

Date:202507202606

Program Type:Multiple select...Position Type:All

Job Title:All

Teacher Age Group:All

Education:All

Credential:All

TEACH Status:All

TEACH Models:All

SDA>County:All

SUTQ Rating:All

Total Duration:0.00100.00

Center Type:All

Beale Code:All

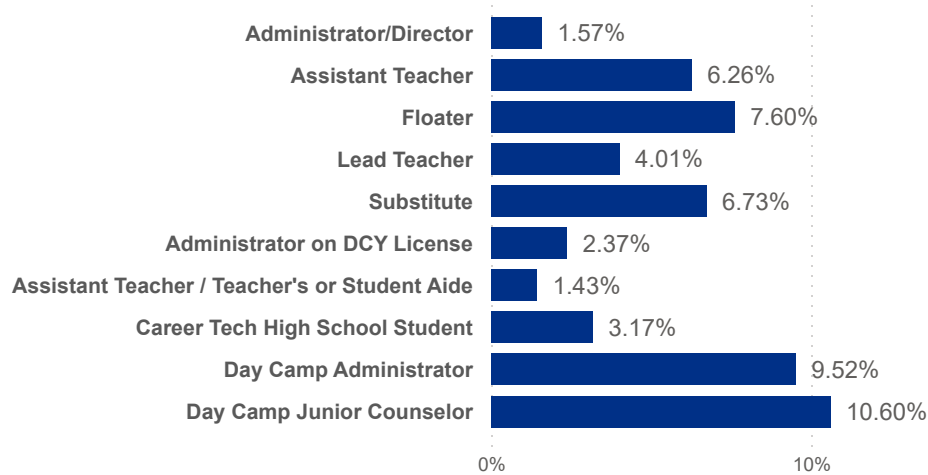
Publicly Funded:All

Student Age Group:All

POWER Status:All

POWER Levels:All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

5.01%

Adjusted Workers

182,155

Total Leaver

37,790

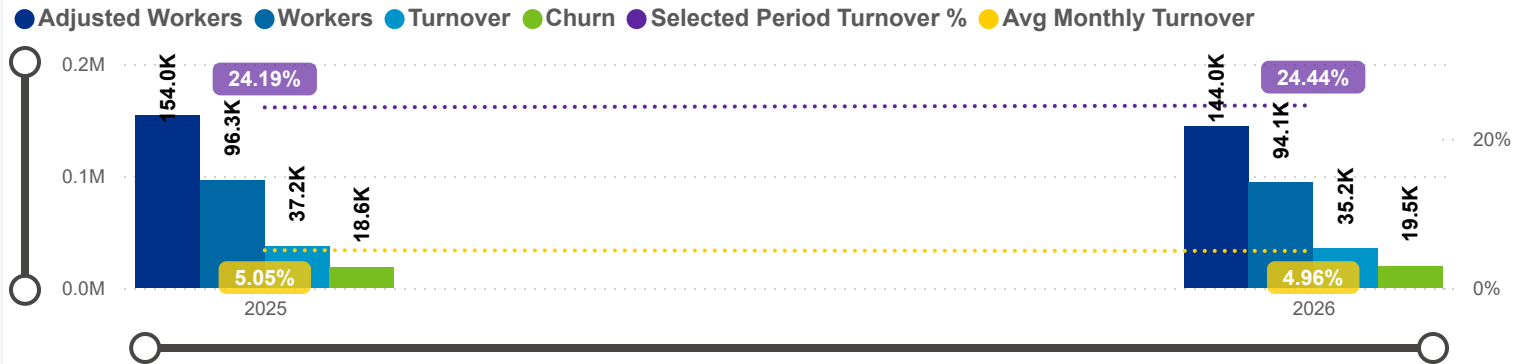
Total Stayer

144,365

Sel Period Turnover

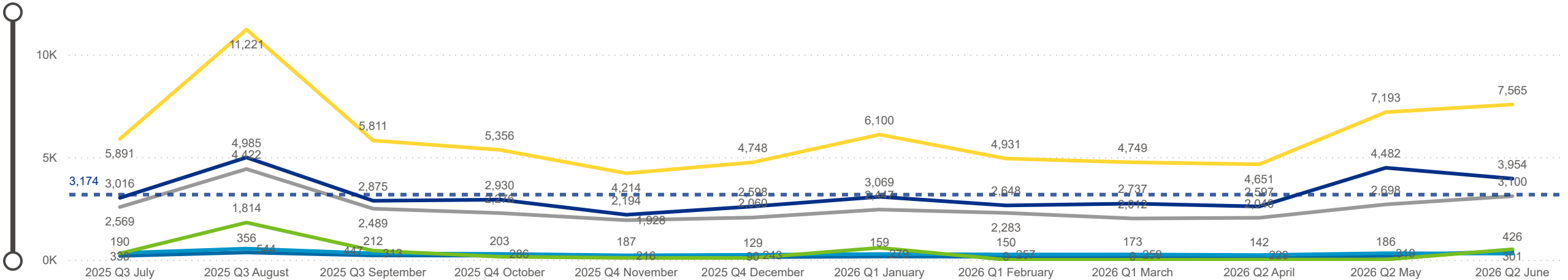
39.76%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



