOTAL STAYER

18,858

STAYER (Promotion)

163



occra

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

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 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 MEDIAN (USD)

LEAVER

14.50

STAYER

15.00

Worker Status:LeaverStayer

Median Hourly Pay

15.0

14.5

2025

Year

15.00

14.50

PAY PROGRESSION (USD)

LEAVER

0.60

STAYER

0.88

Worker Status:LeaverStayer

Median Pay Change

3.0

2.0

2025

Year

3.00

2.00

PAY & CAREER SENIORITY (USD)

Seniority:EarlyMidSenior

15.57

16.03

17.54

Seniority:EarlyMidSenior

Leaver

Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute

23.62

19.88

22.50

14.57

14.57

15.71

14.03

13.48

15.76

16.21

16.01

16.76

14.84

15.44

16.26

12.23

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DATA & REVIEW DRAFT 6/30/2025

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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 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 MEDIAN (USD)

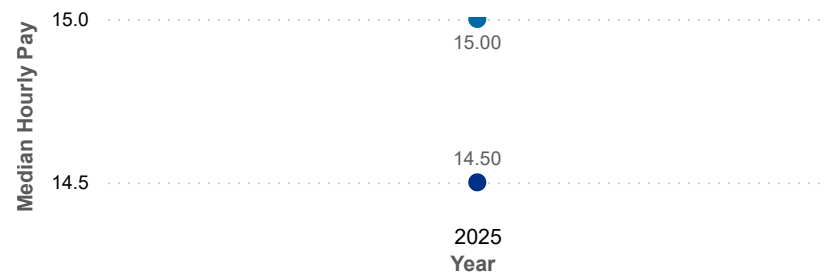
LEAVER

14.50

STAYER

15.00

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

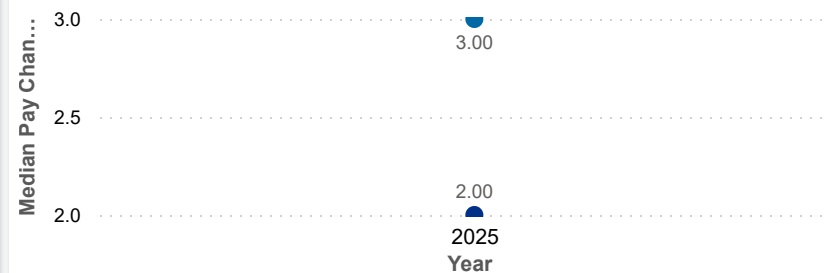
LEAVER

0.60

STAYER

0.88

Worker Status: ● Leaver ● Stayer



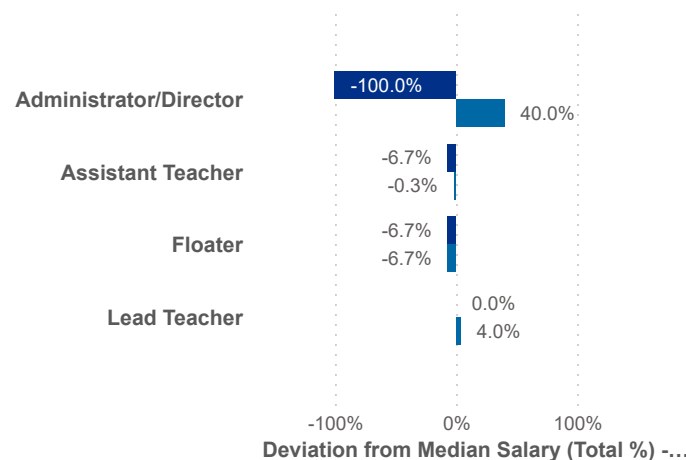
PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

