



MEMORANDUM

To: Early Care & Education Committee

From: Adrian Lopez, CEO

Presented By: Jessica Dersen, Workforce Development Manager,
Seguin Economic Development Corporation (SEDC)

Date: October 17, 2025

Subject: **Guadalupe Child Care Community Needs Assessment**

Summary: This memo provides information regarding the Guadalupe Child Care Community Needs Assessment, information presented by Jessica Dersen, the Workforce Development Manager for Seguin Economic Development Corporation.

As a recap, a Bi-annual Survey, issued in March 2025, was distributed to child care programs with active CCS agreements to gather feedback on needs and priorities.

- The survey was emailed on March 13, 2025, with a submission deadline of March 28, 2025.
- As of April 1, 2025, WSA Data team members provided the survey.
- Preliminary results were available by April 3, 2025.
- Data clean-up by Child Care staff occurred on April 17, 2025.
- Staff reached out to Providers to clarify "NA" responses on April 29, 2025.
- Mentor phone outreach was conducted from May 12 to May 16, 2025.
- The survey results were compiled by the Data team by June 20, 2025.
- Out of 562 surveyed, 151 responded, representing a 26% response rate.
- The survey included 38 focused questions guided by the WSA Child Care strategic plan, covering program capacity, enrollment/waiting list, staffing, business needs, professional development need, and partnerships and resources.
- In June of 2025, TRS Business Coaches shared the Child Care Community Needs Assessment survey with surrounding counties through the interagency meetings.

Analysis: Highlighting the importance of supporting child care needs in Seguin, upcoming planning efforts will focus on addressing gaps within the community through collaboration with the Seguin Economic Development Corporation (SEDC) and Workforce Solutions



Alamo. This partnership recently assisted a Seguin-based employer using data from the Child Care Community Needs Assessment. SEDC shared the aggregated findings to help inform strategies for expanding local child care capacity and supporting working families. SEDC shared aggregated data from the Child Care Community Needs Assessment survey with a local employer. The employer later traveled to Washington, D.C., to advocate for increased child care funding and support efforts to address the community's child care needs.

Alternatives: N/A

Fiscal Impact: N/A

Recommendation: To continue the collaborative efforts in supporting the needs and growth of the community, to continue discussions and planning for addressing child care needs.

Next Steps: This is an ongoing process, and we will continue to provide updates as our understanding of community needs deepens and our plans become more concrete.



MEMORANDUM

To: Early Care & Education Committee

From: Adrian Lopez, CEO

Presented By: Teresa Chavez, Chief Operating Officer

Date: October 17, 2025

Subject: Child Care Champion JOY Holistic

Summary: This memo provides information regarding the Inclusion Grant recipient, JOY Holistic, and the impact/support receiving the funds allowed for the program to provide an inclusive environment, for young children enrolled at their program.

Analysis: On August 1, 2024, Workforce Solutions Alamo was awarded \$100,000 from Texas Mutual Insurance Company. The funding supported the *Building Inclusive and Diverse Environments for our Youngest Learners* initiative. The timeline below shows the process for awarding programs to build inclusive and diverse environments for their children.

Texas Mutual Grant Timeline Inclusion Grant

Item	Date	Status
1 st Meeting with partners	12/12/2025	Complete
1 st Meeting with partners	12/14/2025	Complete
2 nd Meeting with partners	12/17/2025	Complete
Q&A with providers	1/15/2025	Complete
Applications launched	1/17/2025	Complete
Scoring of applications	1/27/25-2/14/25	Completed on 3/10/2025
WSA CCQ Manager review scores	3/25/2025	Complete
Notify awardees	3/31/2025	Complete
Funding Spent	7/2025	Complete



The following programs were awarded the grant:

Center Name	CCR#	Designation	Capacity	County	Type	Ages Served
AVANCE HISD School Based	844265	4-Star	66	Bexar	Licensed Child Care Center (all ages)	Infant, Toddler, Pre-Kindergarten
Brighton Center Higgins	832593	4-Star	108	Bexar	Licensed Child Care Center (all ages)	Infant, Toddler, Pre-Kindergarten, School, Drop-In Care, Part Time Care
Brighton Center Lullwood	1545190	4-Star	63	Bexar	Licensed Child Care Center (all ages)	Toddler, Pre-Kindergarten, School, Drop-In Care
Converse Christian School & Early Learning Center	147155	4-Star	94	Bexar	Licensed Child Care Center (all ages)	Infant, Toddler, Pre-Kindergarten, School, After School Care
Early Learning Center of St Mark Presbyterian Church	523134	4-Star	135	Kendall	Licensed Child Care Center (all ages)	Toddler, Pre-Kindergarten, School, Part Time Care
Harvey E Najim Children's Enrichment Center (CEC)	1688046	4-Star	77	Bexar	Licensed Center (school age only)	Toddler, Pre-Kindergarten, School, After School Care, Before School Care, School Age Care
JOY Holistic Education	1725567	4-Star	102	Bexar	Licensed Child Care Center (all ages)	Infant, Toddler, Pre-Kindergarten, School, After School Care
Kidville Pearsall	1717703	4-Star	41	Frio	Licensed Child Care Center (all ages)	Infant, Toddler, Pre-Kindergarten, School, Drop-In Care, Part Time Care, After School Care, School Age Care
Yogiland LLC	1726763	4-Star	56	Bexar	Licensed Child Care Center (all ages)	Infant, Toddler, Pre-Kindergarten, School, Drop-In Care, Part Time Care, After School Care, School Age Care
Young Women's Christian Association (YWCA San Antonio)	63207	4-Star	195	Bexar	Licensed Child Care Center (all ages)	Infant, Toddler, Pre-Kindergarten, School, Drop-In Care, Part Time Care, After School Care

