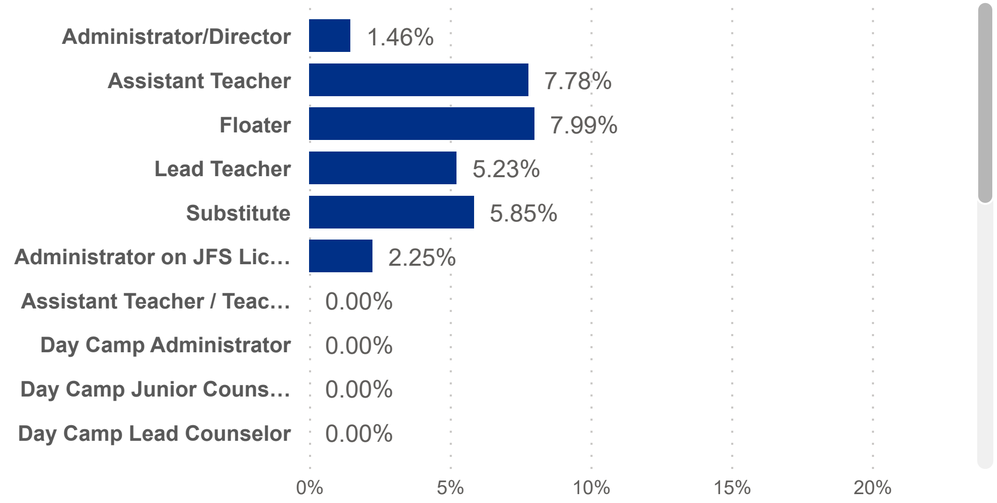
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 10/18/2023

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

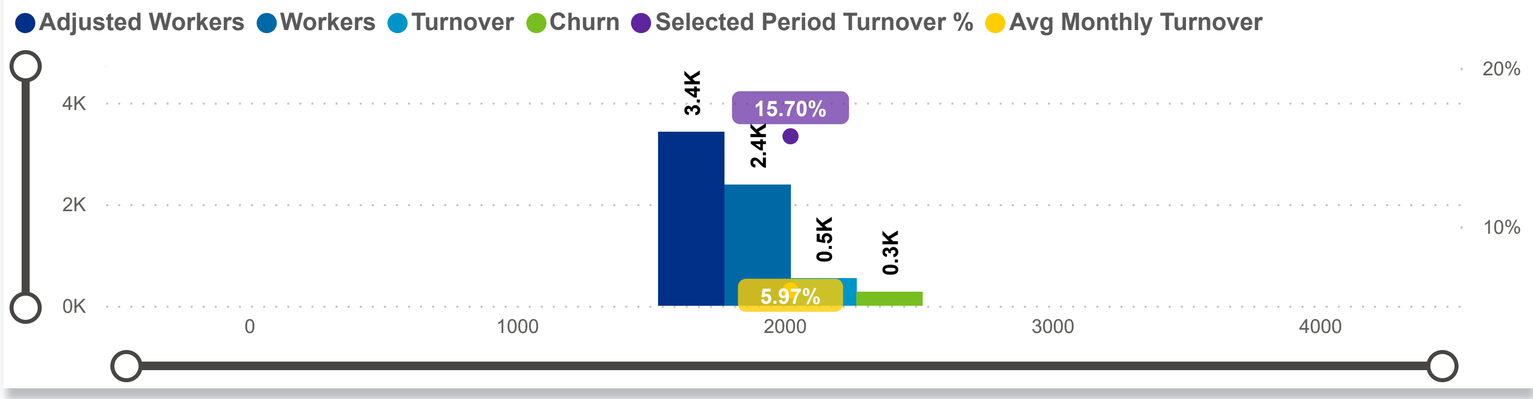
Date: 202307 – 202309 | SDA>County: SDA 5 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: All | Education: All

Avg Monthly Turnover Rates by Job Title

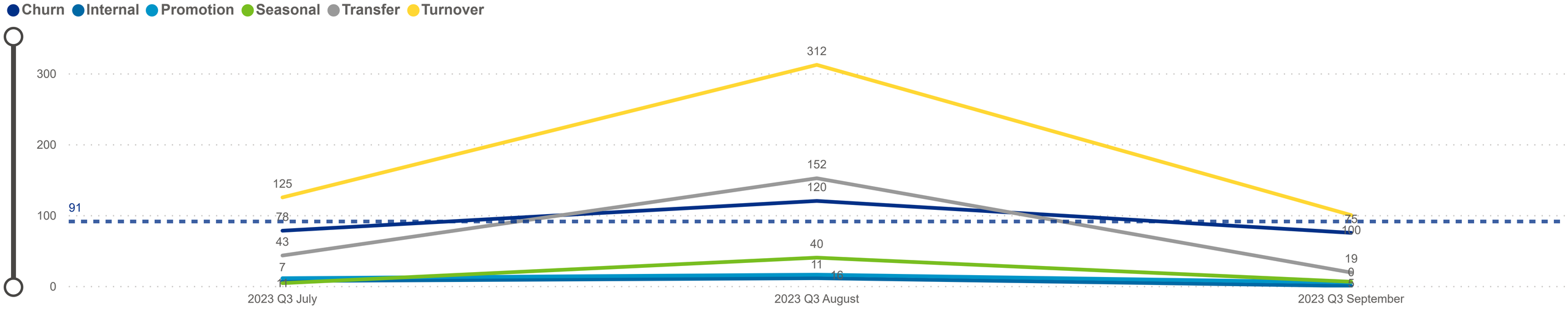


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
5.97%	3,420	272	3,148	15.70%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



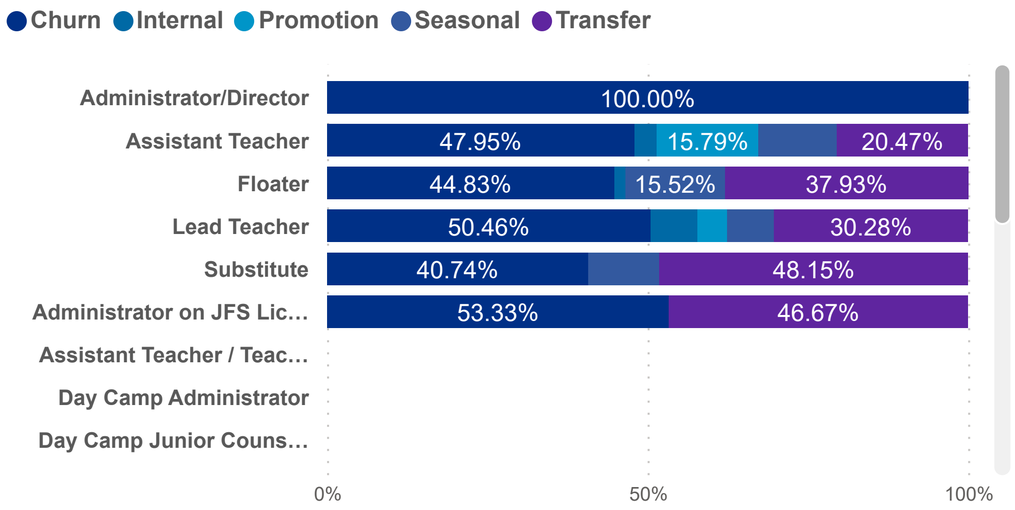
Workforce and Program Analysis Platform (WPAP): TIMELINE - CHURN

Created Date: 10/18/2023

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

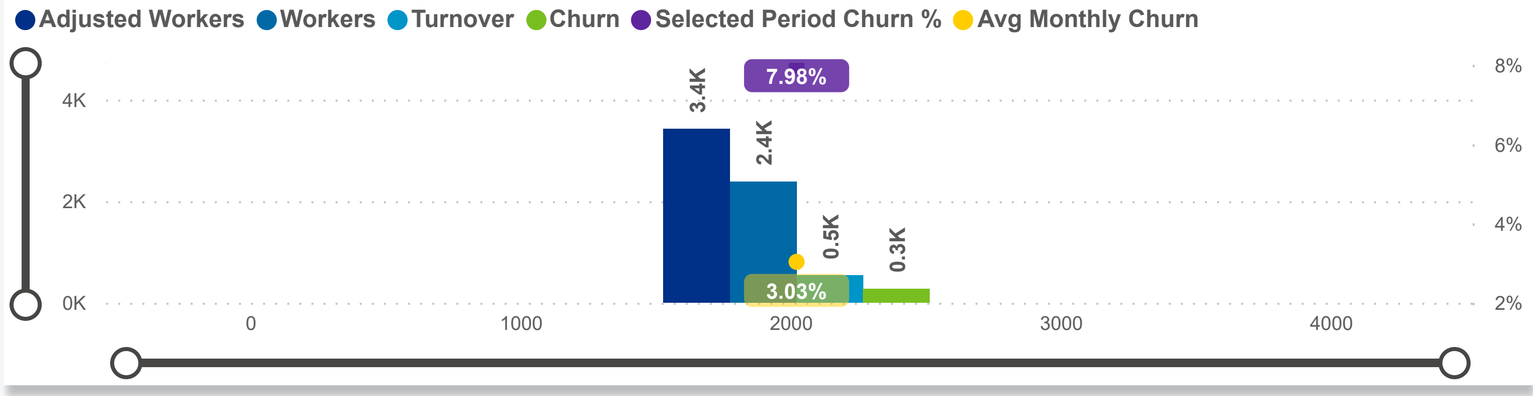
Date: 202307 202309 | SDA>County: SDA 5 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Job Change Reasons by Job Title