Date:202507202606

Program Type:Multiple select...Position Type:All

Job Title:All

Teacher Age Group:All

Education:All

Credential:All

TEACH Status:All

TEACH Models:All

SDA>County:All

SUTQ Rating:All

Total Duration:0.00100.00

Center Type:All

Beale Code:All

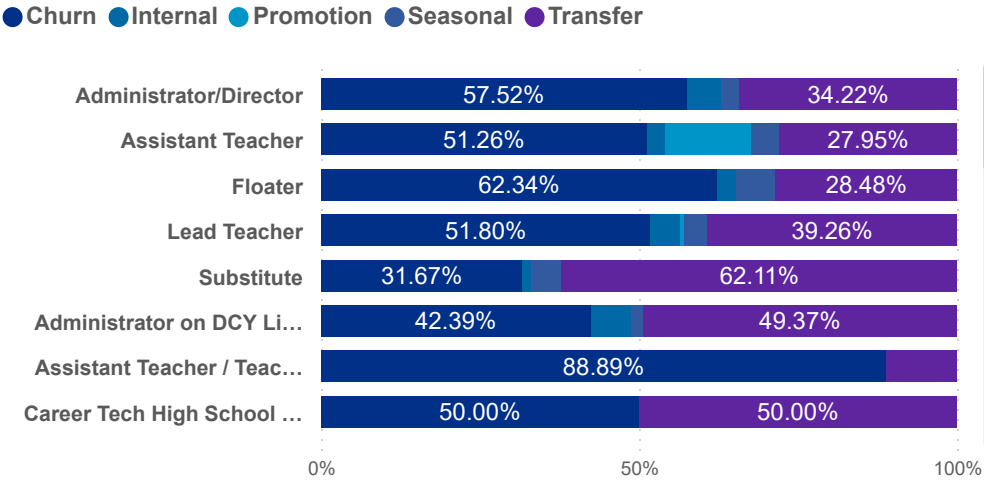
Publicly Funded:All

Student Age Group:All

POWER Status:All

POWER Levels:All

Job Change Reasons by Job Title



Avg Monthly Churn

2.63%

Adjusted Workers

182,155

Workload Median

5.15

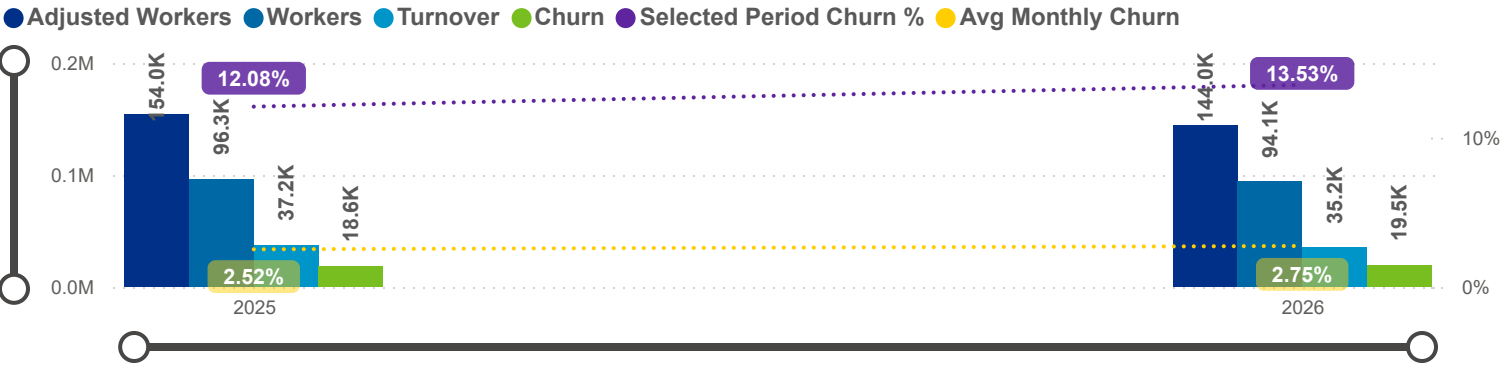
Pay Median USD / hr

15.50

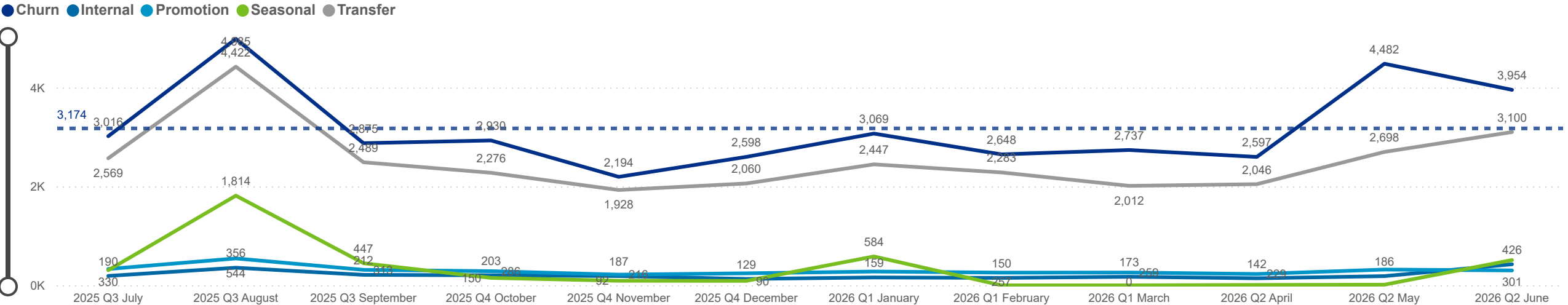
Avg ECE Duration

5.33

Avg Monthly Churn and Number of Workers



Categorization by Time Series



Date: 202507

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: All

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

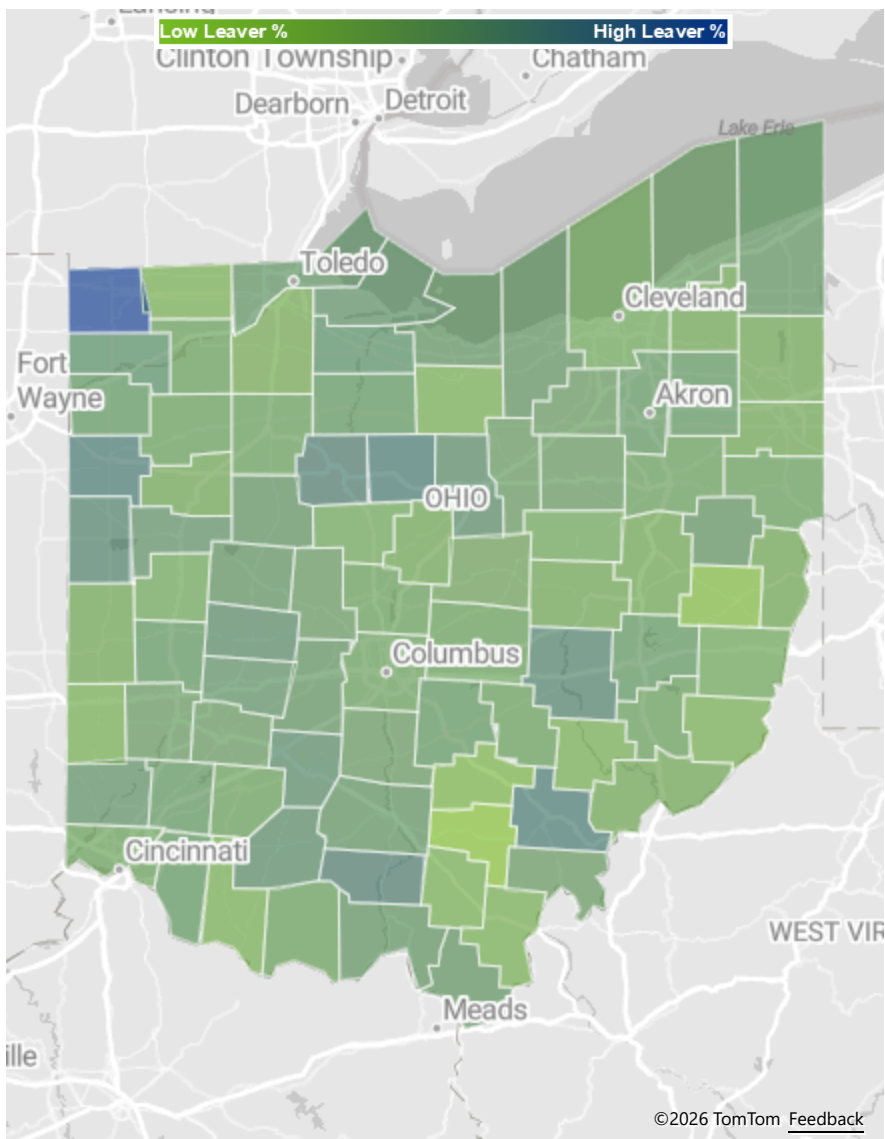
POWER Status: All

100.00

Beale Code: All

Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS

182,155

TOTAL LEAVER

37,790

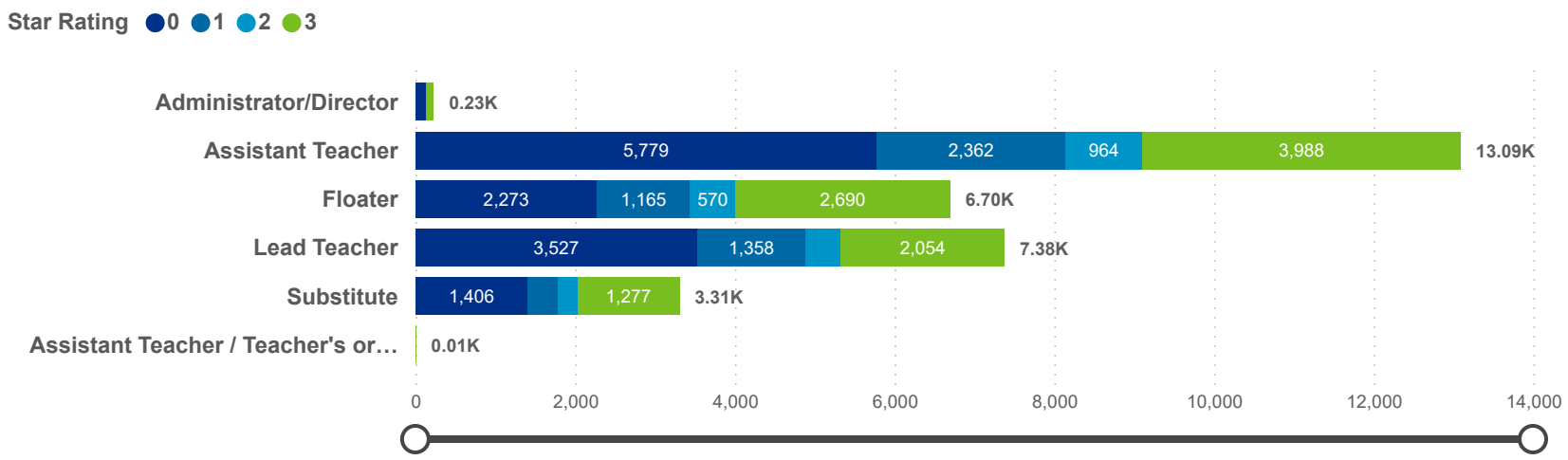
TOTAL STAYER

144,365

SELECTED PERIOD CHURN %

20.75%

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
Monroe OH	170	95	0.09%	24	146	14.12%	85.88%	1.34%	18.82%	1.78%	3.20	2.55
Carroll OH	99	82	0.08%	24	75	24.24%	75.76%	2.68%	33.33%	3.69%	6.50	2.52
Highland OH	444	286	0.27%	120	324	27.03%	72.97%	3.42%	45.05%	5.70%	3.78	2.45
Harrison OH	64	56	0.05%	6	58	9.38%	90.63%	0.98%	15.63%	1.64%	5.91	2.34
Noble OH	224	135	0.13%	46	178	20.54%	79.46%	2.70%	46.43%	6.10%	3.58	2.29
Hardin OH	280	185	0.17%	68	212	24.29%	75.71%	2.64%	30.00%	3.21%	5.00	2.29
Fayette OH	345	225	0.21%	97	248	28.12%	71.88%	3.67%	46.96%	6.06%	3.45	2.22
Columbiana OH	1,205	643	0.60%	249	956	20.66%	79.34%	2.54%	34.94%	4.25%	4.00	2.21
Knox OH	707	457	0.42%	130	577	18.39%	81.61%	2.35%	31.54%	3.95%	2.88	2.20
Ross OH	754	522	0.48%	179	575	23.74%	76.26%	2.95%	34.48%	4.24%	5.87	2.17
Total	182,155	107,716	100.00%	37,790	144,365	20.75%	79.25%	2.63%	39.76%	5.01%	5.15	1.37



