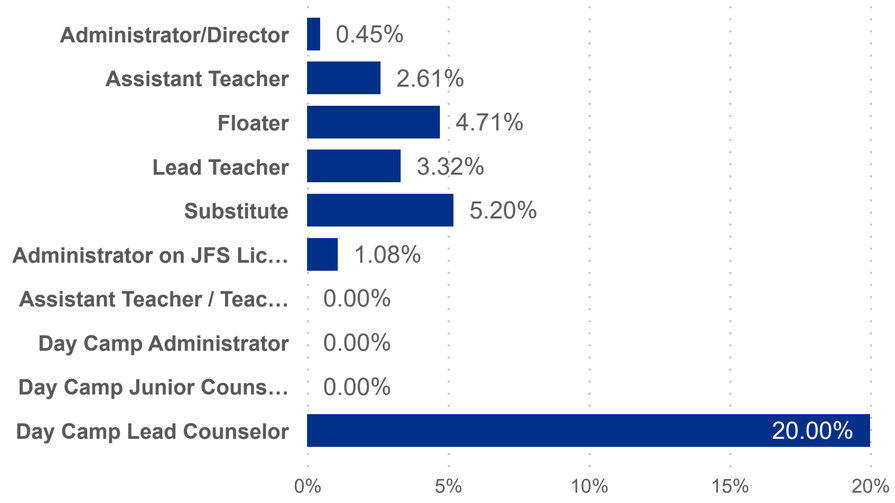
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 2/13/2024

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

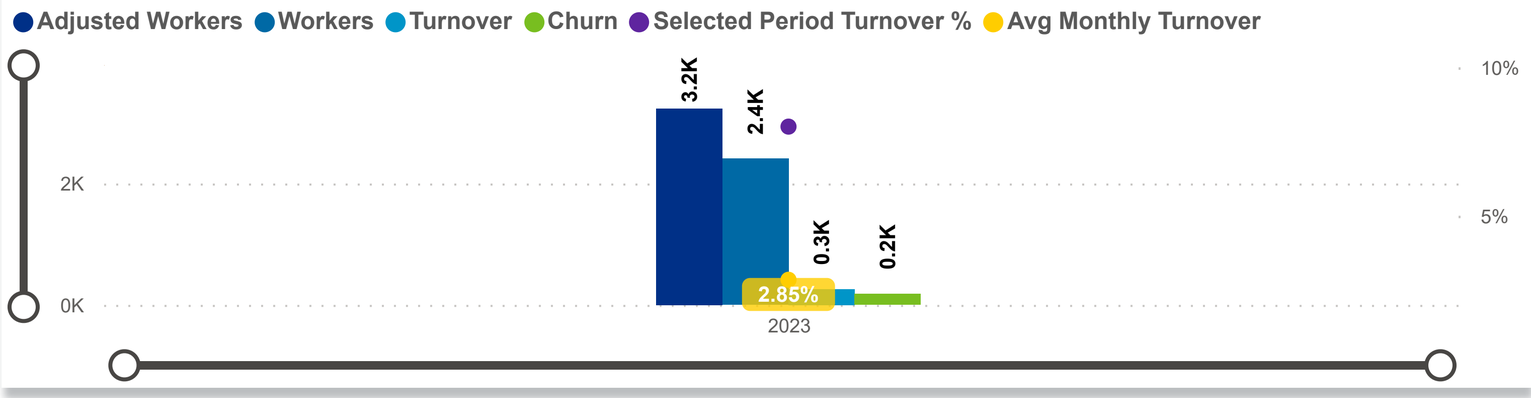
Date: 202310 202312 | SDA>County: SDA 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Avg Monthly Turnover Rates by Job Title

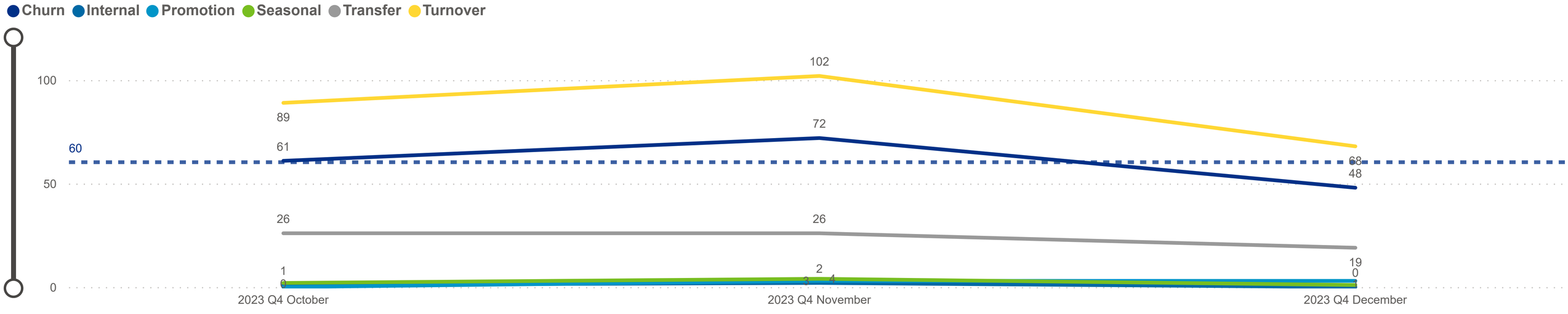


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
2.85%	3,235	181	3,054	8.01%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



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

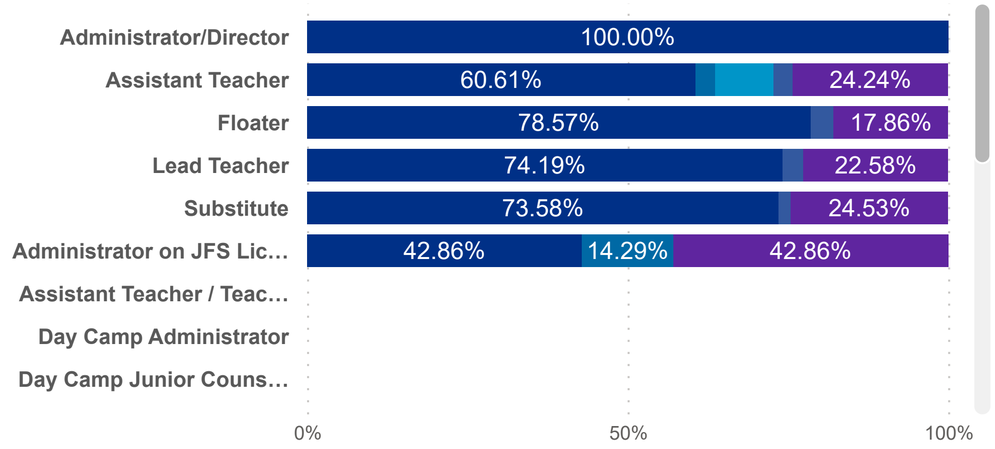
Created Date: 2/13/2024

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

Date: 202310 – 202312 | SDA>County: SDA 10 | Star Rating: All | Total Duration: 0.00 – 50.00 | Center Type: Multiple sele… | Education: All

Job Change Reasons by Job Title

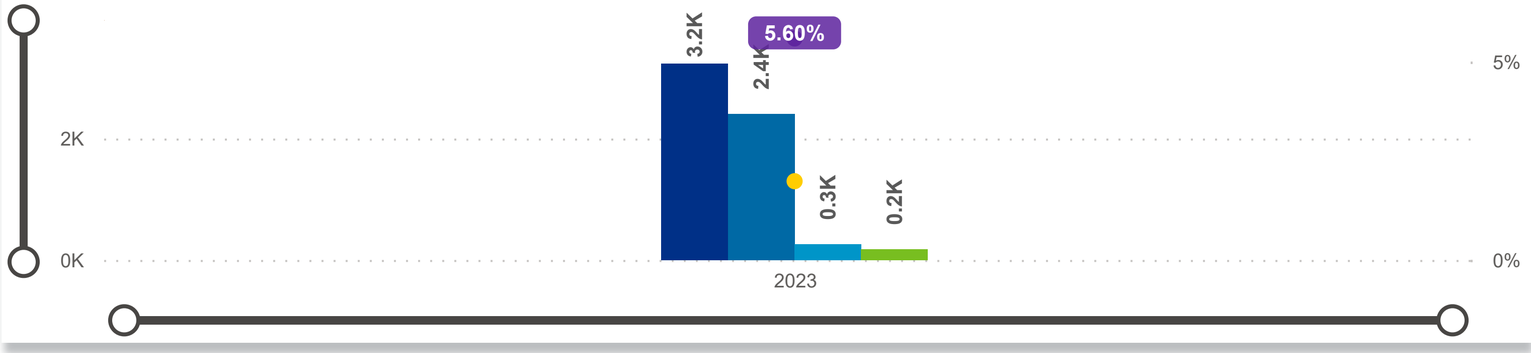
Churn Internal Promotion Seasonal Transfer



Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
1.99%	3,235	4.80	13.86	5.37

