



CHILD CARE COMMITTEE

Workforce Solutions Alamo
100 N Santa Rosa Ave
San Antonio, TX 78207
October 19, 2020
9:00 AM

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

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

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

I. CALL TO ORDER AND QUORUM DETERMINATION

Presenter: Doug Watson, Chair

II. ROLL CALL

Presenter: Doug Watson, Chair

III. PUBLIC COMMENT

Presenter: Doug Watson, Chair

IV. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Doug Watson, Chair

V. DISCUSSION AND POSSIBLE ACTION ON MINUTES OF SEPT. 22, 2020 MEETING

Presenter: Doug Watson, Chair

VI. CHILD CARE GUIDELINES WORKING PAPER (DISCUSSION AND POSSIBLE ACTION)

Presenter: Doug Watson, Chair

VII. UPDATES: CHILD CARE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Tony Martinez, Child Care Manager

a) TRS Stipend

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- b) Provider Reimbursement Rates Policy
- c) CCS and TRS Update
- d) BCY21 Child Care Quality Initiatives Plan
- e) Child Care Quality Contract
- f) Texas Mutual Grant Application

DISCUSSION AND POSSIBLE ACTION: CHILD CARE GUIDELINES DOCUMENT

Presenter: Doug Watson, Chair

VIII. CEO REPORT

Presenter: Adrian Lopez, CEO

- a) Introduction of the new Child Care Services Director, Jessica Villarreal

IX. CHAIR REPORT

Presenter: Doug Watson, Chair

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

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

XI. ADJOURNMENT

Presenter: Doug Watson, Chair



CHILD CARE COMMITTEE MEETING MINUTES

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

AGENDA

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

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

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

Guest: Mr. Nick Burgett, Whygroup, Facilitator

I. CALL TO ORDER AND QUORUM DETERMINATION

Presenter: Mr. Doug Watson, Chair

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

II. ROLL CALL/INTRODUCTION

Presenter: Mr. Doug Watson, Chair

Mr. Watson asked that all committee members introduce themselves

III. PUBLIC COMMENT

Presenter: Mr. Doug Watson, Chair

There was no public comment.

IV. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Mr. Doug Watson, Chair

There was no conflict of interest declared.

V. CONVERSATION ON MISSION AND DIRECTION (07:35)

Presenter: Mr. Doug Watson, Chair

- The Child Care Committee will develop strategies and priorities to provide guidance to WSA staff and contractors.

Presenter: Mr. Nick Burgett, Facilitator from Whygroup

Mr. Nick Burgett:

- Whygroup is a small consulting company in San Antonio. We have assisted the COSA and its entities with strategy, direction, process improvement.
- The goal today is to come up with three to four primary objectives/directions for the committee
 - o Assessment to determine where does the group stand today?
 - o Is there consensus, agreement, disagreement?
 - o This will allow us to determine where the biggest gaps might be and be informed on where the strategic direction going forward.
- Mr. Mark Milton: The Committee will be primarily advisory capacity and take recommendations to the Full Board a vote. According to our legal counsel, non-committee board members, cannot vote, however, we can take recommendations/suggestions to the full Board.
- Mr. Nick Burgett: The strategic direction will be of an advisory capacity.
- Mr. Doug Watson: Everyone is a full committee member, and everyone will be counted in the quorum. Those who serve on the WSA Board and those invited have been appointed by the chairperson. We will determine a way to send our recommendations to the both the Executive Committee and the full Board without voting. We will do something with consensus. It must be ratified by both the Executive and full Board.
- Mr. Nick Burgett: The boundaries and parameters of the committee are strictly as it pertains to childcare?
- Mr. Doug Watson: That is correct. And how we can collaborate with all those other entities that are concerned about childcare within our area.
- Mr. Juan Solis, III: I would like to include a caveat that we can extend an invitation to others that we may find along the pathway, that may need to be part of this committee.

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

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

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

VI. EARLY MATTERS PRESENTATION

Presenter: Ms. Kate Rogers

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

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

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

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

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

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X. Adjournment

Presenter: Mr. Doug Watson, Chair

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

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MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: October 19, 2020

Subject: WSA Child Care Committee (WSACCC) Guidelines

Summary:

WSA established the WSACCC in August 2020 and the first meeting was held on September 22nd. At this meeting, needs and priorities were established and members of the WSACCC volunteered to develop priorities and strategies used to steer WSA quality initiatives and vision.

The WSACCC Guidelines are attached for discussion and approval.

Analysis:

The WSACCC will provide guidance and recommendations using these key focus areas:

- Access to High Quality Child Care for every child in the WSA board area
- High Quality Teaching Practices, Educator Supports, and Career for EC teachers
- Coordinated Systems: Comprehensive, Continuous, and Integrated
- Advocacy
- Oversight
- Family Engagement

WSACCC has a wealth of knowledge that includes board members, early childhood education experts, and community partners. WSA will use the WSACCC Guidelines to navigate the journey ahead.

Alternatives:

The WSACC will use the WSACCC Guidelines as a working document and will revise as priorities change.

Fiscal Impact:

WSA will use available resources on key focus areas established by the WSACCC.

Recommendation:

WSA staff recommends further discussion and approval of the WSACCC Guidelines.

Next Steps:

WSACCC will provide guidance and recommendations based on WSACCC Guidelines.

Attachment:

WSACCC Guidelines

WSACCC Guidelines

October 19, 2020



Summary

- WSACCC Guidelines
- Focus Areas
 - Access to High Quality Child Care for every child in the WSA board area
 - High Quality Teaching Practices, Educator Supports, and Career for EC teachers
 - Coordinated Systems: Comprehensive, Continuous, and Integrated
 - Advocacy
 - Oversight
 - Family Engagement
 - Requesting approval of stipends to TRS providers
- Discussion and approval





Questions?

