



**CHILD CARE COMMITTEE**

Workforce Solutions Alamo  
100 N Santa Rosa Ave  
San Antonio, TX 78207  
September 22, 2020  
9:00 AM

*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.

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

Presenter: Doug Watson, Chair

**II. ROLL CALL/INTRODUCTION**

Presenter: Doug Watson, Chair

**III. PUBLIC COMMENT**

Presenter: Doug Watson, Chair

**IV. DECLARATIONS OF CONFLICT OF INTEREST**

Presenter: Doug Watson, Chair

**V. CONVERSATION ON MISSION AND DIRECTION**

Presenter: Doug Watson, Chair

**VI. EARLY MATTERS PRESENTATION..... 3**

Presenter: Kate Rogers

**VII. CEO Report**

Presenter: Adrian Lopez, CEO

*Workforce Solutions Alamo is an equal opportunity employer/program. Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations should contact Linda Martinez at (210) 581-1093 at least two (2) working days prior to the meeting, so that appropriate arrangements can be made. Relay Texas: 1-800-735-2989 (TDD) or 1-800-735-2988 (Voice).*

## VIII. Chair Report

Presenter: Mr. Juan Solis, III, Chair

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: Doug Watson, Chair

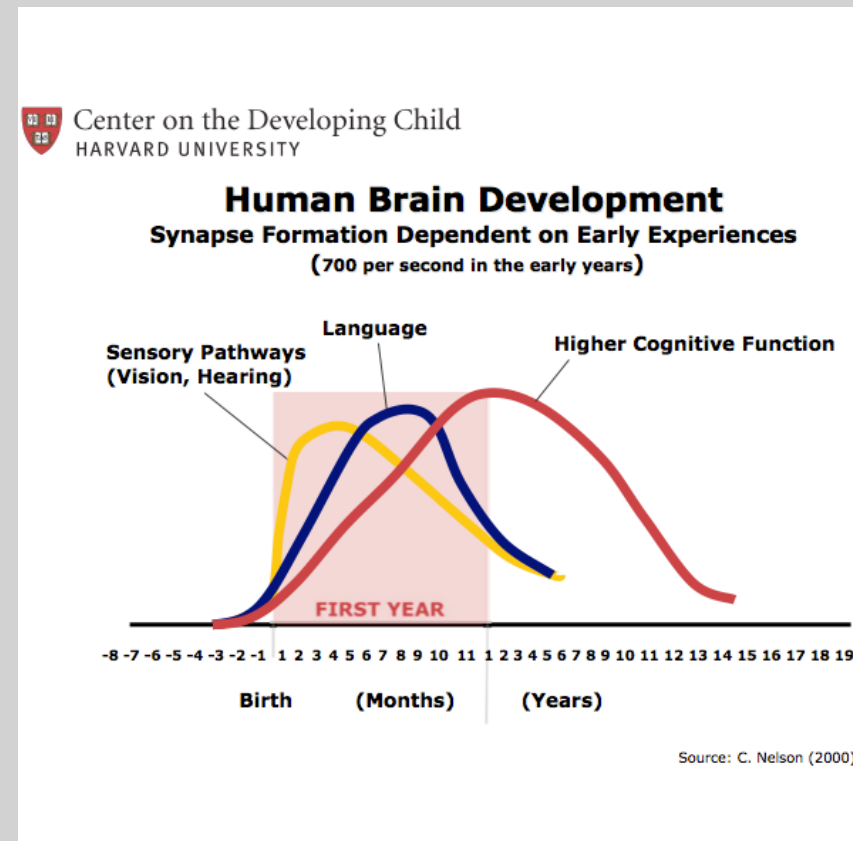


# Early Childhood Education

A Plan for Quality Improvement

# Why Early Matters - Background

- San Antonio Wake Up Call – Fall, 2019
- Early Childhood Development – the impact of poverty
- Academic Achievement and Success
- Economic Impact
- Challenge – quality matters, but how do you measure it?





