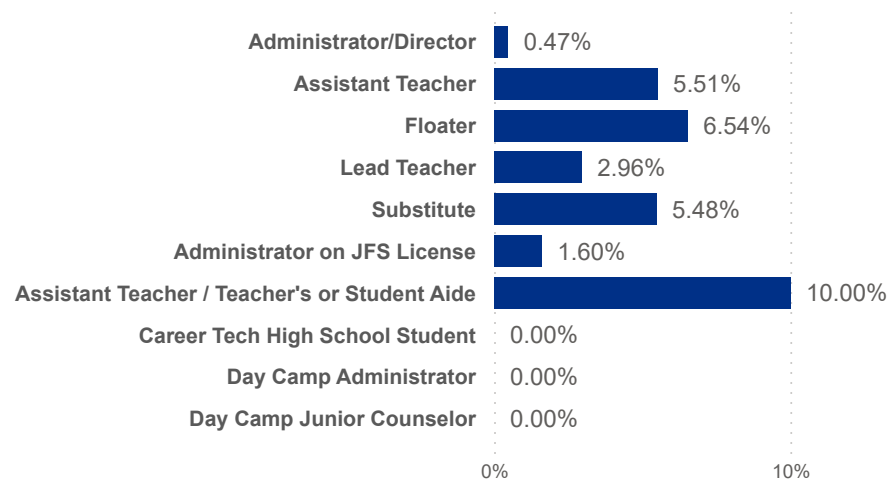




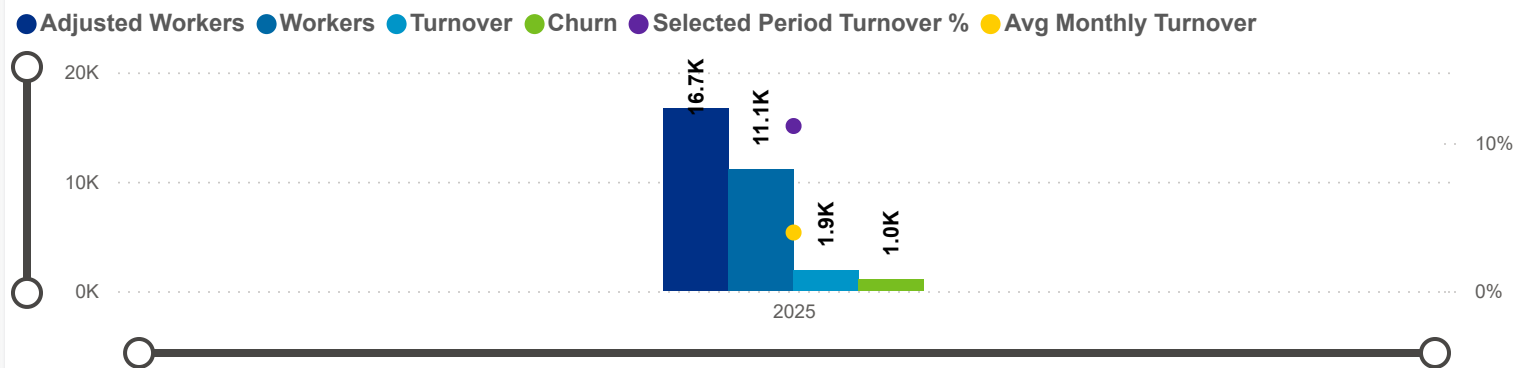
Date: 202510 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All  
 202512 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All  
 SDA>County: SDA 4 | Beale Code: All | Student Age Group: All | POWER Levels: All

## Avg Monthly Turnover Rates by Job Title

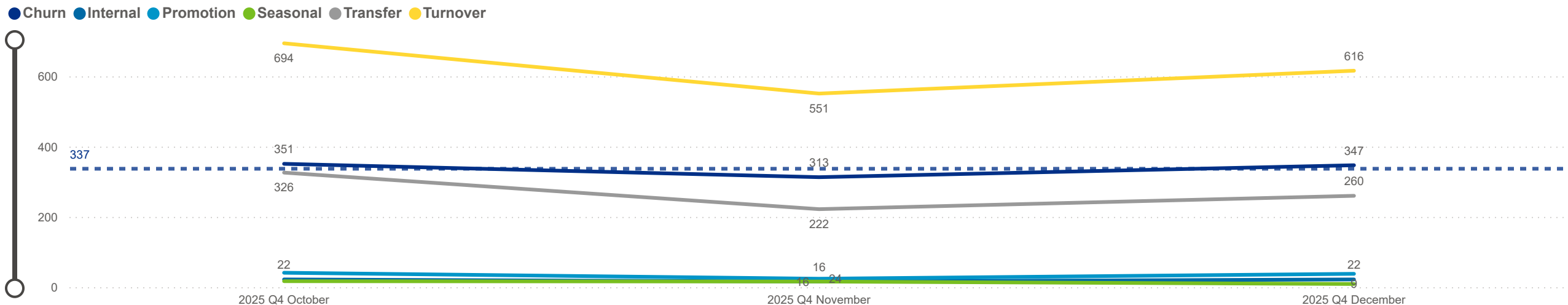


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
<b>3.95%</b>	<b>16,694</b>	<b>1,009</b>	<b>15,685</b>	<b>11.15%</b>

## Avg Monthly Turnover and Number of Workers



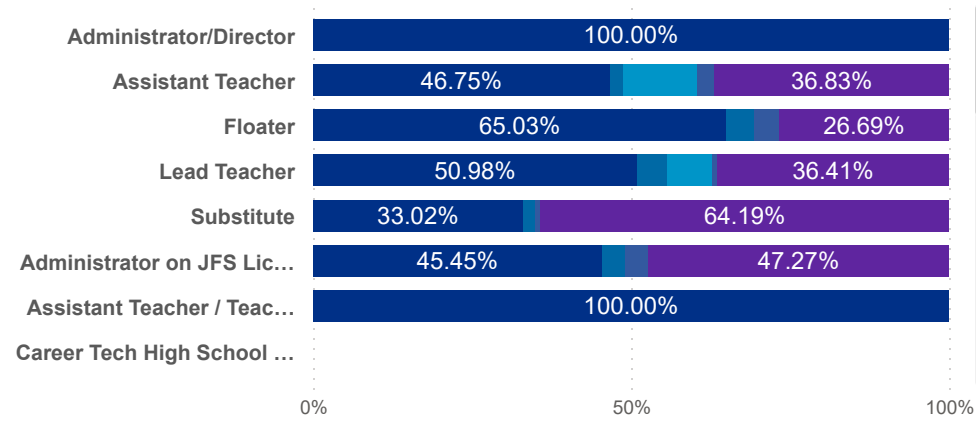
## Categorization by Time Series



Date: 202510 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All  
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 SDA>County: SDA 4 | Beale Code: All | Student Age Group: All | POWER Levels: All

