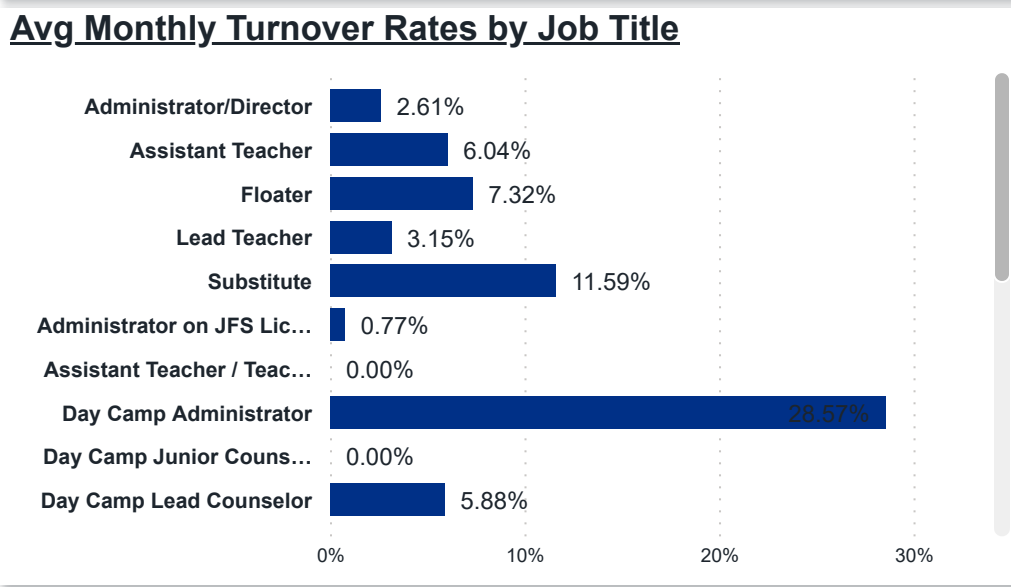


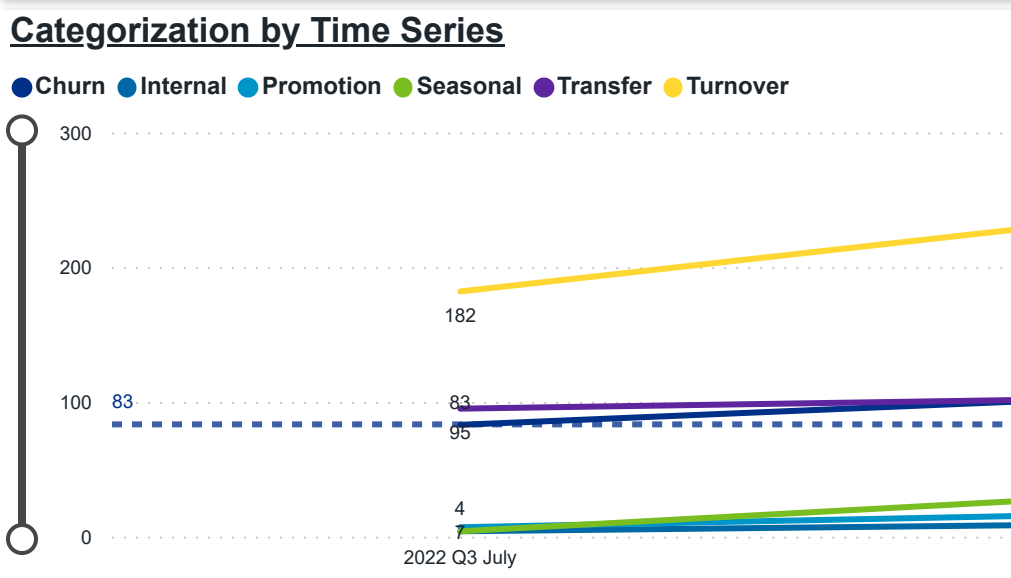
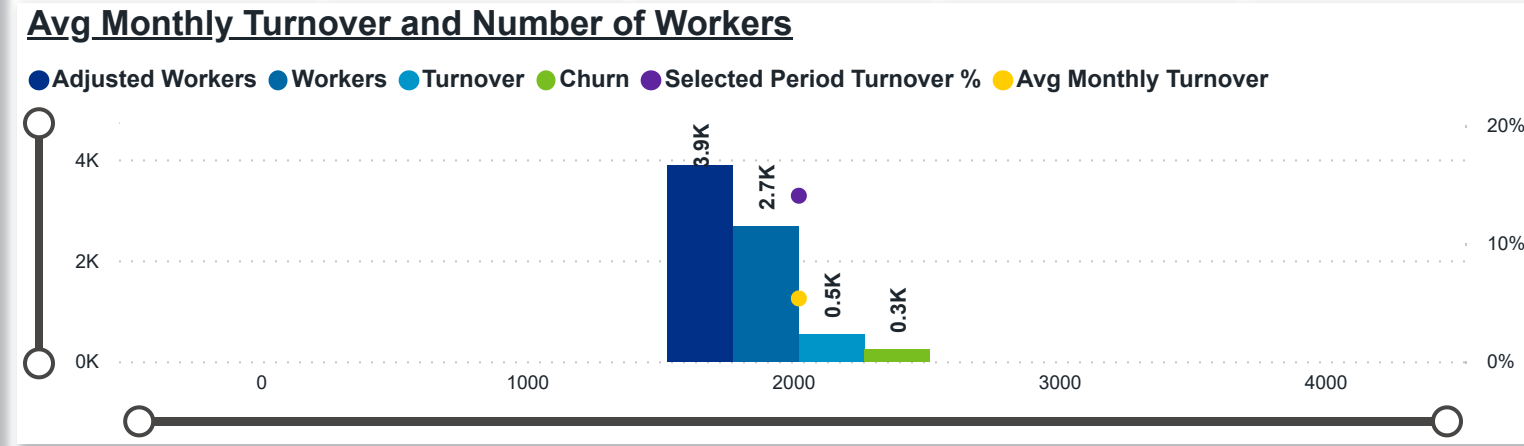


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:



Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
5.33%	3,892	250	3,642	14.03%

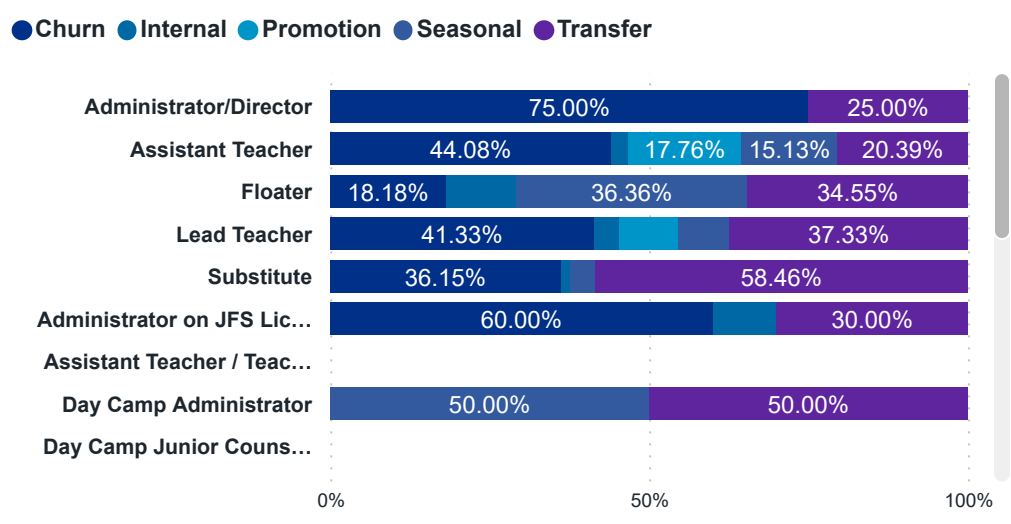




Date: Position Type: Beale Code: Publicly Funded: Job Title:

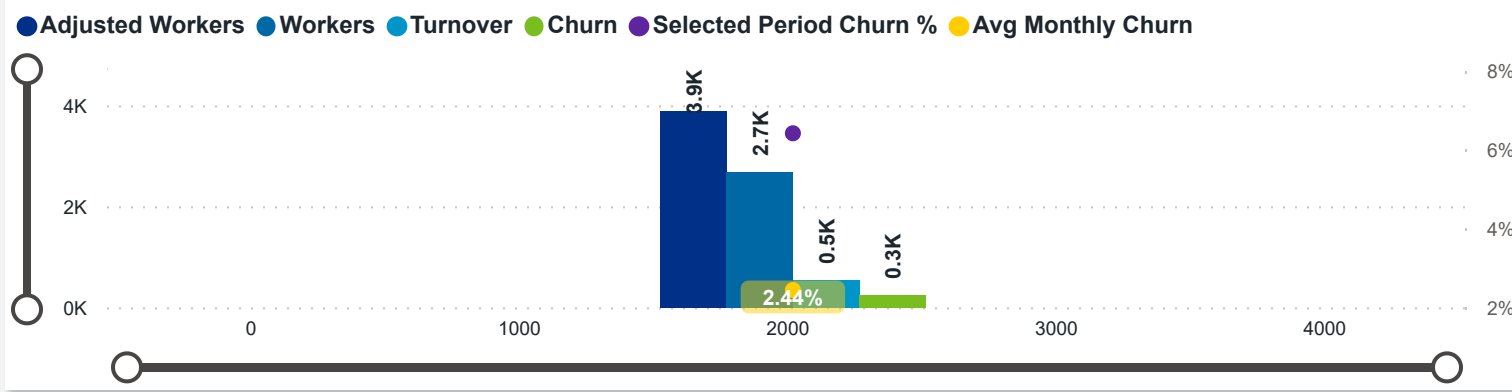
County: Star Rating: Total Duration: Center Type: Education:

Job Change Reasons by Job Title

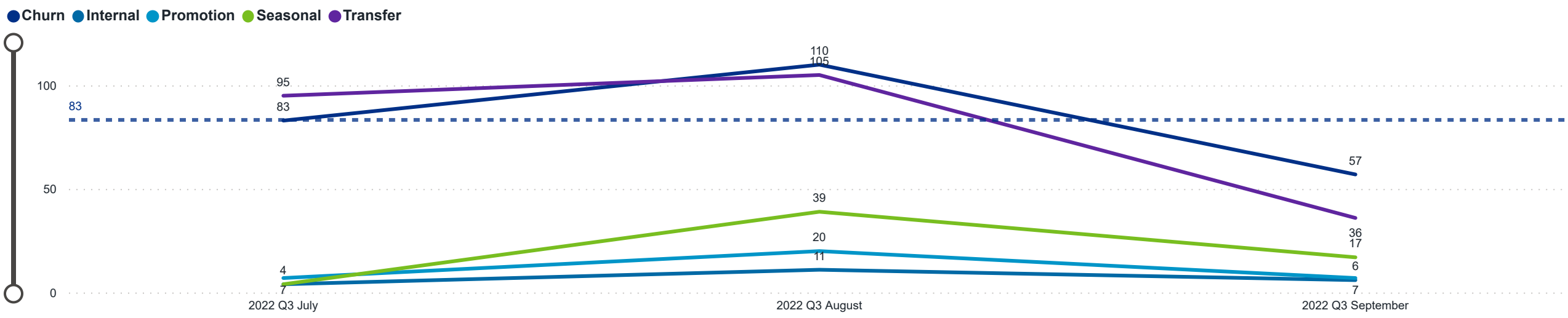


Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
2.44%	3,892	4.67	12.00	6.61

Avg Monthly Churn and Number of Workers



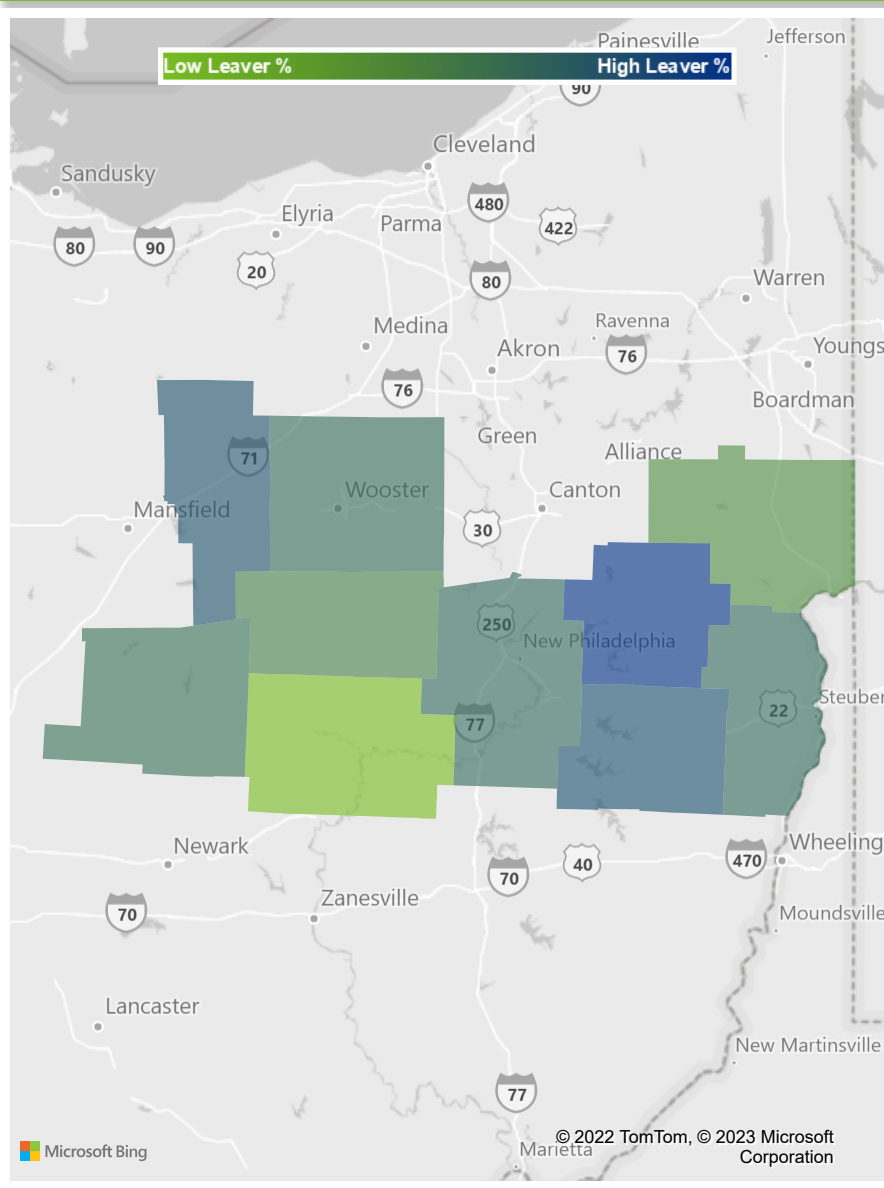
Categorization by Time Series





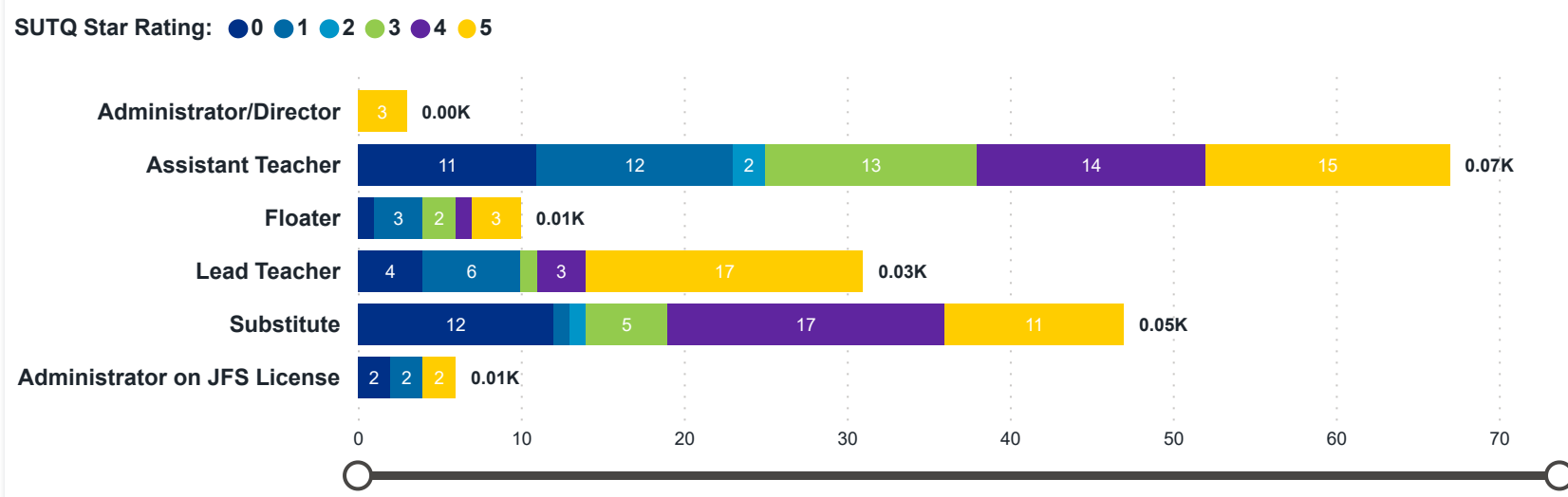
Date: Position Type: Beale Code: Publicly Funded: Job Title:

County: Star Rating: Total Duration: Center Type: Education:



ADJUSTED WORKERS 3,892	TOTAL LEAVER 250	TOTAL STAYER 3,642	SELECTED PERIOD CHURN % 6.42%
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Leaver by Job Title and Star Rating



