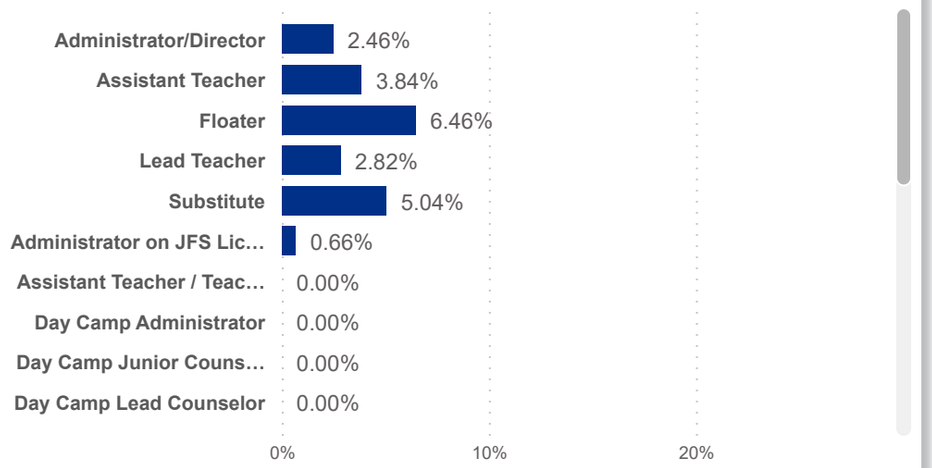
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 07/19/2023

Date: 202304 202306 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

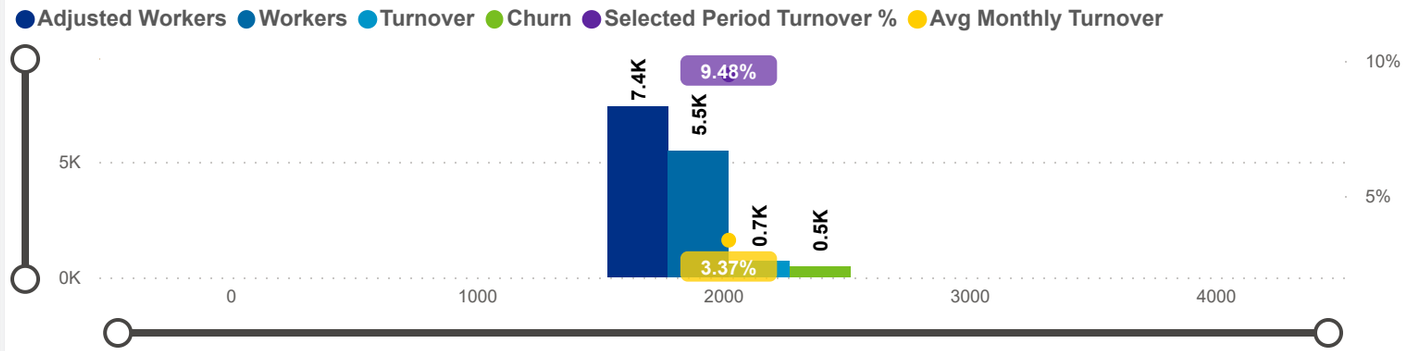
SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Avg Monthly Turnover Rates by Job Title

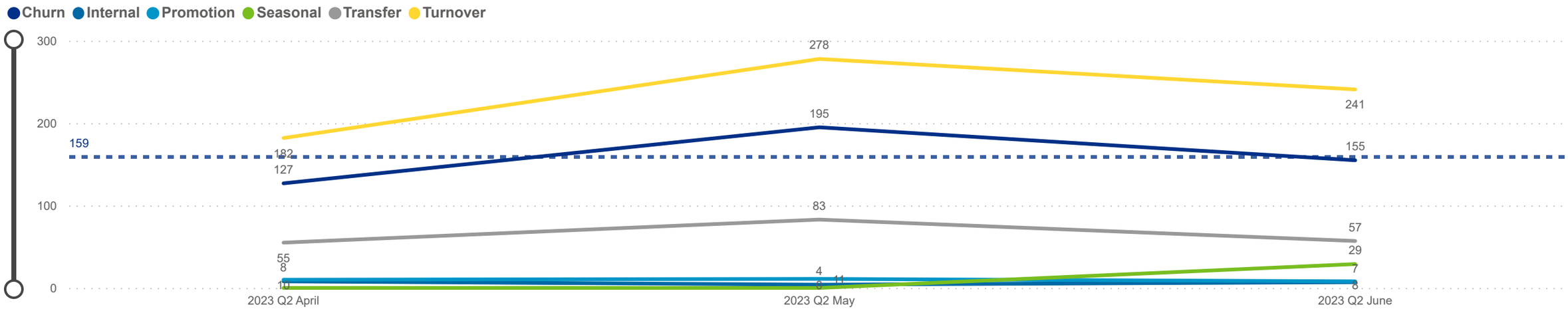


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
3.37%	7,391	477	6,914	9.48%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



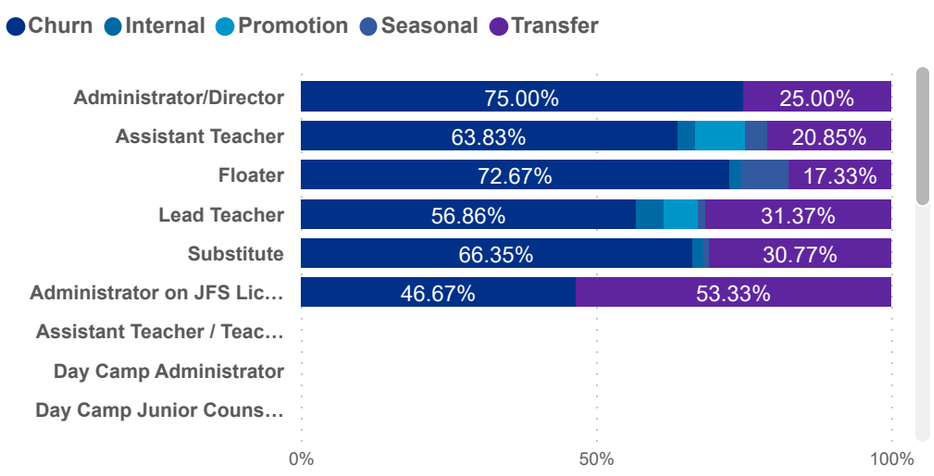
Workforce and Program Analysis Platform (WPAP): TIMELINE - CHURN

Created Date: 07/19/2023

Date: 202304 202306 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

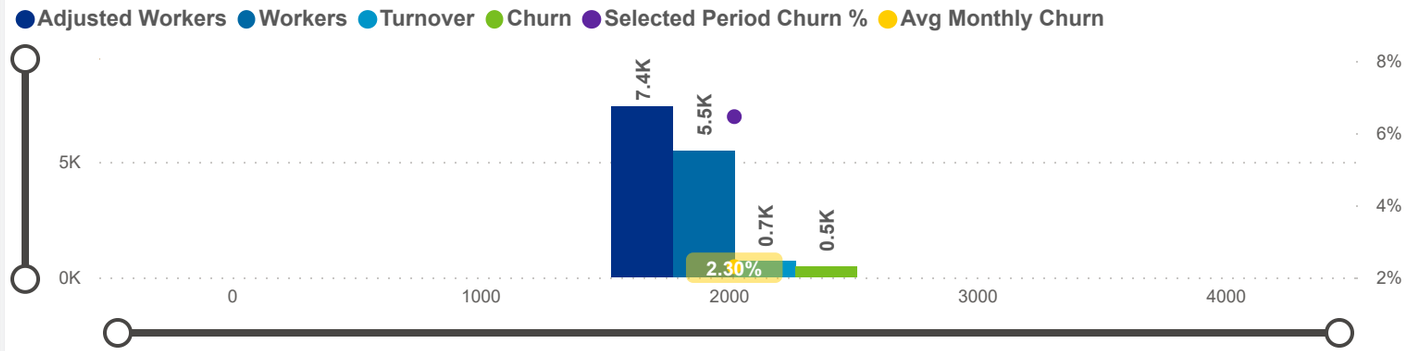
SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Job Change Reasons by Job Title