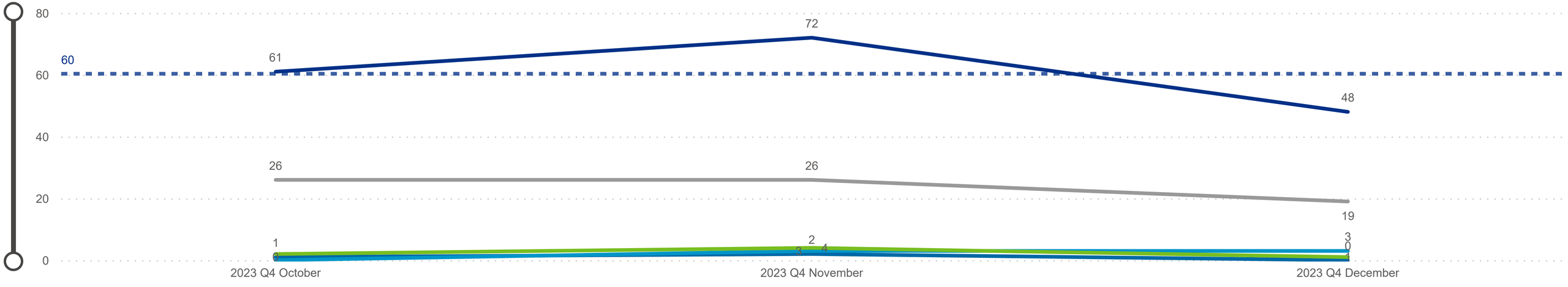
Avg Monthly Churn and Number of Workers

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



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer

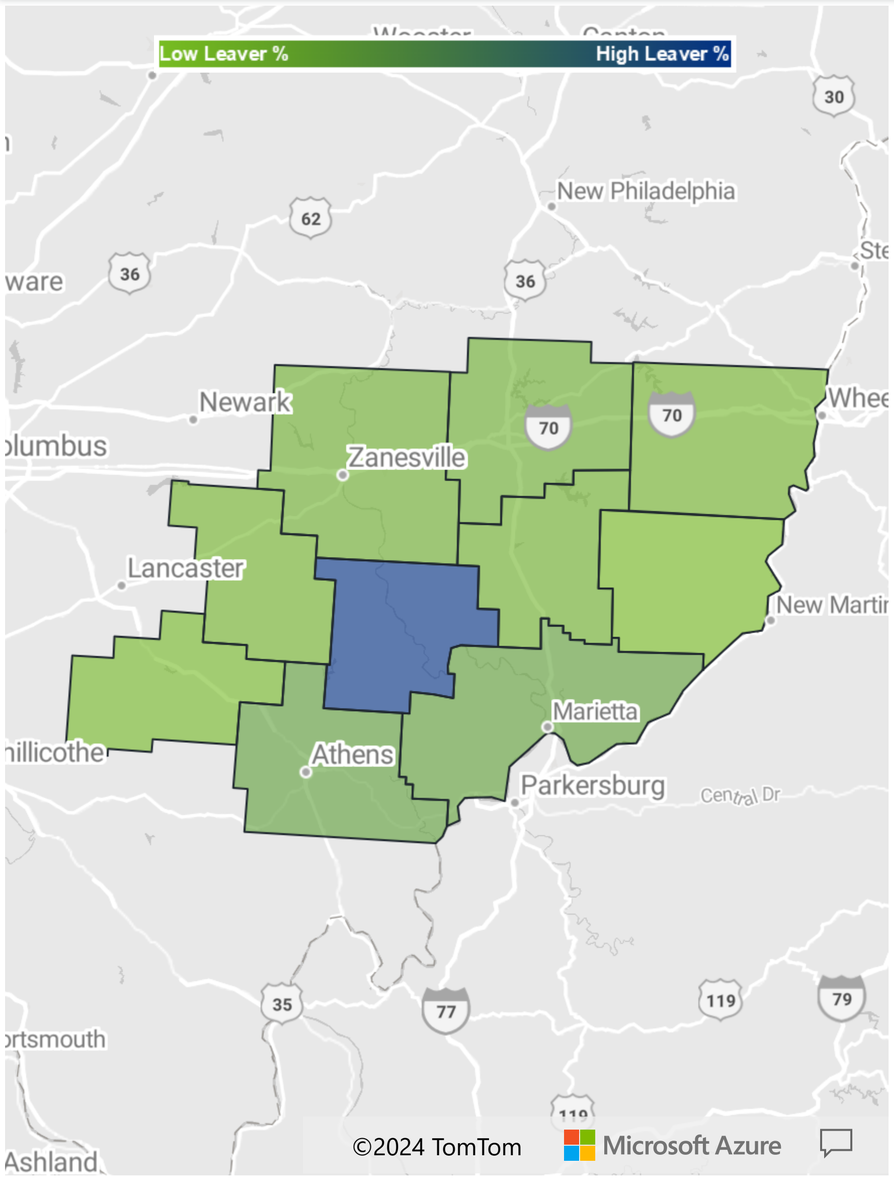


Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 2/13/2024

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

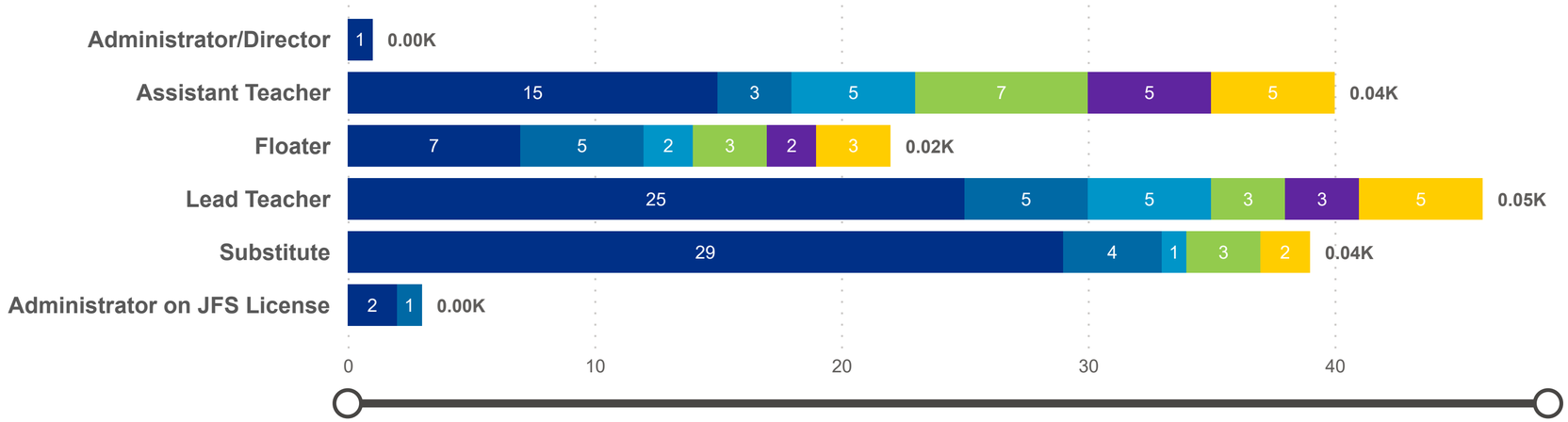
Date: 202310 202312 | SDA>County: SDA 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
3,235	181	3,054	5.60%

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
Athens OH	670	562	23.32%	51	619	7.61%	92.39%	2.76%	10.90%	3.94%	2.78	3.64
Washington OH	518	345	14.32%	37	481	7.14%	92.86%	2.57%	10.04%	3.61%	4.27	2.95
Morgan OH	102	87	3.61%	32	70	31.37%	68.63%	12.08%	33.33%	12.83%	5.00	3.74
Muskingum OH	725	523	21.70%	28	697	3.86%	96.14%	1.37%	6.76%	2.39%	6.90	2.98
Guernsey OH	270	223	9.25%	11	259	4.07%	95.93%	1.43%	5.19%	1.83%	5.57	4.35
Belmont OH	297	240	9.96%	8	289	2.69%	97.31%	0.95%	5.72%	2.02%	6.00	4.30
Perry OH	222	174	7.22%	6	216	2.70%	97.30%	0.93%	3.60%	1.24%	6.00	4.47
Noble OH	130	107	4.44%	4	126	3.08%	96.92%	1.09%	3.08%	1.09%	3.85	3.68
Hocking OH	176	131	5.44%	3	173	1.70%	98.30%	0.60%	3.98%	1.41%	6.75	4.40
Total	**3,235**	**2,410**	**100.00%**	**181**	**3,054**	**5.60%**	**94.40%**	**1.99%**	**8.01%**	**2.85%**	**4.80**	**3.60**

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 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

NUMBER OF WORKERS

TOTAL LEAVER	TOTAL STAYER
181	3,054

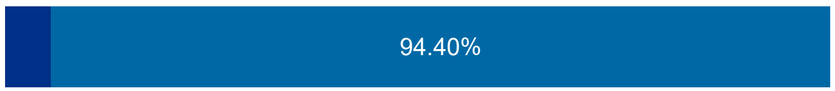
AVG ECE DURATION (In Years)

LEAVER	STAYER
2.97	5.45

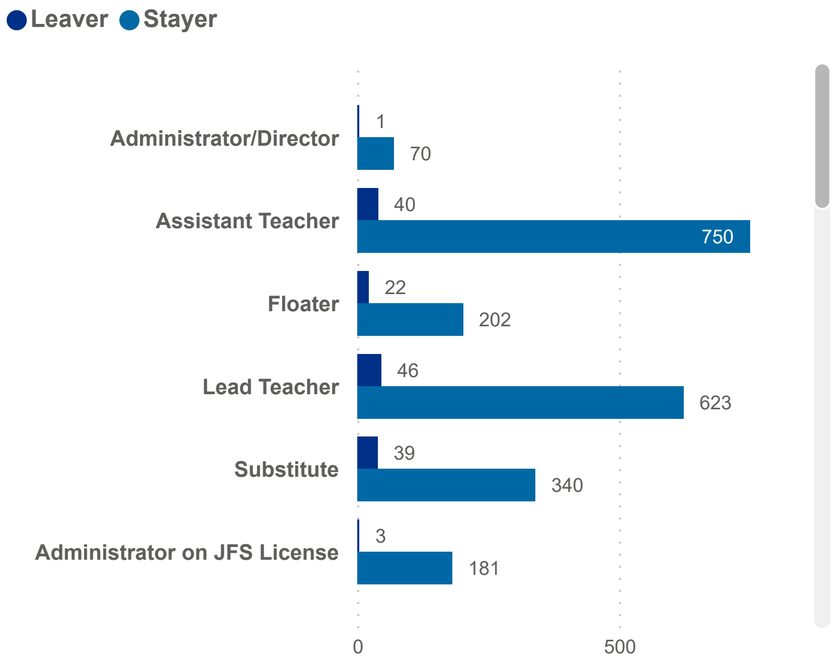
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
12.61	13.92

