

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 4

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

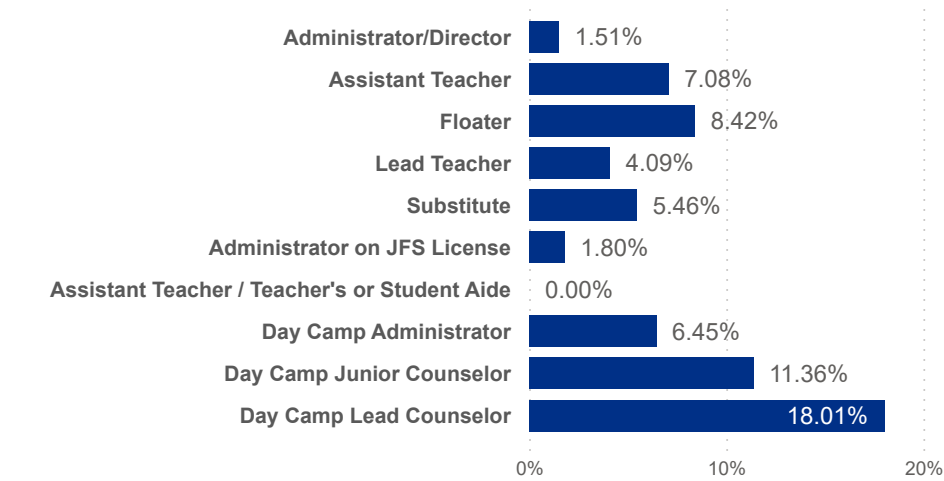
100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

4.93%

Adjusted Workers

16,753

Total Leaver

1,457

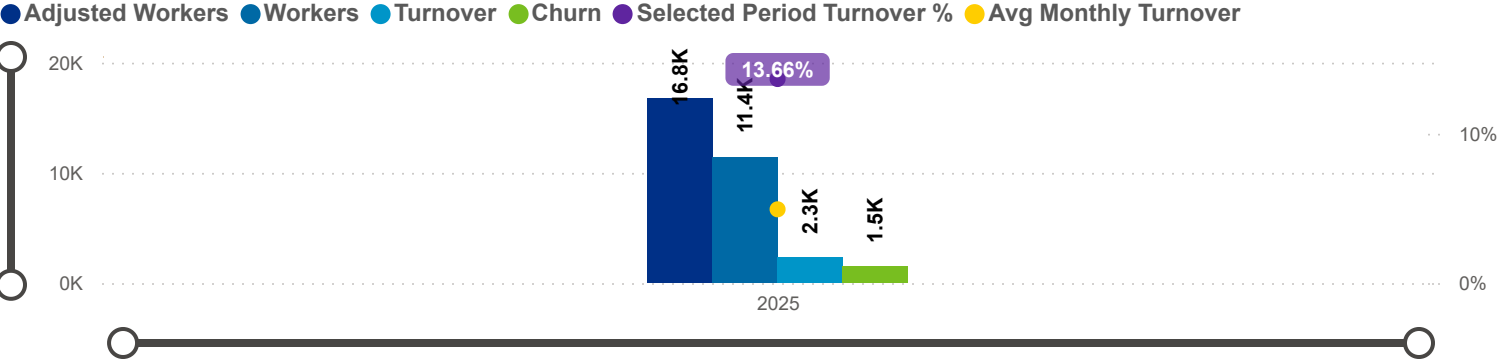
Total Stayer

15,296

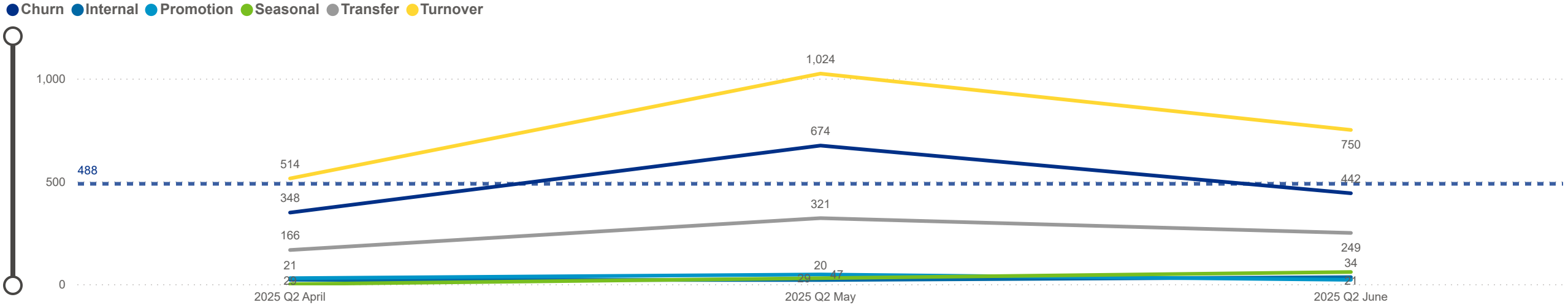
Sel Period Turnover

13.66%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



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 4

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

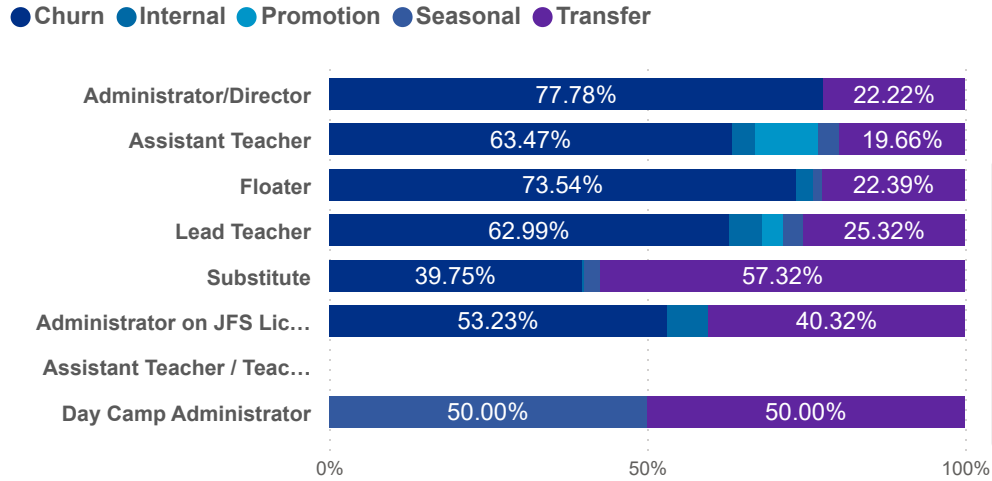
100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title



