

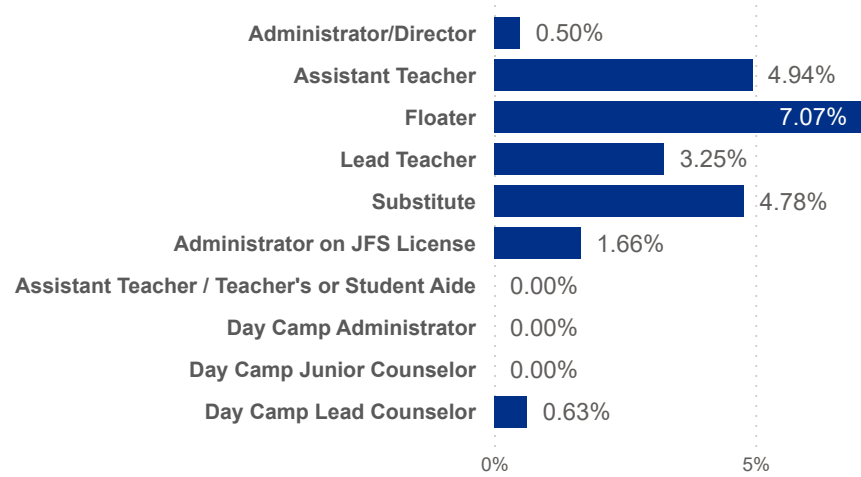


Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

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 4	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

3.60%

Adjusted Workers

16,646

Total Leaver

954

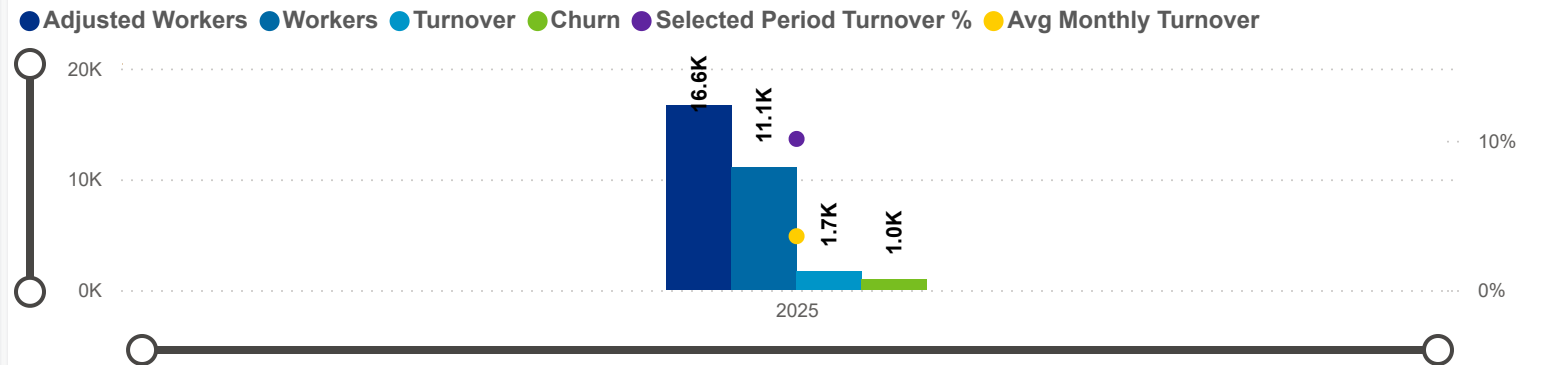
Total Stayer

15,692

Sel Period Turnover

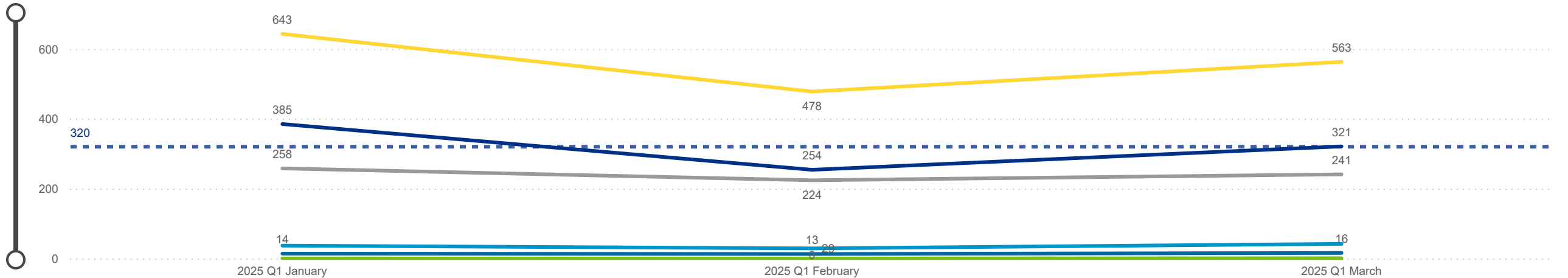
10.12%

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 4

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

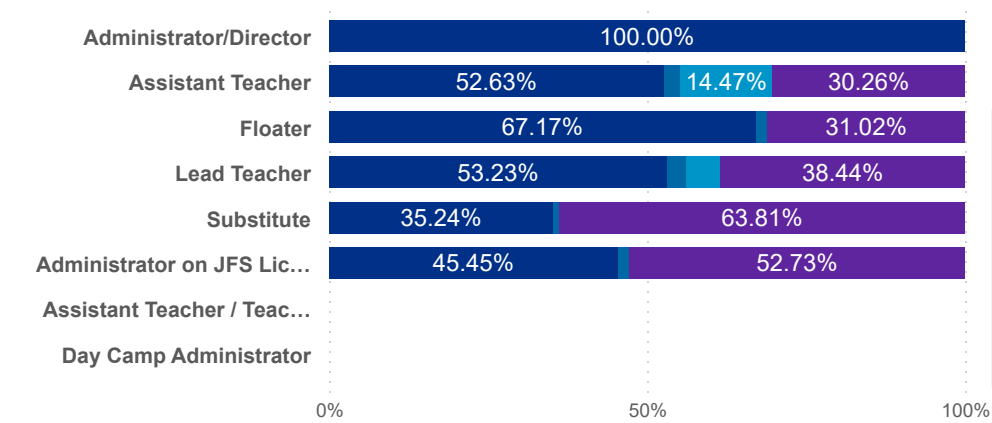
Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title

