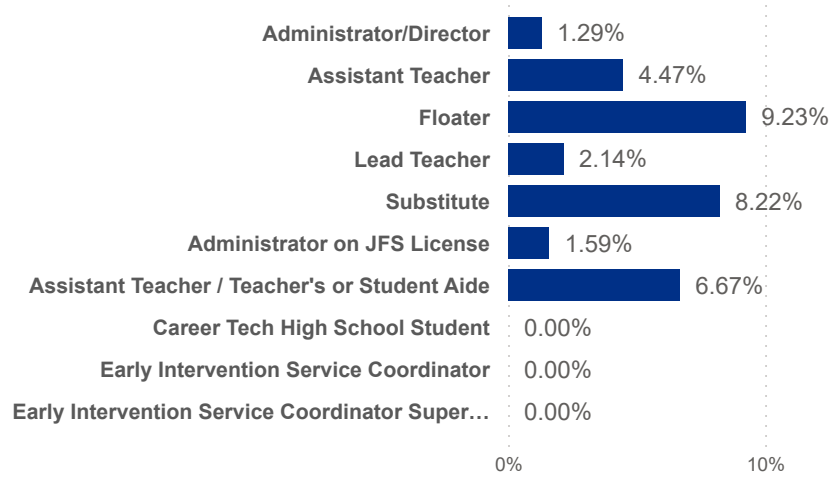




Date: 202504	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202506	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 11	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student Age Group: All	POWER Levels: All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

3.68%

Adjusted Workers

3,572

Total Leaver

266

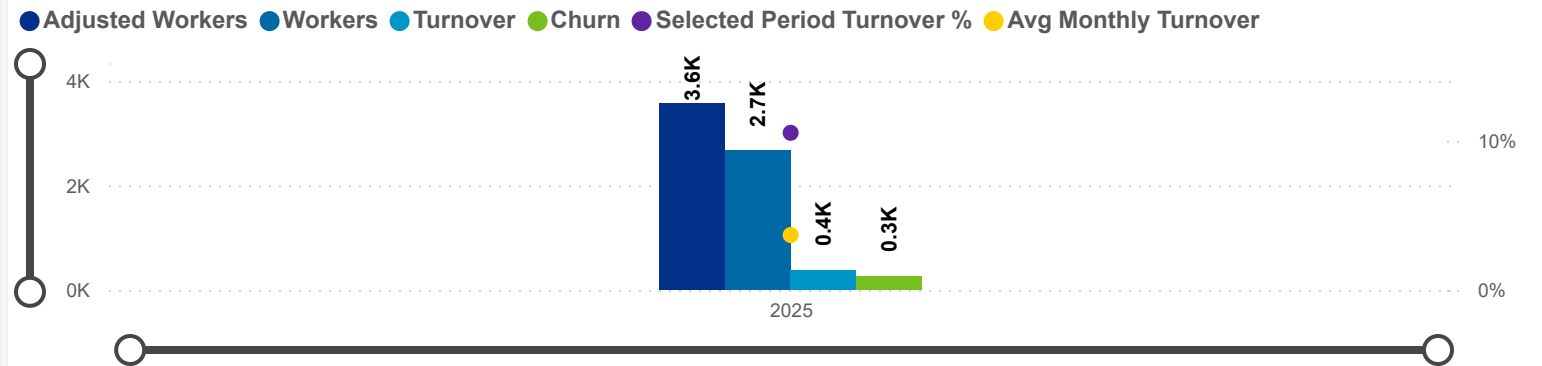
Total Stayer

3,306

Sel Period Turnover

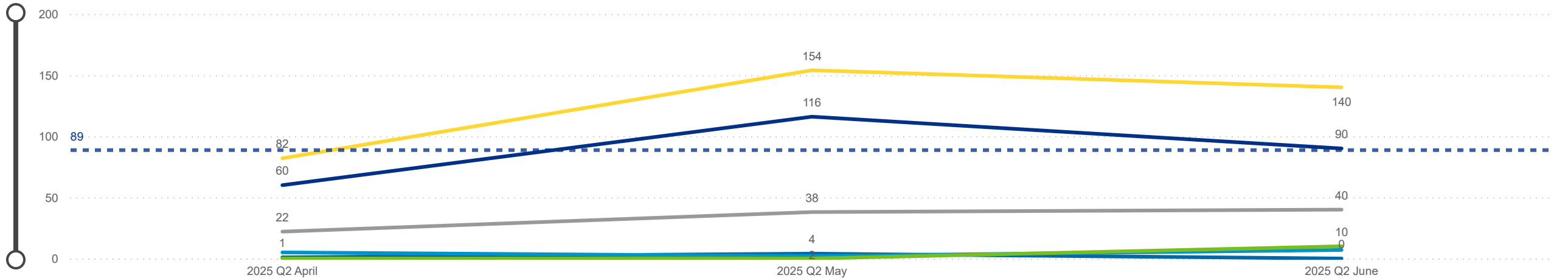
10.53%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



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 11

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

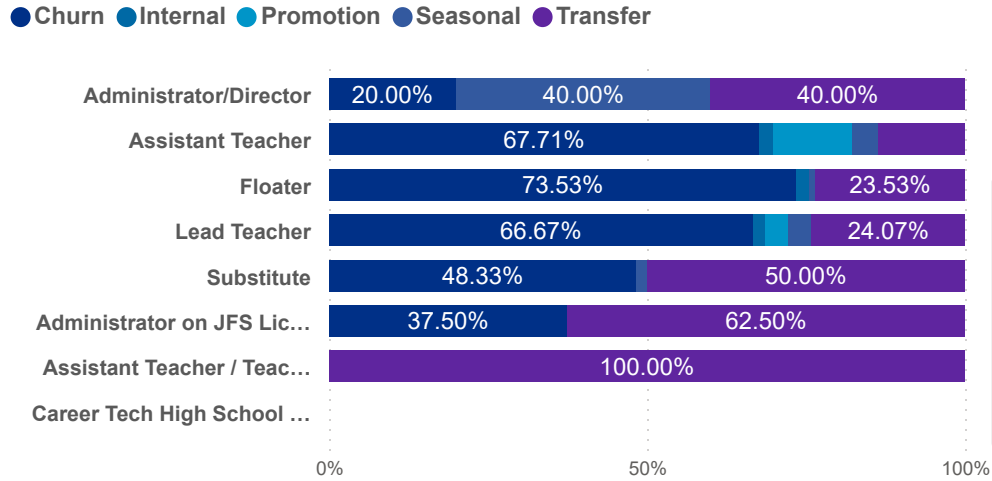
Total Duration:100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title