Avg Monthly Churn

3.16%

Adjusted Workers

16,753

Workload Median

5.00

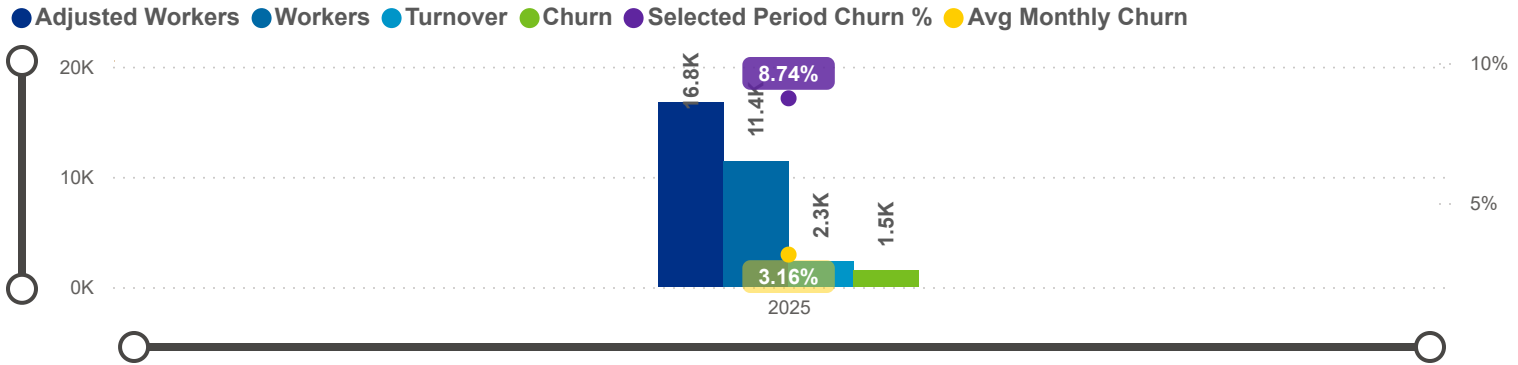
Pay Median USD / hr

15.00

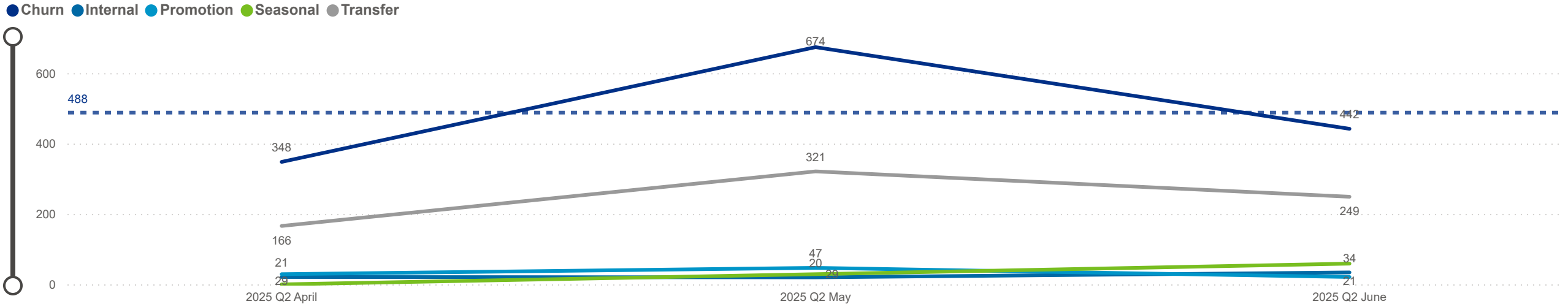
Avg ECE Duration

5.63

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 4

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

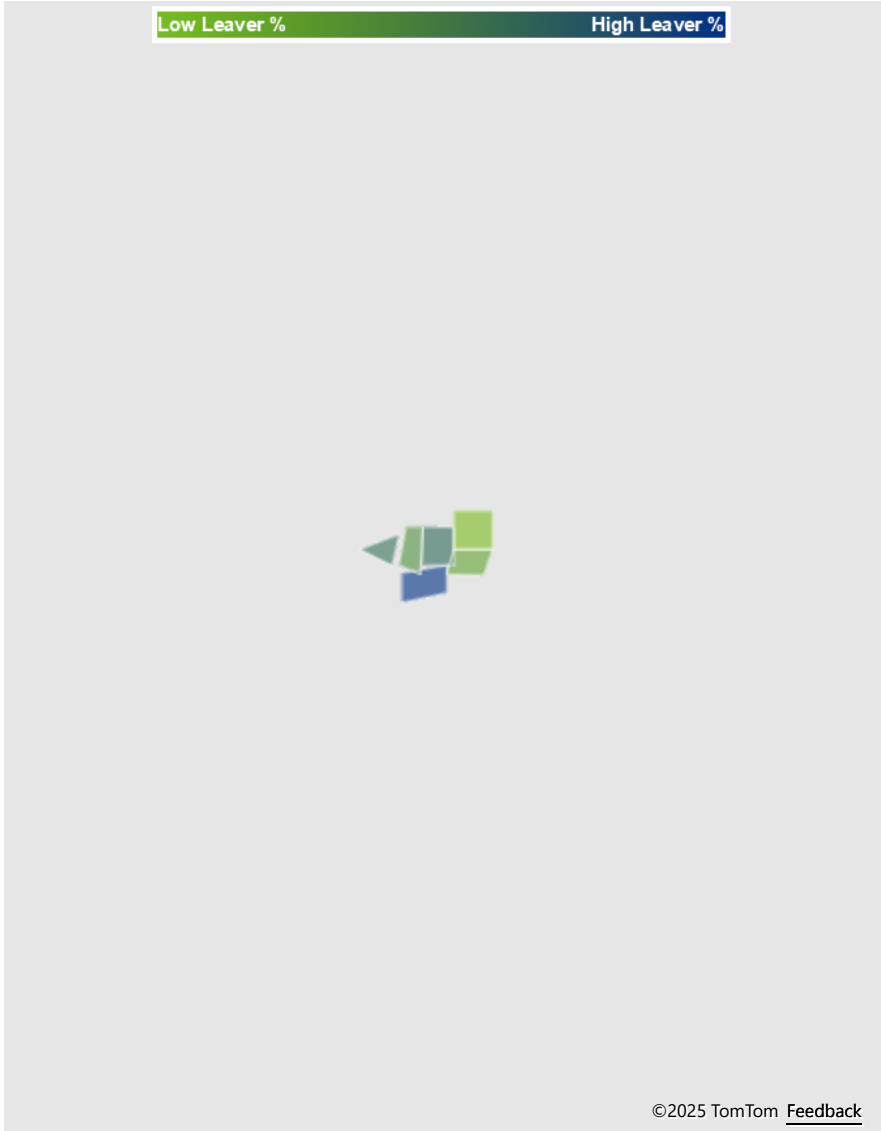
POWER Status: All

100.00

Beale Code: All

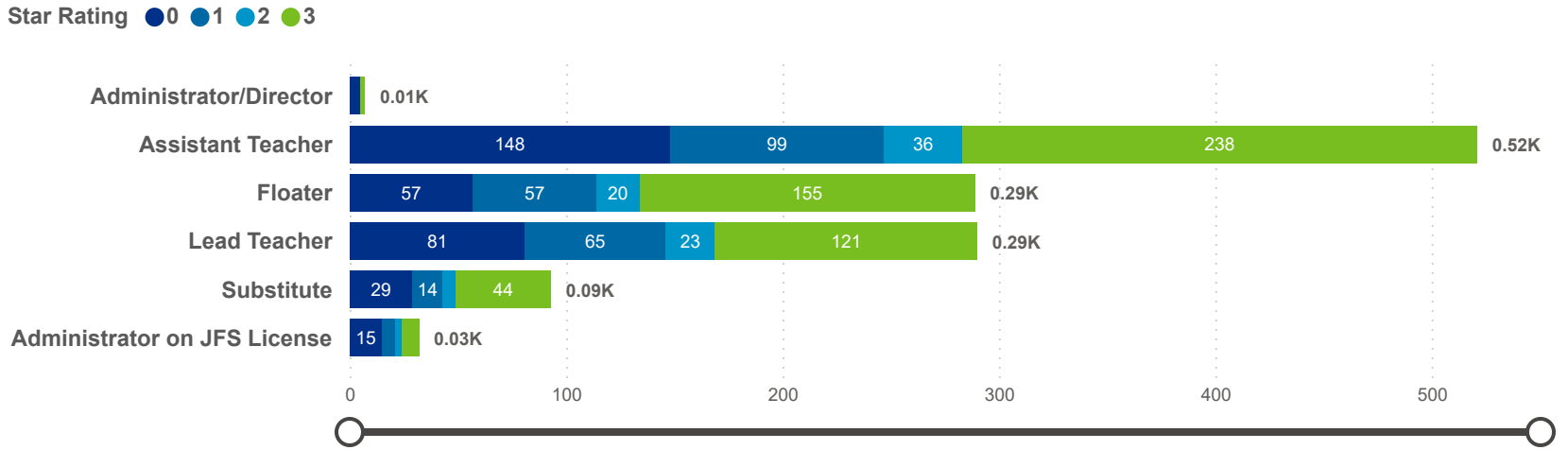
Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
16,753	1,457	15,296	8.70%

