

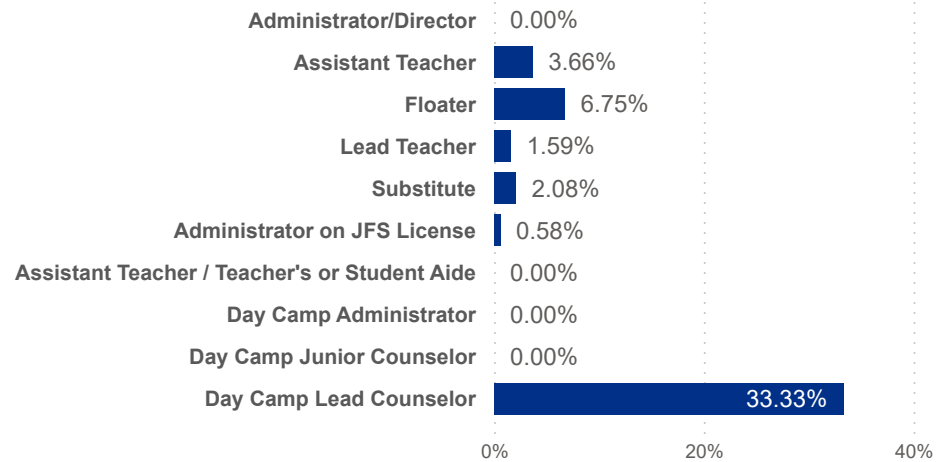


Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

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 5	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

2.27%

Adjusted Workers

3,693

Total Leaver

184

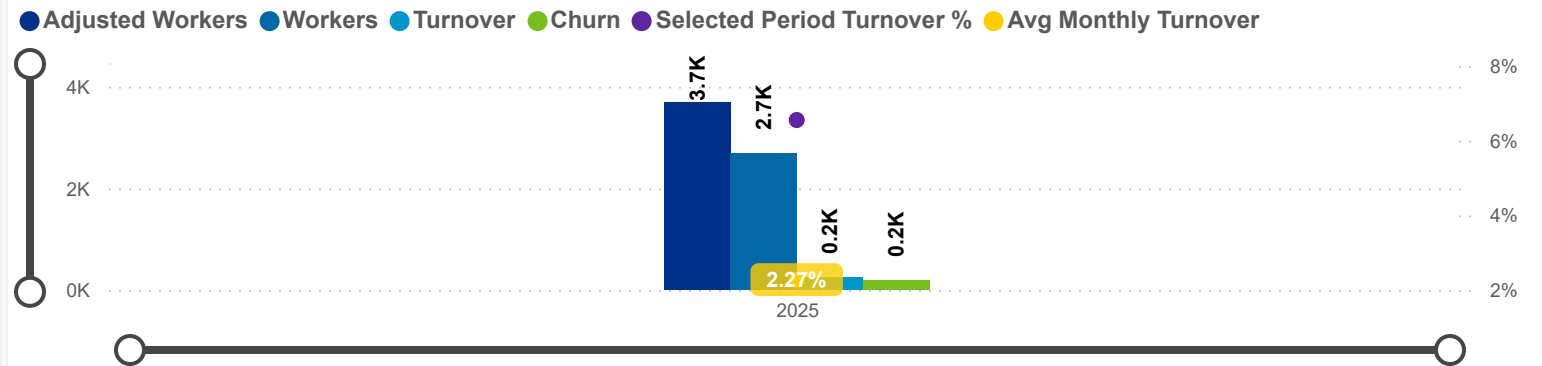
Total Stayer

3,509

Sel Period Turnover

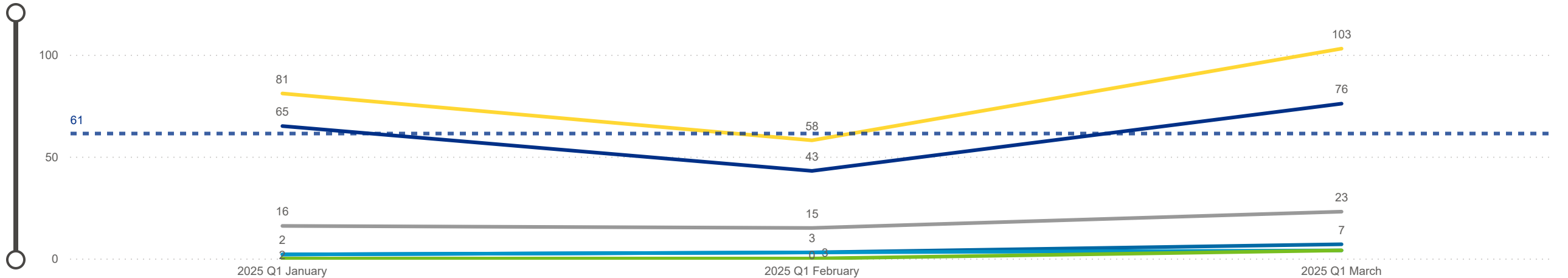
6.55%

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 5

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

Total Duration:100.00

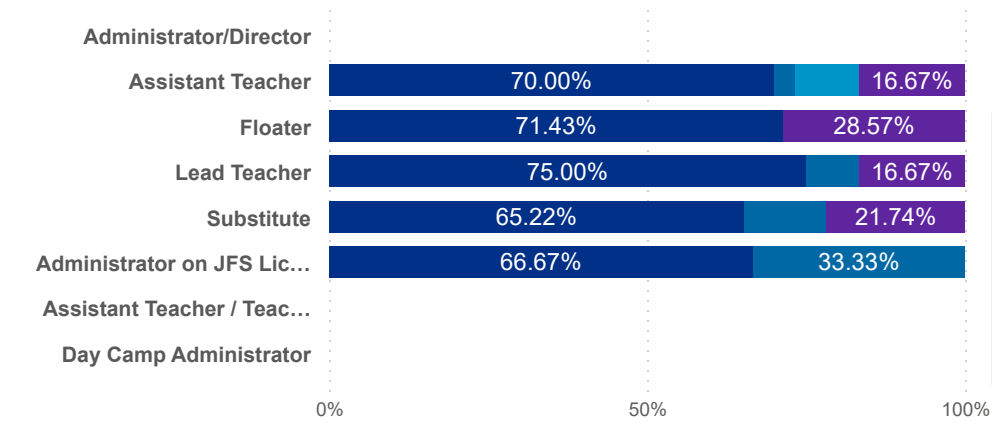
Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title