**Job Change Reasons by Job Title**

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



**Avg Monthly Churn**

**2.15%**

**Adjusted Workers**

**16,694**

**Workload Median**

**5.10**

**Pay Median USD / hr**

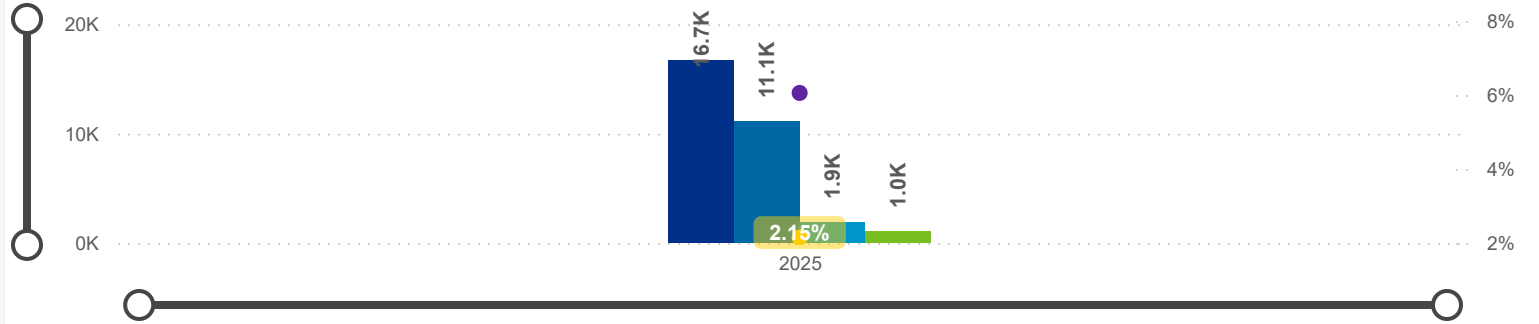
**14.35**

**Avg ECE Duration**

**5.83**

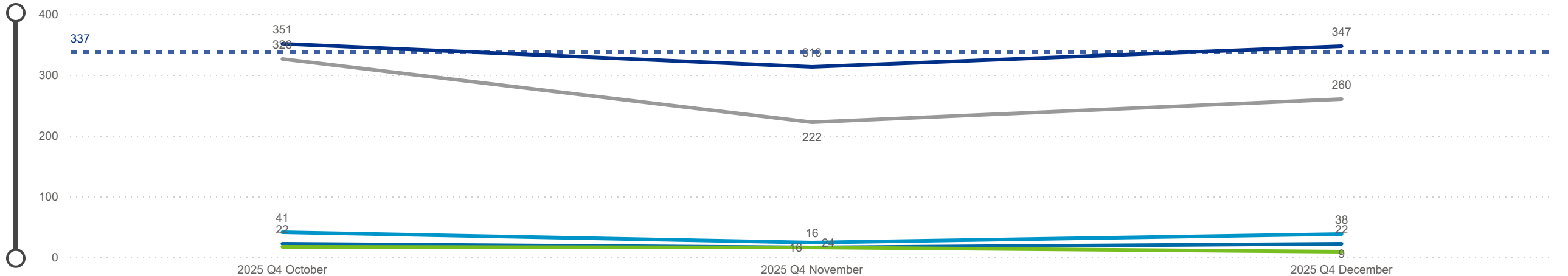
**Avg Monthly Churn and Number of Workers**

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



**Categorization by Time Series**

● Churn ● Internal ● Promotion ● Seasonal ● Transfer

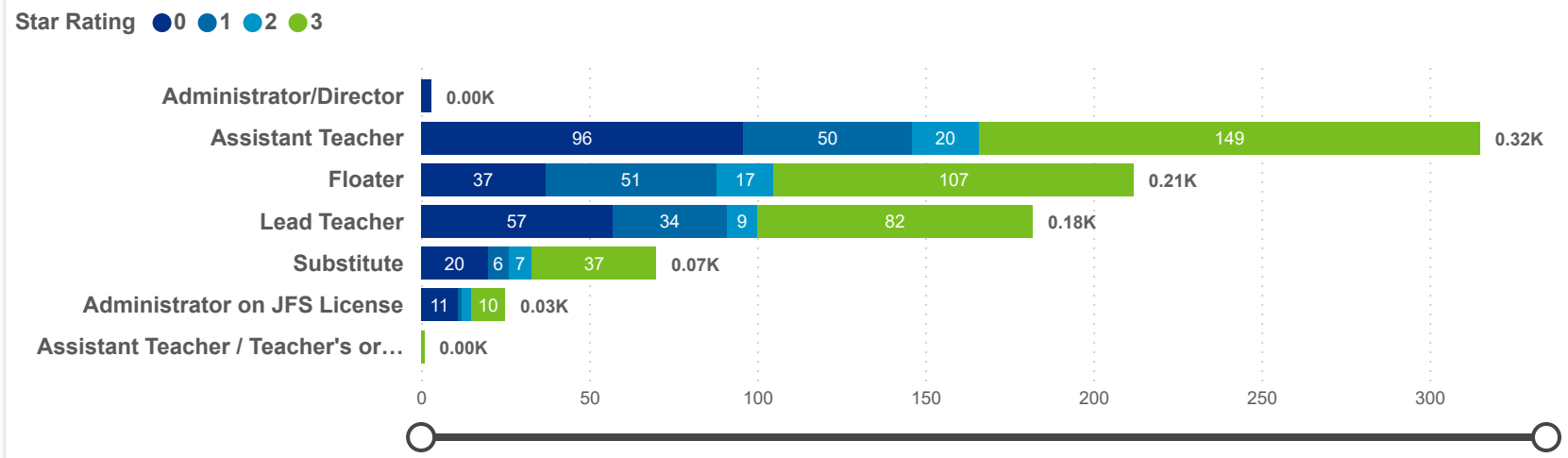


Date: 202510 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All  
 202512 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | POWER Status: All  
 SDA>County: SDA 4 | Beale Code: All | Student Age Group: All | POWER Levels: All

Low Leaver % | High Leaver %

<b>ADJUSTED WORKERS</b> <b>16,694</b>	<b>TOTAL LEAVER</b> <b>1,009</b>	<b>TOTAL STAYER</b> <b>15,685</b>	<b>SELECTED PERIOD CHURN %</b> <b>6.04%</b>
--	-------------------------------------	--------------------------------------	--

**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	3,245	1,975	17.78%	177	3,068	5.45%	94.55%	1.93%	9.46%	3.33%	3.69	1.89
Stark OH	3,549	2,420	21.79%	244	3,305	6.88%	93.12%	2.48%	13.72%	4.95%	5.81	1.77
Summit OH	5,827	4,120	37.09%	353	5,474	6.06%	93.94%	2.15%	11.67%	4.14%	5.22	1.73
Portage OH	1,200	921	8.29%	76	1,124	6.33%	93.67%	2.19%	9.75%	3.37%	4.00	1.57
Medina OH	1,350	1,007	9.07%	70	1,280	5.19%	94.81%	1.85%	9.56%	3.40%	6.17	1.27
Trumbull OH	1,525	969	8.72%	89	1,436	5.84%	94.16%	2.04%	9.25%	3.24%	4.92	1.14
<b>Total</b>	<b>16,694</b>	<b>11,107</b>	<b>100.00%</b>	<b>1,009</b>	<b>15,685</b>	<b>6.04%</b>	<b>93.96%</b>	<b>2.15%</b>	<b>11.15%</b>	<b>3.95%</b>	<b>5.10</b>	<b>1.67</b>

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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 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)	
TOTAL LEAVER	TOTAL STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
<b>1,009</b>	<b>15,685</b>				
.		.		.	
.		.		.	



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

### NUMBER OF WORKERS

### AVG ECE DURATION (In Years)

### HOURLY WAGE BANDS (USD)

LEAVER

STAYER

# 6.04%

# 93.96%

LEAVER

STAYER

# 3.64

# 5.90

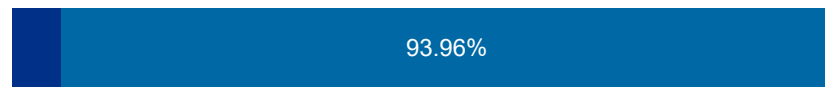
LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