ChurnInternalPromotionSeasonalTransfer



Avg Monthly Churn

2.05%

Adjusted Workers

16,646

Workload Median

5.10

Pay Median USD / hr

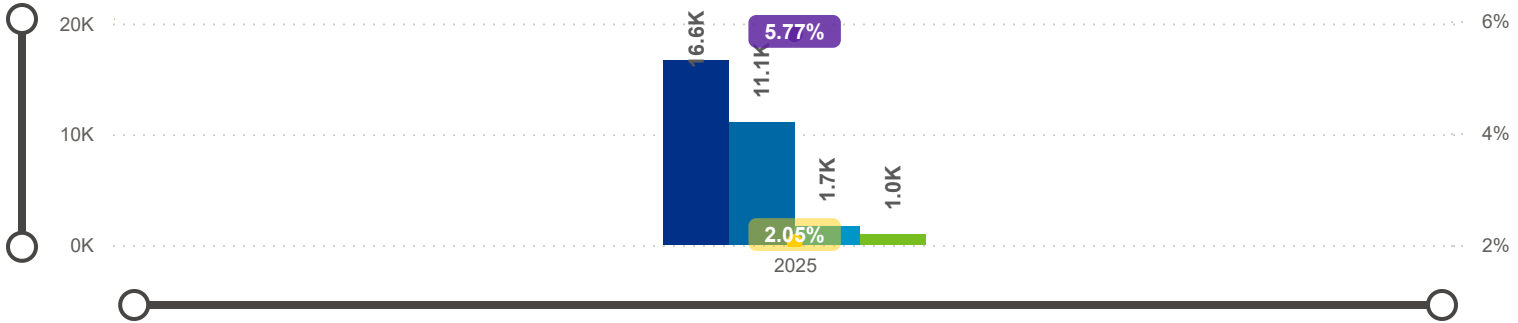
15.00

Avg ECE Duration

5.75

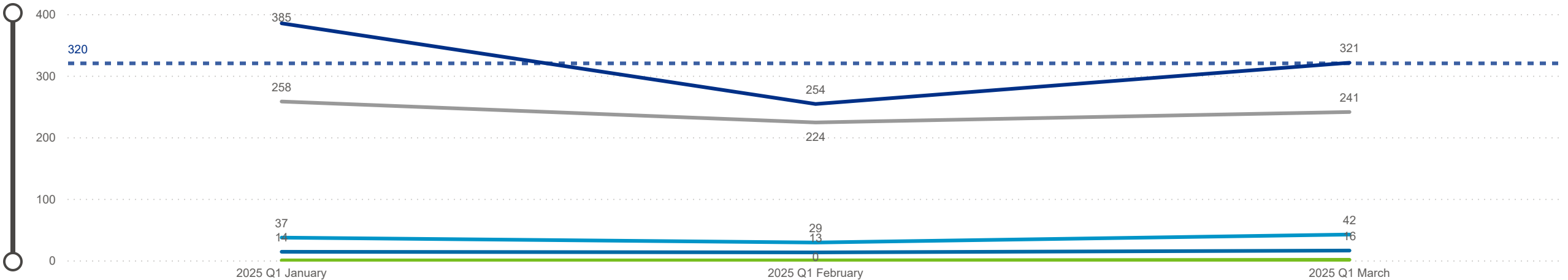
Avg Monthly Churn and Number of Workers

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

202503

Position Type: All

Credential: All

TEACH Models: All

SDA>County: SDA 4

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

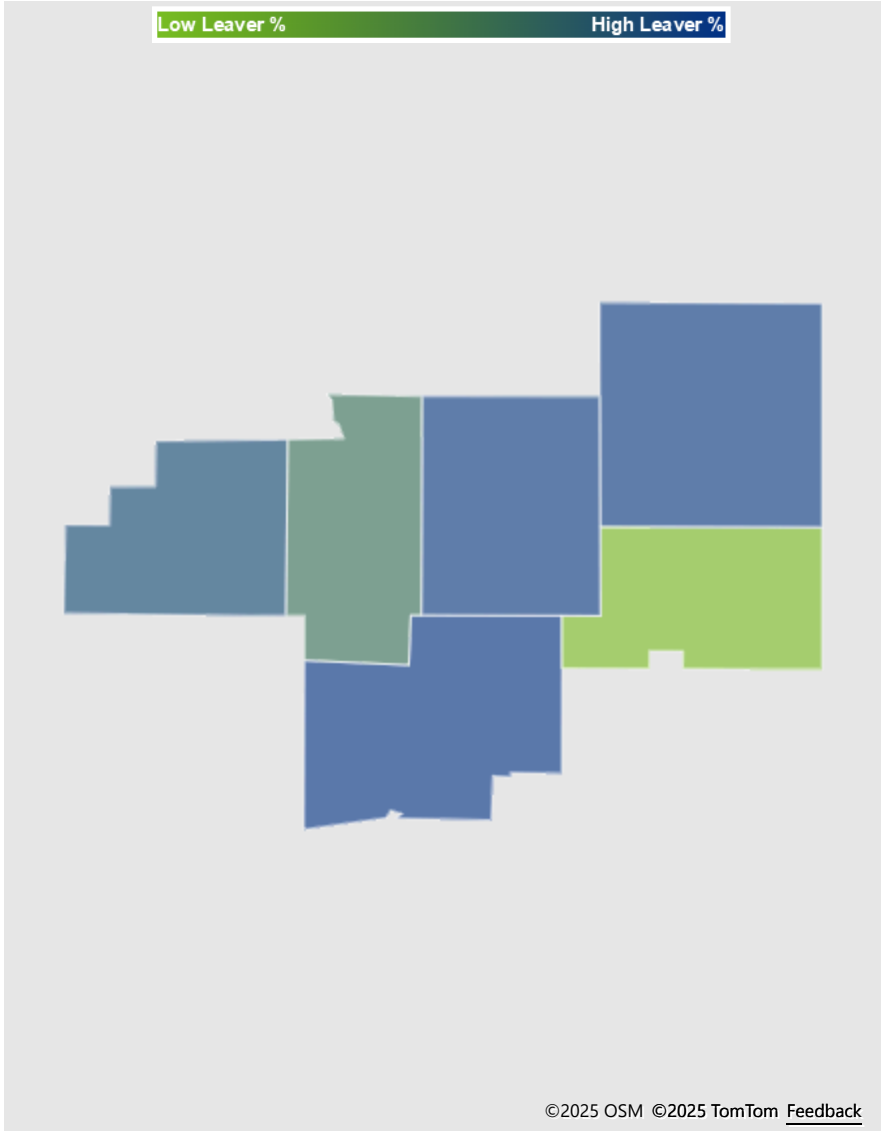
POWER Status: All

100.00

Beale Code: All

Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS

16,646

TOTAL LEAVER

954

TOTAL STAYER

15,692

SELECTED PERIOD CHURN %

5.73%

Leaver by Job Title and Star Rating

Star Rating 0 1 2 3

Administrator/Director

0.00K

Assistant Teacher

70 76 30 143 0.32K

Floater

36 68 13 104 0.22K

Lead Teacher

54 40 16 86 0.20K

Substitute

13 13 7 41 0.07K

Administrator on JFS License

9 8 0.02K

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
Mahoning OH	3,154	1,932	17.43%	158	2,996	5.01%	94.99%	1.79%	8.50%	3.00%	3.97	1.89
Summit OH	5,916	4,152	37.45%	334	5,582	5.65%	94.35%	2.03%	10.24%	3.65%	5.00	1.86
Stark OH	3,527	2,400	21.65%	217	3,310	6.15%	93.85%	2.19%	11.17%	3.98%	5.87	1.78
Portage OH	1,150	894	8.06%	70	1,080	6.09%	93.91%	2.16%	7.83%	2.78%	4.47	1.60
Medina OH	1,439	1,018	9.18%	86	1,353	5.98%	94.02%	2.20%	14.59%	5.38%	5.29	1.31
Trumbull OH	1,460	985	8.89%	89	1,371	6.10%	93.90%	2.17%	7.95%	2.80%	5.13	1.28
Total	16,646	11,086	100.00%	954	15,692	5.73%	94.27%	2.05%	10.12%	3.60%	5.10	1.73

occrra

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 4

SUTQ Rating:

All

Total Duration:

0.00

Center Type:

All

Publicly Funded:

All

POWER Status:

All

100.00

Beale Code:

All

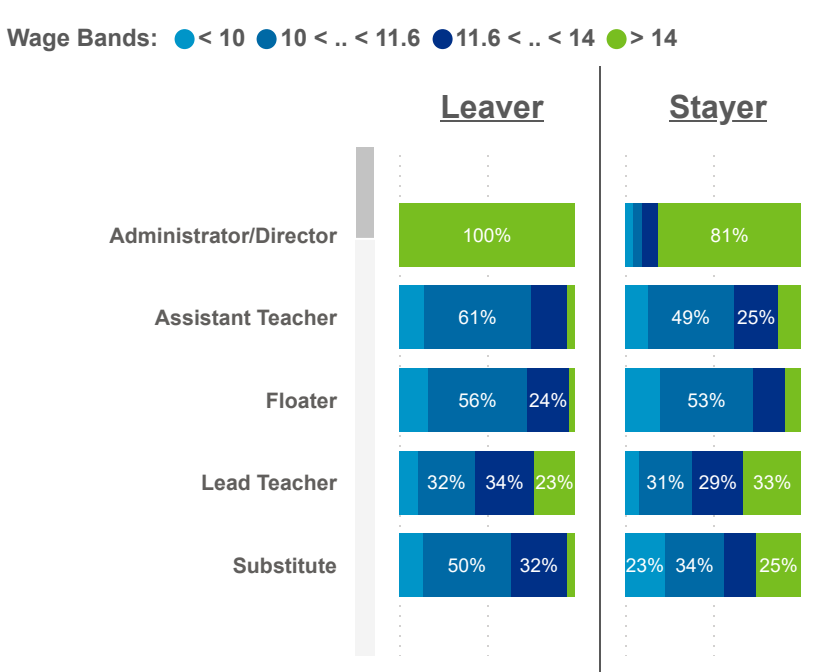
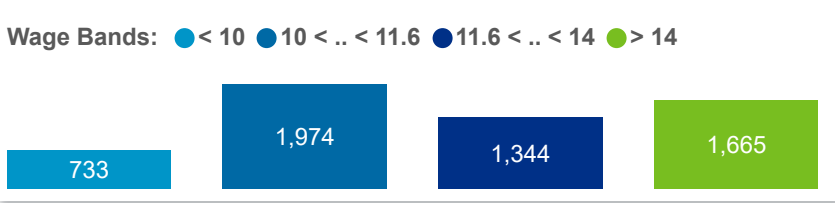
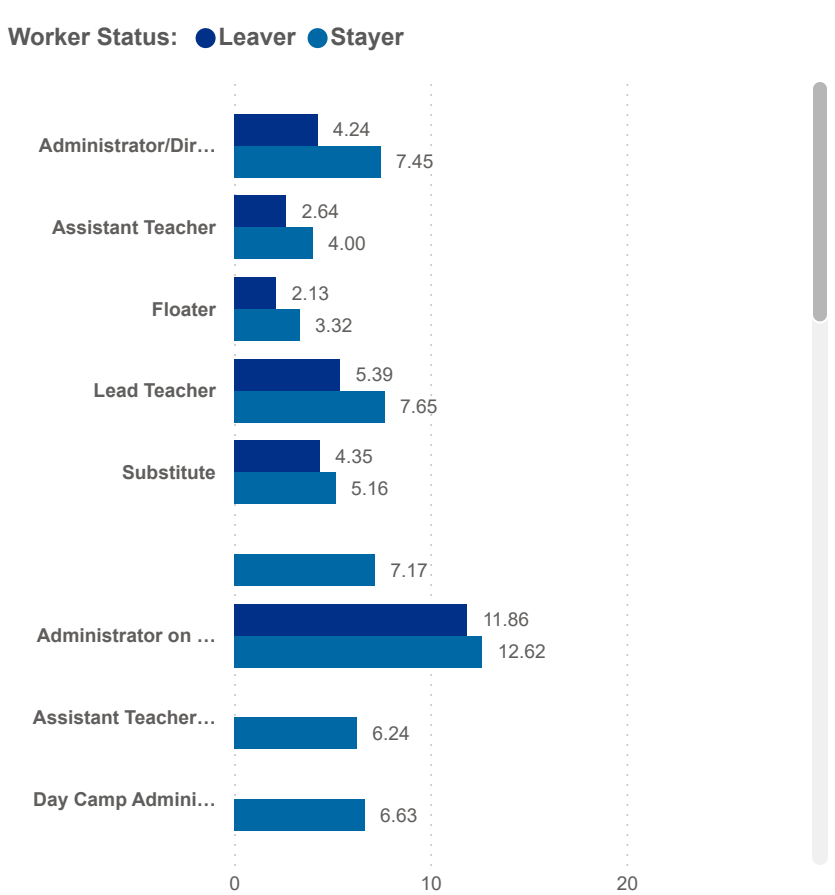
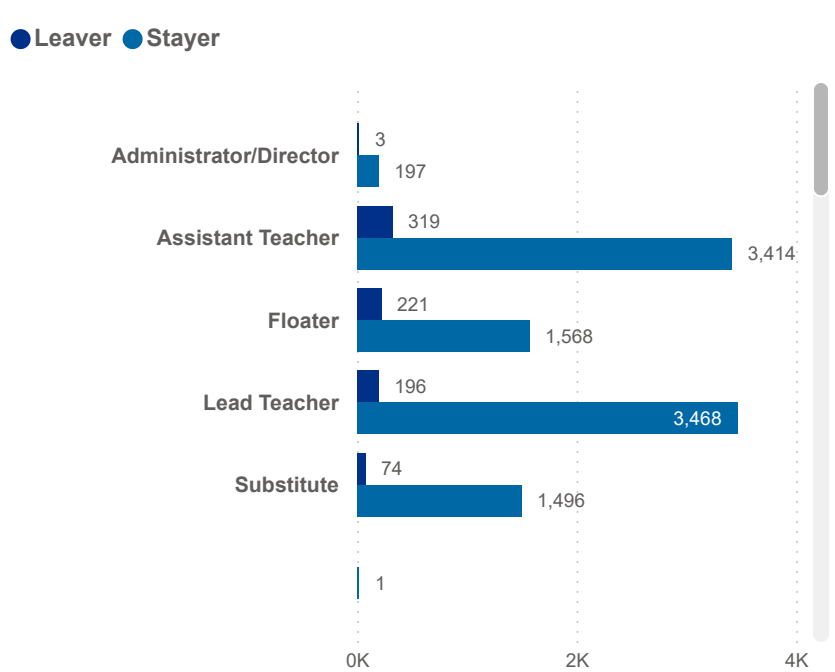
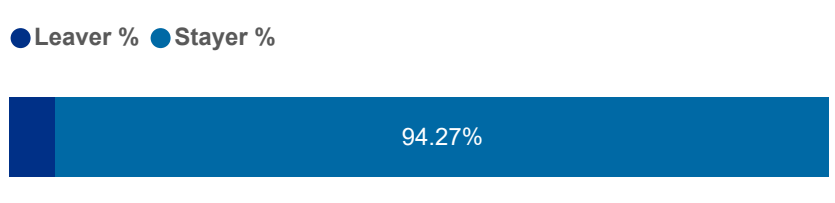
Student Age Group:

