



EARLY CARE & EDUCATION COMMITTEE MEETING

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

March 4, 2024

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 the 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.

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 Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- 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 JANUARY 12, 2024, EARLY CARE & EDUCATION COMMITTEE MEETING
Presenter: Ana DeHoyos O'Connor, Committee Chair
- VI. EARLY MATTERS UPDATE
Presenter: Mark Larson, Executive Director, Early Matters San Antonio
- VII. 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
- VIII. CEO REPORT
Presenter: Adrian Lopez, CEO
 - a. Success Stories
- IX. CHAIR REPORT
Presenter: Ana DeHoyos O'Connor, Committee Chair
- X. 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;

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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.

XI. ADJOURNMENT

Presenter: Ana DeHoyos O'Connor, Committee Chair

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EARLY CARE & EDUCATION COMMITTEE MEETING - MINUTES

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

January 12, 2024

10:00 AM

BOARD OF DIRECTORS: Ana DeHoyos O'Connor (Chair), Betty Munoz (10:04am), Leslie Cantu, Elizabeth Lutz, Tylane Barnes

COMMITTEE MEMBERS: Dr. Henrietta Munoz, Edwina Allen, Eunice Grant, Jennifer Martinez, Kristy Kothe, Lisa Elizondo, Liza Gomez, Mark Larson

STAFF: Carlos Garcia, Gabriela Navarro Garcia, Jessica Lockhart, Jessica Villarreal, Kimberly Villarreal, Kristen Rodriguez, Teresa Chavez, Vanessa McHaney, Alfred Salazar, Jamesetta Stallion-Head, Trema Cote

PARTNER STAFF: Amy Contreras, Patricia Alejandro, Michael Gaona, Amy Foster, Richard Alcibes

GUESTS: Dr. Jacqueline Pugh, Commissioner for City Council District 9

LEGAL COUNSEL: None.

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

None.

IV. PUBLIC COMMENT

Presenter: Ana DeHoyos O'Connor, Committee Chair

None.

V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM NOVEMBER 6, 2023, EARLY CARE & EDUCATION COMMITTEE MEETING

Presenter: Ana DeHoyos O'Connor, Committee Chair

Upon motion by Liza Gomez and seconded by Tylane Barnes, the Committee unanimously approved the minutes from November 6, 2023, Early Care & Education Committee meeting.

VI. PARTNER UPDATE: MAYOR'S COMMISSION ON THE STATUS OF WOMEN

Presenters: Dr. Jacqueline Pugh, Commissioner for City Council District 9, and Sara Gerrish, Commissioner for City Council District 5

- A resolution establishing MCSW was passed by the City Council of the City of San Antonio on May 7, 1970 "to serve in an advisory capacity to the City Council of the City of San Antonio to advice on matters affecting the employment

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opportunities, education, social, civic, and political participation by women in the American way of life”.

- The International Women’s Day Meeting will be held on March 8, 2024, in the afternoon at Culture Commons. The goal is to discuss and recommend short- and long-term policies for COSA in the Mayor’s three priority areas of entrepreneurship/workforce development, women’s health, and domestic and intimate partner violence.
- The entrepreneurship/workforce development topic is childcare as a barrier for workforce development. The structure will include 30 minutes of three panelist presentations and 15 minutes of discussion and consensus building with the invited and general public audience regarding policy priorities.
- The proposed topics are quality and accessibility gap between what is needed and what is available by Kathy Fletcher, first report of survey of local childcare facilities commission by COSA by Dr. Melissa, Jozwiak, and tales from the frontline and what childcare directors and providers say they need by Professor Ana DeHoyos O’Connor.
- Seeking input on the proposed session content for who else needs to be in the room to push policies forward, policy recommendations, and who to speak to before the meeting, such as more childcare providers.
- Amy Contreras mentioned that the City of San Antonio’s Ready to Work program will be holding a summit in February that is powered by the Department of Labor’s Women’s Bureau and the National League of Cities’ Good Jobs Great Cities. One of the main focuses will be childcare. Amy would like to collaborate to establish the International Women’s Day Meeting to be the second phase of the policy recommendation conversation.

VII. INTRODUCTION OF NEW EARLY CARE & EDUCATION COMMITTEE MEMBERS

Presenter: Jessica Villarreal, Director of Child Care

- Tylane Barnes, Lisa Elizondo, Eunice Grant, and Edwina Allen introduced themselves. Current committee members also introduced themselves.

VIII. CHILDCARE UPDATES (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jessica Villarreal, Director of Child Care

a. Childcare Performance Briefing

- Goals for FY24 include:
 - In collaboration with partners, host the 1st Annual Alamo Quality Pathway Conference.
 - Expand partnerships to include in the Alamo Quality Pathway.
 - Explore ways to provide Parent Education and Training on topics such as child growth and development, social and emotional skills, play, special needs, inclusion, trauma/grief, and inclusion assistance.
 - Provide support to centers with navigating through National Accreditation processes.
 - Research/procure training available to assist Early Learning Centers to

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becoming trauma informed.