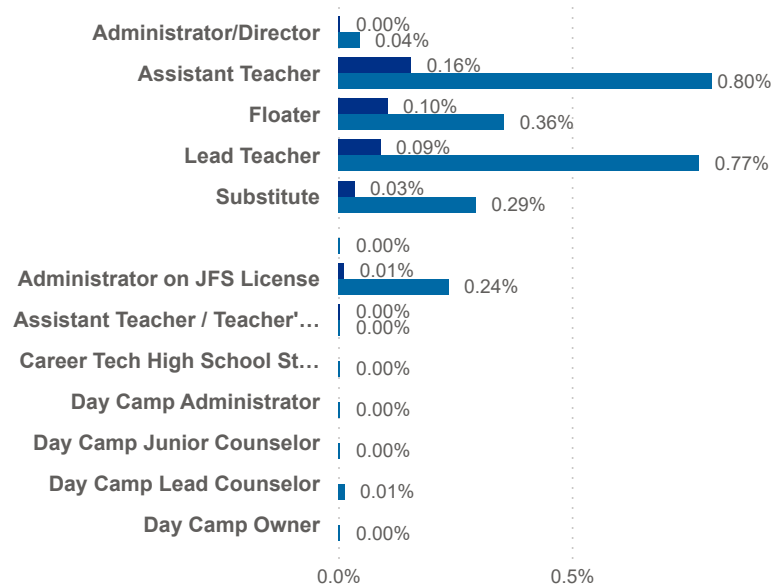
# 14.00

# 14.42

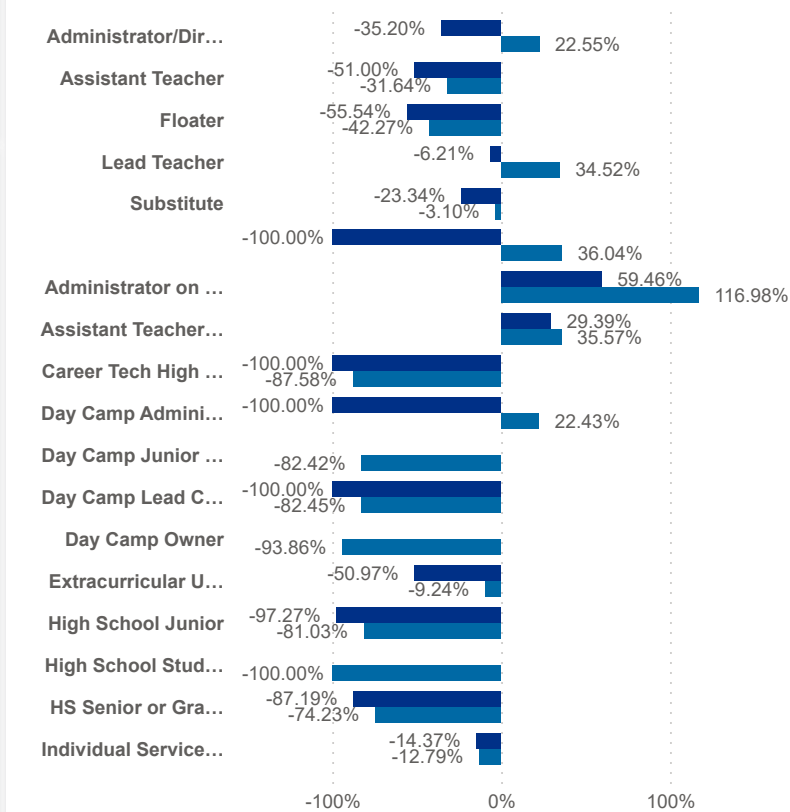
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



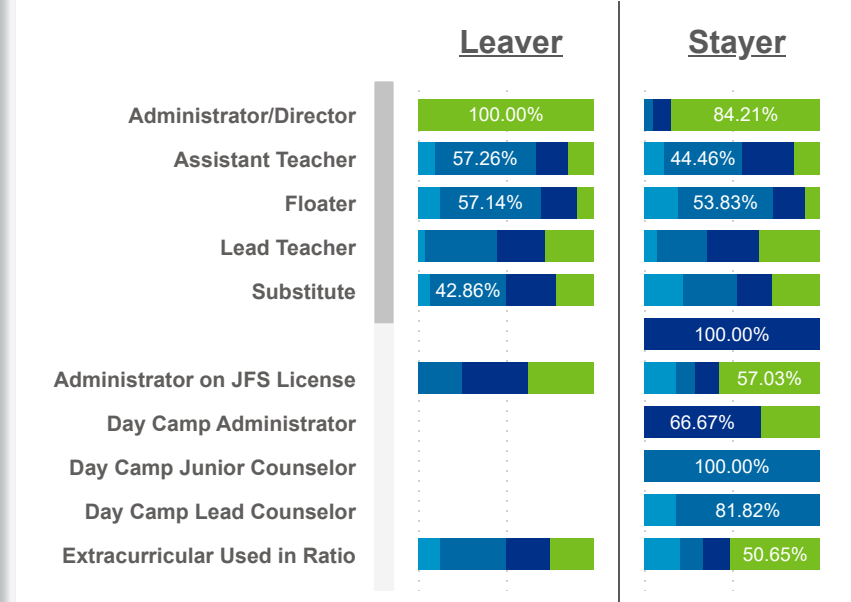
Worker Status: ● Leaver ● Stayer



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)

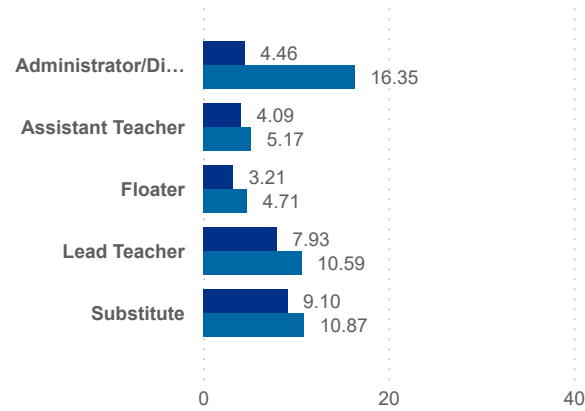
# 6.19

### STAYER (Avg Career Duration)

# 10.70

## Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



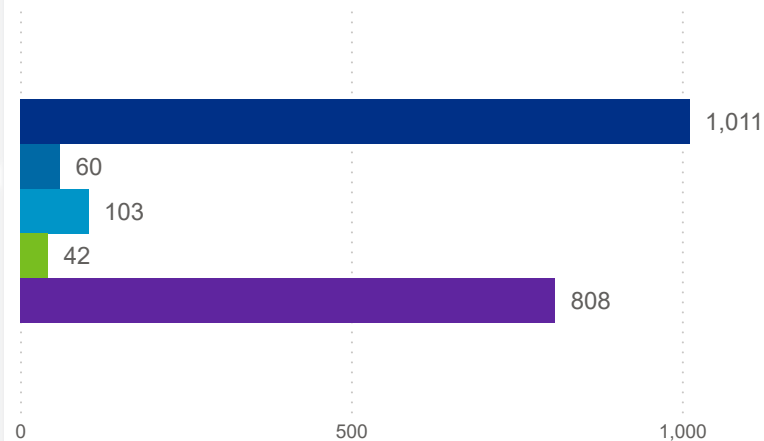
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Mahoning	Administrator/Director	2.06		Early	10.50	
Medina	Administrator/Director	1.26		Early	14.60	
Portage	Administrator/Director	1.54		Early	5.00	
Stark	Administrator/Director	2.33		Early	9.77	
Summit	Administrator/Director	1.60		Early	6.67	
Trumbull	Administrator/Director	0.75		Early	6.00	
Stark	Administrator/Director	3.34	17.00	Early	24.20	
Stark	Administrator/Director	4.99	23.00	Early	51.00	
Portage	Administrator/Director	4.21	25.00	Early	8.78	
Stark	Administrator/Director	3.25	25.00	Early	5.56	
Trumbull	Administrator/Director	2.20	30.00	Early	6.57	

### TOTAL STAYER

# 15,685

## Turnover Reasons

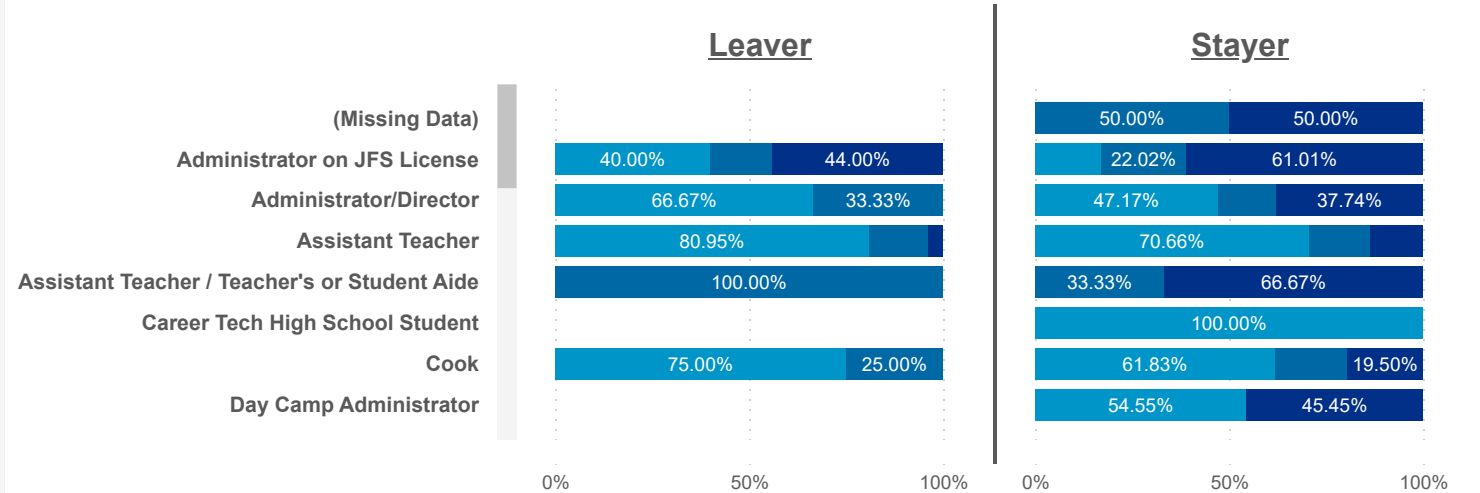
● Churn ● Internal ● Promotion ● Seasonal ● Transfer



