



CHILD CARE COMMITTEE

Workforce Solutions Alamo
100 N Santa Rosa Ave
San Antonio, TX 78207
November 16, 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

Presenter: Doug Watson, Chair

III. PUBLIC COMMENT

Presenter: Doug Watson, Chair

IV. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Doug Watson, Chair

V. DISCUSSION AND POSSIBLE ACTION ON MINUTES OF NOVEMBER 10, 2020 SPECIAL MEETING

Presenter: Doug Watson, Chair

3

VI. STATEWIDE CHILD CARE CHANGES & CONTRACTED SLOTS

Presenter: Allison Wilson, Child Care Program Policy & Initiatives Manager

6

VII. UPDATE CHILD CARE QUALITY CONTRACT (CCQ) RFP (DISCUSSION AND POSSIBLE ACTION)

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).

Presenter: LaVonia Horne-Williams, Procurement Director

VIII. UPDATE AND DISCUSSION AND POSSIBLE ACTION

21

Presenter: Jessica Villarreal, Child Care Services Director

- a) TRS Stipend Plan to Expense \$258K Funding by Dec. 31, 2020
- b) TRS Discount
- c) Child Care Quality Budget Briefing

IX. CEO REPORT

Presenter: Adrian Lopez, CEO

X. CHAIR REPORT

Presenter: Doug Watson, Chair

XI. 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.

XII. ADJOURNMENT

Presenter: Doug Watson, Chair



CHILD CARE COMMITTEE SPECIAL MEETING MINUTES

Workforce Solutions Alamo
100 N. Santa Rosa, Suite 120
San Antonio, TX 78207
November 10, 2020
10:00AM

BOARD MEMBERS:

JUAN SOLIS III, DOUG WATSON, BETTY MUNOZ, ERIC COOPER, (10:02AM)
DR. SARAH BARAY, (10:02AM) DR. HENRIETTA MUNOZ, (10:02AM)
KATHERINE FILUT (10:02AM), ANA DEHOYOS-O'CONNOR, KATE ROGERS,
KRISTY KOTHE

WSA STAFF MEMBERS:

ADRIAN LOPEZ, MARK MILTON, TONY MARTINEZ, JESSICA VILLARREAL,
ANGELA BUSH, LOUIS TATUM, LINDA G. MARTINEZ, ELIZABETH EBERHARDT,
JOSHUA VILLELA, MELISSA SADLER-NITU, LAVONIA HORNE-WILLIAMS, TERESA
CHAVEZ

LEGAL COUNSEL:

FRANK BURNEY

PARTNERS:

DIANE RATH, RUBEN DAVILA, JESSICA DOVALINA

AGENDA

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You can also dial in using your phone.
United States (Toll Free): 1-415-655-0002

Meeting Number & Access Code: 146 368 1935

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**During the Public Comments portion of the meeting (Agenda Item 3),
the Public may type their name into the chat box or unmute themselves and state
their name.**

**The meeting host will call each member of the public for comments,
in the order their names were submitted.**

- I. CALL TO ORDER AND QUORUM DETERMINATION
Presenter: Doug Watson, Chair
Meeting was called to order at 10:00am and quorum was met.
- II. ROLL CALL
Presenter: Doug Watson, Chair
- III. PUBLIC COMMENT
Presenter: Doug Watson, Chair
No public comments
- IV. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Doug Watson, Chair
No conflicts of interest
- V. DISCUSSION AND POSSIBLE ACTION ON MINUTES OF
OCTOBER 19, 2020 MEETING
Presenter: Doug Watson, Chair
MOTION MOVED BY Juan Solis III SECOND BY Eric Cooper
- VI. CHILD CARE QUALITY CONTRACT (CCQ) RFP (DISCUSSION AND
POSSIBLE ACTION)
Presenter: LaVonnia Horne-Williams, Director of Procurement
-Reviewed timeline of RFP:
 - Date of issuance: 11/10/2020, 5:00 PM
 - Pre-Proposal Meeting: 11/18/2020, 2:30 PM

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 G. Martinez at (210) 272-3250 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- Written Questions: 11/23/2020, 5:00 PM
- Submission Deadline: 12/15/2020, 5:00 PM
- Evaluation: 12/16/2020 – 12/21/2020
- Recommendation for Award: 12/22/2020

-RFP communicated to the public via State Comptroller's website, bidders list and posted on WSA's website.

-Suggested criteria: current and past performance, evaluating, marketing and observations with input from Child Care Director

-RFP to be sent to committee same day 11/10/2020. Board will return by close of business day 11/12/2020 with any comments.

-Need to ensure no one is conflict of interest.

-Juan Solis III: Has bidders list been pulled? / LaVonia: Not yet. Need to pull commodity codes and will provide list along with the draft.

Kate Rogers: Requesting info on when CCS contract is up. / Doug Watson: Summer.

Kate Rodgers: Requesting info on how long the contract is for the RFP. / LaVonia Horne-Williams: TWC allows a maximum of 5 years. WSA writes contracts for 1 year to determine performance with option to renew up to 4 years.

-Question to address: Should we bid contract as one or two? Historically, contracts were handled as two separate contracts due to political considerations.

-Committee has decided to combine COSA/CCS/Texas Rising Star/C2 Global (Quality) into one contract.

