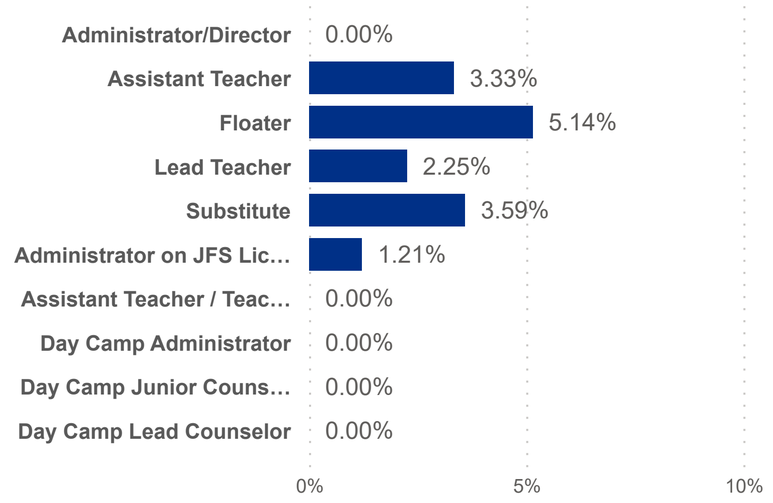
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 2/13/2024

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

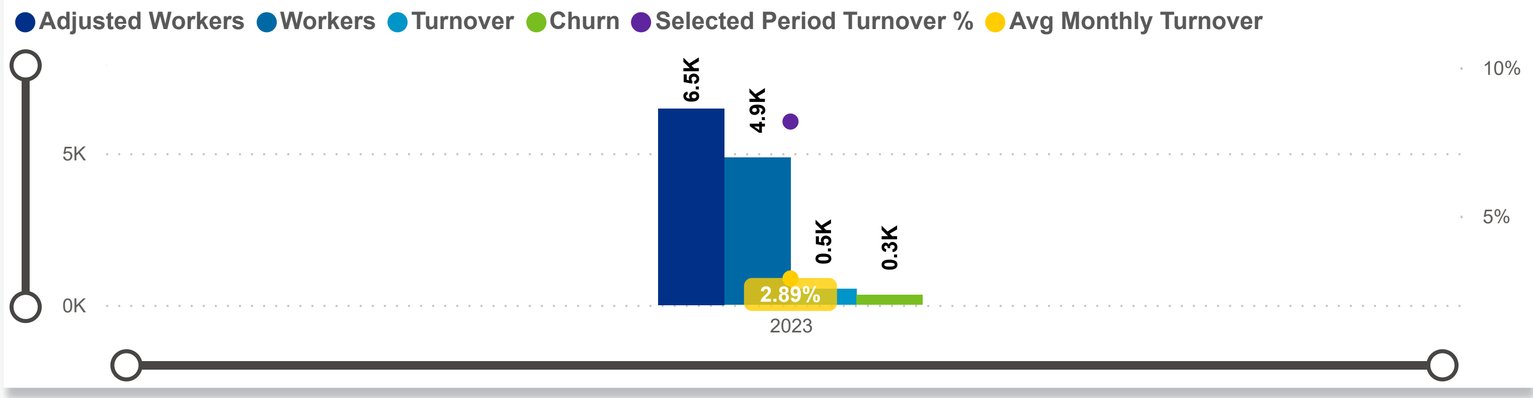
Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Avg Monthly Turnover Rates by Job Title

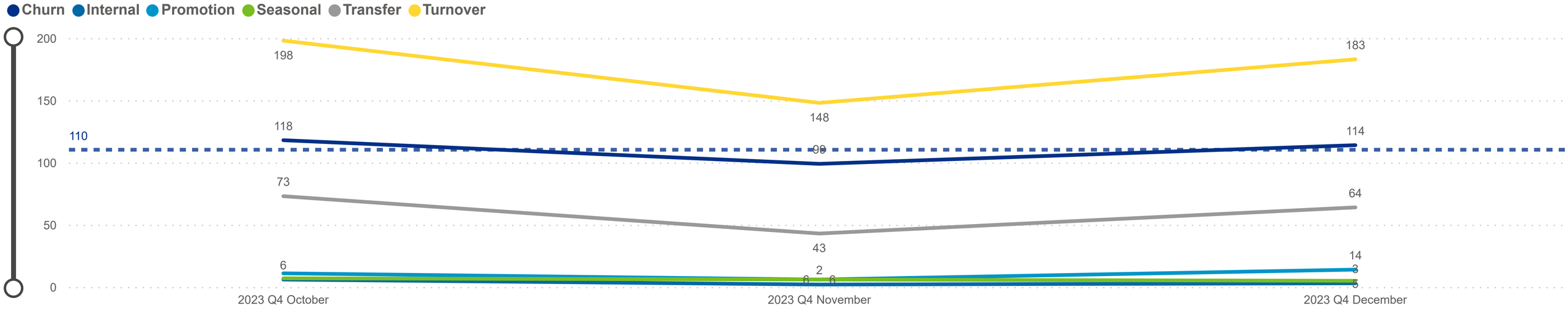


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.89%	6,470	330	6,140	8.18%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



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

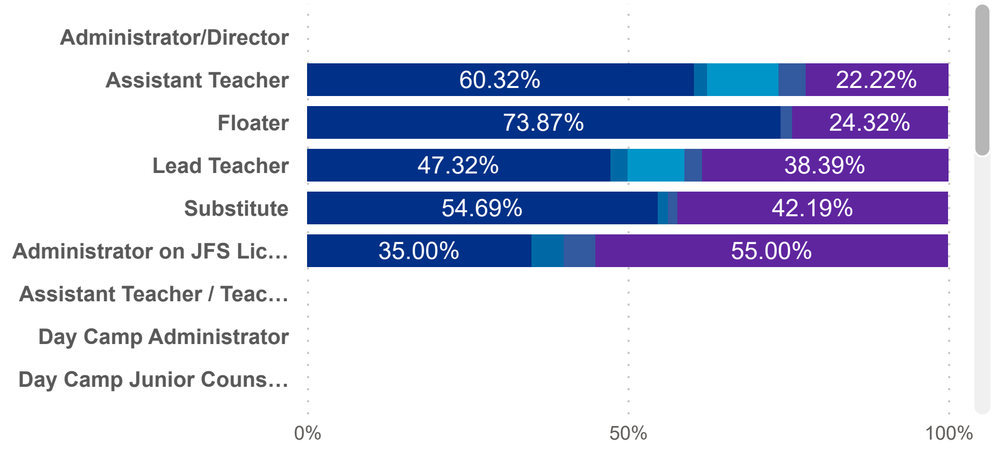
Created Date: 2/13/2024

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

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Job Change Reasons by Job Title

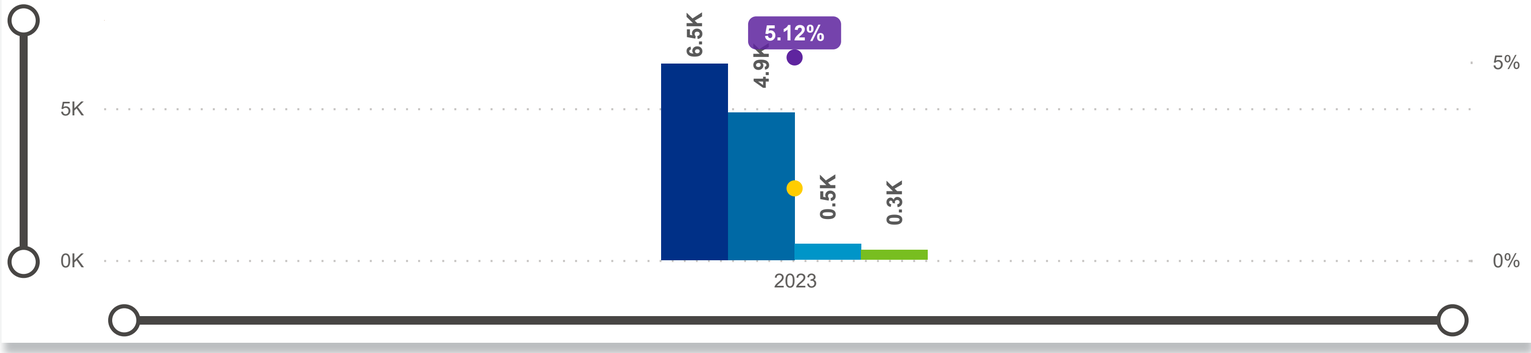
Churn Internal Promotion Seasonal Transfer



Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
1.81%	6,470	5.70	15.00	5.62

