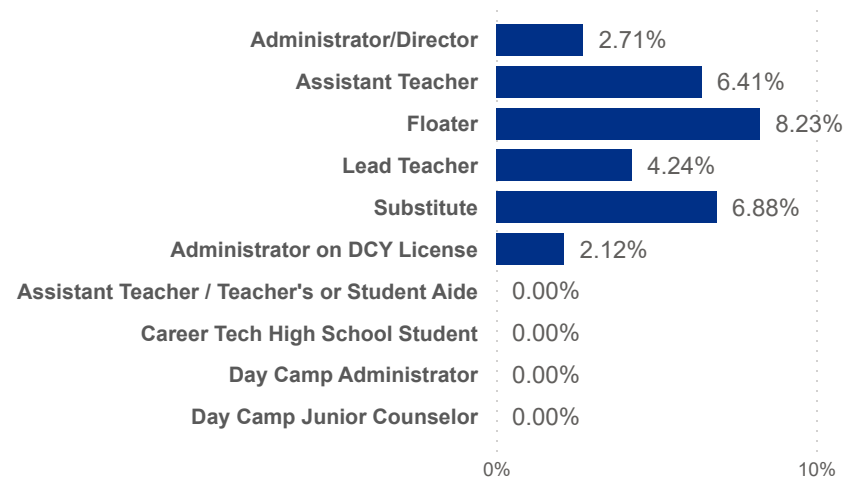




Date: 202604	Program Type: Multiple select...	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202606	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 4	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student Age Group: All	POWER Levels: All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

5.12%

Adjusted Workers

16,878

Total Leaver

1,407

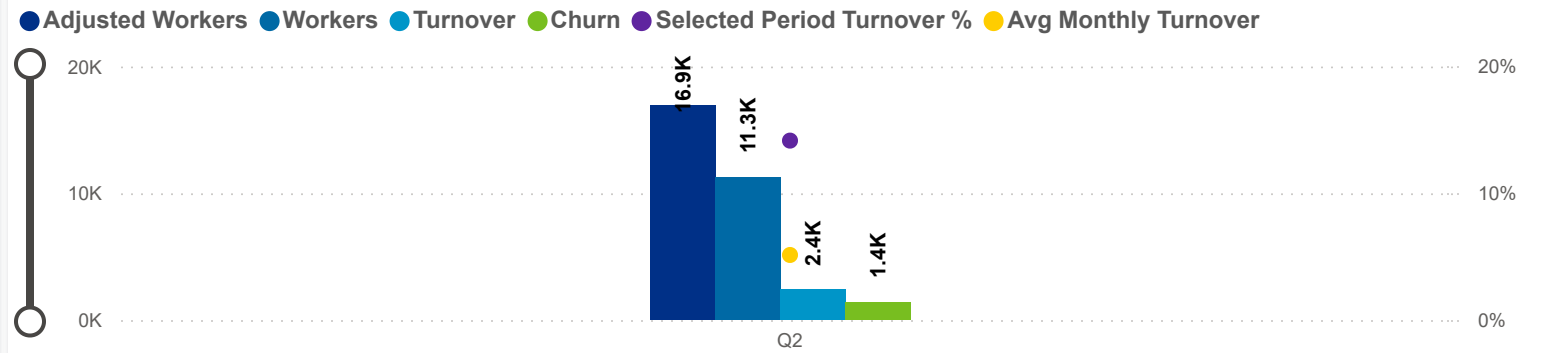
Total Stayer

15,471

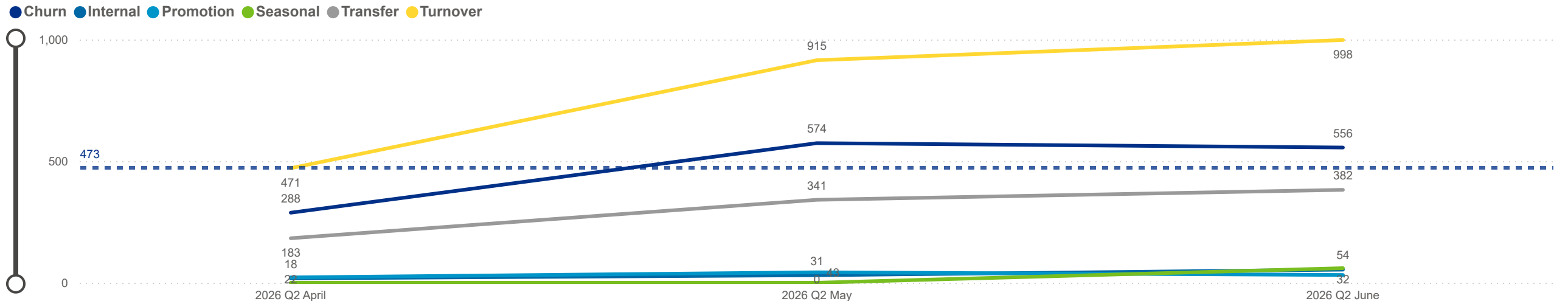
Sel Period Turnover

14.12%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



Date:202604

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202606

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

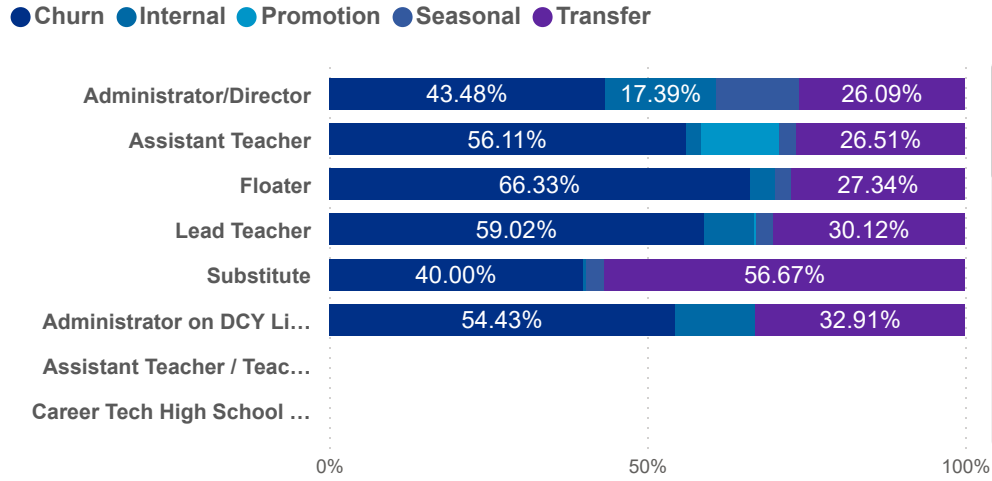
Total Duration:100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title