ChurnInternalPromotionSeasonalTransfer



Avg Monthly Churn

1.73%

Adjusted Workers

3,693

Workload Median

4.46

Pay Median USD / hr

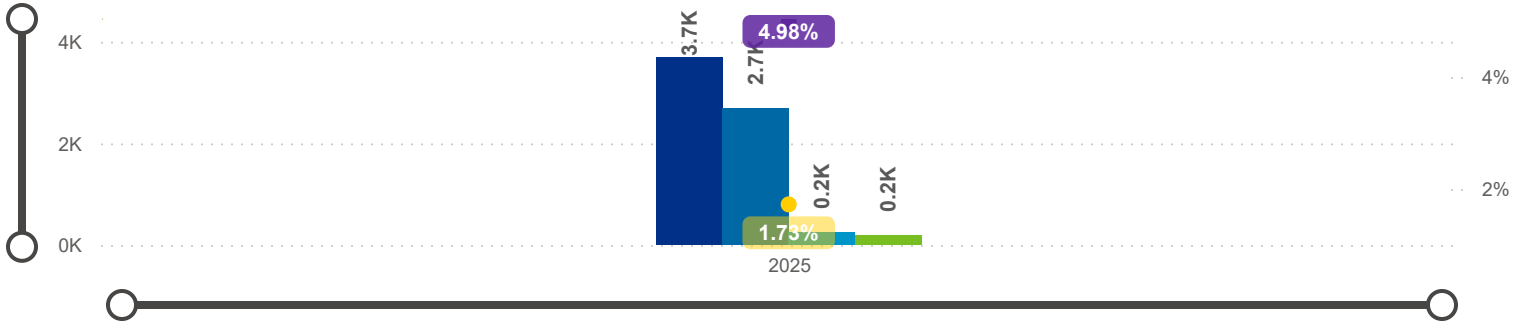
14.63

Avg ECE Duration

6.23

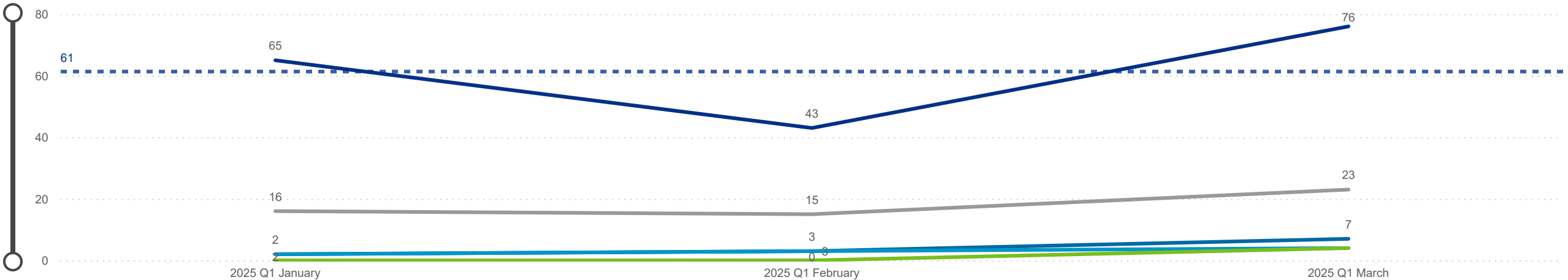
Avg Monthly Churn and Number of Workers

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 5

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

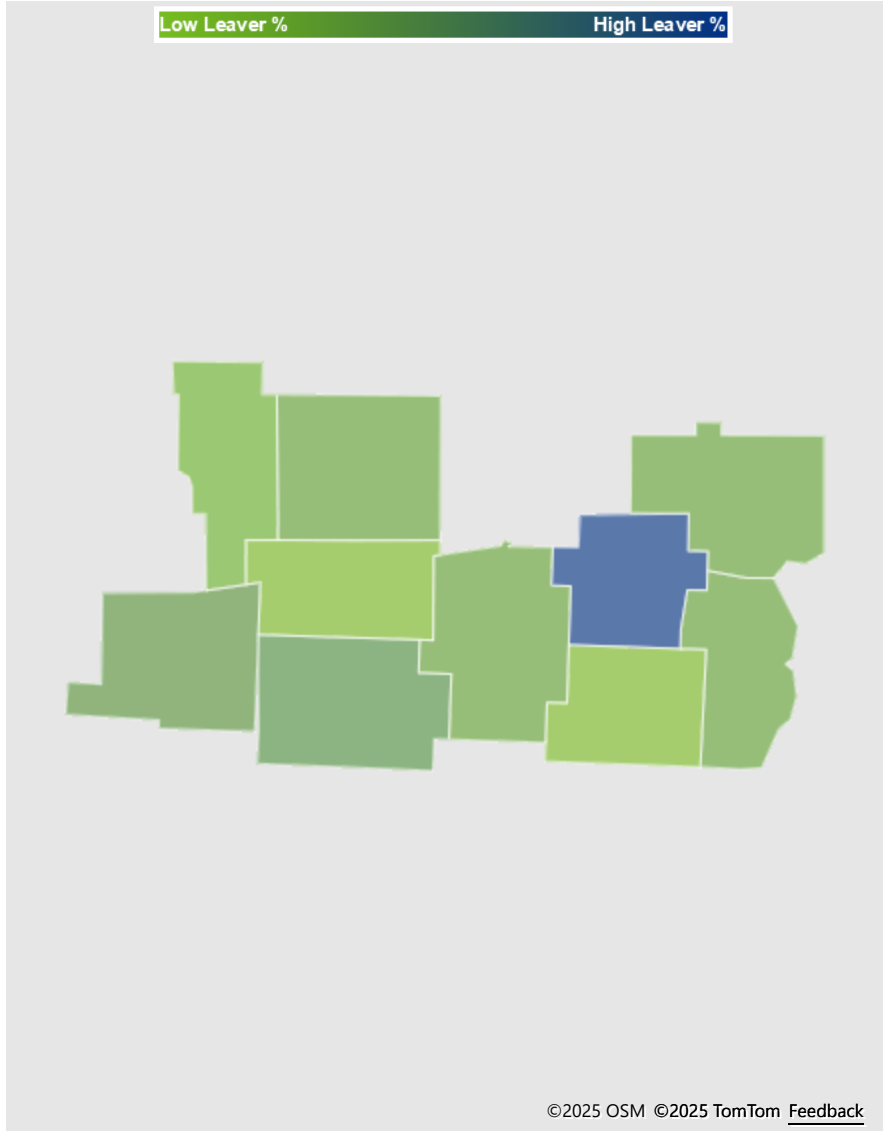
POWER Status: All

100.00

Beale Code: All

Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS

3,693

TOTAL LEAVER

184

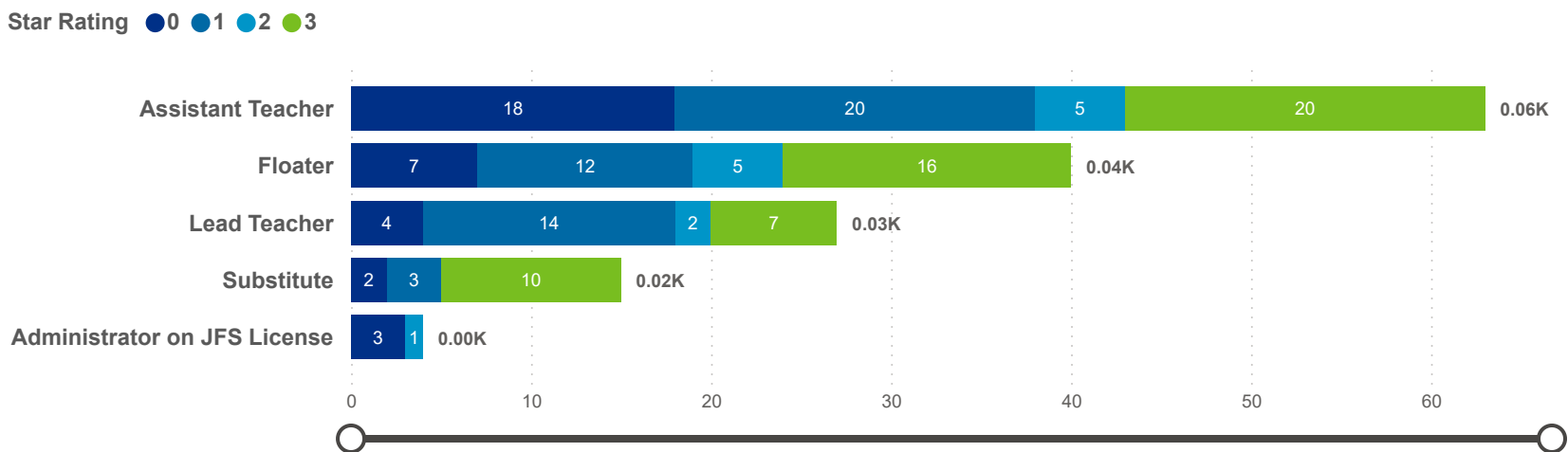
TOTAL STAYER

3,509

SELECTED PERIOD CHURN %

4.98%

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
Harrison OH	43	39	1.45%		43		100.00%	0.00%	0.00%	0.00%	8.00	2.72
Carroll OH	83	70	2.61%	13	70	15.66%	84.34%	5.73%	16.87%	6.17%	6.50	2.51
Columbiana OH	795	489	18.24%	36	759	4.53%	95.47%	1.57%	7.30%	2.53%	3.89	2.23
Coshocton OH	320	243	9.06%	20	300	6.25%	93.75%	2.18%	6.56%	2.29%	4.25	2.14
Jefferson OH	402	347	12.94%	20	382	4.98%	95.02%	1.72%	5.72%	1.98%	5.54	1.93
Knox OH	471	348	12.98%	28	443	5.94%	94.06%	2.06%	7.01%	2.43%	3.00	1.84
Holmes OH	84	66	2.46%	2	82	2.38%	97.62%	0.77%	4.76%	1.54%	4.00	1.70
Wayne OH	700	523	19.51%	33	667	4.71%	95.29%	1.64%	6.14%	2.13%	5.56	1.59
Ashland OH	287	243	9.06%	10	277	3.48%	96.52%	1.23%	7.32%	2.58%	6.14	1.57
Tuscarawas OH	509	373	13.91%	22	487	4.32%	95.68%	1.48%	4.91%	1.68%	5.95	1.43
Total	3,693	2,681	100.00%	184	3,509	4.98%	95.02%	1.73%	6.55%	2.27%	4.46	1.86