Avg Monthly Churn

2.60%

Adjusted Workers

3,572

Workload Median

4.45

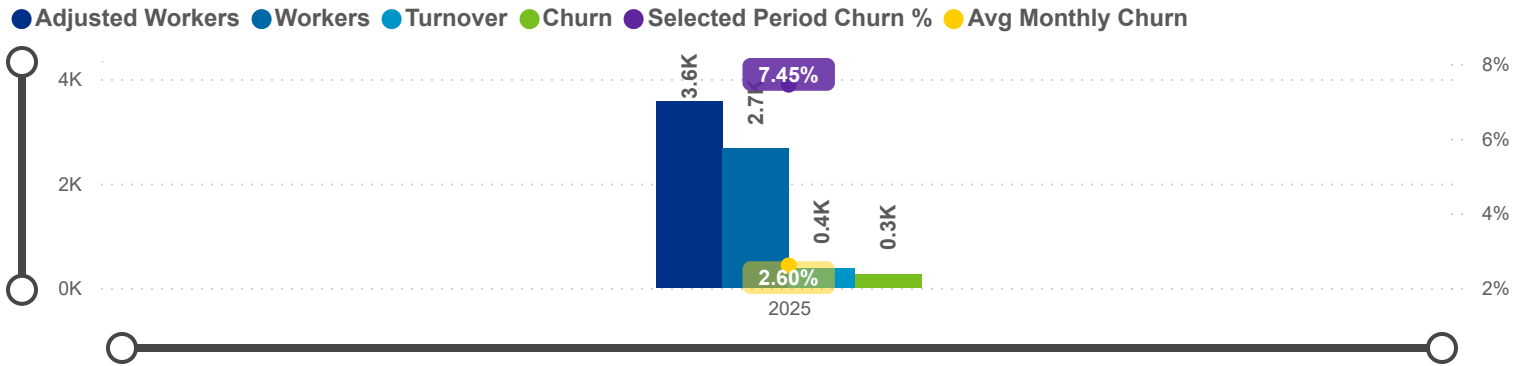
Pay Median USD / hr

15.00

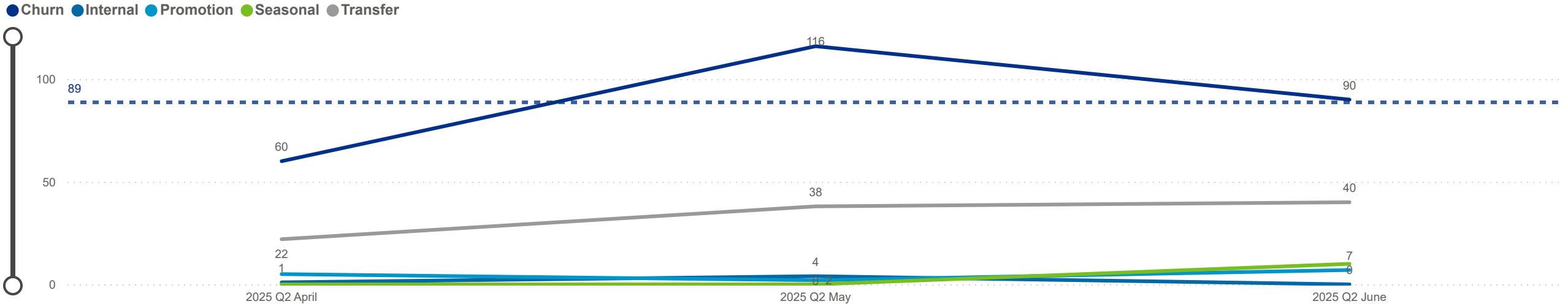
Avg ECE Duration

6.14

Avg Monthly Churn and Number of Workers



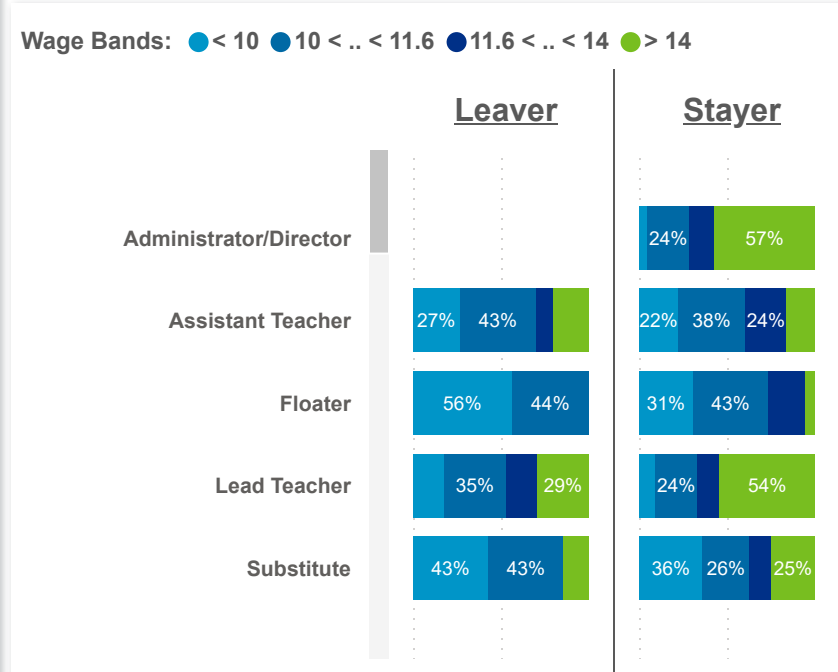
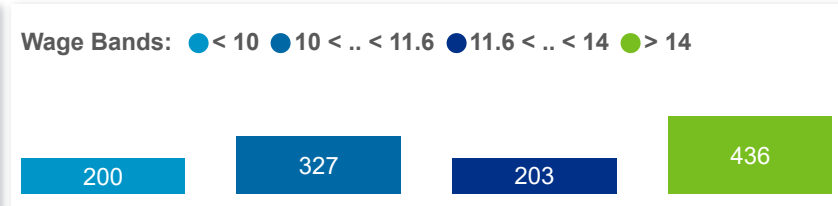
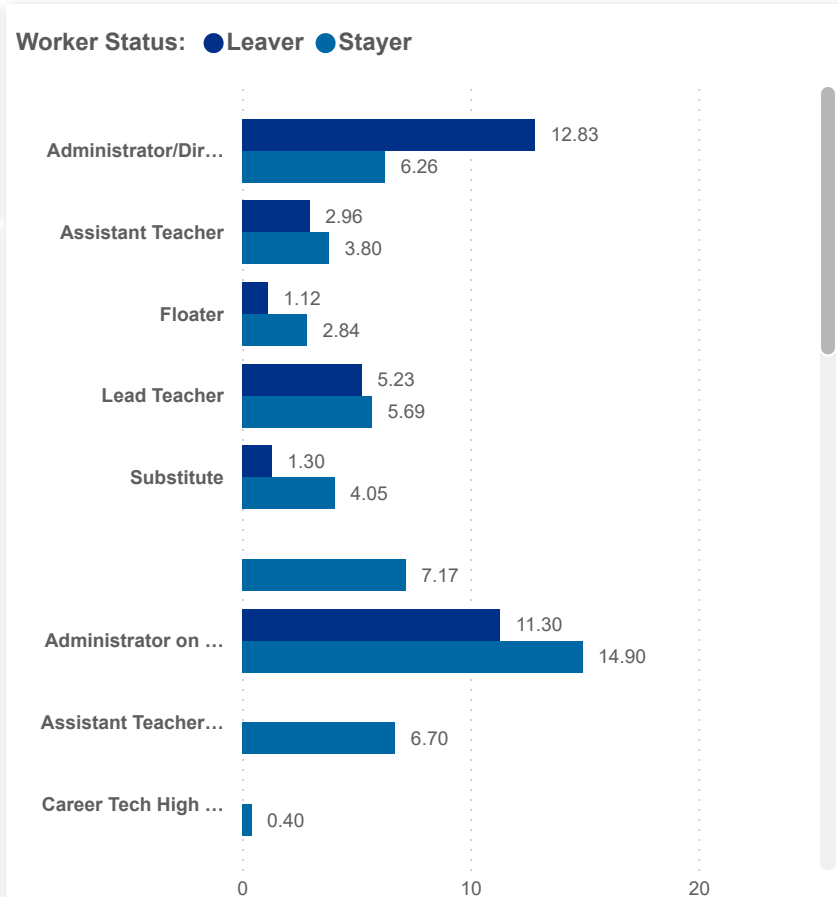
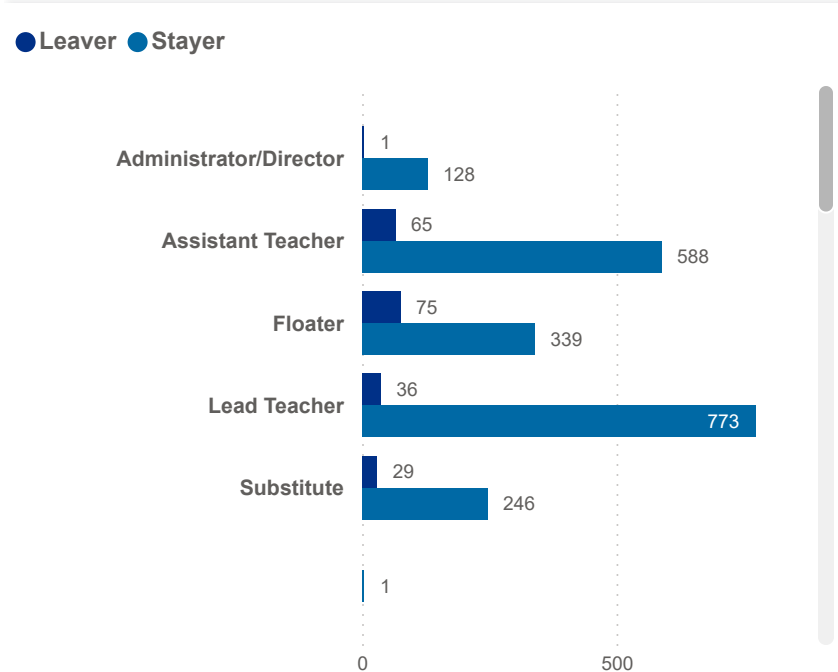
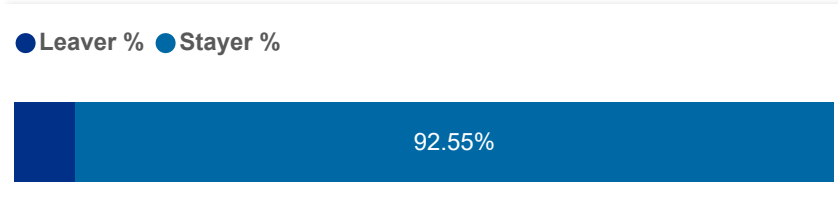
Categorization by Time Series