- Dr. Henrietta Munoz added that Texas A&M San Antonio College of Education and Human Development Kinesiology and Counseling Department received a large grant to train educators for mental health first aid. It is a trauma informed care approach and required by TEA for K-12 teachers and educators. Dr. Munoz stated that if any childcare professionals need that level of training, then they can assist.
 - Quality investments include:
 - Infant & Toddler (Including PD) - \$300,000
 - Professional Development - \$250,000
 - TRS/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
 - Childcare performance: WSA's unofficial YTD average for FY24 is 90.74%, or 11,237 units, which is below performance. TWC has been made aware of this and they aren't concerned because they see that Alamo is showing growth. Alamo should be back on track to meet performance in late February or early March.
 - Children In Care/Waitlist: 7,280 families are in care, 12,472 children in care, 3,798 families on waitlist, and 6,241 children on waitlist. 1,696 infants, 1,548 toddlers, 1,417 preschoolers, and 1,548 school age children is the breakdown of the waitlist.
- b. Texas Rising Star Assessment Update
- 181 centers are currently certified centers for Texas Rising Star, which is 31%. TWC's contractor has seen a large number of centers that need to be assessed, therefore, they are putting the annual monitoring visits on hold until September to focus on the initial assessments that need to be completed by September.
 - CCS capacity shows 589 total providers with 56,370 capacity. Rural providers are 134 with 12,629 capacity.
 - October shows 8 new providers and 7 providers ending their CCS agreement. November shows 13 new providers and 15 providers ending their CCS agreement.
- c. TRS Contracted Slots Pilot Briefing
- As of December 31, 2023, the TRS Contracted Slots Pilot has ended. 50 slots were awarded, and 28 slots were filled, leaving 22 slots unfulfilled.
 - Tylane Barnes commented that she thought this was an excellent program that gave more opportunities for children to get into care. The reason for their spots not being filled was due to the operating hour schedule conflicting with the times parents needed care. She stated that asking parents ahead of time before sending them to a center would be best practice.
- d. Entry Level Designation & Efforts Towards Increasing and Accessing Quality
- As of January 2024, 324 centers are at an Entry Level Designation deadline of

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September 2024. Of the 324, 205 are eligible with 24 dually enrolled in an organization cohort, 81 participated in WSA cohort, and 115 not participating in a cohort. Of the 324, 119 are ineligible with 13 dually enrolled in an organization cohort, 43 participated in a WSA cohort, 4 enrolled in an external organization cohort, and 59 not enrolled in a cohort.

- Liza Gomez added that United Way has hired additional coaches to support the effort in getting centers to TRS certification. These 5 coaches have the capacity to serve 20 centers at a time. The centers with deficiencies are also on their list to assist.
- December TRS and ELD Business Coaching: 39 partnership agreements and 101 contacts. Additional resources include New Braunfels Chamber of Commerce to work with business partners in the community to connect them with providers in the community, New Braunfels Food Bank, SPARK Business Planning, Family Life Center New Braunfels, and Economic Development Center COSA. Training includes provided business planning on November 9 and 14, Skills for Small Business Training Scholarship offering at Alamo Colleges District, and Small Business Development Center, which is a monthly business training through UTSA. Highlights include potential expansion grant amount of \$2,553,424, connected Respite Agency with ECI to assist with enrollment and connected them with ECE director at SAC to mentor with NAEYC accreditation, and a Pleasanton Express potential business venture grant in the amount of \$10,000.
- Patricia Alejandro and Michael Gaona stated that they are building relationships and trust with the providers and providing them with resources. They are working on a needs analysis to have them share what their business needs and plans are.

IX. CEO REPORT

Presenter: Adrian Lopez, CEO

Presented by: Teresa Chavez, COO

a. Success Stories

- Teresa Chavez stated that Mr. Lopez could not join the meeting today, but asked the committee to review the success stories that were provided to them in their packet.

X. CHAIR REPORT

Presenter: Ana DeHoyos O'Connor, Committee Chair

- Chair Ana DeHoyos O'Connor stated that the next step is to put into place MOUs with everyone on this committee.

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

At 11:17am, Chair Ana DeHoyos O'Connor adjourned the meeting.



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Impact Plan



Impact Plan

- 1) Clear Framing
- 2) Problem Statement
- 3) Re-introduced wayfinder icon
- 4) De-jargoned and leveraged website
- 5) Added Domain
- 6) Visually linked Strategies and Measures
- 7) Folded in Ecosystem



In gratitude

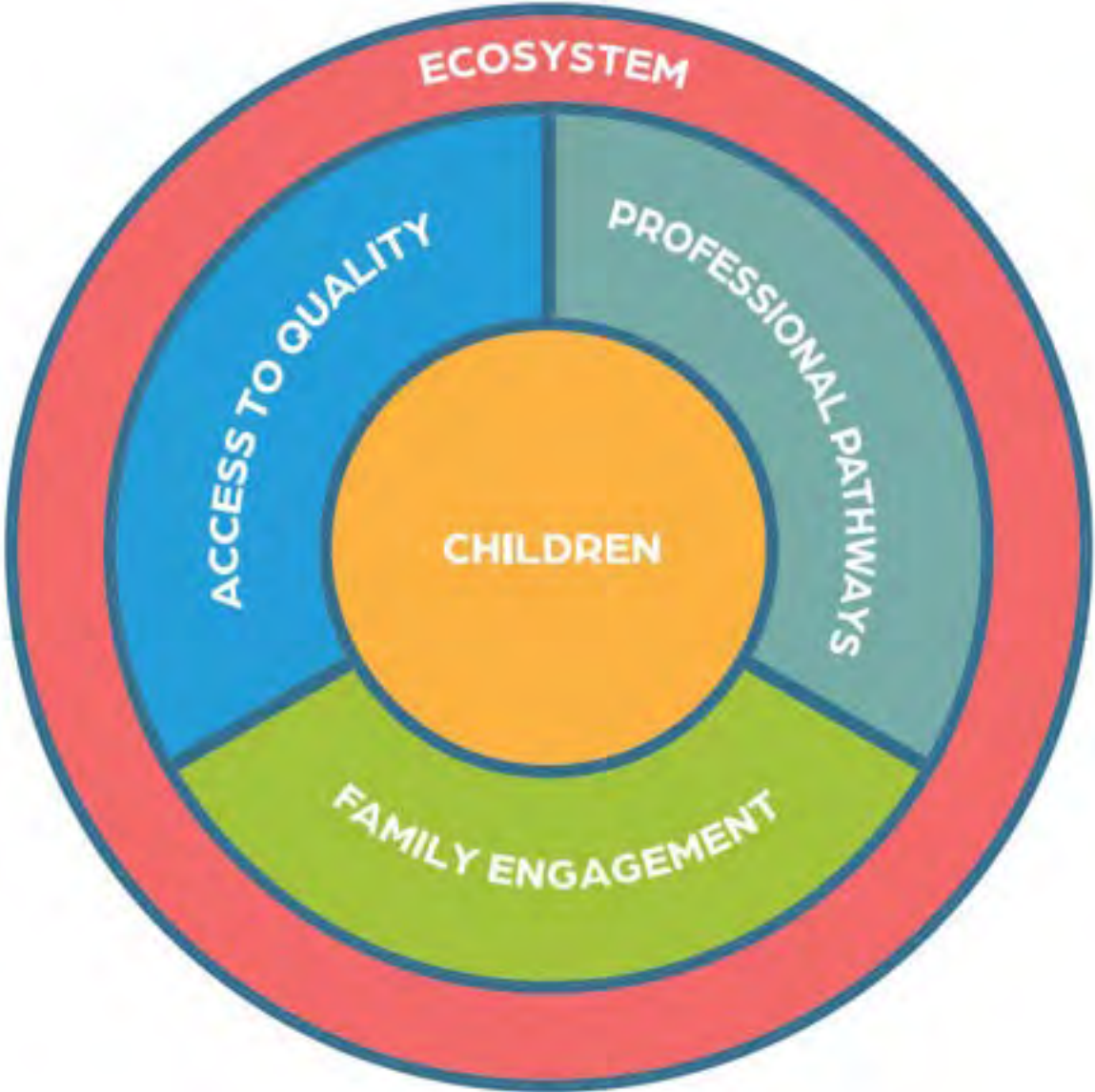
The promise in this Impact Plan is only possible as a result of the tremendous work of tens of thousands of individuals, hundreds of entities, and dozens of community endeavors that have brought us to today. We are deeply grateful to the known and unknown names who have poured themselves out for children and families over generations.

