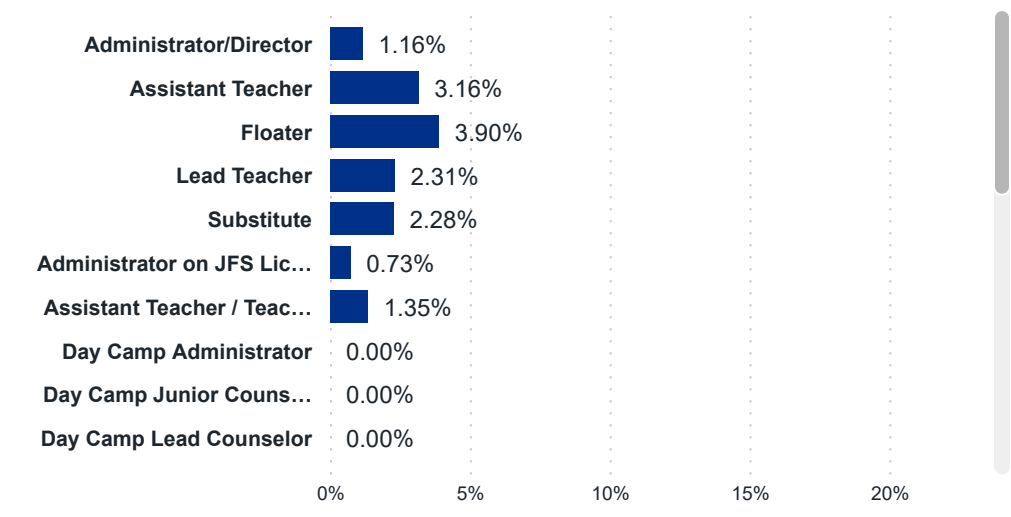




Date:   Position Type:  Beale Code:  Publicly Funded:  Job Title:

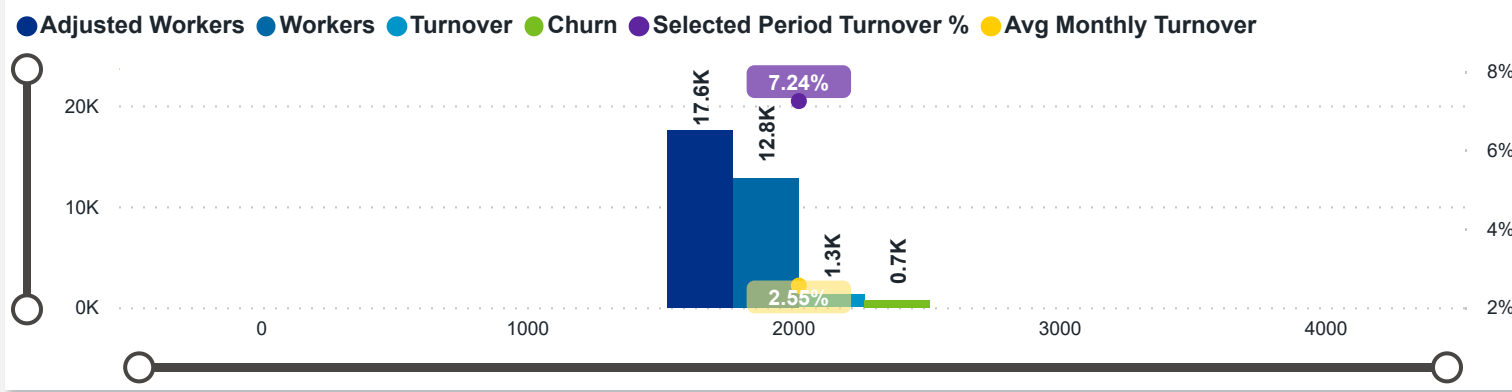
County:  Star Rating:  Total Duration:   Center Type:  Education:

## Avg Monthly Turnover Rates by Job Title

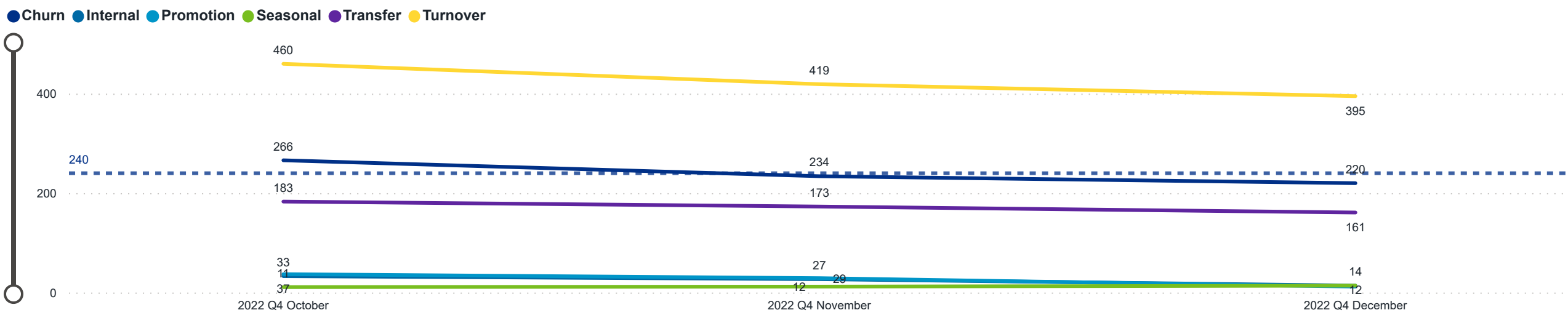


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
<b>2.55%</b>	<b>17,592</b>	<b>715</b>	<b>16,877</b>	<b>7.24%</b>

