

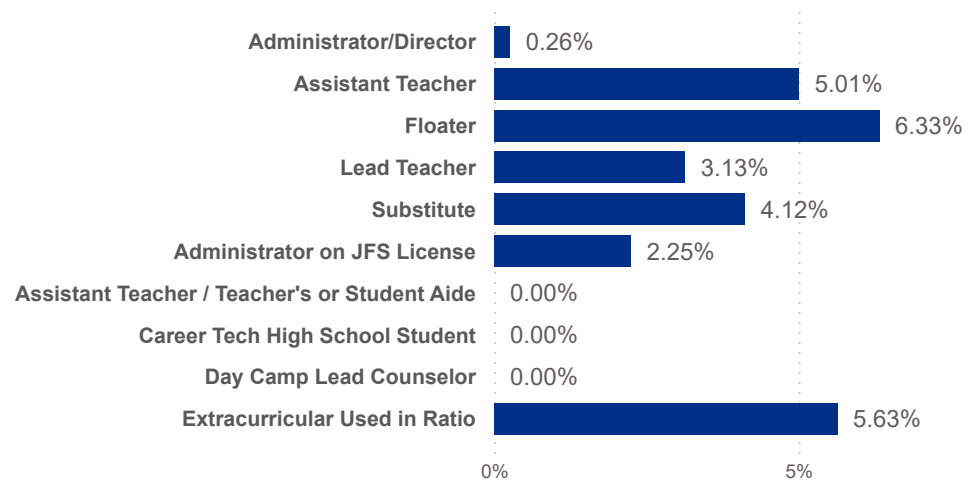


Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

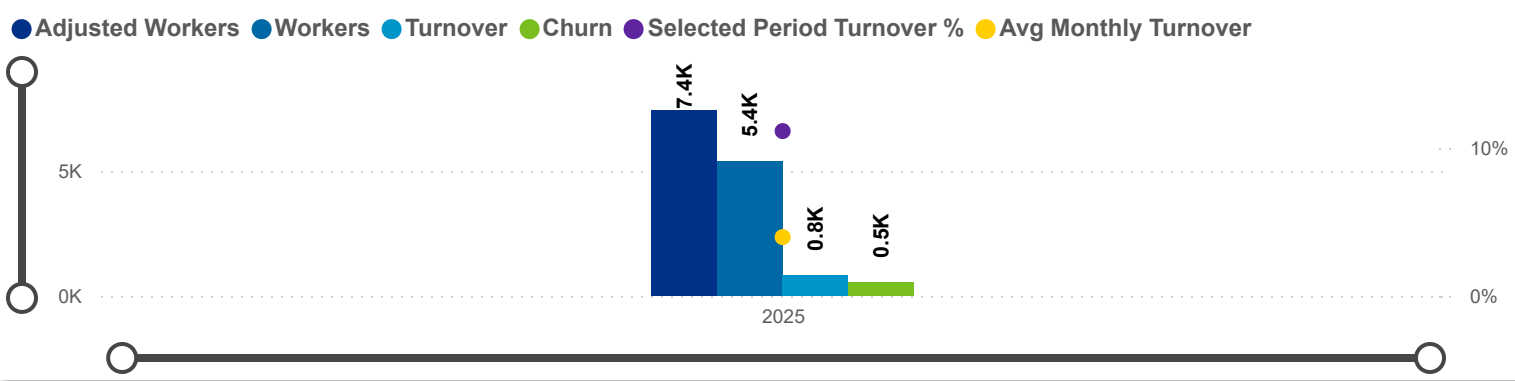
SDA>County:  Total Duration:  Beale Code:  Student Age Group:  POWER Levels:

## Avg Monthly Turnover Rates by Job Title

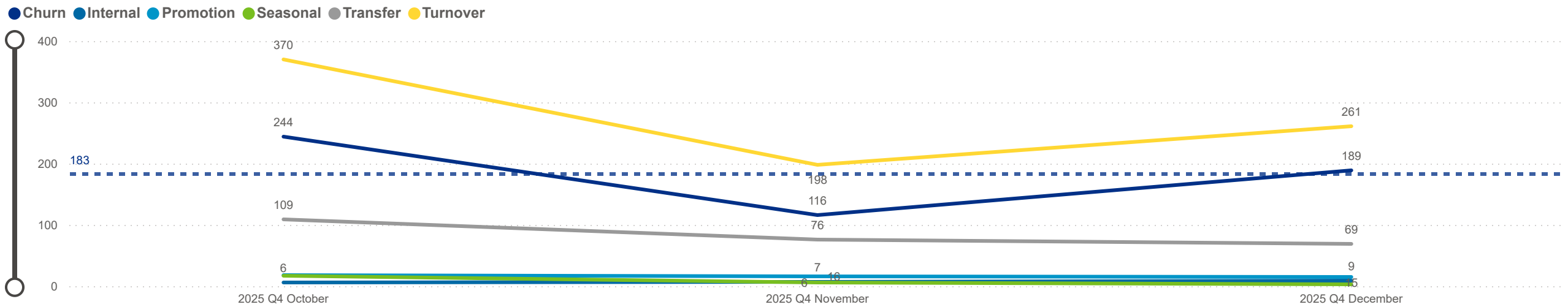


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
<b>3.98%</b>	<b>7,440</b>	<b>544</b>	<b>6,896</b>	<b>11.14%</b>

## Avg Monthly Turnover and Number of Workers



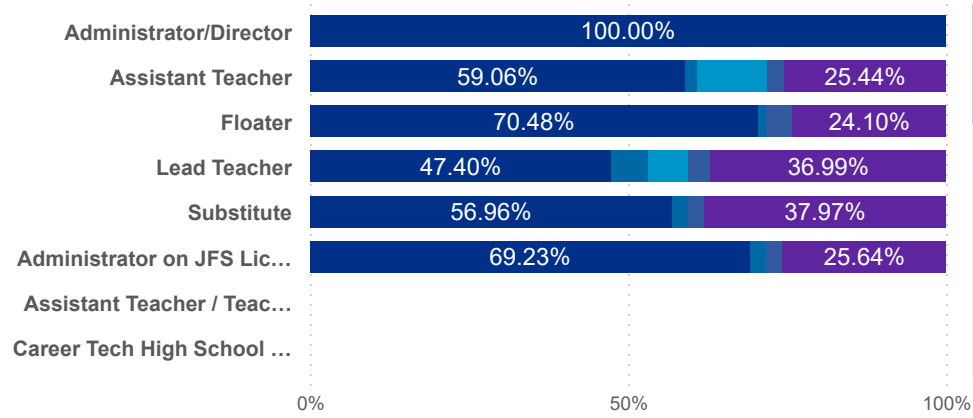
## Categorization by Time Series



Date: 202510 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All  
 202512 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All  
 SDA>County: SDA 1 | Beale Code: All | Student Age Group: All | POWER Levels: All

### Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.64%

Adjusted Workers

7,440

Workload Median

5.45

Pay Median USD / hr

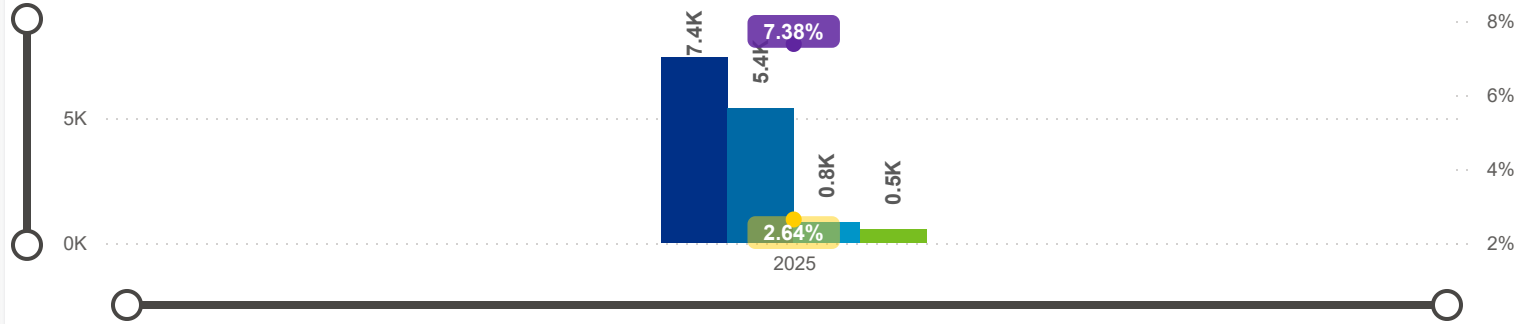
15.00

Avg ECE Duration

5.71

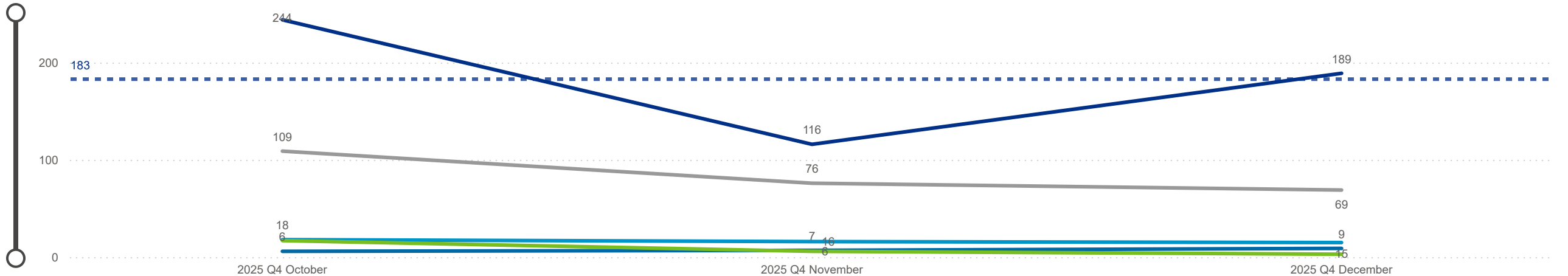
### Avg Monthly Churn and Number of Workers

