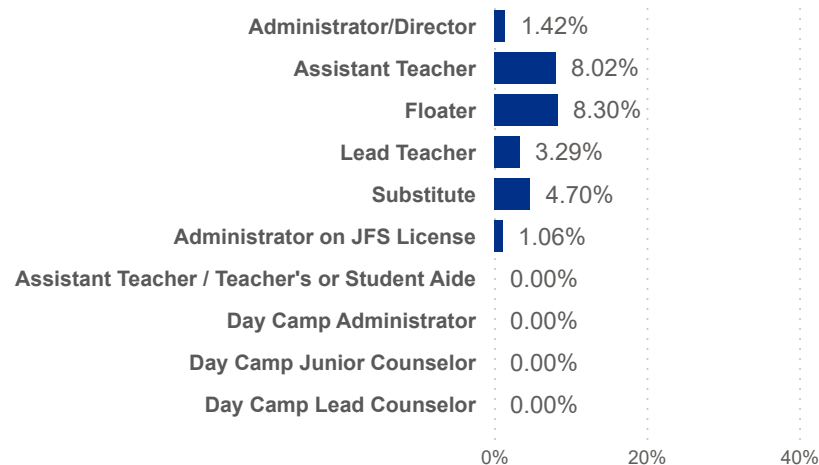


Date:	202504	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All			
	202506	Position Type:	All					Credential:	All	TEACH Models:	All			
SDA>County:		SDA 10	SUTQ Rating:		All	Total Duration:		0.00	Center Type:	All	Publicly Funded:	All	POWER Status:	All
								100.00	Beale Code:	All	Student Age Group:	All	POWER Levels:	All

### Avg Monthly Turnover Rates by Job Title



**Avg Monthly Turnover**

**4.61%**

### Adjusted Workers

**3,493**

Total Leaver

325

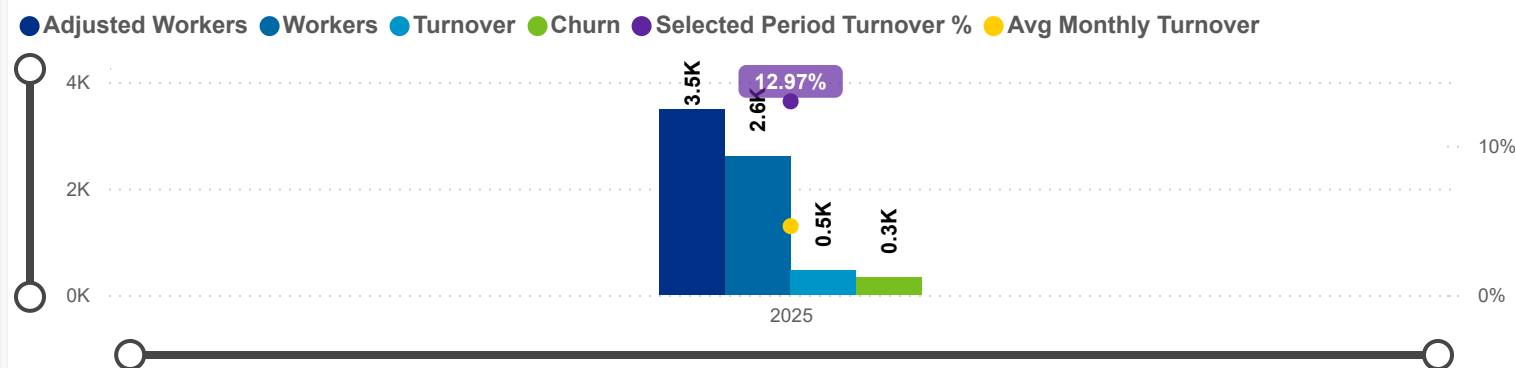
Total Stayer

**3,168**

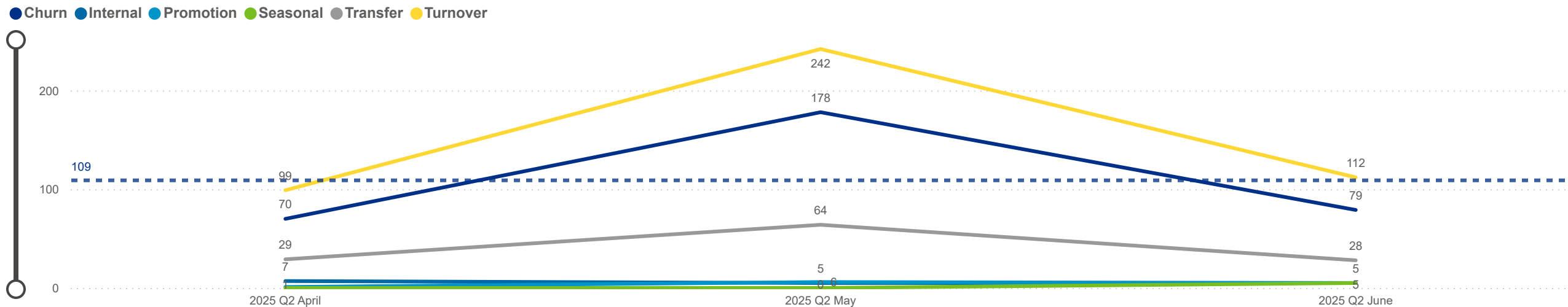
### Sel Period Turnover

**12.97%**

### Avg Monthly Turnover and Number of Workers



## Categorization by Time Series

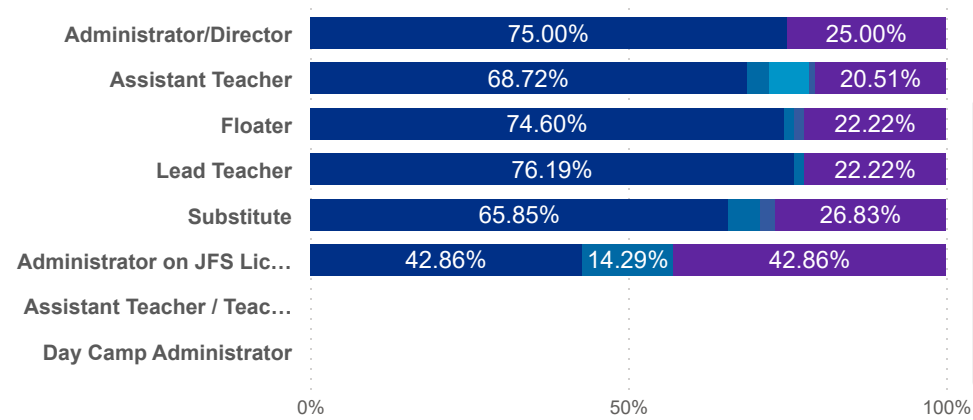




Date: 202504	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202506	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 10	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student Age Group: All	POWER Levels: All

## Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

3.33%

Adjusted Workers

3,493

Workload Median

4.27

Pay Median USD / hr

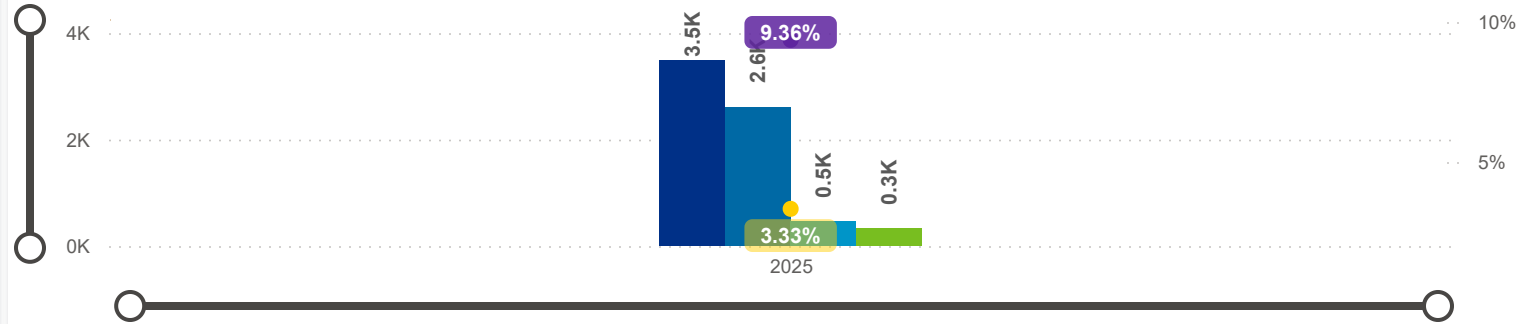
14.73

Avg ECE Duration

5.46

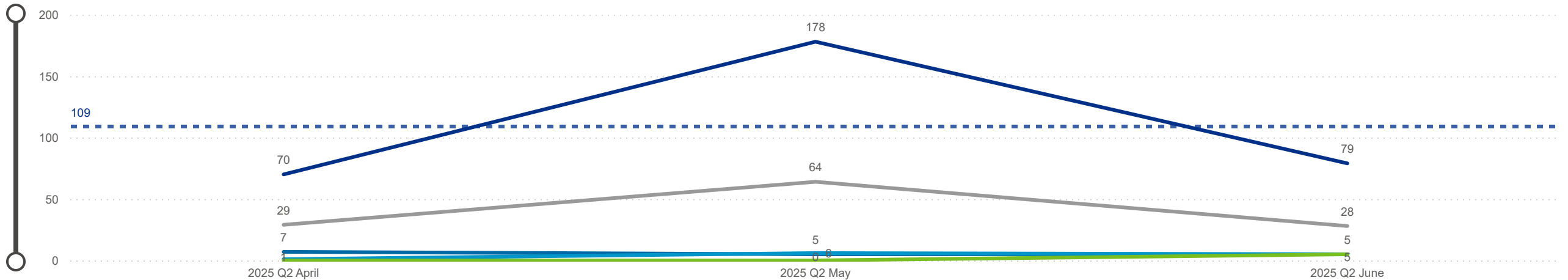
## Avg Monthly Churn and Number of Workers

● Adjusted Workers ● Workers ● Turnover ● Churn ● Selected Period Churn % ● Avg Monthly Churn



## Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer





Low Leaver %

High Leaver %

### ADJUSTED WORKERS

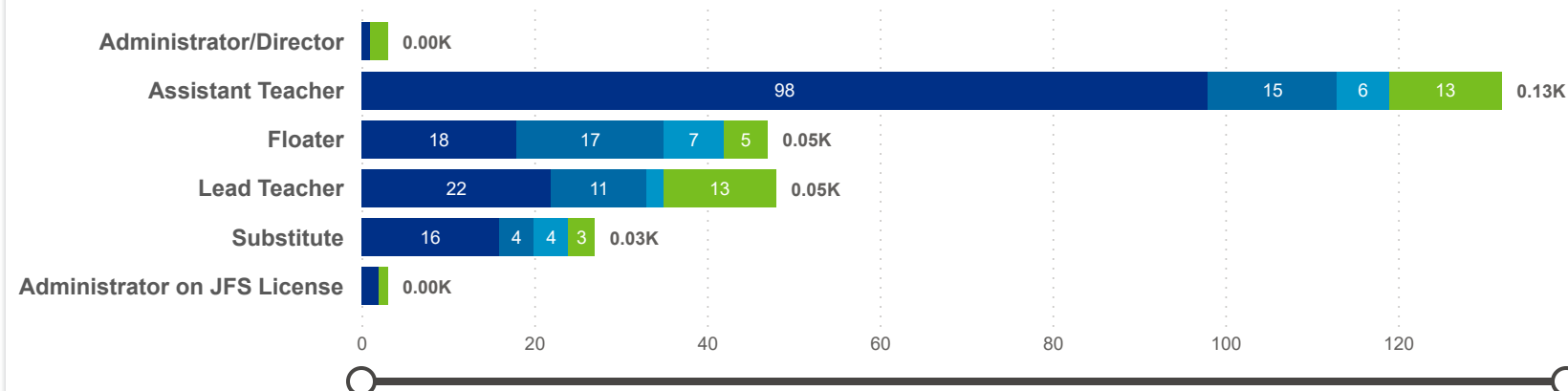
**TOTAL LEAVER**

**TOTAL STAYER**

**SELECTED PERIOD CHURN %**

**9.30%**

Star Rating ●0 ●1 ●2 ●3



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
Monroe OH	133	82	3.14%	4	129	3.01%	96.99%	<div><div></div></div> 1.01%	3.76%	<div><div></div></div> 1.27%	3.43	2.51
Noble OH	143	116	4.45%		143		100.00%	<div><div></div></div> 0.00%	0.00%	<div><div></div></div> 0.00%	3.78	2.19
Guernsey OH	333	262	10.05%	32	301	9.61%	90.39%	<div><div></div></div> 3.56%	14.11%	<div><div></div></div> 5.08%	4.62	1.94
Belmont OH	357	289	11.08%	14	343	3.92%	96.08%	<div><div></div></div> 1.37%	5.32%	<div><div></div></div> 1.86%	5.11	1.71
Hocking OH	174	142	5.44%	3	171	1.72%	98.28%	<div><div></div></div> 0.58%	2.30%	<div><div></div></div> 0.78%	5.50	1.49
Muskingum OH	778	601	23.04%	82	696	10.54%	89.46%	<div><div></div></div> 3.80%	14.52%	<div><div></div></div> 5.24%	5.83	1.34
Perry OH	255	204	7.82%	16	239	6.27%	93.73%	<div><div></div></div> 2.15%	8.63%	<div><div></div></div> 2.96%	8.31	1.23
Washington OH	559	369	14.15%	51	508	9.12%	90.88%	<div><div></div></div> 3.17%	11.09%	<div><div></div></div> 3.86%	3.96	1.12
Athens OH	674	550	21.09%	122	552	18.10%	81.90%	<div><div></div></div> 6.95%	26.71%	<div><div></div></div> 10.16%	2.94	1.09
Morgan OH	87	71	2.72%	1	86	1.15%	98.85%	<div><div></div></div> 0.38%	1.15%	<div><div></div></div> 0.38%	3.35	0.66
Total	3,493	2,608	100.00%	325	3,168	9.30%	90.70%	<div><div></div></div> 3.33%	12.97%	<div><div></div></div> 4.61%	4.27	1.42

occra

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

Created Date: 07/15/2025

Date:202504

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

202506

Position Type:All

Credential:All

TEACH Models:All

SDA>County:SDA 10

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)
325	3,168	2.76	5.54	11.50	14.89

● Leaver % ● Stayer %

9.30%

90.70%

● Leaver ● Stayer

Administrator/Director	3	89
Assistant Teacher	132	685
Floater	47	244
Lead Teacher	48	601
Substitute	27	274
	1	

Worker Status: ● Leaver ● Stayer

Administrator/Dir...	1.41	4.64
Assistant Teacher	1.52	2.69
Floater	2.37	2.65
Lead Teacher	5.09	6.42
Substitute	2.23	3.69
		7.17
Administrator on ...	6.84	13.19
Assistant Teacher...		13.58
Day Camp Admini...	5.73	

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

240

294

177

354

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

	Leaver				Stayer			
Administrator/Director								90%
Assistant Teacher	41%	44%			30%	36%	22%	
Floater	41%	52%			52%	36%		
Lead Teacher	27%	40%	27%		28%		45%	
Substitute	60%	40%			33%	26%	24%	