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)
954	15,692	3.55	5.83	13.50	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 4	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

5.73%

STAYER

94.27%

AVG ECE DURATION (In Years)

LEAVER

3.55

STAYER

5.83

HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)

13.50

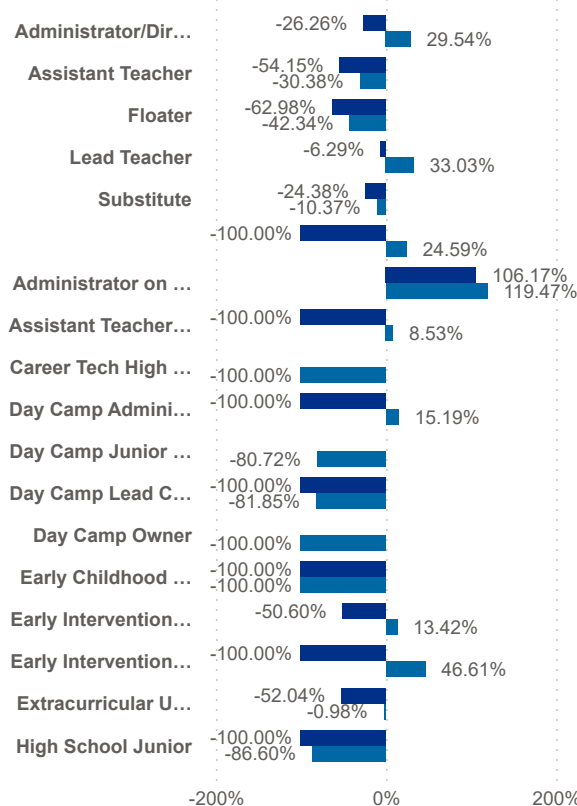
STAYER (Hourly Wage MED)

15.00

Leaver % Stayer %

94.27%

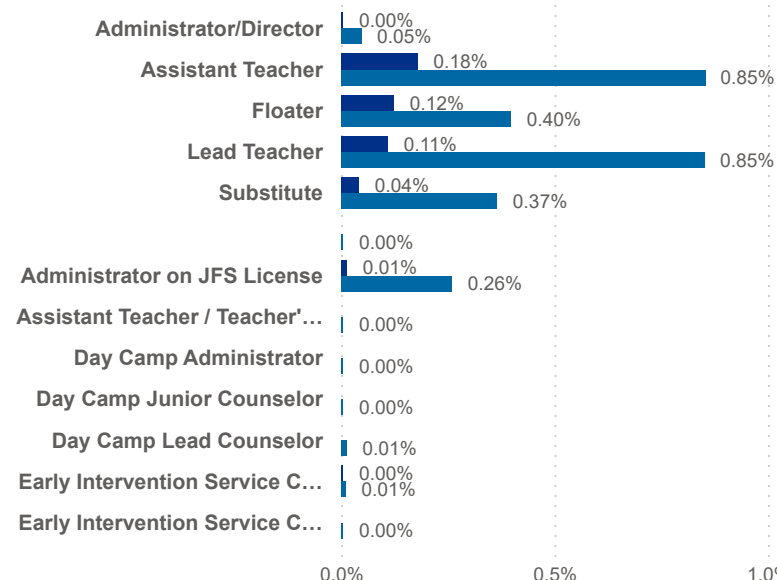
Worker Status: Leaver Stayer



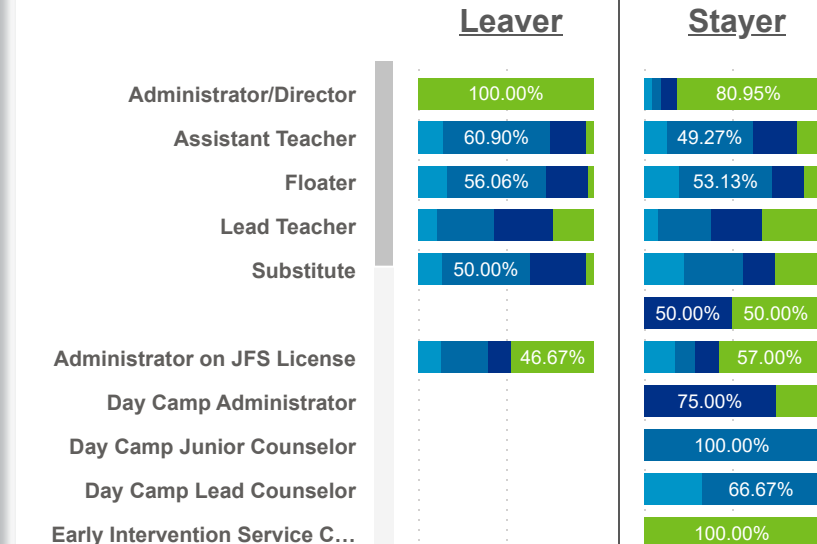
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