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



### Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Date: 202510 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All  
 202512 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All  
 SDA>County: SDA 1 | Beale Code: All | Student Age Group: All | POWER Levels: All

Low Leaver % | High Leaver %

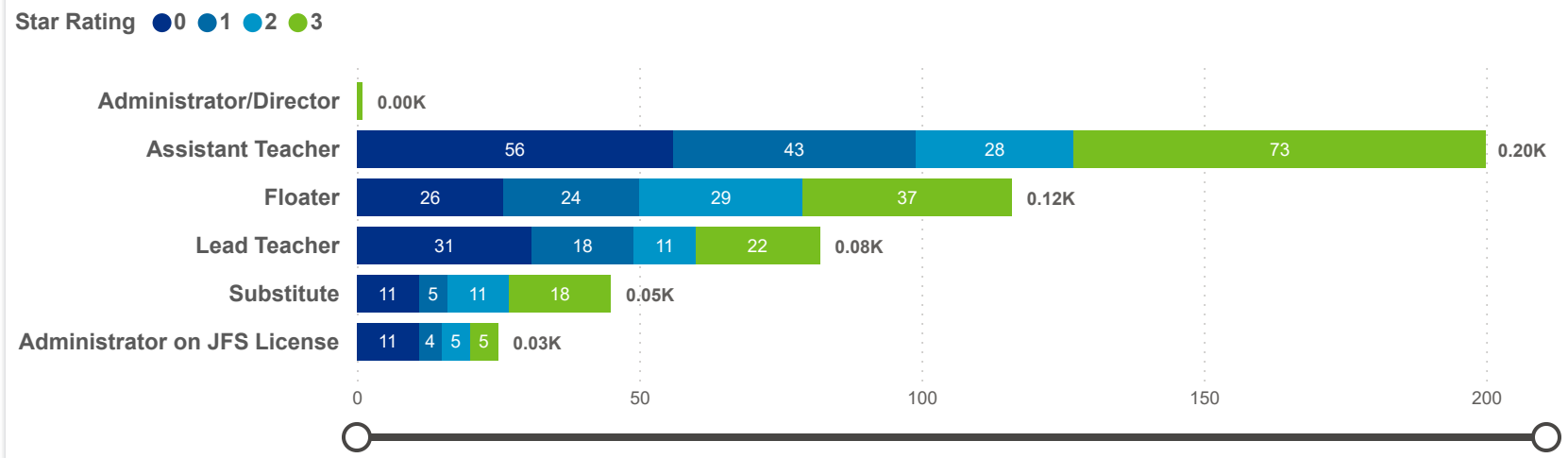
**ADJUSTED WORKERS**  
**7,440**

**TOTAL LEAVER**  
**544**

**TOTAL STAYER**  
**6,896**

**SELECTED PERIOD CHURN %**  
**7.31%**

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
Henry OH	183	156	2.90%	10	173	5.46%	94.54%	1.87%	6.01%	2.06%	6.43	1.88
Defiance OH	345	239	4.44%	21	324	6.09%	93.91%	2.24%	13.62%	5.01%	4.00	1.78
Lucas OH	4,731	3,351	62.19%	335	4,396	7.08%	92.92%	2.54%	11.22%	4.01%	5.76	1.74
Fulton OH	194	151	2.80%	12	182	6.19%	93.81%	2.17%	6.70%	2.36%	7.83	1.31
Paulding OH	90	72	1.34%	7	83	7.78%	92.22%	2.78%	7.78%	2.78%	4.21	1.27
Williams OH	188	139	2.58%	69	119	36.70%	63.30%	15.92%	38.30%	16.14%	5.79	1.26
Ottawa OH	224	174	3.23%	25	199	11.16%	88.84%	4.05%	15.63%	5.67%	6.22	1.18
Wood OH	1,486	1,197	22.22%	65	1,421	4.37%	95.63%	1.57%	7.60%	2.65%	4.02	1.11
<b>Total</b>	<b>7,440</b>	<b>5,388</b>	<b>100.00%</b>	<b>544</b>	<b>6,896</b>	<b>7.31%</b>	<b>92.69%</b>	<b>2.64%</b>	<b>11.14%</b>	<b>3.98%</b>	<b>5.45</b>	<b>1.57</b>

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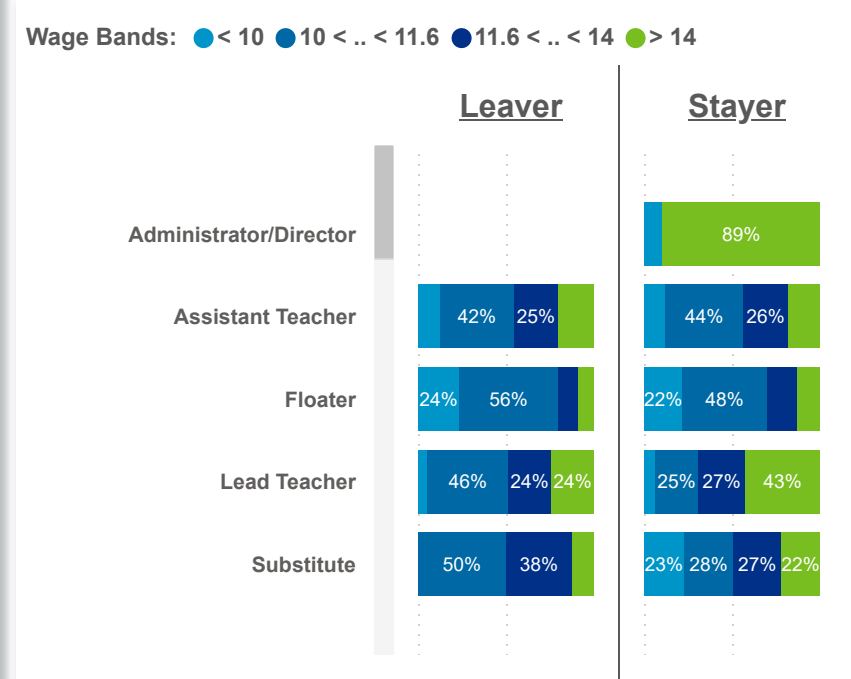
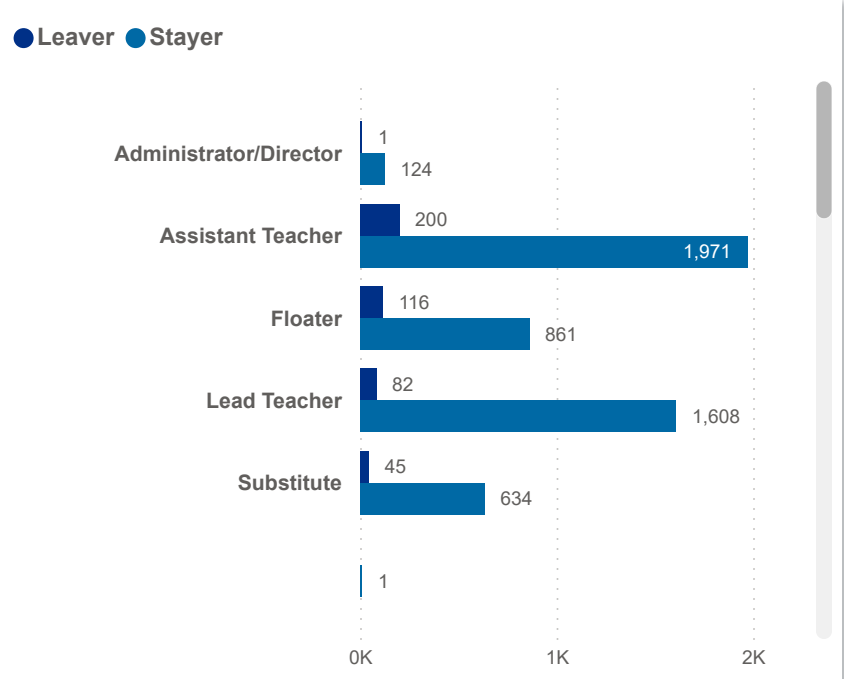
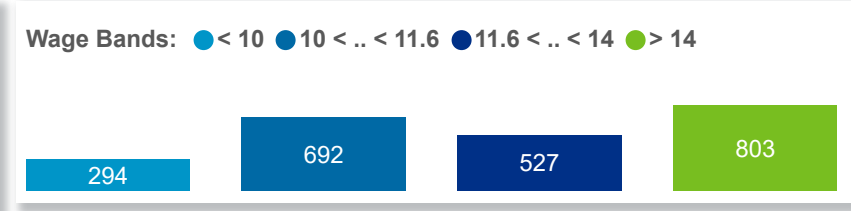
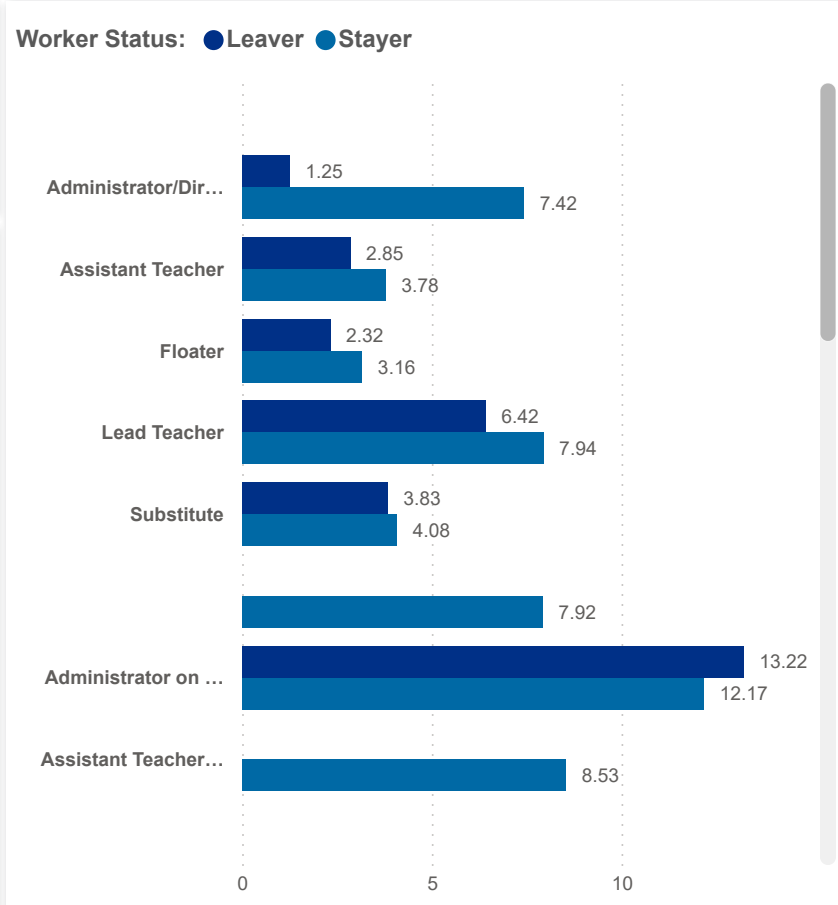
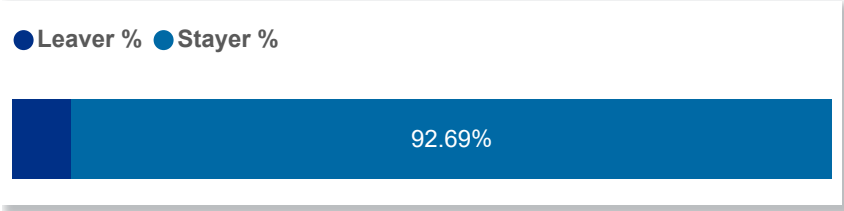


Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Total Duration:  Beale Code:  Student Age Group:  POWER Levels:

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)
<b>544</b>	<b>6,896</b>	<b>3.92</b>	<b>5.81</b>	<b>14.00</b>	<b>15.00</b>





Date: 202510 Program Type: Multiple select... Job Title: All Teacher Age Group: All Education: All TEACH Status: All  
 202512 Position Type: All Credential: All TEACH Models: All  
 SDA>County: SDA 1 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

# 7.31%

# 92.69%

LEAVER

STAYER

# 3.92

# 5.81

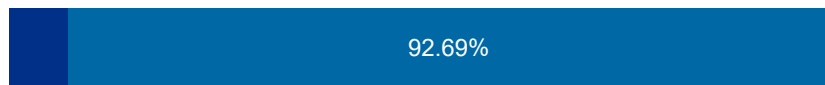
LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

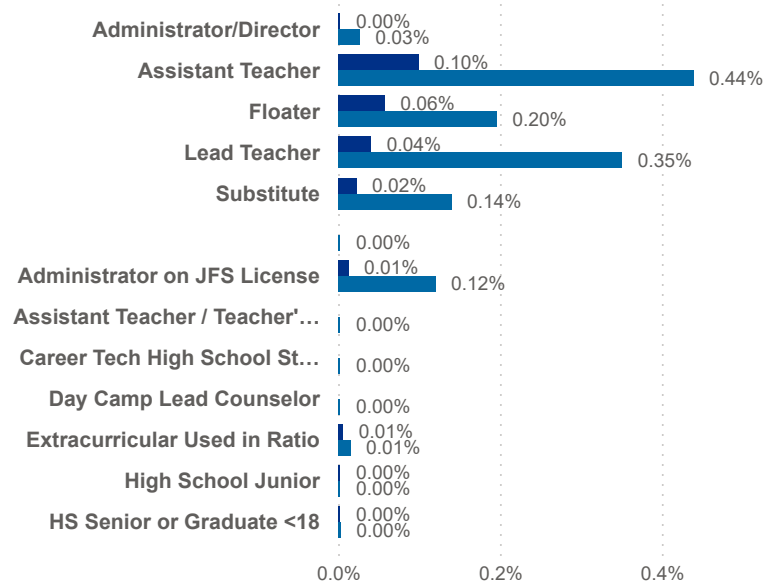
# 14.00

# 15.00

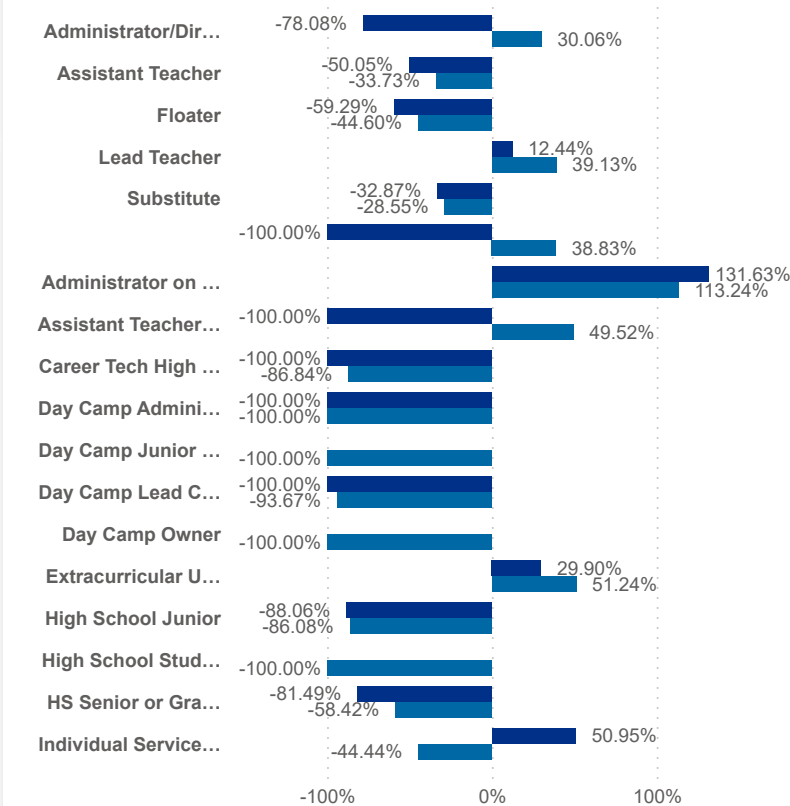
Leaver % Stayer %



Worker Status: Leaver Stayer



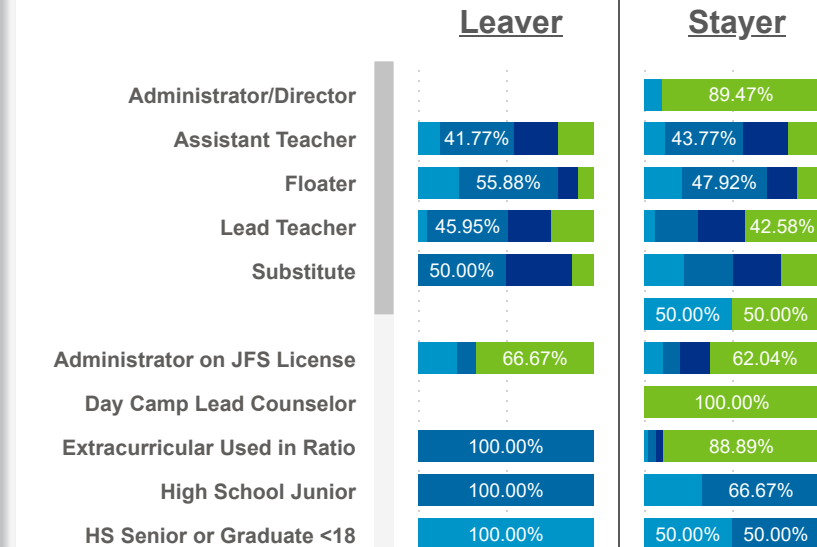
Worker Status: Leaver Stayer



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



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





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### LEAVER (Avg Career Duration)

