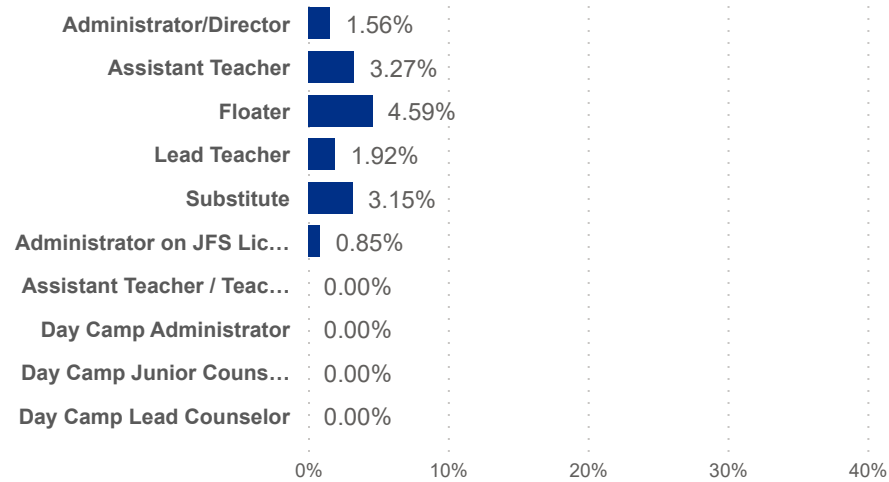


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

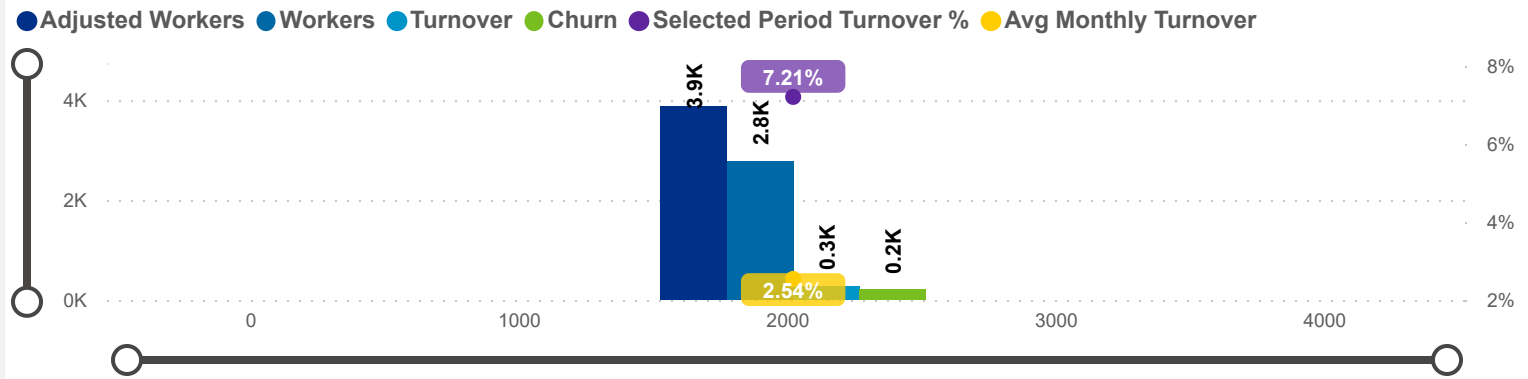
SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Avg Monthly Turnover Rates by Job Title

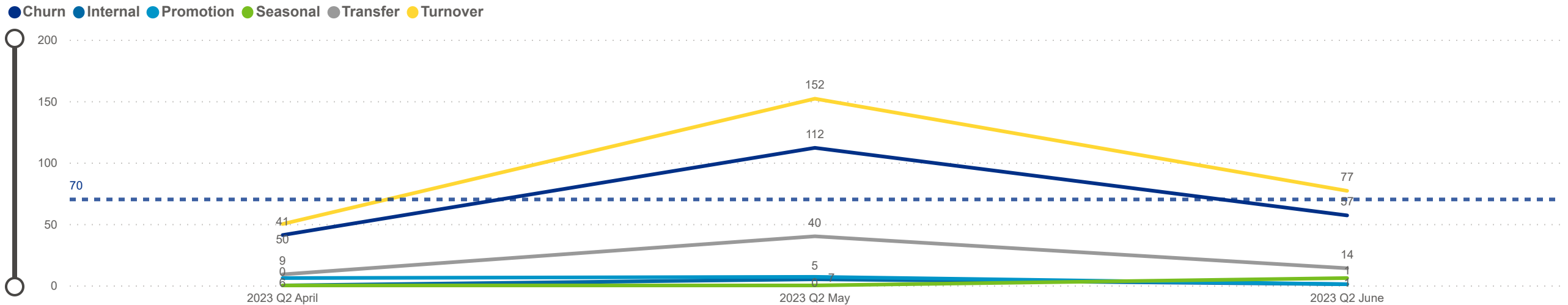


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.54%	3,871	210	3,661	7.21%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

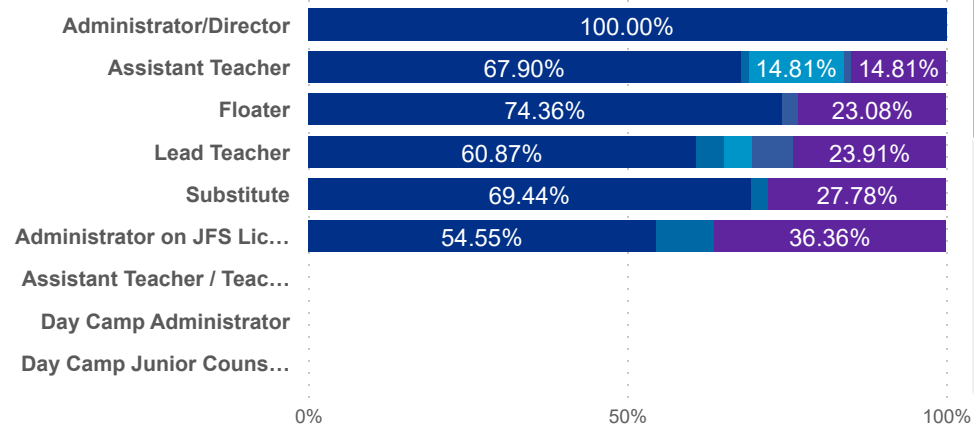


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

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

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.91%

Adjusted Workers

3,871

Workload Median

4.67

Pay Median USD / hr

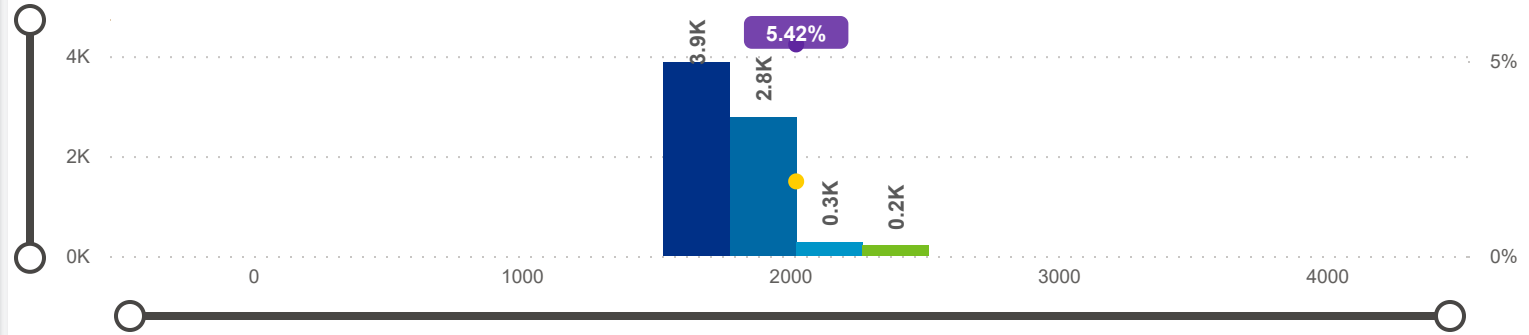
14.00

Avg ECE Duration

6.55

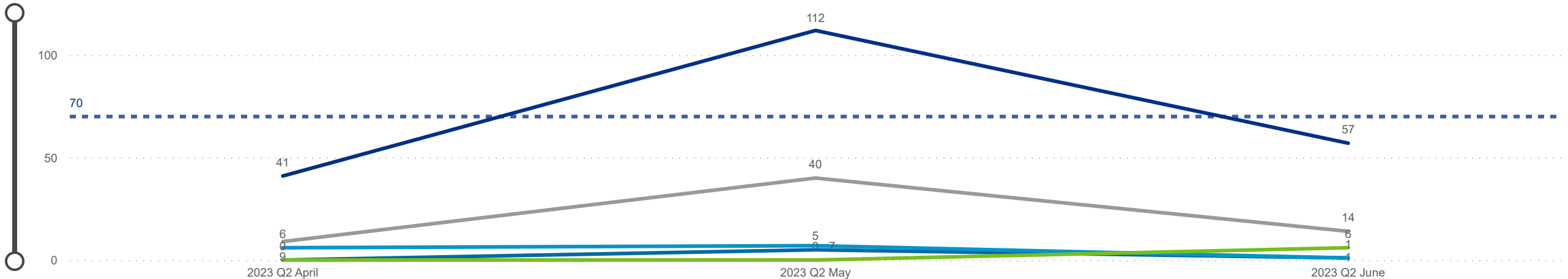
Avg Monthly Churn and Number of Workers

● Adjusted Workers ● Workers ● Turnover ● Churn ● Selected Period Churn % ● Avg Monthly Churn