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
Mahoning OH	3,191	2,000	17.53%	206	2,985	6.46%	93.54%	2.30%	10.53%	3.76%	3.95	1.88
Summit OH	5,909	4,232	37.09%	454	5,455	7.68%	92.32%	2.77%	13.72%	4.92%	5.00	1.85
Stark OH	3,571	2,488	21.81%	466	3,105	13.05%	86.95%	4.88%	17.87%	6.66%	6.00	1.77
Portage OH	1,202	934	8.19%	118	1,084	9.82%	90.18%	3.57%	13.06%	4.71%	4.60	1.57
Medina OH	1,391	1,044	9.15%	134	1,257	9.63%	90.37%	3.53%	16.25%	5.95%	5.61	1.33
Trumbull OH	1,489	1,011	8.86%	79	1,410	5.31%	94.69%	1.90%	8.06%	2.84%	5.13	1.25
Total	16,753	11,409	100.00%	1,457	15,296	8.70%	91.30%	3.16%	13.66%	4.93%	5.00	1.72

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 4

SUTQ Rating: All

Total Duration:0.00100.00

Center Type: All

Beale Code: All

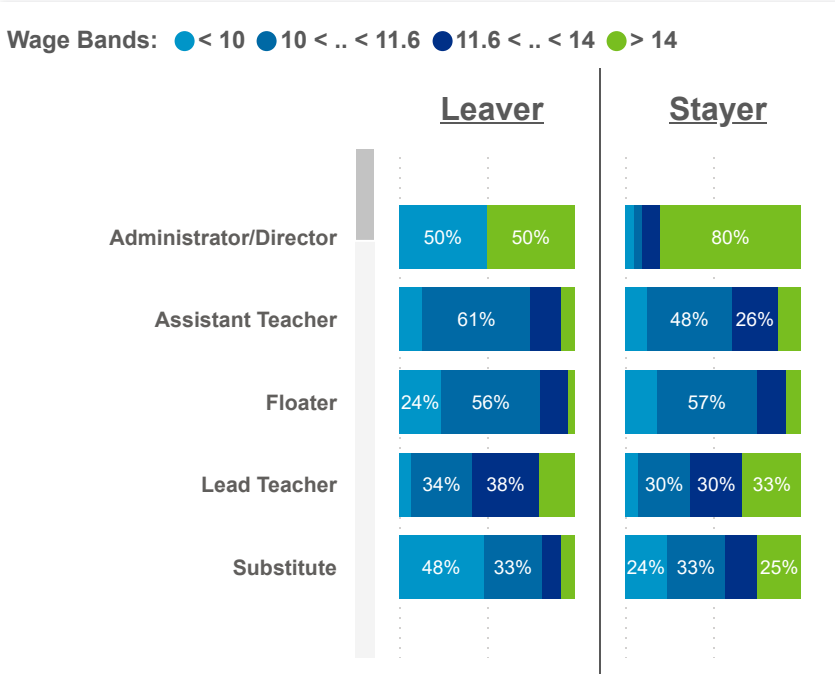
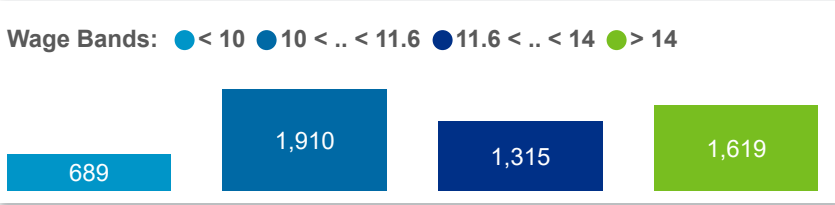
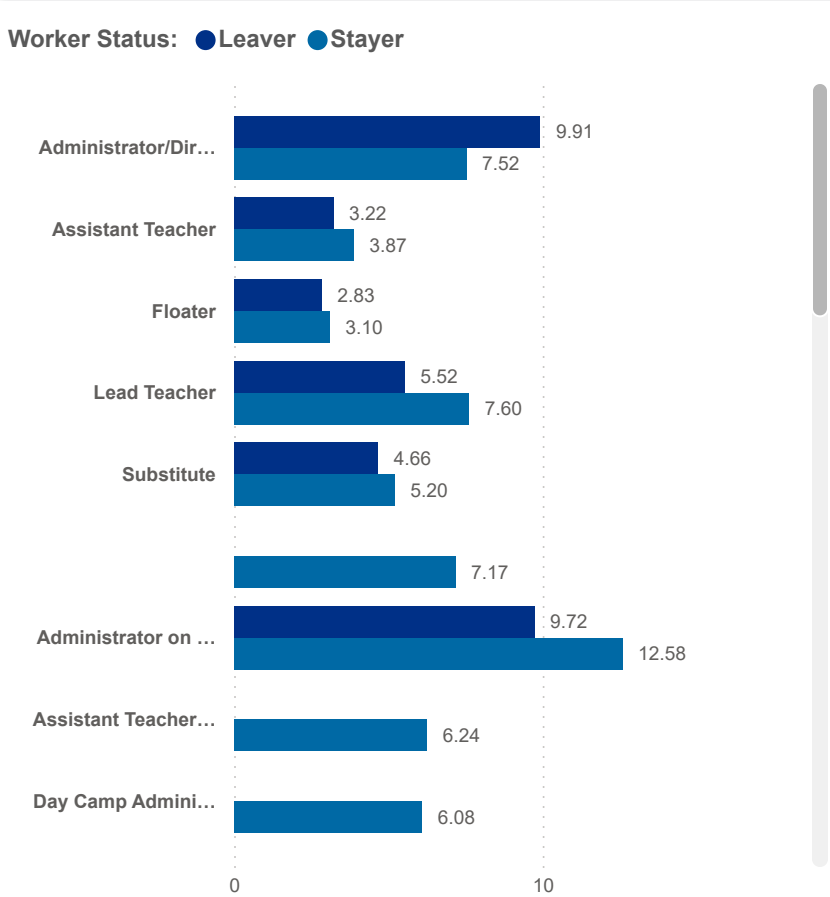
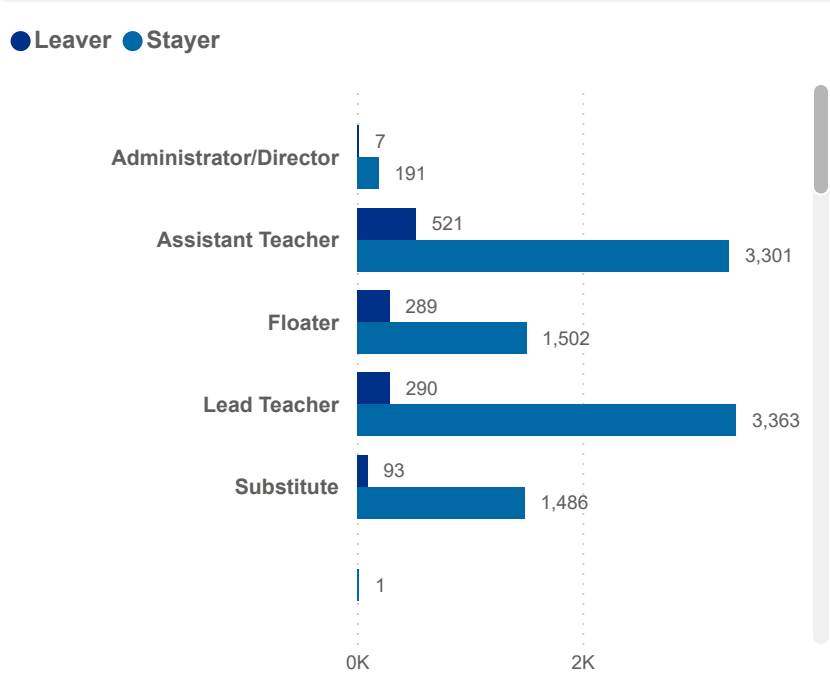
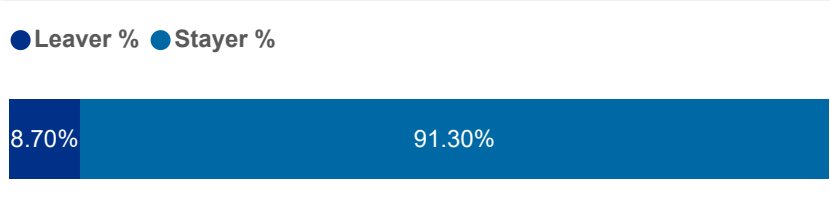
Publicly Funded: All

Student Age Group: All

POWER Status: All

POWER Levels: All

NUMBER OF WORKERS		AVG ECE DURATION (In Years)		HOURLY WAGE BANDS (USD)	
TOTAL LEAVER	TOTAL STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
1,457	15,296	3.88	5.71	13.50	15.00



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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 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)	
LEAVER	STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
8.70%	91.30%	3.88	5.71	13.50	15.00

● Leaver % ● Stayer %

91.30%

Worker Status: ● Leaver ● Stayer

Administrator/Dir...
Assistant Teacher
Floater
Lead Teacher
Substitute

76.15%
33.62%
-42.87%
-31.24%
-49.70%
-44.97%
-1.88%
35.09%
-17.17%
-7.54%
-100.00%

27.33%
123.46%
10.92%
8.08%

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

12.35%
32.80%
22.39%
32.46%

Worker Status: ● Leaver ● Stayer

Administrator/Director
Assistant Teacher
Floater
Lead Teacher
Substitute

0.00%
0.05%
0.29%
0.87%
0.16%
0.40%
0.16%
0.85%
0.05%
0.37%

Administrator on JFS License
Assistant Teacher / Teacher'...
Day Camp Administrator
Day Camp Junior Counselor
Day Camp Lead Counselor
Day Camp Owner
Early Intervention Service C...