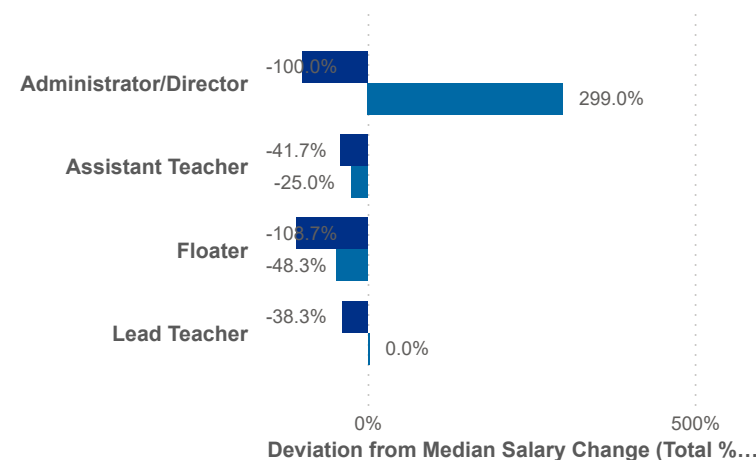


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer

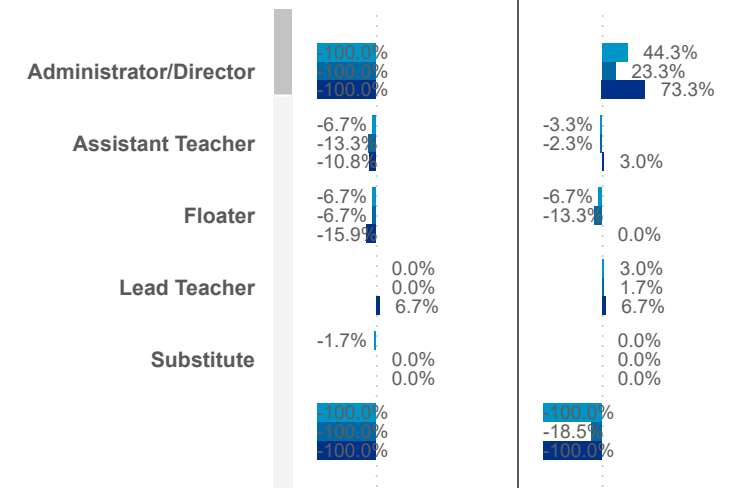


Worker Status: ● Leaver ● Stayer



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 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

Workload Median (Total)

5.33

Workload Median (Leaver)

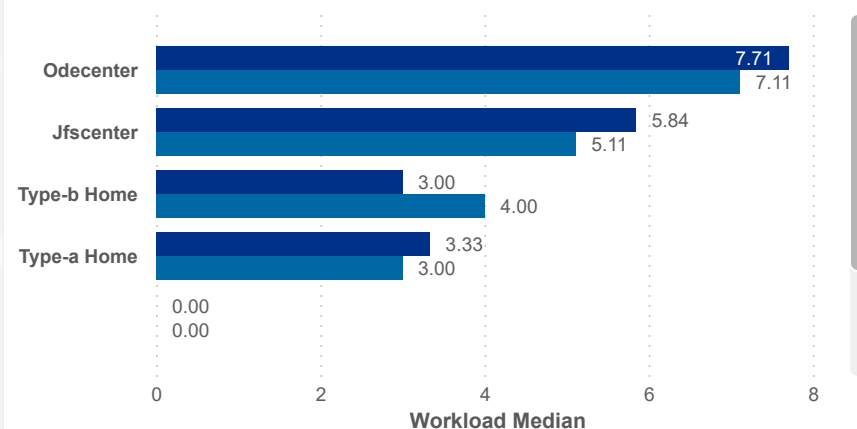
5.86

Workload Median (Stayer)

5.33

Workload Median

Worker status ● Leaver ● Stayer



Star Rating Mean (Total)

1.7

Star Rating Mean (Leaver)