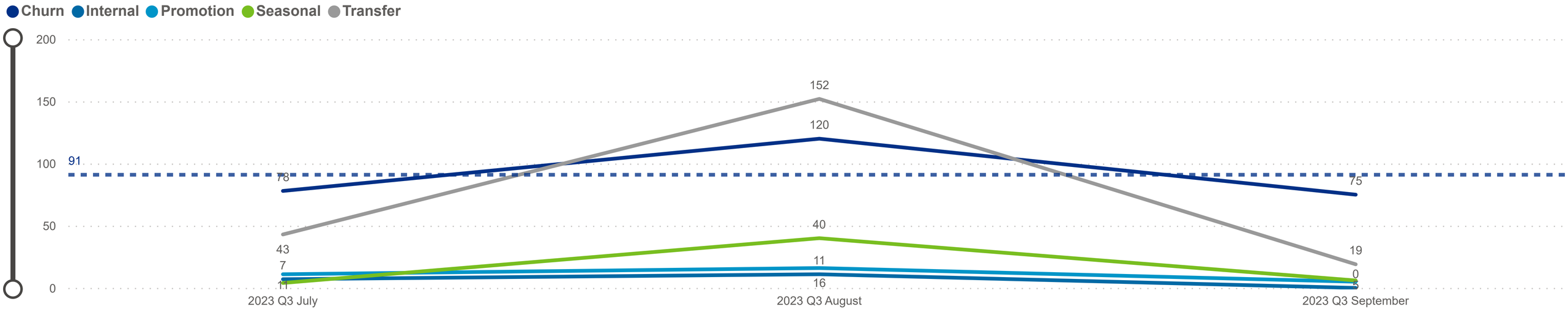


Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
3.03%	3,420	4.71	14.00	6.31

Avg Monthly Churn and Number of Workers



Categorization by Time Series

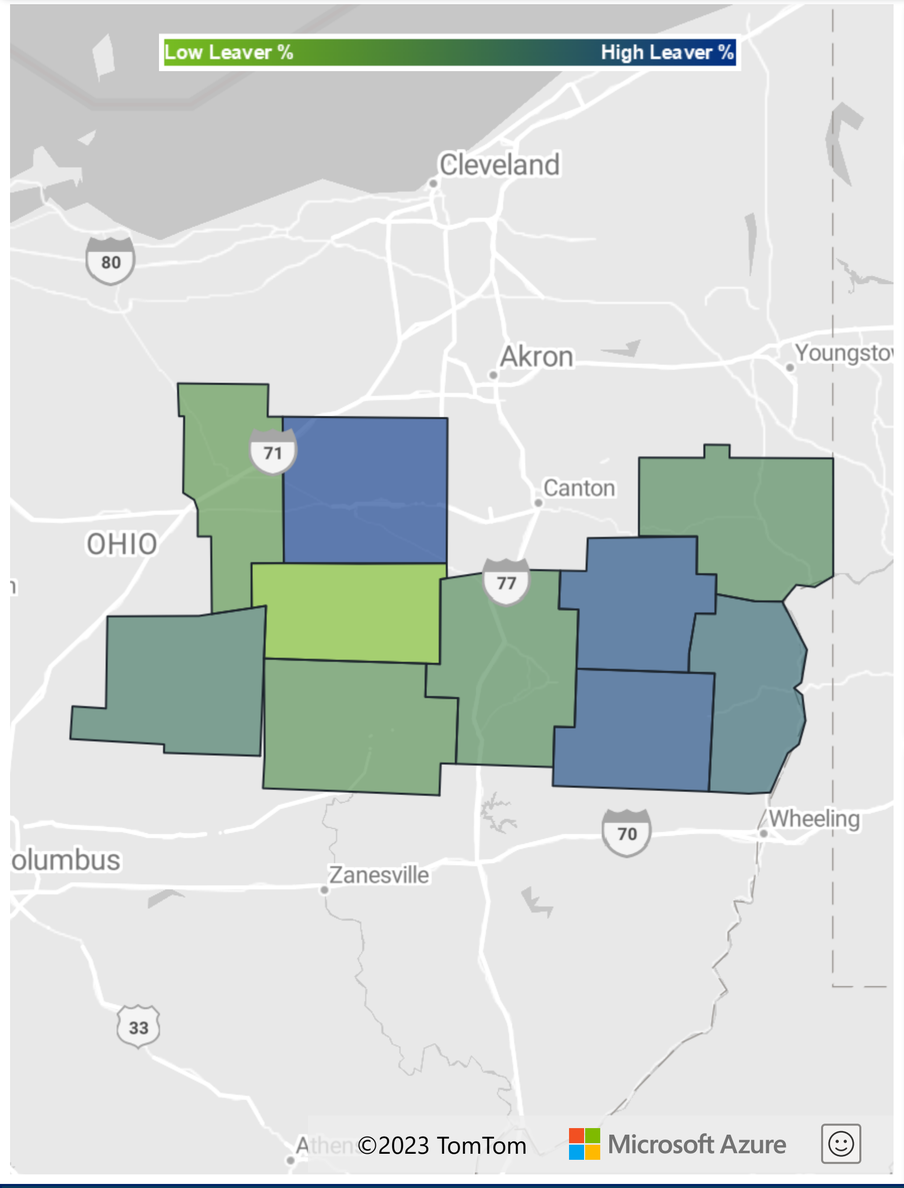


Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 10/18/2023

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

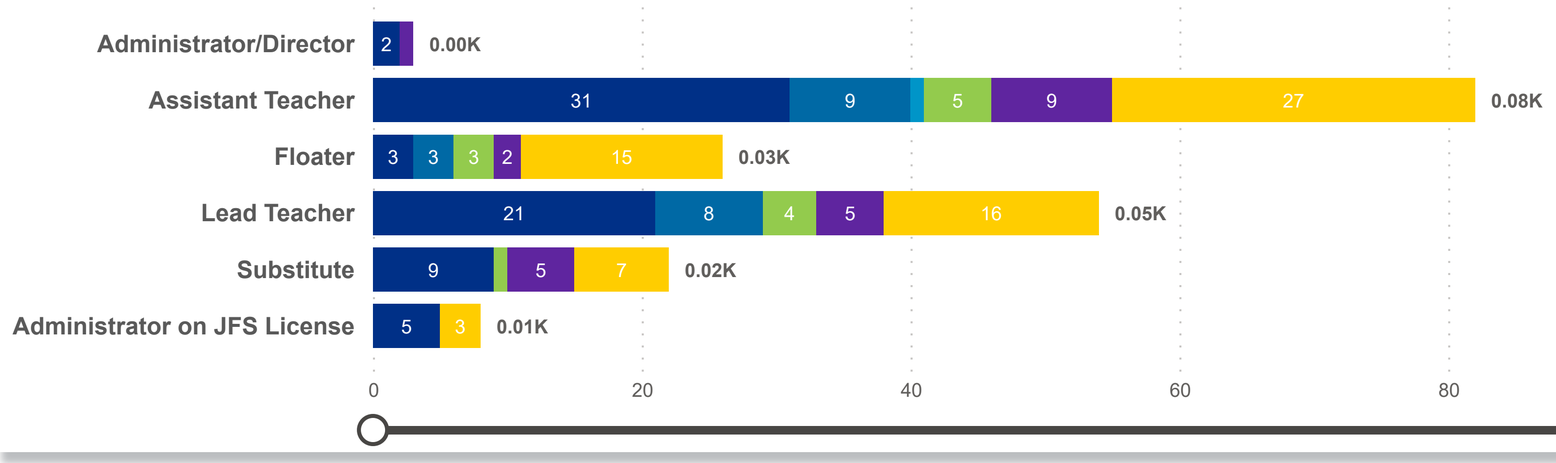
Date: 202307 202309 | SDA>County: SDA 5 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
3,420	272	3,148	7.95%

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
Wayne OH	659	503	21.10%	84	575	12.75%	87.25%	4.87%	19.12%	7.30%	5.56	3.75
Columbiana OH	769	475	19.92%	49	720	6.37%	93.63%	2.49%	19.51%	7.62%	4.55	4.26
Knox OH	442	282	11.83%	34	408	7.69%	92.31%	3.07%	19.00%	7.58%	2.79	4.57
Tuscarawas OH	470	322	13.51%	29	441	6.17%	93.83%	2.34%	11.06%	4.06%	5.77	3.59
Jefferson OH	293	248	10.40%	27	266	9.22%	90.78%	3.45%	13.65%	5.11%	7.00	4.00
Ashland OH	295	236	9.90%	15	280	5.08%	94.92%	1.89%	9.83%	3.66%	6.00	3.74
Coshocton OH	251	185	7.76%	14	237	5.58%	94.42%	2.07%	10.76%	3.99%	4.71	4.66
Carroll OH	114	91	3.82%	13	101	11.40%	88.60%	4.15%	15.79%	5.75%	4.71	3.58
Harrison OH	52	41	1.72%	6	46	11.54%	88.46%	4.44%	11.54%	4.44%	1.16	4.58
Total	**3,420**	**2,384**	**100.00%**	**272**	**3,148**	**7.95%**	**92.05%**	**3.03%**	**15.70%**	**5.97%**	**4.71**	**4.07**

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 5 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

NUMBER OF WORKERS

TOTAL LEAVER	TOTAL STAYER
272	3,148

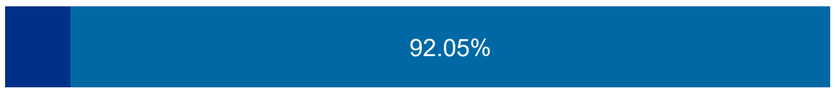
AVG ECE DURATION (In Years)

