

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 12

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

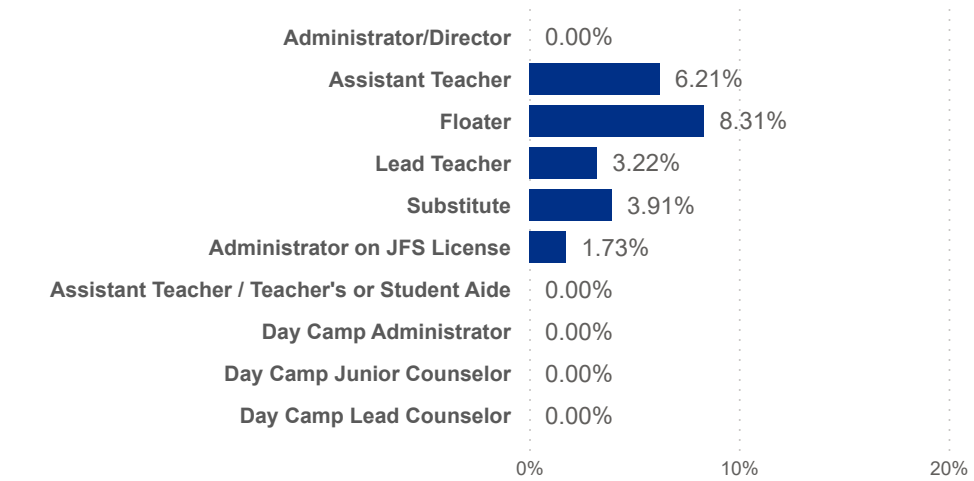
Total Duration:100.00

Beale Code:All

Student Age Group:All

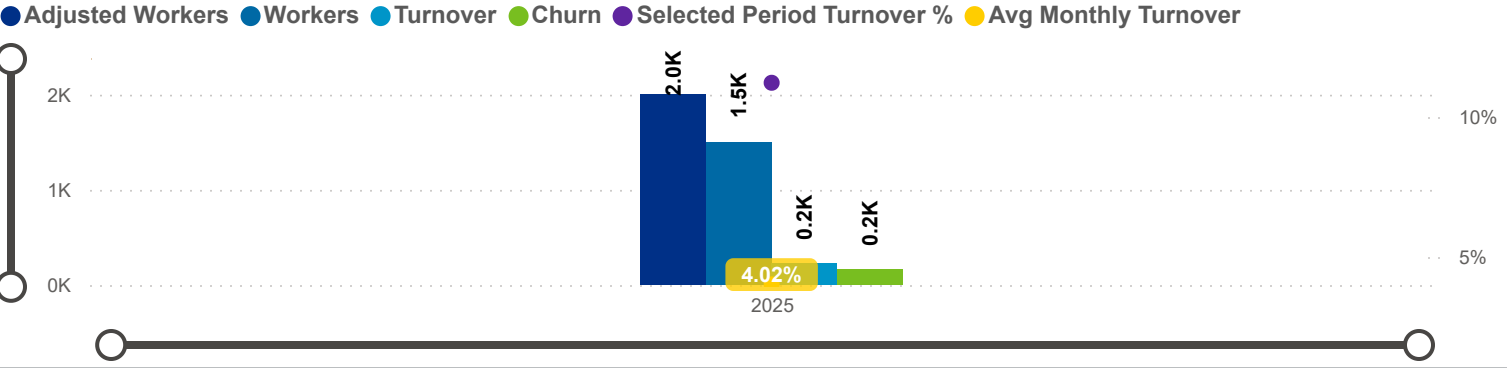
POWER Levels:All

Avg Monthly Turnover Rates by Job Title

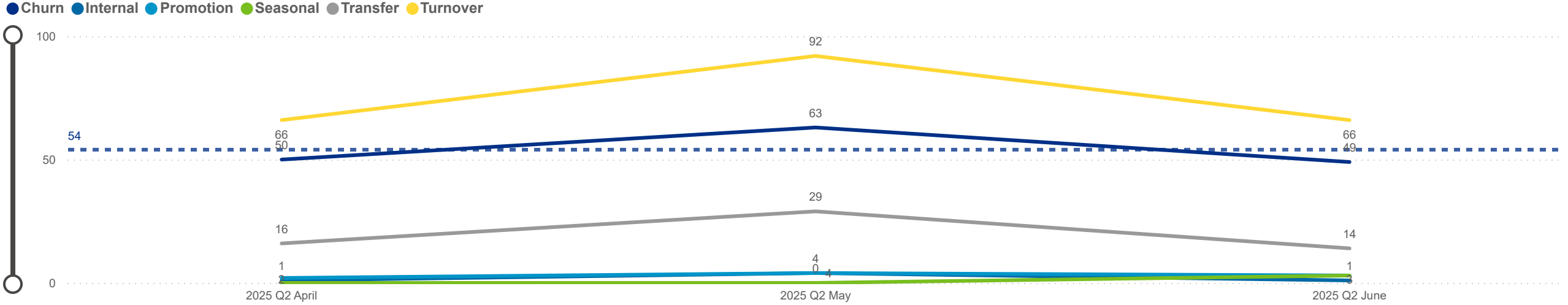


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
4.02%	1,996	162	1,834	11.22%

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

Date:202506

Position Type:All

Teacher Age Group:All

Education:All

TEACH Models:All

SDA>County:SDA 12

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

Total Duration:100.00

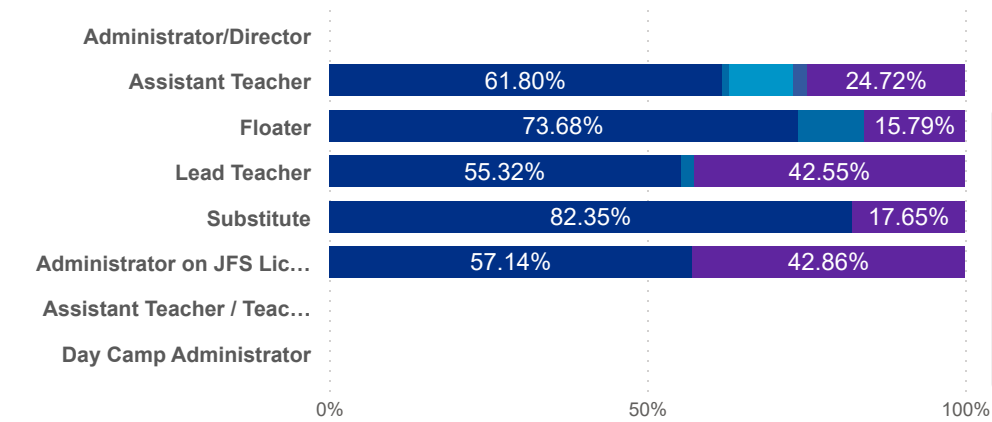
Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title