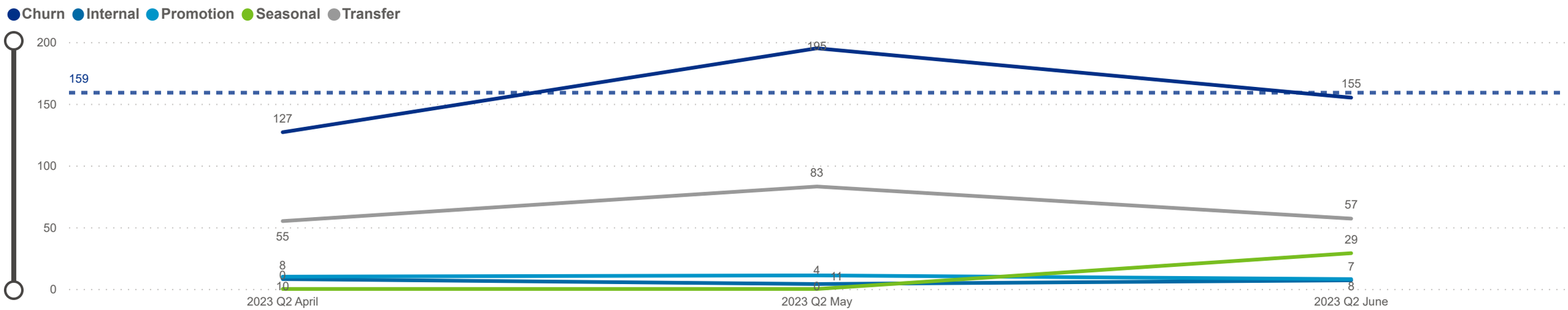


Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
2.30%	7,391	5.88	14.00	5.80

Avg Monthly Churn and Number of Workers



Categorization by Time Series

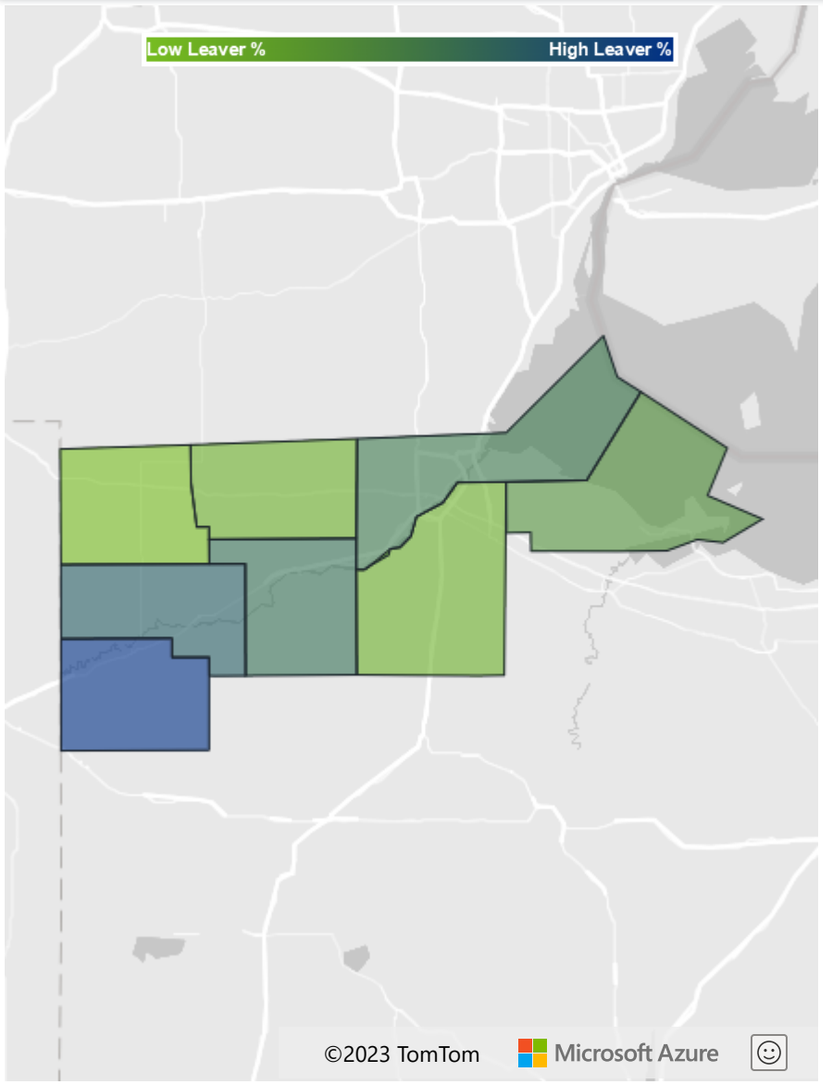


Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 07/19/2023

Date: 202304 202306 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

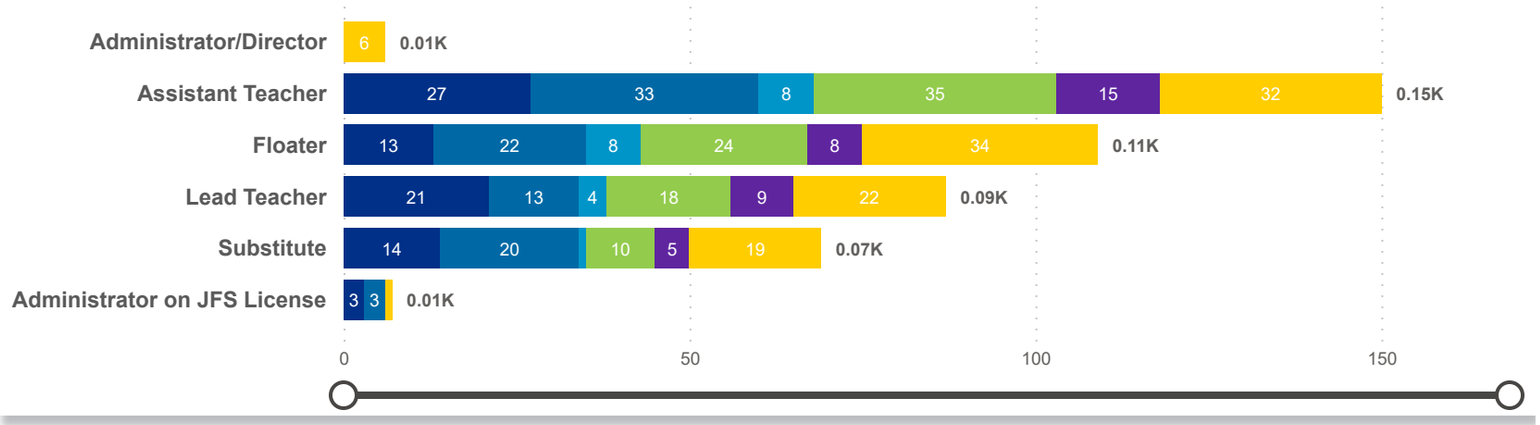
SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
7,391	477	6,914	6.45%

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	328	236	4.30%	26	302	7.93%	92.07%	2.74%	12.20%	4.21%	4.52	3.64
Fulton OH	282	211	3.85%	14	268	4.96%	95.04%	1.75%	8.16%	2.88%	6.00	3.49
Henry OH	193	156	2.85%	14	179	7.25%	92.75%	2.54%	7.77%	2.72%	6.43	4.91
Lucas OH	4,732	3,473	63.35%	326	4,406	6.89%	93.11%	2.47%	10.29%	3.68%	6.03	3.41
Ottawa OH	201	167	3.05%	12	189	5.97%	94.03%	2.08%	6.97%	2.42%	5.86	3.73
Paulding OH	93	72	1.31%	9	84	9.68%	90.32%	3.45%	12.90%	4.60%	4.23	2.94
Williams OH	203	136	2.48%	9	194	4.43%	95.57%	1.51%	5.91%	2.01%	4.89	4.29
Wood OH	1,359	1,122	20.47%	67	1,292	4.93%	95.07%	1.75%	7.21%	2.56%	4.89	3.46
Total	**7,391**	**5,482**	**100.00%**	**477**	**6,914**	**6.45%**	**93.55%**	**2.30%**	**9.48%**	**3.37%**	**5.88**	**3.50**

