



## **EARLY CARE & EDUCATION COMMITTEE MEETING**

Workforce Solutions Alamo  
100 N. Santa Rosa St., Suite 120, Boardroom  
San Antonio, TX 78207

**November 6, 2023**

**10:00 AM**

### **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 Caroline Goddard at (210) 322-6296.

***The Chair of the Committee will be at the Host Location. The Host location is specified above. Meetings will be visible and audible to the public at the Host location, and there will be a visual or audio recording of the meeting. There will be two-way audio and video of the meeting between each Board member sufficient that Board members and public can hear and see them. WSA will comply with all Videoconferencing Guidelines.***

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**During the Public Comments portion of the meeting (Agenda Item 4), 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.**

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- I. CALL TO ORDER  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- II. ROLL CALL AND QUORUM DETERMINATION  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- III. DECLARATIONS OF CONFLICT OF INTEREST  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- IV. PUBLIC COMMENT  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM SEPTEMBER 8, 2023, EARLY CARE & EDUCATION COMMITTEE MEETING  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- VI. CHILDCARE UPDATES (DISCUSSION AND POSSIBLE ACTION)  
Presenter: Jessica Villarreal, Director of Child Care
  - a. Childcare Performance Briefing
  - b. Texas Rising Star Assessment Update
  - c. TRS Contracted Slots Pilot Briefing
  - d. Entry Level Designation & Efforts Towards Increasing and Accessing Quality
  - e. Teacher Appreciation Survey Results
- VII. CEO REPORT  
Presenter: Adrian Lopez, CEO
  - a. Success Stories
- VIII. CHAIR REPORT  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- IX. EXECUTIVE SESSION:  
Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move 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;
  - d. Government Code §551.074 – Personnel Matters Involving Senior Executive Staff and Employees of Workforce Solutions Alamo; and

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e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

X. ADJOURNMENT

Presenter: Ana DeHoyos O'Connor, Committee Chair



## **EARLY CARE & EDUCATION COMMITTEE MEETING - MINUTES**

Workforce Solutions Alamo  
100 N. Santa Rosa St., Suite 120, Boardroom  
San Antonio, TX 78207

**September 8, 2023**

**10:00 AM**

**BOARD OF DIRECTORS:** Ana DeHoyos O'Connor (Chair), Betty Munoz, Leslie Cantu, Yousef Kassim (10:01am), Elizabeth Lutz (10:13am)

**COMMITTEE MEMBERS:** Dr. Henrietta Munoz, Mark Larson, Liza Gomez, Jennifer Martinez

**WSA STAFF:** Adrian Lopez, Gabriela Navarro Garcia, Jessica Villarreal, Angela Bush, Aaron Bieniek, Annie Montana, Carlos Garcia, Caroline Goddard, Helane Aghayere, Jessica Bracamonte, Jessica Lockhart, Kimberly Villarreal, Kristen Rodriguez, Penny Benavidez, Vanessa McHaney

**PARTNER STAFF:** Mike Ramsey, Abigail Garcia, Lisa Elizondo

**WSA LEGAL COUNSEL:** None.

**GUESTS:** Betty Villegas with Texas A&M San Antonio

### **AGENDA**

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**I. CALL TO ORDER**

Presenter: Ana DeHoyos O'Connor, Committee Chair

**At 10:00am, Chair Ana DeHoyos O'Connor called the meeting to order.**

**II. ROLL CALL AND QUORUM DETERMINATION**

Presenter: Ana DeHoyos O'Connor, Committee Chair

**The roll was called, and a quorum was declared present.**

**III. DECLARATIONS OF CONFLICT OF INTEREST**

Presenter: Ana DeHoyos O'Connor, Committee Chair

**Chair Ana DeHoyos O'Connor stated that if a discussion on Ready to Work occurs, then she will have to recuse herself due to Alamo Colleges receiving funding from this program.**

**IV. PUBLIC COMMENT**

Presenter: Ana DeHoyos O'Connor, Committee Chair

**None.**

**V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM JULY 14, 2023, EARLY CARE & EDUCATION COMMITTEE MEETING**

Presenter: Ana DeHoyos O'Connor, Committee Chair

**Upon motion by Leslie Cantu and seconded by Jennifer Martinez, the Committee unanimously approved the minutes from July 14, 2023, Early Care & Education Committee meeting.**

**VI. EDUCARE UPDATE**

Presenter: Dr. Henrietta Munoz, CEO, Institute for School & Community Partnerships

— The Institute for School & Community Partnership's mission is to support students through innovative practices, research, and equitable policy so they can reach their full potential. There are three schools that they manage.

1. Winston Intermediate School of Excellence (WISE) is a university-led

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campus for 3<sup>rd</sup> to 5<sup>th</sup> graders. The only University managed Intermediate campus specifically designed for scholars focused on university and career preparation. Offers smaller class size for individualized learning, STEAM focused learning and field experiences, University professors joining with class instruction, and visits to Texas A&M University San Antonio and other universities.

2. Gus Garcia University School (GUS) is a middle school for 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> graders. This school previously had a state rating of an F and has increased to a C.
  3. Burleson School for Innovation and Education is a post-secondary campus that has a transitioning program for 18 – 22 year olds with special needs whether they are behavioral or cognitive. Looking to expand to 26 year olds for neuro typical students. This campus focuses on three big goals which are independent living, job placement, and a post-secondary opportunity.
- Partnerships are held with The Centers for Applied Science and Technology (CAST) network of campuses.
  - Educare will be managed by Texas A&M University San Antonio but will work closely with the Institute because it will become one of the university lab schools like the previous three discussed. The new building is scheduled to be built soon.
  - Mark Larson added that the university put in an additional \$3M towards the build out of the Educare center. Mark Larson is also involved in conversations with three different school districts to use the buildings where schools have closed for childcare centers. In addition, the City of San Antonio put together an early childhood data study which has been awarded to Texas A&M to execute.
  - Leslie Cantu highlighted that Toyotetsu has been working closely with Texas Workforce Solutions Vocational Rehabilitation Services, AACOG, and WSA to create a manufacturing internship specifically for individuals with intellectual and developmental disabilities and would like to explore a partnership with the Burleson School.

## VII. CHILDCARE UPDATES (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jessica Villarreal, Director of Child Care

### a. Policy: CCS 11, C6 Maintenance of a Waiting List and Board Priority Groups

- The current policy reads: Local Priority Groups – Children in rural counties will be a local priority until at least 20% of children receiving discretionary funded subsidized childcare do so from the rural counties. When all TWC priority groups have been served, customers from rural counties will have priority until the percentage of rural children in discretionary care has been met.
- CCS11, C6 suggests an update to the policy's section on rural elements as: Local Priority Groups – Children in rural counties will be a local priority until at least the relative allocation percentage provided by WSA based on the FY2024 Rural Services Pilot County-By-County of children receiving discretionary funded childcare scholarships do so from the rural counties.

**Upon motion by Mark Larson and seconded by Liza Gomez, the Committee unanimously approved Policy: CCS 11, C6 Maintenance of a Waiting List and**

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### **Board Priority Groups.**

- b. Childcare Performance Briefing
  - WSA's unofficial YTD average for FY23 is 106.68%. Since this number is just above the meets performance threshold, WSA has temporarily paused enrollment, other than the mandatory priority group.
  - As of August 21, 2023, 7,524 families are in care, 13,051 children are in care, 4,822 families are on the waitlist, and 8,034 children are on the waitlist. The totals on the waitlist include 1,927 infants, 2,214 toddlers, 1,981 preschool children, and 1,918 school age children.
  - The number of new CCS agreements was 3 in June and 6 in July. The number that ended their CCS agreements were 2 in June and 1 in July.
- c. Texas Rising Star Assessment Update
  - As of August 21, 2023, there are 166 TRS certified centers which is 29% of CCS programs. Assessments are on temporary pause due to the transition of CLI. Six assessors have opted to remain City of San Antonio employees and one assessor will transition to CLI.
- d. TRS Contracted Slots Pilot Briefing
  - 12 children are enrolled in Converse Christian School, 7 are enrolled in La Mision Child Care and Kid Kamp, and 15 are enrolled in DePaul Children's Center. Enrollment and outreach continue to try and fill the 50 slots.
- e. Entry Level Designation & Efforts Towards Increasing and Accessing Quality
  - By September 30, 2023, the Board will evaluate programs for Texas Rising Star certification eligibility. If eligible, the Board will schedule an assessment prior to September 30, 2024. If ineligible, the program will have six months to meet eligibility. The re-evaluation deadline is March 31, 2024.
  - As of October 2022, there were 550 centers who were priority, of those 531 was the actual number of centers after those who chose not to renew their CCS agreement. As of August 2023, there were 571 centers who have signed an agreement with CCS. The new agreements do not follow the current timeline since they have 24 months to become TRS certified. As of August 2023, 373 centers have been designated as entry level and of those 239 centers are currently eligible based on licensing. 145 centers are not in a cohort, 65 centers are in a WSA cohort, and 29 centers are working with an external organization. 134 centers are currently ineligible with 78 of them not in a cohort and 56 of them in a WSA cohort or working with an external organization. 232 continuous quality improvement plans that have been created jointly between a director and a mentor.
  - WSA was one of 12 out of 28 Boards that hosted an individual focus group discussing screening forms, categorical measures, and processes and protocols. 26 were in attendance with 12 centers being represented, 3 staff from HHS-CCR, 4 staff from TRS assessors/mentors, 1 higher education from San Antonio College, 2 from WSA, 1 from United Way, 1 from Region 20 and 1 TWC staff.
  - WSA is one of three Boards that will be participating in a TRS study in partnership with TWC and CLI. Two of WSA's TRS mentors were selected by CLI to participate in the study that will span three years. The purpose is to see

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how implementation of the CQI approach within TRS can improve program quality and benefit workforce members.

— Investments in Quality:

- The Teacher Appreciation Grant with an investment amount of \$476,800. 561 early learning programs were eligible for the opportunity and 479 projected payments are to begin in September for those who met the MOA deadline.
- TRS providers maintenance incentive in the amount of \$412,500. 138 TRS providers were awarded impacting 4,642 CCS children enrolled, 59 providers registered in TECPDS, 41 reporting in availability portal, and 8 military programs awarded. TRS certified providers receive an incentive award based on their star level for their participation and maintenance of certification.
- TRS providers staff bonuses with a projected amount of \$911,192. Q1 will be in the amount of \$396,000. Two quarterly bonuses for TRS certified providers that sustain higher levels of quality by decreasing staff turnover and increasing staff retention. 48 TRS providers will be awarded with 38 in Bexar County and 10 in rural counties affecting 778 staff.
- TRS initial certification and monitoring staff incentives in the amount of \$439,500. Incentives for staff at TRS certified providers and newly certified providers that achieve and sustain higher levels of quality through an assessment. Childcare staff are paid after assessment results are determined. This includes 127 TRS providers and approximately 1,674 staff.
- Professional development investment of \$250,000 to provide professional development opportunities for over 500 CCS providers through a virtual or in-person setting that aligns with Core Competencies for Practitioners and Administrators. 18 vendors were awarded, 47 trainings scheduled between March and August, CDA to Transcript opportunity for 20 early learning professionals to receive their CDA, and over 2,000 professionals have registered for training. Additional professional development to be scheduled for FY24.

## VIII. FY24 CHILD CARE BUDGET BRIEFING

Presenter: Angela Bush, CFO Consultant

- The Board has previously utilized a benchmark of 80% for the urban areas and an aggregate of 20% for the rural areas.
- The childcare service delivery allocations reflect approximately 82.5% of funding to urban areas and an aggregate of 17.5% to rural areas, which is being implemented and tracked by each county.
- The childcare budget for FY24 is \$131,617,722.
- Childcare Budget Allocations:
  - Child Care Discretionary applies mainly to low-income and homeless populations. The allocation factor is a relative proportion of children under 13 years old in families whose income does not exceed 150 percent of the

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- poverty level residing within the workforce area.
- Child Care Mandatory applies to children who must be placed in care and are not eligible to be wait-listed. The allocation factor is (1) 50 percent will be based on the relative proportion of the total number of children under the age of five years old residing within the workforce area and (2) 50 percent will be based on the relative proportion of the total number of people residing within the workforce area whose income does not exceed 100 percent.
- Child Care Match, which is local Direct Care Contributions. The allocation factor is the relative proportion of children under 13 years old in families whose income does not exceed 150 percent of the poverty level residing within the workforce area.
- Corporate and facilities is only 3% of the childcare budget which means most of the funds goes directly to service delivery. The limit is 5% of administrative costs for childcare.
- Child Care Budget Summary: 89% Direct Care, 3% CCQ Providers, 3% Other, 2% Board, and 6% Operations.
- The childcare contract is a 13-month contract, so a small portion of the budget needs to go into the childcare reserve. These restricted dollars are set aside for that one month and it will be used until it expires, and then the match will start to be pulled.
- Child Care requires a local match that is subject to change annually. FY22 was at \$7,372,742. It must be certified annually by TWC. The Board is budgeting a match of \$7,562,035 for FY23. The match will subsidize direct care expenditures in November and December of 2023.
- CEO Adrian Lopez added that the funds are not sitting in WSA's bank account. Angela Bush explained that just because the money is allocated does not mean that it is guaranteed and there has to be draw from the city every two weeks.
- Waitlist Status and Procedures: In FY22, childcare targets were reduced by TWC; when this occurred, the Board was at 108% of performance, and there was a need to attrition down to 105% and establish a waitlist. The Board utilizes local priority groups for the waitlist to ensure rural areas are provided equitable services.
- Waitlist Utilization: Rural siblings of a child that is already receiving care, rural WIOA participants, rural children on the waitlist when the rural enrollment percentage is less than 20% of the total enrollments, Bexar County sibling of a child that is already receiving care, Bexar County WIOA participants, families enrolled in Early Head Start Partnership Programs, JBSA military members, civilians, and associated contractors, and children dually enrolled in a recognized partner site.