LEAVER	STAYER
4.91	6.39

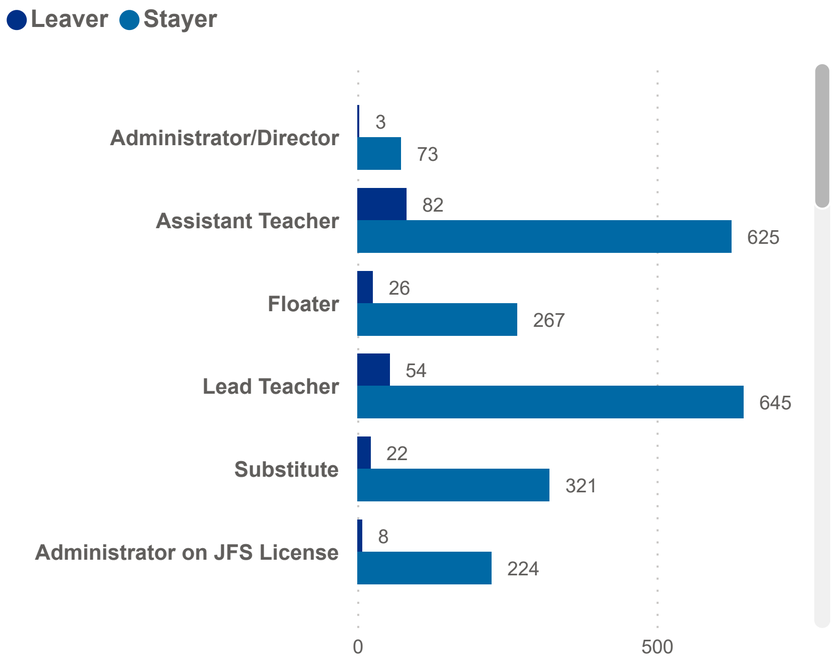
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
12.25	14.00

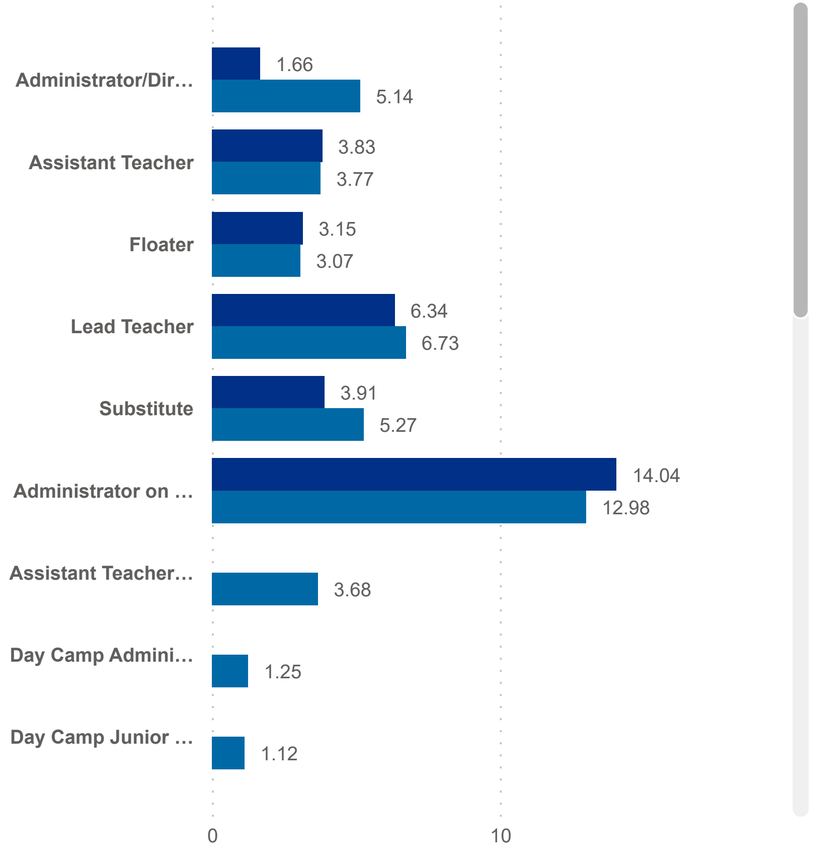
Leaver % Stayer %



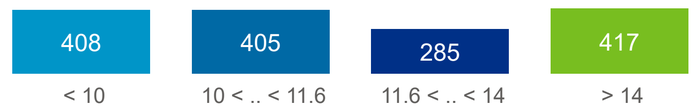
Leaver Stayer



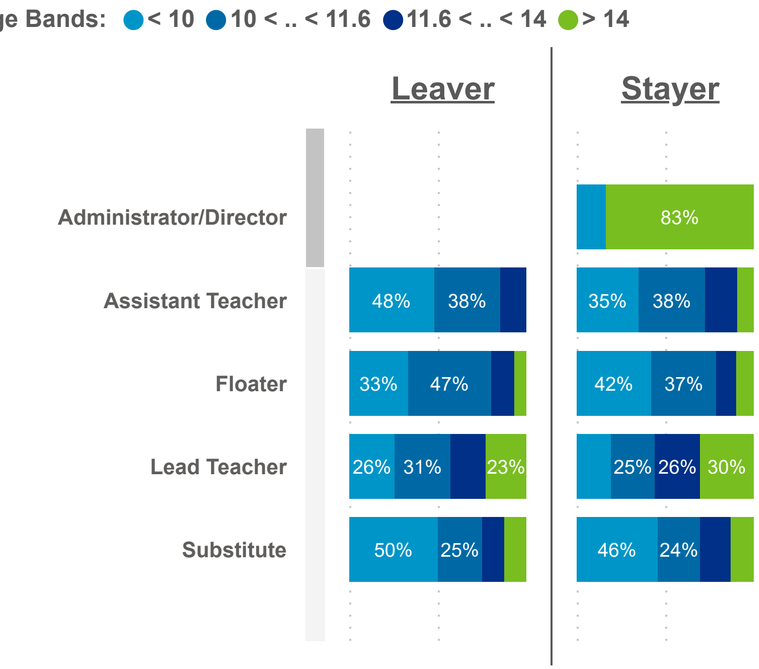
Worker Status: Leaver Stayer



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: 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 5 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

NUMBER OF WORKERS

LEAVER	STAYER
7.95%	92.05%

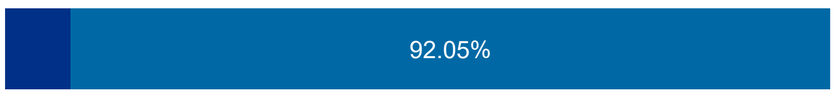
AVG ECE DURATION (In Years)

LEAVER	STAYER
4.91	6.39

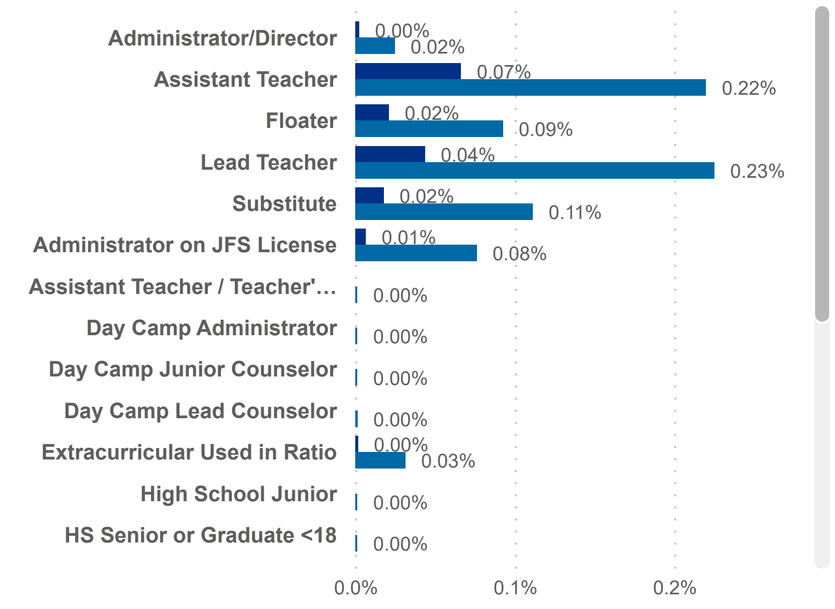
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
12.25	14.00

