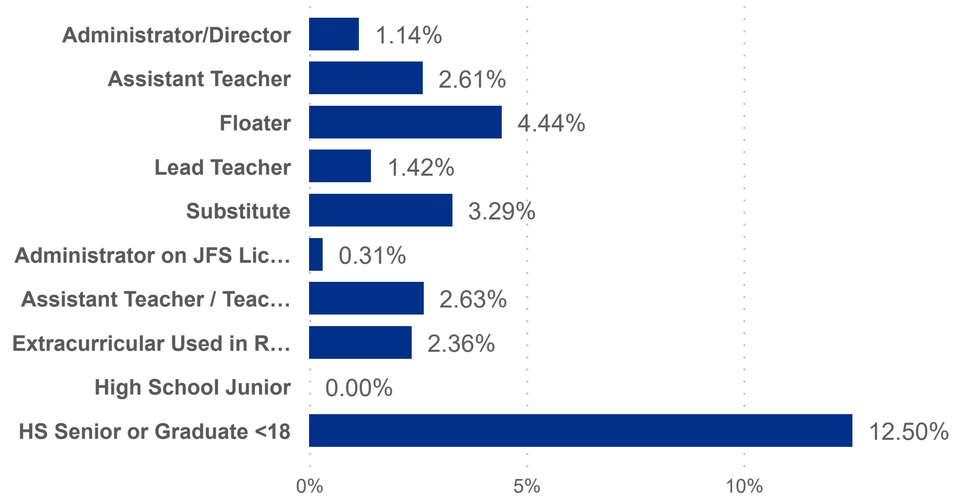
# Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

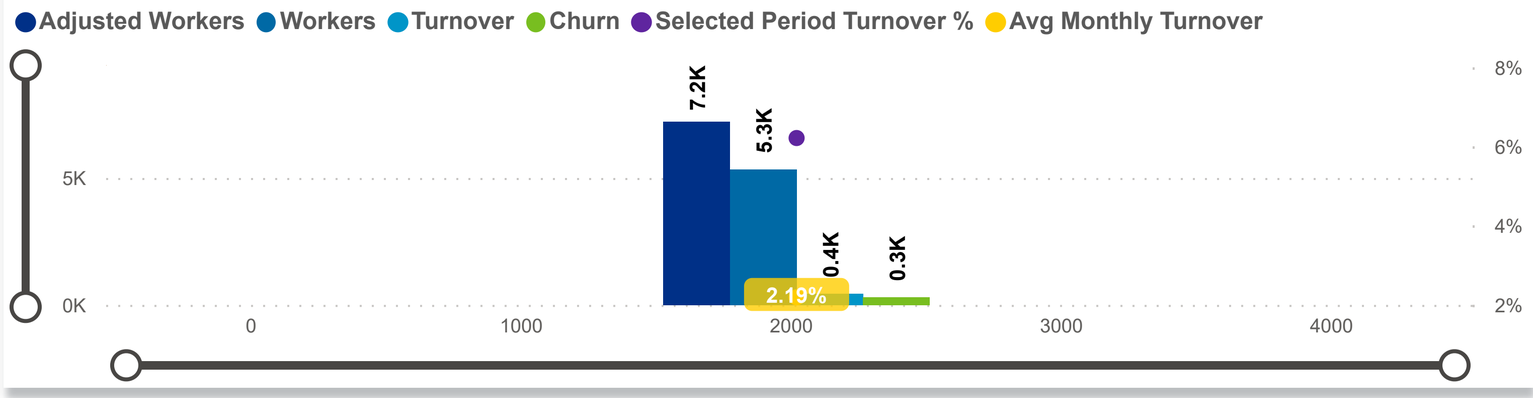
SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## Avg Monthly Turnover Rates by Job Title

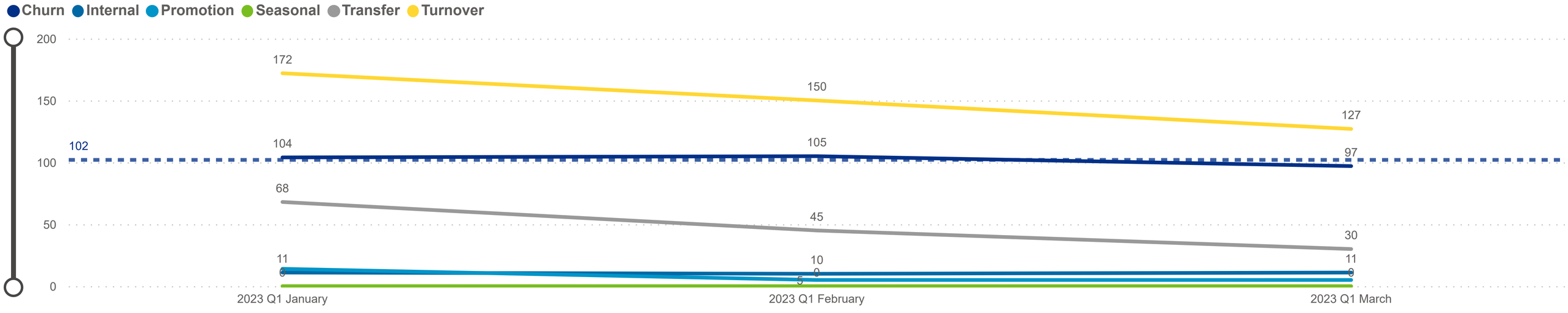



| Avg Monthly Turnover | Adjusted Workers | Total Leaver | Total Stayer | Sel Period Turnover |
|---|---|---|---|---|
| 2.19% | 7,223 | 306 | 6,917 | 6.22% |

## Avg Monthly Turnover and Number of Workers




## Categorization by Time Series



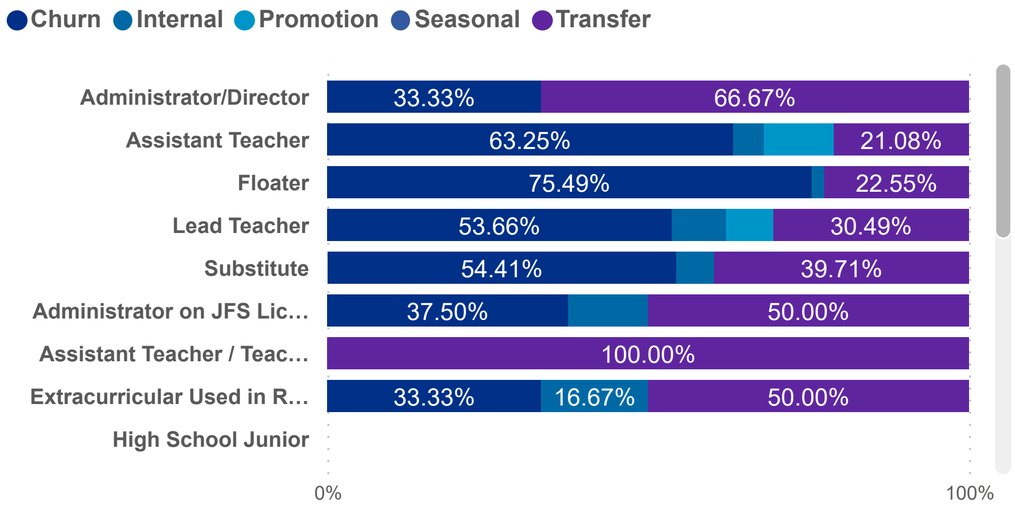
# Workforce and Program Analysis Platform (WPAP): TIMELINE - CHURN

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

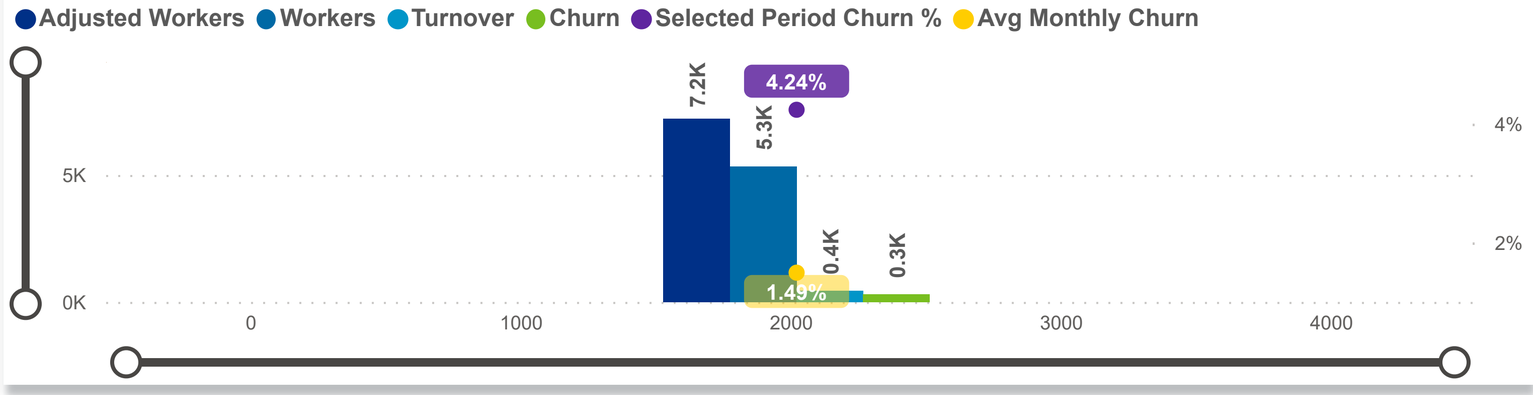
SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## Job Change Reasons by Job Title