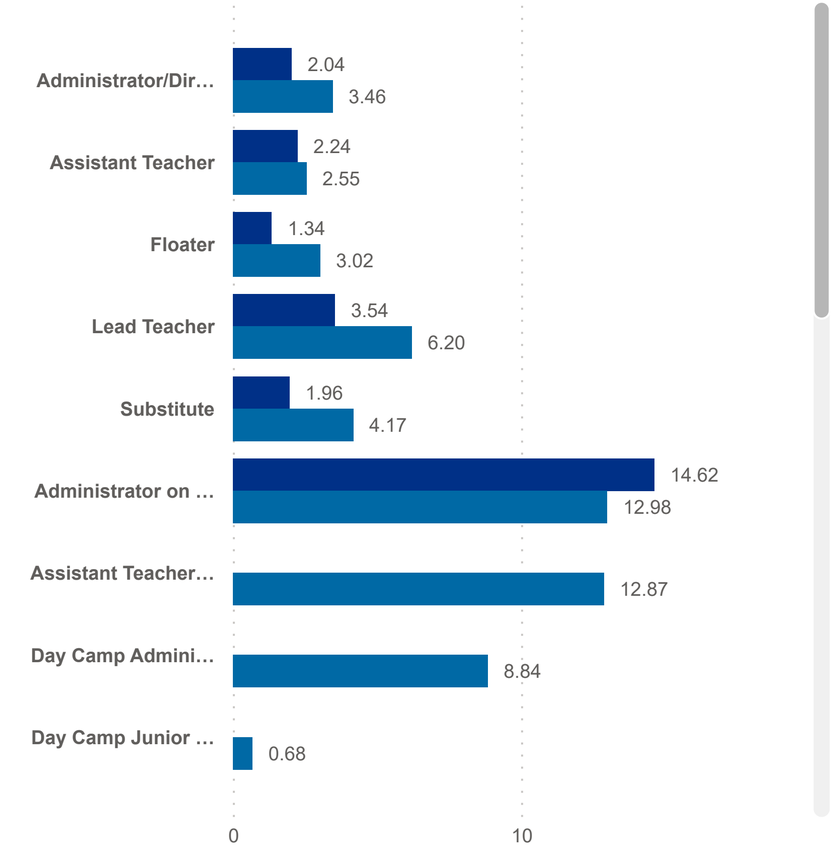
Leaver % Stayer %



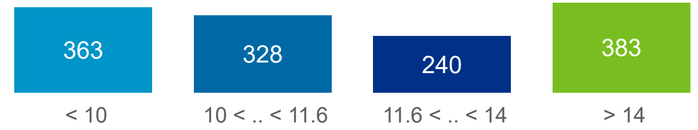
Leaver Stayer



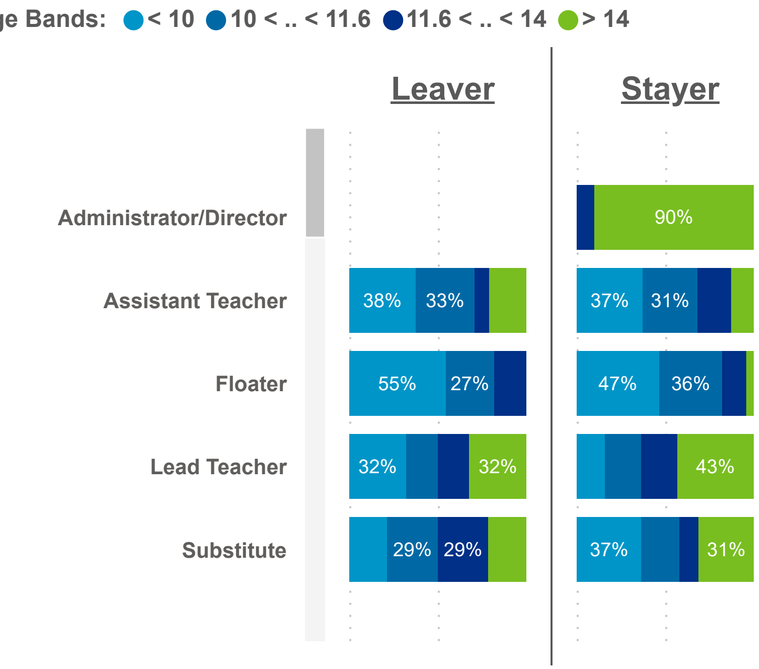
Worker Status: Leaver Stayer



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 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

NUMBER OF WORKERS

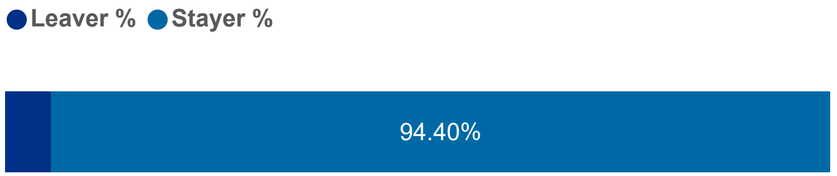
LEAVER	STAYER
5.60%	94.40%

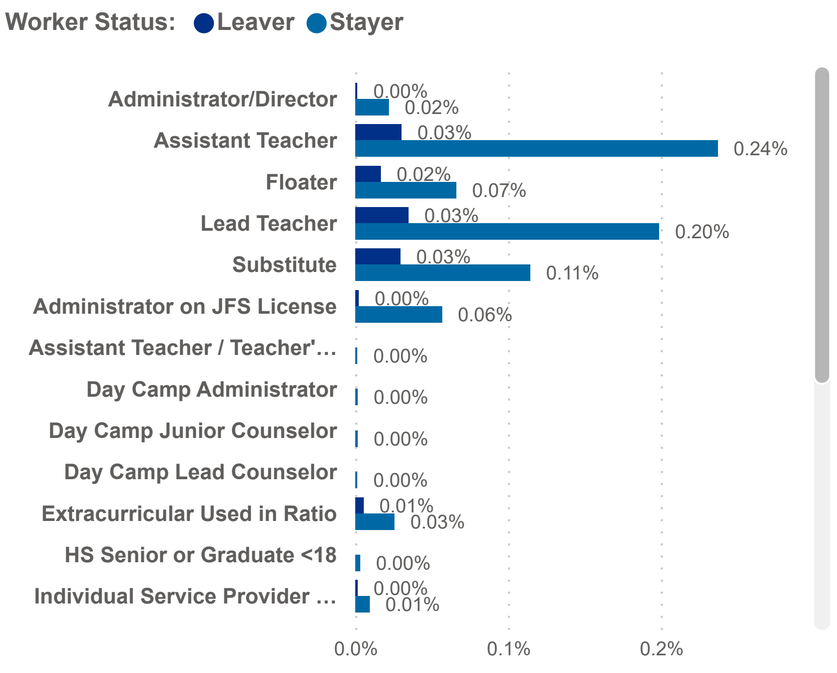
AVG ECE DURATION (In Years)

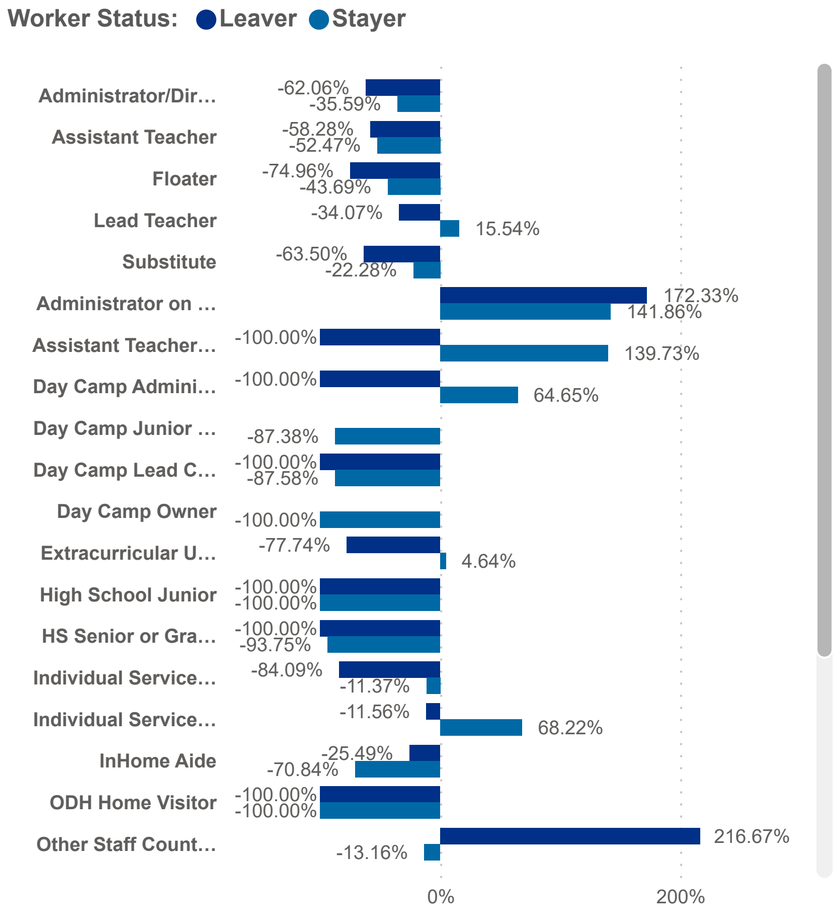
LEAVER	STAYER
2.97	5.45

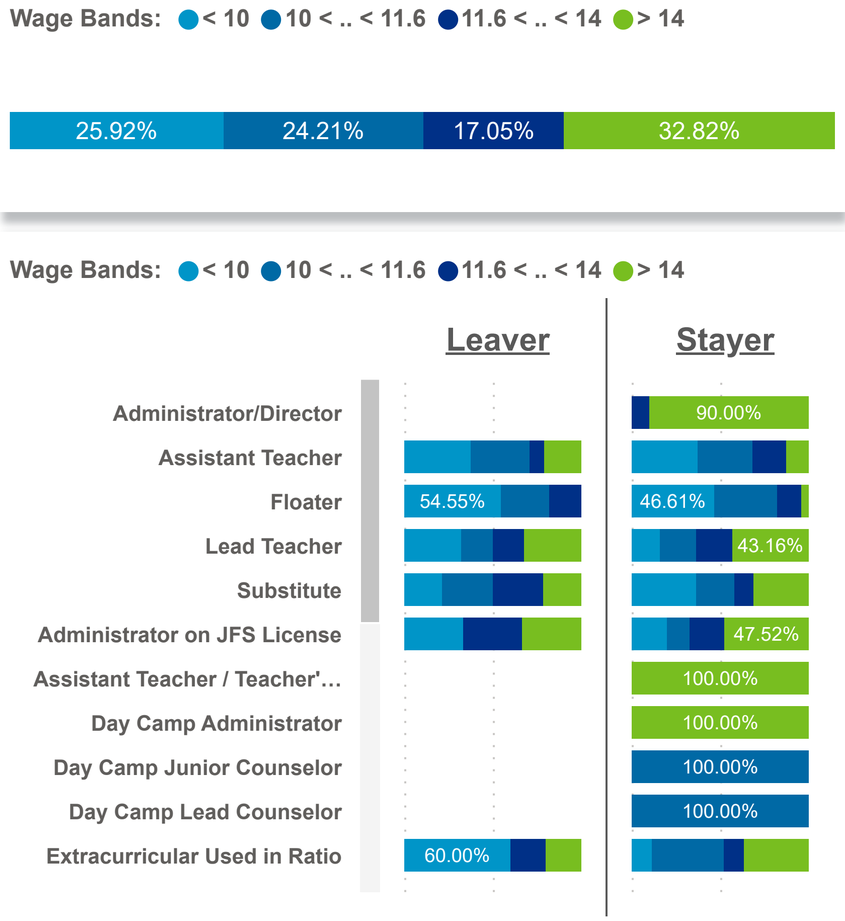
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
12.61	13.92









