

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 9

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

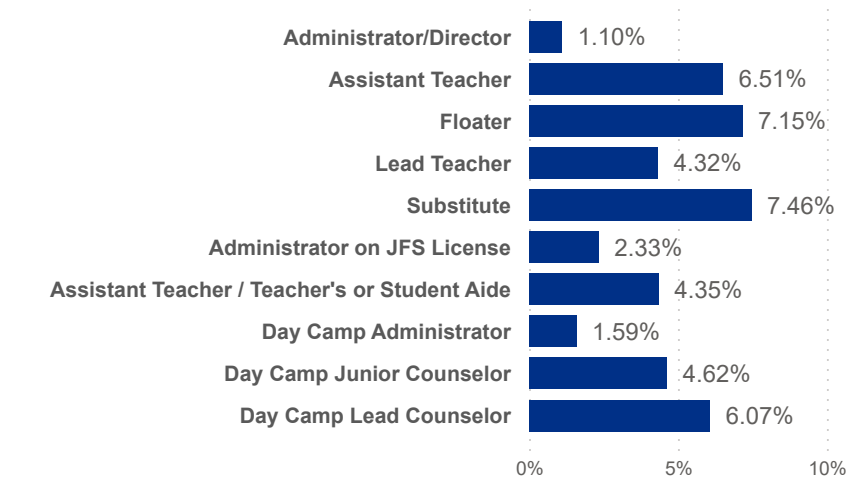
100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

5.52%

Adjusted Workers

28,941

Total Leaver

2,254

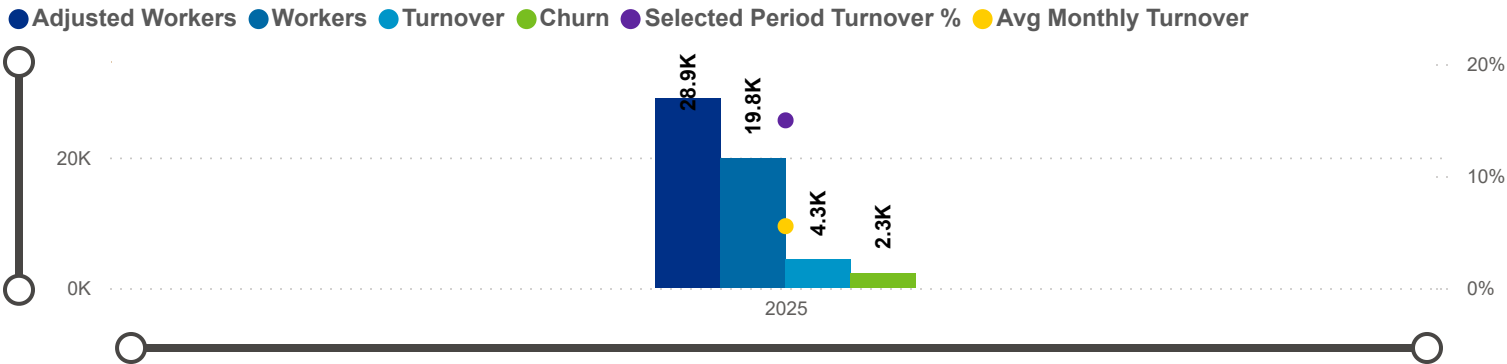
Total Stayer

26,687

Sel Period Turnover

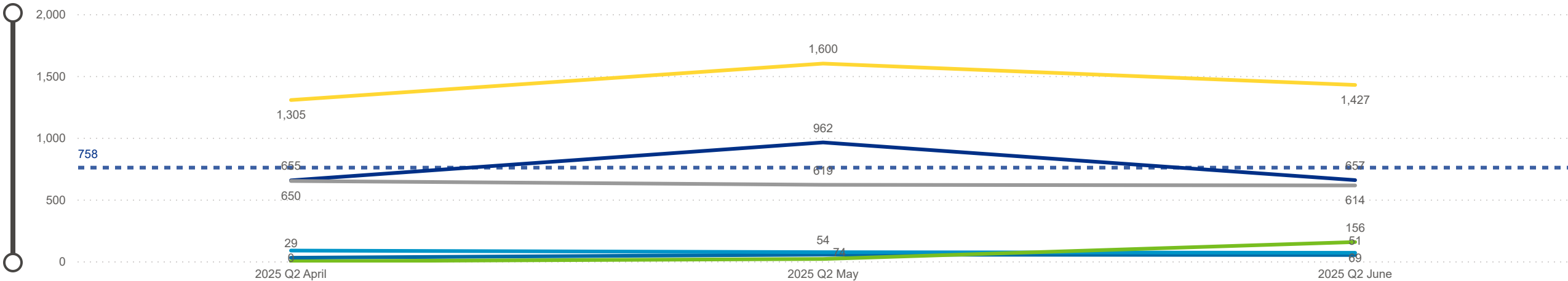
14.97%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