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DATA & REVIEW DRAFT 6/30/2025

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202504

Program Type: All

Date:202506

Position Type: All

Job Title: All

Teacher Age Group: All

Education: All

Credential: All

TEACH Status: All

TEACH Models: All

SDA>County: SDA 10

SUTQ Rating: All

Total Duration:0.00100.00

Center Type: All

Beale Code: All

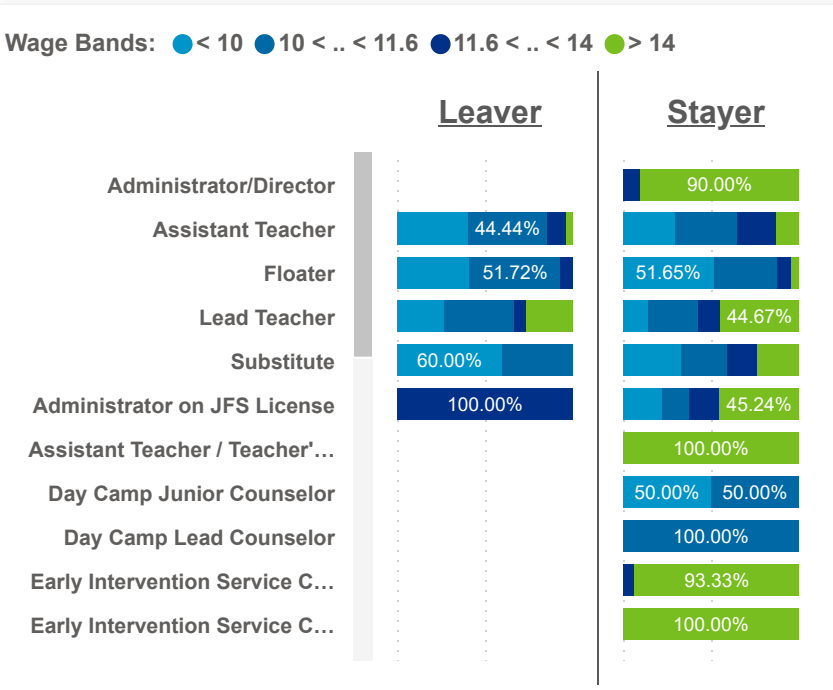
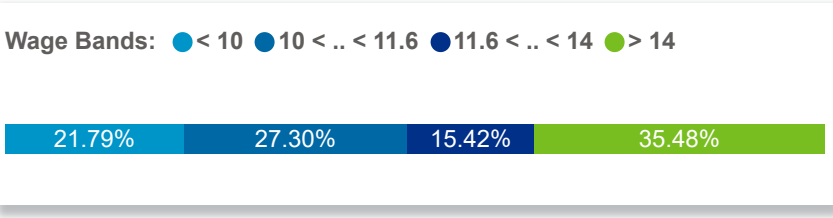
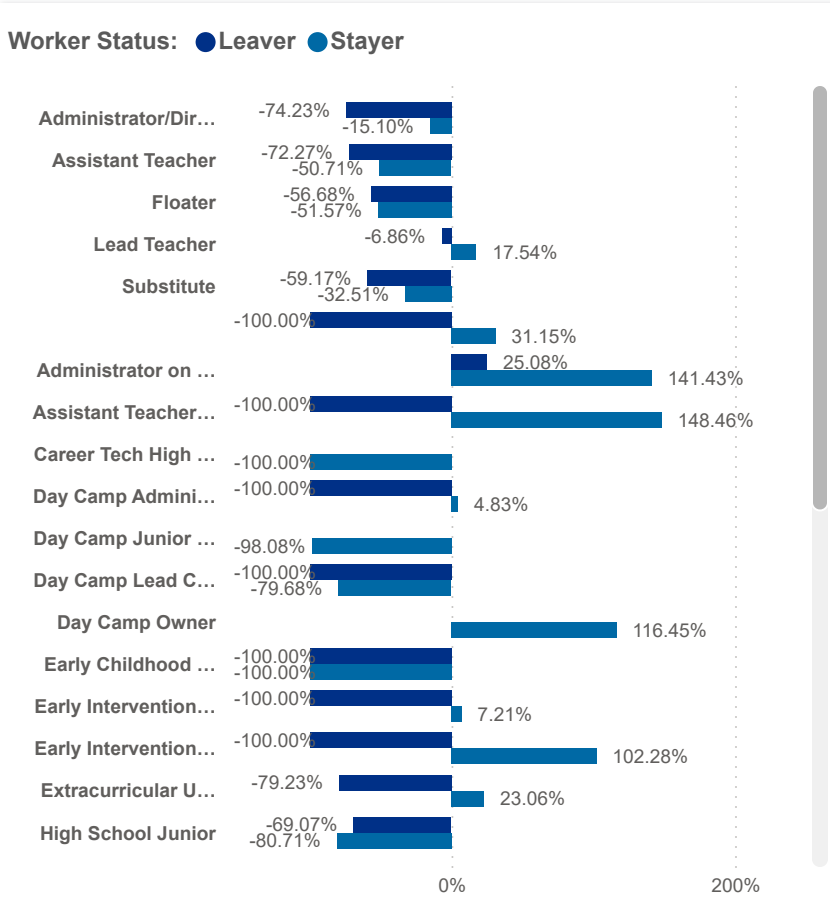
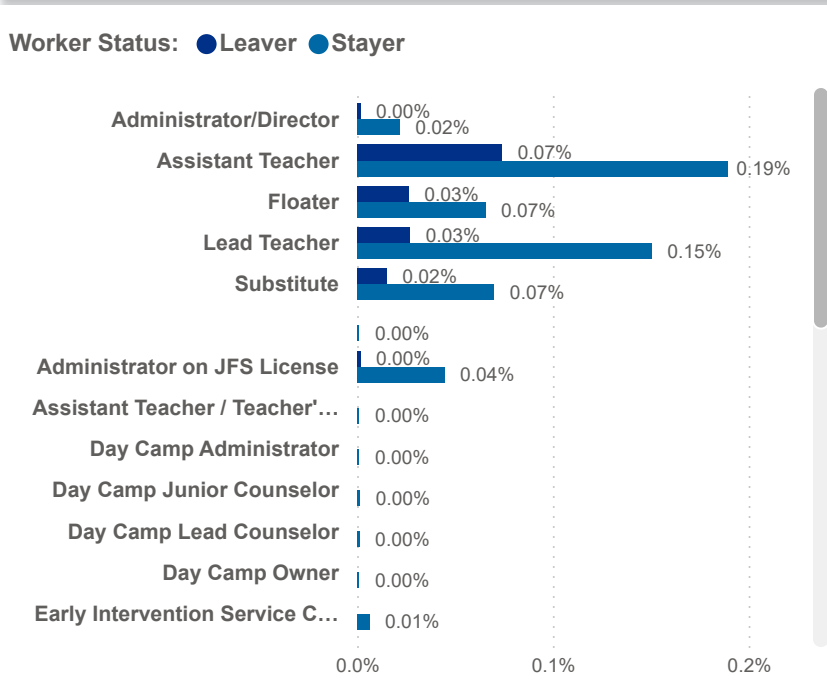
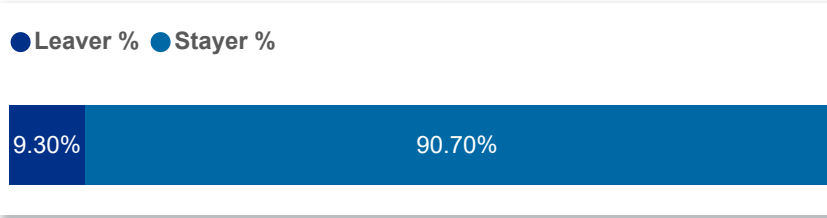
Publicly Funded: All