Date:202507

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:All

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

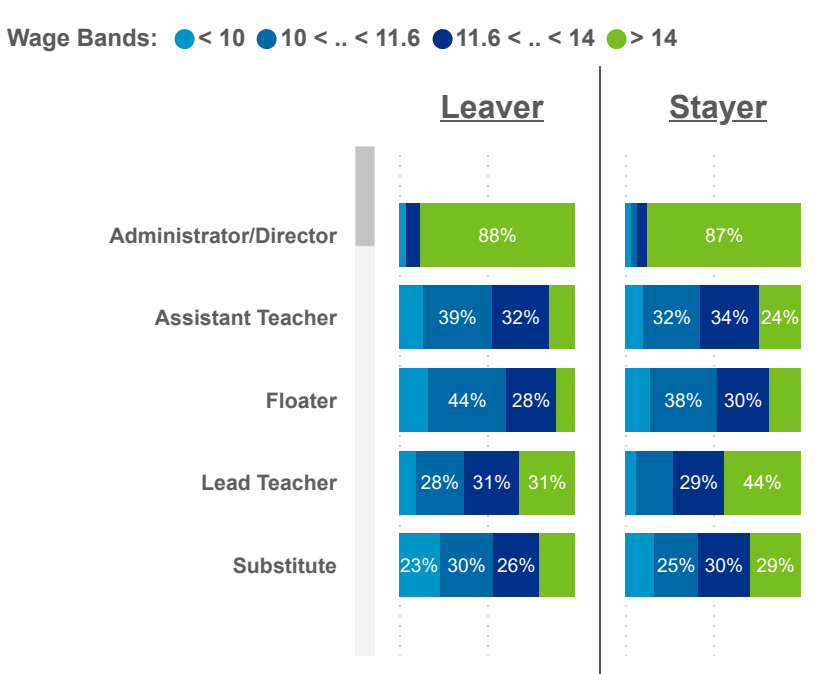
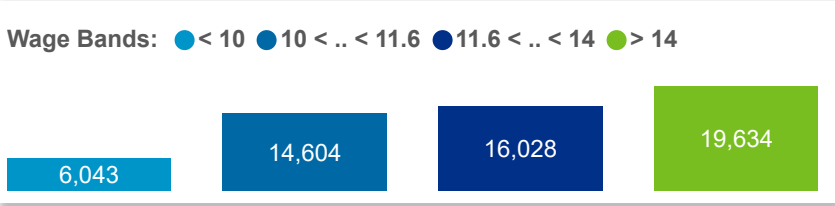
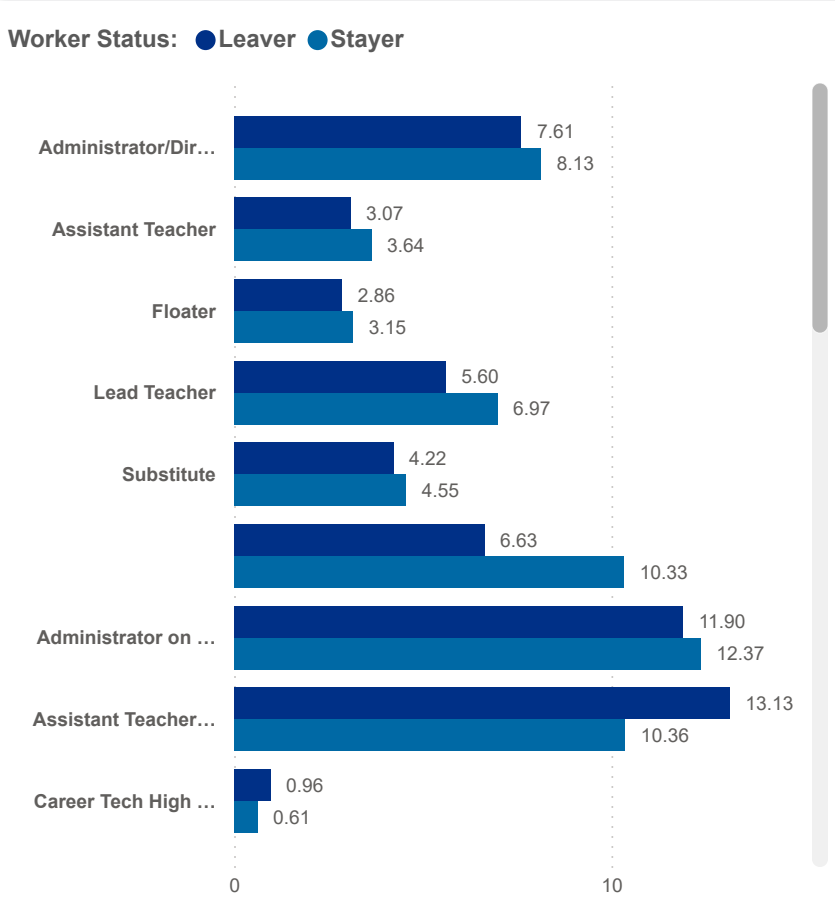
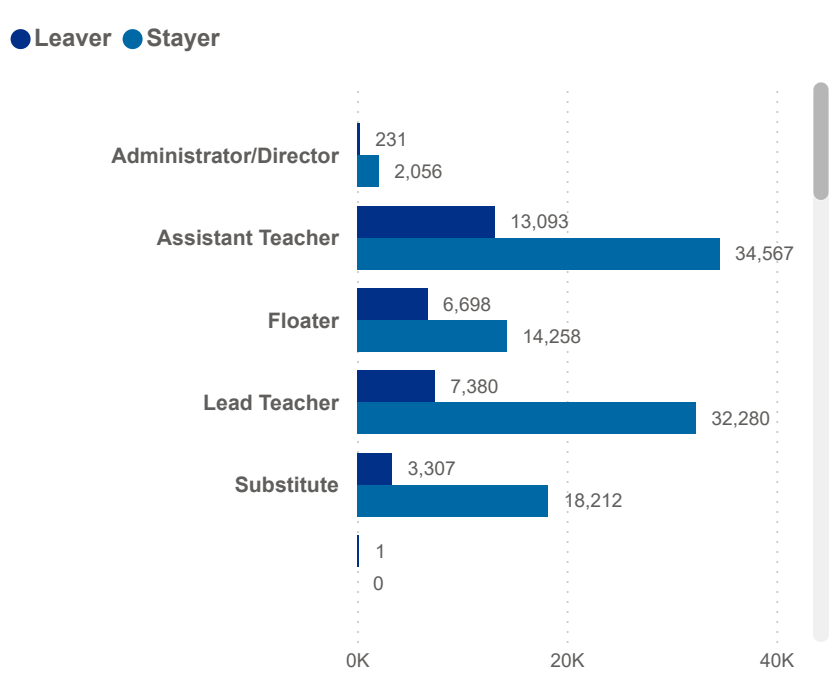
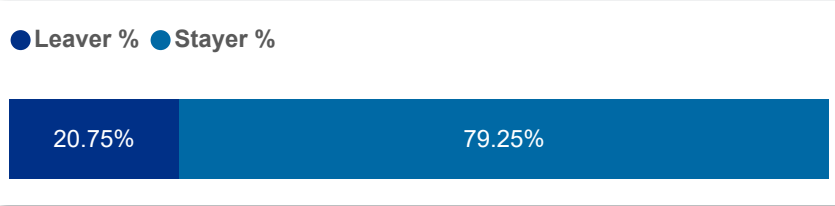
100.00

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)
37,790	144,365	4.16	5.42	14.50	15.50



occrra

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

Created Date: 07/22/2026

Date:

202507

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:

All

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)
20.75%	79.25%	4.16	5.42	14.50	15.50

● Leaver % ● Stayer %

20.75%

79.25%

Worker Status: ● Leaver ● Stayer

Administrator/Dir...

