



MEMORANDUM

To: Early Care & Education Committee

From: Adrian Lopez, CEO

Presented By: Jessica Villarreal, Director of Child Care

Date: July 18, 2025

Subject: Child Care Performance

Summary: For FY2025, TWC established Alamo's target units of care at 14,335. WSA unofficial YTD number in April, was 14,065 which was 98.11% of the target for the third quarter.

Background: For FY2025, TWC established Alamo's target units of care at 14,335. This increase is part of the broader BCY 2025 childcare allocations approved by the Texas Workforce Commission (TWC). As per WD Letter 09-24, Change 2, the Commission approved \$1,319,162,553 to be allocated to all Boards for CCS. This allocation includes a state-mandated 2 percent quality set-aside and funding for direct care, quality improvement activities, and the Texas Rising Star Mentor distribution.

Current Performance:

- Initial performance data indicated strong progress. WSA's unofficial YTD performance for April 2025 was 14,065 units, which correlates to 98.11% of the target. Due to system limitations with the TX3C platform, the ability to accurately capture performance information through reports has been limited. The April performance data is the most reliable current information available.

Analysis:

- WSA's unofficial YTD average for April, with 14,065 enrollments (98.11%), positions Alamo within the "Meets Performance (MP)" range at the midpoint of FY2025.
- The Child Care Services team continues proactive enrollment efforts to maintain this performance level while adhering to the allocated childcare budget.
- Managed intake remains open, and childcare staff are actively engaged with families and providers to ensure the effective delivery of services.

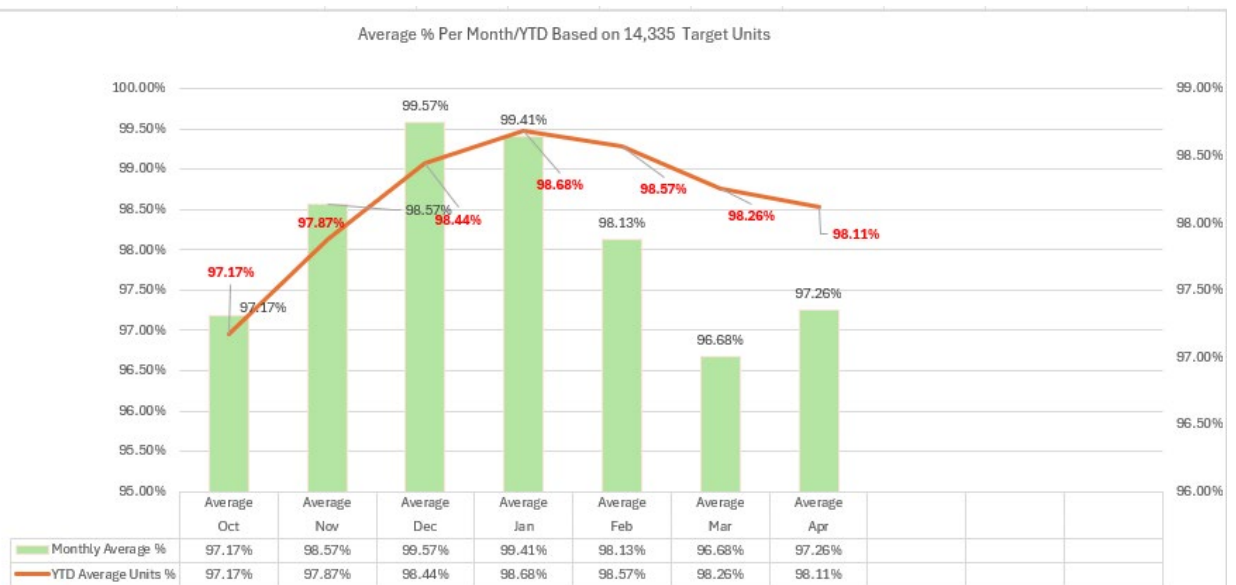
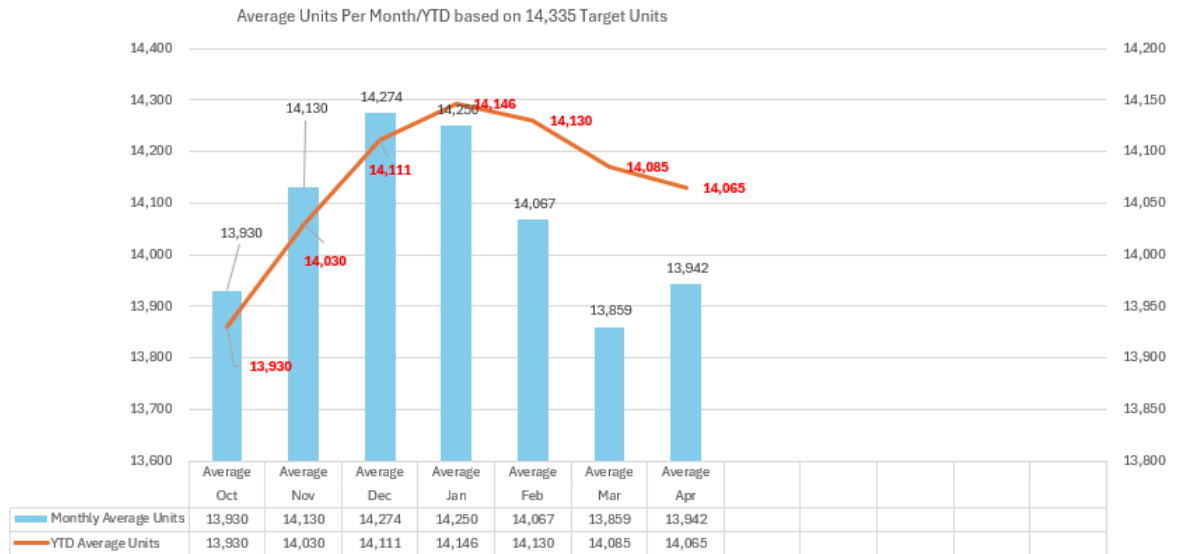
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Information collected: 06/26/2025



