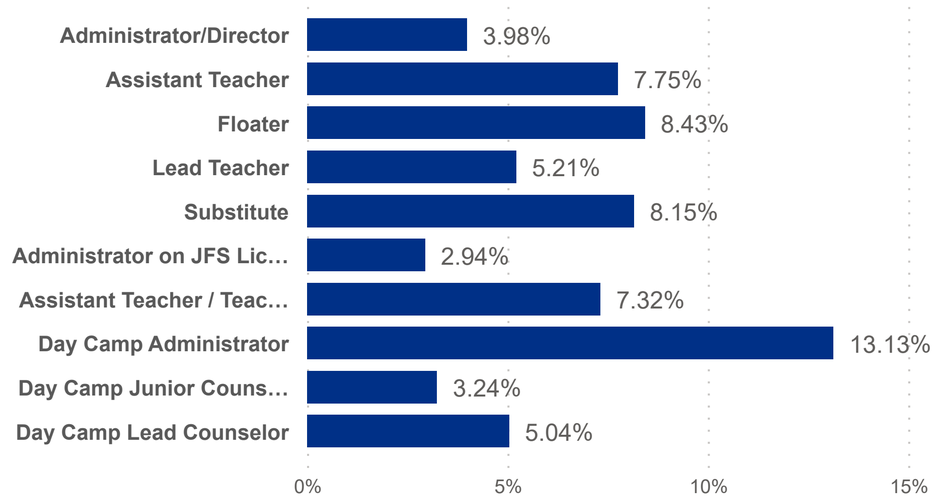
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 10/18/2023

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

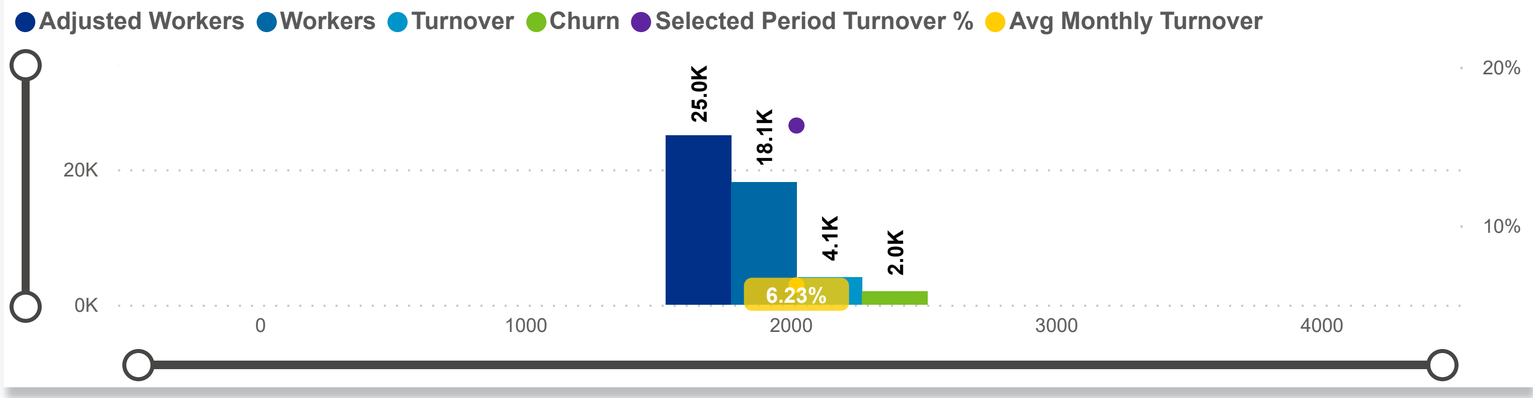
Date: 202307 202309 | SDA>County: SDA 9 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Avg Monthly Turnover Rates by Job Title

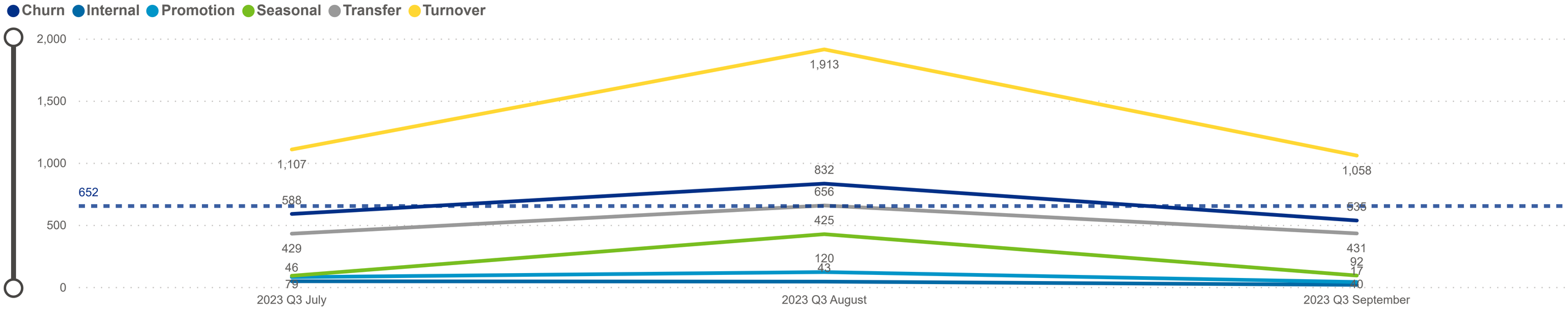


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
6.23%	24,991	1,950	23,041	16.32%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



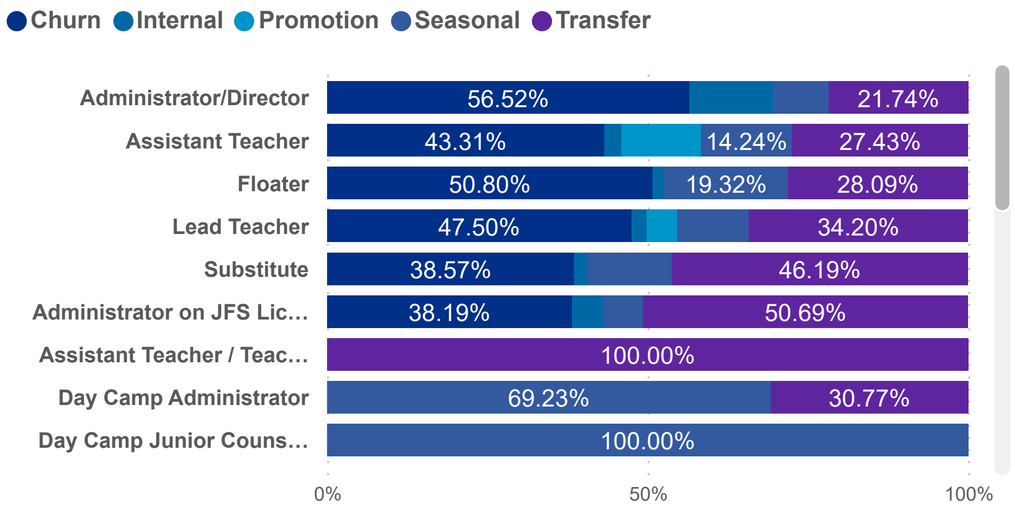
Workforce and Program Analysis Platform (WPAP): TIMELINE - CHURN

Created Date: 10/18/2023

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

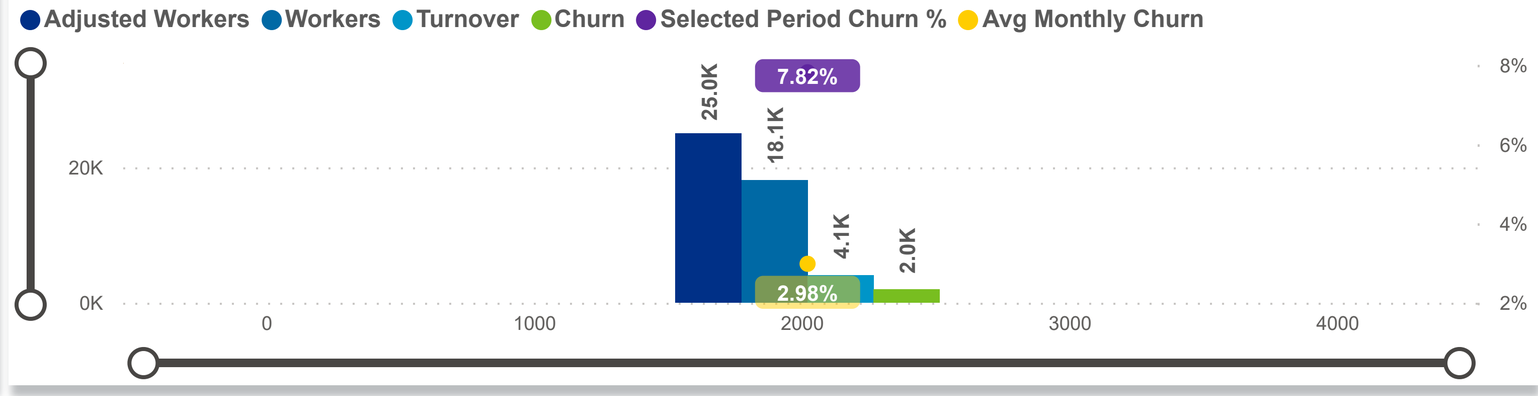
Date: 202307 202309 | SDA>County: SDA 9 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Job Change Reasons by Job Title