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 5	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

TOTAL LEAVER

184

TOTAL STAYER

3,509

AVG ECE DURATION (In Years)

LEAVER

4.25

STAYER

6.33

HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)

12.00

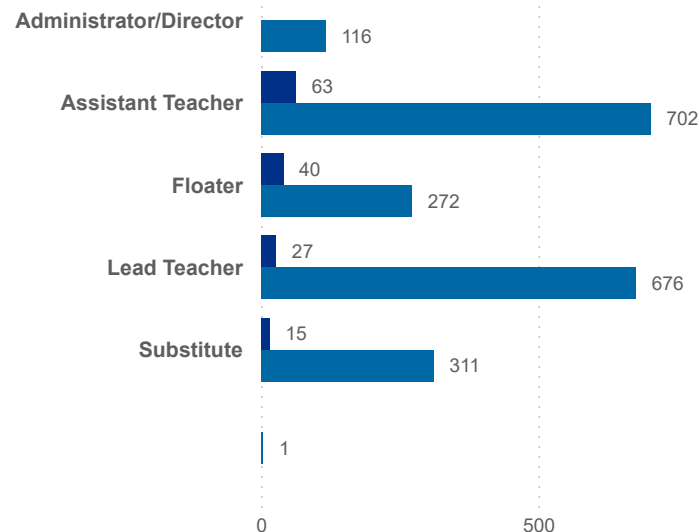
STAYER (Hourly Wage MED)

14.71

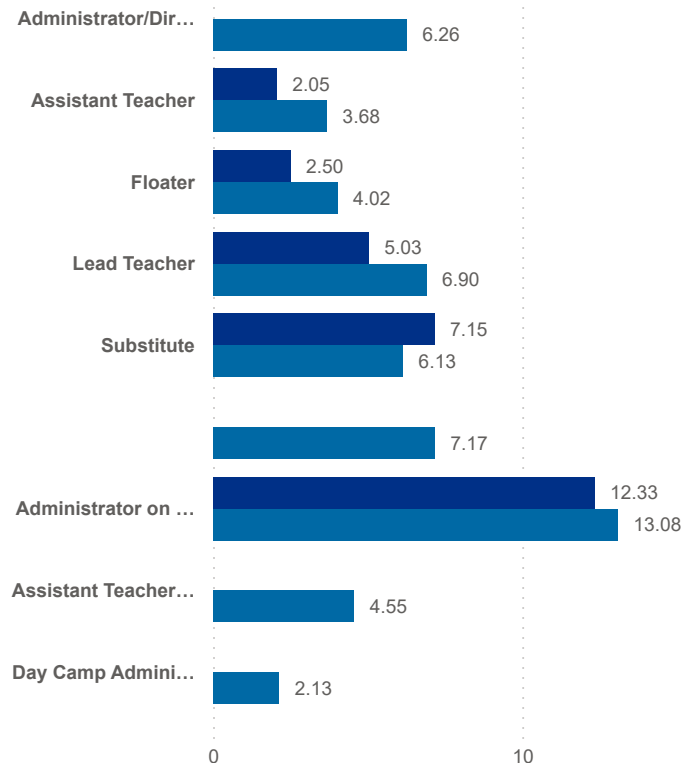
Leaver % Stayer %

95.02%

Leaver Stayer



Worker Status: Leaver Stayer



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

261

374

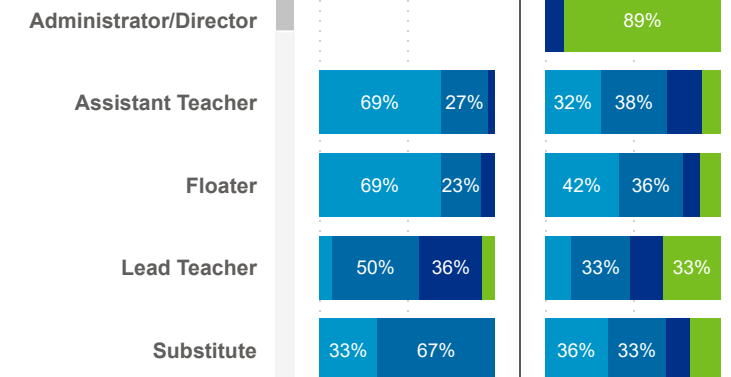
226

356

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

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 5	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

4.98%

STAYER

95.02%

AVG ECE DURATION (In Years)

LEAVER

4.25

STAYER

6.33

HOURLY WAGE BANDS (USD)

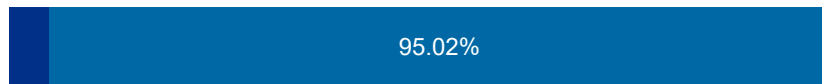
LEAVER (Hourly Wage MED)

12.00

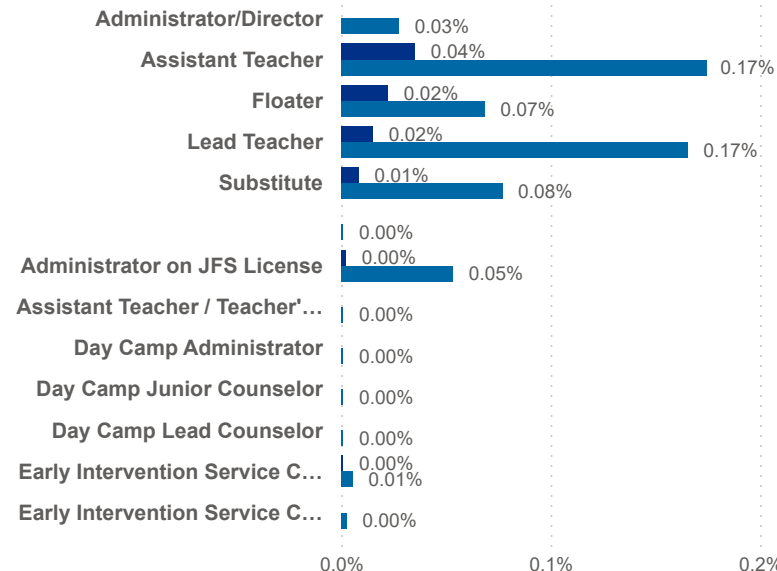
STAYER (Hourly Wage MED)