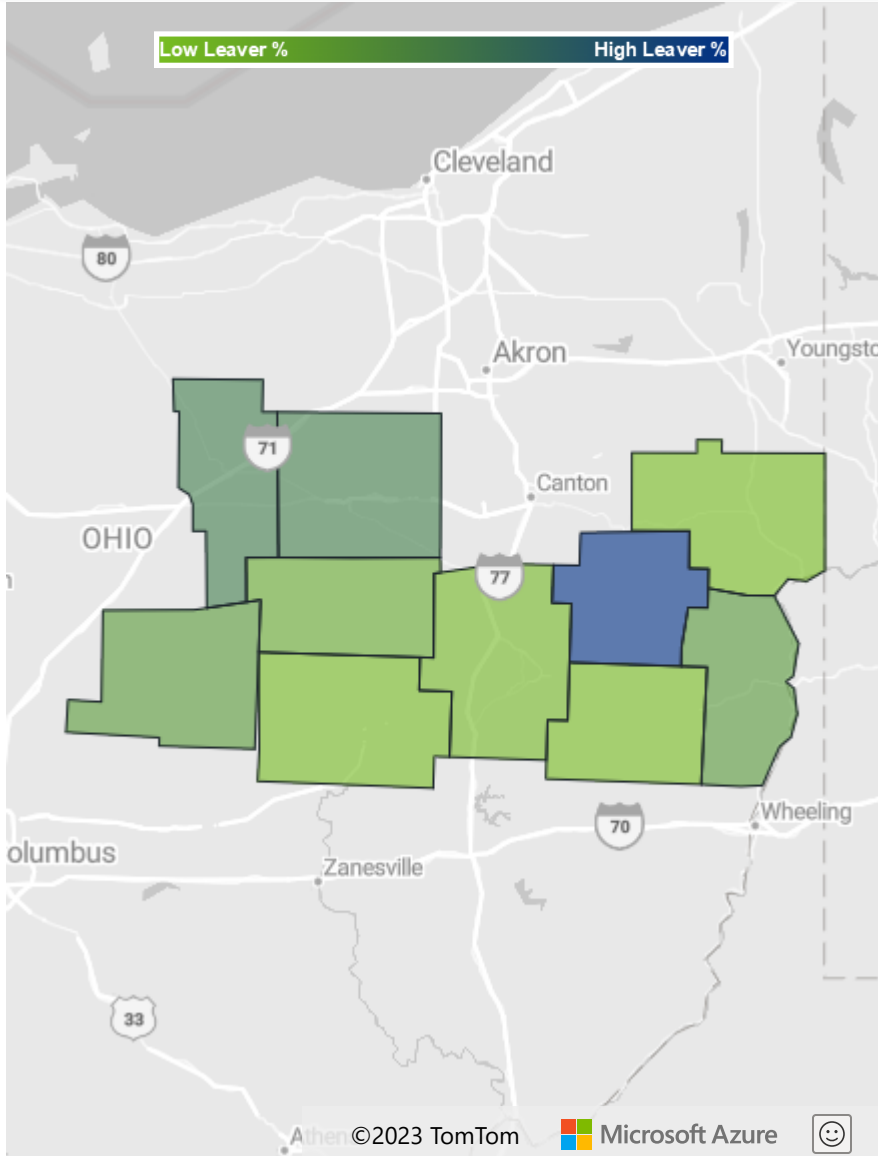
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



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

SDA>County: SDA 5 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All



ADJUSTED WORKERS

3,871

TOTAL LEAVER

210

TOTAL STAYER

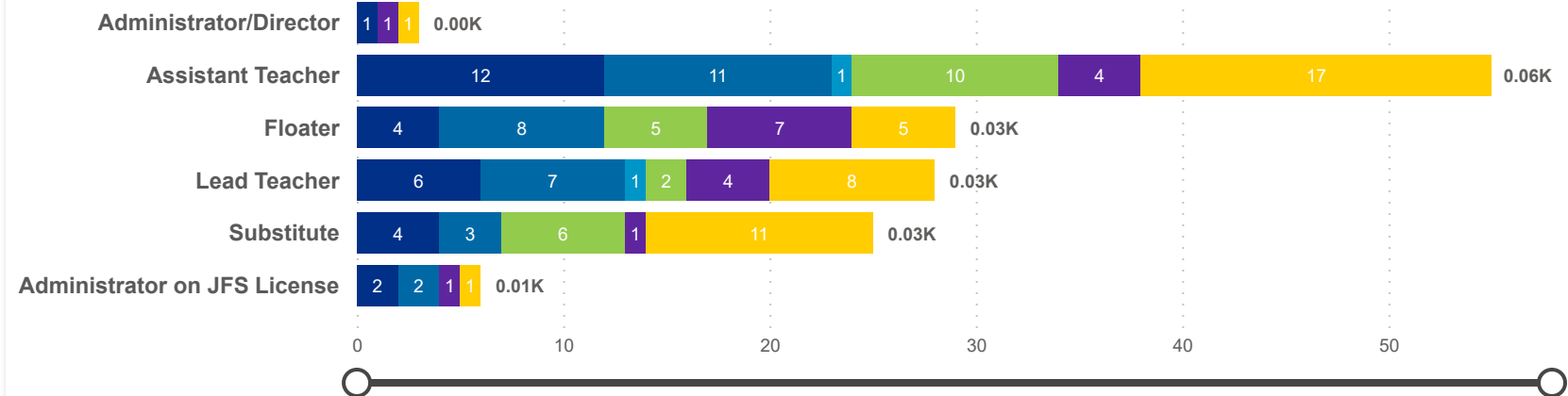
3,661

SELECTED PERIOD CHURN %

5.42%

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
Ashland OH	287	235	8.47%	24	263	8.36%	91.64%	2.94%	9.06%	3.19%	5.75	3.88
Carroll OH	126	99	3.57%	19	107	15.08%	84.92%	5.72%	18.25%	6.93%	3.47	3.46
Columbiana OH	905	581	20.94%	26	879	2.87%	97.13%	1.00%	4.97%	1.74%	4.33	4.25
Coshocton OH	271	210	7.57%	8	263	2.95%	97.05%	1.01%	4.80%	1.63%	4.71	4.65
Harrison OH	48	44	1.59%		48		100.00%	0.00%	0.00%	0.00%	2.50	4.66
Holmes OH	110	89	3.21%	5	105	4.55%	95.45%	1.58%	6.36%	2.22%	3.13	4.54
Jefferson OH	334	289	10.41%	20	314	5.99%	94.01%	2.10%	6.29%	2.20%	6.00	3.91
Knox OH	493	313	11.28%	29	464	5.88%	94.12%	2.12%	9.74%	3.51%	2.39	4.64
Tuscarawas OH	543	377	13.59%	18	525	3.31%	96.69%	1.13%	3.68%	1.26%	5.77	3.49
Wayne OH	754	587	21.15%	61	693	8.09%	91.91%	2.94%	10.08%	3.67%	5.45	3.70
Total	3,871	2,775	100.00%	210	3,661	5.42%	94.58%	1.91%	7.21%	2.54%	4.67	4.06