Alternatives: N/A

Fiscal Impact: Programs awarded were provided funding for curriculum, materials and training to support and provide an inclusive and diverse environment; funding for each program totaled \$9,500.

Recommendation: N/A

Next Steps: N/A



MEMORANDUM

To: Early Care & Education Committee

From: Adrian Lopez, CEO

Presented By: Teresa Chavez, Chief Operating Officer

Date: October 17, 2025

Subject: Child Care Champion Early Learning Center of St. Marks Presbyterian

Summary: This memo provides information regarding the Inclusion Grant recipient, Early Learning Center of St. Marks Presbyterian and the impact/support receiving the funds allowed for the program to provide an inclusive environment, for young children enrolled at their program.

Analysis: On August 1, 2024, Workforce Solutions Alamo was awarded \$100,000 from Texas Mutual Insurance Company. The funding supports the *Building Inclusive and Diverse Environments for our Youngest Learners* initiative. The timeline below shows the process for awarding programs to build inclusive and diverse environments for their children.

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WSA CCQ Manager review scores	3/25/2025	Complete
Notify awardees	3/31/2025	Complete
Funding Spent	7/2025	Complete

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The following programs were awarded the grant:

Center Name	CCR#	Designation	Capacity	County	Type	Ages Served
AVANCE HISD School Based	844265	4-Star	66	Bexar	Licensed Child Care Center (all ages)	Infant, Toddler, Pre-Kindergarten
Brighton Center Higgins	832593	4-Star	108	Bexar	Licensed Child Care Center (all ages)	Infant, Toddler, Pre-Kindergarten, School, Drop-In Care, Part Time Care
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Alternatives: N/A

Fiscal Impact: Programs awarded were provided funding for curriculum, materials and training to support and provide an inclusive and diverse environment; funding for each program totaled to \$9,500.

Recommendation: N/A

Next Steps: N/A



MEMORANDUM

To: Early Care & Education Committee

From: Adrian Lopez, CEO

Presented By: Teresa Chavez, Chief Operating Officer

Date: October 17, 2025

Subject: Child Care Services Transition

Summary: This memo provides an overview of the Child Care Services Transition from The City of San Antonio to Equus Workforce Solutions. Workforce Solutions Alamo Board staff worked with both contractors to ensure smooth transition of staff and resources.

Analysis: Contractor staff were given opportunities to meet Equus Workforce Solutions staff during Townhall Meetings. Those who decided not to apply with Equus were also given the opportunity to attend a job fair held at the Datapoint location. Overall, 48 staff transitioned from The City of San Antonio to Equus Workforce Solutions.

Status	Count	Total
Retired	7	26
Not Selected	7	
Did Not Apply	5	
Other Employment – Prior to Transition	3	
Education	2	
Stayed with COSA	1	
Relocated	1	
Transitioned	48	61
New Hire	12	
Equus Staff	1	
Grand Total	87	87



During the first few weeks of October, Equus Workforce Solutions has been conducting training, with a track for both new staff and those tenured staff who only required a refresher.

Alternatives: N/A

Fiscal Impact: The fiscal impact of the Child Care Services Transition included a budget to cover work occurring during September. Funding was moved from the Transition budget to the Contract budget to account for training that occurred beginning October 1, 2025.

Recommendation: N/A

Next Steps: Workforce Solutions Alamo Board staff will continue to support Equus Workforce Solutions as they continue to create innovative changes to the child care scholarship delivery system.



MEMORANDUM

To: Early Care & Education Committee

From: Adrian Lopez, CEO

Presented By: Kimberly Gomez, Child Care Quality Manager

Date: October 17, 2025

Subject: Texas Rising Star Update: Waivers

Summary:

The Texas Rising Star (TRS) program, a Quality Rating and Improvement System (QRIS) administered in conjunction with the Texas Workforce Commission's (TWC) Child Care Services (CCS) program, recognizes and supports high-quality early childhood education programs. TRS certification is available to licensed child care centers, licensed child care homes, and registered child care home facilities that meet established criteria.

The program offers three distinct levels of quality certification—Two-Star, Three-Star, and Four-Star—designed to incentivize continuous quality improvement. These tiered certifications correlate with enhanced reimbursement rates for providers serving children receiving child care scholarships.

Extensive research demonstrates a strong correlation between attendance in high-quality early learning programs and enhanced school readiness. TRS-certified programs, which demonstrably exceed the minimum standards set forth by the Texas Health and Human Services Commission (HHSC) Child Care Regulation (CCR), are positioned to significantly contribute to the positive physical, social-emotional, and cognitive development of children. As programs progress through the TRS levels, their positive impact on children's development is amplified.

