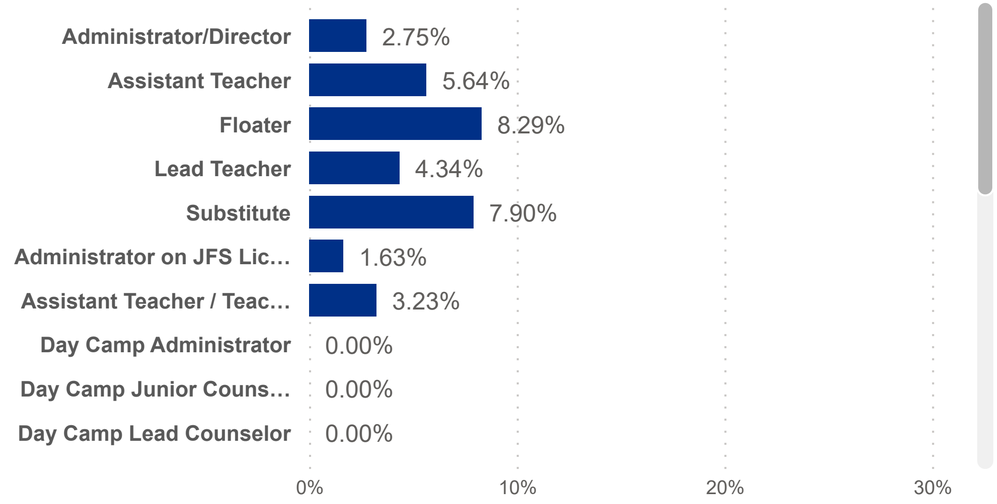
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

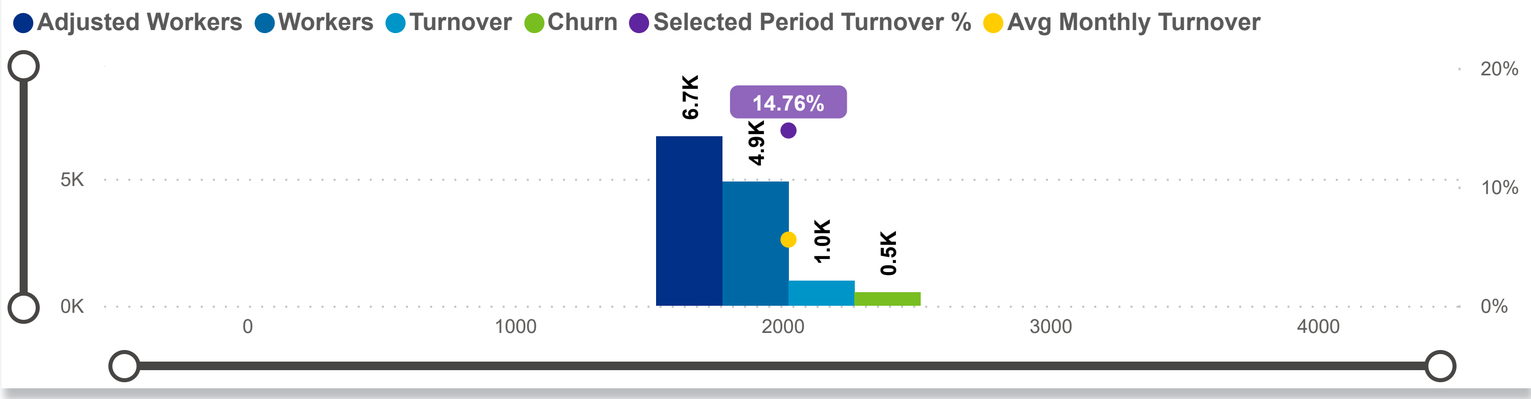
Date: 202307 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Avg Monthly Turnover Rates by Job Title

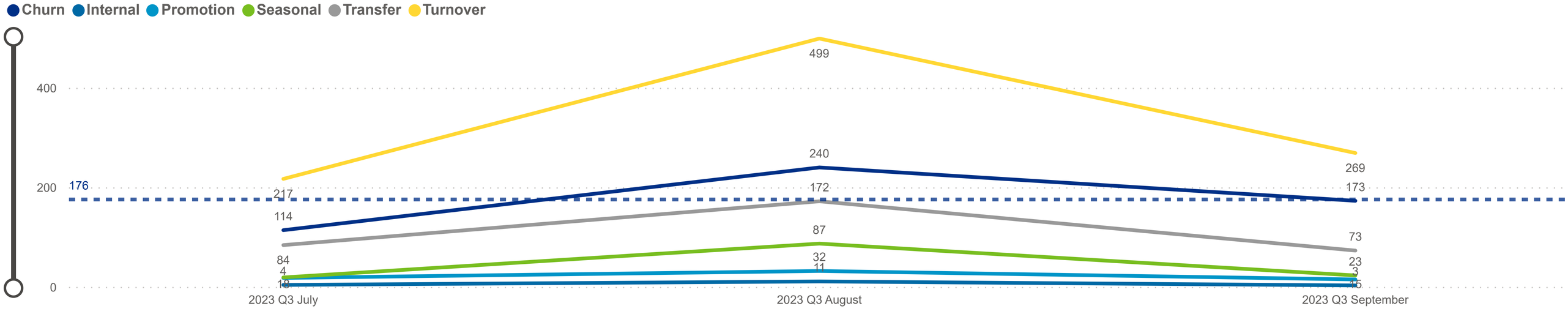


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
5.57%	6,675	526	6,149	14.76%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



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

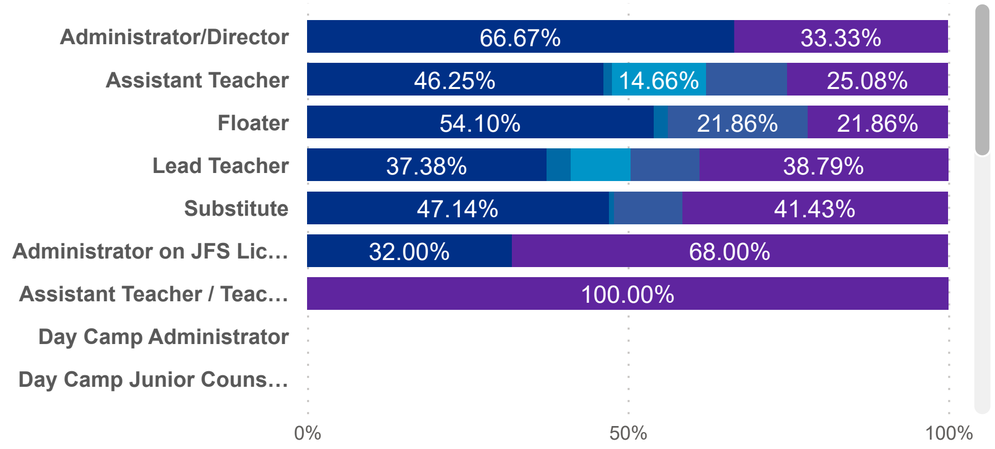
Created Date: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Job Change Reasons by Job Title

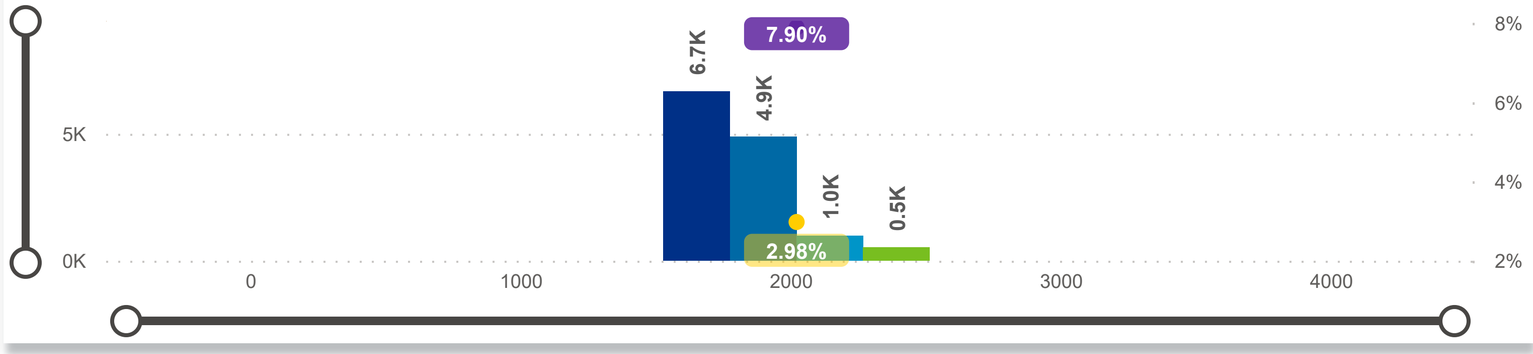
Churn Internal Promotion Seasonal Transfer



Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
2.98%	6,675	5.67	15.00	5.51