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 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

LEAVER (Avg Career Duration)

3.21

STAYER (Avg Career Duration)

9.19

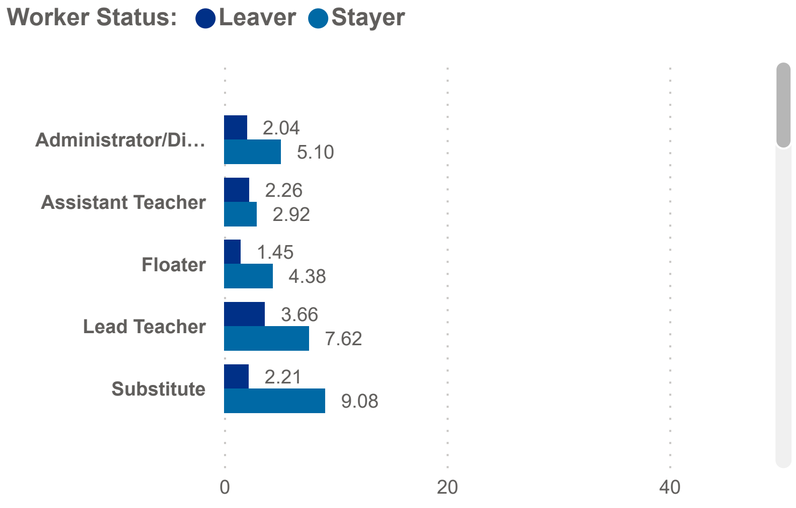
TOTAL STAYER

3,054

STAYER (Promotion)

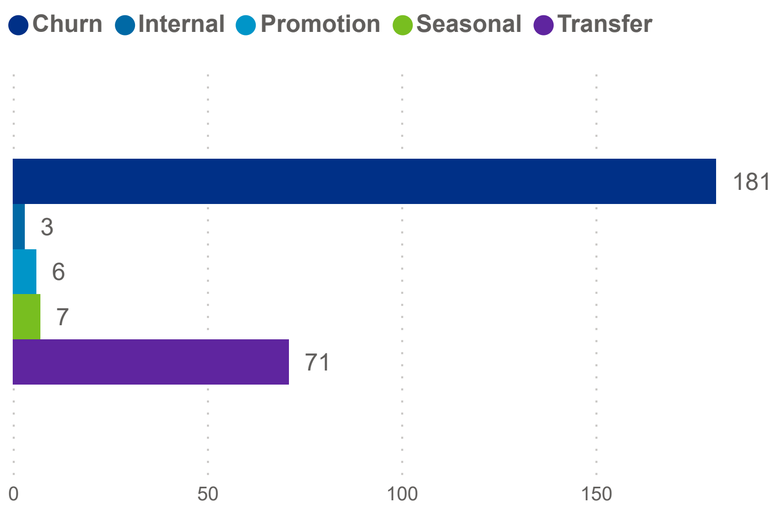
6

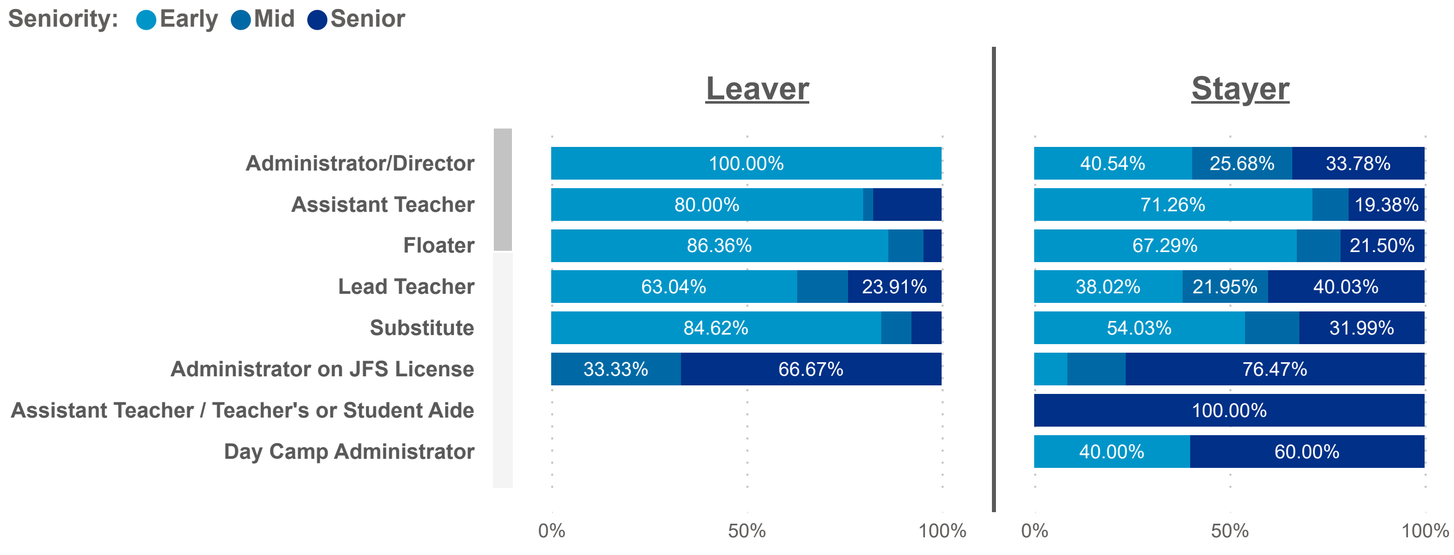
Avg Career Duration by Job Title



County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Athens	Administrator/Director	2.70		Early	4.00	5.00
Belmont	Administrator/Director	1.46		Early	4.79	5.00
Guernsey	Administrator/Director	1.00		Early	16.00	
Hocking	Administrator/Director	1.84		Early	11.38	
Morgan	Administrator/Director	2.00		Early	189.67	
Muskingum	Administrator/Director	0.95		Early	25.73	
Perry	Administrator/Director	0.24		Early	7.67	5.00
Washington	Administrator/Director	0.34		Early	4.93	4.30
Perry	Administrator/Director	1.03	17.00	Early	55.67	
Perry	Administrator/Director	3.03	26.00	Early	9.33	
Belmont	Administrator/Director	3.15	30.00	Early	18.75	
Muskingum	Administrator/Director	2.04	30.00	Early	21.17	

Turnover Reasons





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 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

LEAVER (Avg Career Duration)

3.21

STAYER (Avg Career Duration)

9.19

TOTAL STAYER

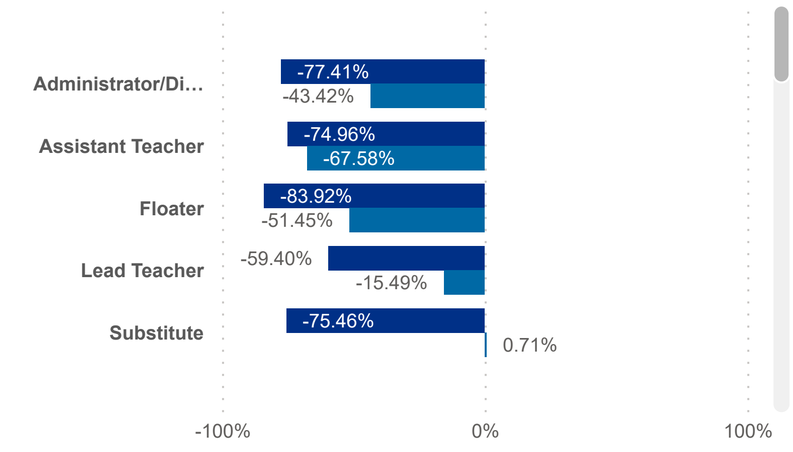
3,054

STAYER (Promotion)

6

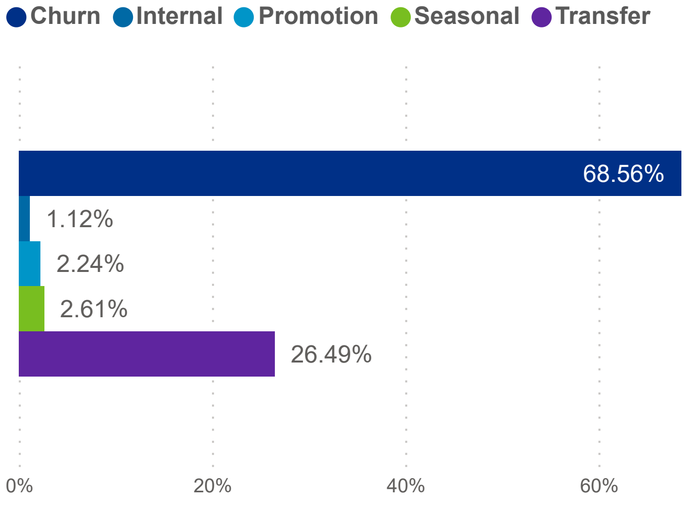
Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer

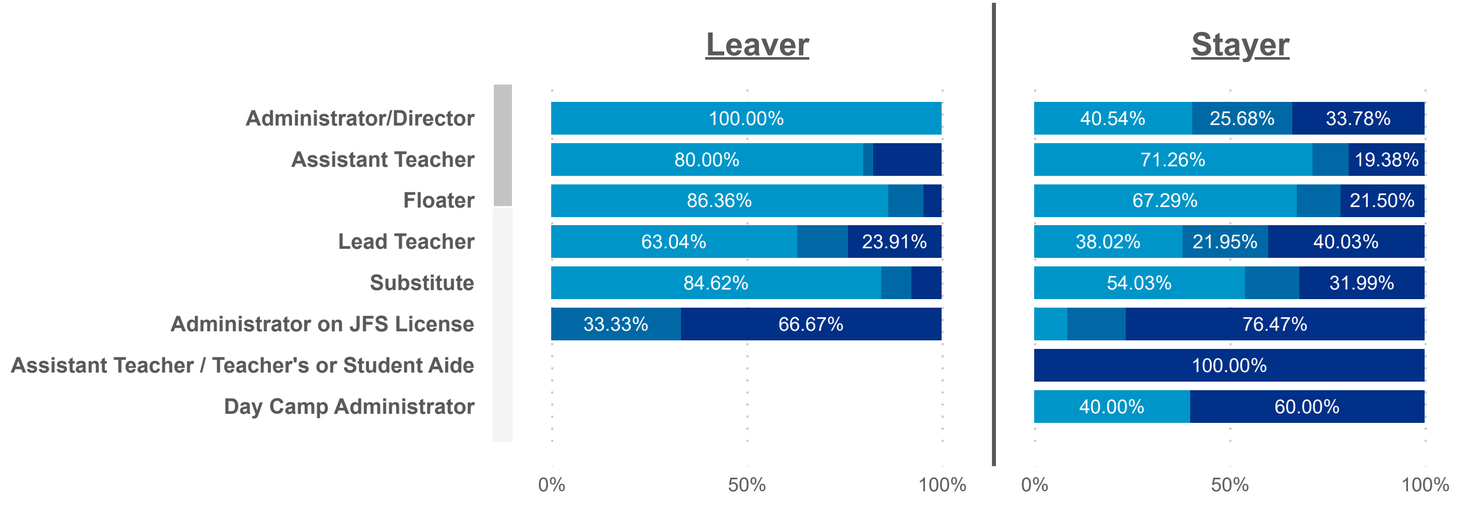


County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Washington	Other Staff Counted In Ratio	0.00	11.00	Senior	4.00	5.00
Guernsey	Floater	0.01		Mid	9.89	
Athens	Lead Teacher	0.01	16.50	Early	3.40	1.00
Muskingum	Lead Teacher	0.01	40.00	Early	6.00	5.00
Athens	Assistant Teacher	0.02	16.50	Early	4.64	1.00
Hocking	Floater	0.03	10.50	Early	8.80	
Athens	Floater	0.03	13.50	Senior	4.46	3.00
Belmont	Program Management Used in Ratio	0.03		Early	14.38	
Noble	Driver	0.03		Early	2.82	4.00
Athens	Assistant Teacher	0.04	10.25	Early	4.46	3.00
Athens	Assistant Teacher	0.04	12.25	Early	3.38	2.00
Washington	Lead Teacher	0.04	17.95	Early	4.07	

Turnover Reasons



Seniority: Early Mid Senior



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

Created Date: 2/13/2024

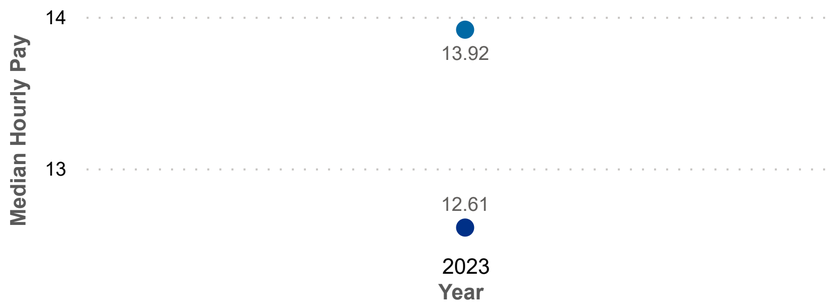
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: SDA 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

PAY MEDIAN (USD)

LEAVER	STAYER
12.61	13.92

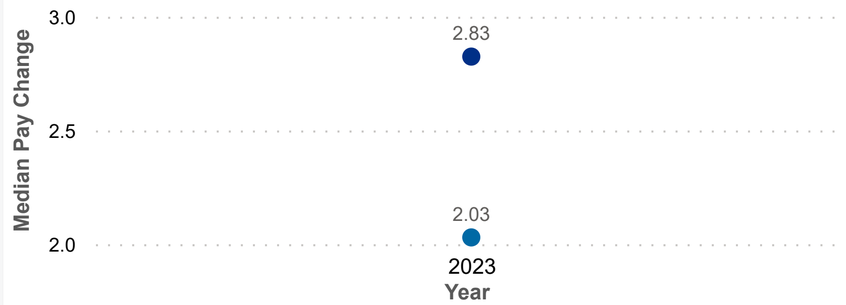
Worker Status: Leaver Stayer



PAY PROGRESSION (USD)

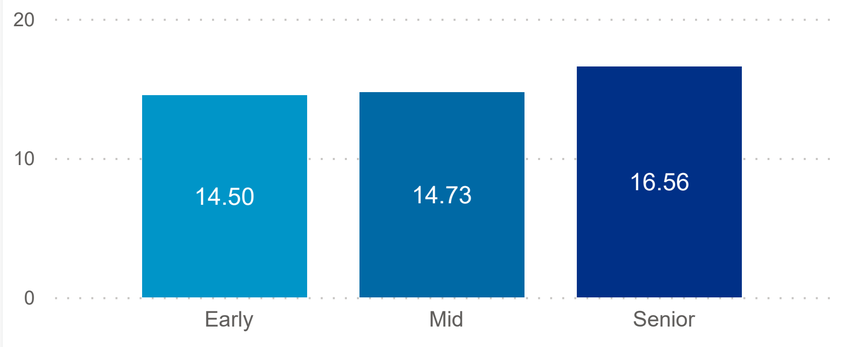
LEAVER	STAYER
0.54	0.53

Worker Status: Leaver Stayer

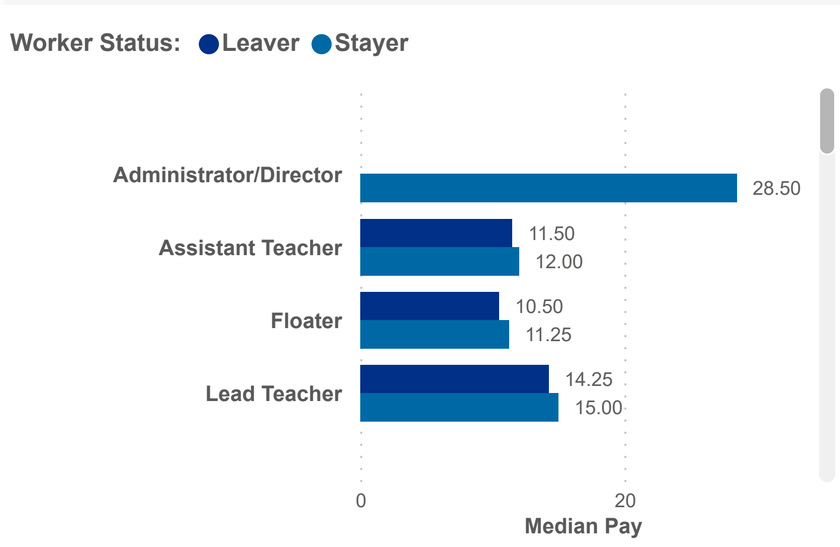


PAY & CAREER SENIORITY (USD)