Worker Status: Leaver Stayer



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



Date: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 4

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

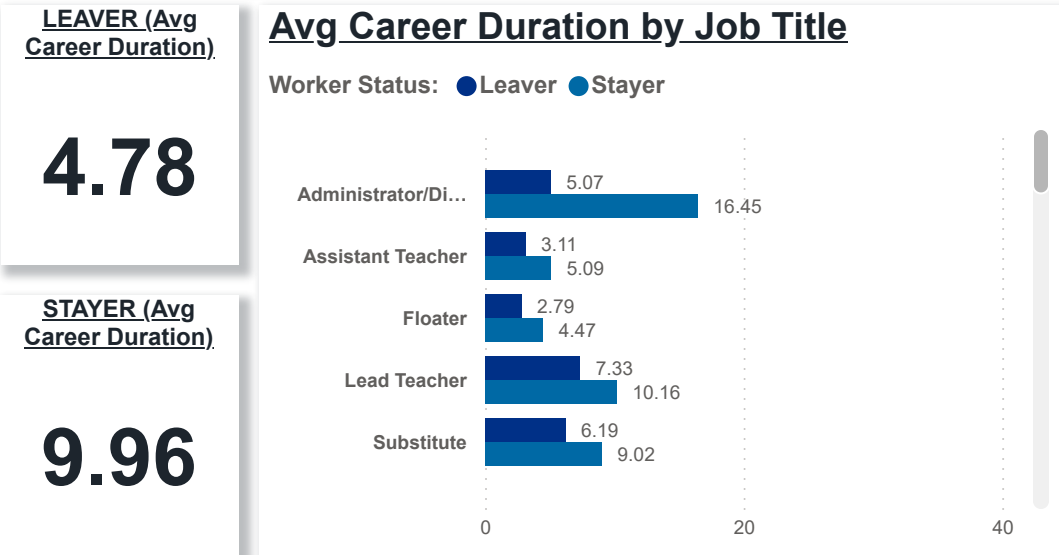
POWER Status:All

Total Duration:100.00

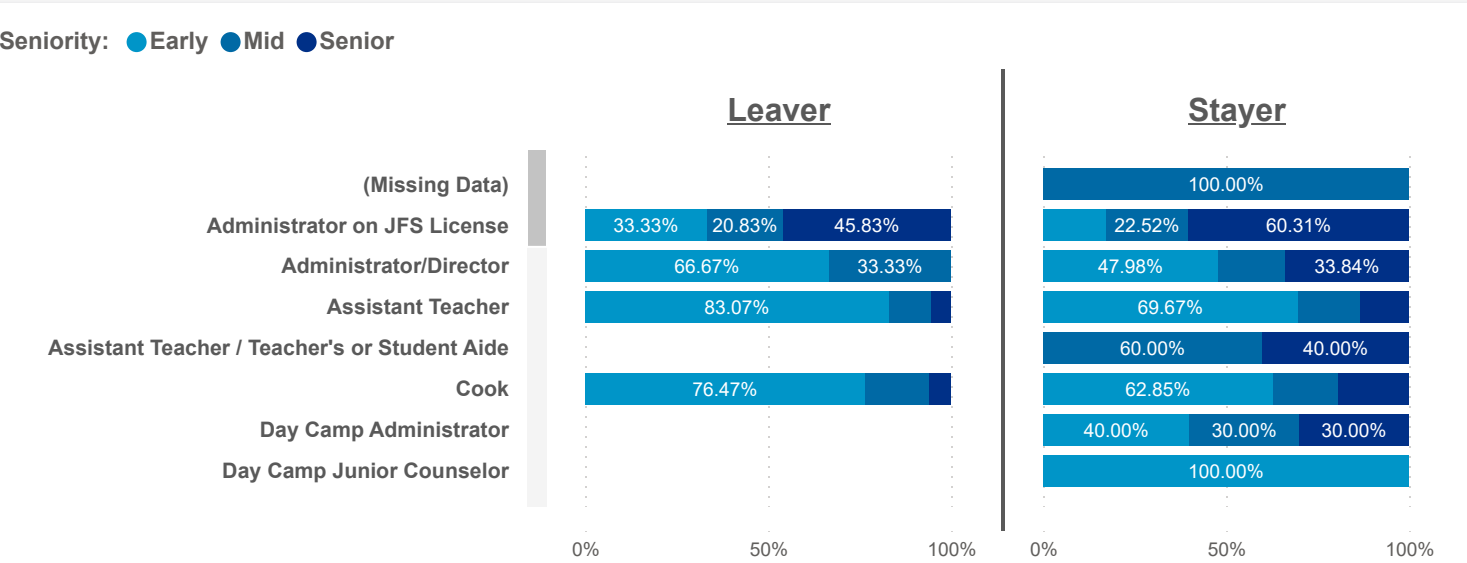
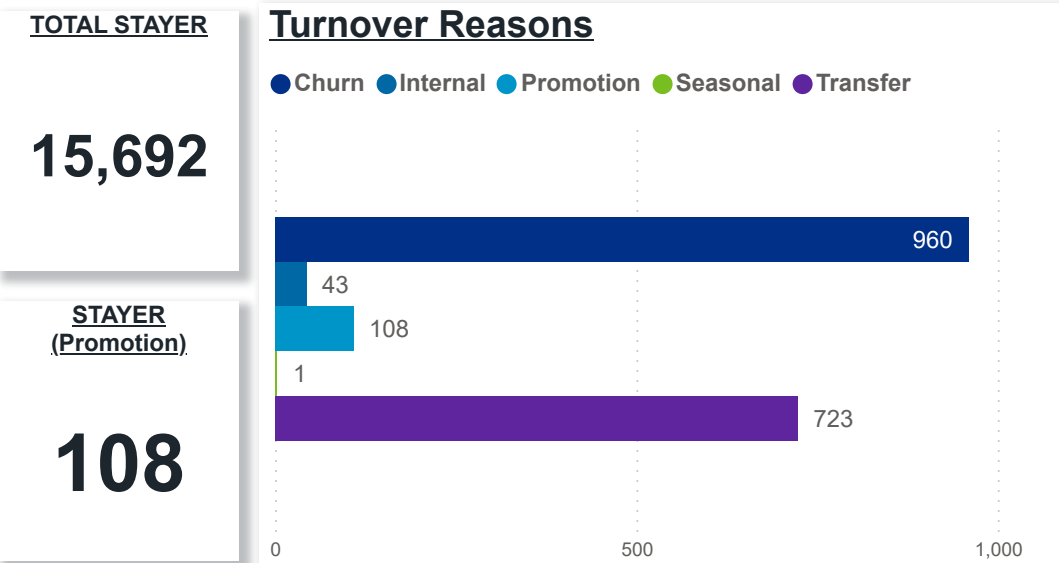
Beale Code:All

Student Age Group:All

POWER Levels:All



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Mahoning	Administrator/Director	2.17		Early	9.99	1.2
Medina	Administrator/Director	2.57		Early	10.64	1.5
Portage	Administrator/Director	1.61		Early	7.00	2.3
Stark	Administrator/Director	1.73		Early	9.20	1.6
Summit	Administrator/Director	1.29		Early	7.14	2.3
Trumbull	Administrator/Director	1.70		Early	6.65	2.7
Stark	Administrator/Director	2.68	17.00	Early	30.25	0.0
Stark	Administrator/Director	4.50	20.00	Early	14.80	3.0
Stark	Administrator/Director	4.33	23.00	Early	51.00	0.0
Medina	Administrator/Director	1.38	25.00	Early	17.00	3.0



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 4

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

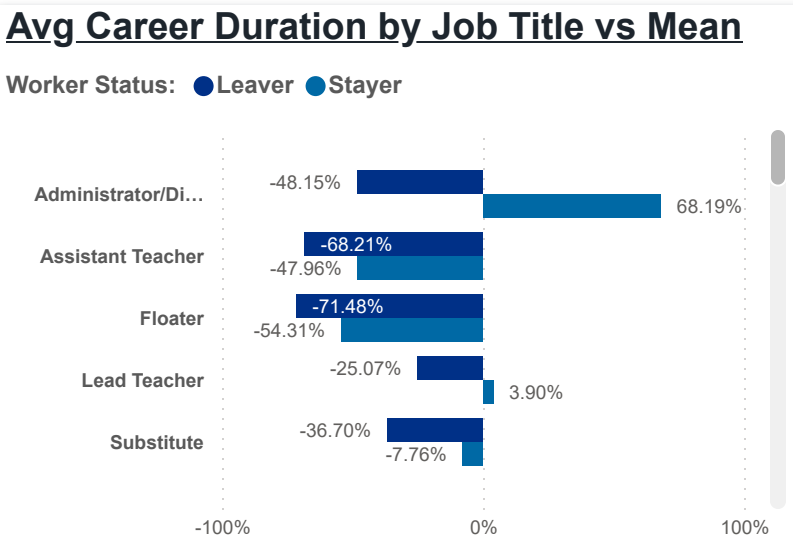
POWER Levels:All

LEAVER (Avg Career Duration)

4.78

STAYER (Avg Career Duration)