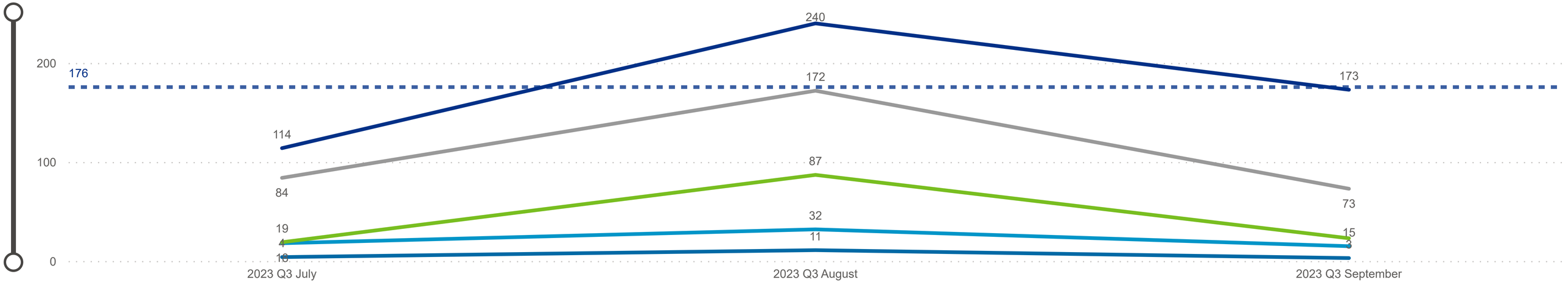
Avg Monthly Churn and Number of Workers

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



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer

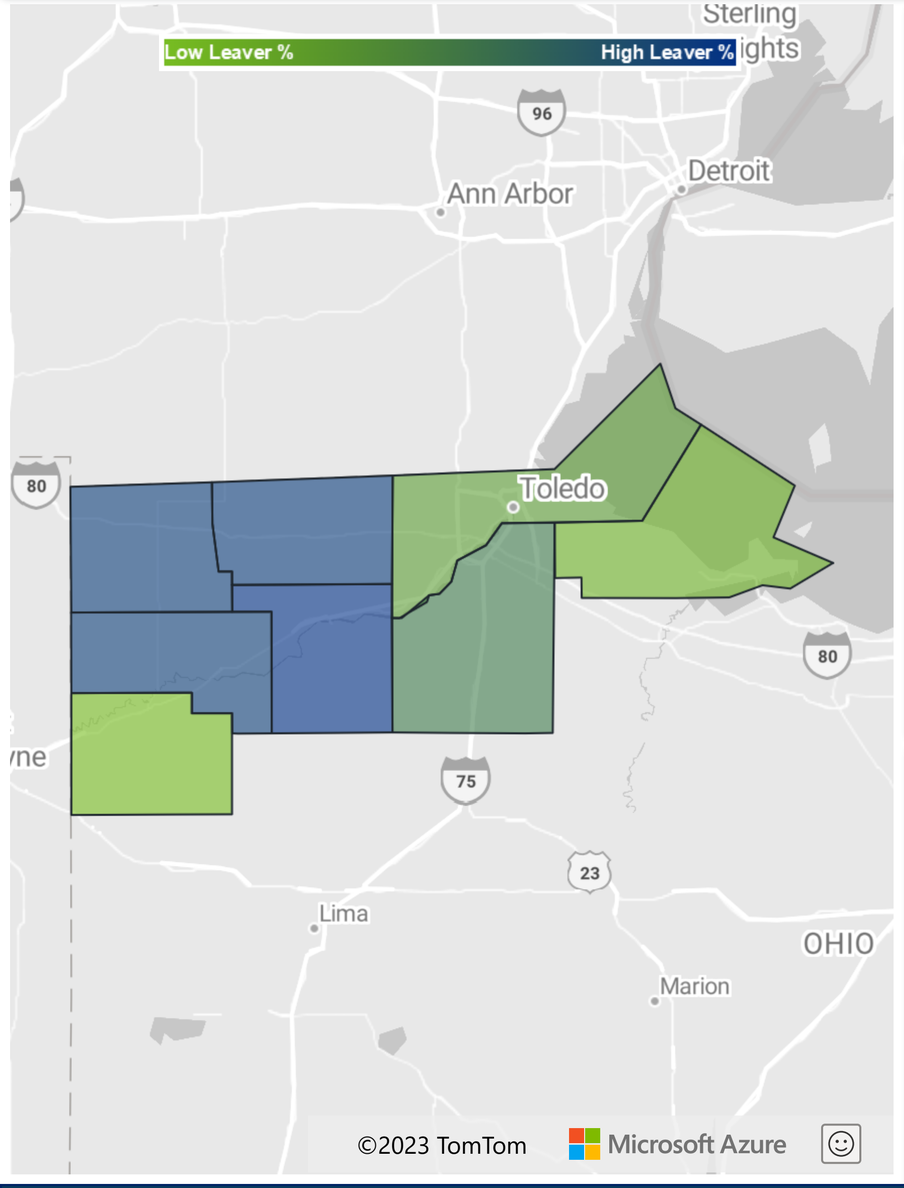


Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

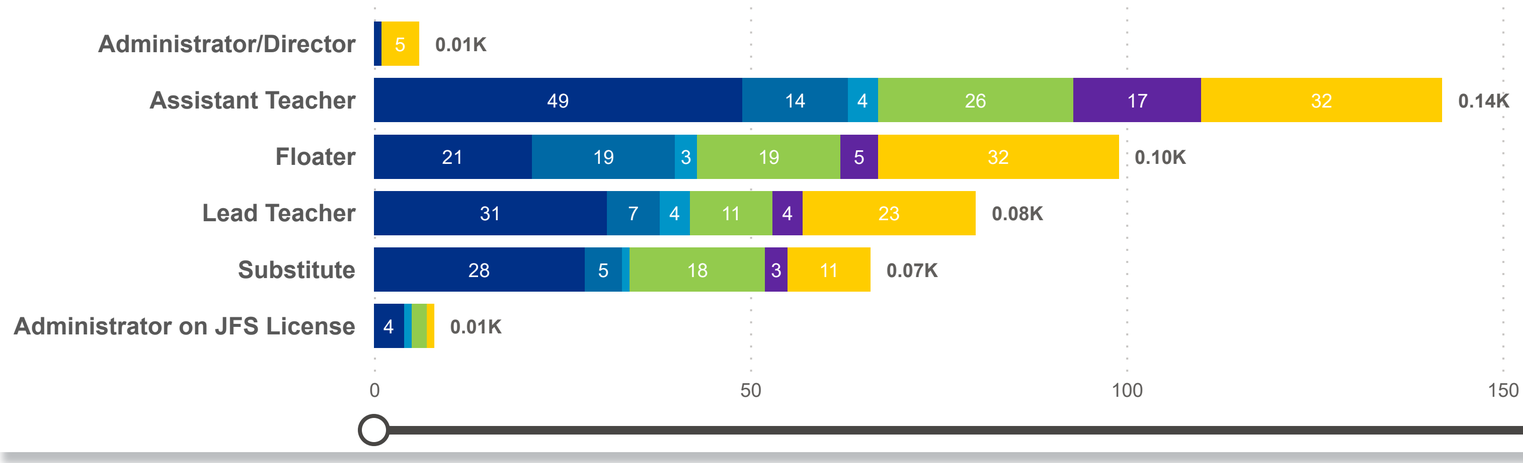
Date: 202307 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
6,675	526	6,149	7.88%

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
Lucas OH	4,201	3,025	61.94%	280	3,921	6.67%	93.33%	2.52%	13.88%	5.22%	5.97	3.51
Wood OH	1,270	1,048	21.46%	111	1,159	8.74%	91.26%	3.27%	14.72%	5.51%	4.89	3.51
Defiance OH	312	218	4.46%	39	273	12.50%	87.50%	4.93%	20.19%	7.96%	5.71	3.86
Fulton OH	244	177	3.62%	31	213	12.70%	87.30%	5.02%	19.26%	7.62%	5.75	3.47
Henry OH	199	160	3.28%	27	172	13.57%	86.43%	5.31%	19.10%	7.48%	6.67	4.92
Williams OH	198	136	2.78%	25	173	12.63%	87.37%	4.76%	21.72%	8.19%	5.39	4.18
Ottawa OH	167	139	2.85%	9	158	5.39%	94.61%	1.96%	11.38%	4.14%	5.71	3.81
Paulding OH	84	70	1.43%	4	80	4.76%	95.24%	1.77%	5.95%	2.21%	3.87	2.86
Total	**6,675**	**4,884**	**100.00%**	**526**	**6,149**	**7.88%**	**92.12%**	**2.98%**	**14.76%**	**5.57%**	**5.67**	**3.57**

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

Created Date: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | 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
526	6,149

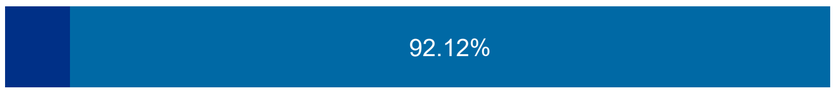
AVG ECE DURATION (In Years)

LEAVER	STAYER
4.03	5.60

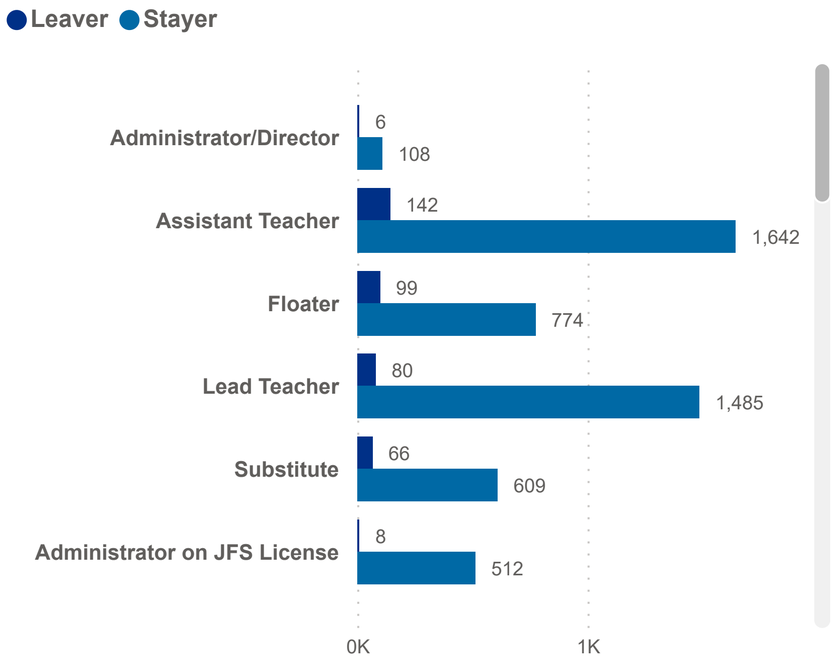
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
13.00	15.00