WORKFORCE SOLUTIONS ALAMO CHILDCARE COMMITTEE

The Workforce Solutions Alamo Childcare Committee (WSACCC) is an advisory committee whose members are appointed by the Chairperson. The committee will be comprised of both WSA board members and non-members. The committee will have key childcare stakeholders from the community. Once appointed by the Chairperson all members will have full voice and the committee will operate on a consensus basis. Recommendations will be forwarded to the full WSA board for action.

Working closely with WSA staff and key partners, WSACCC will give guidance and recommendations about Childcare matters to the full WSA board of directors.

Some key areas of focus will be:

Access to High Quality Childcare for every child in the WSA board area

- Continue to strengthen TRS centers in our area with a goal Of 50% of providers to be certified by 2025.
- Support centers in becoming TRS certified in both urban and rural areas.
- Increase and strengthen mentor programs in pursuit of this goal.
- Increase and strengthen assessments in pursuit of this goal.
- Alignment between mentors and assessors.
- Incentivize providers and parents to use TRS certified centers.
- Knowledge of practices in other board areas.

High Quality Teaching Practices, Educator Supports, and Career Growth for EC teachers

- Coordinate educational opportunities in our board area.
- Create clear career pathways for EC teachers and leaders.
- Expand funding and access to teacher training programs that specialize in early literacy.
- Expand number of early care providers with certifications and degrees.
- Provide scholarships and debt forgiveness for early childhood educators.
- Identify system to monitor teacher development
- Promote the value of early childhood profession as an in-demand occupation.

Coordinated Systems: Comprehensive, Continuous, and Integrated

- WSA coordinates the early childhood initiative in our board area.
- Map funding streams and resources for early childhood programs and align them to ensure they are maximized.
- Use WSA funding to support other early childhood initiatives in our area.
- Participation and support in Shared Services Alliance.

- Interaction of workforce programs and childcare.
- Leverage business resource and expertise to support the early childhood system of care
- Business/Mentor Program to childcare centers
- Promote Childcare system as an economic development priority for the City and County
- Alignment between mentor programs to address key elements supporting quality childcare and achieving Texas Rising Star certification.
- Promote and support of use CLASS as a measure of instructional quality

Advocacy

- Engage with TWC and other board areas.
- Speak with elected officials about coordinated childcare efforts in our area.
- Aligned with Policy and Advocacy for children: Children at Risk, Early Matters, Texans care for children
- Develop comprehensive communication plan to drive community awareness around the importance of a high-quality early education and care system.
- Focus public education efforts on ROI and connection between quality early and workforce development.

Oversight

- Monitor the efforts in our key focus areas.
- Make recommendations to the full board for contract renewals.
- Tracking of children for school readiness and longer-term effects of the childcare system.

Family Engagement

- Effective communication for parents on how to access quality childcare and why quality matters.
- Move towards re-branding 16 career centers as Family, Career and Business Centers
- Develop a long terms strategy that helps to facilitate feedback from families.
- Leverage of childcare and workforce services to offer core family services such as health and wellness.

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: October 19, 2020

Subject: Texas Rising Star (TRS) Stipend

Summary:

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

WSA is concerned about losing capacity at TRS providers and consequently limiting access to quality child care. WSA is requesting consideration and approval for stipends to TRS providers and CCS providers working towards TRS certification. Stipends will be distributed based on need and recommendations from the Child Care Committee.

Analysis:

There are currently limited funding opportunities for small business supports. WSA and TWC conducted surveys for TRS to evaluate the need and urgency for business supports during this crisis. A summary of WSA survey results are attached for your review and consideration. WSA will share TWC survey results in the PowerPoint.

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

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

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

Alternatives:

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

Fiscal Impact:

WSA can invest \$258,000 for TRS supports. These funds need to be expended by December 31, 2020.

Recommendation:

WSA staff recommends consideration and approval of stipends to TRS providers and providers working towards TRS. Stipends will be issued based on need, CCS enrollments, and any other criterion determined by the Child Care Committee.

Next Steps:

Upon approval, WSA will issue stipends to designated providers based on eligibility criteria.

Attachment:

TRS Survey Data Attachment

TRS Stipend

October 19, 2020



Summary

- COVID-19 impact on TRS providers
- Access to quality child care
- Small Business
- \$258,000 available
- TWC and WSA Surveys
- Requesting approval of stipends to TRS providers
- Requesting input on criterion used



TWC Provider Survey Results

- Conducted by TRS Mentors
- 114 Providers Responded

Question	Average	Range Low	Range High
Current enrollment level (attend vs. normal enrollment)	58%	0%	120%
Current number of subsidy children in care (attending)	24	0	110



TWC Provider Survey Results

Providers responses continued

Question	Count
Requiring Health Screenings (staff and/or families and children)	110
Additional cleaning procedures	109
Requiring PPE to be worn by staff and/or families and children	107
Utilizing the Frontline Child Care Portal	94
Lower Classroom Ratios	79
COVID-19 Positive cases in the facility	68



TWC Provider Survey Results

Providers responses continued

During this time, what are you most concerned about?	Count
COVID-19 exposure	62
Low enrollment	61
Staffing Issues	48
Closing the facility temporarily	20
Closing the facility permanently	17
Losing Texas Rising Star Certification	12

Note: Providers were asked to only select two concerns



TWC Provider Survey Results

Providers responses continued

If a TRS visit was to occur, what would you think the program would struggle with the most?	Count
Indoor/ Outdoor Environments	52
Teacher-Child Interactions	36
Lesson Planning and Curriculum	26
No Concern	20
Administrative Paperwork	19
Child Care Regulation licensing minimum standards	3



TRS Provider Survey Results

WSA survey to TRS providers and providers working towards TRS

- 84 Providers Responded

Question	Average	Low	High
Maximum Capacity	136	11	511
Total Enrollment	60	0	217
CCS Enrollment	23	0	120
Number of Staff	16	0	64
Monthly Staff Budget*	\$39,544	\$1,190	\$388,169
COVID-19 Debt*	\$72,231	\$0	\$549,128

** Some providers did not provide specific information these questions, excluded from average*



TRS Provider Survey Results

Provider responses to the question “Please list and prioritize your biggest challenges since the COVID-19 pandemic began” were grouped into five general categories.