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 11	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)
266	3,306	2.56	6.23	12.16	15.00



occrra

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

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 11

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)
7.45%	92.55%	2.56	6.23	12.16	15.00

● Leaver % ● Stayer %

Worker Status	Percentage
Leaver %	7.45%
Stayer %	92.55%

Worker Status: ● Leaver ● Stayer

Job Title	Leaver %	Stayer %
Administrator/Director	0.00%	0.03%
Assistant Teacher	0.04%	0.15%
Floater	0.04%	0.09%
Lead Teacher	0.02%	0.19%
Substitute	0.02%	0.06%
Administrator on JFS License	0.00%	0.04%
Assistant Teacher / Teacher'	0.00%	
Career Tech High School St...	0.00%	
Early Intervention Service C...	0.01%	
Early Intervention Service C...	0.00%	
Extracurricular Used in Ratio	0.00%	0.03%
High School Junior	0.00%	0.01%

Worker Status: ● Leaver ● Stayer

Job Title	Leaver %	Stayer %
Administrator/Dir...	-2.04%	109.04%
Assistant Teacher	-51.76%	-38.08%
Floater	-81.74%	-53.73%
Lead Teacher	-14.82%	-7.28%
Substitute	-78.85%	-33.97%
Administrator on ...	-100.00%	16.75%
Assistant Teacher...	-100.00%	9.19%
Career Tech High ...	-93.47%	
Day Camp Admini...	-100.00%	
Day Camp Junior ...	-100.00%	
Day Camp Lead C...	-100.00%	
Day Camp Owner	-100.00%	
Early Childhood ...	-100.00%	
Early Intervention...	-100.00%	15.24%
Early Intervention...	-100.00%	-8.41%
Extracurricular U...	-33.23%	109.59%
High School Junior	-76.14%	-94.16%

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

Wage Band	Percentage
< 10	16.06%
10 < .. < 11.6	27.03%
11.6 < .. < 14	18.06%
> 14	38.85%

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

Job Title	Leaver	Stayer
Administrator/Director		57.14%
Assistant Teacher	43.33%	
Floater	56.25%	43.75%
Lead Teacher		54.17%
Substitute	42.86%	42.86%
Administrator on JFS License	100.00%	48.57%
Early Intervention Service C...		100.00%
Early Intervention Service C...		100.00%
Extracurricular Used in Ratio	100.00%	64.38%
High School Junior		100.00%

Powered by NEW SYSTEMS > ETHIC | NSE Collective Analytics

DATA & REVIEW DRAFT 6/30/2025

Page 05 of 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 11

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

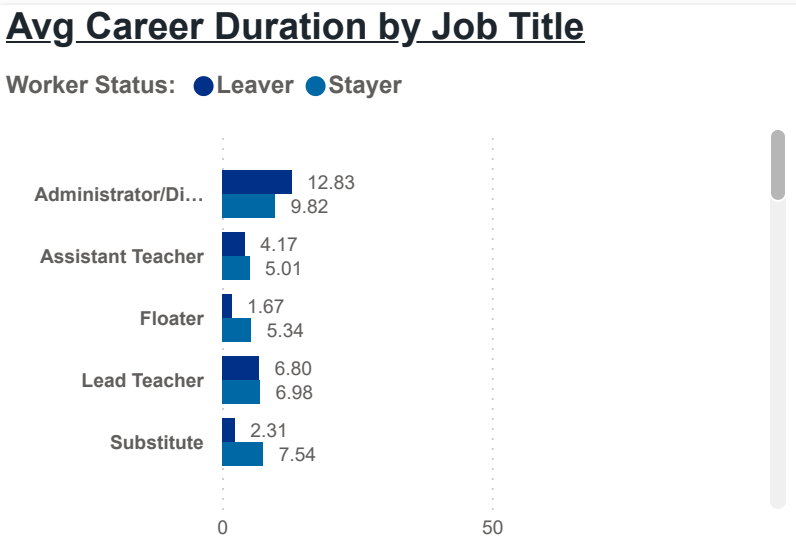
POWER Levels:All

LEAVER (Avg Career Duration)

3.85

STAYER (Avg Career Duration)