## IX. CEO REPORT

Presenter: Adrian Lopez, CEO

### a. Success Stories

## X. CHAIR REPORT

Presenter: Ana DeHoyos O'Connor, Committee Chair

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XI. EXECUTIVE SESSION:

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  - d. Government Code §551.074 – Personnel Matters Involving Senior Executive Staff and Employees of Workforce Solutions Alamo; and
  - e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.
- None.

XII. ADJOURNMENT

Presenter: Ana DeHoyos O'Connor, Committee Chair

**Upon motion by Mark Larson and seconded by Liza Gomez, Chair Ana DeHoyos O'Connor adjourned the meeting at 11:46am.**

## MEMORANDUM

**To:** Early Care & Education Committee

**From:** Adrian Lopez, CEO

**Presented by** Jessica Villarreal, Director of Child Care

**Date:** November 6, 2023

**Subject:** Childcare Performance Briefing

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### Summary:

This is a briefing to the Early Care & Education Committee on childcare performance for FY 2023.

WSA continues to work with our childcare contractor as they monitor and process enrollments. WSA maintains ongoing communication with the childcare contractor on TWC's performance goal range of meeting performance: 95 – 105% and to remain within the allocated budget.

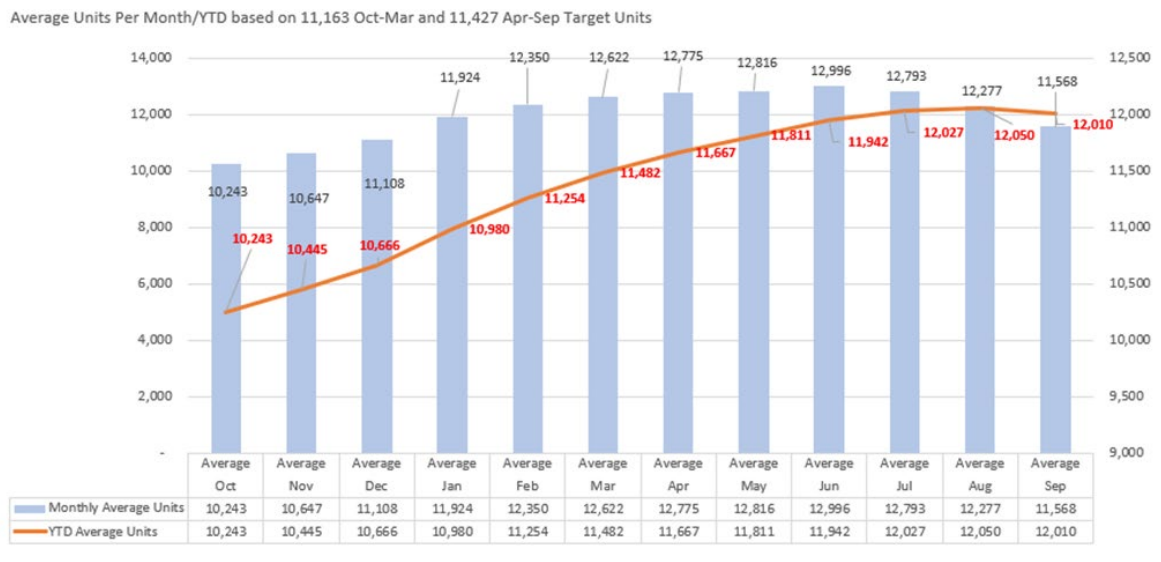
For FY 2023 TWC set Alamo's target at 11,427.

As of 10/19/2023, Alamo reflects performance at 106.29%.

### Analysis:

- WSA's unofficial YTD average for September shows average enrollments of 12,010 or 106.29%, which reflects that we are currently in the above performance range, and have temporarily paused enrollment as we monitor attrition, in order to remain within performance range and childcare budget.
- WSA has successfully placed 12,039 children in care, servicing 7,104 families.
- Alamo has 8,044 children on the waitlist, reflecting 4,880 families awaiting scholarship.
- Childcare contractor staff is not actively enrolling, staff does continue to process documentation for children/families identified within a mandatory group.
- The breakdown according to age group on waitlist is as follows: 2,077 infants, 2,051 toddlers, 1,868 preschool, and 2,003 school age.

Information collected: 10/19/2023



	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Monthly Average Units	10,243	10,647	11,108	11,924	12,350	12,622	12,775	12,816	12,996	12,793	12,277	11,568
YTD Average Units	10,243	10,445	10,666	10,980	11,254	11,482	11,667	11,811	11,942	12,027	12,050	12,010

	Oct	Nov	Dec	Jan	Feb	March	Apr	May	Jun	Jul	Aug	Sep
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Monthly Average %	91.76%	95.38%	99.50%	106.82%	110.64%	113.07%	111.79%	112.16%	113.73%	111.96%	107.44%	101.23%
YTD Average Units %	91.76%	93.57%	95.55%	98.36%	100.82%	102.86%	104.14%	105.14%	106.09%	106.68%	106.75%	106.29%

	Oct	Nov	December	Jan	Feb	March	Apr	May	June	July	August	September
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Choices	237	229	209	203	201	198	196	186	190	194	182	189
TANF						4						
Low Income	9,554	9,938	10,419	11,210	11,618	11,868	11,983	11,991	12,139	11,920	11,393	10,688
Former DFPS	382	401	392	419	428	439	476	511	515	530	553	553
Homeless	70	79	88	92	103	114	120	128	152	150	149	138
Monthly Average Units	10,243	10,647	11,108	11,924	12,350	12,622	12,775	12,816	12,996	12,793	12,277	11,568
Monthly % Average	91.76%	95.38%	99.50%	106.82%	110.64%	113.07%	111.79%	112.16%	113.73%	111.96%	107.44%	101.23%
YTD Average Units	10,243	10,445	10,666	10,980	11,254	11,482	11,667	11,811	11,942	12,027	12,050	12,010
YTD % Average	91.76%	93.57%	95.55%	98.36%	100.82%	102.86%	104.14%	105.14%	106.09%	106.68%	106.75%	106.29%
TWC Target	11,163	11,163	11,163	11,163	11,163	11,163	11,427	11,427	11,427	11,427	11,427	11,427

As of 10/18/2023

County	Families in Care	Children in Care	Families on Waitlist	Children on Waitlist
Atascosa	217	357	114	234
Bandera	31	53	20	30
Bexar	5549	9601	4074	6717
Comal	319	459	149	233
Frio	76	131	39	65
Gillespie	47	60	35	46
Guadalupe	393	625	225	369
Karnes	13	19	28	48
Kendall	59	97	31	47
Kerr	156	236	72	108
McMullen	0	0	0	0
Medina	162	262	58	92
Wilson	82	139	35	55
Totals	7104	12039	4880	8044

### Fiscal Impact:

- Each fiscal year beginning in October, TWC distributes funding and places an annual performance target for each Board.
- TWC provides Boards with a performance status methodology that is based on the annual target and budget, outlining percentage ranges for 3 performance measures:
  - Meets Performance (MP), Exceeds Performance (+P), and Below Performance (-P)

#### *CCDF Performance Status Methodology*

Year-to-Date numbers to calculate performance

MP = 95%-105%

+P = 105% or above

-P = <94.99

- Boards who exceed the budgeted amount for enrollments may cause negative impact on future funding.
- As a result, WSA closely monitors and carefully balances both the enrollment target as well as the budget allocated to placing children in care, in an effort to provide childcare to as many families as possible while remaining in good standing with TWC.

**Recommendation:** N/A

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**Next Steps:**

- As WSA and the childcare contractor continue to monitor performance and work to ensure that enrollment remains at a level that does not negatively impact performance, WSA has asked the contractor to temporarily pause active enrollment, in an effort to remain within Alamo's allocated budget for childcare services.
- WSA received the initial target / projections for FY 2024, which for Alamo is currently allocating a budget for 12,378 slots, which is an increase from FY 2023. This will add an additional 951 slots.

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## MEMORANDUM

**To:** Early Care & Education Committee

**From:** Adrian Lopez, CEO

**Presented by:** Jessica Villarreal, Director of Child Care

**Date:** November 6, 2023

**Subject:** Texas Rising Star Assessment Update

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### Summary:

The Texas Workforce Commission's (TWC) three-member Commission (Commission) approved final rules for revisions to the Texas Rising Star program on January 5, 2021. Along with the rule changes, the Commission approved statewide protocols for implementation of the revised Texas Rising Star standards. The Commission-approved implementation protocols include a deferment of assessments and in-person visits during the time that Texas Rising Star staff members are learning about and transitioning to the revised standards.

On August 3, 2021, the Commission approved modifications to the implementation protocols, which include establishing an implementation date of September 1, 2021.

### Analysis:

On September 1, 2021, implementation of the revised Texas Rising Star standards began. [WD 06-21, Change 2](#) provided guidance on implementation of the revised certification guidelines specific to Assessment Training & Certification Program (ATCP) course completion requirements for conducting assessments, prioritization plan for determining assessment visits, and continued quarterly screenings. This letter remains active and within the attachment Boards may continue to extend certification and visit due dates due to COVID-19 impacts, as well as professional development requirements per the guidance provided.

With the recent transition of TRS Assessors to the Centralizing Agency, Alamo no longer holds the contract to oversee Texas Rising Star Assessors.

TWC has awarded CLI the contract for the Centralization of Texas Rising Star Assessors. The 5 remaining assessors and the former assessor manager have selected to stay with the City of San Antonio and transition roles to serve as Texas Rising Star mentors. Due to these transitions, Alamo has 14 mentors and 2 mentor managers actively working with our centers.

As of 10/1/23, Alamo Board reflected a total of 174 Early Learning Programs certified as Texas Rising Star. TRS mentors and Boards have been participating in meetings with the Centralizing

Assessment Entity to understand the new processes and responsibilities assigned to TRS mentors/assessors, Boards, and the Centralizing Assessment Entity.

WSA currently has 590 total providers with an overall capacity of 56,565 based on Child Care Regulations. For those centers in the rural area, the total capacity they have available is 142, while Bexar Centers have 13,232.

The total number of providers who have agreements to provide scholarships continues to fluctuate. As of September 2023, we have 590 CCS centers with an active agreement to provide care for children. This total includes Licensed Centers, Licensed Child Care Homes, Military, Registered Child Care Homes, and Relative Care Listed Homes. **\*\* Relative Care is not included for TRS percentages/numbers\***

**Data as of 10/01/2023**

Total Number of Centers Scheduled	Annual Monitoring vary/8 initial center(s) scheduled
Centers awaiting NEW certification	21
Number of 4* to date	128
Number of 3* to date	40
Number of 2* to date	6
# Of Accredited Centers	58
# Of Non-Accredited Centers	116
# Of Military Centers: included in accredited total	8
# Of Initial Centers (as of Sept 2022)	47
# Of Centers Closed/Withdrew/CCR deficiencies	9
# Of Centers who have increased star level since Sept.2022	39
2 STAR → 3 STAR	4
2 STAR → 4 STAR	10
3 STAR → 4 STAR	25



**Initial Assessment Information:**

Applications Received BUT not scheduled					
First Baptist CDC	135494	8/29/2023			ATASCOSA
Live Oak Head Start	1526602	8/31/2023			BEXAR
Angel Valley Christian Daycare	828250	8/31/2023			Bexar
Imagination CDC	1620506	n/a	Facility Change		
San Antonio College	222761	n/a	Facility Change		
Harvey Najim	1688046	9/15/2023			Bexar
SA Country Day Montessori	1720421	uploaded to CLI on 9/29/2023 due			Bexar
Teeter Totter	847161	uploaded to CLI on 9/29/2023 due			Bexar
Poppy's Kiddie Kampus	121452	9/28/23- Uploaded to CLI 9/29/23			Bexar
Texas Heritage Children's Ranch	402848	9/29/23 Uploaded to CLI			Bexar
Maria Cantu	1514664	9/29/23			
Kids World	183817	9/29/2023			
123 ABC	1729615	9/29/2023			
Hand N Hand	840816	9/29/2023			
Letty's Loved Ones	883638	9/29/2023			
United Kidz	1544977	10/3/2023			
RSLA	1703196	10/6/2023			
Y school age- schlather	1679430	10/10/2023			
Sharitta Polite	1745567	10/12/2023			
Nakita Holmes	902009	10/12/2023			
Tiny Treasures	1720753	10/18/2023			
KidVille LLC	1717703	10/19/2023			
Beth Green	1733928	10/20/2023			

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	786	439	144	33%
Rural Early Learning Programs	259	135	26	19%
Total	1045	574	170	30%

Provider Type	Total Providers	Total Capacity	Rural Providers*	Rural Capacity*
Licensed Center	491	55,676	118	13,028
Licensed Child Care Home	33	396	13	156
Military	8	N/A	0	N/A
Registered Child Care Home	42	493	4	48
Relative Care Listed Home	16	N/A	7	N/A
Totals	590	56,565	142	13,232

### BCY 23

Month	# of New Agreements	# of Agreement Ended
October	7	0
November	6	0
December	2	1
January	6	0
February	4	2
March	3	2
April	2	3
May	4	1
June	3	2
July	6	1

**Alternatives:** N/A

**Fiscal Impact:** N/A

**Recommendation:** N/A

**Next Steps:** WSA will continue monitoring assessment scheduling and progress. Assessments will continue as outlined, following TWC guidance and processes.

**Attachment:** None.

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## MEMORANDUM

**To:** Early Care & Education Committee

**From:** Adrian Lopez, CEO

**Presented by:** Jessica Villarreal, Director of Child Care

**Date:** November 6, 2023

**Subject:** TRS Contracted Slots Pilot Briefing

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**Summary:**

On June 10, 2022, WSA received Board approval to proceed with awarding three centers contracted slots. WSA has received signed contracts from the selected centers and is actively working to provide the resources necessary to begin implementation of contracted slots pilot. Prior to rollout, WSA must adhere to TWC's guidelines on policy implementation for contracted slots.