### STAYER (Promotion)

# 103

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:

### LEAVER (Avg Career Duration)

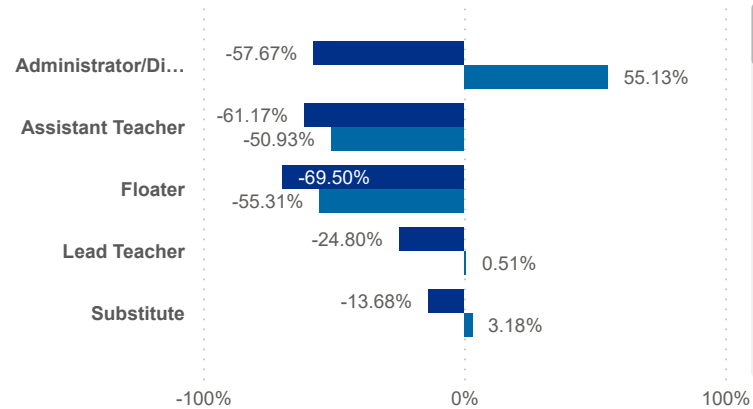
# 6.19

### STAYER (Avg Career Duration)

# 10.70

## Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Summit	Assistant Teacher	0.00	17.90	Early	10.43	3.0
Stark	Floater	0.00	17.00	Mid	3.54	2.0
Mahoning	Lead Teacher	0.00	10.00	Early	6.43	0.0
Medina	Lead Teacher	0.00	17.00	Early	6.80	0.0
Stark	Other Staff Counted In Ratio	0.00	15.60	Early	7.64	0.0
Stark	Program Management Used in Ratio	0.00	18.00	Mid	2.19	3.0
Stark	Extracurricular Not Used in Ratio	0.00	15.50	Early	5.80	0.0
Trumbull	Driver	0.01	16.00	Early	6.16	3.0
Medina	Assistant Teacher	0.02	14.25	Early	6.76	1.0
Stark	Assistant Teacher	0.02	15.35	Early	3.26	3.0
Stark	Floater	0.02	16.50	Early	2.19	3.0