Student Age Group: All

POWER Status: 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)
9.30%	90.70%	2.76	5.54	11.50	14.89



Date:202504

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202506

Position Type:All

Teacher Age Group:All

Education:All

TEACH Models:All

SDA>County:SDA 10

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

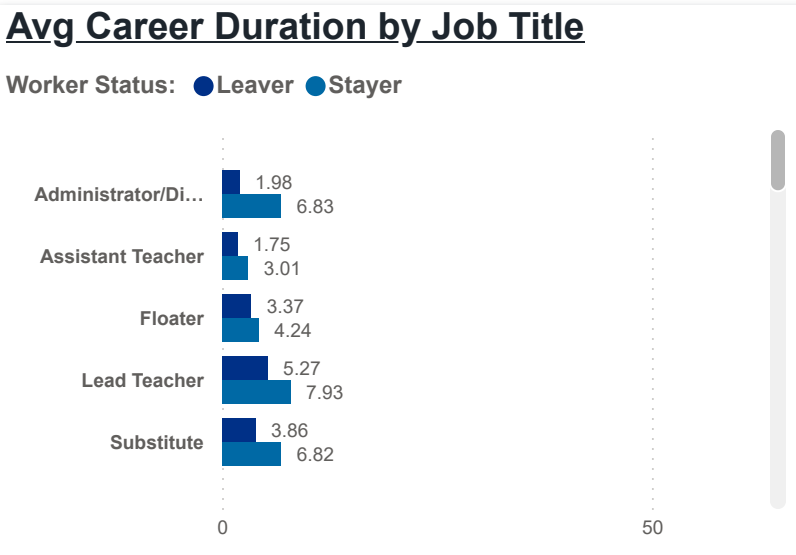
POWER Levels:All

LEAVER (Avg Career Duration)

4.60

STAYER (Avg Career Duration)

10.36



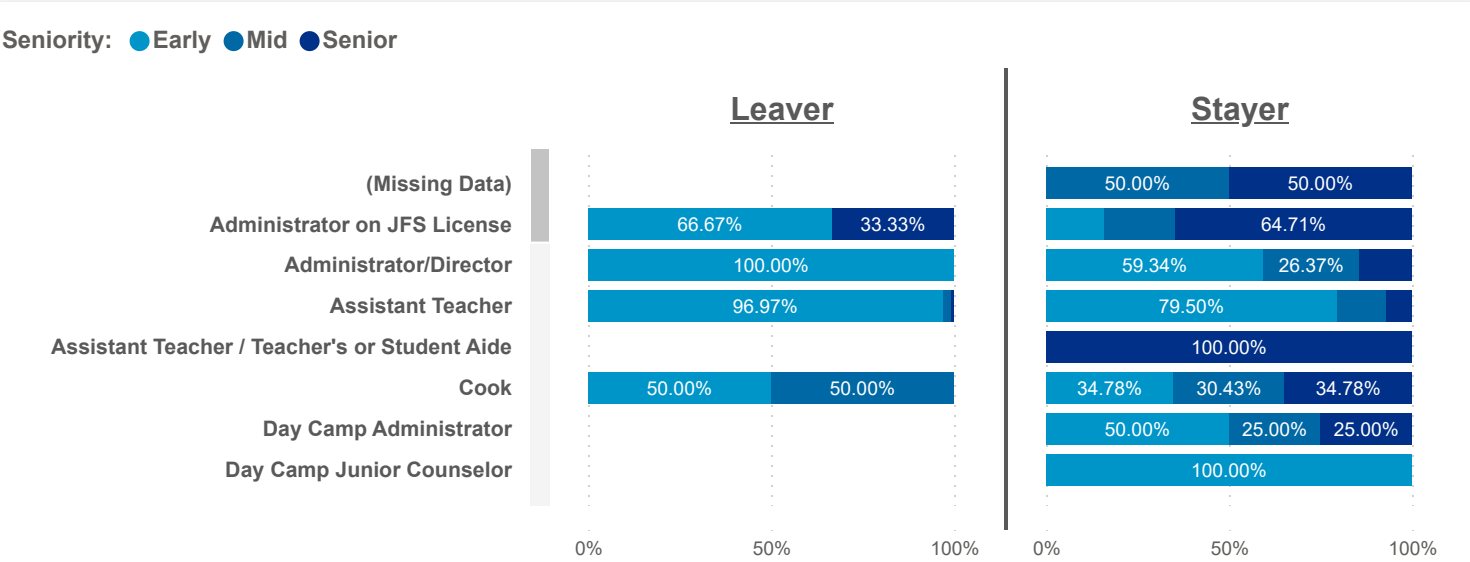
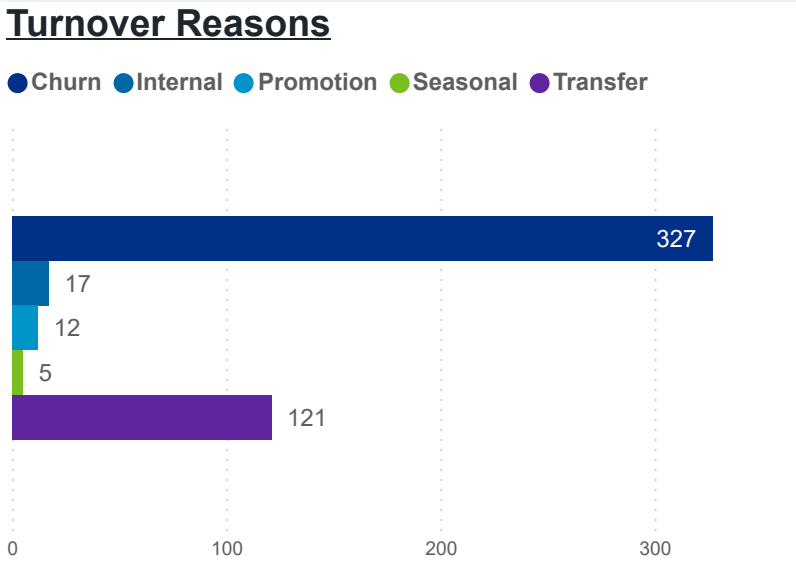
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Athens	Administrator/Director	3.91		Early	6.29	1.8
Belmont	Administrator/Director	2.37		Early	4.78	2.0
Guernsey	Administrator/Director	4.83		Early	5.41	3.0
Hocking	Administrator/Director	3.33		Early	11.38	0.0
Monroe	Administrator/Director	2.46		Early	1.07	3.0
Muskingum	Administrator/Director	2.73		Early	10.00	2.2
Noble	Administrator/Director	0.66		Early	5.67	3.0
Perry	Administrator/Director	1.18		Early	7.00	2.2
Washington	Administrator/Director	1.89		Early	3.43	3.0
Perry	Administrator/Director	2.53	17.00	Early	42.66	0.0

TOTAL STAYER

3,168

STAYER (Promotion)