Texas Workforce Commission (TWC) Rules, Section 809.13, requires Boards to develop policies for the design and management of the delivery of childcare services in a public process. Rules require Boards to have a policy related to contracted slots agreements as described in Section 809.96 if the Board opts to enter into such agreements.

As WSA Board is one of only two Workforce Boards who have elected to enter the TRS Contracted Slots pilot, WSA must develop and adopt policy for implementation.

**Analysis:**

Contracted slots officially began with the first child enrolled on October 3, 2022. New centers continue to be called in order to confirm interest in Child Care Services Scholarship and are being emailed the Child Care Enrollment opportunity to confirm interest in contracted slots programs.

- Converse Christian, awarded 15 slots, has enrolled 8 children: 3 infants and 5 toddlers. 7 contracted seats remain available.
- De Paul, awarded 20 contracted slots, has enrolled 10 children: 4 infants and 6 toddlers. 10 contracted seats remain available.
- La Mision, awarded 15 slots, has enrolled 6 children: 2 infants and 4 toddlers. 9 contracted seats remain available.

Center	Filled Slots	Open Slots	Total
Converse Christian	3 infant / 5 toddler	2 infant / 5 toddler	15 slots
De Paul	4 infant / 6 toddler	2 infant / 8 toddler	20 slots
La Mision	2 infant / 4 toddler	3 infant / 6 toddler	15 slots

**Alternatives:**

N/A

**Fiscal Impact:**

TWC awarded WSA \$746,230.00 for the implementation and management of the TRS Contracted Slots pilot.

Currently WSA has expended: \$185,752.68, with 2 months until end of contract.

**Recommendation:**

N/A

**Next Steps:**

- WSA will remain in communication with the childcare contractor and providers awarded contracted slots to field questions and serve as a liaison for information on Contracted Slots.
- WSA will continue to support and guide the Early Learning Programs with implementation.
- WSA will continue to work with childcare contractors to ensure tracking/monitoring per TWC requirements.
- WSA will continue to track progress of the pilot, logging questions, challenges, and TWC responses to help other Boards who may be interested in future opportunities for Contracted Slots, and to serve as a guide for future staff who implement Contracted Slots programs.
- TWC approved a 9-month extension to the contract originally scheduled to end March 2023 to December 2023. This extension will allow time for families enrolled to receive the full year of care under the contracted seat grant opportunity.

**Attachments:**

N/A

## MEMORANDUM

**To:** Early Care & Education Committee

**From:** Adrian Lopez, CEO

**Presented by:** Jessica Villarreal, Director of Child Care

**Date:** November 6, 2023

**Subject:** Entry Level Designation & Efforts Towards Increasing and Accessing Quality

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### Summary:

House Bill (HB) 2607, 87th Texas Legislature, Regular Session (2021), amended Texas Government Code §2308.3155 to require that all regulated providers of TWC-funded CCS participate in the Texas Rising Star program. HB 2607 also required the creation of a new Entry Level Designation and a maximum length of time that a childcare program may participate at the Entry Level Designation.

Additionally, HB 2607 required TWC to develop a process that allows a childcare program to request a waiver to extend the length of time, which may not exceed 36 months, that the childcare program may participate at the Entry Level Designation.

Prior to the enactment of HB 2607, the TWC's three-member Commission (Commission) approved the amendment of TWC Chapter 809 Child Care Services rules in January 2021 to adopt a Pre-Star Designation and a requirement that all regulated CCS childcare providers achieve that designation. This provision has been superseded by the new Entry Level Designation.

On September 13, 2022, the Commission approved amendments to Chapter 809 to implement the §2308.3155 requirement, removing the Pre-Star Designation and replacing it with the legislatively mandated Entry Level Designation. The amended rules regarding the Entry Level Designation became effective October 3, 2022.

With this new requirement, WSA continues to be in attendance during community meetings, participate in discussions, and provide opportunities to learn about the needs of the early childcare community. WSA continues to invite Early Learning Programs to the WSA Quality Cohorts that provide guidance and assistance to programs interested in obtaining TRS certification and additionally provide opportunities for programs to learn about other agencies and organizations that are available to assist in enhancing and elevating their program. WSA continues to oversee

and manage the quality budget to ensure that Early Learning Programs have the tools and resources needed to build and maintain quality. WSA continues to reach out to rural communities to better understand childcare needs and to provide services and link communities with resources available. WSA has been working closely with United Way of San Antonio and ESC Region 20 to create a more efficient and seamless process for mentoring and coaching centers towards quality and continues to collaborate and share information on centers designated as Entry Level to aid mentors and coaches in our Board areas and be able to view the landscape on the number of centers that exist that are eligible and in need of outreach to begin the path towards quality.

### Analysis:

- Entry Level Eligibility and Timelines
  - Boards must be aware that TWC Chapter 809 Child Care Services rule §809.131(d) establishes a maximum time of 24 months that a CCS provider may remain at the Entry Level Designation. The CCS provider must achieve Texas Rising Star certification of at least the two-star level within the 24-month period.

### Entry Level Designation Timeline—New CCS Providers

Deadline	Action
CCS Agreement Start Date	The provider meets Entry Level designation.
12 Months	Boards must screen providers for initial Texas Rising Star certification.
18 Months	If the provider is not meeting Texas Rising Star certification, no new family referrals may be made.
23 Months	If the provider has not met Texas Rising Star certification requirements, notify enrolled families of potential loss of the provider's CCS eligibility.
24 Months	The provider must achieve Texas Rising Star certification to continue to serve as a CCS provider.

Data provided in chart (10/1/2023)

Board	Total CCS # (as of 10/2022)	Subset of Column B Reduced CCS	Total CCS # (as of 10/2023)	Subset of Column D # ELD as of 8/2023	Subset of Column E #ELD Eligible	Subset of Column F #ELD Not in Cohort or External Organization	Subset of Column F #ELD WSA Cohort	Subset of Column F #ELD in WSA Cohort or working with External Organization
Alamo	550	531	567	357	228	139	63	28
Data reflects CCS Providers as of 10/1/2022; these providers have until 9/30/24 to be Texas Rising Star certified.								
Data does not include new CCS providers added after 10/1/2022								

Subset of Column E #ELD Ineligible	Subset of Column J #ELD Not in Cohort or External Organization	Subset of Column J #ELD in WSA Cohort or working with External Organization	Subset of Column D # certified as of 10/2023	% of Total CCS Certified as of 10/2023	COIPS Created (ELDs)	# of Mentors (as of 6/2023)	# of Mentors (as of 10/2023)
129	75	54	174	30.00%	232	7	12

- 357 on ELD Plan
  - 129 **Not Currently Eligible** to submit application due to deficiencies
    - 75 not in a cohort or external organization
    - 54 is/was in WSA cohort or working with external partner
  - 228 **Eligible** for Entry Level Designation
    - 63 is/was in WSA cohort
    - 26 in WSA cohort or working with external partner
    - 139 not in a cohort (internal/external)

WSA continues to collaborate with community partners to create an efficient and robust pathway for centers and homes to attain TRS certification and begin the pathway towards quality.

The cohort, in addition to providing guidance and overviews of the requirements of TRS, has been designed to connect these participants to resources and programs that are available to aid centers on their quest to expand and elevate quality. Examples of the organizations and programs who have been invited to share information with the cohort are: TWC who has presented on their Pre K Partnerships program, Texas Association for the Education of Young Children (TXAEYC) who has presented on the Teach program, Child Care Regulations (CCR) who has presented on common licensing deficiencies noted by representatives during observations of centers, Children's Learning Institute (CLI), Texas Early Childhood Professional Development System (TECPDS), Civitas/Curant/Avance on business coaching opportunities and Texas School Ready (TSR). WSA understands that by inviting presenters that offer resources that can assist in elevating the quality of care a child receives, we are helping to create more opportunities for Early Learning Centers who are already on the pathway to TRS certification, see beyond the stars, and recognize that there are many opportunities available to continue to enhance and build quality.

Since August 2022, WSA has partnered with United Way of San Antonio to host a joint Provider Council. Providers who serve on the council were selected to represent the community based on a variety of characteristics, such as location of center, National Accreditation/TRS certification status, previous membership, and center type. Currently 16 directors/owners serve on the Provider Council. Members meet quarterly to address system level challenges within the early childcare community and members discuss and tackle issues, pose questions, share thoughts, and provide feedback on a variety of childcare topics.

WSA has aligned the mentoring/coaching process towards quality TRS, working with United Way of San Antonio and ESC Region 20. Partners work together to create a more cohesive approach to mentoring and have been coordinating warm handoffs for coaches/mentors between organizations, to support the provider with a seamless experience towards TRS certification. This Alamo Quality Pathway process continues to receive positive feedback from the providers in the community who have expressed feeling a more cohesive and less confusing process as they work



towards quality. TRS mentors work with Early Learning Programs to create Quality Improvement Plans (QIPs) that are designed to allow centers to create goals/expectations that they will work towards in order to achieve and maintain TRS certification. TRS mentors and WSA staff also participate in the Building Quality Meetings hosted by United Way of San Antonio that includes United Way coaches.

WSA continues to collaborate and share information on Entry Level Designation centers to United Way, ESC Region 20, and Pre-K 4-SA to assist each organization with a list of centers who have and have not been outreached to or placed on the quality pathway so that each is better equipped to manage the landscape of centers still in need of support towards quality. Currently there are 239 Entry Level Designated centers who are eligible to begin working towards TRS certification.

**Alternatives:**

N/A

**Fiscal Impact:**

- An Entry-Level childcare program is not eligible for enhanced reimbursement rates that are available to two-, three-, and four-star certified childcare programs.
- For current CCS providers that do comply with Entry Level requirements, Certification must be by September 2024.
- For new CCS providers (those who signed the agreement after October 3, 2022), the end date is 24 months from the start date (when the CCS Provider Agreement was signed).

The following are the investments that are planned to be made into programs designated as ELD who enrolled in a cohort and/or who have received TRS certification.

**Workforce Solutions Alamo Quality Investments (Planned for FY 2024)**

- **Infant & Toddler (Including PD): \$300,000**
- **Professional Development: \$250,000**
- **Texas Rising Star/Quality Improvement (Except PD; including TRS personnel): \$2,800,000.**
- **Evaluation & Assessment (tools to measure effective practice or child development/program): \$25,000.**
- **Supporting National Accreditation: \$5,000.**
- **Other (Bonuses/Wages/Incentives): \$2,200,000.**



## Child Care Quality Funding

Infant & Toddler (Including PD) \$ 300,000 5% of budget	Professional Development \$250,000 4.5% of budget	Texas Rising Star/Quality Improvement (Except PD; include TRS personnel) \$2,800,000. 50% of budget	Evaluation & Assessment (tools to measure effective practice or child development/program) \$25,000. .45% of budget	Supporting National Accreditation \$5,000. .09% of budget	OTHER: \$2,200,000. 39.4% of budget
Professional Development specific for Infant & Toddlers for Providers to meet licensing (\$50,000)	Professional Development to meet licensing ( \$235,000)	Quality Cohort – Indoor/Outdoor Kits for Preschool & School Age (\$150,000)	Quality Cohort: ASQ (\$25,000)	Support Child Care Centers through National Accreditation Process or Maintaining (\$5,000)	TRS Providers-Child Care Staff Bonuses (\$1,600,000)
Quality Cohort – Infant & Toddler Frog Street Curriculum (\$100,000)	CDA Renewal Scholarships (\$5,000)	Quality Cohort – Parent Outreach (\$25,000)			TRS Certification Incentive (\$600,000)
Quality Cohort- Infant & Toddler Indoor Kits (\$150,000)	NAFCC Conference (\$10,000)	Quality Cohort – Preschool Curriculum (\$100,000)			
		Quality Cohort – Family Home Curriculum (\$50,000)			
		Badge Awards (\$100,000)			
		TRS Maintenance Incentive (\$450,000)			
		TRS Personnel and Supports (\$1,900,000)			
		NAEYC Memberships (\$2,000)			

### WSA Badges Soft Launch:

**\$ 100,000:**

WSA has currently identified 48 badges that ELPs can earn. WSA is preparing for a soft launch, where 20 badges will be awarded in two phases. TRS staff will review and award badges to TRS ELPs.

- Phase I- This is an introductory period for TRS ELPs to earn 10 badges within the first six months of the year (contract year).
- Phase II- ELPs have the opportunity to earn an additional 10 badges within the remaining six months of the year.

### TRS Providers Maintenance Incentive

**\$450,000**

TRS certified providers will receive an incentive award based on their star level for their participation and maintenance of certification. Incentive amounts are based on TRS star level as of 12/1/2023, CCS enrollments, TECPDS registration, and reporting on Availability Portal.

- Projected amount of providers- 200
- Projected investment- \$400,000

This incentive is for TRS providers to maintain Texas Rising Star measures.

#### **TRS Providers-Staff Bonuses**

**\$1,600,000**

Quarterly bonuses for TRS certified providers that sustain higher levels of quality by decreasing staff turnover and increasing staff retention.

- Projected amount of providers- 50
- Projected staff- 800

Projected investment: \$1,600,000

#### **TRS Initial Certification Incentives**

**\$600,000**

Incentives for staff at Texas Rising Star (TRS) newly certified providers that achieve higher levels of quality through an assessment and childcare staff paid after assessment results are determined.

- Projected providers- 357
- Approximate staff- 3000
- Projected Investment: \$600,000

#### **WSA Quality Cohort**

**\$600,000**

Recruitment and participation in the WSA Quality Cohort where providers learn the fundamentals of Texas Rising Star in a group setting. Providers earn materials and supplies for successful participation in the six-month cohort.