Analysis:

The Alamo region currently benefits from the expertise of 18 mentors who actively support participating centers. As of October 1, 2025, the Alamo region boasts 447 TRS-certified Early Learning Programs. This cohort comprises 239 Four-Star, 149 Three-Star, and 59 Two-Star programs. TRS-certified programs represent 75% of all CCS programs within the Alamo region.



TRS mentors and boards maintain consistent engagement with the Centralizing Assessment Entity to ensure a shared understanding of roles and responsibilities related to assessments.

The number of providers with active scholarship agreements continues to fluctuate. As of October 1, 2025, 593 centers hold such agreements, encompassing Licensed Centers, Licensed Child Care Homes, Military facilities, and Registered Child Care Homes. Notably, Relative Care Listed Homes are excluded from TRS program counts and percentages.

Key data points as of October 1, 2025, are presented below:

Texas Rising Star	Entry Level	Suspension	Total
447	132	14	593
75%	23%	2%	100%

Alternatives: Waivers, WSA submitted 36 waivers for approval to Texas Workforce Commission; those submitted for approval have received an approved waiver. Four providers did not submit their certification by the 9/30/2025 deadline and the process to end their CCS agreement has been initiated.

As a reminder the criteria for receiving a waiver is the following as outlined by the Texas Rising Star Guidelines. To be eligible for an Entry Level extension waiver the child care and early learning program must be:

- located in a child care desert (an area where the number of children younger than six years of age who have working parents is at least three times greater than the capacity of licensed child care programs in the area); or serving an underserved population* as determined by TWC;
- Unable to meet the certification requirements due to a declared emergency/disaster; or
- Unable to meet the certification requirements due to conditions that are outside the child care program's control.

Fiscal Impact: N/A

Recommendation: N/A

Next Steps: The Workforce Solutions Alamo (WSA) will continue to monitor assessment preparation and program application submissions. The Centralizing Assessment Entity manages assessments and scheduling, adhering to TWC guidance and processes.



MEMORANDUM

To: Early Care & Education Committee

From: Adrian Lopez, CEO

Presented By: Teresa Chavez, Chief Operating Officer

Date: October 17, 2025

Subject: **Alamo Quality Pathway Conference: Workforce One Bus Survey**

Summary: This item to provide an update on the Alamo Quality Pathway Conference and the feedback collected from attendees regarding the utilization of the Workforce One Bus.

Analysis: The 2nd annual Alamo Quality Pathway Conference: Ignite the Wonder, was held on September 20th, 2025, at ESC Region 20. Thought he collaborative efforts from ESC Region 20, United Way of San Antonio and Bexar County and Workforce Solutions Alamo. The event provided in person professional development opportunities for attendees; the conference was intended for both Directors and Teachers. Sessions covered topics in business, language development, challenging behaviors, staff retention, learning through play, assessments, child development, employee absenteeism and more. There were 144 attendees at the event, this is about 63% of the 227 that registered for the event. Additionally, vendors were present at the event that provided information and door prizes for the attendees. Breakfast was sponsored by Child's Play and lunch was sponsored by Lakeshore Learning.

During registration the Workforce One Bus was present to provide the attendees with an informative tour and opportunity to provide ideas/input on how the bus can be utilized for child care. There were 122 survey submissions with 95 providing feedback. The most common responses were mobile workshops for early learning professional and parent resources.

Alternatives: N/A

Fiscal Impact: Through the professional development contract, some sessions were funded by quality funding, mentoring staff, and some free of charge.

Recommendation: N/A

Next Steps: WSA staff will analyze the survey submissions and begin implementing new initiatives.



MEMORANDUM

To: Early Care & Education Committee

From: Adrian Lopez, CEO

Presented By: Teresa Chavez, Chief Operating Officer

Date: October 17, 2025

Subject: **Community Feedback Survey: Planning for Quality**

Summary: This item addresses the collaborative survey designed to receive feedback from the Early Care & Education Committee.

Analysis: To ensure that the community can provide input and feedback regarding initiatives and collaborative efforts utilizing quality funding, that align with the allowable areas. Workforce Solutions Alamo is requesting that the committee members provide feedback by submitting the survey which focuses on planning for quality. The survey outlines collaborative opportunities, professional development, materials specific to age/skill development/area, special initiatives, other initiatives and resources.

Additional background, WSA created an Early Learning Program needs assessment that was shared with child care programs to provide input in the efforts for planning for quality for BCY 26, survey sent on August 5th, 2025, 418 surveys submitted. This is an increase from last years participation of 266 submissions.

Alternatives: N/A

Fiscal Impact: Feedback from the survey will assist in the planning for quality for BCY26, along with feedback received from Early Learning Programs with an active child care services agreement.

Recommendation: WSA Child Care staff recommend that the committee assist with the efforts for planning for quality to elevate early learning programs in the Alamo by submitting the survey by October 24, 2025.

Next Steps: Share the results with the committee in the next scheduled Early Care & Education Committee meeting.