	Oct	Nov	Dec	Jan	Feb	Mar	Apr
	Average	Average	Average	Average	Average	Average	Average
Monthly Average Units	13,930	14,130	14,274	14,250	14,067	13,859	13,942
YTD Average Units	13,930	14,030	14,111	14,146	14,130	14,085	14,065



	Oct	Nov	Dec	Jan	Feb	Mar	Apr
	Average	Average	Average	Average	Average	Average	Average
Monthly Average %	97.17%	98.57%	99.57%	99.41%	98.13%	96.68%	97.26%
YTD Average Units %	97.17%	97.87%	98.44%	98.68%	98.57%	98.26%	98.11%

	Oct	Nov	Dec	Jan	Feb	Mar	Apr
	Average	Average	Average	Average	Average	Average	Average
Choices	182	164	182	200	203	228	205
Low Income	12,794	13,001	13,120	13,060	12,912	12,719	12,826
Former DFPS	735	733	717	727	706	694	699
Homeless	219	232	255	263	246	218	212
Monthly Average Units	13,930	14,130	14,274	14,250	14,067	13,859	13,942
Monthly % Average	97.17%	98.57%	99.57%	99.41%	98.13%	96.68%	97.26%
YTD Average Units	13,930	14,030	14,111	14,146	14,130	14,085	14,065
YTD % Average	97.17%	97.87%	98.44%	98.68%	98.57%	98.26%	98.11%
TWC Target	14,335	14,335	14,335	14,335	14,335	14,335	14,335

Fiscal Impact:

- Each October, TWC allocates funding and establishes annual performance targets for each workforce on board.
- TWC employs a performance status methodology, based on the annual target and budget, defining percentage ranges for three performance measures: Meets Performance (MP), Exceeds Performance (+P), and Below Performance (-P).
- Exceeding the budgeted amount for enrollments may negatively impact future funding allocations.
- Therefore, WSA meticulously monitors and balances both the enrollment target and the allocated budget to maximize childcare access for families while maintaining compliance with TWC requirements.
- Recommendation:** N/A
- Next Steps:** WSA will continue to manage enrollment for eligible families and rigorously monitor performance against established goals and budget allocations throughout FY2025.