- Frog Street Press Curriculum for centers that are identified as not having a curriculum for their program.
- Teaching Strategies Creative Curriculum for family homes for home providers that are identified as not having a curriculum for program.
- ASQ SE & ASQ 3 for programs that are identified as not having children's assessments.
- Indoor & Outdoor learning material

- Parent Involvement Kit
  1. Projected investment for curriculum- \$200,000
  2. Projected investment for assessments- \$25,000
  3. Projected investment for indoor & outdoor kits- \$300,000
  4. Projected investment for parent kits- \$25,000

### **Professional Development**

**\$250,000**

To provide professional development opportunities for over 500 CCS providers through a virtual or in-person setting that aligns with Core Competencies for Practitioners and Administrators.

- WSA solicited \$250,000 for professional development through an RFP process and awarded 18 vendors to deliver training to the Alamo area with an active CCS agreement.
- WSA scheduled 47 trainings from March to August
- CDA to Transcript opportunity for 20 Early Learning Professionals to receive their CDA.
  - Early Learning Professionals are in the process of scheduling their observation.
- Over 2000 professionals have registered for training opportunities.

### **Teacher Appreciation Grant Survey (all CCS providers)**

- Survey request was sent to the 479 providers that submitted their documentation, 430 responded to the survey (1 per location)
- **Survey questions**
  - Child Care Program/CCR #
  - Person filling out the form/Email address.
  - Zip code/County
  - How many children enrolled at your program?
  - How many slots do you have for CCS?
  - How many CCS slots are filled?
  - CCRF- How did TWC's CCRF support your program?
    - Rent/mortgage
    - Insurance
    - Utilities
    - Payroll and personnel
    - Personal protective equipment
    - Cleaning supplies
    - Maintenance

- Supplies
- Tuition assistance
- Hiring or retention bonuses, paid time off or wage supplement
- Other
- Please provide a brief summary of the long-lasting impacts on your program when TWC's CCRF comes to an end.
- How can WSA support your program with future initiatives when funding comes to an end?
  - Higher wages/bonus opportunities
  - Replenishing indoor and outdoor material (excluding consumables)
  - Curriculum
  - Professional Development
  - Other
- Is your program aware of the TWC's Texas Rising Star requirement for CCS programs to attain Texas Rising Star certification?
- Please provide the following information about your Texas Rising Star status.
  - 2 Star
  - 3 Star
  - 4 Star
  - Entry Level Designation
  - Not Sure
- Please provide the support needed for your program to become Texas Rising Star (certified).
- Is your program participating in a Workforce Solutions Alamo Cohort to achieve TRS?
  - Yes
  - Yes, but not with WSA.
  - No
  - No, but I am interested in participating.
  - Our program is already TRS.
  - Other
- Our program is working towards TRS and will submit an application for certification.
  - Next 1-3 months
  - Next 3-6 months
  - Next 6-12 months
  - Will be ending CCS agreement before required date.

- Will be closing program.
- Our program is already TRS.
- Other
- If your program will be ending CCS agreement or closing, please provide the reason.
  - Funding (12)
  - Staffing (2)
  - Texas Rising Star Requirement (9)
  - NA
  - Other (7)

**Recommendation:**

WSA continues to follow TWC guidance and is providing TRS mentoring and cohort opportunities to Early Learning Programs designated as Entry Level. In addition, WSA continues to explore opportunities to reach this community goal and are collaborating with other partners/organizations to expand our efforts.

**Next Steps:**

- WSA continues to monitor that all CCS providers located within the Board's local workforce development area (workforce area) meet the minimum qualifications and basic requirements for Entry Level Designation described in §809.131(b), specifically, that the provider:
  - is not on a corrective or adverse action plan with Child Care Regulation (CCR); and
  - does not exceed the minimum points threshold for high- and medium-high weighted CCR deficiencies, per the Texas Rising Star Guidelines.
- WSA continues to ensure that all CCS providers located within the Board's workforce area designated as Entry Level are screened for initial Texas Rising Star certification.
- CCR compliance, per the Texas Rising Star Guidelines, by the end of the first 12 months in order to determine eligibility to begin the initial Texas Rising Star certification assessment process.
- WSA will ensure that any CCS provider designated as Entry Level that did not meet the initial certification screening requirements for Texas Rising Star, per the Texas Rising Star Guidelines, by the 18th month of the 24-month designation time frame does **not** continue to receive new CCS family referrals during this period, unless the provider is located in a childcare desert or serves an underserved population and is approved by TWC to accept new family referrals.
- WSA will note: Referrals may be made for siblings of children who are currently enrolled in the program during this period.
- WSA is providing all Entry Level Designated CCS providers located within the Board's workforce area with mentoring services, per the Texas Rising Star Guidelines.

- WSA continues to ensure TWC compliance with the following deadlines and timeline for new CCS providers designated as Entry Level.
- WSA has been aware that CCS providers, who held an active agreement as of October 3, 2022, were administratively designated as Entry Level, effective October 3, 2022, and were eligible to continue to serve as a CCS provider.

WSA will continue to partner and collaborate with agencies and organizations to provide support and resources to Early Learning Programs and families throughout the Alamo Board and will continue to explore additional ways, that through partnerships, we can support Early Learning Programs on the path towards quality and reduce duplication of services.

WSA continues to work on aligning the quality budget with both the quality cohort and certification process to ensure that centers receive the necessary support, resources, and materials that will help to elevate and maintain the quality of their centers.

## MEMORANDUM

**To:** Early Care & Education Committee

**From:** Adrian Lopez, CEO

**Presented by** Jessica Villarreal, Director of Child Care

**Date:** November 6, 2023

**Subject:** Teacher Appreciation Survey Results

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**Summary:** As of May 1, 2023, 556 CCS providers with an active agreement in the Alamo area were given the opportunity to participate in the Teacher Appreciation Survey. A monetary incentive was provided upon the completion of the survey. This monetary incentive was to assist their programs with staff salaries, bonuses, fringe benefits, training, and/or staff development. The results from the survey are provided in this presentation.

**Analysis:**

- Providers received an opportunity to submit documentation for the Teacher Appreciation Grant.
- The requirement consisted of completing and submitting a Memorandum of Agreement (MOA), as per deadline on Friday, June 30, 2023.
- Providers who submitted documentation were given the opportunity to complete the Teacher Appreciation Survey to finalize the incentive.
- 427 Providers participated in the survey.
  - 324 Bexar
  - 103 Rural
- 57,214 Available slots reflected from centers who have active CCS agreement.
- 30,581 Children are currently enrolled in these 427 centers.
- 10,254 Children receiving scholarship are enrolled.
- Child Care Relief funds issued to these centers were used on Mortgage/Rent, Insurance, Utilities, Payroll, Personal Protective Equipment, Cleaning Supplies, Building Maintenance, Supplies, Tuition Assistance, Employee Retention Bonuses, Other (taxes, mileage, training) – The highest percentage of funding was allocated to payroll.
- Alamo providers invested most funding received to personnel costs, mortgage and utilities, and other allowable expenses.
- Based on Early Learning Program responses on areas for future investments, Higher Wages, followed by Indoor/Outdoor Equipment, Professional Development, Curriculum, then others were requested.



- Survey results showed that 223 centers have participated in a WSA cohort, 116 are actively TRS, 8 have participated in an external cohort, 30 have not participated in a cohort but are interested, and 44 have not participated in a cohort and did not express interest.
- TRS status and ELD status was captured, 10- 2 star, 33- 3-star, 112- 4 star, 263- ELD, 9 unsure what status was. \* We have determined that those 9 are all ELD.
- Potential childcare center closures reflected that 9 centers may close due to TRS requirements, 12 centers may close due to loss of TWC CRRSA/ARPA funding, 4 due to staffing, and 3 due to COVID.

### Fiscal Impact:

An overall budget of \$500,000 dollars was allocated for this incentive. Below is the matrix used to determine awarded amounts to centers:

CCL Capacity	TRS 4 Star	TRS 3 Star	TRS 2 Star	ELD
0 - 50	\$800.00	\$600.00	\$400.00	\$200.00
51 - 100	\$1,200.00	\$1,000.00	\$800.00	\$600.00
101 - 150	\$1,600.00	\$1,400.00	\$1,200.00	\$1,000.00
151 - 200	\$2,000.00	\$1,800.00	\$1,600.00	\$1,400.00
201 - 250	\$2,400.00	\$2,200.00	\$2,000.00	\$1,800.00
251 - 300	\$2,800.00	\$2,600.00	\$2,400.00	\$2,200.00
301 - 350	\$3,200.00	\$3,000.00	\$2,800.00	\$2,600.00
351 - 400	\$3,600.00	\$3,400.00	\$3,200.00	\$3,000.00
401 - 450	\$4,000.00	\$3,800.00	\$3,600.00	\$3,400.00
451 - 500	\$4,400.00	\$4,200.00	\$4,000.00	\$3,800.00
501 - 550	\$4,800.00	\$4,600.00	\$4,400.00	\$4,200.00

**Recommendation:** N/A

### Next Steps:

- WSA will utilize this information to determine what the needs are for Early Learning programs.
- WSA will explore opportunities to support Early Learning programs in areas where they have expressed a need.
- WSA Business Coaches will continue to reach out to Early Learning Programs to better understand pain points and to provide resources and guidance to enhance business and to work with centers who are expressing possibility of potential closure.
- WSA will use data to have mentors' outreach to Early Learning programs needing support to become TRS certified.
- Child Care Quality Plan will be implemented.
- WSA will continue to meet and collaborate with ECE organizations to maintain awareness of the needs of the ECE community.
- Quality funding and initiatives will continue to be allocated according to TWC guidelines.





# Early Care & Education Committee

November 6, 2023





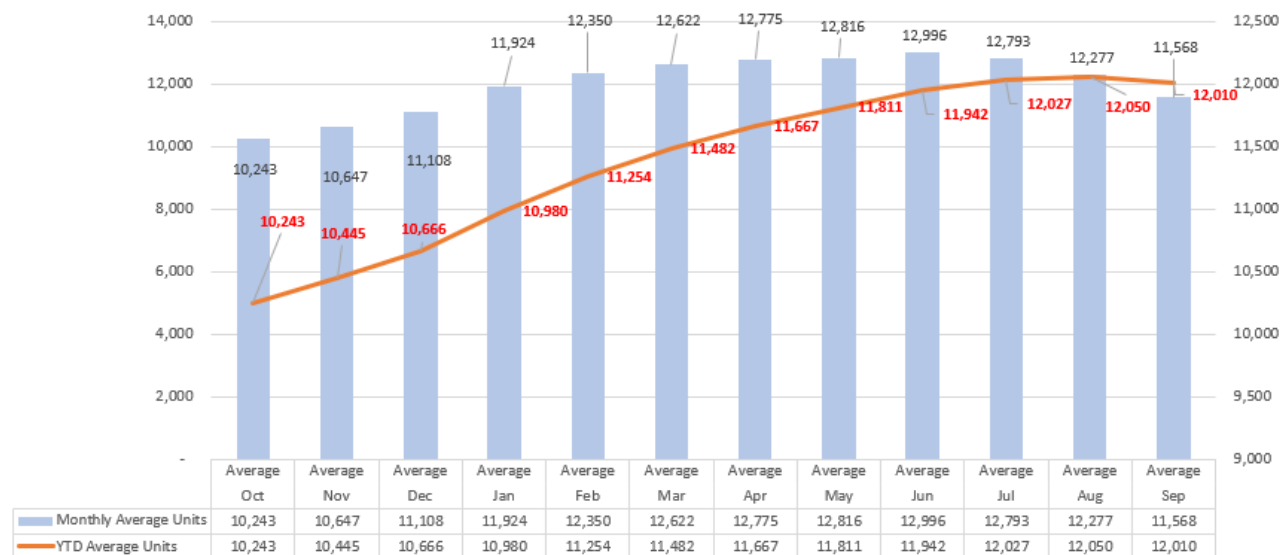
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# Child Care Performance Briefing

# Child Care Performance Briefing FY 2023

\* information pulled 10/19/2023

Average Units Per Month/YTD based on 11,163 Oct-Mar and 11,427 Apr-Sep Target Units



	Oct	Nov	Dec	Jan	Feb	March	Apr	May	Jun	Jul	Aug	Sep
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Monthly Average %	91.76%	95.38%	99.50%	106.82%	110.64%	113.07%	111.79%	112.16%	113.73%	111.96%	107.44%	101.23%
YTD Average Units %	91.76%	93.57%	95.55%	98.36%	100.82%	102.86%	104.14%	105.14%	106.09%	106.68%	106.75%	106.29%

WSA's unofficial YTD avg for FY 2023 is 106.29%

*CCDF Performance Status Methodology*  
 Year-to-Date numbers to calculate performance  
 MP = 95%-105%  
 +P = 105% or above  
 -P = <94.99

*SIR Performance Methodology*  
 Actual enrollments



**Workforce Solutions**  
 ALAMO

BUILDING BUSINESS • BUILDING CAREERS

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# Child Care Performance Briefing FY 2023

*\* information pulled 10/19/2023*

	Oct	Nov	December	Jan	Feb	March	Apr	May	June	July	August	September
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Choices	237	229	209	203	201	198	196	186	190	194	182	189
TANF						4						
Low Income	9,554	9,938	10,419	11,210	11,618	11,868	11,983	11,991	12,139	11,920	11,393	10,688
Former DFPS	382	401	392	419	428	439	476	511	515	530	553	553
Homeless	70	79	88	92	103	114	120	128	152	150	149	138
Monthly Average Units	10,243	10,647	11,108	11,924	12,350	12,622	12,775	12,816	12,996	12,793	12,277	11,568
Monthly % Average	91.76%	95.38%	99.50%	106.82%	110.64%	113.07%	111.79%	112.16%	113.73%	111.96%	107.44%	101.23%
YTD Average Units	10,243	10,445	10,666	10,980	11,254	11,482	11,667	11,811	11,942	12,027	12,050	12,010
YTD % Average	91.76%	93.57%	95.55%	98.36%	100.82%	102.86%	104.14%	105.14%	106.09%	106.68%	106.75%	106.29%
TWC Target	11,163	11,163	11,163	11,163	11,163	11,163	11,427	11,427	11,427	11,427	11,427	11,427