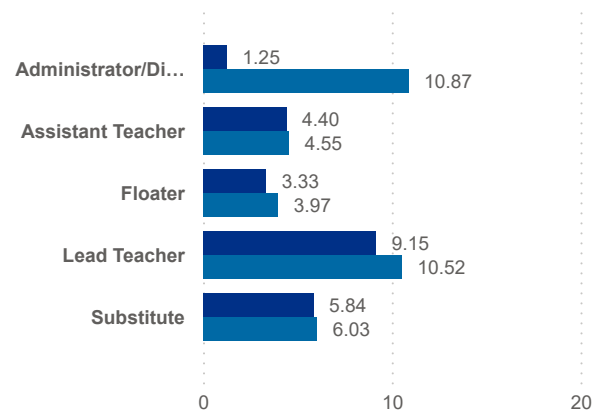
# 5.73

### STAYER (Avg Career Duration)

# 8.52

## Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



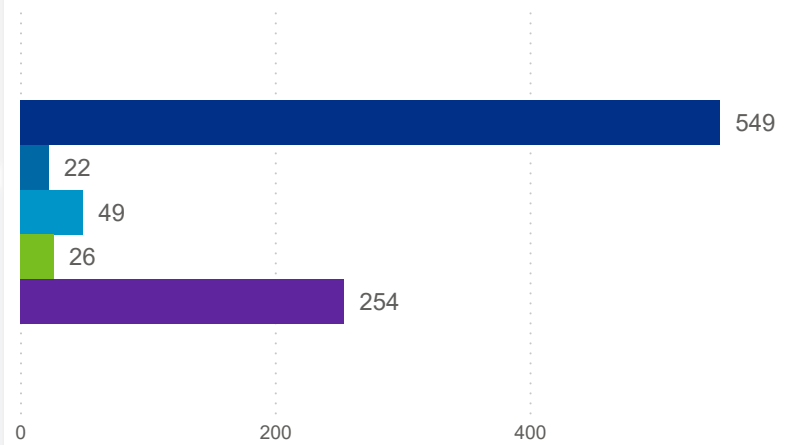
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Defiance	Administrator/Director	2.23		Early	14.33	3
Fulton	Administrator/Director	1.93		Early	16.67	0
Henry	Administrator/Director	2.57		Early	7.67	2
Lucas	Administrator/Director	1.97		Early	7.45	2
Ottawa	Administrator/Director	4.34		Early	73.00	0
Paulding	Administrator/Director	3.00		Early	7.43	0
Williams	Administrator/Director	2.23		Early	15.25	1
Wood	Administrator/Director	1.90		Early	6.00	1
Defiance	Administrator/Director	3.09	20.00	Early	10.00	0
Fulton	Administrator/Director	2.21	20.00	Early	10.00	3
Defiance	Administrator/Director	3.17	25.00	Early	12.00	3

### TOTAL STAYER

# 6,896

## Turnover Reasons

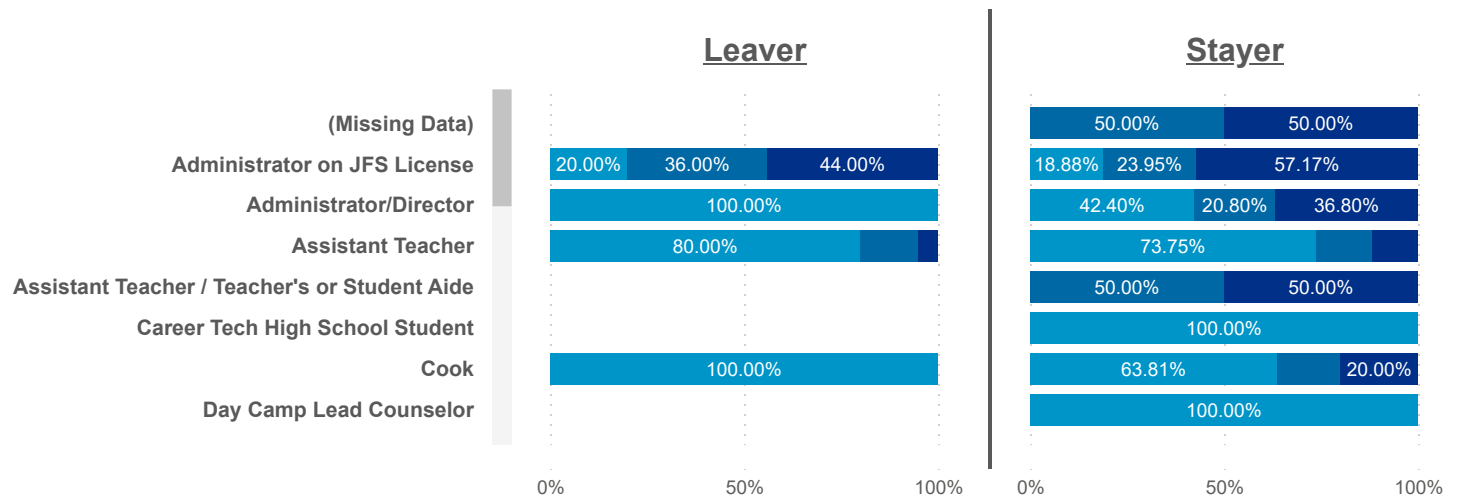
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



### STAYER (Promotion)

# 49

Seniority: ● Early ● Mid ● Senior





Date: 202510 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All

Date: 202512 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All

SDA>County: SDA 1 | Beale Code: All | Student Age Group: All | POWER Levels: All

### LEAVER (Avg Career Duration)

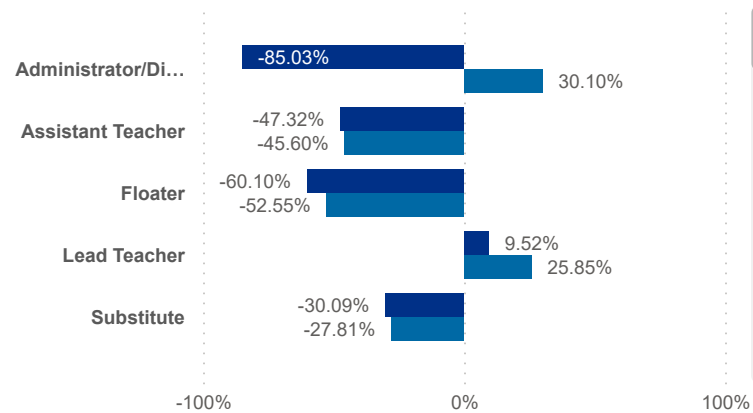
# 5.73

### STAYER (Avg Career Duration)

# 8.52

## Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



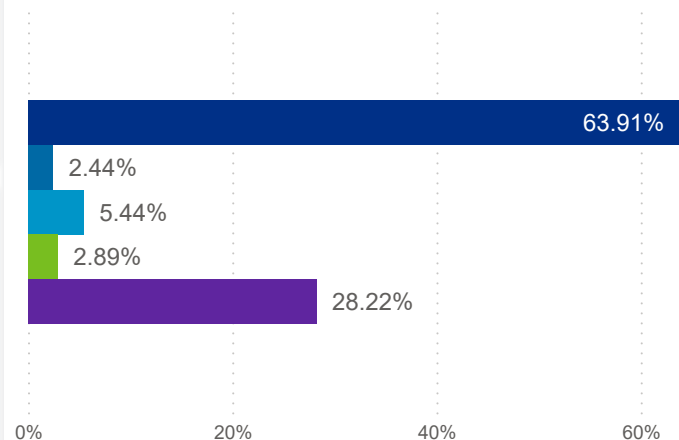
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Lucas	Assistant Teacher	0.00	13.87	Early	5.81	1.0
Ottawa	Assistant Teacher	0.00	14.50	Early	7.80	1.0
Fulton	Substitute	0.00	15.00	Early	2.33	2.0
Lucas	Other Staff Not Counted in Ratio	0.00	15.00	Early	8.89	3.0
Lucas	Driver	0.00	12.00	Early	6.25	3.0
Lucas	Cook	0.01	14.07	Early	5.68	1.0
Lucas	Assistant Teacher	0.02	13.67	Early	5.81	1.0
Defiance	Owner	0.02		Early	3.31	3.0
Lucas	Program Management Used in Ratio	0.02	23.00	Senior	3.65	3.0
Lucas	Lead Teacher	0.04	12.85	Mid	6.25	3.0
Defiance	Administrator on JFS License	0.04	17.50	Early	9.60	0.0