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

Created Date: 07/19/2023

Date: 202304 202306 | 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
477	6,914

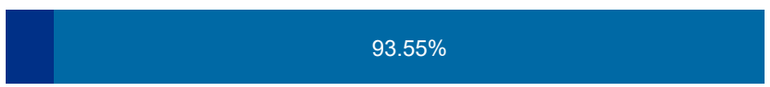
AVG ECE DURATION (In Years)

LEAVER	STAYER
3.02	5.88

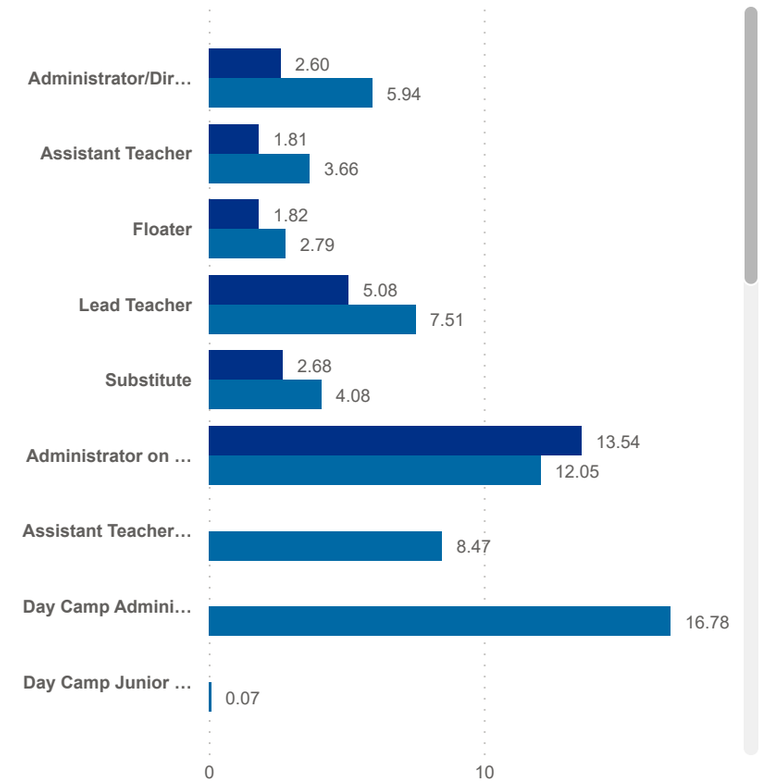
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
13.00	14.00

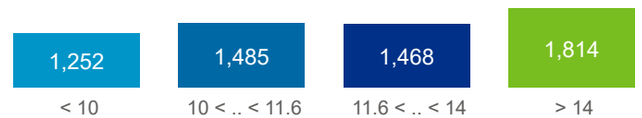
Leaver % Stayer %



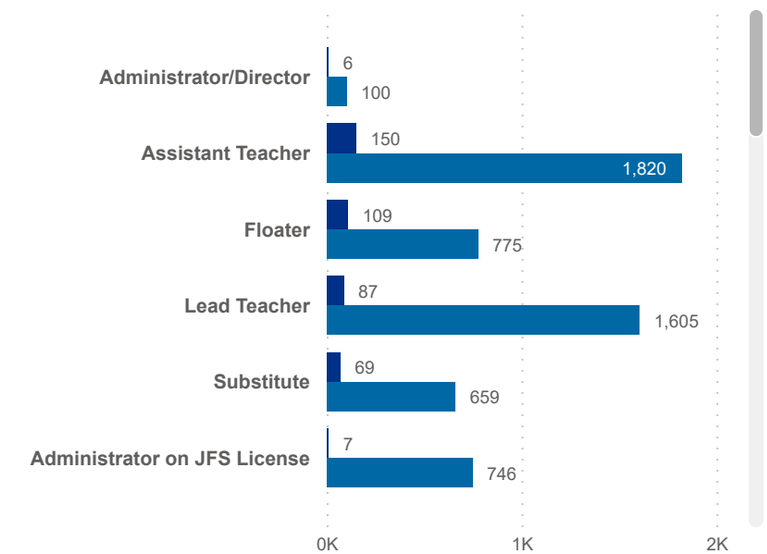
Worker Status: Leaver Stayer



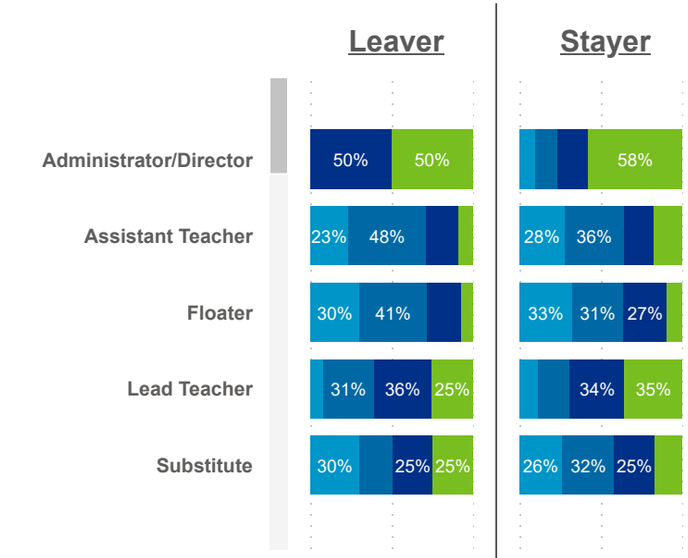
Wage Bands: < 10 | 10 < .. < 11.6 | 11.6 < .. < 14 | > 14



Leaver Stayer



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



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

Created Date: 07/19/2023

Date: 202304 202306 | 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

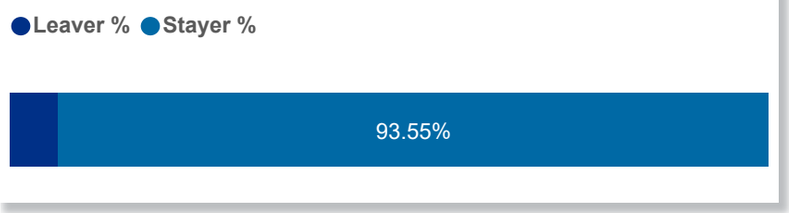
LEAVER	STAYER
6.45%	93.55%

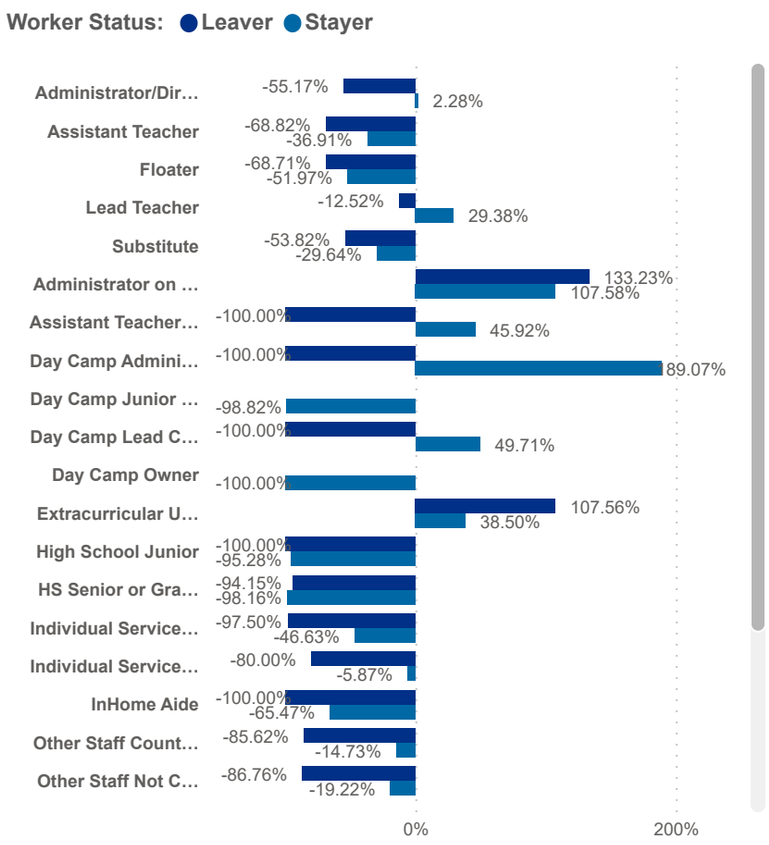
AVG ECE DURATION (In Years)