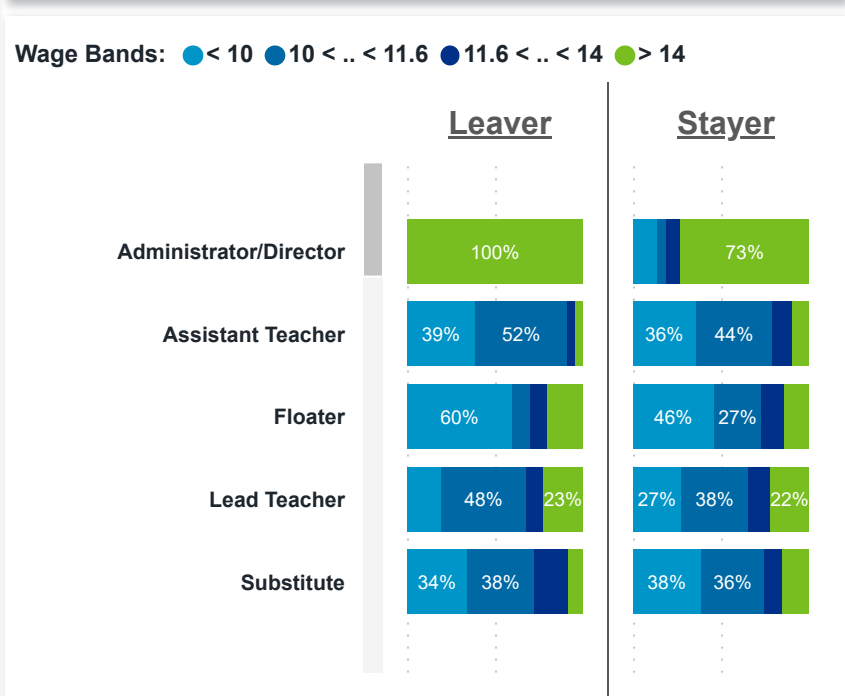
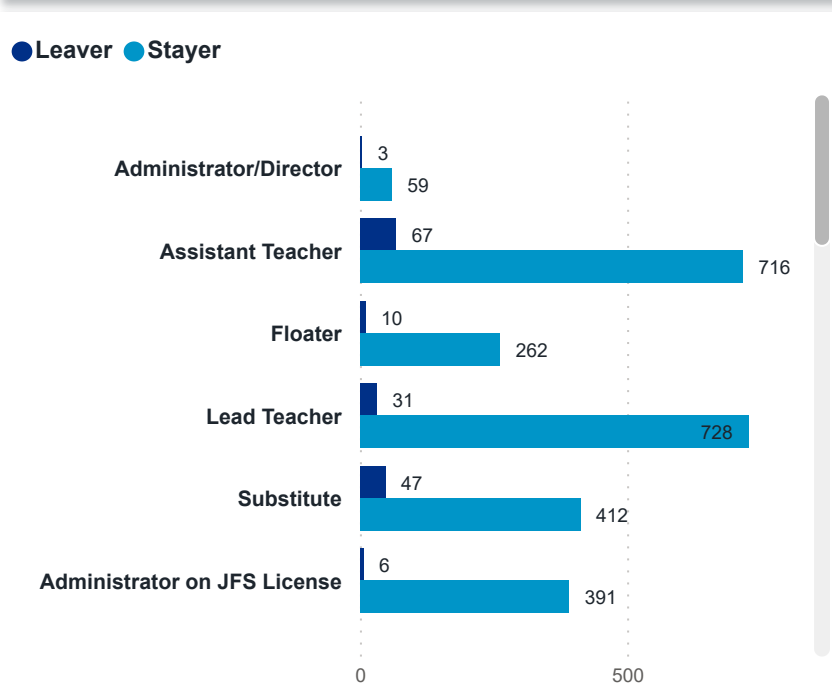
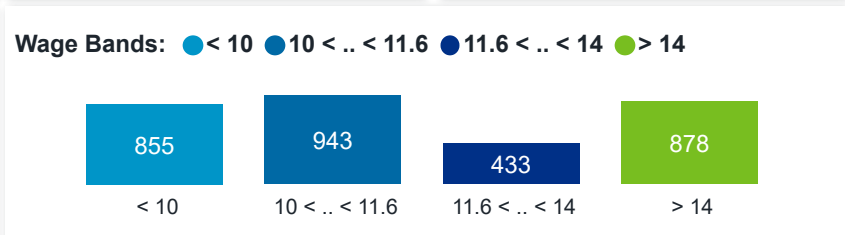
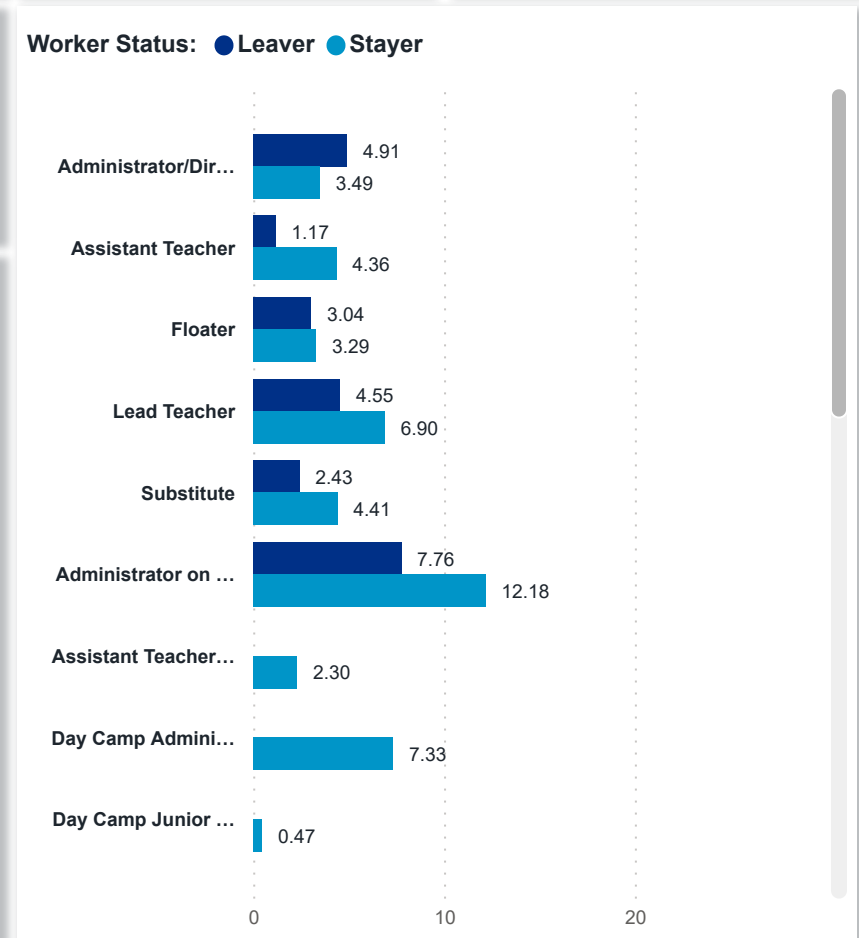
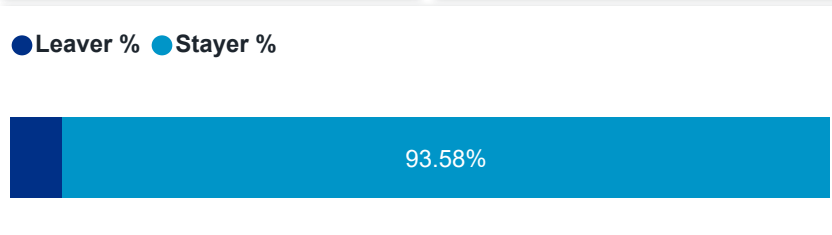
County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Star Rating Mean
Ashland OH	281	226	8.41%	26	255	9.25%	90.75%	3.59%	13.52%	5.25%	6.46	3.95
Carroll OH	164	116	4.32%	20	144	12.20%	87.80%	5.14%	28.66%	12.08%	3.88	3.67
Columbiana OH	874	572	21.30%	38	836	4.35%	95.65%	1.60%	10.98%	4.04%	4.67	4.27
Coshocton OH	241	186	6.92%	1	240	0.41%	99.59%	0.16%	6.22%	2.34%	4.71	4.41
Harrison OH	52	48	1.79%	5	47	9.62%	90.38%	3.73%	17.31%	6.72%	1.47	4.78
Holmes OH	115	94	3.50%	6	109	5.22%	94.78%	1.93%	8.70%	3.22%	3.13	4.57
Jefferson OH	329	278	10.35%	24	305	7.29%	92.71%	2.76%	12.46%	4.72%	5.77	3.57
Knox OH	499	295	10.98%	34	465	6.81%	93.19%	2.64%	16.03%	6.20%	2.59	4.64
Tuscarawas OH	626	399	14.85%	46	580	7.35%	92.65%	2.90%	18.05%	7.12%	5.38	3.61
Total	3,892	2,686	100.00%	250	3,642	6.42%	93.58%	2.44%	14.03%	5.33%	4.67	4.02



Date: Position Type: Beale Code: Publicly Funded: Job Title:

County: Star Rating: Total Duration: Center Type: Education:

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)
250	3,642	3.40	6.71	11.48	12.00





Date: Position Type: Beale Code: Publicly Funded: Job Title:

County: Star Rating: Total Duration: Center Type: Education:

NUMBER OF WORKERS

LEAVER

6.42%

STAYER

93.58%

AVG ECE DURATION (In Years)

LEAVER

3.40

STAYER

6.71

HOURLY WAGE BANDS (USD)

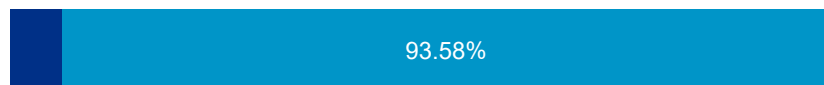
LEAVER (Hourly Wage MED)

11.48

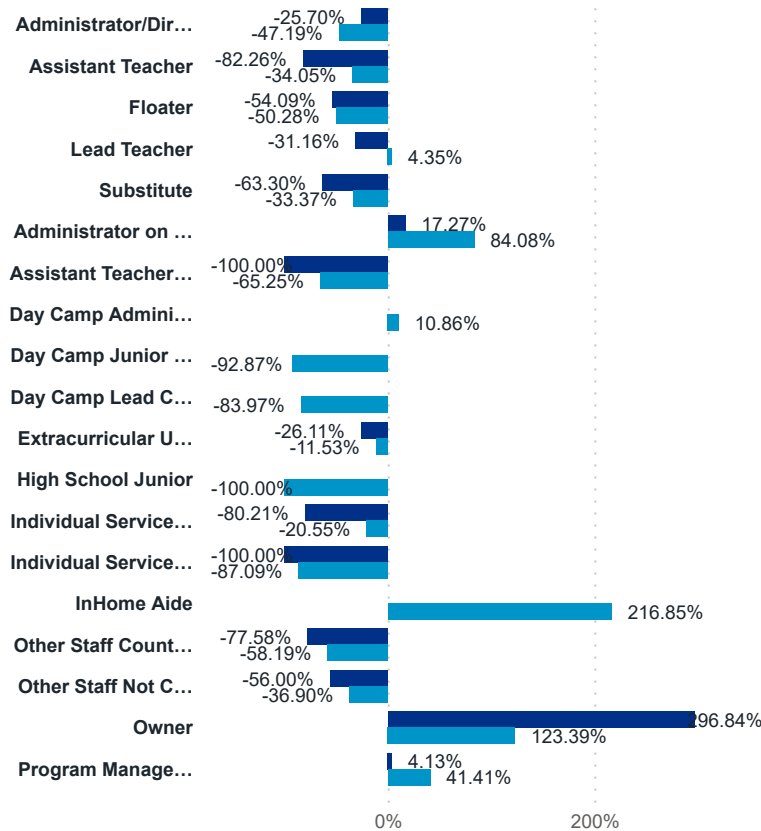
STAYER (Hourly Wage MED)

12.00

Leaver % Stayer %



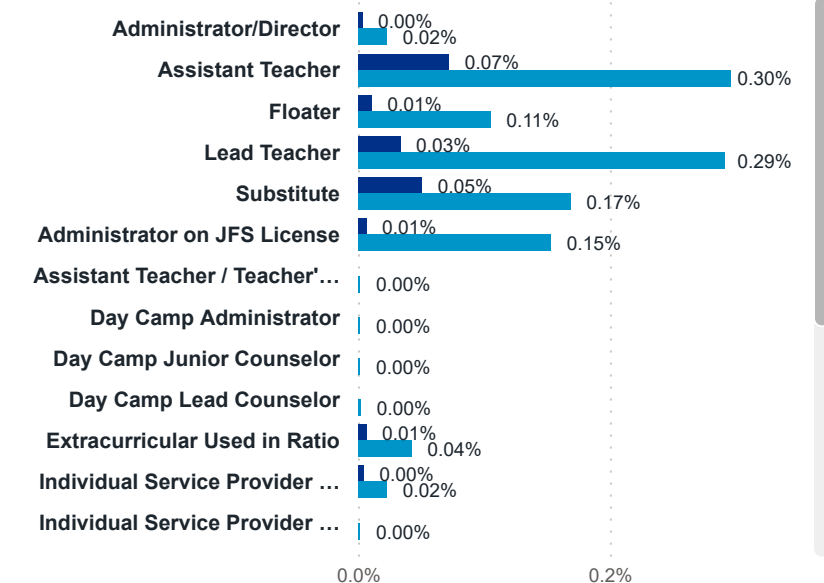
Worker Status: Leaver Stayer



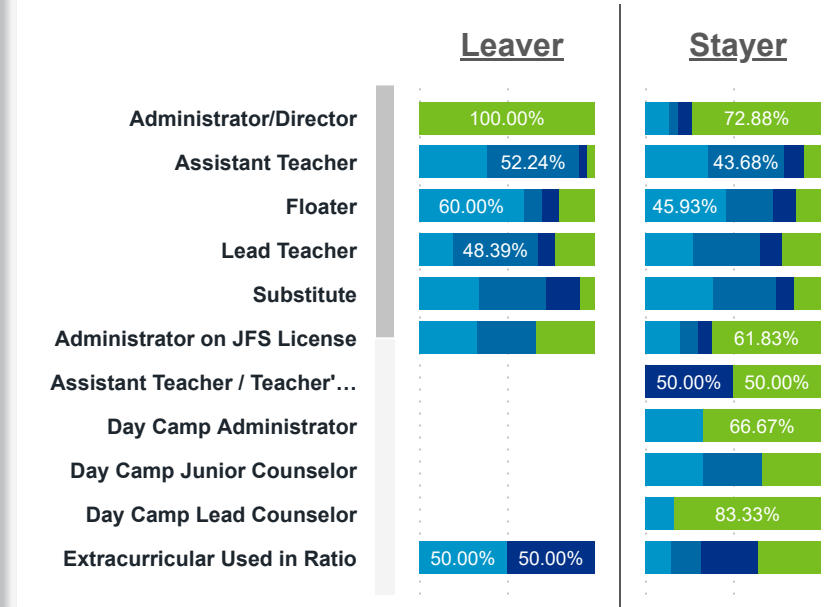
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



Worker Status: Leaver Stayer



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





Date: Position Type: Beale Code: Publicly Funded: Job Title:

County: Star Rating: Total Duration: Center Type: Education:

LEAVER (Avg Career Duration)

5.66

STAYER (Avg Career Duration)

15.43

TOTAL STAYER

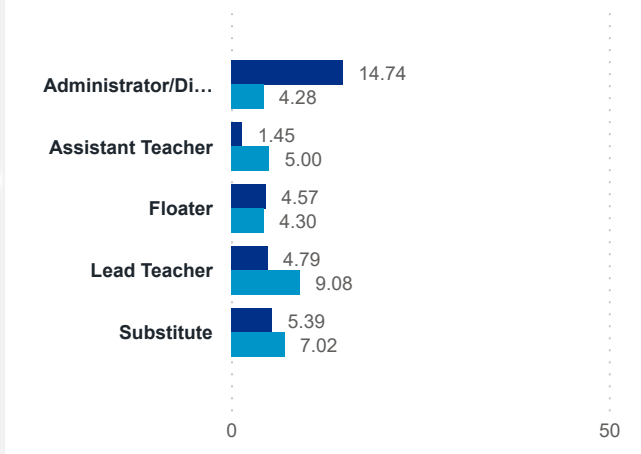
3,642

STAYER (Promotion)