14.71

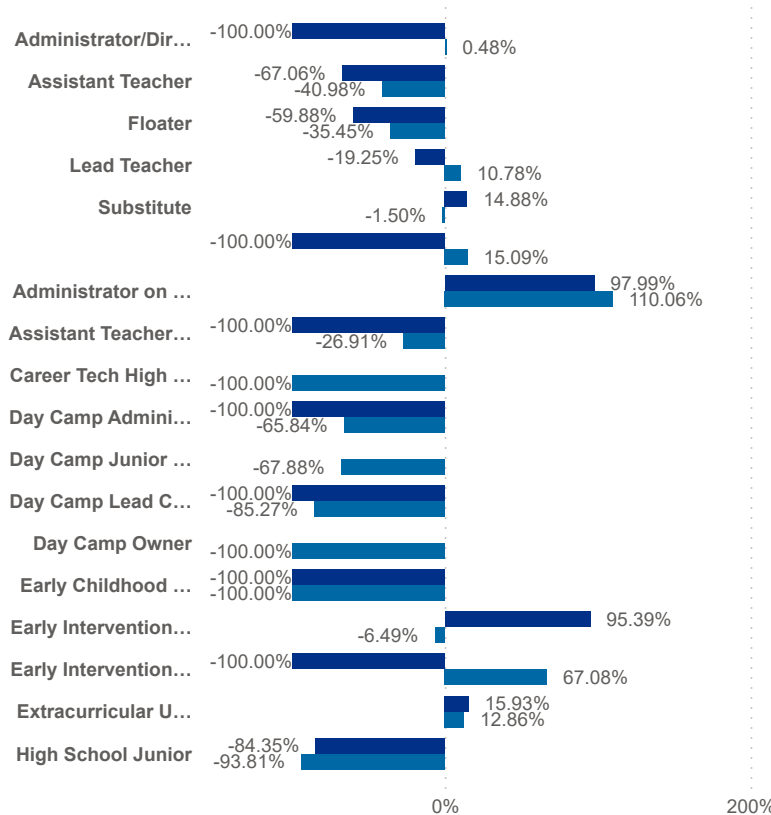
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



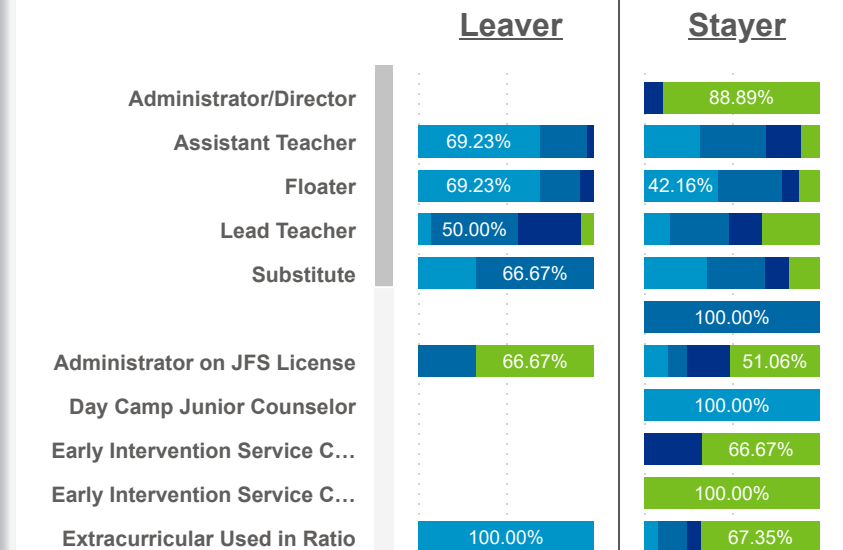
Worker Status: ● Leaver ● Stayer



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 5

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

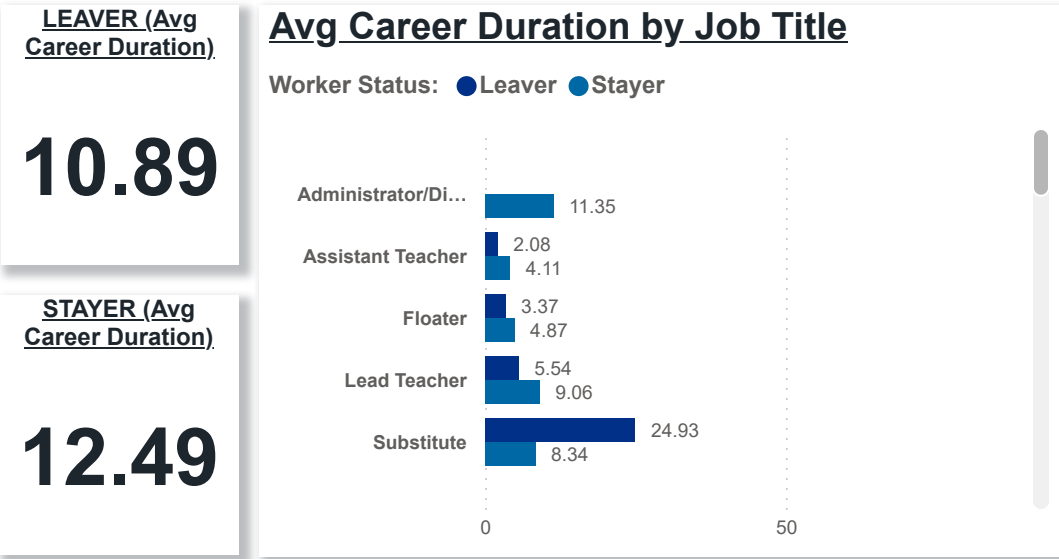
POWER Status:All

Total Duration:100.00

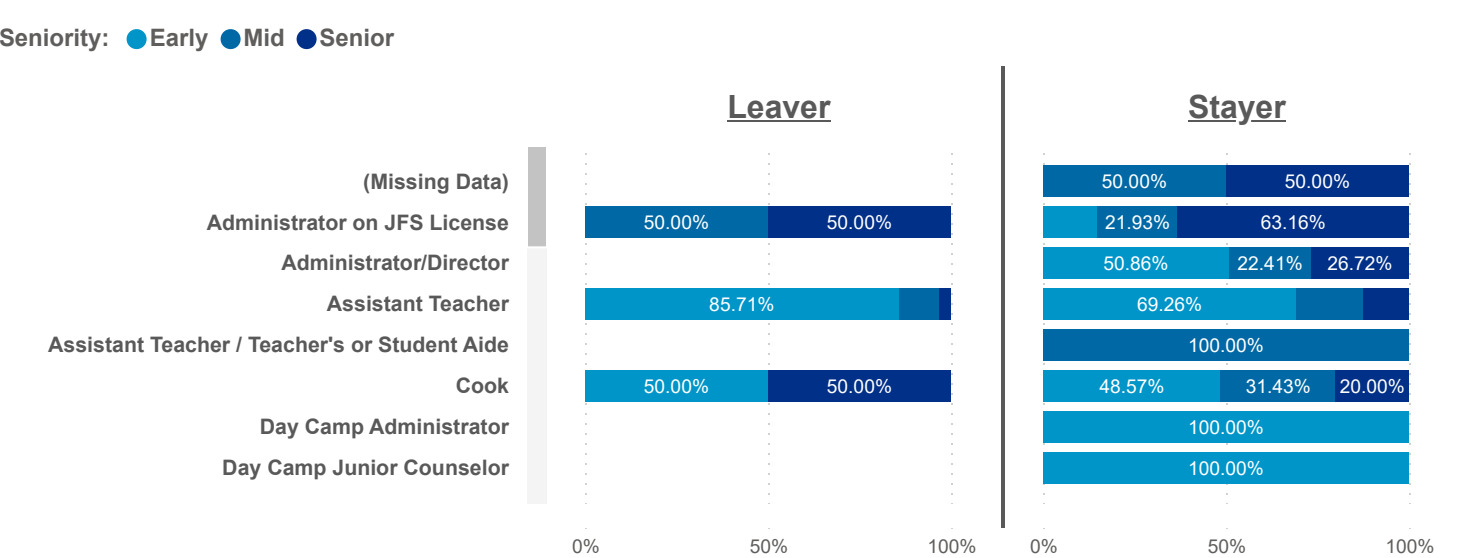
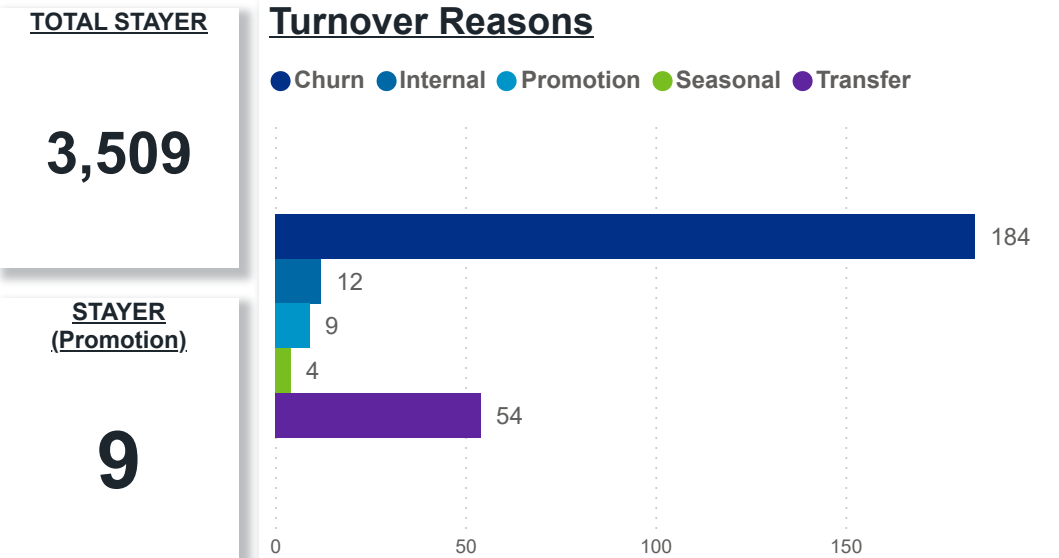
Beale Code:All