Challenge	Count
Enrollments and Income	53
Staffing and Payroll	46
Cleaning and Supplies	37
Exposure and Safety	22
Other	14

Note: Most providers did not indicate a priority.



TRS Provider Survey Results

Provider Comments Included:

- *“We did not furlough or fire anyone post COVID-19 neither did we reduce anyone’s pay rates or salaries and wages. We have kept the day care open through out for our essential services parents. We wished to be doing the right thing in service of our community and therefore remained open.”*
- *“When the childcare for essential workers was terminated it really affected our budget and September will be our real see what happens financially. I will have to evaluate what we will do since class ratios need to stay low and payroll expenses are up as well as operational expenses.”*
- *“We need support for our caregivers, not just our families.”*





Questions?

TRS Survey Data Attachment

County	Max Capacity	Reported Enrollments	CCS Enrollments	Debt	TRS Status
Bexar	511	143	20	\$ 549,128.36	TRS 4 Star
Bexar	505	217	14	\$ 523,544.85	TRS 4 Star
Bexar	465	135	70	\$ 311,157.36	TRS 4 Star
Bexar	465	150	35	\$ 303,257.28	TRS 4 Star
Bexar	458	115	35	\$ 365,527.08	TRS 4 Star
Bexar	442	134	61	\$ 229,188.19	TRS 4 Star
Bexar	333	147	28	\$ 206,000.00	TRS 4 Star
Bexar	314	120	38	x	TRS 4 Star
Bexar	303	88	32	\$ 210,542.00	TRS 4 Star
Bexar	301	109	60	\$ 242,999.24	TRS 4 Star
Bexar	261	120	52	x	TRS 4 Star
Bexar	239	140	17	x	TRS 4 Star
Guadalupe	208	130	3	\$ -	TRS 4 Star
Bexar	200	110	1	x	TRS 4 Star
Bexar	200	30	15	\$ 50,000.00	TRS 4 Star
Bexar	170	62	17	\$ 74,077.00	TRS 4 Star
Medina	168	110	94	\$ -	TRS 3 Star
Bexar	167	134	119	\$ -	TRS 4 Star
Guadalupe	165	133	46	x	TRS 3 Star
Bexar	162	75	45	\$ 150,000.00	TRS 0 Star
Bexar	156	59	8	\$ 75,000.00	TRS 4 Star
Bexar	150	64	22	\$ 120,000.00	TRS 4 Star
Bexar	150	49	3	\$ -	TRS 4 Star
Bexar	136	54	15	\$ 30,000.00	TRS 3 Star
Kerr	136	87	41	\$ -	TRS 3 Star
Bexar	133	75	72	x	TRS 4 Star
Bexar	132	17	0	\$ 30,000.00	TRS 3 Star
Bexar	126	70	47	\$ 150,000.00	TRS 2 Star
Bexar	123	90	74	x	TRS 4 Star
Bexar	123	90	74	x	TRS 4 Star
Bexar	123	38	6	x	TRS 3 Star
Bexar	123	103	0	\$ 90,000.00	TRS 4 Star
Bexar	122	75	48	x	TRS 3 Star
Bexar	120	40	50	x	TRS 4 Star
Bexar	120	60	14	x	TRS 4 Star
Bexar	120	56	0	\$ 100,000.00	TRS 0 Star
Bexar	120	75	23	\$ 18,500.00	TRS 3 Star
Bexar	120	75	23	\$ 18,500.00	TRS 3 Star
Bexar	118	48	29	\$ 5,000.00	TRS 4 Star
Bexar	118	30	15	\$ -	TRS 4 Star
Guadalupe	112	70	19	x	TRS 4 Star
Bexar	112	58	38	\$ -	TRS 0 Star
Bexar	107	47	32	x	TRS 4 Star
Atascosa	107	65	36	\$ -	TRS 3 Star
Kendall	106	84	1	\$ -	TRS 4 Star
Bexar	105	78	44	\$ -	TRS 2 Star

TRS Survey Data Attachment

County	Max Capacity	Reported Enrollments	CCS Enrollments	Debt	TRS Status
Bexar	101	75	35	x	TRS 0 Star
Bexar	100	30	2	\$ 60,000.00	TRS 0 Star
Bexar	100	56	1	\$ 18,000.00	TRS 4 Star
Bexar	100	35	24	\$ -	TRS 3 Star
Bexar	95	48	2	x	TRS 3 Star
Bexar	94	21	13	\$ 8,000.00	TRS 3 Star
Bexar	90	32	24	\$ 30,000.00	TRS 4 Star
Bexar	85	32	7	x	TRS 4 Star
Frio	85	44	26	x	TRS 2 Star
Bexar	85	41	37	x	TRS 0 Star
Atascosa	84	56	12	\$ -	TRS 3 Star
Guadalupe	83	50	20	\$ 195,000.00	TRS 0 Star
Frio	75	32	27	\$ 5,000.00	TRS 3 Star
Kerr	72	26	2	x	TRS 2 Star
Comal	71	61	18	\$ 58,000.00	TRS 4 Star
Bexar	66	14	0	x	TRS 4 Star
Bexar	66	14	0	\$ -	TRS 4 Star
Bexar	66	0	0	\$ -	TRS 3 Star
Comal	65	40	13	\$ -	TRS 2 Star
Bexar	57	0	0	\$ 3,960.00	TRS 4 Star
Bexar	56	35	42	\$ 60,000.00	TRS 3 Star
Bexar	56	26	20	\$ 38,600.00	TRS 2 Star
Bexar	50	8	1	x	TRS 4 Star
Bexar	49	36	21	\$ 7,000.00	TRS 0 Star
Bexar	45	32	28	\$ 3,000.00	TRS 3 Star
Bexar	44	33	12	\$ 38,161.00	TRS 4 Star
Atascosa	38	28	12	\$ 13,000.00	TRS 0 Star
Gillespie	37	33	3	\$ 6,000.00	TRS 3 Star
Bexar	36	11	2	\$ -	TRS 2 Star
Bexar	35	21	3	\$ 2,993.00	TRS 3 Star
Bexar	22	6	1	x	TRS 4 Star
Bexar	12	4	0	x	TRS 3 Star
Bexar	12	4	2	\$ 4,000.00	TRS 4 Star
Bexar	12	12	2	\$ -	TRS 4 Star
Bexar	12	7	0	\$ -	TRS 4 Star
Bexar	12	3	0	\$ -	TRS 0 Star
Guadalupe	12	8	0	\$ -	TRS 0 Star
Comal	12	12	2	\$ -	TRS 0 Star
Bexar	11	4	0	\$ 3,000.00	TRS 4 Star
Average Debt				\$ 72,231.73	
Lowest Debt				\$ -	
Highest Debt				\$ 549,128.36	
x =				No response	