### TOTAL STAYER

# 6,896

## Turnover Reasons

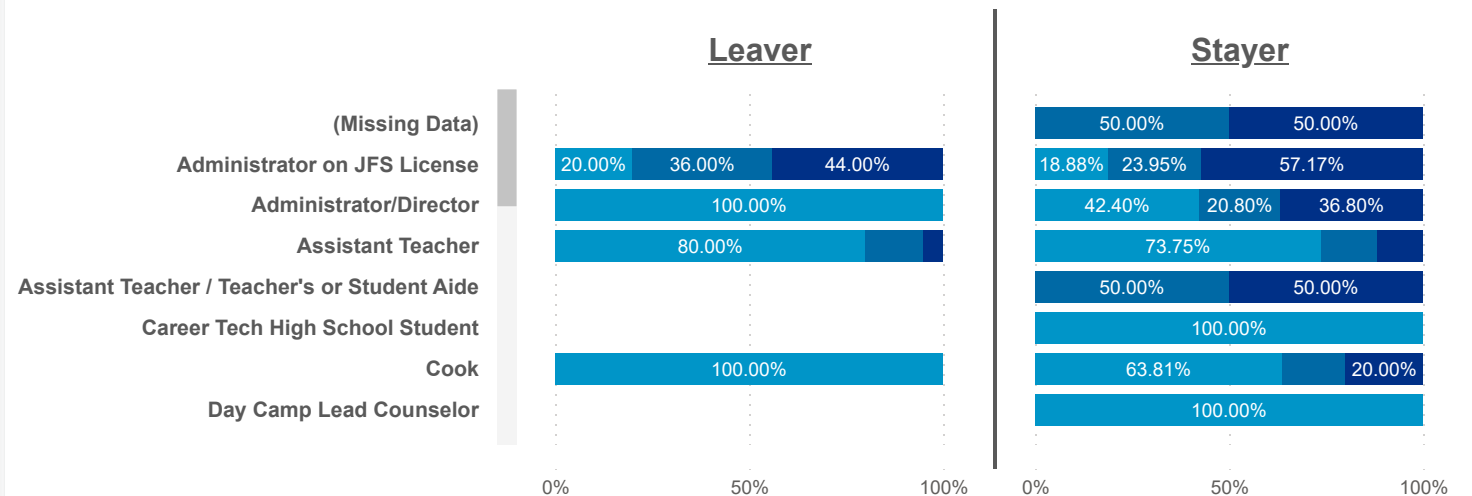
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



### STAYER (Promotion)

# 49

Seniority: ● Early ● Mid ● Senior





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### PAY MEDIAN (USD)

### PAY PROGRESSION (USD)

### PAY & CAREER SENIORITY (USD)

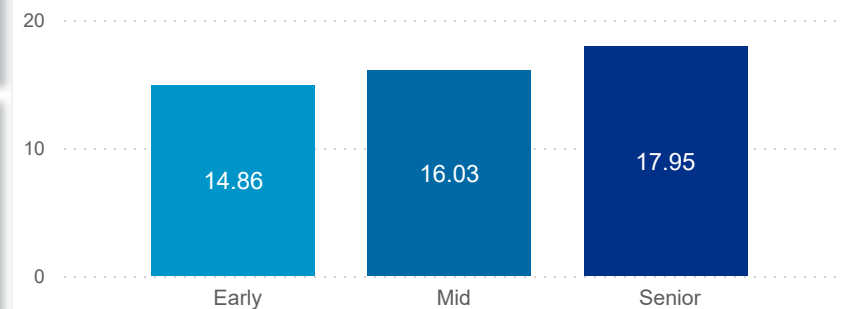
**LEAVER**  
**14.00**

**STAYER**  
**15.00**

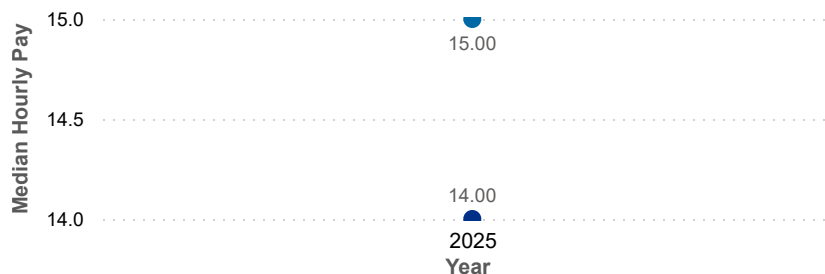
**LEAVER**  
**0.40**

**STAYER**  
**0.75**

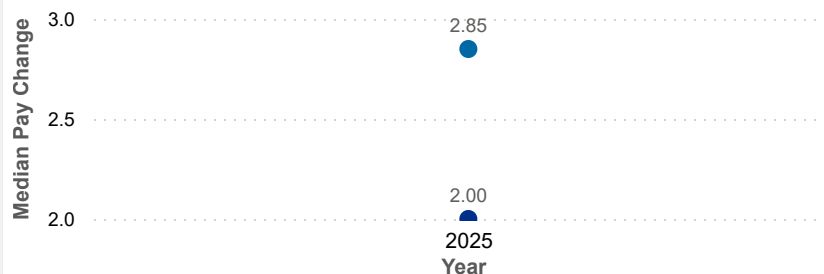
Seniority: ● Early ● Mid ● Senior



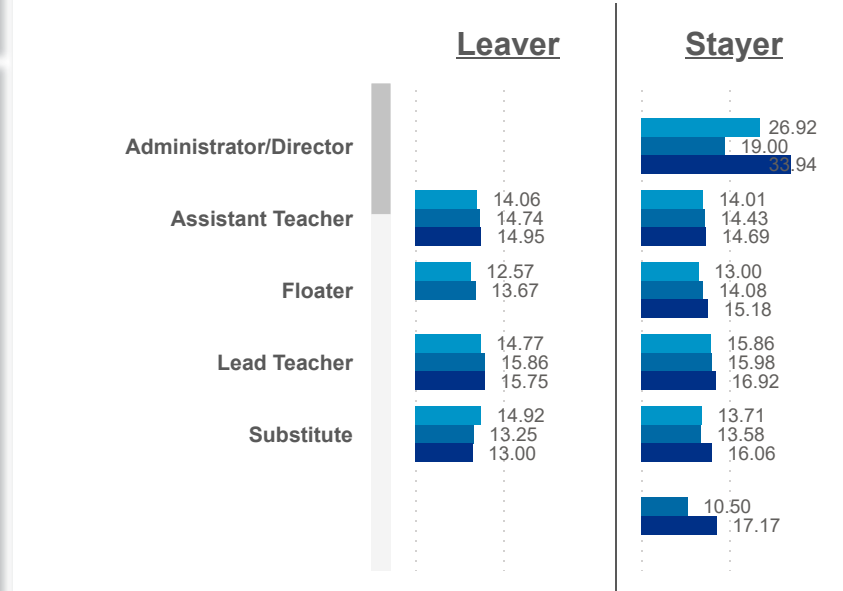
Worker Status: ● Leaver ● Stayer



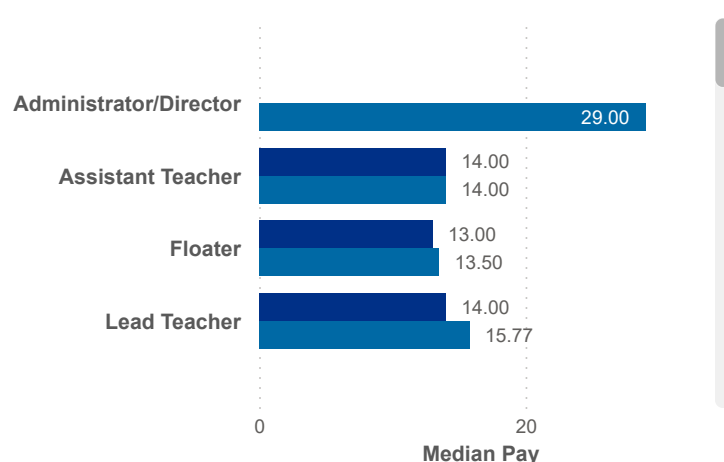
Worker Status: ● Leaver ● Stayer



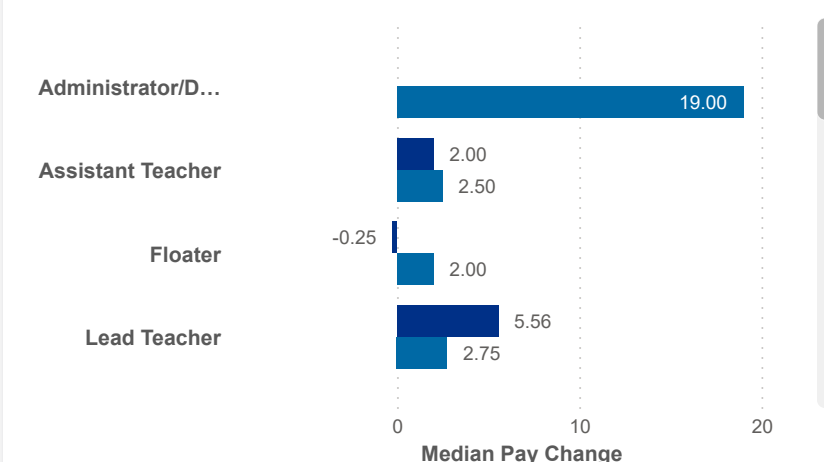
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer





Date: 202510 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All  
 202512 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | TEACH Models: All  
 SDA>County: SDA 1 | Beale Code: All | Student Age Group: All | POWER Status: All | POWER Levels: All

### PAY MEDIAN (USD)

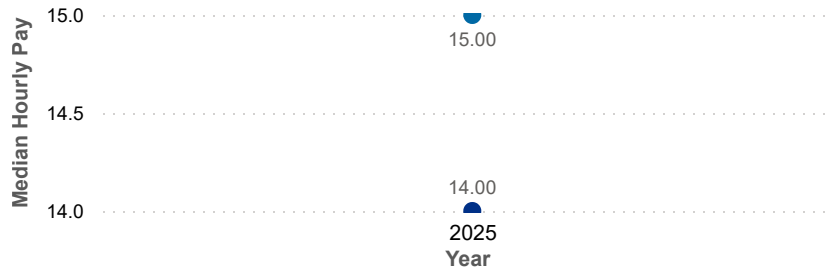
LEAVER

# 14.00

STAYER

# 15.00

Worker Status: ● Leaver ● Stayer



### PAY PROGRESSION (USD)

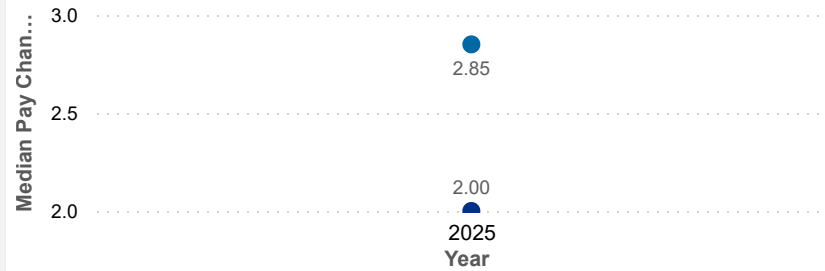
LEAVER

# 0.40

STAYER

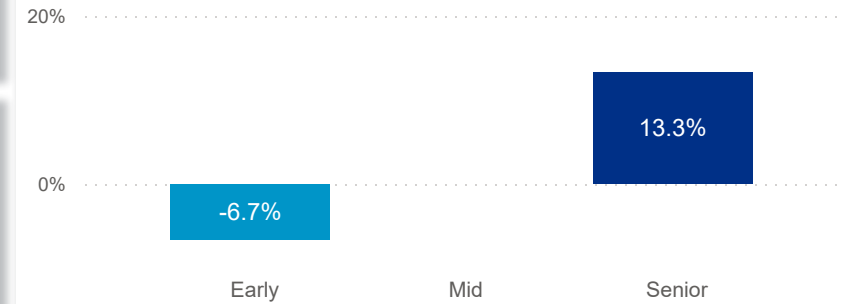
# 0.75

Worker Status: ● Leaver ● Stayer



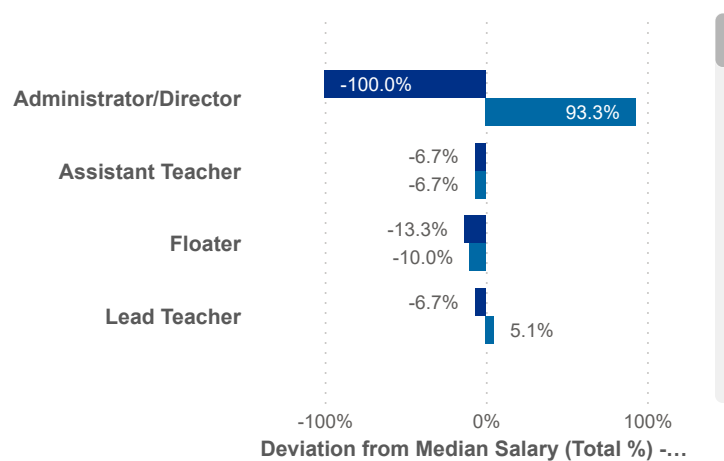
### PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

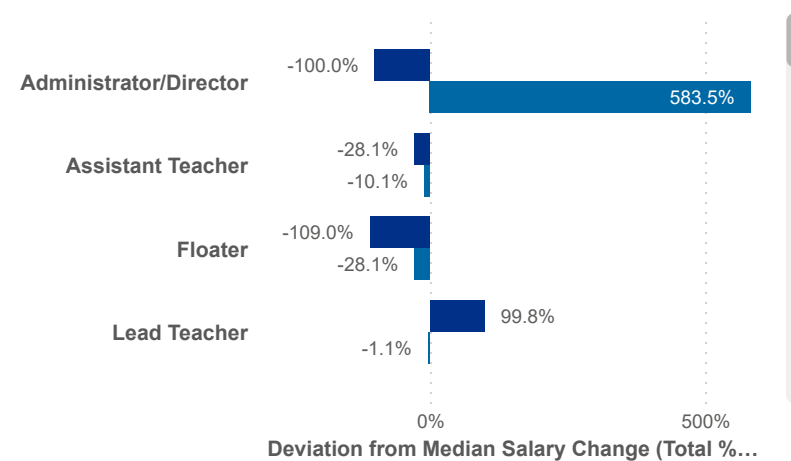


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer

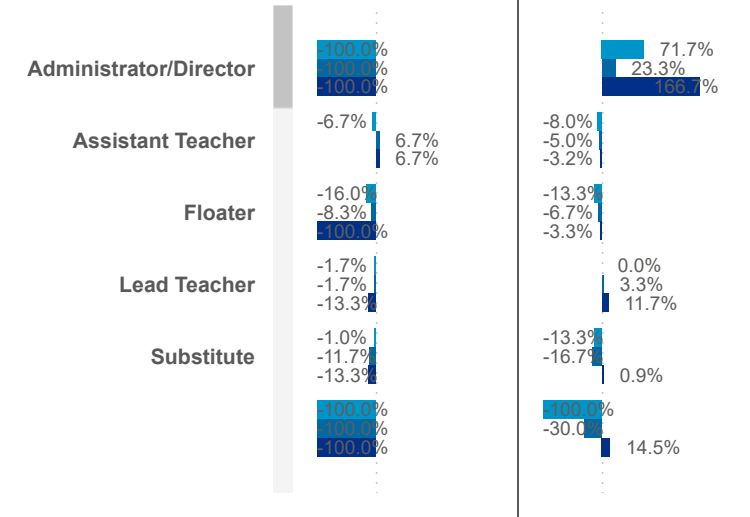


Worker Status: ● Leaver ● Stayer



Leaver

Stayer





Date: 202510 Program Type: Multiple select...  
 202512 Position Type: All  
 Job Title: All Teacher Age Group: All  
 Education: All  
 Credential: All  
 TEACH Status: All  
 TEACH Models: All

SDA>County: SDA 1 SUTQ Rating: All  
 Total Duration: 0.00  
 Center Type: All Publicly Funded: All  
 Beale Code: All Student Age Group: All  
 POWER Status: All  
 POWER Levels: All