# Monthly Avg Enrollment % \*

County	Families in Care	Children in Care	Families on Waitlist	Children on Waitlist
Atascosa	217	357	114	234
Bandera	31	53	20	30
Bexar	5549	9601	4074	6717
Comal	319	459	149	233
Frio	76	131	39	65
Gillespie	47	60	35	46
Guadalupe	393	625	225	369
Karnes	13	19	28	48
Kendall	59	97	31	47
Kerr	156	236	72	108
McMullen	0	0	0	0
Medina	162	262	58	92
Wilson	82	139	35	55
Totals	7104	12039	4880	8044

\* Report pulled: 10/18/2023

Age Group	Total on the Waitlist
Infant	2077
Toddler	2051
Preschool	1868
School Age	2003

\* Report pulled: 10/18/2023



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# Texas Rising Star Assessment Update

# Alamo Quality Centers

\* Information pulled 10/19/2023

Total # of Currently Certified Centers	174
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2 Star	6
3 Star	40
4 Star	128

## Percentage of TRS/CCS

Location	Programs	CCS Programs*	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	786	439	144	33%
Rural Early Learning Programs	259	135	26	19%
Total	1045	574	170	30%



# Alamo CCS Provider Type & Capacity

Information pulled 10/18/2023

Provider Type	Total Providers	Total Capacity	Rural Providers*	Bexar Capacity*
Licensed Center	491	55,676	118	13,028
Licensed Child Care Home	33	396	13	156
Military	8	N/A	0	N/A
Registered Child Care Home	42	493	4	48
Relative Care Listed Home	16	N/A	7	N/A
Totals	590	56,565	142	13,232

	CCS Providers – BCY 23		
	Total CCS Providers	New Agreement	Agreement Ended
Oct	586	7	0
Nov	594	6	0
Dec	593	2	1
Jan	594	6	0
Feb	596	4	2
Mar	598	3	2
Apr	593	2	3
May	592	4	1
June	599	3	2
July	601	6	1
Aug	596	7	5
Sept	591	5	3







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# TRS Contracted Slots Pilot Briefing

# Texas Rising Star Contracted Slots: Update \* info updated 10/19/23

- 50 Slots awarded for Infant and/or Toddler expansion
- 1-year contract



Provider Name	STAR	Current CCR Capacity	Current Number of CCS families served	Total Amount awarded	Amount of Infant/Toddler Slots Filled /	Number of Infant/Toddler Slots awarded to Program
Converse Christian School	4	94	40	\$184,080.50	Infants – 3 Toddler – 5	15
La Mision Child Care	4	90	24	\$137,641.70	Infants – 2 Toddler – 4	15
DePaul Children's Center	4	200	34	\$167,051.20	Infants – 4 Toddler – 6	20
Grand Total for all Providers		384	98	\$488,773.40	Infants – 9 Toddler – 15 Total: 24	Total Slots- 50 Awarded



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# Entry Level Designation & Efforts Towards Increasing and Accessing Quality

# Texas Rising Star Entry Level Designation



[Texas Government Code, §2308.3155](#) requires all CCS child care and early learning programs be included in the Texas Rising Star program at an Entry Level designation and requires TWC to establish a maximum length of time (24-months) that a child care and early learning program can participate at Entry Level designation.

To qualify for Entry Level designation, a child care and early learning program must meet the minimum quality standards outlined below and will receive technical assistance and support under the Texas Rising Star program.

- licensed or registered with CCR (may have an initial permit) or regulated by the United States Military;
- not on Corrective or Adverse Action with CCR; and
- meets the points threshold of 75 for high- and medium-high-weighted CCR deficiencies (based on a review of CCR licensing history within the most recent 12 months)



Texas  
Rising Star

## Entry Level Designation Timeline for Child Care Programs

Child care programs that provide Child Care Services (CCS) will be required to participate in the Texas Workforce Commission Texas Rising Star certification program via an Entry Level Designation. This timeline is for providers that have a current CCS agreement with their Workforce Solutions Board (Board) as of 10.03.22. Timeframes for new CCS providers are the same but deadlines will shift accordingly. CCS programs can be screened as needed or warranted for Texas Rising Star initial certification eligibility at any time between 10.03.22 – 09.30.24.

### By October 3, 2022 Determine Entry Level Designation Eligibility

- Your Board will evaluate your program to determine eligibility for Entry Level Designation and assign a mentor to support your program.
- Eligible > Begin working toward your Texas Rising Star certification. Certification Deadline: 09.30.24.
- Not eligible > You will receive an allowance to provide CCS for an interim timeframe. Re-evaluation Deadline: 03.31.23.

### By March 31, 2023 Re-Evaluate Entry Level Designation Eligibility (as applicable)

- Your Board will re-evaluate your program for Entry Level Designation eligibility.
- Eligible > Begin working toward your Texas Rising Star certification. Certification Deadline: 09.30.24.
- Not Eligible > Your CCS provider agreement will be terminated. Children in care will be transferred to an eligible provider.

### By September 30, 2023 Evaluate Texas Rising Star Certification Eligibility

- Your Board will evaluate your program for Texas Rising Star certification eligibility.
- Eligible > The Board will acknowledge certification eligibility and schedule an assessment prior to 09.30.24.
- Not Eligible > Your program will have six months to meet eligibility. Re-evaluation Deadline: 03.31.24.

### By March 31, 2024 Re-Evaluate Texas Rising Star Certification Eligibility

- Your Board will re-evaluate your program for Texas Rising Star certification eligibility.
- Eligible > The Board will conduct a Texas Rising Star assessment to award certification prior to 09.30.24.
- Not Eligible > Your program will have six months to meet eligibility. You may NOT receive new family referrals during this time. Re-evaluation Deadline: 09.30.24.

### By September 30, 2024 Establish Texas Rising Star Certification

- Your Board will re-evaluate your program for Texas Rising Star certification eligibility.
- Eligible > The Board will conduct a Texas Rising Star assessment to award certification. Certification Deadline: within three months, by 12.30.24.
- Not Eligible > Your CCS provider agreement will be terminated. Children in care will be transferred to an eligible provider.

# Entry Level Designated (ELD) Board Status

Board	Total CCS # (as of 10.2022)	Subset of Column B Reduced CCS	Total CCS # (as of 10.2023)	Subset of Column D # ELD as of 8/2023	Subset of Column E #ELD Eligible	Subset of Column F #ELD Not in Cohort or External Organization	Subset of Column F #ELD WSA Cohort	Subset of Column F #ELD in WSA Cohort or working with External Organization	Subset of Column E #ELD Ineligible	Subset of Column J #ELD Not in Cohort or External Organization	Subset of Column J #ELD in WSA Cohort or working with External Organization	Subset of Column D # certified as of 10/2023	% of Total CCS Certified as of 10/2023	CQIPS Created (ELDs)	# of Mentors (as of 6.2023)	# of Mentors (as of 10.2023)
Alamo	550	531	567	357	228	139	63	26	129	75	54	174	30.00%	232	7	12
Data reflects CCS Providers as of 10/1/2022; these providers have until 9/30/24 to be Texas Rising Star certified.																
Data does not include new CCS providers added after 10/1/2022																

## Projections for Centers *Prepared* for TRS Certification

	N/A: alt. plan	Corrective Action	Over Threshold	Jul-23	Aug-23	CLI becomes Assessment Entity	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	TOTAL
Projected Number of Centers prepared for Certification	4	1	2	3	3		25	42	21	43	44	31	33	47	18	39	15	2	373
Actual Number of Centers Assessed				5	8		Temp. Pause in Assessments	1											
# of Applications Submitted				4	4		10	8											



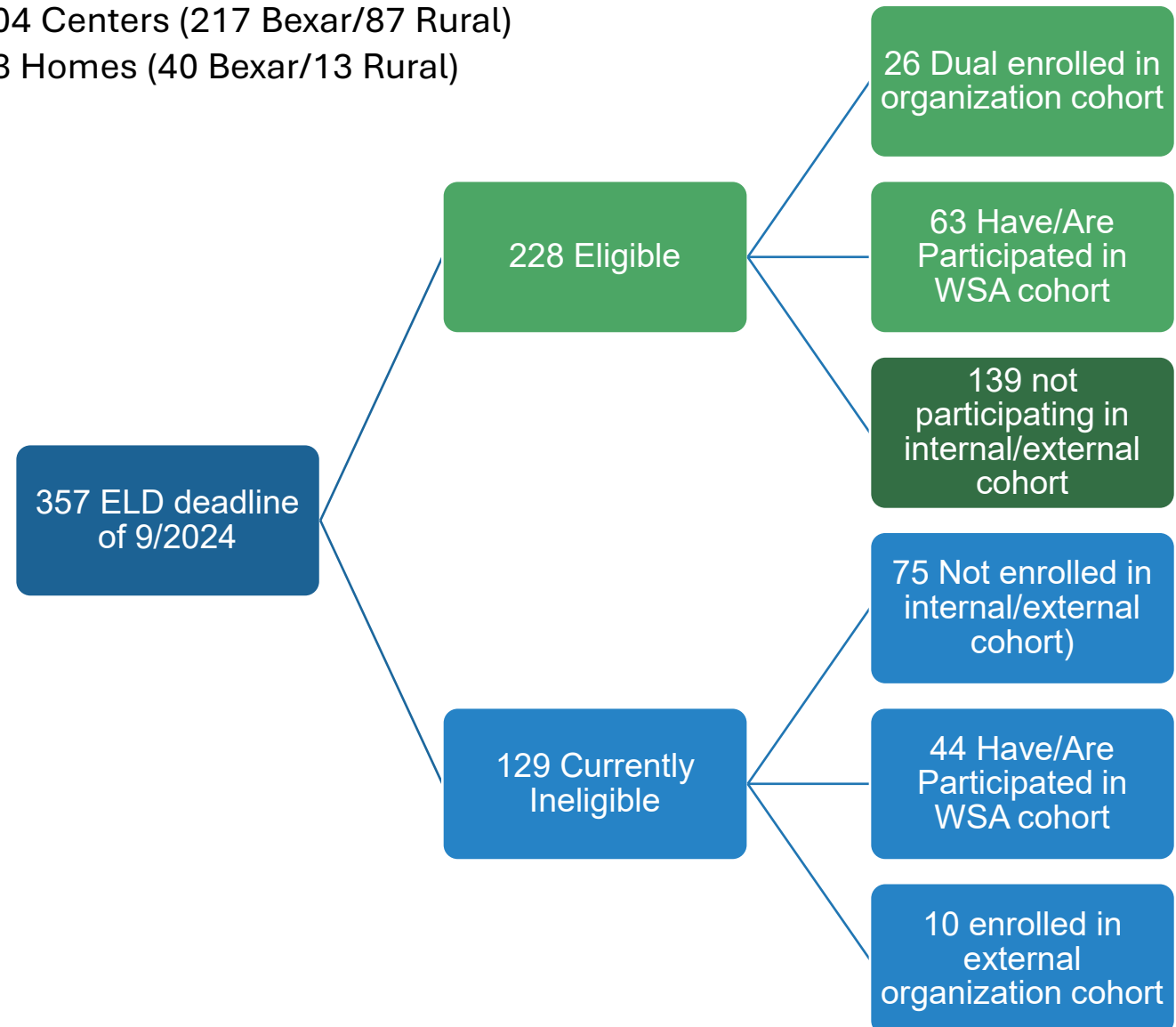


# Entry Level Designation & Cohort participation

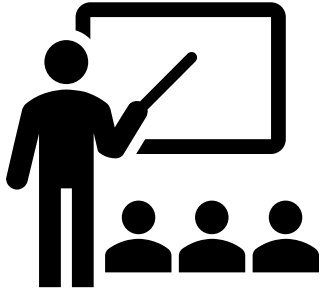
257 Bexar & 100 Rural

- 304 Centers (217 Bexar/87 Rural)
- 53 Homes (40 Bexar/13 Rural)

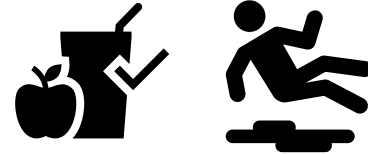
*\* All programs have assigned mentors*



# Child Care Quality Funding: TWC approved categories



Training & Professional Development



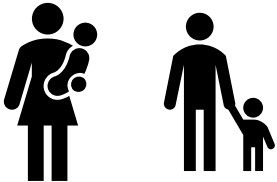
Supporting Health & Safety



Tiered Quality Rating & Improvement System (QRIS)



Evaluating Quality



Infant & Toddler Quality Improvements



Supporting National Accreditation

# Child Care Quality Funding – Eligible Categories

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1. **Training and Professional Development**, which includes costs associated with any training, professional development, or postsecondary education opportunities provided to provider staff.
2. **Tiered Quality Rating and Improvement System (QRIS)**, which includes any costs associated with TRS recognition, maintenance, and mentor and assessor staff.
3. **Infant and Toddler Quality Improvements**, which includes any costs associated with specifically addressing infant and toddler program establishment or expansion, infant and toddler training, early intervention partnerships, or infant and toddler materials.
4. **Supporting Health and Safety**, which includes any costs associated with assisting early learning programs in maintaining childcare licensing compliance or providing high-quality health and safety provisions that do not include activities specific to infants and toddlers.
5. **Evaluating Quality**, which includes any costs associated with purchasing assessment tools, training staff to implement tools, and/or conducting formal evaluation studies of quality efforts.
6. **Supporting National Accreditation**, which includes any costs associated with assisting early learning programs in obtaining or maintaining national accreditation.
7. **Other Activities**, which includes costs limited to shared services.