12



Date:202504

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202506

Position Type:All

Teacher Age Group:All

Education:All

TEACH Models:All

SDA>County:SDA 10

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

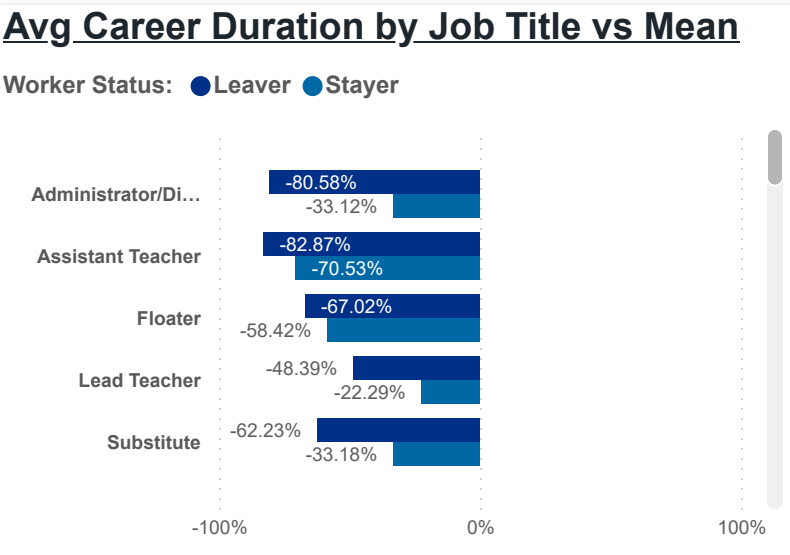
POWER Levels:All

LEAVER (Avg Career Duration)

4.60

STAYER (Avg Career Duration)

10.36



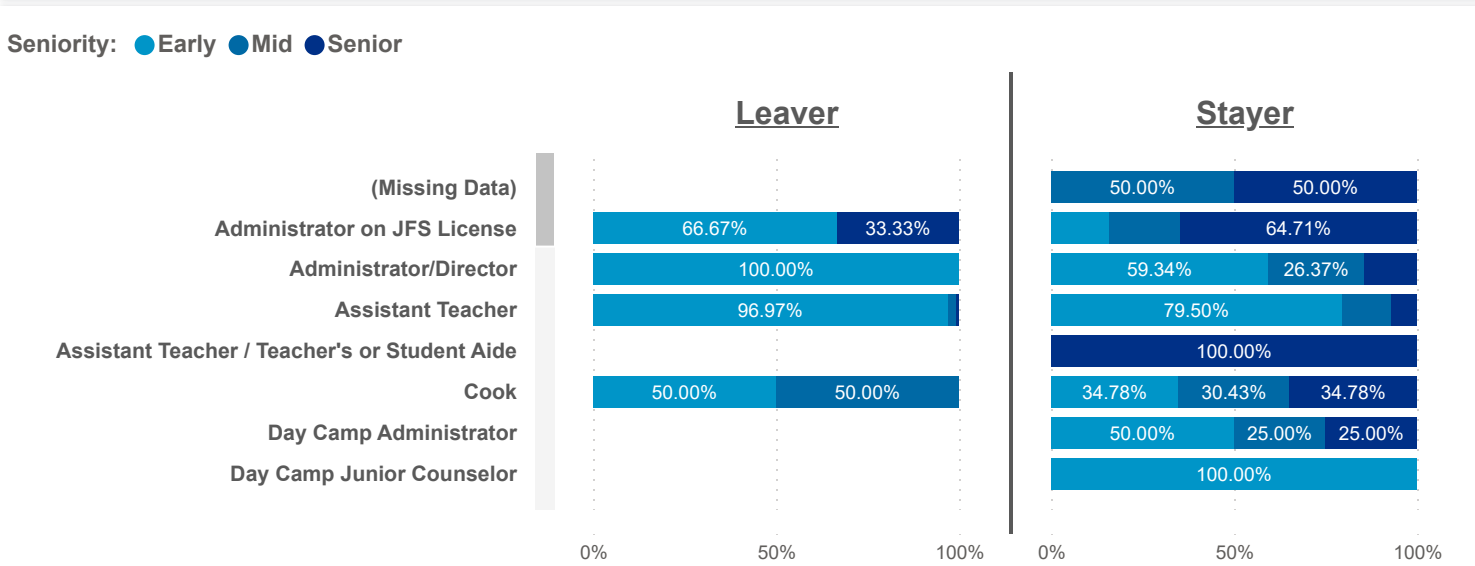
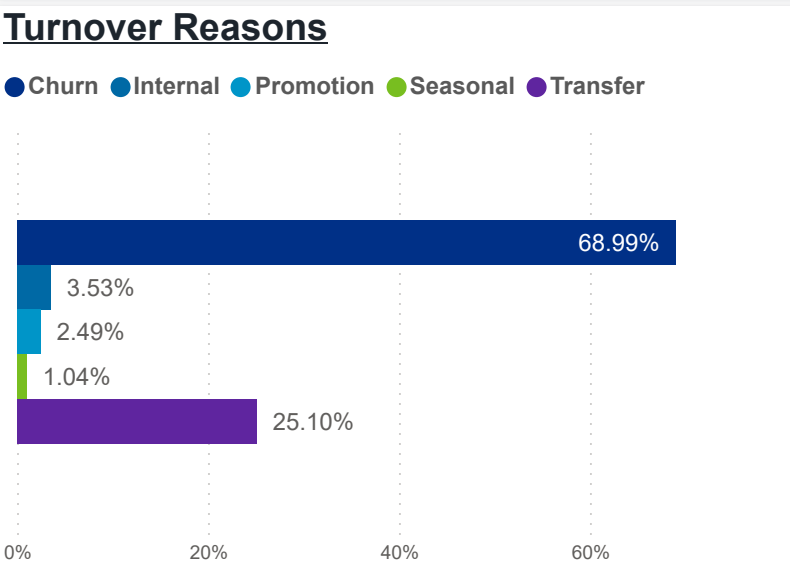
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Muskingum	Day Camp Junior Counselor	0.01	10.40	Early	0.00	0.0
Washington	Cook	0.01	12.02	Early	4.07	0.0
Belmont	Assistant Teacher	0.02	13.00	Early	3.74	1.0
Muskingum	Day Camp Junior Counselor	0.02		Early	0.00	0.0
Guernsey	Lead Teacher	0.03	12.00	Mid	4.00	3.0
Muskingum	Day Camp Lead Counselor	0.04		Early	0.00	0.0
Muskingum	Day Camp Lead Counselor	0.04	11.75	Early	0.00	0.0
Belmont	Early Intervention Service Coordinator	0.04	22.00	Senior	0.00	0.0
Athens	HS Senior or Graduate <18	0.04	11.00	Early		0.0
Guernsey	Other Staff Counted In Ratio	0.04	17.00	Early	8.78	0.0
Athens	Floater	0.04	11.50	Early	4.64	0.0

TOTAL STAYER

3,168

STAYER (Promotion)

12





Date:	202504	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202506	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 10	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

11.50

STAYER

14.89

PAY PROGRESSION (USD)

LEAVER

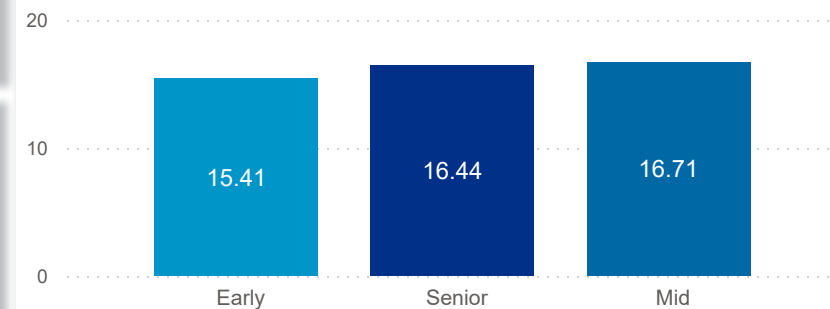
-0.07

STAYER

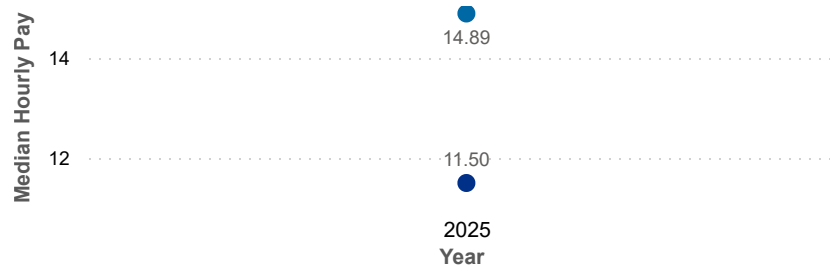
0.76

PAY & CAREER SENIORITY (USD)