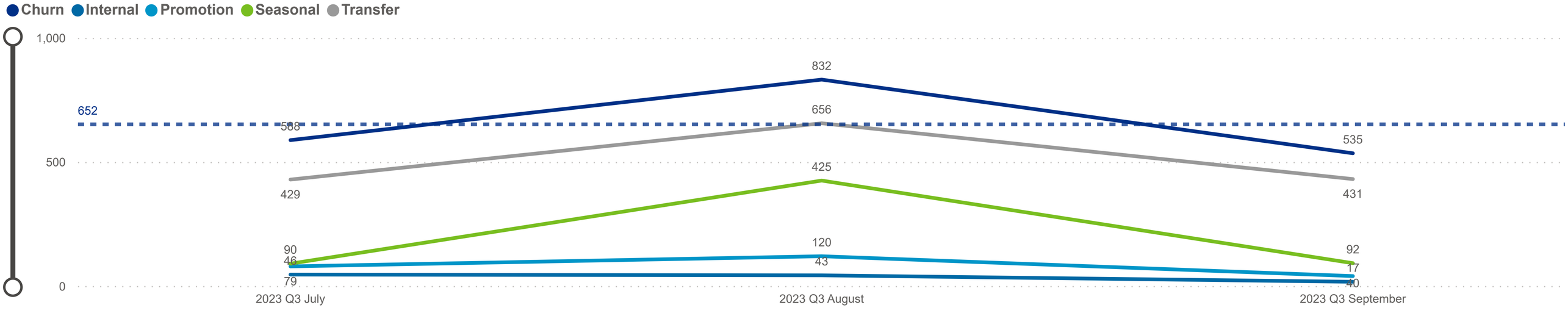


Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
2.98%	24,991	5.38	15.87	5.30

Avg Monthly Churn and Number of Workers



Categorization by Time Series

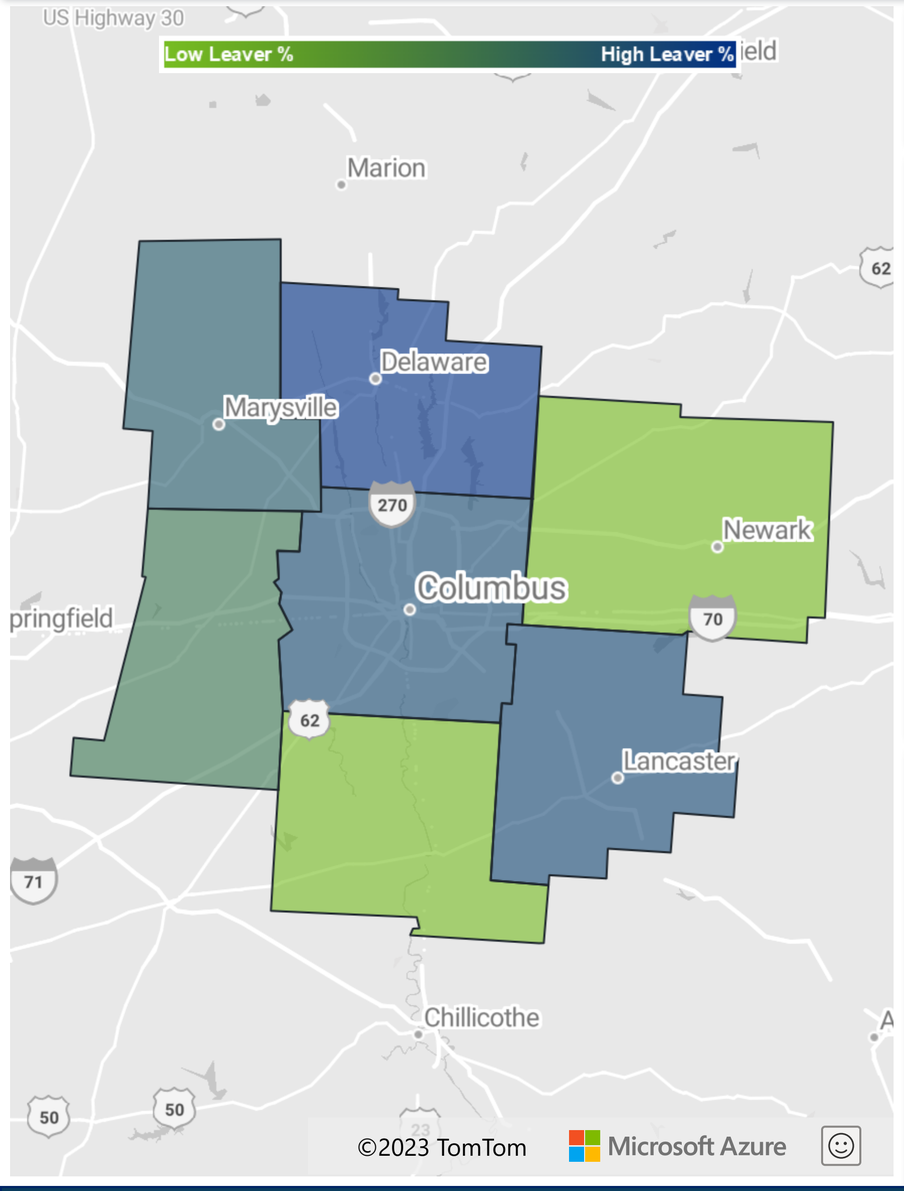


Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 10/18/2023

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

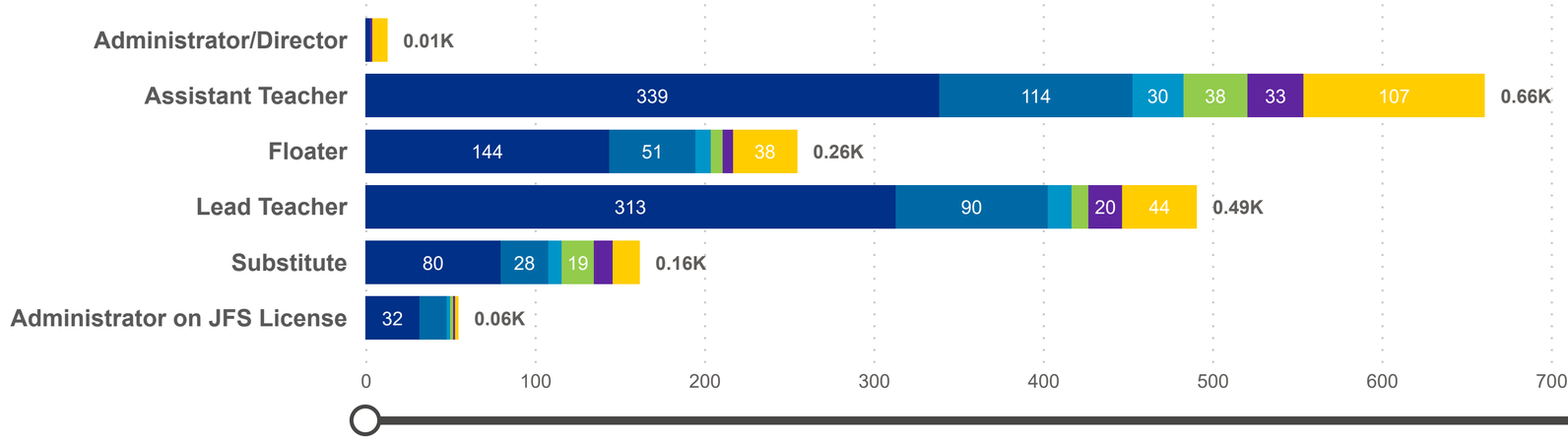
Date: 202307 – 202309 | SDA>County: SDA 9 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: All | Education: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
24,991	1,950	23,041	7.80%

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
Franklin OH	18,551	13,486	74.65%	1,478	17,073	7.97%	92.03%	3.05%	16.77%	6.39%	5.14	2.73
Delaware OH	2,693	2,099	11.62%	235	2,458	8.73%	91.27%	3.38%	18.16%	7.04%	5.71	2.36
Fairfield OH	1,256	929	5.14%	101	1,155	8.04%	91.96%	3.11%	15.29%	5.91%	6.00	2.69
Licking OH	1,497	1,109	6.14%	71	1,426	4.74%	95.26%	1.74%	9.55%	3.50%	5.40	2.62
Union OH	486	388	2.15%	37	449	7.61%	92.39%	3.08%	15.64%	6.33%	5.65	2.97
Pickaway OH	314	205	1.13%	15	299	4.78%	95.22%	1.84%	15.29%	5.89%	3.53	4.17
Madison OH	194	164	0.91%	13	181	6.70%	93.30%	2.53%	9.79%	3.70%	6.93	2.93
Total	**24,991**	**18,065**	**100.00%**	**1,950**	**23,041**	**7.80%**	**92.20%**	**2.98%**	**16.32%**	**6.23%**	**5.38**	**2.73**

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

NUMBER OF WORKERS

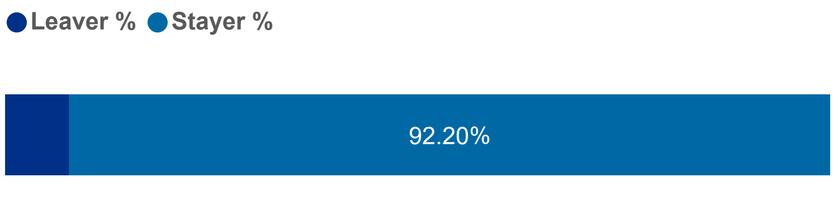
TOTAL LEAVER	TOTAL STAYER
1,950	23,041

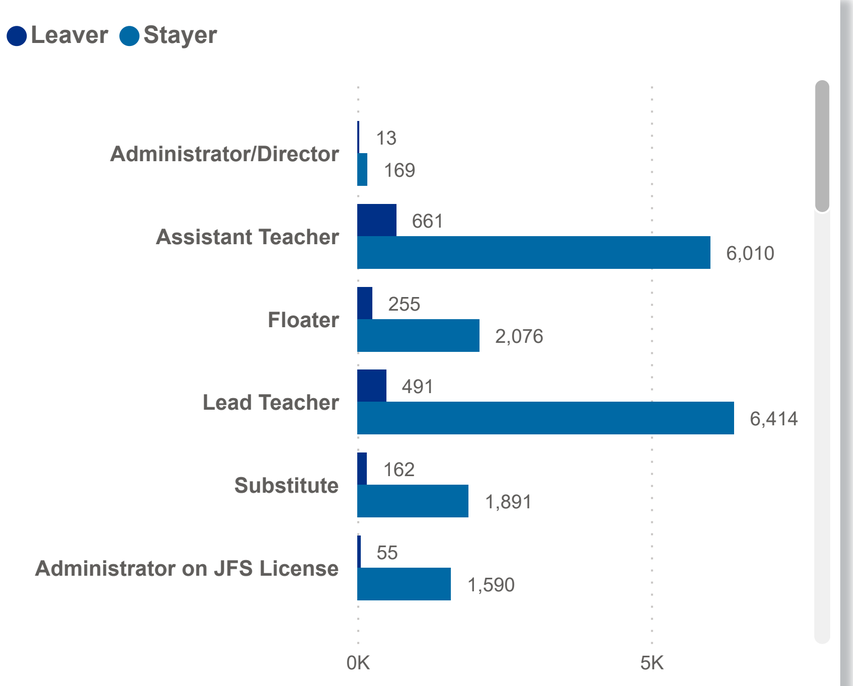
AVG ECE DURATION (In Years)