12.56



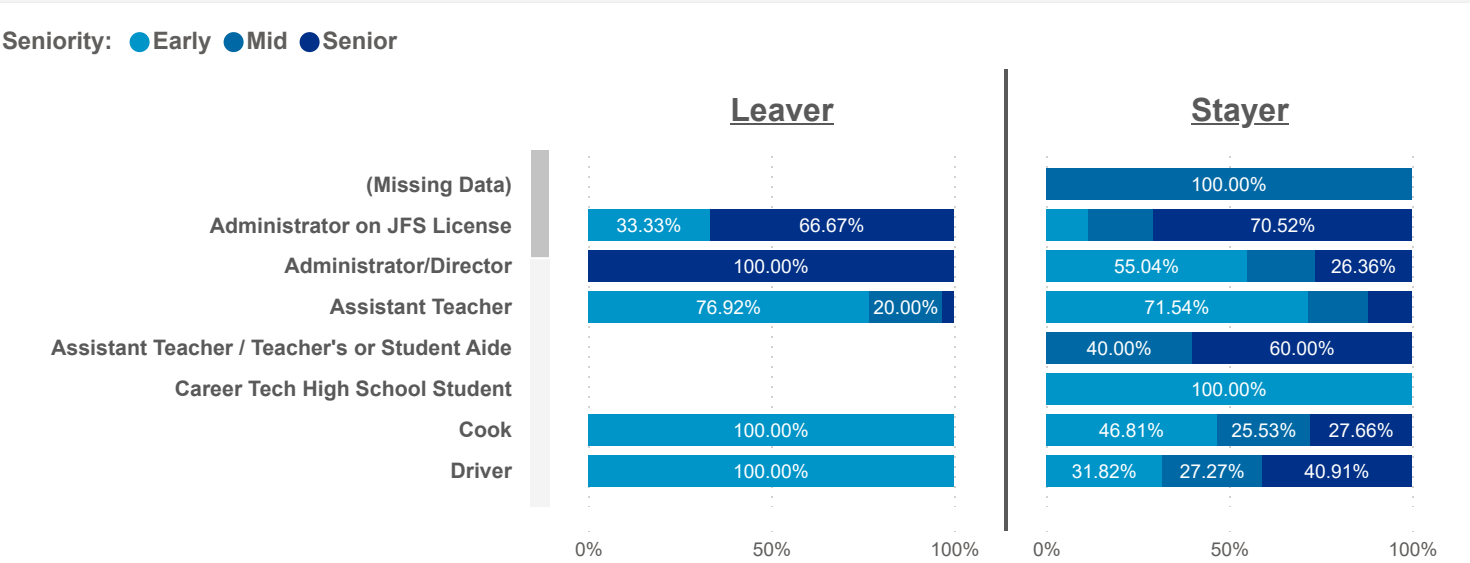
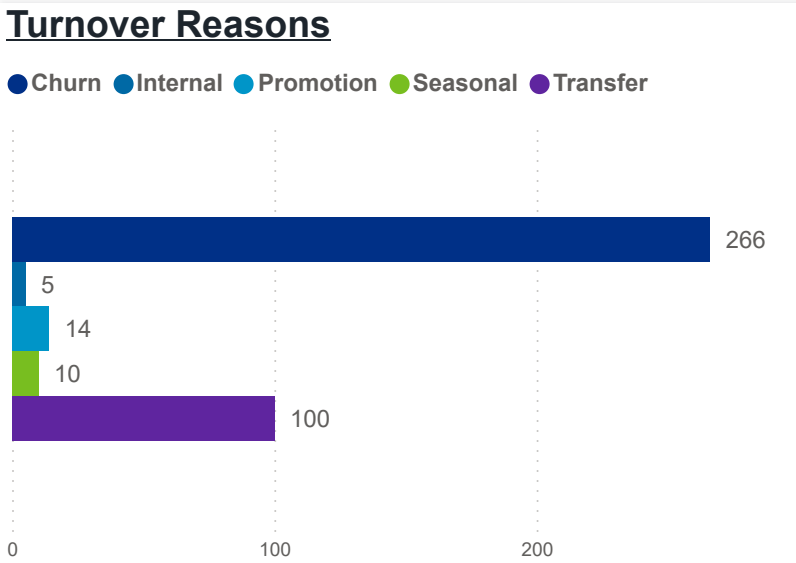
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Adams	Administrator/Director	2.48		Early	6.17	2.7
Brown	Administrator/Director	2.75		Early	4.36	2.6
Gallia	Administrator/Director	2.52		Early	6.88	0.9
Highland	Administrator/Director	2.01		Early	3.81	3.0
Jackson	Administrator/Director	3.19		Early	8.68	1.0
Lawrence	Administrator/Director	3.01		Early	13.14	0.0
Meigs	Administrator/Director	1.75		Early	4.00	3.0
Pike	Administrator/Director	1.91		Early	7.33	1.5
Ross	Administrator/Director	3.33		Early	13.20	2.5
Scioto	Administrator/Director	2.29		Early	22.80	2.5

TOTAL STAYER

3,306

STAYER (Promotion)

14



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 11

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

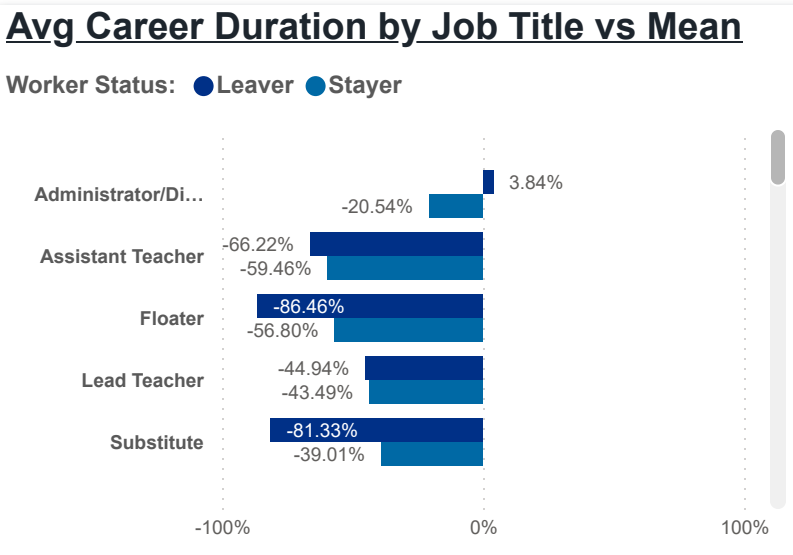
POWER Levels:All

LEAVER (Avg Career Duration)

3.85

STAYER (Avg Career Duration)