Avg Monthly Churn

3.05%

Adjusted Workers

16,878

Workload Median

5.22

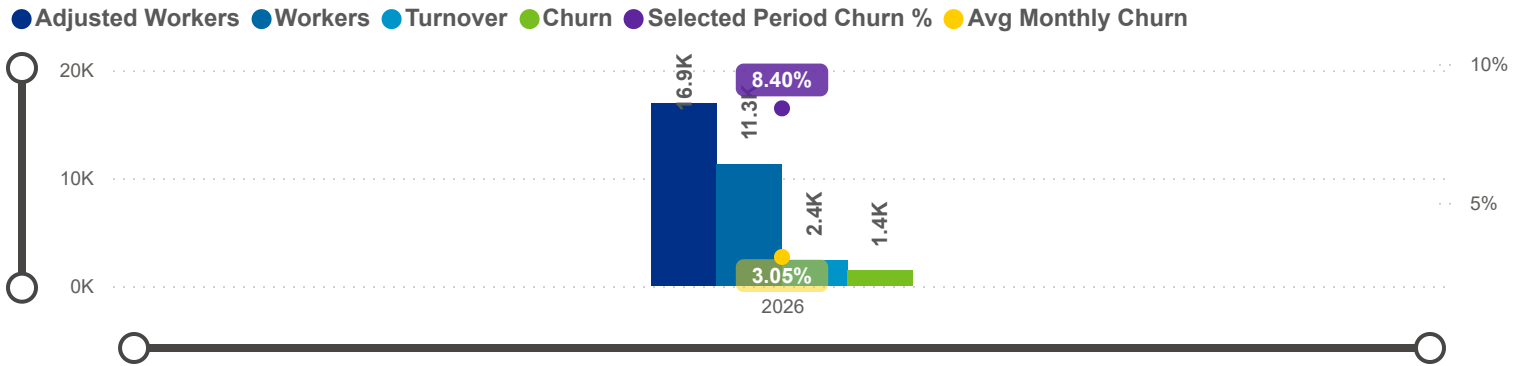
Pay Median USD / hr

15.00

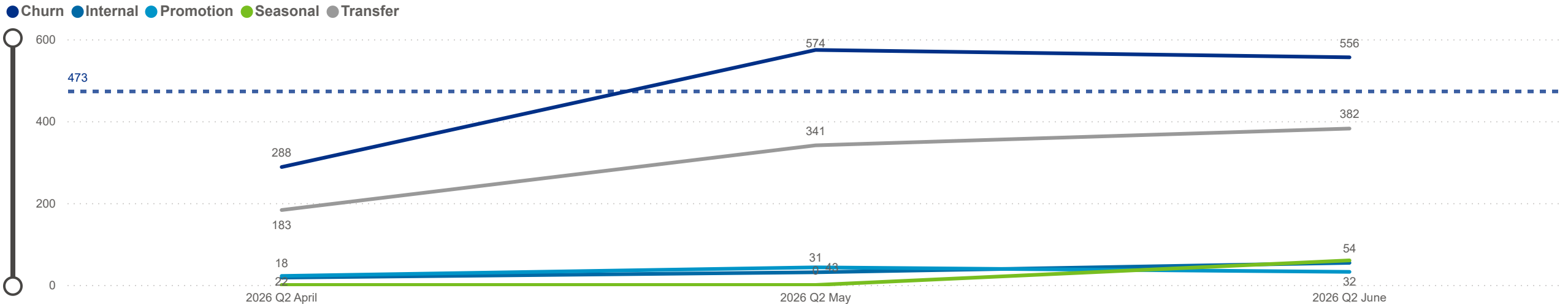
Avg ECE Duration

5.94

Avg Monthly Churn and Number of Workers



Categorization by Time Series



Date:202604

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202606

Position Type:All

Beale Code:All

Credential:All

TEACH Models:All

SDA>County:SDA 4

SUTQ Rating:All

Total Duration:0.00

Center Type:All

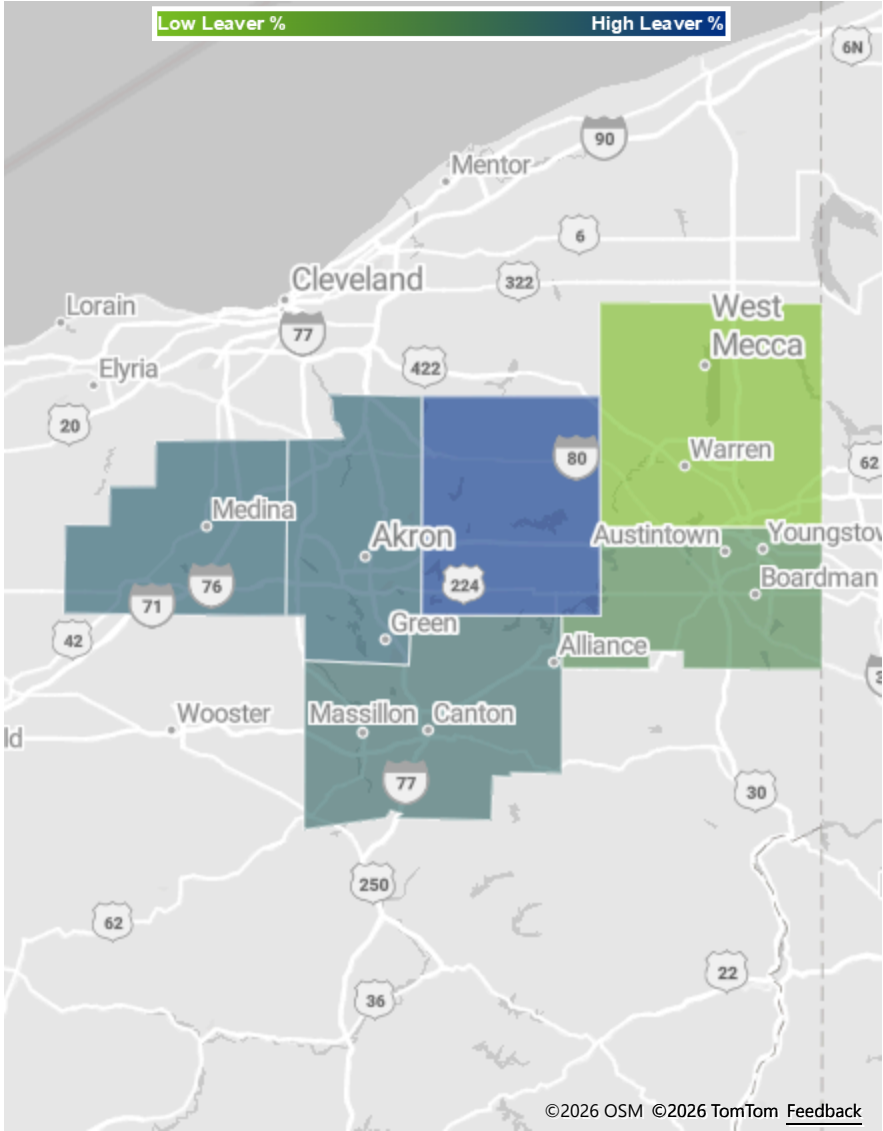
Publicly Funded:All

POWER Status:All

100.00

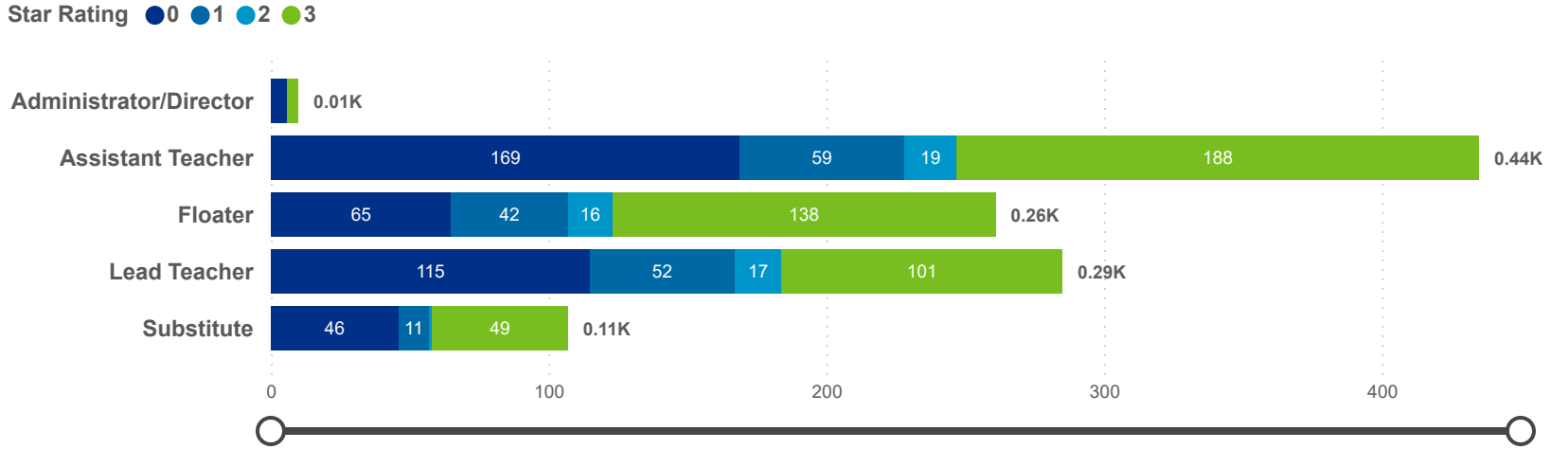
Student Age Group:All

POWER Levels:All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
16,878	1,407	15,471	8.34%