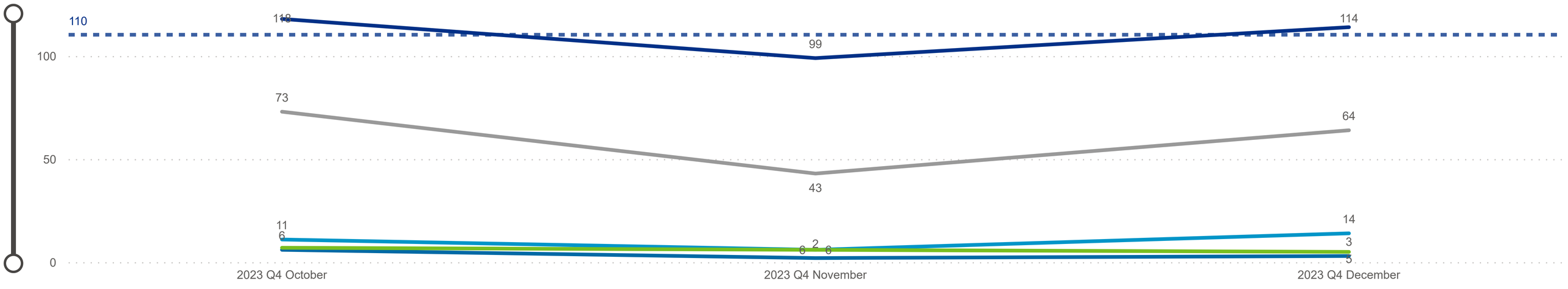
Avg Monthly Churn and Number of Workers

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



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer

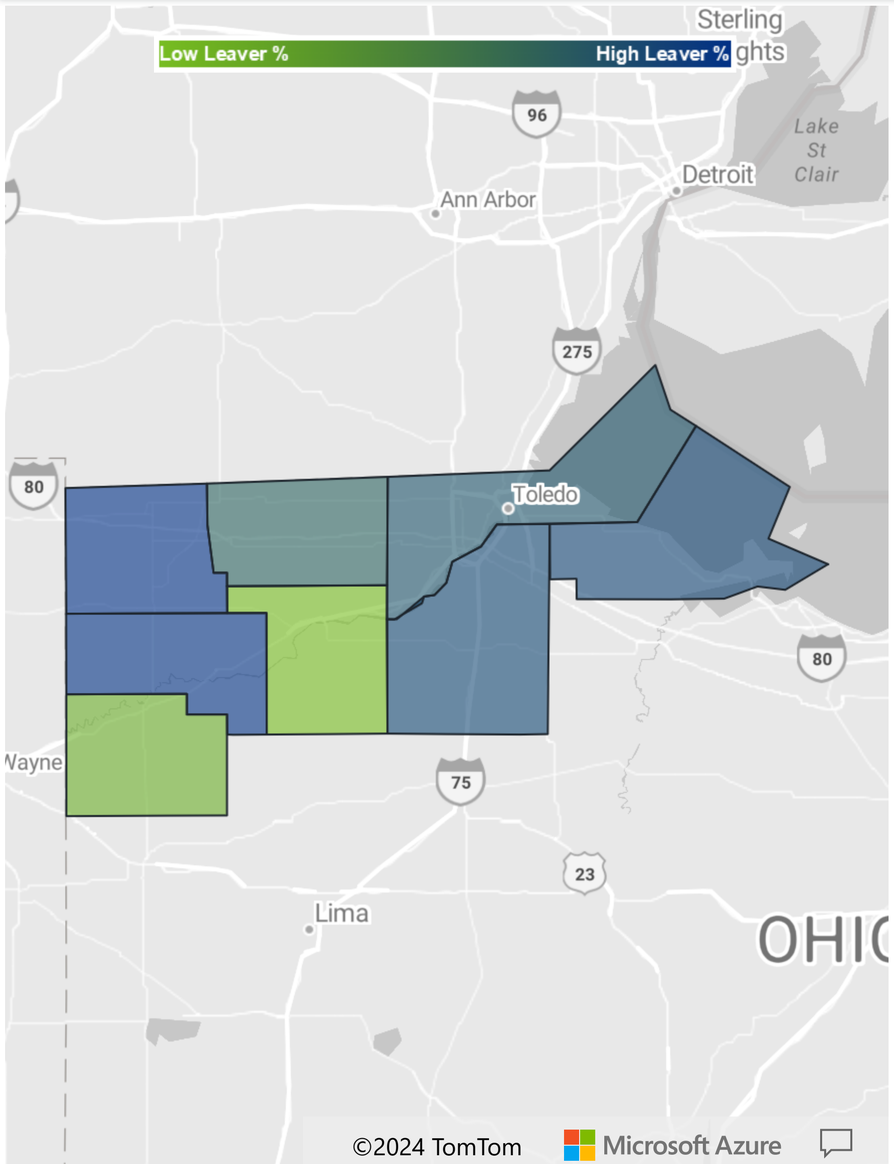


Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 2/13/2024

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

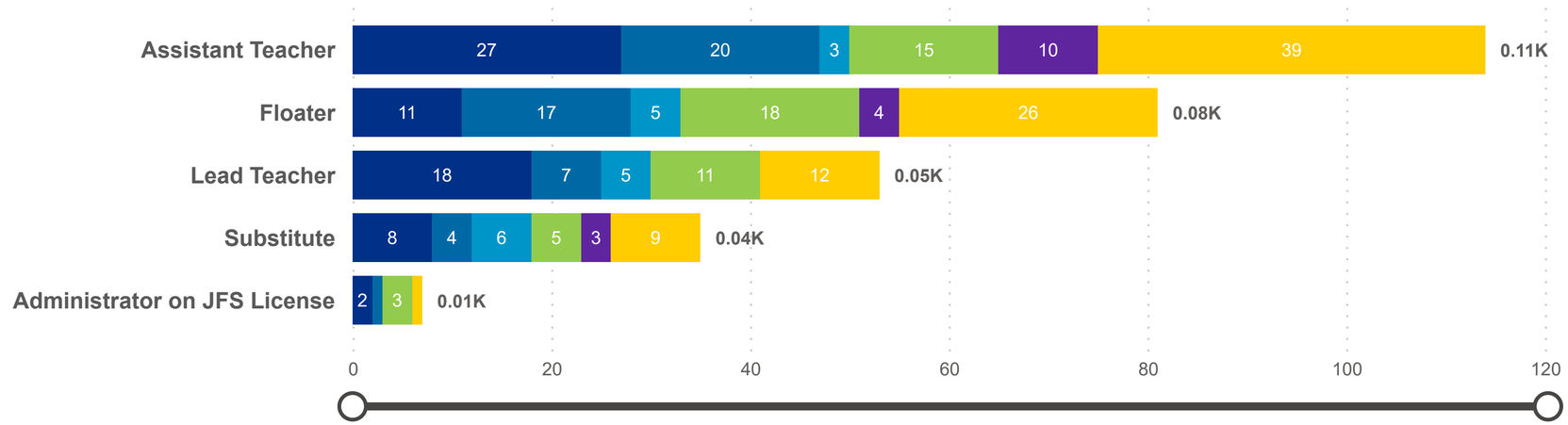
Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
6,470	330	6,140	5.10%

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	4,139	3,040	62.60%	209	3,930	5.05%	94.95%	1.79%	8.00%	2.83%	6.00	3.58
Wood OH	1,247	1,042	21.46%	70	1,177	5.61%	94.39%	1.99%	8.34%	2.96%	4.85	3.51
Defiance OH	275	207	4.26%	18	257	6.55%	93.45%	2.30%	13.82%	4.85%	5.94	3.77
Williams OH	180	129	2.66%	12	168	6.67%	93.33%	2.36%	8.33%	2.95%	5.28	4.21
Ottawa OH	176	145	2.99%	10	166	5.68%	94.32%	2.09%	9.09%	3.35%	5.94	3.90
Fulton OH	204	153	3.15%	9	195	4.41%	95.59%	1.53%	9.31%	3.23%	6.27	3.25
Henry OH	165	144	2.97%	1	164	0.61%	99.39%	0.21%	1.21%	0.41%	7.50	5.00
Paulding OH	84	69	1.42%	1	83	1.19%	98.81%	0.42%	4.76%	1.67%	4.05	3.11
Total	**6,470**	**4,856**	**100.00%**	**330**	**6,140**	**5.10%**	**94.90%**	**1.81%**	**8.18%**	**2.89%**	**5.70**	**3.61**

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

Created Date: 2/13/2024

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

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

NUMBER OF WORKERS

TOTAL LEAVER	TOTAL STAYER
330	6,140

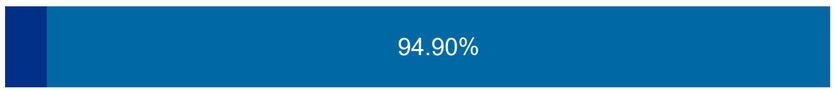
AVG ECE DURATION (In Years)

LEAVER	STAYER
3.06	5.72

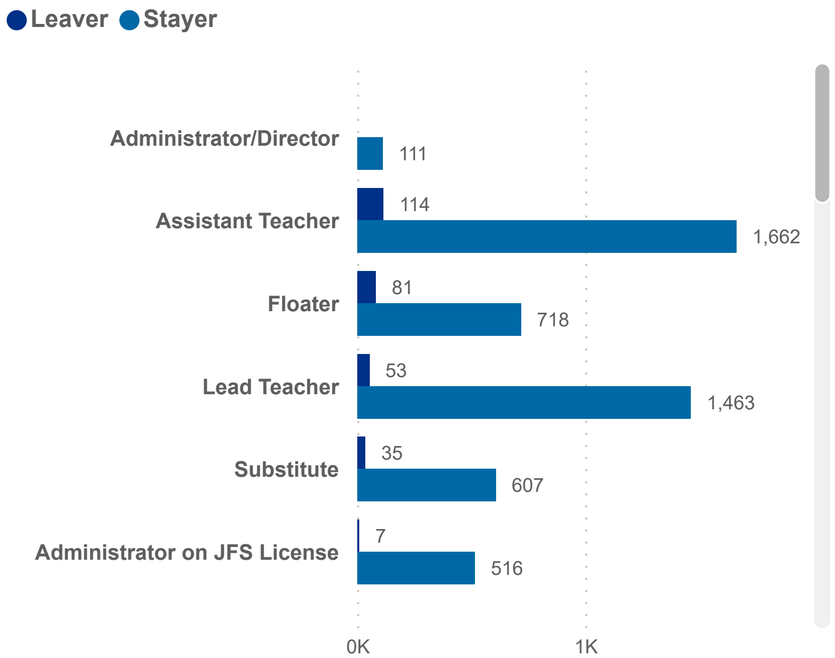
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
12.87	15.00