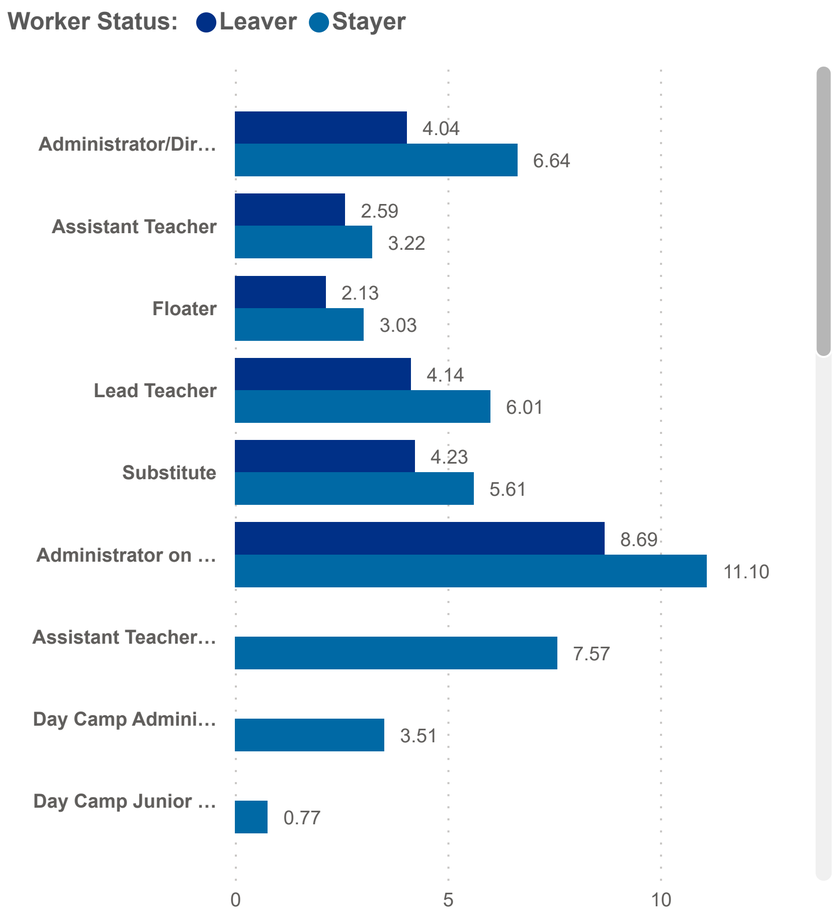
LEAVER	STAYER
3.46	5.39

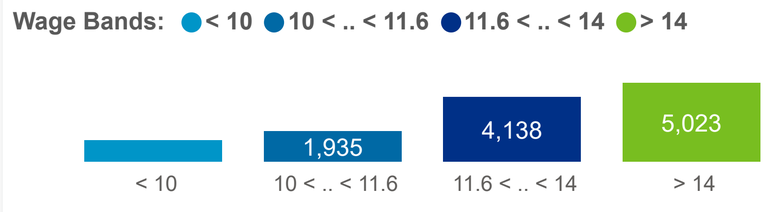
HOURLY WAGE BANDS (USD)

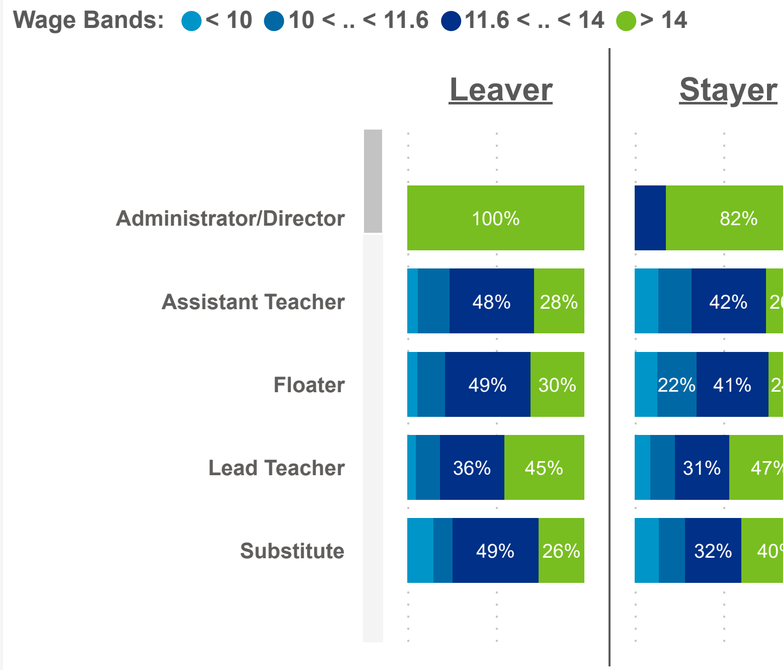
LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
15.59	15.91











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

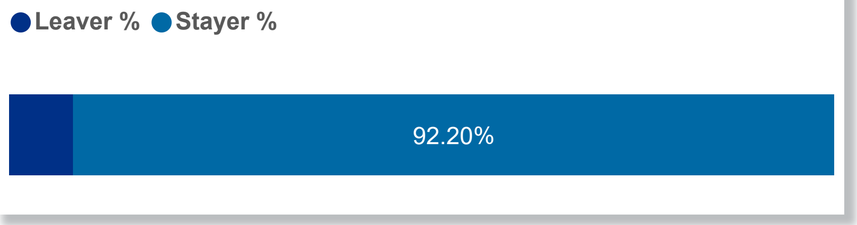
Created Date: 10/18/2023

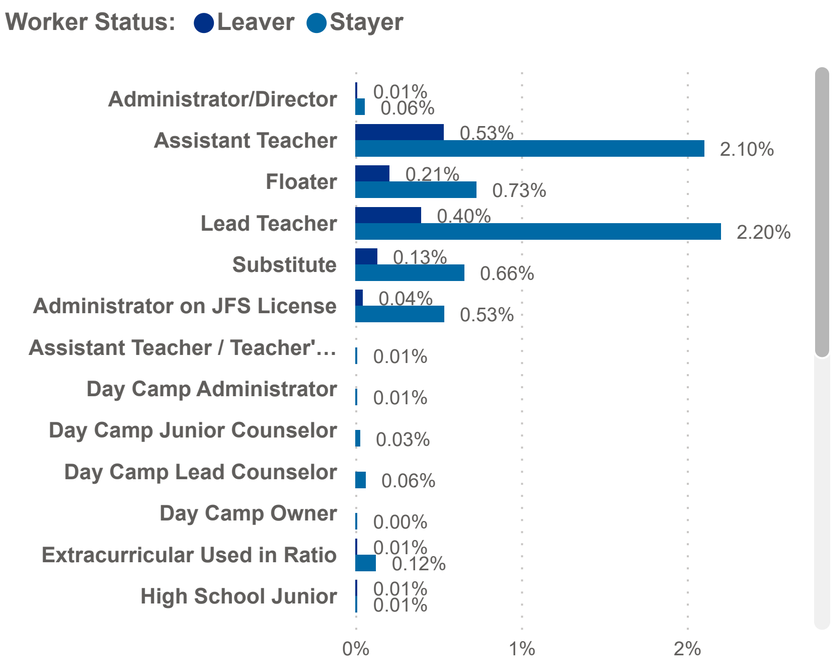
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 202309 | SDA>County: SDA 9 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

NUMBER OF WORKERS

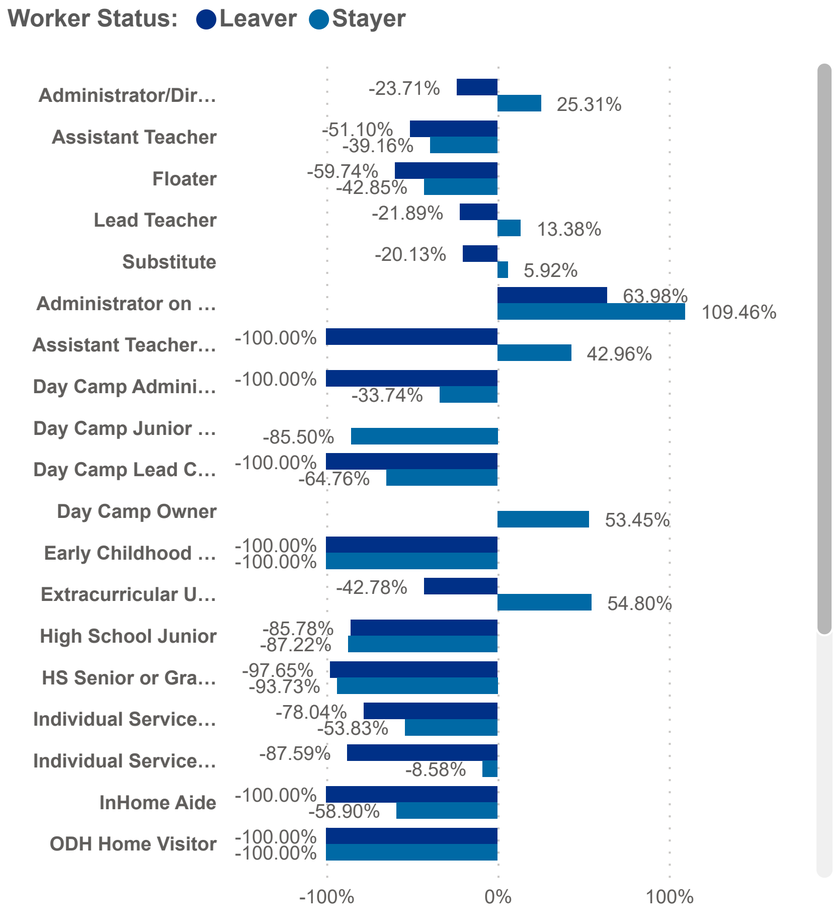
LEAVER	STAYER
7.80%	92.20%





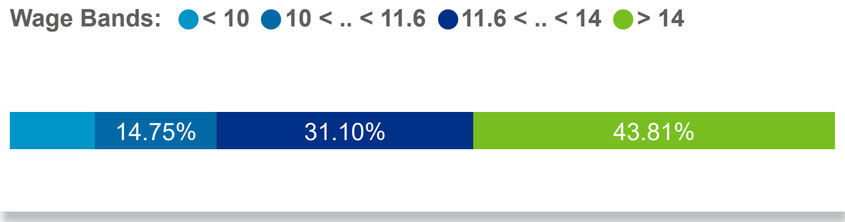
AVG ECE DURATION (In Years)