## Avg Monthly Turnover and Number of Workers



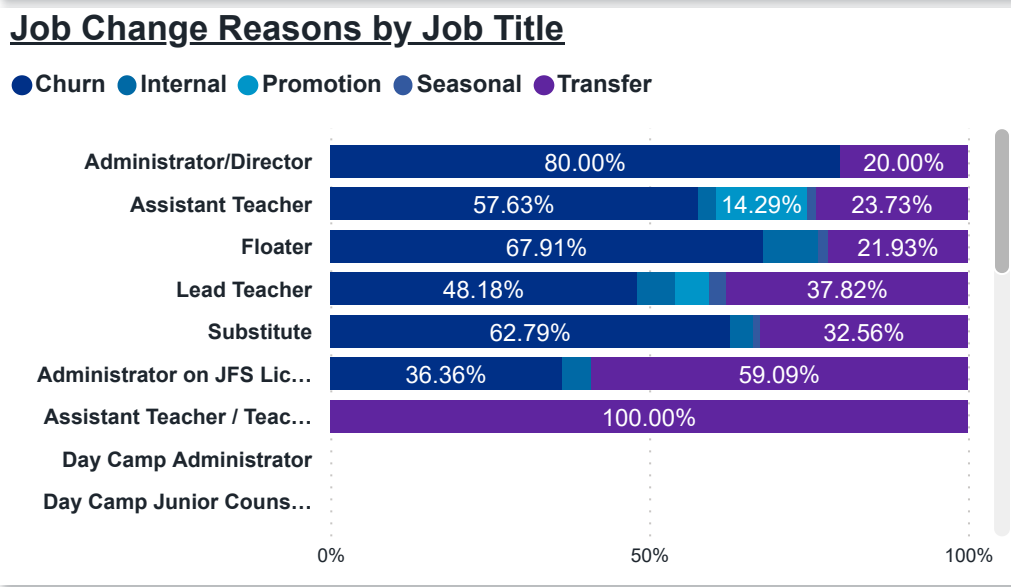
## Categorization by Time Series



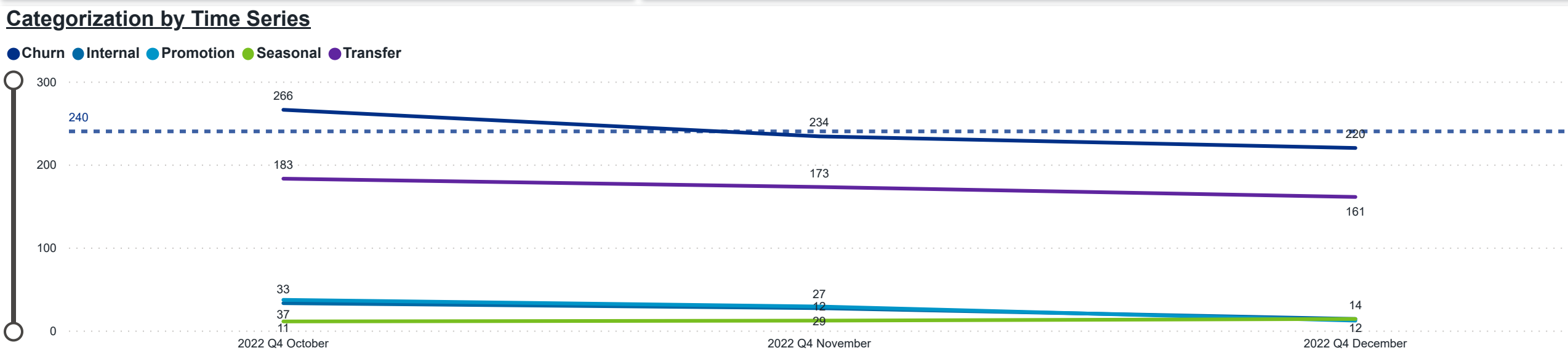
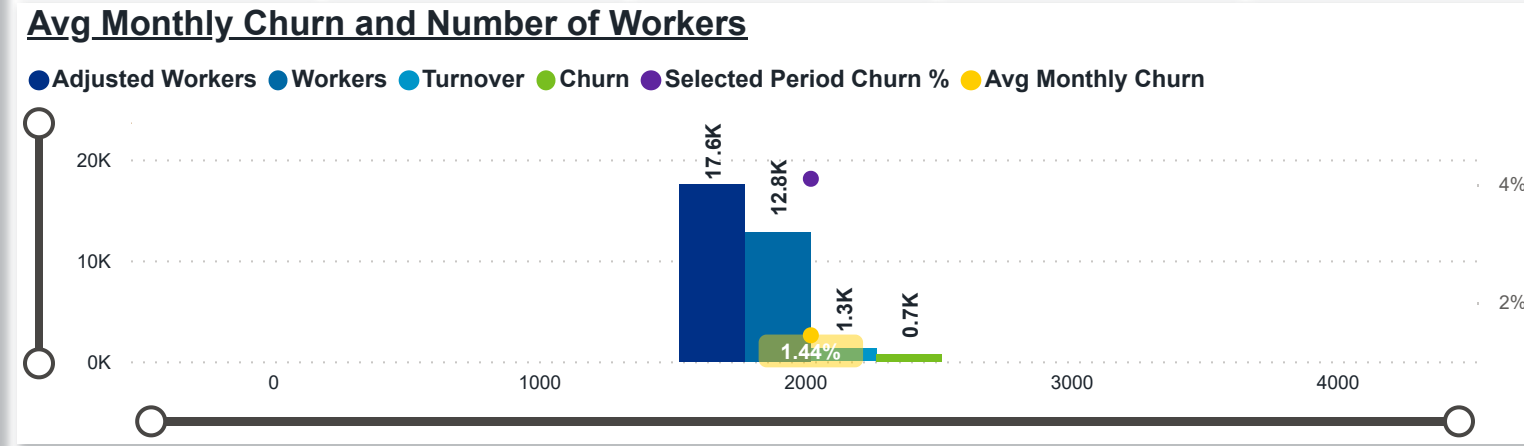


Date:   Position Type:  Beale Code:  Publicly Funded:  Job Title:

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



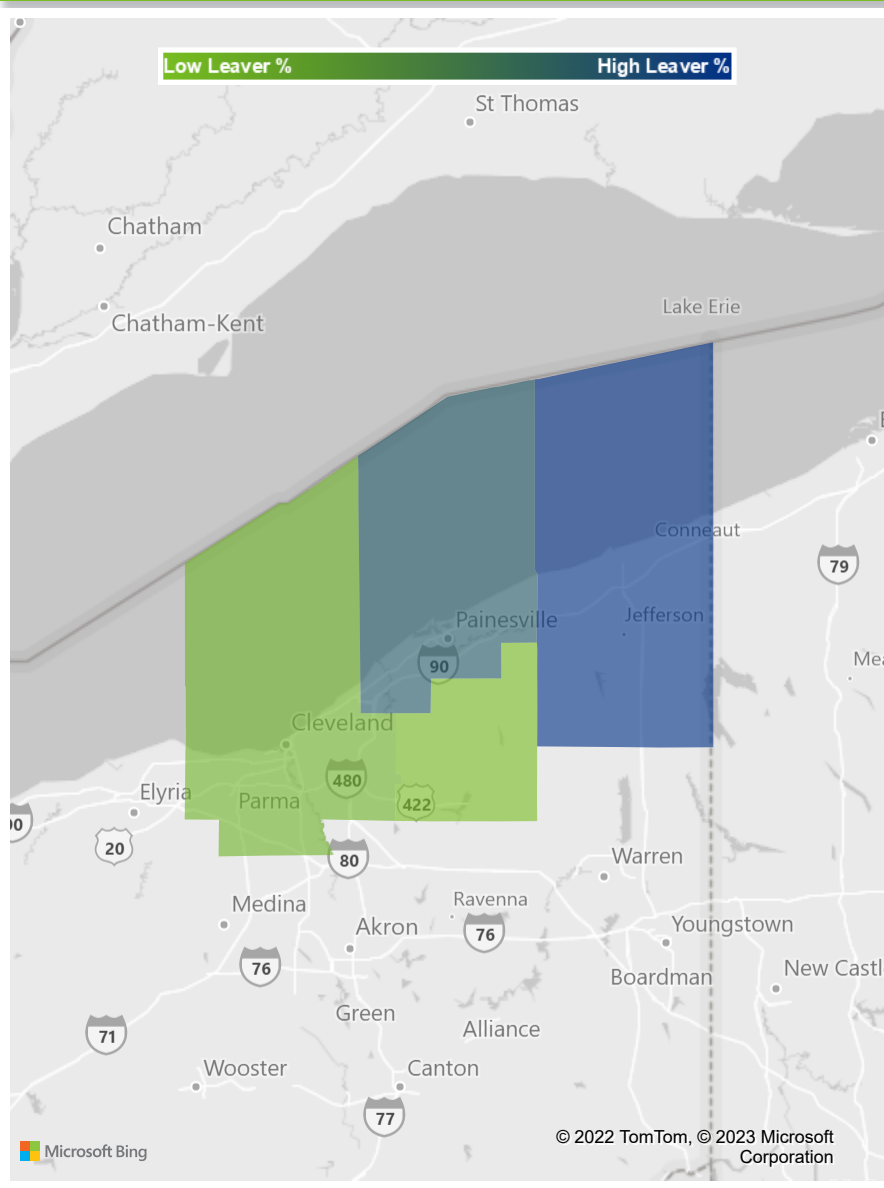
Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
<b>1.44%</b>	<b>17,592</b>	<b>6.48</b>	<b>12.60</b>	<b>6.74</b>





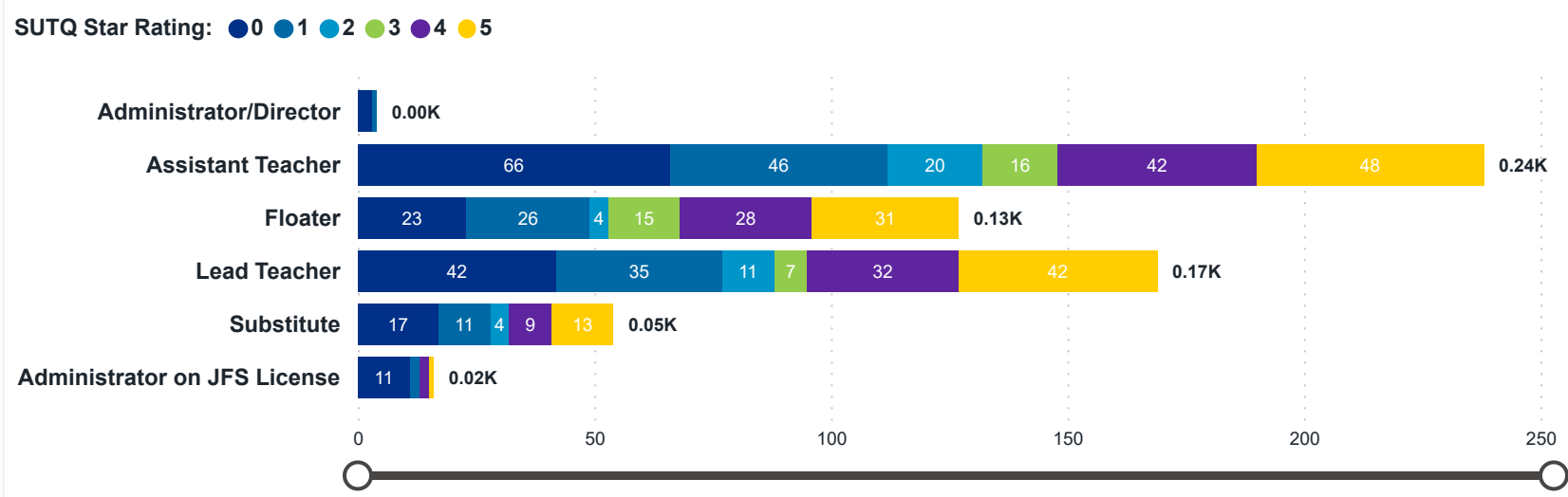
Date:   Position Type:  Beale Code:  Publicly Funded:  Job Title:

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



<b>ADJUSTED WORKERS</b> <b>17,592</b>	<b>TOTAL LEAVER</b> <b>715</b>	<b>TOTAL STAYER</b> <b>16,877</b>	<b>SELECTED PERIOD CHURN %</b> <b>4.06%</b>
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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
Ashtabula OH	786	559	4.37%	44	742	5.60%	94.40%	1.98%	8.91%	3.15%	5.60	4.08
Cuyahoga OH	14,329	10,490	82.00%	554	13,775	3.87%	96.13%	1.37%	7.09%	2.49%	6.47	3.46
Geauga OH	591	457	3.57%	22	569	3.72%	96.28%	1.31%	6.43%	2.26%	7.00	3.82
Lake OH	1,886	1,417	11.08%	95	1,791	5.04%	94.96%	1.81%	7.95%	2.85%	6.72	3.74
<b>Total</b>	<b>17,592</b>	<b>12,792</b>	<b>100.00%</b>	<b>715</b>	<b>16,877</b>	<b>4.06%</b>	<b>95.94%</b>	<b>1.44%</b>	<b>7.24%</b>	<b>2.55%</b>	<b>6.48</b>	<b>3.53</b>



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)

# 715

# 16,877

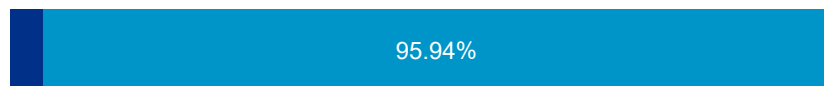
# 2.83

# 6.83

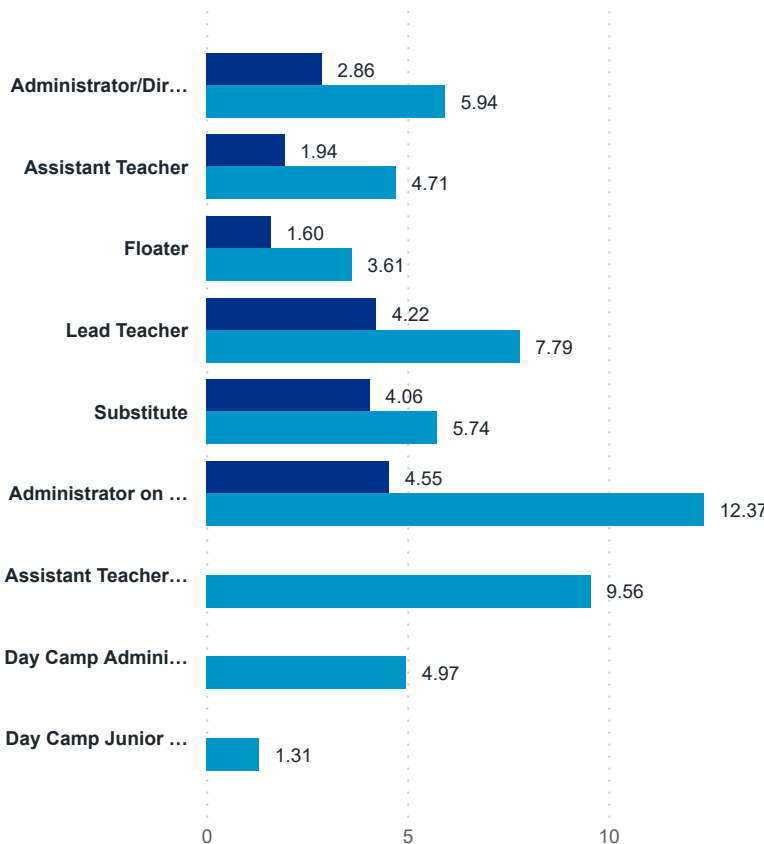
# 12.50

# 12.62

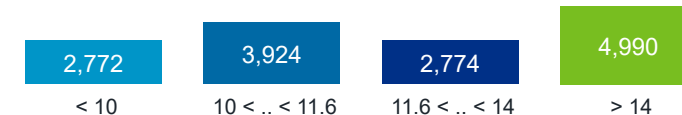
Leaver % Stayer %



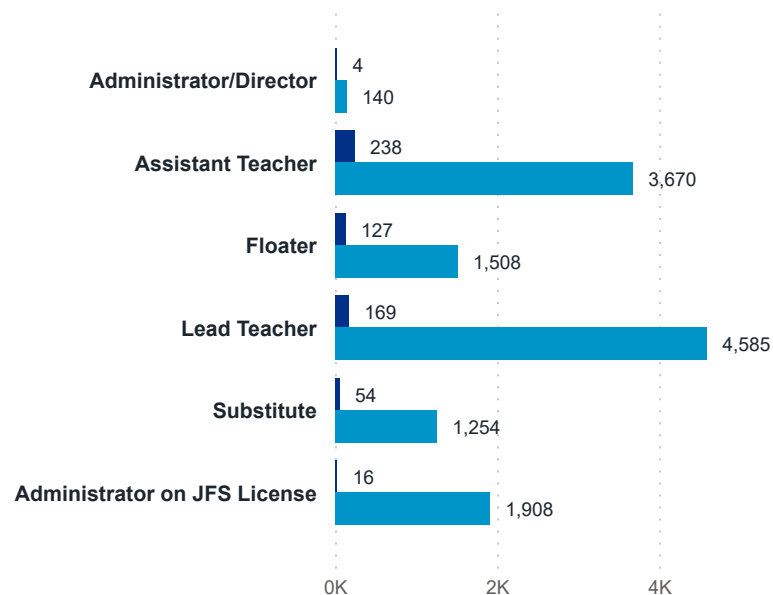
Worker Status: Leaver Stayer



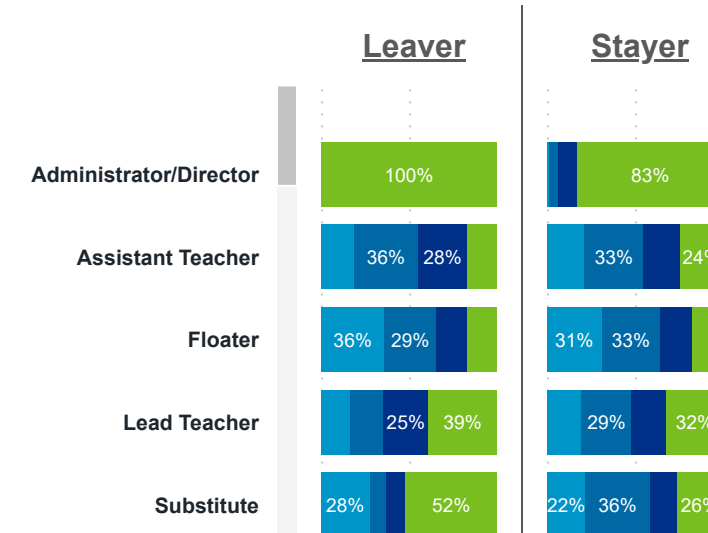
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



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:

### NUMBER OF WORKERS

LEAVER

# 4.06%

STAYER

# 95.94%

### AVG ECE DURATION (In Years)

LEAVER

# 2.83

STAYER

# 6.83

### HOURLY WAGE BANDS (USD)

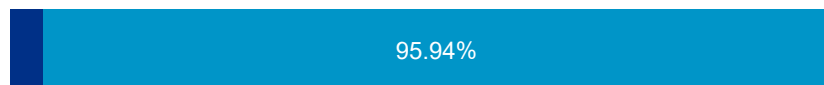
LEAVER (Hourly Wage MED)