12.56



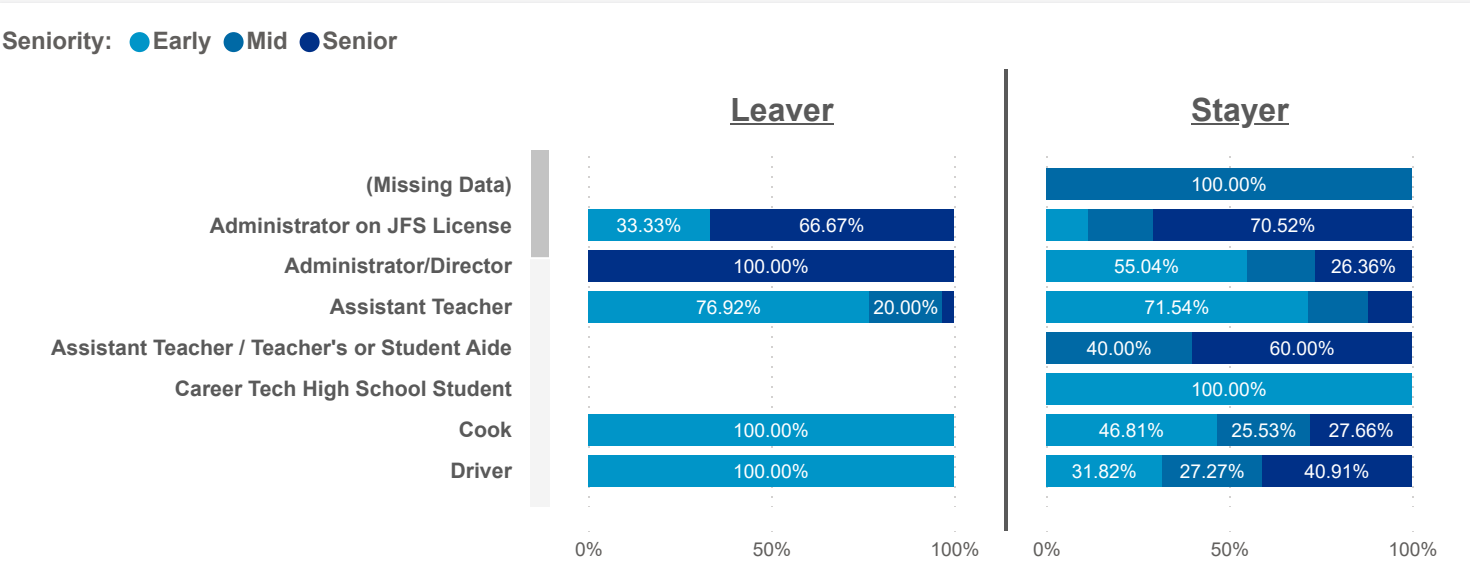
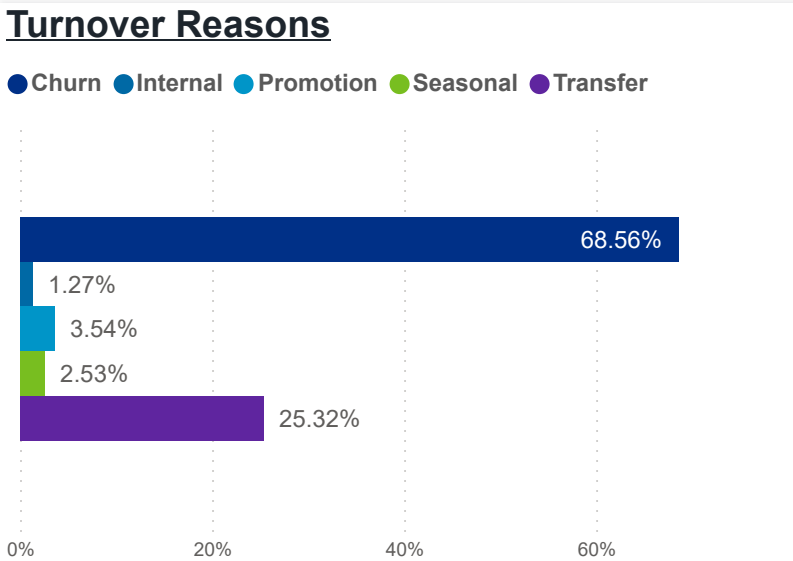
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Adams	Administrator/Director	0.01	12.00	Early	5.94	0.0
Pike	Floater	0.01	14.00	Early	4.85	1.0
Highland	Floater	0.01		Senior	0.00	0.0
Pike	Lead Teacher	0.01	16.00	Senior	5.73	1.0
Lawrence	Substitute	0.01	10.70	Early	6.42	0.0
Highland	Program Management Used in Ratio	0.01		Early	2.53	3.0
Lawrence	Extracurricular Not Used in Ratio	0.02	12.00	Early	4.45	0.0
Brown	Substitute	0.03	10.70	Early	7.14	1.0
Ross	Substitute	0.03	12.45	Early	4.82	1.0
Highland	Extracurricular Used in Ratio	0.03	16.45	Early	3.52	3.0
Scioto	Assistant Teacher	0.05	12.00	Early	7.02	1.0

TOTAL STAYER

3,306

STAYER (Promotion)

14





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 11	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

12.16

STAYER

15.00

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

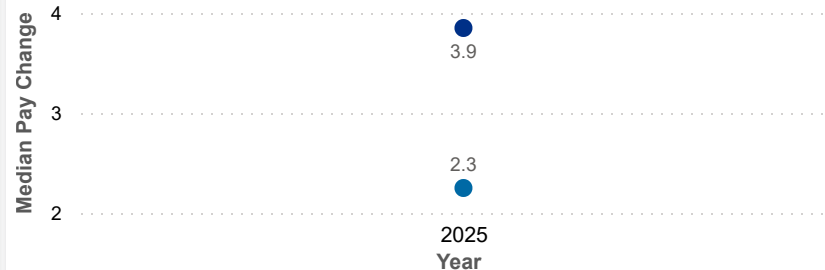
LEAVER

0.75

STAYER

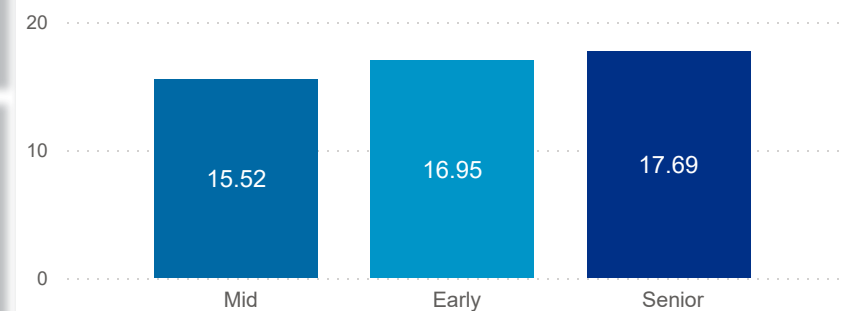
0.49

Worker Status: ● Leaver ● Stayer

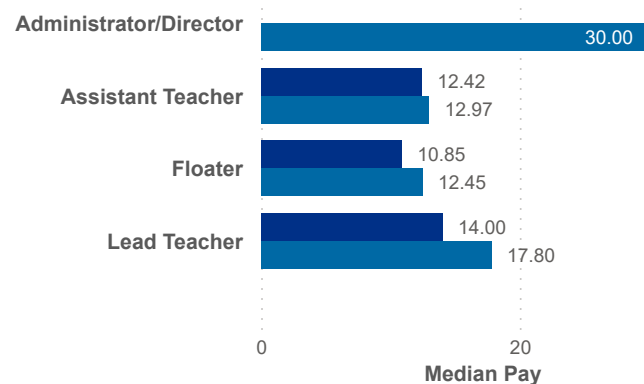


PAY & CAREER SENIORITY (USD)

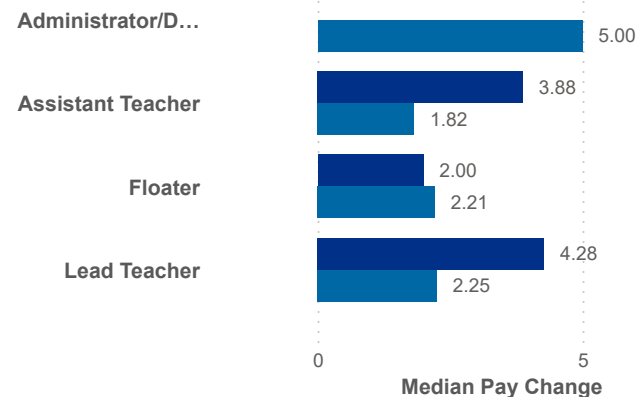
Seniority: ● Mid ● Early ● Senior



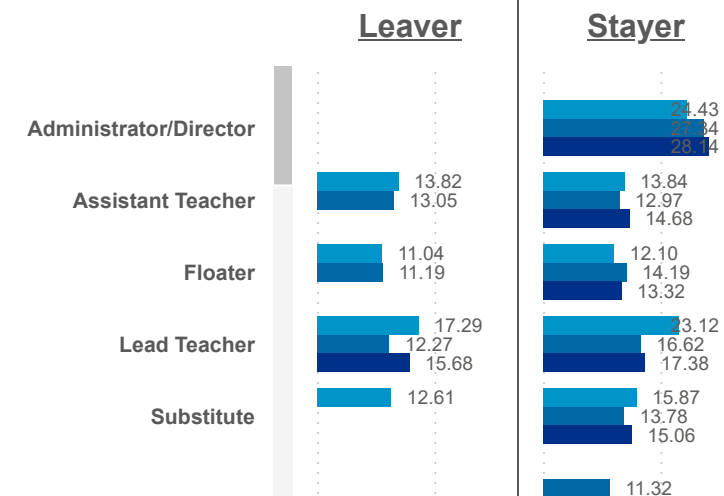
Worker Status: ● Leaver ● Stayer



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
	202506	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 11	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