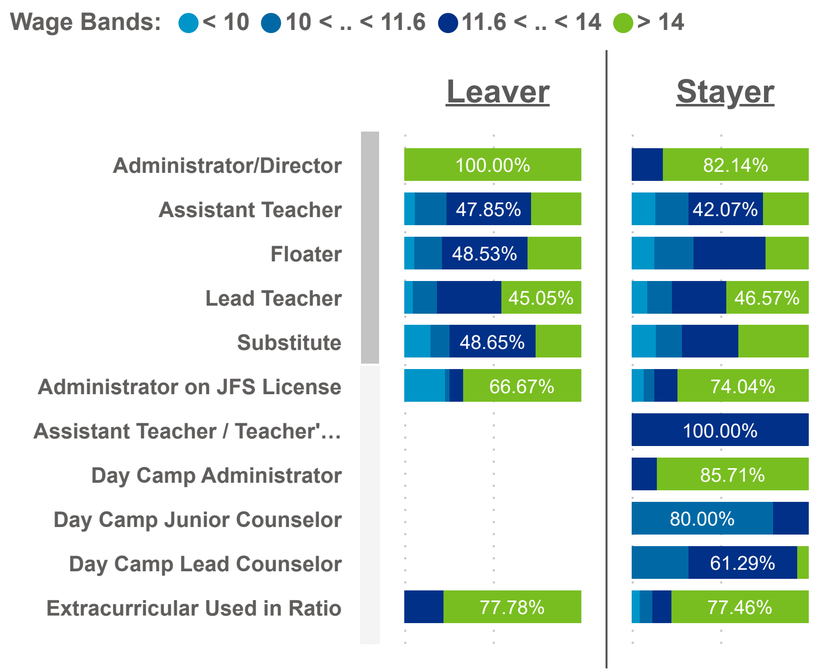
LEAVER	STAYER
3.46	5.39



HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
15.59	15.91





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

LEAVER (Avg Career Duration)

7.96

STAYER (Avg Career Duration)

11.25

TOTAL STAYER

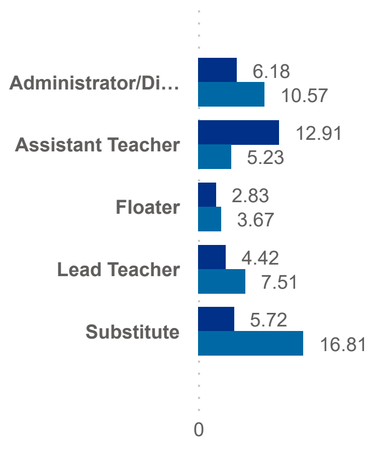
23,041

STAYER (Promotion)

239

Avg Career Duration by Job Title

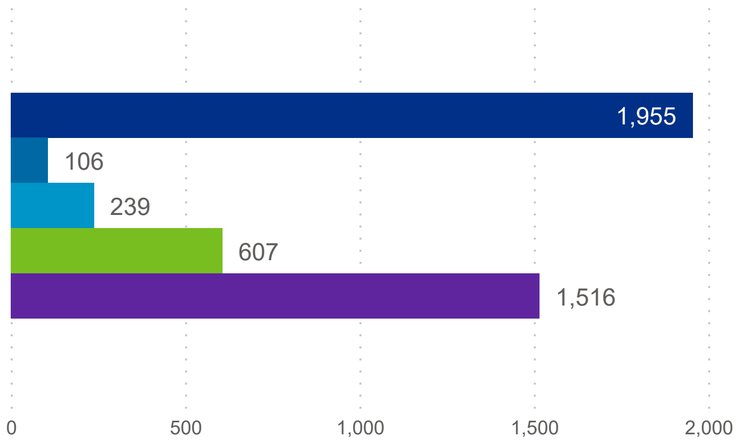
Worker Status: Leaver Stayer



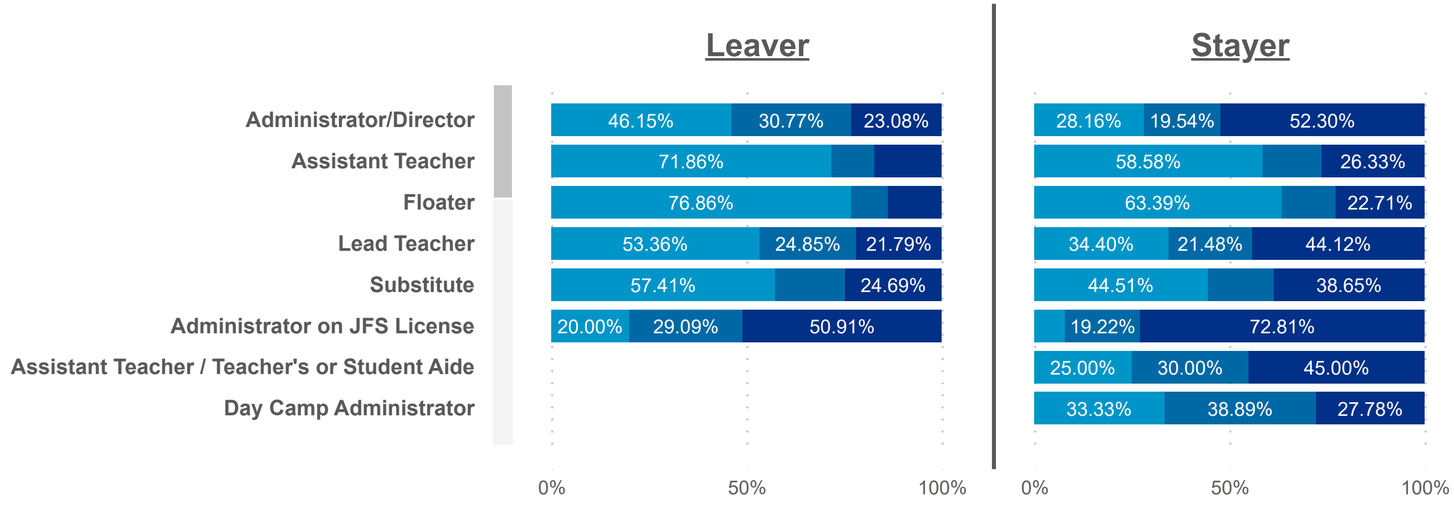
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Delaware	Administrator/Director	0.66		Early	9.11	5.00
Fairfield	Administrator/Director	1.00		Early	3.76	4.00
Franklin	Administrator/Director	1.50		Early	6.88	3.00
Licking	Administrator/Director	1.53		Early	5.13	4.29
Madison	Administrator/Director	0.04		Early	5.57	5.00
Union	Administrator/Director	1.42		Early	10.50	5.00
Franklin	Administrator/Director	3.83	15.00	Early	6.88	
Franklin	Administrator/Director	2.17	15.75	Early	15.60	1.00
Franklin	Administrator/Director	4.72	17.94	Early	29.86	
Union	Administrator/Director	1.97	18.26	Early	114.33	
Franklin	Administrator/Director	0.80	18.50	Early	65.50	
Franklin	Administrator/Director	2.87	20.00	Early	11.71	

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

LEAVER (Avg Career Duration)

7.96

STAYER (Avg Career Duration)

11.25

TOTAL STAYER

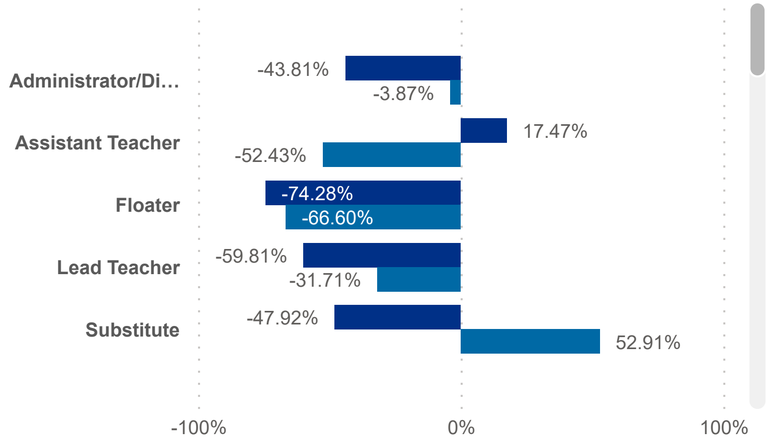
23,041

STAYER (Promotion)