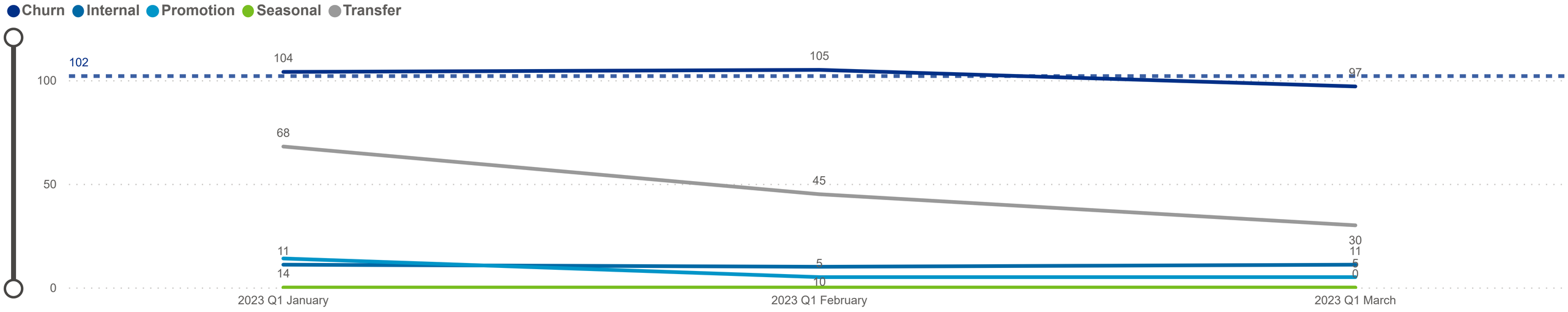



| Avg Monthly Churn | Adjusted Workers | Workload Median | Pay Median USD / hr | Avg ECE Duration |
|---|---|---|---|---|
| 1.49% | 7,223 | 5.90 | 14.00 | 5.79 |

## Avg Monthly Churn and Number of Workers




## Categorization by Time Series

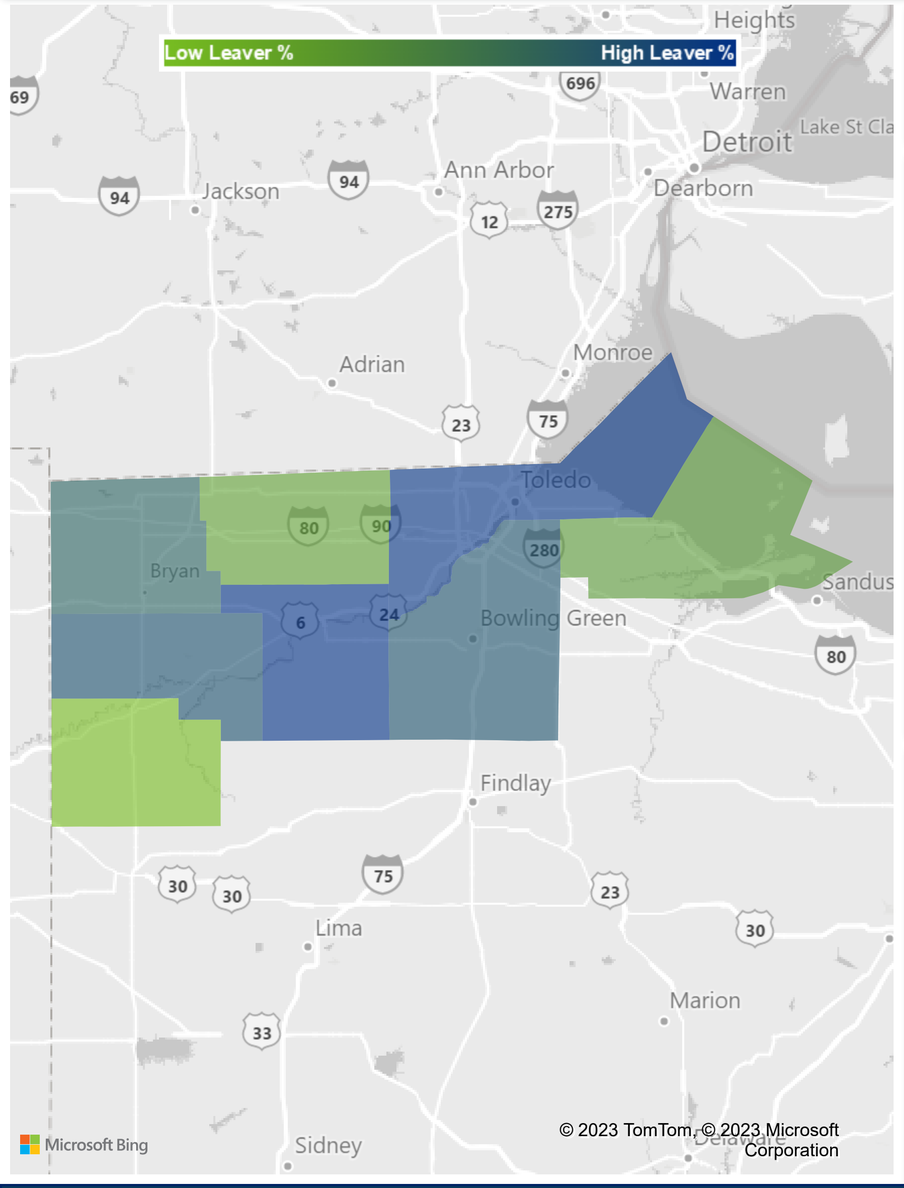


# Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

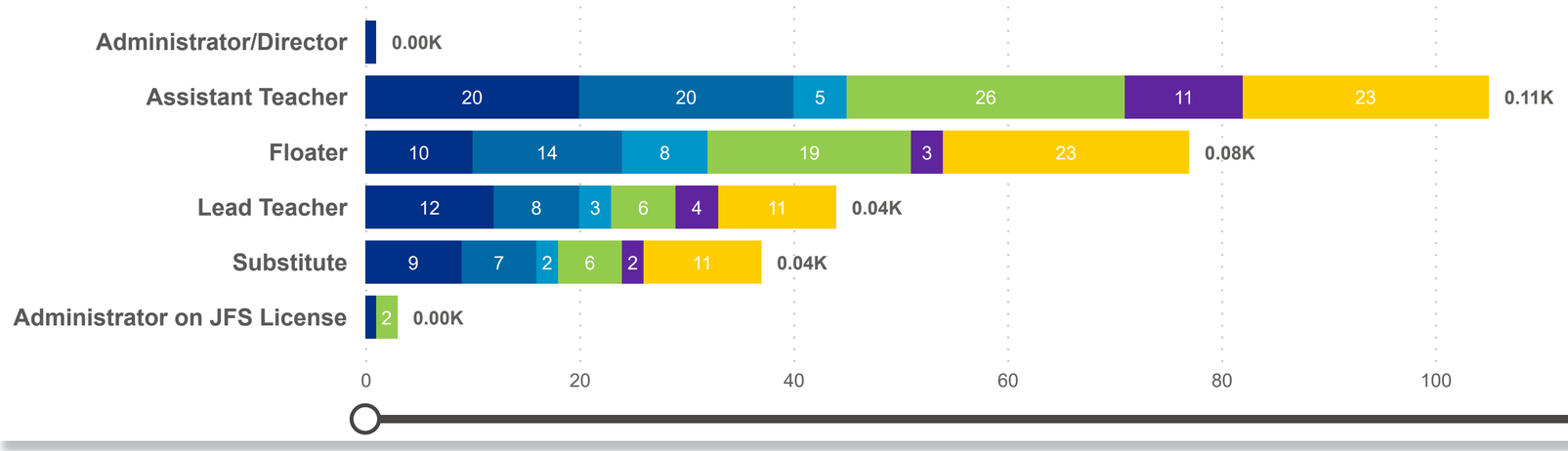
SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All




| ADJUSTED WORKERS | TOTAL LEAVER | TOTAL STAYER | SELECTED PERIOD CHURN % |
|---|---|---|---|
| 7,223 | 306 | 6,917 | 4.24% |

## Leaver by Job Title and Star Rating

SUTQ Star Rating: 0 1 2 3 4 5




| 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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Defiance OH | 332 | 236 | 4.42% | 13 | 319 | 3.92% | 96.08% | 1.35% | 5.72% | 1.97% | 4.52 | 3.56 |
| Fulton OH | 271 | 201 | 3.76% | 5 | 266 | 1.85% | 98.15% | 0.63% | 2.21% | 0.75% | 6.00 | 3.50 |
| Henry OH | 189 | 155 | 2.90% | 9 | 180 | 4.76% | 95.24% | 1.68% | 5.29% | 1.87% | 6.00 | 4.88 |
| Lucas OH | 4,590 | 3,367 | 63.06% | 215 | 4,375 | 4.68% | 95.32% | 1.65% | 6.69% | 2.36% | 6.09 | 3.33 |
| Ottawa OH | 201 | 163 | 3.05% | 4 | 197 | 1.99% | 98.01% | 0.70% | 4.48% | 1.57% | 5.94 | 3.79 |
| Paulding OH | 89 | 71 | 1.33% | 1 | 88 | 1.12% | 98.88% | 0.40% | 2.25% | 0.80% | 4.40 | 3.00 |
| Williams OH | 202 | 133 | 2.49% | 7 | 195 | 3.47% | 96.53% | 1.22% | 3.96% | 1.39% | 5.90 | 4.32 |
| Wood OH | 1,349 | 1,090 | 20.42% | 52 | 1,297 | 3.85% | 96.15% | 1.37% | 6.52% | 2.32% | 4.65 | 3.32 |
| **Total** | **7,223** | **5,339** | **100.00%** | **306** | **6,917** | **4.24%** | **95.76%** | **1.49%** | **6.22%** | **2.19%** | **5.90** | **3.42** |