12.16

STAYER

15.00

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

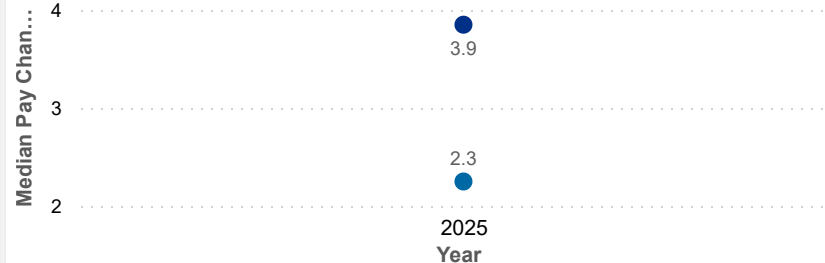
LEAVER

0.75

STAYER

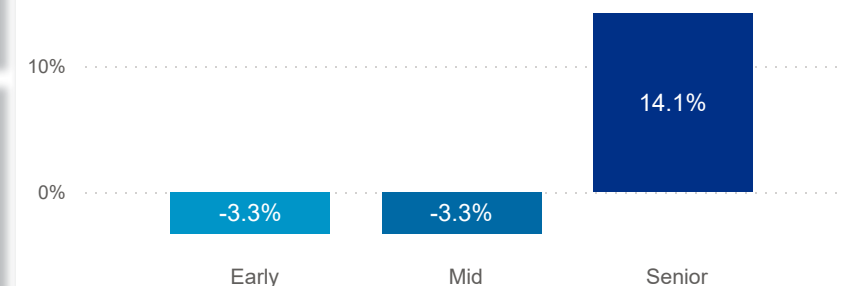
0.49

Worker Status: ● Leaver ● Stayer



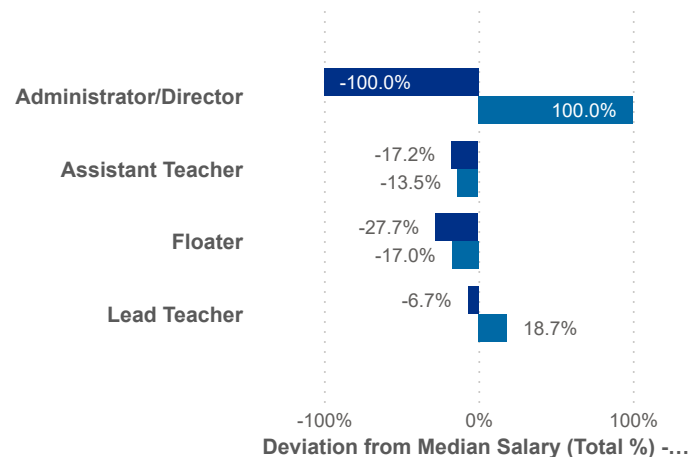
PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

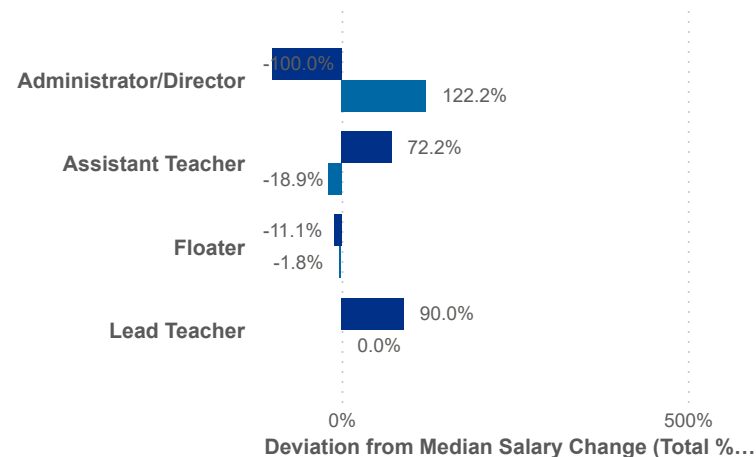


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Leaver

Stayer

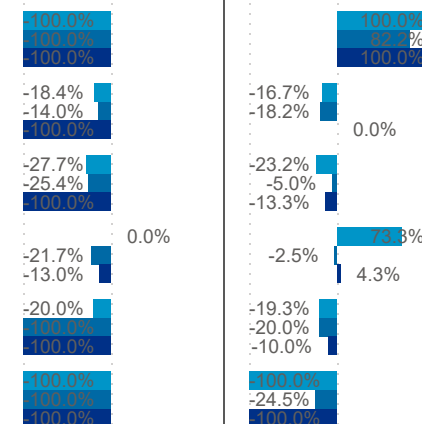
Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute





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 11	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)

4.45

Workload Median (Leaver)

3.94

Workload Median (Stayer)

4.46

Star Rating Mean (Total)

1.7

Star Rating Mean (Leaver)

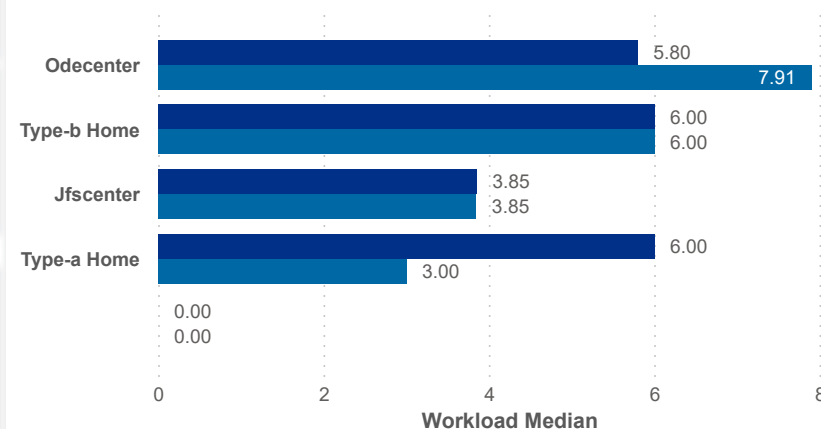
2.3

Star Rating Mean (Stayer)