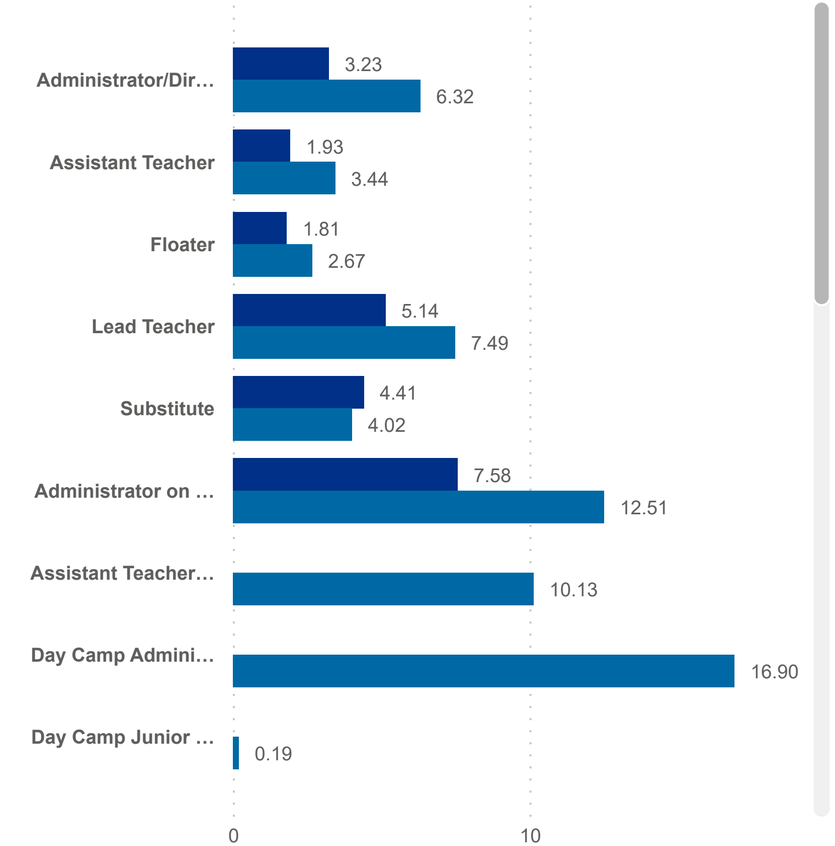
Leaver % Stayer %



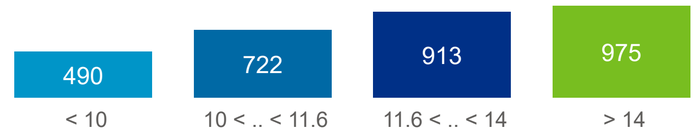
Leaver Stayer



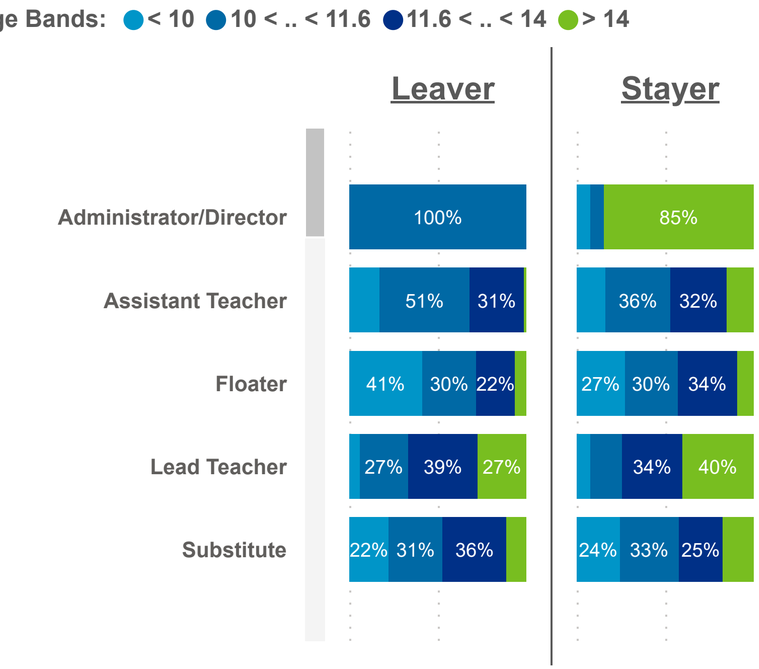
Worker Status: Leaver Stayer



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: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

NUMBER OF WORKERS

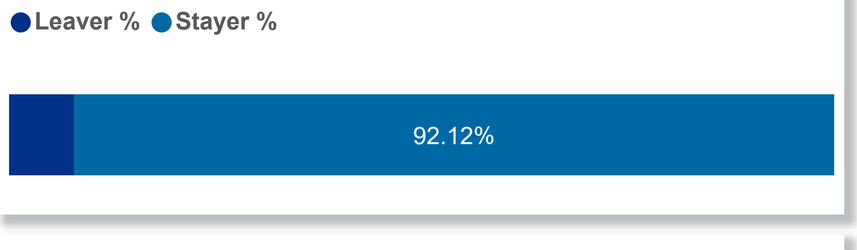
LEAVER	STAYER
7.88%	92.12%

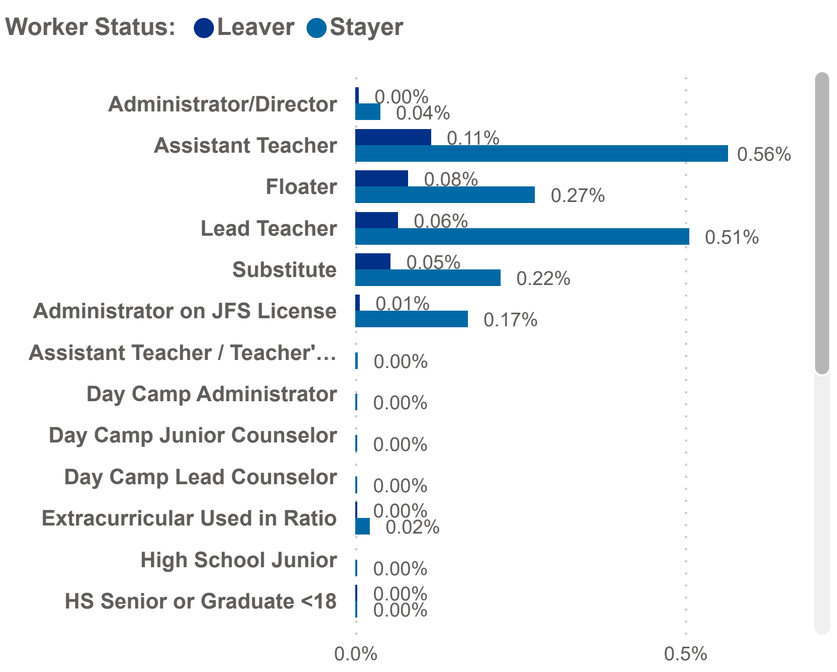
AVG ECE DURATION (In Years)

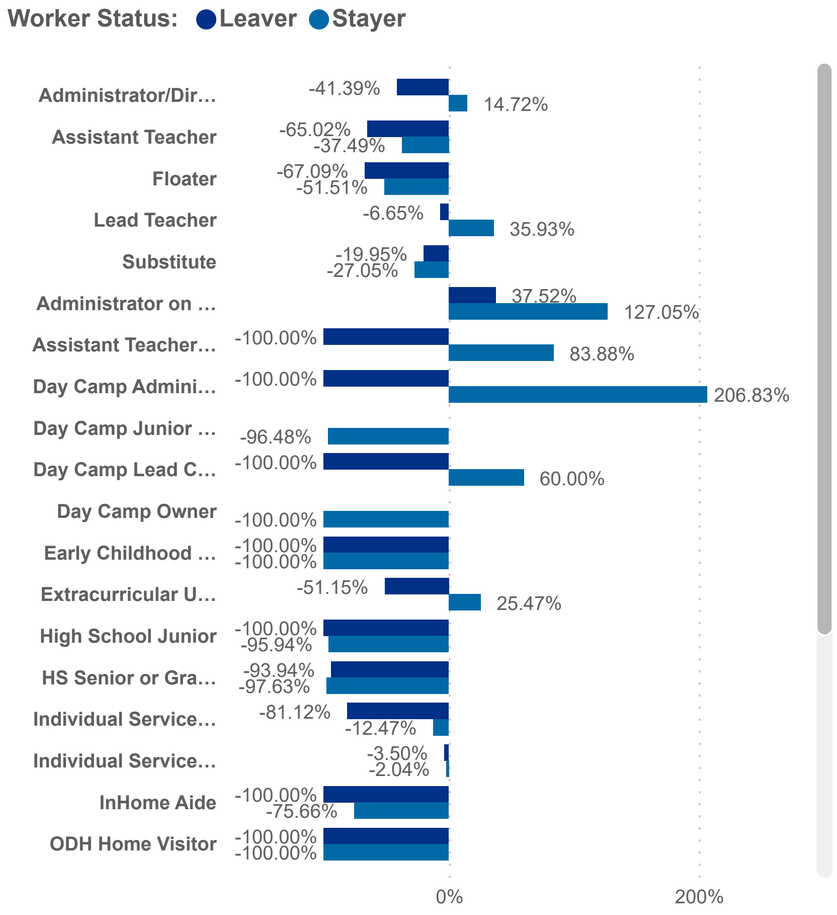
LEAVER	STAYER
4.03	5.60

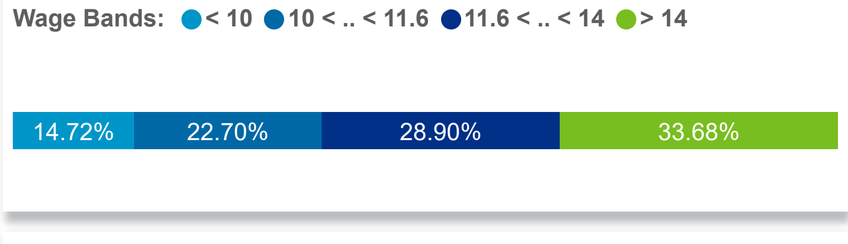
HOURLY WAGE BANDS (USD)