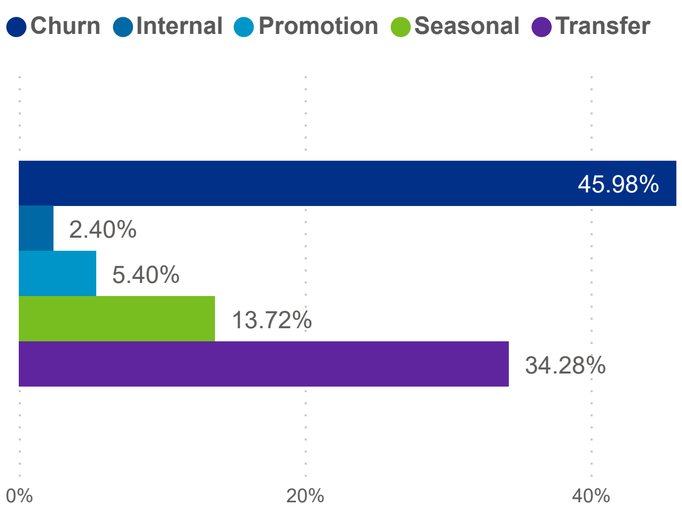
239

Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer

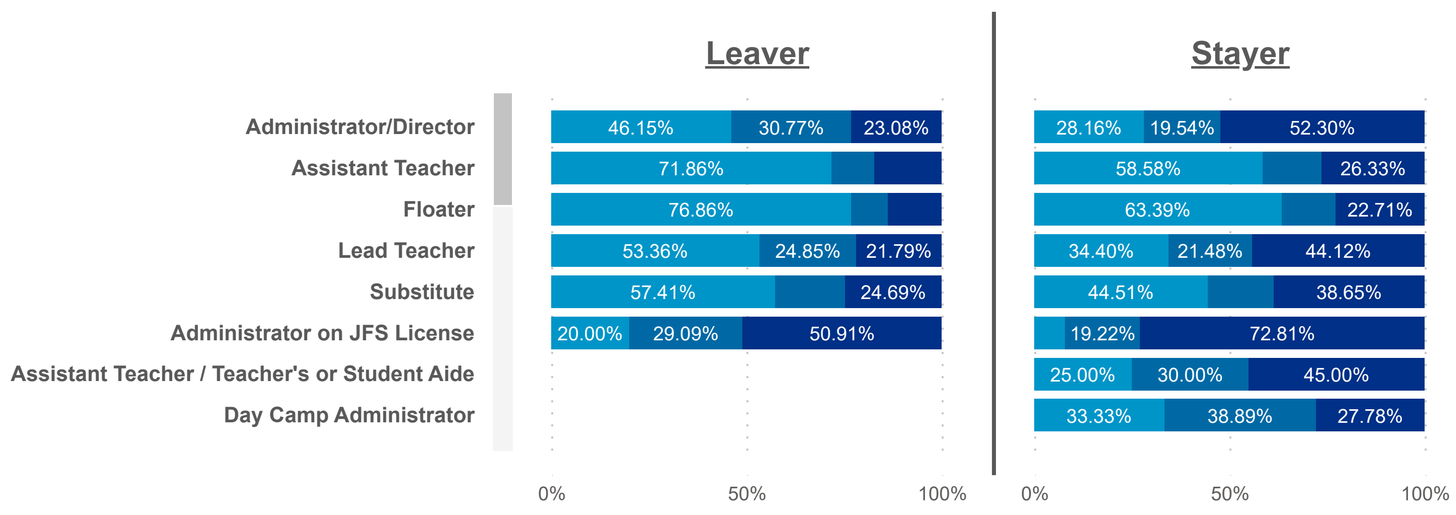


Turnover Reasons



County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Union	Assistant Teacher	0.00	12.00	Early	6.55	
Franklin	Assistant Teacher	0.00	15.43	Early	80.00	5.00
Franklin	Assistant Teacher	0.00	16.65	Mid	12.29	
Delaware	Assistant Teacher	0.00	19.50	Senior	2.32	
Fairfield	Floater	0.00	15.00	Senior	4.50	
Licking	Lead Teacher	0.00	12.50	Early	5.59	
Franklin	Lead Teacher	0.00	17.94	Senior	7.20	
Union	Substitute	0.00	15.50	Early	2.88	
Franklin	Substitute	0.00	17.85	Early	6.48	5.00
Delaware	Substitute	0.00	16.50	Mid	6.32	
Union	Substitute	0.00	16.50	Mid	10.42	
Delaware	Substitute	0.00	16.50	Senior	6.32	

Seniority: Early Mid Senior



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

Created Date: 10/18/2023

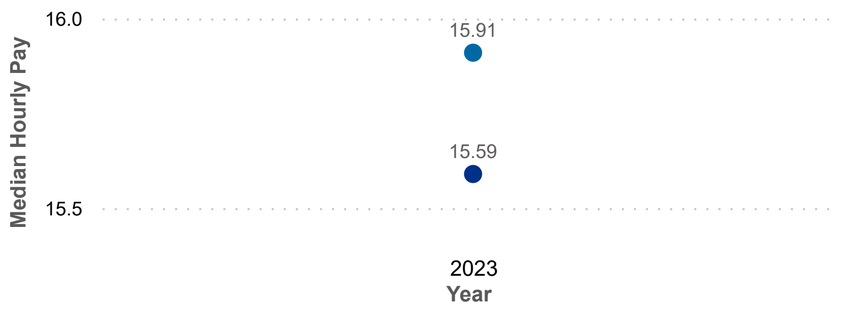
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 – 202309 | SDA>County: SDA 9 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: All | Education: All

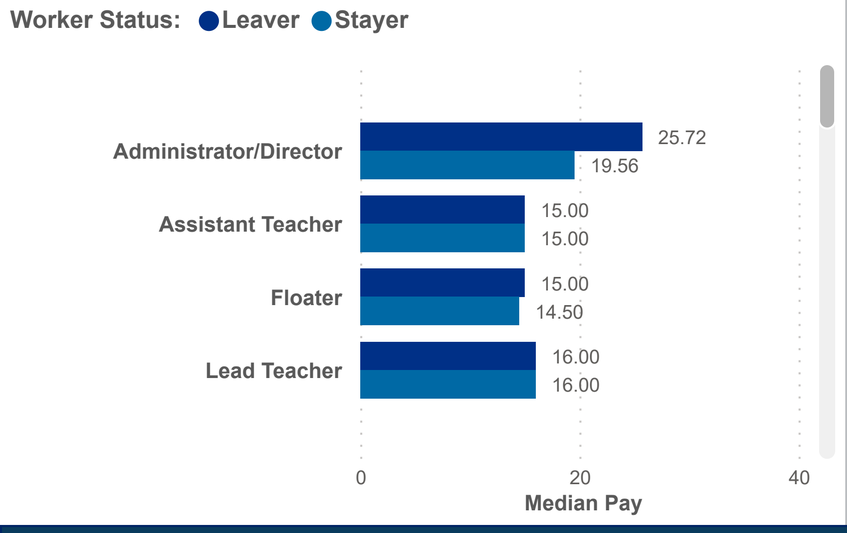
PAY MEDIAN (USD)

LEAVER	STAYER
15.59	15.91

Worker Status: Leaver Stayer



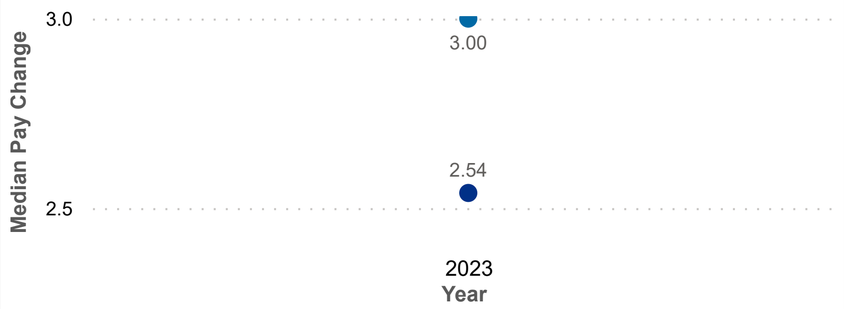
Worker Status: Leaver Stayer



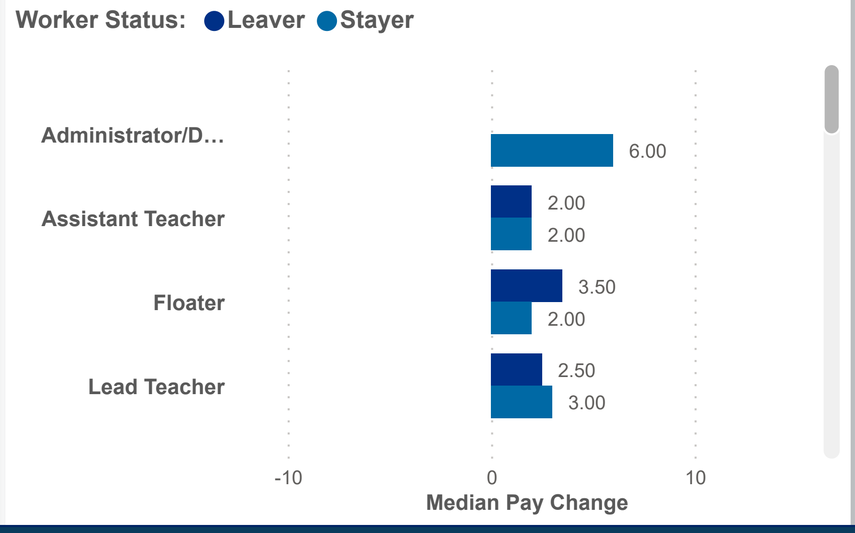
PAY PROGRESSION (USD)