## Design the Desired State

---

“A”

Access to a quality seat for every child

---

“B”

Better Tools for Parents

---

“C”

Clear career pathways for EC teachers & leaders

# Defined Roles & Responsibilities

## Pre-K 4 SA

- Universally accessible quality pre-k for all 4-year olds & career pathways for early childhood providers

## Early Matters SA

- Community support – marketing, advocacy & fundraising

## WSA

- Quality Improvement in early care/participation in TRS

## ReadyKidSA

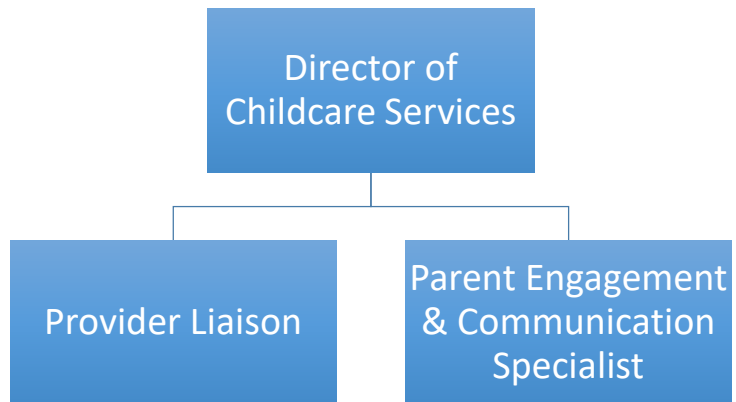
- Alignment of providers & medical community – better tools for parents





## Access:

1. Goal – 50% of providers TRS certified by 2025
2. Proposed Staffing at WSA



# Better Tools for Parents ReadyKidSA/United Way

## Born to Read

- Partnership with SAPLF
- Bags delivered to new moms in the hospital

## Family Connects

- Started in North Carolina
- Nurse visits in the hospital
- Post partem f/u in the home
- Holistic referral network

## Reach Out & Read

- Connected to well child visits
- Focus on FQHC
- Lending libraries in pediatric offices

## Shared Service Alliance

- Increase level of Texas Rising Star certification
- Iron Triangle Business Model
- Strengthen local network of early childhood providers





# 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
- 



## Career Pathways Cont'd.

---

- Clearly defined stackable credentials
  - CDA
  - Two-year Associate's Degree
  - Four-year degree
  - Graduate studies – Master's + PhD?
- Creation of community scholarships/forgivable loans
- Opportunities for dual credit
  - Partnership with higher-education institutions







# 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

# Establishing an Educare Center in San Antonio



## Developing a Coalition

It is critical for a broad coalition to work closely with The Ounce and Educare to develop a plan that meets Educare requirements



## A&M-SA's Role

Work with land development partners to build a facility at A&M-SA that meets Educare's requirements. Manage operations in conjunction with partners



## The Plan

- Complete a community scan
- Work with Educare architects and developer to align design
- Complete Educare partnership orientation
- Determine timeline from construction to opening



## Begin Operations

To become the first Educare center in Texas, we must meet all requirements and be the first to open our doors for business