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	3,222	1,997	17.73%	231	2,991	7.17%	92.83%	2.57%	10.68%	3.82%	3.82	1.76
Stark OH	3,606	2,472	21.95%	309	3,297	8.57%	91.43%	3.23%	16.33%	6.12%	5.89	1.74
Summit OH	5,855	4,186	37.17%	533	5,322	9.10%	90.90%	3.33%	16.33%	5.94%	5.38	1.69
Portage OH	1,264	955	8.48%	136	1,128	10.76%	89.24%	3.87%	14.48%	5.17%	4.15	1.55
Medina OH	1,394	1,029	9.14%	127	1,267	9.11%	90.89%	3.39%	14.49%	5.23%	6.17	1.28
Trumbull OH	1,540	975	8.66%	71	1,469	4.61%	95.39%	1.61%	7.14%	2.49%	5.00	1.10
Total	16,878	11,262	100.00%	1,407	15,471	8.34%	91.66%	3.05%	14.12%	5.12%	5.22	1.61

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

Created Date: 07/22/2026

Date:

202604

Program Type:

Multiple select... ▾

Job Title:

All ▾

Teacher Age Group:

All ▾

Education:

All ▾

TEACH Status:

All ▾

Date:

202606

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 ▾

Total Duration:

100.00

Beale Code:

All ▾

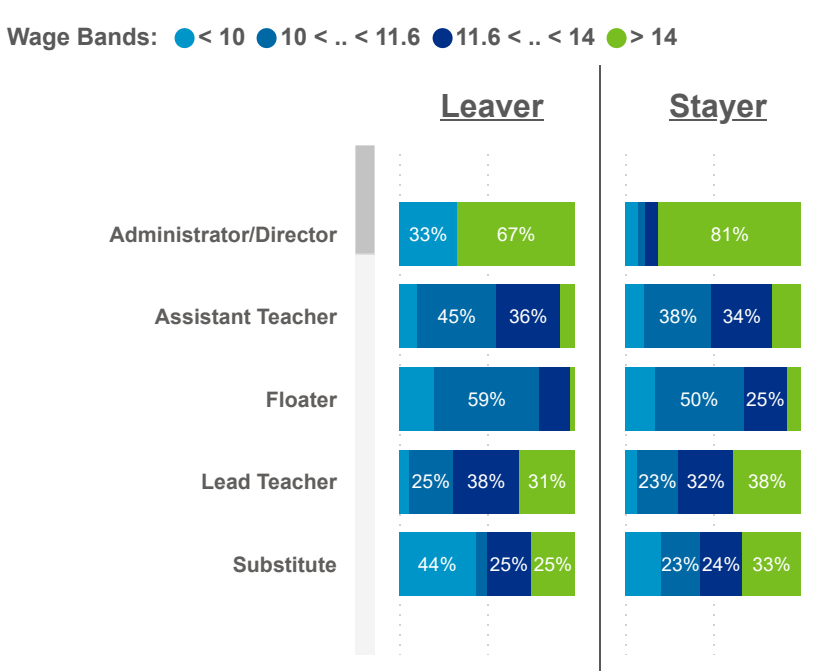
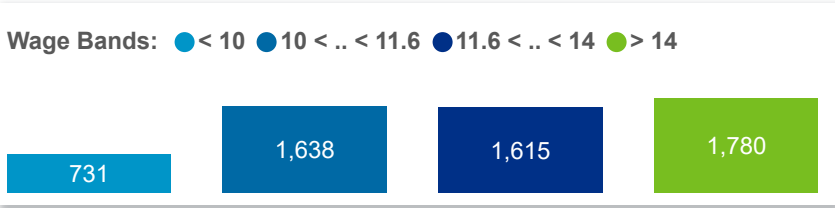
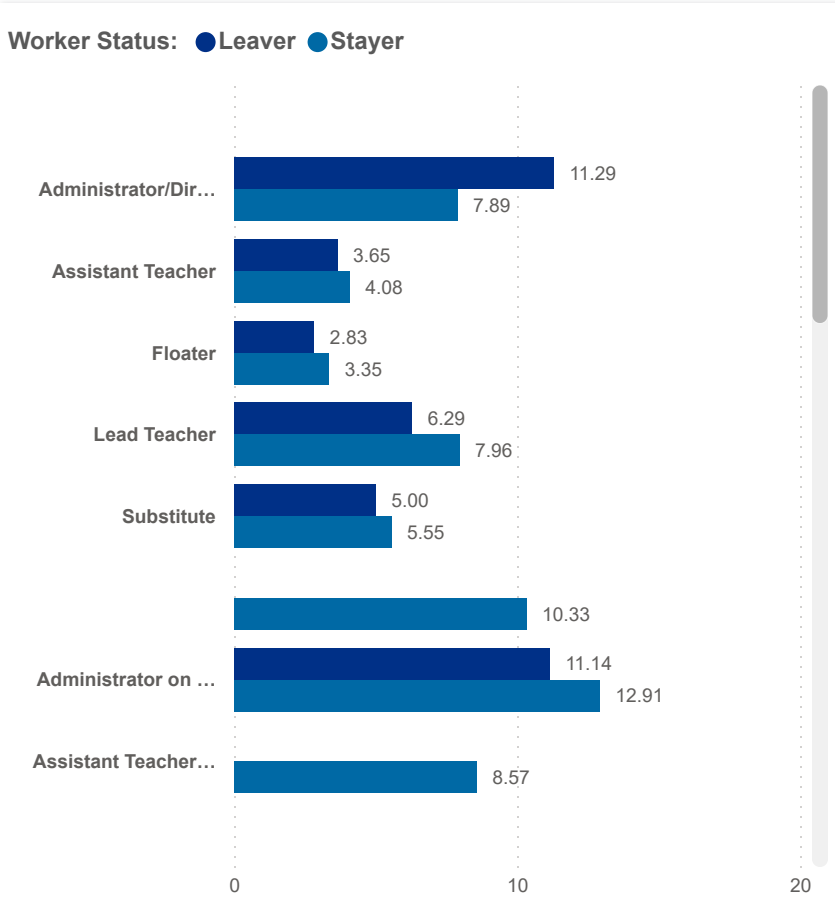
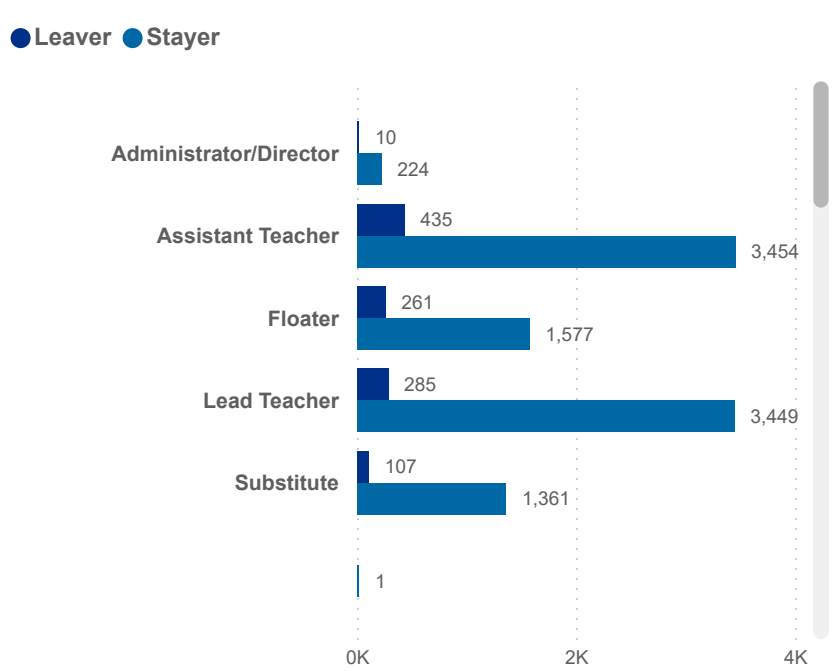
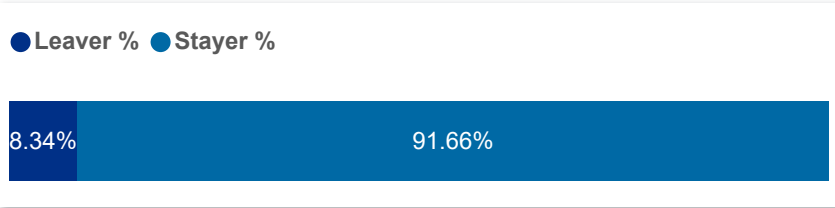
Student Age Group:

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)
1,407	15,471	4.55	6.00	14.25	15.00



occrra

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

Created Date: 07/22/2026

Date:

202604

Program Type:

Multiple select...

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

All

202606

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)
8.34%	91.66%	4.55	6.00	14.25	15.00

● Leaver % ● Stayer %

91.66%

Worker Status: ● Leaver ● Stayer

Administrator/Dir...32.70%90.06%

Assistant Teacher-38.63%-31.29%

Floater-52.45%-43.67%

Lead Teacher5.81%33.96%

Substitute-15.87%-6.62%

Administrator on ...73.79%87.54%

Assistant Teacher...44.21%

Day Camp Admini...57.39%

Day Camp Junior ...-81.54%

Day Camp Lead C...-73.69%

Day Camp Owner-39.74%

Extracurricular U...5.19%

High School Junior-76.66%-75.21%

High School Stud...-81.83%-72.40%

HS Senior or Gra...-43.21%-12.38%

Individual Service...

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

20.24%

24.72%

24.13%

30.91%

Worker Status: ● Leaver ● Stayer

Administrator/Director0.00%0.05%

Assistant Teacher0.20%0.77%

Floater0.12%0.36%

Lead Teacher0.13%0.74%

Substitute0.05%0.29%

Administrator on DCY Licens...0.02%0.22%

Assistant Teacher / Teacher'...0.00%

Career Tech High School St...0.00%

Day Camp Administrator0.00%

Day Camp Junior Counselor0.00%

Day Camp Lead Counselor0.01%

Extracurricular Used in Ratio0.01%0.07%

Worker Status: ● Leaver ● Stayer

Administrator/Dir...32.70%90.06%

Assistant Teacher-38.63%-31.29%

Floater-52.45%-43.67%

Lead Teacher5.81%33.96%

Substitute-15.87%-6.62%

Administrator on ...73.79%87.54%

Assistant Teacher...44.21%

Day Camp Admini...57.39%

Day Camp Junior ...-81.54%

Day Camp Lead C...-73.69%

Day Camp Owner-39.74%

Extracurricular U...5.19%

High School Junior-76.66%-75.21%

High School Stud...-81.83%-72.40%

HS Senior or Gra...-43.21%-12.38%

Individual Service...

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

LeaverStayer

Administrator/Director66.67%80.77%

Assistant Teacher45.16%

Floater59.46%50.41%

Lead Teacher43.75%

Substitute50.00%50.00%

Administrator on DCY Licens...57.14%59.13%

Day Camp Administrator66.67%

Day Camp Junior Counselor100.00%

Day Camp Lead Counselor62.75%

Extracurricular Used in Ratio

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End of Dashboard Lifecycle | DATA DATE 6/30/2026

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Date:202604

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202606

Position Type:All

Center Type:All

Publicly Funded:All

Credential:All

TEACH Models:All

SDA>County:SDA 4

SUTQ Rating:All

Total Duration:0.00

Beale Code:All

Student Age Group:All

POWER Status:All

Total Duration:100.00

POWER Levels:All

LEAVER (Avg Career Duration)

9.17

STAYER (Avg Career Duration)