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 9

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

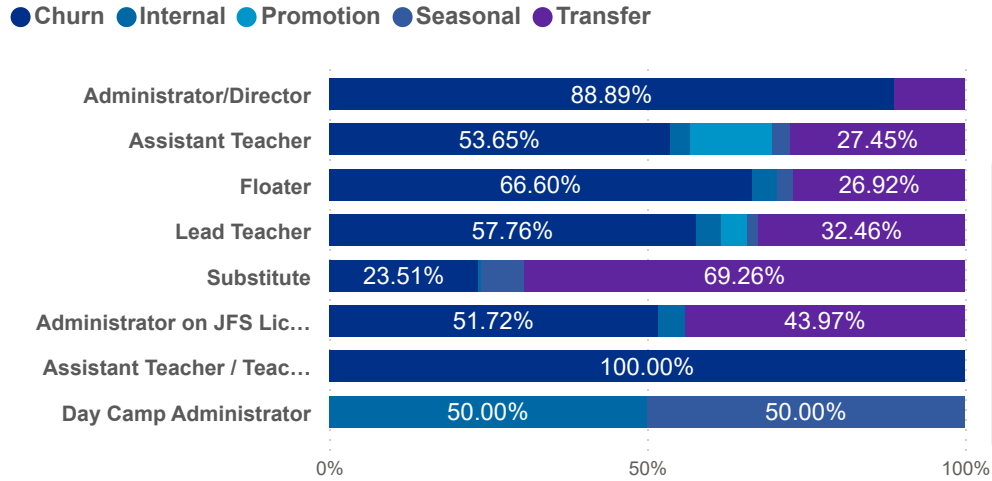
POWER Status:All

Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title



Avg Monthly Churn

2.90%

Adjusted Workers

28,941

Workload Median

4.90

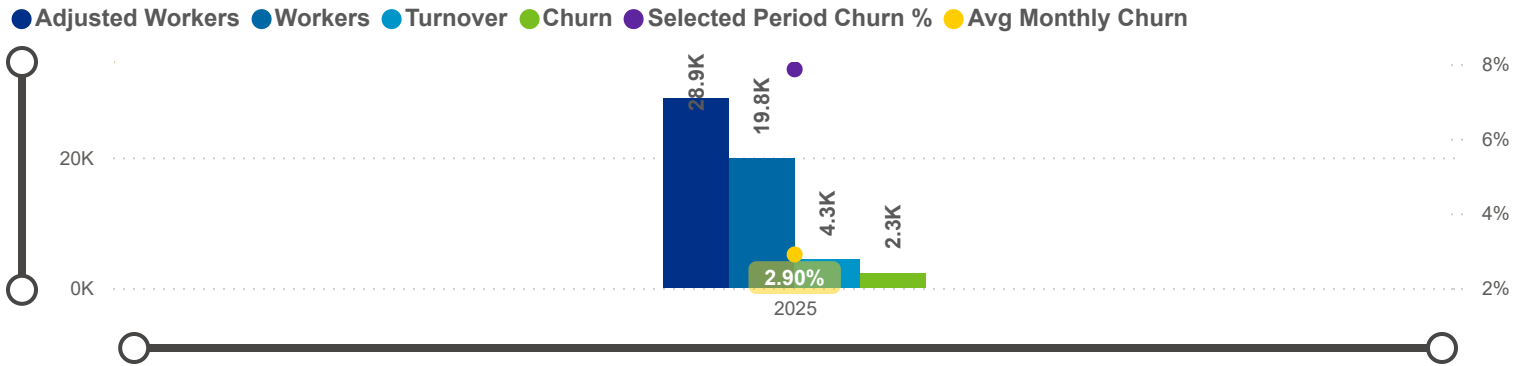
Pay Median USD / hr

16.00

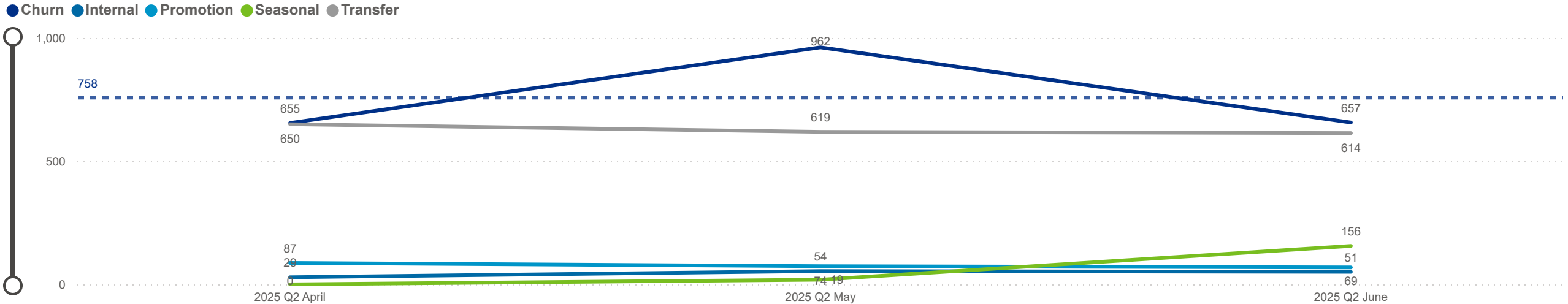
Avg ECE Duration

5.21

Avg Monthly Churn and Number of Workers



Categorization by Time Series





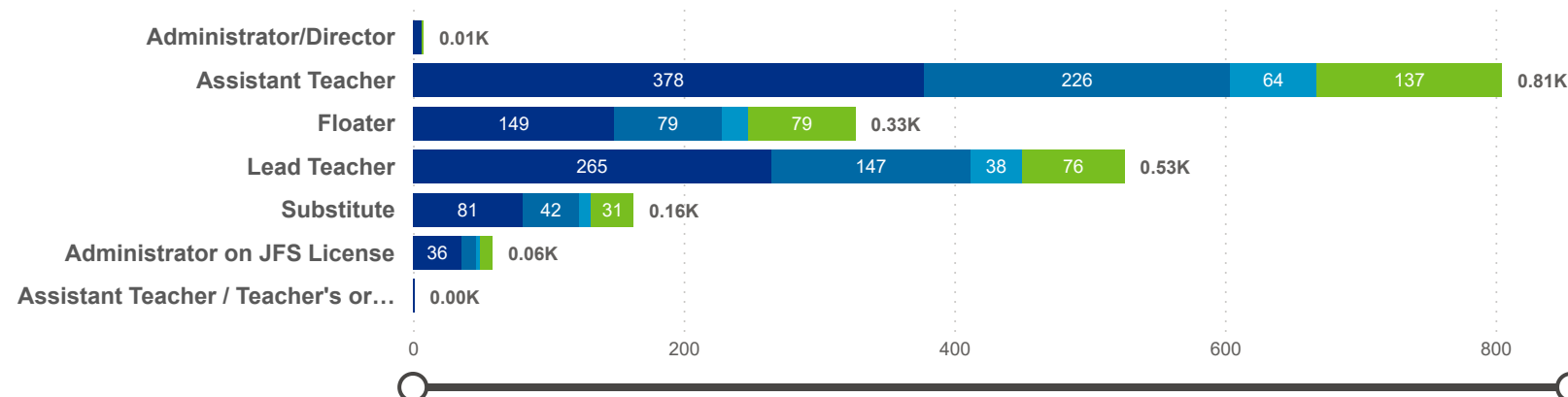
Low Leaver %

High Leaver %

SELECTED PERIOD CHURN %

7.79%

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
Pickaway OH	289	203	1.02%	9	280	3.11%	96.89%	<div><div></div></div> 1.07%	8.65%	<div><div></div></div> 2.97%	4.83	2.08
Madison OH	186	153	0.77%	11	175	5.91%	94.09%	<div><div></div></div> 2.06%	8.06%	<div><div></div></div> 2.81%	7.60	1.40
Fairfield OH	1,316	1,016	5.13%	100	1,216	7.60%	92.40%	<div><div></div></div> 2.77%	14.13%	<div><div></div></div> 5.09%	6.21	1.08
Franklin OH	21,746	14,809	74.74%	1,703	20,043	7.83%	92.17%	<div><div></div></div> 2.94%	15.79%	<div><div></div></div> 5.86%	4.58	1.04
Licking OH	1,616	1,201	6.06%	119	1,497	7.36%	92.64%	<div><div></div></div> 2.69%	10.77%	<div><div></div></div> 3.94%	5.33	0.94
Delaware OH	3,250	2,513	12.68%	227	3,023	6.98%	93.02%	<div><div></div></div> 2.55%	11.88%	<div><div></div></div> 4.30%	5.71	0.55
Union OH	542	454	2.29%	85	457	15.68%	84.32%	<div><div></div></div> 5.79%	20.85%	<div><div></div></div> 7.70%	5.43	0.45
Total	28,941	19,815	100.00%	2,254	26,687	7.79%	92.21%	2.90%	14.97%	5.52%	4.90	0.95

occra

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

TEACH Status:

All

Credential:

All

TEACH Models:

All

SDA>County:

SDA 9

SUTQ Rating:

All

Total Duration:

0.00

Center Type:

All

Publicly Funded:

All

POWER Status:

All

100.00

Beale Code:

All

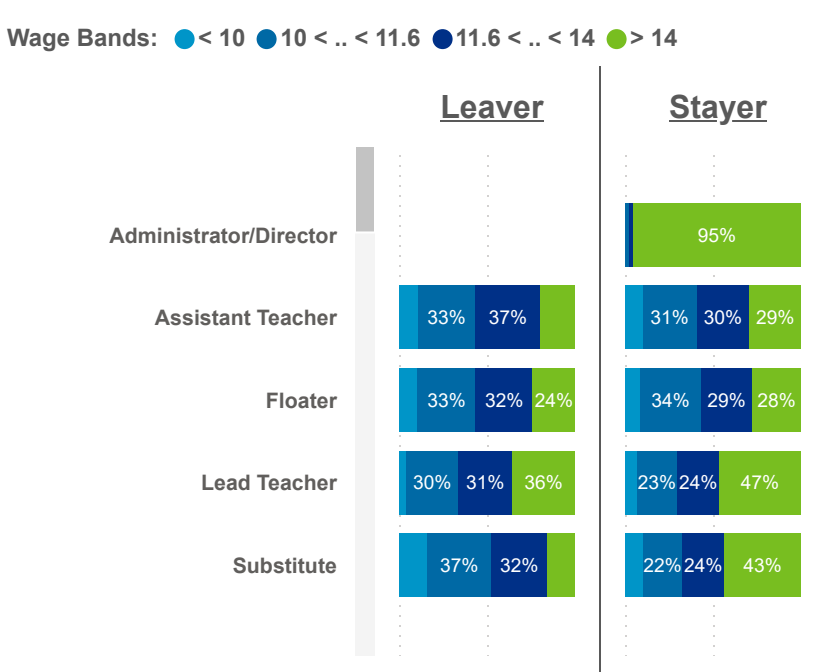
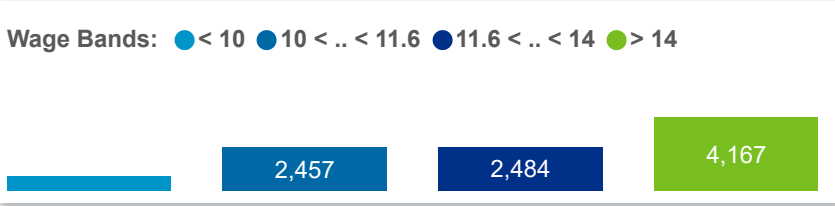
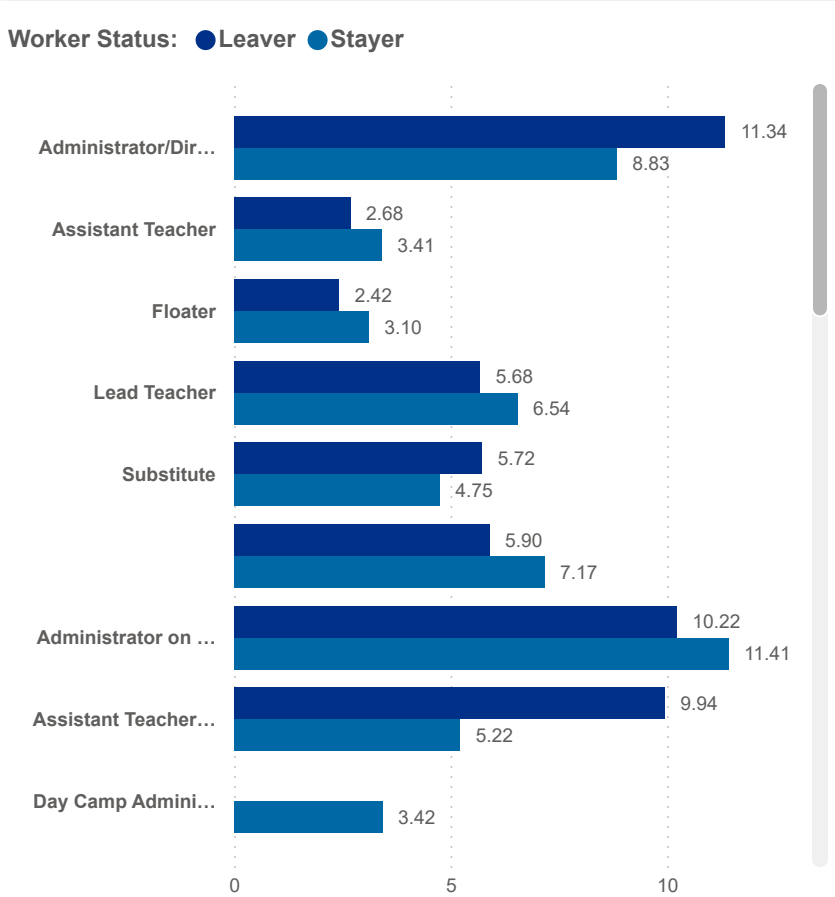
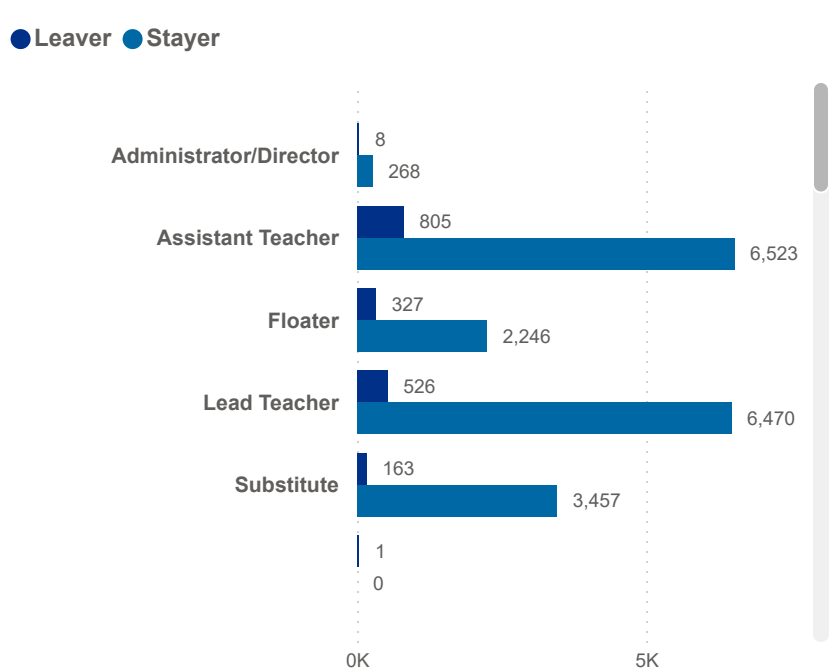
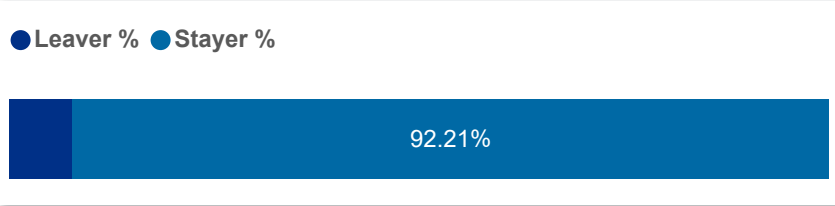
Student Age Group:

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)
2,254	26,687	4.07	5.27	15.00	16.00



ocerra

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 9

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)
7.79%	92.21%	4.07	5.27	15.00	16.00

● Leaver % ● Stayer %

92.21%

Worker Status: ● Leaver ● Stayer

Administrator/Dir...117.68%

Assistant Teacher-48.46%
-34.56%

Floater-53.49%
-40.39%

Lead Teacher9.06%
25.51%

Substitute-8.88%
9.87%

Administrator on ...96.20%
119.15%

Assistant Teacher...0.13%
90.87%

Career Tech High ...-100.00%

Day Camp Admini...-100.00%
-34.28%

Day Camp Junior ...-87.98%

Day Camp Lead C...-100.00%
-64.81%

Day Camp Owner72.90%

Early Childhood ...-100.00%
-100.00%

Early Intervention...-100.00%
19.91%

Early Intervention...-100.00%
45.16%

Extracurricular U...-53.95%
15.78%

High School Junior-94.66%
-91.89%

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

23.74%

23.73%

44.32%

Worker Status: ● Leaver ● Stayer

Administrator/Director0.00%
0.06%

Assistant Teacher0.45%
1.68%

Floater0.18%
0.58%

Lead Teacher0.29%
1.63%

Substitute0.09%
0.85%

Administrator on JFS License0.00%
0.00%
0.03%
0.39%

Assistant Teacher / Teacher'...0.00%
0.00%

Day Camp Administrator0.01%

Day Camp Junior Counselor0.02%

Day Camp Lead Counselor0.03%

Day Camp Owner0.00%

Early Intervention Service C...0.02%

Worker Status: ● Leaver ● Stayer

Administrator/Director95.45%

Assistant Teacher

Floater

Lead Teacher46.52%

Substitute43.39%

100.00%

Administrator on JFS License68.97%

Assistant Teacher / Teacher'...

Day Camp Administrator100.00%

Day Camp Junior Counselor94.12%

Day Camp Lead Counselor60.71%

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 9

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

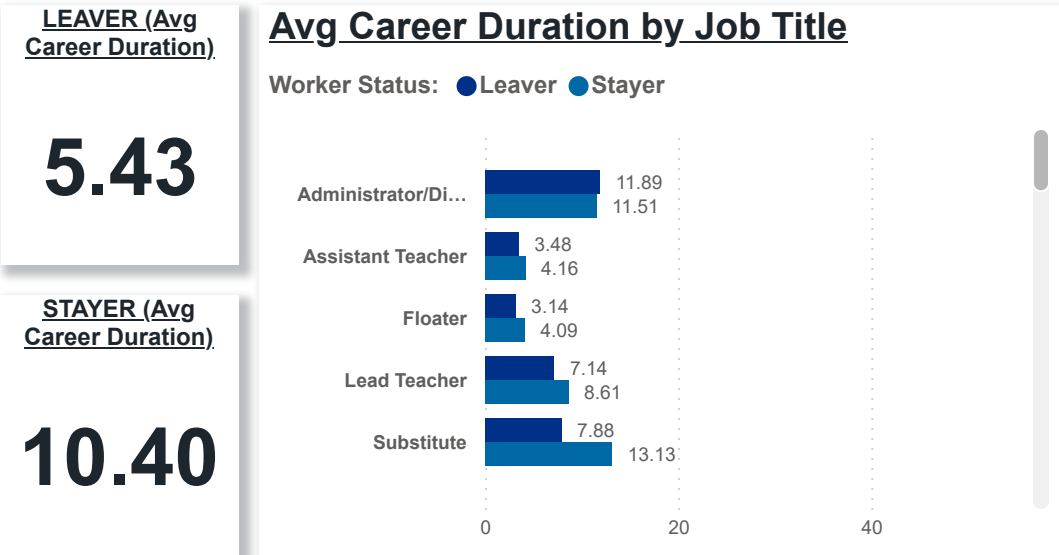
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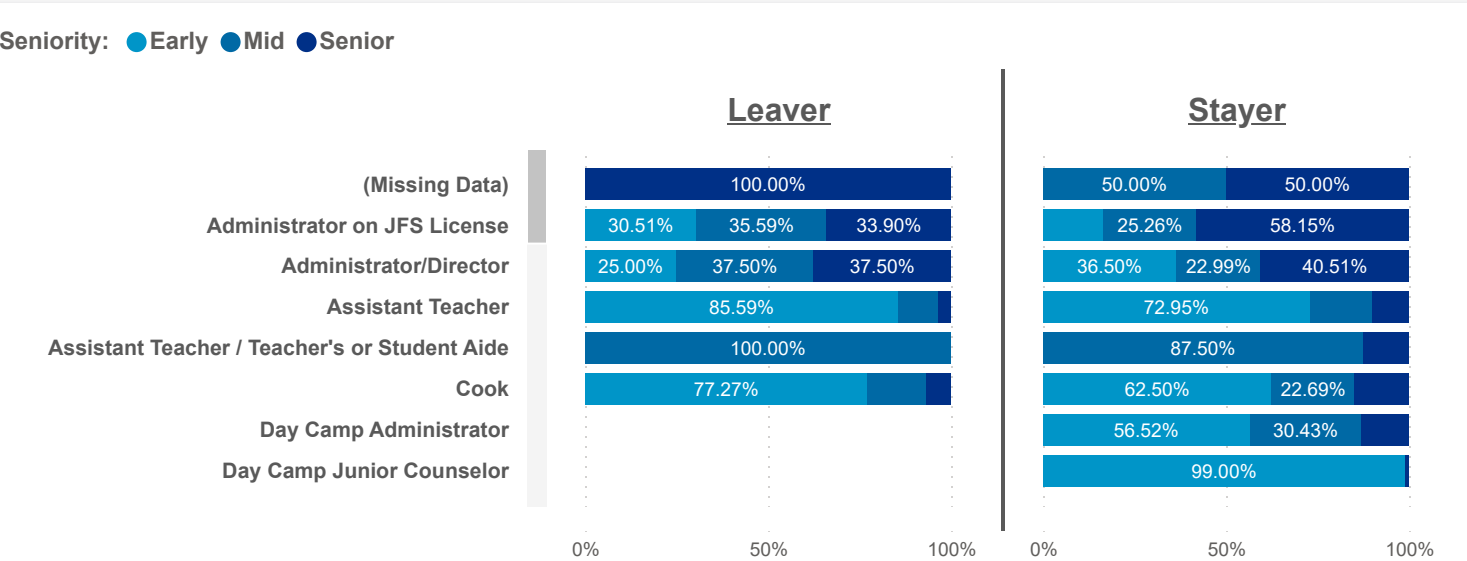
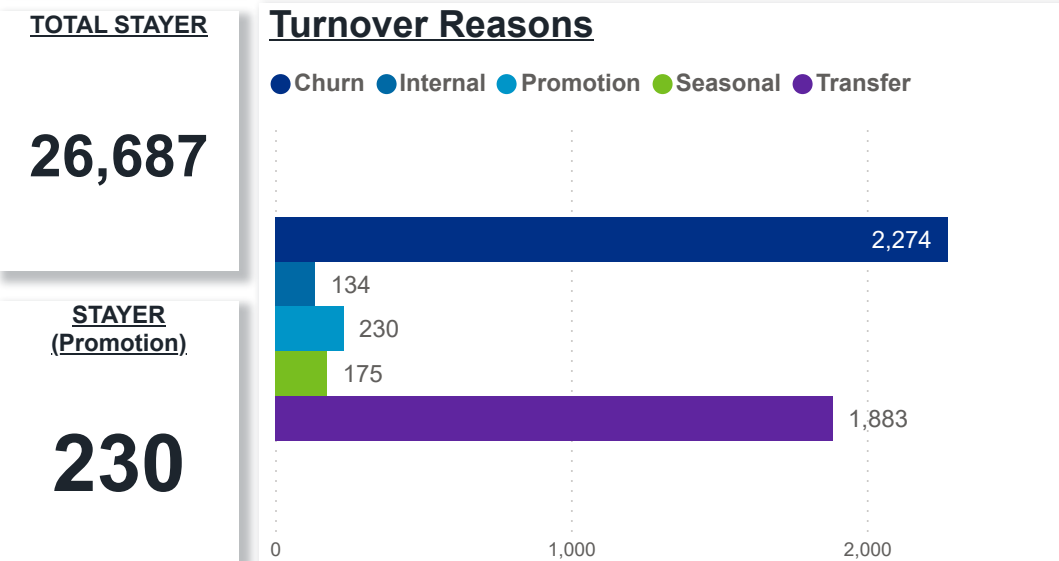
Beale Code:All