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

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

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

TOTAL LEAVER

210

TOTAL STAYER

3,661

LEAVER

2.80

STAYER

6.61

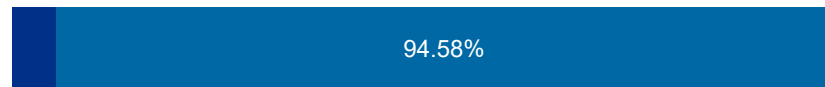
LEAVER (Hourly Wage MED)

11.32

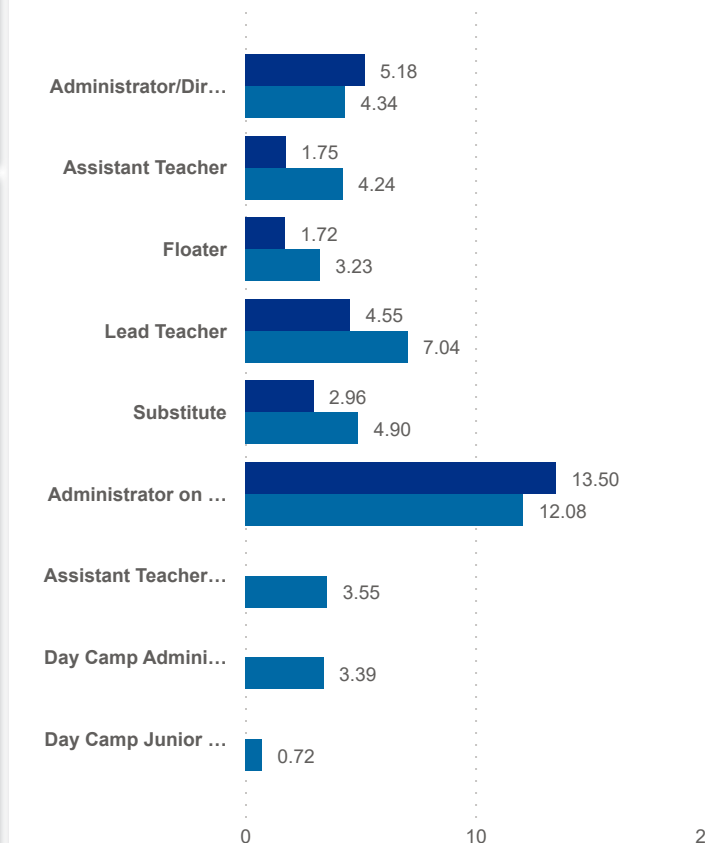
STAYER (Hourly Wage MED)

14.00

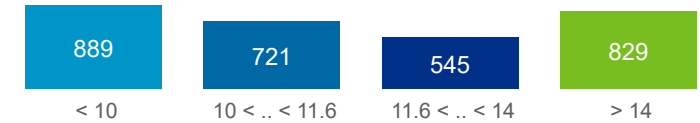
● Leaver % ● Stayer %



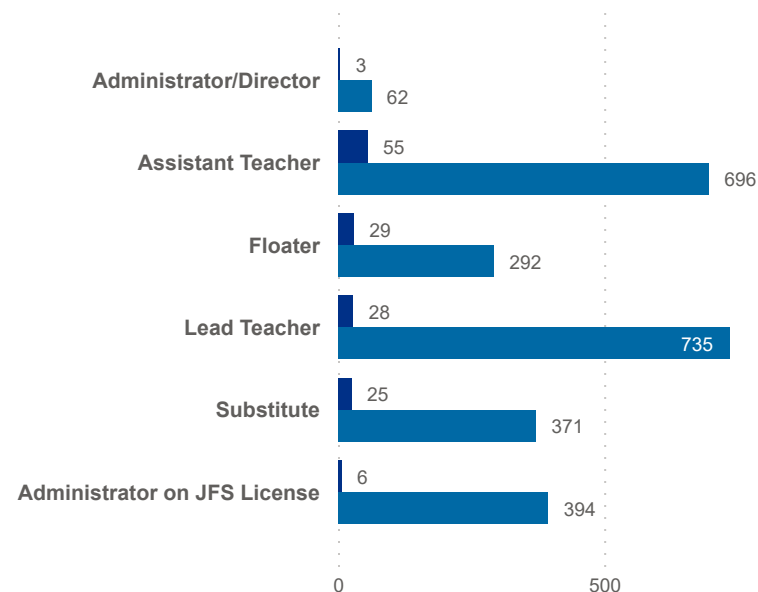
Worker Status: ● Leaver ● Stayer



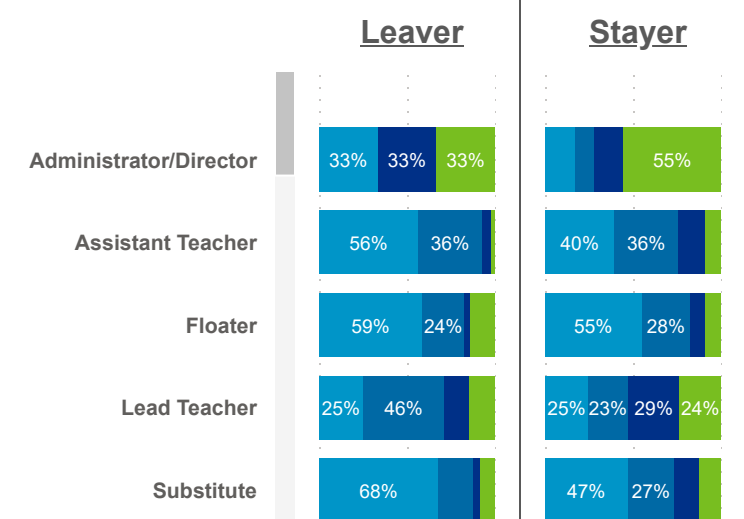
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● Leaver ● Stayer