ChurnInternalPromotionSeasonalTransfer



Avg Monthly Churn

2.91%

Adjusted Workers

1,996

Workload Median

5.88

Pay Median USD / hr

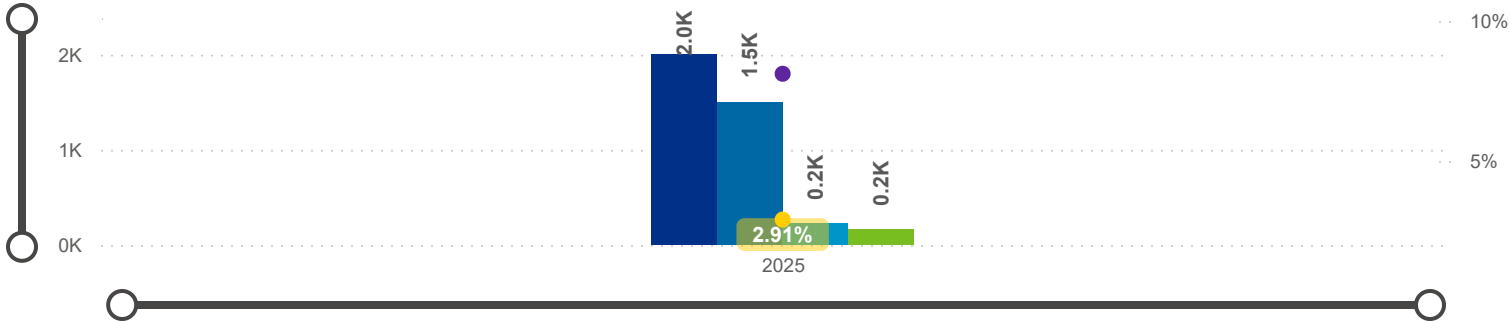
14.45

Avg ECE Duration

5.45

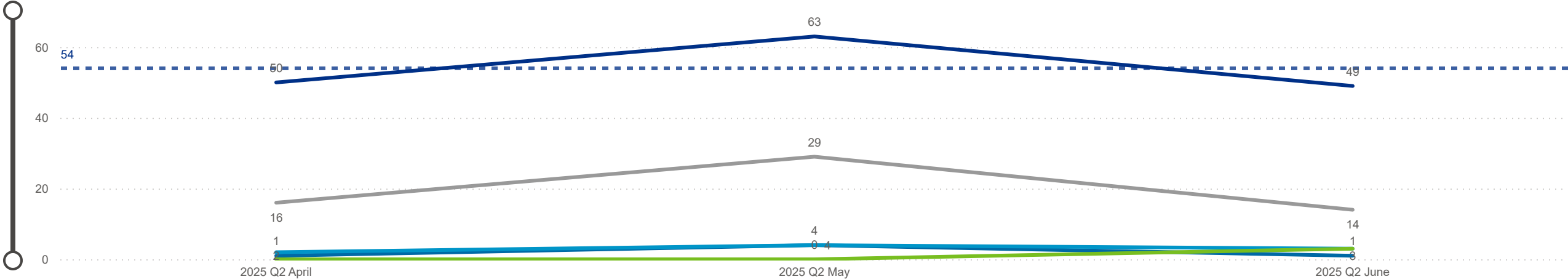
Avg Monthly Churn and Number of Workers

Adjusted WorkersWorkersTurnoverChurnSelected Period Churn %Avg Monthly Churn



Categorization by Time Series

ChurnInternalPromotionSeasonalTransfer



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 12

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

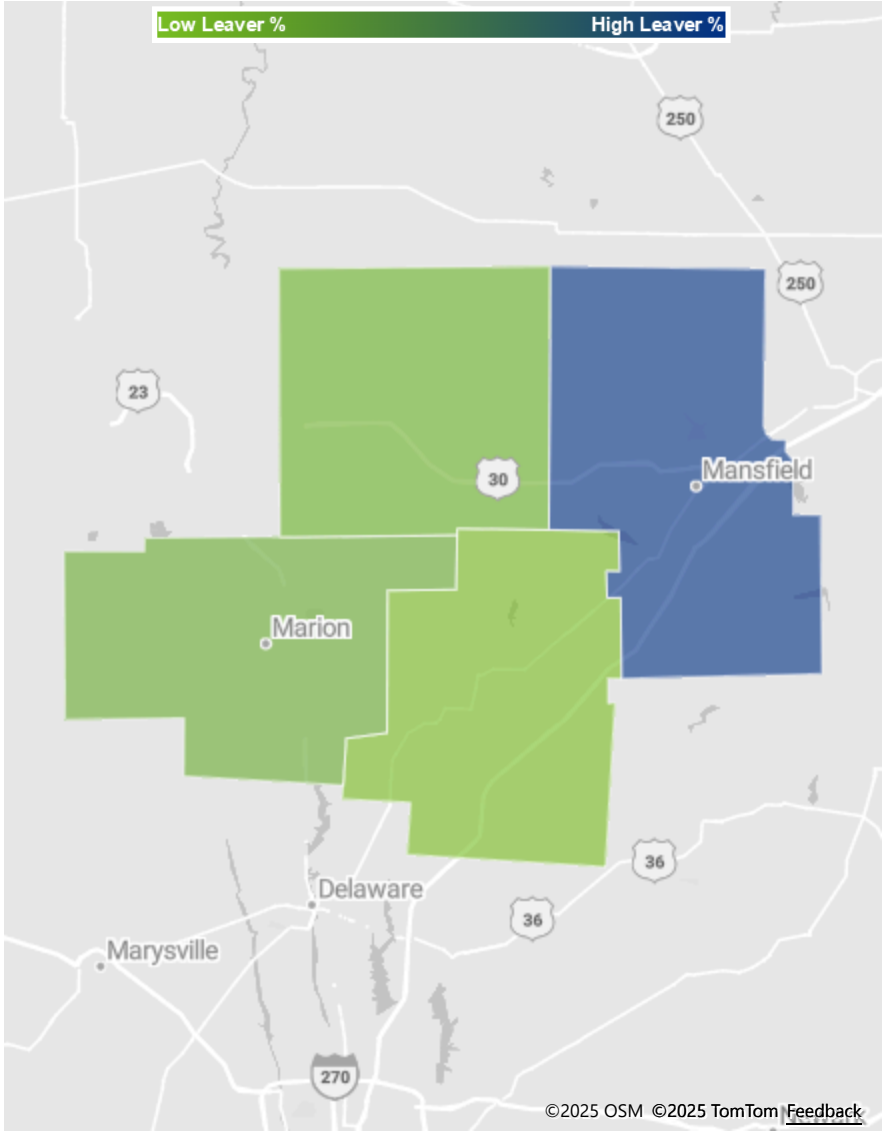
POWER Status: All

100.00

Beale Code: All

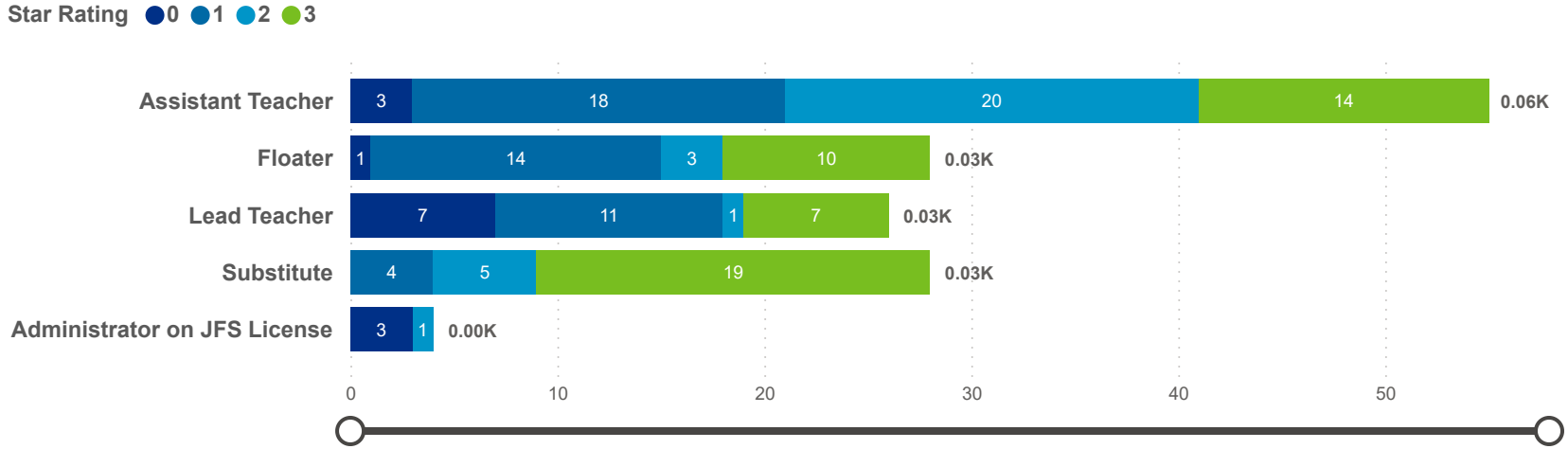
Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
1,996	162	1,834	8.12%

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
Richland OH	1,066	788	52.50%	109	957	10.23%	89.77%	3.78%	13.79%	5.09%	5.88	2.09
Marion OH	422	314	20.92%	25	397	5.92%	94.08%	2.07%	10.90%	3.80%	5.12	1.64
Morrow OH	172	151	10.06%	9	163	5.23%	94.77%	1.78%	5.81%	1.98%	6.00	1.35
Crawford OH	336	273	18.19%	19	317	5.65%	94.35%	1.96%	6.25%	2.17%	6.25	1.19
Total	1,996	1,501	100.00%	162	1,834	8.12%	91.88%	2.91%	11.22%	4.02%	5.88	1.77

occr

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 12

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)
162	1,834	3.99	5.51	12.00	14.50

● Leaver % ● Stayer %

91.88%

● Leaver ● Stayer

Administrator/Director	54	
Assistant Teacher	55	421
Floater	28	132
Lead Teacher	26	475
Substitute	28	283
Administrator on JFS License	4	133