0.00%
0.02%
0.26%
0.00%
0.00%
0.00%
0.00%
0.02%
0.00%
0.01%

Day Camp Junior ...
Day Camp Lead C...
Day Camp Owner
Early Childhood ...
Early Intervention...
Early Intervention...
Extracurricular U...
High School Junior

-85.84%
-100.00%
-84.35%
-98.86%
-100.00%
-100.00%
-27.18%
17.73%
-100.00%
49.84%
-63.67%
-9.45%
-80.40%
-86.46%

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

Leaver
Stayer

Administrator/Director
Assistant Teacher
Floater
Lead Teacher
Substitute

Administrator on JFS License
Day Camp Administrator
Day Camp Junior Counselor
Day Camp Lead Counselor
Early Intervention Service C...

50.00%
50.00%
61.39%
56.32%
48.15%
50.00%
50.00%
50.00%
57.25%
75.00%
100.00%
75.00%
100.00%

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DATA & REVIEW DRAFT 6/30/2025

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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

Credential:All

TEACH Models:All

SDA>County:SDA 4

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

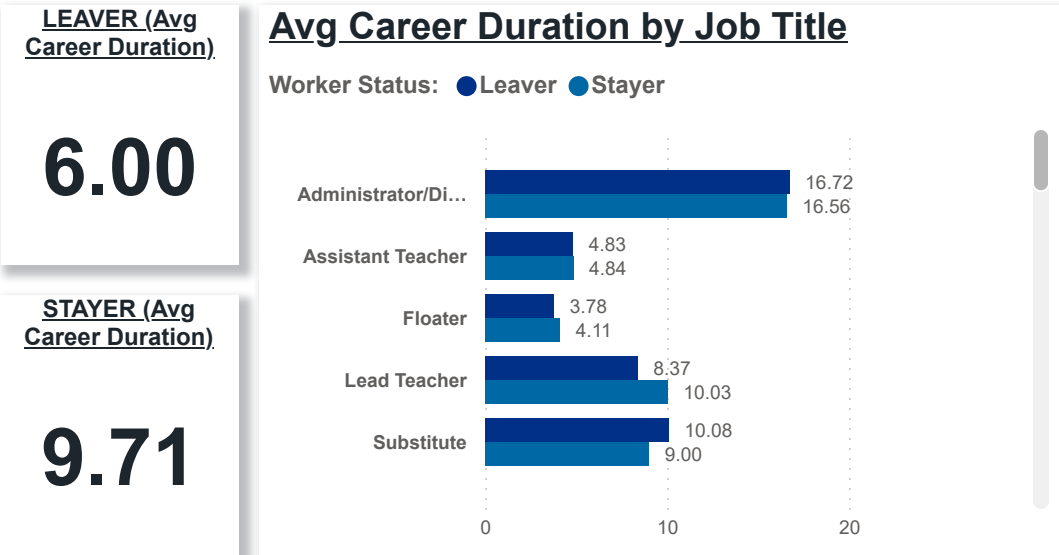
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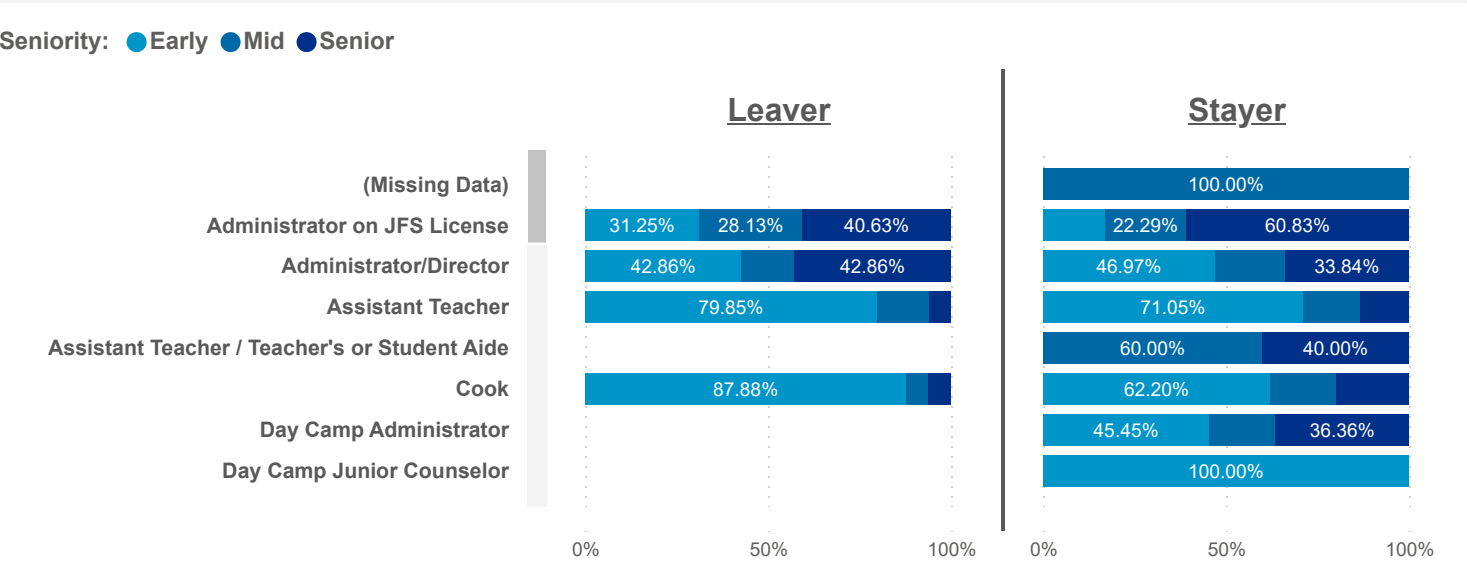
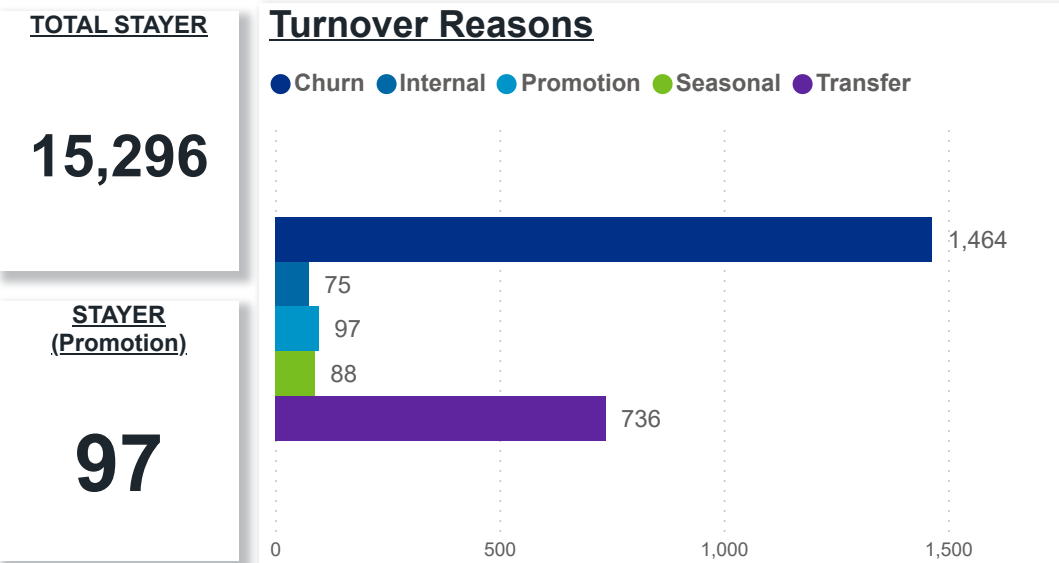
Beale Code:All