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



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

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

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

LEAVER

STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

5.42%

94.58%

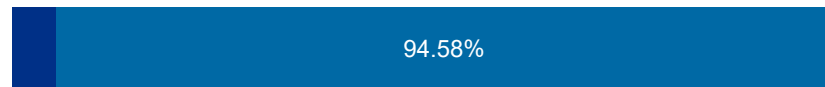
2.80

6.61

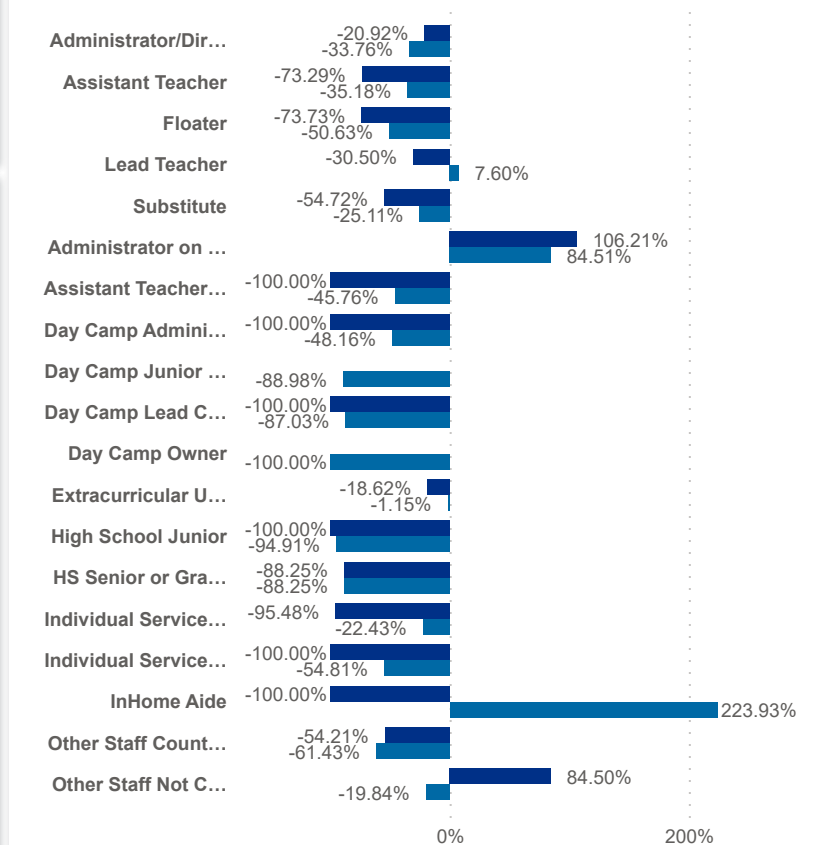
11.32

14.00

● Leaver % ● Stayer %



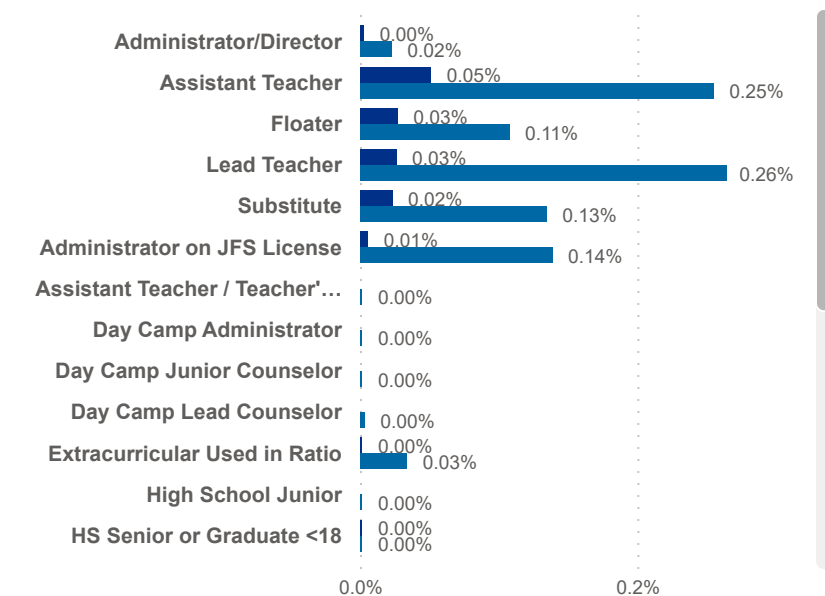
Worker Status: ● Leaver ● Stayer



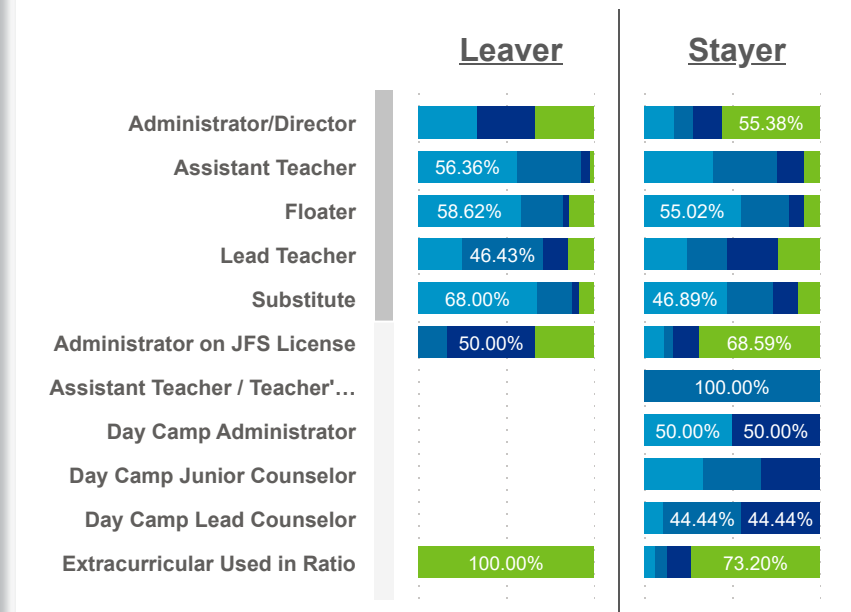
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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



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

SDA>County: SDA 5 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

LEAVER (Avg Career Duration)

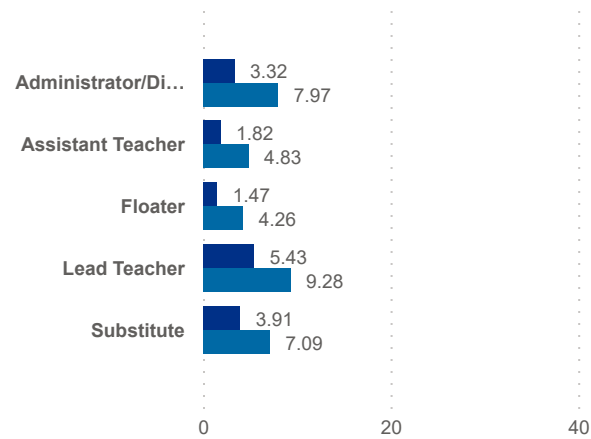
3.34

STAYER (Avg Career Duration)

14.82

Avg Career Duration by Job Title

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Knox	Administrator/Director	3.75	8.70	Early	4.45	
Ashland	Administrator/Director	2.83	9.30	Early	7.09	
Knox	Administrator/Director	3.71	9.50	Early	51.00	
Jefferson	Administrator/Director	0.75	9.56	Early	14.33	5.00
Columbiana	Administrator/Director	1.83	10.00	Early	6.28	5.00
Columbiana	Administrator/Director	1.83	10.20	Early	13.22	5.00
Columbiana	Administrator/Director	1.83	11.30	Early	5.86	4.00
Jefferson	Administrator/Director	1.75	12.25	Early	9.33	5.00
Coshocton	Administrator/Director	3.75	13.62	Early	25.50	
Wayne	Administrator/Director	1.78	14.13	Early	1.45	
Columbiana	Administrator/Director	0.85	14.35	Early	20.00	5.00
Jefferson	Administrator/Director	1.75	14.50	Early	7.14	5.00

TOTAL STAYER

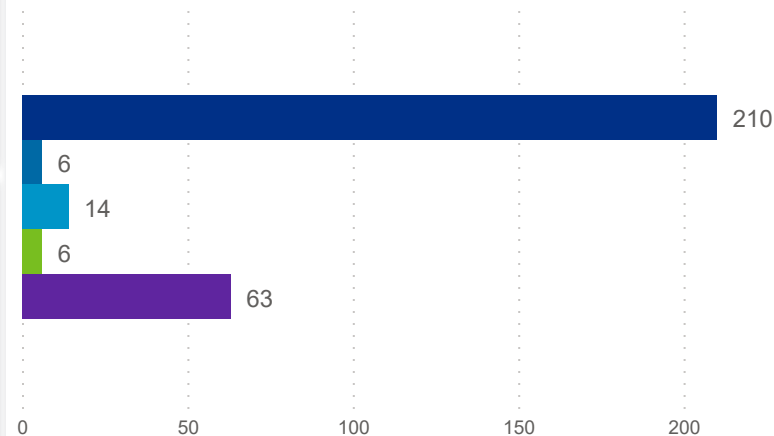
3,661

STAYER (Promotion)

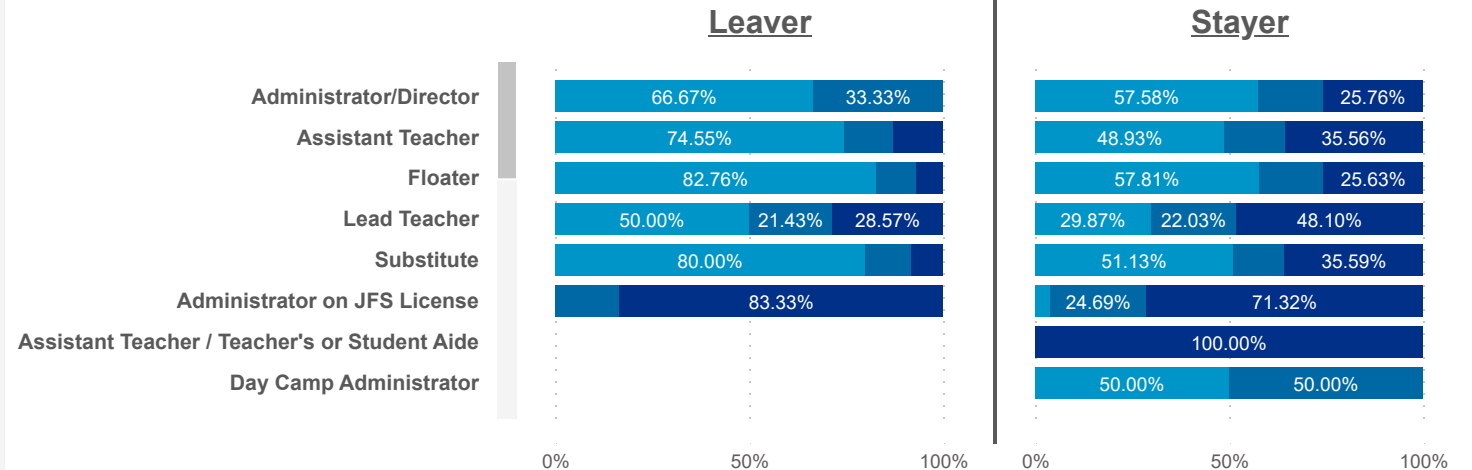
14

Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior



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

SDA>County: SDA 5 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

LEAVER (Avg Career Duration)