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

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## NUMBER OF WORKERS

| TOTAL LEAVER | TOTAL STAYER |
|---|---|
| 306 | 6,917 |

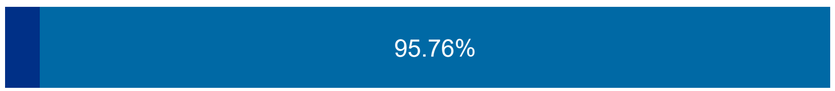
## AVG ECE DURATION (In Years)

| LEAVER | STAYER |
|---|---|
| 2.06 | 5.89 |

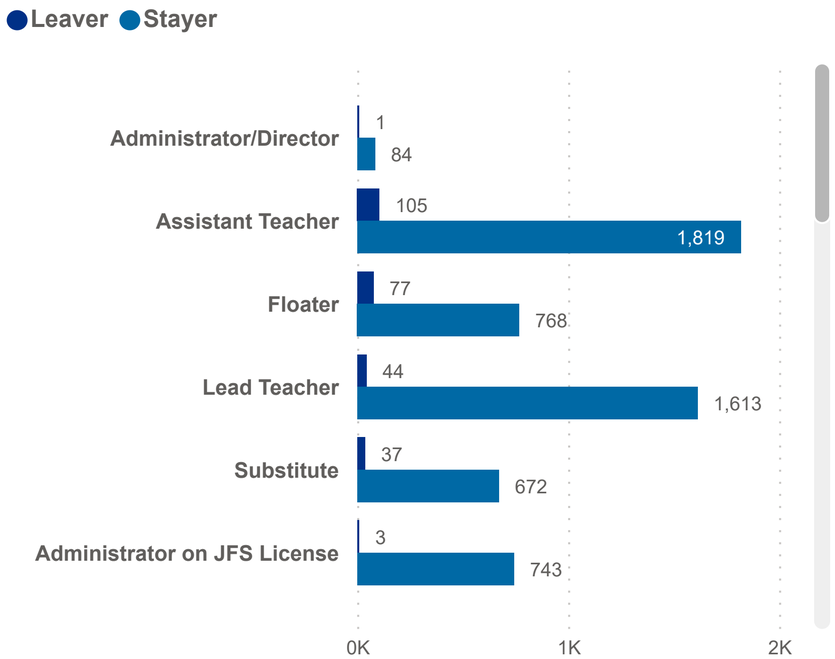
## HOURLY WAGE BANDS (USD)

| LEAVER (Hourly Wage MED) | STAYER (Hourly Wage MED) |
|---|---|
| 12.75 | 14.00 |

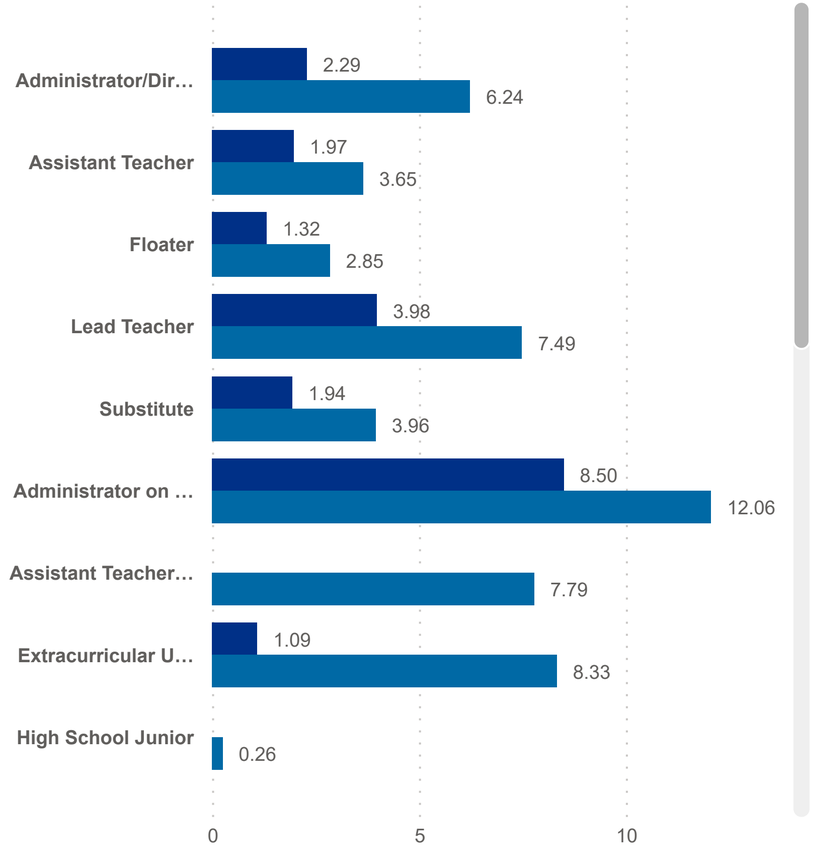
Leaver % Stayer %



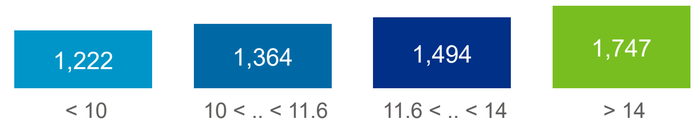

Leaver Stayer



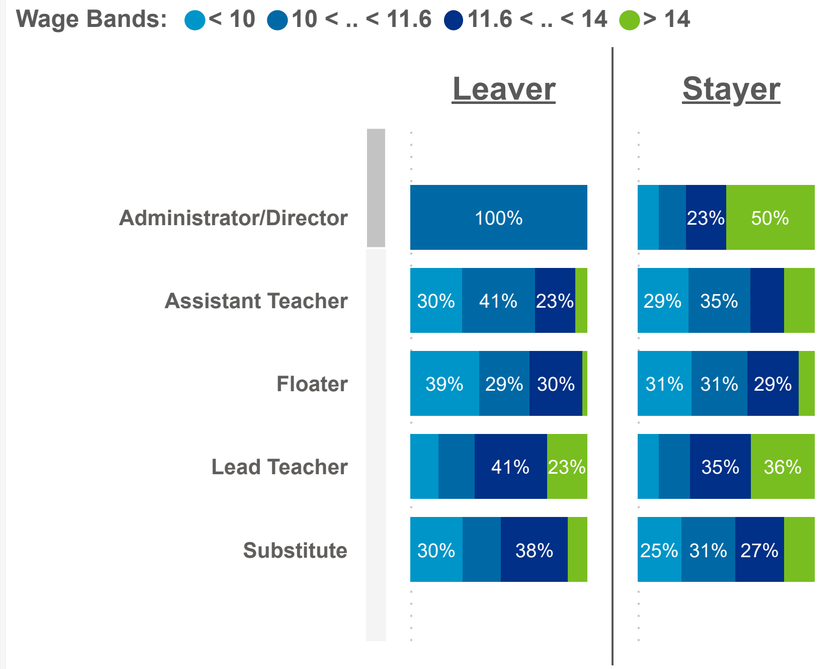

Worker Status: Leaver Stayer




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




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



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

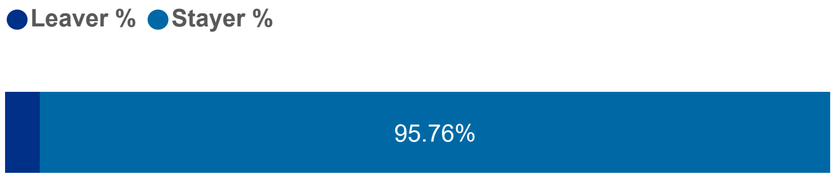
Created Date: 04/03/2023

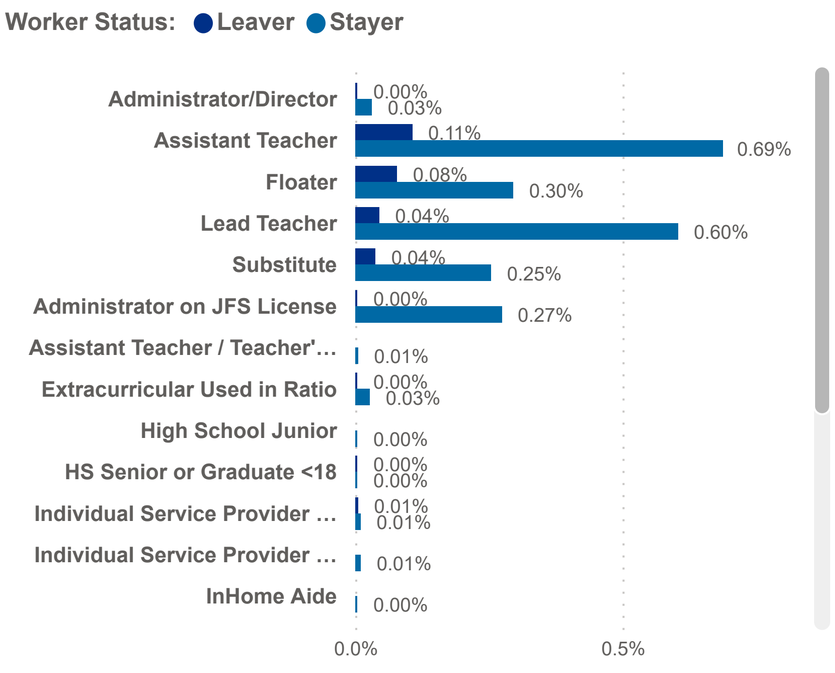
Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## NUMBER OF WORKERS