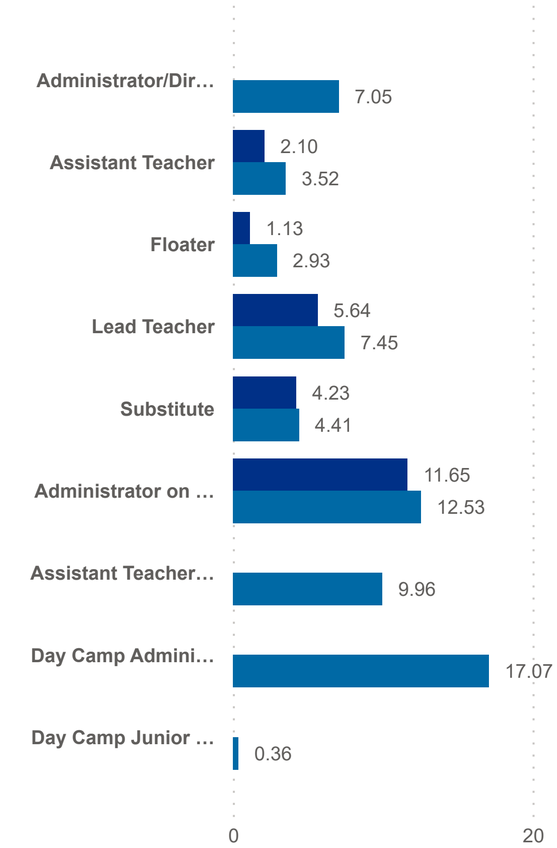
Leaver % Stayer %



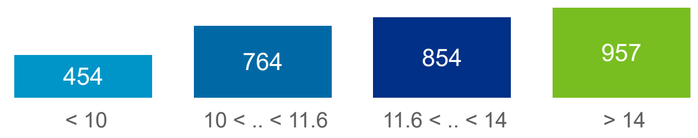
Leaver Stayer



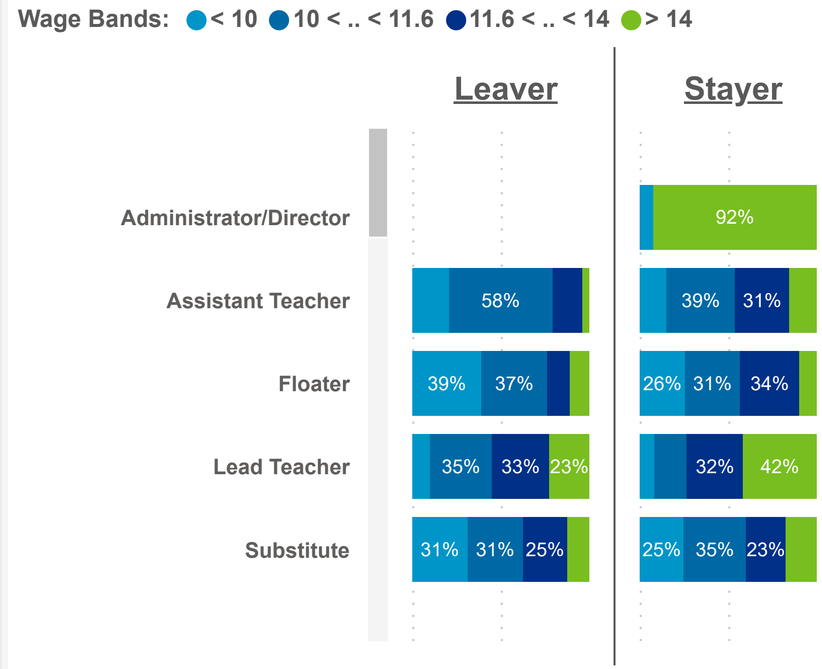
Worker Status: Leaver Stayer



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: 2/13/2024

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

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

NUMBER OF WORKERS

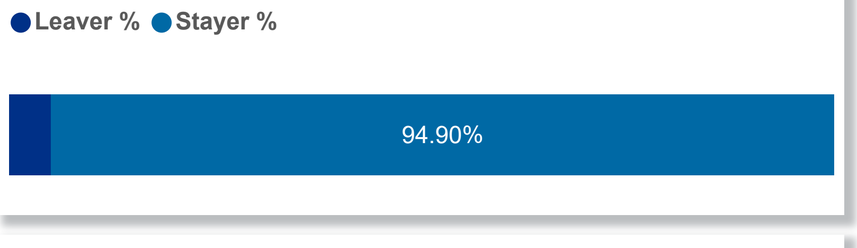
LEAVER	STAYER
5.10%	94.90%

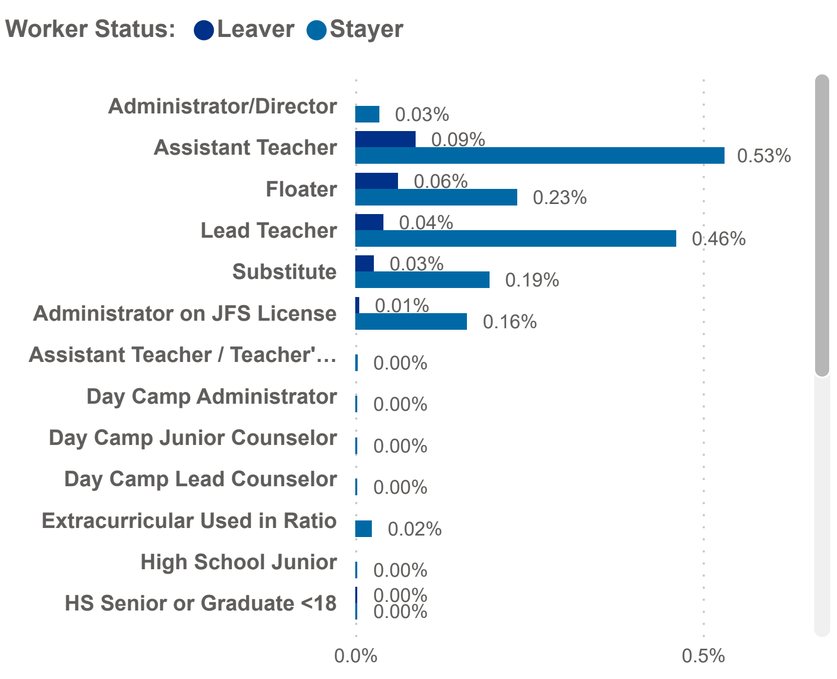
AVG ECE DURATION (In Years)

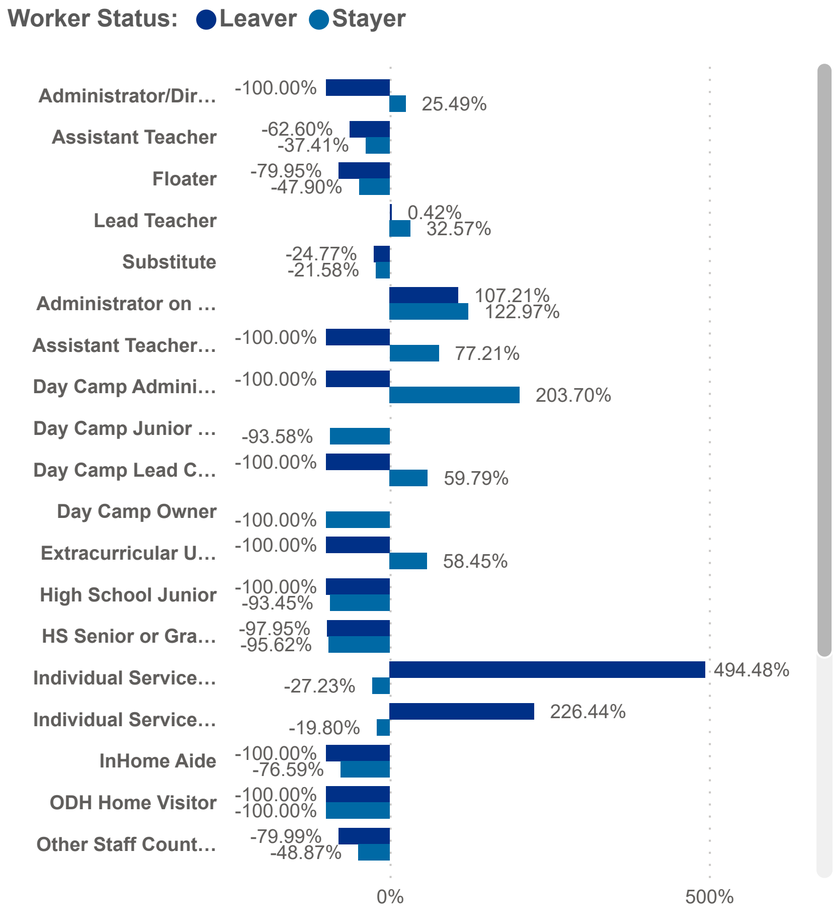
LEAVER	STAYER
3.06	5.72

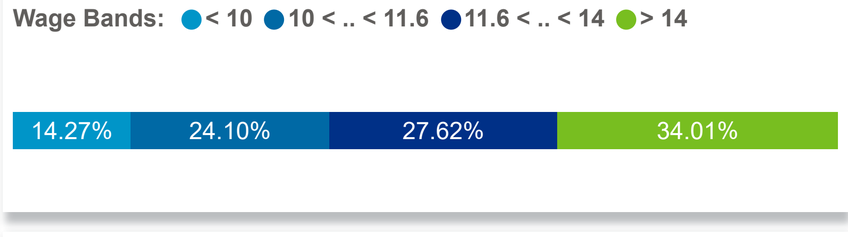
HOURLY WAGE BANDS (USD)

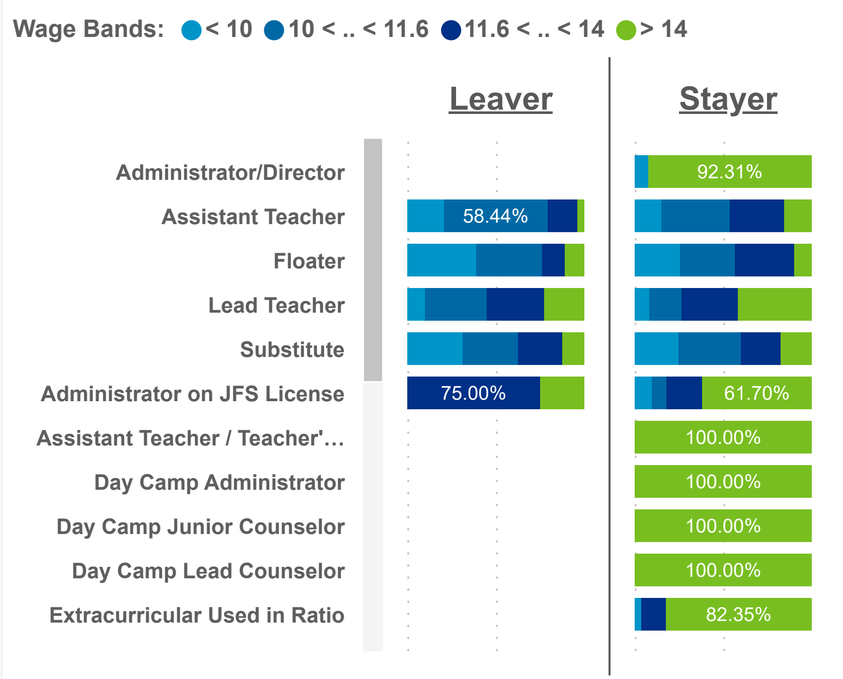
LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
12.87	15.00