34

Avg Career Duration by Job Title

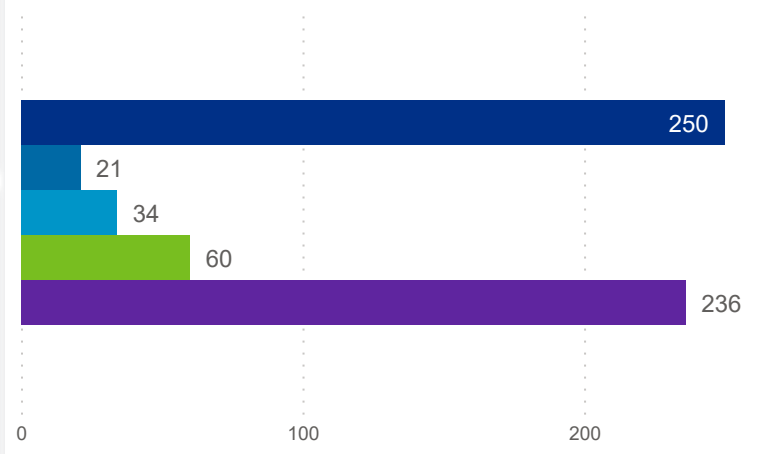
Worker Status: ● Leaver ● Stayer



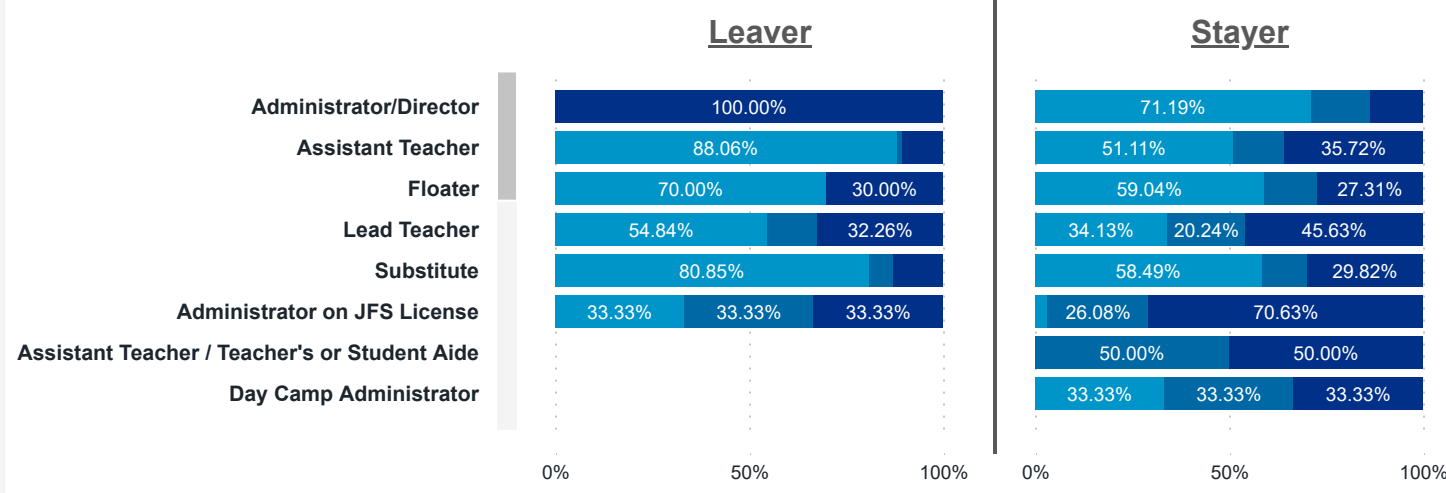
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Tuscarawas	Administrator/Director	0.00	13.71	Early	8.50	5.00
Knox	Substitute	0.00	20.00	Early	2.42	5.00
Knox	Program Management Not Used in Ratio	0.00	11.55	Early	1.32	5.00
Knox	Program Management Not Used in Ratio	0.01	9.50	Early	2.53	3.00
Tuscarawas	Other Staff Counted In Ratio	0.02	13.51	Early	25.50	5.00
Wayne	Assistant Teacher	0.03	8.63	Early	7.78	4.00
Wayne	Floater	0.04	11.00	Mid	6.77	4.00
Columbiana	Assistant Teacher	0.05	13.41	Senior	2.19	5.00
Knox	Other Staff Not Counted in Ratio	0.05	16.41	Early	18.33	
Columbiana	Program Management Used in Ratio	0.05	12.83	Early	6.28	5.00
Wayne	Floater	0.05	11.75	Early	10.67	
Coshocton	Lead Teacher	0.06	13.00	Early	2.38	5.00

Turnover Reasons

Seniority: ● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior





Date: Position Type: Beale Code: Publicly Funded: Job Title:

County: Star Rating: Total Duration: Center Type: Education:

LEAVER (Avg Career Duration)

5.66

STAYER (Avg Career Duration)

15.43

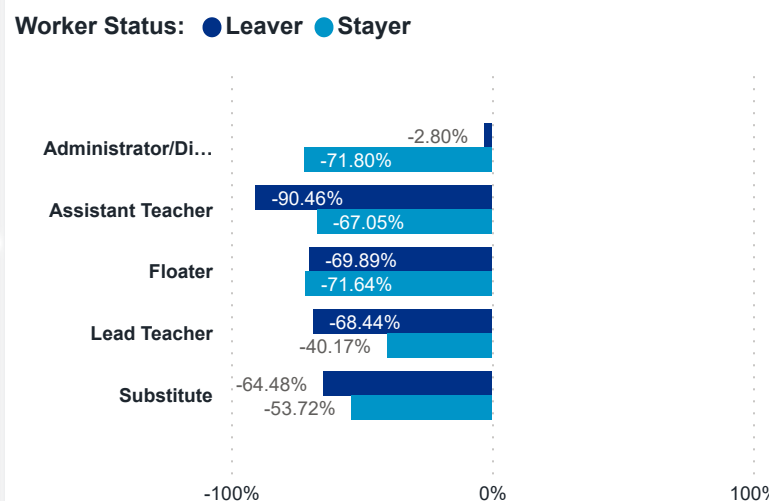
TOTAL STAYER

3,642

STAYER (Promotion)

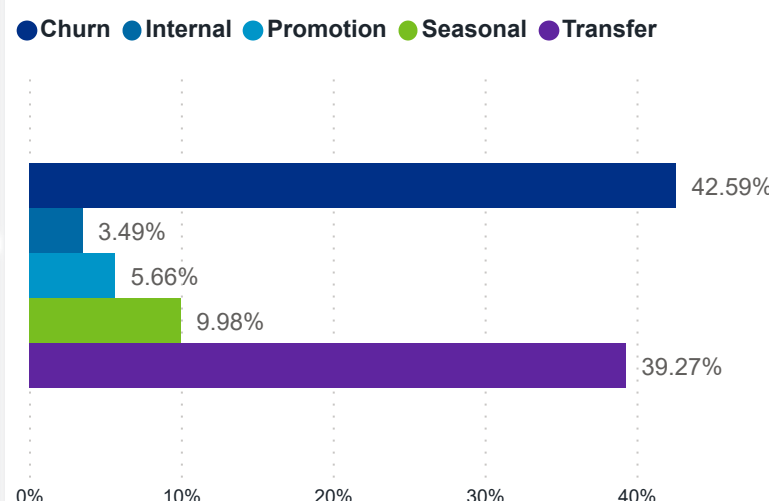
34

Avg Career Duration by Job Title vs Mean

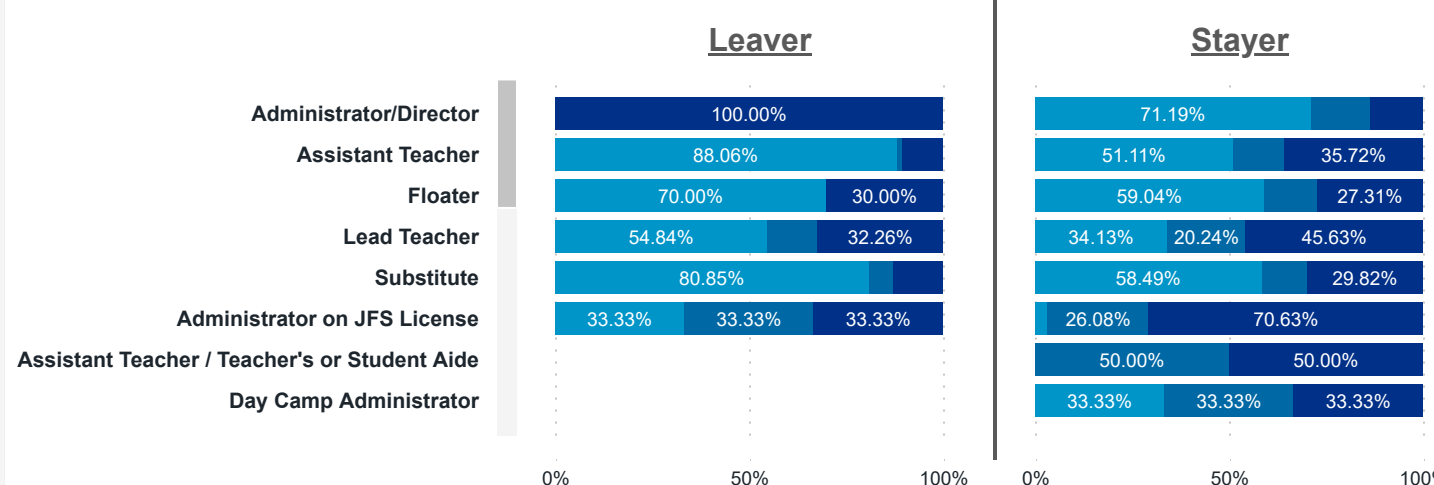


County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Tuscarawas	Administrator/Director	0.00	13.71	Early	8.50	5.00
Knox	Substitute	0.00	20.00	Early	2.42	5.00
Knox	Program Management Not Used in Ratio	0.00	11.55	Early	1.32	5.00
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Tuscarawas	Other Staff Counted In Ratio	0.02	13.51	Early	25.50	5.00
Wayne	Assistant Teacher	0.03	8.63	Early	7.78	4.00
Wayne	Floater	0.04	11.00	Mid	6.77	4.00
Columbiana	Assistant Teacher	0.05	13.41	Senior	2.19	5.00
Knox	Other Staff Not Counted in Ratio	0.05	16.41	Early	18.33	
Columbiana	Program Management Used in Ratio	0.05	12.83	Early	6.28	5.00
Wayne	Floater	0.05	11.75	Early	10.67	
Coshocton	Lead Teacher	0.06	13.00	Early	2.38	5.00

