

Sample Business Metrics for Staffed Family Child Care Network

What do we want to measure for family child care provider members?

I. Metrics that correspond to the **Iron Triangle**

- Fill every seat
- Enrollment as a percentage of licensing capacity (based on ages and relationship of children enrolled)

- Collect all revenue, on time
- Uncollected fees
- Time to collect fees

- Appropriate per child cost
- Cost per child
- Revenue per child
- *Total provider earnings allow for a sustainable wage – defined as xx% of median wage in that region?*

II Metrics related to **compensation**

- Number of hours worked per week
- Gross revenue growth
- Tax deduction growth
- Level/type of benefits
- PTO - vacation and sick pay
- Insurances – health, dental, vision, life, etc.
- Retirement account

III Metrics related to provider **sustainability**

- Funding portfolio
- Sources of public and private earned revenue – tuition, Head Start, Child and Adult Care Food Program, etc.
- Corporate and philanthropic grants, individual donations, fundraising events
- Days/Months of Cash on Hand
- Debt to Equity Ratio
- Operating Margin - expenses as % of total revenue