Student Age Group:All

POWER Levels:All



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Mahoning	Administrator/Director	2.42		Early	9.89	1.2
Medina	Administrator/Director	2.82		Early	10.50	1.5
Portage	Administrator/Director	1.86		Early	7.00	2.3
Stark	Administrator/Director	2.05		Early	9.20	1.7
Summit	Administrator/Director	1.48		Early	7.67	2.4
Trumbull	Administrator/Director	1.94		Early	6.65	2.7
Stark	Administrator/Director	2.92	17.00	Early	30.25	0.0
Stark	Administrator/Director	4.75	20.00	Early	14.80	3.0
Stark	Administrator/Director	4.57	23.00	Early	51.00	0.0
Medina	Administrator/Director	1.63	25.00	Early	17.00	3.0



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

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

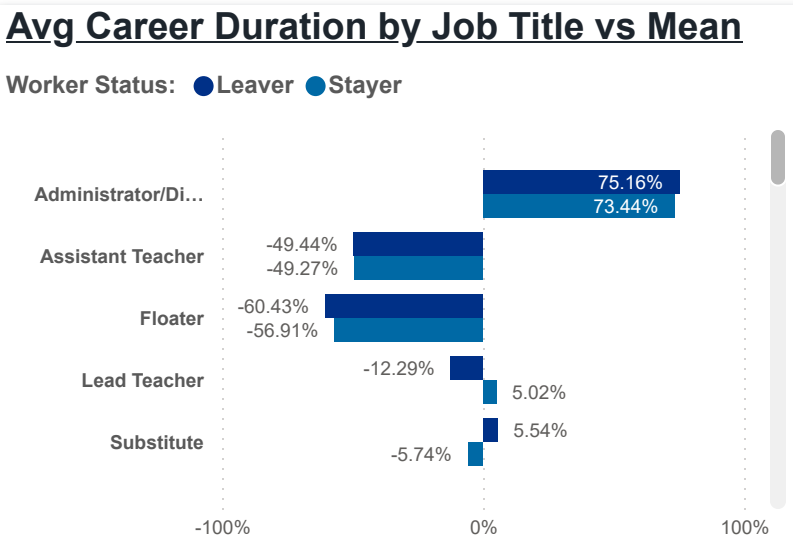
POWER Levels:All

LEAVER (Avg Career Duration)

6.00

STAYER (Avg Career Duration)

9.71



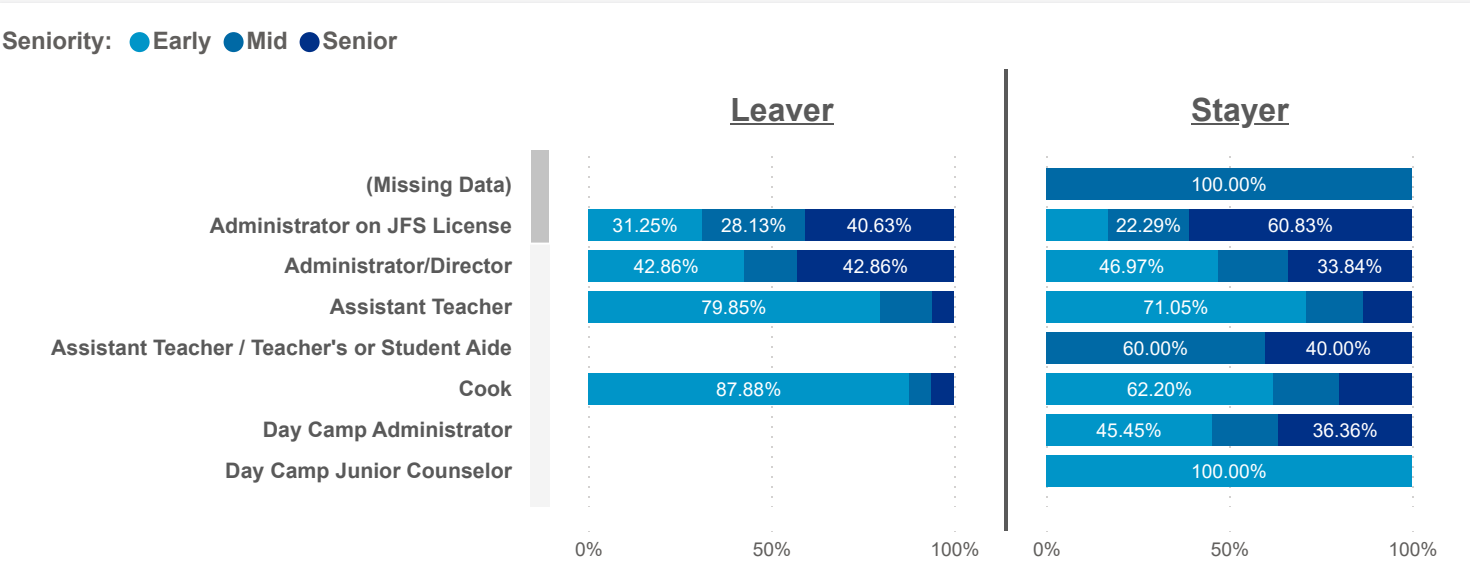
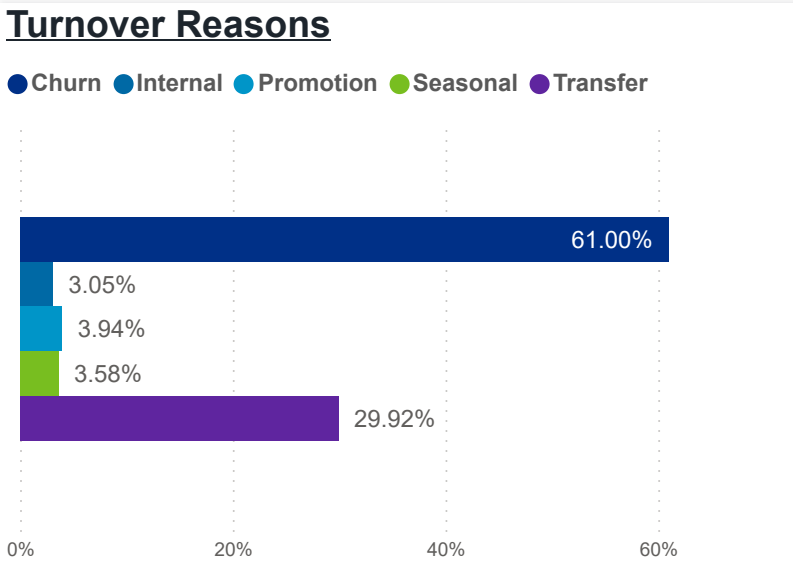
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Summit	High School Junior	0.00	11.50	Early	6.23	0.0
Stark	Assistant Teacher	0.01	12.86	Early	9.50	0.0
Mahoning	Assistant Teacher	0.01	14.33	Senior	1.56	2.0
Stark	Floater	0.01	14.50	Early	6.72	3.0
Summit	Lead Teacher	0.01	15.75	Mid	2.78	1.0
Medina	Assistant Teacher	0.02	18.50	Early	4.51	3.0
Trumbull	Floater	0.02	11.05	Early	5.82	1.0
Portage	Floater	0.02	14.15	Mid	5.61	0.0
Mahoning	Lead Teacher	0.02	17.80	Early	0.88	3.0
Portage	Lead Teacher	0.02	18.60	Senior	0.68	3.0
Medina	Administrator on JFS License	0.02	20.60	Mid	106.00	3.0