-Will add an update agenda item for regular Child Care Meeting on 11/16/2020

-LaVonia to **not** send draft copy as individual(s) belong to an organization that may bid on RFP to prevent potential conflict of interest: Dr. Henrietta Munoz, Dr. Sarah Baray, Melissa Sadler-Nitu, Teresa Chavez

-Partners do not need to receive RFP

MOTION MOVED BY Ana DeHoyos-O'Connor **SECOND BY** Juan Solis III
ABSTAINED BY Dr. Henrietta Munoz

VII. CEO REPORT

Presenter: Adrian Lopez, CEO

-No Report

VIII. CHAIR REPORT

Presenter: Doug Watson, Chair

-No 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:

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- c. Pending or Contemplated Litigation; and
- d. Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Workforce Solutions Alamo.

-Did not go into executive session.

X. ADJOURNMENT

Presenter: Doug Watson, Chair

TIME: 10:27 AM

MOTION MOVED BY Eric Cooper **SECOND BY** Dr. Sarah Baray

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: November 16, 2020

Subject: Texas Workforce Commission (TWC) Briefing

Summary:

Allison Wilson is the Child Care Program Policy and Quality Initiatives Manager for TWC. Ms. Wilson will brief the WSA Child Care Committee (WSACCC) on statewide child care changes on the horizon. The WSACCC expressed interest in contracted slots at the last Committee meeting. Ms. Wilson will expand on this proposed change to TWC Rules.

Analysis:

Contracted slots align with WSACCC Guidelines because they have the potential to support TRS providers financially and expand access to quality child care in our region. WSA plans to explore the possibility of implementing contracted slots if included in the final TWC Rule changes.

Alternatives:

The WSACCC will evaluate available options and strategies after the TWC briefing and further discussion.

Recommendation:

WSA staff will develop a preliminary plan based on WSACCC input and guidance.

Next Steps:

With WSACCC approval, WSA staff will notify TWC of intention to implement contracted slots by the November 20, 2020 deadline and provide updates on progress and strategies.

Attachment:

None.



Texas Rising Star Revisions



Overview

- Pre-Star Designation
- Continuous Quality Improvement Plan (CQIP)
- Weighting and Categorical Changes
- Texas Rising Star Staff Requirements
- Timeline





Pre-Star Designation

New Child Care Rule

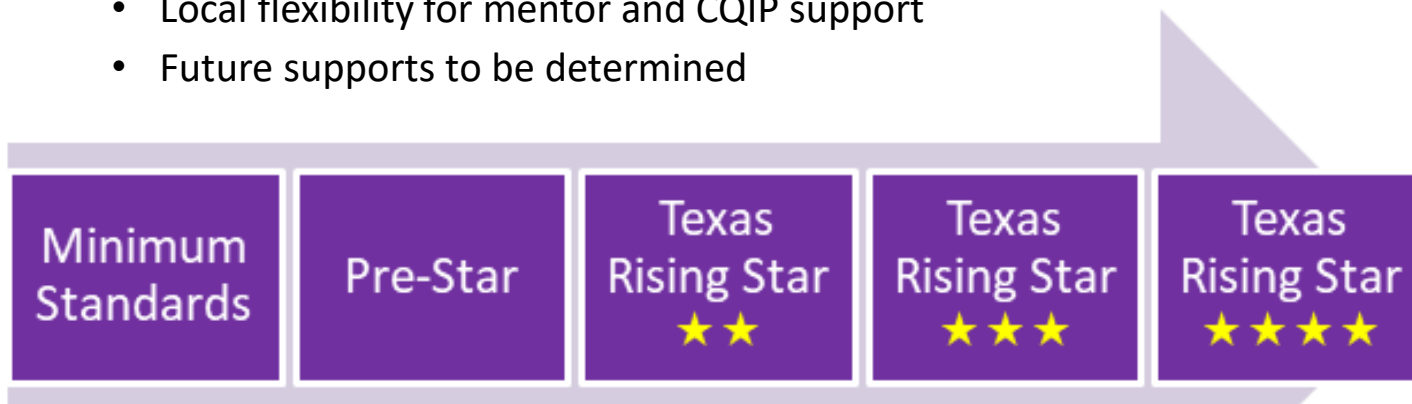
- CCS providers meet Pre-Star Checklist
- Continuum of Quality

Impacts

- XX% currently meet Pre-Star Checklist
- No impact to current Texas Rising Star certified programs

Supports and Resources

- Automated
- Local flexibility for mentor and CQIP support
- Future supports to be determined

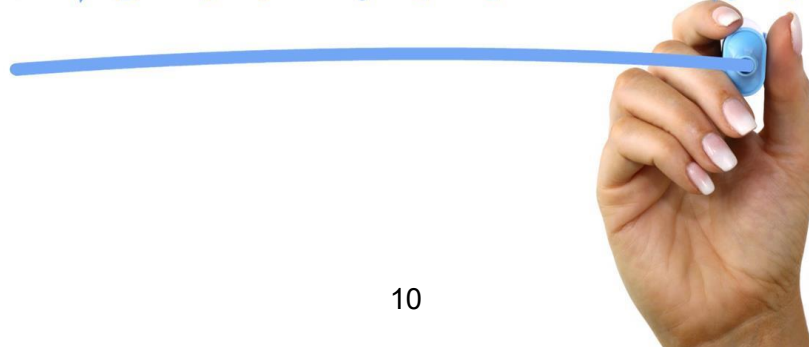




Continuous Quality Improvement Plan (CQIP)