Worker Status: ● Leaver ● Stayer

Administrator/Dir...	6.18
Assistant Teacher	3.24 3.19
Floater	3.10 4.04
Lead Teacher	6.02 6.07
Substitute	3.15 5.76
Administrator on ...	18.87 12.98
Assistant Teacher...	2.91
Day Camp Admini...	7.64
Day Camp Junior ...	10.80

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

128	241	122	232
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Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14

	Leaver	Stayer
Administrator/Director		100%
Assistant Teacher	52% 43%	23% 42%
Floater	54% 38%	29% 51%
Lead Teacher	36% 36%	34% 35%
Substitute	30% 50%	30% 49%

Powered by NEW SYSTEMS > ETHIC | NSE Collective Analytics

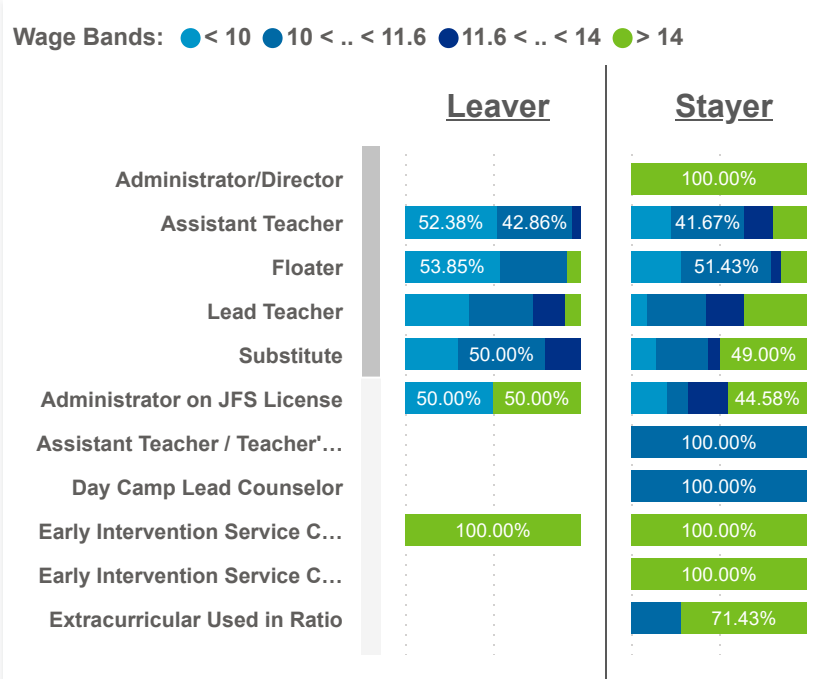
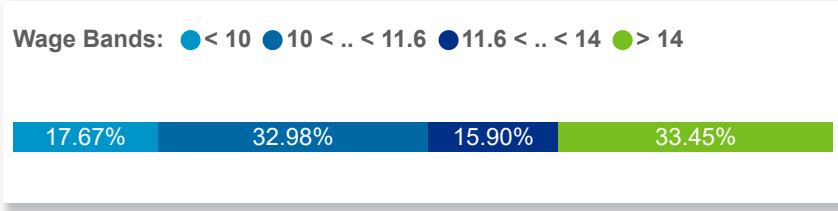
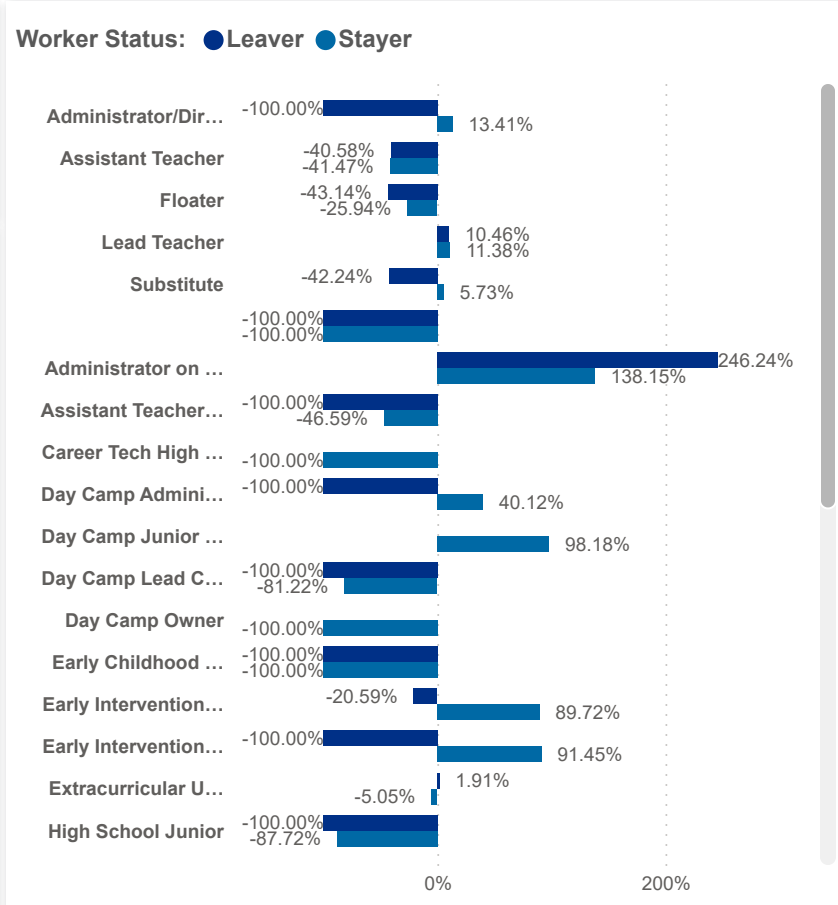
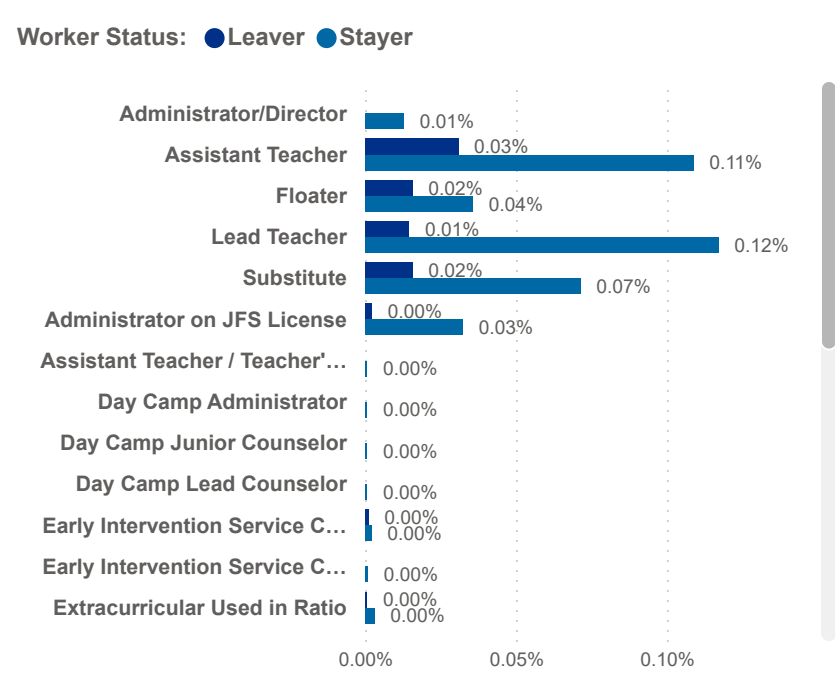
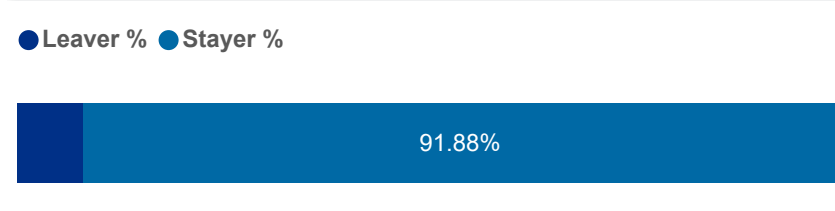
DATA & REVIEW DRAFT 6/30/2025

Page 04 of 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 12	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)
8.12%	91.88%	3.99	5.51	12.00	14.50