### Workload Median (Total)

# 5.45

### Workload Median (Leaver)

# 5.50

### Workload Median (Stayer)

# 5.45

### Star Rating Mean (Total)

# 1.6

### Star Rating Mean (Leaver)

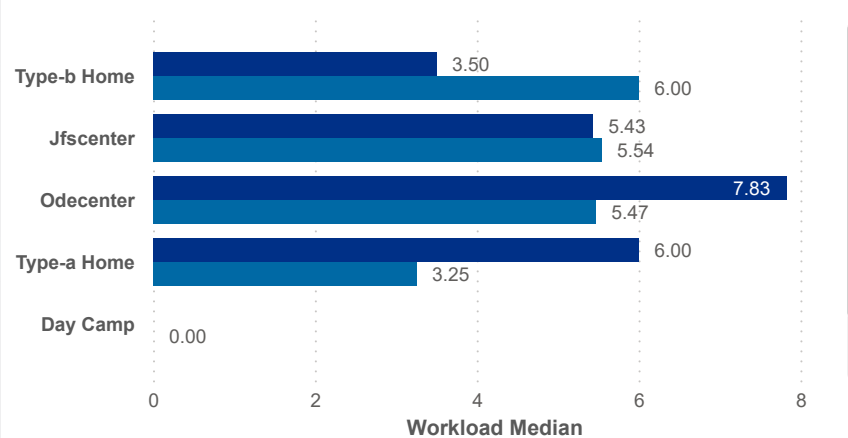
# 1.6

### Star Rating Mean (Stayer)

# 1.6

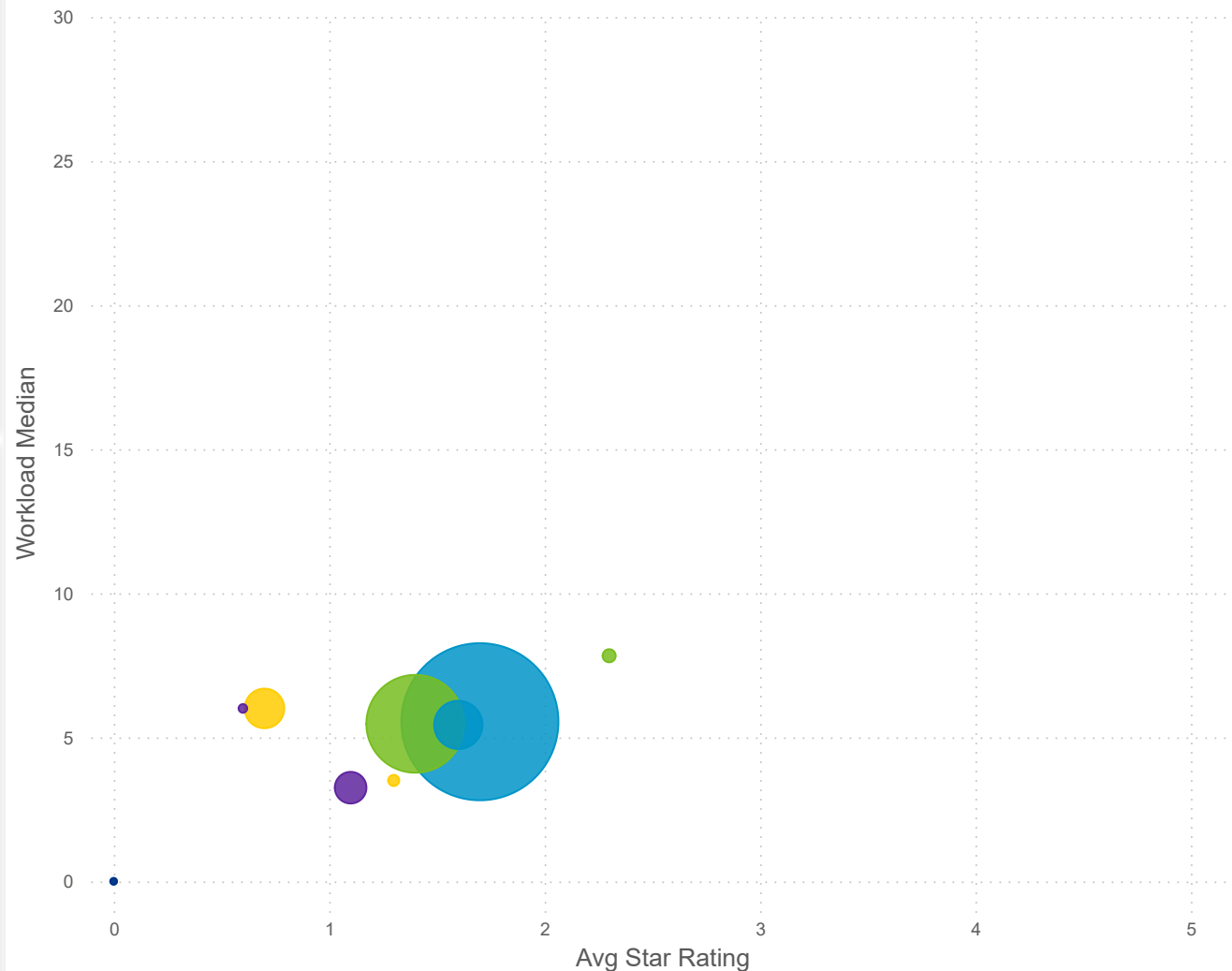
## Workload Median

Worker status ● Leaver ● Stayer



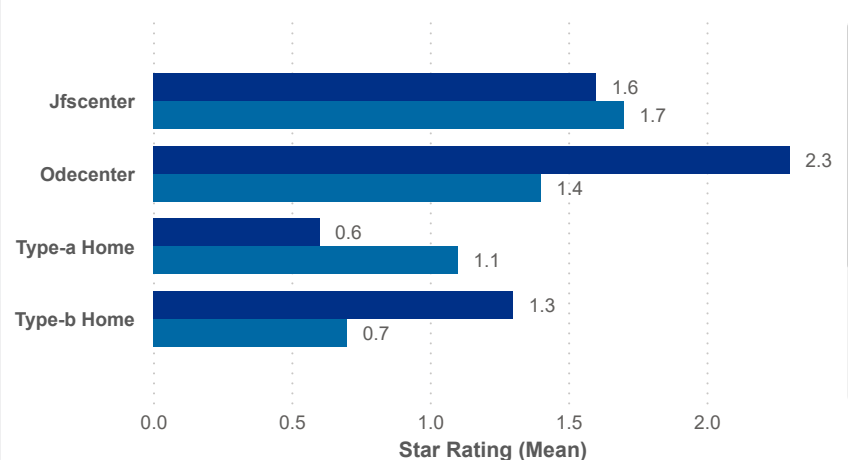
## Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

Center Type: ● Day Camp ● Inhome Aide ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home



## Star Rating Mean

Worker status ● Leaver ● Stayer





Date:  Program Type: 
 Job Title:  Teacher Age Group:  Education:  TEACH Status:

Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### Workload Median (Total)

# 5.45

### Workload Median (Leaver)

# 5.50

### Workload Median (Stayer)

# 5.45

### Star Rating Mean (Total)

# 1.6

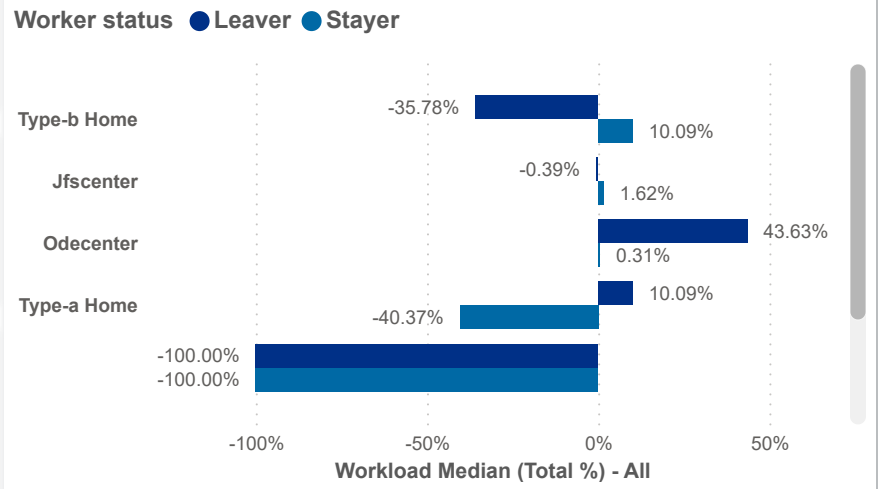
### Star Rating Mean (Leaver)

# 1.6

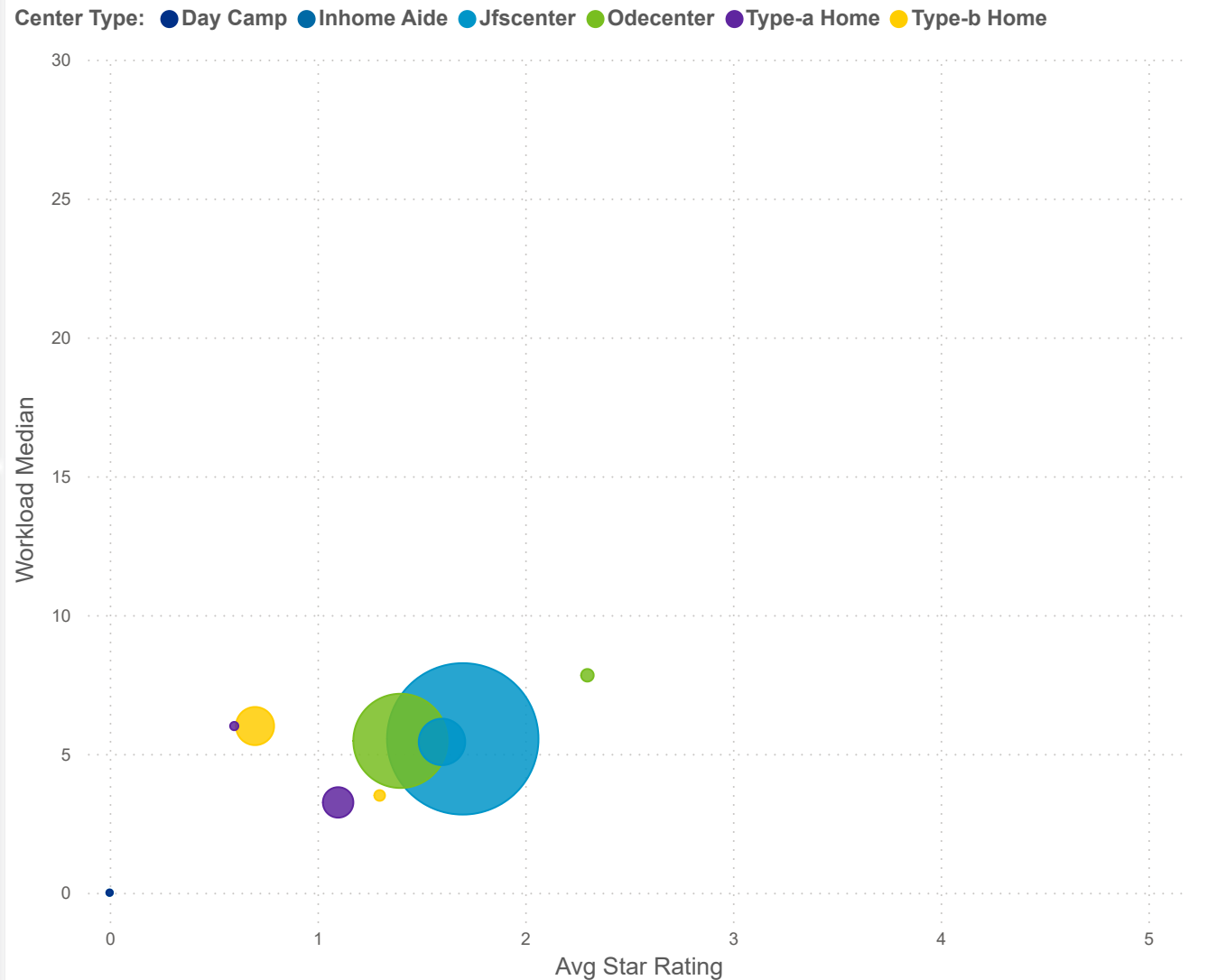
### Star Rating Mean (Stayer)

