

# Kids Dashboard Roll Out Doc

**Primary Goal of the Kids Team Dashboard:** To bring alignment and accountability to the quantifiable metrics that show how we are introducing Kids to Jesus and the life-changing adventure with him.

- **Regular Attendance (Know God)** - Create a weekend experience where kids are being introduced to Jesus and the life changing adventure with Him. Tracking these metrics weekly will help us see how kids are taking steps to know God, which will help increase our goal for regular attendance.
  - **Total Attendance** - Increase in weekend attendance vs the prior 6 weeks.
    - Red - below 6-week average
    - Green - At or 6-week average

% of Total Attendance compares the % of Kids to Physical Attendance

    - Green - 18%
    - Yellow - 15%-17%
    - Red - Under 15%
  - **Nursery Attendance** - Looking at the ratio of Kids to Dream Team will allow us to safely keep our rooms open as attendance rises, as well as retain Dream Team. Goal 3 Kids to 1 Dream Team
    - Red - Ratio greater than 5 to 1
    - Yellow - Ratio of 4 or 5 to 1
    - Green - Ratio of 3 to 1 or better
  - **Preschool Attendance** - Looking at the ratio of Kids to Dream Team will allow us to safely keep our rooms open as attendance rises, as well as retain Dream Team. Goal 5 Kids to 1 Dream Team
    - Red - Ratio greater than 7 to 1
    - Yellow - Ratio of 6 or 7 to 1
    - Green - Ratio of 5 to 1 or better
  - **Elementary Attendance** - Looking at the ratio of Kids to Dream Team will allow us to safely keep our rooms open as attendance rises, as well as retain Dream Team. Goal 10 Kids to 1 Dream Team
    - Red - Ratio greater than 13 to 1
    - Yellow - Ratio of 11, 12, or 13 to 1
    - Green - Ratio of 10:1 or better
  - **Baptisms** - We want to celebrate kids that take the next step of baptism.
  - **New Families - Kids** - Increase in number of families checking in to kids each week vs the 6-week average.
    - Red - below 6-week average
    - Green - At or 6-week average
- **Dream Team (Make a Difference)** - Equipping a Dream Team that is living out their unique gifts and their God given dream through serving others.
  - **Dream Team Checked In** - Combination of the Nursery, Preschool, Elementary, and Guest Service teams checked in for the weekend. The goal is to continue to grow the number of Dream Team checking in each week; therefore, the goal will be to increase the number of Dream Team compared to the 6-week average.
    - Red - below 6-week average
    - Green - At or 6-week average

- **Nursery Dream Team** - The unique number of Dream Team members checking in for the weekend as Babies Group Leaders, Toddlers Group Leaders, or Sitters & Crawlers Group Leaders. Each campus team will set a per semester goal for the number of slots needed for their campus.
  - Red - Less than 60% of slots filled
  - Yellow - 60% - 79% of slots filled
  - Green - 80% or more than goal
  
- **Preschool Dream Team** - The unique number of Dream Team members checking in for the weekend as Preschool Group Leaders or Preschool Large Group Leaders. Each campus team will set a per semester goal for the number of slots needed for their campus.
  - Red - Less than 60% of slots filled
  - Yellow - 60% - 79% of slots filled
  - Green - 80% or more than goal
  
- **Elementary Dream Team** - The unique number of Dream Team members checking in for the weekend as Elementary Group Leaders or Elementary Large Group Leaders. Each campus team will set a per semester goal for the number of slots needed for their campus.
  - Red - Less than 60% of slots filled
  - Yellow - 60% - 79% of slots filled
  - Green - 80% or more than goal
  
- **Guest Services Dream Team** - The unique number of Dream Team members checking in for the weekend as Check-in Leaders or Environment Leaders. Each campus team will set a per semester goal for the number of slots needed for their campus.
  - Red - Less than 60% of slots filled
  - Yellow - 60% - 79% of slots filled
  - Green - 80% or more than goal

## Broad FAQ's

- **How will we hold staff accountable to this?**  
Leadership Team members will be looking at the metrics weekly and Executive Team members will address any trends they see (positive and negative). Campus teams will be encouraged to have a weekly score card that supports the positive movement in lead measures which influence the lag measures listed above.
  
- **Why those specific ratios for Kids to Dream Team?**  
These ratios have been pre-determined to create the safest and most engaging environment for both Kids and DreamTeam.
  
- **Why is there no goal for the number of baptisms?**  
While we encourage and discuss salvation and baptism decisions in Kids Ministry, we understand those are Spirit-led next steps and highly influenced by the parent. Therefore, it's hard to quantify a goal in this area.
  
- **Why are not all Kids Dream Team included?**  
We chose to focus on primary kids roles that effect immediate guest care and ratios to ensure our weekend experience is excellent. Other important roles such as, admins/prep teams, worship leaders, subs, and special friends are valued but not always essential to the weekend experience. Specific information on those roles can be requested as needed.
  
- **How are slots determined for the Dream Team?**  
Each campus determined the amount of DreamTeam they would need per age group to execute ministry. These slots will be re-evaluated each semester to be sure we are optimized to support the kids that attend each campus.
  
- **Who will see the weekly dashboard?**

This church wide dashboard will be housed on rock and available for all staff members. It will also be emailed out on Mondays to the Leadership Team members and shared with Kids Directors.

- **What do I do with this information?**

The red, yellow, and green ranges you see are meant to be an indicator that something has changed or needs to be addressed. Think about the various lights that appear on a car's dashboard such as check engine, low oil, or low tire pressure. These lights indicate that more investigation is needed to find out what exactly is going on. It's the same thing with a red or yellow color. More investigation is needed to determine potential issues leaders must address.

**What if I have a question on the dashboard?**

Please talk with your Direct Report or the Director of Data & Analytics. More reports may be needed to answer some questions. Some of these will already be available, while others may need to be built out.