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 12

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

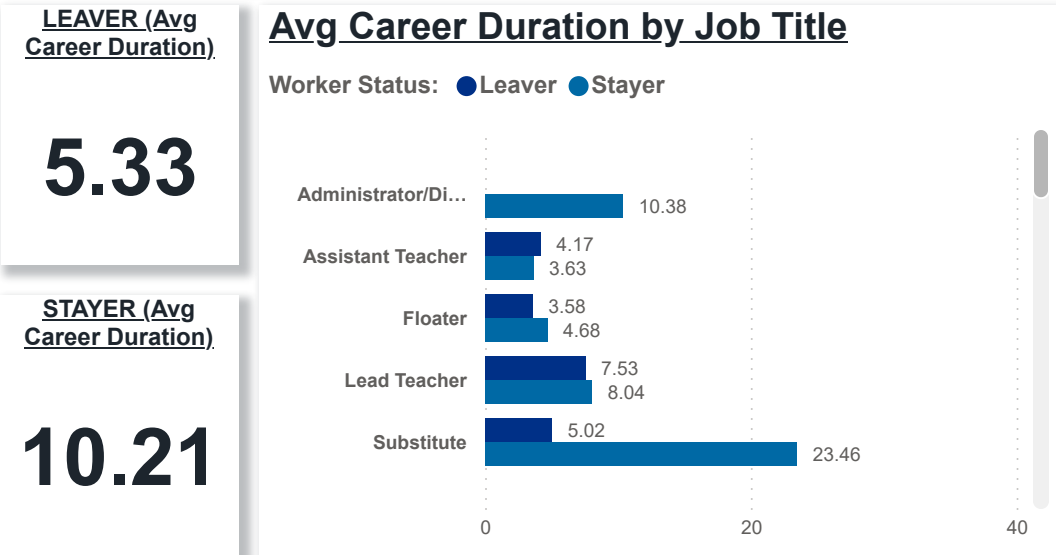
POWER Status:All

Total Duration:100.00

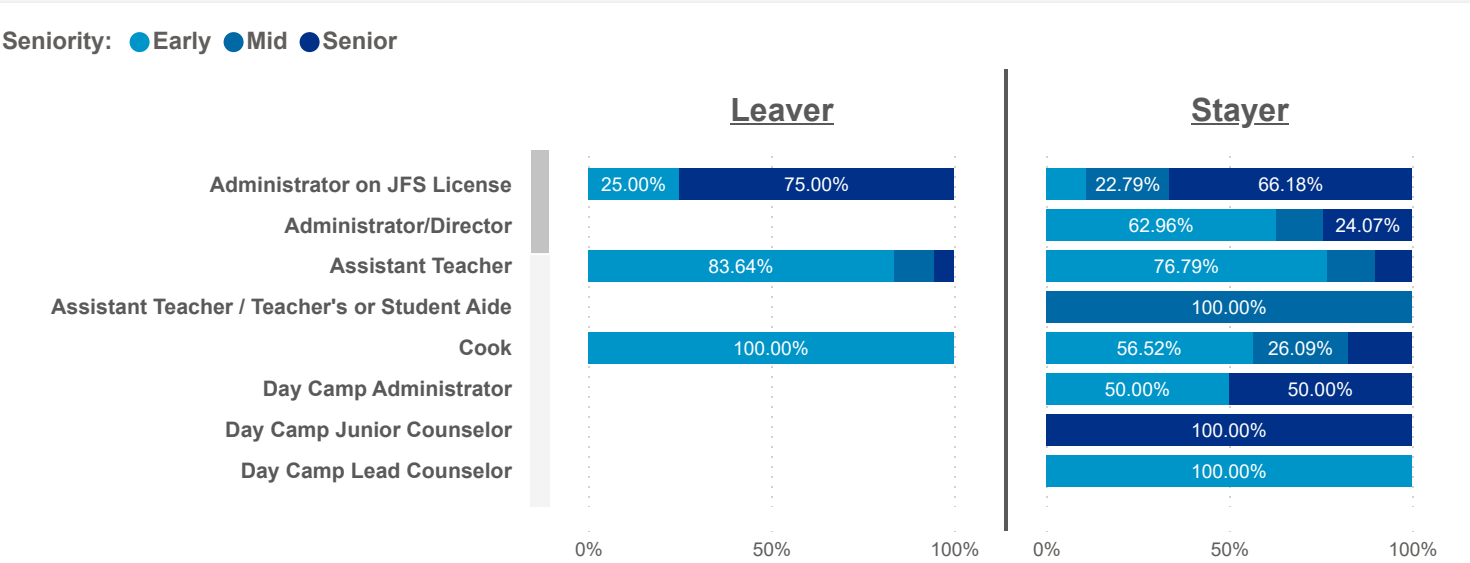
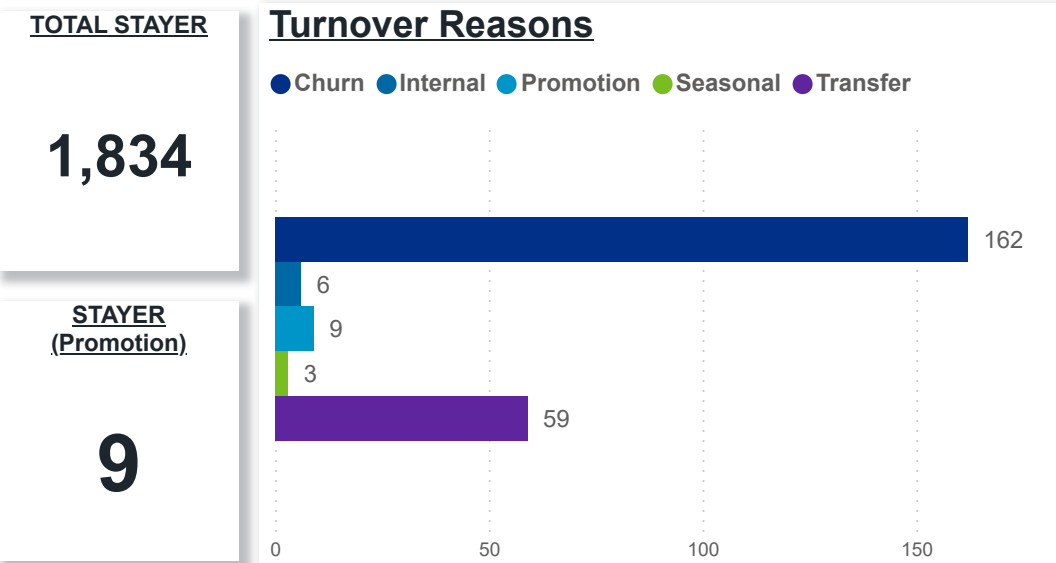
Beale Code:All

Student Age Group:All

POWER Levels:All



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Crawford	Administrator/Director	2.91		Early	7.30	0.6
Marion	Administrator/Director	1.65		Early	7.43	1.8
Morrow	Administrator/Director	2.58		Early	3.71	2.1
Richland	Administrator/Director	2.56		Early	3.44	1.8
Marion	Administrator/Director	1.62	25.00	Early	5.12	0.0
Crawford	Administrator/Director	4.58	27.00	Early	6.05	0.0
Crawford	Administrator/Director	4.75		Mid	12.28	1.5
Marion	Administrator/Director	1.75		Mid	8.67	3.0
Richland	Administrator/Director	4.91		Mid	3.60	3.0
Crawford	Administrator/Director	5.68	18.00	Mid	6.25	0.0



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 12

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)

5.33

STAYER (Avg Career Duration)

10.21

TOTAL STAYER

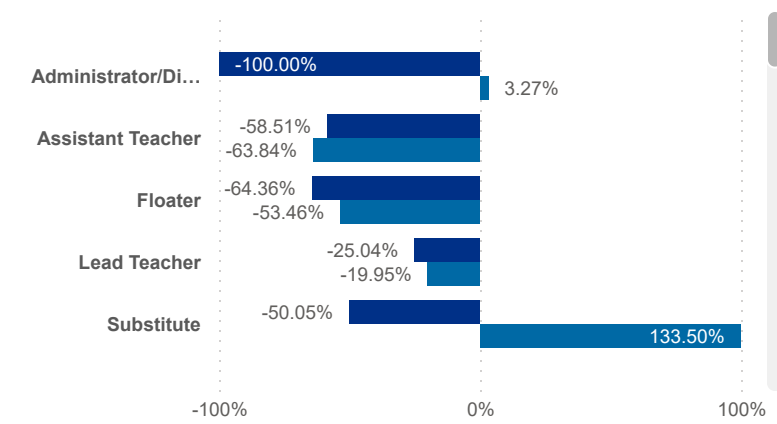
1,834

STAYER (Promotion)