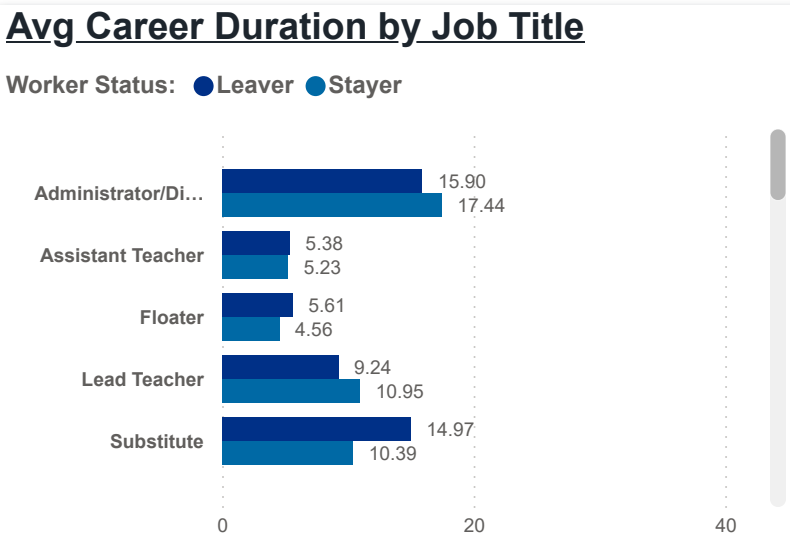
11.13

TOTAL STAYER

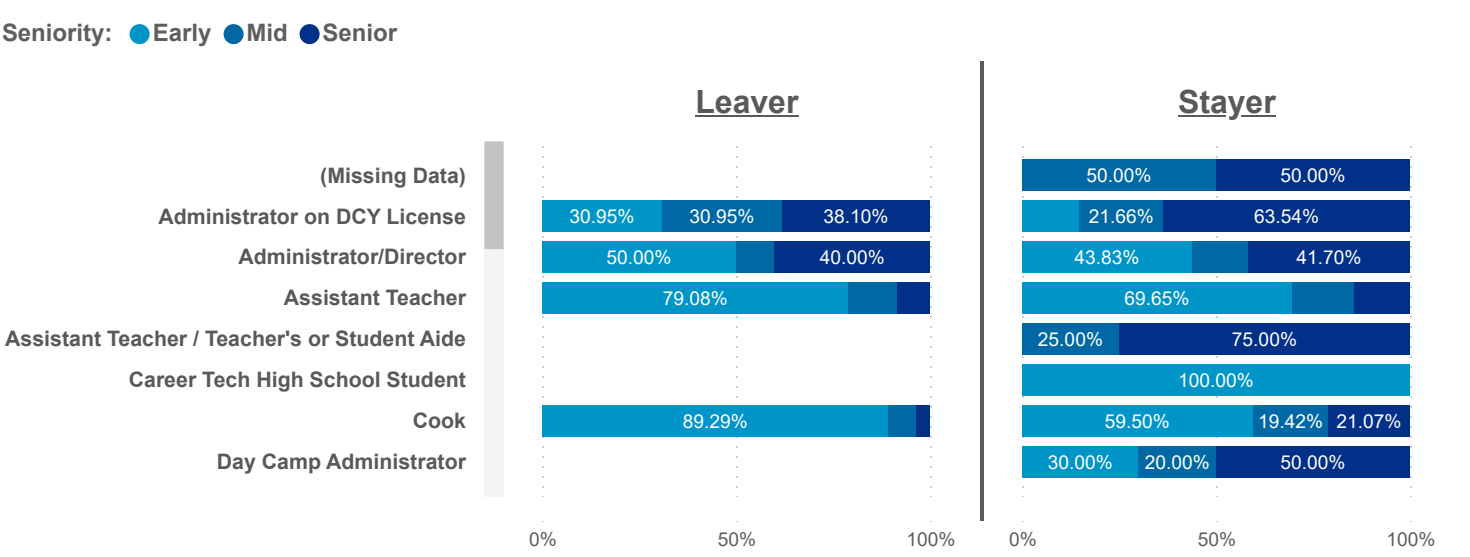
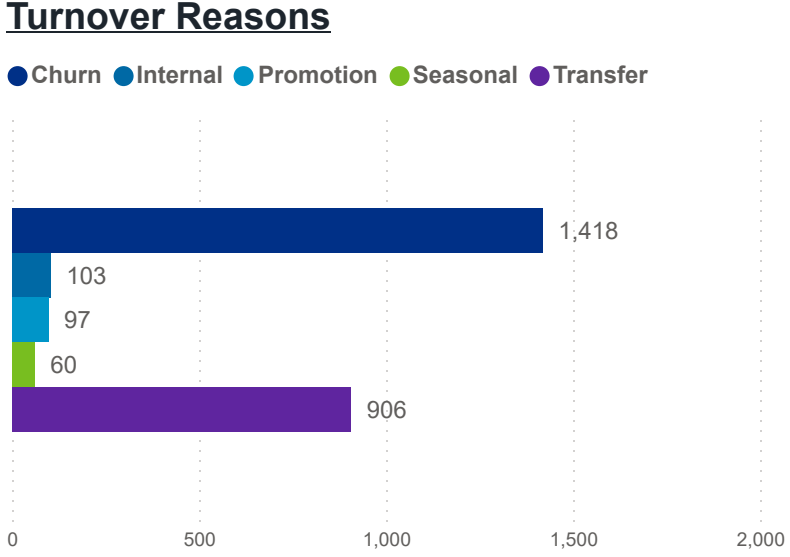
15,471

STAYER (Promotion)

97



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mea
Mahoning	Administrator/Director	2.56		Early	10.67	
Medina	Administrator/Director	1.76		Early	14.88	
Portage	Administrator/Director	2.04		Early	4.00	
Stark	Administrator/Director	2.89		Early	9.77	
Summit	Administrator/Director	2.06		Early	5.73	
Trumbull	Administrator/Director	1.05		Early	6.41	
Stark	Administrator/Director	3.62	17.00	Early	28.10	
Portage	Administrator/Director	4.71	25.00	Early	11.29	
Mahoning	Administrator/Director	0.06	35.00	Early	10.83	
Summit	Administrator/Director	0.61	37.00	Early	18.50	
Stark	Administrator/Director	4.21	40.00	Early	15.61	



Date:202604

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202606

Position Type:All

Center Type:All

Publicly Funded:All

POWER Status:All

Credential:All

TEACH Models:All

SDA>County:SDA 4

SUTQ Rating:All

Total Duration:0.00

Beale Code:All

Student Age Group:All

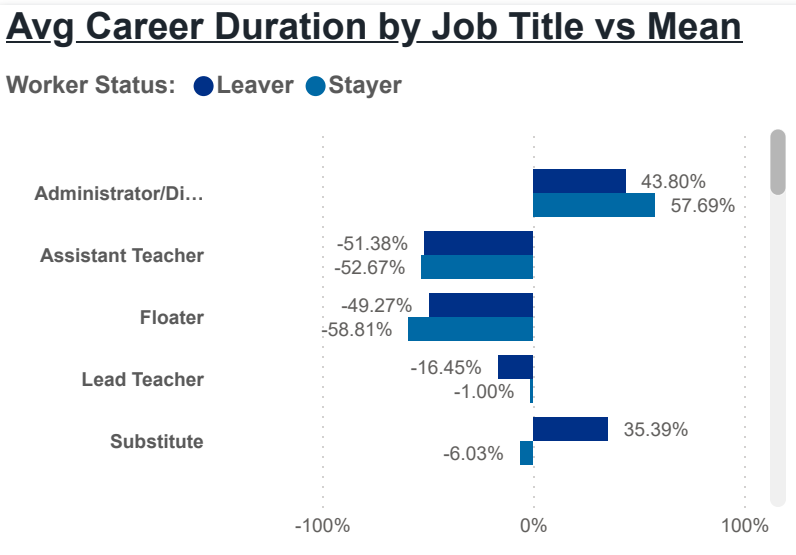
POWER Levels:All

LEAVER (Avg Career Duration)

9.17

STAYER (Avg Career Duration)

