



## CHILD CARE COMMITTEE MEETING MINUTES

Workforce Solutions Alamo  
100 N. Santa Rosa, Suite 120  
San Antonio, TX 78207  
**September 22, 2020**  
**9:00AM**

### **AGENDA**

*Agenda items may not be considered in the order they appear.*

Citizens may appear before the Committee to speak for or against any item on the Agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of meeting. Questions relating to these rules may be directed to Linda G. Martinez at (210) 581-1093.

*To protect the health of the public and limit the potential spread of COVID 19 as directed by Governor of Texas, Bexar County and City of San Antonio, WSA will hold this meeting via videoconferencing. The meeting will be held in compliance with the suspended provisions of the Texas Open Meetings Act. For those members of the public that would like to participate, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Linda G. Martinez, (210) 581-1093.*

**Board Members:** Mr. Juan Solis, III; Mr. Doug Watson; Ms. Betty Munoz; Ms. Elizabeth Lutz; Mr. Eric Cooper (9:09AM); Dr. Sarah Baray (Committee Volunteer); Dr. Henrietta Munoz, (Committee Volunteer); Ms. Katherine Filut (Committee Volunteer); Ms. Kate Rogers (Committee Volunteer)

**WSA Staff:** Mr. Adrian Lopez, CEO; Mr. Mark Milton, COO; Mr. Louis Tatum, CFO; Ms. Melissa Sadler-Nitu; Mr. Tony Martinez, Mrs. Linda G. Martinez, Mr. Roberto Cantu; Mr. Joshua Villela; Ms. Teresa Chavez; Ms. Elizabeth Eberhardt

**Guest:** Mr. Nick Burgett, Whygroup, Facilitator

#### I. CALL TO ORDER AND QUORUM DETERMINATION

Presenter: Mr. Doug Watson, Chair

The meeting was called to order by Doug Watson, @ **9:00am** and a Quorum was met but there are not items to vote on. This was the first initial committee meeting.

- II. ROLL CALL/INTRODUCTION  
Presenter: Mr. Doug Watson, Chair  
Mr. Watson asked that all committee members introduce themselves
- III. PUBLIC COMMENT  
Presenter: Mr. Doug Watson, Chair  
There was no public comment.
- IV. DECLARATIONS OF CONFLICT OF INTEREST  
Presenter: Mr. Doug Watson, Chair  
There was no conflict of interest declared.
- V. CONVERSATION ON MISSION AND DIRECTION (07:35)  
Presenter: Mr. Doug Watson, Chair
- The Child Care Committee will develop strategies and priorities to provide guidance to WSA staff and contractors.
- Presenter: Mr. Nick Burgett, Facilitator from Whygroup  
Mr. Nick Burgett:
- Whygroup is a small consulting company in San Antonio. We have assisted the COSA and its entities with strategy, direction, process improvement.
  - The goal today is to come up with three to four primary objectives/directions for the committee
    - o Assessment to determine where does the group stand today?
    - o Is there consensus, agreement, disagreement?
    - o This will allow us to determine where the biggest gaps might be and be informed on where the strategic direction going forward.
  - Mr. Mark Milton: The Committee will be primarily advisory capacity and take recommendations to the Full Board a vote. According to our legal counsel, non-committee board members, cannot vote, however, we can take recommendations/suggestions to the full Board.
  - Mr. Nick Burgett: The strategic direction will be of an advisory capacity.
  - Mr. Doug Watson: Everyone is a full committee member, and everyone will be counted in the quorum. Those who serve on the WSA Board and those invited have been appointed by the chairperson. We will determine a way to send our recommendations to the both the Executive Committee and the full Board without voting. We will do something with consensus. It must be ratified by both the Executive and full Board.
  - Mr. Nick Burgett: The boundaries and parameters of the committee are strictly as it pertains to childcare?
  - Mr. Doug Watson: That is correct. And how we can collaborate with all those other entities that are concerned about childcare within our area.
  - Mr. Juan Solis, III: I would like to include a caveat that we can extend an invitation to others that we may find along the pathway, that may need to be part of this committee.

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- Mr. Nick Burgett presented and walked the Committee thru the assessment tool worksheet.
- Mr. Nick Burgett reviewed the Category Ranking spreadsheet and stated the higher the sum of the numbers, the higher the priority for the category.
- Mr. Juan Solis, III stated: Parent participation is a missing category and the parents' role is essential. We need to include that as a priority.
- Ms. Kate Rogers commented: One is a process comment, if you're looking at the highest score in the categories, you might find that it has a higher score because it's going to be difficult to accomplish. For example, increasing childcare workers' salaries, the funding isn't there. My 2<sup>nd</sup> comment is that some of these categories are interrelated.
- Mr. Juan Solis, III commented: This exercise is intended for the committee to get a sense of where we are. If the score is low, then it becomes a lower priority.
- Dr. Henrietta Munoz asked: Is the list of the actual centers and the role they play in this, is it captured and implied? Is the mentorship prior to TRS, prior to any level of quality and the depth of coaching that is needed? Is that what is captured in the word mentors?
- Mr. Doug Watson replied: Yes, everything that you've mentioned has been included in the list. How important is it? And do we need to spend more dollars on this? The bottom line with all these categories, is when there is money available, where are we going to allocate that money? We need to have some direction, especially when there are quality dollars available.
- Mr. Doug Watson circled back on Ms. Rogers' comment regarding interrelated categories and recommended combining them. For example, under TRS adding mentors, CCS, and assessors. Those are all intricately linked together in that category.
- Ms. Melissa Sadler-Nitu: From C2 Global side, we have the contract for the mentors, and we help with childcare centers get up to speed so they can pass the assessment. Ultimately, the goal is to be more robust childcare provider, and more comprehensive knowing that the early years, the emergent literacy, and skills are extremely important. They are the ones that really talk about what kinds of improvements the center may need to make, what kinds of professional development need to be offered and then we receive the money to offer those types of things.
- Mr. Juan Solis, III: Overall we need to remember that this is part of Workforce Development. It's the essential part of workforce. People oftentimes set aside, but not realizing it is the childcare that allows parents to work. It allows them to be able to be the bread winners, which they deserve to be. We need to make sure that industries understand and the interaction that we have is a priority. So, that may be another category that we have to add. That's what we're all about, which is workforce development. We should not work in silos, but together; that's the goal of this committee, to reach out and bring it all together.
- Mr. Doug Watson: It not only allows parents to work, we also want to influence the brain power of your children from when they are born to when they enter our childcare centers, so they have a running start and succeed in school. We want quality, where parents can go to work. We need to merge those two areas
- Mr. Adrian Lopez commented: Tony Martinez and others have put together a report that reflects the number of children that are in care, the types of industries