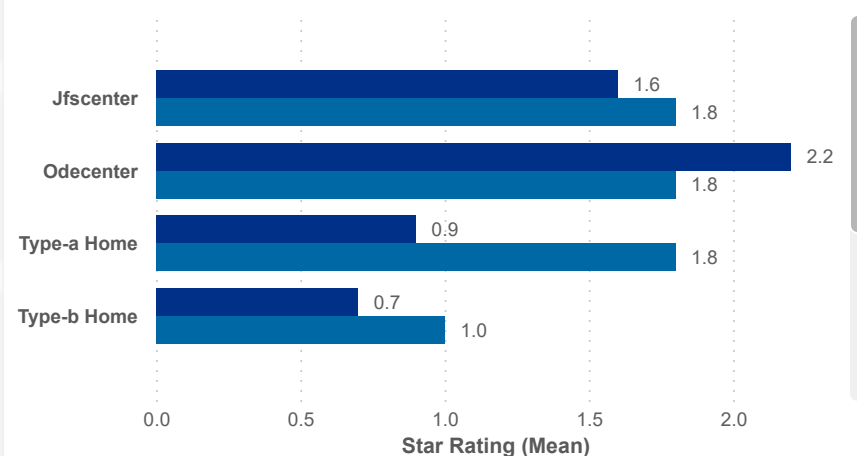
1.6

Star Rating Mean (Stayer)