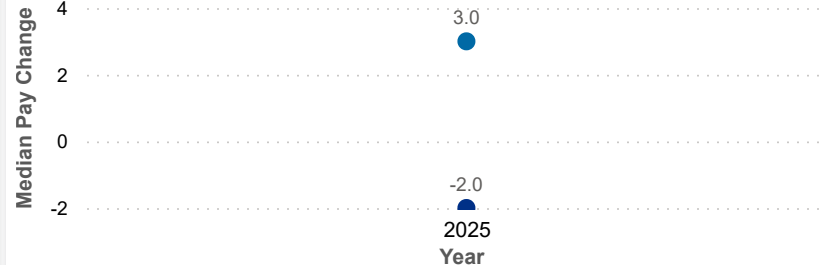
Seniority: ● Early ● Senior ● Mid



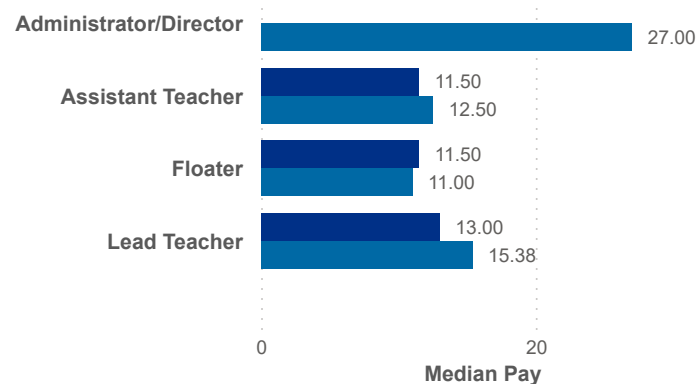
Worker Status: ● Leaver ● Stayer



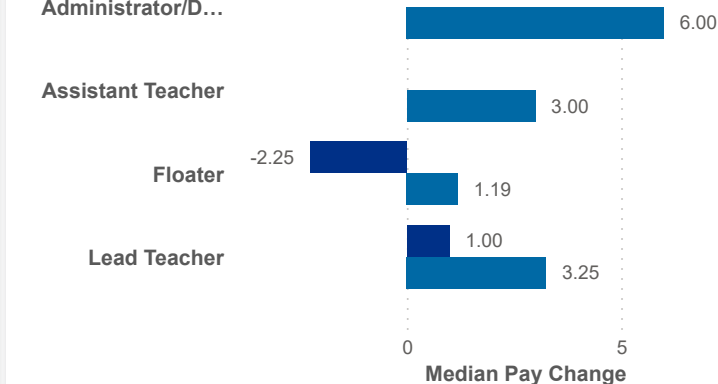
Worker Status: ● Leaver ● Stayer



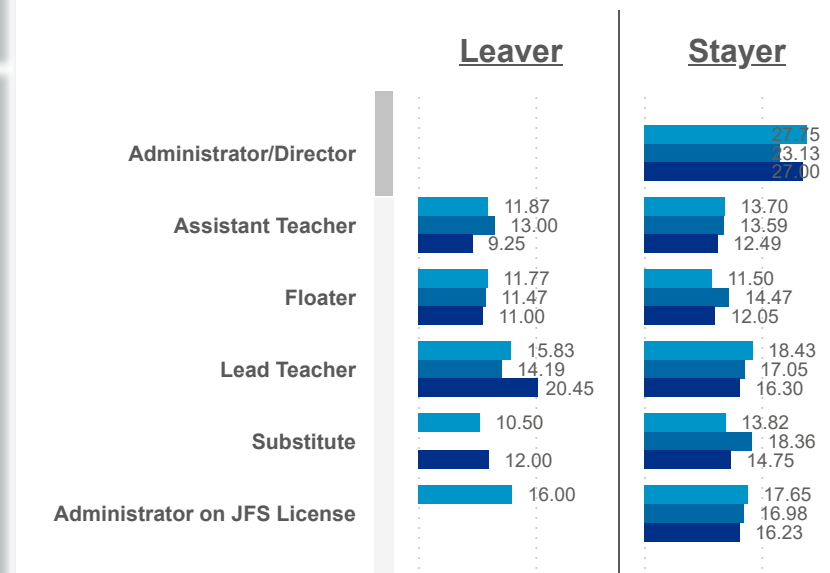
Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Seniority: ● Early ● Mid ● Senior





Date:202504

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202506

Position Type:All

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

SDA>County:SDA 10

Beale Code:All

Student Age Group:All

POWER Levels:All





Date:	202504	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202506	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 10	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)