In partnership

The strategies and actions laid out here are designed to be aligned with, advancing, and in concert with outstanding work that is currently taking place across our city as we together realize the potential of our children, our families, our community, and our city.

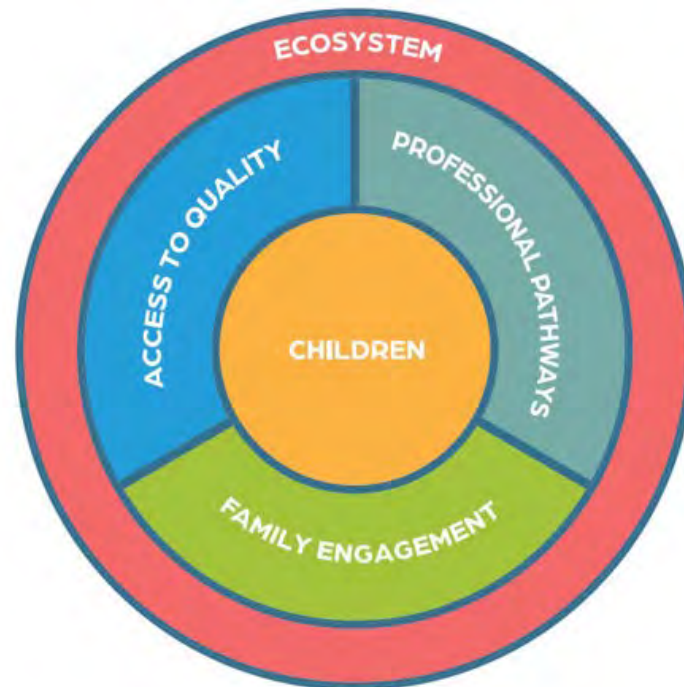


Impact Plan



Workgroups

- Access to Quality
- Professional Pathways
- Family Engagement
- Data
- Policy
- Outreach



Impact Plan

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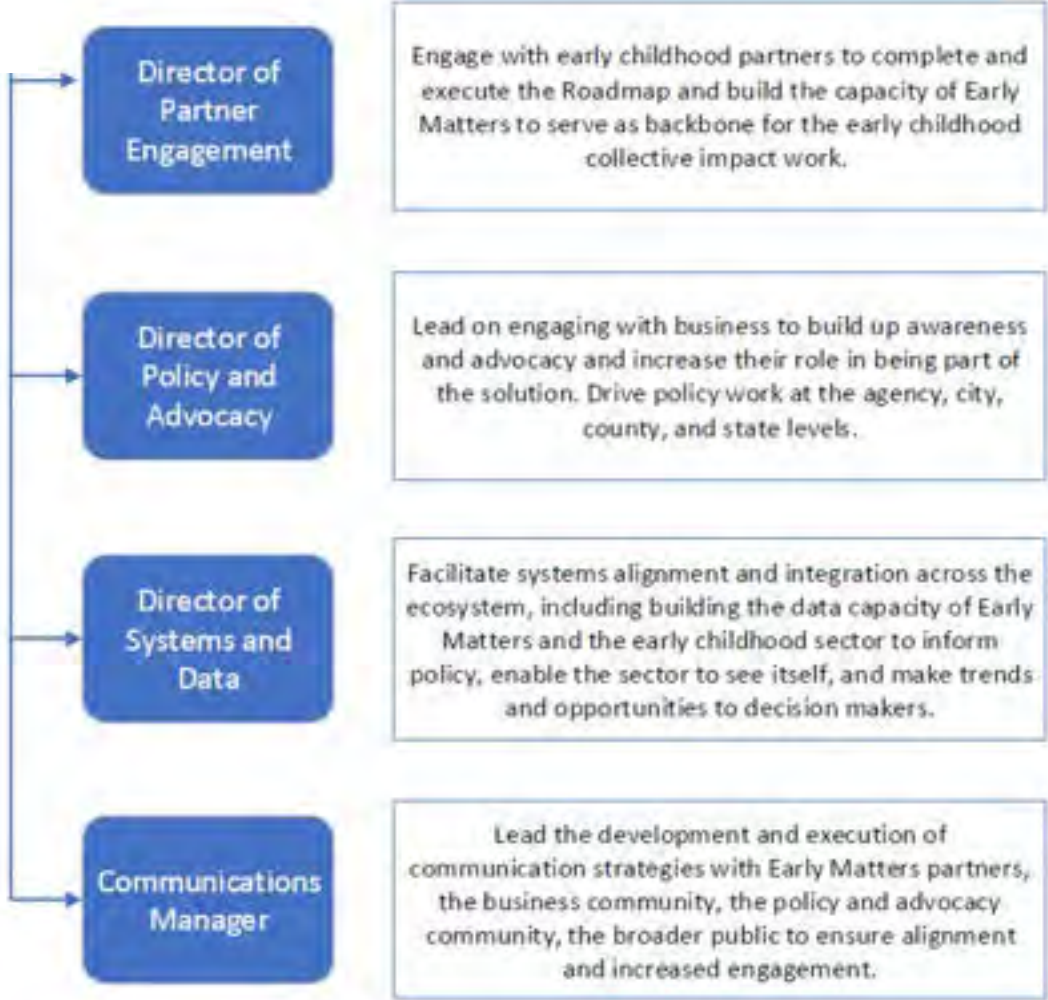
Early Matters Website