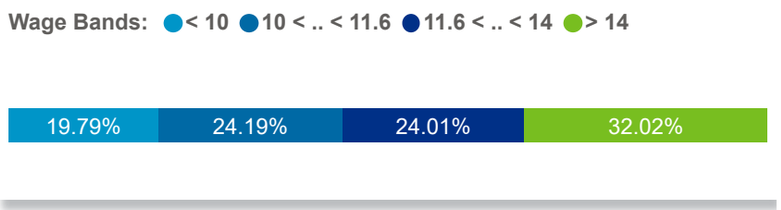
LEAVER	STAYER
3.02	5.88

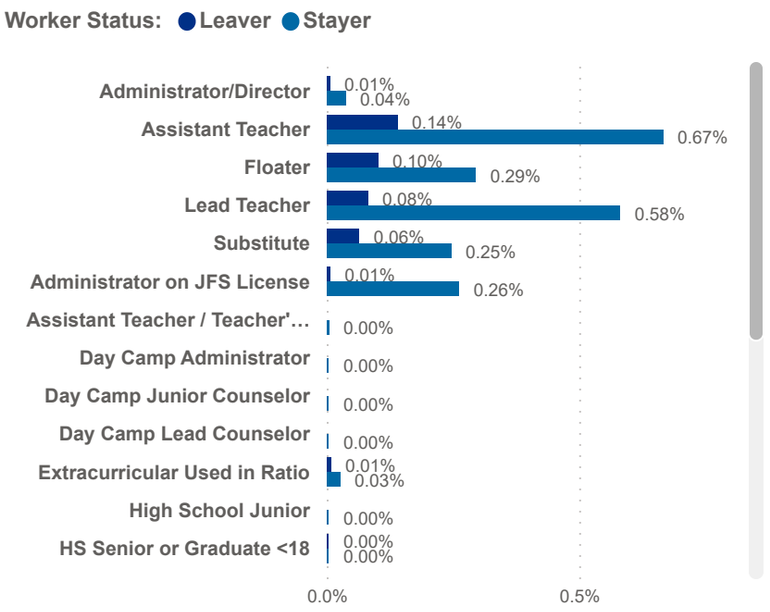
HOURLY WAGE BANDS (USD)

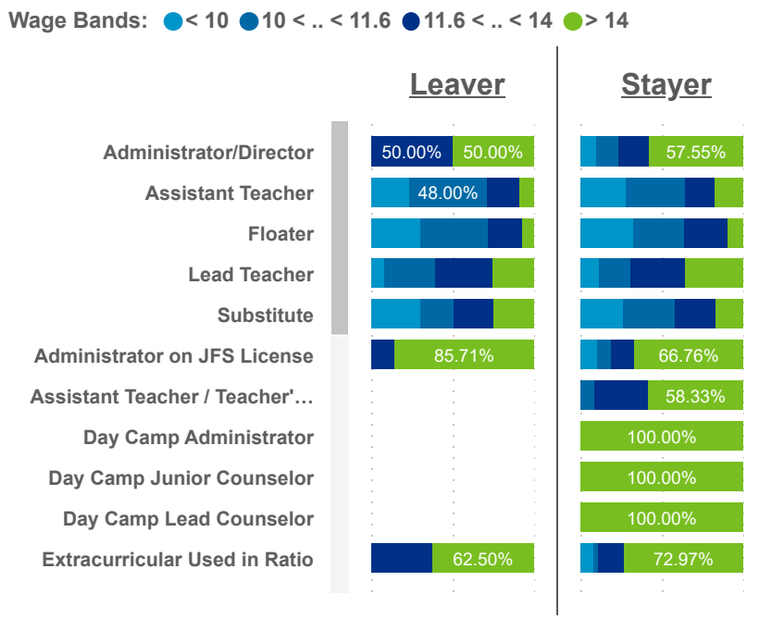
LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
13.00	14.00











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

Created Date: 07/19/2023

Date: 202304 202306 | 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)

4.16

STAYER (Avg Career Duration)

9.25

TOTAL STAYER

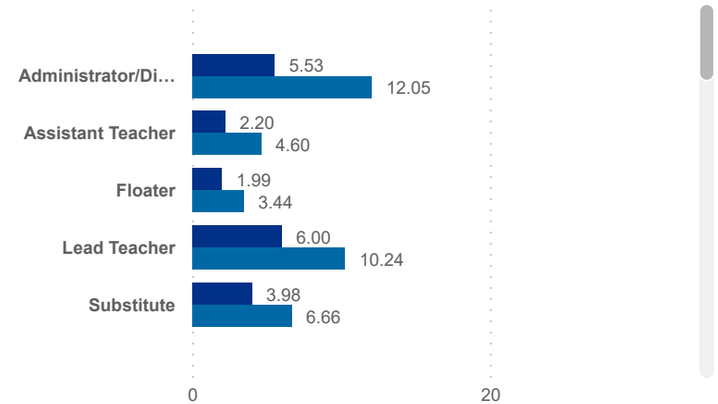
6,914

STAYER (Promotion)

29

Avg Career Duration by Job Title

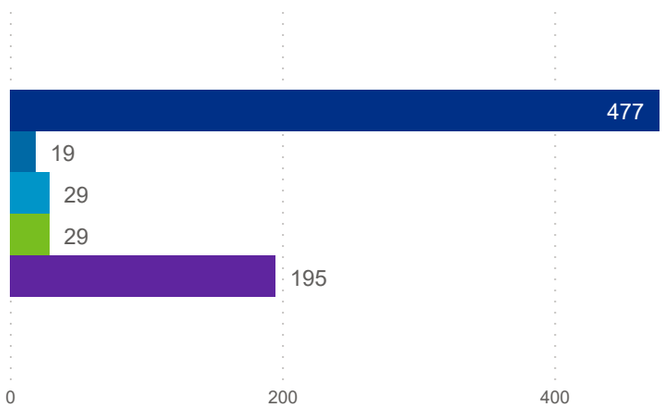
Worker Status: Leaver Stayer



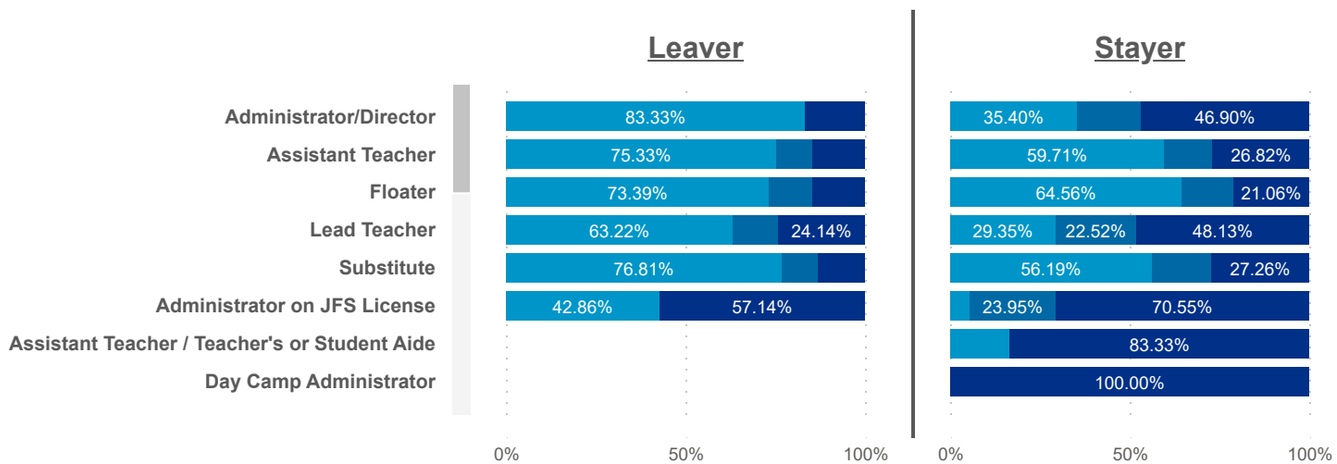
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Wood	Administrator/Director	1.83	11.00	Early	8.00	
Lucas	Administrator/Director	2.83	11.38	Early	15.00	
Ottawa	Administrator/Director	1.83	11.97	Early	73.00	
Wood	Administrator/Director	3.73	12.00	Early	5.00	
Fulton	Administrator/Director	0.72	12.23	Early	6.25	5.00
Lucas	Administrator/Director	0.70	12.46	Early	9.83	
Henry	Administrator/Director	0.75	13.33	Early	3.83	5.00
Lucas	Administrator/Director	0.71	14.00	Early	5.25	5.00
Lucas	Administrator/Director	0.83	14.13	Early	8.90	
Lucas	Administrator/Director	0.70	15.00	Early	5.00	5.00
Henry	Administrator/Director	4.75	16.12	Early	334.00	
Lucas	Administrator/Director	0.69	16.75	Early	4.24	5.00