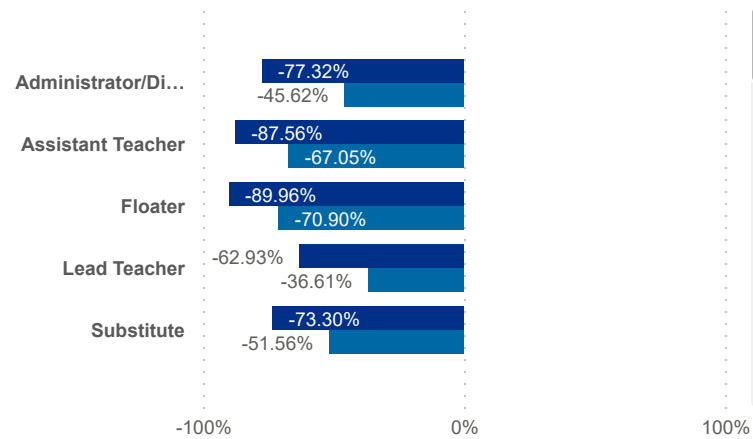
3.34

STAYER (Avg Career Duration)

14.82

Avg Career Duration by Job Title vs Mean

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Carroll	Assistant Teacher	0.00	8.75	Early	5.92	1.00
Holmes	Assistant Teacher	0.00	13.50	Early	12.25	
Columbiana	Assistant Teacher	0.00	13.89	Early	3.02	5.00
Knox	Assistant Teacher	0.00	10.48	Mid	3.35	5.00
Wayne	Floater	0.00	12.50	Early	6.60	5.00
Columbiana	Lead Teacher	0.00	15.31	Mid	3.02	5.00
Knox	Substitute	0.00	11.25	Senior	2.00	5.00
Coshocton	HS Senior or Graduate <18	0.00	10.05	Early	5.25	
Wayne	Floater	0.01	9.00	Senior	6.67	4.00
Knox	Lead Teacher	0.01	10.75	Early	3.35	5.00
Columbiana	Lead Teacher	0.01	12.38	Early	3.08	
Wayne	Lead Teacher	0.01	11.55	Senior	11.25	3.00

TOTAL STAYER

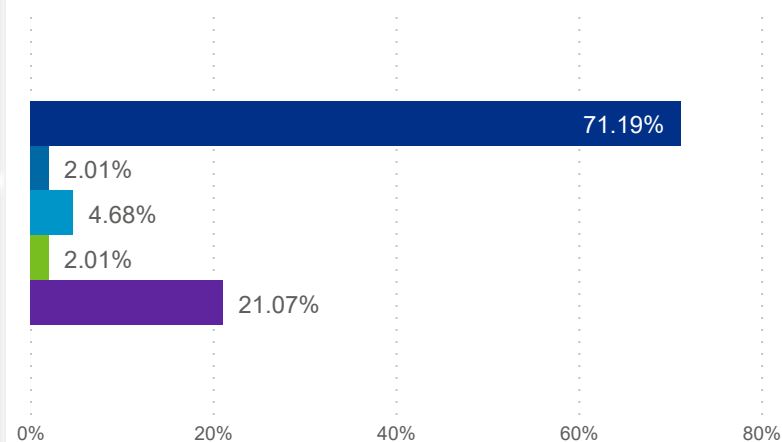
3,661

STAYER (Promotion)

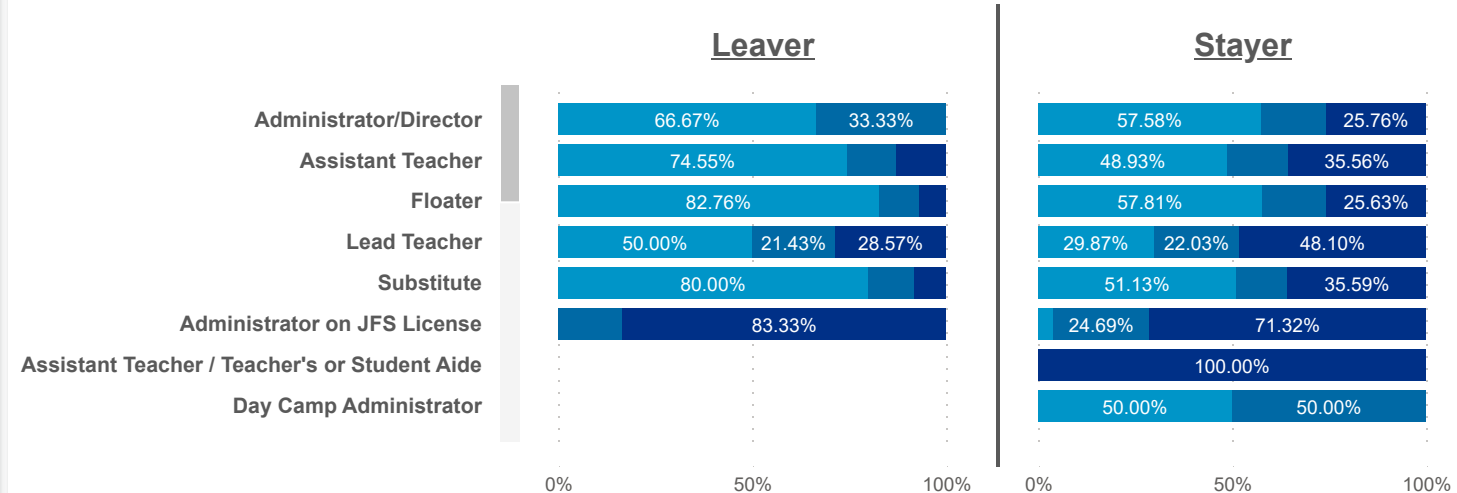
14

Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior



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

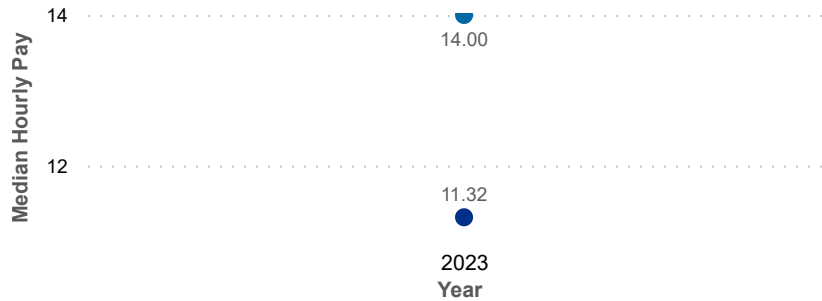
SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

PAY MEDIAN (USD)

LEAVER
11.32

STAYER
14.00

Worker Status: Leaver Stayer

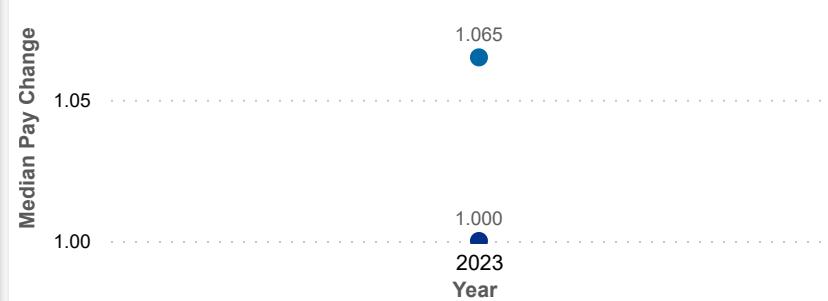


PAY PROGRESSION (USD)