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

Created Date: 2/13/2024

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

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

LEAVER (Avg Career Duration)

4.02

STAYER (Avg Career Duration)

8.43

TOTAL STAYER

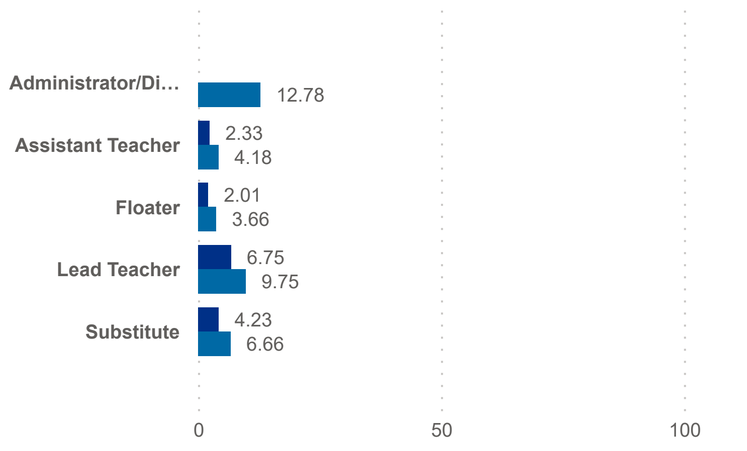
6,140

STAYER (Promotion)

31

Avg Career Duration by Job Title

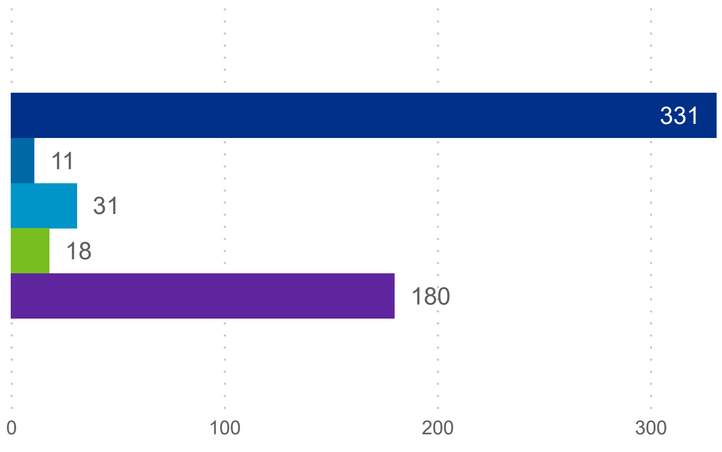
Worker Status: Leaver Stayer



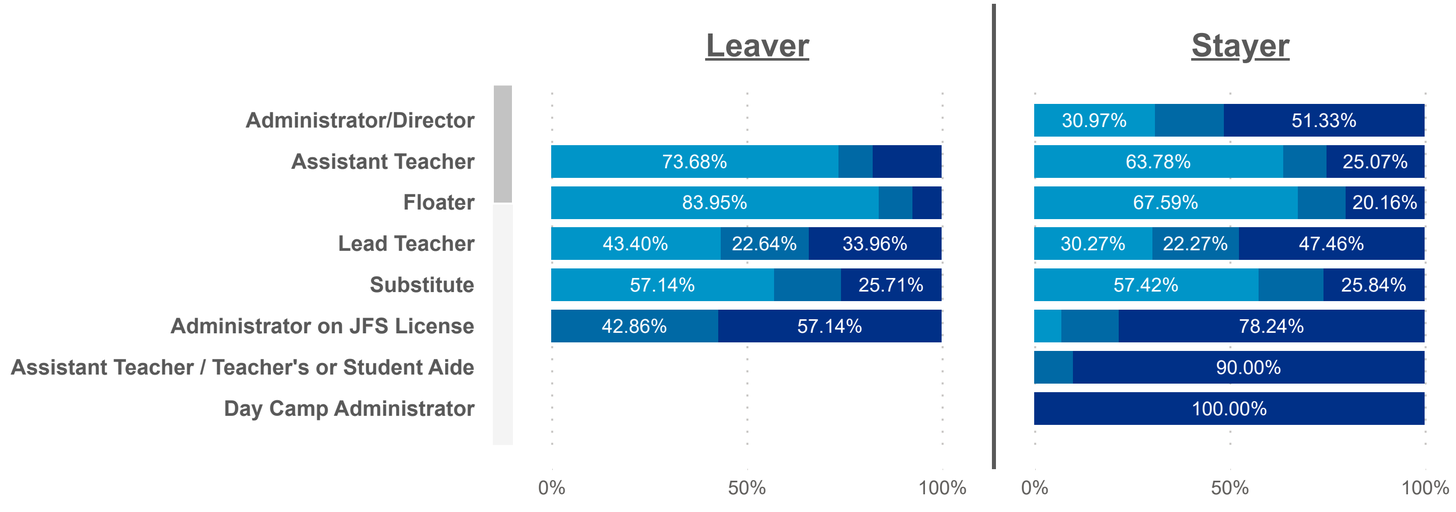
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Defiance	Administrator/Director	2.30		Early	10.71	5.00
Fulton	Administrator/Director	1.72		Early	16.67	5.00
Henry	Administrator/Director	2.30		Early	8.50	5.00
Lucas	Administrator/Director	1.41		Early	7.45	5.00
Ottawa	Administrator/Director	2.34		Early	73.00	
Williams	Administrator/Director	0.74		Early	13.67	5.00
Wood	Administrator/Director	1.90		Early	5.33	
Defiance	Administrator/Director	1.09	20.00	Early	10.77	
Fulton	Administrator/Director	0.21	20.00	Early	3.75	5.00
Henry	Administrator/Director	1.27	20.00	Early	10.25	5.00
Fulton	Administrator/Director	0.21	25.00	Early	3.75	5.00
Ottawa	Administrator/Director	0.19	29.00	Early	4.83	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: 2/13/2024

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

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

LEAVER (Avg Career Duration)

4.02

STAYER (Avg Career Duration)

8.43

TOTAL STAYER

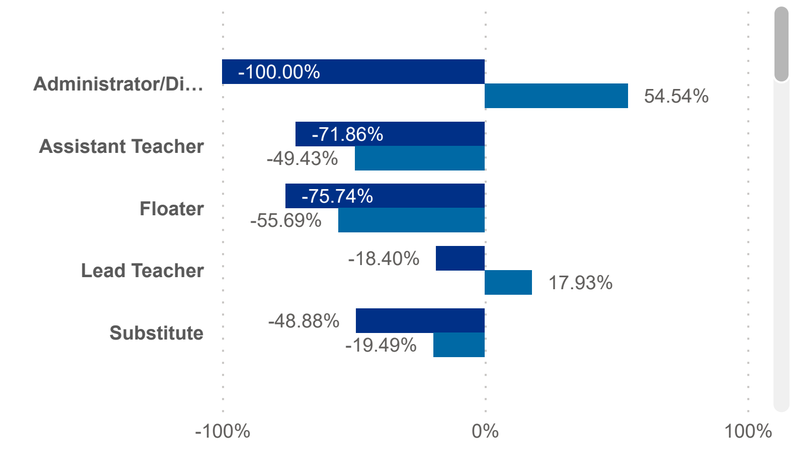
6,140

STAYER (Promotion)