LEAVER	STAYER
0.62	0.84

Worker Status: Leaver Stayer

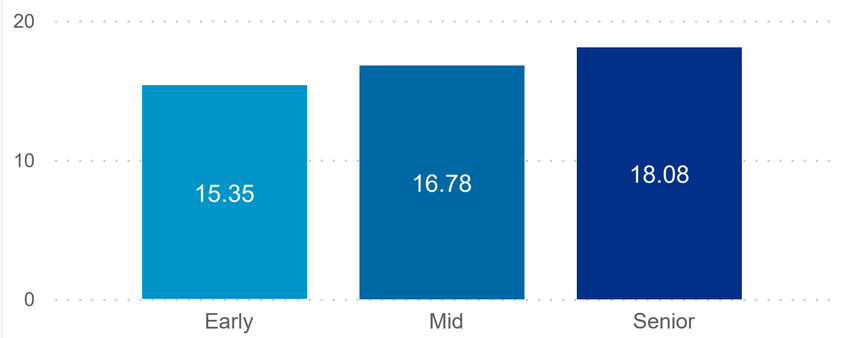


Worker Status: Leaver Stayer

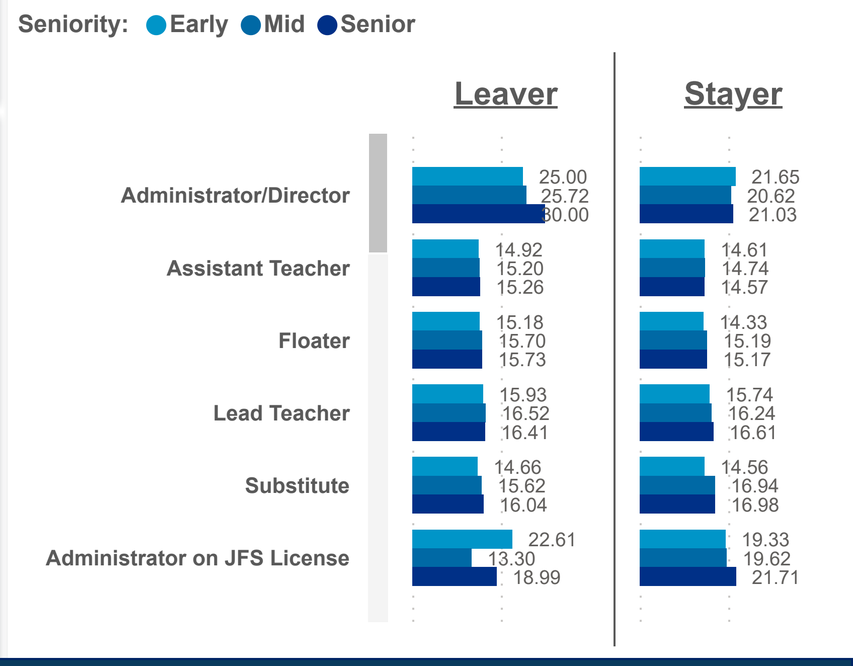


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



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

Created Date: 10/18/2023

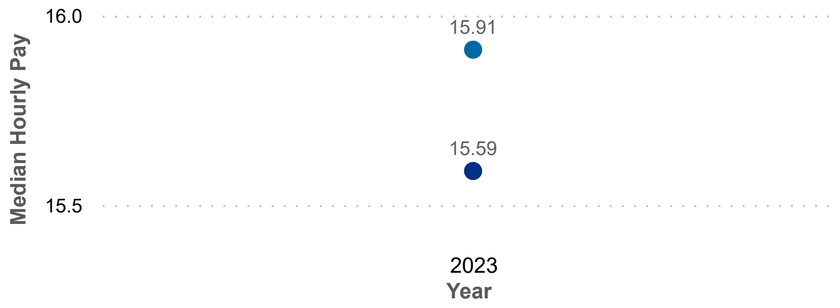
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202307 – 202309 | SDA>County: SDA 9 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: All | Education: All

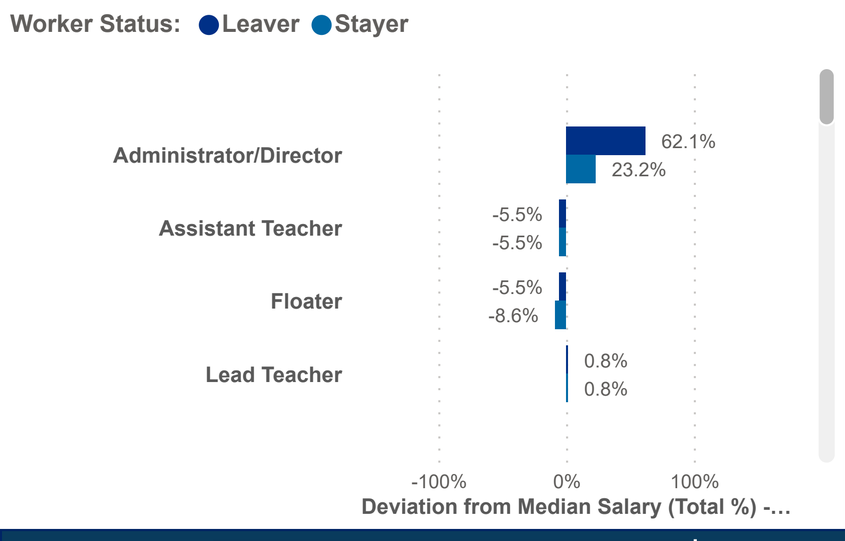
PAY MEDIAN (USD)

LEAVER	STAYER
15.59	15.91

Worker Status: Leaver Stayer



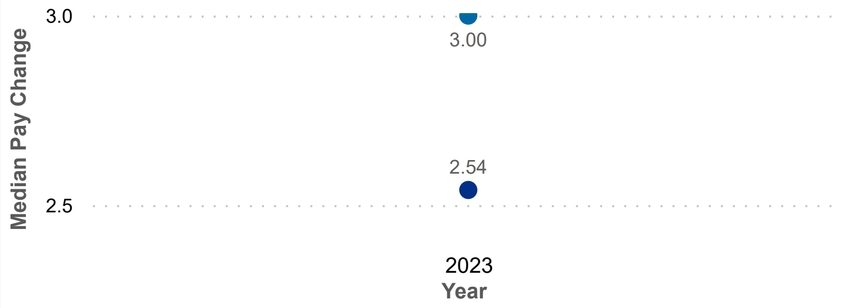
Worker Status: Leaver Stayer



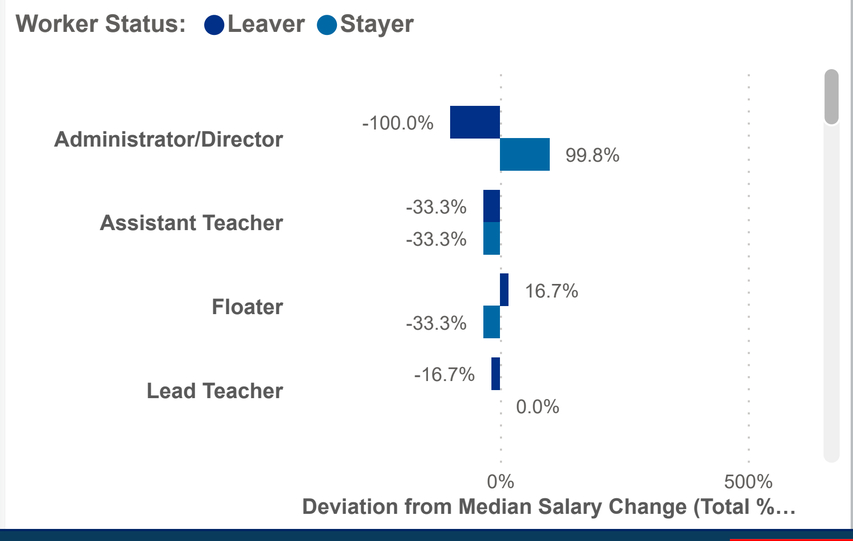
PAY PROGRESSION (USD)

LEAVER	STAYER
0.62	0.84

Worker Status: Leaver Stayer

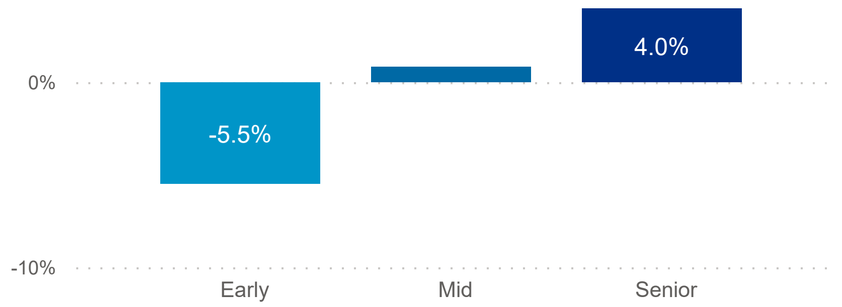


Worker Status: Leaver Stayer

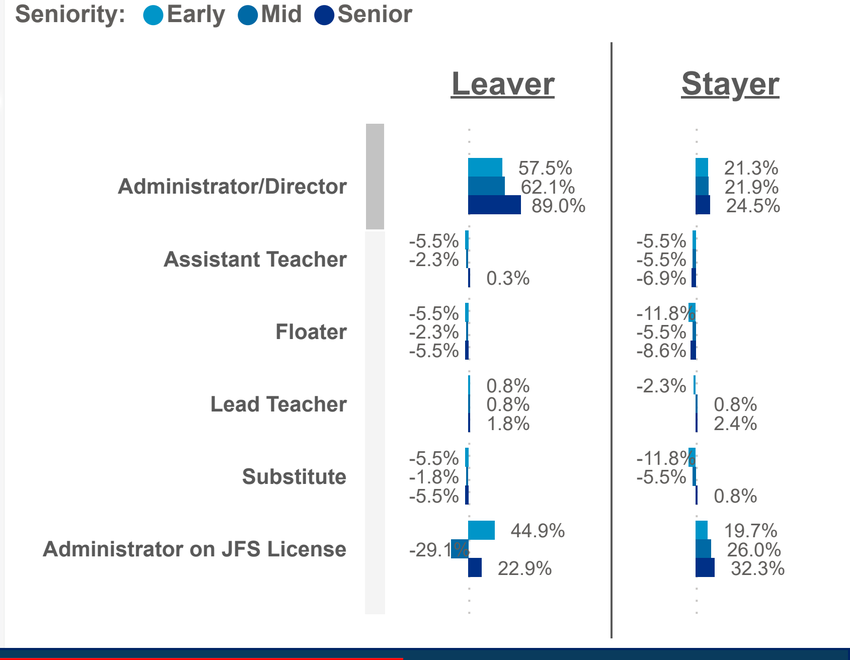


PAY & CAREER SENIORITY (USD)

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

Workload Median (Total)