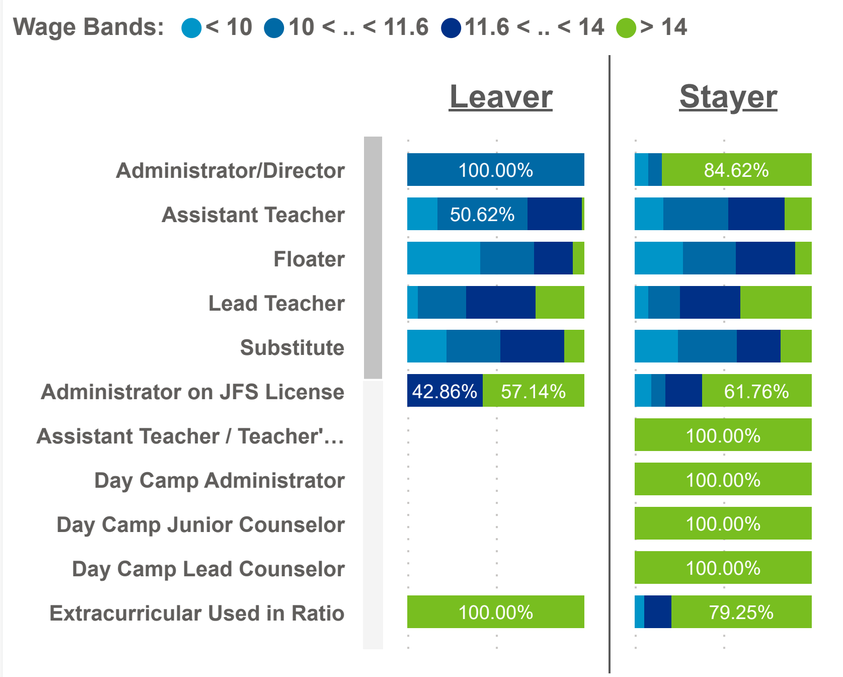
LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
13.00	15.00











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

Created Date: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

LEAVER (Avg Career Duration)

15.70

STAYER (Avg Career Duration)

8.95

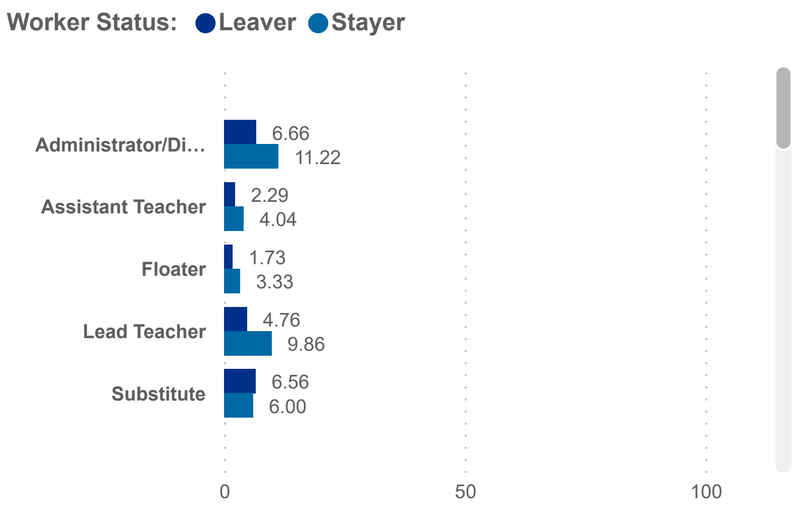
TOTAL STAYER

6,149

STAYER (Promotion)

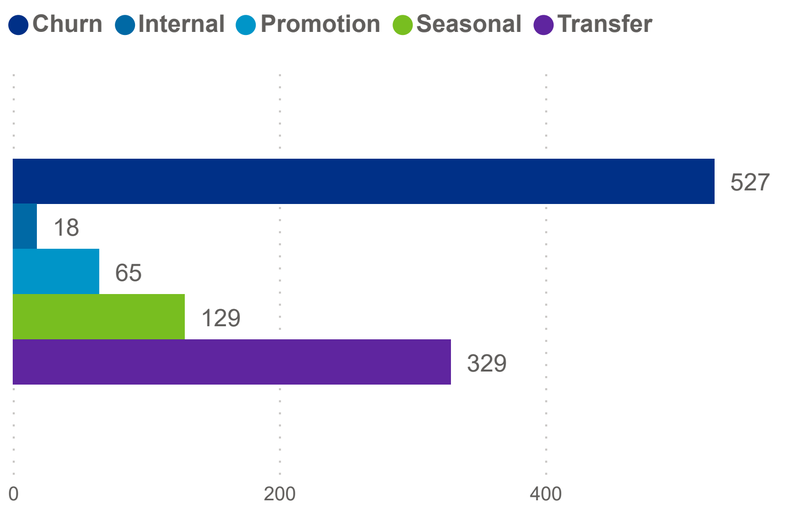
65

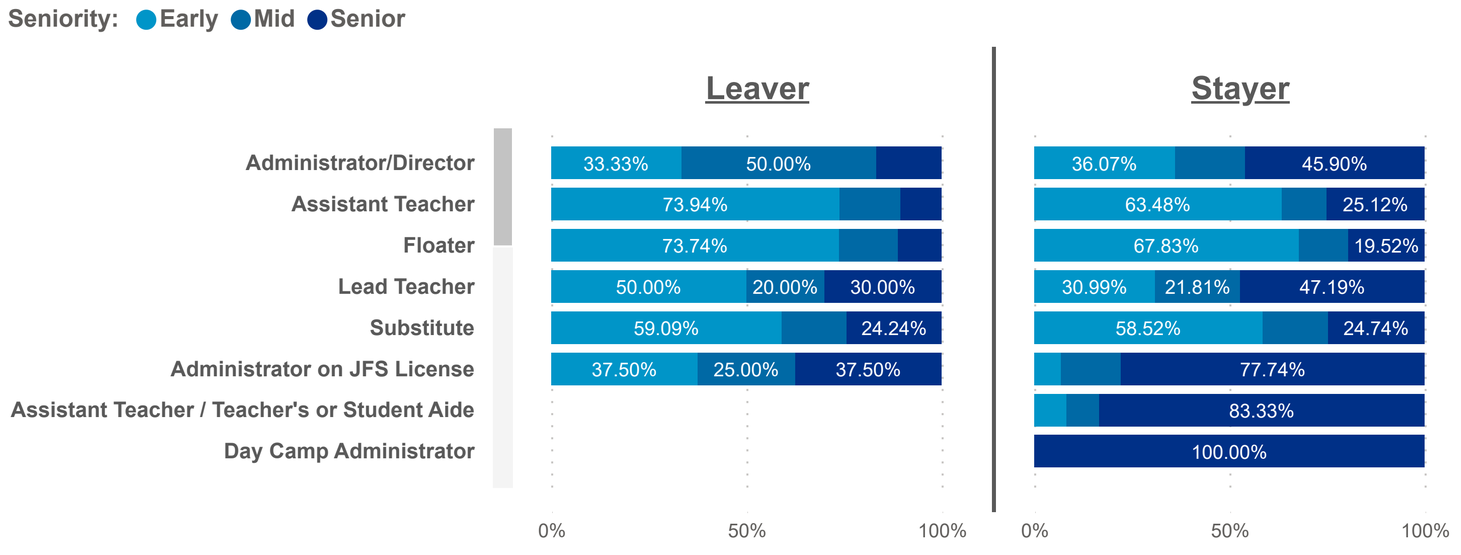
Avg Career Duration by Job Title



County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Defiance	Administrator/Director	0.76		Early	11.58	5.00
Fulton	Administrator/Director	1.58		Early	7.14	5.00
Henry	Administrator/Director	1.96		Early	7.67	5.00
Lucas	Administrator/Director	1.11		Early	10.79	5.00
Ottawa	Administrator/Director	2.08		Early	73.00	
Williams	Administrator/Director	0.51		Early	8.67	5.00
Wood	Administrator/Director	1.45		Early	6.67	5.00
Lucas	Administrator/Director	0.95	12.46	Early	7.38	
Defiance	Administrator/Director	0.84	20.00	Early	12.73	
Fulton	Administrator/Director	0.04	20.00	Early	4.29	5.00
Henry	Administrator/Director	1.02	20.00	Early	9.11	5.00

Turnover Reasons





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

Created Date: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

LEAVER (Avg Career Duration)

15.70

STAYER (Avg Career Duration)

8.95

TOTAL STAYER

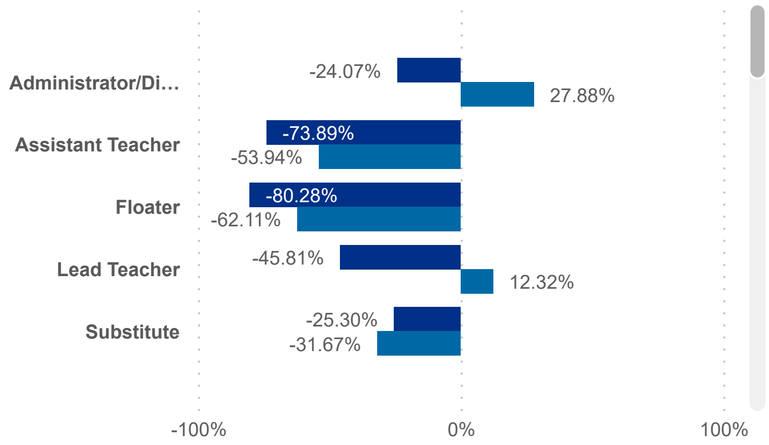
6,149

STAYER (Promotion)