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Seniority: Early Mid Senior



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

Created Date: 07/19/2023

Date: 202304 202306 | 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)

4.16

STAYER (Avg Career Duration)

9.25

TOTAL STAYER

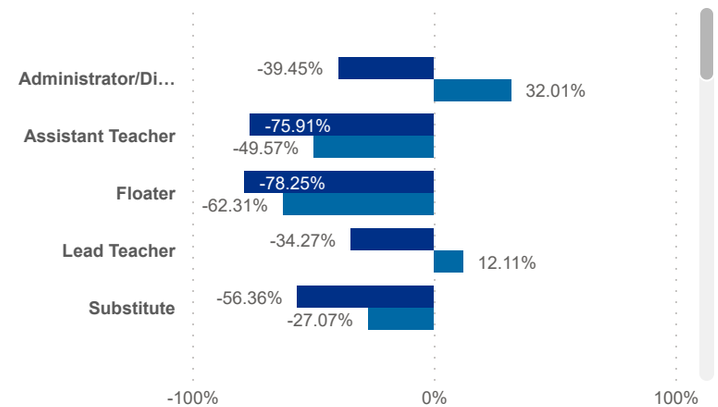
6,914

STAYER (Promotion)

29

Avg Career Duration by Job Title vs Mean

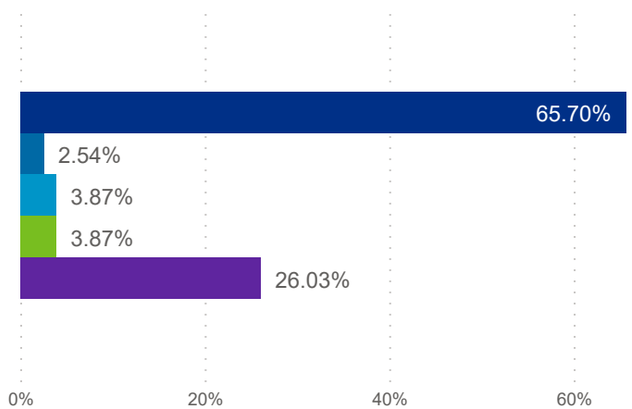
Worker Status: Leaver Stayer



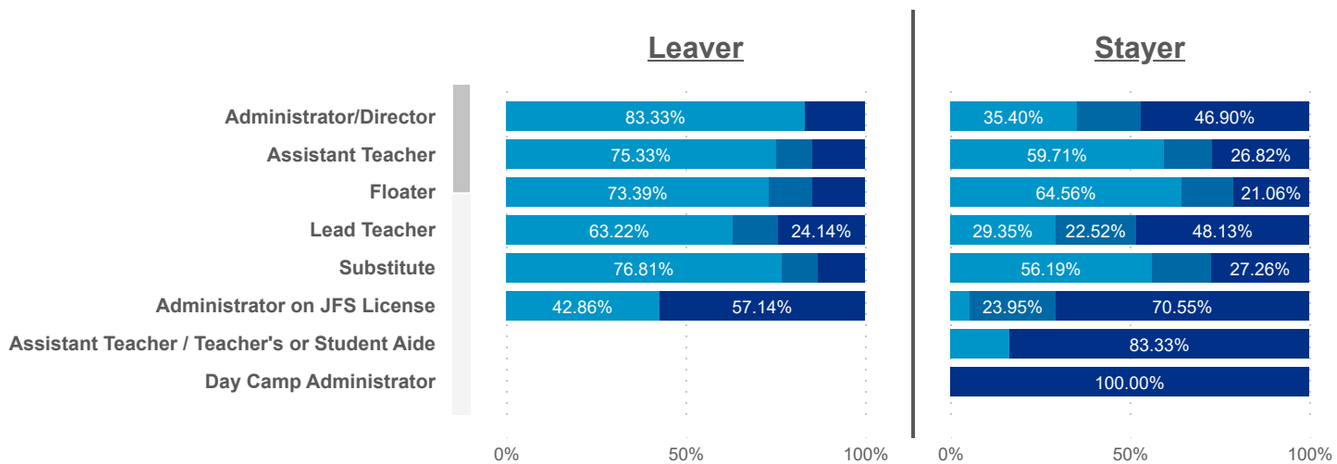
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Lucas	Substitute	0.00	10.44	Early	7.58	
Fulton	HS Senior or Graduate <18	0.00	10.50	Early	13.67	
Lucas	Program Management Used in Ratio	0.00	16.93	Early	2.58	
Lucas	Cook	0.00	11.88	Early	6.25	1.00
Lucas	Extracurricular Not Used in Ratio	0.00	12.50	Early	4.17	
Wood	Extracurricular Not Used in Ratio	0.00	15.00	Early	6.67	
Lucas	Program Management Not Used in Ratio	0.00	20.00	Senior	30.43	1.00
Defiance	Assistant Teacher	0.01	40.00	Early	12.73	
Lucas	Floater	0.01	9.38	Early	6.42	4.00
Defiance	Floater	0.01	13.50	Early	2.94	5.00
Lucas	Lead Teacher	0.01	17.80	Early	5.67	
Lucas	Lead Teacher	0.01	15.01	Mid	7.13	5.00

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Seniority: Early Mid Senior



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

Created Date: 07/19/2023

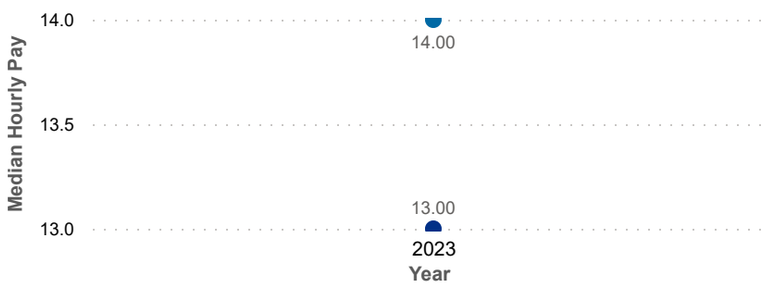
Date: 202304 202306 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

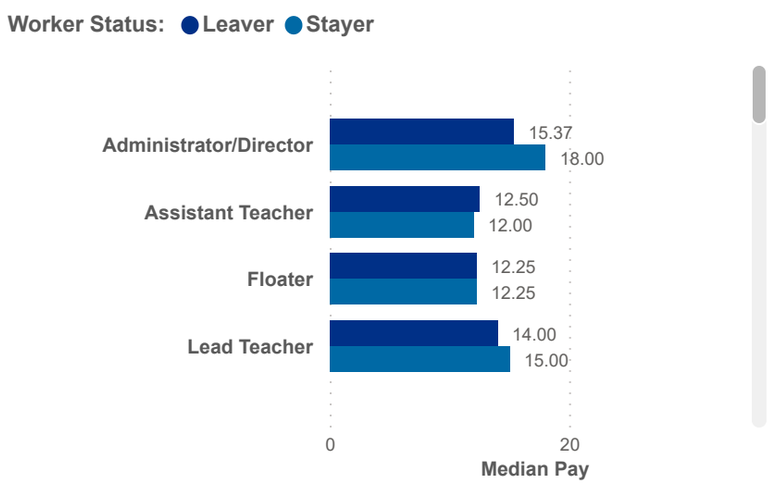
PAY MEDIAN (USD)