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: October 19, 2020

Subject: Provider Reimbursements Rates

Summary:

On October 6, 2020, the Texas Workforce Commission's (TWC) three-member Commission took action to increase reimbursement rates based on the 2020 Market Rate Survey.

WSA is requesting approval for the updated provider reimbursement rate policy, CCMS 13, C4, which includes the updated reimbursement rates.

Analysis:

TWC made the following adjustments to provider max reimbursement rates statewide:

- Non-Texas Rising Star (TRS) provider rates were set at the 30th percentile.
- TRS 4-star providers were set at the 75th percentile.
- TRS 3-star providers were set at 90th percent of the local 4-star rate.
- TRS 2-star providers at 90th percent of the local 3-star rate.

No adjustments were made to relative child care providers. The 2020 Market Rate Survey is located here: <https://txicfw.socialwork.utexas.edu/2020-texas-child-care-market-rate-survey/>
WSA new max rates and increase analysis are attached.

Alternatives:

There are no alternatives since TWC Commission has taken action to raise rates statewide.

Fiscal Impact:

TWC set the BCY21 board performance accordingly to ensure the new rates are affordable with BCY21 allocation. TWC made these new rates retroactive effective October 1, 2020.

Recommendation:

This change makes our rates more consistent with the local market and subsequently more appealing to become a CCS or TRS provider. Board staff recommends approving these rates because it aligns with our goal of increasing the number of CCS and TRS providers in our region.

Next Steps:

Approve the attached proposed policy, CCS 13, C4.

Attachment:

Attachment 1: CCS 13, C4 Reimbursement Rates Policy

Attachment 2: CCS 13, C4 Max Reimbursement Rates

Attachment 3: Rate Increase Analysis

POLICY LETTER

ID NO: CCS 13, C4

DATE ISSUED: October 19, 2020

TO: Workforce Solutions Alamo CCS Contractor

FROM: Adrian Lopez, CEO

SUBJECT: Maximum Reimbursement Rates

PURPOSE:

To adopt changes to the current CCS 13 policy as it relates to maximum reimbursement rates.

REFERENCE(S):

Texas Workforce Commission (TWC) Child Care Rules, Sections 809.13, 809.20, **Workforce Development (WD) Letter 25-20.**

BACKGROUND:

TWC Rules, Section 809.13, requires Boards to develop policies for the design and management of the delivery of child care services in a public process. Rules require Boards to have a policy related to maximum reimbursement rates including policies related to reimbursement of providers that offer transportation.

POLICY:

Texas Rising Star (TRS) providers with a 2-star rating receives a 5% higher reimbursement rate, a 3-star rating a 7% higher reimbursement rate, and a 4-star rating a 9% higher reimbursement rate. Higher percentage amounts may be used if authorized by TWC during a mandated rate increase.

TRS providers may receive these enhanced reimbursement rates for each provider type and category of care as long as the reimbursement rate is not higher than the provider's published rate (see attached maximum reimbursement rates).

Providers that participate in integrated school readiness models may receive an additional 5% above the maximum rate established for only preschool-age children.

Providers can be reimbursed for transportation costs associated with the child's care, provided the cost does not exceed the maximum rate.

ACTION REQUIRED:

Contractor shall implement this policy immediately.

EFFECTIVE DATE:

Rates effective October 1, 2020

INQUIRIES:

Please direct all comments and inquiries pertaining to this policy to policyinquiry@wsalamo.org.

RESCISSIONS:

CCS 13, C3

ATTACHMENT:

CCS Maximum Reimbursement Rates

Provider Reimbursement Rates

October 19, 2020



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Summary

- TWC Commissioners approved rate increase
- 2020 Market Rate Survey
 - Non-TRS provider 30th percentile
 - TRS 4-star providers 75th percentile
 - TRS 3-star providers at 90th percent of 4-star rate
 - TRS 2-star providers at 90th percent of 3-star rate
- Request approval for updated policy CCS 13, C4
- This is good news!





Questions?