Initial Functionality

- About EMSA
- Partners & Board
- Case for Change
- Resources For Educators & Providers, For Families, and For Advocates & Business Leaders
- News
- Impact Plan (updateable and downloadable)
- Impact Plan - Strategies and Actions
- Impact Plan - Additional Criteria, Systems Alignment, Partners, Resources, Related Policy Shifts, Communications, Activity-related data to track, Next Steps



Early Matters Staffing



Advocate & Support



Sign on to the Child Care Tax Relief Letter



SCAN ME



Policy Engagement



Early Childhood Business Model

- Include early childhood facilities in future city or county municipal bonds
- Include early childhood facilities in future school district bonds
- Tie tax credits and/or tax incentive structures to support the inclusion of high-quality child care for employees. Develop a similar policy for HUD, SAHA, and other low-income housing investments.
- Fund that facilitates adaptive reuse of taxpayer-funded facilities for early childhood (unused schools, city/county office space, SAHA extra space)
- Reduce zoning restrictions on child care facilities
- Reduce permitting and fee barriers for child care - new starts and relocations/expansions
- Improve the early childhood financial model by providing utility, property tax, ad valorem tax, or other rebates/discounts for providers
- Make centers serving more than 20% low income children exempt from local property taxes
- Set state reimbursement amount for child care subsidy at the cost of quality instead of 75% of market



Early Childhood Equity & Access

- ≡ Create option for TRS 4 providers to automatically have access to a shared liability pool
- ≡ Create a liability pool for to reduce risk to employers for employer provided on-site childcare
- ≡ Require centers to serve special needs children in order to earn TRS 4
- ≡ Create a TRS 5 that includes ability to serve special needs children - allows for immediate qualification for inclusion rate
- ≡ Ease the process for centers to achieve the 180% of subsidy rate if a center is serving children with special needs
- ≡ Enable reciprocal accreditation between NAEYC and TRS 4 (or only require a reduced portion to achieve TRS 4)
- ≡ Employers contribute \$150 per employee/year to fund child care wage increases
- ≡ Allocate funding in state budget to reduce scholarship waitlist



Early Childhood Professional Pathways

- Student loan forgiveness for early childhood professionals serving low income children (like public school teachers in Title I schools)
- Inform national or state policy to convert CDA into a stackable certificate that articulates into higher education degrees.
- Standardize background checks and parallel the quality standard with public schools
- Centralize background checks at the state level
- Incentivize teacher excellence by providing higher subsidy amounts for early learning programs that hire highly qualified/certified teachers to work with the children receiving the subsidy.
- Provide free child care for child care professionals
- Move early childhood professionals to top of list for child care scholarship from Workforce Solutions Alamo



Early Childhood Family Access and Support

- Military - Establish child care from 5 AM to 7 AM on bases. And provide transport to local public schools and the most used child care providers that also accept military subsidy
- Military - Change public PreK eligibility from "active duty" to "service members" to expand eligible pool of families
- Military - Castro/Casar NDAA amendment - allow military to reallocate unused military budget to address child care needs for military families
- Employers - Allow employees who do not need employer-provided health care to use the equivalent amount for child care
- Have Indeed include a radio button for child care support - when posting a new position
- Create a common application (similar to Apply Texas) and build into search tool
- Reduce required family portion if the child is in TRS 3 or 4





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MEMORANDUM

To: Early Care & Education Committee
From: Adrian Lopez, CEO
Presented By: Jessica Villarreal, Director of Child Care
Date: March 4, 2024
Subject: Childcare Performance Briefing

Summary:

This is a briefing to the Early Care & Education Committee on childcare performance for FY2024.

WSA works 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 at 95 – 105% and to remain within the allocated budget.

For FY2024 TWC has set Alamo's target units of care at 12,378. In FY2023, our target was set at 11,427.

As you may recall, WSA had placed a temporary pause on enrollments, apart from mandatory enrollments, towards the end of last fiscal year, due to our year-to-date average units being higher than 106% from June through September. Alamo began the FY in October reflecting 11,227 and with the new budget and target allocations, WSA received an increase of 951 units of care. As a result, childcare staff resumed ramping up enrollments, and in January showed an increase in enrollments to 11,834 monthly average units.

Analysis:

- WSA's unofficial YTD average for January shows average enrollments of 11,442 or 92.44%, which reflects that although we are currently in the below performance range, our Child Care Services team is actively enrolling to return to performance range as well as to expend but not exceed our childcare budget.

workforcesolutionsalamo.org
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San Antonio, Texas 78207
(210) 272-3260

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- WSA has successfully placed 12,927 children in care, servicing 7,557 families.
- Alamo has 4,841 children on the waitlist, reflecting 2,985 families awaiting scholarship.
- Child Care Services team is actively enrolling.
- The breakdown according to age group on waitlist is as follows: 1,364 Infants, 1,130 Toddlers, 1,261 Preschool, and 1,086 School Age.