9

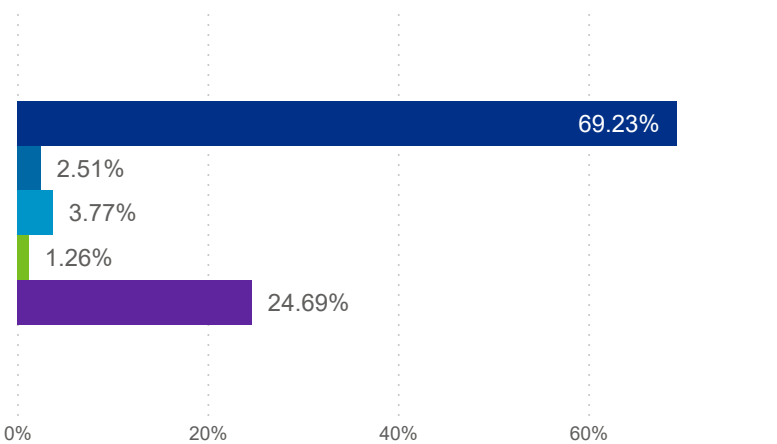
Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer



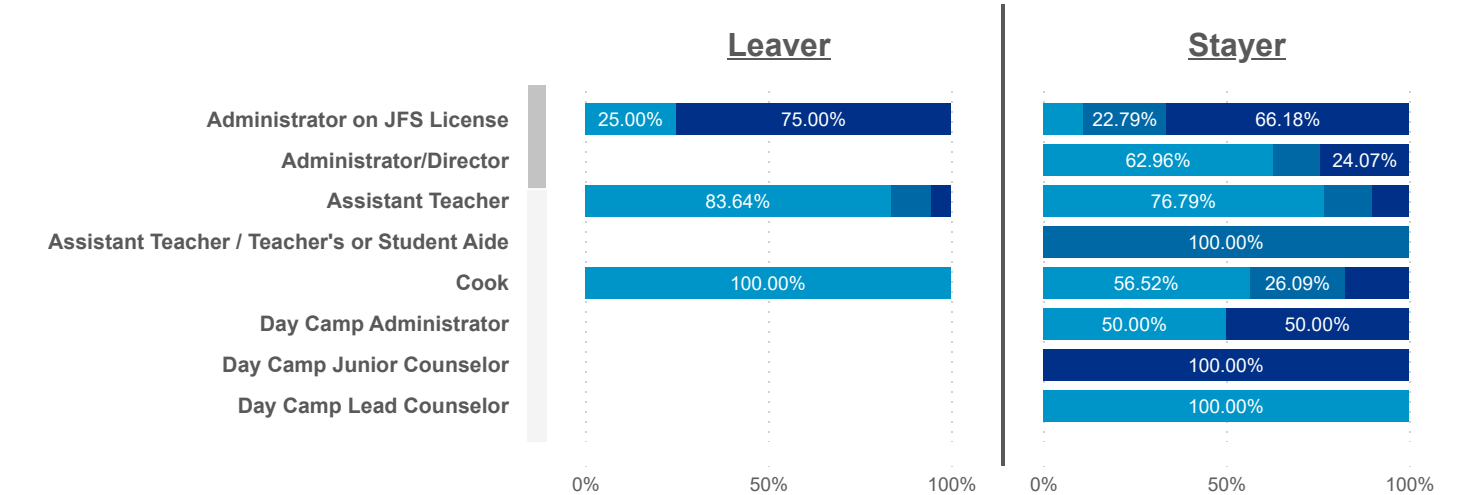
Turnover Reasons

Churn Internal Promotion Seasonal Transfer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Marion	Lead Teacher	0.01	16.00	Early	7.50	0.0
Marion	Substitute	0.01	25.00	Early	7.31	0.0
Marion	Floater	0.04	15.00	Early	3.48	2.0
Richland	Floater	0.04	15.00	Senior	6.83	2.0
Crawford	Substitute	0.04	10.70	Early	3.86	2.0
Crawford	Assistant Teacher	0.05	10.00	Early	9.09	2.0
Richland	Assistant Teacher	0.05	17.00	Mid	5.00	3.0
Richland	Cook	0.05	14.50	Early	4.65	2.0
Richland	Assistant Teacher	0.06	14.00	Early	4.94	2.0
Crawford	Assistant Teacher	0.06	11.00	Mid	5.29	2.0
Richland	Floater	0.07	11.50	Senior	7.33	1.0

Seniority: Early Mid Senior



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Workforce and Program Analysis Platform (WPAP):

COMPENSATION - NOMINAL

Created Date: 07/15/2025

Date: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 12

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

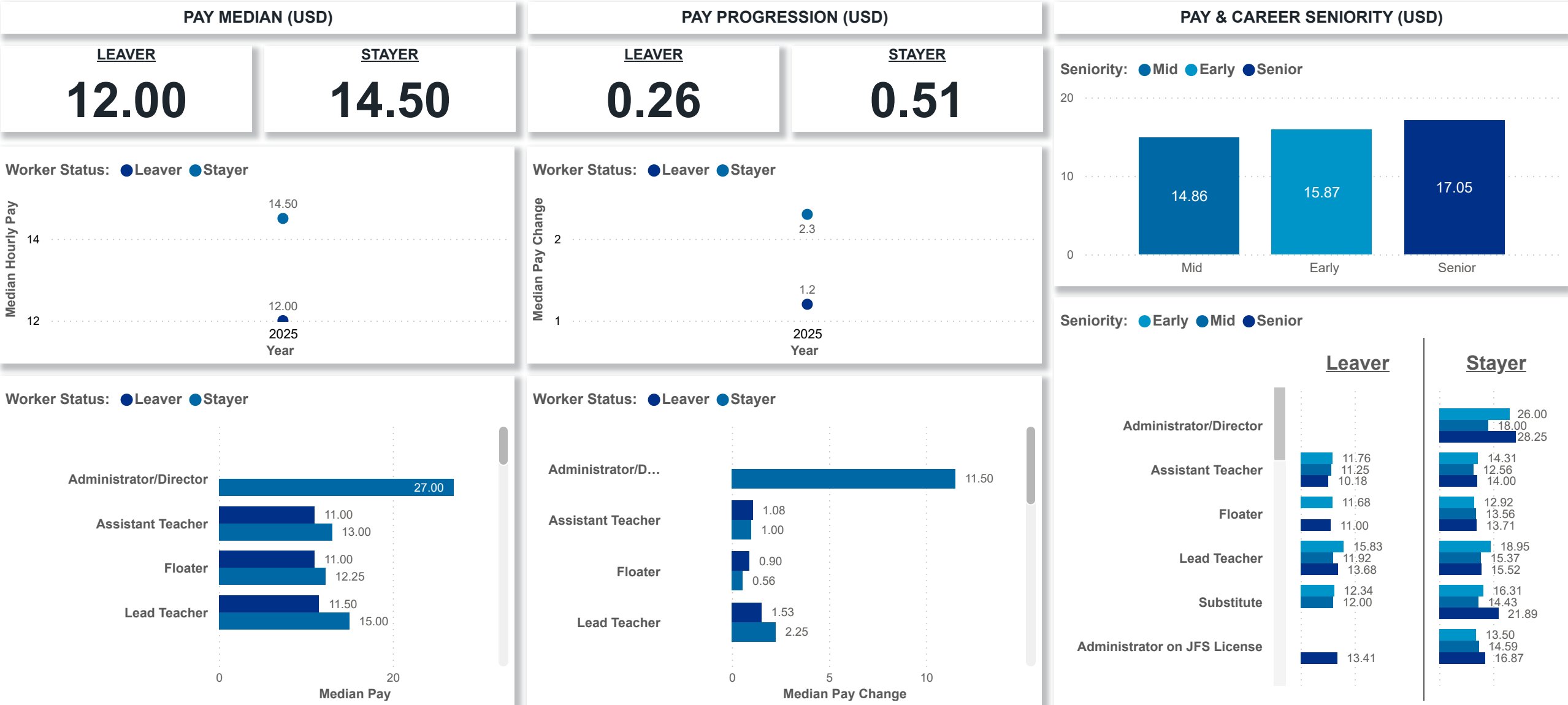
POWER Status:All

100.00

Beale Code:All

Student Age Group:All

POWER Levels:All





Date:	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 12	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)**