- Collaborative process
- Working document
- Created electronically within Engage
- Program level CQIP required
- Documented step by step Action Plan

ACTION PLAN

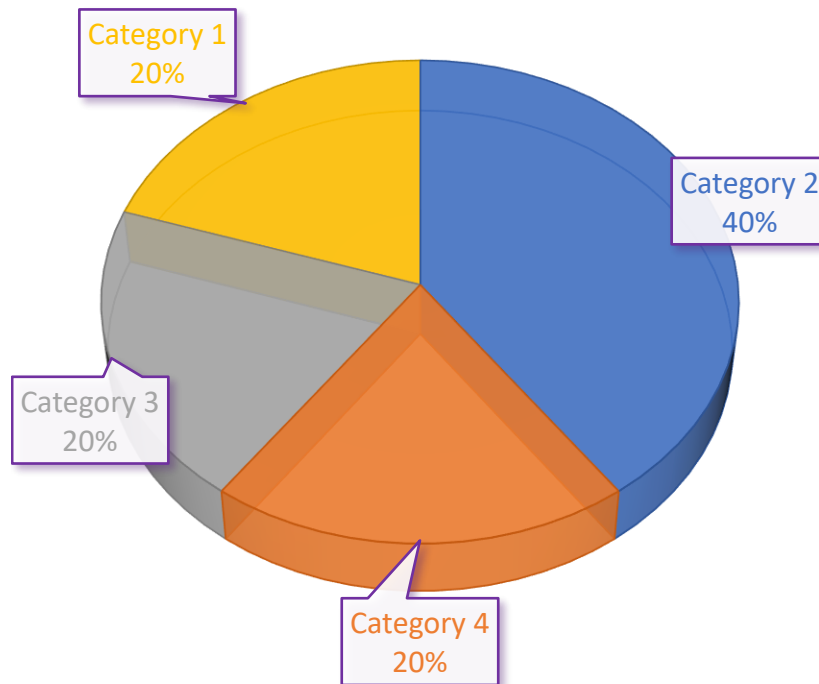


Weighting and Categorical Changes

Removal of Category

Reweighting for Overall Star Level

Impact to Current Programs





Texas Rising Star Staff Requirements

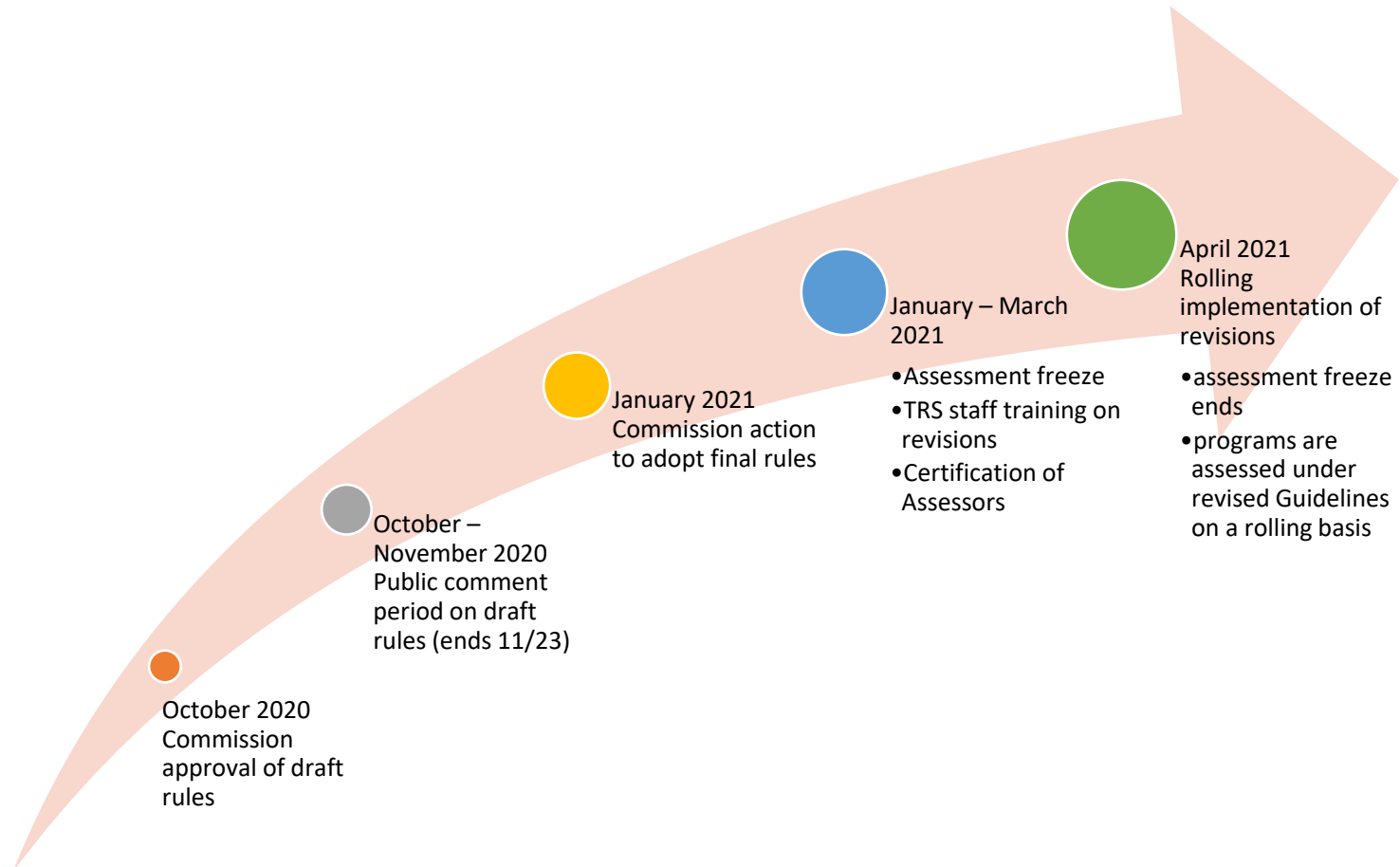
Requirements

- Training Course – required for both mentors and assessors
- Certification Course – required for assessors
- Reliability Checks – required for assessors
- PLCs – available for both mentors and assessors
- Mentor Micro-credential – required for mentors

Statewide Training in January 2021

Centralizing Assessors

Timeline





Contracted Slots in Texas



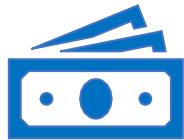
What are Contracted Slots?



Target special populations and/or areas



Limited and specific number of slots per provider



Providers are paid to reserve empty slots, for a limited period of time, to allow time to enroll eligible children

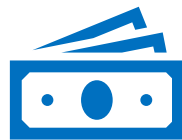
Why Contracted Slots?



Increased supply for targeted populations or locations



Quality improvement



Funding Stability



Continuity of care for partnership programs



Eligibility

To be eligible, providers must be **Texas Rising Star 3- or 4-star** provider **AND** help you address one of the supply issues:

1. Location
 - a) Children under six with working parents is three times greater than the capacity of licensed child care providers in the area
 - b) Underserved area identified by a Board as having an inadequate supply of child care in accordance with the State Plan
2. Pre-K or Head Start/Early Head Start Partnership
3. Increases supply of high-quality infant and toddler care
4. Satisfies a priority identified in the Board's Plan



Ch. 809 Rules to Change

§809.18. Maintenance of a Waiting List

Allows an exemption from the waiting list for children who are referred directly from a recognized pre-K or HS/EHS partnership to a child care provider to receive services in the contracted partnership program.

§809.22. Partnership Direct Referrals

Requires Boards to establish policies and procedures to enroll eligible children who are directly referred by recognized pre-K or HS/EHS partnerships and exempting these children from the waiting list.



Ch. 809 Rules to Change (Cont.)

§809.93. Provider Reimbursement

Allows Boards to pay child care providers for holding spaces open if they have a valid contracted slots agreement.

§809.96. Contracted Slots Agreements

Adds detailed requirements for Boards that use contracted slots agreements.



Sample Process - Pre-K Partnerships

- 1) Board will identify providers that are in partnerships or want to create partnerships
- 2) Board will determine # of contracted slots needed at each provider to make it financially viable