65

Avg Career Duration by Job Title vs Mean

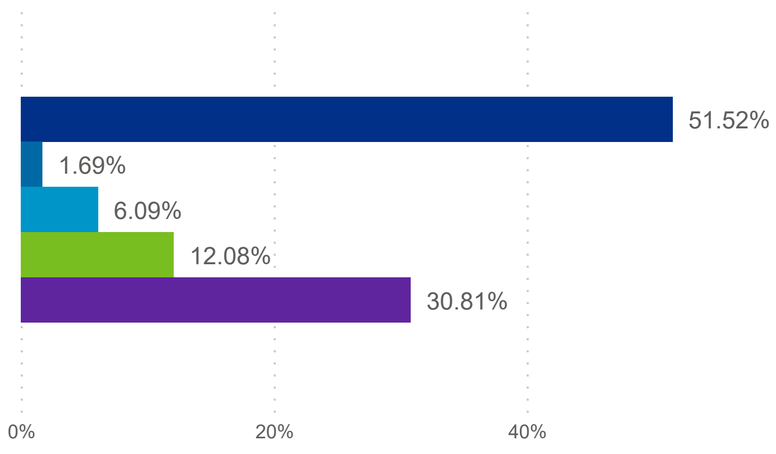
Worker Status: Leaver Stayer



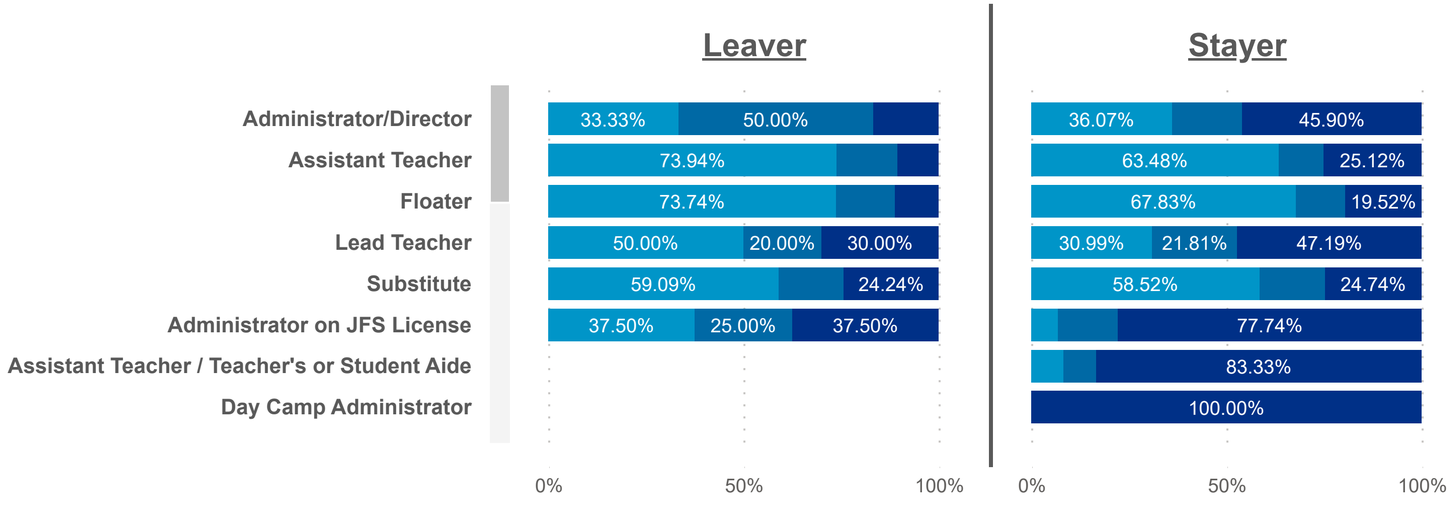
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Wood	Assistant Teacher	0.00	11.49	Early	8.81	
Fulton	Assistant Teacher	0.00	14.25	Early	7.00	5.00
Defiance	Floater	0.00	14.50	Early	2.88	5.00
Williams	Floater	0.00	13.00	Mid	4.78	5.00
Wood	Administrator on JFS License	0.00	15.00	Early	6.29	
Wood	Administrator on JFS License	0.00	20.00	Early	3.19	4.00
Lucas	Individual Service Provider Not Used in Ratio	0.00	20.00	Early	6.47	2.00
Lucas	Program Management Not Used in Ratio	0.00	20.00	Senior	8.60	
Wood	Administrator/Director	0.01	30.00	Early	5.71	
Paulding	Assistant Teacher	0.01	9.00	Early	2.67	2.00
Henry	Assistant Teacher	0.01	10.40	Early	20.25	

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Seniority: Early Mid Senior



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

Created Date: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

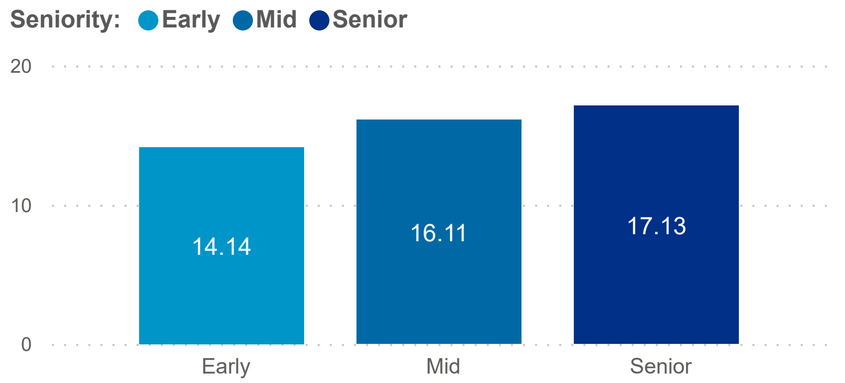
PAY MEDIAN (USD)

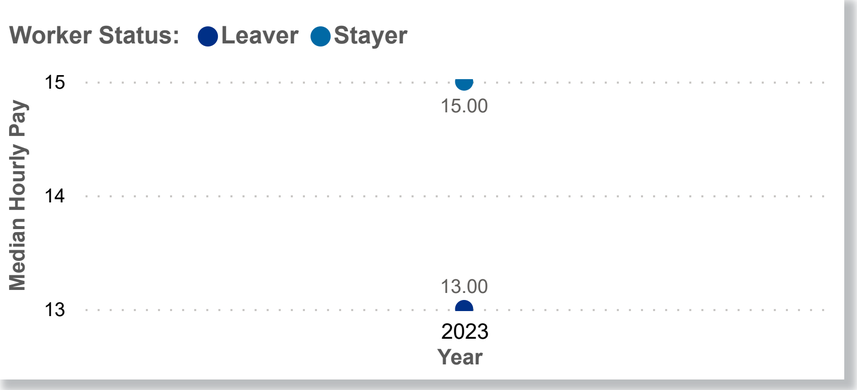
LEAVER	STAYER
13.00	15.00

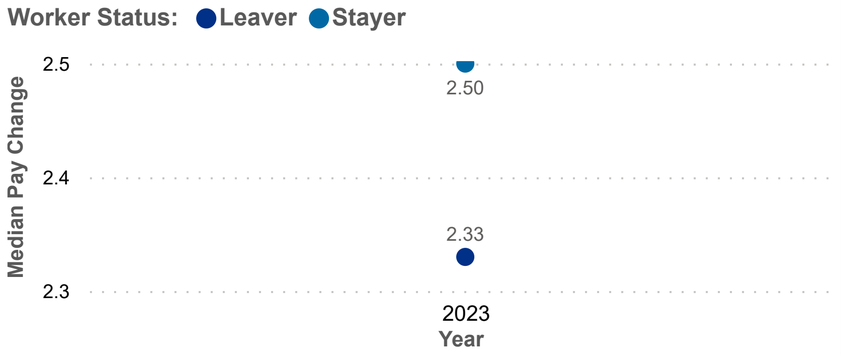
PAY PROGRESSION (USD)

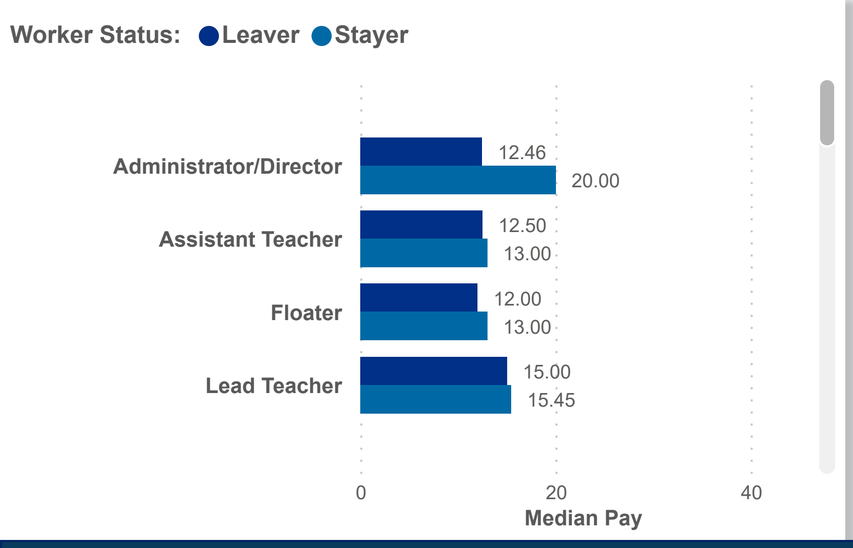
LEAVER	STAYER
0.51	0.61

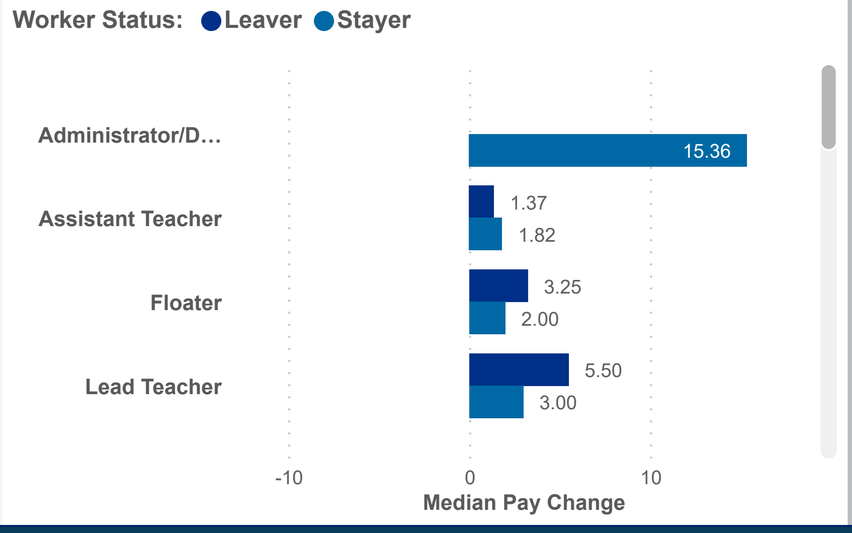
PAY & CAREER SENIORITY (USD)