31

Avg Career Duration by Job Title vs Mean

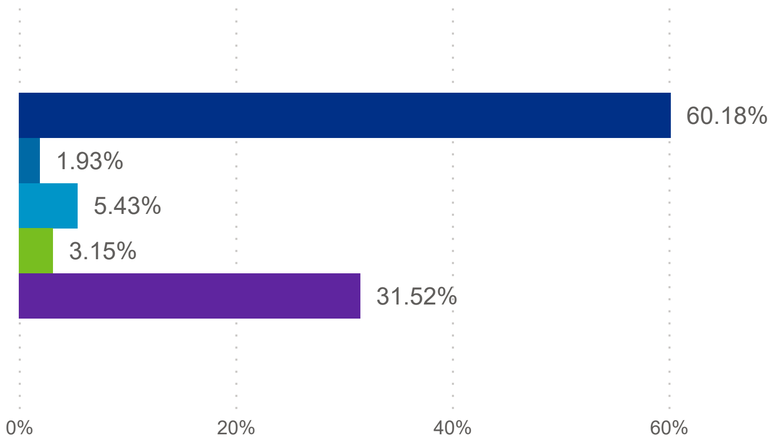
Worker Status: Leaver Stayer



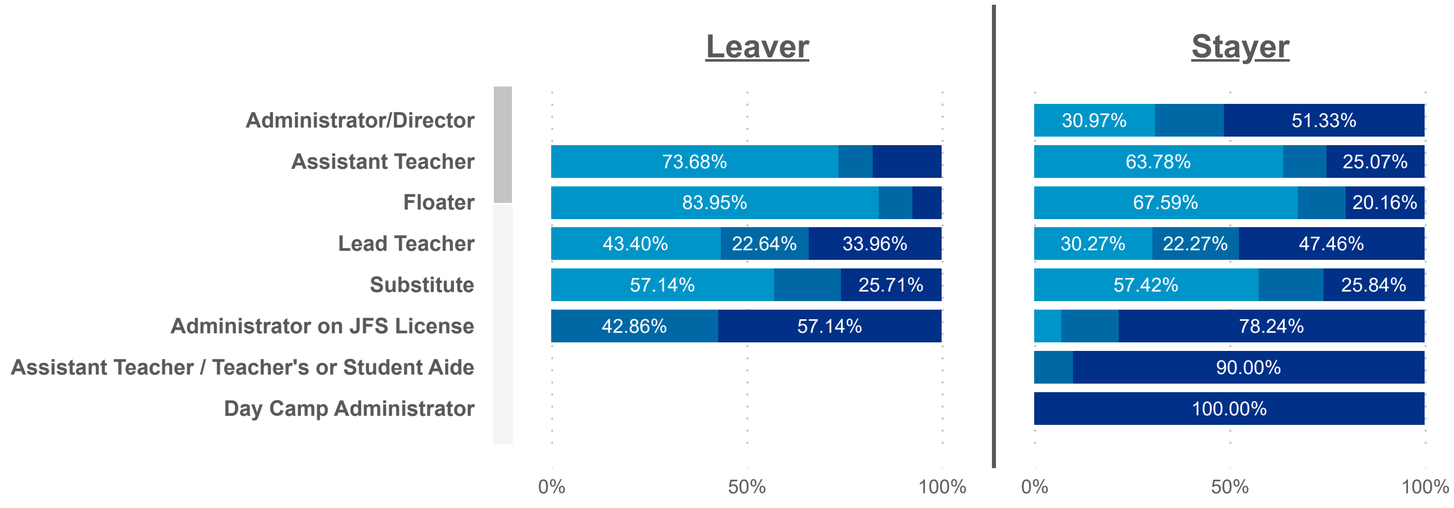
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Lucas	Program Management Used in Ratio	0.00	14.50	Senior	7.31	3.00
Williams	Floater	0.01	17.00	Early	3.18	
Lucas	Other Staff Counted In Ratio	0.01	14.50	Mid	4.85	5.00
Henry	Other Staff Not Counted in Ratio	0.01	14.86	Early	7.67	5.00
Lucas	Driver	0.01	14.00	Early	4.17	3.00
Lucas	Assistant Teacher	0.03	17.56	Early	3.71	5.00
Paulding	Assistant Teacher	0.03	9.00	Senior	2.67	2.00
Ottawa	Floater	0.03		Early	6.60	3.00
Lucas	Extracurricular Used in Ratio	0.03	16.05	Mid	6.59	4.00
Lucas	Assistant Teacher	0.04	11.25	Early	6.29	5.00
Lucas	Floater	0.04	22.00	Mid	6.85	5.00
Lucas	Substitute	0.04	22.00	Mid	6.85	5.00

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Seniority: Early Mid Senior



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

Created Date: 2/13/2024

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

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

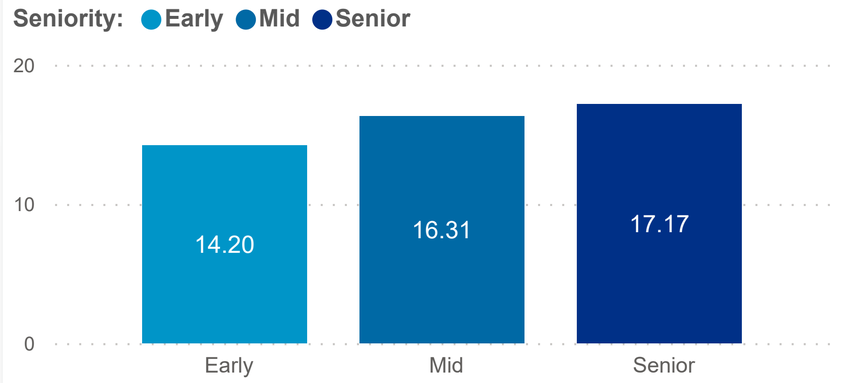
PAY MEDIAN (USD)

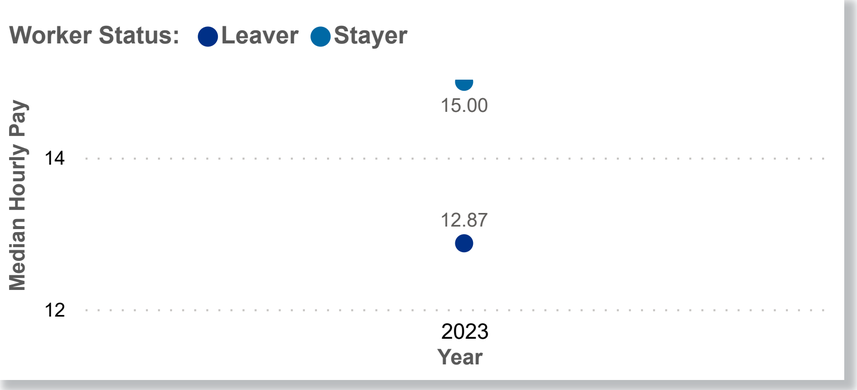
LEAVER	STAYER
12.87	15.00

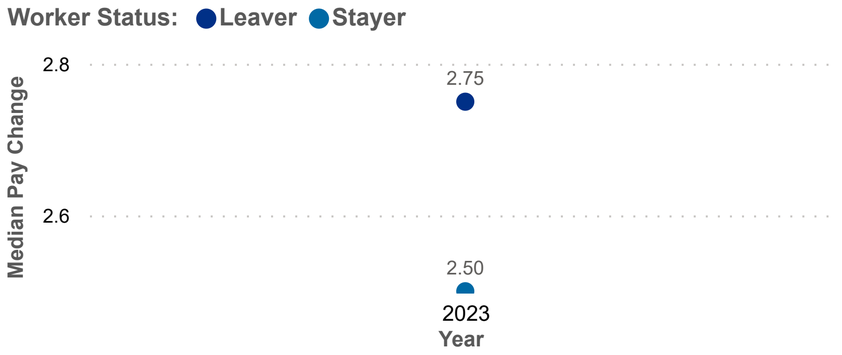
PAY PROGRESSION (USD)

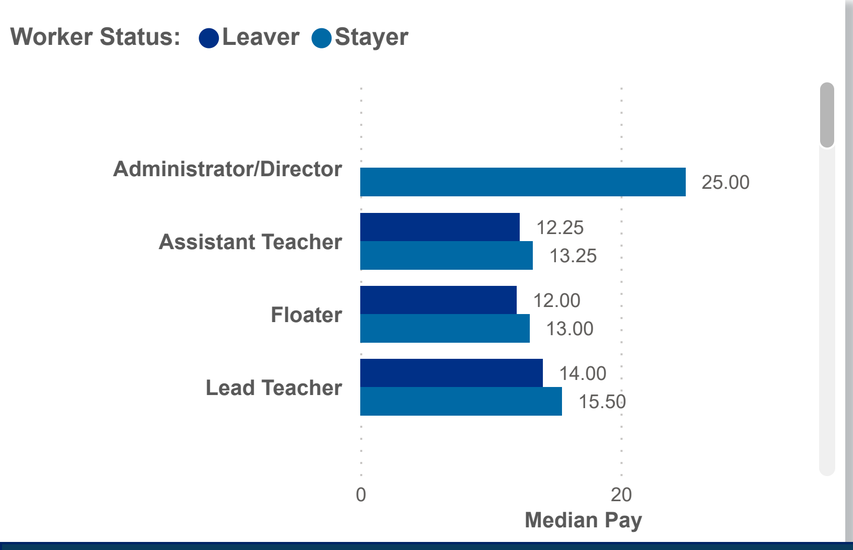
LEAVER	STAYER
0.62	0.61

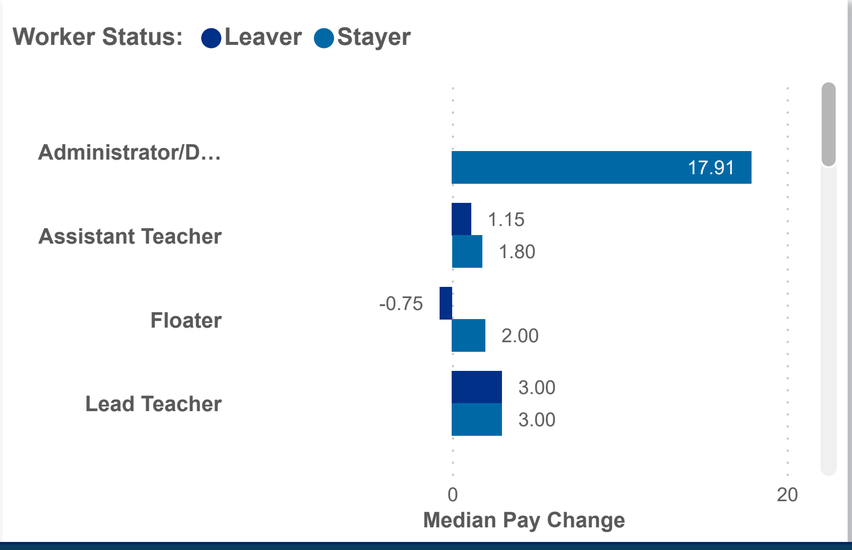
PAY & CAREER SENIORITY (USD)