5.38

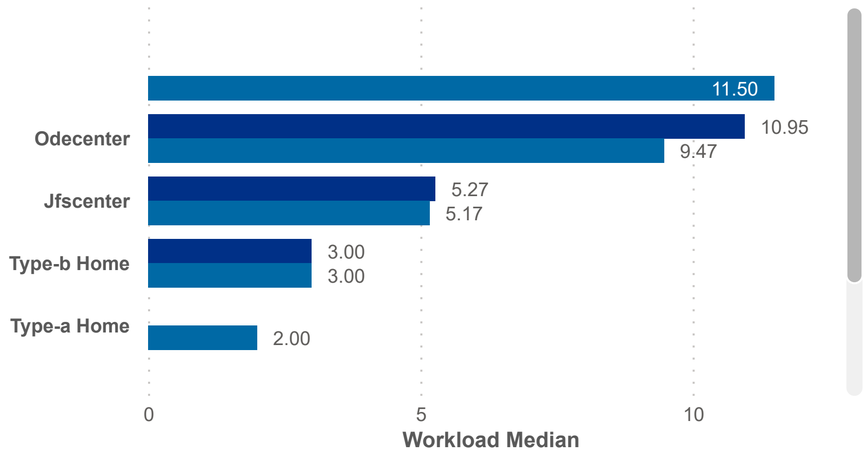
Workload Median (Leaver)

5.52

Workload Median (Stayer)

5.38

Workload Median



Star Rating Mean (Total)

2.73

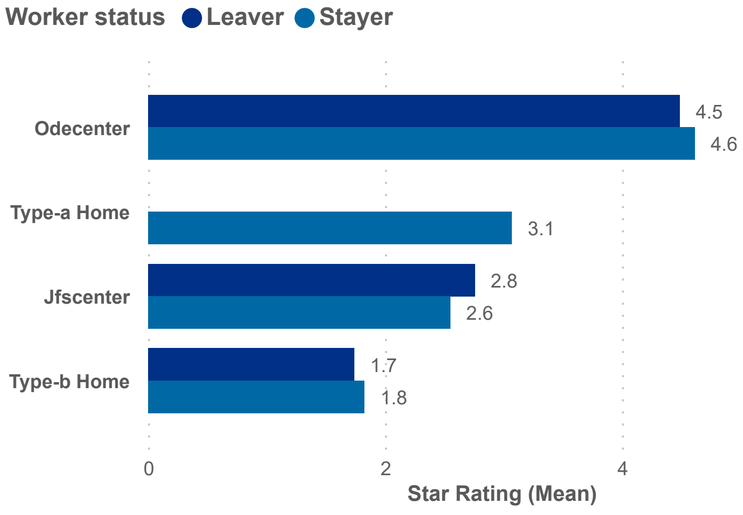
Star Rating Mean (Leaver)

2.91

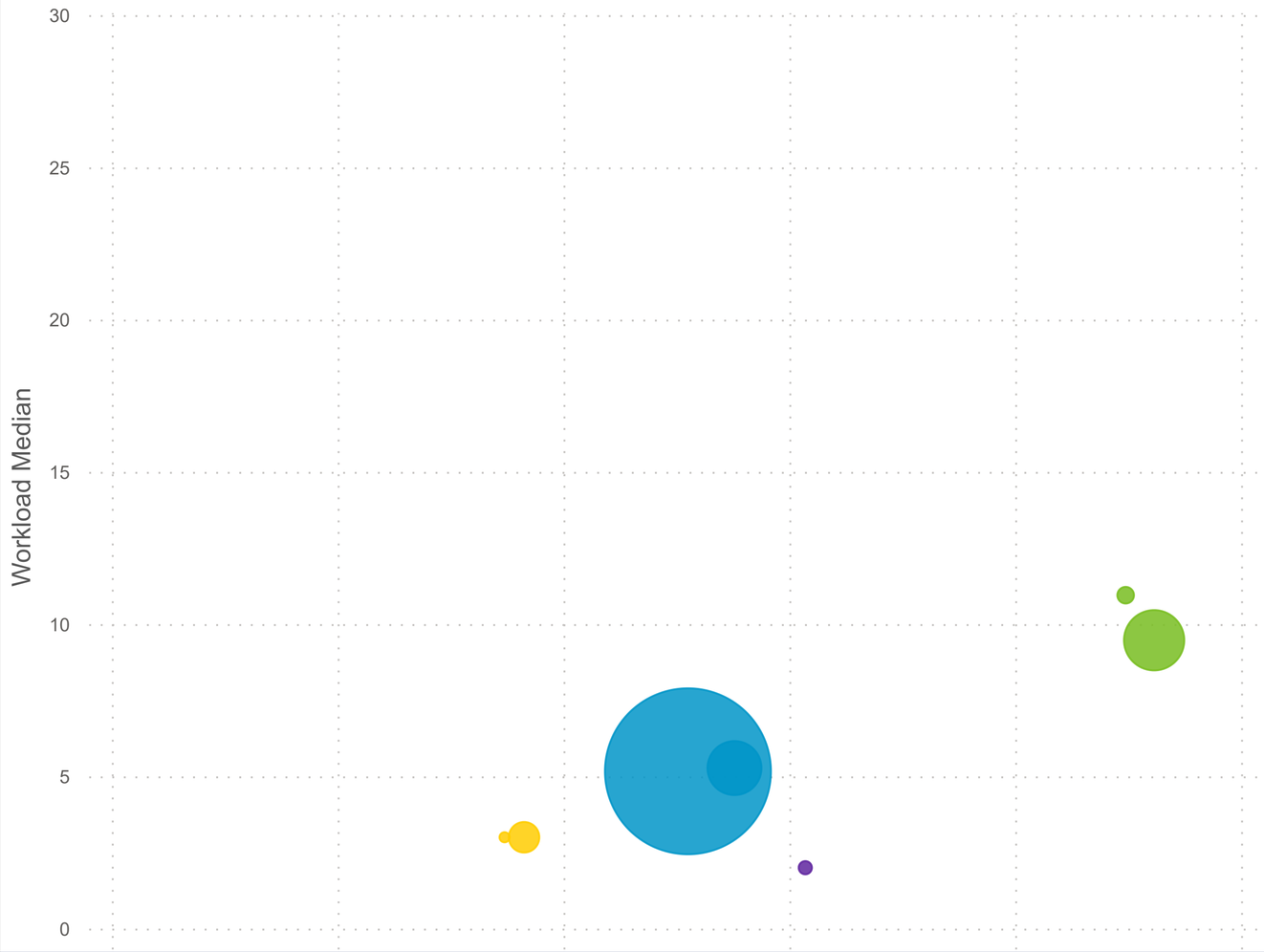
Star Rating Mean (Stayer)

2.73

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

Workload Median (Total)

5.38

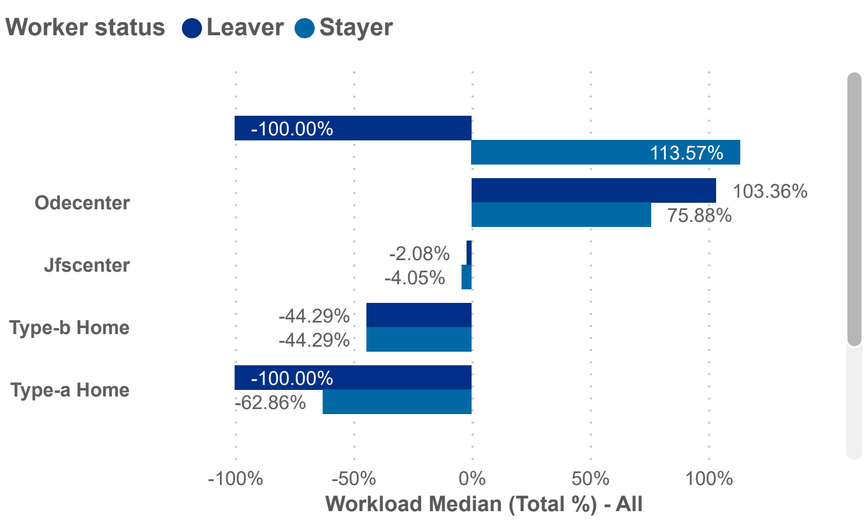
Workload Median (Leaver)

5.52

Workload Median (Stayer)

5.38

Workload Median (Total %)



Star Rating Mean (Total)

2.73

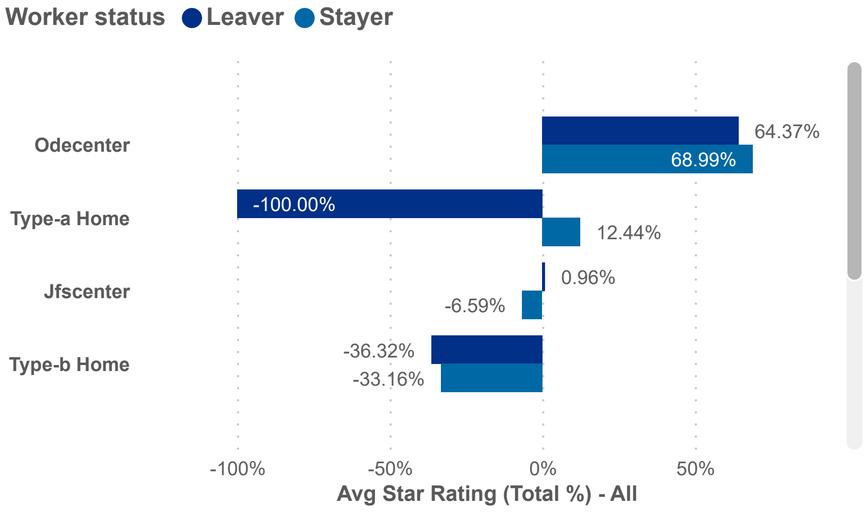
Star Rating Mean (Leaver)