### TOTAL STAYER

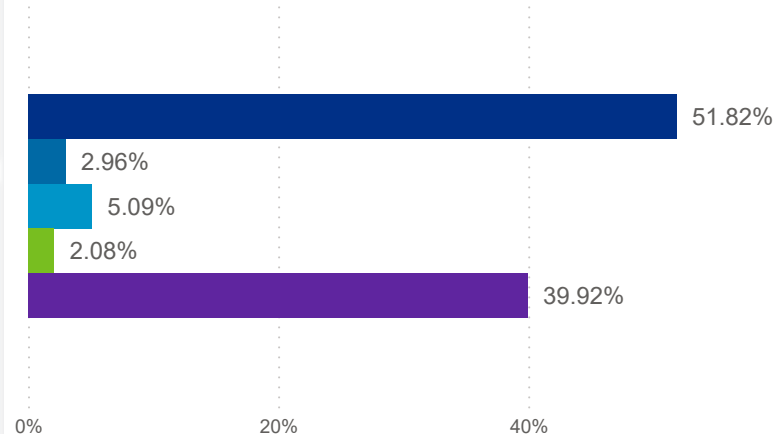
# 15,685

### STAYER (Promotion)

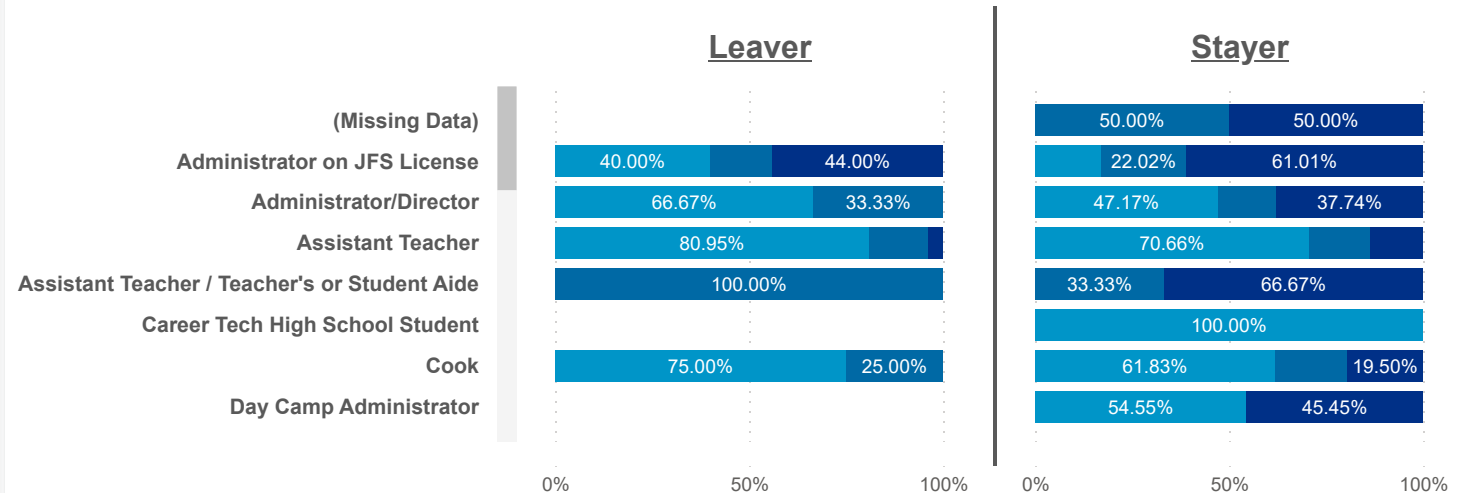
# 103

## Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior





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

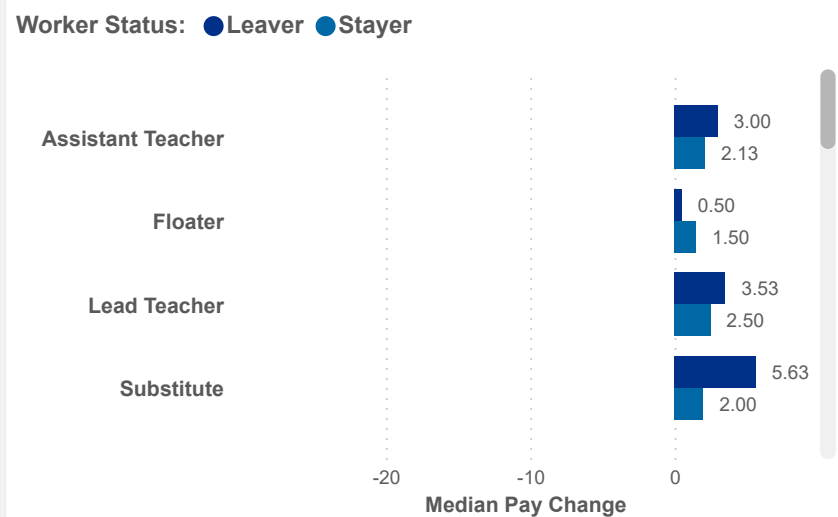
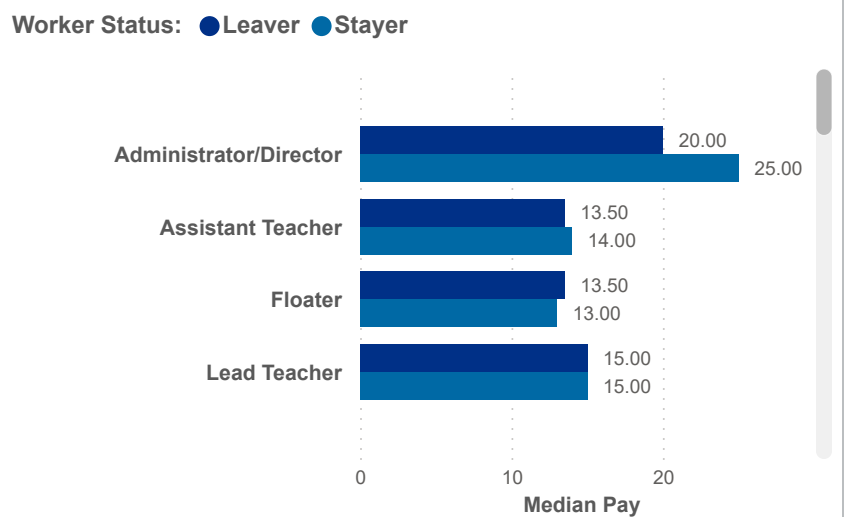
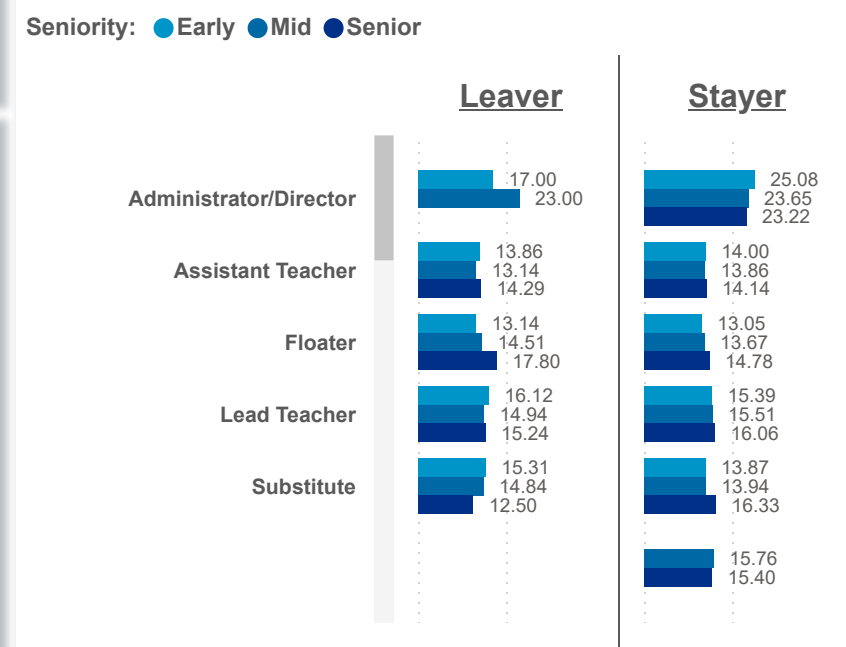
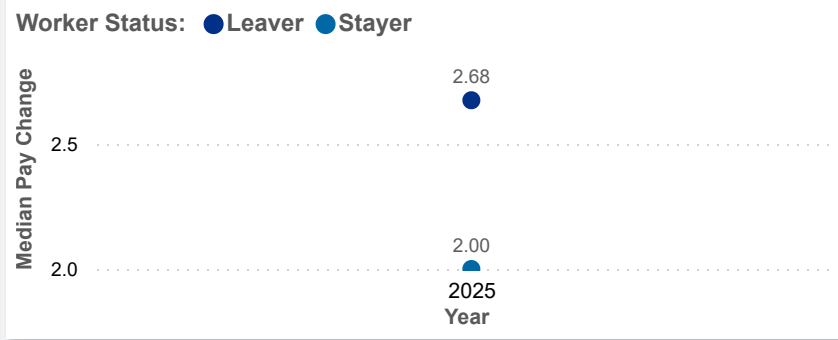
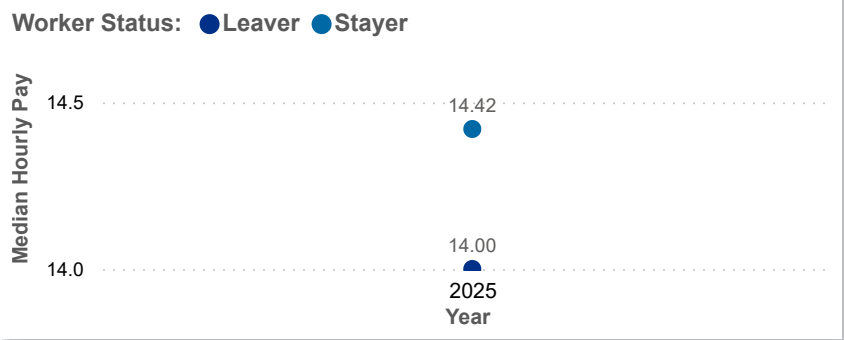
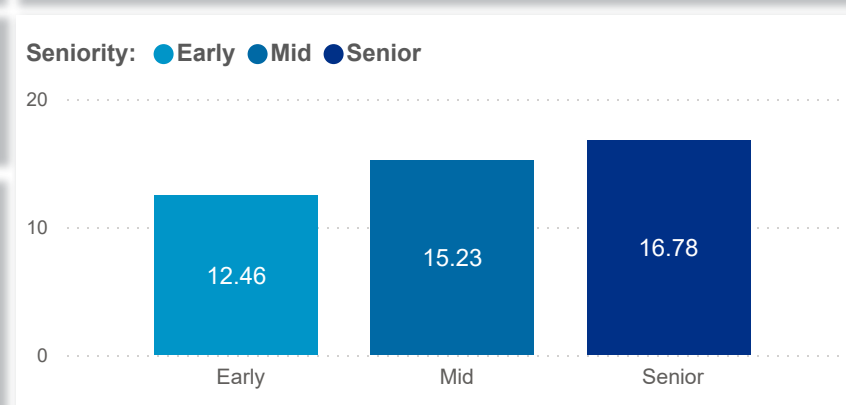
Date:  Position Type: 
 SUTQ Rating:  Total Duration:  Center Type:  Publicly Funded:  POWER Status:

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

### PAY MEDIAN (USD)

### PAY PROGRESSION (USD)

### PAY & CAREER SENIORITY (USD)





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:

### PAY MEDIAN (USD)

### PAY PROGRESSION (USD)

### PAY & CAREER SENIORITY (USD)

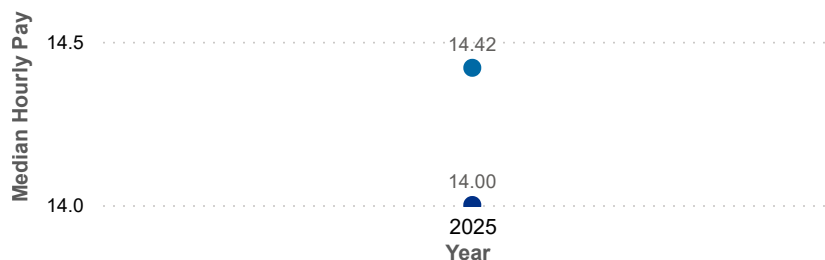
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**14.00**