Information collected: 02/20/2024



	Oct Average	Nov Average	Dec Average	Jan Average
Monthly Average Units	11,227	11,237	11,470	11,834
YTD Average Units	11,227	11,232	11,311	11,442

	Oct Average	Nov Average	Dec Average	Jan Average
Monthly Average %	90.70%	90.78%	92.67%	95.61%
YTD Average Units %	90.70%	90.74%	91.38%	92.44%



	Oct	Nov	December	Jan
	Average	Average	Average	Average
Choices	208	237	227	222
Low Income	10,312	10,269	10,465	10,803
Former DFPS	568	591	634	650
Homeless	140	140	144	159
Monthly Average Units	11,227	11,237	11,470	11,834
Monthly % Average	90.70%	90.78%	92.67%	95.61%
YTD Average Units	11,227	11,232	11,311	11,442
YTD % Average	90.70%	90.74%	91.38%	92.44%
TWC Target	12,378	12,378	12,378	12,378

As of 02/20/2024

County	Families in Care	Children in Care	Families on Waitlist	Children on Waitlist
Atascosa	220	386	67	120
Bandera	32	54	20	28
Bexar	6,006	10,454	2,448	3,963
Comal	312	466	110	173
Frio	73	124	25	41
Gillespie	56	71	9	15
Guadalupe	376	604	138	246
Karnes	21	34	9	14
Kendall	62	100	33	44
Kerr	150	224	54	71
McMullen	0	0	0	0
Medina	159	264	45	79
Wilson	90	146	27	47
Totals	7,557	12,927	2,985	4,841

Age Group	Total on the Waitlist
Infant	1,364
Toddler	1,130
Preschool	1,261
School Age	1,086
Totals	4,841



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 have 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 to provide childcare to as many families as possible while remaining in good standing with TWC.

Recommendation: N/A

Next Steps: Continue to enroll and demonstrate progress being made towards Performance, with the goal of achieving minimum performance of 95%, by March 2024.



MEMORANDUM

To: Early Care & Education Committee
From: Adrian Lopez, CEO
Presented By: Jessica Villarreal, Director of Child Care
Date: March 4, 2024
Subject: Texas Rising Star Assessment Update

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:

Alamo no longer holds the contract to oversee the Texas Rising Star Assessors for the board area.

TWC has awarded CLI the contract for the Centralization of Texas Rising Star Assessors. Alamo has 14 mentors and 1 mentor manager actively working with our centers. An additional mentor is scheduled to begin on March 1, bringing the total of mentors working with centers to 15.

As of 02/21/2024, Alamo board reflected a total of 188 Early Learning Programs certified as Texas Rising Star. Alamo has 136 Early Learning Programs certified as 4 Star, 45 certified as

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3 Star, and 7 certified as 2 Star. The percentage of TRS Programs to *total* CCS programs is 32%, (35% is percentage for Bexar, and 21% percentage of Rural). TRS mentors and boards continue to participate 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.

The total number of providers who have agreements to provide scholarships continues to fluctuate. As of February 20, we have 588 Centers with an active agreement to provide scholarships 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*** These 588 centers have an overall capacity of serving 56,854 children, based on Child Care Regulations. For those centers in the rural area, the total capacity available is 131, and the total for Bexar County centers is 12,457.

Data as of 02/21/2024

Centers awaiting NEW certification	76
Number of 4* to date	132
Number of 3* to date	43
Number of 2* to date	7
# Of Accredited Centers	60
# Of Non-Accredited Centers	128
# Of Military Centers: included in accredited total	8
# Of Initial Centers (as of Sept 2022)	79
# Of Centers Closed/Withdrew/CCR Deficiencies	13
# Of centers who have increased star level since Sept. 2022 (When TWC allowed assessments to resume)	40
2 STAR → 3 STAR	4
2 STAR → 4 STAR	10
3 STAR → 4 STAR	26



Data below as of 02/20/24

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	789	457	158	35%
Rural Early Learning Programs	261	131	28	21%
Total	1050	588	186	32%

Provider Type	Total Providers	Total Capacity	Rural Providers*	Rural Capacity*
Licensed Center	489	55,918	109	12,253
Licensed Child Care Home	38	456	14	168
Military	8	N/A	0	N/A
Registered Child Care Home	41	480	3	36
Relative Care Listed Home	12	N/A	5	N/A
Totals	588	56,854	131	12,457

BCY 2024

Month	Number of New Providers	Sum of New Provider Capacity	Number of Providers Ending Agreement	Sum of Providers Ending Capacity	Net Capacity Change
October	8	264	7	560	-296
November	13	960	15	1135	-175
December	12	1184	9	703	481
January	8	887	7	332	555

Alternatives: N/A

Fiscal Impact: N/A

Recommendation: N/A



Next Steps: WSA will continue monitoring the assessment preparation and program's application submissions. Assessments & Scheduling of assessments are completed by the Centralizing Assessment Entity, following TWC guidance and processes.



MEMORANDUM

To: Early Care & Education Committee
From: Adrian Lopez, CEO
Presented By: Jessica Villarreal, Director of Child Care
Date: March 4, 2024
Subject: TRS Contracted Slots Pilot Briefing

Summary:

On June 10, 2022, WSA received board approval to proceed with awarding three centers contracted slots. WSA received signed contracts from the selected centers and provided the resources necessary to implement the contracted slots pilot. WSA followed 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 required boards to have a policy related to contracted slots agreements as described in 809.96, if the board opted to enter into such agreements. WSA implemented the necessary policy.