1.7

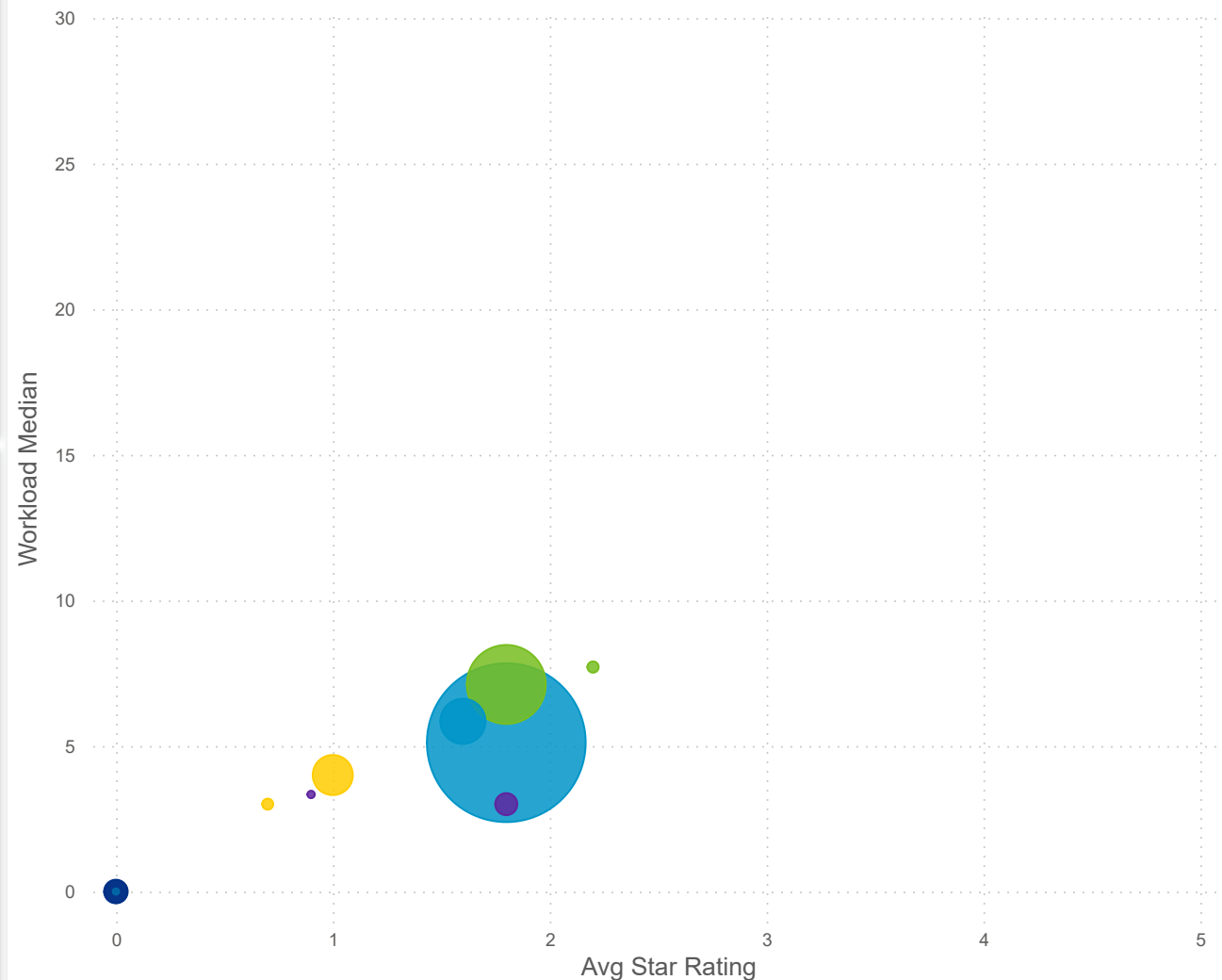
Star Rating Mean

Worker status ● Leaver ● Stayer



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 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

Workload Median (Total)

5.33

Workload Median (Leaver)

5.86

Workload Median (Stayer)

5.33

Star Rating Mean (Total)

1.7

Star Rating Mean (Leaver)

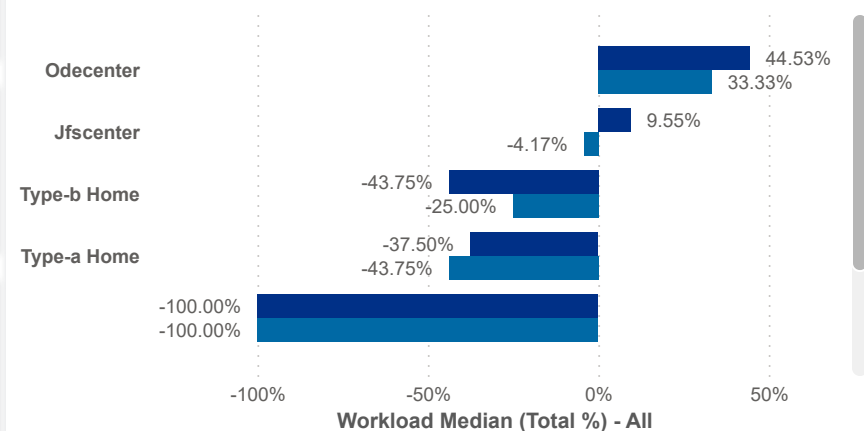
1.6

Star Rating Mean (Stayer)

1.7

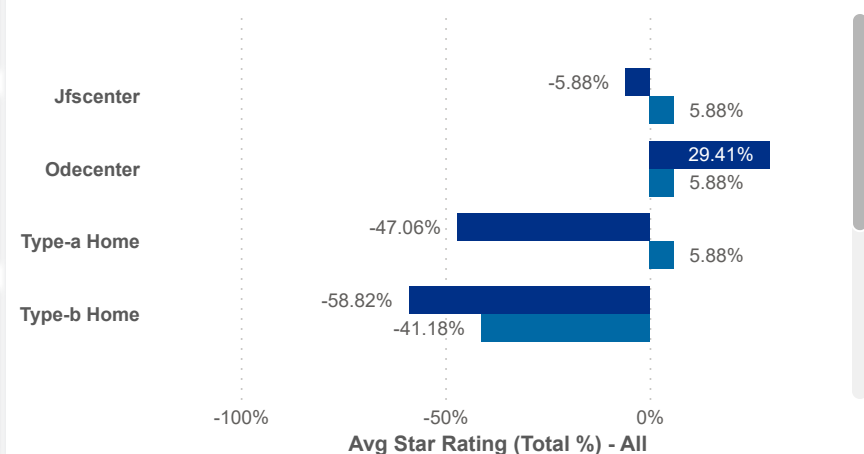
Workload Median (Total %)