# 12.50

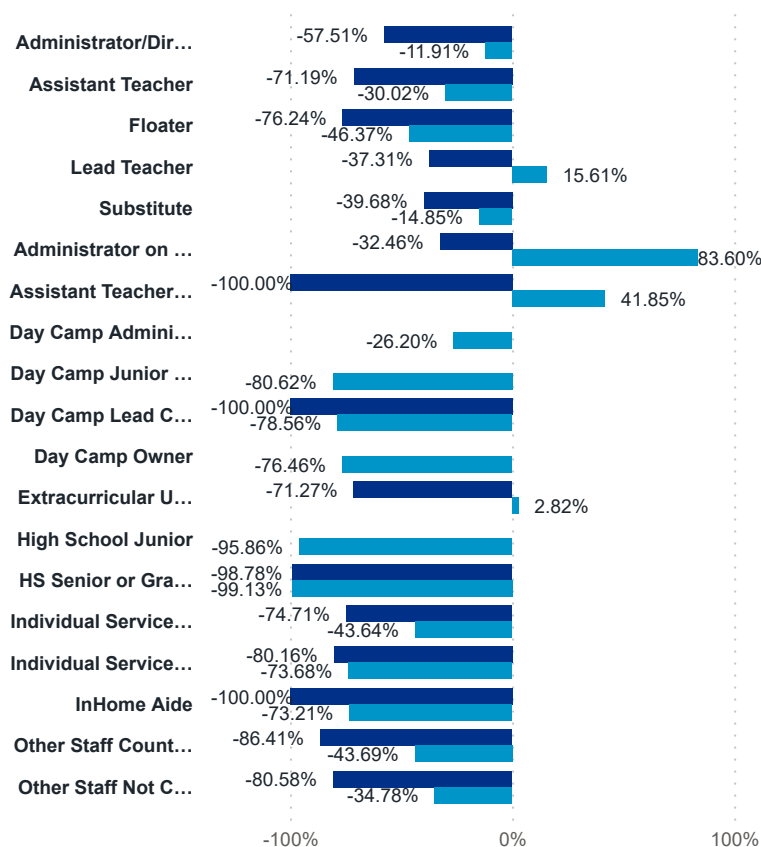
STAYER (Hourly Wage MED)

# 12.62

● Leaver % ● Stayer %



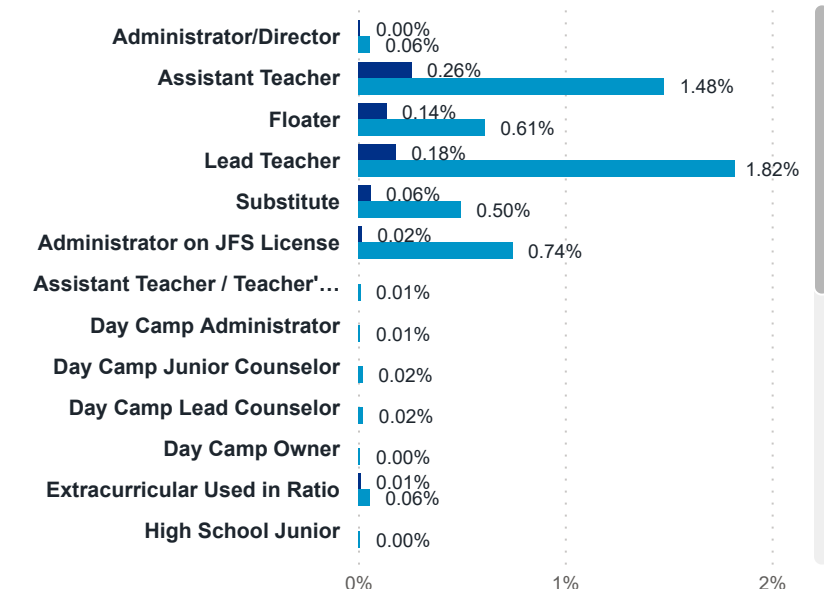
Worker Status: ● Leaver ● Stayer



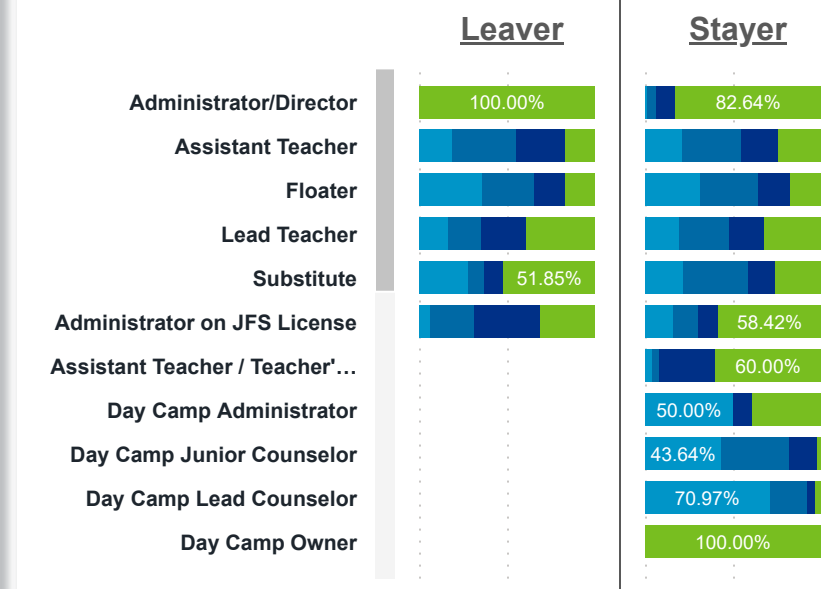
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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



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

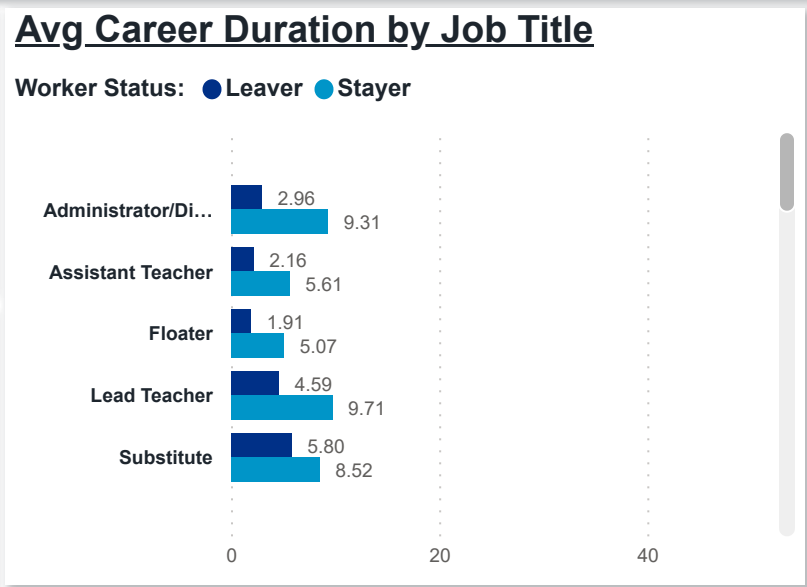
County:  Star Rating:  Total Duration:   Center Type:  Education:

**LEAVER (Avg Career Duration)**

**4.08**

**STAYER (Avg Career Duration)**

**10.46**



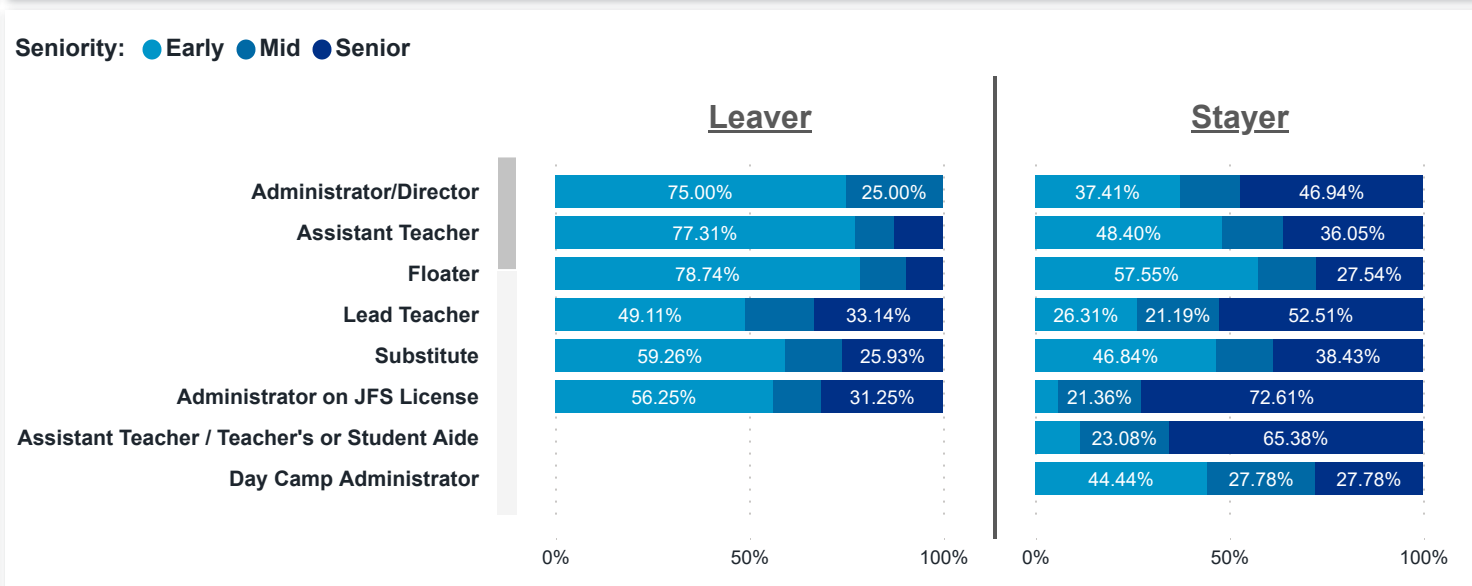
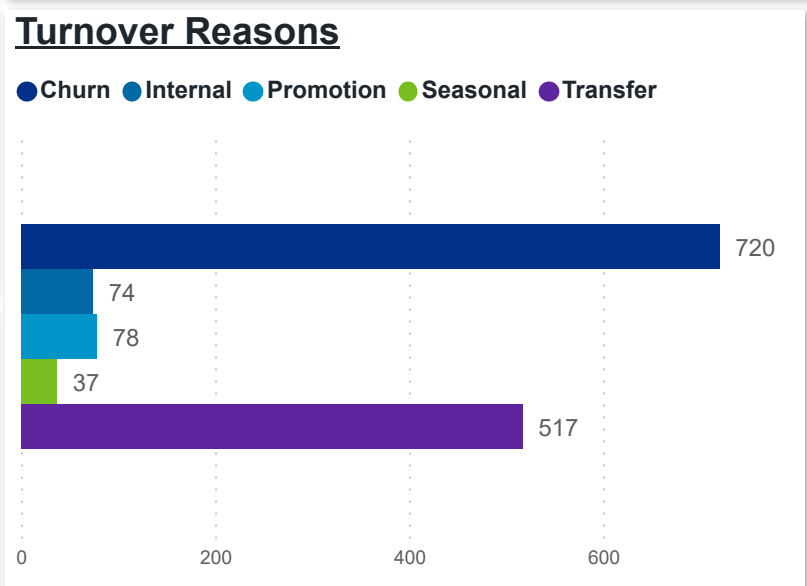
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Cuyahoga	Assistant Teacher	0.00	9.90	Early	6.00	5.00
Geauga	Assistant Teacher	0.00	18.84	Early	10.07	5.00
Cuyahoga	Program Management Used in Ratio	0.00	18.50	Mid	7.13	2.00
Cuyahoga	Assistant Teacher	0.00	14.05	Mid	10.00	
Cuyahoga	Extracurricular Used in Ratio	0.00	11.00	Mid	4.25	4.00
Ashtabula	Individual Service Provider Used in Ratio	0.00	12.25	Early	12.50	
Ashtabula	Individual Service Provider Used in Ratio	0.00	13.00	Early	4.11	
Lake	Assistant Teacher	0.01	15.48	Early	2.83	4.00
Cuyahoga	Administrator on JFS License	0.01	17.50	Early	12.00	
Ashtabula	Cook	0.01	9.50	Early	6.00	4.00
Ashtabula	Floater	0.01	12.00	Early	9.09	
Cuyahoga	Other Staff Counted In Ratio	0.01	16.59	Early	2.39	

**TOTAL STAYER**

**16,877**

**STAYER (Promotion)**

**78**





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

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

LEAVER (Avg Career Duration)

# 4.08

STAYER (Avg Career Duration)

# 10.46

TOTAL STAYER

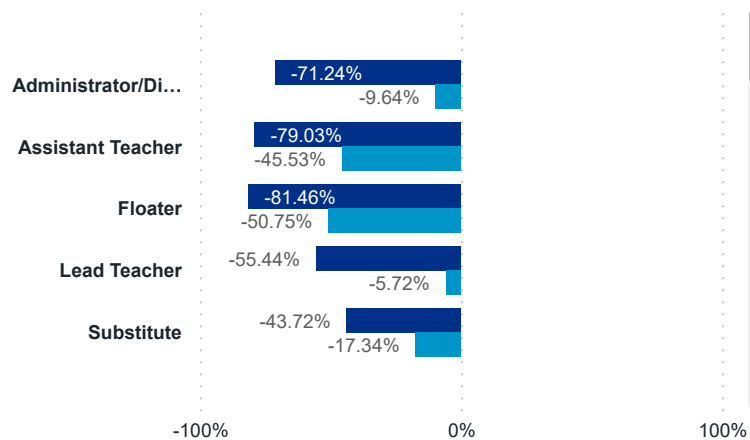
# 16,877

STAYER (Promotion)