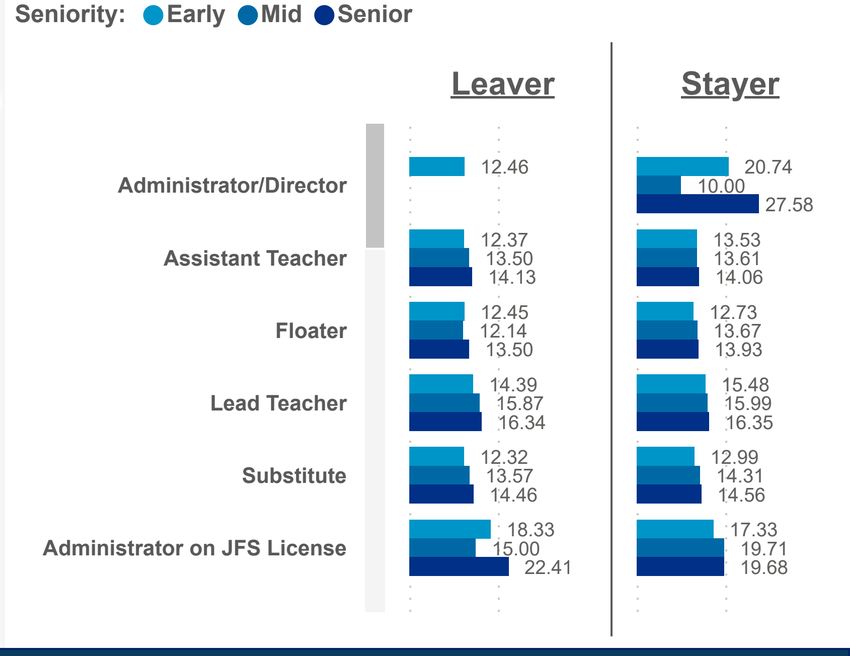












Workforce and Program Analysis Platform (WPAP): COMPENSATION - PERCENT

Created Date: 10/18/2023

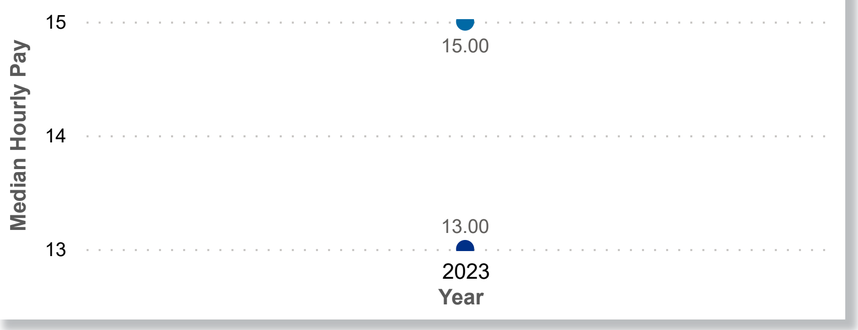
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

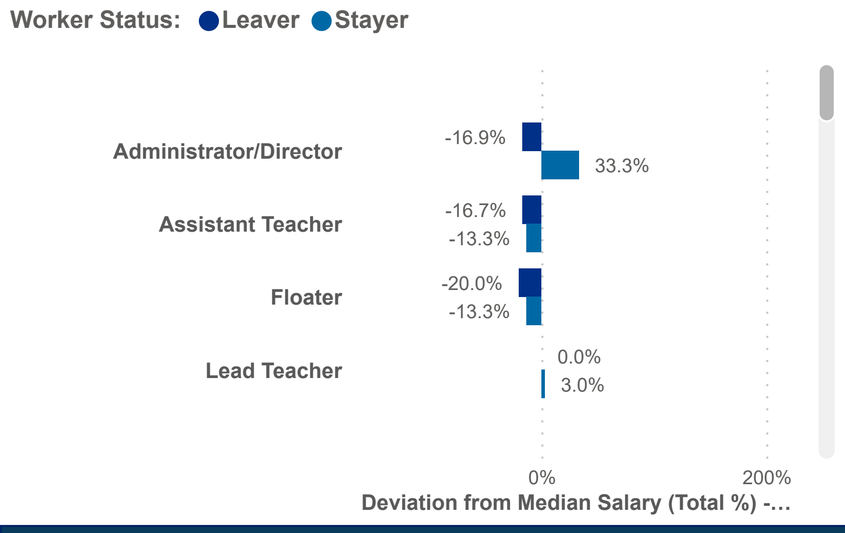
PAY MEDIAN (USD)

LEAVER	STAYER
13.00	15.00

Worker Status: Leaver Stayer



Worker Status: Leaver Stayer

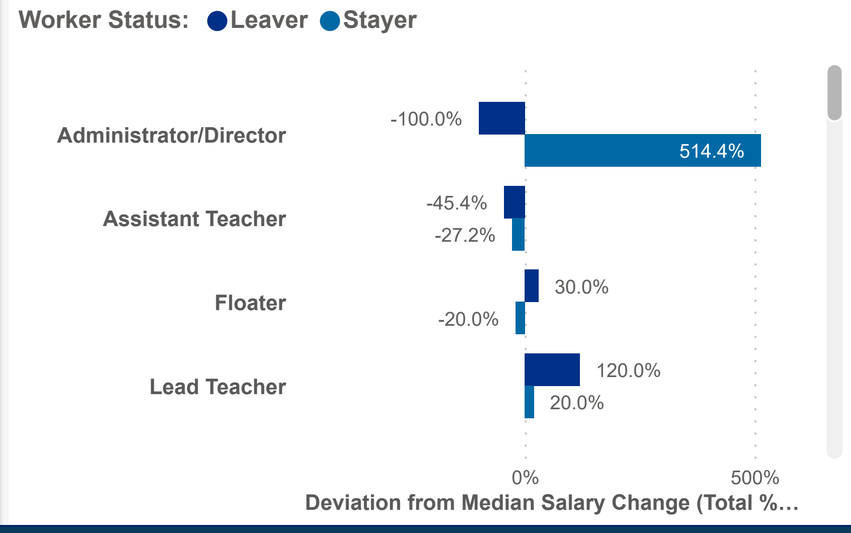


PAY PROGRESSION (USD)

LEAVER	STAYER
0.51	0.61

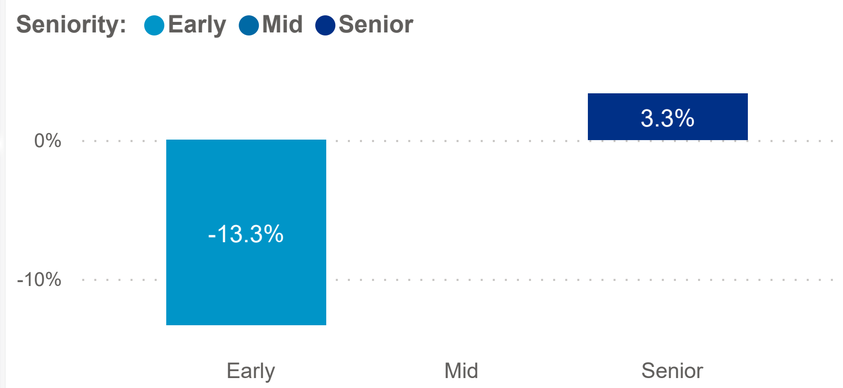
Worker Status: Leaver Stayer

Worker Status: Leaver Stayer

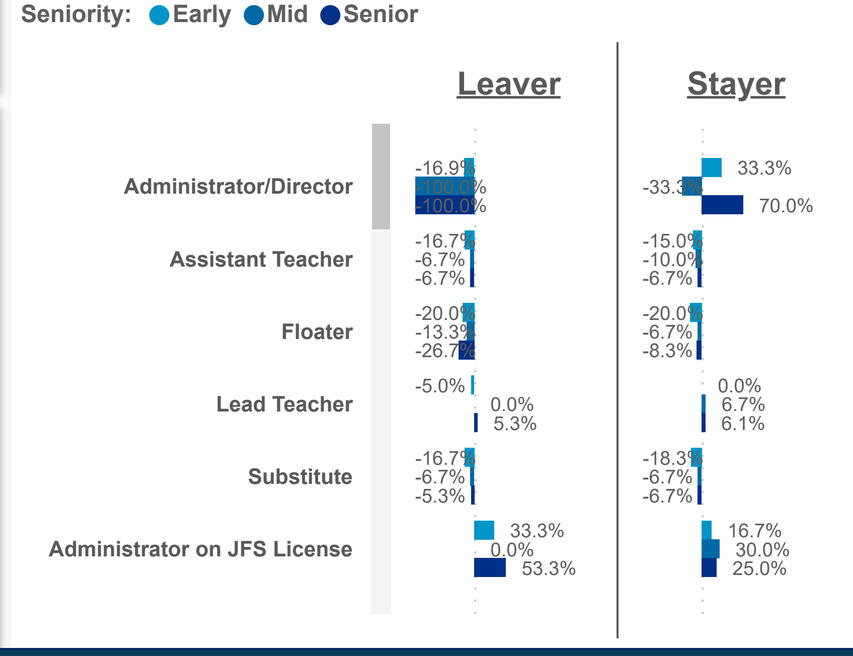


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



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

Created Date: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 – 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: All | Education: All

Workload Median (Total)