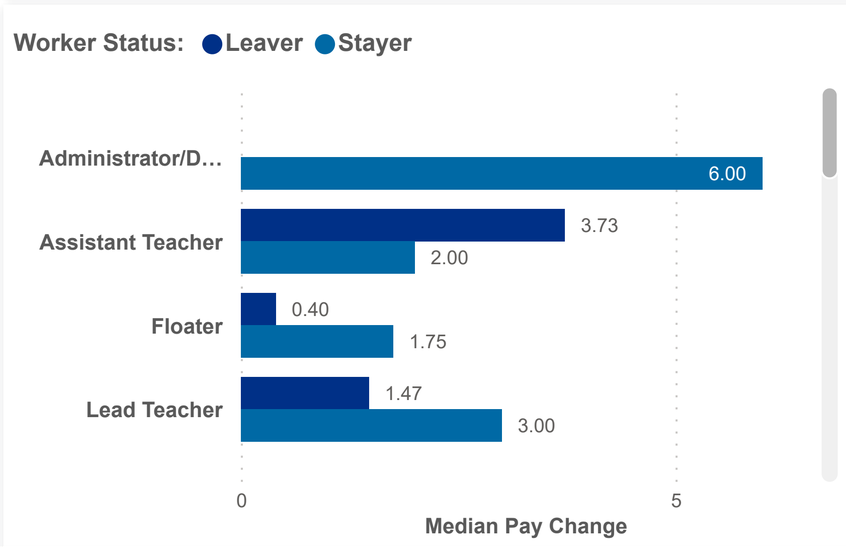
Seniority: Early Mid Senior



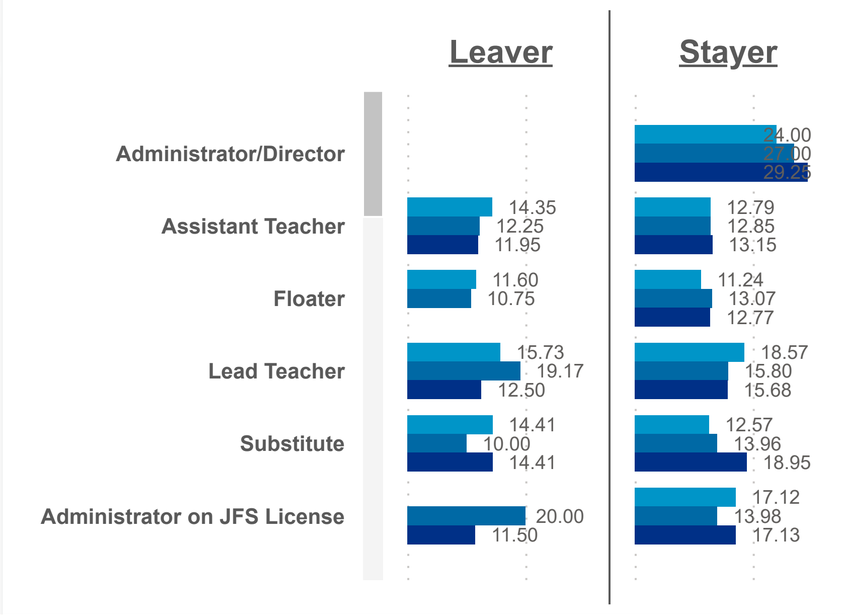
Worker Status: Leaver Stayer



Worker Status: Leaver Stayer



Seniority: Early Mid Senior



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

Created Date: 2/13/2024

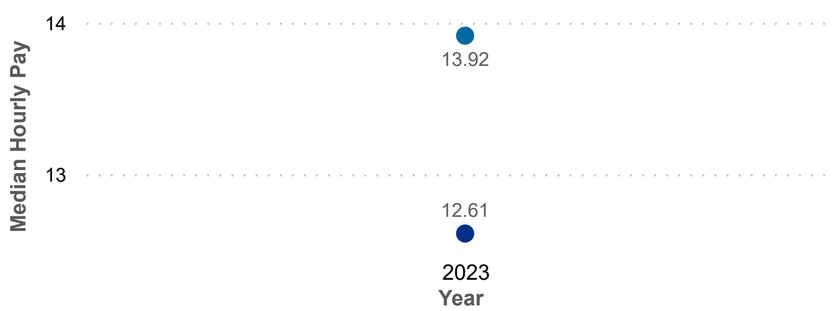
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: SDA 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

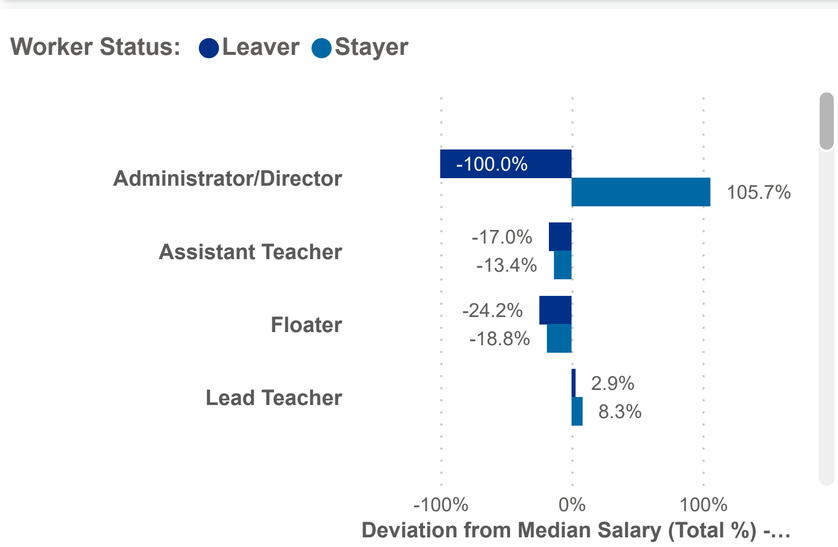
PAY MEDIAN (USD)

LEAVER	STAYER
12.61	13.92

Worker Status: Leaver Stayer



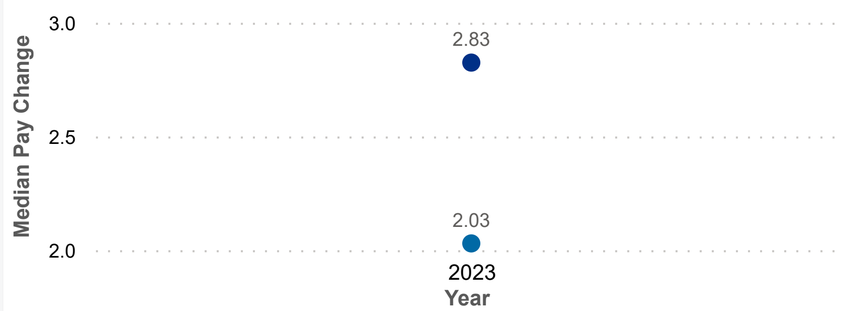
Worker Status: Leaver Stayer



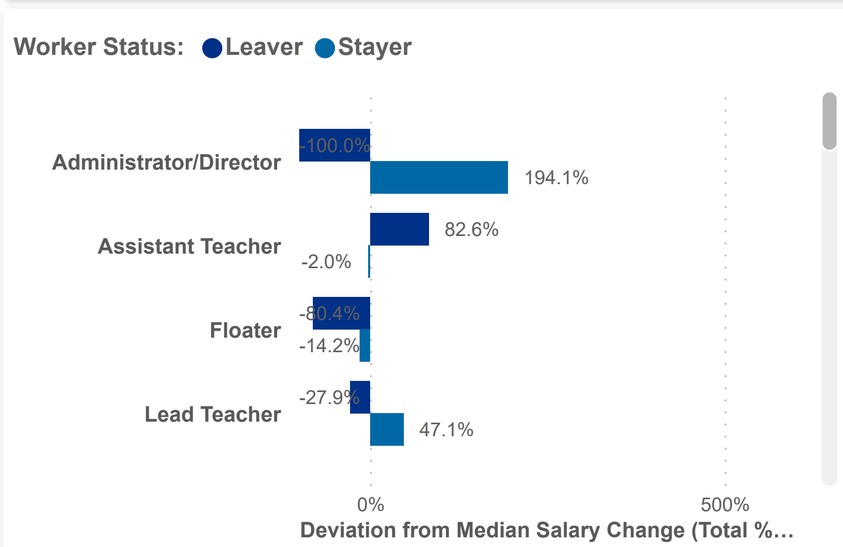
PAY PROGRESSION (USD)

LEAVER	STAYER
0.54	0.53

Worker Status: Leaver Stayer

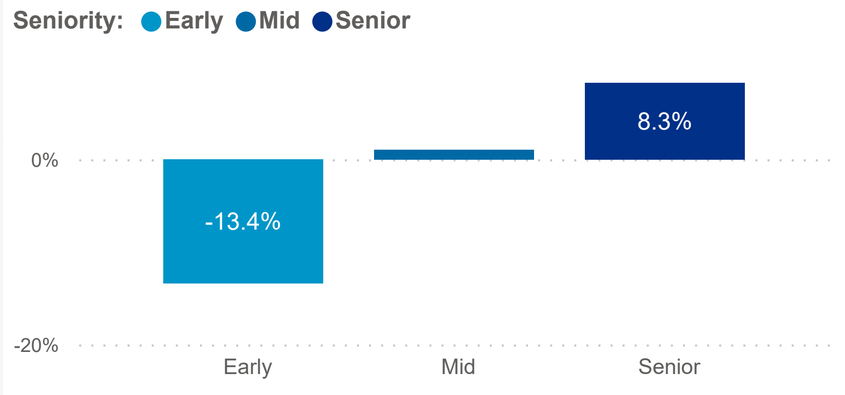


Worker Status: Leaver Stayer

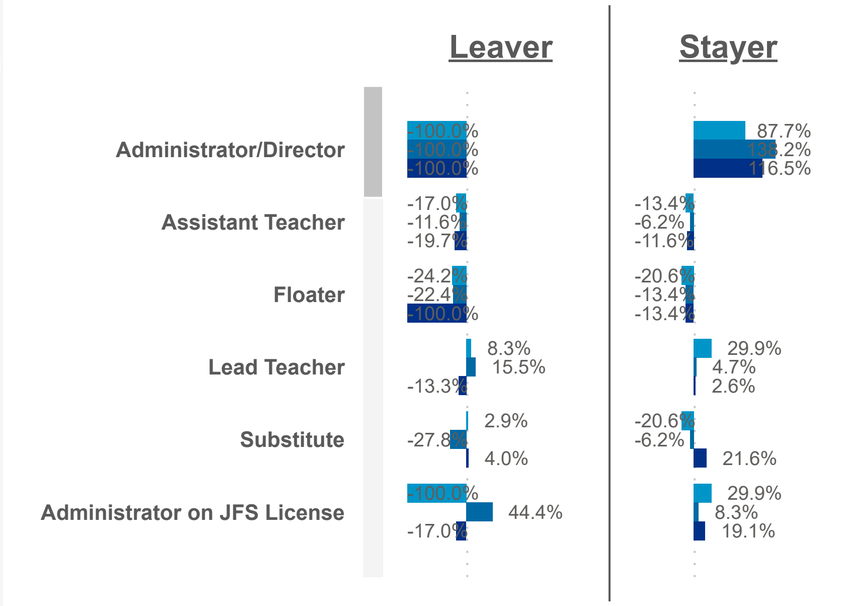


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



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

Created Date: 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 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Workload Median (Total)

4.80

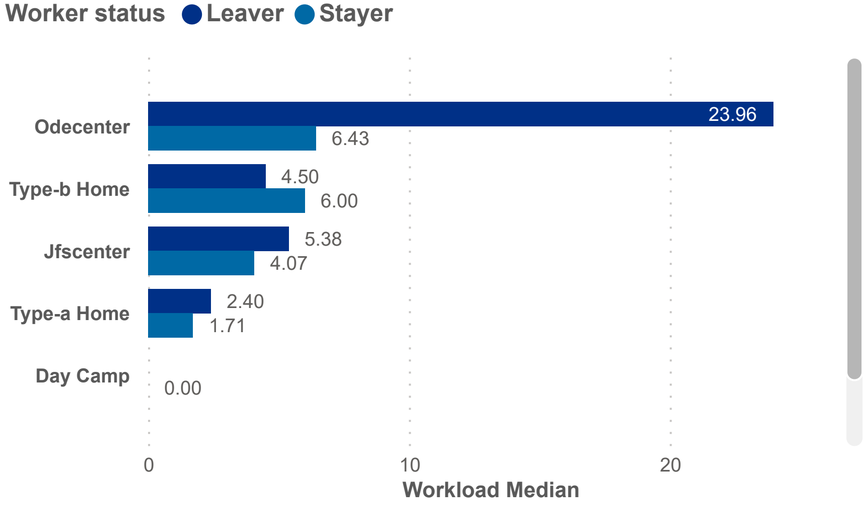
Workload Median (Leaver)