LEAVER	STAYER
13.00	14.00

Worker Status: Leaver Stayer



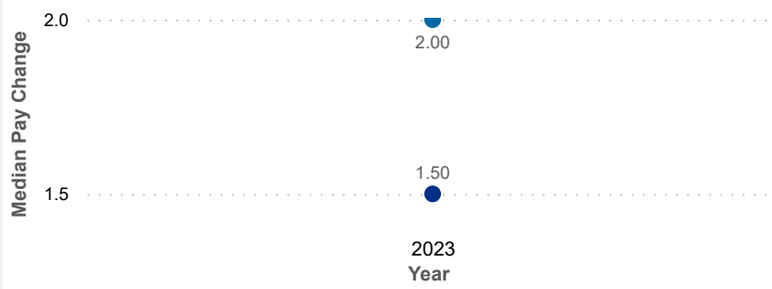
Worker Status: Leaver Stayer



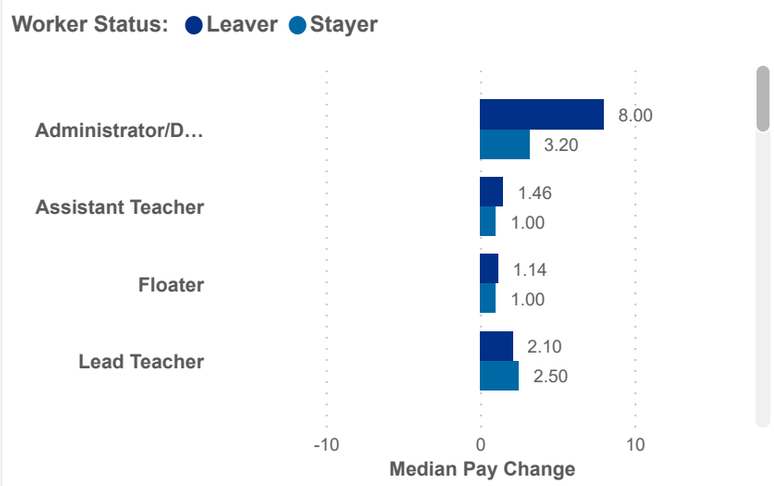
PAY PROGRESSION (USD)

LEAVER	STAYER
0.75	0.88

Worker Status: Leaver Stayer

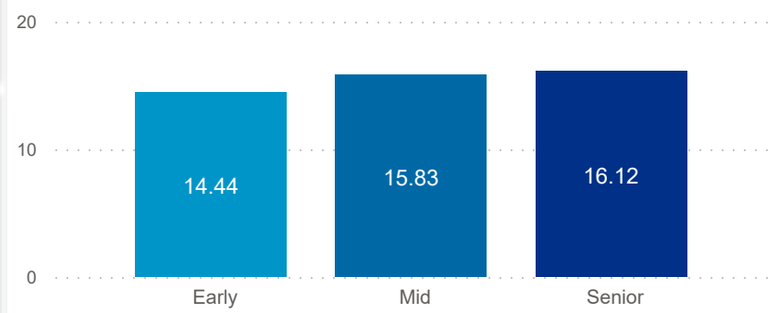


Worker Status: Leaver Stayer

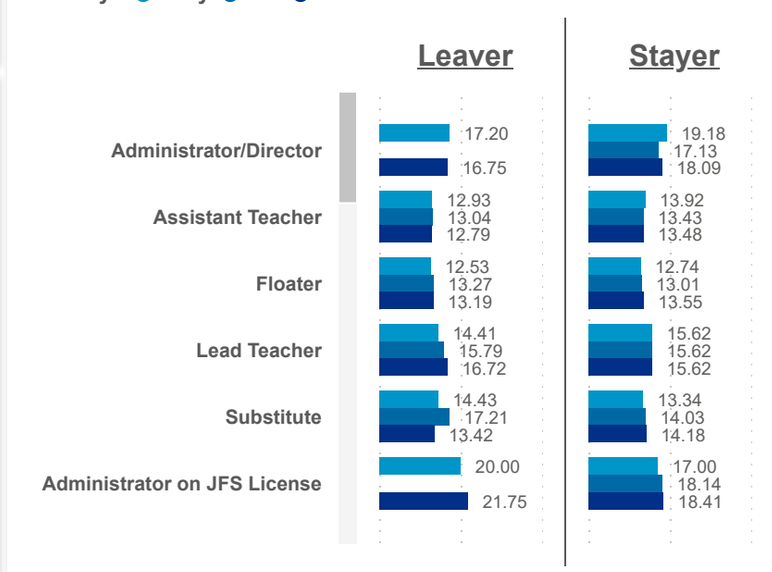


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



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

Created Date: 07/19/2023

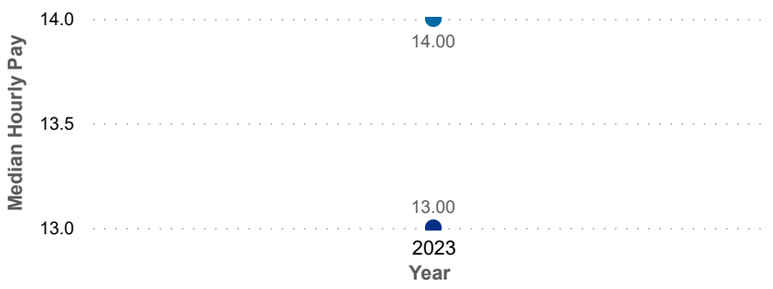
Date: 202304 202306 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

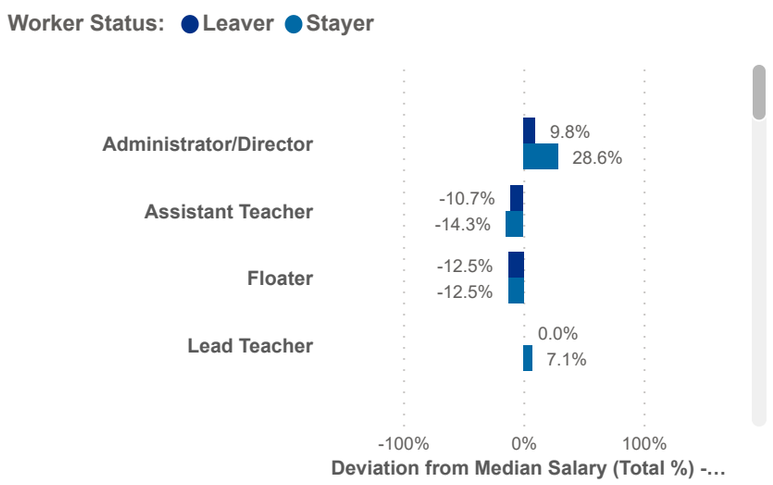
PAY MEDIAN (USD)

LEAVER	STAYER
13.00	14.00

Worker Status: Leaver Stayer



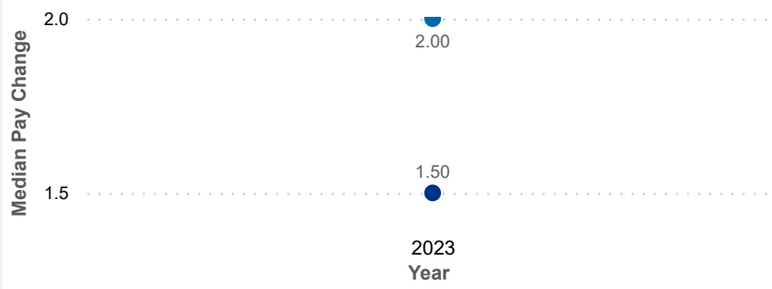
Worker Status: Leaver Stayer



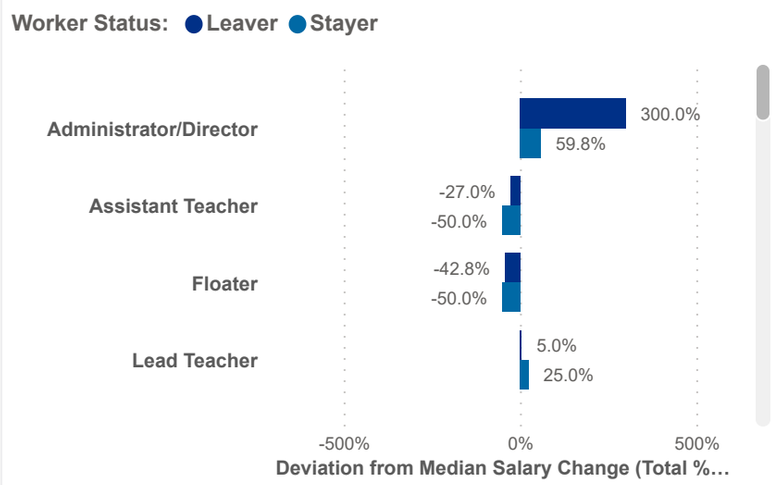
PAY PROGRESSION (USD)