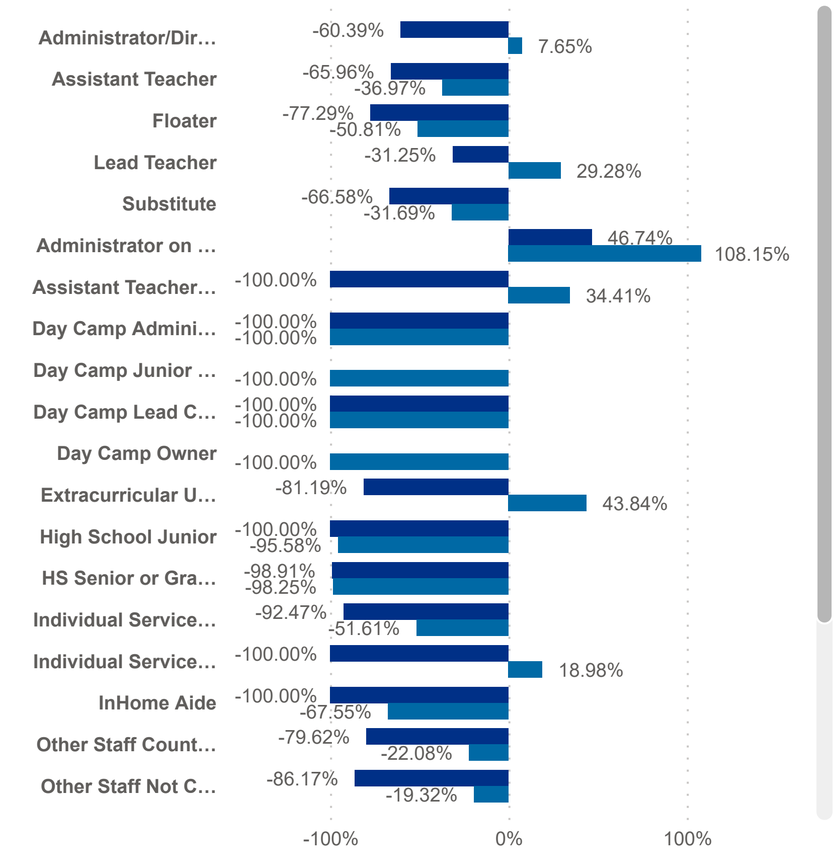
| LEAVER | STAYER |
|---|---|
| 4.24% | 95.76% |



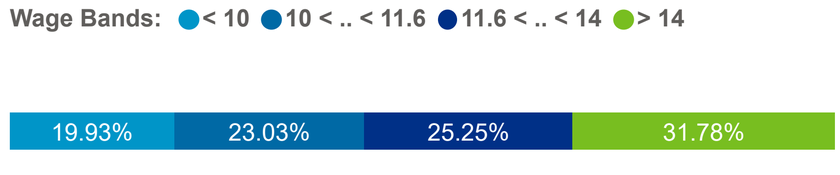

## AVG ECE DURATION (In Years)

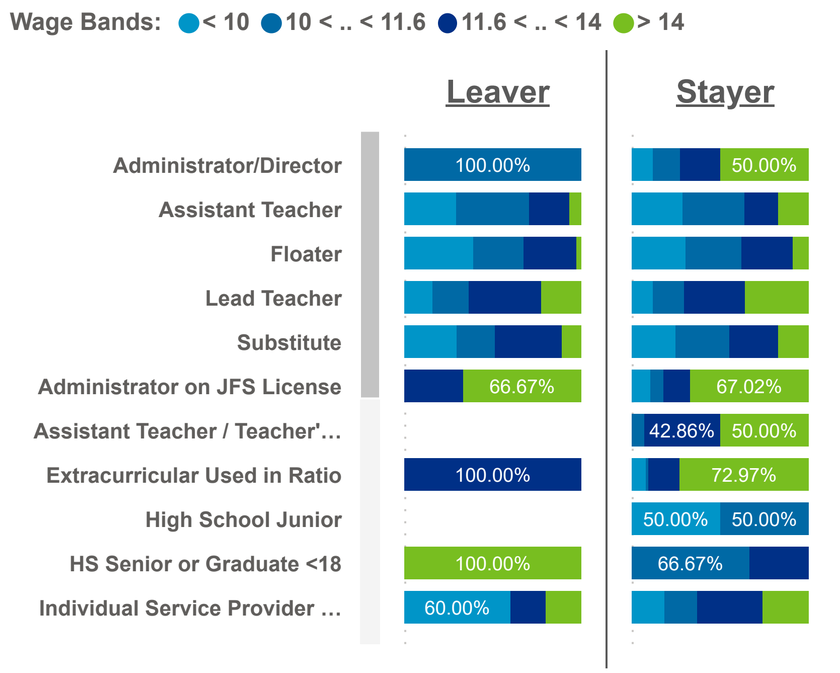
| LEAVER | STAYER |
|---|---|
| 2.06 | 5.89 |




## HOURLY WAGE BANDS (USD)

| LEAVER (Hourly Wage MED) | STAYER (Hourly Wage MED) |
|---|---|
| 12.75 | 14.00 |