5.67

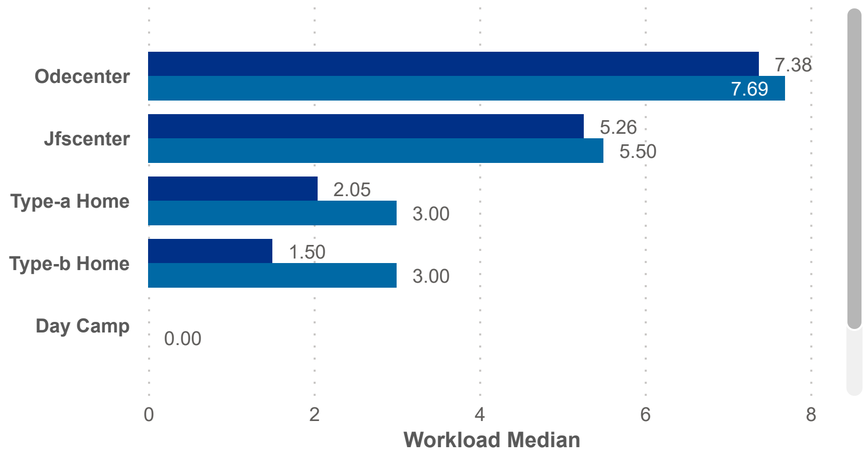
Workload Median (Leaver)

5.82

Workload Median (Stayer)

5.67

Workload Median



Star Rating Mean (Total)

3.57

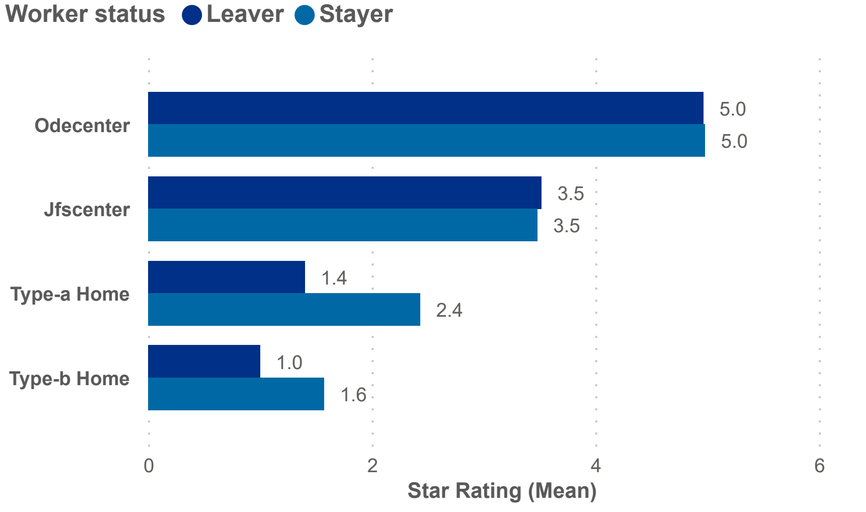
Star Rating Mean (Leaver)

3.80

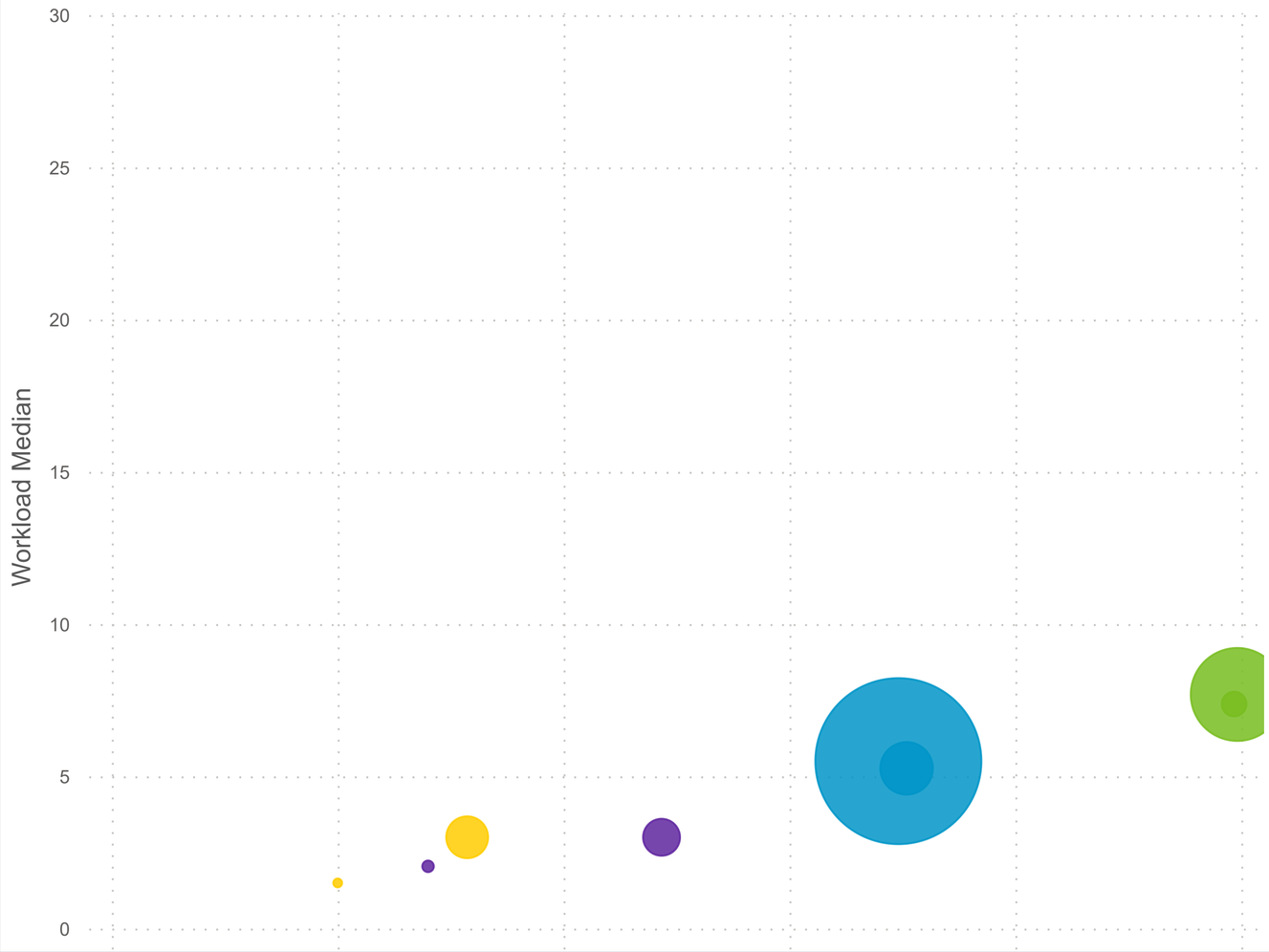
Star Rating Mean (Stayer)

3.57

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: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 – 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: All | Education: All

Workload Median (Total)

5.67

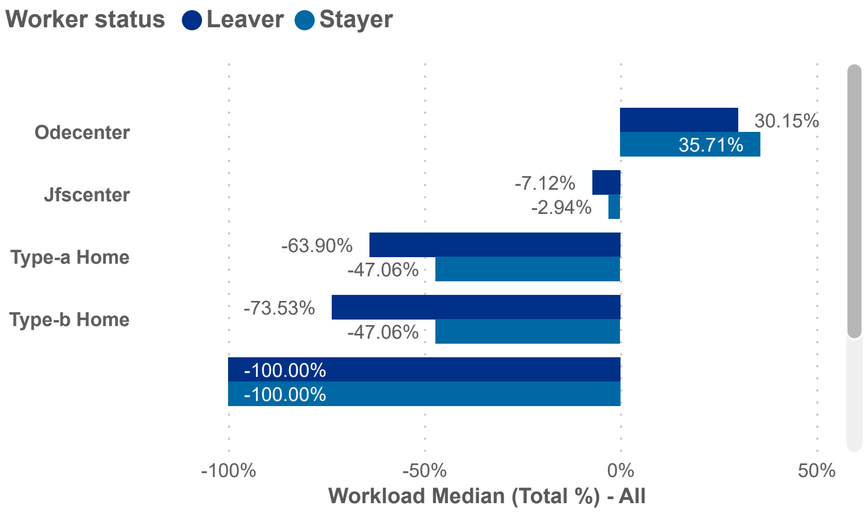
Workload Median (Leaver)

5.82

Workload Median (Stayer)

5.67

Workload Median (Total %)



Star Rating Mean (Total)

3.57

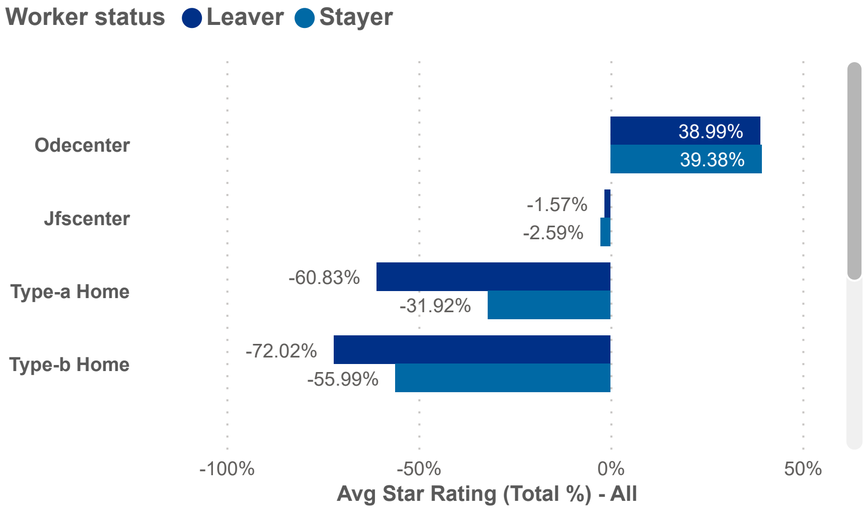
Star Rating Mean (Leaver)