LEAVER
-0.02

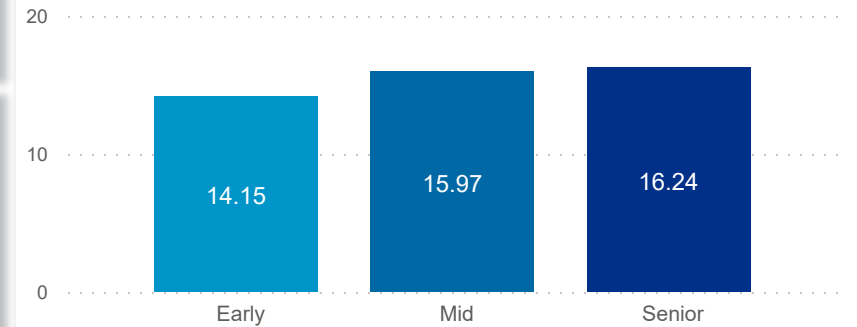
STAYER
0.46

Worker Status: Leaver Stayer

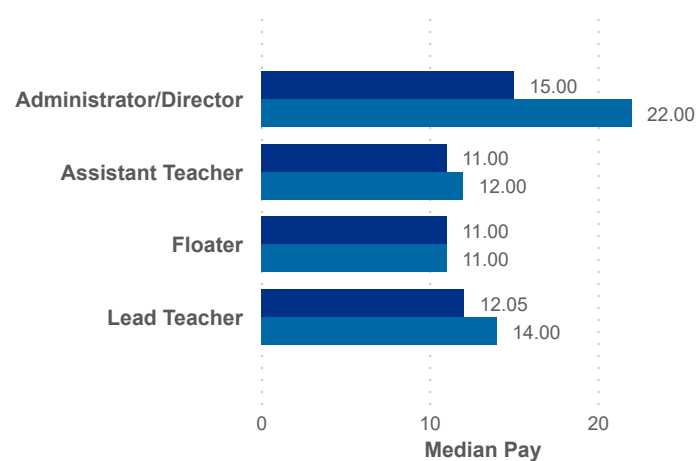


PAY & CAREER SENIORITY (USD)

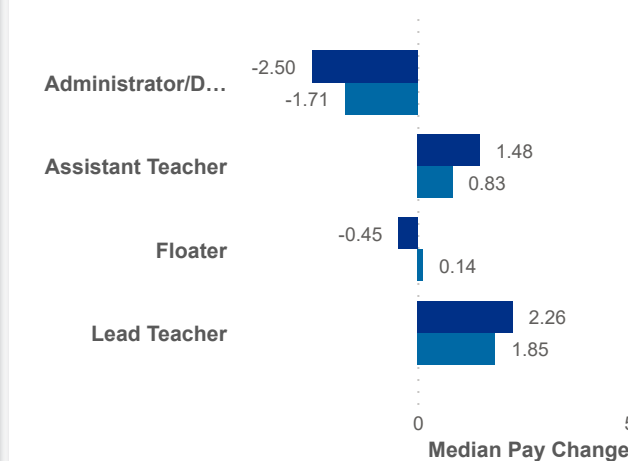
Seniority: Early Mid Senior



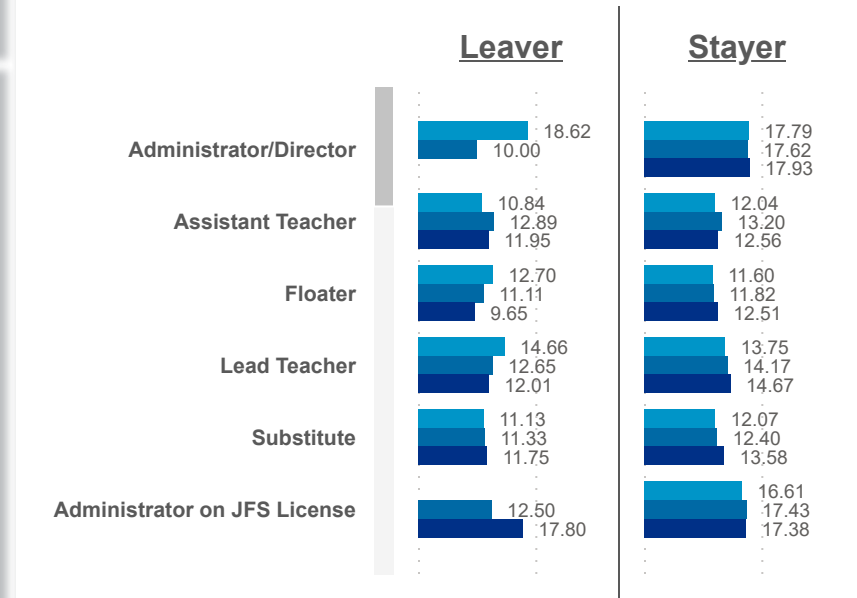
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



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

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

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

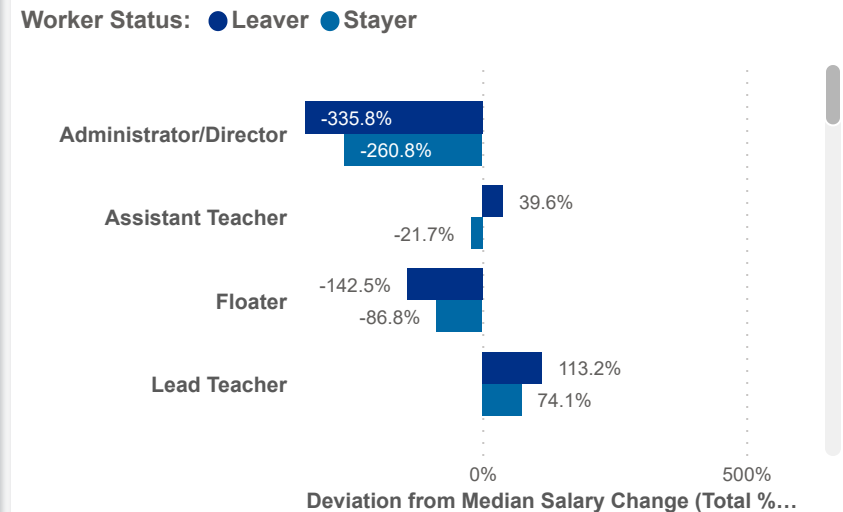
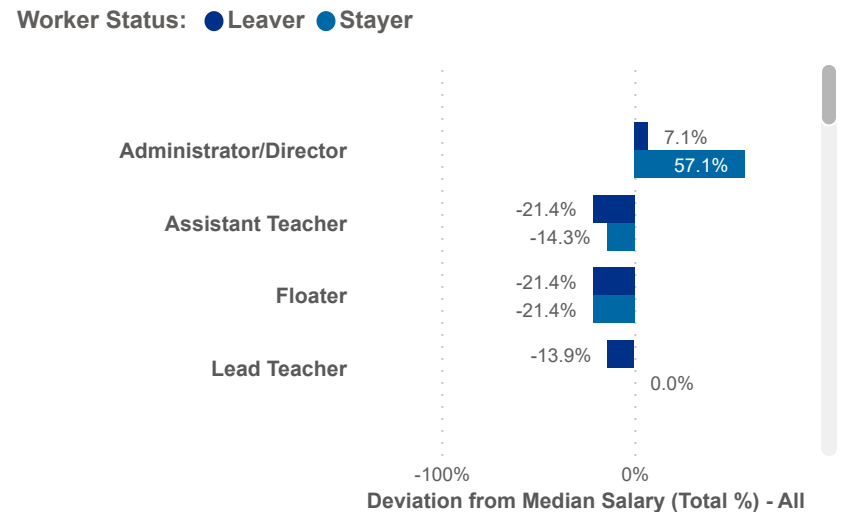
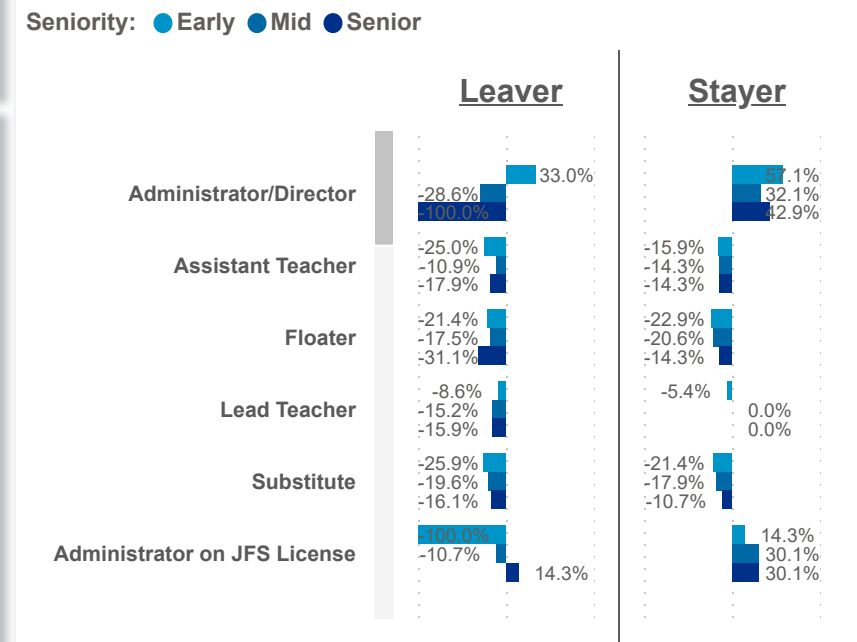
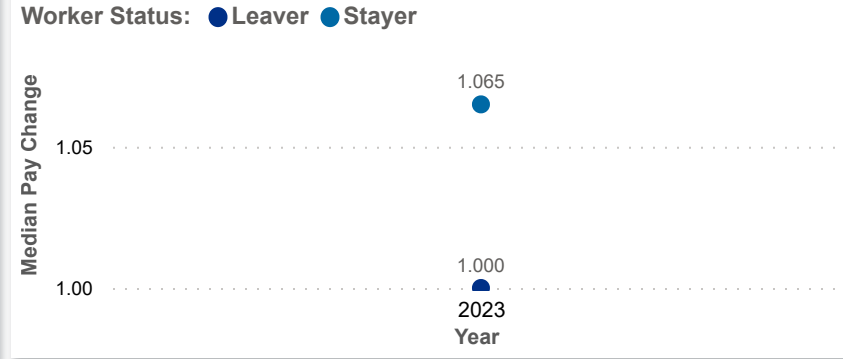
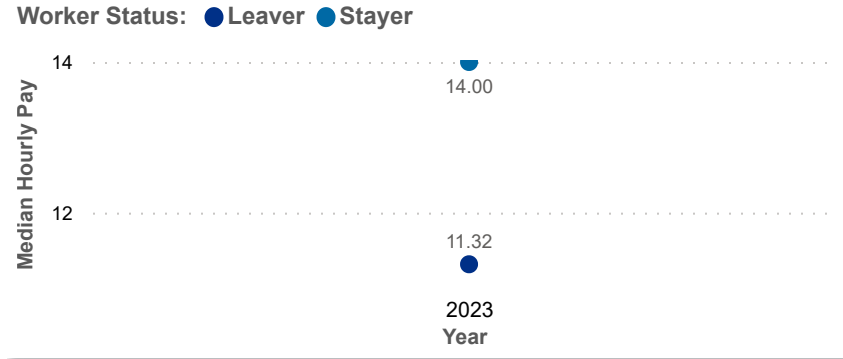
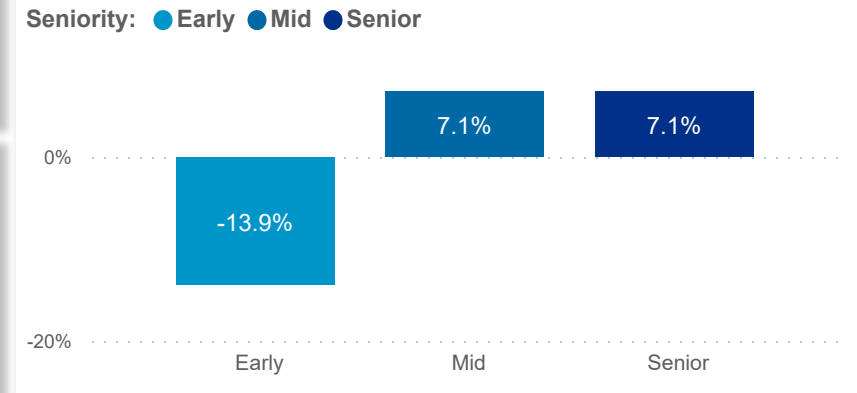
PAY & CAREER SENIORITY (USD)