the parents are working in, the parents' actual monthly earnings, and the actual number of other large businesses that hire most of our 5700 client. I have pushed this whole report to the state level with my colleagues in other 27 workforce boards. As a means to create a larger platform to discuss how childcare intersects with workforce and what are the outcomes associated with that.

- Mr. Doug Watson: We read 40% of childcare centers might not make it through this pandemic. We've already had 28 or 29 centers close in our area. Workforce Solutions Alamo sent a survey out to childcare centers, asking them to report back to us on their financial viability right now. In addition to what debt they've taken on during the pandemic. How many people on their payroll? How many children in their center? How many CCS children? We will have some good data back to see what the health is of childcare centers in our area.
- Mr. Tony Martinez: We've received a 50% response rate.
- Mr. Adrian Lopez commented: Childcare should be a priority from an economic development perspective and small business development. It should be raised to that level both at the city and county.
- Mr. Doug Watson recommended a working paper group that would take the information and put together for the committee. To include the committee priorities, where would like to invest our time, talent, and our resources. This working paper can provide direction for the next 3-5 years, in addition it would provide direction for staff for what they need to accomplish.
- Mr. Nick Burgett: The four main themes of discussion were:
  - o Alignment, making sure the childcare and the mission is aligned with the greater workforce solutions mission
  - o Mentorship and all of everything that entails with TRS centers
  - o Outreach, advocacy, and communication.
  - o Business continuity planning, which is a strategic objective

## VI. EARLY MATTERS PRESENTATION

Presenter: Ms. Kate Rogers

- "A" Access to quality seat for every child
- "B" Better tools for Parents, what parents are looking for in a quality center and why quality matters
- "C" Clear career pathway for EC teachers & leaders
- The critical role that, Workforce Solutions, particularly plays in all of this is the ability to use the subsidies to drive demand for quality
- When providers are offered a higher reimbursement rate for being in the TRS system, and for maintaining their status, and parents pay a lower out of pocket fee for selecting quality.
- Pre-K 4 SA
  - o Universally accessible quality Pre-K for all 4-year olds & career pathways for early childhood providers
- Early Matters SA

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- Community support – marketing, advocacy & fundraising
- WSA
  - Quality Improvement in early care/participation in TRS
- ReadyKidSA
  - Alignment of providers & medical community – better tools for parents
- Early Matters proposed goal – 50% of providers TRS certified by 2025. This goal is attainable if we take a comprehensive approach and provide the centers, and the directors with the support and resources, they need like, in terms of mentorship, parent/provider engagement is a critical piece to the path forward.
- Proposed staffing at WSA
- **Clear Career Pathways for Providers & ECE**
  - Modeled after Boost program in Fort Worth
  - Expansion of existing partnership with United Way, Pre-K 4 SA & FSA
  - One-on-one coaching & mentoring
  - Elimination of barriers & past violations
  - Smooth hand-off to WSA for certification
- **Role of Higher Education**
  - Goal – Establish San Antonio as THE destination for high quality multi-lingual, culturally responsive early childhood education
  - Establishment of an ECE Research Center
  - Creation of the FIRST EduCare Center in Texas
    - Draw down national funding from both Kaiser and Buffet Family Foundation
    - Become part of national PLC – 25 centers around the country
    - Partnership with southside developer
    - Center of Excellence to serve as a model for the community
      - Demonstration of what is possible
      - PD for providers from across SA
- **Communicating the Vision**
  - Reauthorization of Pre-K 4 SA
  - Build Influence – start with why
  - Rallying the Herd
    - Internal Alignment at WSA – strategic plan & OKRs
    - Active Listening – Parent & Provider Councils
    - Framing – marketing roundtable

VII. CEO Report  
 Presenter: Mr. Adrian Lopez, CEO  
 There was no CEO report.

VIII. Chair Report  
 Presenter: Mr. Juan Solis, III, Chair  
 There was no Chair report.

**IX. Executive Session: Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may recess into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:**

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;**
- b. Government Code §551.071 - All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas:**
- c. Pending or Contemplated Litigation; and**
- d. Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Workforce Solutions Alamo.**

**X. Adjournment**

Presenter: Mr. Doug Watson, Chair

Mr. Juan Solis, III motioned to adjourn and 2nd motion by Ms. Katherine Filut at 10:33am.

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