Workforce Solutions Alamo
CCS Maximum Reimbursement Rates
Effective: October 1, 2020

Provider Type	Provider Rating	Infant Full Time	Infant Part Time	Toddler Full Time	Toddler Part Time	Preschool Full Time	Preschool Part Time	School-Age Full Time	School-Age Part Time
Licensed Child Care Center (LCCC)	Regular	\$34.94	\$28.16	\$28.13	\$25.01	\$26.08	\$19.98	\$26.69	\$18.23
	TRS 2	\$36.69	\$29.57	\$30.07	\$27.16	\$28.17	\$22.41	\$28.03	\$20.74
	TRS 3	\$37.39	\$32.33	\$33.41	\$30.17	\$31.29	\$24.89	\$29.79	\$23.04
	TRS 4	\$39.74	\$35.92	\$37.12	\$33.52	\$34.76	\$27.65	\$33.09	\$25.59
	TSR!	\$34.94	\$28.16	\$28.13	\$25.01	\$27.39	\$20.98	\$26.69	\$18.23

Provider Type	Provider Rating	Infant Full Time	Infant Part Time	Toddler Full Time	Toddler Part Time	Preschool Full Time	Preschool Part Time	School-Age Full Time	School-Age Part Time
Licensed Child Care Home (LCCH)	Regular	\$30.60	\$23.80	\$24.87	\$22.56	\$24.36	\$20.09	\$23.22	\$17.85
	TRS 2	\$32.13	\$26.02	\$27.03	\$24.85	\$25.95	\$22.51	\$24.39	\$20.34
	TRS 3	\$32.75	\$28.91	\$30.03	\$27.61	\$28.83	\$25.01	\$26.91	\$22.59
	TRS 4	\$35.49	\$32.12	\$33.36	\$30.67	\$32.03	\$27.78	\$29.89	\$25.09
	TSR!	\$30.60	\$23.80	\$24.87	\$22.56	\$25.58	\$21.10	\$23.22	\$17.85

Provider Type	Provider Rating	Infant Full Time	Infant Part Time	Toddler Full Time	Toddler Part Time	Preschool Full Time	Preschool Part Time	School-Age Full Time	School-Age Part Time
Registered Child Care Home (RCCH)	Regular	\$25.74	\$22.68	\$24.42	\$21.42	\$22.91	\$18.21	\$20.15	\$16.03
	TRS 2	\$27.85	\$24.96	\$26.61	\$23.77	\$25.20	\$20.71	\$22.57	\$18.62
	TRS 3	\$30.94	\$27.73	\$29.56	\$26.41	\$27.99	\$23.01	\$25.07	\$20.68
	TRS 4	\$34.37	\$30.81	\$32.84	\$29.34	\$31.09	\$25.56	\$27.85	\$22.97
	TSR!	\$25.74	\$22.68	\$24.42	\$21.42	\$24.06	\$19.13	\$20.15	\$16.03

Provider Type	Provider Rating	Infant Full Time	Infant Part Time	Toddler Full Time	Toddler Part Time	Preschool Full Time	Preschool Part Time	School-Age Full Time	School-Age Part Time
Relative	None	\$18.61	\$15.19	\$17.93	\$14.46	\$13.84	\$12.19	\$13.84	\$9.68

Infant - 0 to 17 months
Toddler - 18 to 35 months
Preschool - 36 to 71 months
School-age - 72 months until the child's 13th birthday

*Transportation costs are included in rates

Provider Reimbursement Rates: Rate Increase Analysis

New Rates as a % of Old Rates

Provider Type	Rating	Inf-FT	Inf-PT	Tod-FT	Tod-PT	Pre-FT	Pre-PT	Sch-FT	Sch-PT
LCCC	Reg	100.00%	100.00%	103.19%	104.25%	102.92%	103.04%	100.00%	102.99%
LCCC	TRS2	100.00%	100.00%	103.48%	104.42%	103.30%	103.46%	100.00%	103.44%
LCCC	TRS3	100.00%	103.85%	103.47%	104.39%	103.27%	103.41%	103.12%	103.41%
LCCC	TRS4	103.19%	103.88%	103.48%	104.39%	103.27%	103.40%	103.12%	103.39%
LCCC	TSR	100.00%	100.00%	103.19%	104.25%	102.93%	103.05%	100.00%	102.99%
LCCH	Reg	100.00%	101.58%	100.28%	101.85%	100.00%	100.95%	100.00%	100.00%
LCCH	TRS2	100.00%	102.12%	100.97%	102.35%	101.45%	101.63%	100.00%	100.69%
LCCH	TRS3	100.00%	102.12%	100.98%	102.34%	101.48%	101.63%	103.46%	100.67%
LCCH	TRS4	102.93%	102.13%	100.97%	102.34%	101.49%	101.61%	103.46%	100.64%
LCCH	TSR	100.00%	101.58%	100.28%	101.85%	100.00%	100.96%	100.00%	100.00%
RCCH	Reg	100.59%	103.33%	101.54%	104.95%	102.92%	102.30%	103.17%	103.15%
RCCH	TRS2	102.20%	103.61%	102.11%	104.99%	103.36%	102.78%	103.53%	103.62%
RCCH	TRS3	102.18%	103.59%	102.07%	105.01%	103.32%	102.77%	103.51%	103.56%
RCCH	TRS4	102.17%	103.60%	102.08%	105.01%	103.32%	102.77%	103.49%	103.56%
RCCH	TSR	100.59%	103.33%	101.54%	104.95%	102.91%	102.35%	103.17%	103.15%
Relative	Reg	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

LCCC = Licensed Child Care Center

LCCH = Licensed Child Care Home

RCCH = Registered Child Care Home

FT = Full Time

PT = Part time

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: October 19, 2020

Subject: CCS & TRS Update

Summary:

Board staff will provide a brief update on recent changes and proposed changes to Child Care Services (CCS) and TRS.

Analysis:

Below is a summary of the changes and potential impact:

1. TWC has increased rates, more information included in Provider Rates memo.
 - a. This benefits providers and CCS ability to recruit/maintain providers.
2. TWC provided Alamo with a new performance target for PY21 after enrollment freeze.
 - a. WSA needs to increase enrollments, will open intake, and enroll based on priority.
3. Child Care Regulation (CCR) screenings resumed for TRS providers.
 - a. TWC will review deficiencies and evaluate on case-by-case basis to help retention.
4. TWC reinstated work requirements for CCS parents effective November 1, 2020.
 - a. Some parents may lose services if there have a permanent break in employment.