1.7

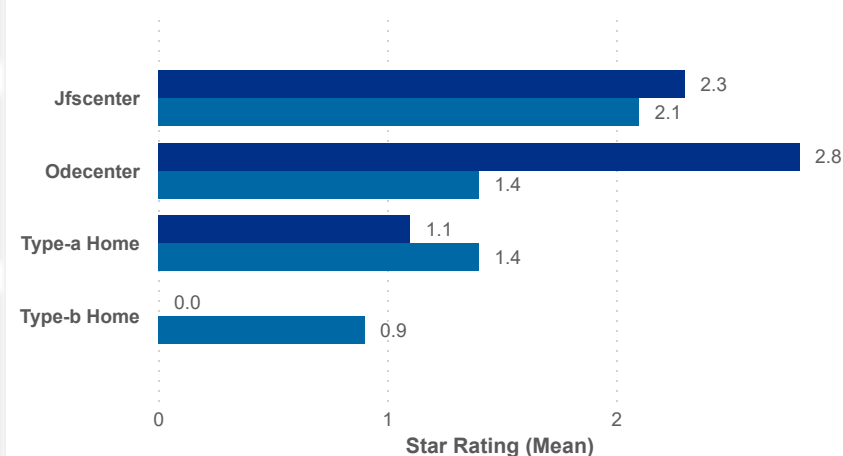
Workload Median

Worker status ● Leaver ● Stayer



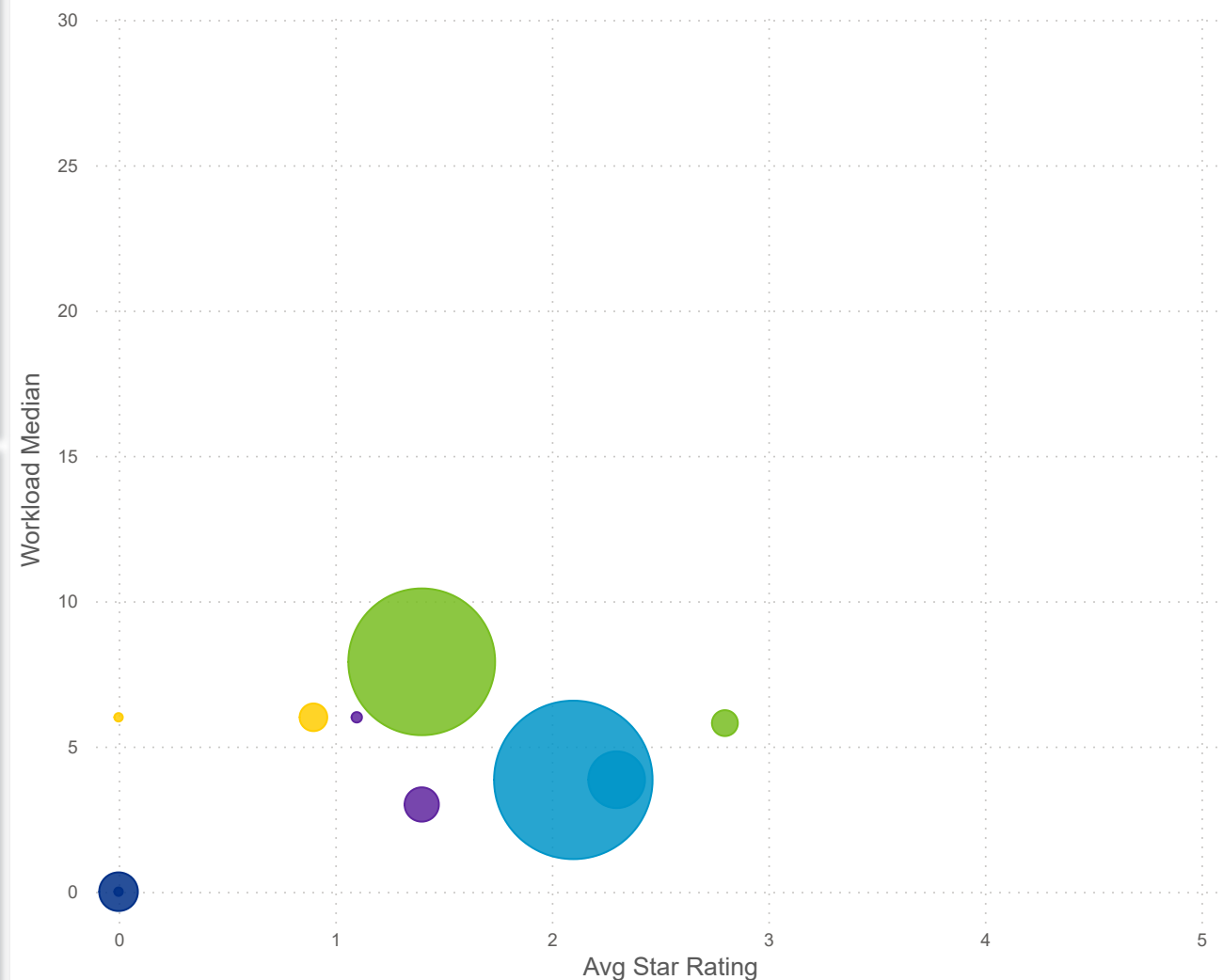
Star Rating Mean

Worker status ● Leaver ● Stayer



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

Center Type: ● 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 11	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)

4.45

Workload Median (Leaver)

3.94

Workload Median (Stayer)

4.46

Star Rating Mean (Total)

1.7

Star Rating Mean (Leaver)

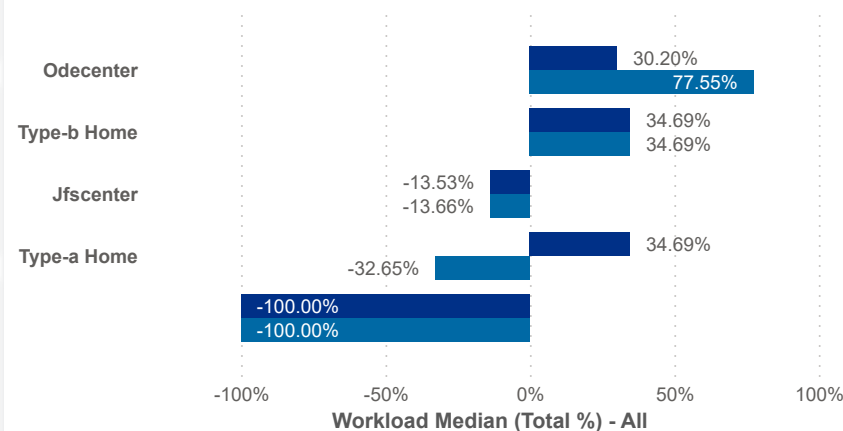
2.3

Star Rating Mean (Stayer)

1.7

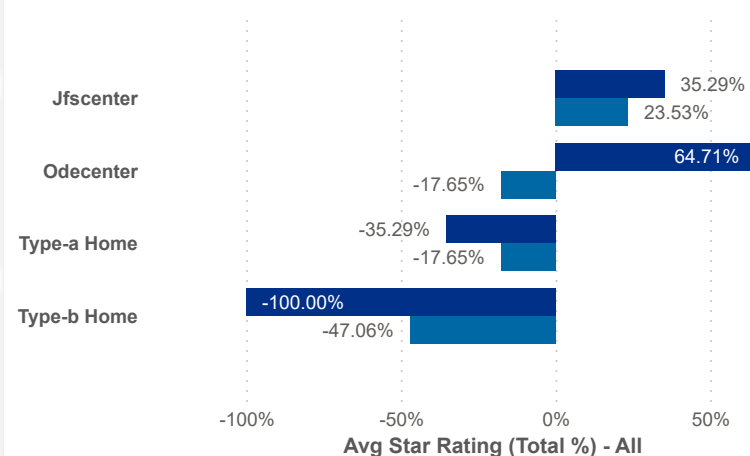
Workload Median (Total %)