LEAVER
11.32

STAYER
14.00

LEAVER
-0.02

STAYER
0.46



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

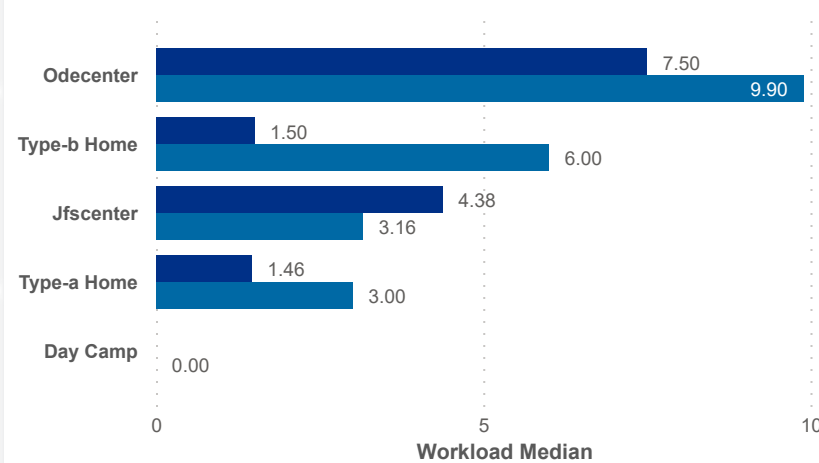
SDA>County: SDA 5 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

4.67

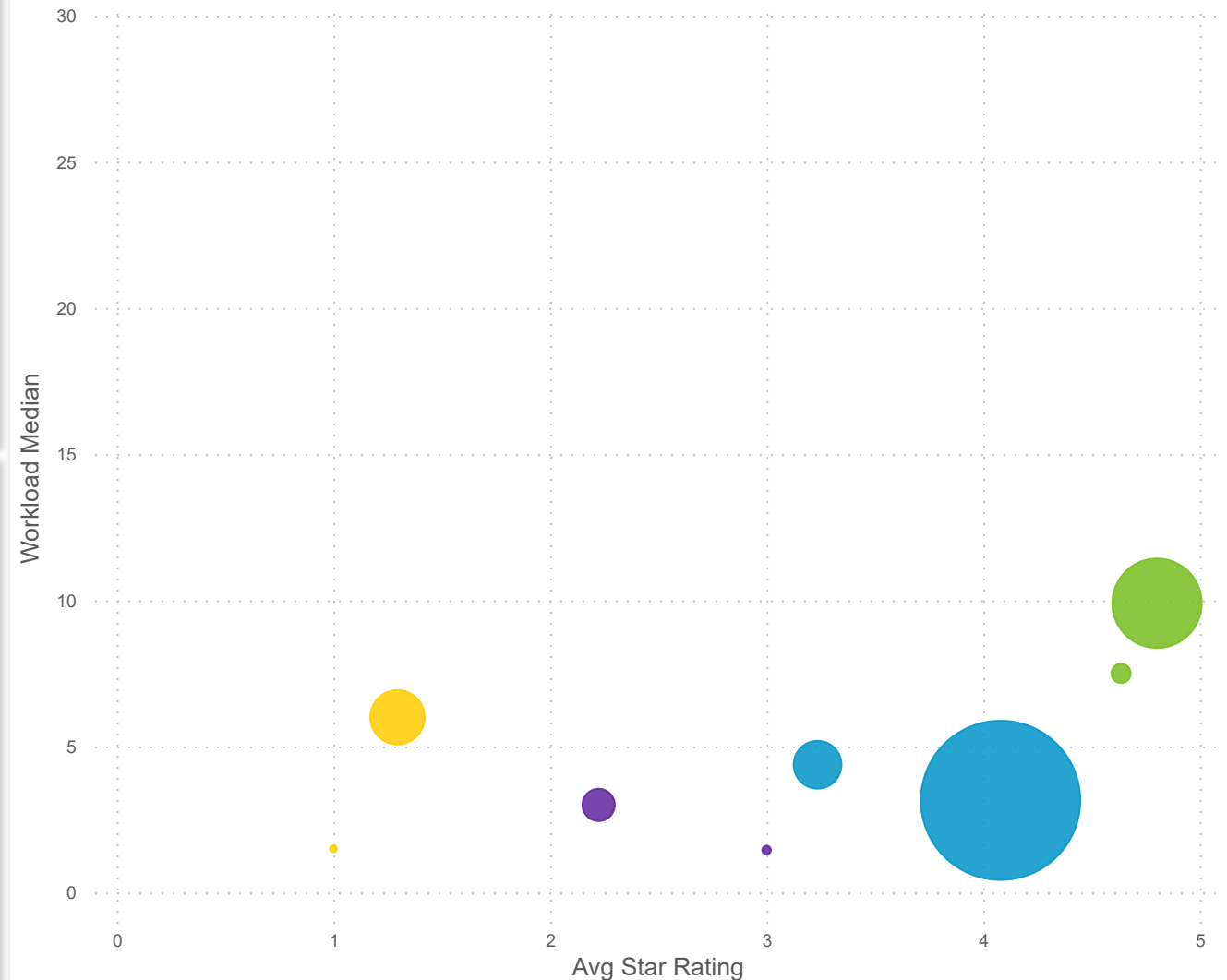
Workload Median

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



Workload Median (Leaver)