6.36

Workload Median (Stayer)

4.78

Workload Median



Star Rating Mean (Total)

3.60

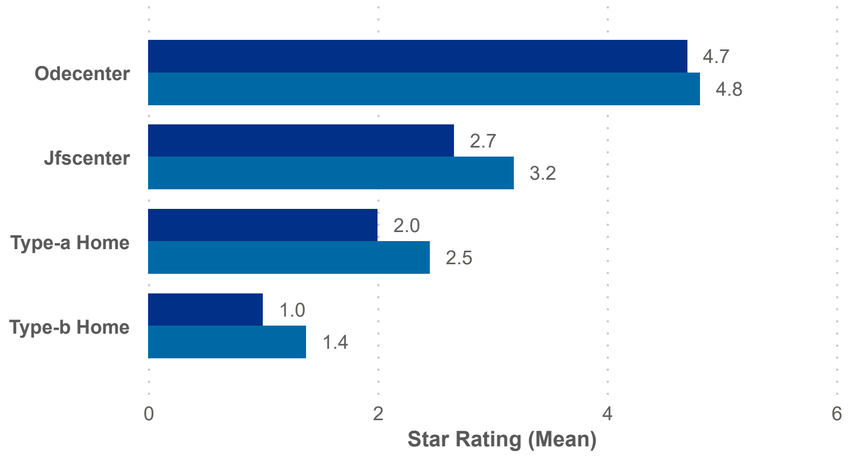
Star Rating Mean (Leaver)

2.88

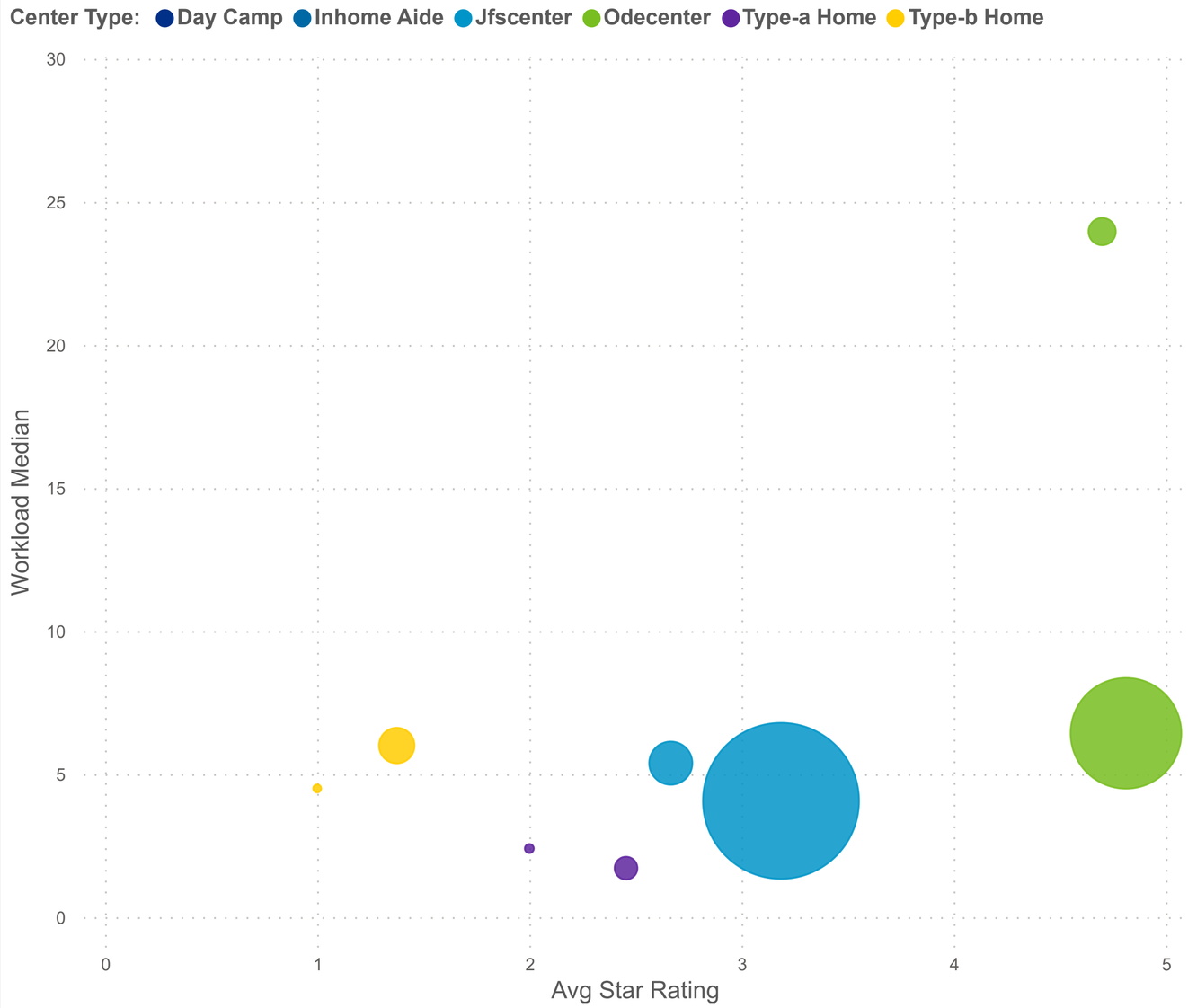
Star Rating Mean (Stayer)

3.61

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 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

Workload Median (Total)

4.80

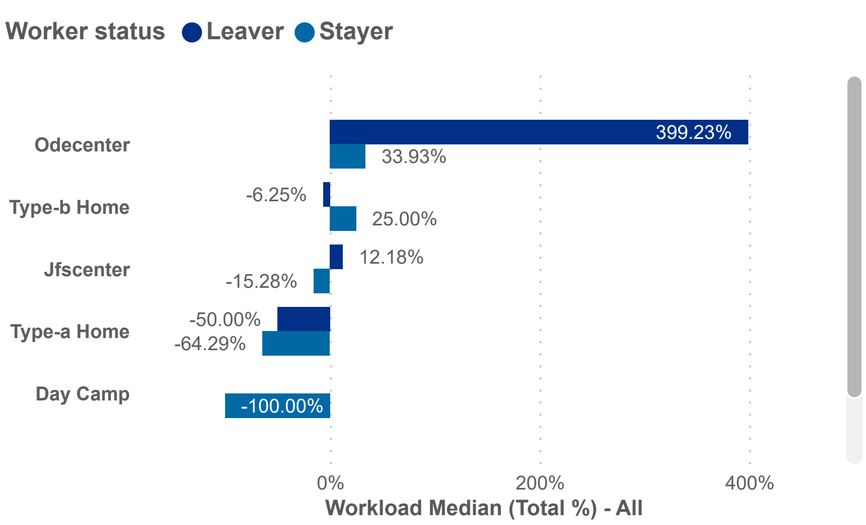
Workload Median (Leaver)

6.36

Workload Median (Stayer)

4.78

Workload Median (Total %)



Star Rating Mean (Total)

3.60

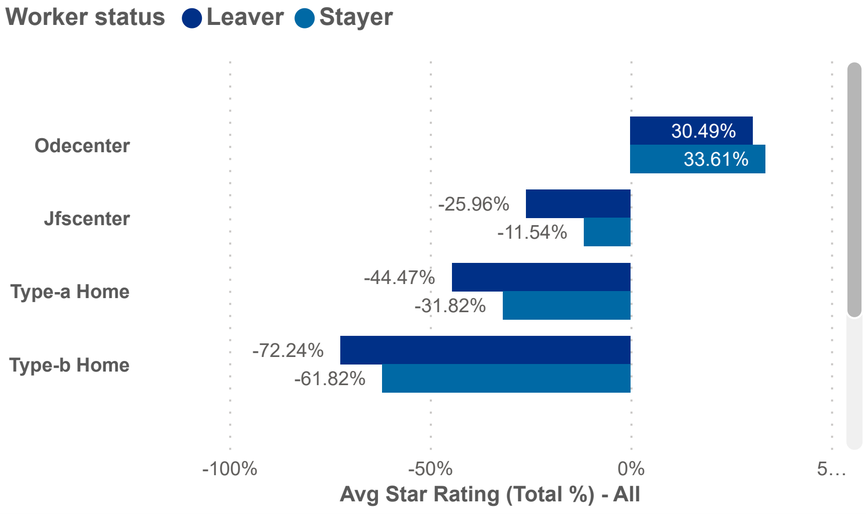
Star Rating Mean (Leaver)