Student Age Group:All

POWER Levels:All



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Delaware	Administrator/Director	2.01		Early	8.23	1.5
Fairfield	Administrator/Director	2.71		Early	5.41	3.0
Franklin	Administrator/Director	1.75		Early	10.00	1.8
Licking	Administrator/Director	2.47		Early	7.58	1.8
Madison	Administrator/Director	1.93		Early	13.40	3.0
Pickaway	Administrator/Director	0.80		Early	7.89	2.0
Union	Administrator/Director	1.39		Early	11.20	2.1
Franklin	Administrator/Director	1.75	18.00	Early	32.83	0.0
Franklin	Administrator/Director	3.27	20.00	Early	8.20	0.0
Franklin	Administrator/Director	2.73	22.00	Early	17.67	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 9

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

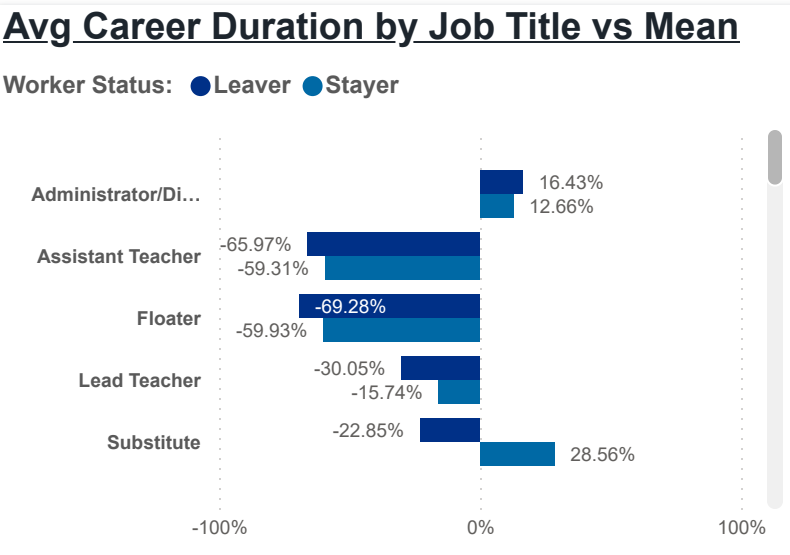
POWER Levels:All

LEAVER (Avg Career Duration)

5.43

STAYER (Avg Career Duration)

10.40



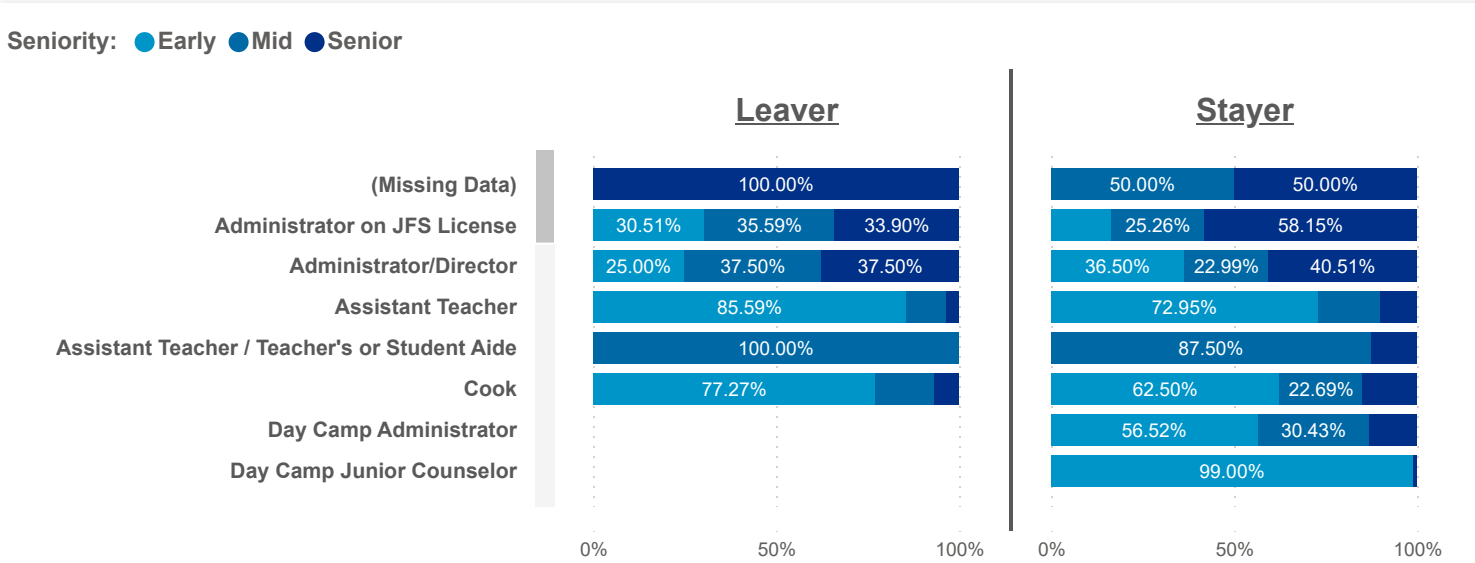
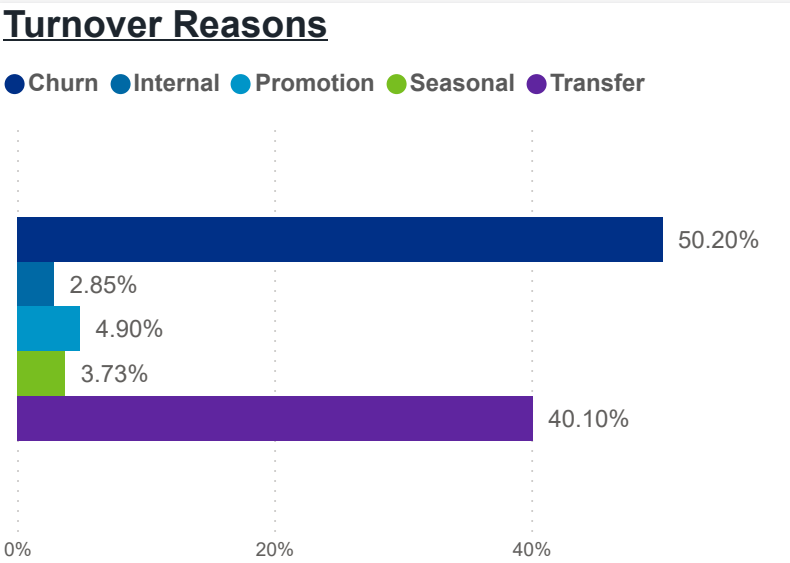
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Franklin	Program Management Used in Ratio	0.00	22.00	Early	9.27	0.0
Delaware	Extracurricular Not Used in Ratio	0.00	17.00	Early	2.93	0.0
Franklin	Assistant Teacher	0.01	15.30	Early	5.16	0.0
Franklin	Assistant Teacher	0.01	18.35	Early	2.91	0.0
Franklin	Assistant Teacher	0.01	17.45	Mid	7.89	0.0
Franklin	Assistant Teacher	0.01	17.45	Senior	7.89	0.0
Franklin	Floater	0.01	10.70	Early	1.06	0.0
Licking	Floater	0.01	10.70	Early	6.42	3.0
Franklin	Floater	0.01	16.45	Early	7.89	0.0
Licking	Lead Teacher	0.01	12.75	Mid	4.56	1.0
Franklin	Day Camp Administrator	0.01	18.50	Early	0.00	0.0

TOTAL STAYER

26,687

STAYER (Promotion)

230



occrra

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 9

SUTQ Rating:

All

Total Duration:

0.00

Center Type:

All

Publicly Funded:

All

POWER Status:

All

Beale Code:

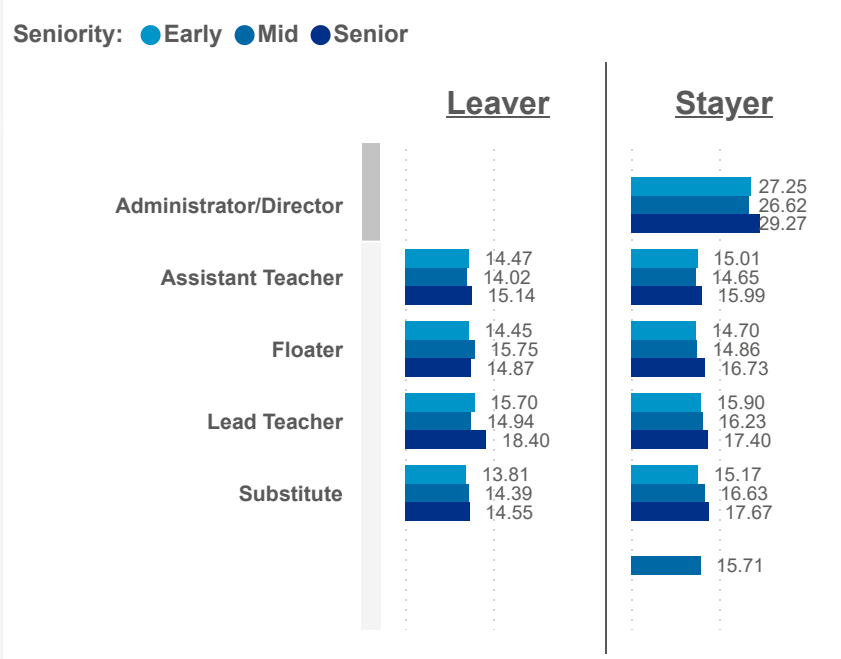
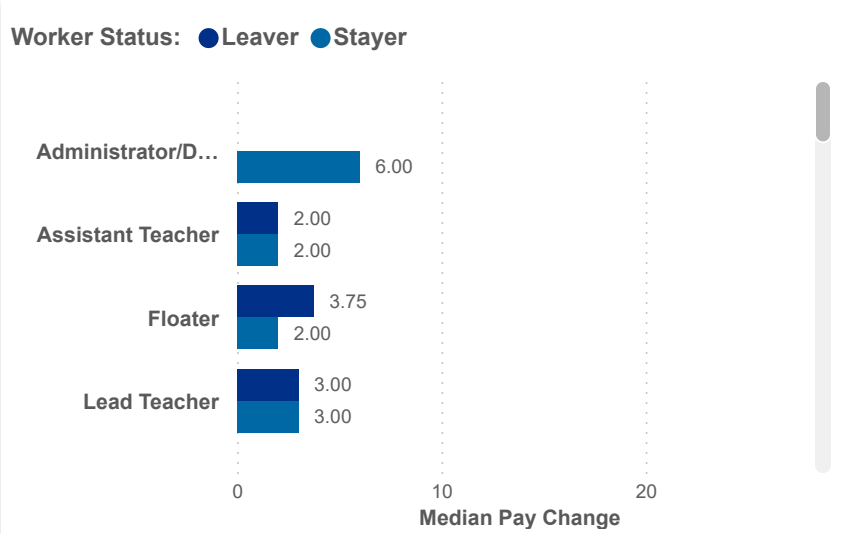
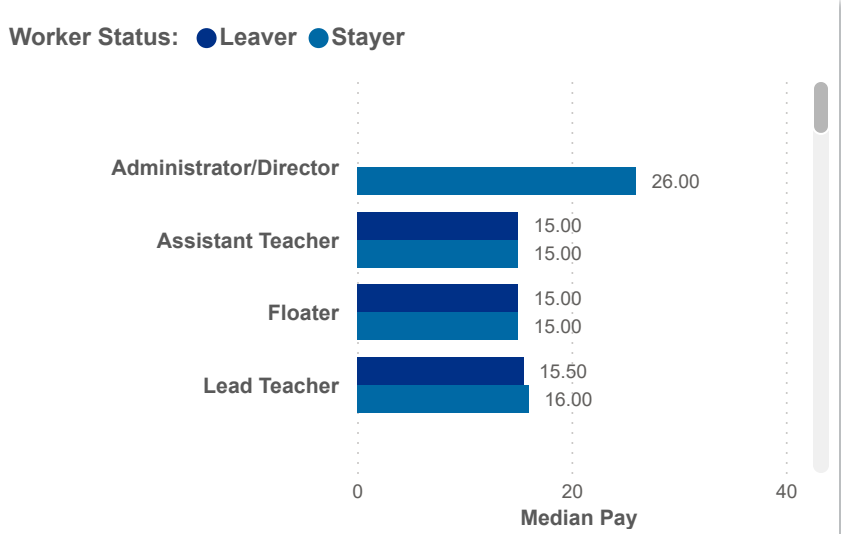
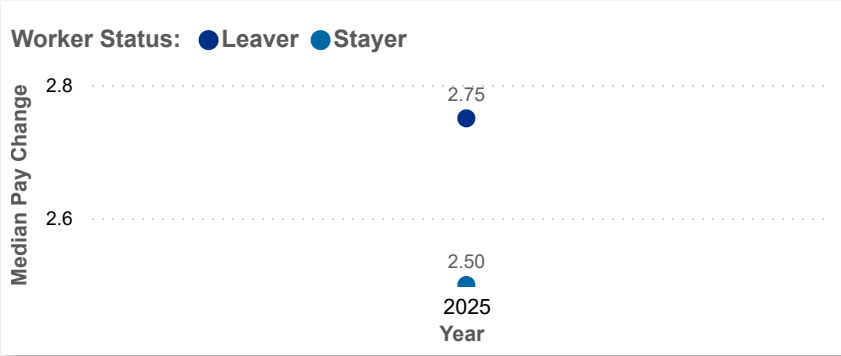
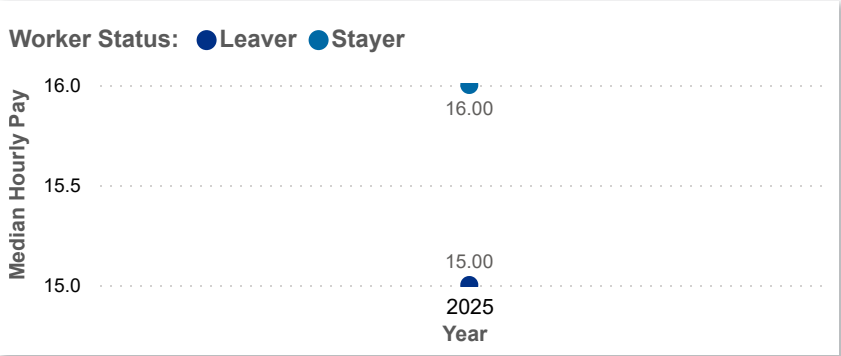
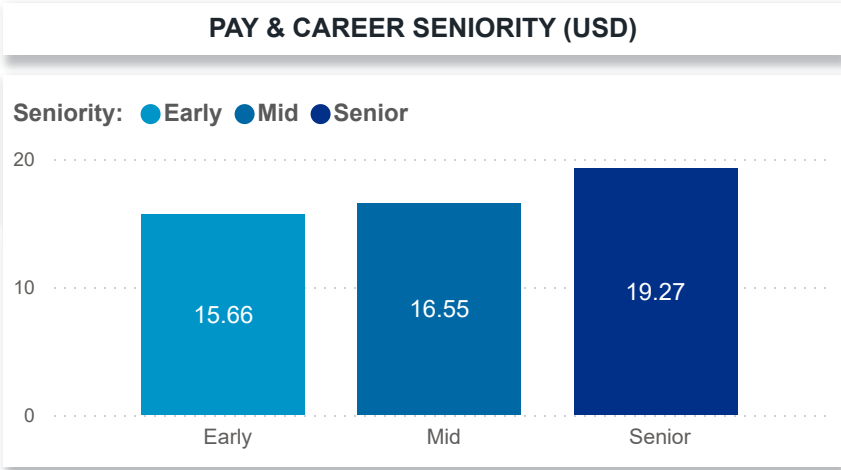
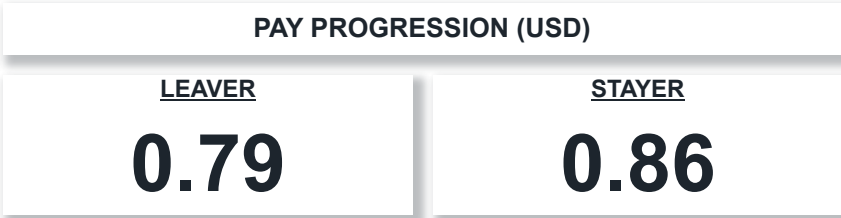
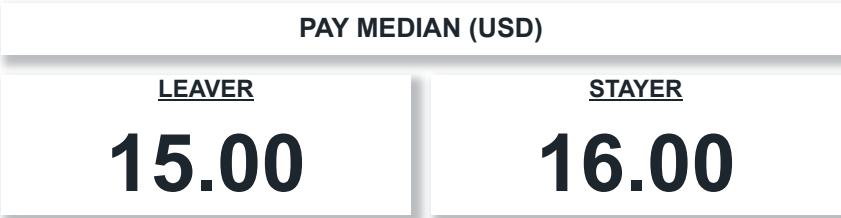
All

Student Age Group:

All

POWER Levels:

All



occrra

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

Created Date: 07/15/2025

Date:

202504

Program Type:

All

Date:

202506

Position Type:

All

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

All

Credential:

All

TEACH Models:

All

SDA>County:

SDA 9

SUTQ Rating:

All

Total Duration:

0.00

Center Type:

All

Publicly Funded:

All

POWER Status:

All

Beale Code:

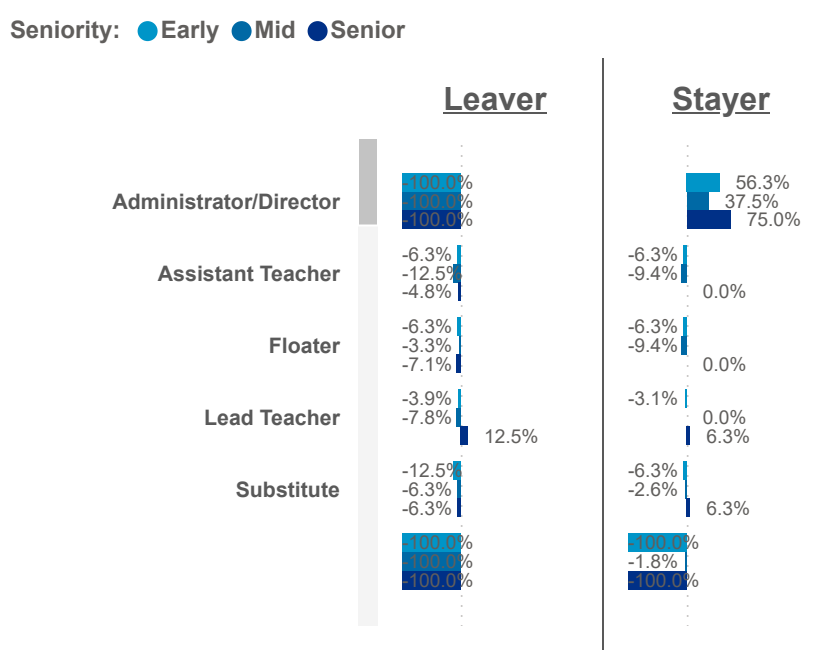
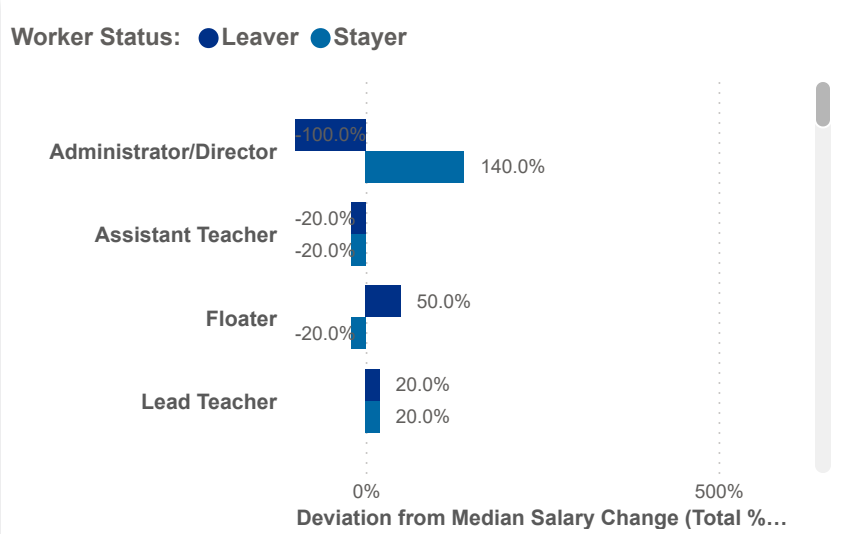
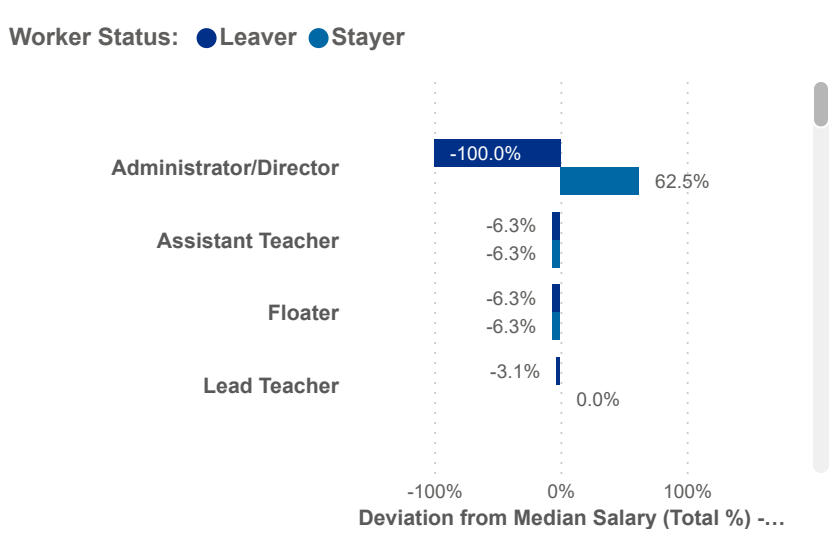
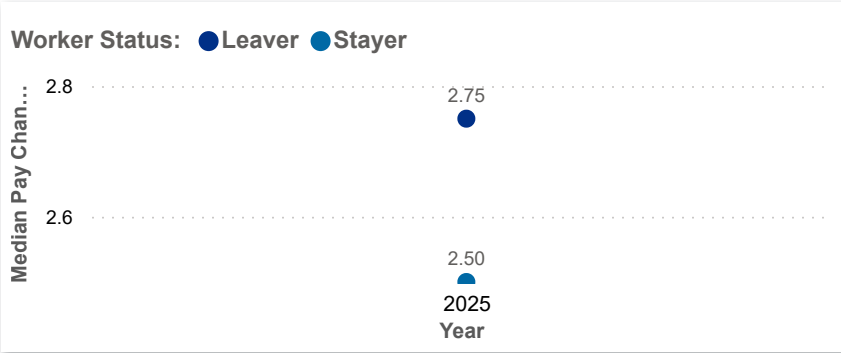
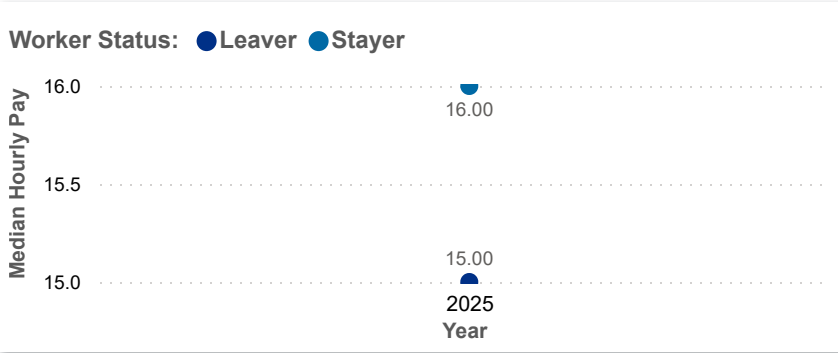
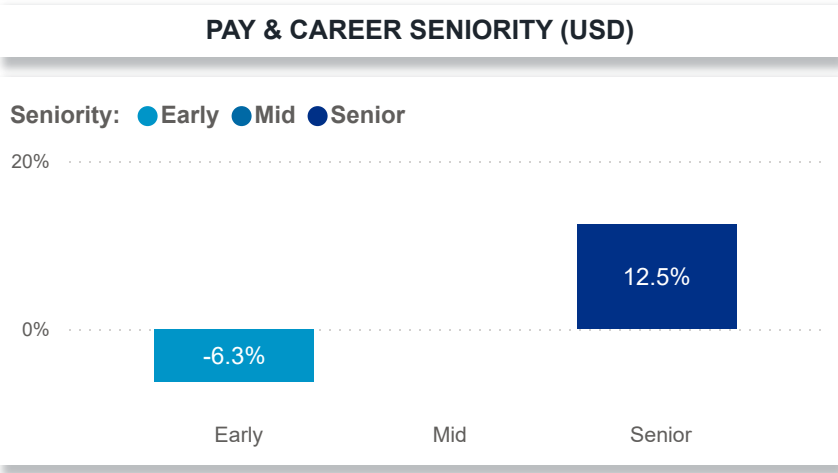
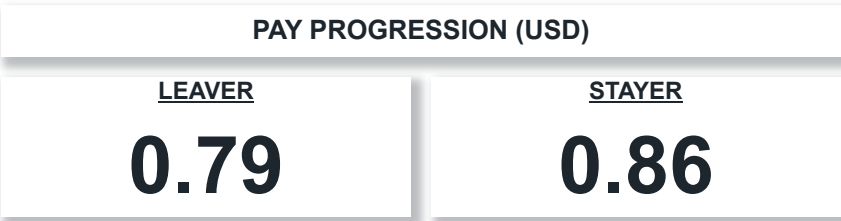
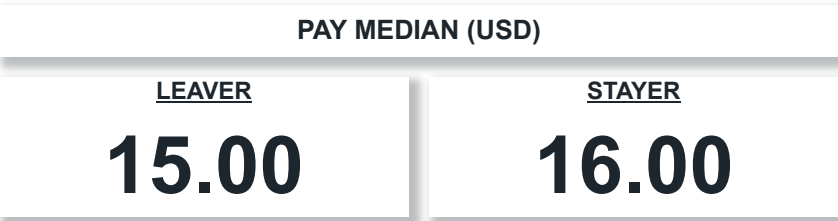
All