- 3) Providers will apply for contracted slots through a competitive bid process.
 - Anyone who has a partnership would qualify or get priority
- 4) Board will use pre-defined scoring criteria to determine which providers can best meet the need
- 5) Board will enter into contracts with providers for a specific number of slots.

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: November 16, 2020

Subject: Texas Rising Star (TRS) Stipend – Update

Summary:

The COVID-19 pandemic created new challenges and compounded familiar challenges for child care providers. Several providers are struggling to stay in business and have taken on debt during the pandemic.

WSA is concerned about losing capacity at TRS providers and consequently limiting access to quality child care. WSA is requesting consideration and approval for \$258,000 in stipends to TRS providers and CCS providers working towards TRS certification.

At the last WSA Child Care Committee (WSACCC) meeting, WSA staff provided survey results from surveys conducted by WSA and TWC. The WSACCC provided WSA staff with recommendations and requested further analysis based on these recommendations.

Analysis:

WSA and TWC conducted surveys for TRS to evaluate the need and urgency for business supports during this crisis. These survey results were shared at the last Committee meeting.

Below is a summary of challenges and concerns included in these surveys:

- Lower enrollments and ratios due to economy and public health requirements
- Loss of revenue due to lower enrollments
- Increased cost due to PPE and extra sanitization supplies
- Administrative cost for sanitization and health screenings
- Exposure risk to COVID-19 and staffing issues
- Using Frontline portal
- Losing TRS status
- Possibly closing due to challenges associated with COVID-19

WSA has lost two TRS providers since the COVID-19 pandemic escalated in March 2020. Losing more TRS providers in our region would limit access to quality child care and the lasting benefits of being enrolled at a TRS provider. Studies show that early learning is critical to a child's future earnings and decreases social issues resulting from not being school ready.

Based on WSACCC recommendations, WSA staff used the following criteria to determine eligibility and distribution amounts for stipends.

- Providers located in TRS deserts
- Providers willing to complete Collaborative for Children Business Accelerator Course
- Amount of debt incurred since COVID-19 escalated in March 2020
- Amount of funds requested
- Number CCS children enrolled
- Total enrollment
- Max capacity and average daily enrollment
- TRS Star level
- Rural/Bexar
- Frontline Portal
- Business supports applied for
- Years in business
- Considering closing

The complete matrix and distribution plan are attached for review.