2.88

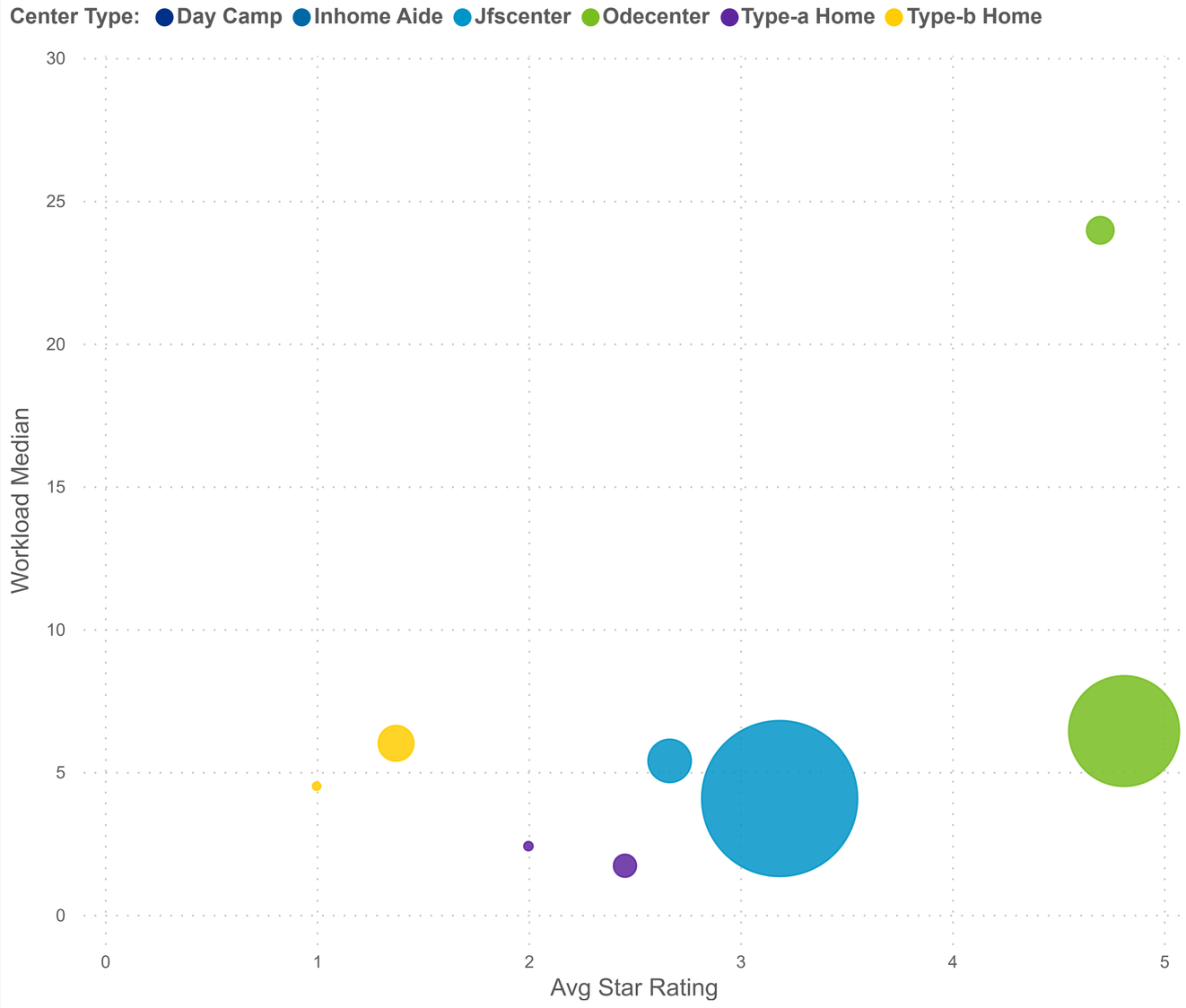
Star Rating Mean (Stayer)

3.61

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)

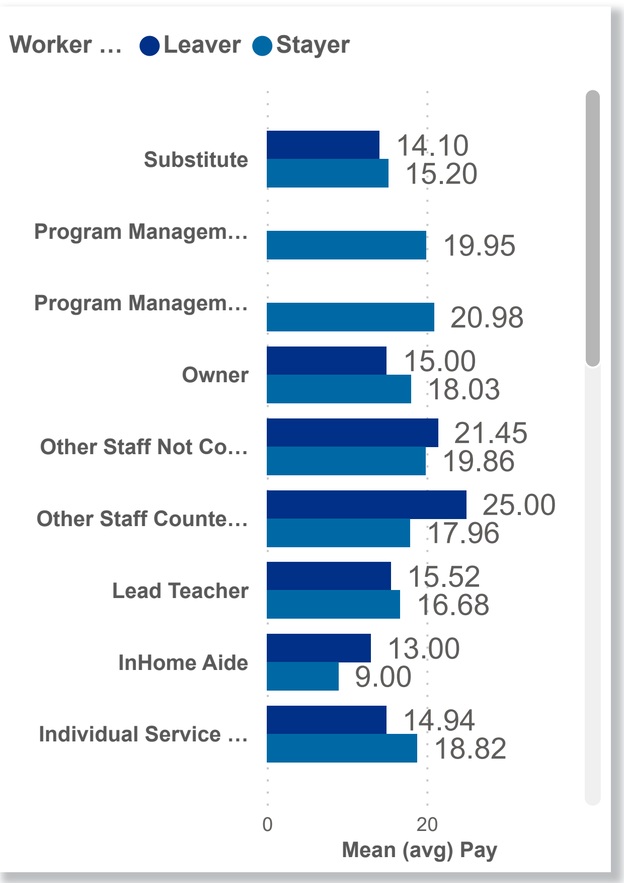
Created Date: 2/13/2024

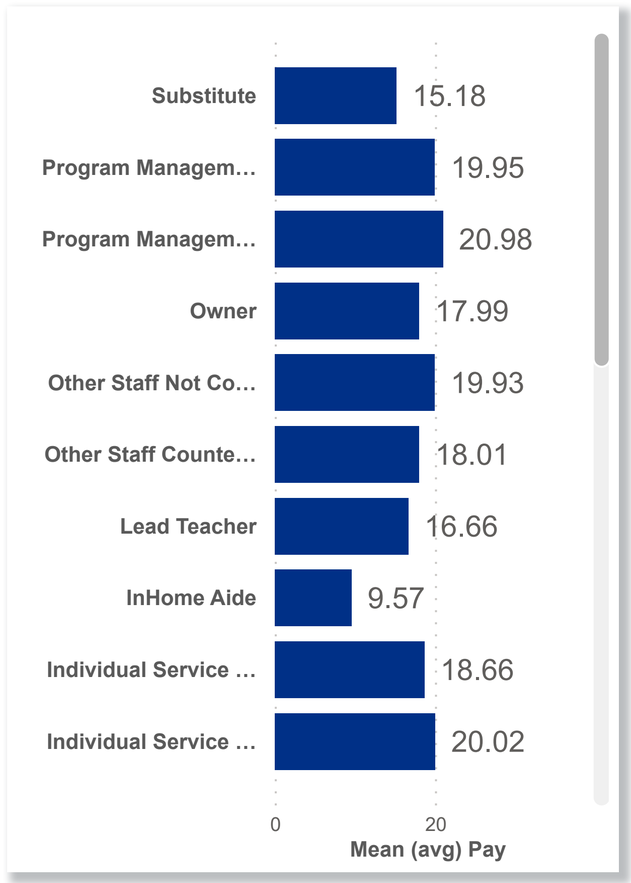
Program Type: Multiple selections | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

Date: 202310 202312 | SDA>County: SDA 10 | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: Multiple sele… | Education: All

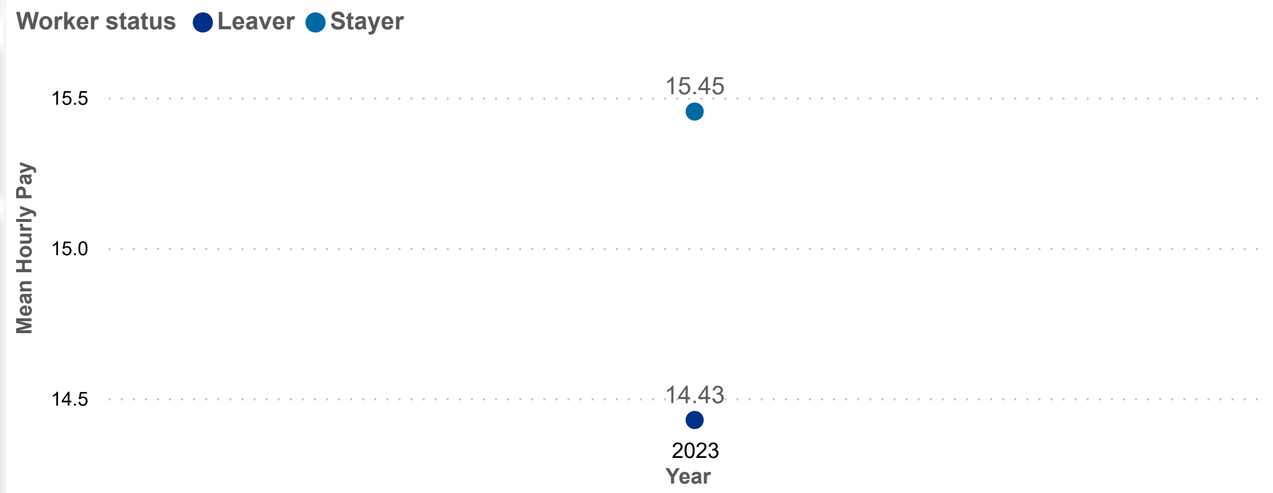
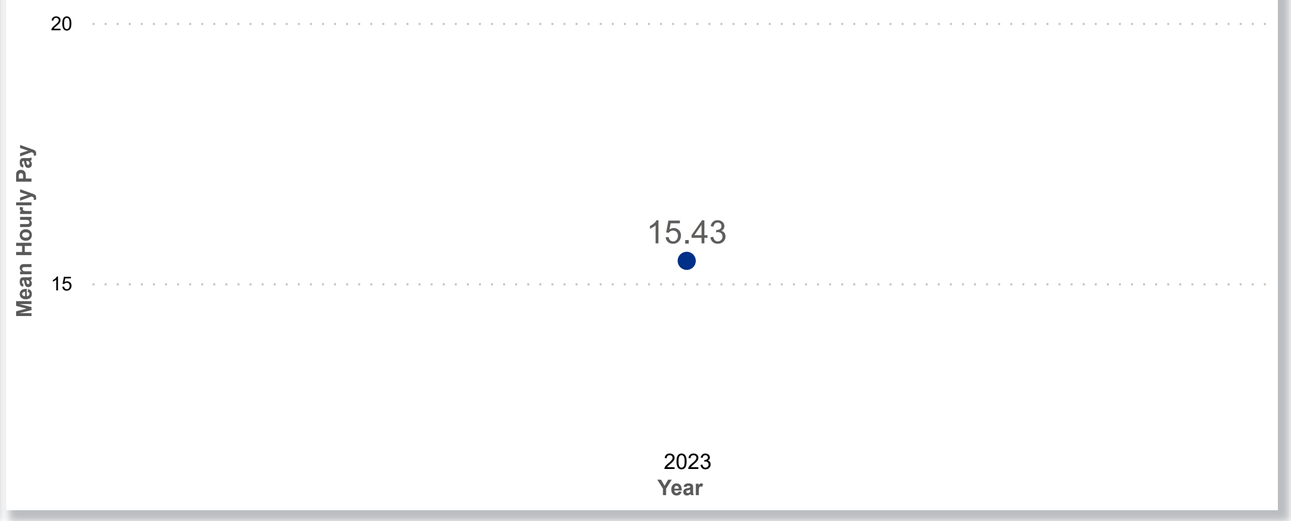
PAY MEAN (USD)

LEAVER	STAYER	COMBINED
14.43	15.45	15.43





Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status