Assistant Teacher

Floater

Lead Teacher

Substitute

42.74%

52.66%

-42.30%

-31.72%

-46.31%

-40.91%

5.12%

30.88%

-20.88%

-14.53%

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

11.46%

24.78%

27.05%

36.70%

Worker Status: ● Leaver ● Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute

Administrator on DCY Licensure

Assistant Teacher / Teacher's Aide

Career Tech High School Student

Day Camp Administrator

Day Camp Junior Counselor

Day Camp Lead Counselor

Day Camp Owner

0.11%

0.45%

6.04%

9.21%

3.09%

4.01%

3.41%

7.83%

1.53%

4.27%

0.00%

0.00%

0.50%

2.06%

0.00%

0.01%

0.00%

0.00%

0.03%

0.09%

0.19%

0.00%

Worker Status: ● Leaver ● Stayer

Administrator/Dir...

Assistant Teacher

Floater

Lead Teacher

Substitute

Administrator on ...

Assistant Teacher...

Career Tech High ...

Day Camp Admini...

Day Camp Junior ...

Day Camp Lead C...

Day Camp Owner

Extracurricular U...

High School Junior

High School Stud...

HS Senior or Gra...

Individual Service...

24.44%

93.82%

123.28%

132.07%

146.47%

94.47%

6.99%

111.94%

12.98%

-81.96%

-88.49%

-84.19%

-100.00%

-69.67%

-16.66%

-81.05%

-87.51%

-89.78%

-72.51%

-77.61%

-38.33%

-23.14%

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

Leaver

Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute

Administrator on DCY Licensure

Assistant Teacher / Teacher's Aide

Day Camp Administrator

Day Camp Junior Counselor

Day Camp Lead Counselor

88.00%

87.06%

44.37%

43.70%

100.00%

61.08%

65.66%

100.00%

60.00%

69.44%

75.18%

46.61%

Powered by NEW SYSTEMS > ETHIC | NSE Collective Analytics

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

Page 05 of 12

Date:202507

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:All

SUTQ Rating:All

Total Duration:0.00

Beale Code:All

Student Age Group:All

POWER Levels:All

LEAVER (Avg Career Duration)

6.69

STAYER (Avg Career Duration)

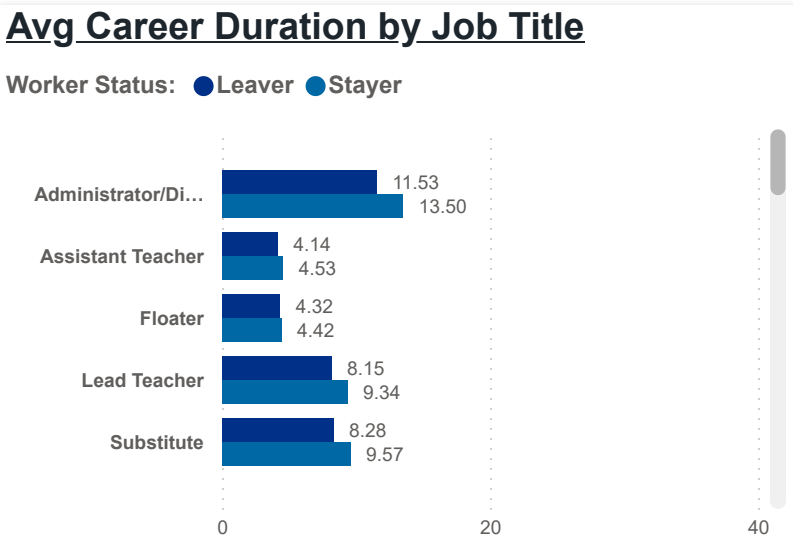
9.65

TOTAL STAYER

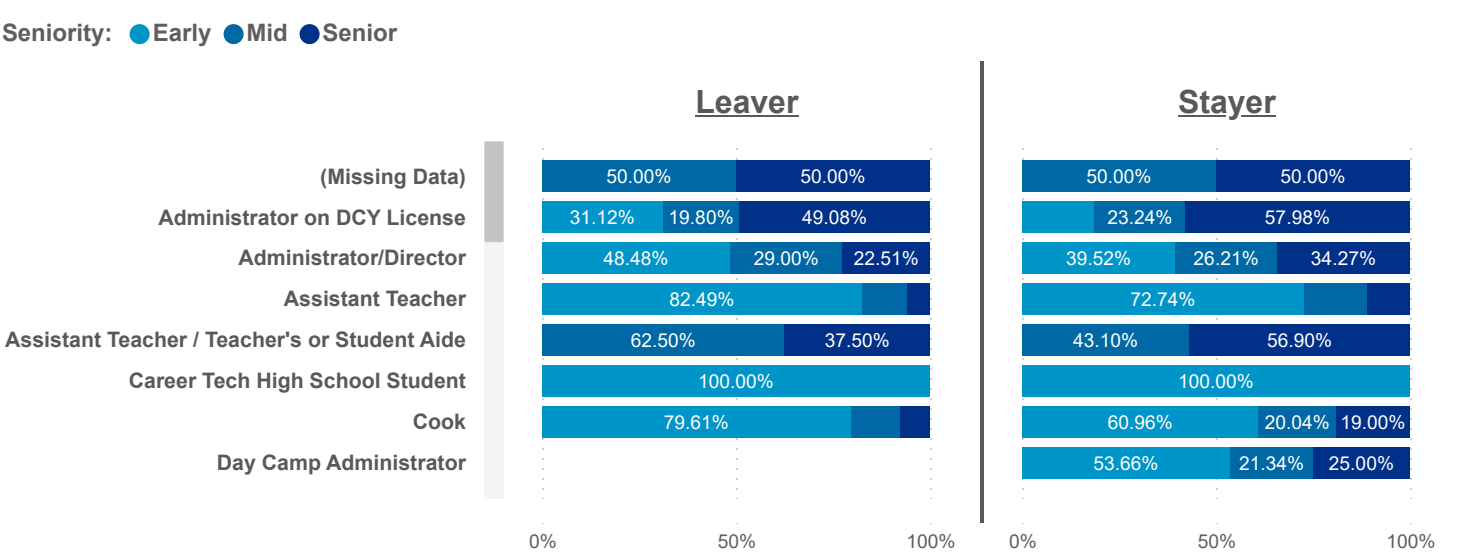
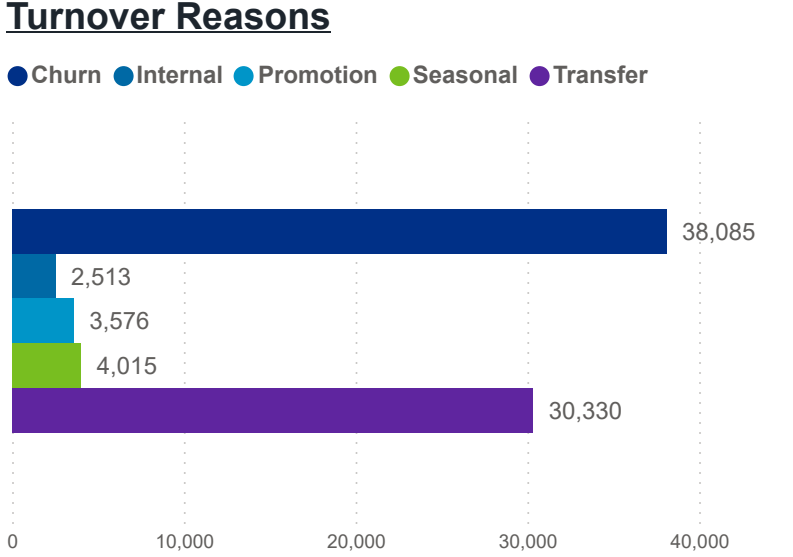
144,365

STAYER (Promotion)

3,576



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (M
Adams	Administrator/Director	3.12		Early	7.20	
Allen	Administrator/Director	1.27		Early	9.50	
Ashland	Administrator/Director	1.84		Early	12.80	
Ashtabula	Administrator/Director	2.08		Early	7.67	
Athens	Administrator/Director	1.09		Early	4.00	
Auglaize	Administrator/Director	1.40		Early	7.40	
Belmont	Administrator/Director	2.00		Early	3.58	
Brown	Administrator/Director	3.38		Early	2.37	
Butler	Administrator/Director	2.31		Early	4.88	
Carroll	Administrator/Director	2.85		Early	7.43	
Champaign	Administrator/Director	2.43		Early	9.29	