Student Age Group:All

POWER Levels:All



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Ashland	Administrator/Director	2.78		Early	13.60	1.5
Carroll	Administrator/Director	1.97		Early	8.67	3.0
Columbiana	Administrator/Director	2.55		Early	9.67	2.7
Coshocton	Administrator/Director	1.79		Early	5.25	3.0
Harrison	Administrator/Director	2.60		Early	8.00	2.0
Holmes	Administrator/Director	1.47		Early	6.08	0.0
Jefferson	Administrator/Director	1.81		Early	8.78	2.1
Tuscarawas	Administrator/Director	1.93		Early	8.00	2.7
Wayne	Administrator/Director	1.65		Early	11.50	0.8
Wayne	Administrator/Director	4.48	15.00	Early	11.00	3.0



Date:202501

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202503

Position Type:All

Credential:All

TEACH Models:All

SDA>County:SDA 5

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

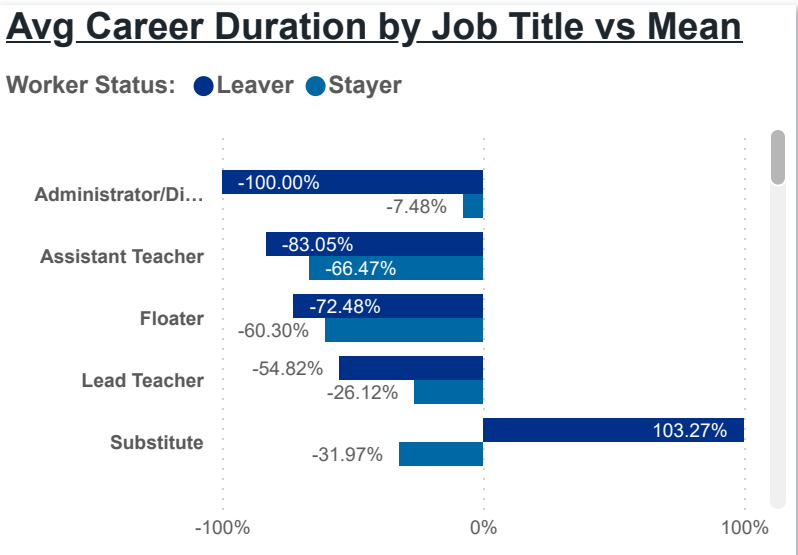
POWER Levels:All

LEAVER (Avg Career Duration)

10.89

STAYER (Avg Career Duration)

12.49



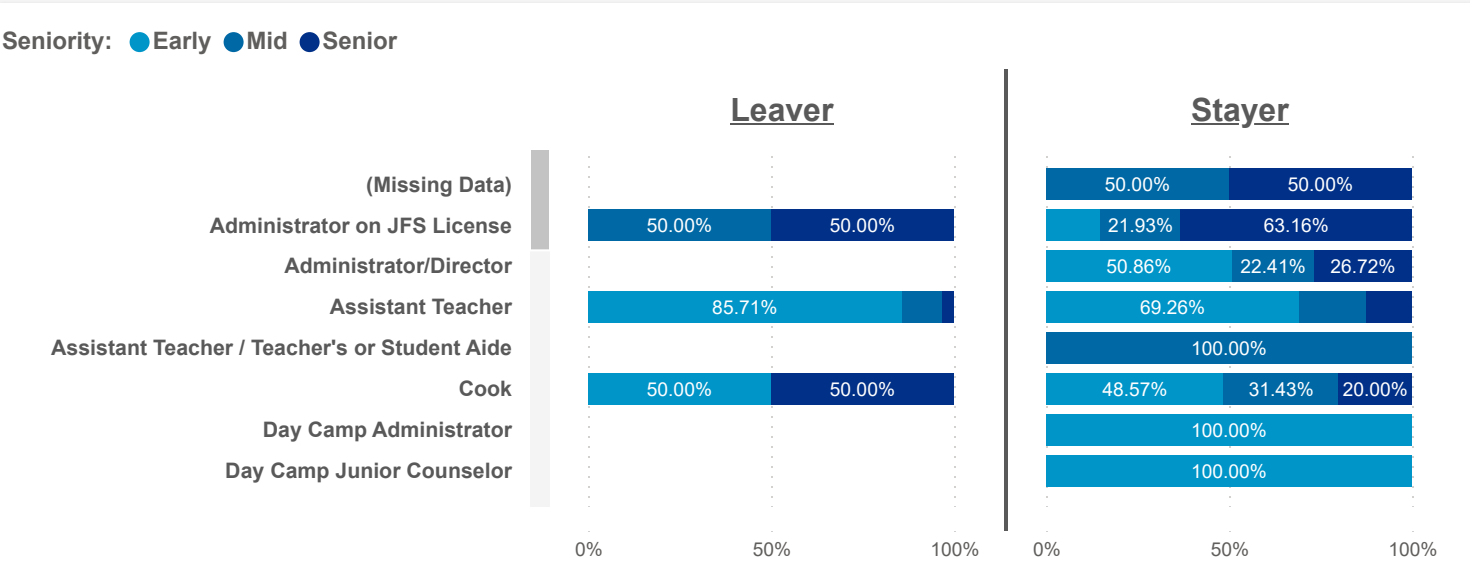
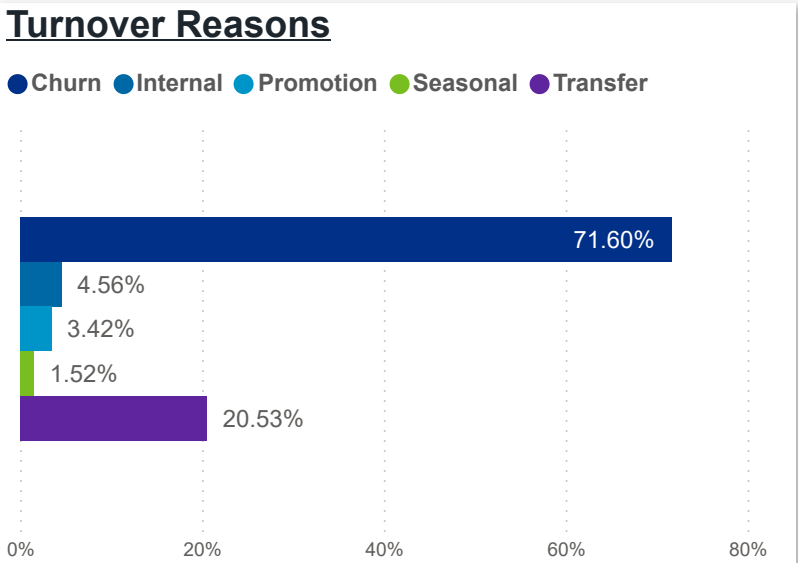
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Columbiana	Individual Service Provider Used in Ratio	0.01		Mid	2.36	3.0
Knox	Assistant Teacher	0.02	13.66	Senior	3.00	3.0
Columbiana	Floater	0.02	10.55	Early	4.38	3.0
Wayne	Individual Service Provider Used in Ratio	0.02		Early	6.09	3.0
Jefferson	Assistant Teacher	0.03	12.00	Early	8.55	1.0
Wayne	Lead Teacher	0.03	14.00	Early	4.62	1.0
Columbiana	Cook	0.03	12.37	Early	2.27	3.0
Carroll	Assistant Teacher	0.04	10.70	Early	8.75	3.0
Knox	Floater	0.04	13.76	Early	1.67	3.0
Carroll	Administrator on JFS License	0.04	14.00	Early	5.50	1.0