# Workforce and Program Analysis Platform (WPAP): CAREER PROGRESSION & SENIORITY - NOMINAL

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

**LEAVER (Avg Career Duration)**

**2.30**

**STAYER (Avg Career Duration)**

**9.07**

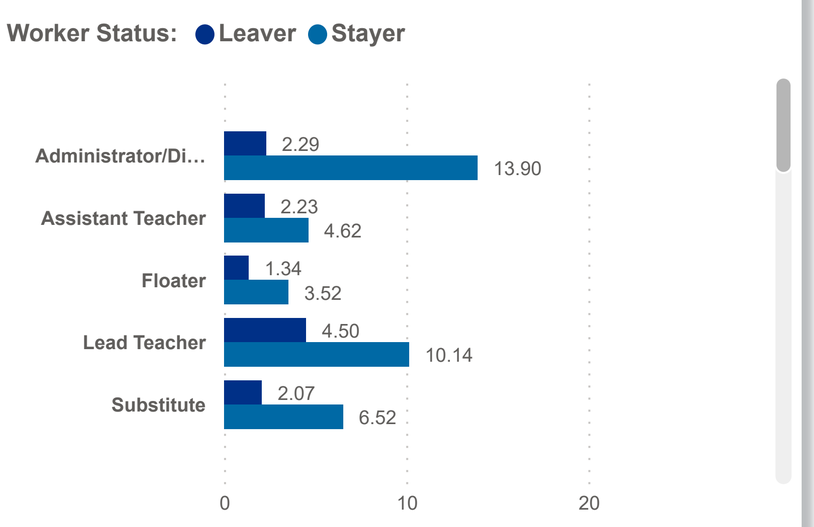
**TOTAL STAYER**

**6,917**

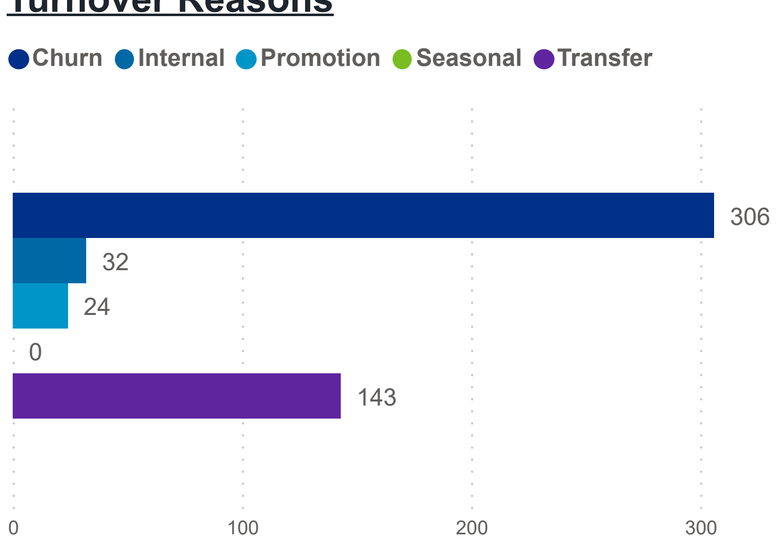
**STAYER (Promotion)**

**24**

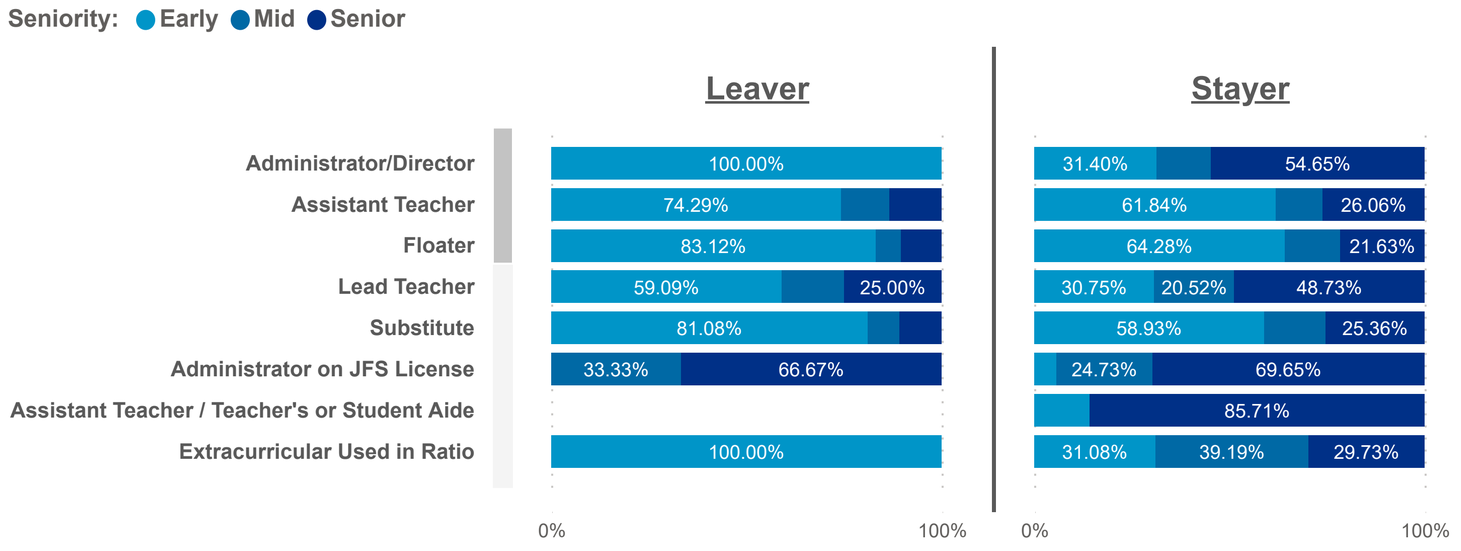
## Avg Career Duration by Job Title




## Turnover Reasons




| County | Job Title | Longest Serving Profile | $ / hr | Seniority | Workload | Star Rating |
|---|---|---|---|---|---|---|
| Wood | Assistant Teacher | 0.00 | 8.78 | Early | 3.27 | 1.00 |
| Wood | Floater | 0.00 | 16.48 | Mid | 4.12 | 5.00 |
| Ottawa | Substitute | 0.00 | 11.00 | Early | 5.13 | 5.00 |
| Lucas | Other Staff Counted In Ratio | 0.00 | 20.77 | Early | 4.05 | 5.00 |
| Lucas | Cook | 0.00 | 10.80 | Early | | |
| Lucas | Cook | 0.00 | 13.00 | Senior | 5.07 | |
| Lucas | Assistant Teacher | 0.01 | 11.70 | Early | 7.80 | 5.00 |
| Williams | Assistant Teacher | 0.01 | 12.00 | Early | 7.33 | 5.00 |
| Wood | Floater | 0.01 | 8.25 | Early | 8.50 | 1.00 |
| Wood | Lead Teacher | 0.01 | 13.80 | Senior | 4.47 | 3.00 |
| Lucas | Substitute | 0.01 | 16.50 | Early | 7.17 | 5.00 |
| Lucas | Individual Service Provider Used in Ratio | 0.01 | 22.00 | Early | 0.00 | |



# Workforce and Program Analysis Platform (WPAP): CAREER PROGRESSION & SENIORITY - PERCENT

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

**LEAVER (Avg Career Duration)**

**2.30**

**STAYER (Avg Career Duration)**

**9.07**

**TOTAL STAYER**

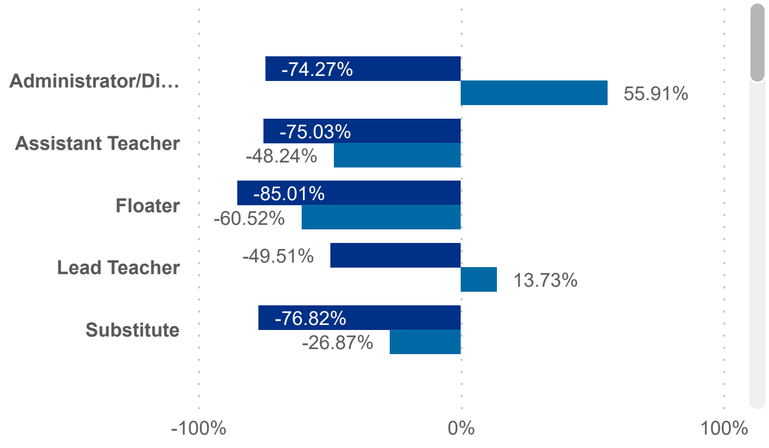
**6,917**

**STAYER (Promotion)**

**24**

## Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer

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| Lucas | Cook | 0.00 | 10.80 | Early | | |
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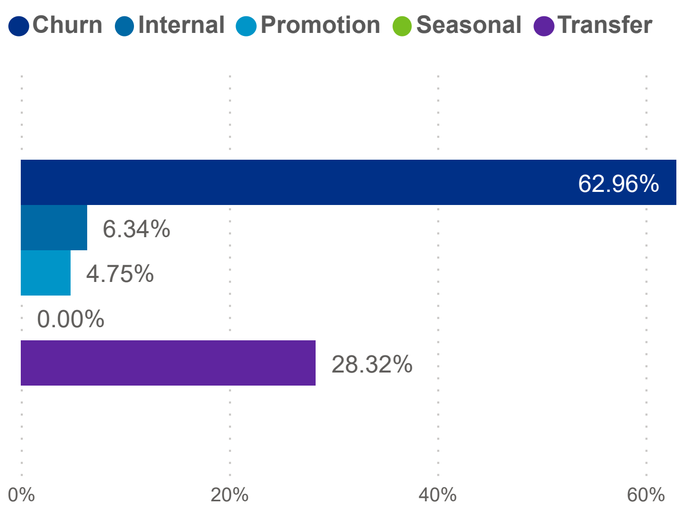
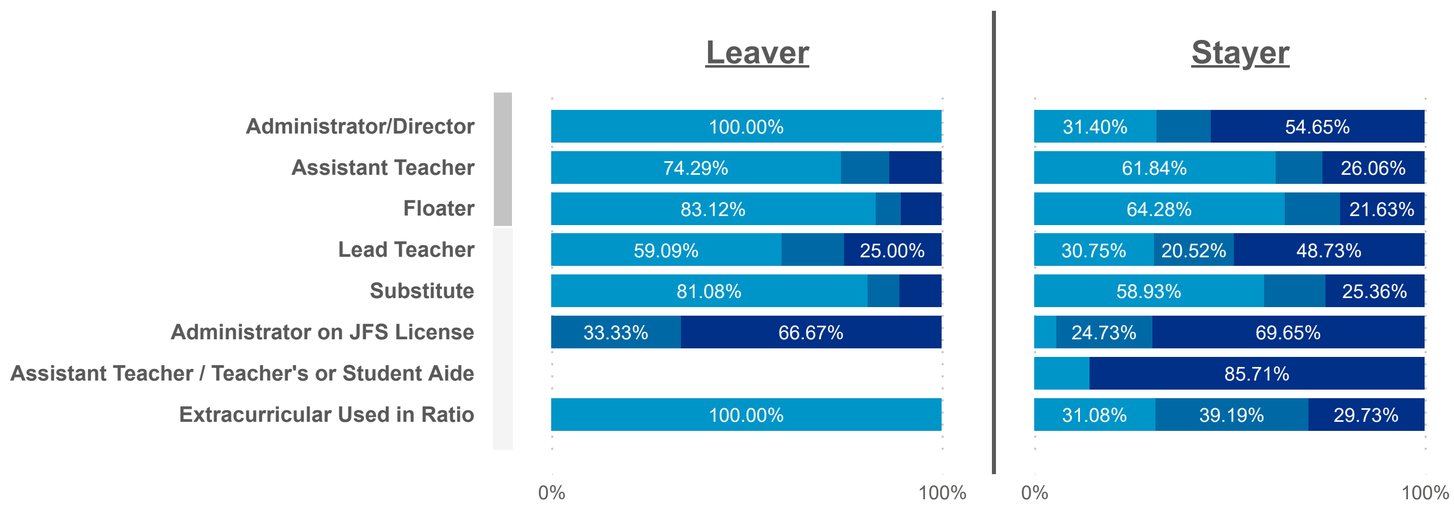
| Wood | Floater | 0.01 | 8.25 | Early | 8.50 | 1.00 |
| Wood | Lead Teacher | 0.01 | 13.80 | Senior | 4.47 | 3.00 |
| Lucas | Substitute | 0.01 | 16.50 | Early | 7.17 | 5.00 |
| Lucas | Individual Service Provider Used in Ratio | 0.01 | 22.00 | Early | 0.00 | |