# 78

## Avg Career Duration by Job Title vs Mean

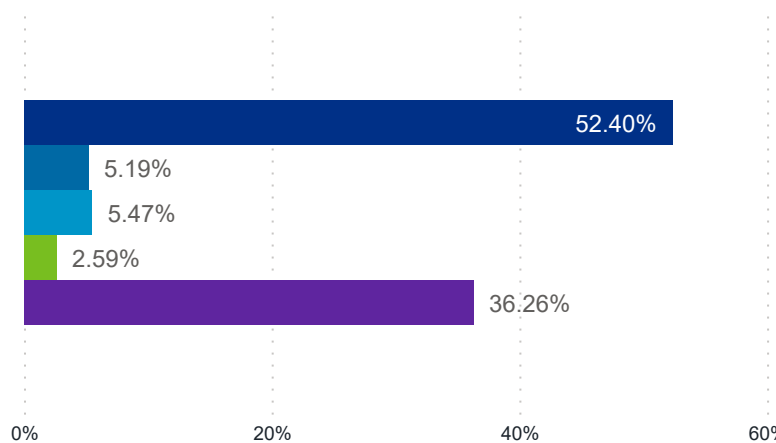
Worker Status: ● Leaver ● Stayer



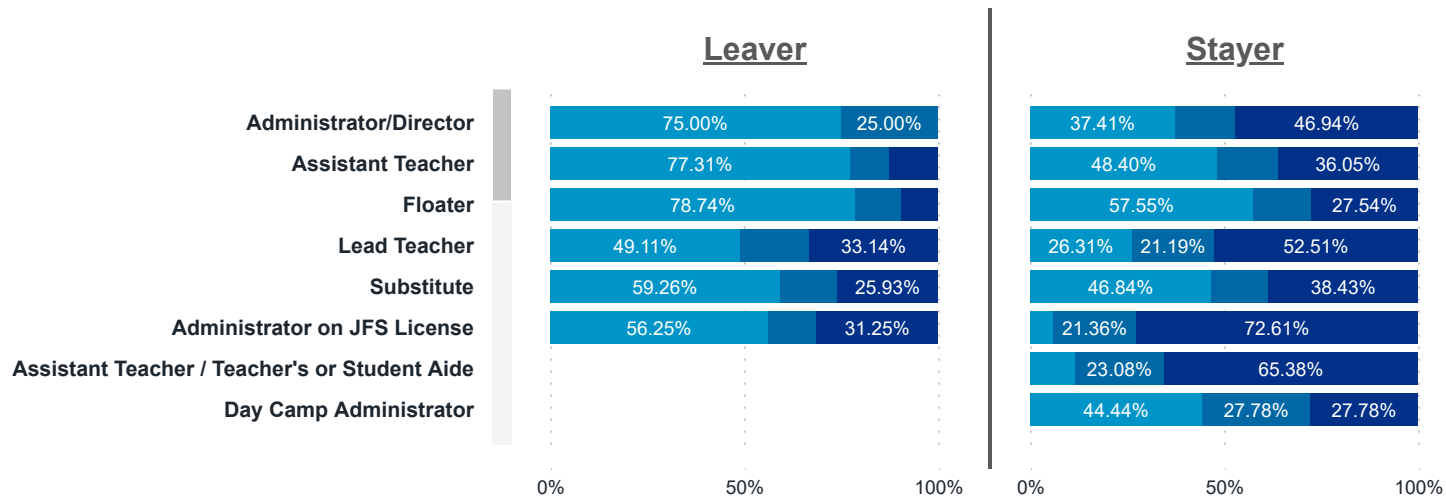
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Cuyahoga	Assistant Teacher	0.00	9.90	Early	6.00	5.00
Geauga	Assistant Teacher	0.00	18.84	Early	10.07	5.00
Cuyahoga	Program Management Used in Ratio	0.00	18.50	Mid	7.13	2.00
Cuyahoga	Assistant Teacher	0.00	14.05	Mid	10.00	
Cuyahoga	Extracurricular Used in Ratio	0.00	11.00	Mid	4.25	4.00
Ashtabula	Individual Service Provider Used in Ratio	0.00	12.25	Early	12.50	
Ashtabula	Individual Service Provider Used in Ratio	0.00	13.00	Early	4.11	
Lake	Assistant Teacher	0.01	15.48	Early	2.83	4.00
Cuyahoga	Administrator on JFS License	0.01	17.50	Early	12.00	
Ashtabula	Cook	0.01	9.50	Early	6.00	4.00
Ashtabula	Floater	0.01	12.00	Early	9.09	
Cuyahoga	Other Staff Counted In Ratio	0.01	16.59	Early	2.39	

## Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior

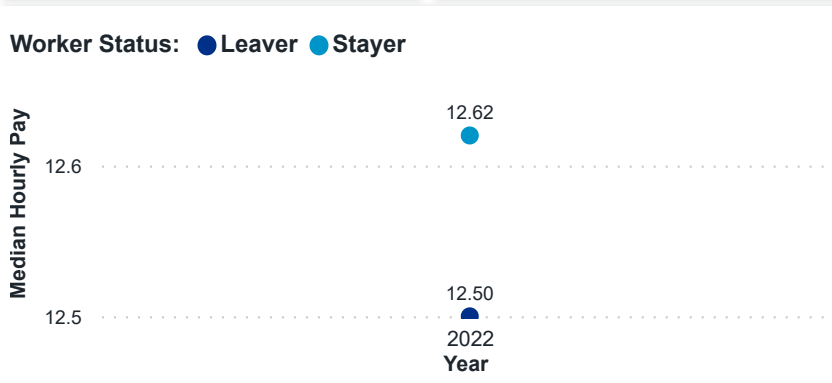




Date:   Position Type:  Beale Code:  Publicly Funded:  Job Title:

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

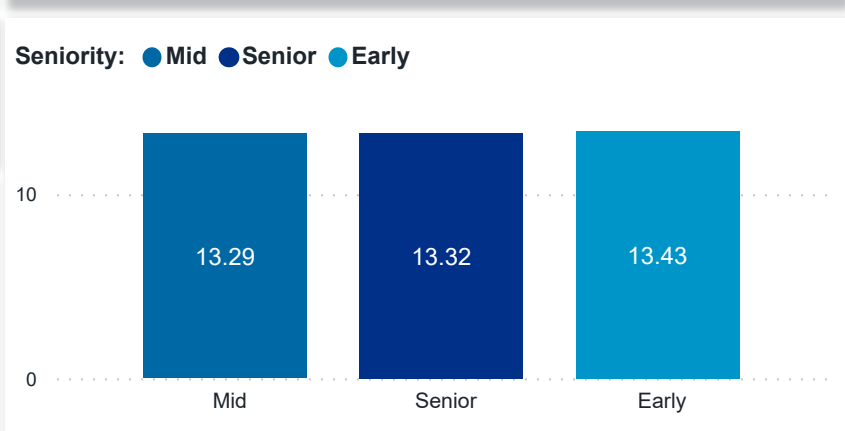
### PAY MEDIAN (USD) | Inflation-Adjusted (2021 dollars)



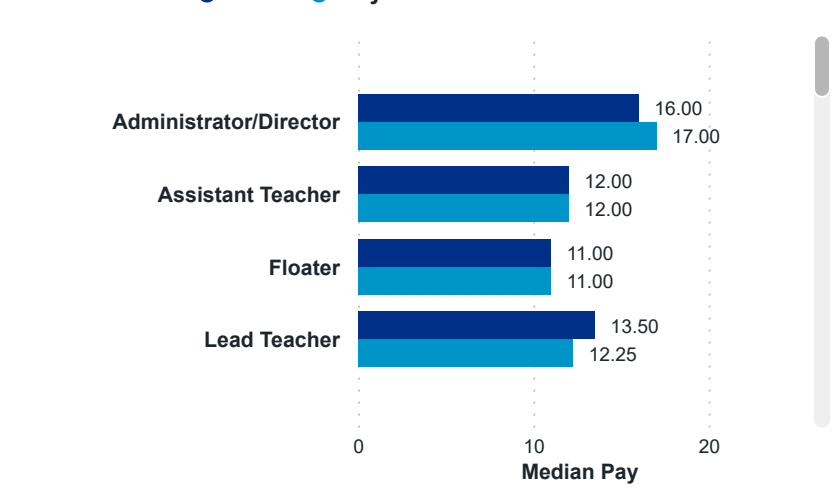
### PAY PROGRESSION (USD) | Inflation-Adjusted (2021 dollars)



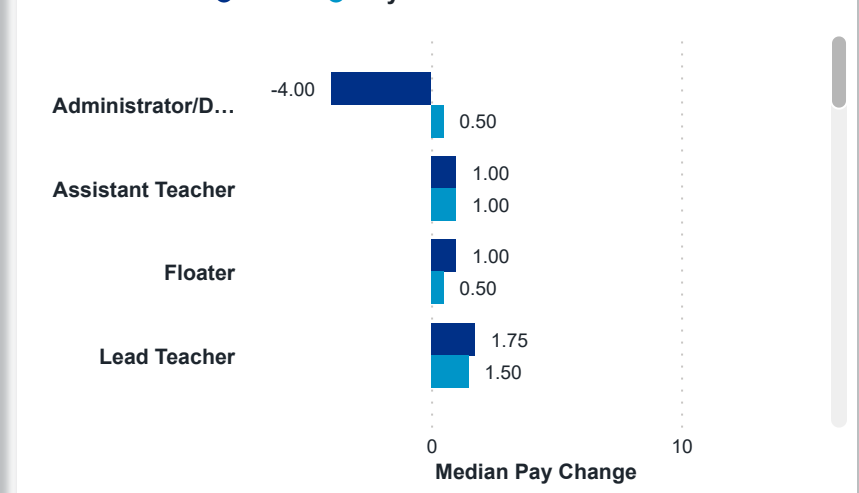
### PAY & CAREER SENIORITY (USD)