**STAYER**  
**14.42**

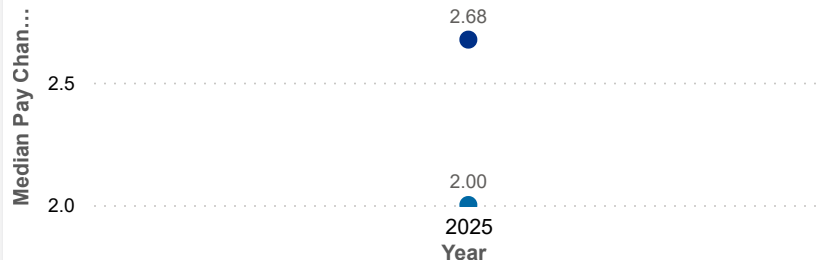
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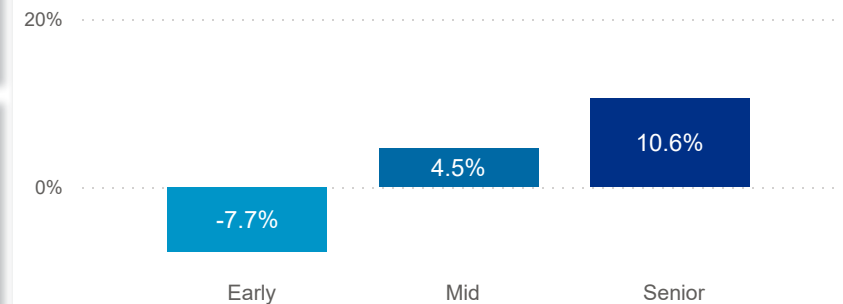
Worker Status: ● Leaver ● Stayer



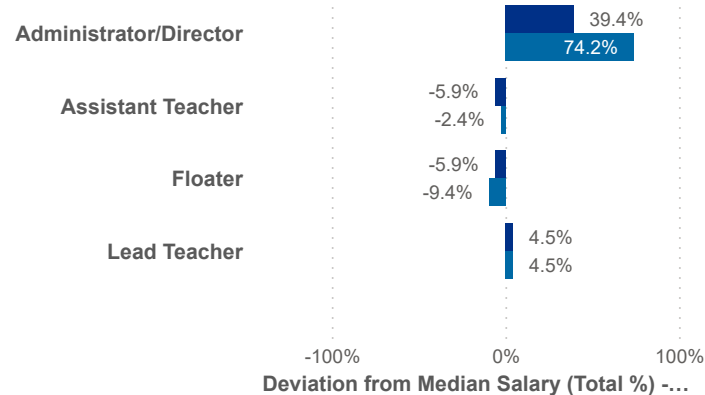
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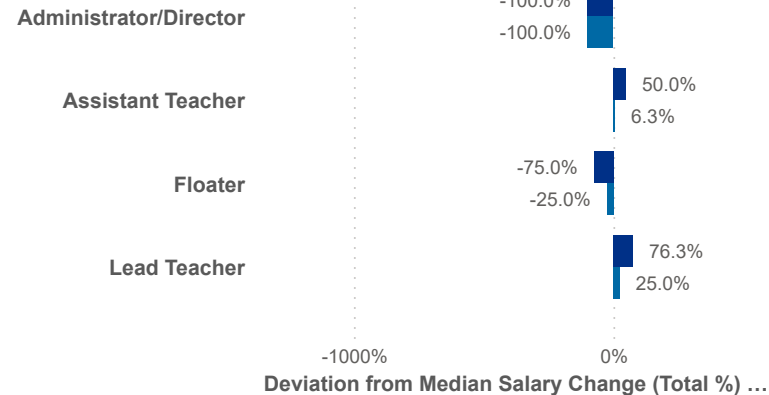
Seniority: ● Early ● Mid ● Senior



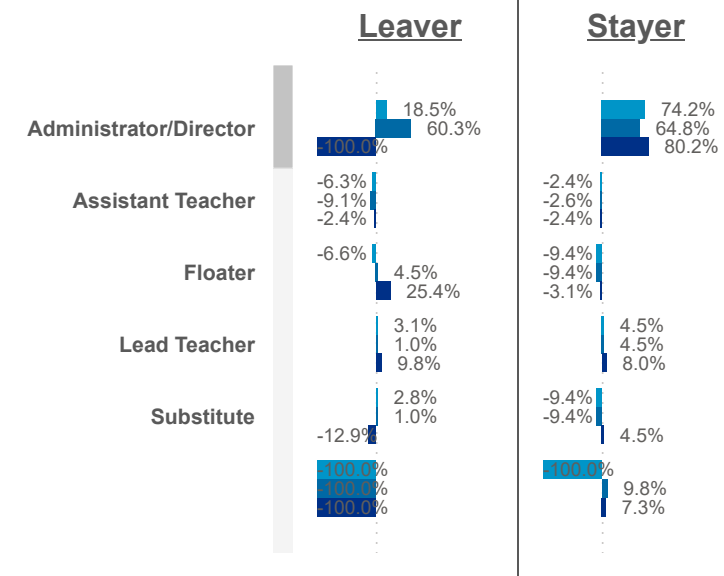
Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Seniority: ● Early ● Mid ● Senior





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 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)

5.10

Workload Median (Leaver)

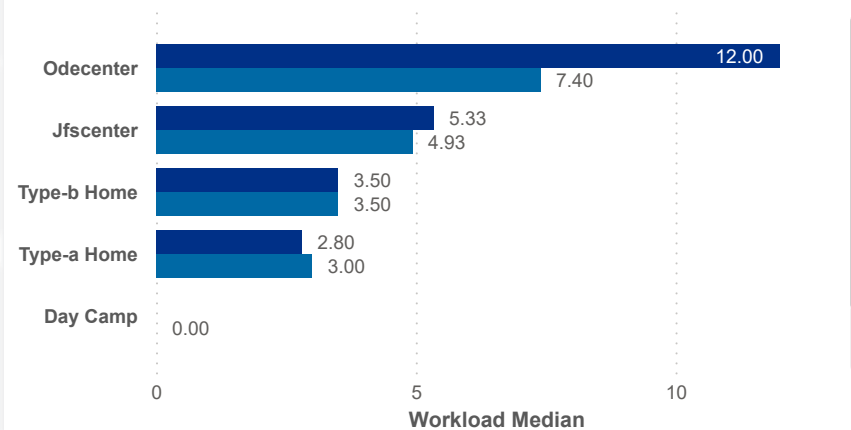
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Workload Median (Stayer)