TOTAL STAYER

3,509

STAYER (Promotion)

9





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 5	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)

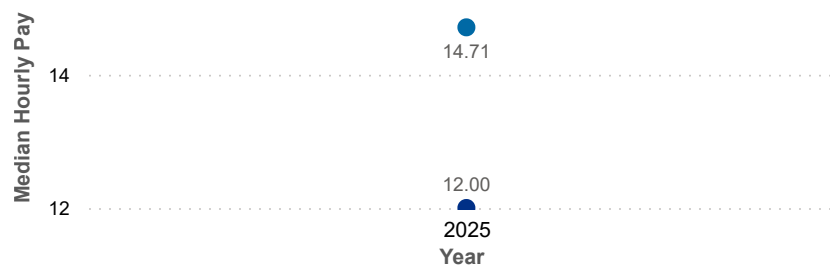
LEAVER

12.00

STAYER

14.71

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

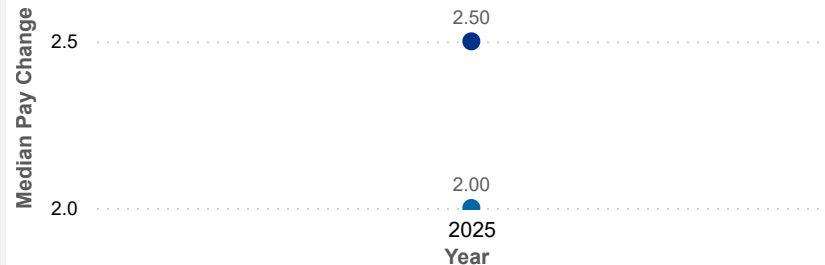
LEAVER

0.79

STAYER

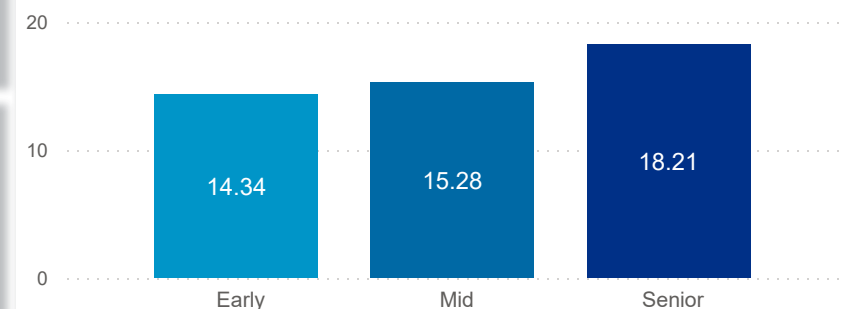
0.58

Worker Status: ● Leaver ● Stayer



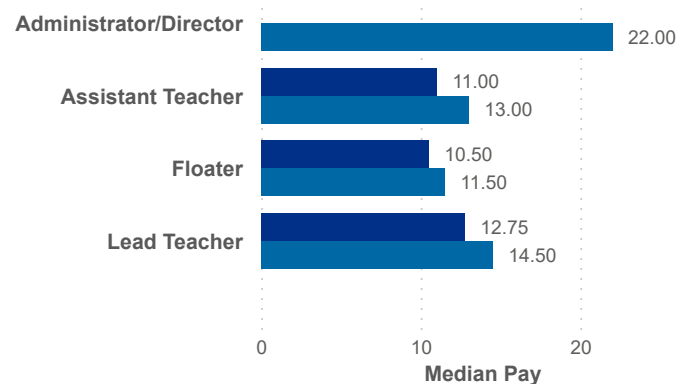
PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

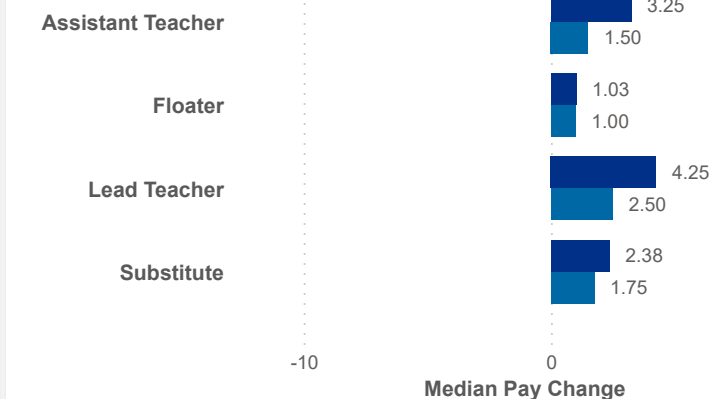


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Leaver

Stayer

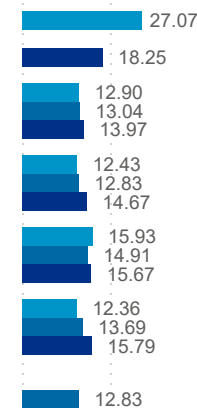
Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute



oCcr*a*

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

202503

Position Type:All

Credential:All

TEACH Models:All

SDA>County:SDA 5

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





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 5	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)

4.46

Workload Median (Leaver)

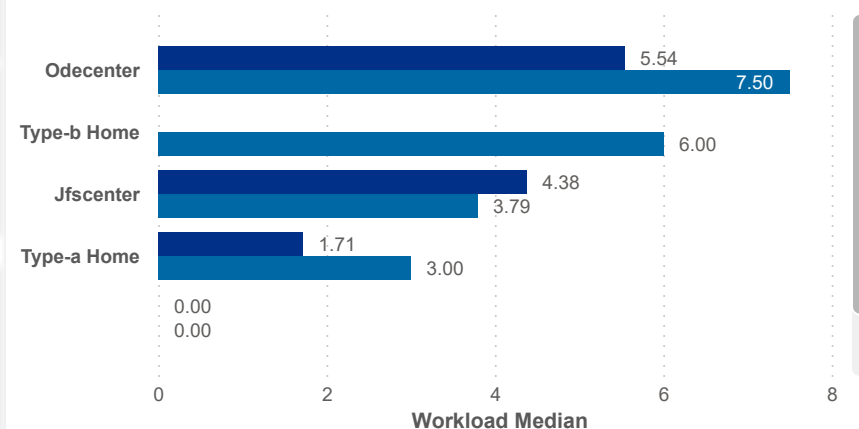
4.40

Workload Median (Stayer)

4.46

Workload Median

Worker status ● Leaver ● Stayer



Star Rating Mean (Total)

1.9

Star Rating Mean (Leaver)