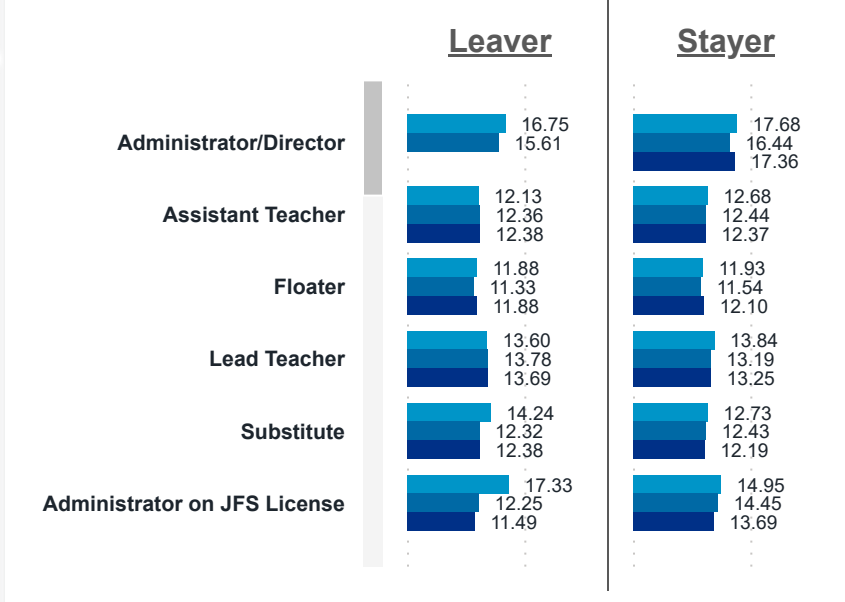
### Worker Status: ● Leaver ● Stayer



### Worker Status: ● Leaver ● Stayer



### Seniority: ● Early ● Mid ● Senior

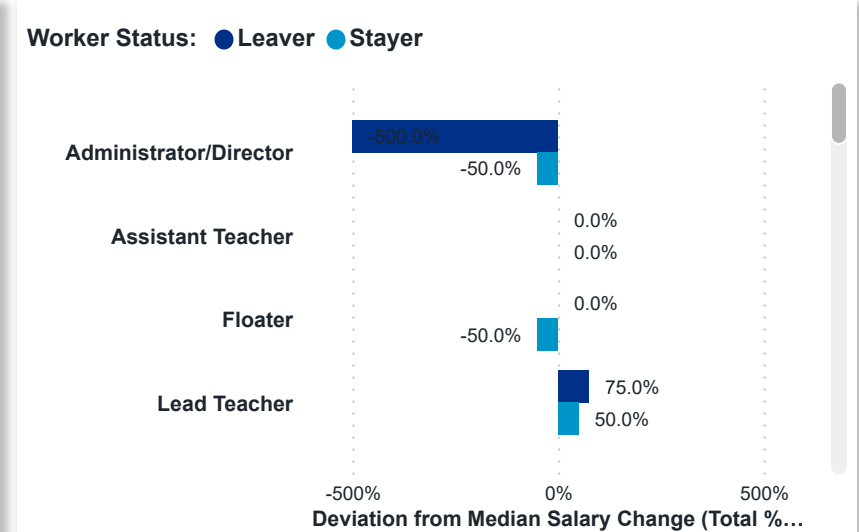
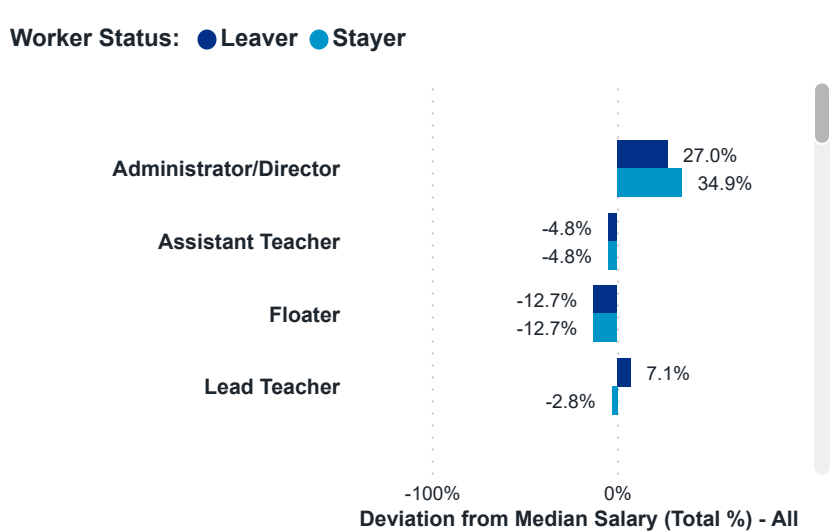
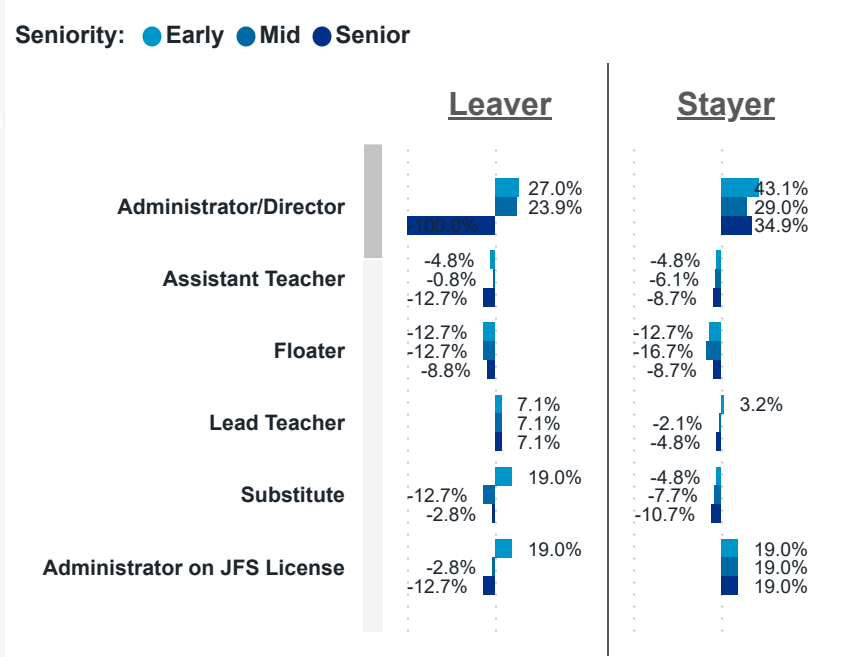
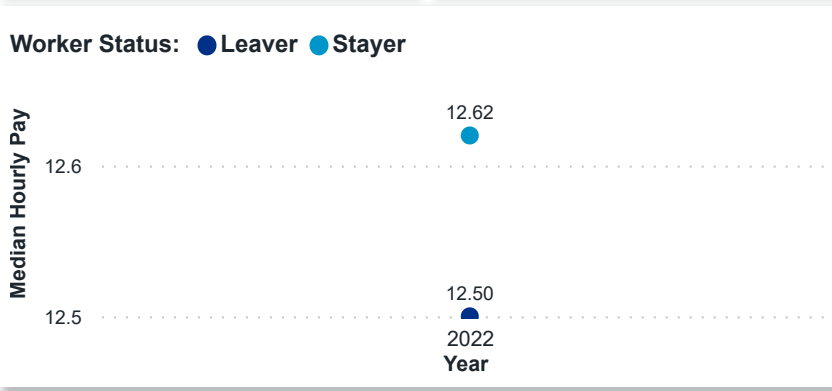
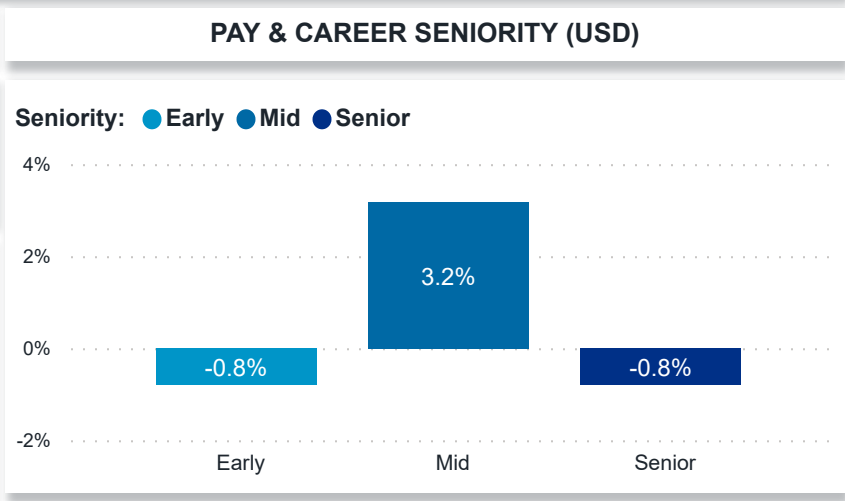
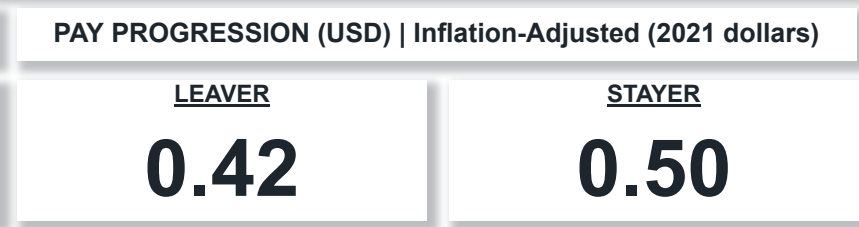
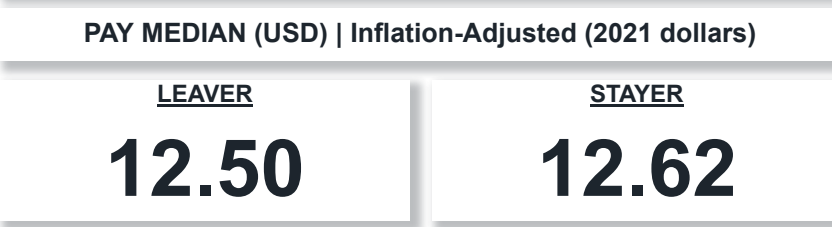