# 1.6

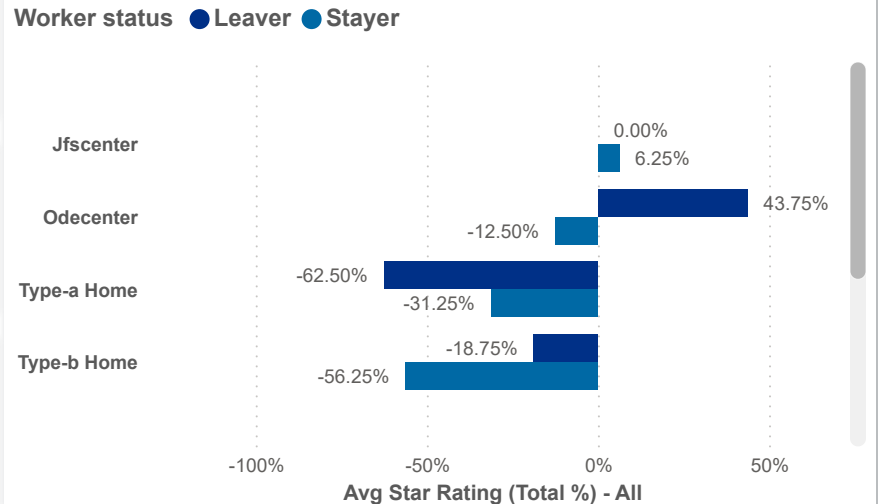
### Workload Median (Total %)



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



### Star Rating Mean (Total %)



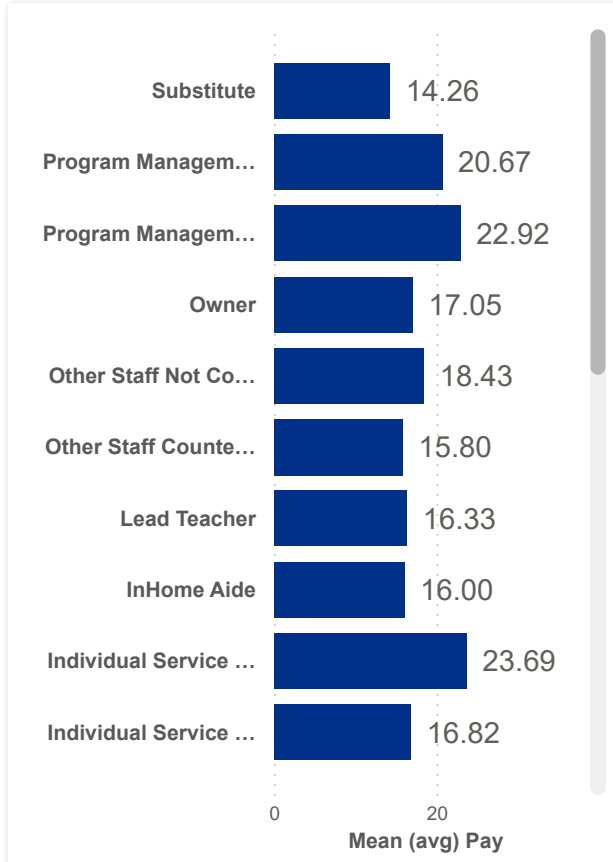
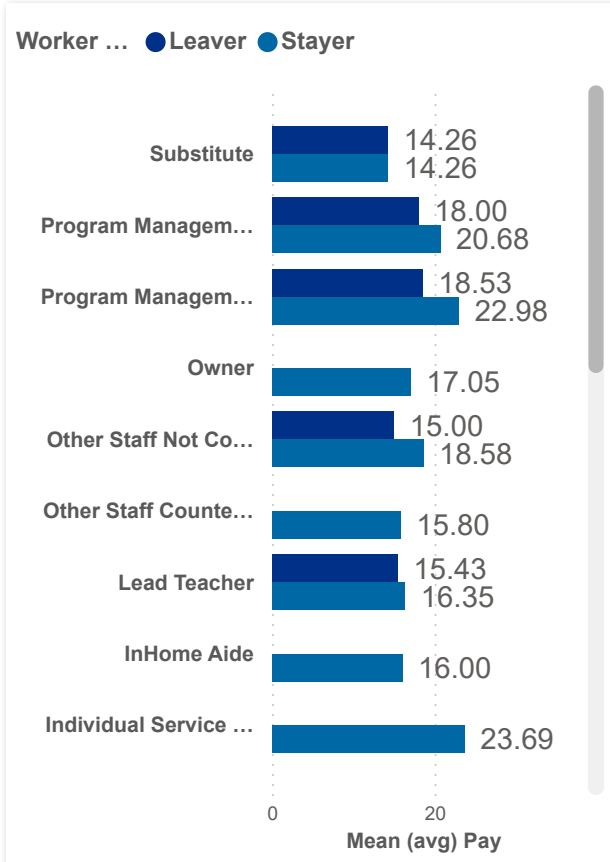
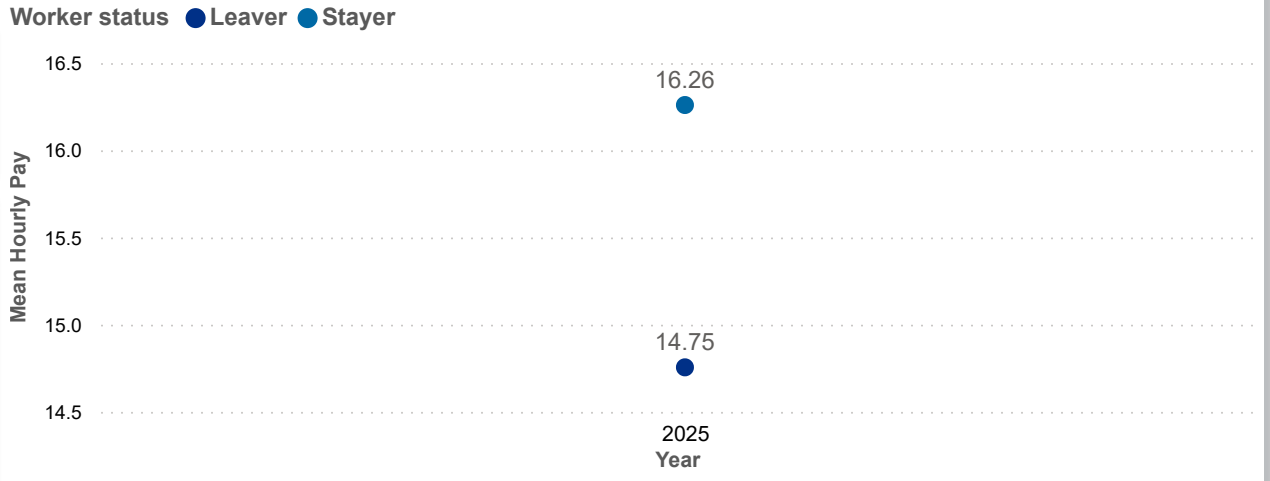


Date: 202510 Program Type: Multiple select... Job Title: All Teacher Age Group: All Education: All TEACH Status: All  
 202512 Position Type: All Credential: All TEACH Models: All  
 SDA>County: SDA 1 SUTQ Rating: All Total Duration: 0.00 Center Type: All Publicly Funded: All POWER Status: All  
 100.00 Beale Code: All Student Age Group: All POWER Levels: All

PAY MEAN (USD)



Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status