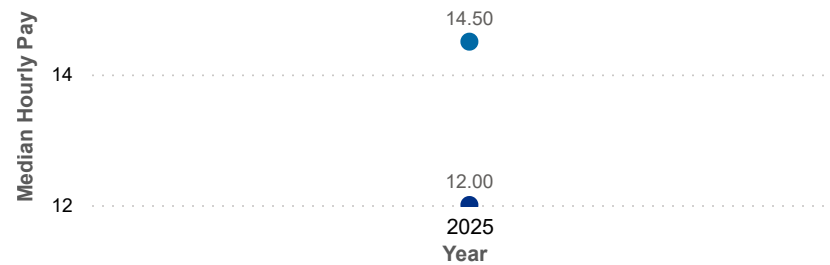
**LEAVER**

12.00

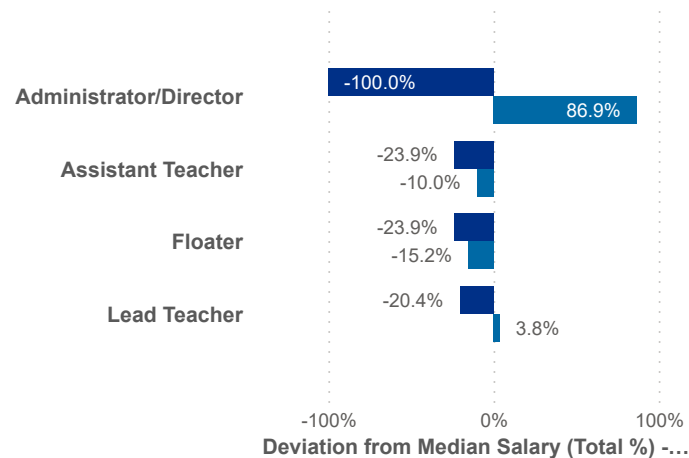
**STAYER**

14.50

Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



### PAY PROGRESSION (USD)

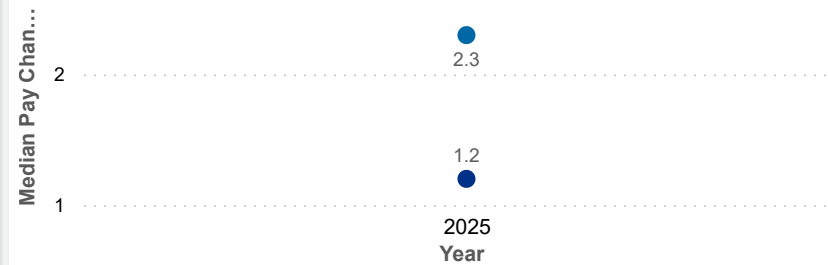
## LEAVER

0.26

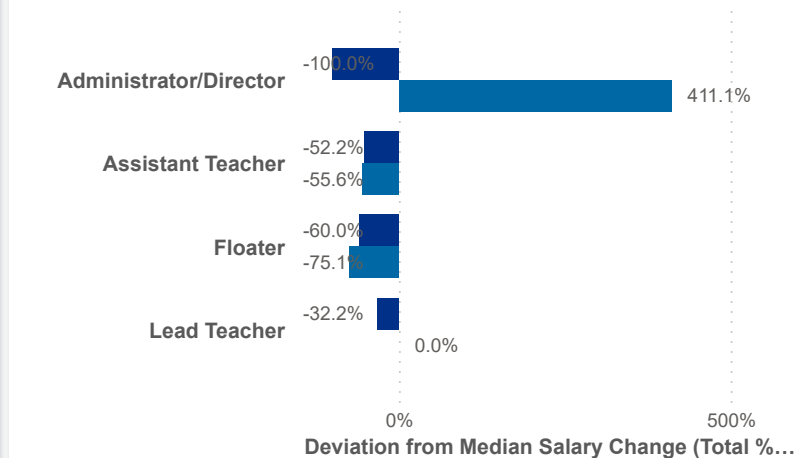
**STAYER**

0.51

Worker Status: ● Leaver ● Stayer

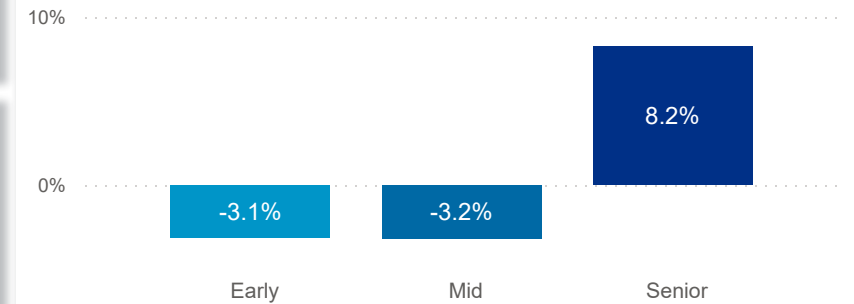


Worker Status: ● Leaver ● Stayer



### PAY & CAREER SENIORITY (USD)

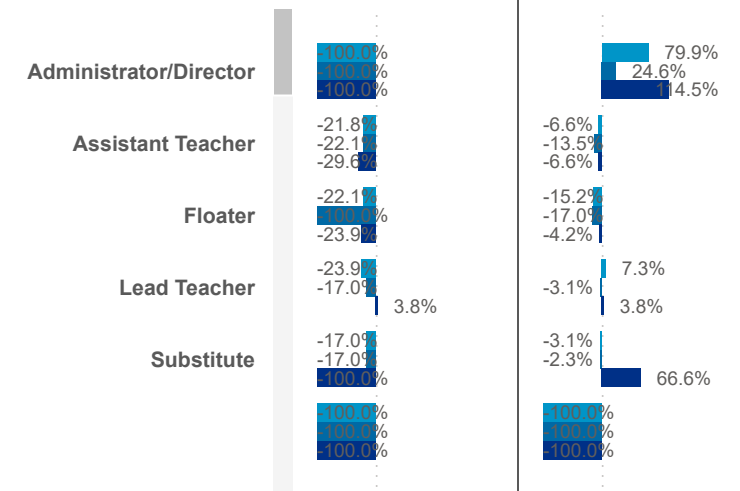
Seniority: ● Early ● Mid ● Senior



Seniority: ● Early ● Mid ● Senior

## Leaver

## Stayer





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 12	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)