9.96



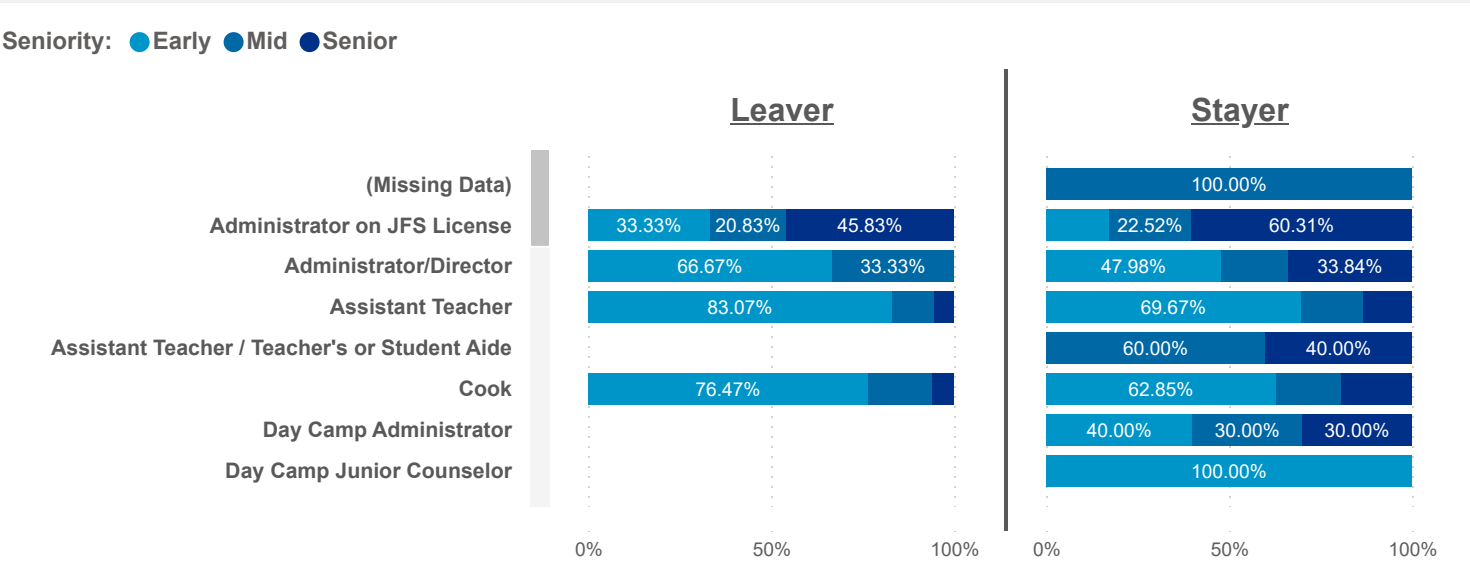
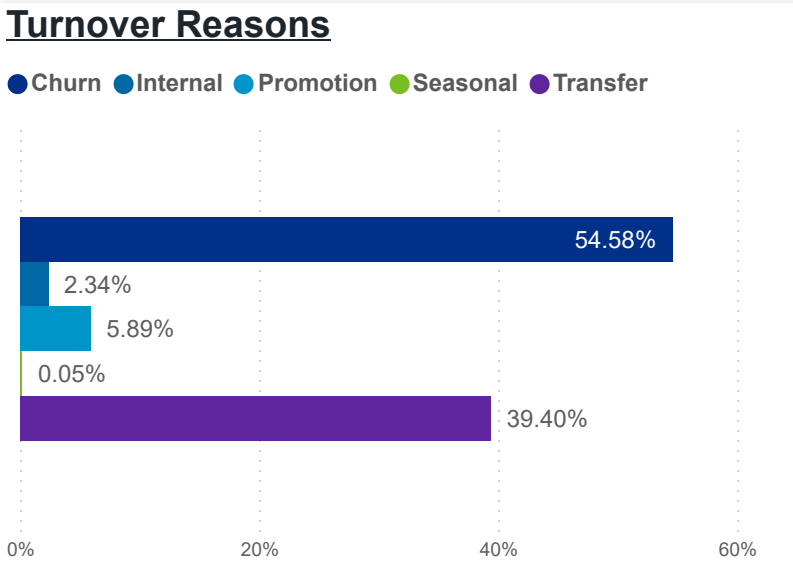
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Summit	Assistant Teacher	0.01	13.86	Early	3.67	3.0
Stark	Assistant Teacher	0.01	14.90	Early	5.30	3.0
Stark	Lead Teacher	0.01	12.25	Mid	3.48	0.0
Mahoning	Lead Teacher	0.01	19.96	Senior	0.91	3.0
Mahoning	Substitute	0.01	13.00	Early	4.41	0.0
Stark	Substitute	0.01	14.80	Early	5.30	3.0
Summit	High School Junior	0.01	14.50	Early	2.25	3.0
Portage	HS Senior or Graduate <18	0.01	11.00	Early	1.57	3.0
Medina	Other Staff Counted In Ratio	0.01	17.47	Early	3.59	3.0
Trumbull	Owner	0.01	35.00	Senior	16.00	0.0
Summit	Program Management Used in Ratio	0.01	22.00	Senior	3.06	3.0

TOTAL STAYER

15,692

STAYER (Promotion)

108





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 4	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

13.50

STAYER

15.00

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

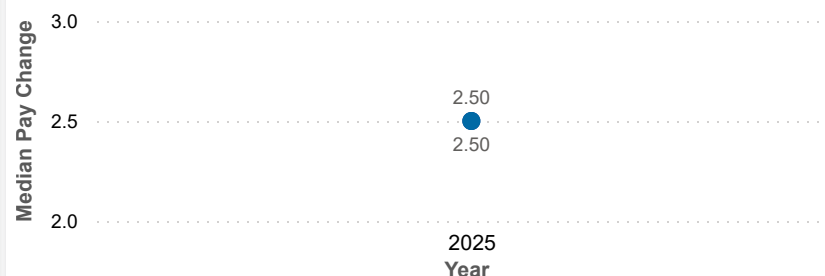
LEAVER

0.84

STAYER

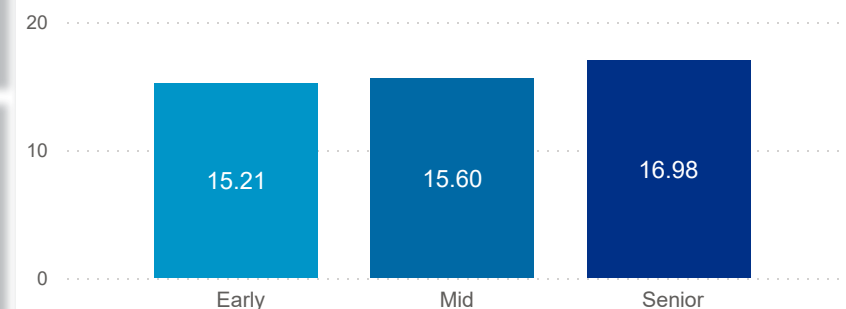
0.70

Worker Status: ● Leaver ● Stayer



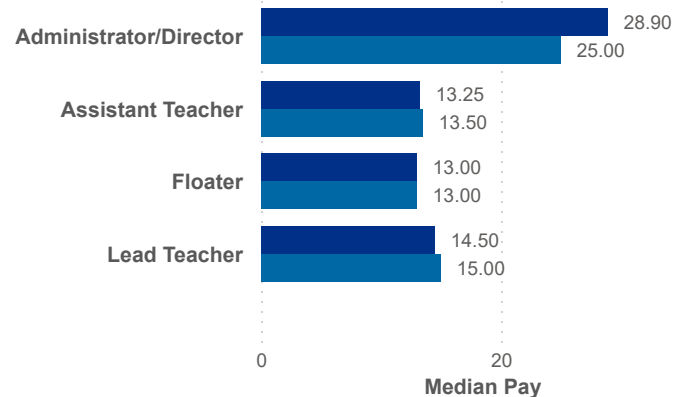
PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

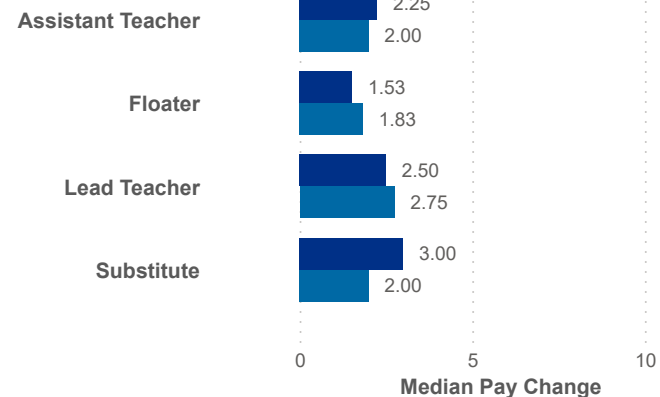


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer

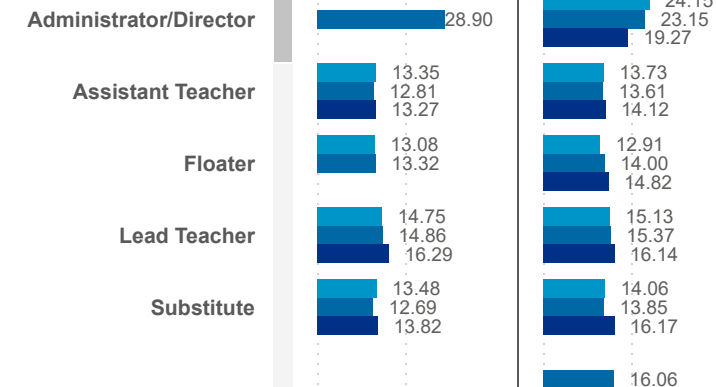


Worker Status: ● Leaver ● Stayer



Leaver

Stayer



occra

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

Created Date: 07/15/2025

Date:

202501

Program Type:

All

Date:

202503

Position Type:

All

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

All

Credential:

All

TEACH Models:

All

SDA>County:

SDA 4

SUTQ Rating:

All

Total Duration:

0.00

Center Type:

All

Publicly Funded:

All

POWER Status:

All

Beale Code:

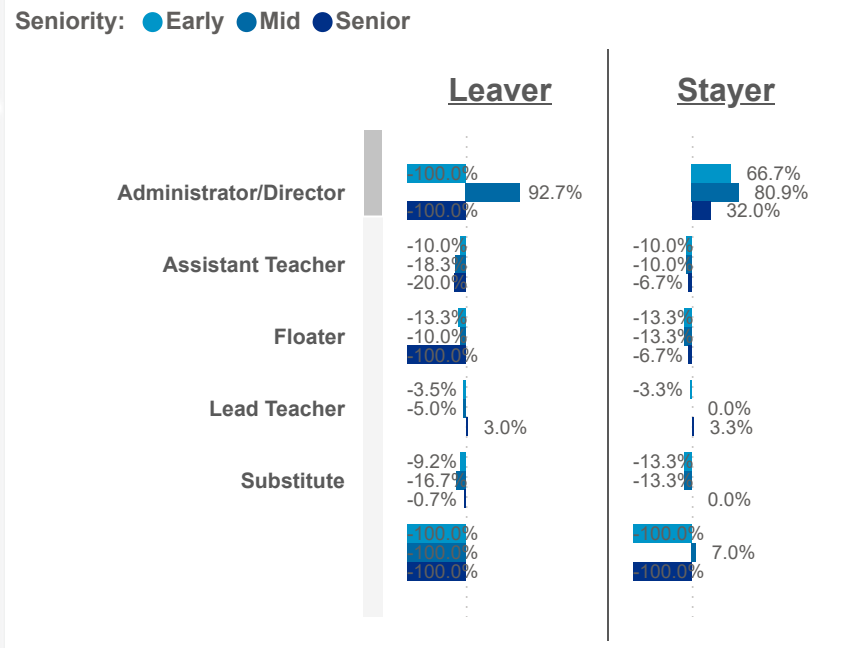
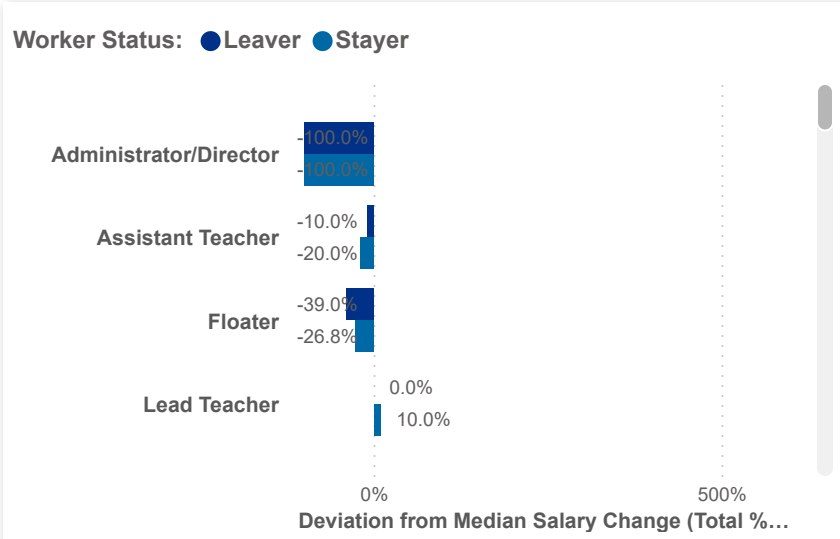
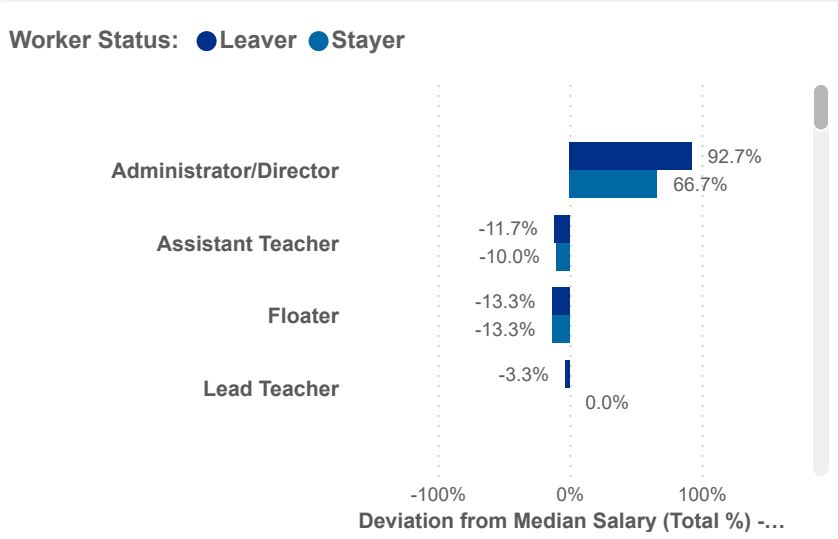
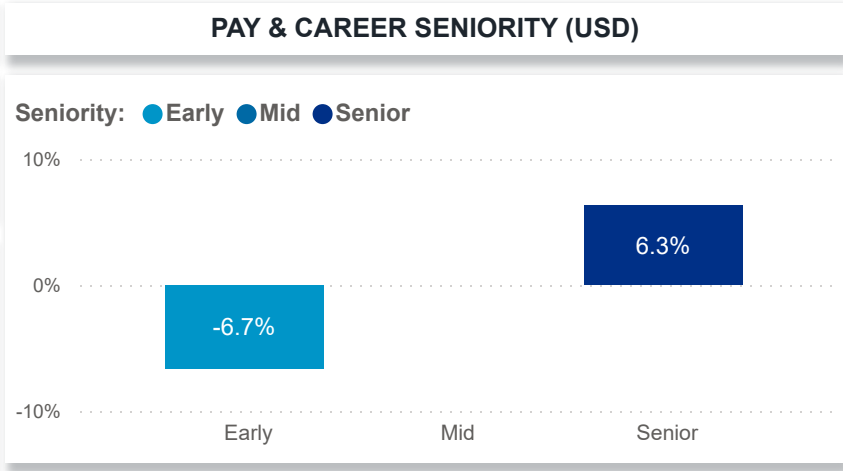
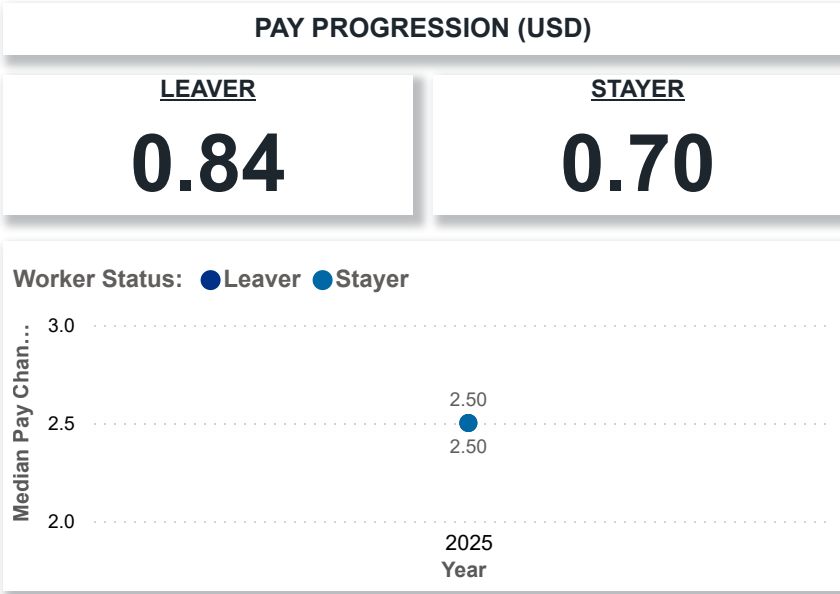
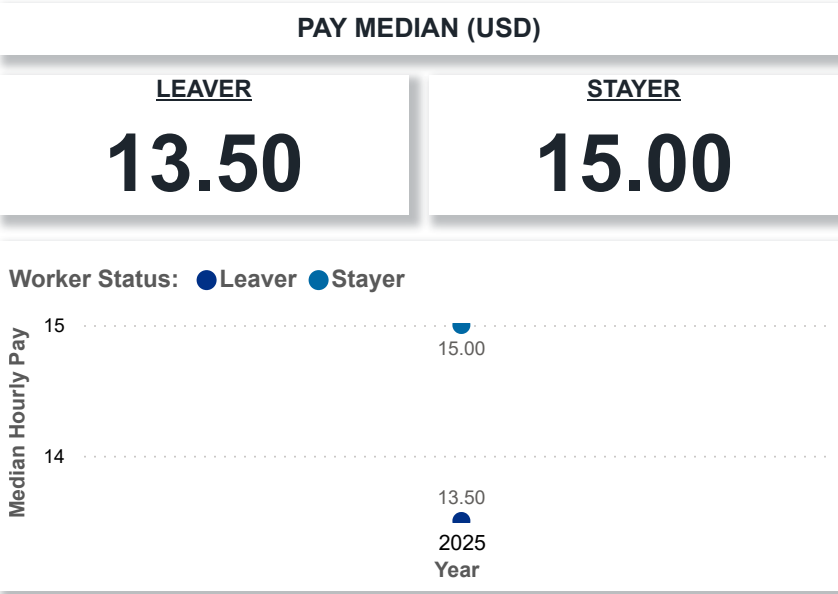
All