Below is a summary of proposed changes and potential impact:

1. Require all CCS providers to meet "Pre-Star" status and meet Child Care Regulation requirements.
 - a. May reduce capacity of CCS providers.
2. Require Mentor and Assessor training and Assessor certification.
 - a. Will standardize training and improve Assessor reliability.
3. Requires program applying for TRS certification to use Workforce Registry (TECPDS).
 - a. Web-based system to track experience, education, and training.
4. Contracted slots can be reserved for TRS providers in established priority groups.
 - a. Can create more access to quality child care, financial stability for provider.
5. Revise structure for considering CCR deficiencies.
 - a. Allows provider to correct issues, helps with financial stability.
6. Discount for part time only child care.
 - a. Reduces financial burden on parents.

Alternatives:

Most changes and proposed changes above will be mandated by TWC if approved. However, WSA will have the option to implement contracted slots and modify priority groups. Public comment is open until November 23, 2020.

Fiscal Impact:

Contracted slots have the potential to impact the budget since WSA would pay for the slot if it is not filled. Contracted slots will require additional tracking and reporting to TWC.

Recommendation:

WSA staff will share updates with Child Care Committee and open for further discussion and consideration.

Next Steps:

WSA will continue to track these changes and provide updates.

Attachment:

None.

CCS and TRS Updates

October 19, 2020



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Changes

- TWC increase reimbursement rates
- New Performance Target 9,544
- Old Performance Target 10,469
- Current enrollment 9,040
- Open Intake
- TRS Assessors resumed licensing deficiencies screenings
- TWC reinstated work requirements effective 11/1



Proposed Changes

- “Pre-Star” requirement
 - 15 or less High or Medium-High deficiencies, one Severe
 - 5-year timeline
- Standardized Mentor and Assessor Training/Certification
- Require TRS providers to use Workforce Registry (TECPDS)
- Contracted Slots
- TRS CCR deficiencies
- Discount for part-time only
- Open for public comment November 23, 2020





Questions?

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: October 19, 2020

Subject: Child Care Quality (CCQ) Initiatives Plan Update

Summary:

WSA is providing an update on the draft Program Year (PY) 21 CCQ Initiatives Plan, which includes October 1, 2020 – September 30, 2021. WSA is sharing the plan with the Child Care Committee for strategic input as we enter uncharted territory due to the COVID-19 pandemic.

WSA is required to submit a 12-month plan to TWC on October 30, 2020. WSA can change the plan as priorities change and will monitor expenditures accordingly. WSA will also provide an update on the Dream Proposals quality initiative.

Analysis:

Quality initiatives are designed to improve the quality and availability of child care providers in our region. WSA is committed to building and maintaining quality in our 13-county region with these funds.

Due to the uncertainty of COVID-19, WSA plans to spend a considerable amount of funds on sustaining providers. WSA used surveys and input received at TRS/CCS roundtable discussions to develop and prioritize quality initiatives.

Alternatives:

WSA staff are seeking input from the Child Care Committee regarding the PY21 quality initiatives. C2 Global staff need to start implementing the plan immediately as some funds expire on December 31, 2020. These funds expire in December because TWC extended PY20 budgets due to COVID-19 related changes. Some projects were already approved and are in progress.

Additionally, the plan must be submitted to TWC on October 30, 2020. Therefore, it may not be possible to request full board approval.

Fiscal Impact:

WSA plans to make the following investments October 1, 2020 – December 31, 2020:

Quality Initiative	Budget	PY Funds	Status
SAC Career Pathways Incentives	\$9,000	PY20	In Progress
Dream Proposals	\$50,000	PY20	In Progress
TRS Stipend	\$258,000	PY20	Pending Approval
TXAEYC Conference Scholarships	\$5,716	PY21	In Progress
TRS Recruitment Incentives	\$15,000	PY21	Pending Approval
Initial Assessment Materials	\$60,000	PY21	Pending Approval
STEM Training and Materials	\$51,243	PY21	Pending Approval
CDA Renewals	\$1,250	PY21	Pending Approval
Digital Lending Library	\$25,000	PY21	Pending Approval
National Accreditation Fees and Materials	\$10,000	PY21	Pending Approval
Total	\$485,209		

WSA plans to make the following investments January 1, 2021 – September 30, 2020:

Quality Initiative	Budget	PY	Status
SAC Career Pathways Tuition	\$50,000	PY21	Pending Approval
SAC Career Pathways Incentives	\$26,000	PY21	Pending Approval
CDA renewals	\$1,875	PY21	Pending Approval
NAFCC Conference	\$1,650	PY21	Pending Approval
Dream Proposals	\$60,000	PY21	In Progress
Rural Training	\$2,000	PY21	Pending Approval
Director Symposium w materials	\$5,000	PY21	Pending Approval
Teacher Symposium w materials	\$10,000	PY21	Pending Approval
TRS Recognition Banner	\$10,000	PY21	Pending Approval
TRS Marketing Materials	\$5,000	PY21	Pending Approval
TRS Recruitment Incentives	\$35,000	PY21	Pending Approval
Initial Assessment Materials	\$28,000	PY21	Pending Approval
Head Start Partnership	\$10,000	PY21	Pending Approval
CDA Renewals	\$1,875	PY21	Pending Approval
2 nd Round – Supply Stipend for TRS providers	\$60,000	PY21	Pending Approval
Total	\$443,035		

Recommendation:

WSA staff is requesting input and recommendations from Child Care Committee on pending quality initiatives.

Next Steps:

CCQ quality initiatives will be finalized and implemented upon approval. WSA will continue to provide updates to Child Care Committee.

Dream Proposal Initiative Update

WSA has selected the finalist proposals. WSA is currently vetting the proposals and finalizing the agreement with providers. WSA will provide more updates after final selections are made and providers have agreed to terms.

Attachment:

None.