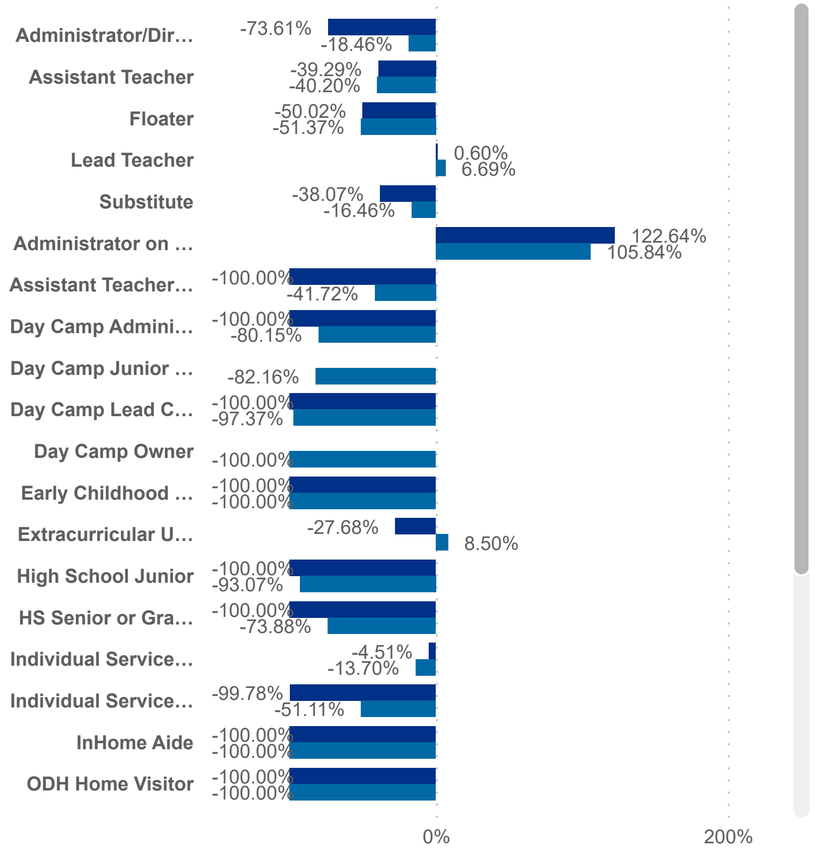
Leaver % Stayer %



Worker Status: Leaver Stayer

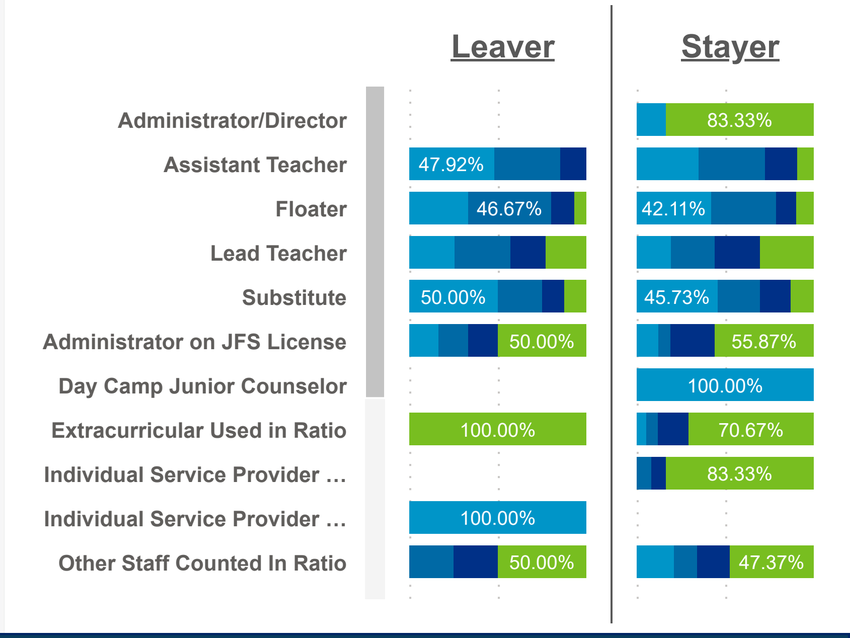


Worker Status: Leaver Stayer



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): 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 5 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

LEAVER (Avg Career Duration)

6.86

STAYER (Avg Career Duration)

14.42

TOTAL STAYER

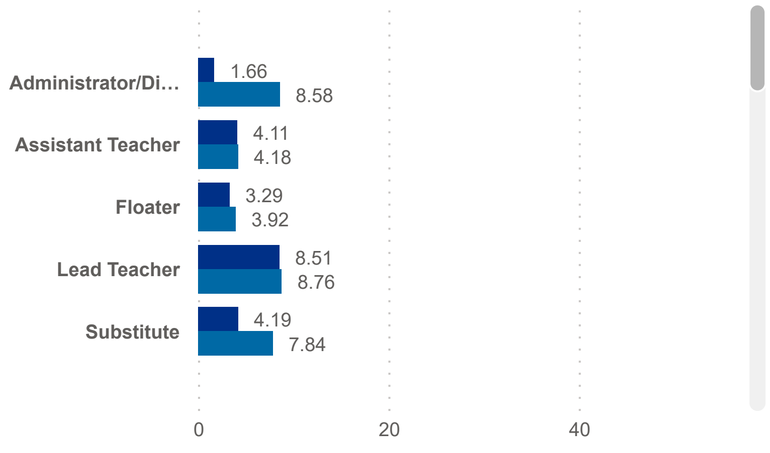
3,148

STAYER (Promotion)

32

Avg Career Duration by Job Title

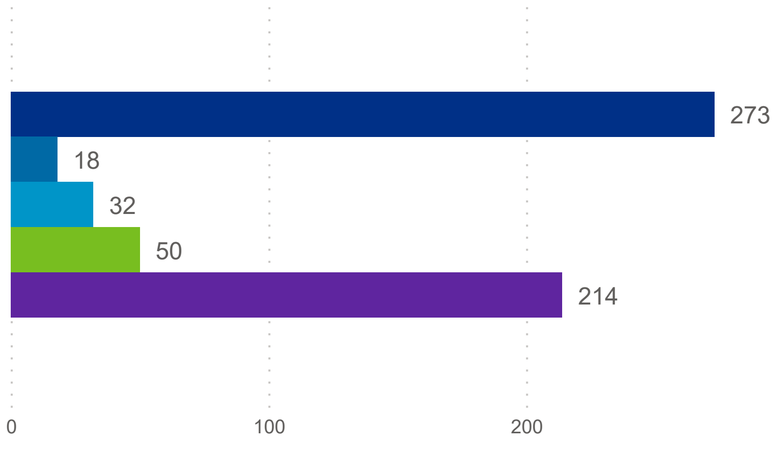
Worker Status: Leaver Stayer



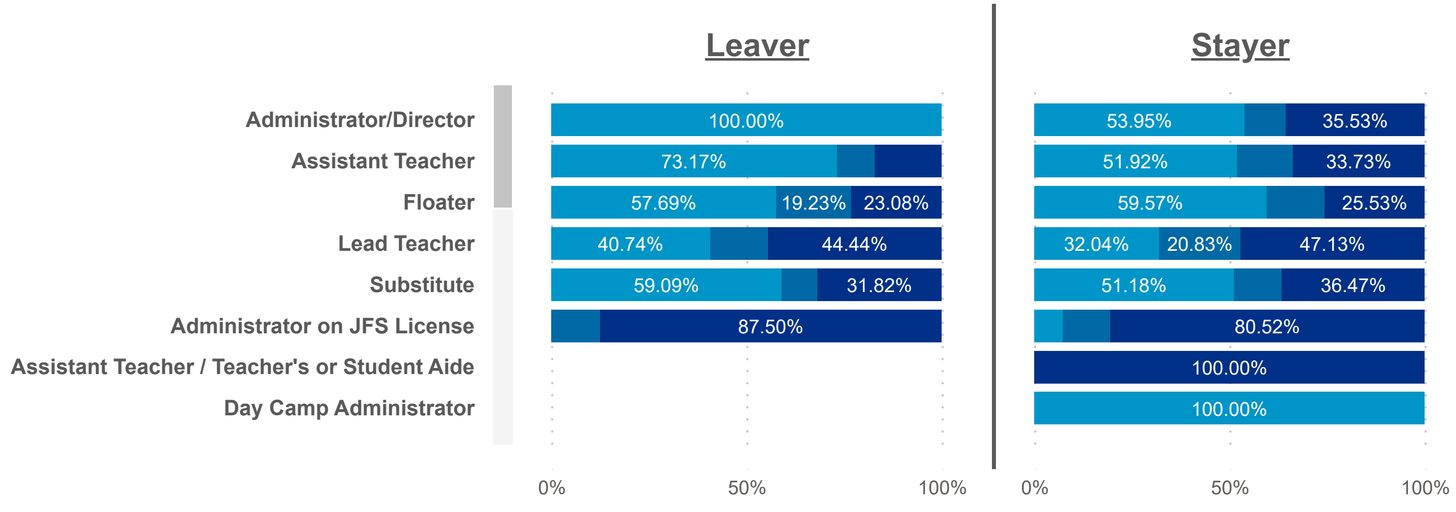
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Ashland	Administrator/Director	2.64		Early	14.22	5.00
Columbiana	Administrator/Director	1.75		Early	11.00	4.67
Coshocton	Administrator/Director	1.48		Early	9.00	4.00
Harrison	Administrator/Director	1.96		Early	2.00	
Jefferson	Administrator/Director	1.42		Early	23.00	4.88
Knox	Administrator/Director	2.50		Early	7.39	
Tuscarawas	Administrator/Director	2.00		Early	12.17	4.50
Wayne	Administrator/Director	0.61		Early	10.33	5.00
Knox	Administrator/Director	3.96	9.50	Early	51.00	
Coshocton	Administrator/Director	2.78	22.00	Early	4.71	
Coshocton	Administrator/Director	2.00	22.45	Early	14.58	
Tuscarawas	Administrator/Director	0.04	36.20	Early	15.50	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: 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 5 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: All | Education: All

LEAVER (Avg Career Duration)

6.86

STAYER (Avg Career Duration)

14.42

TOTAL STAYER

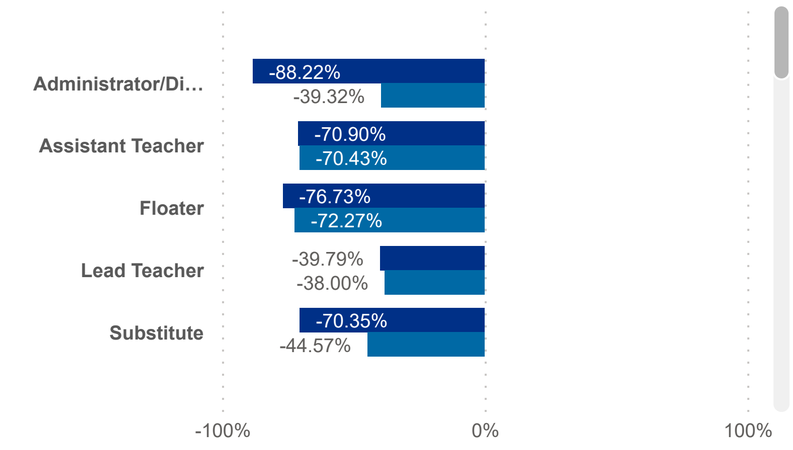
3,148

STAYER (Promotion)

32

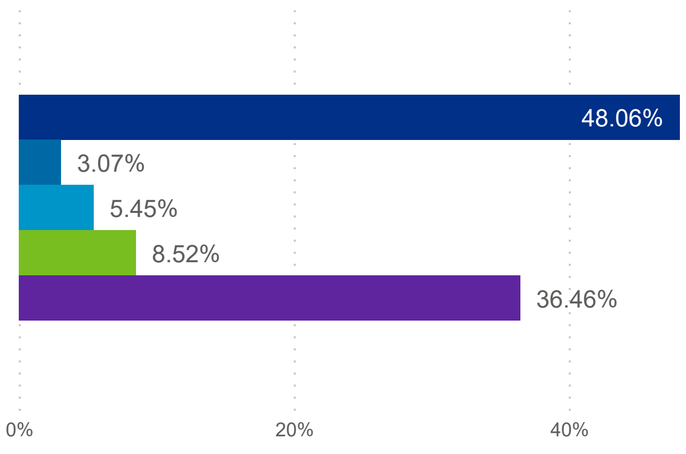
Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer

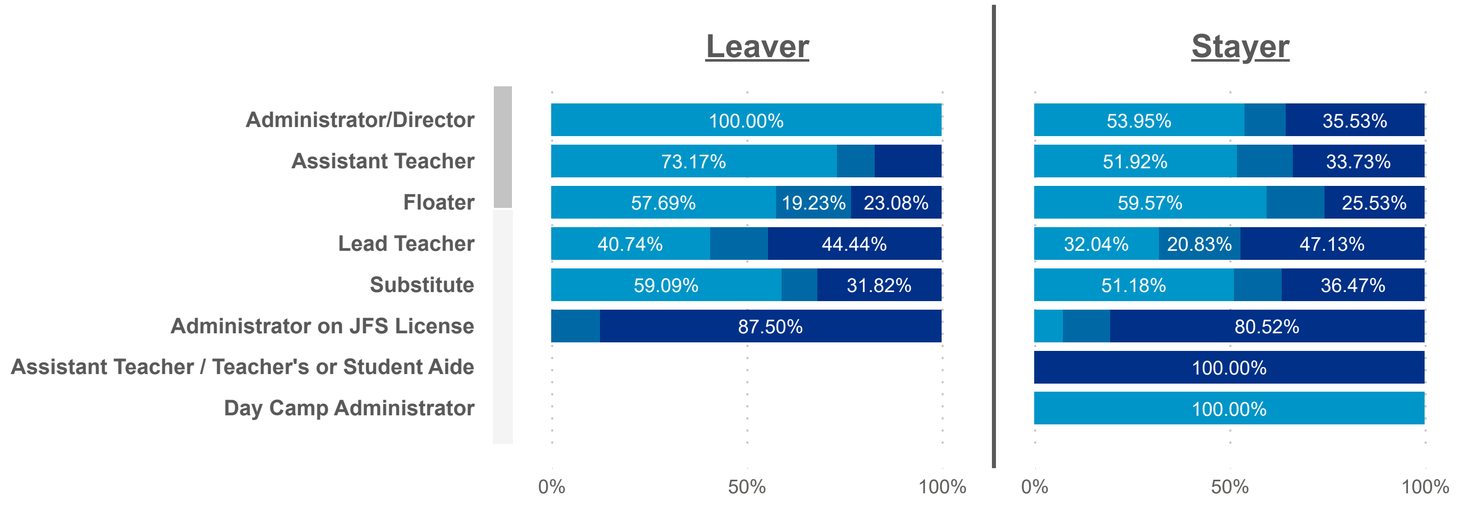


County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Jefferson	Assistant Teacher	0.00	13.77	Mid	2.39	5.00
Wayne	Floater	0.00	11.40	Early	3.78	4.00
Tuscarawas	Lead Teacher	0.00	35.00	Early	155.00	
Knox	Substitute	0.00	16.00	Early	6.57	
Knox	Substitute	0.00	14.00	Senior	3.27	
Wayne	Administrator on JFS License	0.00	18.00	Early	8.00	4.00
Coshocton	Other Staff Not Counted in Ratio	0.00	40.00	Senior	6.00	5.00
Jefferson	Program Management Used in Ratio	0.00	20.66	Senior	2.39	5.00
Knox	Extracurricular Not Used in Ratio	0.00	30.00	Senior	6.57	
Jefferson	Program Management Not Used in Ratio	0.00		Early	0.00	
Wayne	Assistant Teacher	0.01	11.35	Early	9.38	3.00
Ashland	Assistant Teacher	0.01	13.50	Early	27.17	

Turnover Reasons



Seniority: Early Mid Senior



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

Created Date: 10/18/2023

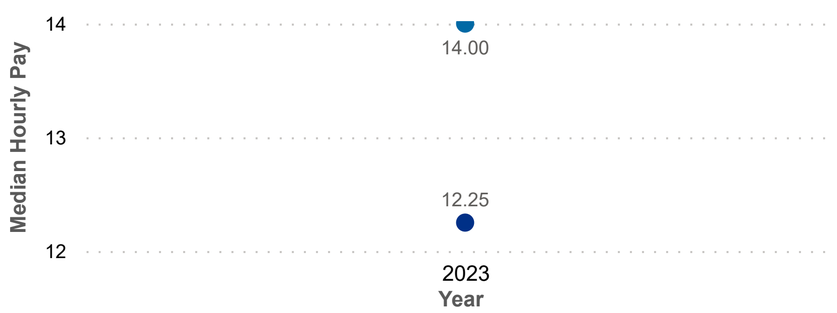
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 5 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

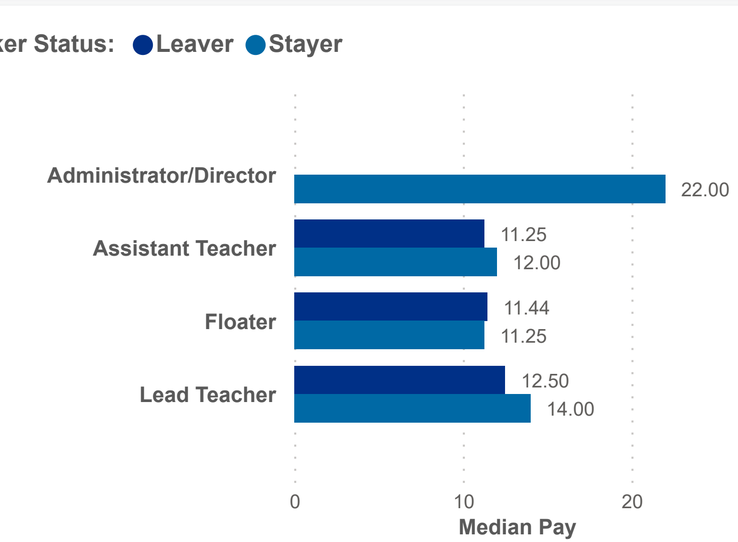
PAY MEDIAN (USD)

LEAVER	STAYER
12.25	14.00

Worker Status: Leaver Stayer



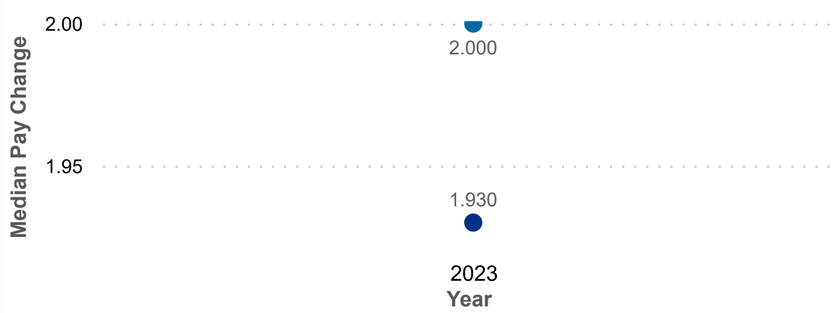
Worker Status: Leaver Stayer



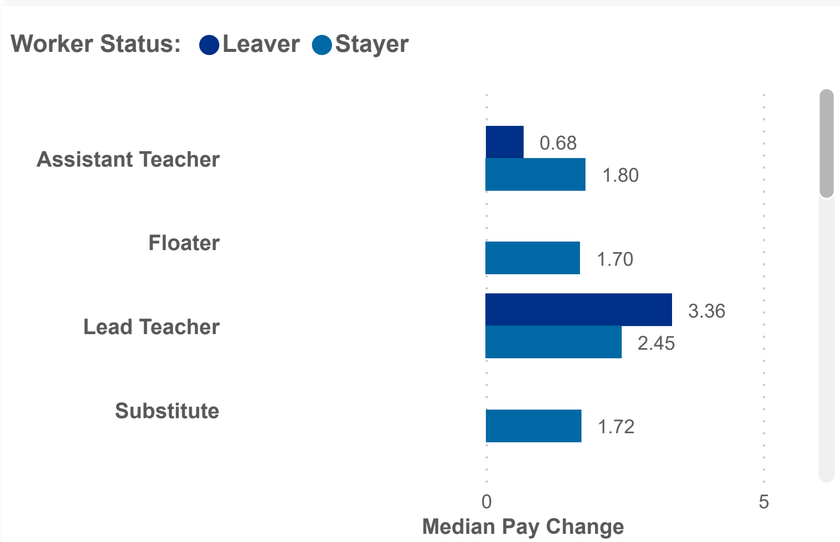
PAY PROGRESSION (USD)