Worker status ● Leaver ● Stayer



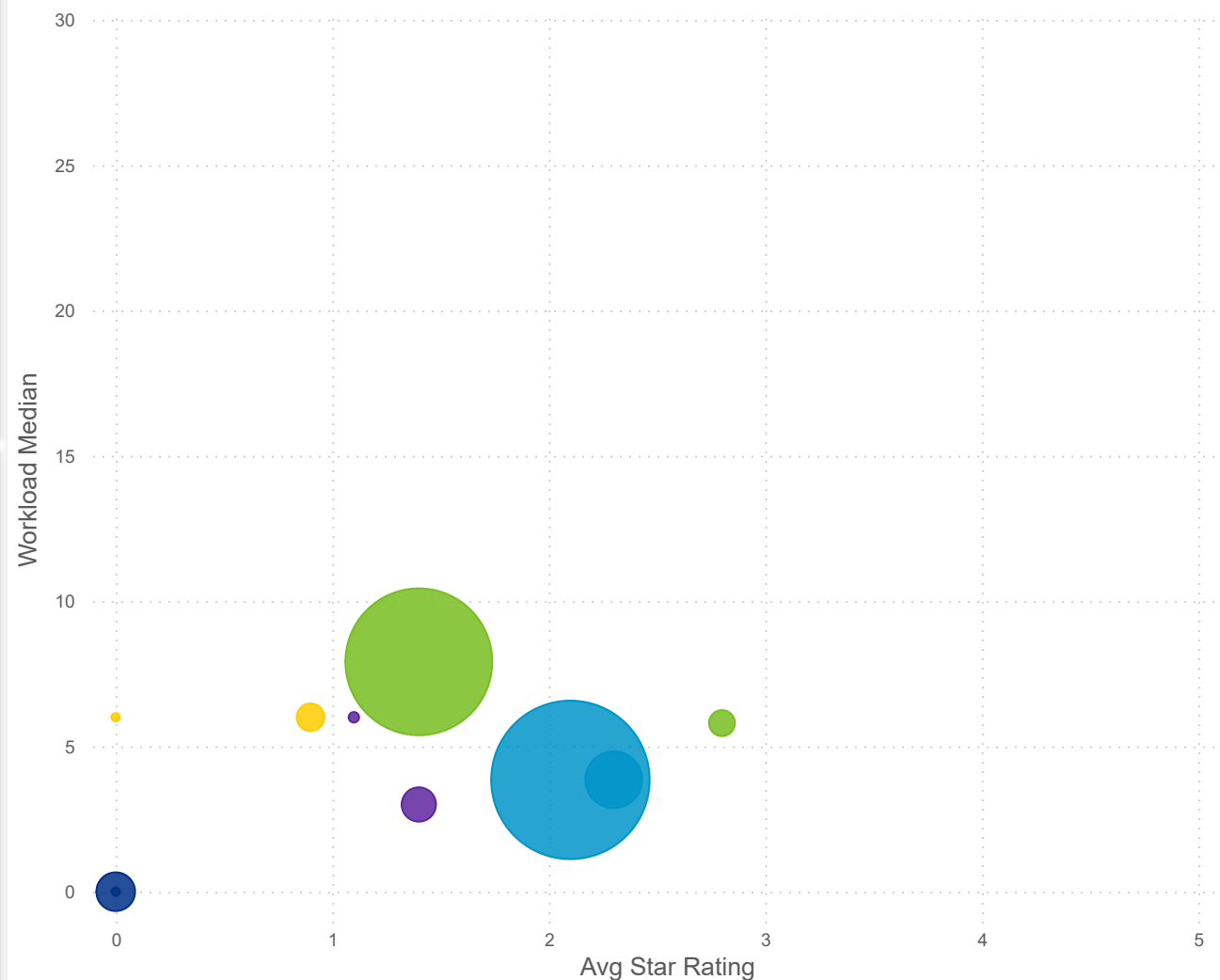
Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



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

Center Type: ● 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 11	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

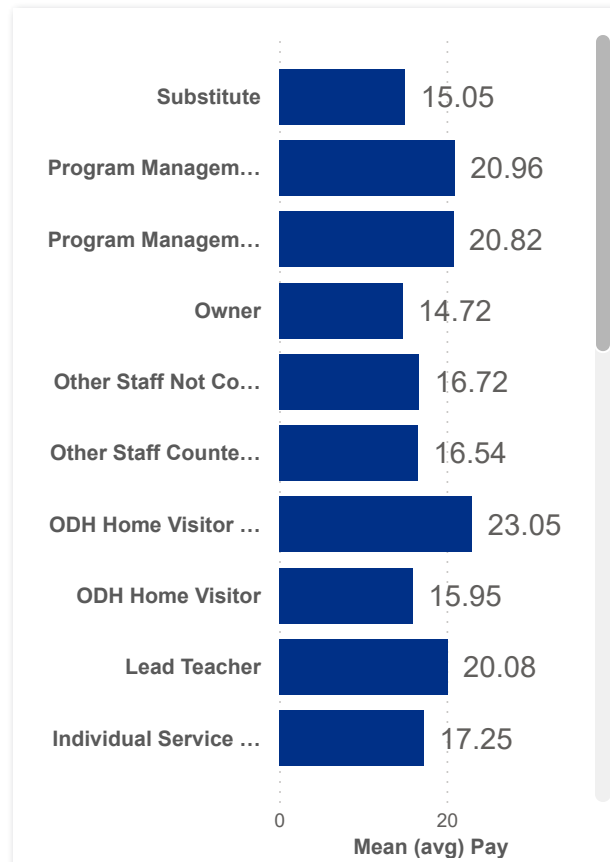
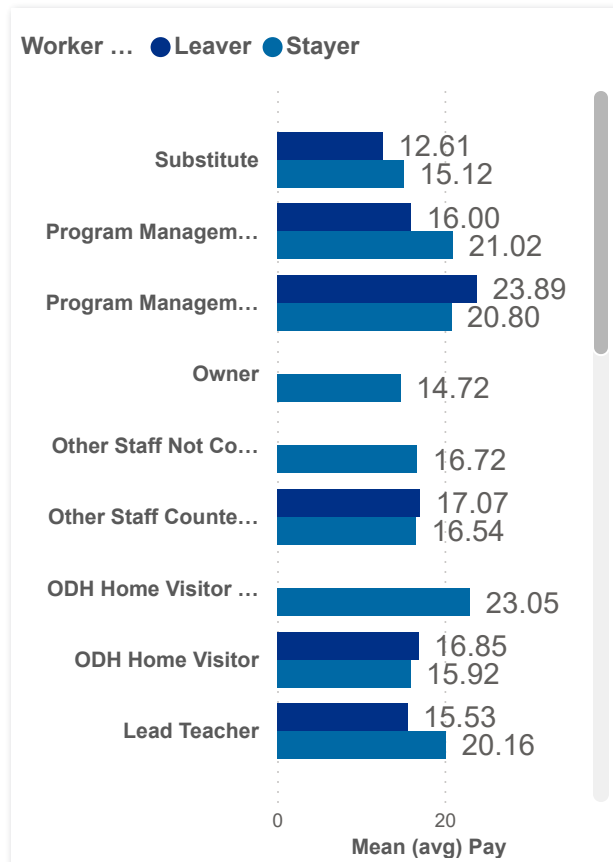
13.71

STAYER

16.98

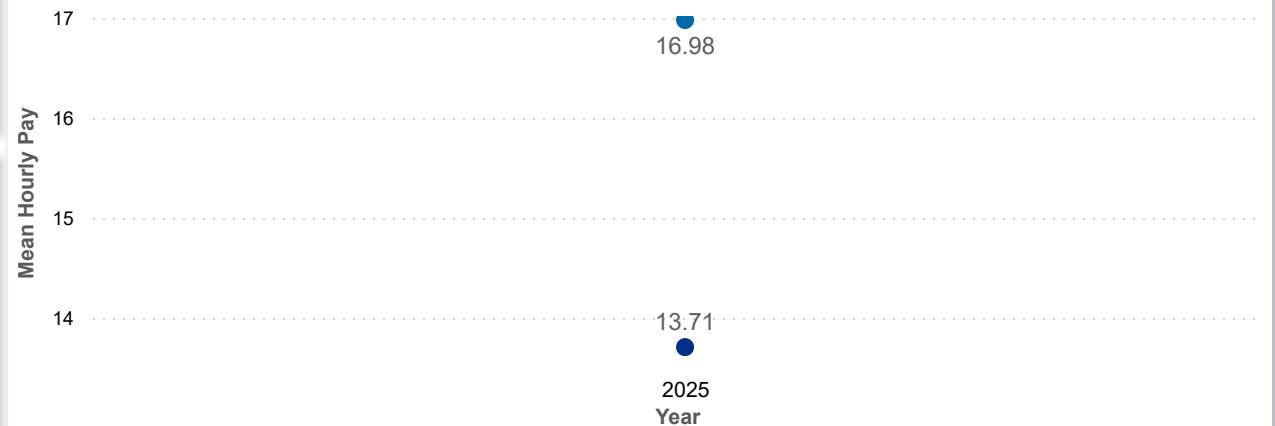
COMBINED

16.92



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