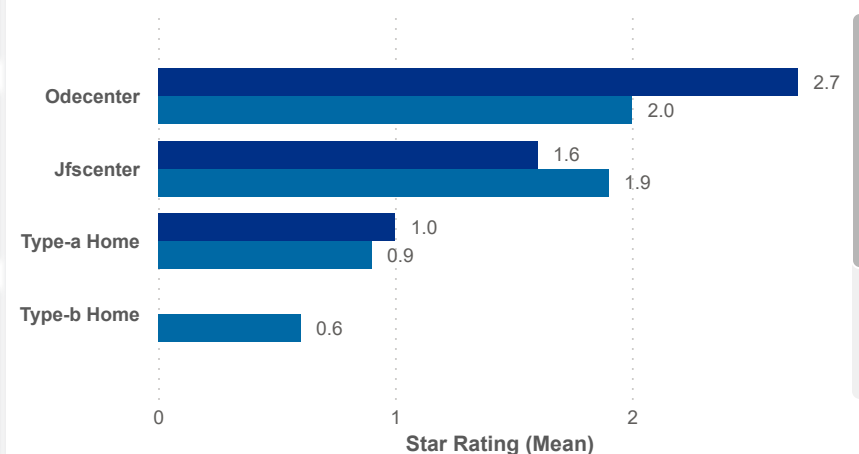
1.7

Star Rating Mean (Stayer)

1.9

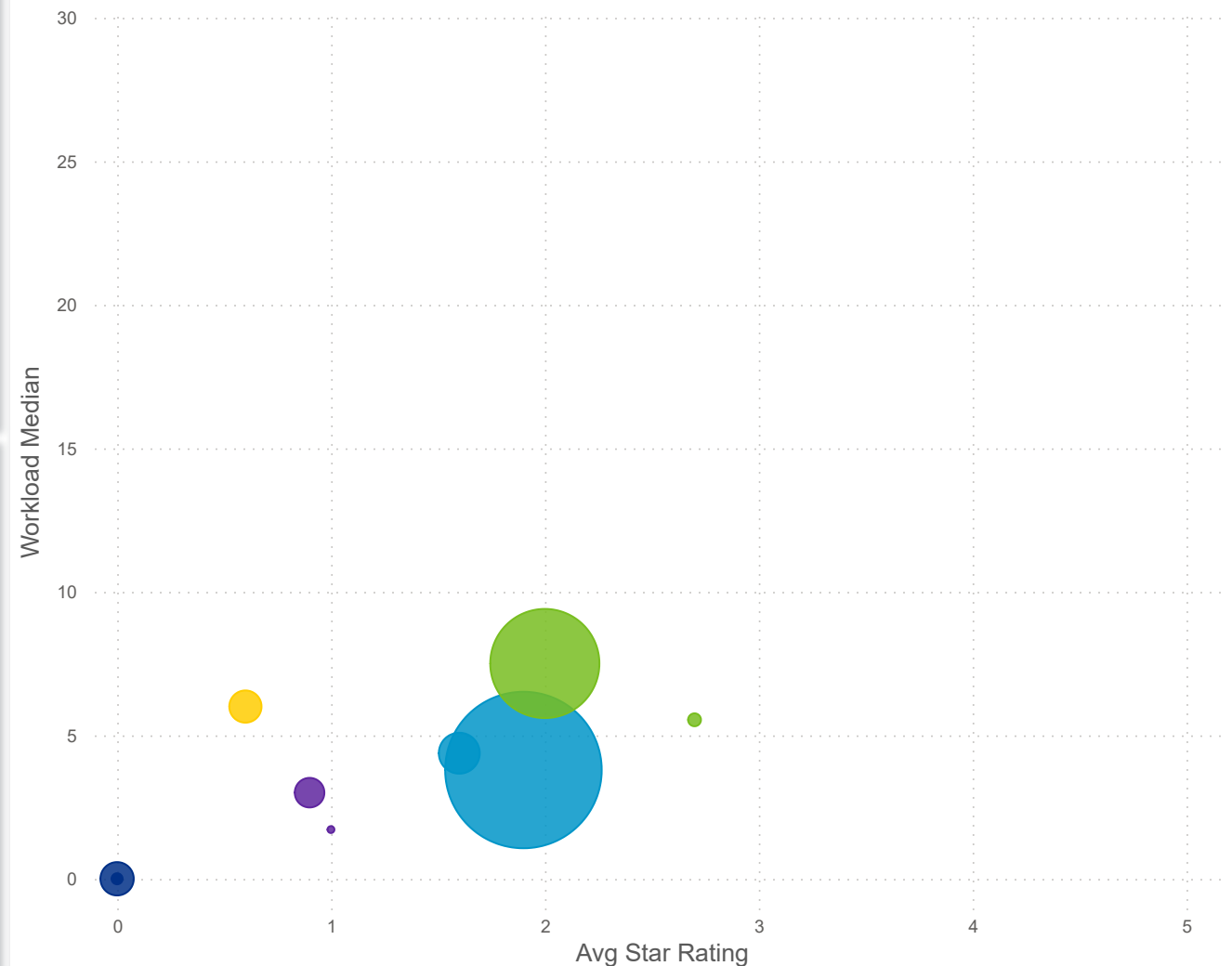
Star Rating Mean

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 5	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)

4.46

Workload Median (Leaver)

4.40

Workload Median (Stayer)

4.46

Star Rating Mean (Total)

1.9

Star Rating Mean (Leaver)

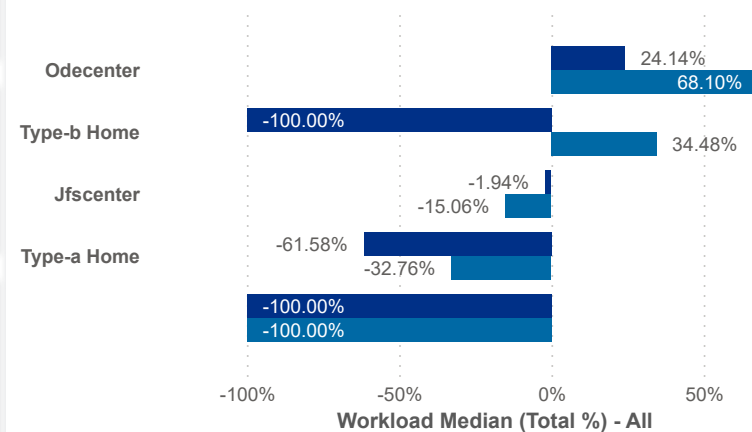
1.7

Star Rating Mean (Stayer)

1.9

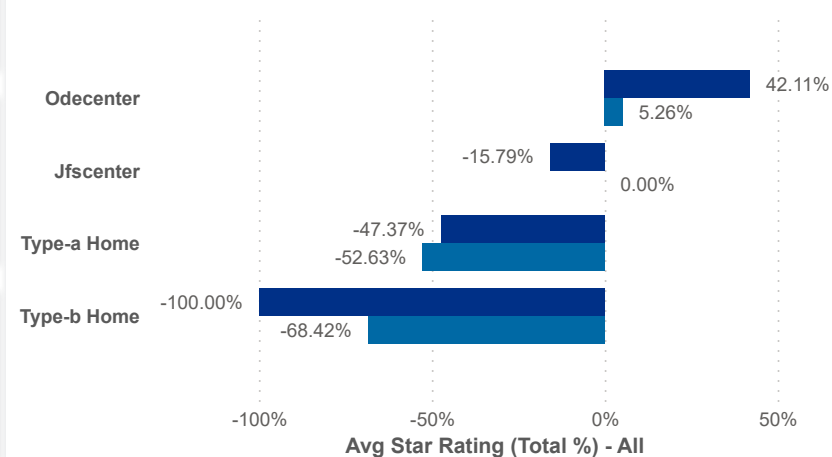
Workload Median (Total %)