Date:   Position Type:  Beale Code:  Publicly Funded:  Job Title:

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:

**Workload Median (Total)**  
**6.48**

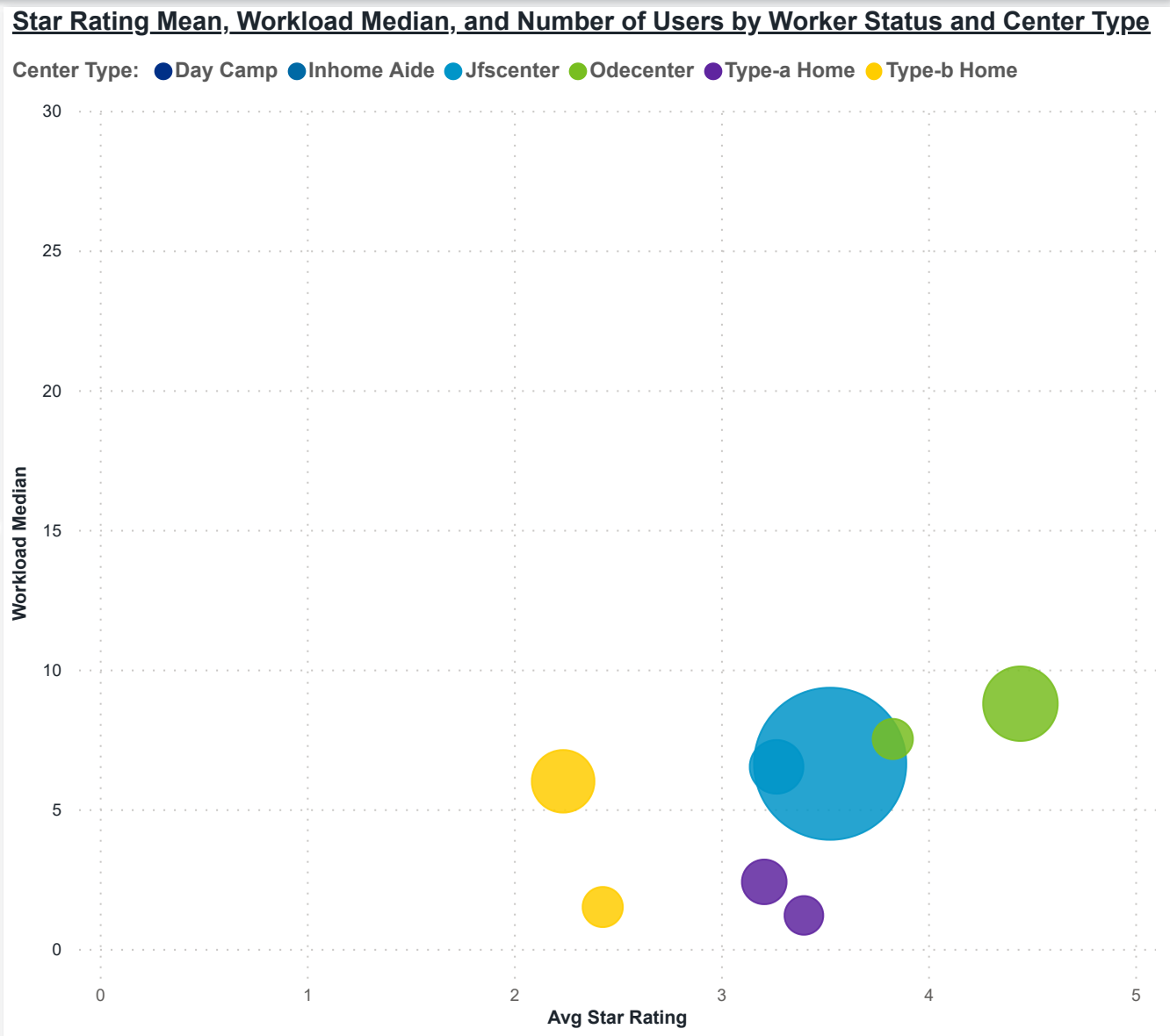
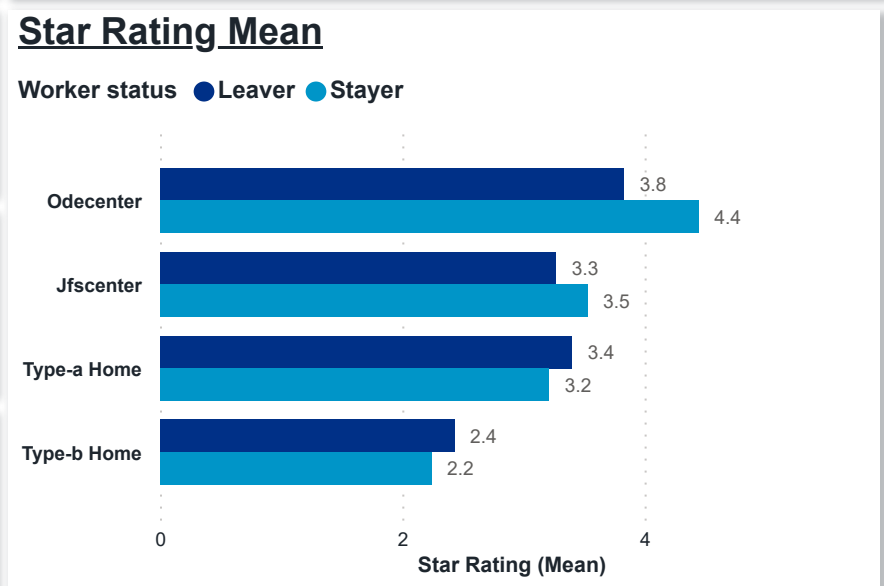
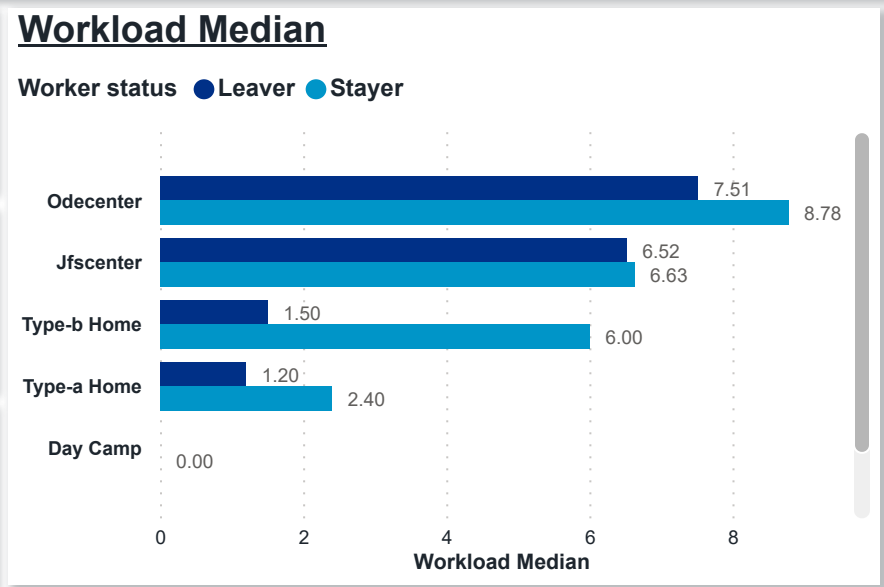
**Workload Median (Leaver)**  
**6.47**

**Workload Median (Stayer)**  
**6.48**

**Star Rating Mean (Total)**  
**3.53**

**Star Rating Mean (Leaver)**  
**3.30**

**Star Rating Mean (Stayer)**  
**3.54**





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

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

**Workload Median (Total)**  
**6.48**

**Workload Median (Leaver)**  
**6.47**

**Workload Median (Stayer)**  
**6.48**

**Star Rating Mean (Total)**  
**3.53**

**Star Rating Mean (Leaver)**  
**3.30**

**Star Rating Mean (Stayer)**  
**3.54**