TOTAL STAYER

15,296

STAYER (Promotion)

97



occra

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 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

PAY PROGRESSION (USD)

LEAVER

0.57

STAYER

0.69

PAY & CAREER SENIORITY (USD)

Seniority: EarlyMidSenior

15.26

15.66

16.97

Worker Status: LeaverStayer

Median Hourly Pay

15.00

13.50

2025

Year

Worker Status: LeaverStayer

Median Pay Change

2.375

2.320

2025

Year

Seniority: EarlyMidSenior

Leaver

Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute

25.00

24.08

23.15

20.16

13.81

13.73

14.12

12.99

14.00

14.84

15.20

15.48

16.15

14.06

13.78

16.17

16.06

Worker Status: LeaverStayer

Median Pay

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

14.50

13.00

12.50

14.91

25.00

13.75

13.00

15.00

Worker Status: LeaverStayer

Median Pay Change

Assistant Teacher

Floater

Lead Teacher

Substitute

2.25

0.84

2.95

0.33

2.00

1.50

2.50

2.00

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DATA & REVIEW DRAFT 6/30/2025

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

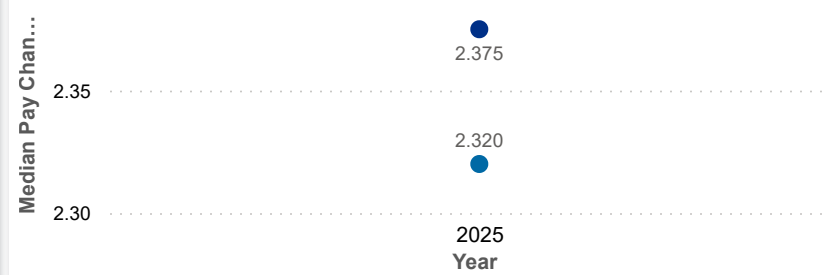
LEAVER

0.57

STAYER

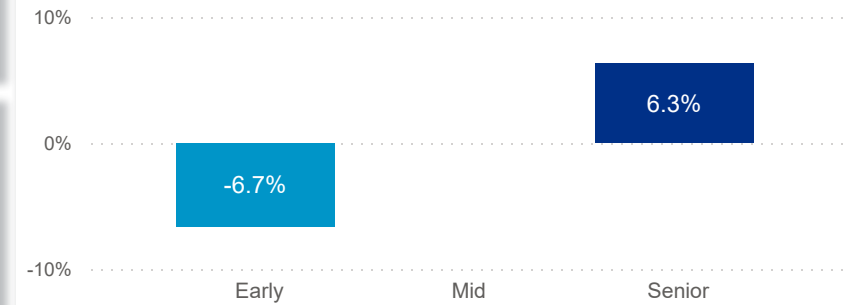
0.69

Worker Status: ● Leaver ● Stayer



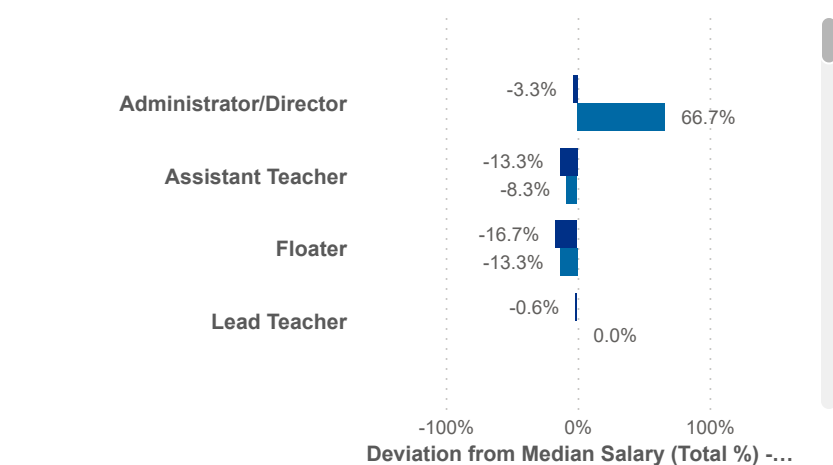
PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

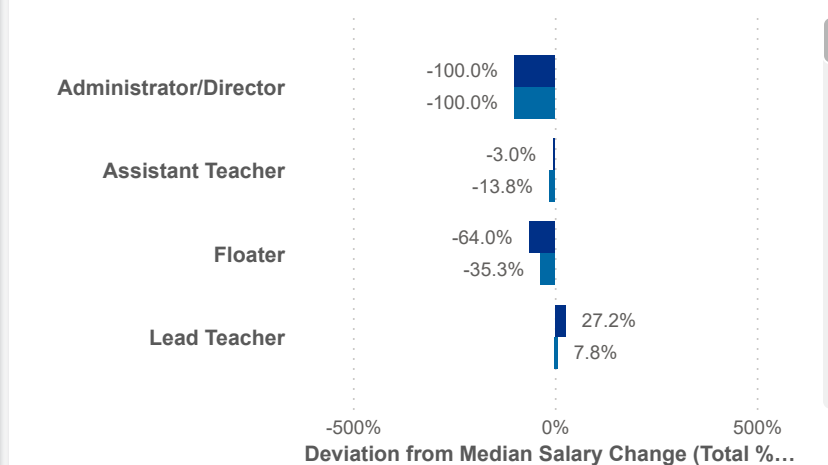


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer

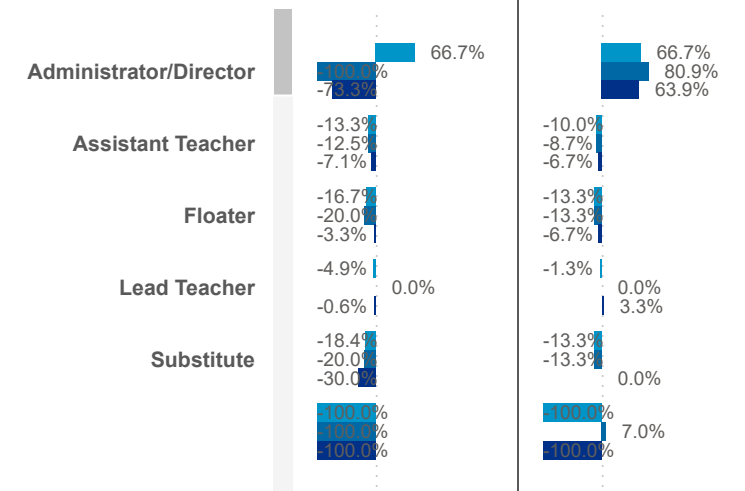


Worker Status: ● Leaver ● Stayer



Leaver

Stayer





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 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)

5.00

Workload Median (Leaver)

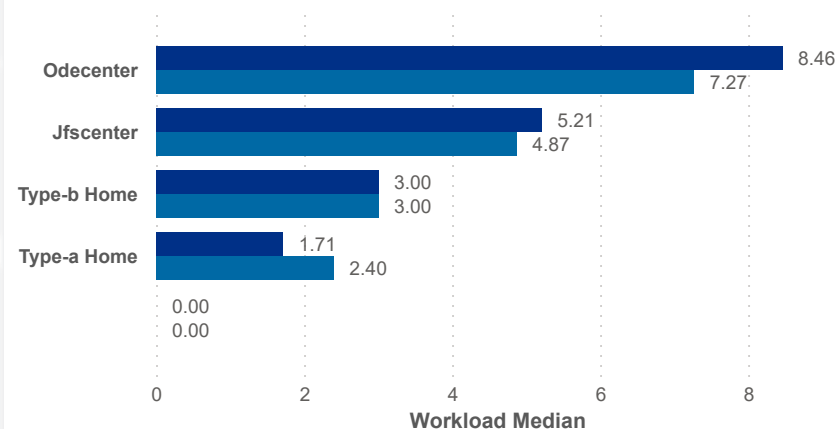
5.30

Workload Median (Stayer)

5.00

Workload Median

Worker status ● Leaver ● Stayer



Star Rating Mean (Total)

1.7

Star Rating Mean (Leaver)