Worker status ● Leaver ● Stayer



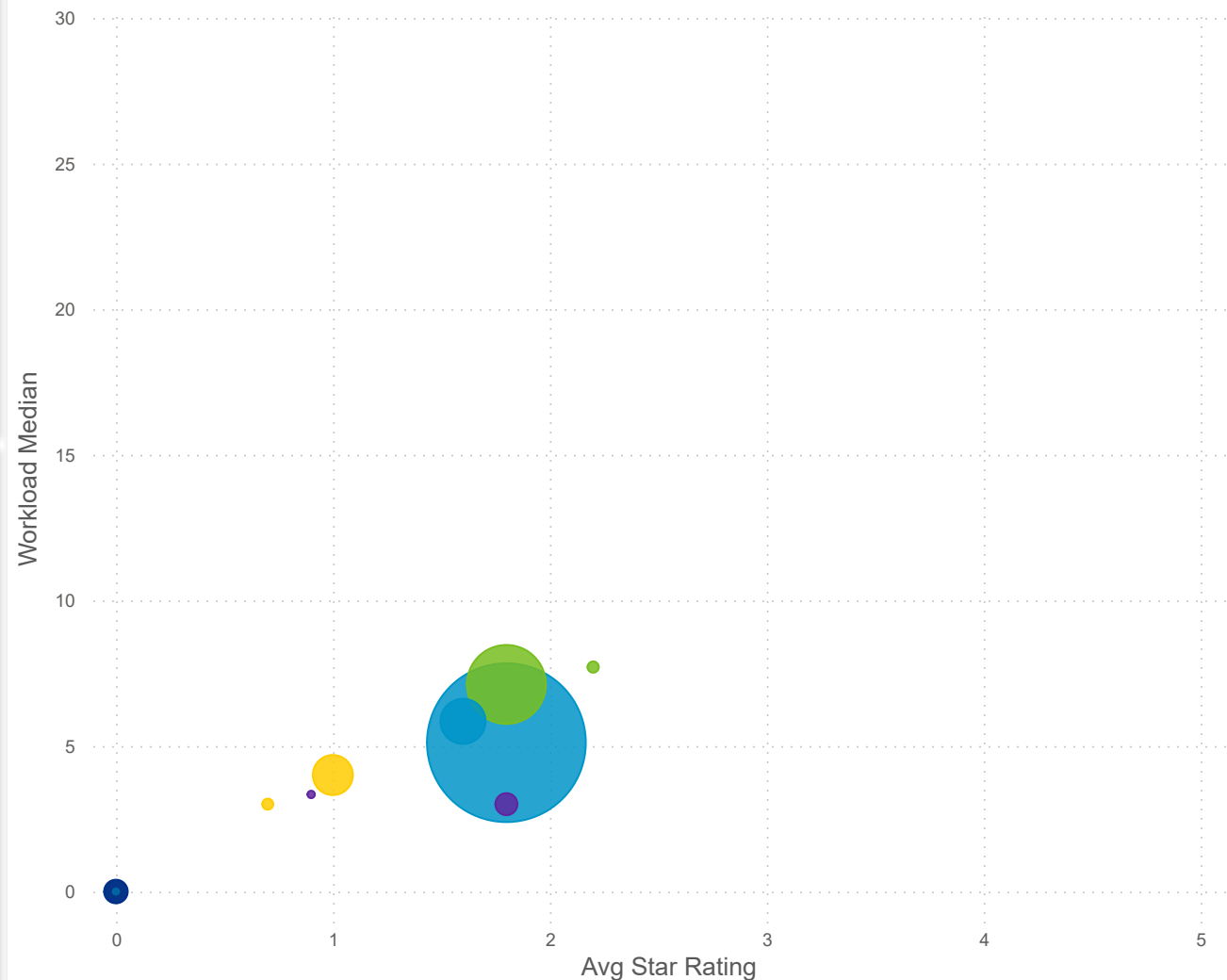
Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● 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 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