## Turnover Reasons




Seniority: Early Mid Senior



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

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

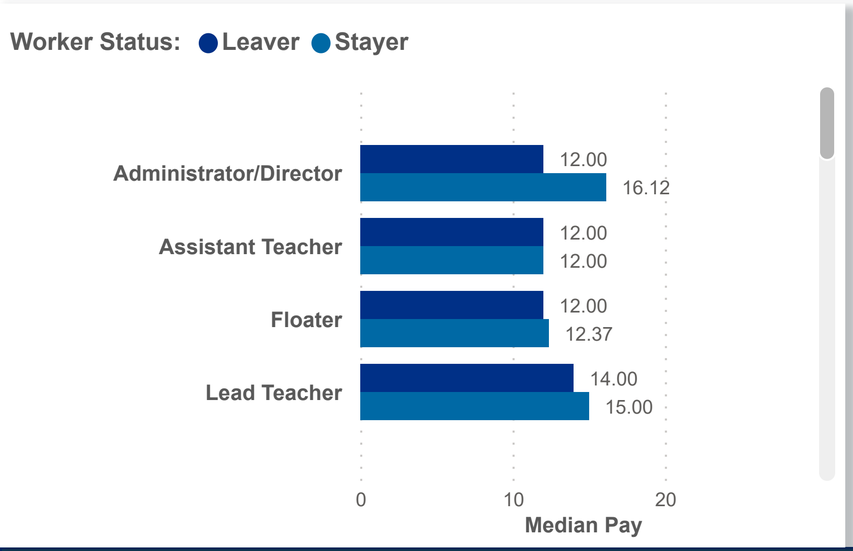
SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## PAY MEDIAN (USD)

| LEAVER | STAYER |
|---|---|
| 12.75 | 14.00 |

Worker Status: Leaver Stayer

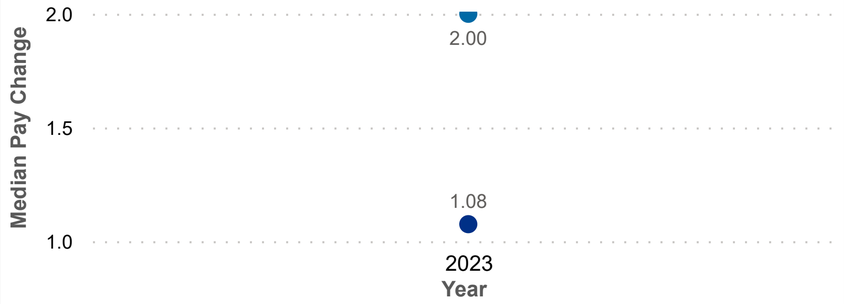
Worker Status: Leaver Stayer



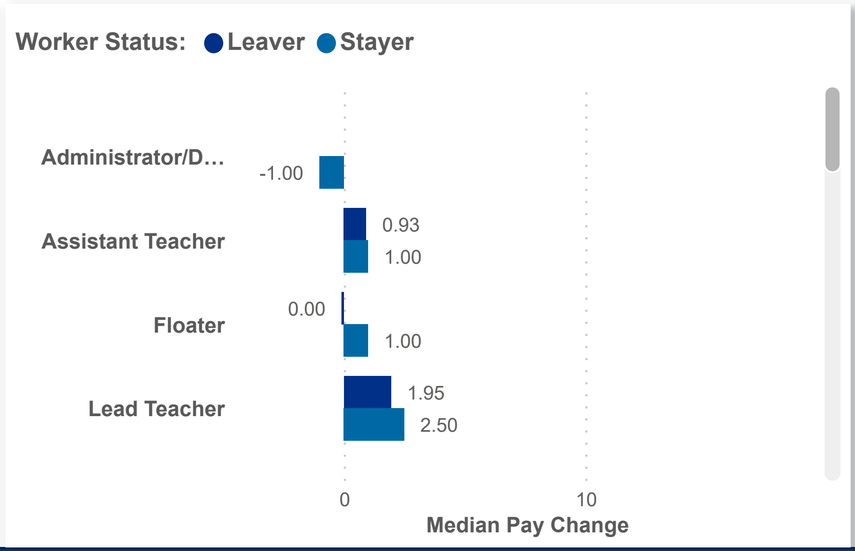

## PAY PROGRESSION (USD)

| LEAVER | STAYER |
|---|---|
| 0.48 | 0.88 |

Worker Status: Leaver Stayer

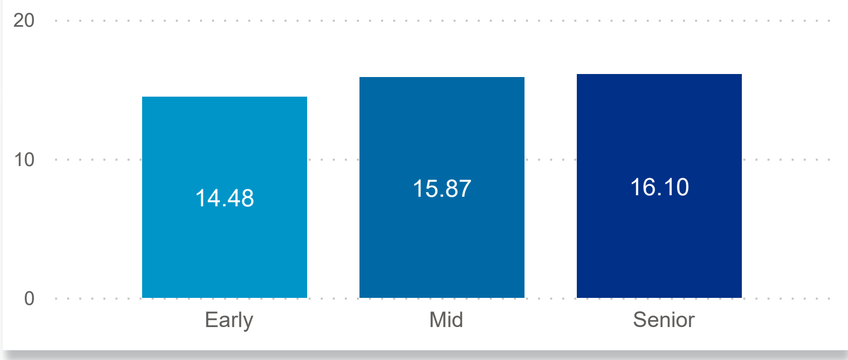



Worker Status: Leaver Stayer

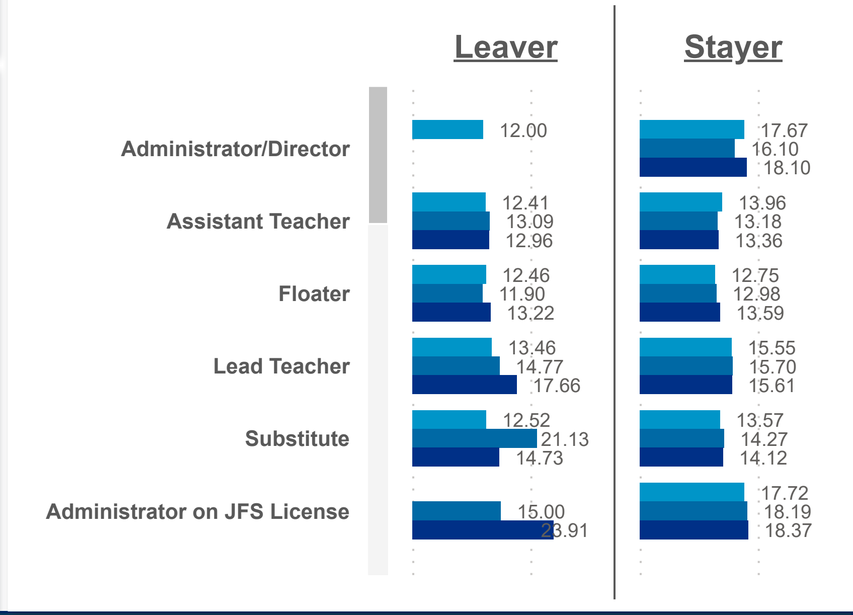



## PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior




Seniority: Early Mid Senior



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

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

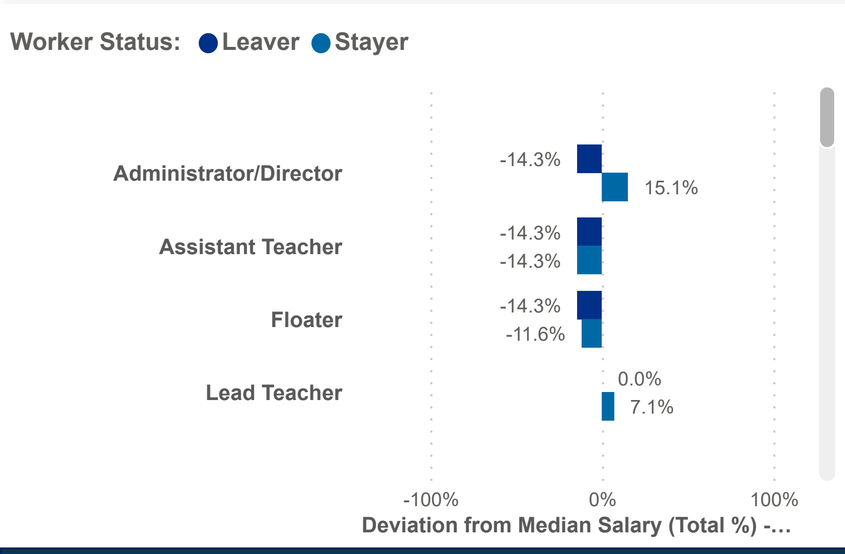
SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