Analysis:

Contracted Slots officially began with the first child enrolled on October 3, 2022, and ended December 31, 2023. The contracted slots pilot program's purpose was to address the shortages in high-priority areas of infant and toddler care.

Workforce Solutions Alamo (WSA) implemented Contracted Slots through the Texas Workforce Commission (TWC) Contracted Slots Pilot Program.

- WSA was the only one out of 28 boards who successfully implemented the Contracted Slots Pilot Program in Texas.

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- Funding under the Contracted Slots Pilot Program paid for 100% of the direct care for referrals to Contracted Slots, allowing WSA to continue to enroll off the waitlist even during times of closed intake.
- Funding also paid for vacant reserved slots for up to one month following the month of vacancy, allowing for increased funding stability for the providers.

OVERSIGHT/MANAGEMENT:

- Funding for this grant allowed for the hiring of a temporary staff member, who provided the oversight and management of the TRS Contracted Slots pilot. Investment made: \$33,245.96.
- Staff member helped in other areas of WSA's childcare department to help balance the needs of the department.

CONCLUSION:

- The Contracted Slots Pilot Program concluded on 12/31/2023, and 29 children who were eligible, continued care under low-income funding.
- On November 27, 2023, WSA childcare department met with TWC and representatives from Louisiana to discuss WSA's experience with the Contracted Slots program.

Alternatives: N/A

Fiscal Impact:

- TWC awarded WSA \$746,230.00 for the implementation and management of the TRS Contracted Slots pilot.
- \$296,539.62 was paid to providers.
- \$33,245.96 covered Temporary staff cost for oversight/management of program.
- 44% of the allocated budget was expended.
- WSA will return \$416,444.42 to TWC.

Recommendation: N/A

Next Steps: WSA has provided results of TRS Contracted Slots pilot to TWC and will make ready any information that is requested by TWC or other boards on the implementation, challenges, and documentation acquired through this experience.



MEMORANDUM

To: Early Care & Education Committee

From: Adrian Lopez, CEO

Presented By: Jessica Villarreal, Director of Child Care

Date: March 4, 2024

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

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.

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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 (02/20/2024)

A	B	C	D	E	F
Board	<i>Total CCS # (as of 10.2022)</i>	<i>Subset of Column B Reduced CCS</i>	<i>Total CCS # (as of 2.2024)</i>	<i>Subset of Column D # ELD as of 2/2024</i>	<i>Subset of Column E # ELD Eligible</i>
Alamo	550	531	573	316	252

Data reflects CCS Providers as of 10/11/2022; these providers have until 5/30/24 to be Texas Rising Star certified.

Data does not include new CCS providers added after 10/11/2022

G	H	I	J	K	L	M	N
<i>Subset of Column F # ELD Not in Cohort or External Organization</i>	<i>Subset of Column F # ELD WSA Cohort</i>	<i>Subset of Column F # ELD with External Organization</i>	<i>Subset of Column E # ELD Ineligible</i>	<i>Subset of Column J # ELD Not in Cohort or External Organization</i>	<i>Subset of Column J # ELD in WSA Cohort or working with External Organization</i>	<i>Subset of Column D # certified as of 2/2024</i>	<i>% of Total CCS Certified as of 2/2024</i>
131	67	22	64	26	37	186	32.00%

- 316 on ELD Plan
 - 86 Rural
 - 230 Bexar
- Rural
 - 12 Homes
 - 74 Centers
- Bexar
 - 34 Homes
 - 196 Centers
- 252 eligible for certification
 - 32 (Dual enrolled): working with an external organization and in a WSA cohort.
 - 22 working with an external organization *only*
 - 67 have/are participated in WSA Cohort *only*
 - 131 not working with an external organization nor participating in WSA cohort.
 - TRS Mentor assigned to each.
- 64 not currently eligible to submit application due to deficiencies.
 - 13 (Dual enrolled): working with an external organization and in a WSA cohort.
 - 1 enrolled in external organization cohort only
 - 24 in WSA Cohort only
 - 26 not working with any organization.



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 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 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 324 Entry Level Designated centers, and 205 who are eligible for TRS certification. 119 centers are Entry Level Designated centers who are ineligible to submit application for certification, due to childcare regulation deficiencies.

Our TRS Business Coach continues to reach out and work with our early learning programs, with the focus on helping them connect and find resources and examine their business model to help centers with challenges they face due to the COVID impact as well as the staffing shortages. Our business coach partners with the TRS mentors to support centers who are uncertain about pursuing TRS certification. Through this approach, a few programs who were considering opting out of CCS and TRS have made the decision to continue providing scholarships and working towards certification.

Currently 56 early learning programs have signed an agreement to partner with our business coach: 32 Rural and 24 Bexar.

WSA's TRS business coach has connected with several entities to help explore opportunities to provide resources to centers, some of the connections include:

- SAISD/Region 20 Expansion Grant
- UIW HEB School of Business
- Catholic Charities

In addition, WSA's business coaches are:

- Continuing to collaborate with Alamo Colleges District skills for Small Business.
 - Directors and Assistant Directors are being provided scholarships to attend courses on Overview of Change Management, Teamwork and Team Building, and Employee Motivation and Crucial Conversations, to enhance their early learning programs.
- Scheduling meetings with additional local higher education entities, community organizations, and early learning providers.



- Developing opportunities to leverage support for early learning centers through community organizations as well as higher education entities.

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, deadline for certification is 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.

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 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 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.