MEMORANDUM

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Date: July 18, 2025

Subject: **Texas Rising Star Assessment Update**

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 17 mentors who actively support participating centers. As of June 25, 2025, the Alamo region boasts 371 TRS-certified Early Learning Programs. This cohort comprises 209 Four-Star, 125 Three-Star, and 38 Two-Star programs. TRS-certified programs represent 51% of all CCS programs within the Alamo region, compared to 54% in Bexar County and 42% in rural areas. 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 March 21, 2025, 601 centers

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hold such agreements, encompassing Licensed Centers, Licensed Child Care Homes, Military facilities, Registered Child Care Homes, and Relative Care Listed Homes. Notably, Relative Care Listed Homes are excluded from TRS program counts and percentages.

Key data points as of June 25, 2025, are presented below:

Data as of 06/25/2025

Centers awaiting NEW certification	105
Number of 4* to date	209
Number of 3* to date	125
Number of 2* to date	38
# Of Accredited Centers	74
# Of Non-Accredited Centers	295
# Of Military Centers: included in accredited total	8

Data below as of 06/24/2025

NOTE: Program counts below include Licensed Centers, Licensed Homes, Registered Homes, Listed Homes, and Military facilities. Military facilities are not reflected on the HHSC CCL data list and have been added manually.

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	839	466	290	62.2%
Rural Early Learning Programs	313	134	80	59.7%
Total	1152	600	370	61.6%

Alternatives: N/A

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.

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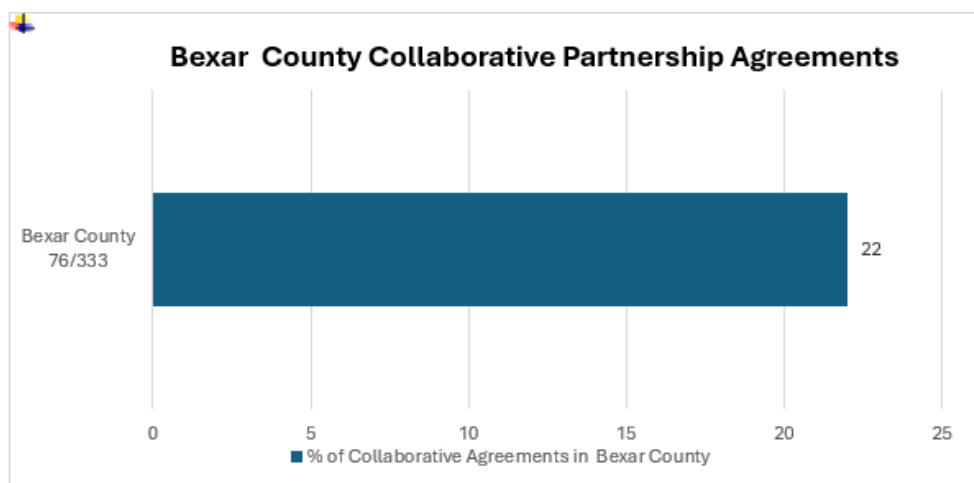
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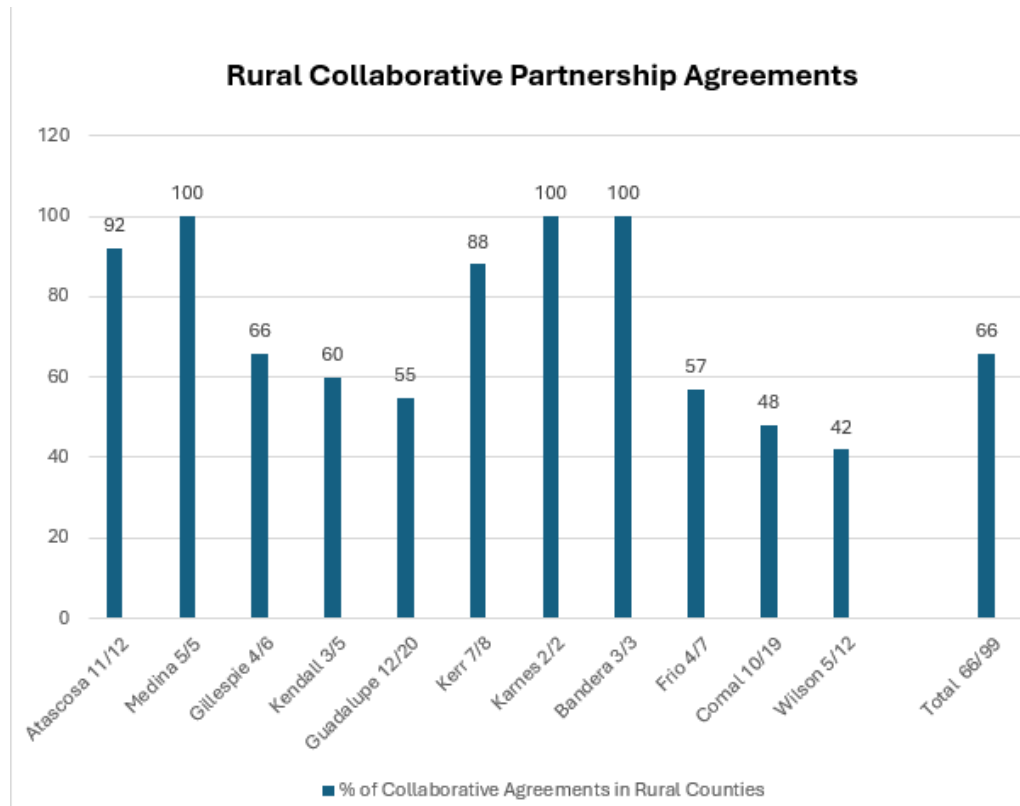
Subject: Texas Rising Star Business Coach Updates