Child Care Quality (CCQ) Initiatives Plan

October 19, 2020



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Summary

- Requesting input on planned quality initiatives
- COVID-19 Adjustments
- PY20 funds extended
- Plans after 12/31 are preliminary
- Plan due 10/30
- Update on Dream Proposals quality initiative



Planned Quality Initiatives – December 2020

Quality Initiative	Budget	PY Funds	Status
SAC Career Pathways Incentives	\$9,000	PY20	In Progress
Dream Proposals	\$50,000	PY20	In Progress
TRS Stipend	\$258,000	PY20	Pending Approval
TXAEYC Conference Scholarships	\$5,716	PY21	In Progress
TRS Recruitment Incentives	\$15,000	PY21	Pending Approval
Initial Assessment Materials	\$60,000	PY21	Pending Approval
STEM Training and Materials	\$51,243	PY21	Pending Approval
CDA Renewals	\$1,250	PY21	Pending Approval
Digital Lending Library	\$25,000	PY21	Pending Approval
National Accreditation Fees and Materials	\$10,000	PY21	Pending Approval
Total	\$485,209		



Planned Quality Initiatives January – September 2021

Quality Initiative	Budget	PY	Status
SAC Career Pathways Tuition	\$50,000	PY21	Pending Approval
SAC Career Pathways Incentives	\$26,000	PY21	Pending Approval
CDA renewals	\$1,875	PY21	Pending Approval
NAFCC Conference	\$1,650	PY21	Pending Approval
Dream Proposals	\$60,000	PY21	In Progress
Rural Training	\$2,000	PY21	Pending Approval
Director Symposium w materials	\$5,000	PY21	Pending Approval
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TRS Recognition Banner	\$10,000	PY21	Pending Approval
TRS Marketing Materials	\$5,000	PY21	Pending Approval
TRS Recruitment Incentives	\$35,000	PY21	Pending Approval
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Head Start Partnership	\$10,000	PY21	Pending Approval
CDA Renewals	\$1,875	PY21	Pending Approval
2 nd Round – Supply Stipend for TRS providers	\$60,000	PY21	Pending Approval
Total	⁵¹ \$443,035		

Child Care Committee Recommendations

- Discussion
- Recommendations



Dream Proposals

- Types
 - Bridge to Quality
 - Expand capacity at TRS center
 - Increase quality
 - Innovation
 - Inclusion
 - Partnerships
- 85 proposals received
- \$50,000 before December, \$60,000 before September
- Earmarked Funds
 - 20% Rural
 - 10% Home based providers
 - 50% Bridge to Quality



Dream Proposals

- Different Matrix for Bridge to Quality
 - Extra weight on Equity Matrix and CCS Enrollments
- Judged by WSA and C2 Global Child Care staff
- Selected Finalists
- Next Steps
- Will provide future updates





Questions?

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: **October 19, 2020**

Subject: **Child Care Quality (CCQ) Contract and TRS Assessors**

Summary:

Texas Rising Star (TRS) is TWC's quality rating system for Child Care Services (CCS) providers. WSA currently has two separate Contractors for TRS service delivery.

1. The CCQ Contract includes the TRS mentors and quality initiatives for CCS providers.
 - TRS Mentors recruit and mentor coaches to increase the number of TRS providers and the level of quality for TRS providers.
 - The CCQ contractor is also responsible for quality initiatives for TRS providers and CCS providers working towards TRS.
 - Contract includes 11 staff, including 7 Mentors.
2. The TRS Assessor Contract includes TRS Assessors only.
 - TRS Assessors conduct TRS assessments, recertifications, and star level assessments for TRS providers.
 - The TRS Assessor Contract is currently included in the CCS Contract.
 - Contract includes 6 staff, including 4 Assessors.

The CCQ and TRS Assessor contracts were extended until December 31, 2020 to allow the Child Care Committee to provide a recommendation on these contracts. WSA is requesting a recommendation on the structure of contracts for TRS service delivery.

Analysis:

WSA originally established two separate contracts for TRS service delivery to maintain a separation of duties and maintain consistency for TRS assessments. WSA is considering a change to the contract structure to improve service delivery due to the following reasons.

- Will improve coordination since staff members will be assigned to same contract working under the same supervisor.
- Will create some efficiencies due to improved coordination and a possible reduction in operating costs due to cross training and cost associated with managing two different contracts.
- Will improve service delivery because Assessors will work closely with Mentors to identify and prioritize needs.
- Most workforce boards have one Contractor, which makes it a best practice.

Alternatives:

There are two alternatives to consider:

1. Keep the contract structure the same, which includes a separate contract for TRS Mentors and Assessors.
2. Consolidate the TRS Mentor/Quality Initiatives and TRS Assessor contracts.

Fiscal Impact:

There will be no additional cost associated with consolidating the contracts. WSA anticipates there will be more funds available for quality initiatives due to the possible reduction in operation costs. Those details would be negotiated during procurement process.

CCQ Contract Budget: \$1,628,766 – includes \$620,000 on quality initiatives

Assessor Contract Budget: \$452,502 – includes mostly salaries

Recommendation:

Board staff recommends further discussion regarding consolidating the TRS Mentor/Quality Initiatives Contract and the TRS Assessors Contract.

Next Steps:

Approve the attached proposed policy.