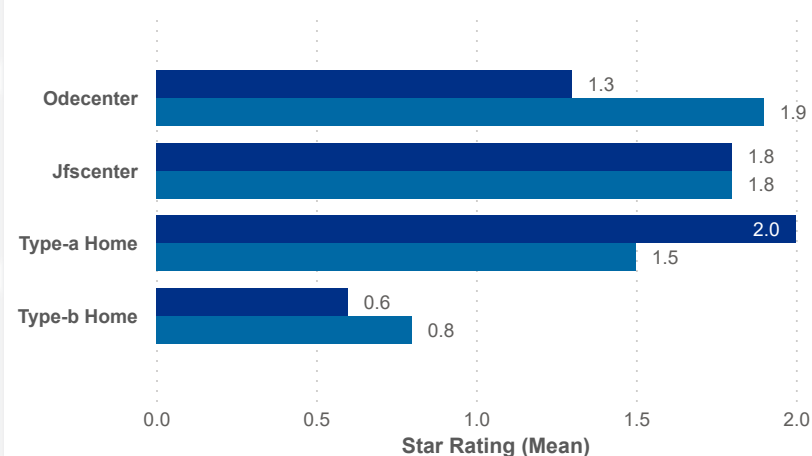
1.7

Star Rating Mean (Stayer)

1.7

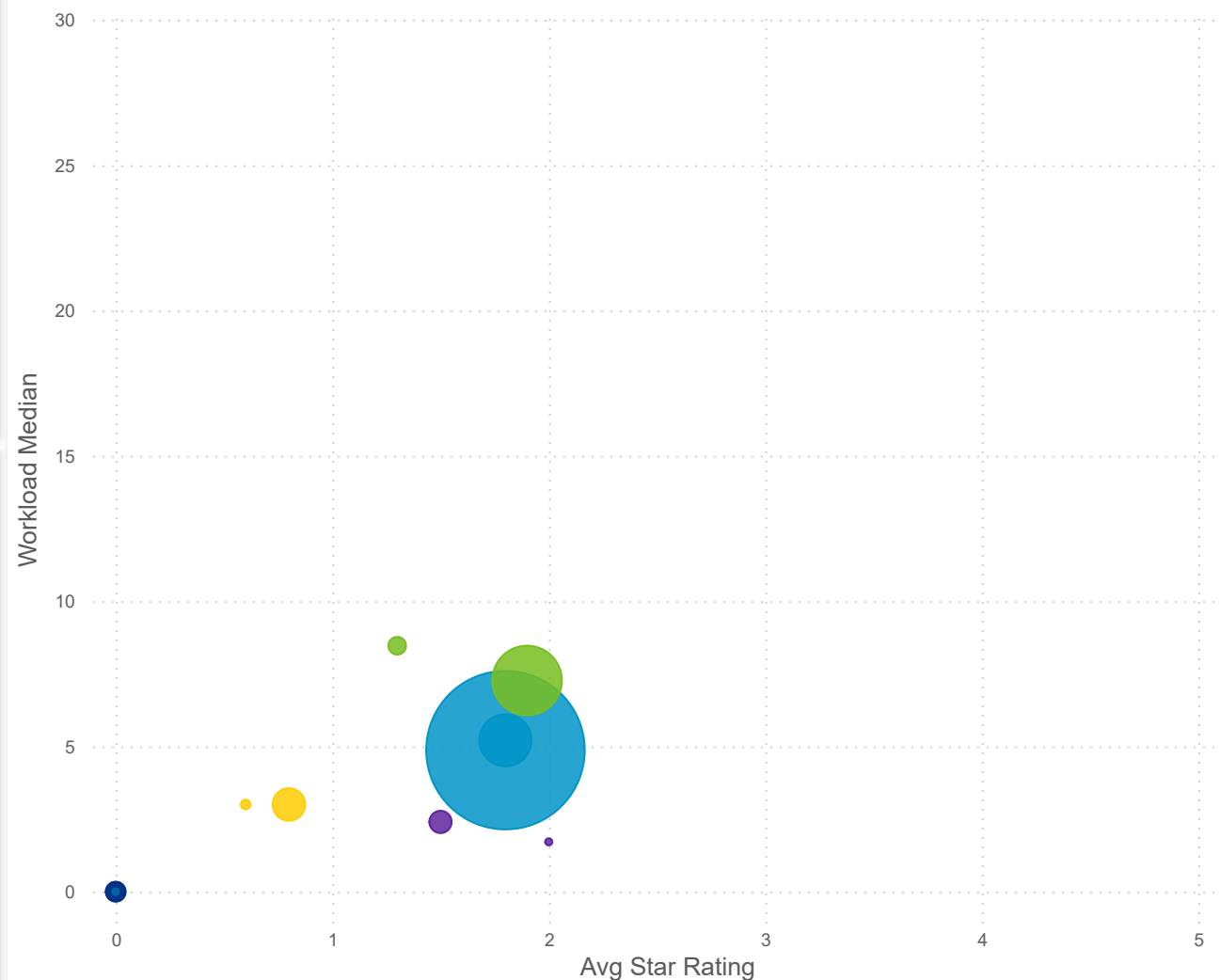
Star Rating Mean

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 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)

5.00

Workload Median (Leaver)

5.30

Workload Median (Stayer)

5.00

Star Rating Mean (Total)

1.7

Star Rating Mean (Leaver)

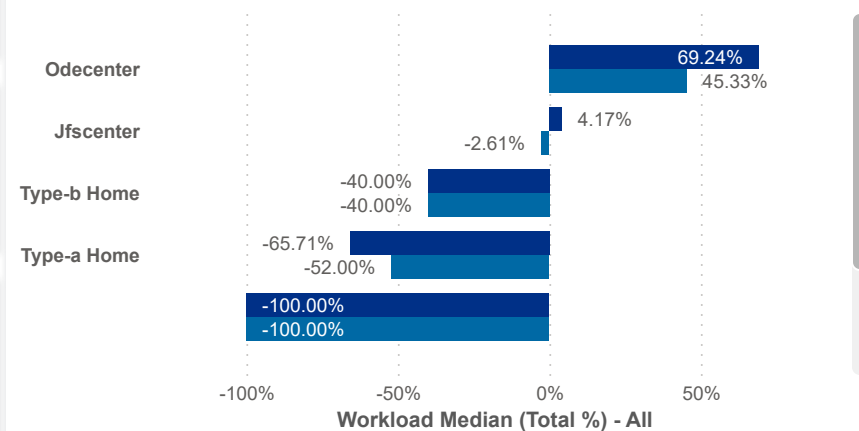
1.7

Star Rating Mean (Stayer)

1.7

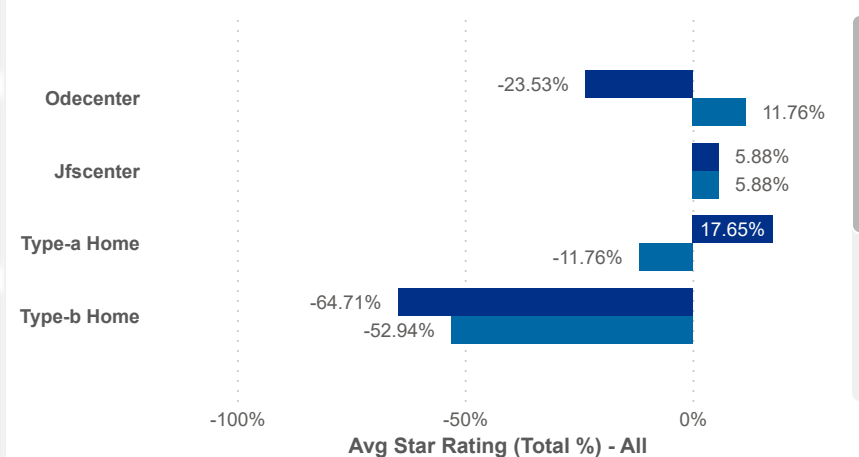
Workload Median (Total %)