LEAVER	STAYER
0.43	0.45

Worker Status: Leaver Stayer

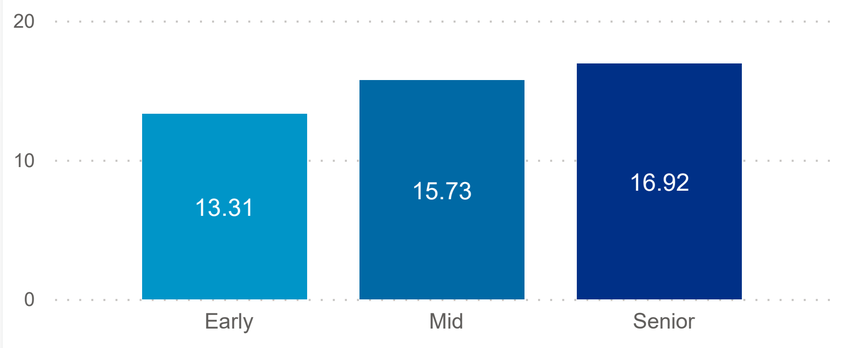


Worker Status: Leaver Stayer

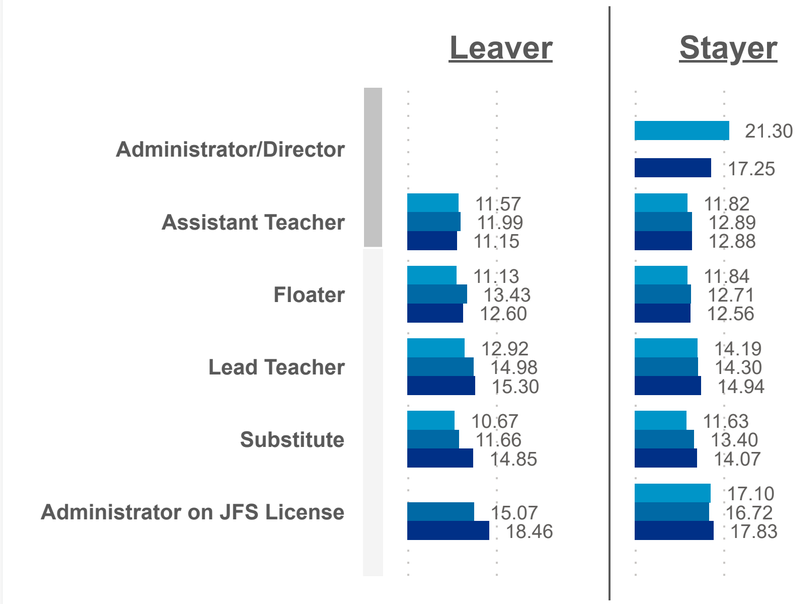


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



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

Created Date: 10/18/2023

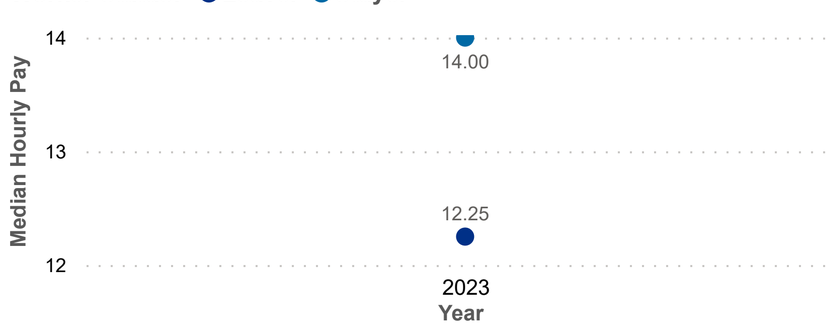
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 5 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

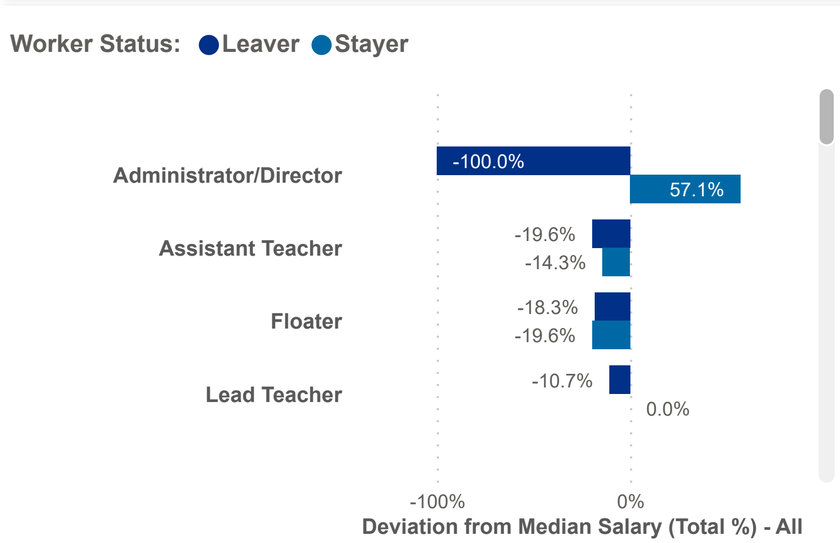
PAY MEDIAN (USD)

LEAVER	STAYER
12.25	14.00

Worker Status: Leaver Stayer



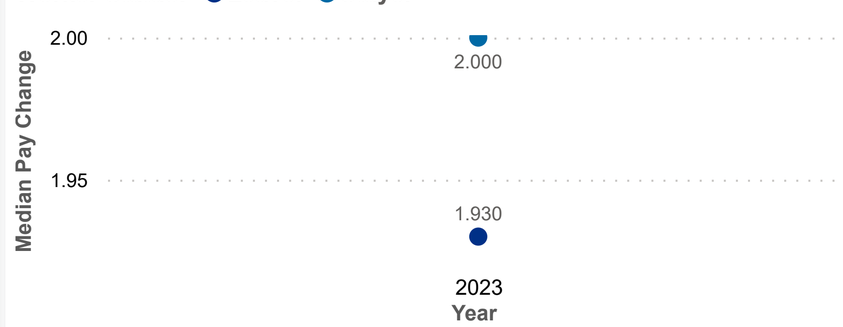
Worker Status: Leaver Stayer



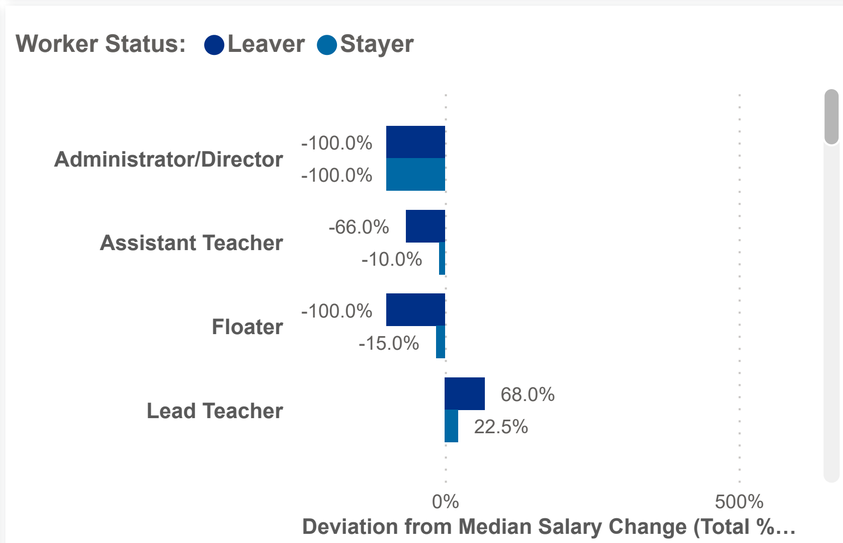
PAY PROGRESSION (USD)

LEAVER	STAYER
0.43	0.45

Worker Status: Leaver Stayer

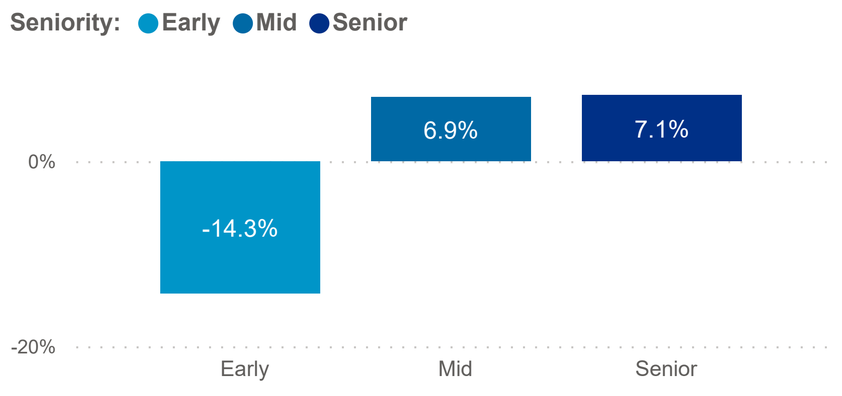


Worker Status: Leaver Stayer

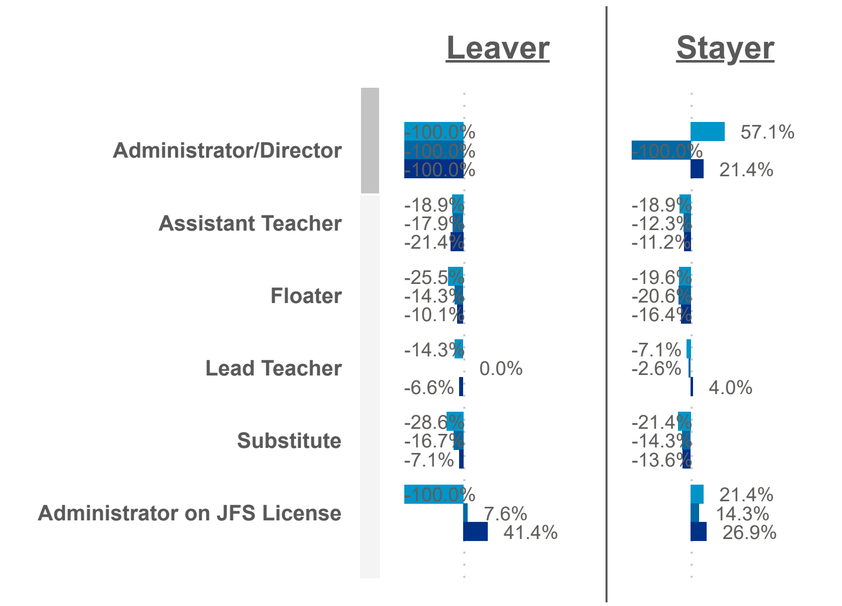


PAY & CAREER SENIORITY (USD)

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 5 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: All | Education: All

Workload Median (Total)