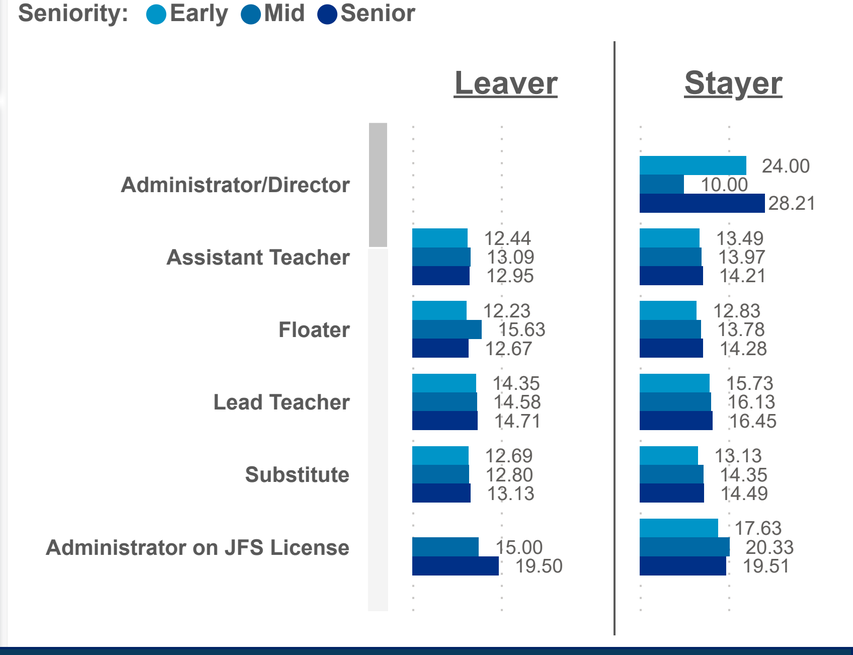












Workforce and Program Analysis Platform (WPAP): COMPENSATION - PERCENT

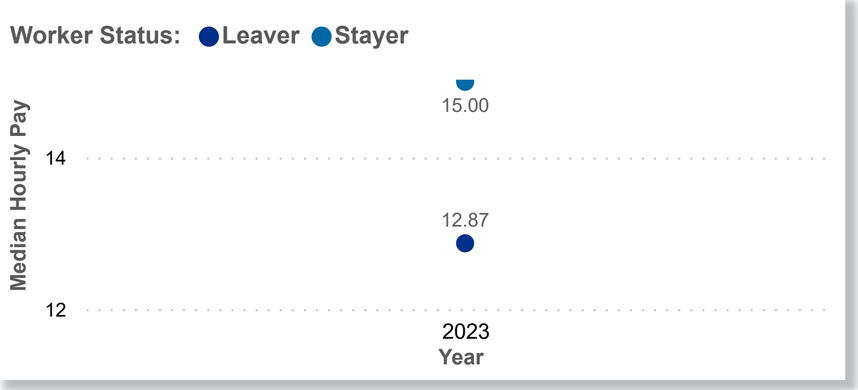
Created Date: 2/13/2024

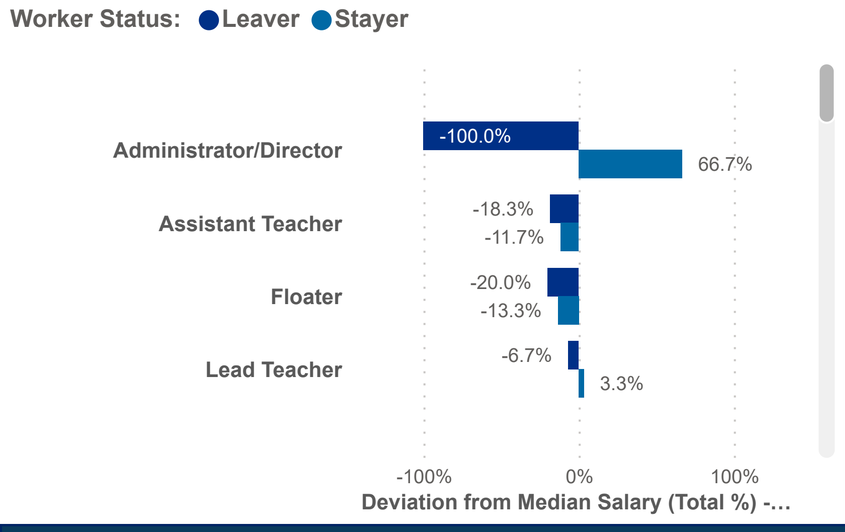
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

PAY MEDIAN (USD)

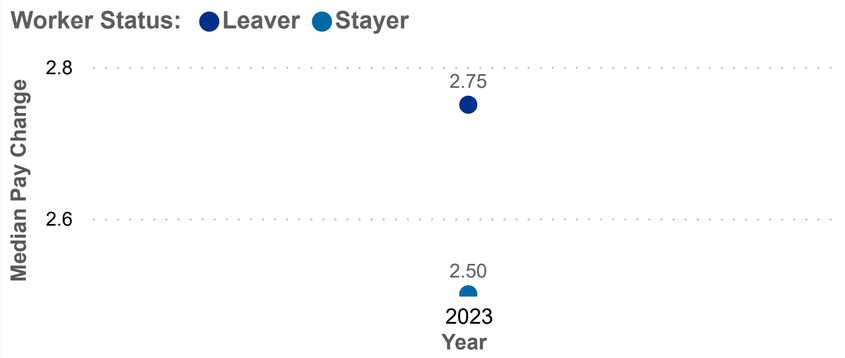
LEAVER	STAYER
12.87	15.00

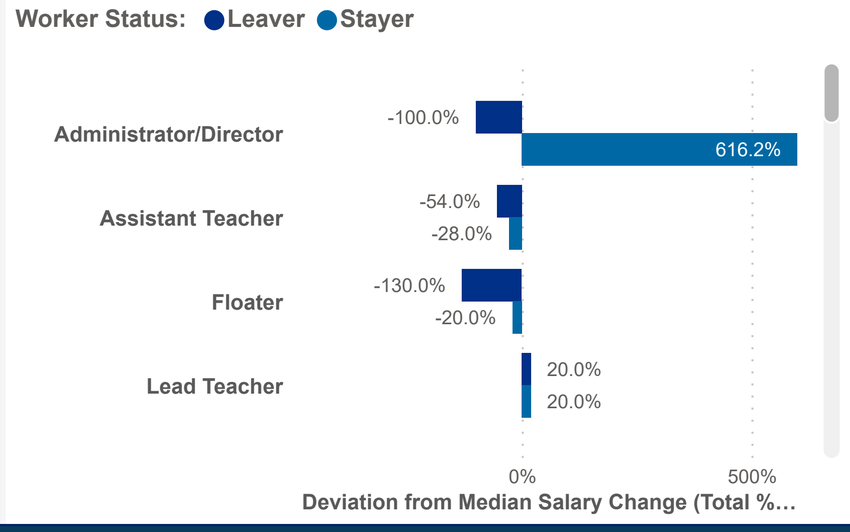




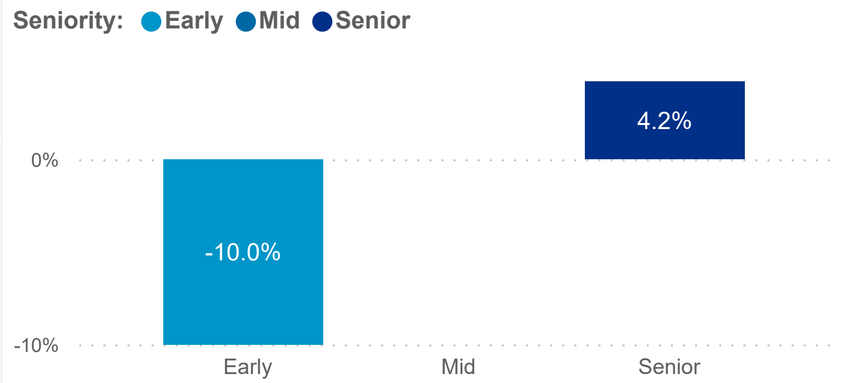
PAY PROGRESSION (USD)

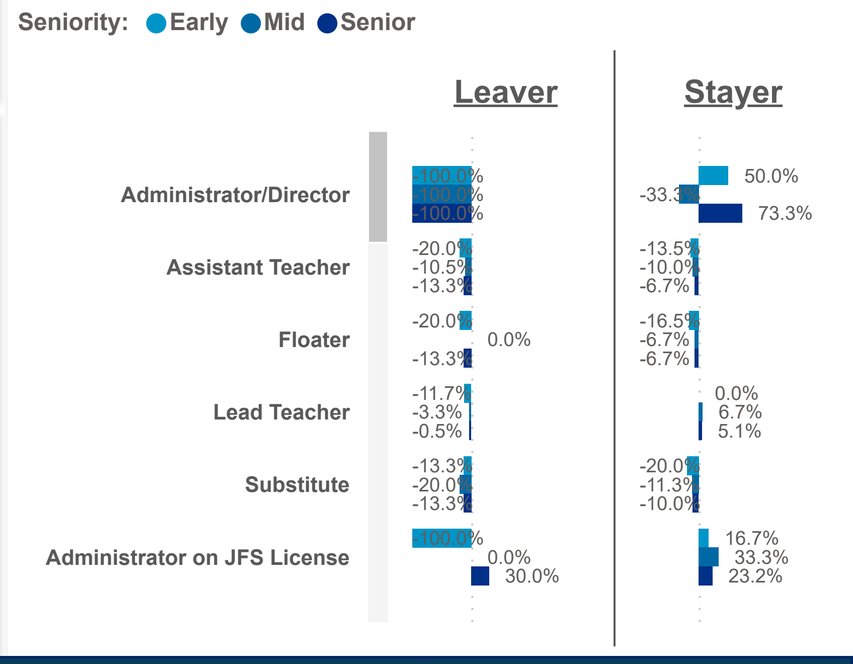
LEAVER	STAYER
0.62	0.61





PAY & CAREER SENIORITY (USD)





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

Created Date: 2/13/2024

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

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Workload Median (Total)

5.70

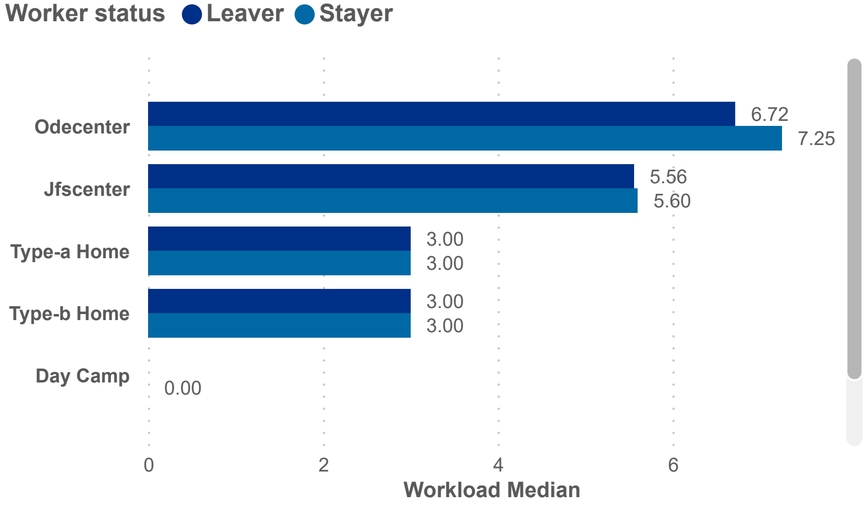
Workload Median (Leaver)

5.54

Workload Median (Stayer)