Student Age Group:

All

POWER Levels:

All





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 9	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)

4.90

Workload Median (Leaver)

5.17

Workload Median (Stayer)

4.89

Star Rating Mean (Total)

1.0

Star Rating Mean (Leaver)

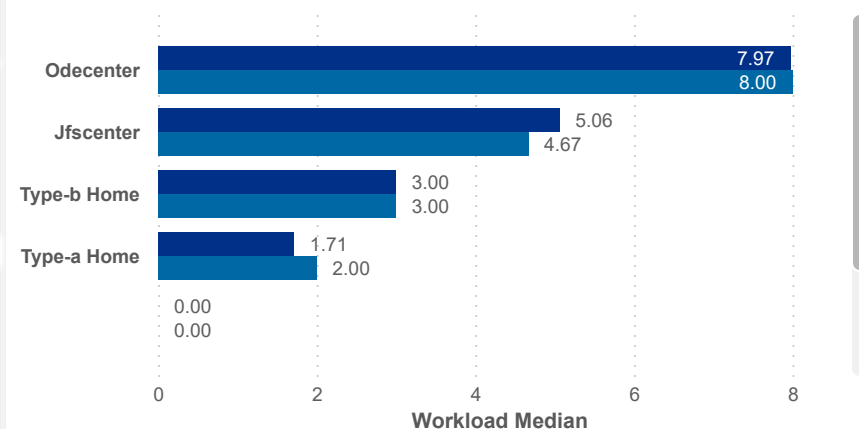
1.0

Star Rating Mean (Stayer)

1.0

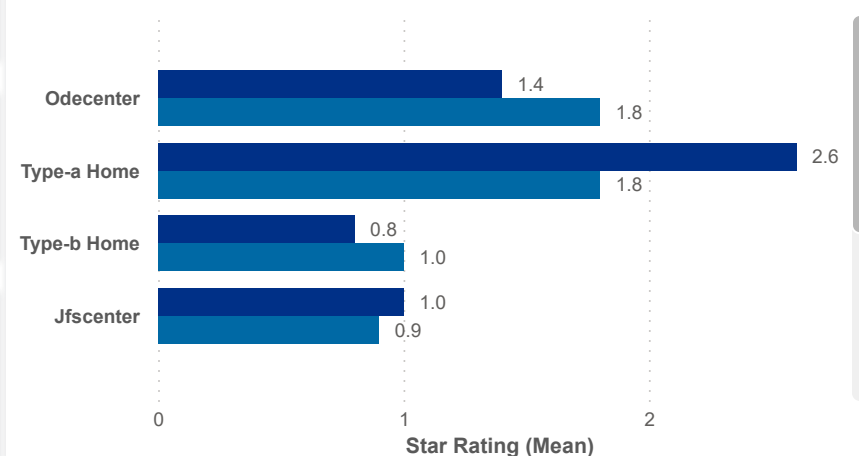
Workload Median

Worker status ● Leaver ● Stayer



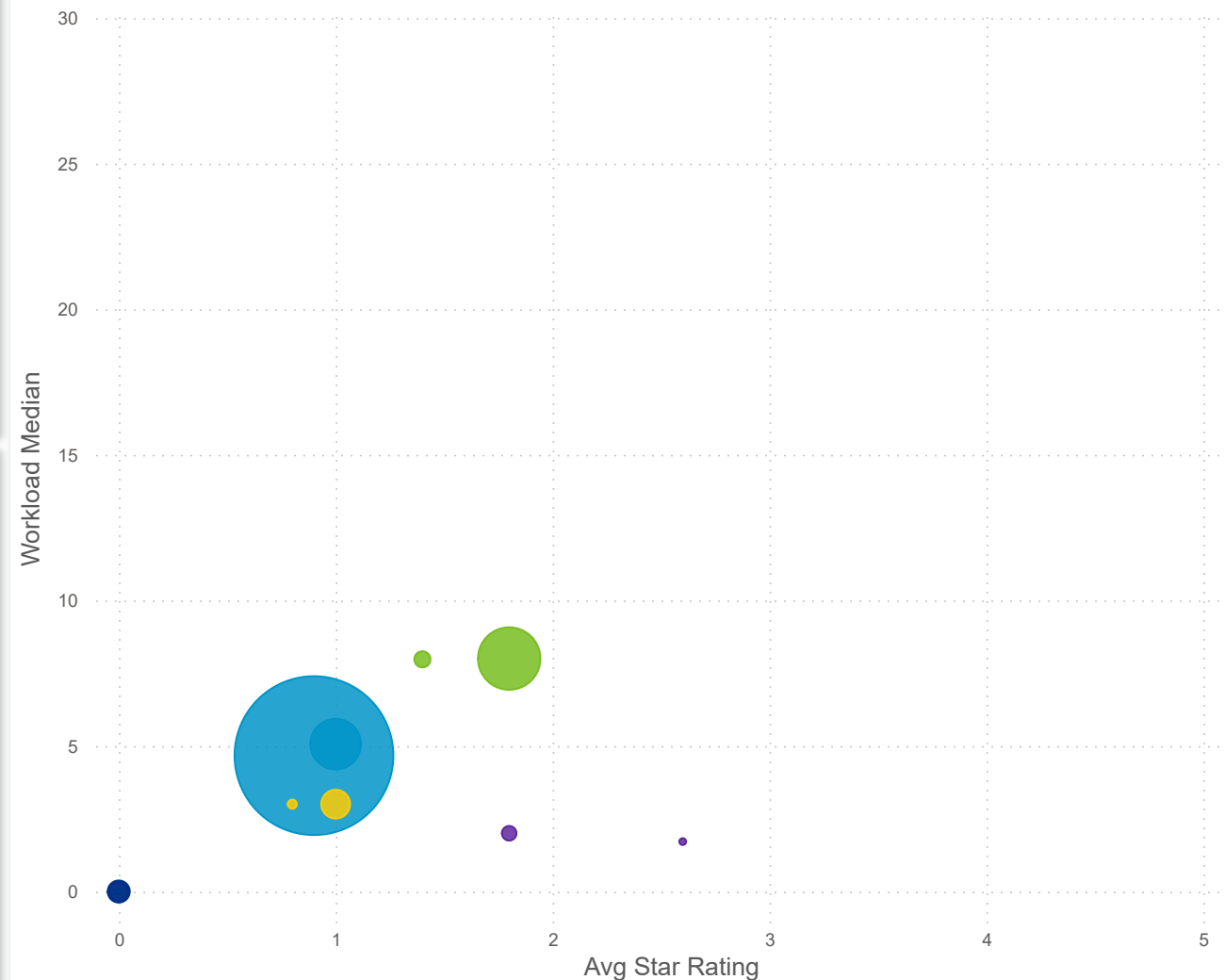
Star Rating Mean

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 9	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)

4.90

Workload Median (Leaver)

5.17

Workload Median (Stayer)

4.89

Star Rating Mean (Total)

1.0

Star Rating Mean (Leaver)

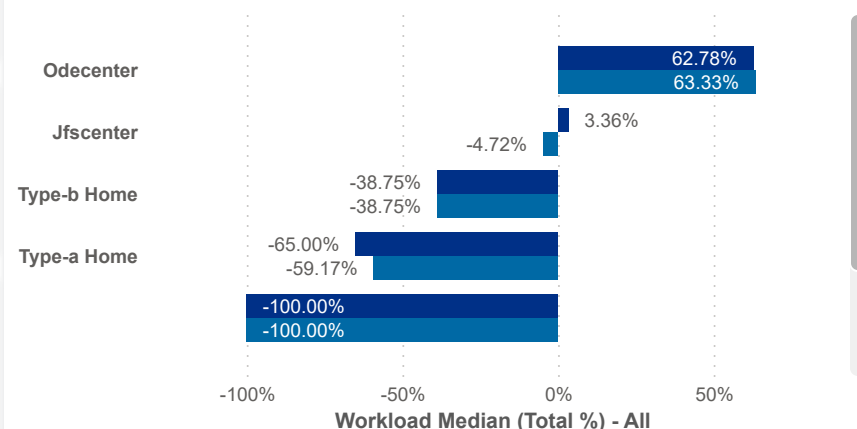
1.0

Star Rating Mean (Stayer)

1.0

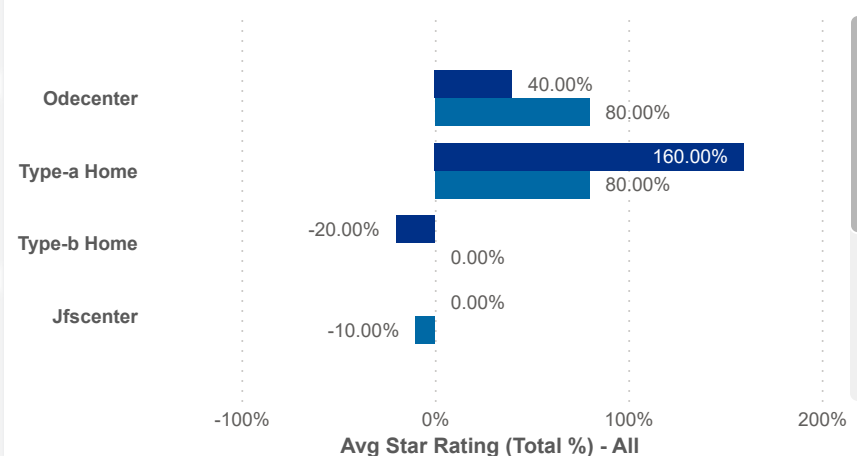
Workload Median (Total %)