Worker status ● Leaver ● Stayer



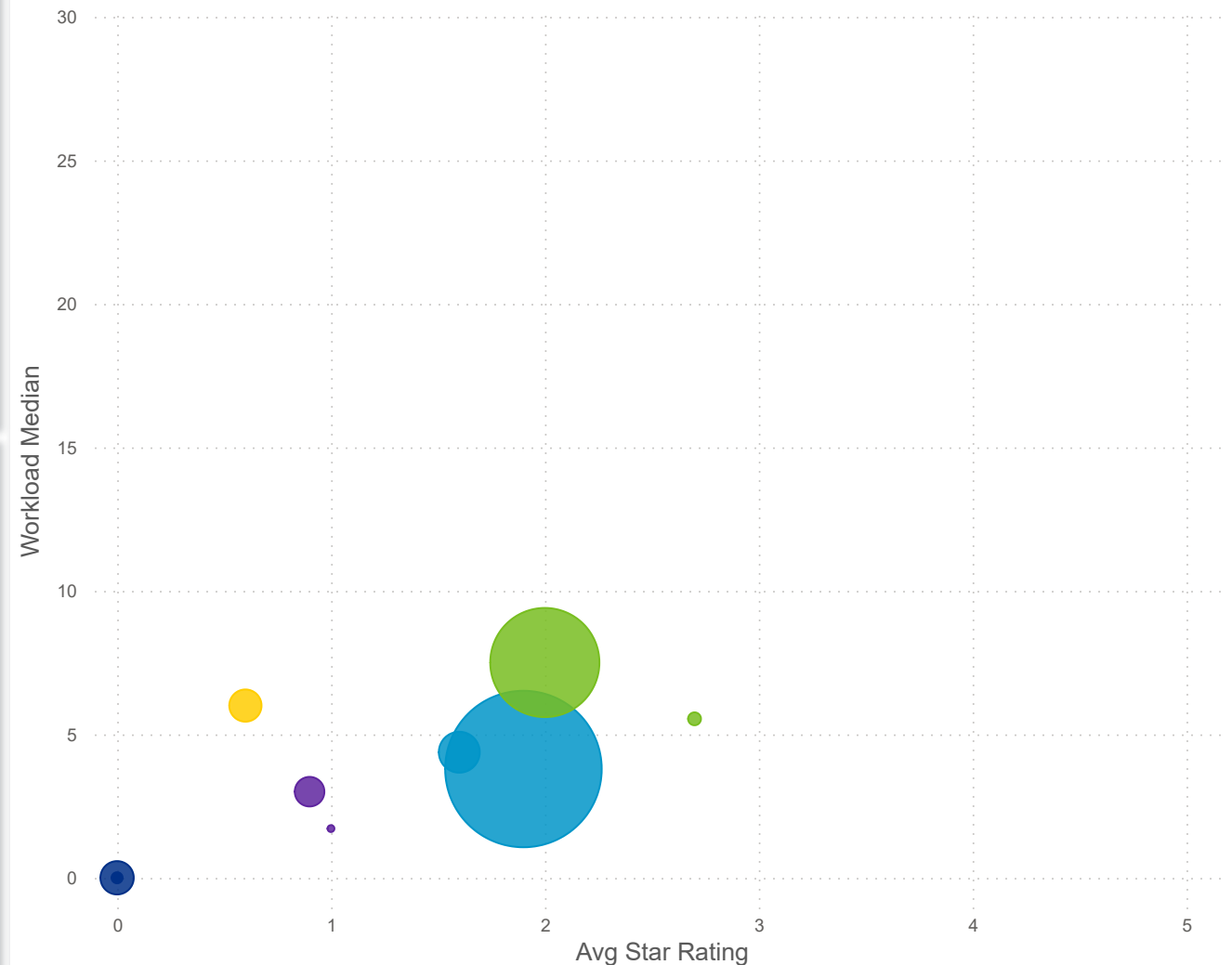
Star Rating Mean (Total %)

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 5	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

13.03

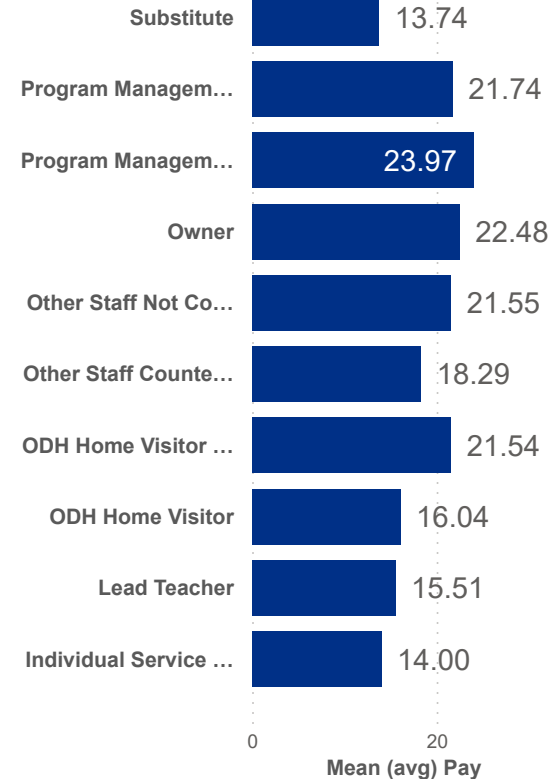
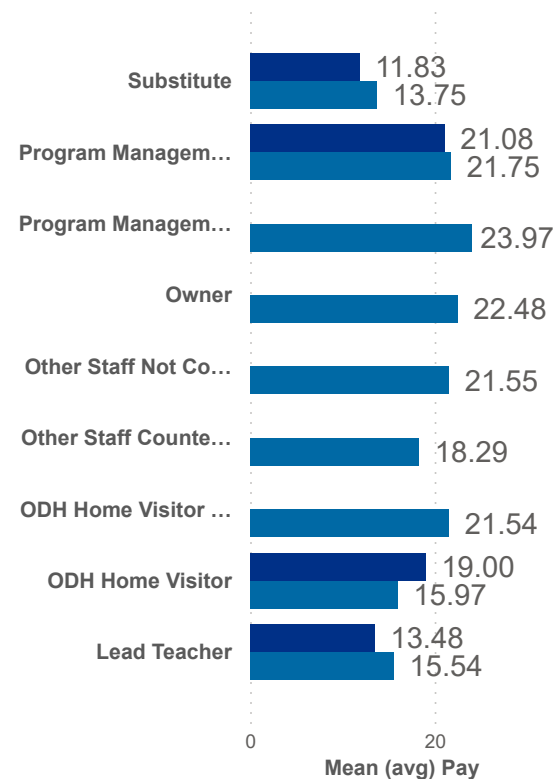
STAYER

16.01

COMBINED

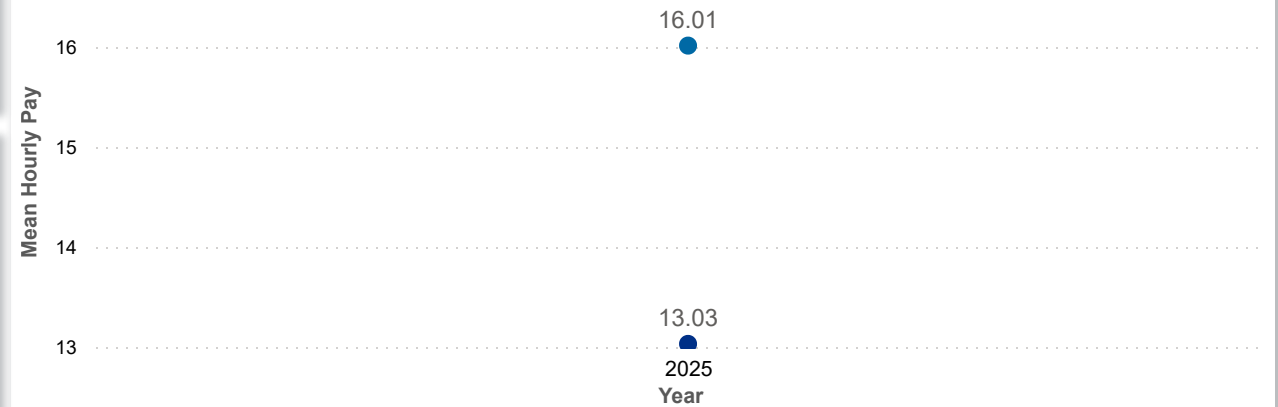
15.96

Worker status ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