5.71

Workload Median



Star Rating Mean (Total)

3.61

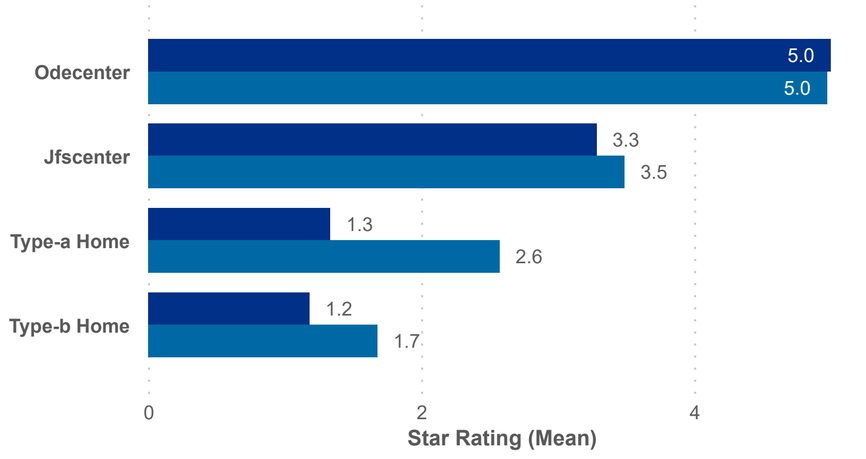
Star Rating Mean (Leaver)

3.33

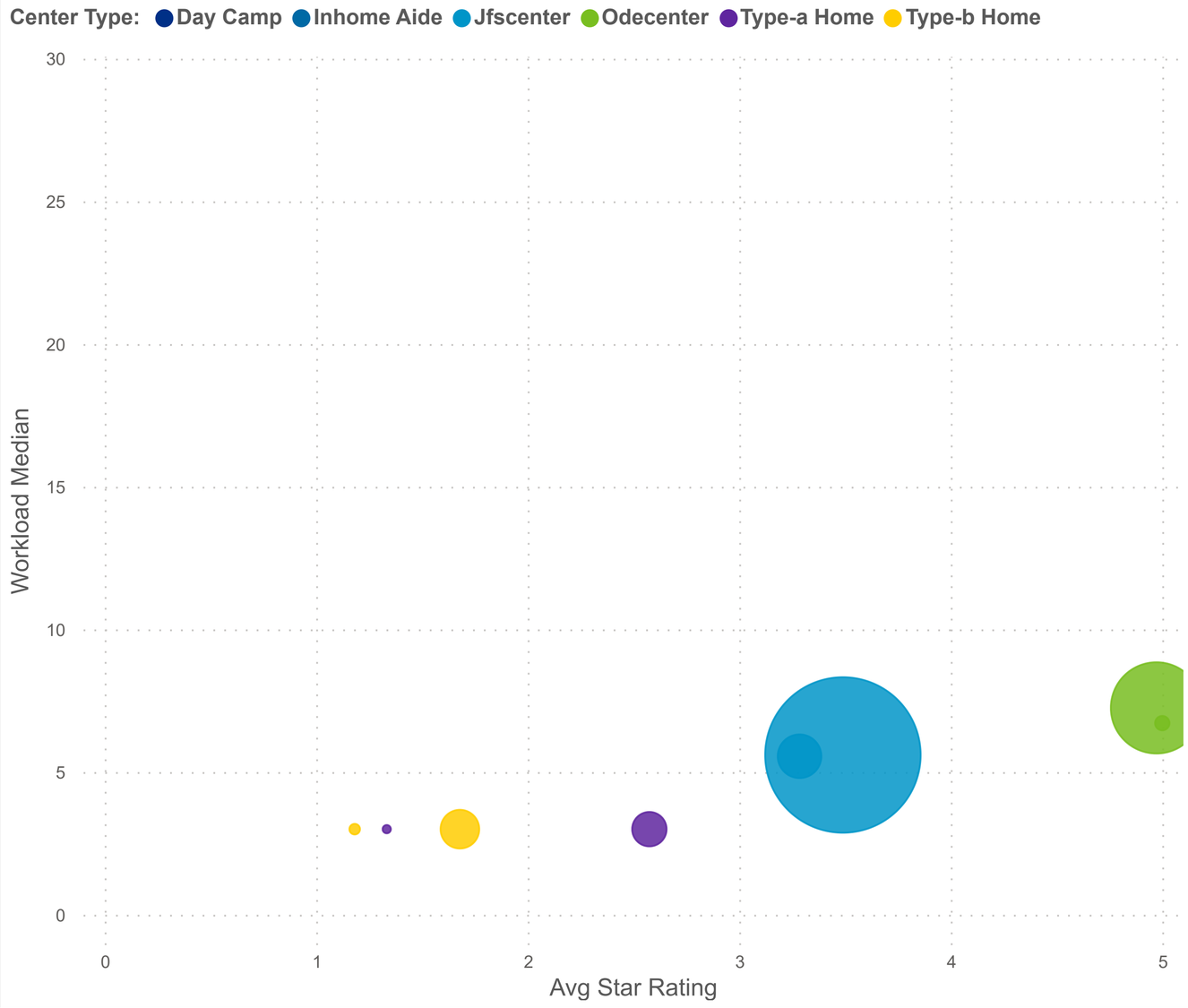
Star Rating Mean (Stayer)

3.62

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: 2/13/2024

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

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Workload Median (Total)

5.70

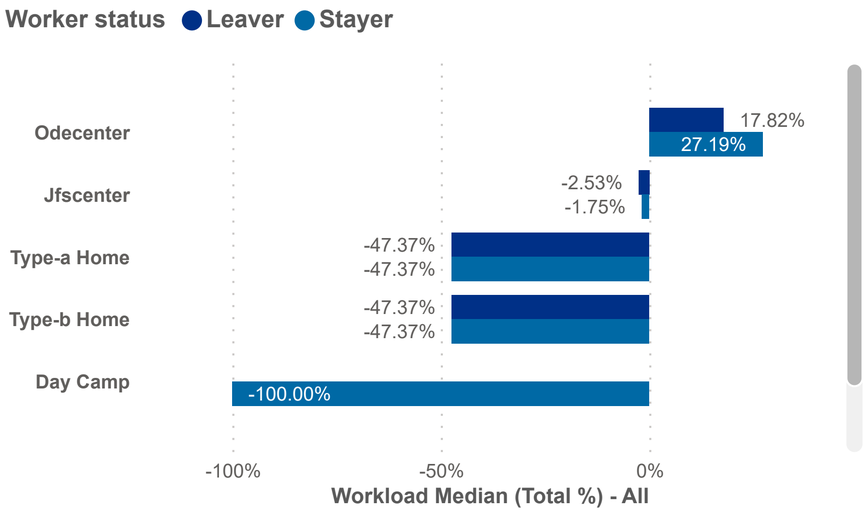
Workload Median (Leaver)

5.54

Workload Median (Stayer)

5.71

Workload Median (Total %)



Star Rating Mean (Total)

3.61

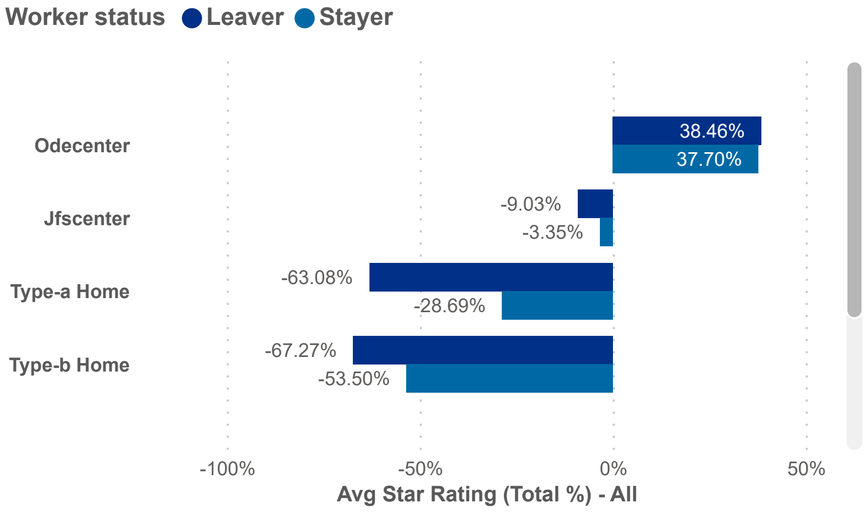
Star Rating Mean (Leaver)