4.27

## Workload Median (Leaver)

3.67

## Workload Median (Stayer)

4.29

## Star Rating Mean (Total)

1.4

## Star Rating Mean (Leaver)

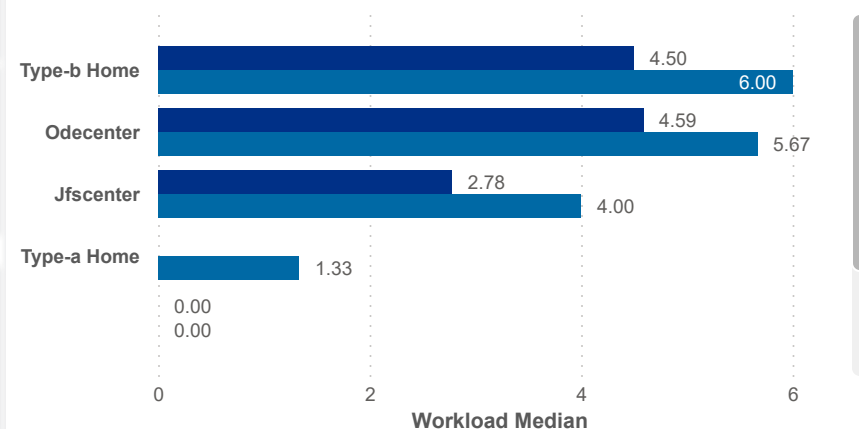
0.9

## Star Rating Mean (Stayer)

1.4

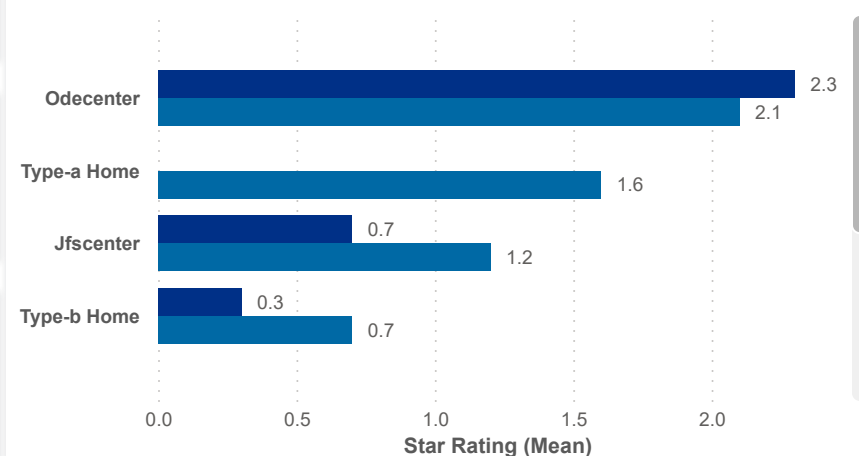
## Workload Median

Worker status ● Leaver ● Stayer



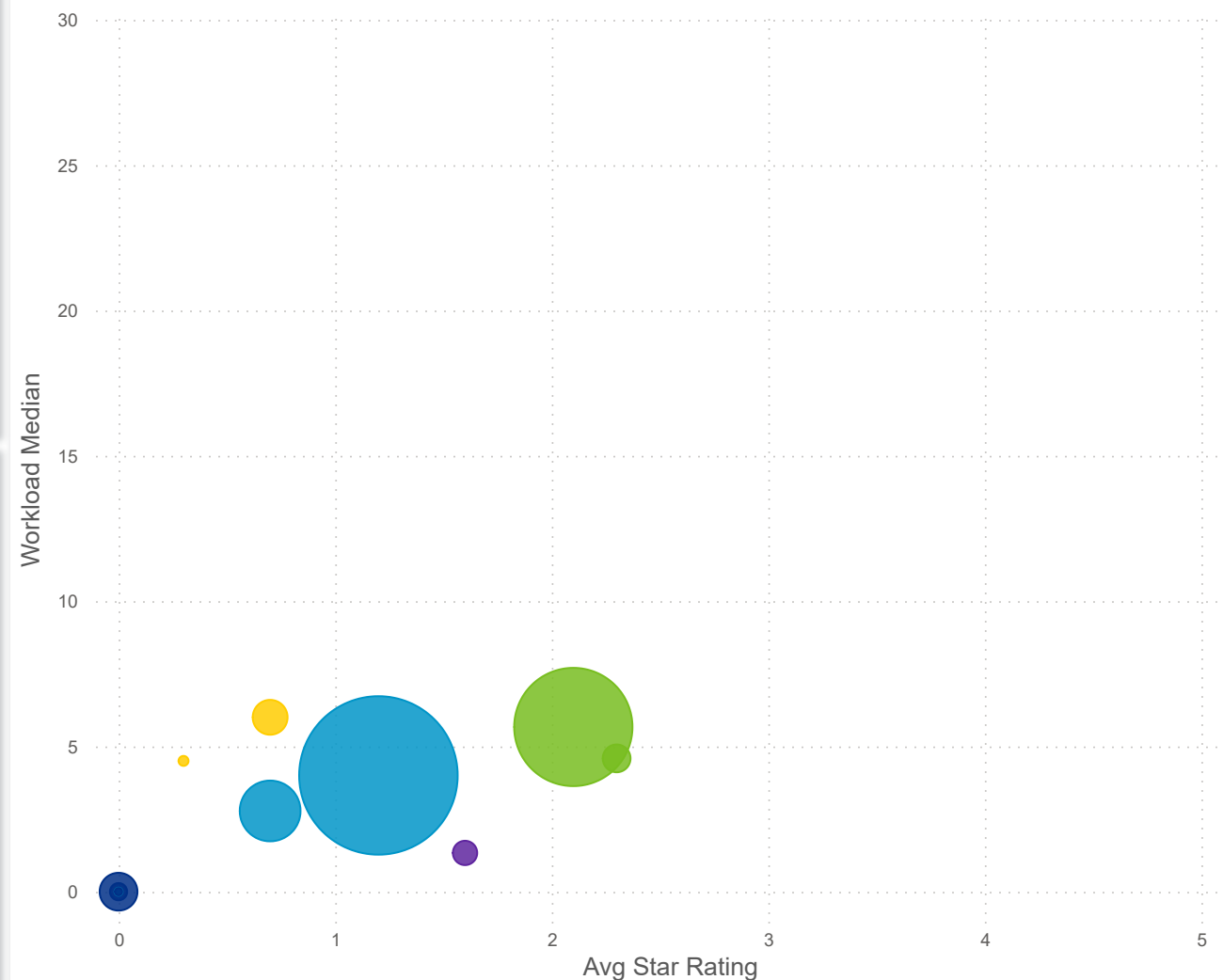
## Star Rating Mean

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:	202504	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202506	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 10	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)

4.27

Workload Median (Leaver)

3.67

Workload Median (Stayer)

4.29

Star Rating Mean (Total)

1.4

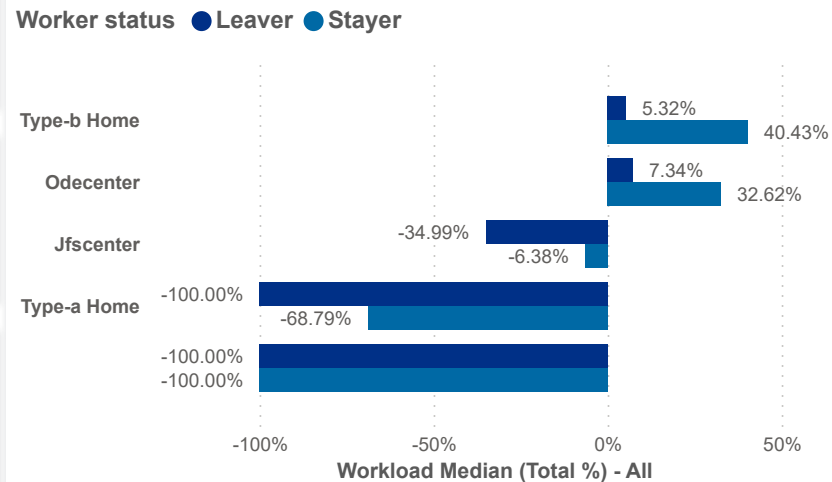
Star Rating Mean (Leaver)

0.9

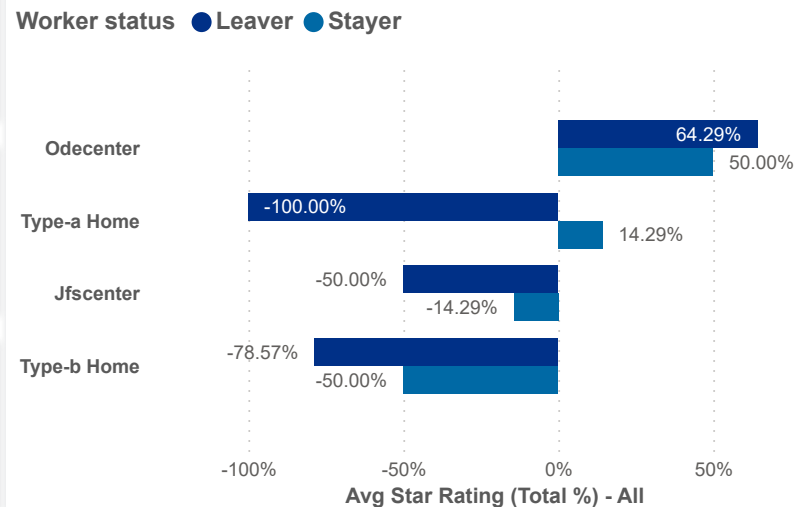
Star Rating Mean (Stayer)

1.4

Workload Median (Total %)