2.91

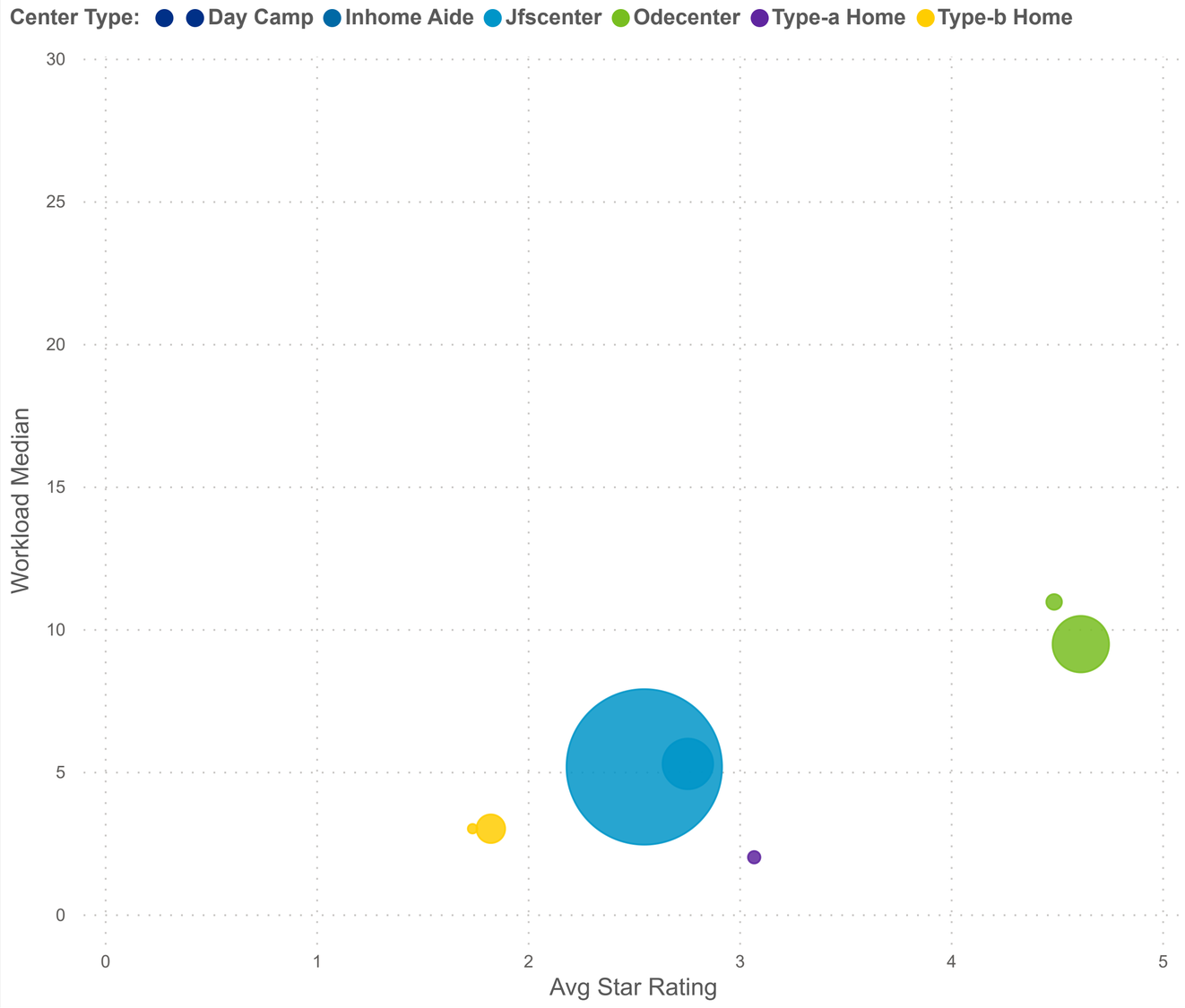
Star Rating Mean (Stayer)

2.73

Star Rating Mean (Total %)



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

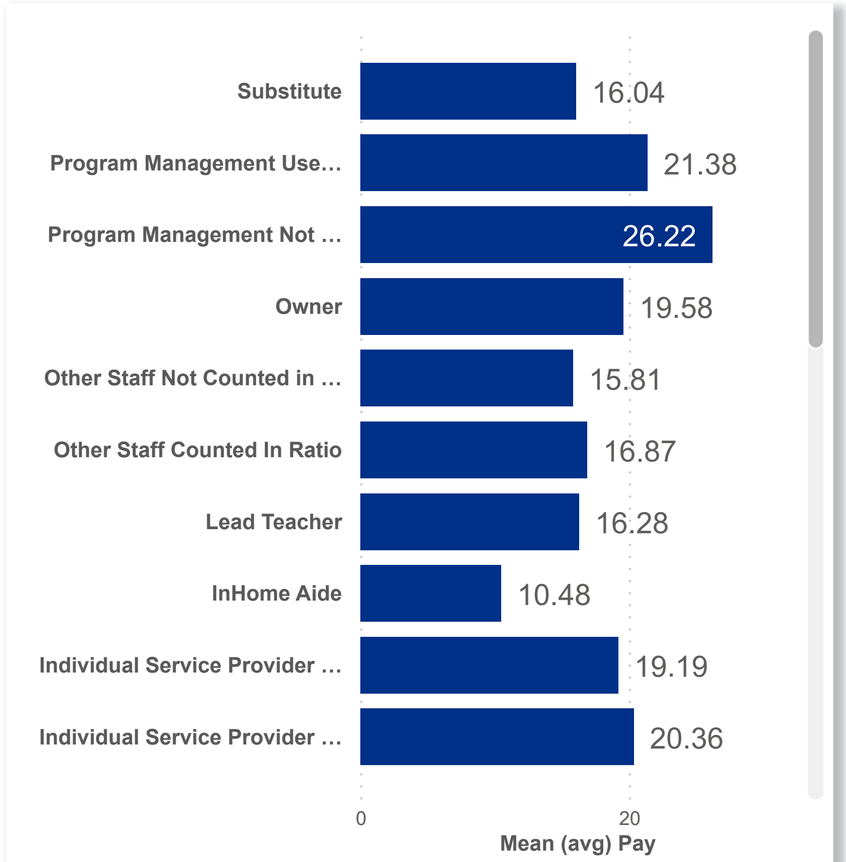
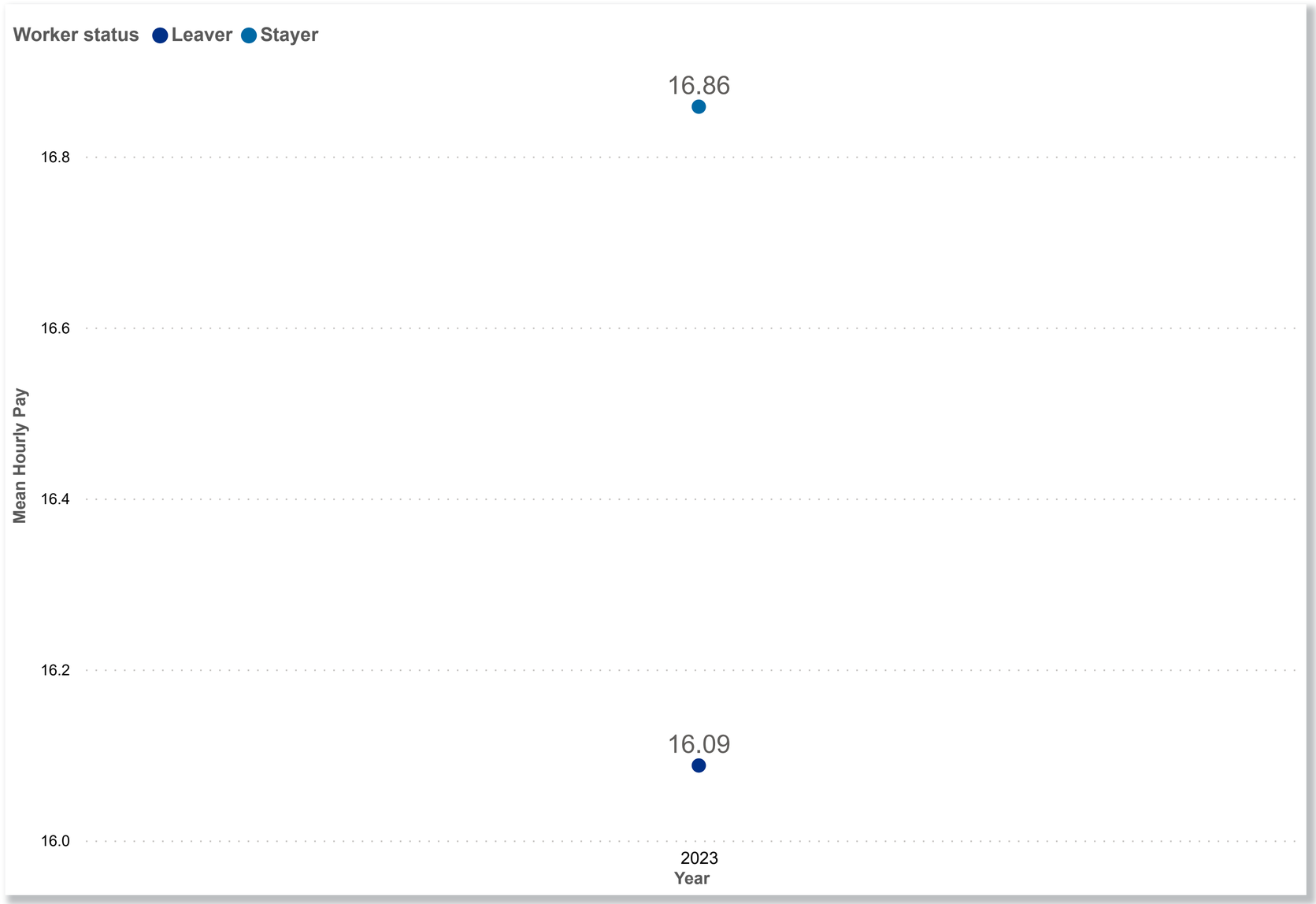


Workforce and Program Analysis Platform (WPAP): COMPENSATION - NOMINAL - MEAN (Average)

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

PAY MEAN (USD)

LEAVER	STAYER
16.09	16.86