Providers that receive the stipend will be required to complete the Collaborative for Children Business Accelerator Course. Mentors will follow up with these providers after stipends are issued to ensure funds are applied to business expenses. These provider will also sign a Memorandum of Understanding (MOU) that states they will not receive WSA quality funding for one year if they do not comply with these requirements.

Alternatives:

If we do not invest in TRS supports, we may lose more TRS providers. This would be counterproductive due to the investment made in these providers during the TRS certification process, materials purchased, and ongoing mentoring hours.

Fiscal Impact:

WSA can invest \$258,000 for TRS stipends. These funds must be expended by December 31, 2020.

Recommendation:

WSA staff recommends consideration and approval of stipends to TRS providers and providers working towards TRS. Stipends will be issued based on attached matrix and distribution plan.

Next Steps:

Upon approval, WSA will issue stipends to designated providers based on eligibility criteria and WSA will ensure providers comply with the conditions of the MOU.

Attachment:

TRS Stipend Scoring Matrix and Distribution Plan

| Max | Scoring Criteria | | |
|-----|--|--|--|
| 10 | Facility Type: Home = 10 points Center = 5 points | | |
| 10 | Texas Rising Star Level: 4-Star = 10 points 3-Star = 8 points 2-Star = 6 points 0-Star = 4 points | | |
| 10 | Location Area: Rural = 10 points Bexar = 5 points | | |
| 30 | Desert Map – Number of TRS child care seats per 100 children of working parents: 0-5 = 30 points 5-15 = 15 points | | |
| 10 | Reporting on the Frontline Portal: Reporting = 10 points Not-Reporting = 5 points | | |
| 24 | Number of CCS Enrollments: 0 = 0 points 1 - 10 = 3 points 11 - 20 = 6 points 21 - 30 = 9 points 31 - 40 = 12 points 41 - 50 = 15 points 51 - 60 = 18 points 61 - 70 = 21 points 71+ = 24 points | | |
| 8 | Percent CCS Enrollments to Total Capacity: 00% - 00% = 0 points 01% - 10% = 1 point 11% - 20% = 2 points 21% - 30% = 3 points 31% - 40% = 4 points 41% - 50% = 5 points 51% - 60% = 6 points 61% - 70% = 7 points 71%+ = 8 points | | |
| 16 | COVID-19 Debt: \$0 = 0 points \$1 - \$20,000 = 2 points \$20,001 - \$40,000 = 4 points \$40,001 - \$60,000 = 6 points \$60,001 - \$80,000 = 8 points \$80,001 - \$100,000 = 10 points \$100,001 - \$150,000 = 12 points \$150,001 - \$200,000 = 14 points \$200,000+ = 16 points | | |
| 10 | Average Daily Enrollments Over the Past 3 Years: 0 = 0 points 1 – 20 = 2 points 21 – 40 = 4 points 41 – 60 = 6 points 61 – 80 = 8 points 81+ = 10 points | | |
| 10 | Provider Applied for Business Supports: Yes = 10 points No = 5 points | | |
| 10 | Provider Received Additional Funding: Yes = 10 points No = 5 points | | |
| 10 | Years in Business: 0 - 0 = 0 points 1 – 3 = 4 points 4 – 6 = 6 points 7 - 9 = 8 points 10+ = 10 points | | |
| 10 | Provider Considering Closure: Yes = 10 points No = 5 points | | |
| 16 | Amount of Money Needed: \$0 = 0 points \$1 - \$20,000 = 2 points \$20,001 - \$40,000 = 4 points \$40,001 - \$60,000 = 6 points \$60,001 - \$80,000 = 8 points \$80,001 - \$100,000 = 10 points \$100,001 - \$150,000 = 12 points \$150,001 - \$200,000 = 14 points \$200,000+ = 16 points | | |

See the actual data and total points awarded on the following page.