Date:202507

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:All

SUTQ Rating:All

Total Duration:0.00

Beale Code:All

Student Age Group:All

POWER Status:All

Total Duration:100.00

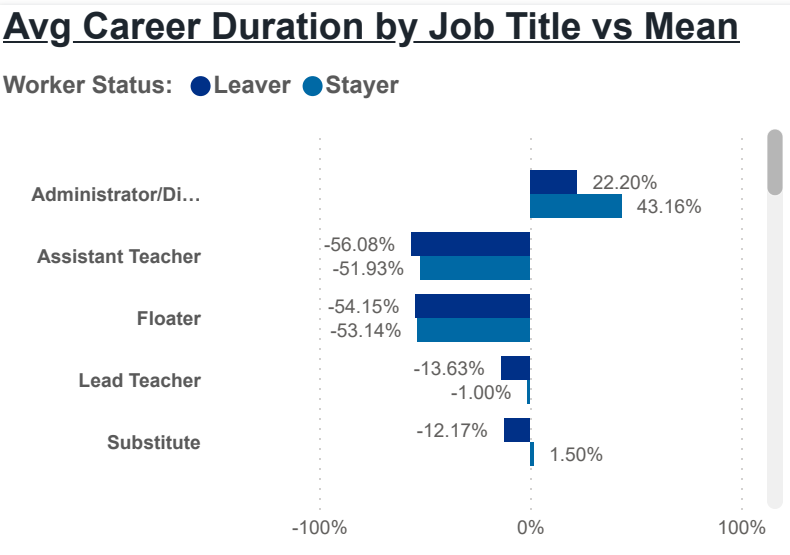
POWER Levels:All

LEAVER (Avg Career Duration)

6.69

STAYER (Avg Career Duration)

9.65



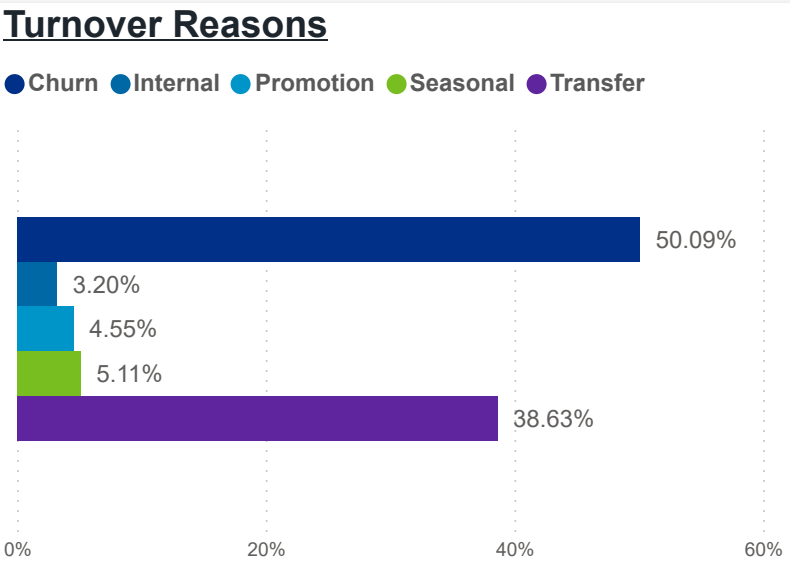
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Morgan	Assistant Teacher	0.00	11.00	Early	4.38	0.0
Holmes	Assistant Teacher	0.00	11.50	Early	12.33	0.0
Ashland	Assistant Teacher	0.00	13.00	Early	7.27	0.0
Shelby	Assistant Teacher	0.00	15.29	Early	6.61	3.0
Lorain	Assistant Teacher	0.00	15.30	Early	6.60	3.0
Licking	Assistant Teacher	0.00	15.69	Early	5.57	3.0
Delaware	Assistant Teacher	0.00	17.25	Early	2.66	0.0
Pickaway	Assistant Teacher	0.00	17.50	Early	26.00	3.0
Ross	Assistant Teacher	0.00	13.50	Mid	4.84	3.0
Stark	Assistant Teacher	0.00	15.25	Mid	4.89	3.0
Logan	Assistant Teacher	0.00	12.00	Senior	4.80	0.0

TOTAL STAYER

144,365

STAYER (Promotion)

3,576



occr

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Workforce and Program Analysis Platform (WPAP):