Turnover Reasons



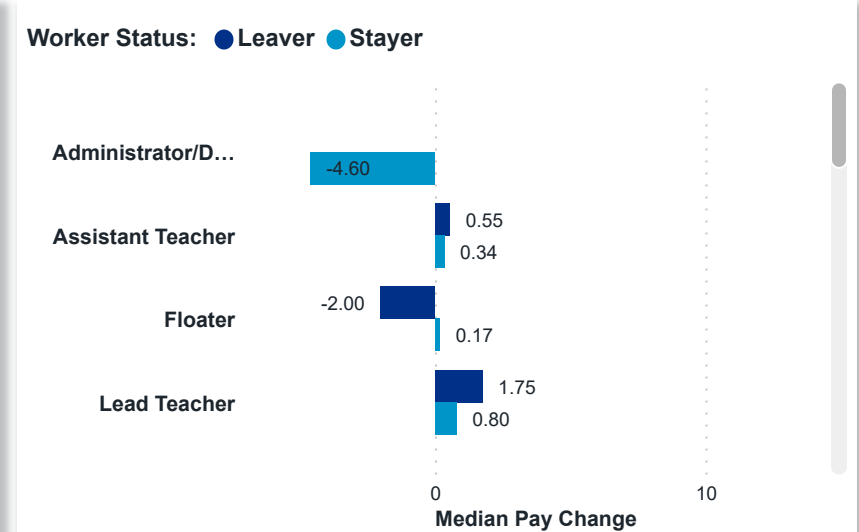
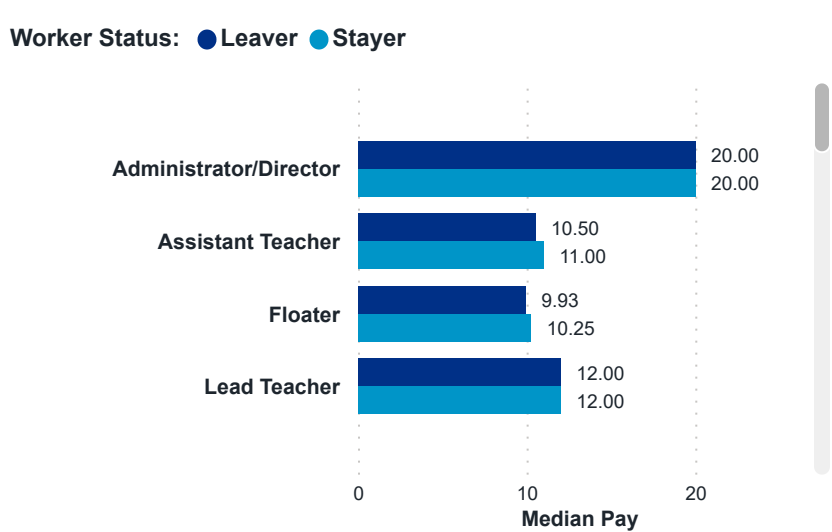
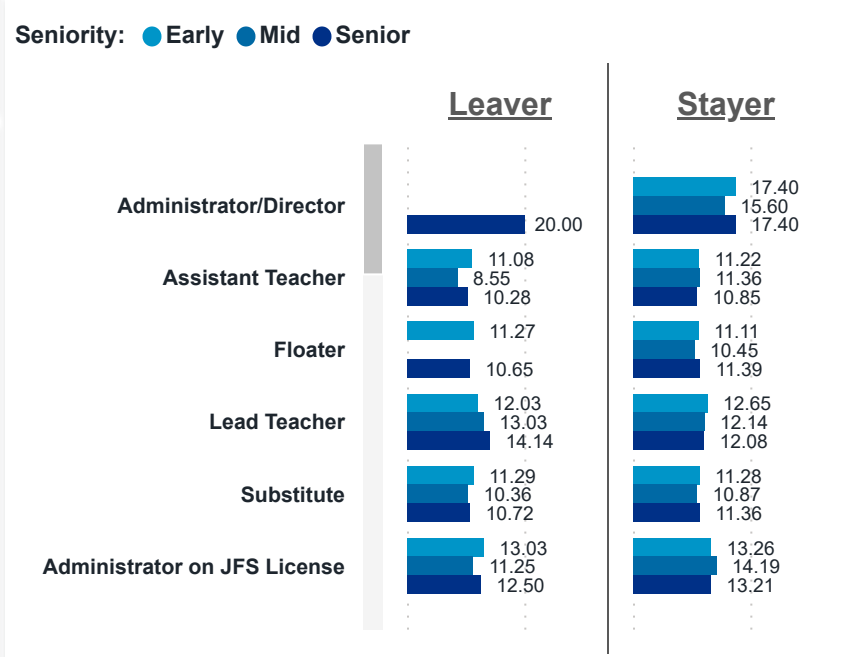
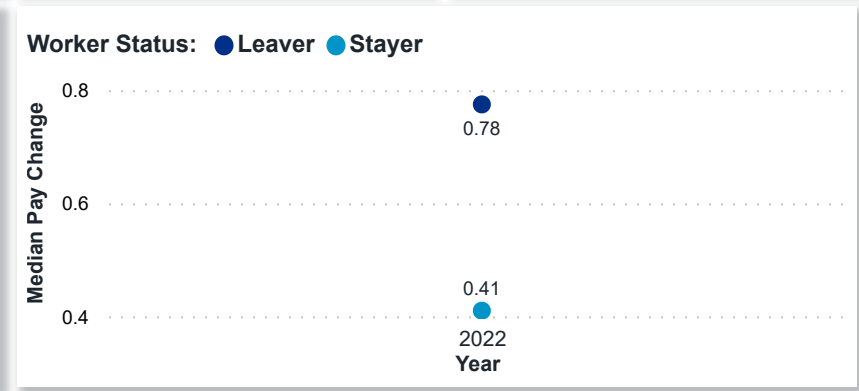
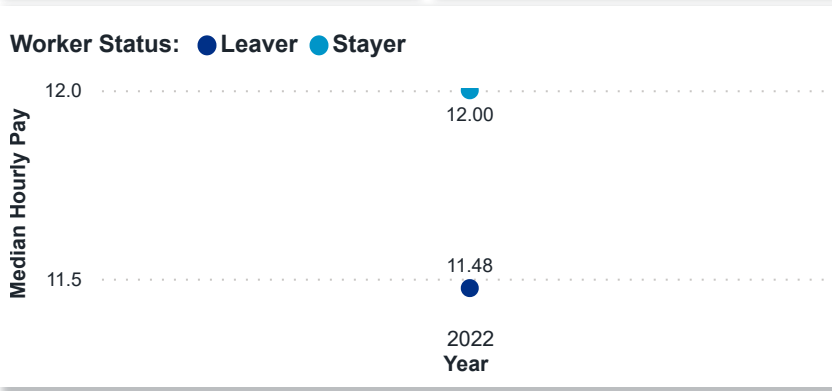
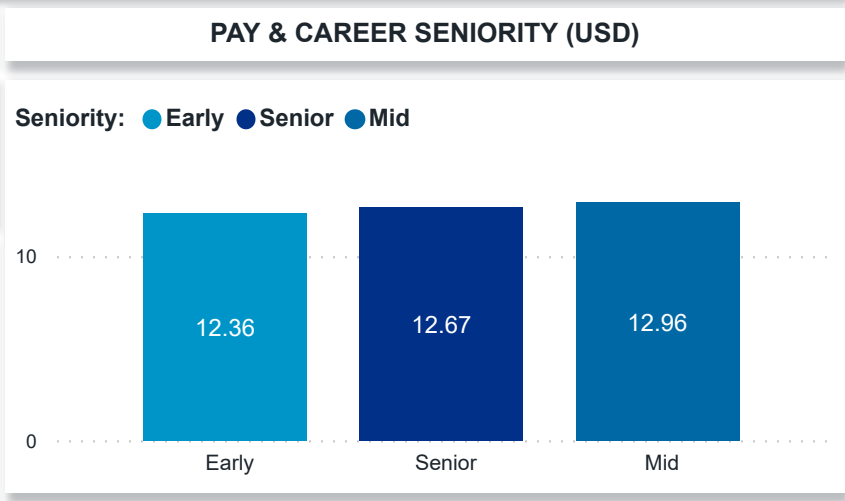
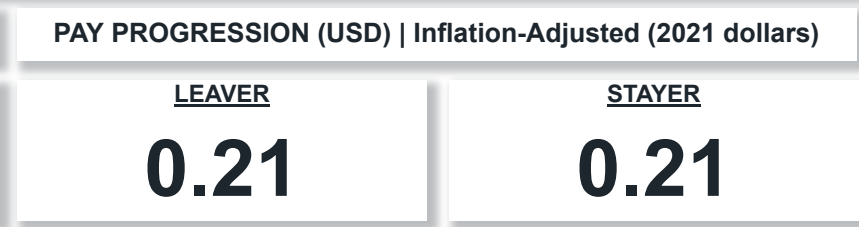
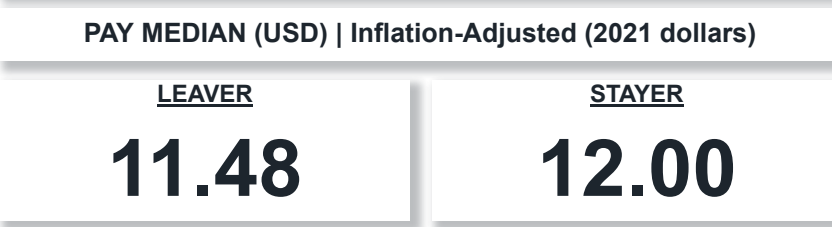
Seniority: ● Early ● Mid ● Senior