Early Care & Education Committee

March 4, 2024



Childcare Performance Briefing





Childcare Performance Briefing FY 2024

**information pulled 02/20/2024*



	Oct	Nov	Dec	Jan
	Average	Average	Average	Average
Monthly Average %	90.70%	90.78%	92.67%	95.61%
YTD Average Units %	90.70%	90.74%	91.38%	92.44%

WSA's unofficial YTD avg for FY2024 is 92.44%

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



Childcare Performance Briefing FY 2024

**information pulled 02/20/2024*

	Oct	Nov	December	Jan
	Average	Average	Average	Average
Choices	208	237	227	222
Low Income	10,312	10,269	10,465	10,803
Former DFPS	568	591	634	650
Homeless	140	140	144	159
Monthly Average Units	11,227	11,237	11,470	11,834
Monthly % Average	90.70%	90.78%	92.67%	95.61%
YTD Average Units	11,227	11,232	11,311	11,442
YTD % Average	90.70%	90.74%	91.38%	92.44%
TWC Target	12,378	12,378	12,378	12,378



Child Care Services: In Care / Waitlist

As of 02/20/2024

County	Families in Care	Children in Care	Families on Waitlist	Children on Waitlist
Atascosa	220	386	67	120
Bandera	32	54	20	28
Bexar	6,006	10,454	2,448	3,963
Comal	312	466	110	173
Frio	73	124	25	41
Gillespie	56	71	9	15
Guadalupe	376	604	138	246
Karnes	21	34	9	14
Kendall	62	100	33	44
Kerr	150	224	54	71
McMullen	0	0	0	0
Medina	159	264	45	79
Wilson	90	146	27	47
Totals	7,557	12,927	2,985	4,841

Age Group	Total on the Waitlist
Infant	1,364
Toddler	1,130
Preschool	1,261
School Age	1,086
Totals	4,841



* Report(s) pulled: 02/20/2024



Texas Rising Star Assessment Update





Alamo Quality Centers

Total # of Currently Certified Centers	188
--	-----



2 Star	7
3 Star	45
4 Star	136

Percentage of TRS/CCS

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	789	457	158	35%
Rural Early Learning Programs	261	131	28	21%
Total	1050	588	186	32%



Alamo CCS Provider Type & Capacity

** information pulled 02/20/2024*

Provider Type	Total Providers	Total Capacity	Rural Providers*	Rural Capacity*
Licensed Center	489	55,918	109	12,253
Licensed Child Care Home	38	456	14	168
Military	8	N/A	0	N/A
Registered Child Care Home	41	480	3	36
Relative Care Listed Home	12	N/A	5	N/A
Totals	588	56,854	131	12,457



Month	Number of New Providers	Sum of New Provider Capacity	Number of Providers Ending Agreement	Sum of Providers Ending Capacity	Net Capacity Change
October	8	264	7	560	-296
November	13	960	15	1135	-175
December	12	1184	9	703	481
January	8	887	7	332	555

TRS Contracted Slots Pilot Briefing





Texas Rising Star Contracted Slots Summary:

* info updated: 02.21.2024

- 50 slots awarded for infant and/or toddler expansion
 - 1-year contract

PURPOSE/GOAL:

- The Contracted Slots Pilot Program aimed to address shortages in high-priority areas of infant and toddler care.

Background:

Workforce Solutions Alamo (WSA) implemented Contracted Slots through the Texas Workforce Commission (TWC) Contracted Slots Pilot Program.

- WSA was the only one out of 28 boards who successfully implemented the Contracted Slots Pilot Program in Texas.
- WSA was awarded \$746,230.00 to implement & run the Texas Rising Star Contracted Slots pilot.
- Funding under the Contracted Slots Pilot Program paid for 100% of the direct care for referrals to Contracted Slots, allowing WSA to continue to enroll off the waitlist even during times of closed intake.
- Funding also paid for vacant reserved slots for up to one month following the month of vacancy, allowing for increased funding stability for the providers.

OVERSIGHT/MANAGEMENT:

- Funding for this grant allowed for the hiring of a temporary staff member, who provided the oversight and management of the TRS Contracted Slots pilot. Investment made: \$33,245.96.
- Staff member helped in other areas of WSA's childcare department to help balance the needs of the department.



Texas Rising Star Contracted Slots Summary:

* info updated: 02.21.2024

Conclusion:

- The Contracted Slots Pilot Program concluded on 12/31/2023, and 29 children who were eligible, continued care under low-income funding.
- A total investment of \$296.5K was paid to providers.
- Initiative allowed for 63 children, 57 families to receive childcare services.
- 44% of the allocated budget was spent - \$329,785.58
- WSA will return \$416,444.42.

Highlight:

- On November 27, 2023, WSA childcare department met with TWC and representatives from Louisiana to discuss WSA's experience with the Contracted Slots Program.

License	Provider Name	Families	Children	Total
147155	Converse Christian School and Early Learning Center	21	24	\$130,700.69
186490	DePaul Childrens Center	17	20	\$93,093.09
1524251	La Mision Child Care and Kid Kamp	19	19	\$72,745.84
Totals		57	63	\$296,539.62

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 Board Status



A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
Board	Total CCS # (as of 10.2022)	Subset of Column B Reduced CCS	Total CCS # (as of 2.2024)	Subset of Column D # ELD as of 2/2024	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 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 2/2024	% of Total CCS Certified as of 2/2024	CQIPS Created (ELDs)	# of Mentors (as of 6.2023)	# of Mentors (as of 10.2023)
Alamo	550	531	573	316	252	131	67	22	64	26	37	186	32.00%	531	7	12
<p>Data reflects CCS Providers as of 10/11/2022; these providers have until 9/30/24 to be Texas Rising Star certified. Data does not include new CCS providers added after 10/11/2022</p>																
						CCS	573									
						ELD	387 (316 with 9.30.2024)									
						TRS	186									