COMPENSATION - NOMINAL

Created Date: 07/22/2026

Date:202507

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

202606

Position Type:All

Center Type:All

Publicly Funded:All

Credential:All

TEACH Models:All

SDA>County:All

SUTQ Rating:All

Total Duration:0.00

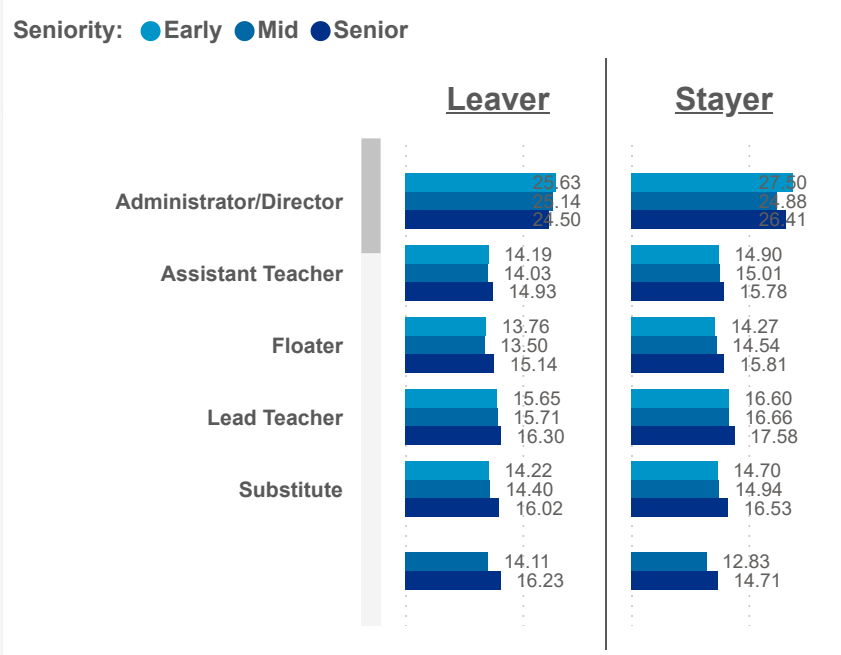
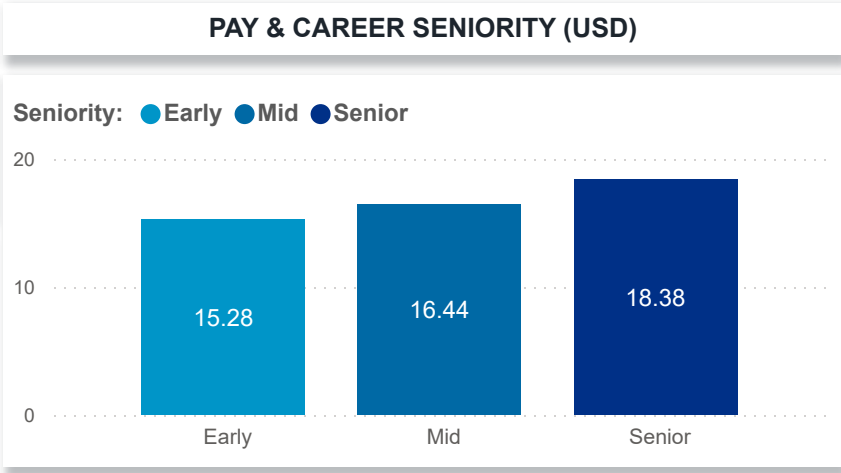
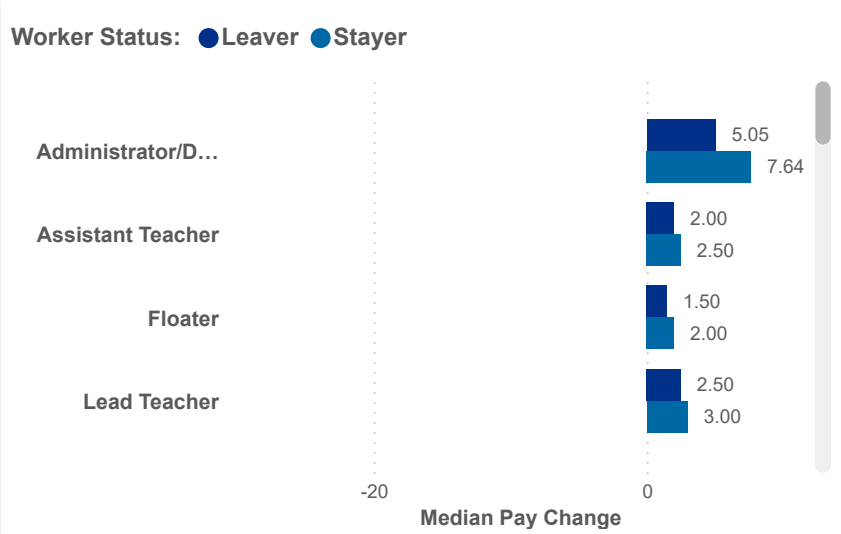
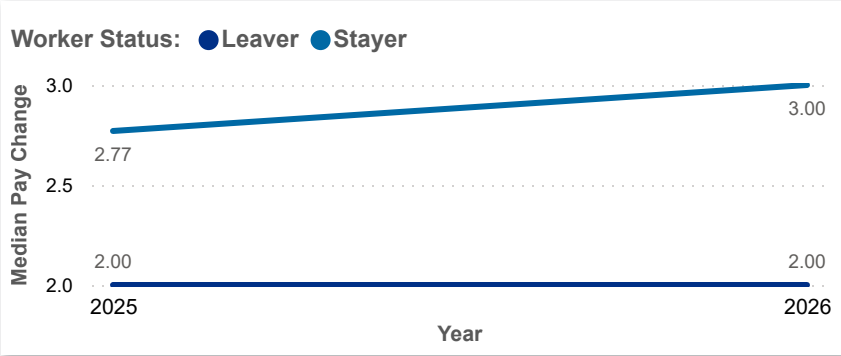
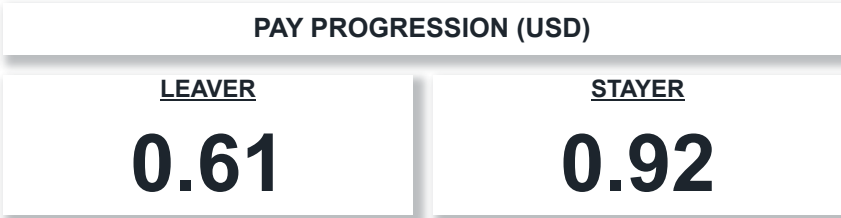
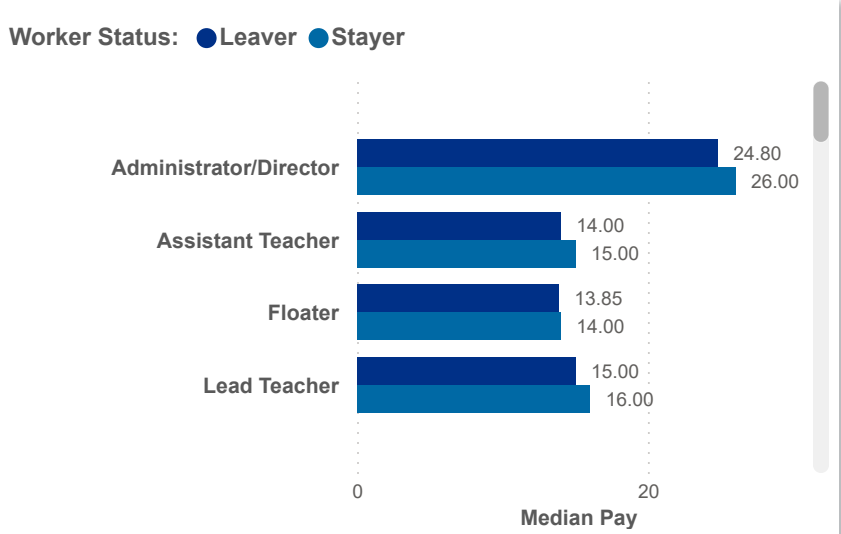
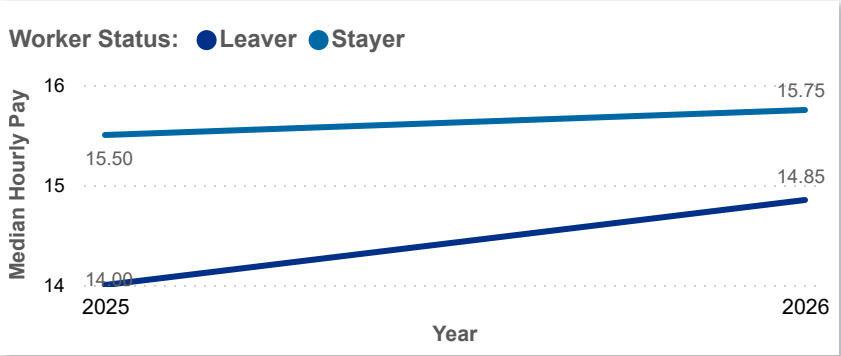
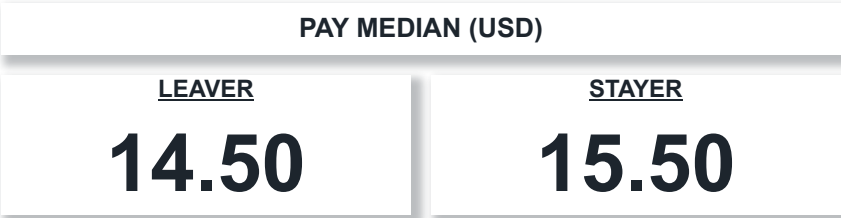
Beale Code:All

Student Age Group:All

POWER Status:All

100.00

POWER Levels:All



occrta

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

Created Date: 07/22/2026

Date:

202507

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:

All

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

14.50

STAYER

15.50

PAY PROGRESSION (USD)

LEAVER

0.61

STAYER

0.92

PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

Early

-3.2%

Mid

Senior

12.9%

Worker Status: ● Leaver ● Stayer

Median Hourly Pay

Year

2025

2026

14.00

14.85

15.50

15.75

Worker Status: ● Leaver ● Stayer

Median Pay Chan...

Year

2025

2026

2.00

2.00

2.77

3.00

Worker Status: ● Leaver ● Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Deviation from Median Salary (Total %) -...

60.0%

67.7%

-9.7%

-3.2%

-10.6%

-9.7%

-3.2%

3.2%

Worker Status: ● Leaver ● Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Deviation from Median Salary Change (Total %...

74.7%

164.4%

-30.8%

-13.5%

-48.1%

-30.8%

-13.5%

3.8%

Seniority: ● Early ● Mid ● Senior

Leaver

Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute

64.5%

54.8%

47.9%

-9.7%

-9.7%

-3.2%

-11.3%

-9.7%

-3.2%

-3.2%

-2.4%

3.2%

-9.7%

-9.7%

-3.2%

100.0%

-9.0%

4.7%

93.5%

81.3%

67.7%

-3.2%

-3.2%

0.0%

-9.7%

-9.7%

-3.2%

3.2%

3.2%

9.7%

-3.2%

-3.2%

3.0%

100.0%

-16.1%

-0.6%

Powered by NEW SYSTEMS > ETHIC | NSE Collective Analytics

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

Page 09 of 12



Date:	202507	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:	All	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)

5.15

Workload Median (Leaver)

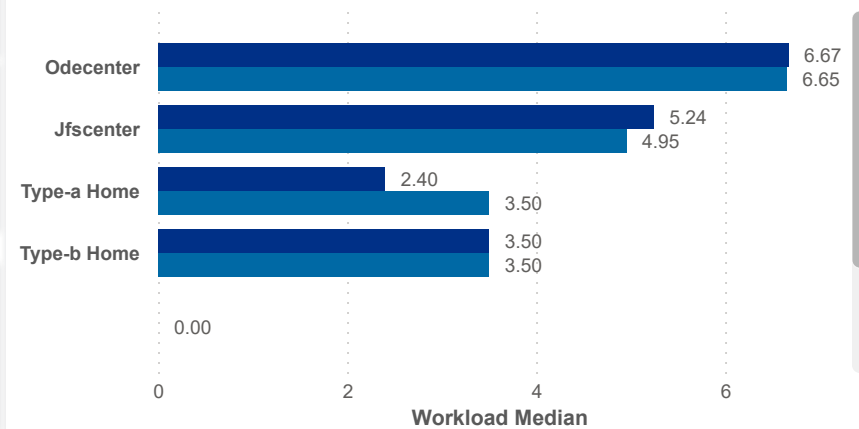
5.30

Workload Median (Stayer)