| | Type | TRS Star Level | County | Zip | Desert Map | Portal Use | CCS Enroll | % CCS Enroll | COVID Debt | Previous Debt | Avg Daily Enrollment 3 Year | Business Supports | Additional Funding? | Years in Business | Thinking About Closing? | Amount of Money Needed | Points | Amount Awarded |
|----|------|----------------------|--------|-------|---------------|---------------|---------------|--------------------|-------------|------------------|-----------------------------------|----------------------|------------------------|----------------------|-------------------------------|------------------------------|--------|-------------------|
| A | LCCC | 3 | Bexar | 78240 | 0-5 | Yes | 64 | 22% | \$400,000 | \$0 | 555 | Yes | No | 10+ | No | \$425,000 | 154 | \$18,000 |
| B | LCCC | 0 | Rural | 78108 | 0-5 | Yes | 20 | 25% | \$200,000 | \$0 | 80 | Yes | No | 6 | Yes | \$150,000 | 137 | \$15,000 |
| C | LCCC | 0 | Bexar | 78227 | 0-5 | Yes | 26 | 22% | \$73,250 | \$13,668 | 80 | Yes | Yes | 10+ | Yes | \$200,000 | 136 | \$15,000 |
| D | LCCC | 4 | Bexar | 78023 | 0-5 | Yes | 18 | 9% | \$400,000 | \$0 | 190 | Yes | No | 3 | No | \$400,000 | 133 | \$15,000 |
| E | LCCC | 3 | Bexar | 78240 | 0-5 | Yes | 12 | 8% | \$825,000 | \$620,000 | 80 | Yes | No | 7 | Yes | \$90,000 | 132 | \$15,000 |
| F | LCCC | 4 | Rural | 78130 | 0-5 | No | 12 | 8% | \$117,300 | \$3,000,000 | 132 | Yes | No | 9 | Yes | \$90,000 | 132 | \$15,000 |
| G | LCCC | 3 | Bexar | 78212 | 0-5 | No | 0 | 0% | \$530,200 | \$0 | 50 | Yes | Yes | 10+ | Yes | \$250,000 | 131 | \$15,000 |
| H | LCCC | 3 | Bexar | 78023 | 0-5 | No | 21 | 11% | \$736,000 | \$512,000 | 80 | Yes | No | 6 | Yes | \$95,000 | 129 | \$12,000 |
| I | LCCC | 3 | Bexar | 78210 | 0-5 | Yes | 2 | 5% | \$660,800 | \$334,999 | 20 | Yes | Yes | 10+ | No | \$100,000 | 125 | \$12,000 |
| J | LCCC | 4 | Rural | 78130 | 0-5 | No | 20 | 28% | \$63,000 | \$0 | 65 | Yes | No | 10+ | No | \$42,000 | 121 | \$12,000 |
| K | LCCC | 4 | Bexar | 78215 | 5-15 | Yes | 7 | 8% | \$263,189 | \$0 | 60 | Yes | No | 10+ | No | \$263,189 | 117 | \$9,000 |
| L | LCCC | 4 | Bexar | 78210 | 0-5 | No | 24 | 27% | \$50,000 | \$175,000 | 60 | Yes | No | 7 | No | \$90,000 | 117 | \$9,000 |
| M | LCCC | 4 | Bexar | 78210 | 0-5 | Yes | 18 | 10% | \$16,000 | \$8,000 | 100 | Yes | Yes | 10+ | No | \$10,000 | 116 | \$9,000 |
| N | LCCC | 0 | Bexar | 78232 | 5-15 | Yes | 70 | 33% | \$48,000 | \$0 | 200 | Yes | No | 10+ | No | \$48,000 | 116 | \$9,000 |
| O | LCCC | 4 | Rural | 78130 | 0-5 | No | 8 | 8% | \$52,000 | \$0 | 90 | Yes | No | 10+ | No | \$60,000 | 116 | \$9,000 |
| P | LCCC | 3 | Bexar | 78207 | 0-5 | Yes | 21 | 17% | \$20,200 | \$10,300 | 55 | No | Yes | 10+ | No | \$70,000 | 115 | \$6,000 |
| Q | LCCC | 3 | Bexar | 78219 | 5-15 | Yes | 26 | 58% | \$32,205 | \$0 | 45 | Yes | Yes | 10+ | No | \$146,000 | 115 | \$6,000 |
| R | LCCC | 4 | Bexar | 78209 | 0-5 | Yes | 1 | 1% | \$22,400 | \$0 | 85 | Yes | No | 10+ | No | \$41,600 | 114 | \$6,000 |
| S | LCCC | 0 | Bexar | 78207 | 0-5 | No | 14 | 13% | \$75,000 | \$15,000 | 45 | Yes | Yes | 10+ | No | \$75,000 | 114 | \$6,000 |
| T | LCCC | 0 | Bexar | 78240 | 0-5 | Yes | 32 | 32% | \$30,000 | \$0 | 100 | No | No | 10+ | No | \$30,000 | 113 | \$6,000 |
| U | LCCC | 4 | Bexar | 78233 | 5-15 | Yes | 62 | 44% | \$8,500 | \$0 | 130 | No | No | 10+ | No | \$8,500 | 110 | \$6,000 |
| V | LCCC | 0 | Bexar | 78229 | 5-15 | Yes | 16 | 15% | \$1,093,000 | \$853,000 | 75 | Yes | No | 1 | Yes | \$95,000 | 110 | \$6,000 |
| W | LCCH | 4 | Bexar | 78228 | 0-5 | Yes | 2 | 17% | \$5,000 | \$10,000 | 10 | Yes | No | 10+ | No | \$10,000 | 106 | \$3,000 |
| X | LCCC | 3 | Bexar | 78242 | 0-5 | No | 24 | 24% | \$12,000 | \$0 | 60 | Yes | No | 10+ | No | | 103 | \$3,000 |
| Y | LCCC | 0 | Bexar | 78210 | 0-5 | No | 13 | 46% | \$54,000 | \$54,000 | 27 | Yes | No | 7 | No | \$7,500 | 100 | \$3,000 |
| Z | LCCC | 4 | Bexar | 78260 | 5-15 | Yes | 8 | 5% | \$20,000 | \$50,000 | 70 | Yes | No | 10+ | No | \$90,000 | 99 | \$3,000 |
| AA | LCCC | 0 | Bexar | 78214 | 0-5 | No | 3 | 7% | \$72,000 | \$9,200 | 45 | Yes | No | 1 | No | \$25,000 | 95 | \$3,000 |
| AB | LCCC | 3 | Bexar | 78207 | 0-5 | No | 3 | 6% | \$7,700 | \$8,285 | 20 | Yes | No | 10+ | No | \$12,000 | 93 | \$3,000 |
| AC | LCCC | 4 | Bexar | 78224 | 0-5 | No | 0 | 0% | \$25,000 | \$10,000 | 40 | No | No | 10+ | No | \$15,000 | 90 | \$3,000 |
| AD | RCCH | 0 | Bexar | 78254 | 5-15 | No | 0 | 0% | \$24,000 | \$1,500 | 200 | Yes | No | 10+ | Yes | \$5,000 | 90 | \$3,000 |
| AE | RCCH | 3 | Bexar | 78239 | 0-5 | No | 0 | 0% | \$10,000 | \$5,000 | 3 | No | No | 10+ | No | \$8,000 | 89 | \$3,000 |