3.80

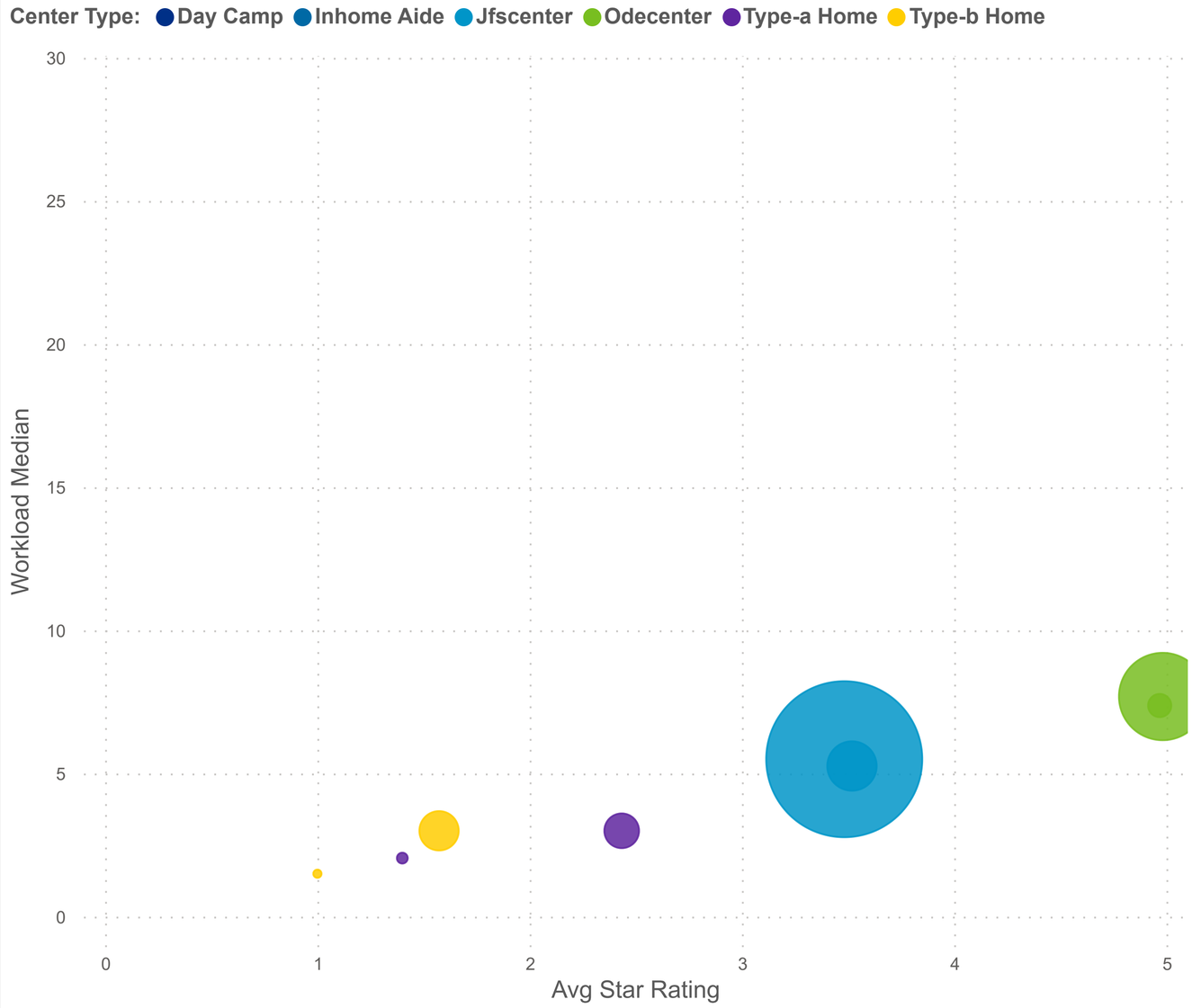
Star Rating Mean (Stayer)

3.57

Star Rating Mean (Total %)



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

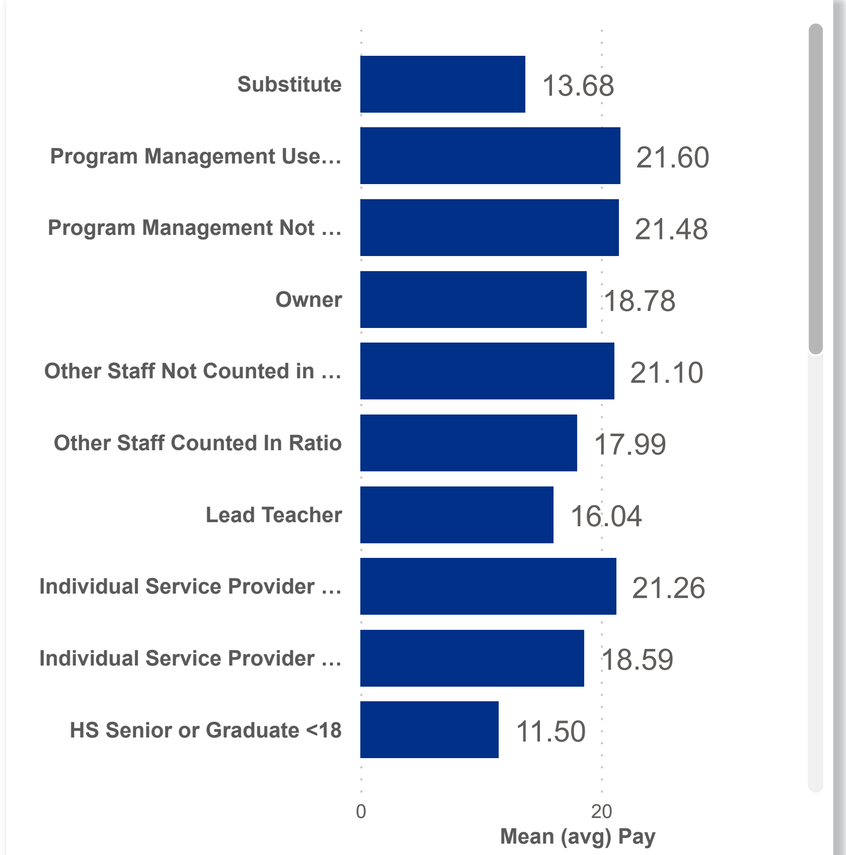
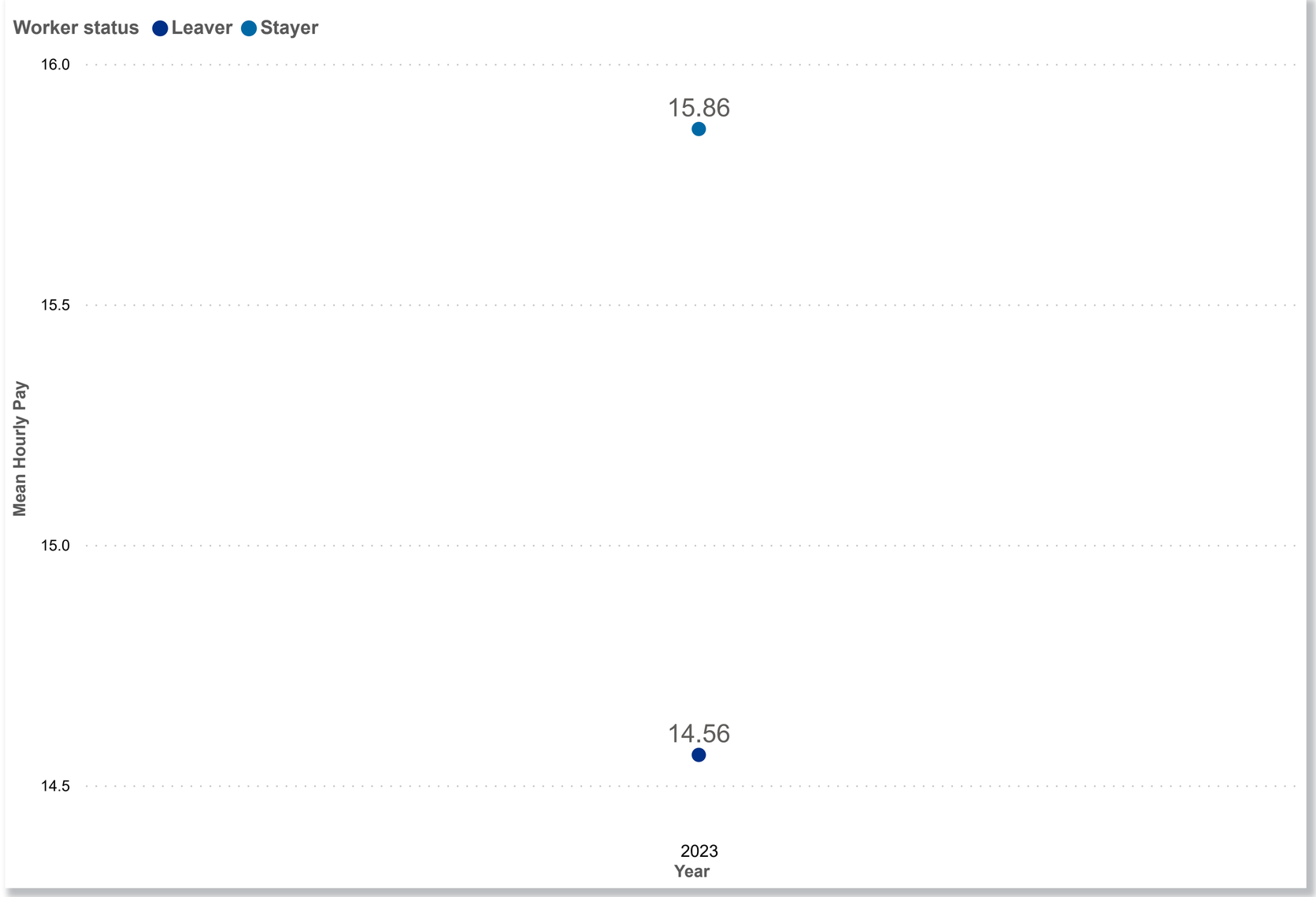


Workforce and Program Analysis Platform (WPAP): COMPENSATION - NOMINAL - MEAN (Average)

Created Date: 10/18/2023

Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

PAY MEAN (USD)

LEAVER	STAYER
14.56	15.86