5.14

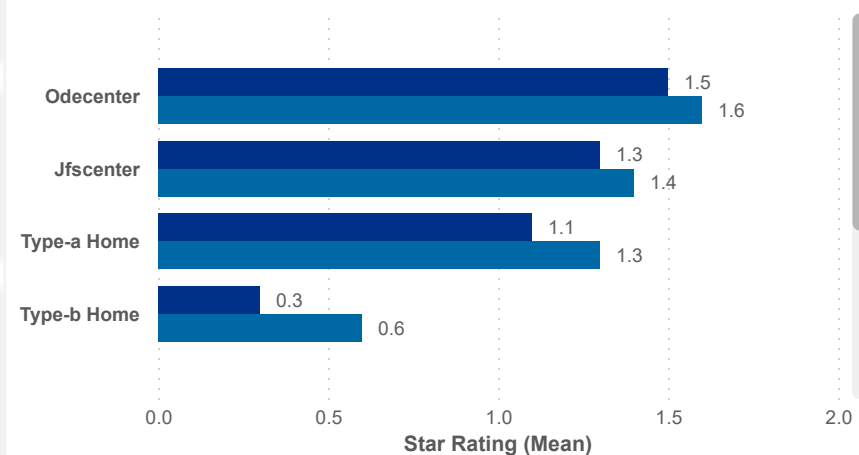
Workload Median

Worker status ● Leaver ● Stayer



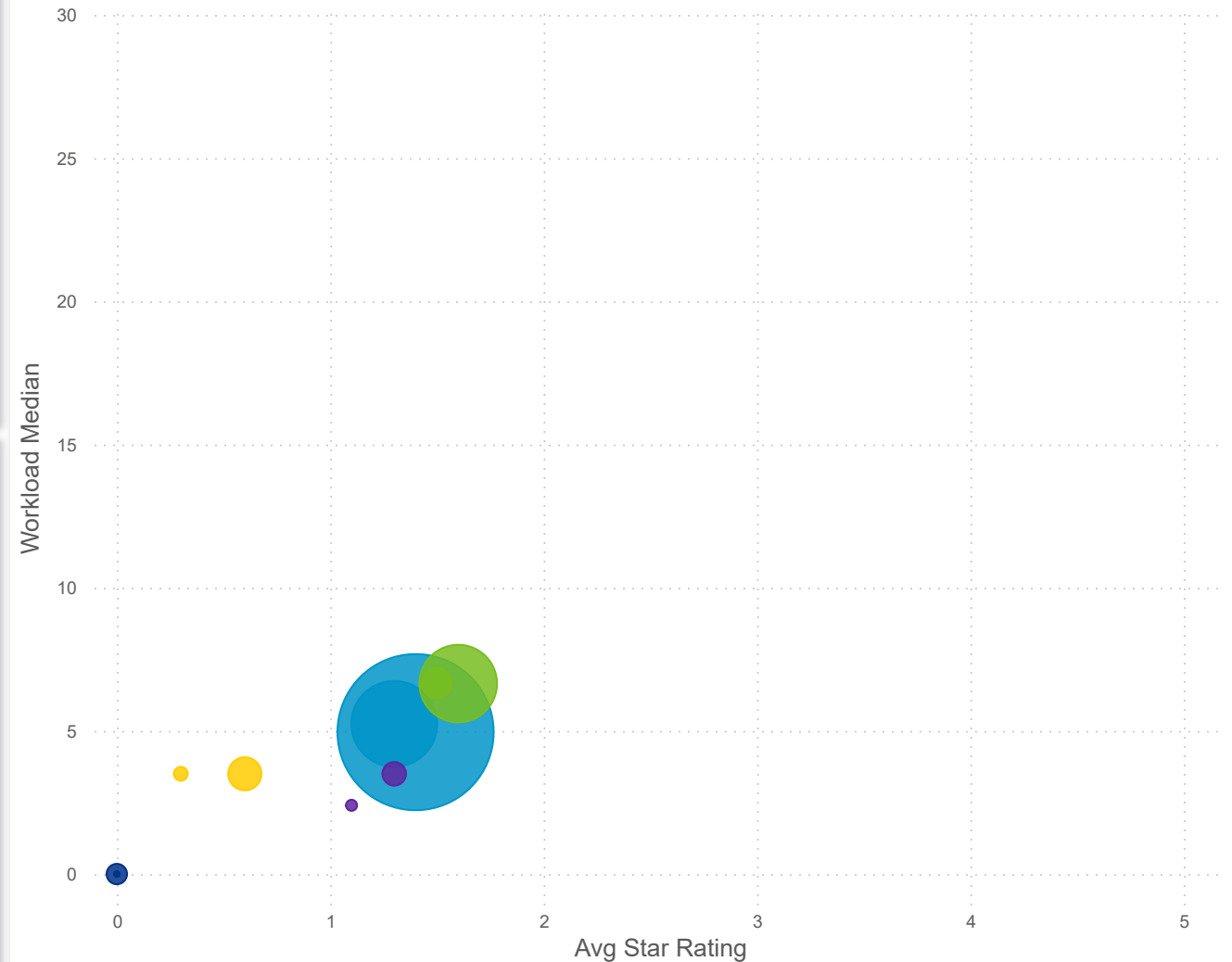
Star Rating Mean

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:	202507	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:	All	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)

5.15

Workload Median (Leaver)

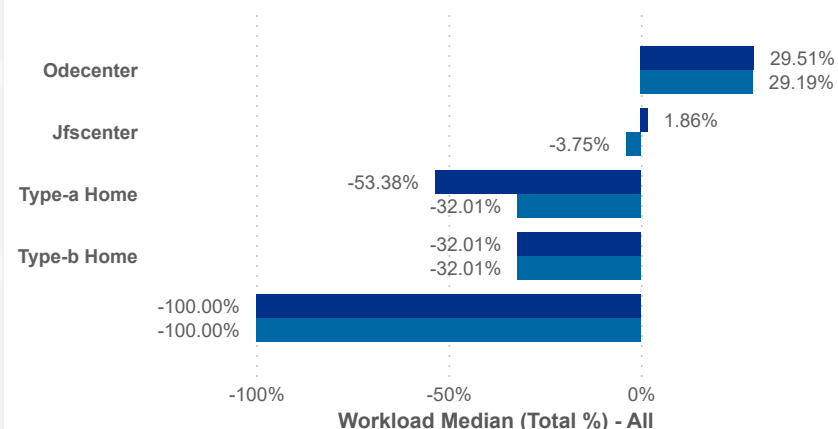
5.30

Workload Median (Stayer)

5.14

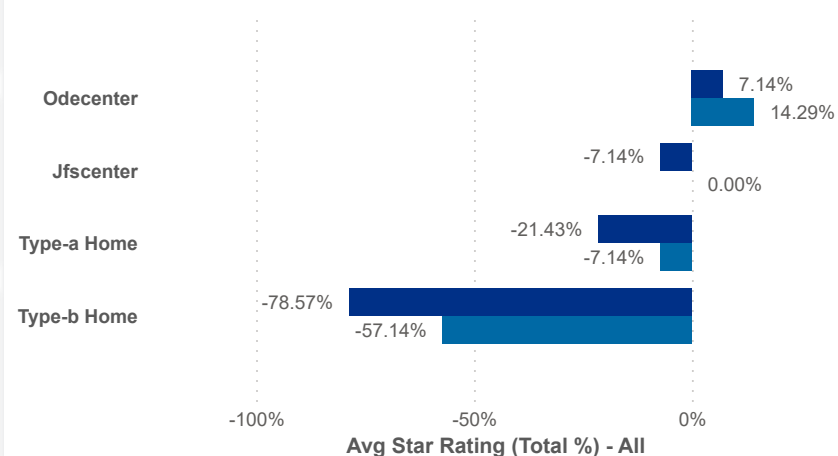
Workload Median (Total %)