5.88

## Workload Median (Leaver)

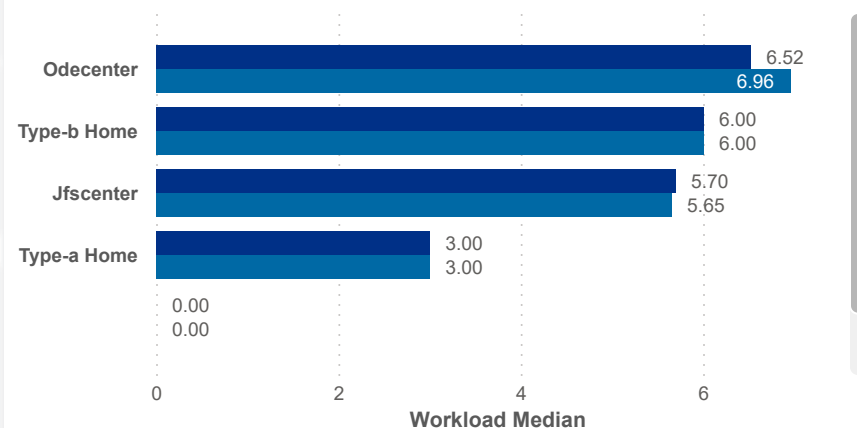
5.79

## Workload Median (Stayer)

5.88

## Workload Median

Worker status ● Leaver ● Stayer



## Star Rating Mean (Total)

1.8

## Star Rating Mean (Leaver)

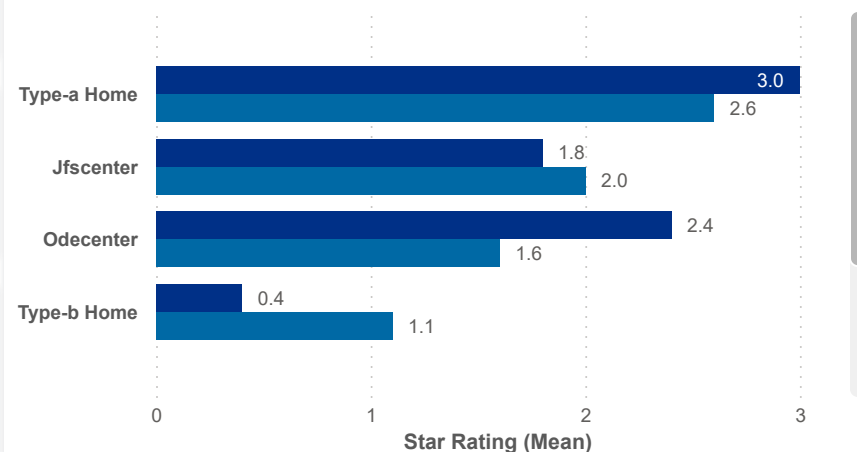
1.9

## Star Rating Mean (Stayer)

1.8

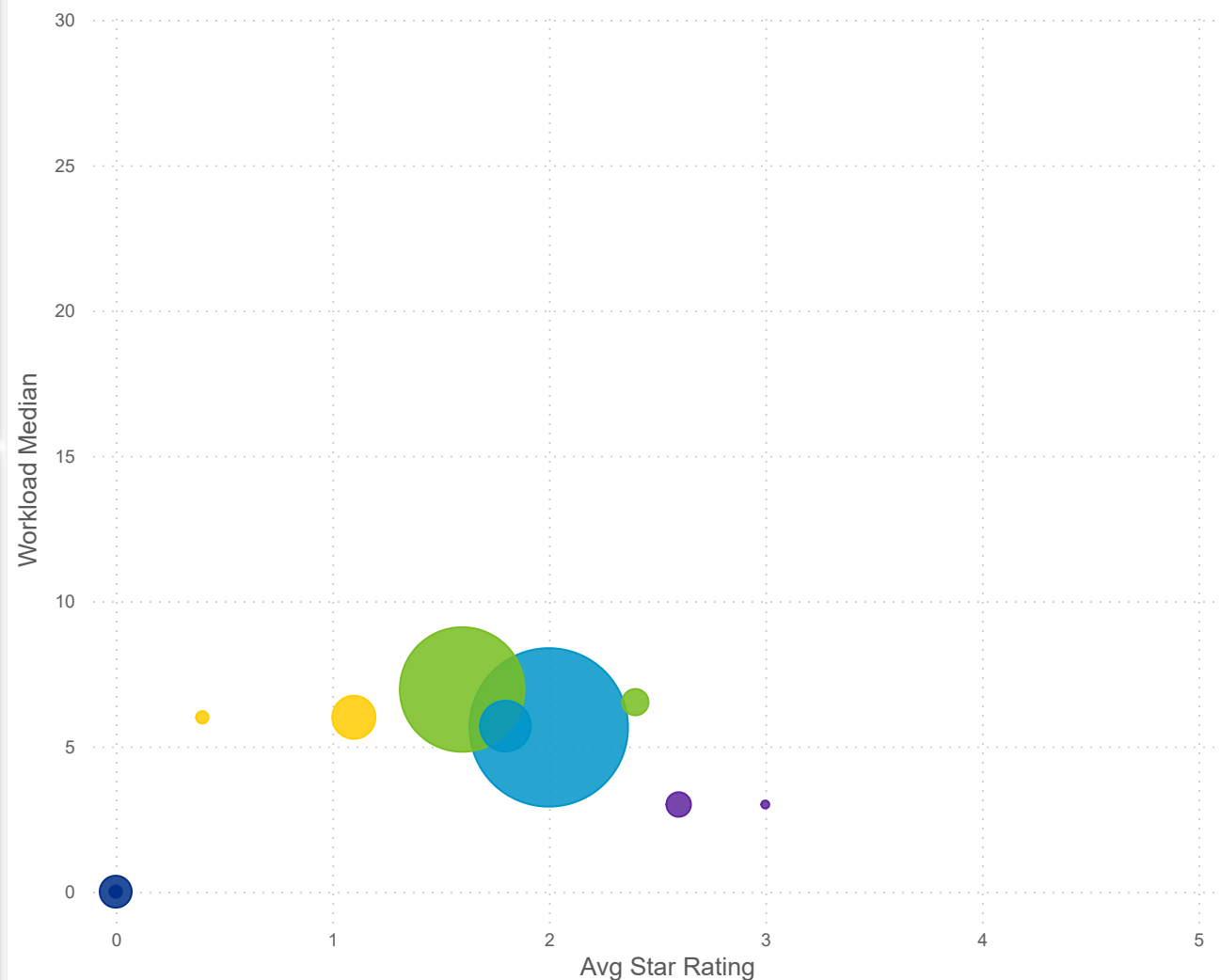
## Star Rating Mean

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: 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 12	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)

5.88

## Workload Median (Leaver)

5.79

## Workload Median (Stayer)

5.88

## Star Rating Mean (Total)

1.8

## Star Rating Mean (Leaver)

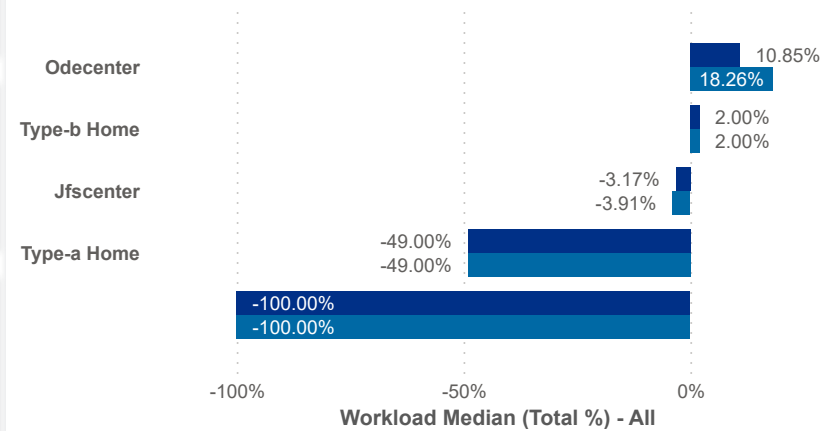
1.9

## Star Rating Mean (Stayer)

1.8

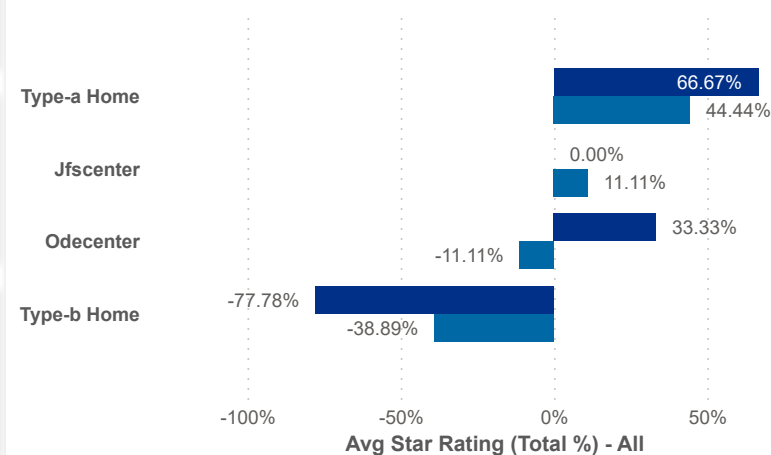
## Workload Median (Total %)