# Child Care Quality Funding

Infant & Toddler (Including PD) <u>\$ 300,000</u>  <u>5% of budget</u>	Professional Development <u>\$250,000</u>  <u>4.5% of budget</u>	Texas Rising Star/Quality Improvement (Except PD; include TRS personnel) <u>\$2,800,000.</u>  50% of budget	Evaluation & Assessment (tools to measure effective practice or child development/program) <u>\$25,000.</u>  <u>.45% of budget</u>	Supporting National Accreditation <u>\$5,000.</u>  <u>.09% of budget</u>	OTHER: <u>\$2,200,000.</u>  <u>39.4% of budget</u>
Professional Development specific for Infant & Toddlers for Providers to meet licensing (\$50,000)	Professional Development to meet licensing ( \$235,000)	Quality Cohort – Indoor/Outdoor Kits for Preschool & School Age (\$150,000)	Quality Cohort: ASQ (\$25,000)	Support Child Care Centers through National Accreditation Process or Maintaining (\$5,000)	TRS Providers-Child Care Staff Bonuses (\$1,600,000)
Quality Cohort – Infant & Toddler Frog Street Curriculum (\$100,000)	CDA Renewal Scholarships (\$5,000)	Quality Cohort – Parent Outreach (\$25,000)			TRS Certification Incentive (\$600,000)
Quality Cohort- Infant & Toddler Indoor Kits (\$150,000)	NAFCC Conference (\$10,000)	Quality Cohort – Preschool Curriculum (\$100,000)			
		Quality Cohort – Family Home Curriculum (\$50,000)			
		Badge Awards (\$100,000)			
		TRS Maintenance Incentive (\$450,000)			
		TRS Personnel and Supports (\$1,900,000)			
		NAEYC Memberships (\$2,000)			
					49



## WSA Efforts Towards Access to Quality: FY 24 Investments



### WSA Badges Soft Launch

**\$100,000**

WSA has currently identified 48 badges that ELPs can earn. WSA is preparing for a soft launch, where 20 badges will be awarded in two phases. TRS staff will review and award badges to TRS ELPs.

- Phase I – This is an introductory period for TRS ELPs to earn 10 badges within the first six months of the year.
- Phase II – ELPs have the opportunity to earn an additional 10 badges within the remaining six months of the year.

### TRS Providers Maintenance Incentive

**\$450,000**

TRS certified providers will receive an incentive award based on their star level for their participation and maintenance of certification. Incentive amounts are based on TRS star level as of 12/1/2023, CCS enrollments, TECPDS registration and reporting on Availability Portal.

- Projected amount of providers- 200
- Projected investment- \$400,000

This incentive is for TRS providers to maintain Texas Rising Star measures.

### TRS Providers-Staff Bonuses

**\$1,600,000**

Quarterly bonuses for TRS certified providers that sustain higher levels of quality by decreasing staff turnover and increasing staff retention.

- Projected amount of providers- 50
- Projected staff- 800
- Projected investment: \$1,000,000



## WSA Efforts Towards Access to Quality: FY 24 Investments

### TRS Initial Certification Incentives

\$600,000

Incentives for staff at Texas Rising Star (TRS) newly certified providers that achieve higher levels of quality through an assessment and Child Care staff paid after assessment results determined.

- Projected providers- 357
- Approximate staff- 3000
- Projected Investment: \$600,000

TRS	Amount
2 Star	\$50.00
3 Star	\$100.00
4 Star	\$200.00

### WSA Quality Cohort

\$600,000

Recruitment and participation in the WSA Quality Cohort where providers learn the fundamentals of Texas Rising Star in a group setting. Providers earn materials and supplies for successful participation in the six-month Cohort.

- Frog Street Press Curriculum for centers that are identified as not having a curriculum for their program
  - Teaching Strategies Creative Curriculum for Family Homes for Home providers that are identified as not having a curriculum for program
  - ASQ SE & ASQ 3 for program's that are identified as not having children's assessments
  - Indoor & Outdoor learning material
  - Parent Involvement Kit
1. Projected investment for curriculum- \$200,000
  2. Projected investment for assessments- \$25,000
  3. Projected investment for indoor & outdoor kits- \$300,000
  4. Projected investment for parent kits- \$25,000





## WSA HIGHLIGHTS



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WSA's Child Care Team has been invited by TWC to present at the  
Upcoming 26<sup>th</sup> Annual Texas Workforce Conference themed:  
*"Many Paths, One Mission"*

November 29 – December 1, 2023

### **Building the Tracks to Quality: Quality Cohort**

This workshop will focus on how Local Workforce Development Boards (Boards) can create a pathway for Entry Level Designated programs to achieve Texas Rising Star certification by 2024.

Workforce Solutions Alamo created the "Building the Tracks to Quality" cohort to increase participation in the Texas Rising Star program.

Team will discuss the structure of the cohort, the benefits for early learning programs (ELPs), and the resources made available to the programs that participate.

Team will share examples of the information, presentations, resources, and/or support from other agencies and organizations that cohort participants hear from on their path towards enhancing quality.



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# Teacher Appreciation Survey Results – July 18 to August 21

# Overview of Data

- Introduction
- Incentive Amount
- Overview of Child-Care Centers Represented
- Children Served
- Child-Care Relief Funding Results
- Utilization of CCRF – Top 5 in Texas
- Workforce Solutions Alamo (WSA) Support for Program Future Initiatives
- Participation in Cohort
- Texas Rising Star Certification Designation – Status
- Potential Child-Care Closures
- Looking Ahead

# Introduction

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As of May 1, 2023, **556** CCS providers with an active agreement, in the Alamo area were given the opportunity to participate in the Teacher Appreciation Survey. A monetary incentive was provided upon the completion of the survey. This monetary incentive was to assist their programs with staff salaries, bonuses, fringe benefits, training, and/or staff development. The results from the survey are provided in this presentation.



# Overall Total for this Incentive:

- An overall budget of **\$500,000** was set aside for this incentive.
- Providers received an opportunity to submit documentation for the Teacher Appreciation Grant.
- The requirement consisted of completing and submitting a Memorandum Of Agreement (MOA), as per deadline on Friday, June 30, 2023.
- Providers who submitted documentation were given the opportunity to complete the Teacher Appreciation Survey to finalize the incentive.

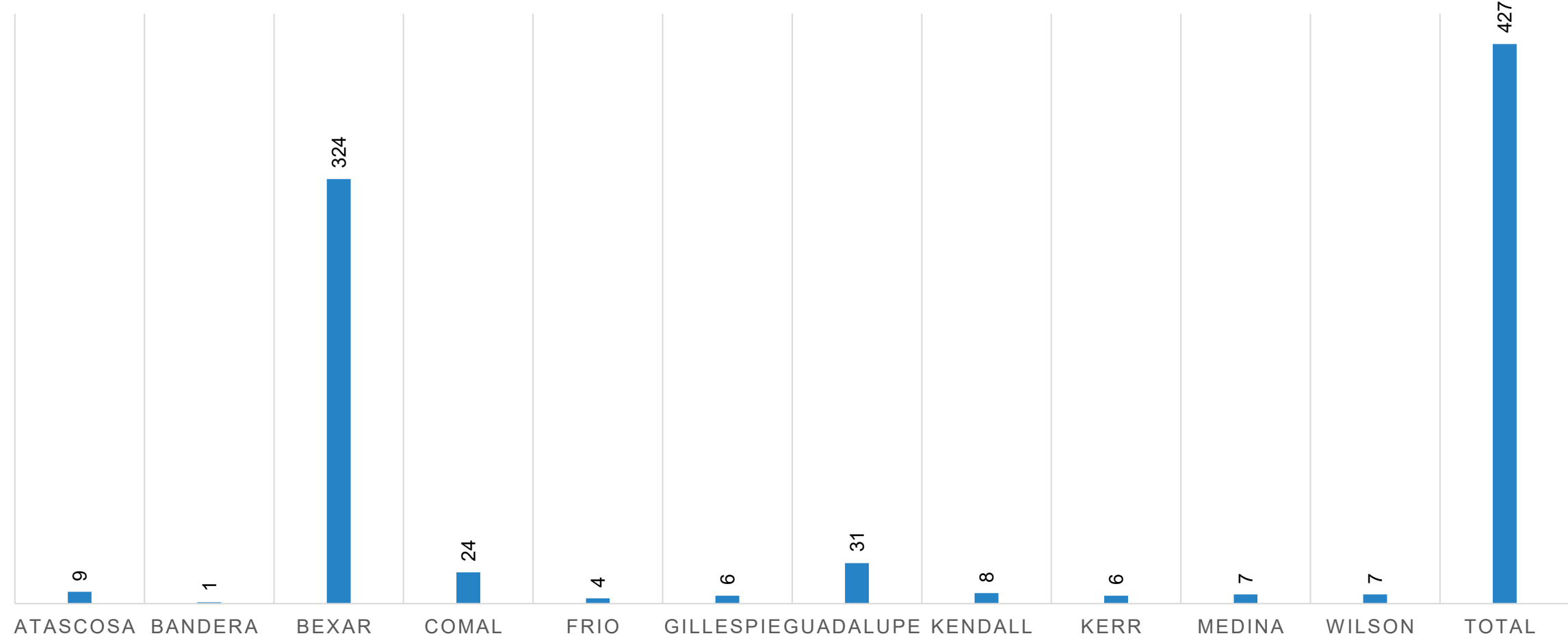
## The Matrix Used for Awarded Amounts

CCL Capacity	TRS 4 Star	TRS 3 Star	TRS 2 Star	ELD
0 - 50	\$800.00	\$600.00	\$400.00	\$200.00
51 - 100	\$1,200.00	\$1,000.00	\$800.00	\$600.00
101 - 150	\$1,600.00	\$1,400.00	\$1,200.00	\$1,000.00
151 - 200	\$2,000.00	\$1,800.00	\$1,600.00	\$1,400.00
201 - 250	\$2,400.00	\$2,200.00	\$2,000.00	\$1,800.00
251 - 300	\$2,800.00	\$2,600.00	\$2,400.00	\$2,200.00
301 - 350	\$3,200.00	\$3,000.00	\$2,800.00	\$2,600.00
351 - 400	\$3,600.00	\$3,400.00	\$3,200.00	\$3,000.00
401 - 450	\$4,000.00	\$3,800.00	\$3,600.00	\$3,400.00
451 - 500	\$4,400.00	\$4,200.00	\$4,000.00	\$3,800.00
501 - 550	\$4,800.00	\$4,600.00	\$4,400.00	\$4,200.00