Student Age Group:

All

POWER Levels:

All





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 4	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)

5.10

Workload Median (Leaver)

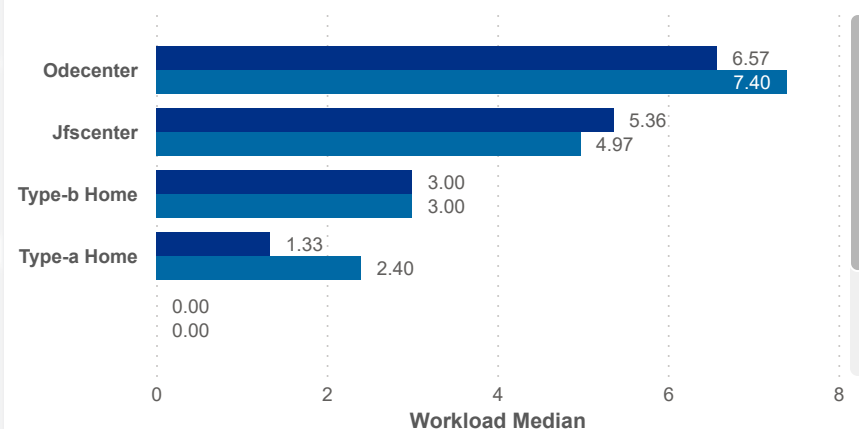
5.36

Workload Median (Stayer)

5.09

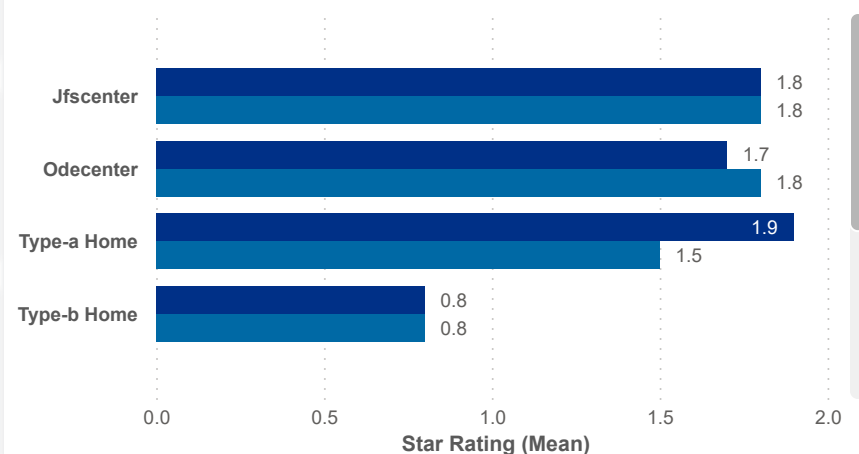
Workload Median

Worker status ● Leaver ● Stayer



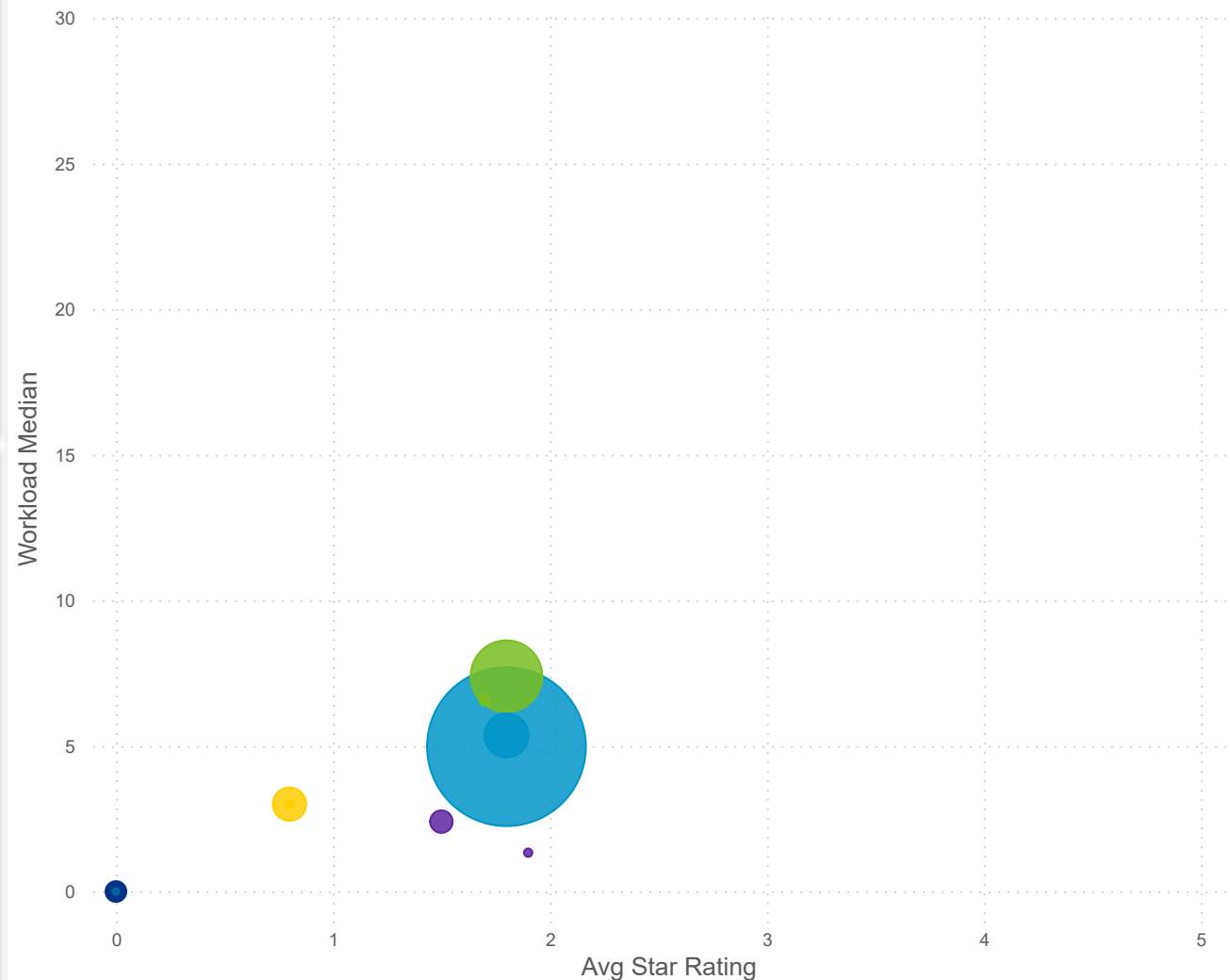
Star Rating Mean

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 4	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)

5.10

Workload Median (Leaver)

5.36

Workload Median (Stayer)

5.09

Star Rating Mean (Total)

1.7

Star Rating Mean (Leaver)

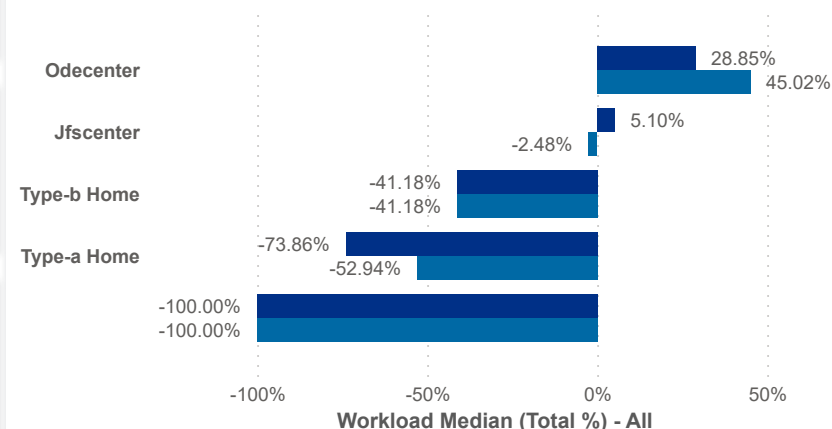
1.8

Star Rating Mean (Stayer)

1.7

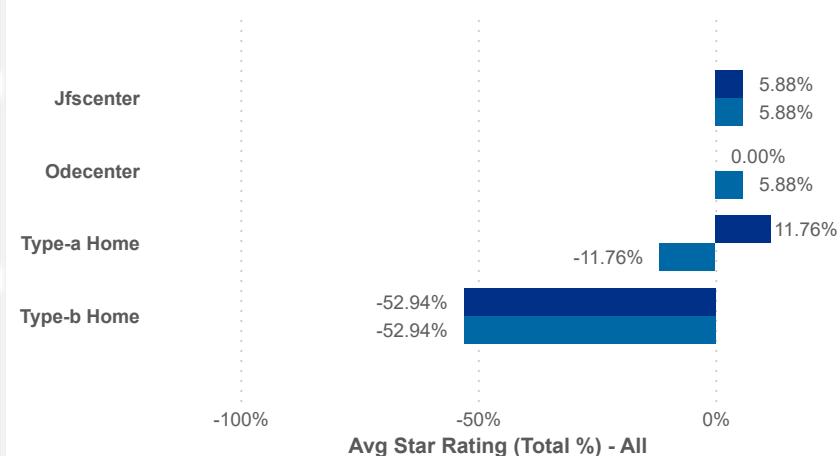
Workload Median (Total %)