11.13



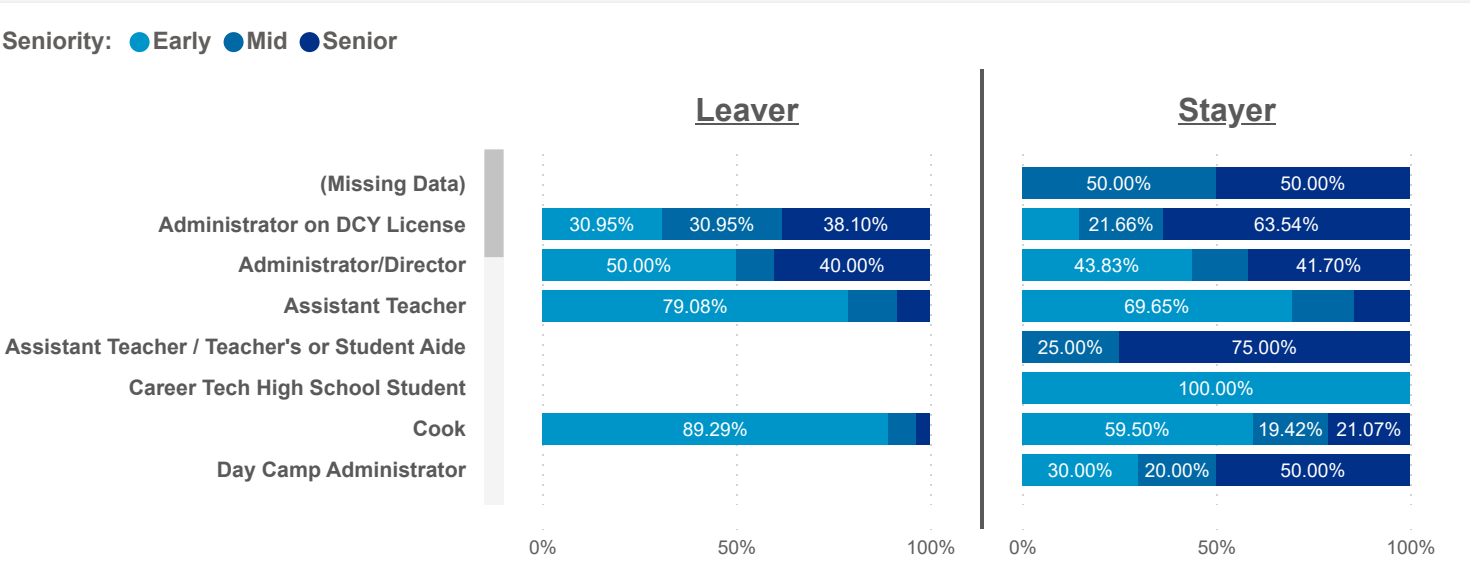
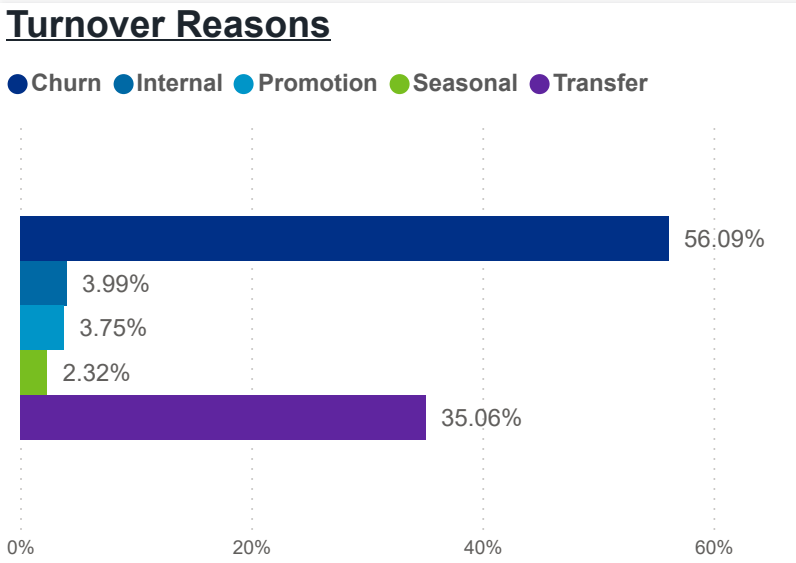
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Stark	Assistant Teacher	0.00	13.35	Early	4.15	3.0
Stark	Assistant Teacher	0.00	15.25	Mid	4.89	3.0
Stark	Floater	0.00	13.35	Early	4.50	3.0
Stark	Floater	0.00	13.55	Early	5.00	0.0
Stark	Floater	0.00	14.75	Mid	4.36	2.0
Stark	Floater	0.00	18.00	Mid	6.72	3.0
Summit	Floater	0.00	19.00	Mid	4.21	3.0
Stark	Lead Teacher	0.00	13.55	Early	5.00	0.0
Stark	Lead Teacher	0.00	14.75	Early	10.00	1.0
Stark	Lead Teacher	0.00	15.85	Early	5.63	0.0
Summit	Lead Teacher	0.00	17.14	Mid	4.23	0.0

TOTAL STAYER

15,471

STAYER (Promotion)

97



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

Created Date: 07/22/2026

Date:

202604

Program Type:

Multiple select...

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

All

202606

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

14.25

STAYER

15.00

PAY PROGRESSION (USD)

LEAVER

0.80

STAYER

0.23

PAY & CAREER SENIORITY (USD)

Seniority:

Early

Mid

Senior

12.65

15.76

17.26

Worker Status:

Leaver

Stayer

Median Hourly Pay

15.0

14.5

15.00

14.25

2026

Year

Worker Status:

Leaver

Stayer

Median Pay Change

3.0

2.5

2.0

2.50

2.50

2026

Year

Seniority:

Early

Mid

Senior

Leaver

Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute

25.00

13.71

12.84

15.93

13.09

11.00

13.76

14.07

16.31

13.23

24.59

15.07

13.00

15.27

17.92

30.40

14.33

13.40

15.66

14.40

12.38

30.08

14.39

14.30

16.14

14.00

15.94

22.14

14.79

14.78

16.75

16.81

Worker Status:

Leaver

Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

24.59

14.00

13.00

15.00

29.00

14.29

13.00

15.85

Median Pay

0

20

Worker Status:

Leaver

Stayer

Assistant Teacher

Floater

Lead Teacher

Substitute

3.88

1.50

3.25

0.75

2.25

2.00

3.00

2.50

Median Pay Change

-20

0

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End of Dashboard Lifecycle | DATA DATE 6/30/2026

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occr

ra

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

Created Date: 07/22/2026

Date:

202604

Program Type:

Multiple select...

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

All

202606

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

14.25

STAYER

15.00

Worker Status: ●Leaver ●Stayer

Median Hourly Pay

15.0

14.5

15.00

14.25

2026

Year

PAY PROGRESSION (USD)

LEAVER

0.80

STAYER

0.23

Worker Status: ●Leaver ●Stayer

Median Pay Chan...

3.0

2.5

2.0

2.50

2.50

2026

Year

PAY & CAREER SENIORITY (USD)

Seniority: ●Early ●Mid ●Senior

10%

0%

-10%

-7.7%

8.1%

Early

Mid

Senior

Seniority: ●Early ●Mid ●Senior

Leaver

Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute

66.7%

63.9%

-26.7%

-6.7%

-6.7%

133.3%

136.7%

80.9%

-6.7%

-3.9%

-13.3%

-6.7%

-6.7%

0.0%

3.7%

0.0%

0.0%

0.0%

0.0%

0.0%

19.5%

-17.0%

-100.0%

-100.0%

-100.0%

0.0%

5.3%

6.3%

-7.5%

-17.5%

Powered by NEW SYSTEMS>ETHIC | NSE Collective Analytics

End of Dashboard Lifecycle | DATA DATE 6/30/2026

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Date:	202604	Program Type:	Multiple select...	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All			
	202606	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)

5.22

Workload Median (Leaver)

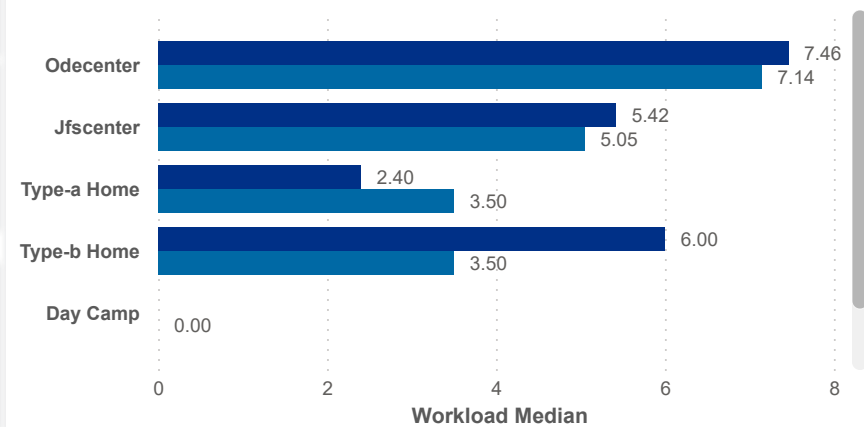
5.67

Workload Median (Stayer)