## PAY MEDIAN (USD)

| LEAVER | STAYER |
|---|---|
| 12.75 | 14.00 |

Worker Status: Leaver Stayer

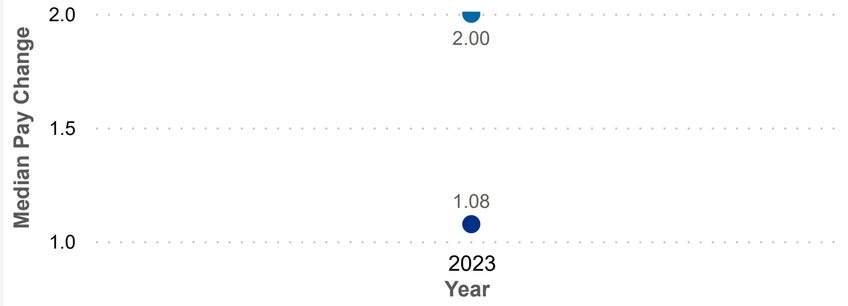
Worker Status: Leaver Stayer



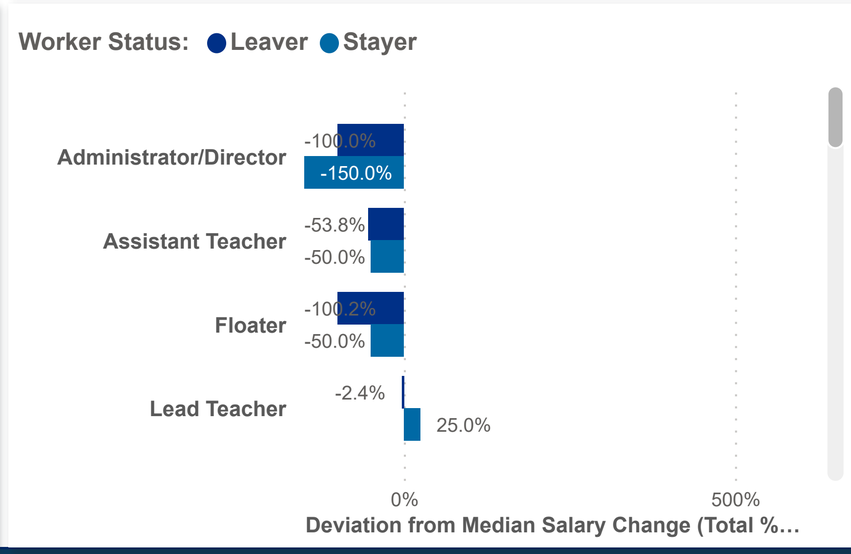

## PAY PROGRESSION (USD)

| LEAVER | STAYER |
|---|---|
| 0.48 | 0.88 |

Worker Status: Leaver Stayer

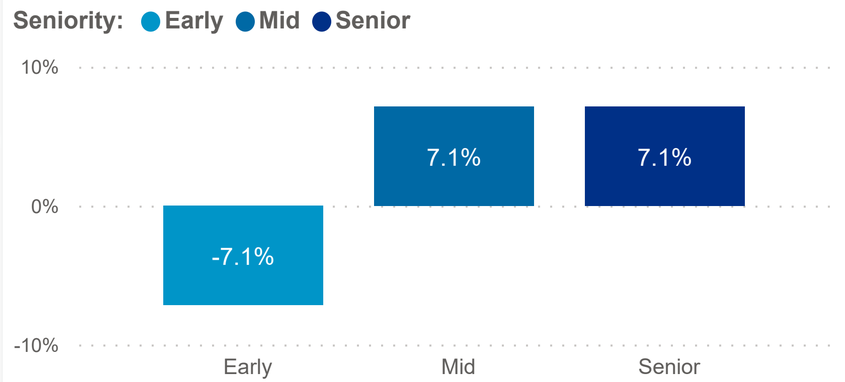



Worker Status: Leaver Stayer

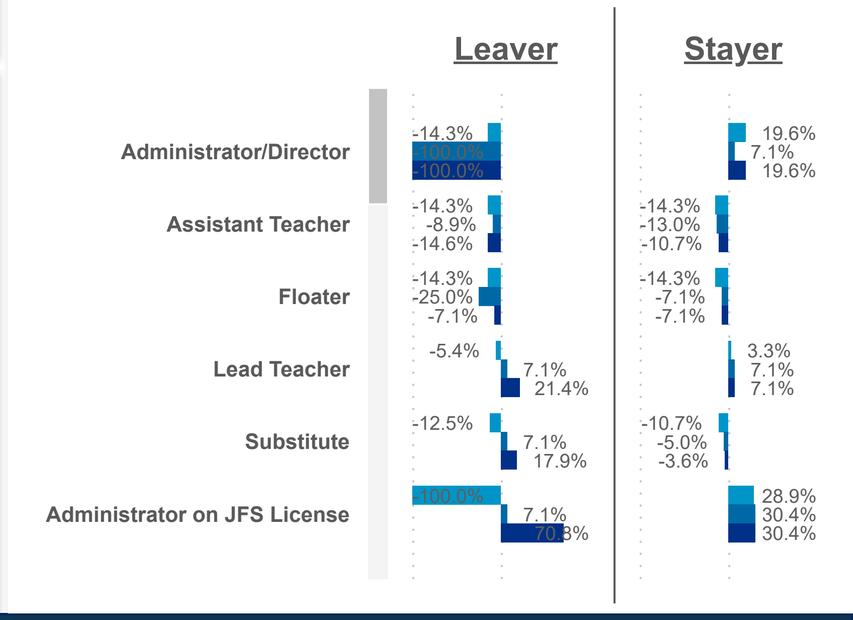



## PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior




Seniority: Early Mid Senior



# Workforce and Program Analysis Platform (WPAP): WORKPLACE CHARACTERISTICS - NOMINAL

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

**Workload Median (Total)**

**5.90**

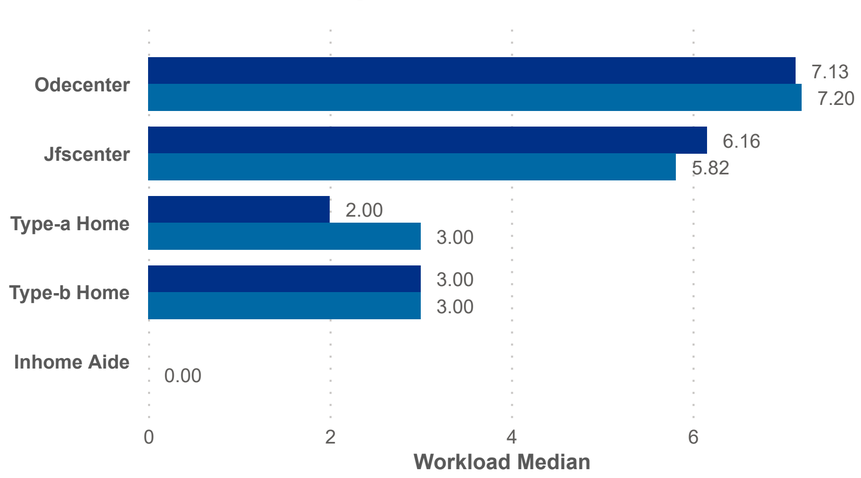
**Workload Median (Leaver)**

**6.09**

**Workload Median (Stayer)**

**5.90**

## Workload Median




**Star Rating Mean (Total)**

**3.42**

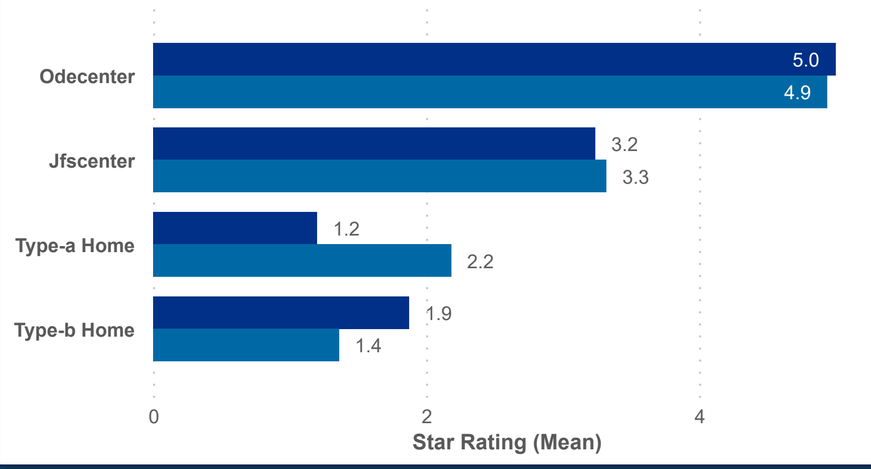