Worker status ● Leaver ● Stayer



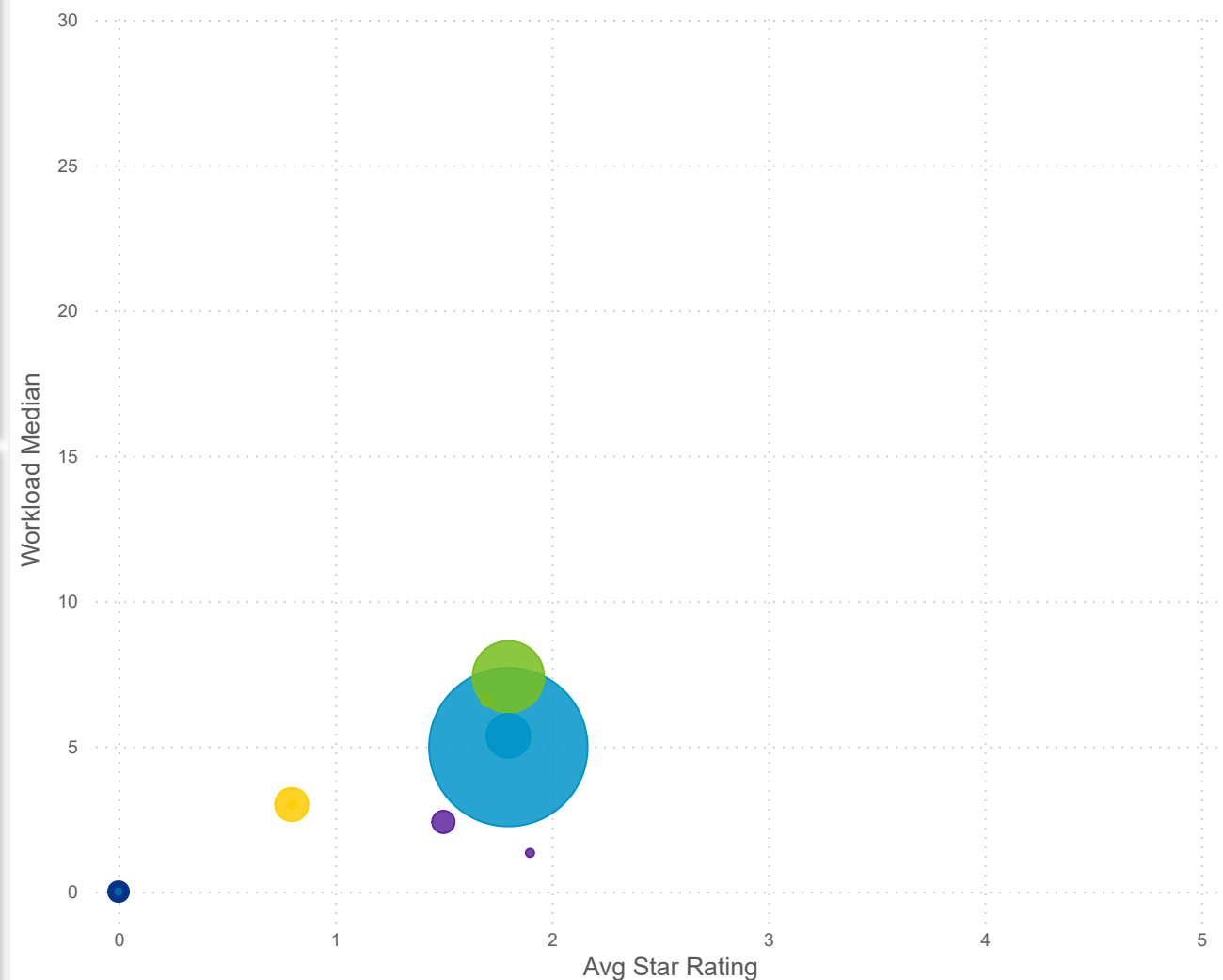
Star Rating Mean (Total %)

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 4	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

14.10

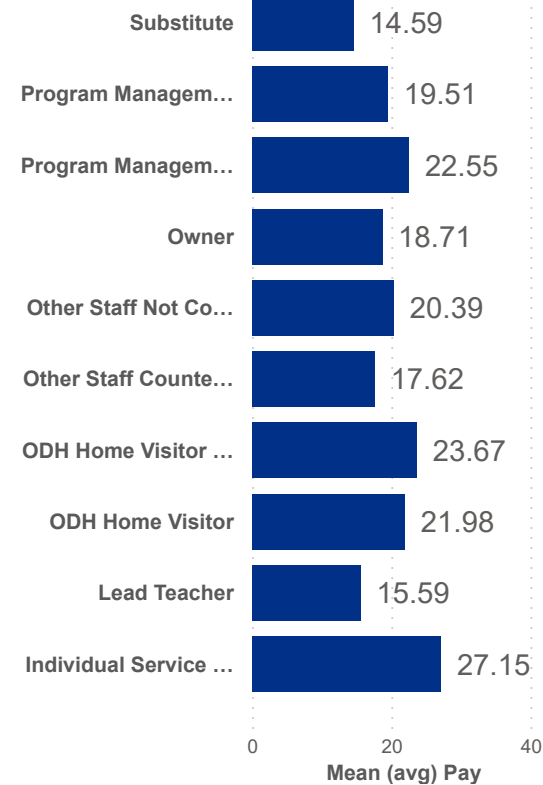
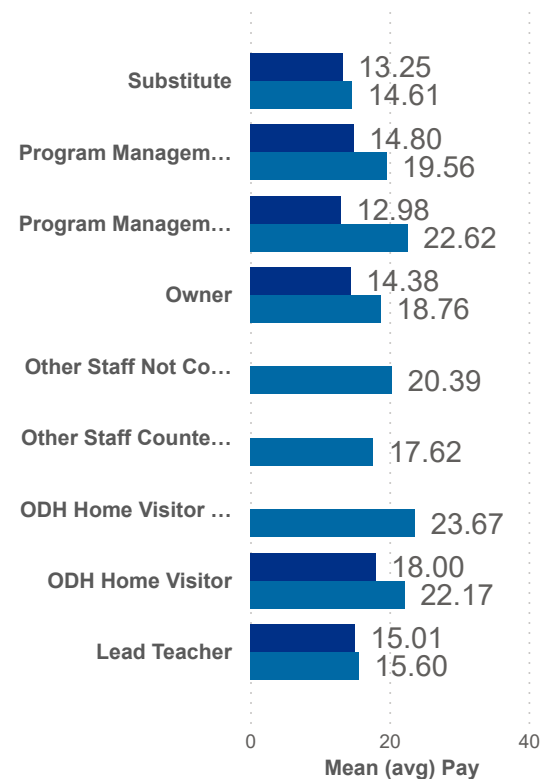
STAYER

15.93

COMBINED

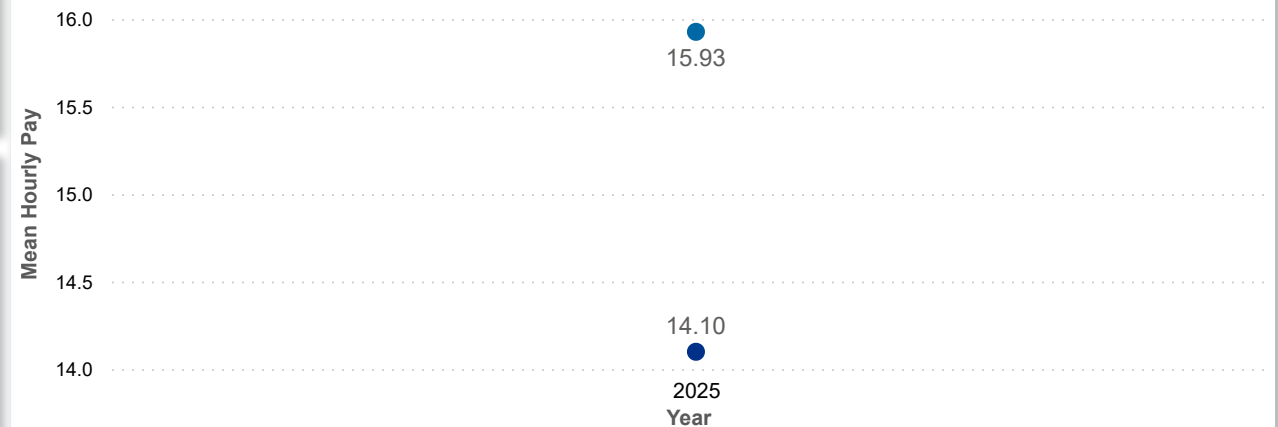
15.89

Worker ... ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