Worker status ● Leaver ● Stayer



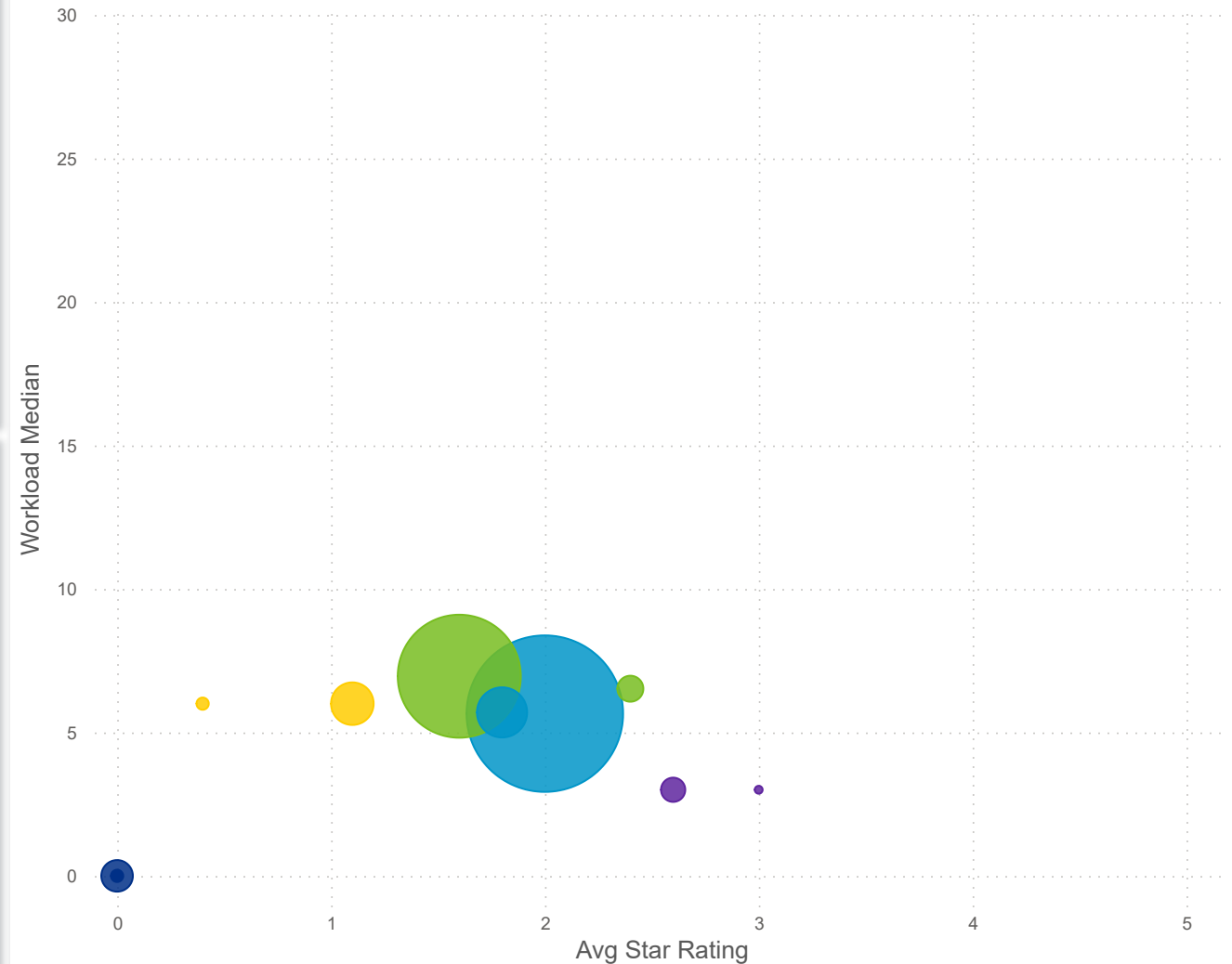
## Star Rating Mean (Total %)

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



occra

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

Created Date: 07/15/2025

Date:

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 12

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

Total Duration: 100.00

PAY MEAN (USD)

LEAVER

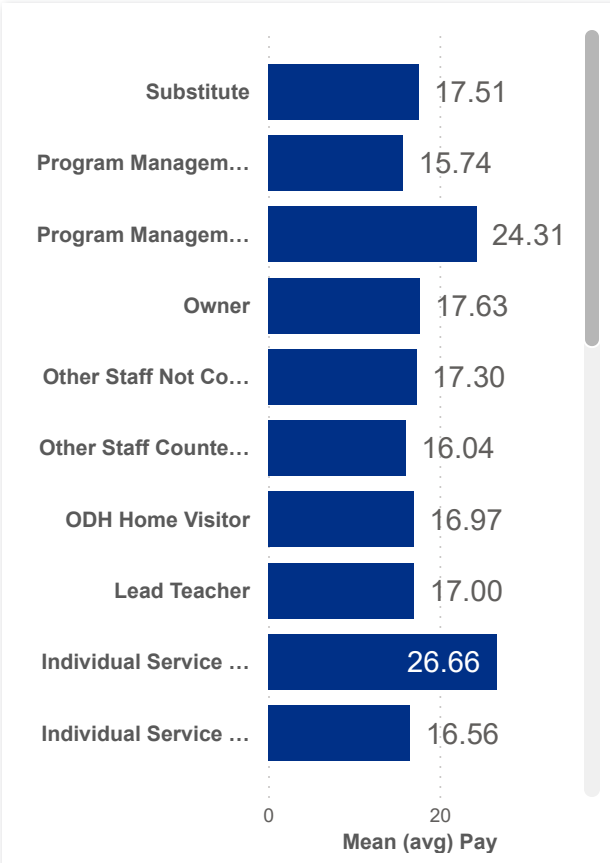
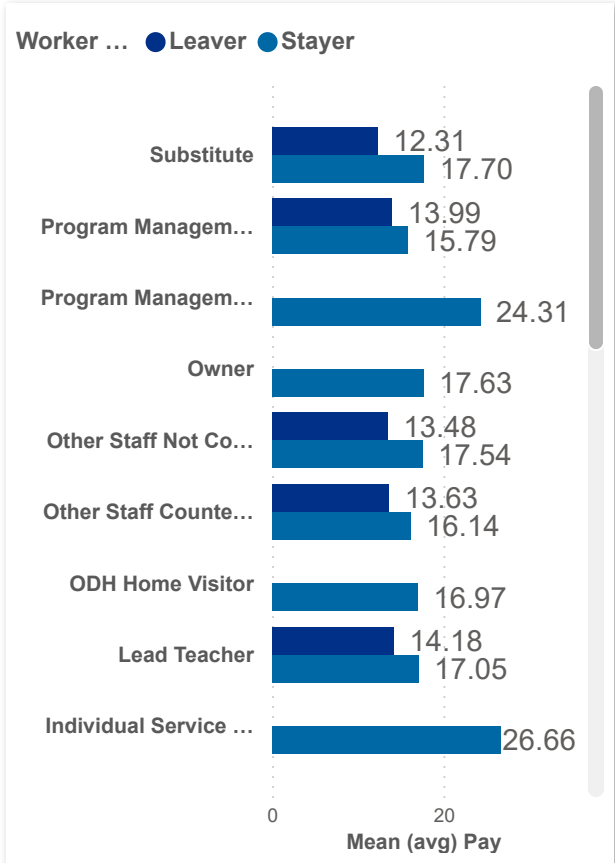
12.63

STAYER

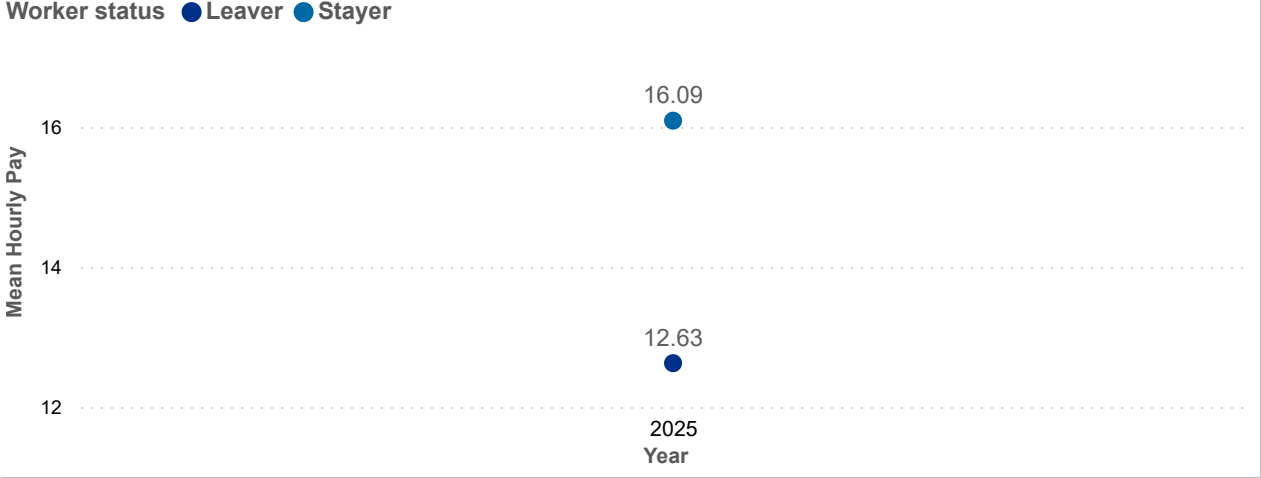
16.09

COMBINED

15.99



Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status