5.09

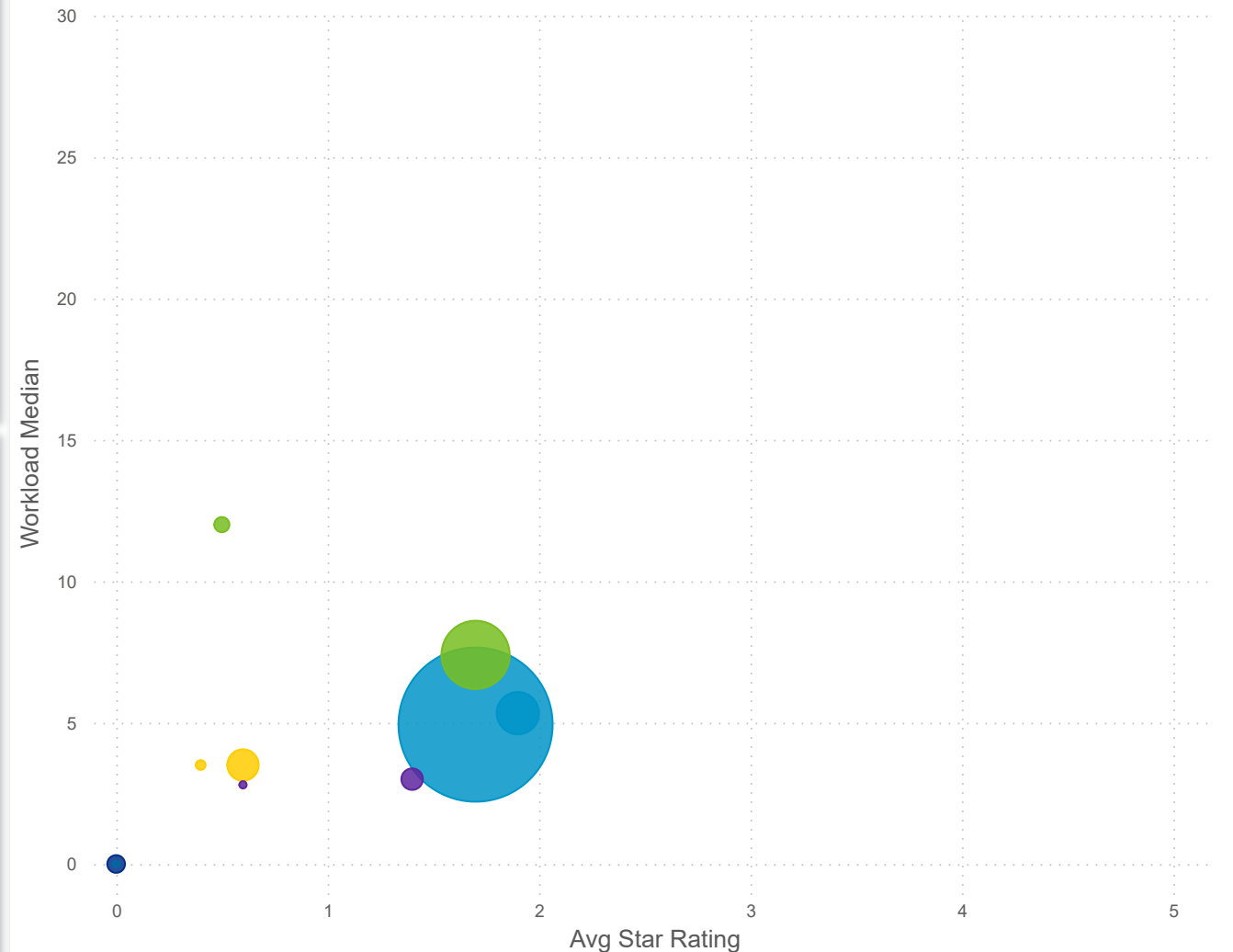
Workload Median

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 (Total)

1.7

Star Rating Mean (Leaver)

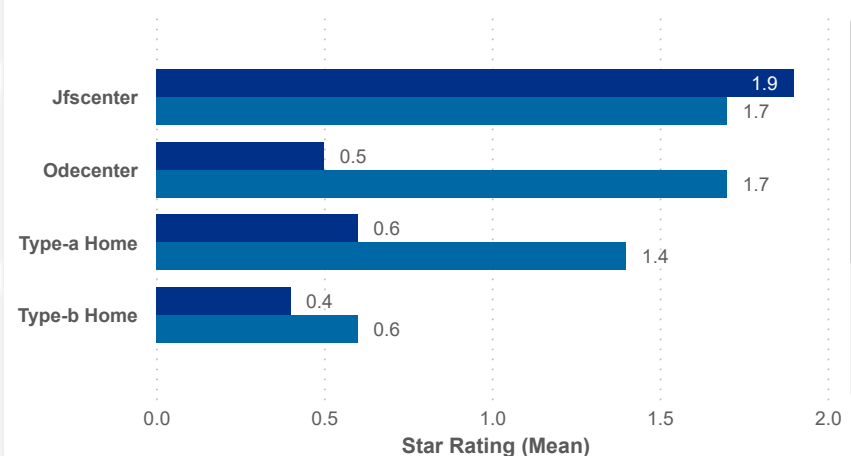
1.8

Star Rating Mean (Stayer)

1.7

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:

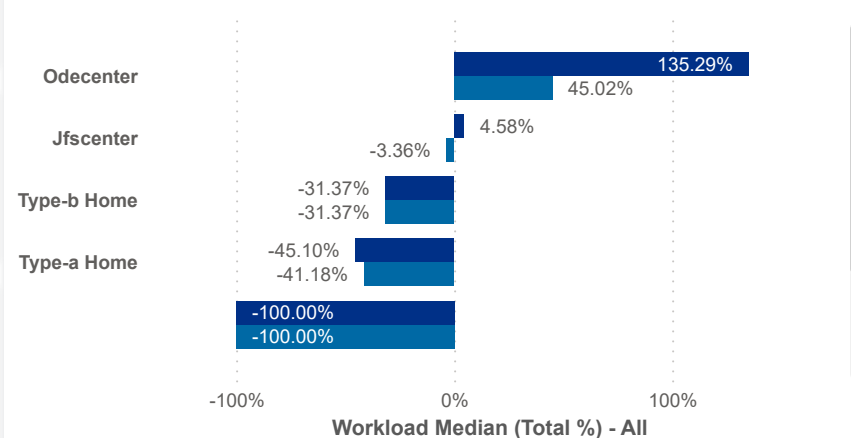
SDA>County:  Beale Code:  Student Age Group:  POWER Levels:

### Workload Median (Total)

# 5.10

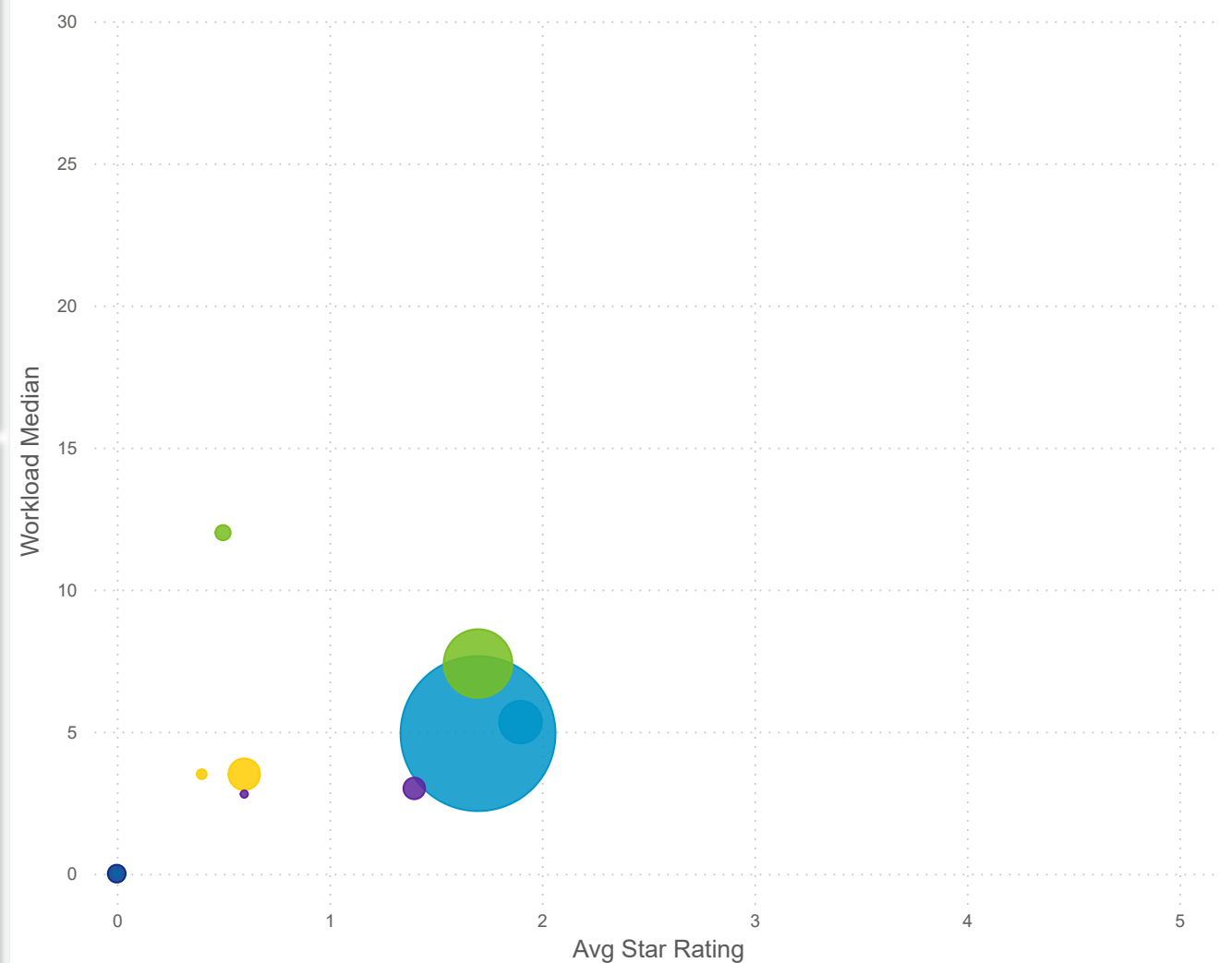
### Workload Median (Total %)