Worker status ● Leaver ● Stayer



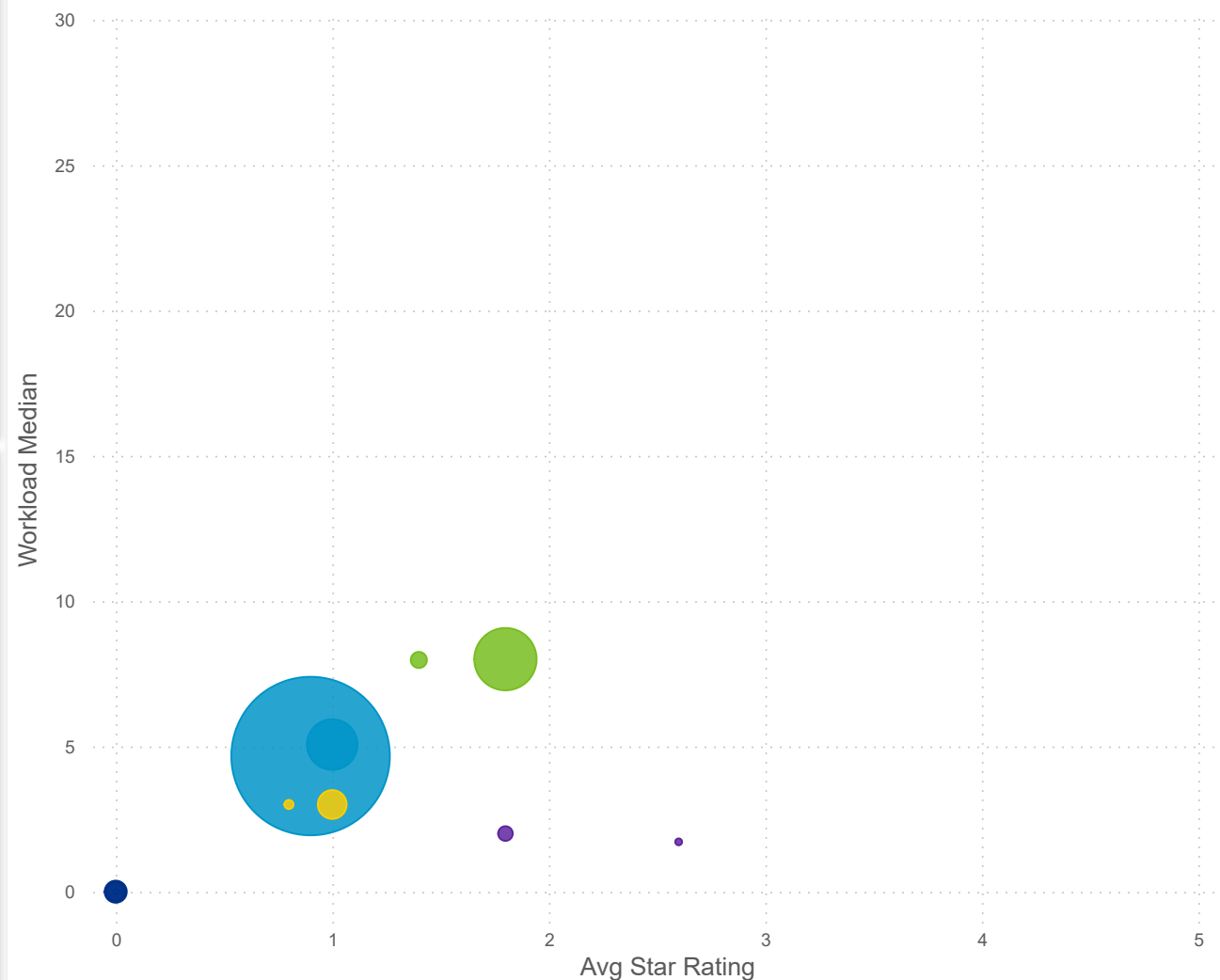
Star Rating Mean (Total %)

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

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 9

SUTQ Rating:All

Total Duration:0.00100.00

Center Type:All

Publicly Funded:All

POWER Status:All

Beale Code:All

Student Age Group:All

POWER Levels:All

PAY MEAN (USD)

LEAVER

15.51

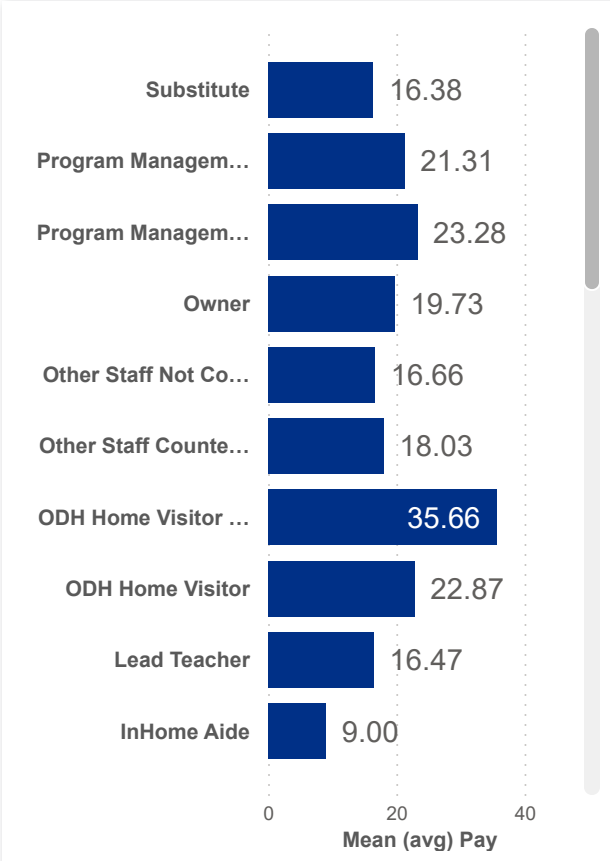
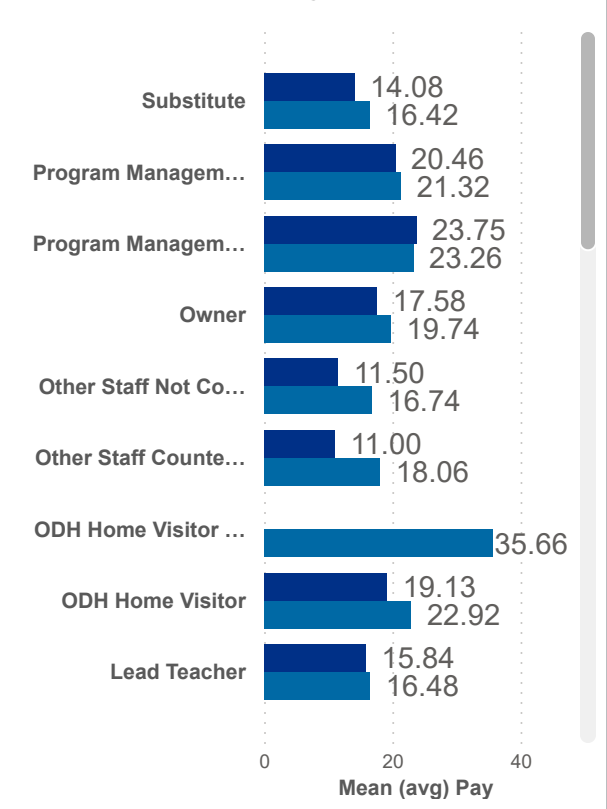
STAYER

16.94

COMBINED

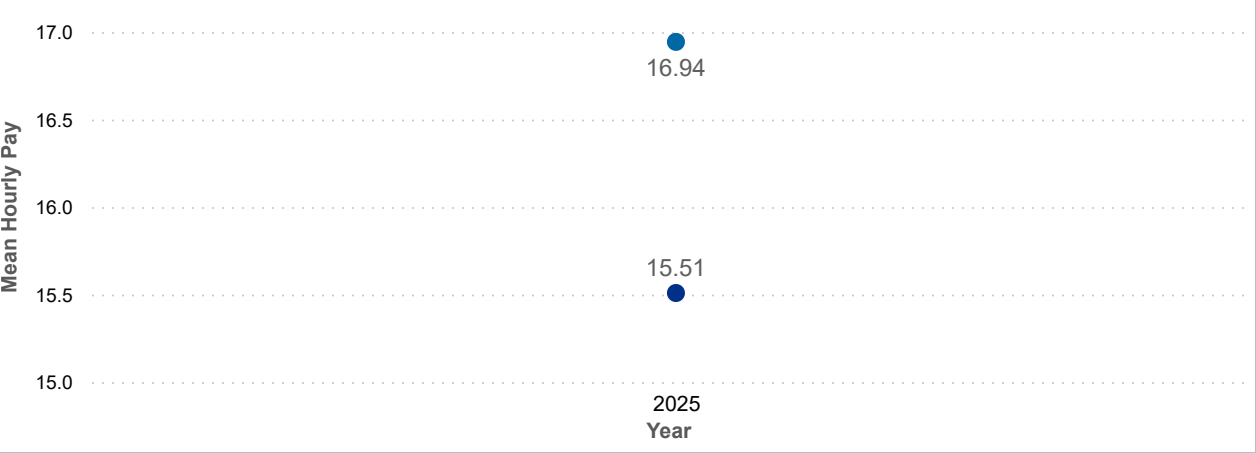
16.90

Worker ... ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