14.81

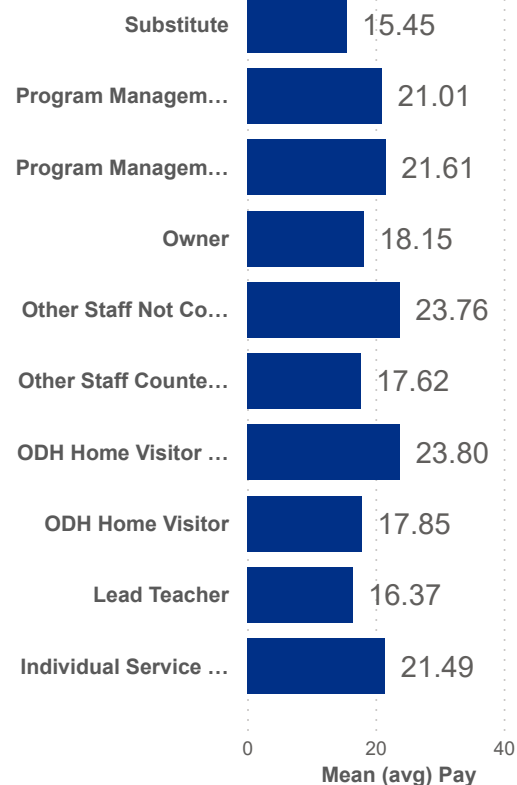
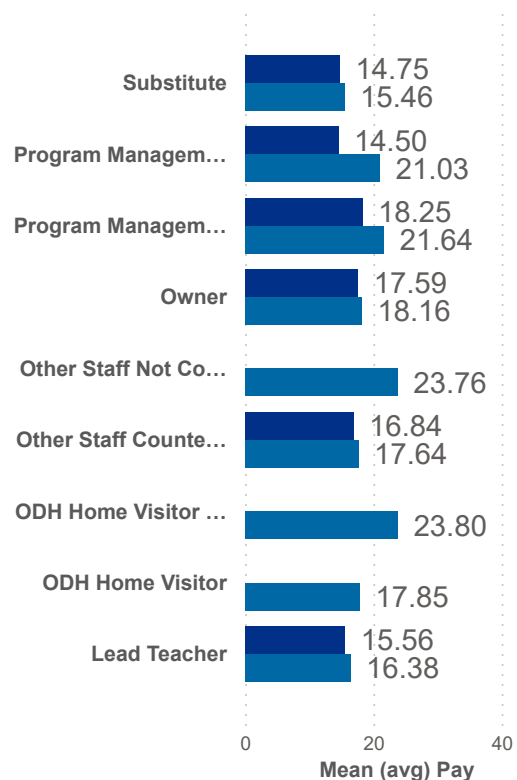
STAYER

16.43

COMBINED

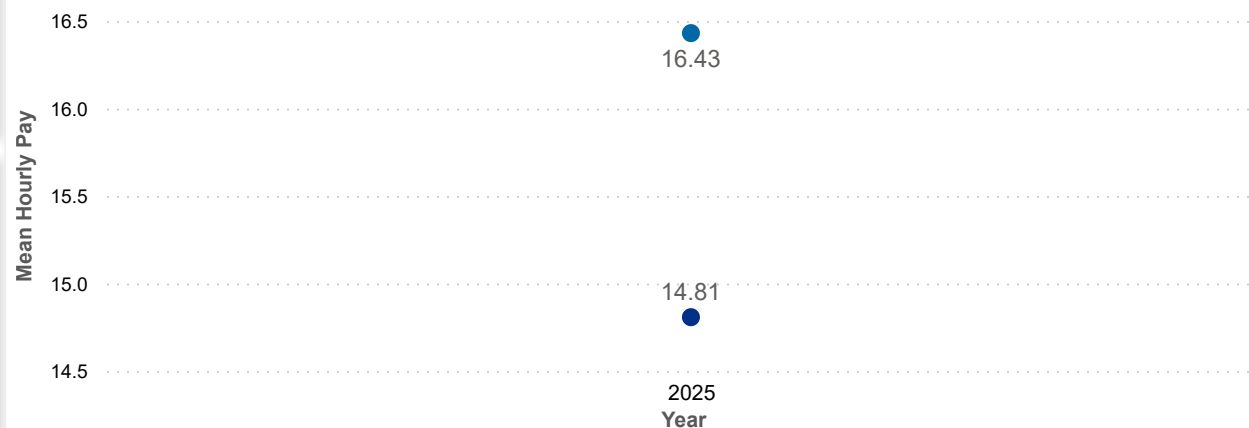
16.40

Worker ... Leaver Stayer



Salary Mean by Year and Worker Status

Worker status Leaver Stayer



Combined Salary Mean by Year and Worker Status