# Overview of Child-Care Centers Represented

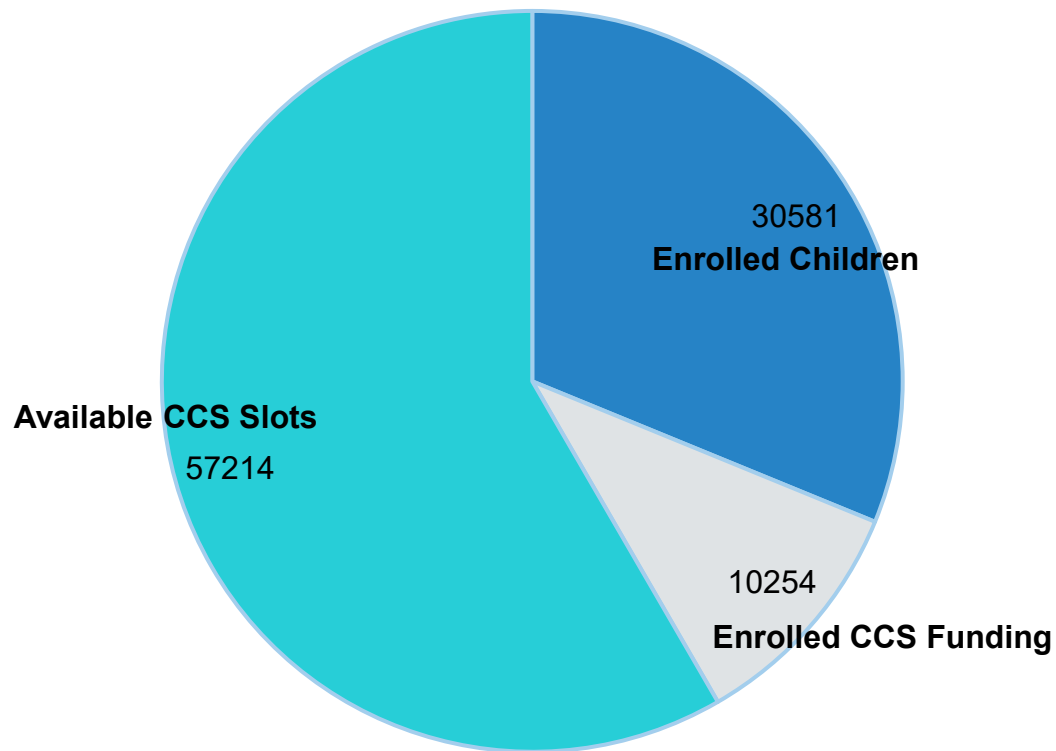
## NUMBER OF PROVIDERS PARTICIPATED IN SURVEY



**Total Providers Participated 427**

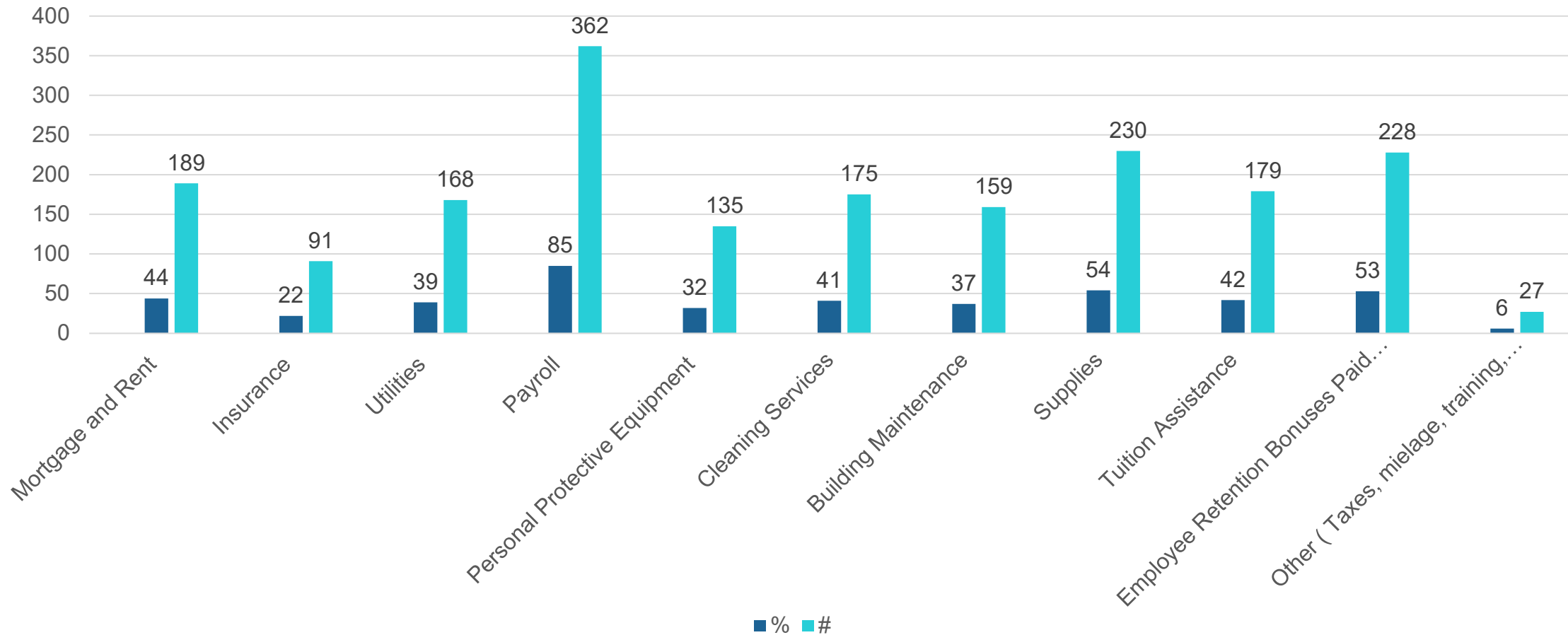


# Children Served



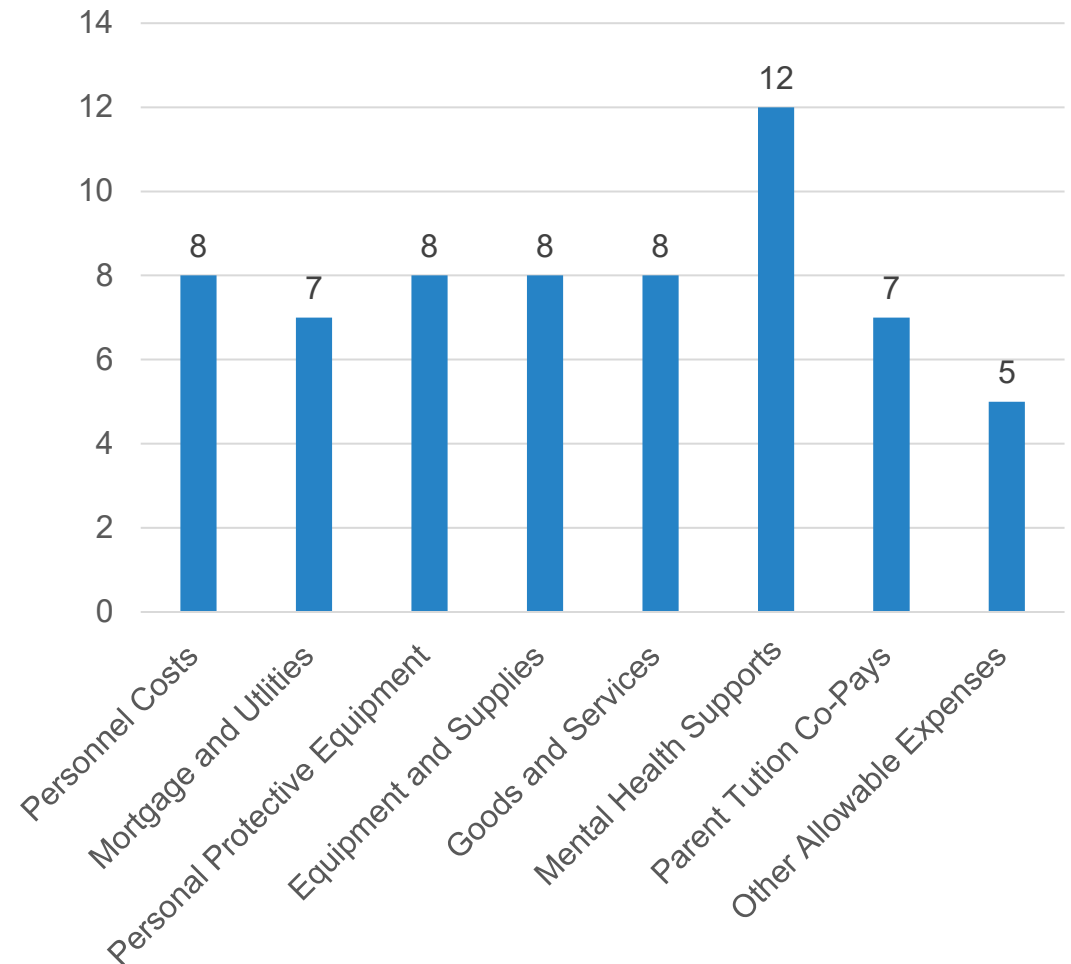
- **Available CCS Slots** The amount of space providers can physically accommodate at the centers.
- **Enrolled Children** is the actual total number of children in the care of the providers to include all funding sources, i.e., private pay, CCS, United Way, etc.
- **Enrolled with CCS Funding** is the total amount of funding from CCS to assist with childcare reimbursement. This year the funding source was fully maximized with CCS enrollment.

# Child-Care Relief Funding Results

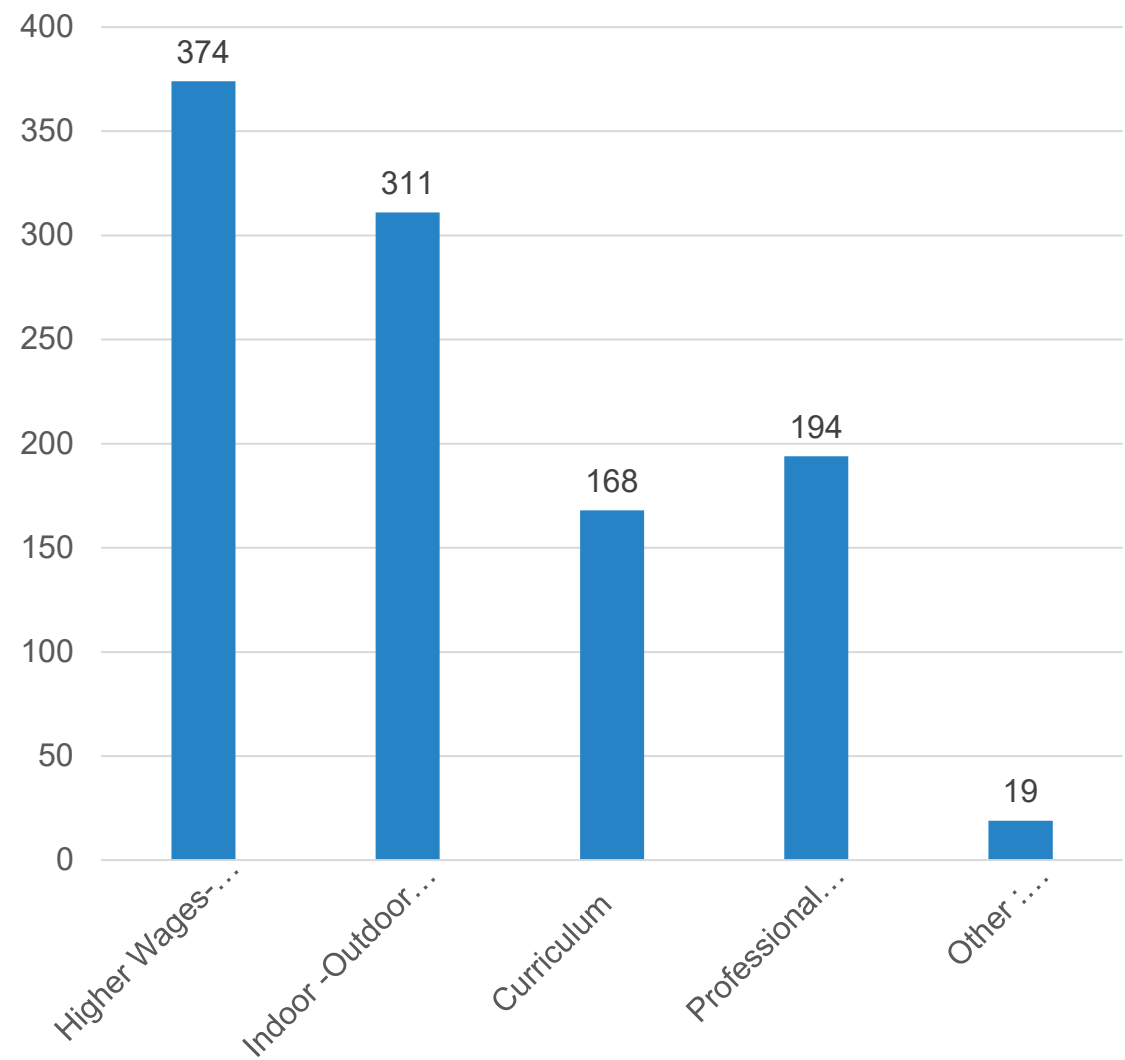


# Alamo Workforce – Overall State Expenditures

Categories	Alamo WS Expenditure Total \$	State Expenditure Total \$
Personnel Costs	\$145,853,827.00	\$1,778,901,819.00
Mortgage and Utilities	33,005,750.00	456,814,878.00
Personal Protective Equipment	1,187,565.00	15,714,423.00
Equipment & Supplies	10,388,822.00	134,958,107.00
Goods and Services	7,470,839.00	98,952,183.00
Mental Health Supports	152,111.00	1,312,589.00
Parent Tuition Co-Pays	193,842.00	2,868,151.00
Other Allowable Expenses	8,882,157.00	169,929,544.00
<b>Total:</b>	<b>\$207,134,913.00</b>	<b>\$2,659,451,694.</b>



# Workforce Solutions Alamo Support for Program Future Initiatives



## Fiscal Year 2022

- Provided approximately **\$1.8 million** in Staff Bonuses to eligible TRS providers.
- All ELD Programs participating in the Quality Cohort received approximately **\$300,000.00** in Indoor and Outdoor equipment.

## Fiscal Year 2023

- Provided approximately **\$1 million** in Staff Bonuses to eligible providers.
- Approximately **\$500,000.00** was awarded to **ALL** participating CCS providers in the teacher appreciation grant.

All ELD programs participating in the Quality Cohort have received approximate investments in the following:

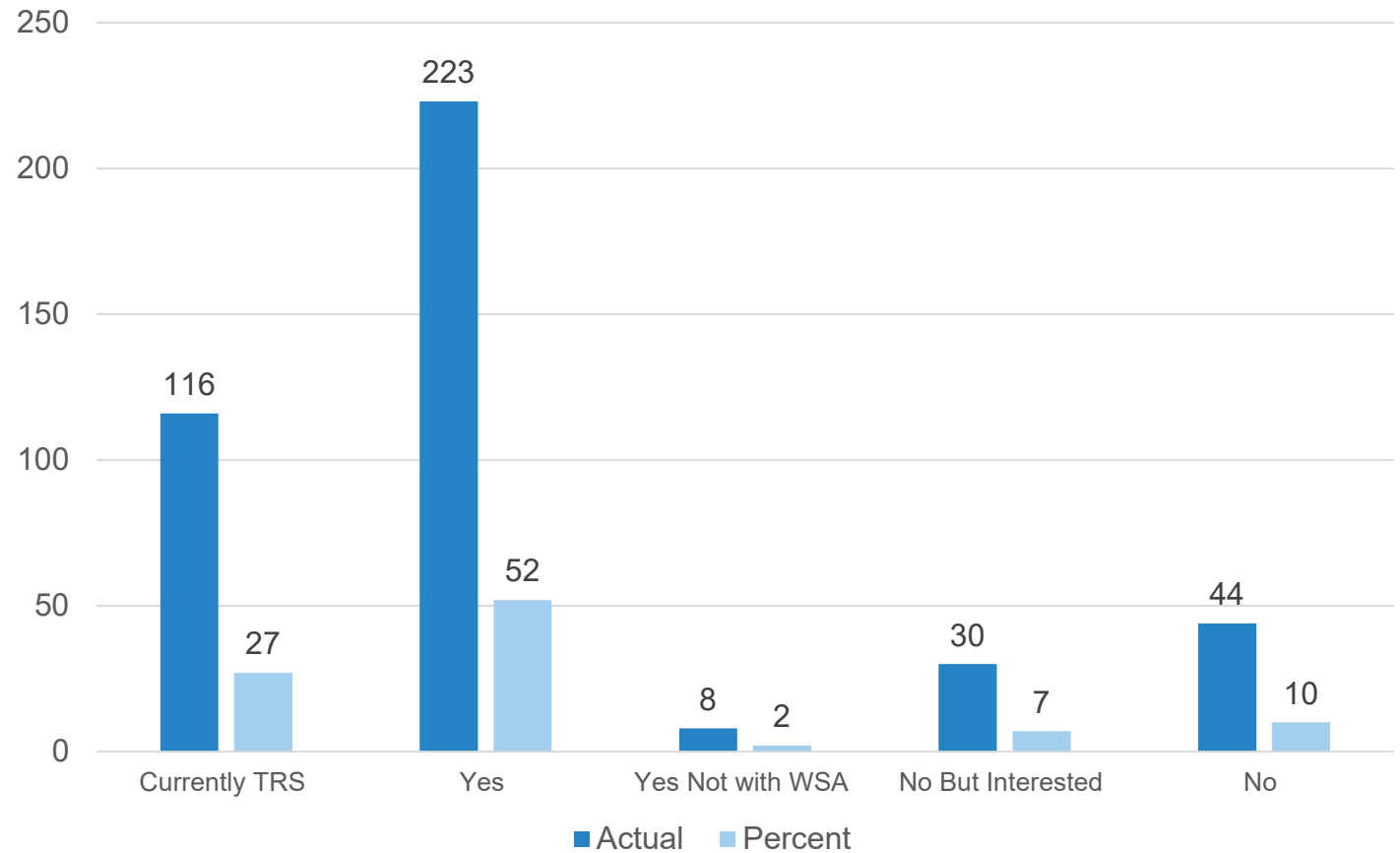
- Indoor and Outdoor **\$162,000.00**
- Curriculum **\$266,000.00**
- Assessment **\$14,000.00**
- Professional Development **\$250,000.00**