Date: Position Type: Beale Code: Publicly Funded: Job Title:

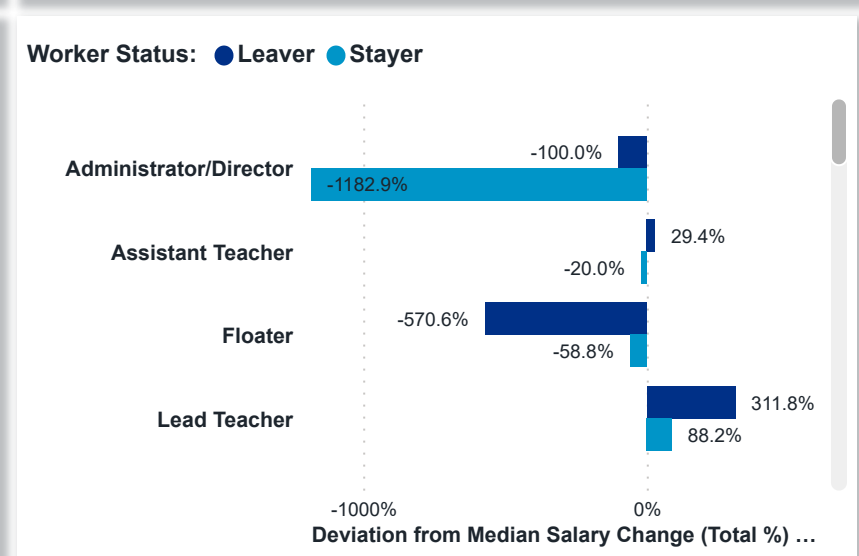
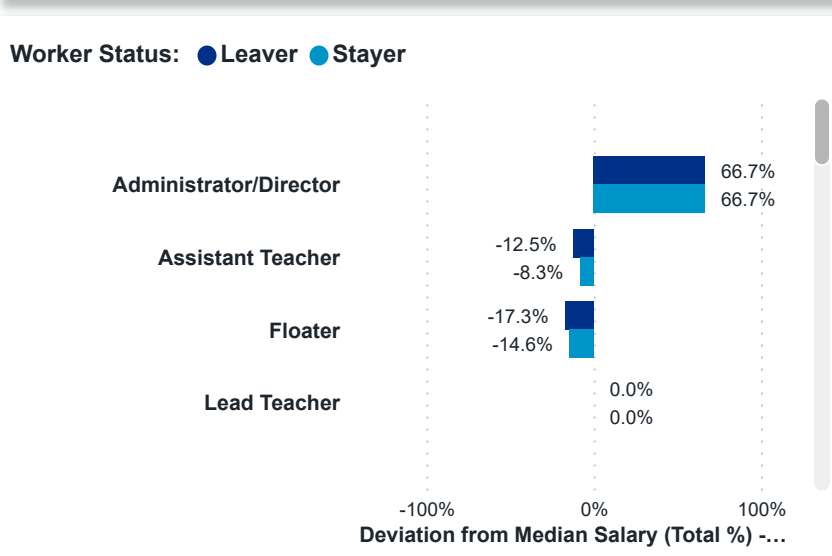
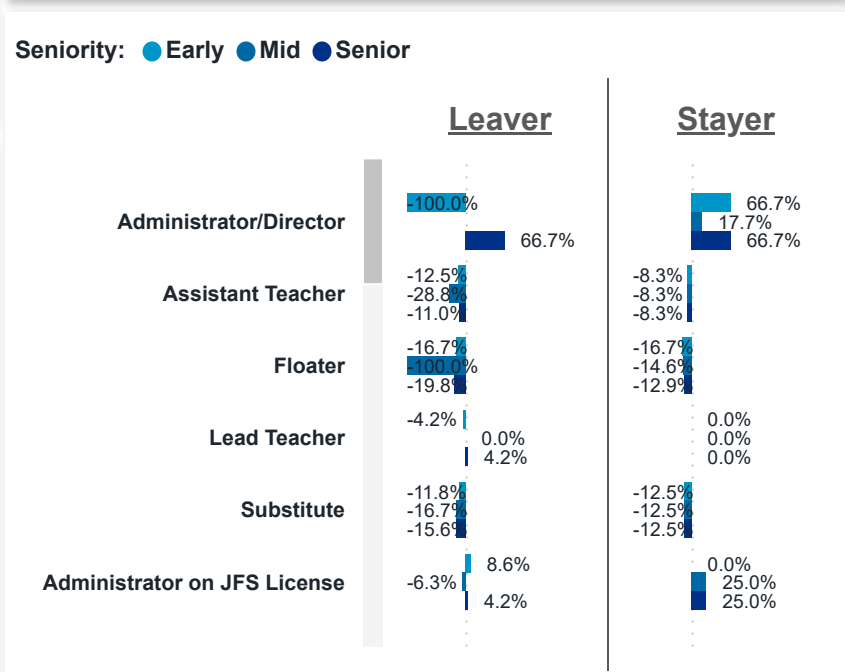
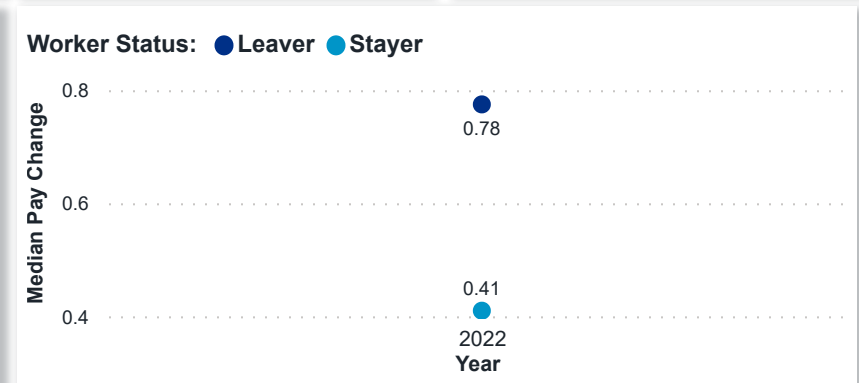
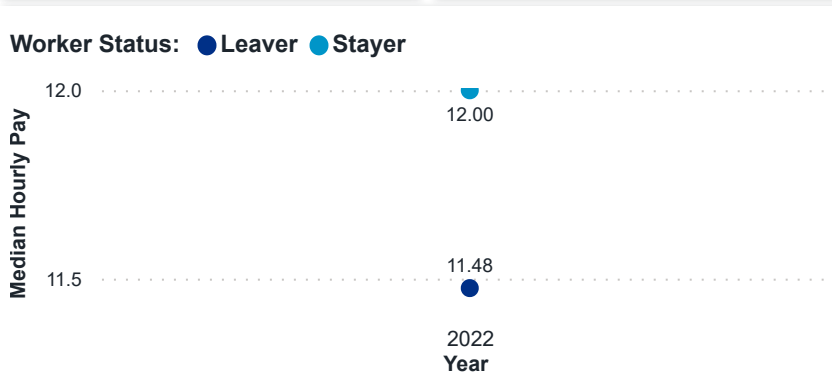
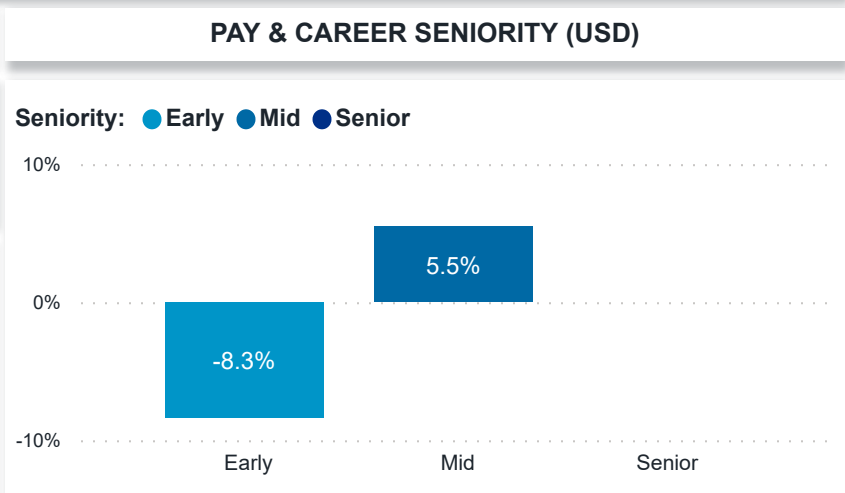
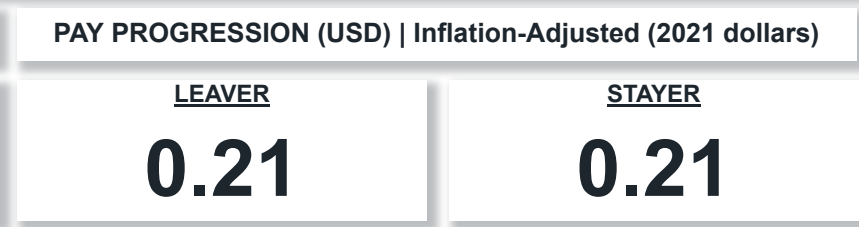
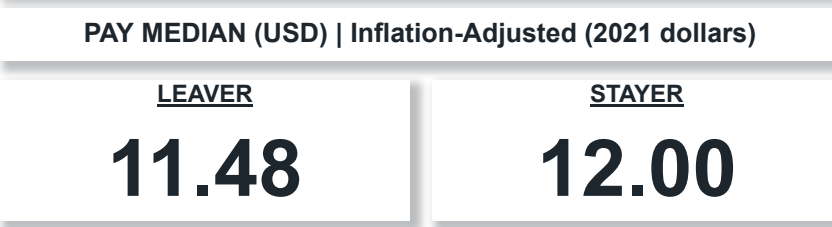
County: Star Rating: Total Duration: Center Type: Education:





Date: Position Type: Beale Code: Publicly Funded: Job Title:

County: Star Rating: Total Duration: Center Type: Education:





Date: Position Type: Beale Code: Publicly Funded: Job Title:

County: Star Rating: Total Duration: Center Type: Education:

Workload Median (Total)

4.67

Workload Median (Leaver)

4.07

Workload Median (Stayer)

4.75

Star Rating Mean (Total)

4.02

Star Rating Mean (Leaver)

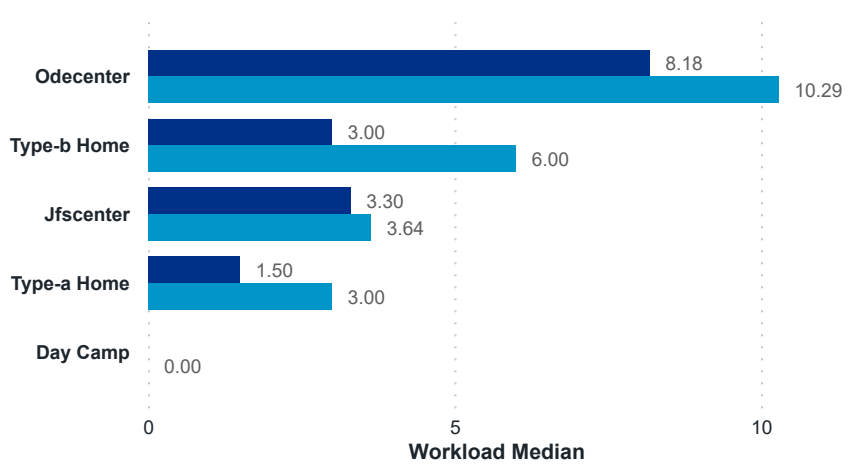
3.89

Star Rating Mean (Stayer)

4.02

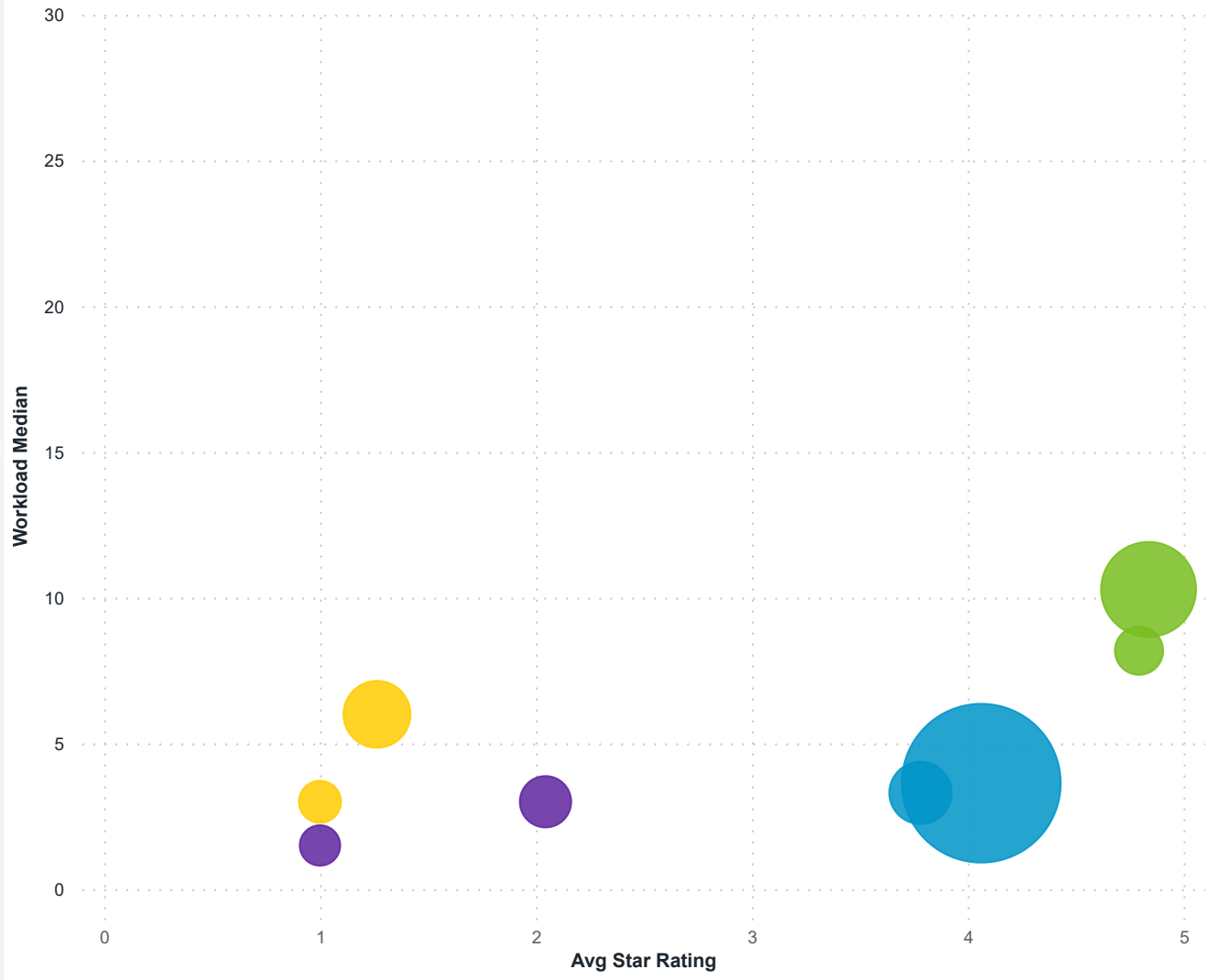
Workload Median

Worker status ● Leaver ● Stayer



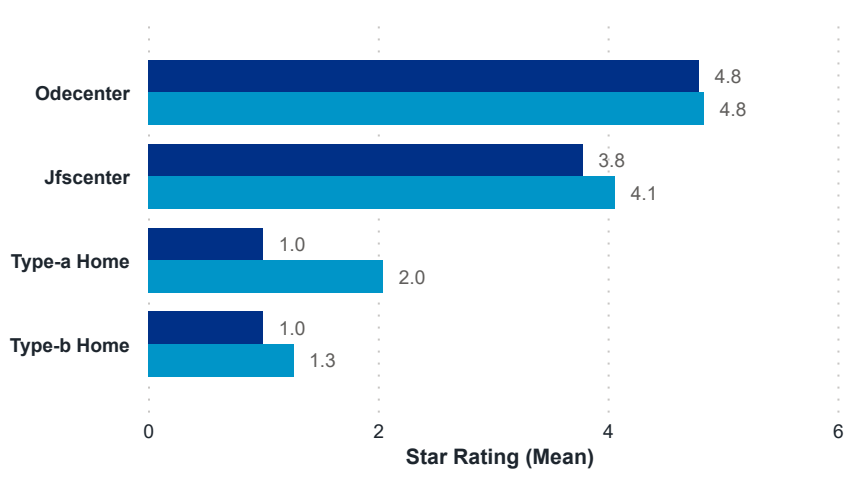
Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

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



Star Rating Mean

Worker status ● Leaver ● Stayer





Date: Position Type: Beale Code: Publicly Funded: Job Title:

County: Star Rating: Total Duration: Center Type: Education:

Workload Median (Total)
4.67

Workload Median (Leaver)
4.07

Workload Median (Stayer)
4.75

Star Rating Mean (Total)
4.02

Star Rating Mean (Leaver)
3.89

Star Rating Mean (Stayer)
4.02