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	6	0	6	12							
# of Applications Submitted				4	4		10	8 (12)	23	30	18	11							

as of 2.20.2024

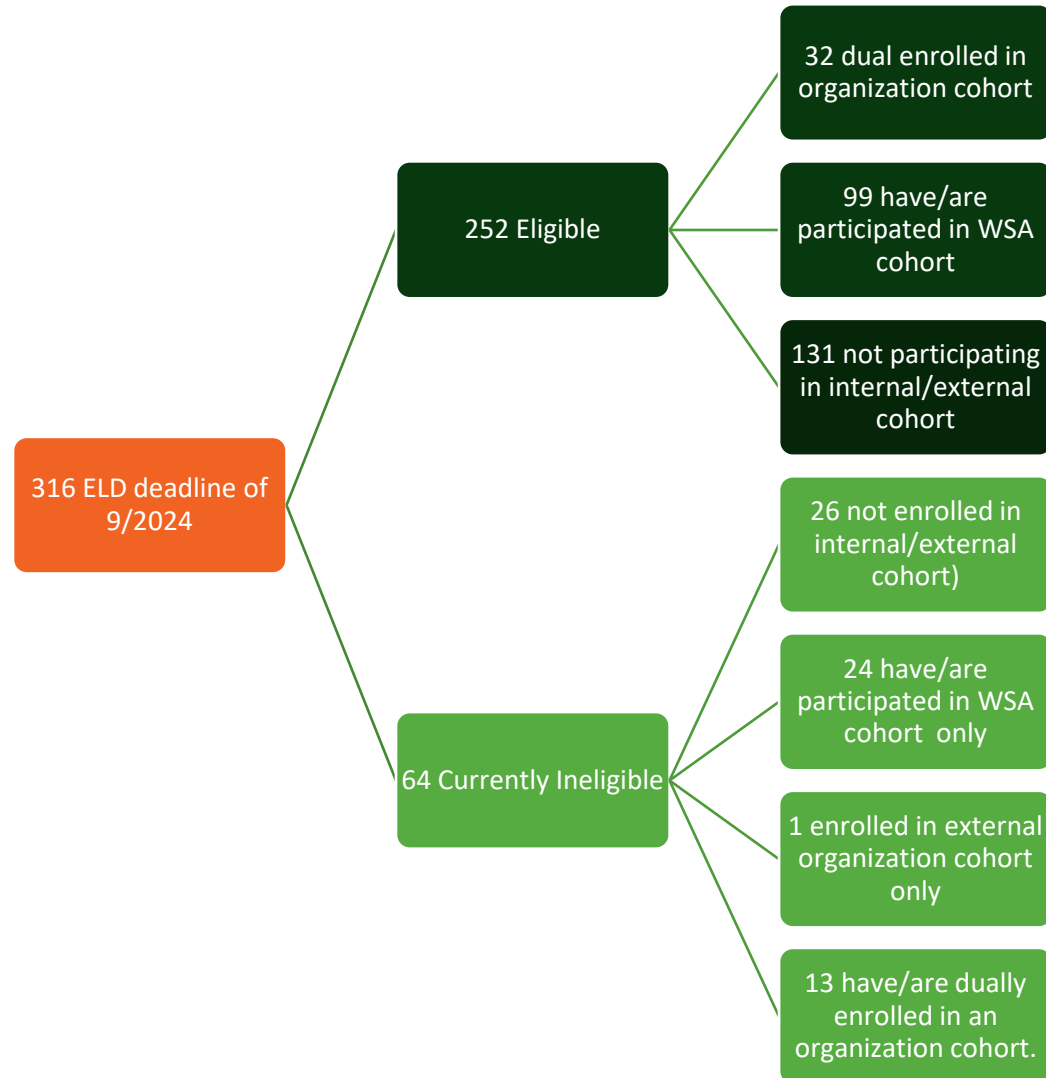
Entry Level Designation & Cohort Participation



230 Bexar & 86 Rural

- 270 Centers (196 Bexar/74 Rural)
- 46 Homes (34 Bexar/12 Rural)

** All programs have assigned mentors*



TRS & ELD Business Coaching: January & February



- **Number of Active Partnership Agreements:** 56 (32 Rural & 24 Bexar County)
- **Number of Contacts Made to Providers:** 101 January & 171 February – (52% Rural and 48% Bexar County)

Highlights:

- Connected provider with ECI to assist with enrollment & connected director to a NAEYC accredited center to provide mentoring towards national accreditation.
- SAISD/Region 20 Expansion Grant: Met with rural provider who plans to participate in expansion program as a bilingual program to grow business. Cost savings in rental/lease is approximately \$42,000 per year.
- Alamo College Small Skills Business Training Scholarships: All grant money awarded to childcare providers totals over \$10,000.00. The opportunity supported providers with meeting requirements for business training for TRS, as well as assisted to elevate the quality of education and care.
- UIW HEB School of Business: Opportunity for internship to provide necessary support to providers – business needs.
- Catholic Charities: Pending partnership agreement to provide necessary support to providers – staffing.



Questions



Thank you!



Early Care and Education

Success Stories

Success Works – Miranda W.

“CCS is a huge blessing in mine and my girls' lives. My girls are able to attend school and daycare and get that student interaction and curriculum they need to blossom. It would not be possible if it wasn't for CCS. I am forever grateful!”

– Miranda W.



Success Works – Miranda C.



“Workforce solutions has helped me and my family in so many ways. I was able to work a full-time job, continue to pay my bills, and support my family. Without workforce solutions this would not be possible.”

– Miranda C.

Success Works – Isabella S.

“CCS has been so good to me. Every time I’ve called with questions, they’re always helpful and make things easy. I’ve only transferred once but the reps have made it so easy for me and assured me it would be taken care of in a timely manner.”

– Isabella S.



Success Works – Aliyah E.



“Currently I am a single mother of 2 and CCS has helped me balance working full time and taking care of my family. They make the process so easy, and communication is pretty easy.”

– Aliyah E.

Success Works – Briana R.

“My name is Briana Reyes. CCS has helped me in a way I can never fully put into words. This program has allowed me to go to school full time at Galen College of Nursing and I am just 3 months shy of graduating with my Bachelor’s of Science in Nursing. This also includes becoming a Registered Nurse. Thank you so much CCS for everything. I am truly blessed.”

– Briana R.