3.33

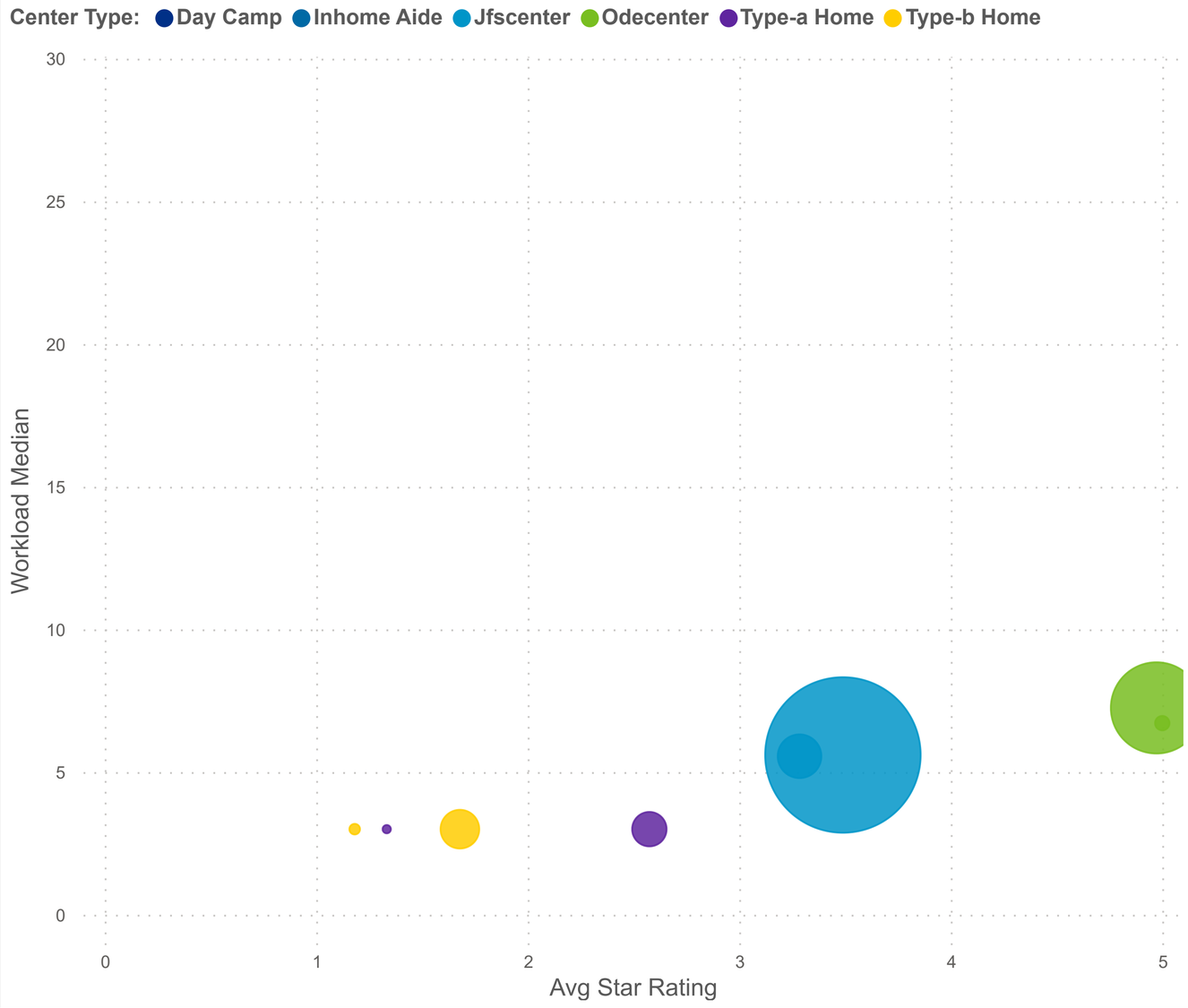
Star Rating Mean (Stayer)

3.62

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)

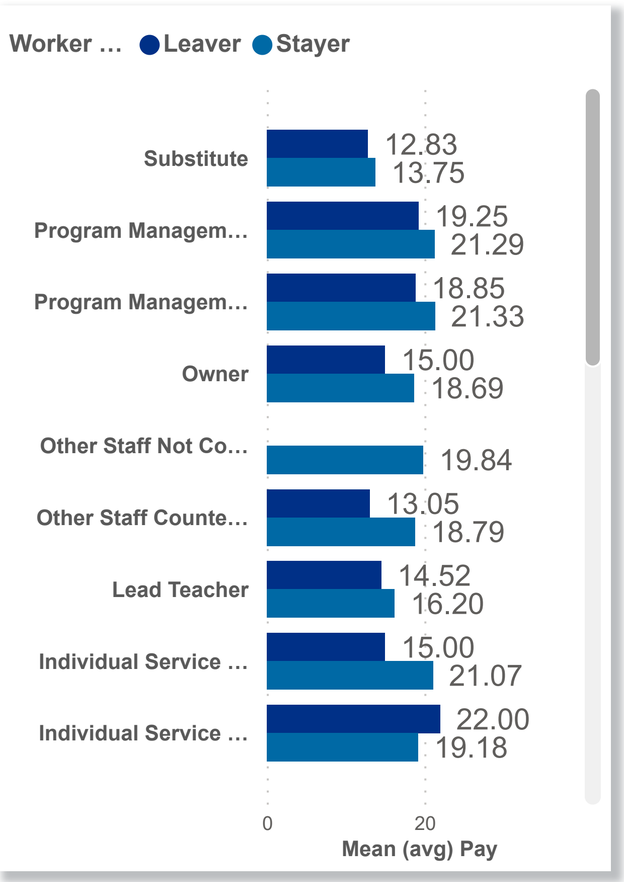
Created Date: 2/13/2024

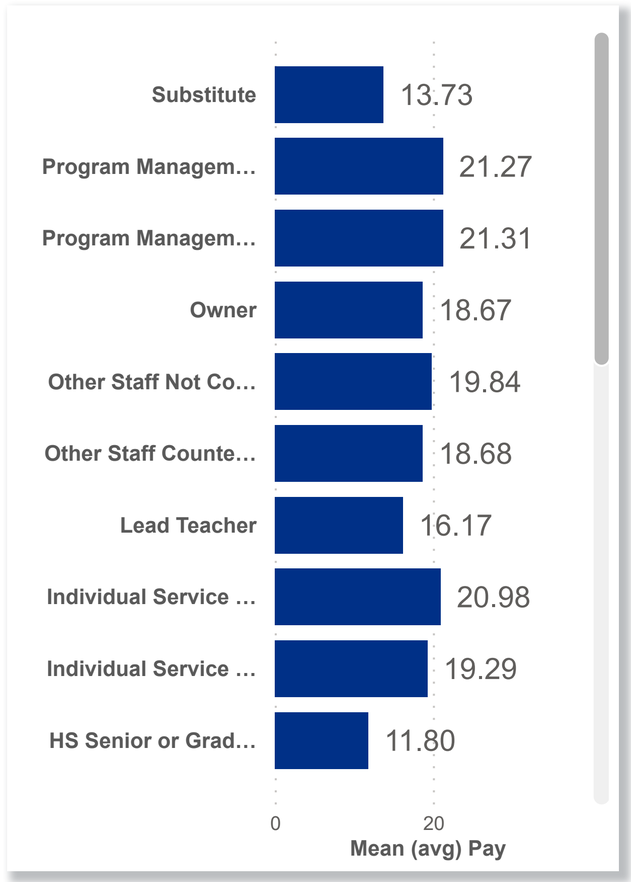
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: SDA 1 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

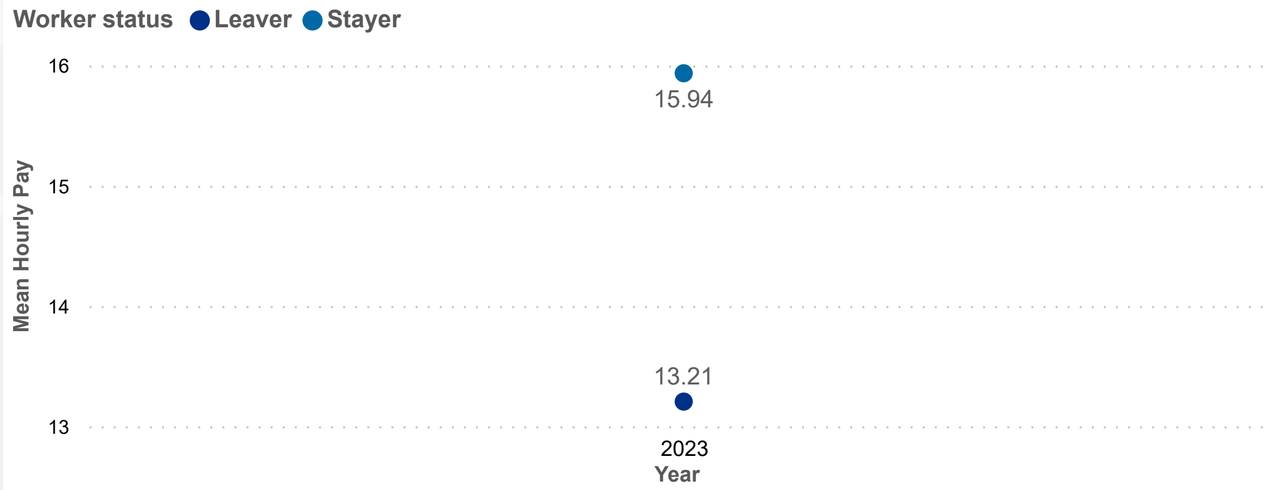
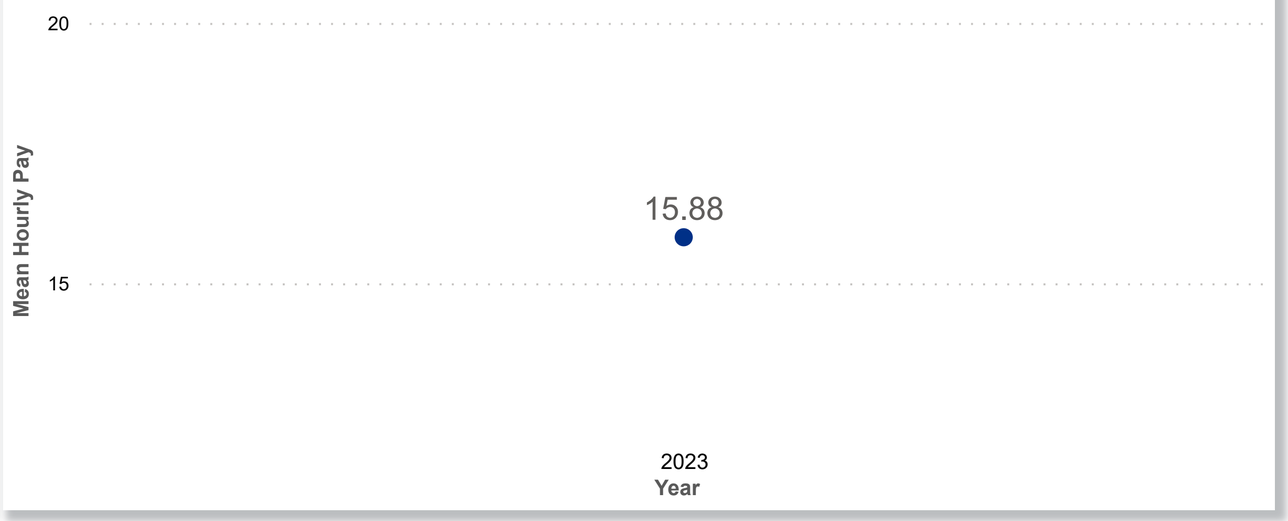
PAY MEAN (USD)

LEAVER	STAYER	COMBINED
13.21	15.94	15.88





Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status