LEAVER	STAYER
0.75	0.88

Worker Status: Leaver Stayer

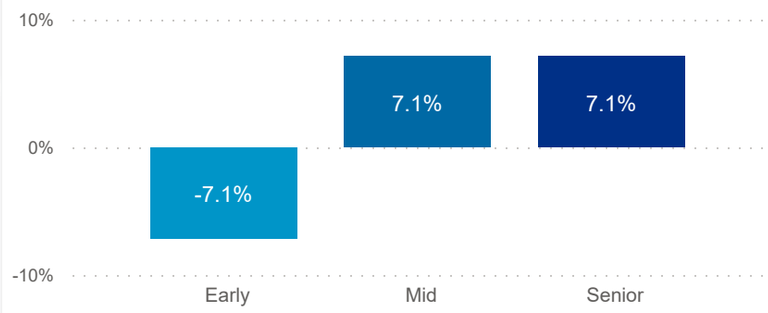


Worker Status: Leaver Stayer

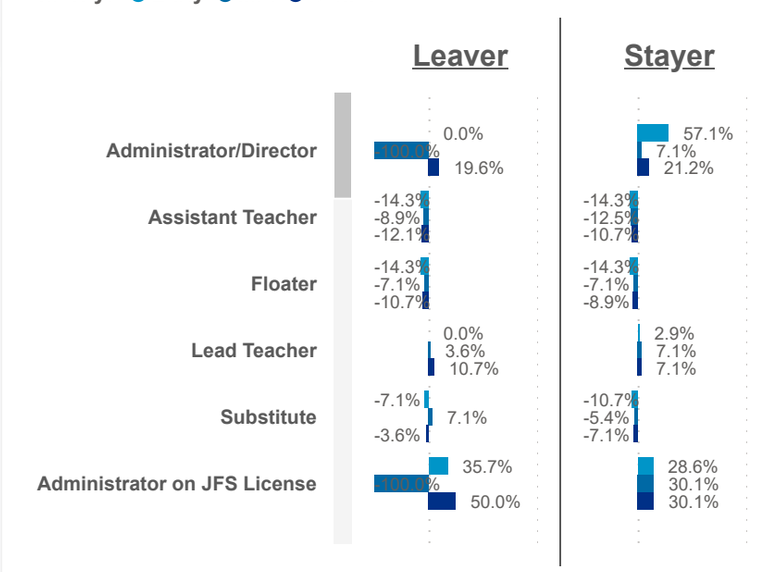


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



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

Created Date: 07/19/2023

Date: 202304 202306 | 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)

5.88

Workload Median (Leaver)

6.25

Workload Median (Stayer)

5.88

Star Rating Mean (Total)

3.50

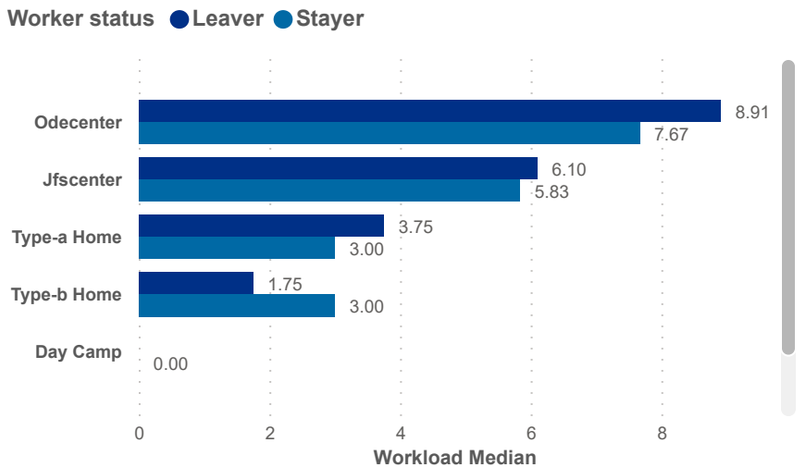
Star Rating Mean (Leaver)

3.18

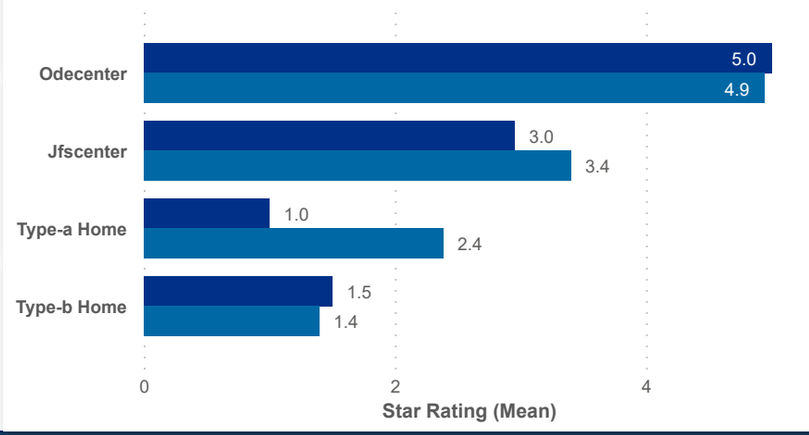
Star Rating Mean (Stayer)