TRS Stipend Update

November 16, 2020



AmericanJobCenter®

Summary

- COVID-19 impact on TRS providers
- Access to quality child care
- \$258,000 available
- TWC and WSA Surveys shared at last meeting
- Used WSACCC input to develop matrix and distribution plan
- Requesting approval of stipends to TRS providers and providers working towards TRS



Conditions of Stipends

- Providers must complete Business Accelerator Course
- Funds must be applied to business expenses
- Providers must sign MOU
- One-year probation for providers that don't comply with MOU





Questions?

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: November 16, 2020

Subject: Texas Rising Star (TRS) Discount Discussion and Approval

Summary:

Child Care Services (CCS) parents must pay a parent share of cost (PSOC) based on income. We are asking the Board to consider a PSOC discount for parents that choose a TRS provider. This will be a financial incentive for parents and the children will reap the short-term and long-term benefits of being enrolled at a TRS provider. This topic is for discussion and possible approval.

Analysis:

TRS providers generally charge more due to the cost of quality services. WSA reimburses providers based on max reimbursement rates for that provider type and designation. Some TRS providers lose money when they accept CCS enrollments due to the cost of care exceeding the WSA reimbursement rate. Sometimes TRS providers charge parents the difference between the cost of care and the reimbursement rate. If we make this change, parents that choose TRS providers can use these savings to help cover the difference between the provider's rates and WSA's reimbursement rates, if applicable.

| Discount | Avg. Monthly Savings | Annual Savings |
|----------|----------------------|----------------|
| 10% | \$13 | \$156 |
| 15%* | \$19 | \$228 |

*15% estimate is informational only; the budget only allows for a 10% discount.

There has been a significant increase in TRS enrollments over the last two program years. This was accomplished by increasing parent awareness and an increase in TRS providers in our region. The TRS discount will be an added perk and we can use the discount to create more awareness. This change may also encourage more CCS providers to become TRS certified.

| TRS Enrollments and Percentage for All CCS Children | | | |
|---|-----------------|---------------------|------------|
| Year | TRS enrollments | Non-TRS enrollments | Percentage |
| PY 16 | 1079 | 6130 | 15.0% |
| PY 17 | 1304 | 6538 | 16.6% |
| PY 18 | 1250 | 6422 | 16.3% |
| PY 19 | 2241 | 8044 | 21.8% |
| PY 20 | 3440 | 9351 | 26.9% |

| TRS Provider Increase by Program Year (PY) | |
|--|----------------|
| Program Year | TRS Providers* |
| PY16 | 73 |
| PY17 | 73 |
| PY18 | 77 |
| PY19 | 88 |
| PY20 | 104 |
| PY21 | 124 |

*Based on beginning of Program Year

Based on revised TWC Guidelines, TWC anticipates that some star levels will be adjusted for our current TRS providers. However, there will be minimal changes based on the attached projections provided by TWC.

Alternatives:

We do not have enough TRS providers in every county to serve all CCS children. In some counties we do not have any TRS providers. This means the discount would not be available in some areas of our region and this could be a concern for some parents and stakeholders. However, this change may also encourage more CCS providers to become TRS certified in rural counties.

See next page for details on TRS providers and enrollments in each county.

| County | Total | Enrollments |
|--------------|------------|--------------|
| Atascosa | 2 | 44 |
| Bandera | 0 | 0 |
| Bexar | 107 | 2,484 |
| Comal | 5 | 53 |
| Frio | 2 | 51 |
| Gillespie | 2 | 5 |
| Guadalupe | 5 | 71 |
| Karnes | 0 | 0 |
| Kendall | 1 | 1 |
| Kerr | 3 | 85 |
| McMullen | 0 | 0 |
| Medina | 1 | 91 |
| Wilson | 1 | 4 |
| Total | 129 | 2,890 |

For future consideration, we can hire a recruiter that will focus on recruiting more TRS providers in target areas. This strategy would increase capacity so we can enroll more children in TRS providers and give parents more options for quality care.

At this time the budget will only allow for a 10% discount. In the future, we may consider using part of the investment detailed below to hire a recruiter for approximately \$65,000 per year including benefits. For example, we can do the 10% Discount (\$148,000) and hire a recruiter for the less money than doing the 15% discount based on the estimates below. (\$148,000 + \$65,000 = \$213,000) This was proven as a best practice for the Gulf Coast Board.

Fiscal Impact:

WSA fiscal staff developed the 12-month budget estimates below.

| Discount | Duration | Cost |
|----------|-----------|-----------|
| 10% | 12 months | \$148,814 |
| 15%* | 12 months | \$223,221 |

*15% estimate is informational only; the budget only allows for a 10% discount.

Recommendation:

Board staff recommends further discussion and consideration of these options. This investment in quality will have a lasting impact on the families that choose TRS providers. Children that attend quality child care programs are more prepared for school. This change will help prepare our future workforce and make quality child care more accessible to low-income families.

Next Steps:

Discuss and consider the best option for implementation. If approved, we will need to revise our Parent Share of Cost policy. We can implement changes after the revised policy is approved by the Board.