4.71

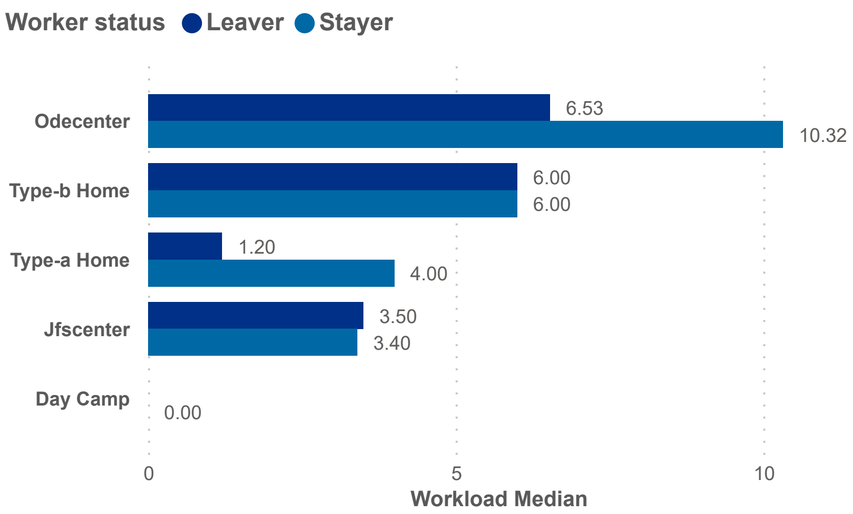
Workload Median (Leaver)

4.71

Workload Median (Stayer)

4.71

Workload Median



Star Rating Mean (Total)

4.07

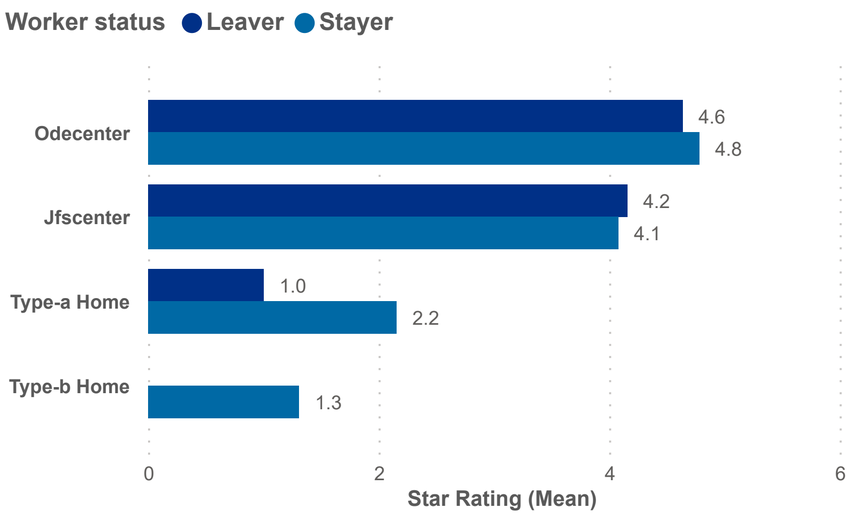
Star Rating Mean (Leaver)

4.18

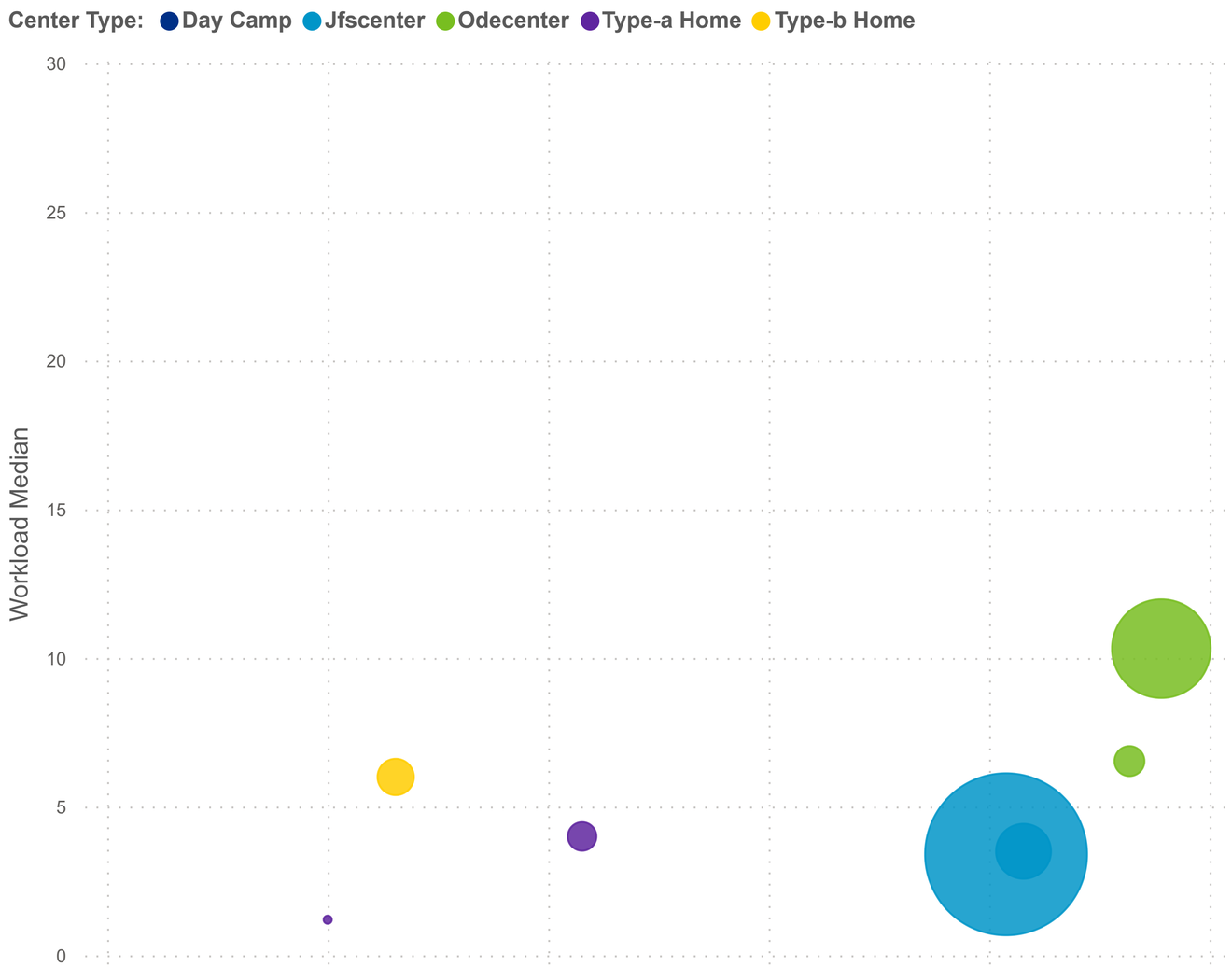
Star Rating Mean (Stayer)

4.07

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 5 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Workload Median (Total)

4.71

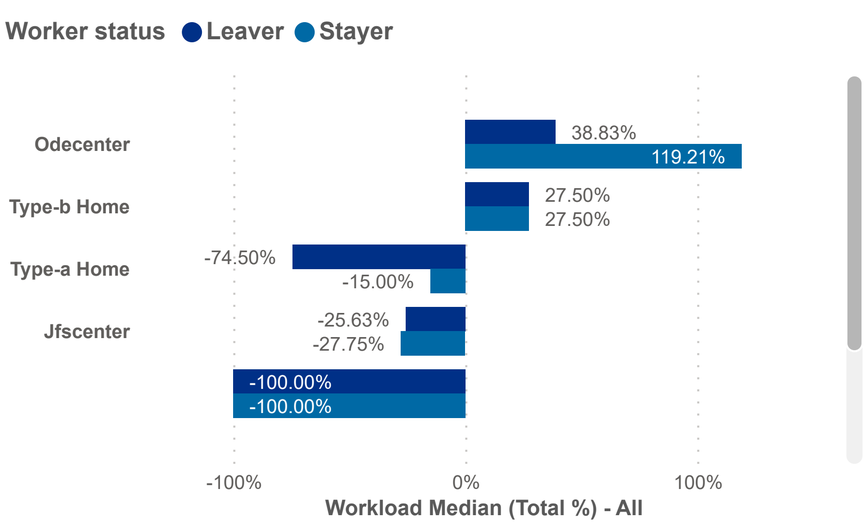
Workload Median (Leaver)

4.71

Workload Median (Stayer)

4.71

Workload Median (Total %)



Star Rating Mean (Total)

4.07

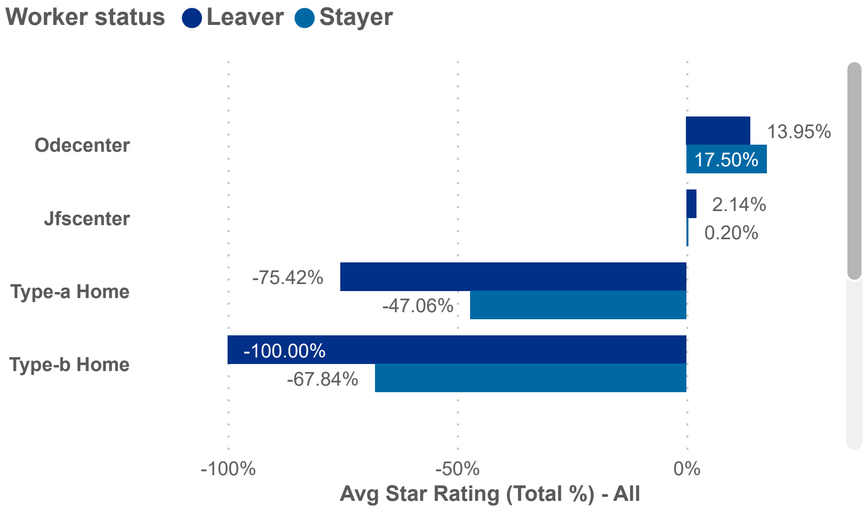
Star Rating Mean (Leaver)