Worker status ● Leaver ● Stayer



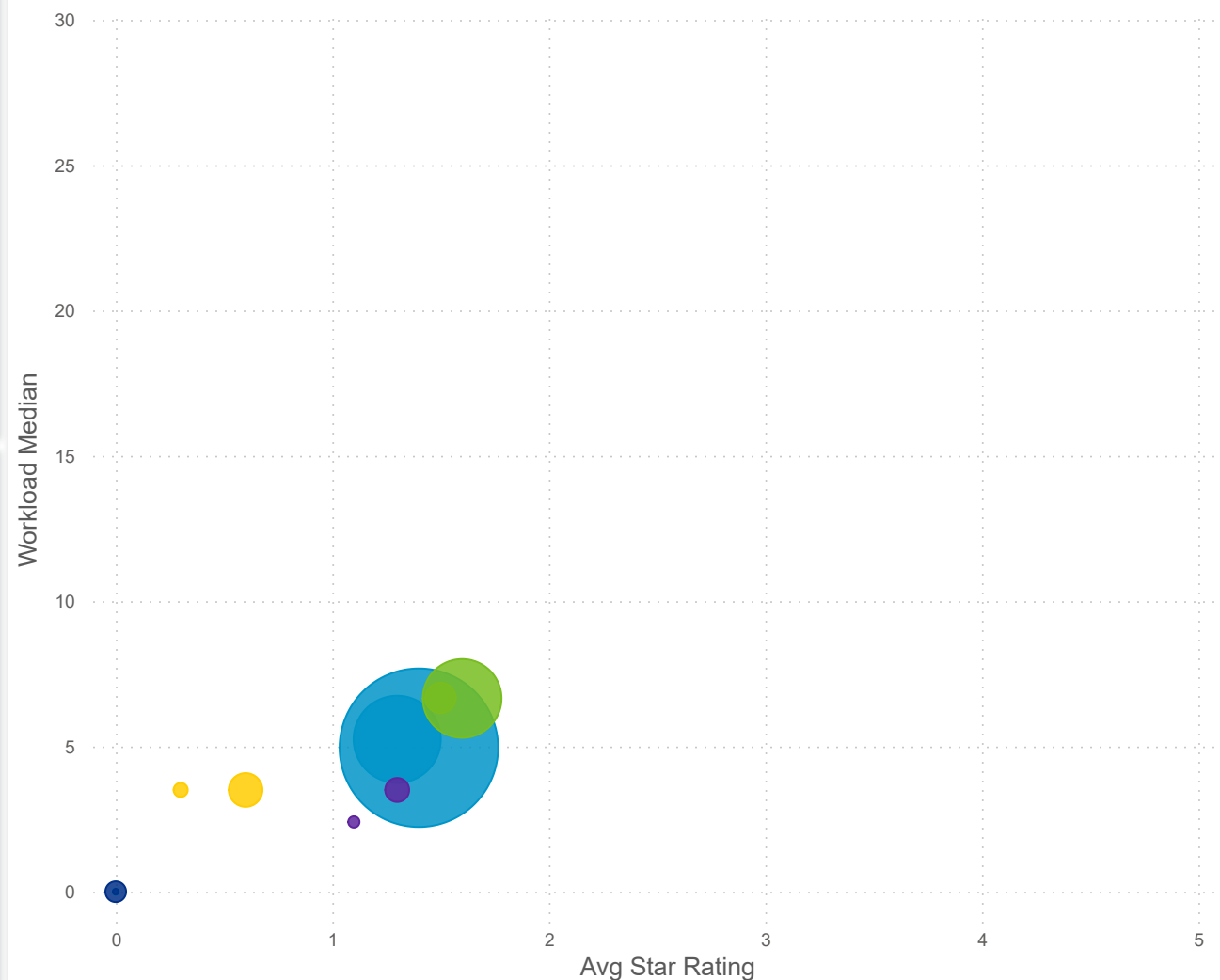
Star Rating Mean (Total %)

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



occrri

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

Created Date: 07/22/2026

Date:

202507

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:

All

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

PAY MEAN (USD)

LEAVER

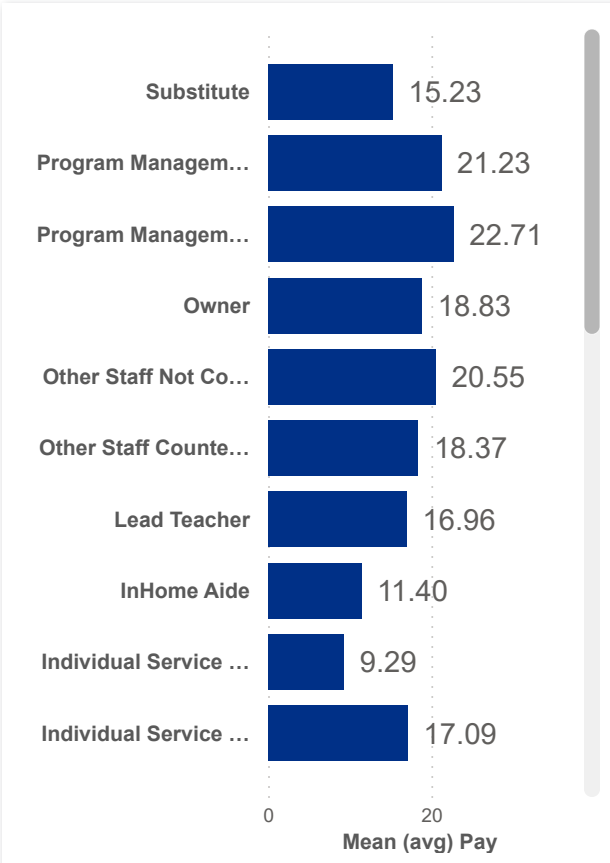
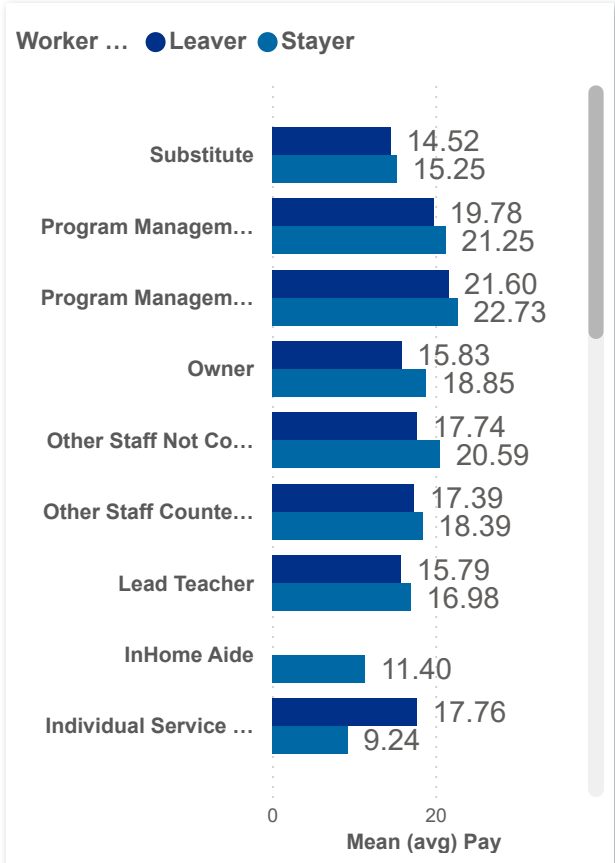
15.02

STAYER

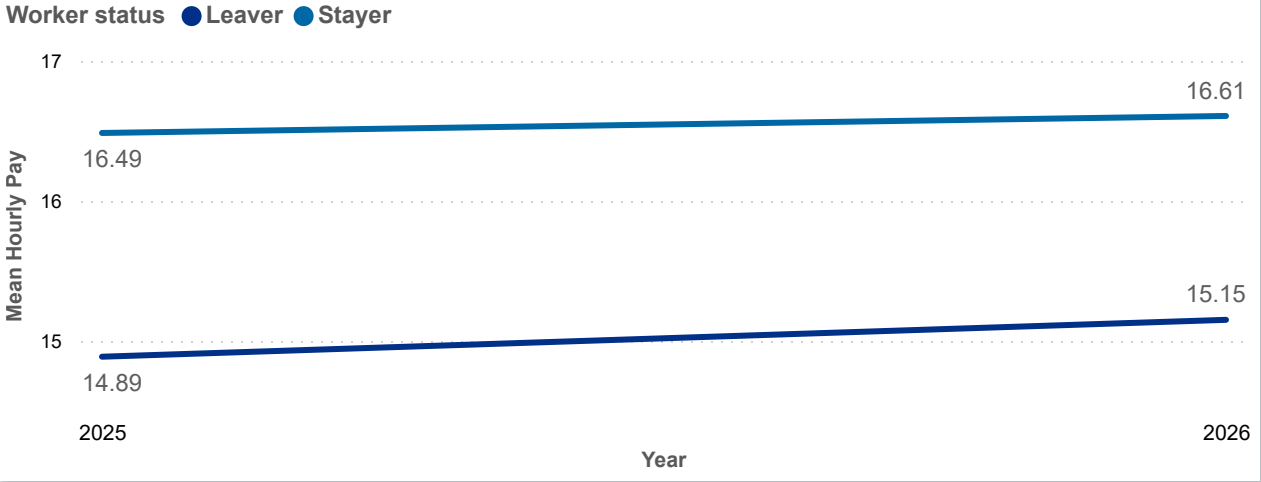
16.55

COMBINED

16.51



Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status