4.31

Workload Median (Stayer)

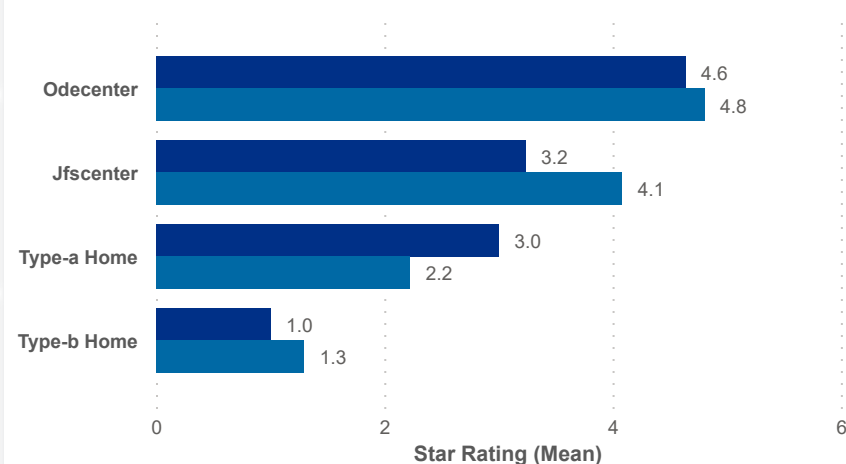
4.67

Star Rating Mean (Total)

4.06

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.45

Star Rating Mean (Stayer)

4.07

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

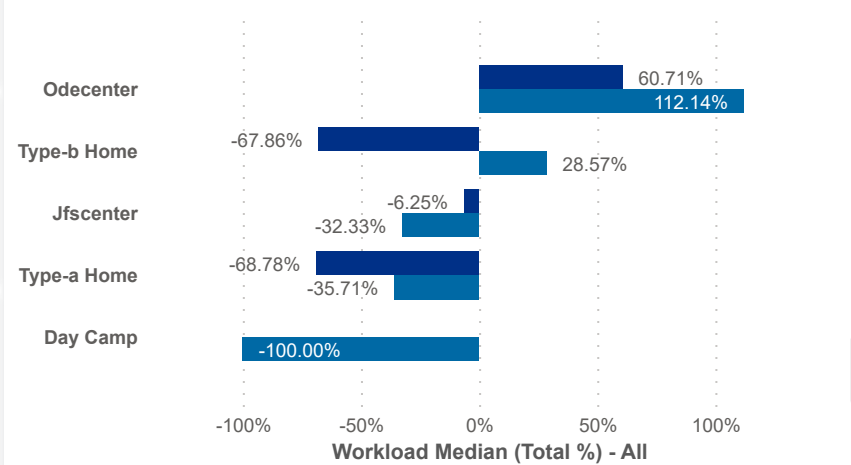
SDA>County: SDA 5 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

4.67

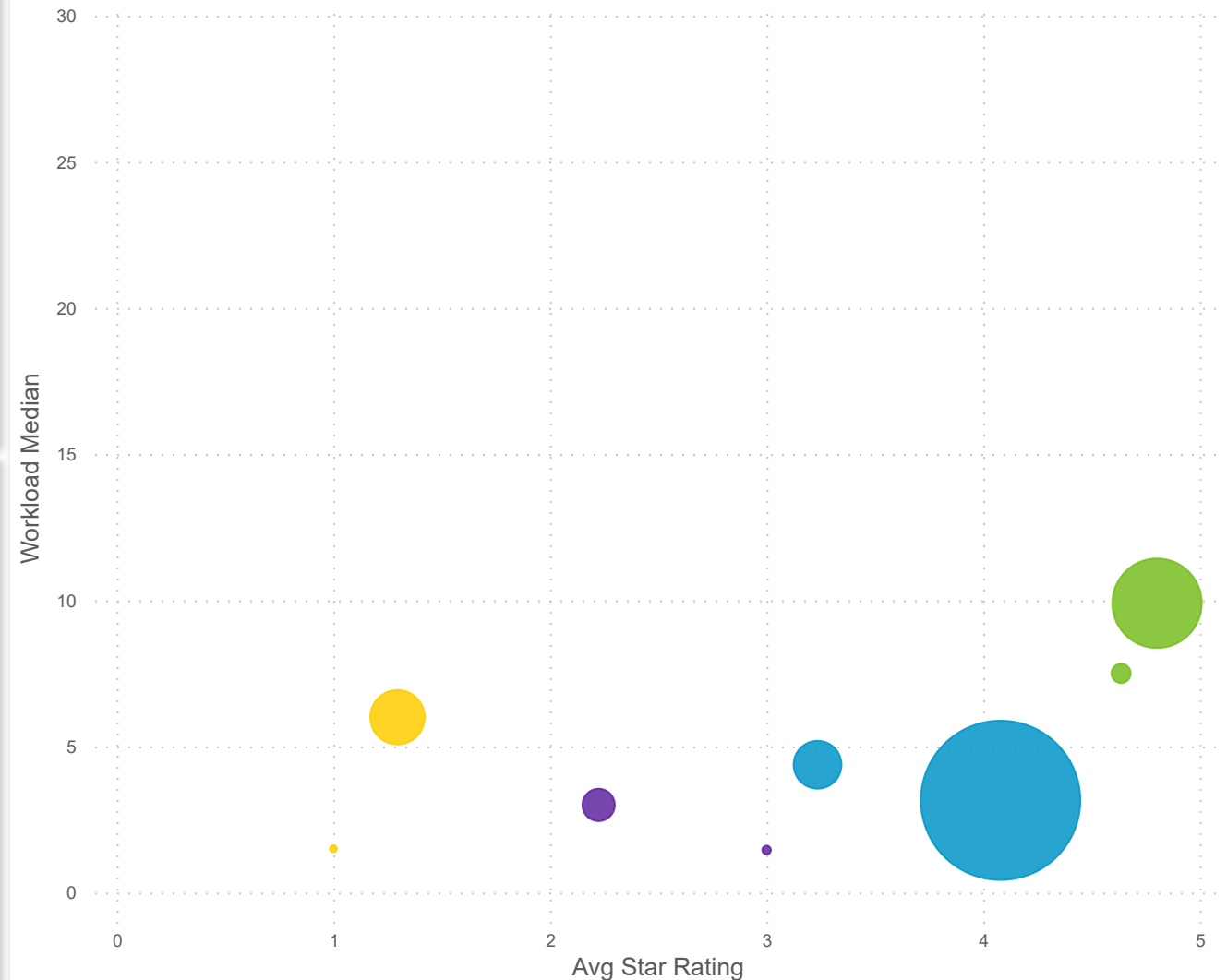
Workload Median (Total %)

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

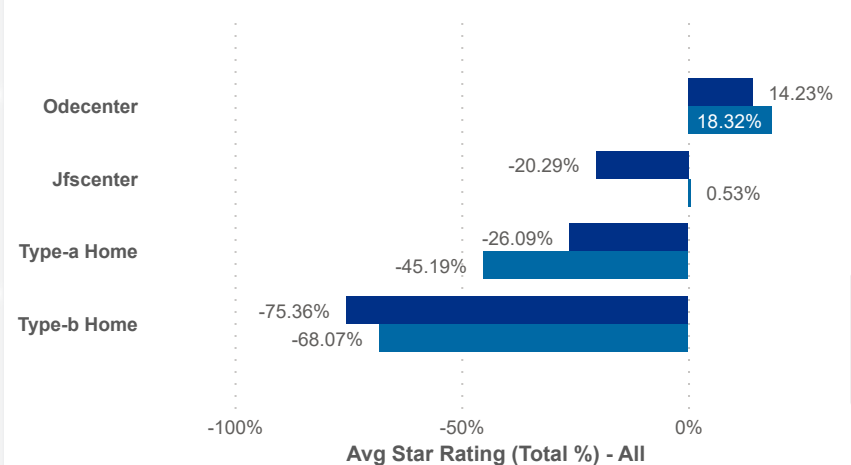


Workload Median (Leaver)

4.31

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Workload Median (Stayer)

4.67

Star Rating Mean (Total)

4.06

Star Rating Mean (Leaver)

3.45

Star Rating Mean (Stayer)

4.07