Attachment:

TRS Star Level Changes Based on Proposed TWC Changes

Texas Rising Star (TRS) Discount

November 16, 2020



AmericanJobCenter®

Overview

- Proposing a discount for parents choosing TRS
- Children and parents benefit
- Increase number of children enrolled in TRS
- Increase number of TRS providers
- Increases access to quality child care



Parent Savings

| Discount | Avg. Monthly Savings | Annual Savings |
|----------|----------------------|----------------|
| 10% | \$13 | \$156 |
| 15%* | \$19 | \$228 |

*15% estimate is informational only; the budget only allows for 10% discount



TRS Enrollments Trend

TRS Enrollments and Percentage

| Year | TRS enrollments | Non-TRS enrollments | Percentage |
|-------|-----------------|---------------------|------------|
| PY 16 | 1079 | 6130 | 15.0% |
| PY 17 | 1304 | 6538 | 16.6% |
| PY 18 | 1250 | 6422 | 16.3% |
| PY 19 | 2241 | 8044 | 21.8% |
| PY 20 | 3440 | 9351 | 26.9% |



TRS Providers

| Program Year | TRS Providers |
|--------------|---------------|
| PY16 | 73 |
| PY17 | 73 |
| PY18 | 77 |
| PY19 | 88 |
| PY20 | 104 |
| PY21 | 124 |



Current TRS Access and Enrollments by County

| County | Total | Enrollments |
|-----------|-------|-------------|
| Atascosa | 2 | 44 |
| Bandera | 0 | 0 |
| Bexar | 107 | 2,484 |
| Comal | 5 | 53 |
| Frio | 2 | 51 |
| Gillespie | 2 | 5 |
| Guadalupe | 5 | 71 |
| Karnes | 0 | 0 |
| Kendall | 1 | 1 |
| Kerr | 3 | 85 |
| McMullen | 0 | 0 |
| Medina | 1 | 91 |
| Wilson | 1 | 4 |
| Total | 129 | 2,890 |



Financial Impact

| Discount | Duration | Cost |
|----------|-----------|-----------|
| 10% | 12 months | \$148,814 |
| 15%* | 12 months | \$223,221 |

*15% estimate is informational only; the budget only allows for 10% discount



Alternative

- Future considerations
- Hire TRS Recruiter (\$65,000 including benefits)
- Gulf Coast has reported as best practice
- Combine with discount
- 15% plus salary less than 20% discount cost



Next Steps

- Further discussion and approval
- If approved, the Parent Share of Cost policy will be revised
- Can implement changes after Board approves new policy





Questions and Discussion

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: November 16, 2020

Subject: Child Care Quality (CCQ) Budget Briefing

Summary:

COVID-19 forced workforce boards to adjust CCQ initiative plans since they traditionally include mass gatherings. Consequently, The Texas Workforce Commission (TWC) extended the Program Year (PY) 20 budget until December 31, 2020.

After the extension was granted, TWC added a stipulation that Contractor salaries could not be charged to the grant after October 2020. This stipulation was unprecedented and resulted in \$327,209 in extra funds available for CCQ initiatives. These funds must be spent by December 31, 2020.

Analysis:

Due to the short turnaround time on these funds, WSA child care staff developed a plan to ensure these funds are spent before December 31, 2020. WSA child care staff will take the lead on these quality initiatives and coordinate with Mentors to implement the following strategies:

- Purchase social emotional and multicultural resources for TRS and CCS providers;
- Purchase Science Technology Engineering Art and Mathematics (STEAM) kits for TRS and CCS providers that attend a STEAM training hosted by Mentors;
- Purchase COVID-19 kits that promote health and safety precautions during the pandemic;
- Purchase outdoor play resources that promote outdoor activity during the pandemic;
- Expedite Dream Proposals that were originally planned for after January 2021; and
- Apply initiatives and funds scheduled for 1st Quarter 2021 to PY20 funds.

The final expenditures will be based on the following factors:

- Confirmed shipment dates;
- Number of participants at STEAM training on November 21st;
- Needs assessment and provider matrix; and
- Providers willing and able to return the Dream Proposal contract before December.

This plan exceeds the amount of funds available to ensure we have a contingency plan in case there are unforeseen circumstances.

Alternatives:

These funds will be lost if we do not spend before December 31, 2020. WSA will ensure these funds are spent timely and strategically.

Recommendation:

This is a briefing item only due to the short turnaround time on these funds and plans.

Next Steps:

WSA staff will implement the plan and provide updates.

Attachment:

None.

Child Care Quality (CCQ) Budget Briefing

November 16, 2020



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Overview

- TWC extended PY20 funds until 12/31 due to COVID
- After extension, TWC added a stipulation – no salaries
- This was unprecedented
- \$327,209 extra funds
- This is a briefing only



CCQ Budget Plans for Expiring Funds

- Spend all carryover funds from PY20 (\$322,594)
- + Funds allocated for 1st Quarter PY21 (\$177,209) = \$499,594
- + \$150,000 = \$649,594
- Accomplished by
 - Implementing 1st Quarter PY21 plans shared at previous meeting
 - Purchasing
 - Social Emotional and Multicultural Resources
 - STEAM
 - COVID Kits
 - Outdoor play resources
 - Expediting Dream Proposals planned for after January 2021
 - Contingency plans in place





Questions?