3.51

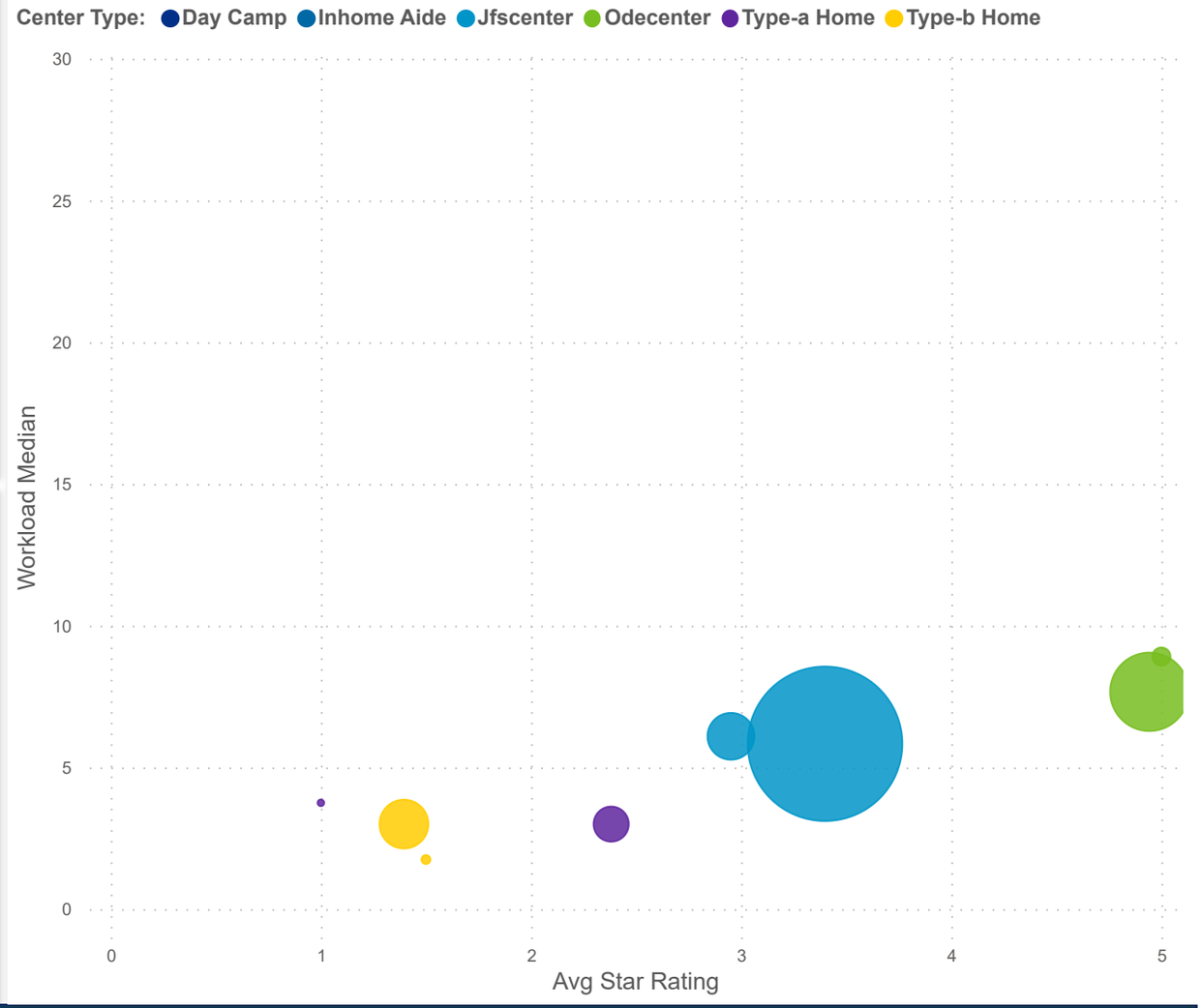
Workload Median



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: 07/19/2023

Date: 202304 202306 | 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)

5.88

Workload Median (Leaver)

6.25

Workload Median (Stayer)

5.88

Star Rating Mean (Total)

3.50

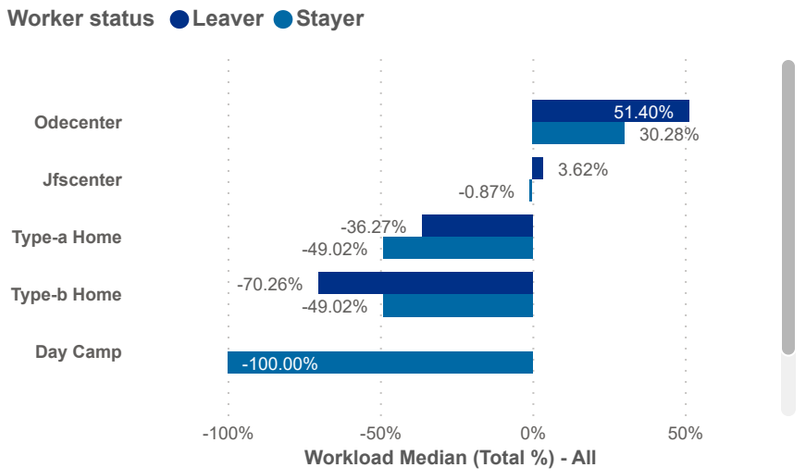
Star Rating Mean (Leaver)

3.18

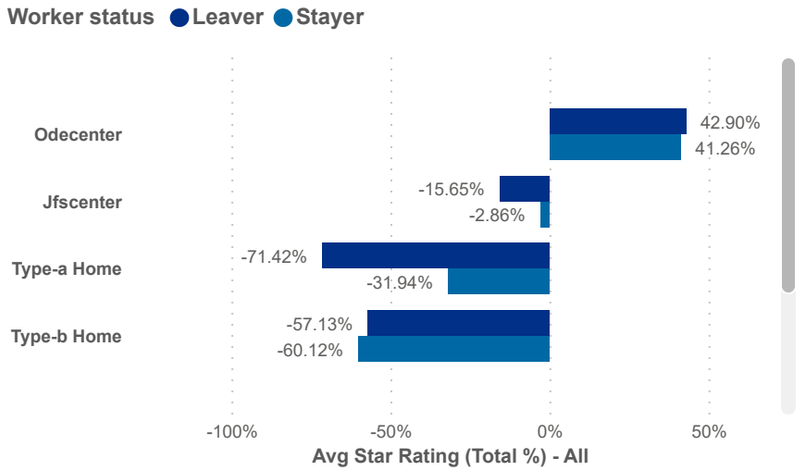
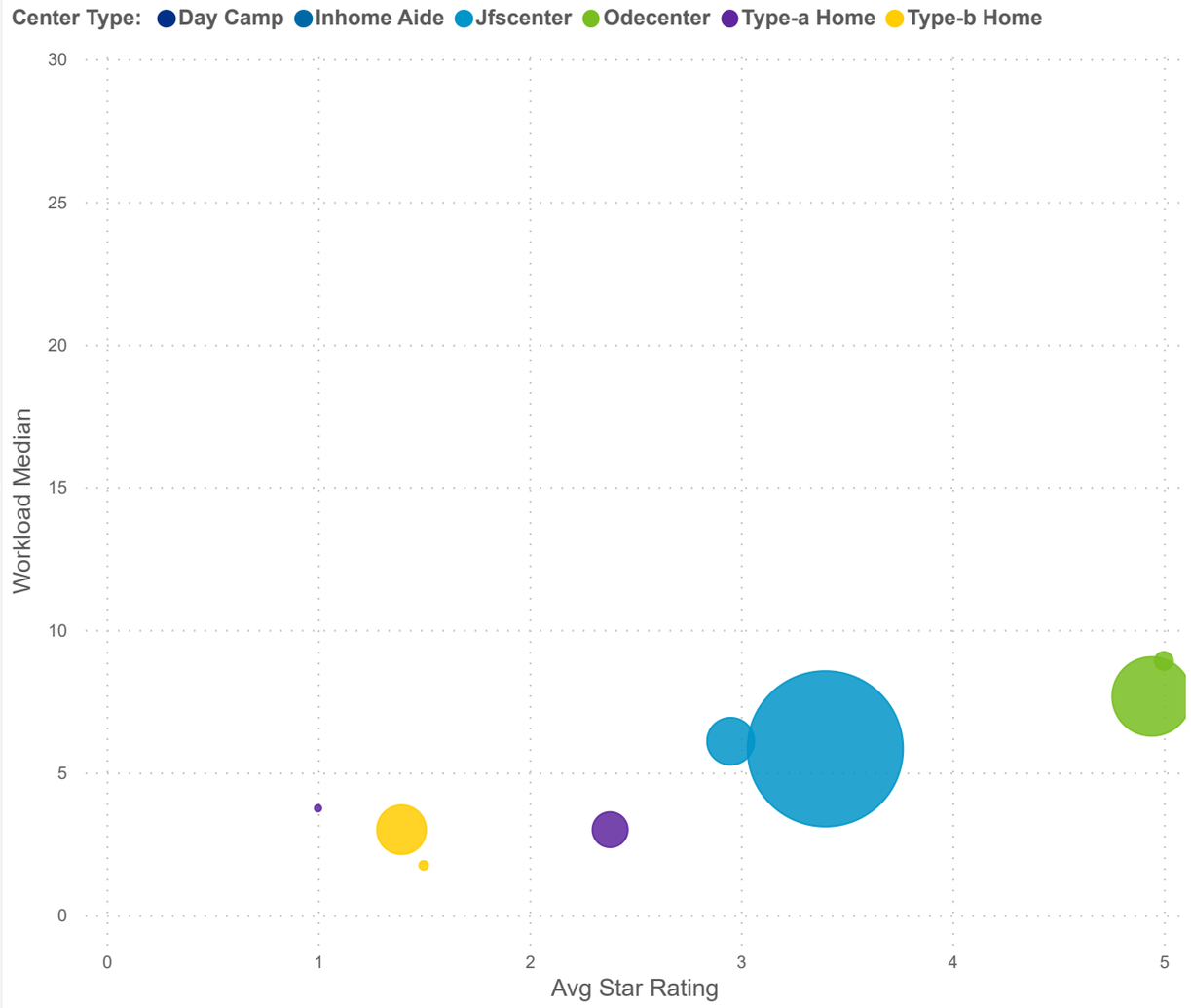
Star Rating Mean (Stayer)

3.51

Workload Median (Total %)



Star Rating Mean (Total %)



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