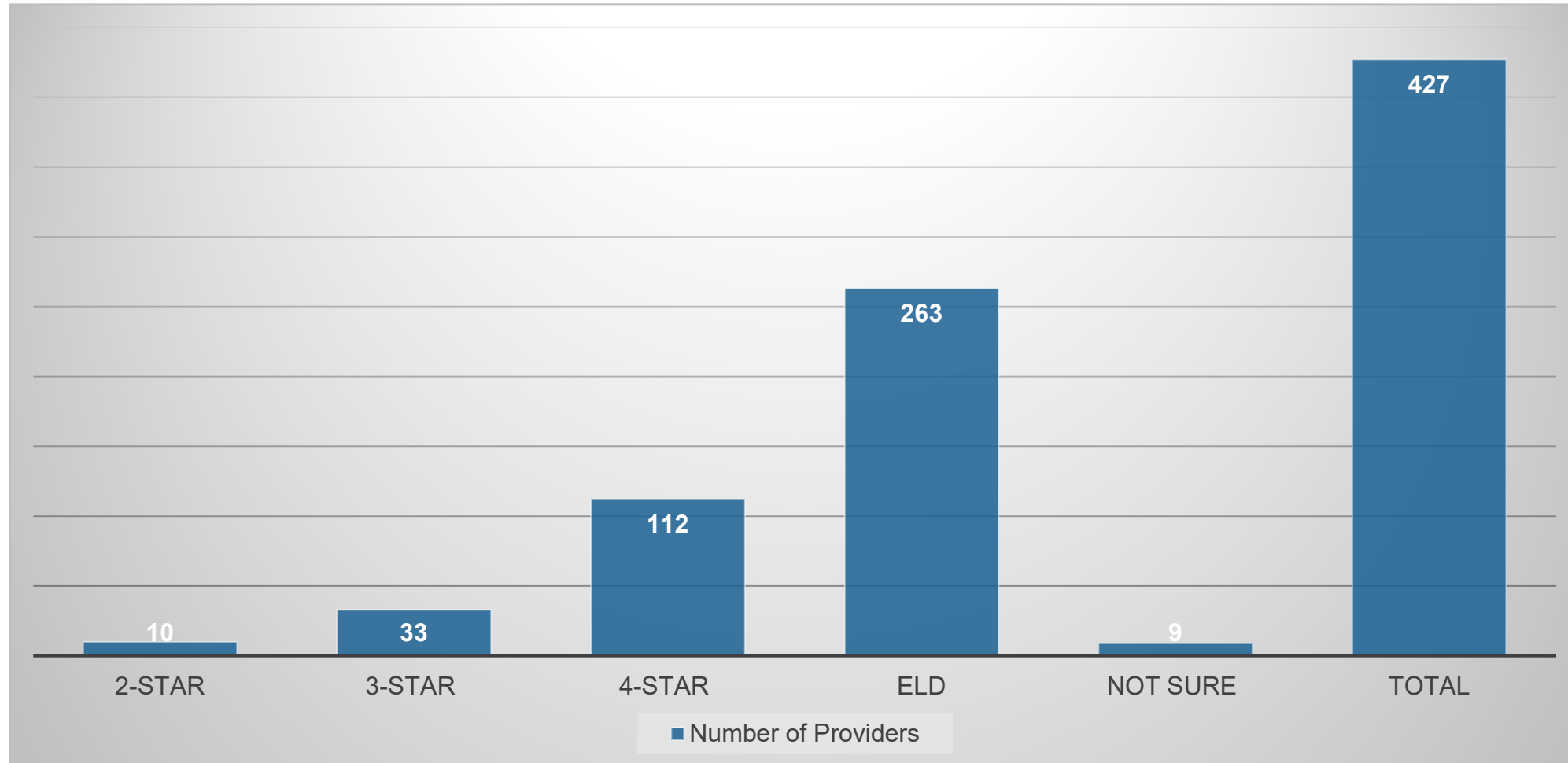
# Participating Cohort



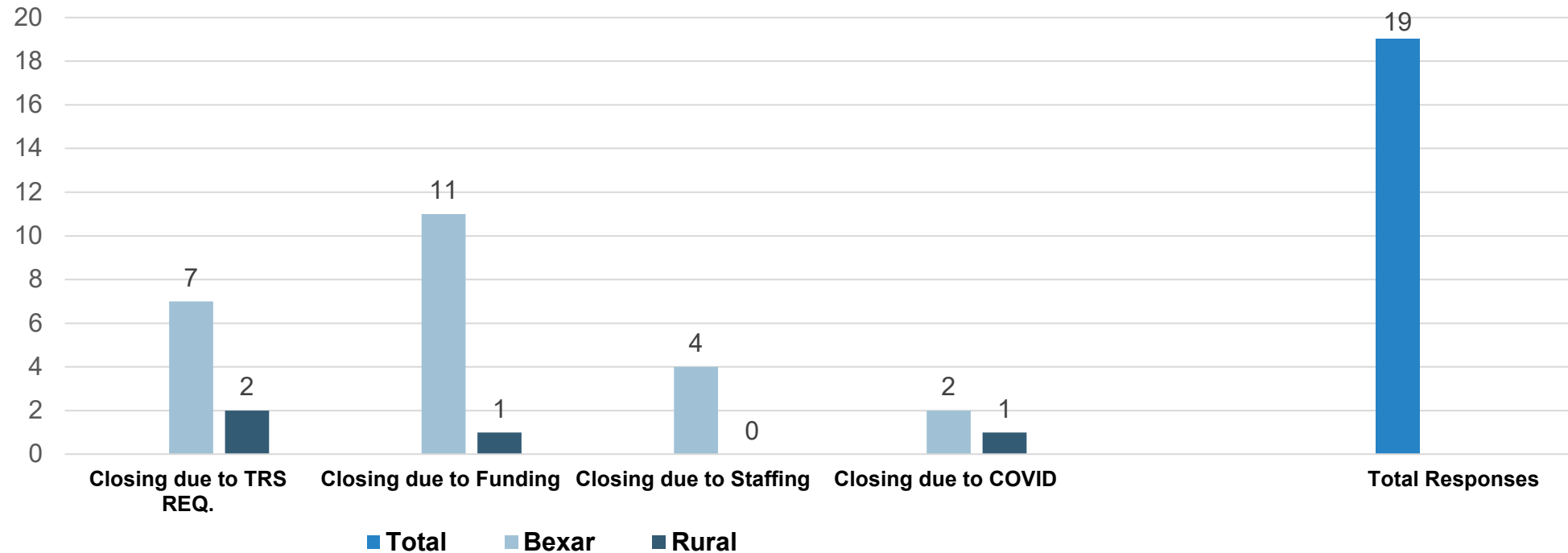
## Survey Results



# Texas Rising Star Designation – Status



# Potential Child Care Center Closures





# Looking Ahead

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- Organize Focus Groups with Providers.
- Assess activities in areas for improvement for Initiatives Awarded to **ALL** Programs.



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**BUILDING  
STRONGER  
FUTURES  
TOGETHER**



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# QUESTIONS



# Early Care and Education

**Success Stories – November 6, 2023**

# Success Works – Jazmyn L.

*“My name is Jazmyn, I moved to San Antonio a year and a half ago with my 3-year-old son. Finding work was easy, but as a first-time mom in a new city, finding affordable childcare was quite the challenge.*

*I was worried and anxious about not being able to work full time and paying my bills for having to watch my son because I couldn’t afford childcare.*

*I am very grateful to Workforce Solutions Alamo for they have allowed me to keep my job full time and provide for my son in a new city without the worry of how I am going to pay for daycare and rent altogether.*

*It is a huge weight lifted off my shoulders and I appreciate all the help that has been provided for us so that we may live a comfortable life.*

*Thank you all so much!”*

**– Jazmyn L.**



# Success Works – Priscilla G.



*“I am able to work and take care of my family as a single mother, trying to make the best life for my kids.”*  
– **Priscilla G.**

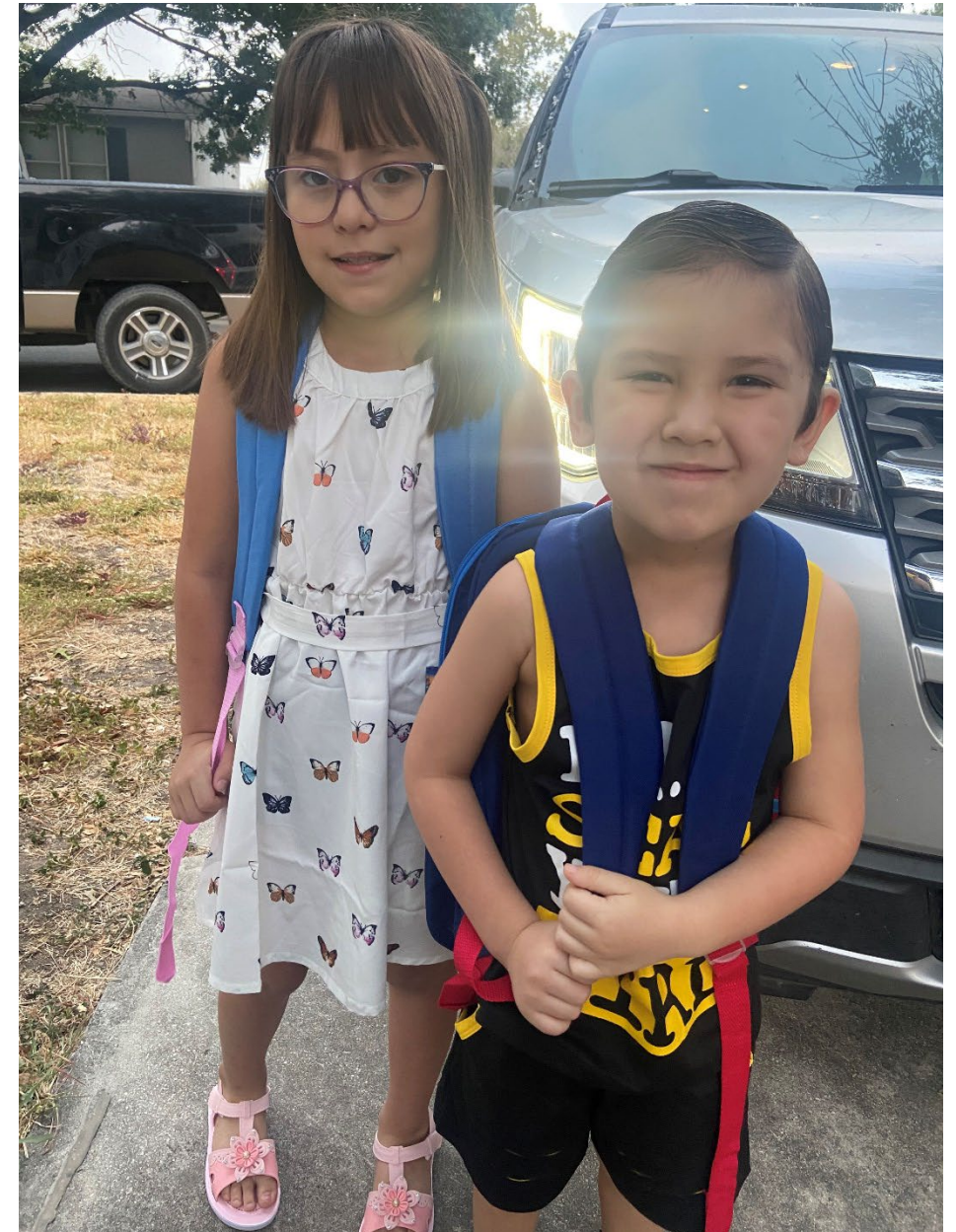


## Success Works – Danielle G.

*“I am a single mother of two, working full time and trying to be the best provider for my children. Since my kids were little babies, they have both been in daycare. While I was going through SCI to become an MA my kiddos were in daycare. Thanks to the help from you all I was able to attend school and now work in the career I chose.*

*Because of you all, childcare is affordable for my little family. I’m so grateful for you all. Honestly, I couldn’t do what I’m doing right now if it wasn’t for you all.*

*Thank you to each one of you all for the hard work you do.*  
– **Danielle G.**



# Success Works – Cassandra N.



*“Without this program I wouldn’t be able to go back to school and finish my degree. I’m going back to school so I can succeed in my career and be able to give my kids the life that I didn’t have.*

*I know that childcare can be expensive and with all prices increasing including groceries and gas. With this program it helps me with having extra money for emergencies. I used to pay without the program \$480.00 every two weeks just for my son and now I have a daughter which is another childcare payment.*

*I’m truly grateful for this program. It’s helping me and my two beautiful kids a lot. Thank you. Without your help I wouldn’t be able to have anyone take care of the kids while I go to school and get my degree.”*

**– Cassandra N.**