5.18

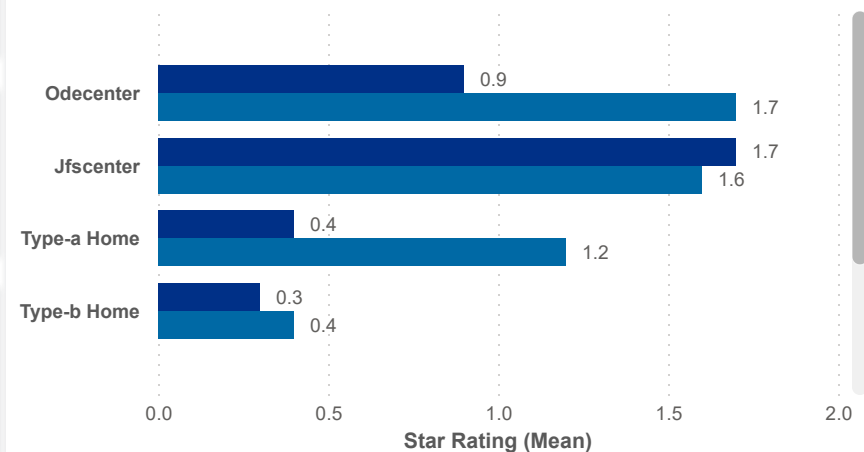
Workload Median

Worker status ● Leaver ● Stayer



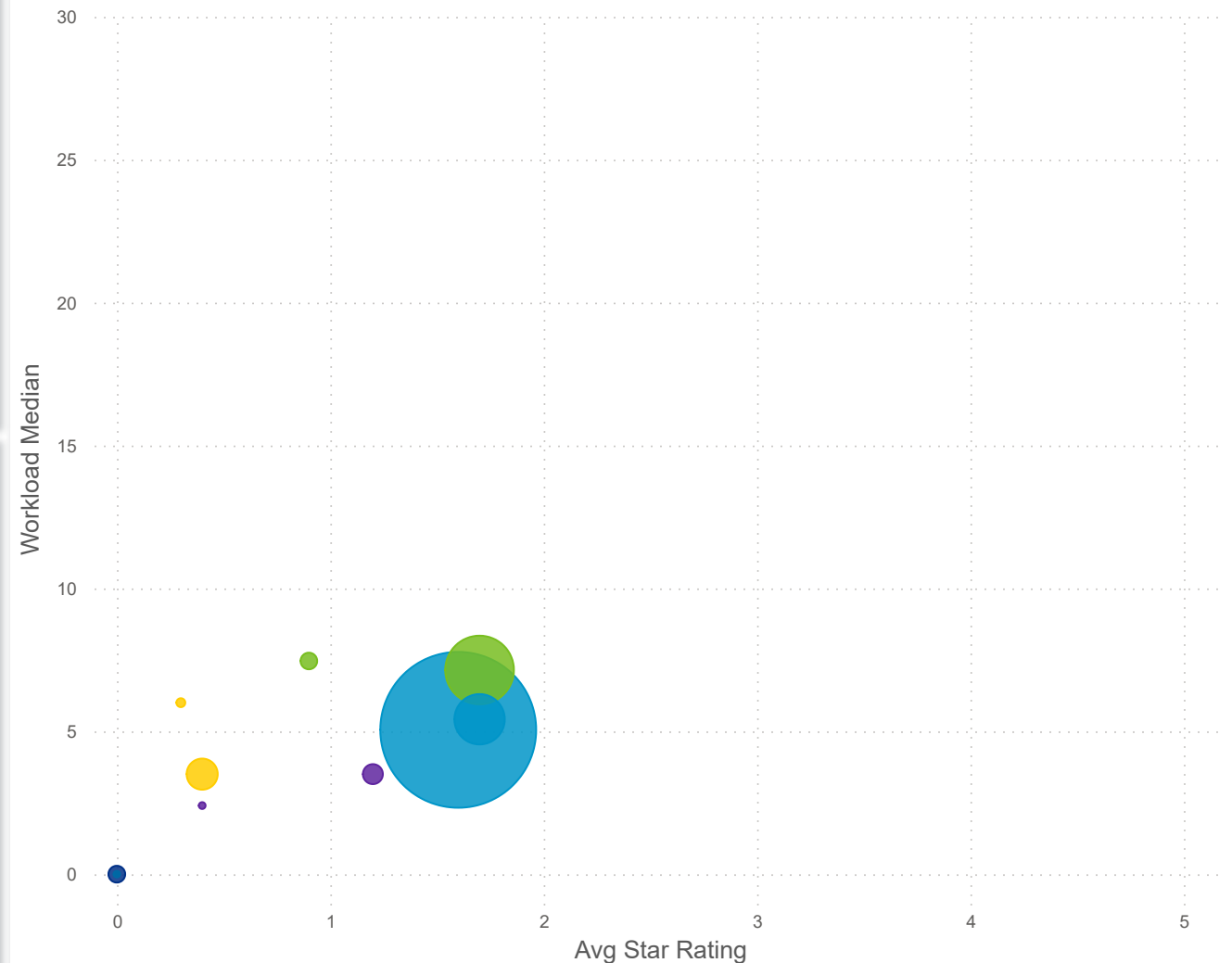
Star Rating Mean

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:	202604	Program Type:	Multiple select...	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All			
	202606	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)

5.22

Workload Median (Leaver)

5.67

Workload Median (Stayer)

5.18

Star Rating Mean (Total)

1.6

Star Rating Mean (Leaver)

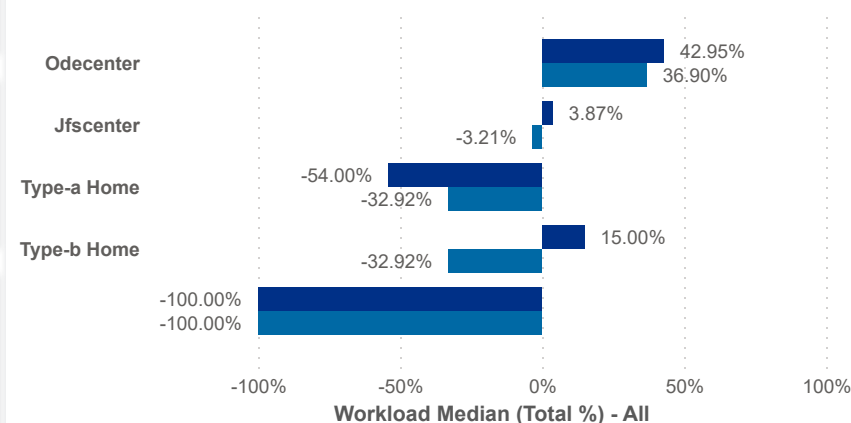
1.6

Star Rating Mean (Stayer)

1.6

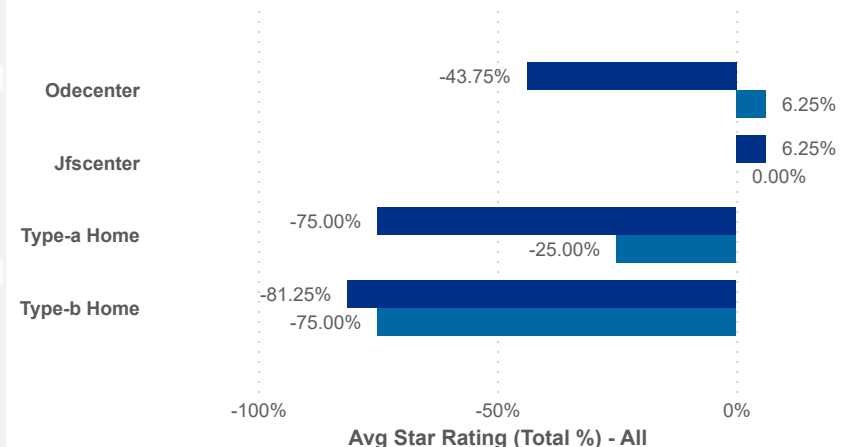
Workload Median (Total %)