Attachment:

None

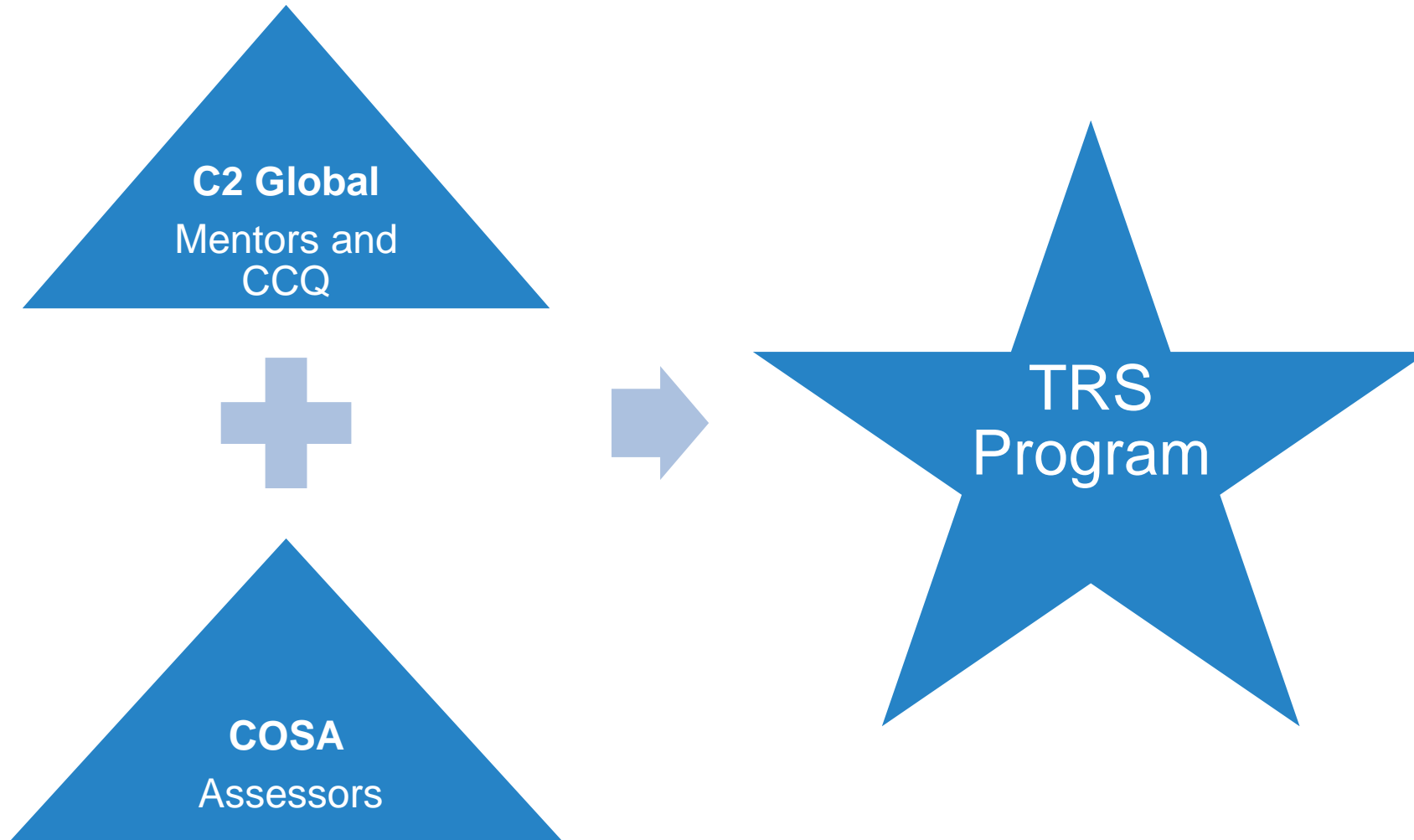
Child Care Quality (CCQ) Contract

October 19, 2020



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Current Contract Structure



Child Care Quality (CCQ) Contract

- C2 Global, 11 staff
- 1 Manager
- 1 Lead Mentor
- 7 Mentors
- 2 Support staff
- \$1,628,766 Total Budget
- Budget for Quality Initiatives \$620,000
- Implement quality initiatives, mentor providers



TRS Assessor Contract

- City of San Antonio, 6 staff
- 1 Supervisor
- 4 Assessors
- 1 Support staff
- \$424,502 Total Budget
- Assess Quality, ongoing monitoring



Potential Benefits

- Improved Coordination
- Efficiencies
- Improve service delivery
- One team



Requesting Input and Recommendation

- Keep it the same
- Consolidate
- Other recommendations
- Contracts expire 12/31/20





Questions?

MEMORANDUM

To: Child Care Committee

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: October 19, 2020

Subject: Child Care Disaster Relief Grant (Texas Mutual Grant Application)

Summary:

WSA's CEO met with Texas Mutual regarding workforce and child care challenges associated with COVID-19. Following the meeting, Texas Mutual asked WSA to consider applying for a COVID-19 Relief Grant.

WSA is requesting input from the Child Care Committee regarding the possibility of applying for this grant to help Child Care Services (CCS) providers recover from the ongoing implications of the COVID-19 pandemic.

Analysis:

TWC and WSA recently sent surveys to TRS providers to assess the challenges and priorities associated with COVID-19. Survey results indicated that many child care providers are in debt and are struggling to remain in business. Survey results are available in the TRS Stipend memo and PowerPoint.

Both surveys highlighted the following challenges:

- Extra cost of Personal Protective Equipment (PPE)
- Extra cost associated with sanitation requirements
- Low enrollments and loss of revenue due to less working parents
- Concerns over increased exposure to COVID-19

Child care providers are essential to our economy and provide valuable early learning opportunities to children. WSA believes this is an opportunity to strengthen our economy by sustaining child care providers during this difficult time. WSA staff will need to research the grant opportunity further but feels good about the possibility of demonstrating need for the grant.

Alternatives:



Workforce Solutions

WSA can combine these funds with the proposed TRS stipends to provide business supports to providers in need.

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Fiscal Impact:

Texas Mutual stated WSA could apply for a \$75,000 grant. The only financial impact would be staff time to demonstrate need and develop a plan of action.

Recommendation:

WSA staff recommends consideration and further research on grant requirements and timelines for implementation.

Next Steps:

Upon approval, WSA will research and provide further updates.

Attachment:

None.

Child Care Disaster Relief Grant

October 19, 2020



Summary

- Texas Mutual Disaster Relief grant opportunity
- \$75,000
- TWC and WSA surveys
- Possible strategies
- Recommendation





Questions?