**Star Rating Mean (Leaver)**

**3.25**

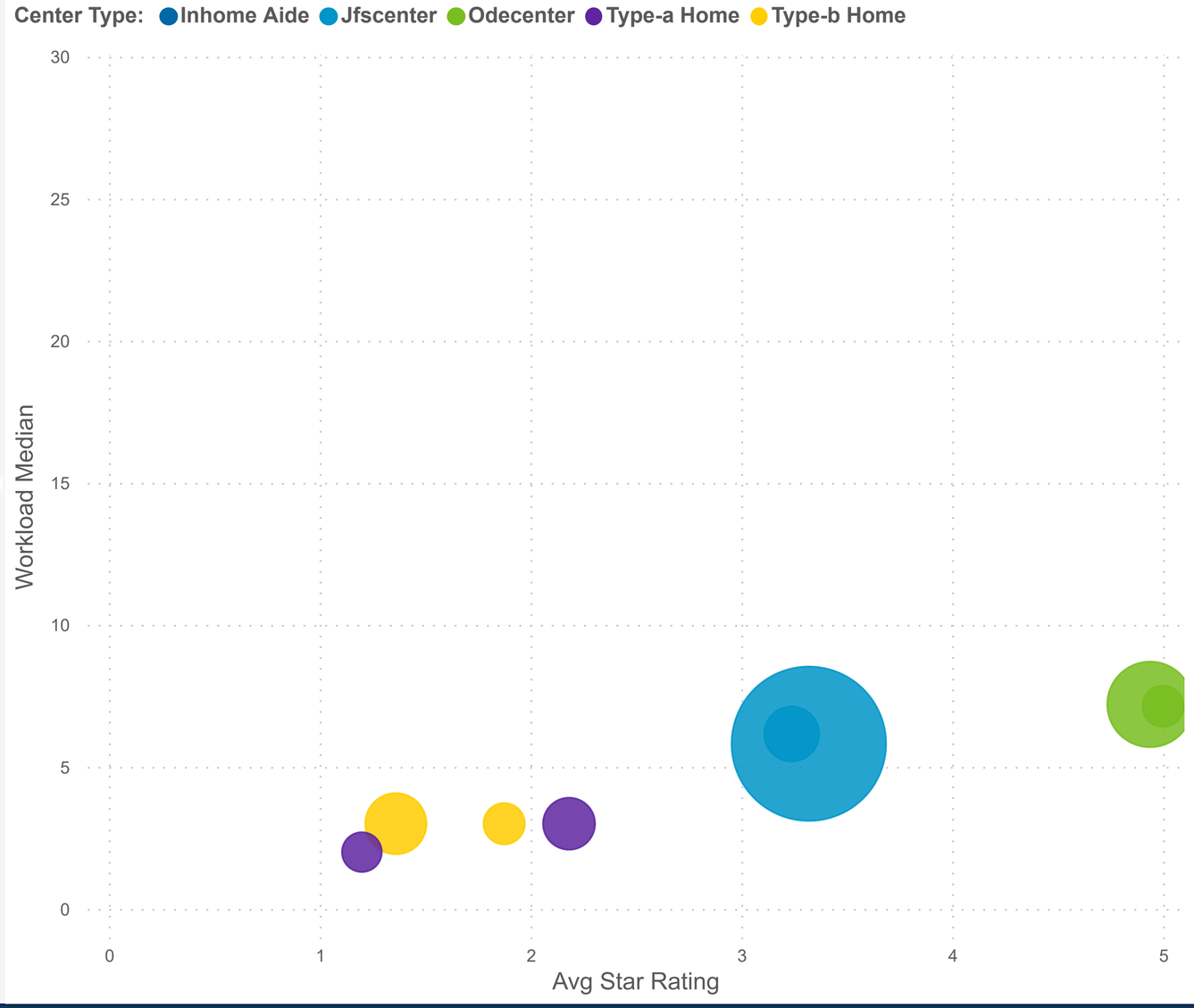
**Star Rating Mean (Stayer)**

**3.42**

## Star Rating Mean




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



# Workforce and Program Analysis Platform (WPAP): WORKPLACE CHARACTERISTICS - PERCENT

Created Date: 04/03/2023

Date: 202301 202303 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

**Workload Median (Total)**

**5.90**

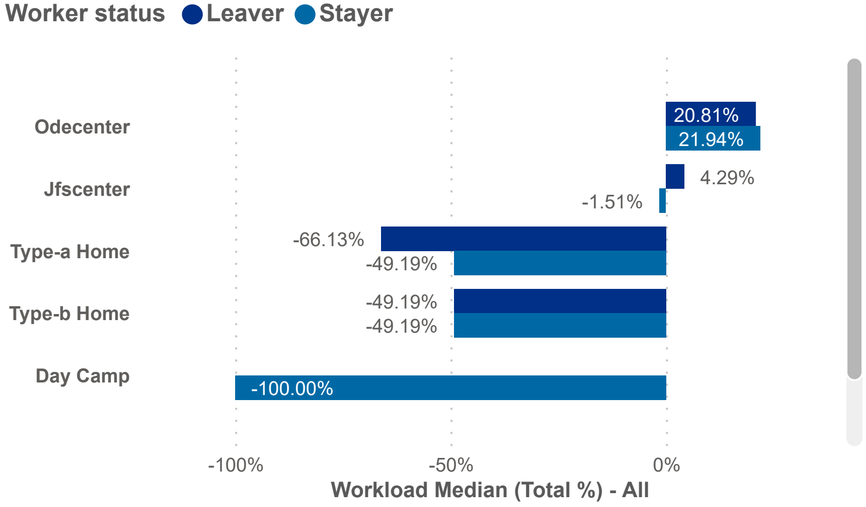
**Workload Median (Leaver)**

**6.09**

**Workload Median (Stayer)**

**5.90**

## Workload Median (Total %)




**Star Rating Mean (Total)**

**3.42**

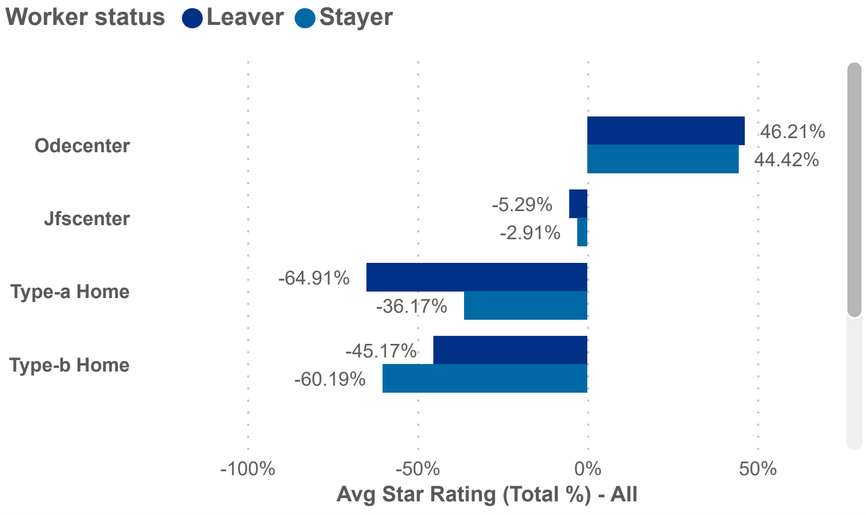
**Star Rating Mean (Leaver)**

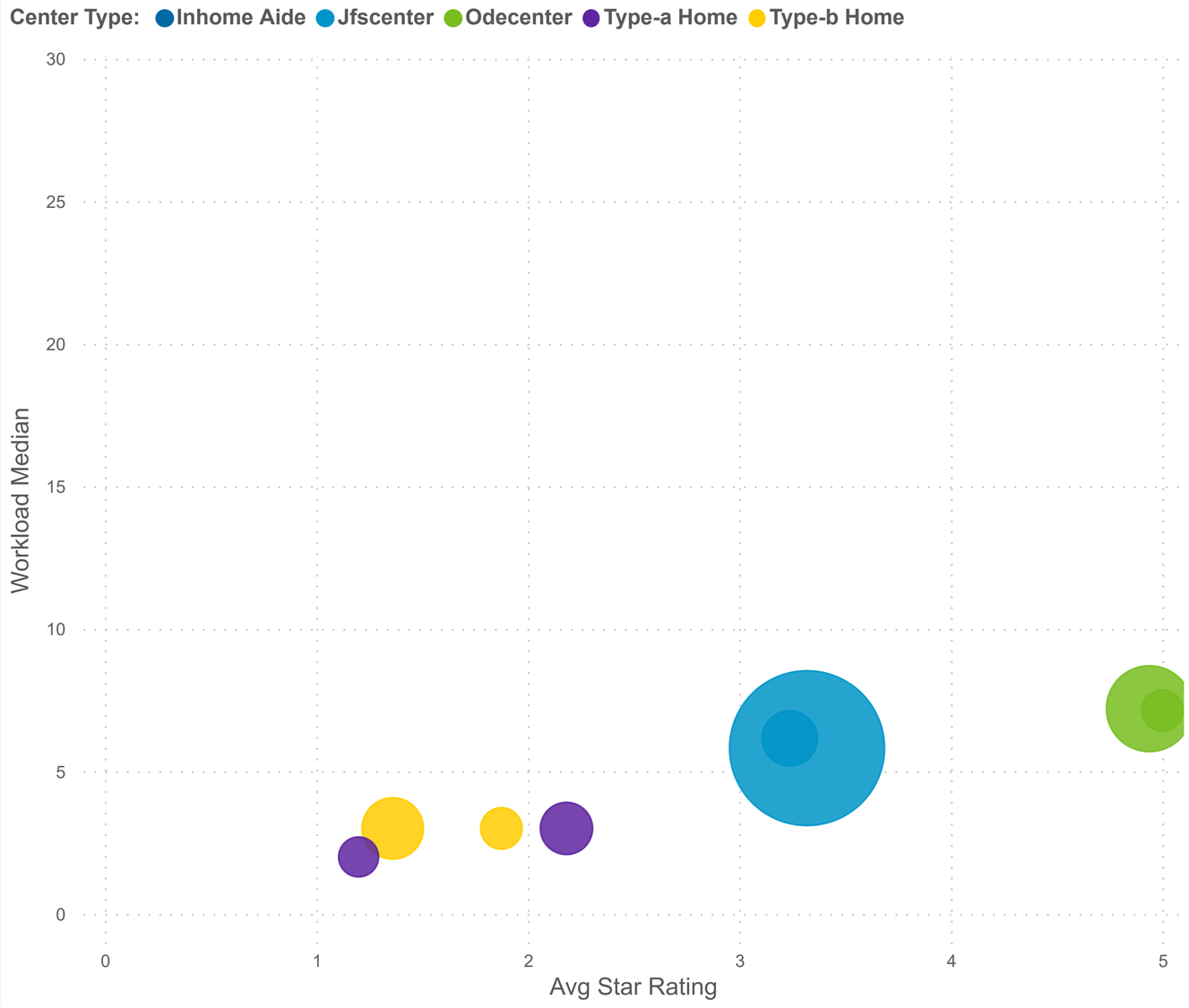
**3.25**

**Star Rating Mean (Stayer)**

**3.42**

## Star Rating Mean (Total %)




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