4.18

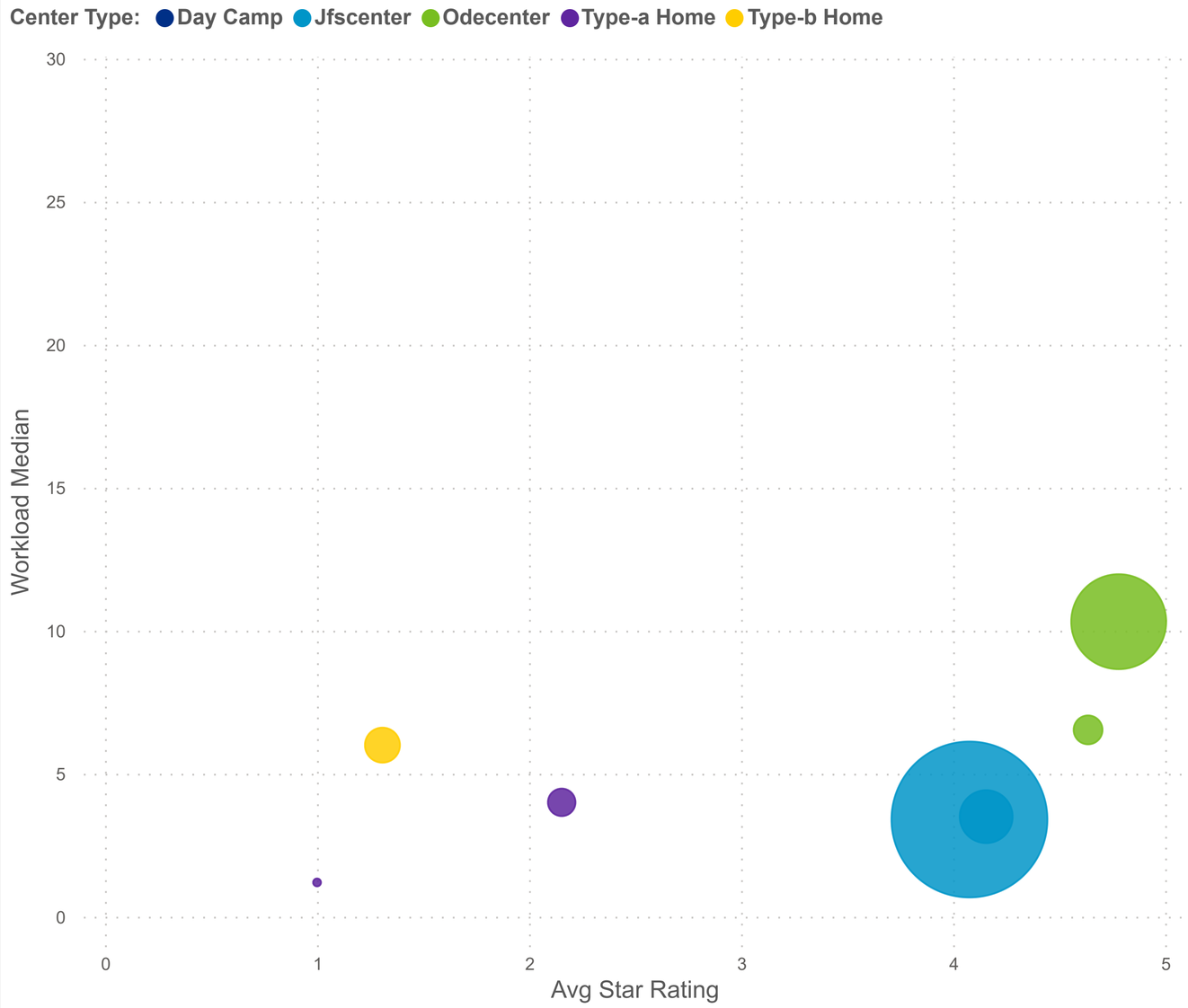
Star Rating Mean (Stayer)

4.07

Star Rating Mean (Total %)



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

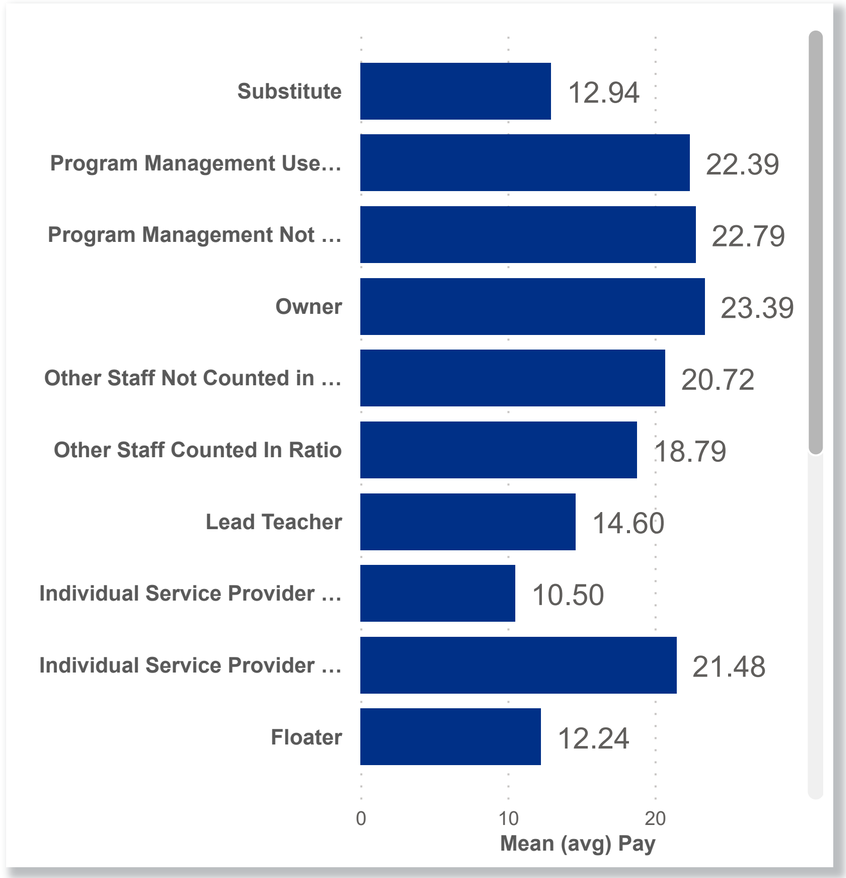
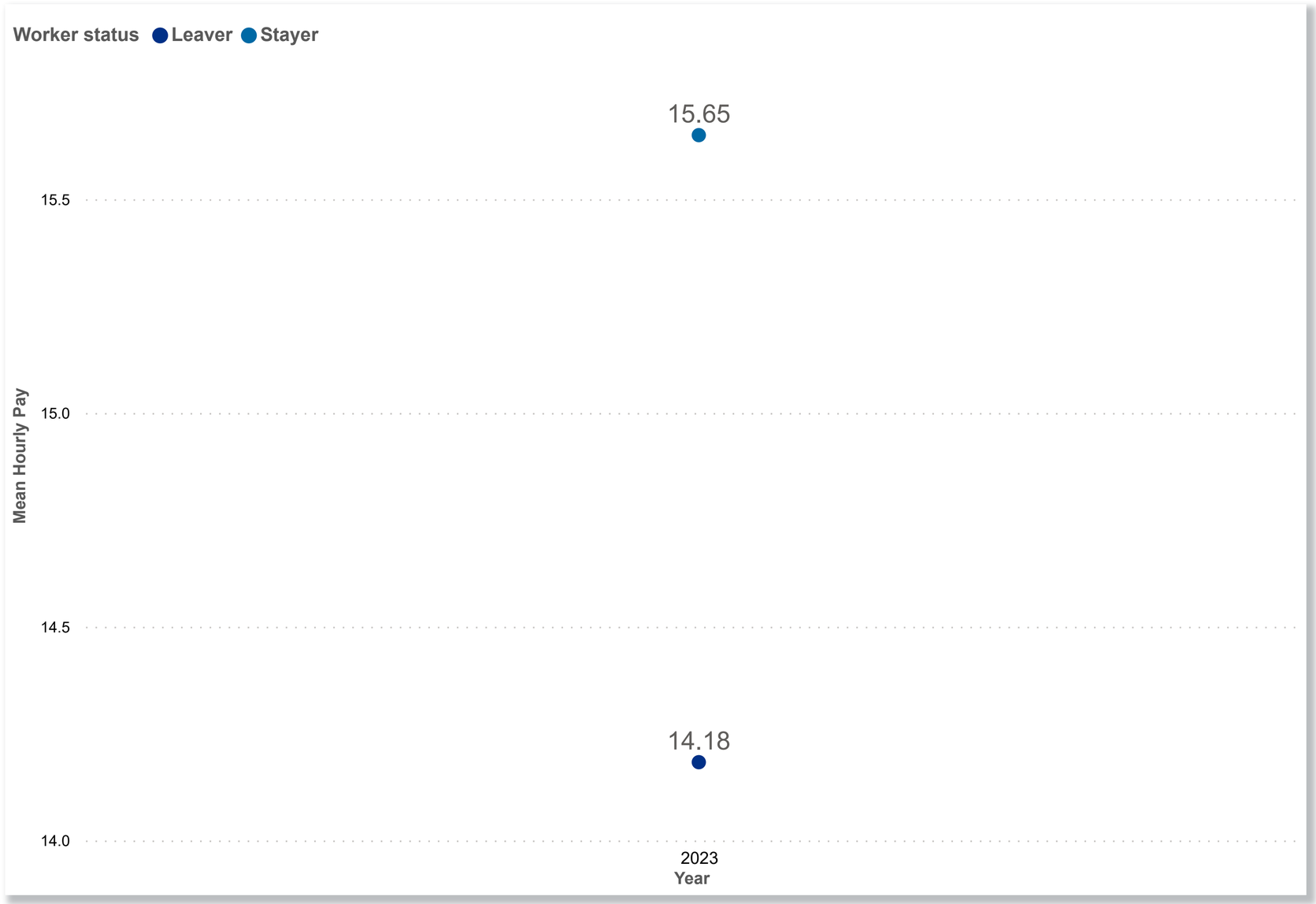


Workforce and Program Analysis Platform (WPAP): COMPENSATION - NOMINAL - MEAN (Average)

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 5 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

PAY MEAN (USD)

LEAVER	STAYER
14.18	15.65