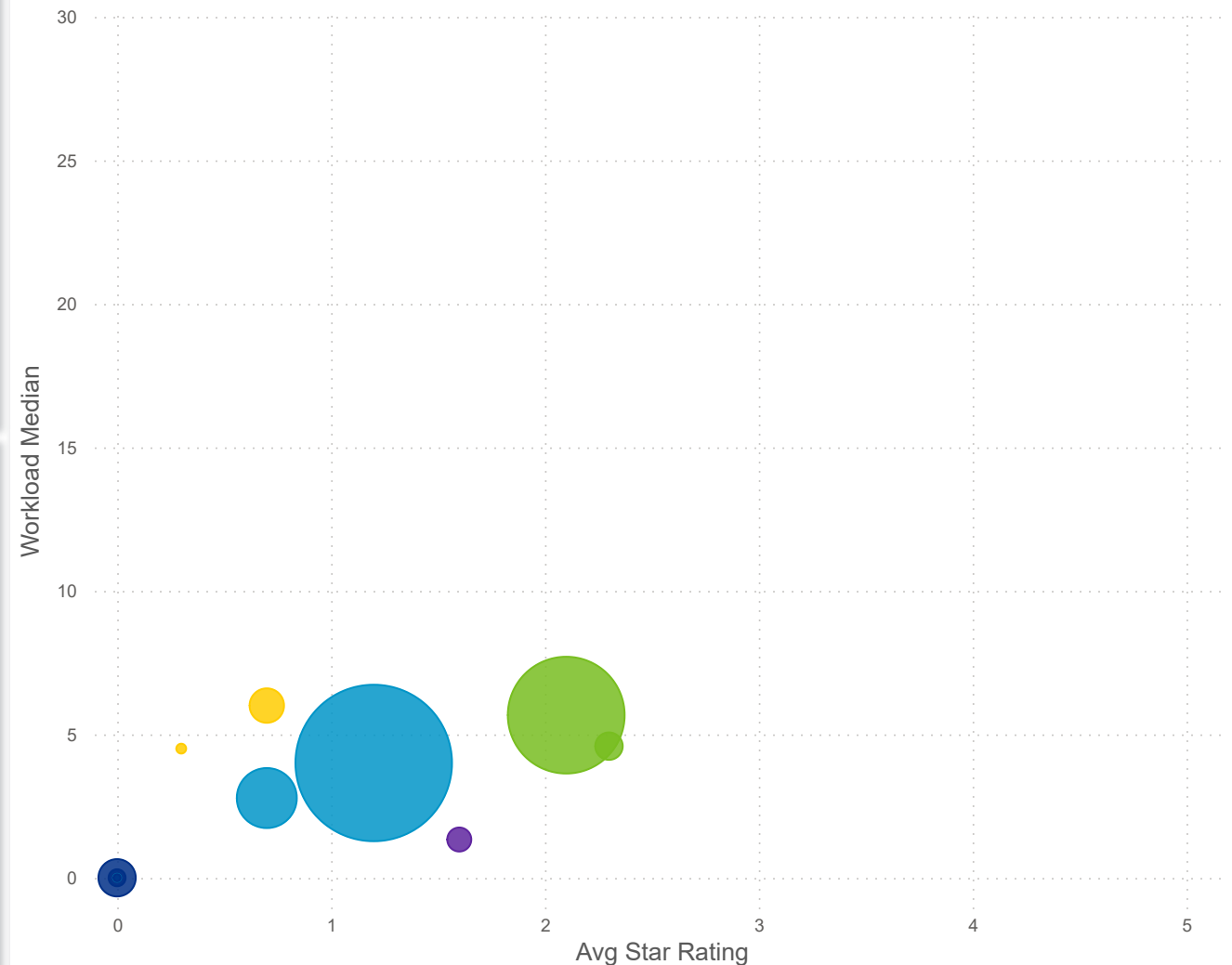


Star Rating Mean (Total %)



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:	202504	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202506	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 10	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

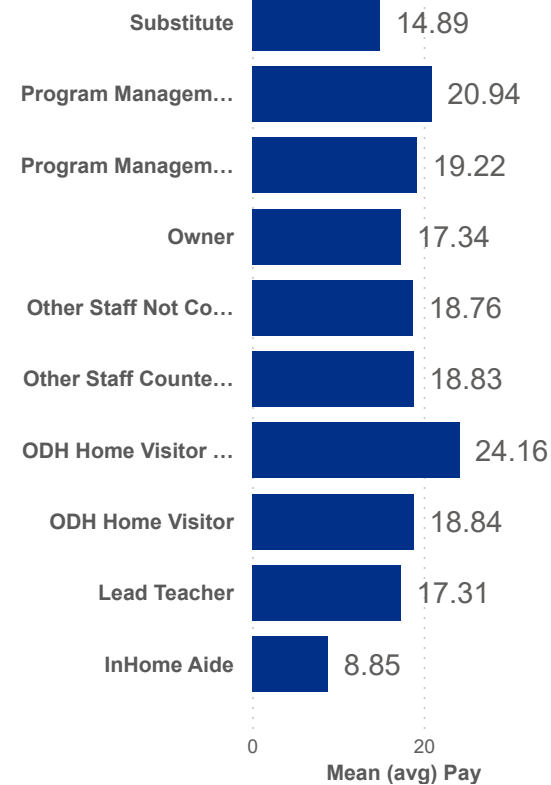
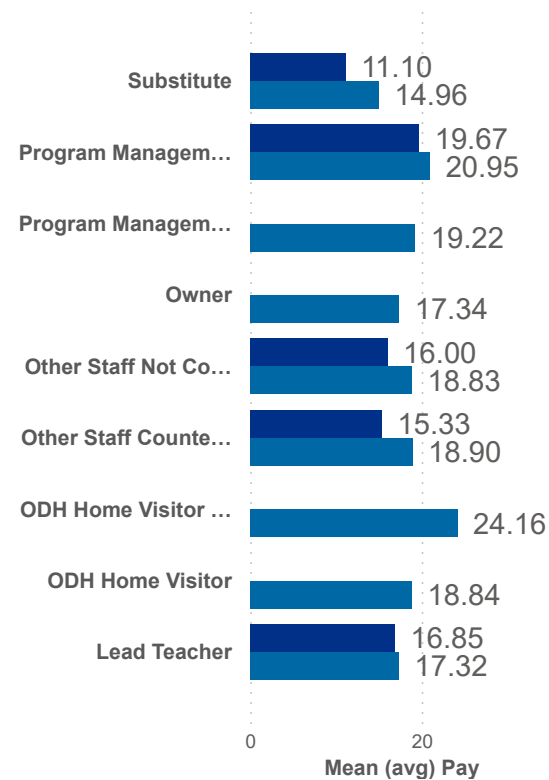
STAYER

16.10

COMBINED

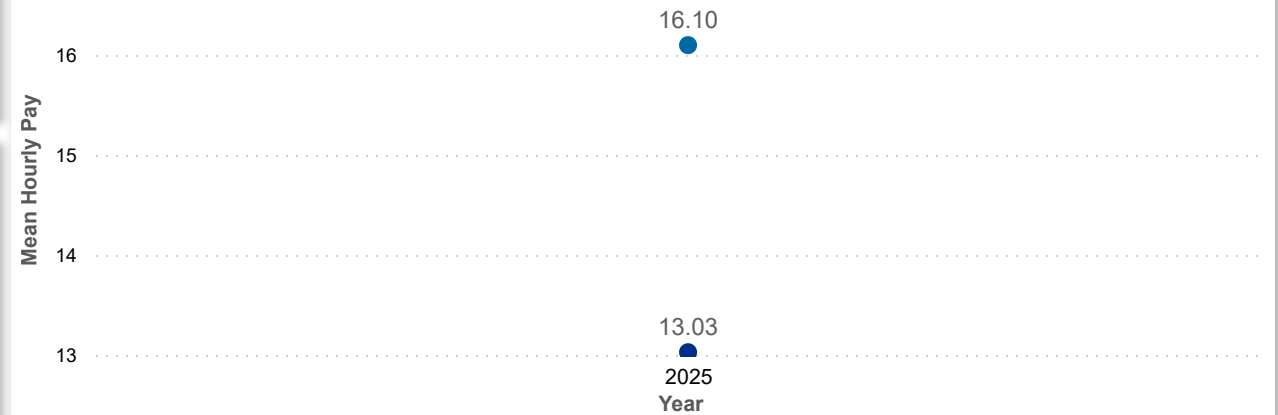
16.02

Worker status ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