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

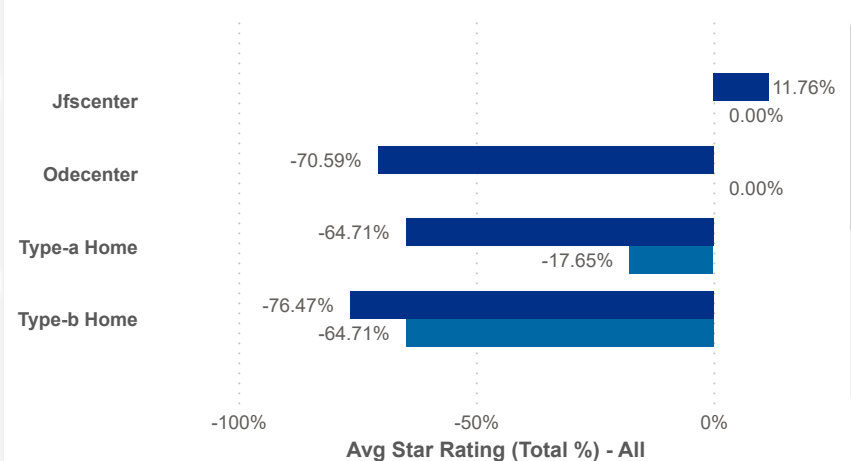


### Workload Median (Leaver)

# 5.52

### Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



### Workload Median (Stayer)

# 5.09

### Star Rating Mean (Total)

# 1.7

### Star Rating Mean (Leaver)

# 1.8

### Star Rating Mean (Stayer)

# 1.7



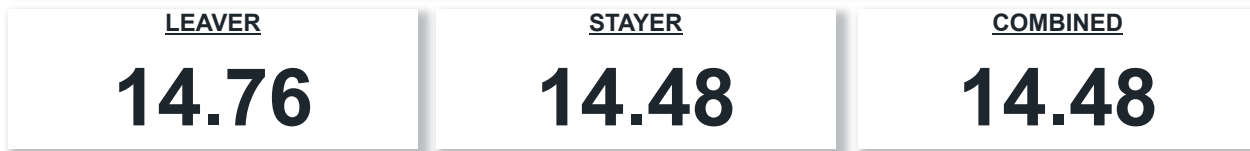
Date: 202510 | Program Type: Multiple select... | Job Title: All | Teacher Age Group: All | Education: All | TEACH Status: All

Date: 202512 | Position Type: All | SUTQ Rating: All | Total Duration: 0.00 | Center Type: All | Publicly Funded: All | TEACH Models: All

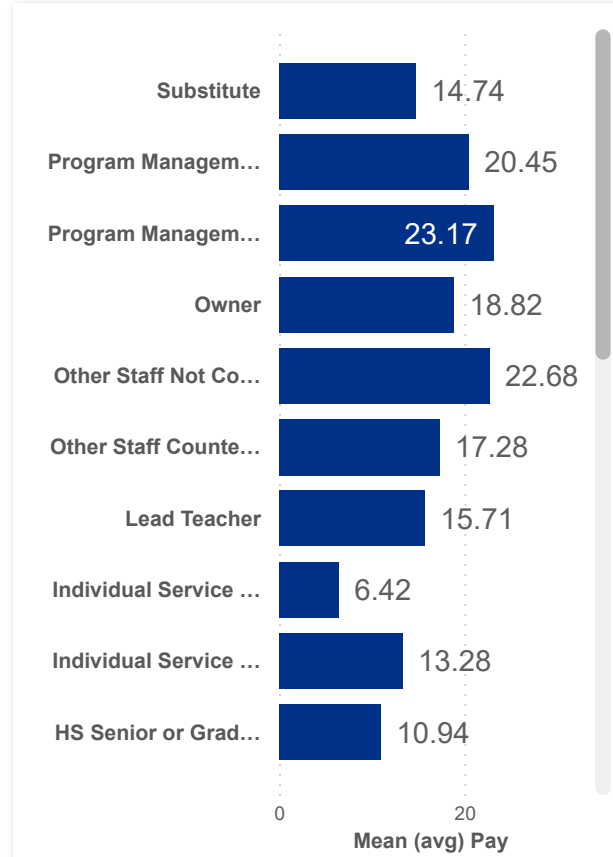
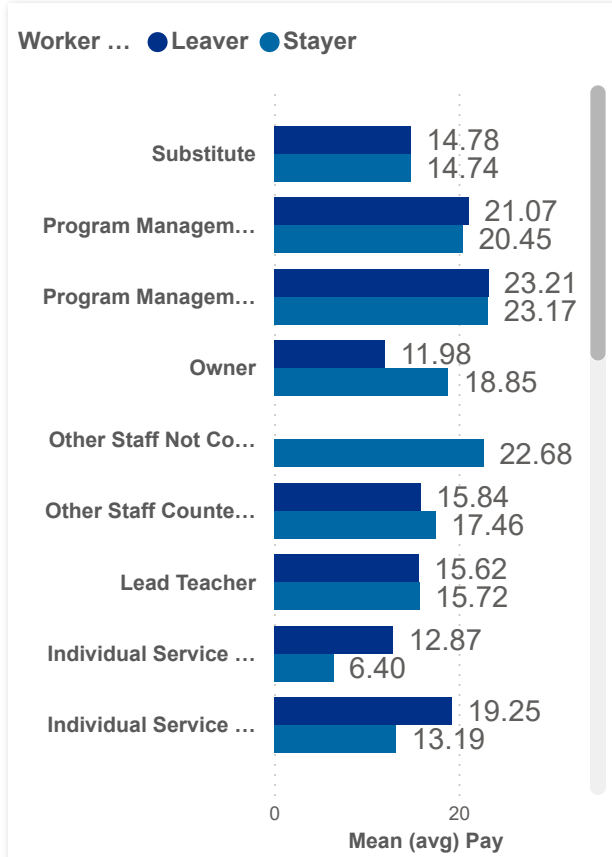
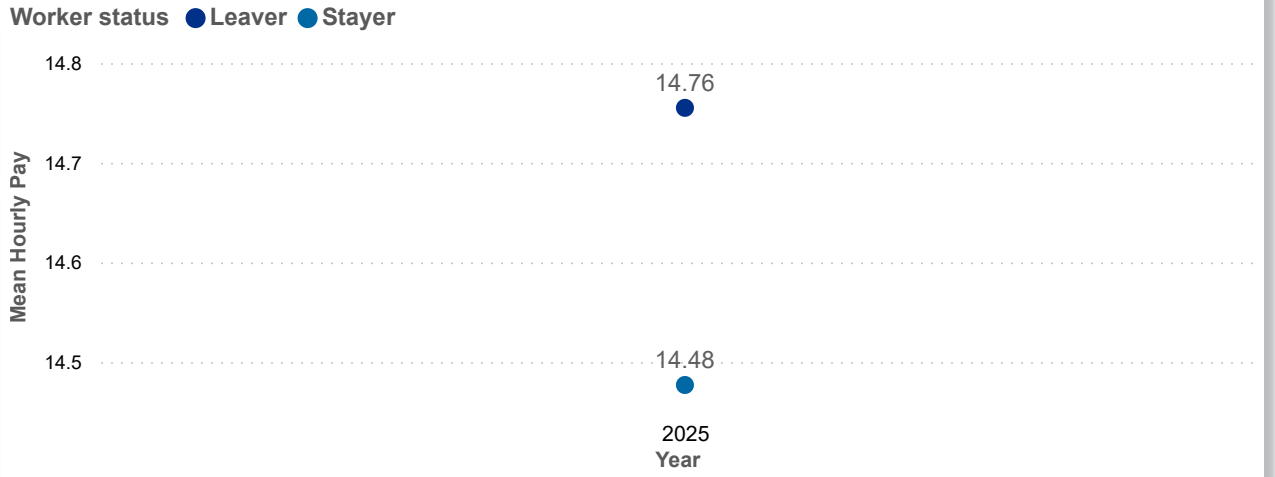
SDA>County: SDA 4 | Total Duration: 100.00 | Beale Code: All | Student Age Group: All | POWER Status: All

POWER Levels: All

### PAY MEAN (USD)



### Salary Mean by Year and Worker Status



### Combined Salary Mean by Year and Worker Status