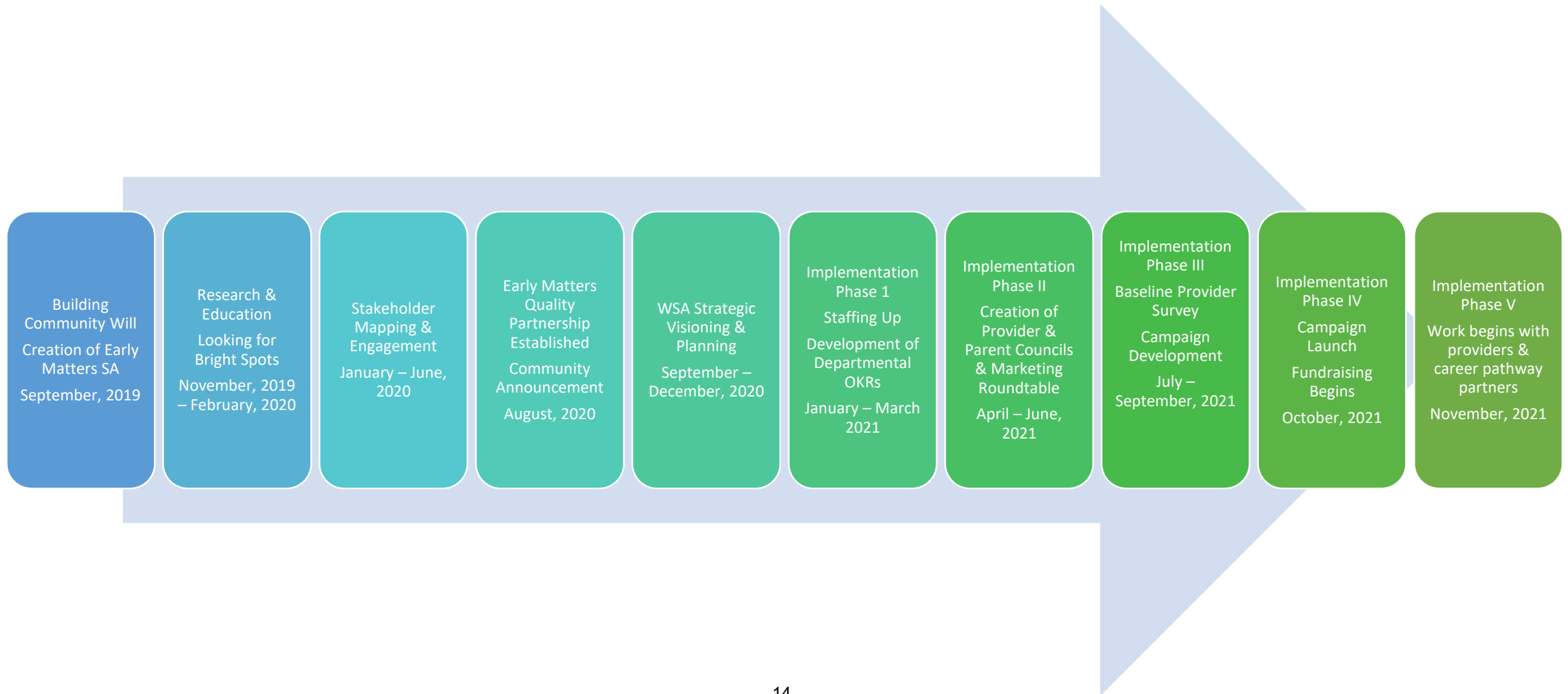
# Communicating the Vision

- Reauthorization of Pre-K 4 SA
  - Keep Pre-K 4 SA
- Build Influence – start with why
  - Early Matters public forum - September
  - What – A, B, C
  - A Bold Goal – 50x25
    - 50% of providers participating in TRS by 202
- Rallying the Herd
  - Internal Alignment at WSA – strategic plan & OKRs
  - Active Listening – Parent & Provider Councils
  - Framing – marketing roundtable





# Implementing the Change



# Measuring Success – Balanced Scorecard

- Financial Perspective
  - Use subsidies to drive demand
  - Pre-K 4 SA reauthorization
- Customers
  - Parent survey – benchmark for understanding quality
  - Longitudinal RCT
- Employee Learning & Growth
  - WSA strategic plan & OKRs
  - Barriers to change for providers – coaching + mentoring
- Internal Processes –
  - Five Essentials Survey from Chicago
  - Contract review – access + quality





# Three Objectives

**A** - Access to a Quality Seat for Every Child

**B** - Better Tools for Parents

**C** - Clear Career Pathways for Teachers and Leaders

**HOW DO WE GET THERE?**



# 7 Strategies

- Provide Access to High Quality Pre-K for Every Child in Bexar County
- Engage Families, Community and Stakeholders in Early Childhood Success
- Train, Support and Provide Career Growth for EC Educators
- Coordinate Systems: Comprehensive, Continuous and Integrated
- Advocate
- Implement Evidence-Based Practices: Metrics, Data Utilization, Accountability
- Invest in Robust and Leveraged Early Childhood Resources



# 22 Actions

- Launch Early Matters Quality Partnership SA
- Re-authorize Pre-K SA
- Support centers - 50% TRS participation by 2025
- Coordinate Parent /Provider Councils
- Engage medical and social service providers
- Provide parents with information and tools
- Create career pathways for EC professionals
- Expand teacher training
- Increase EC provider certifications
- Provide scholarships/debt forgiveness
- Integrate Early Matters goals with WSA strategy
- Map funding resources for EC programs
- Establish Early Matters Policy Sub-committee
- Develop metrics, and measure progress and outcomes
- Engage research partners to collect data, evaluate impact of programs, and track key annual metrics
- Assess literacy competency in children in pre-k through 3<sup>rd</sup> grade
- Standardize EC assessments across districts
- Create San Antonio Fund for Childcare Excellence
- Staff Early Matters Initiative
- Re-allocate \$4 million of WSA dollars to Early Matters
- Raise an additional \$2 million from private philanthropy
- Incentivize providers/parents to use TRS certified centers





# Thank You

Any Questions?