Worker status ● Leaver ● Stayer



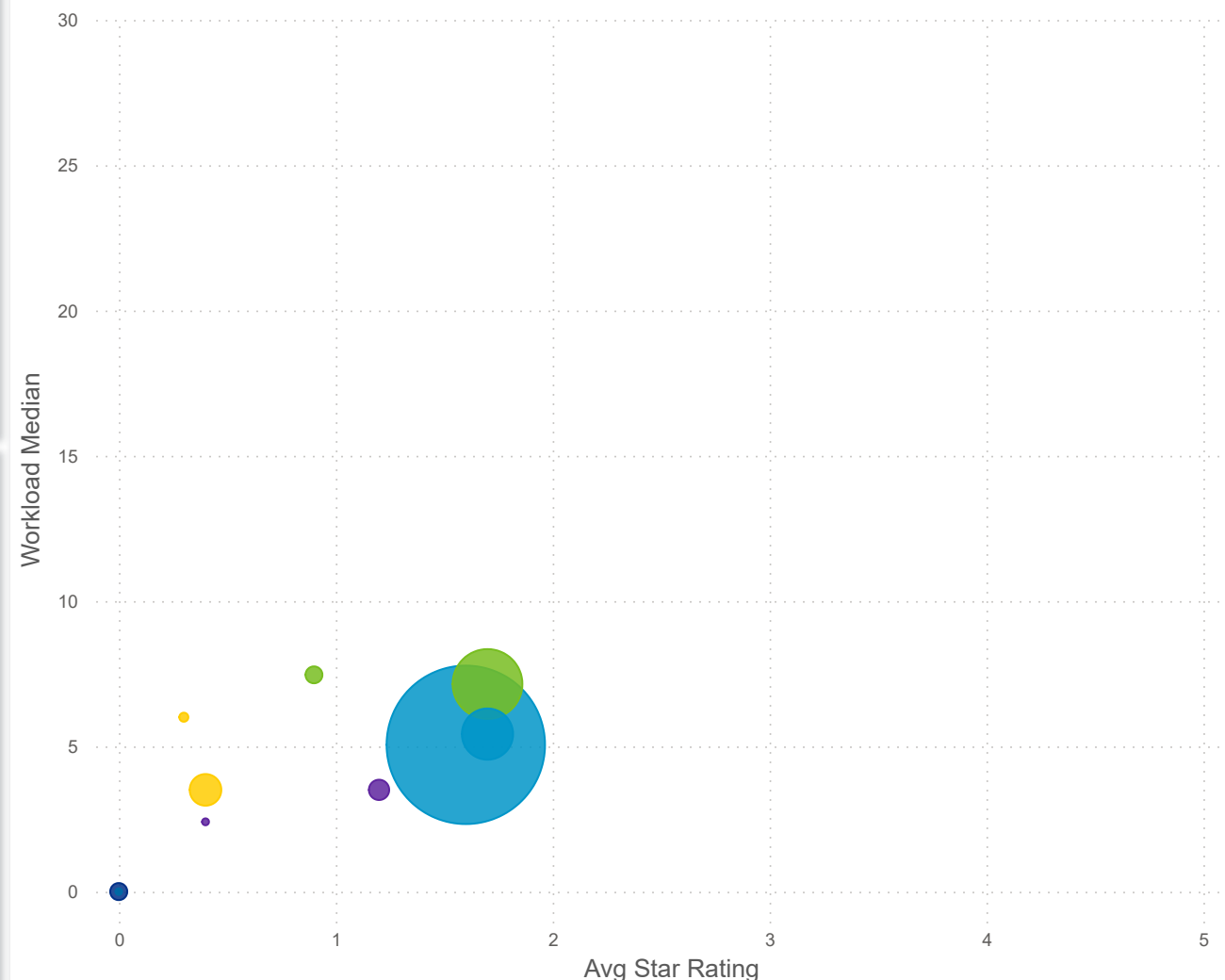
Star Rating Mean (Total %)

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:	202604	Program Type:	Multiple select...	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202606	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

14.90

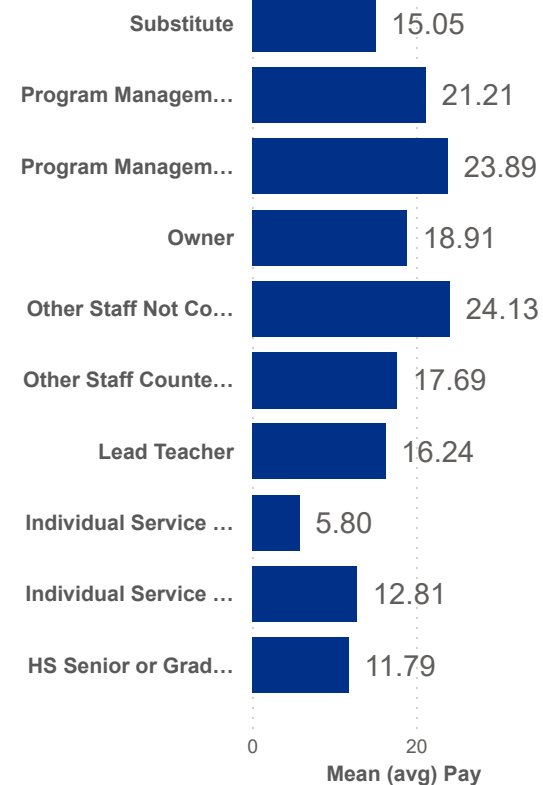
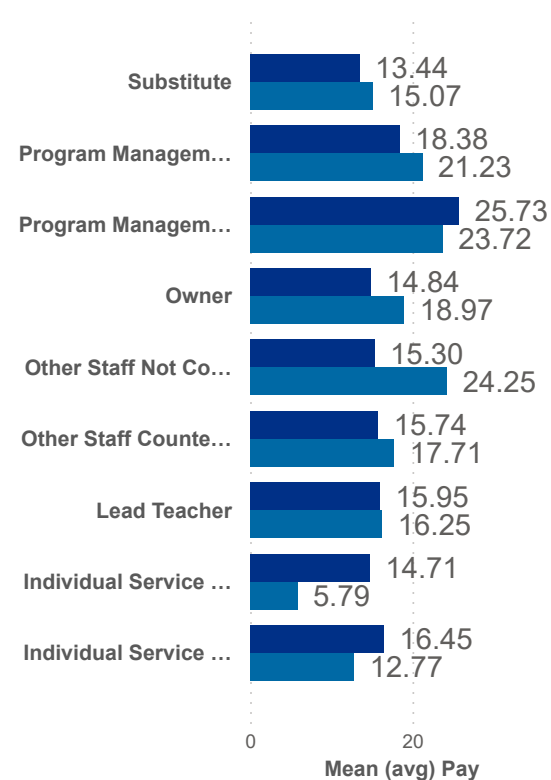
STAYER

14.73

COMBINED

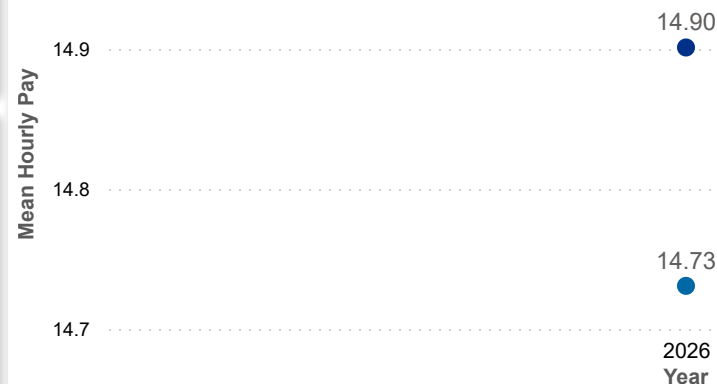
14.73

Worker status ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