Worker status ● Leaver ● Stayer



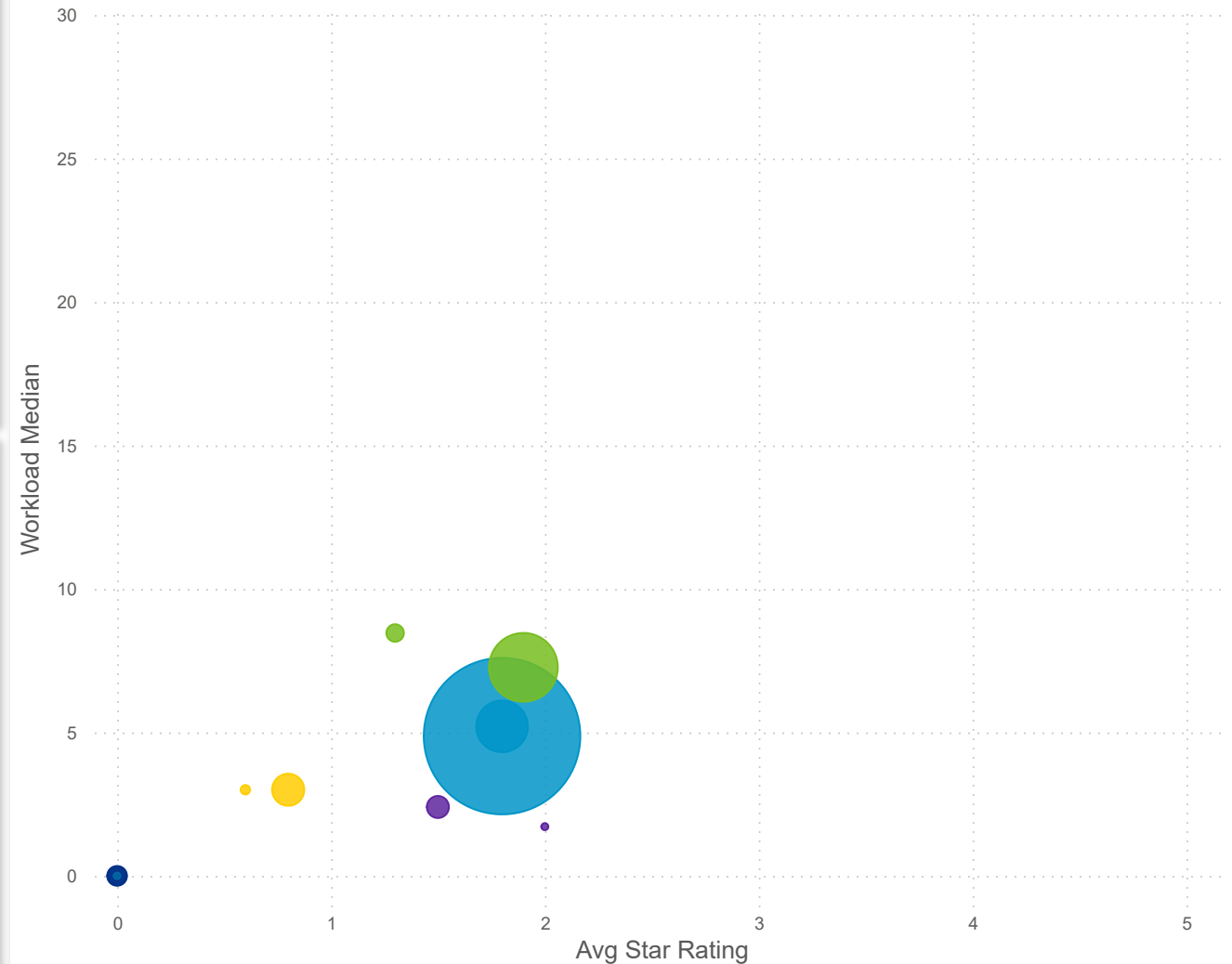
Star Rating Mean (Total %)

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:	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 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

14.06

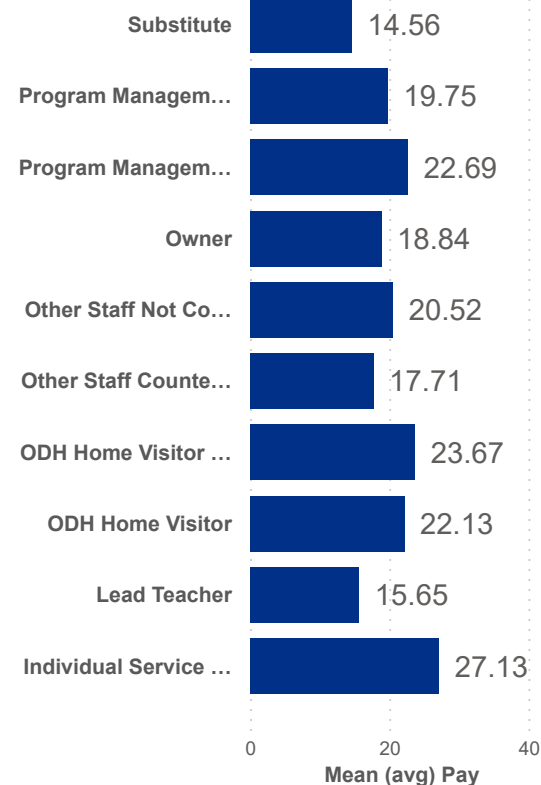
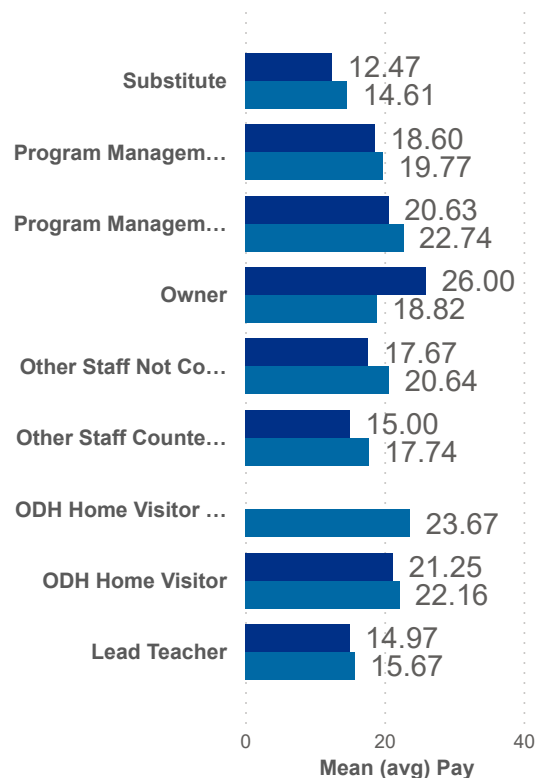
STAYER

15.99

COMBINED

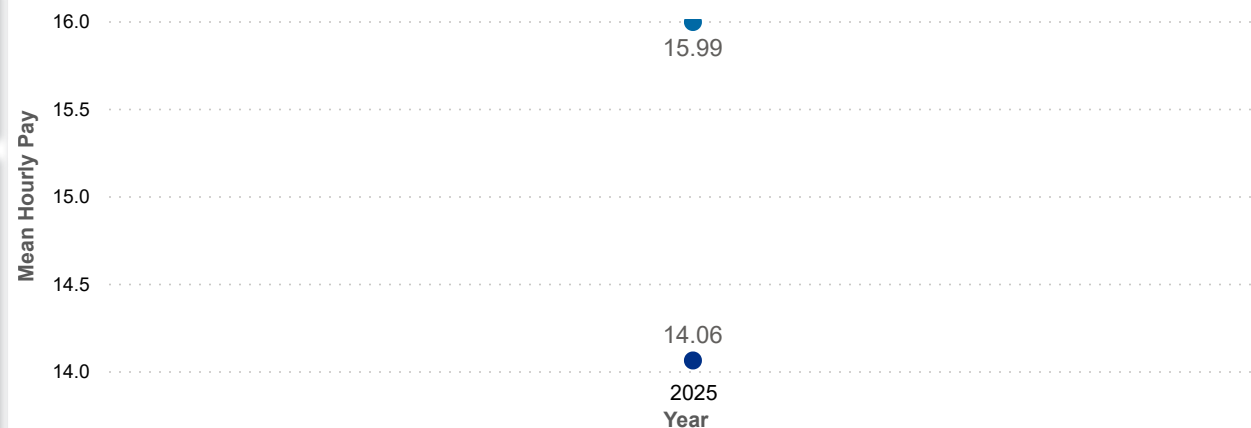
15.94

Worker ... ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