Summary: Our TRS Business Coach continues to provide vital support to Early Learning programs, focusing on resource connection, business model analysis, and addressing staffing shortages. This support extends to TRS mentors assisting centers navigating the certification process. Notably, this coaching has influenced several programs to remain in the CCS and TRS programs. The coach has also been actively working on expanding resources and support through partnerships and training

Key Highlights:

- **Program Reach:** Collaborative Agreements: 142 Early Learning programs have partnered with the business coach (66 Rural, 76 Bexar).

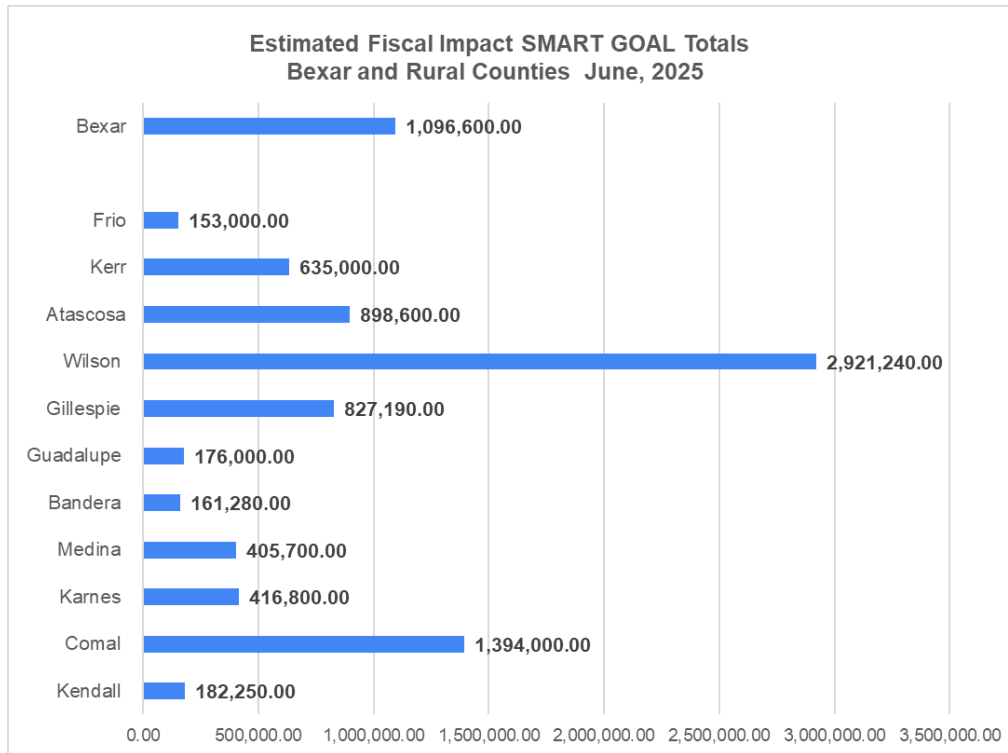




- SMART Goals include facility expansion, participation in food programs to recoup expenses, adding afterschool programs, and targeted initiatives designed to drive overall business growth and success.
- Resource Dissemination: UTSA, SBDC Weekly Business Training Updates and resources are distributed to an average of 575 Childcare Providers

The Business Coach signs a collaborative agreement to implement and establish a strong foundation for partnership with a childcare provider. This agreement outlines the role of a Business Coach in supporting the provider's growth and development. By working together, the Business Coach and Director's aim is to build a mutually beneficial relationship and ensure the provider is well-informed about the coaching resources available to them. After a collaborative agreement is signed on the following visit resources and a SMART goal is put together to assist the childcare on the immediate financial need identified to assist in the overall success of program.

SMART Goals: The figures presented in the table below represent the Estimated Fiscal Impact derived from collaborative SMART goal development with individual Childcare Directors / Owners during Business Coaching sessions. These projections are tailored to meet the unique needs of each center, encompassing a diverse range of strategic objectives.



Goals include facility expansion, participation in food programs to recoup expenses, adding afterschool programs, and targeted initiatives designed to drive overall business growth and success. The estimated figures reflect potential financial outcomes based on the successful implementation of their personalized SMART goals.

Ongoing Business Coaching sessions are conducted to monitor the implementation of the SMART Goals, provide continuous review, and offer supplementary resources or strategic adjustments as needed.

Additional Key Accomplishments:

- **UTSA-SBDC** partnership facilitation between childcare centers to access valuable resources for business planning, marketing support, expansion, etc.
- **Developed a Community Survey** to gather input and data from the Rural Communities, during Inter-Agency Meetings. Community Survey – was provided to Karnes, Wilson and Medina County to complete and provide information regarding childcare community needs.
- **New Business Coach Ms. Cecilia Ibarra** On- Boarding Training



- **Bi-Annual Survey Data** Review and Contacted Childcare Centers who did not complete survey, Captured an Average of **165 provider responses** to a 50-question survey.
- **Connected with the Chamber of Commerce** in Karnes City, discussed Membership information and Childcare Provider membership.
- **Inter-Agency Meetings** – Comal, Karnes, Bandera, Wilson gathered resources to share with providers to assist them with Business Resources from their community.
- **TEA- Pre-k Partnership Meeting-** to discuss upcoming changes ISD partnership opportunities
- **Business Service Meeting-** partnering with additional services from WSA (WIOA, Workforce Innovation Opportunity Act, Ready to Work program, Quest program etc.)
- **United Way Food Bank Training (Fill Your Cup)** - attended and assisted participants on CACFP, Partnering with Food Bank, and the importance of wellness for Directors.
- **Lift Training** – Prep and Train for providers on Saturday, June 28, 2025, currently 40 providers registered.

Alternatives: N/A

Fiscal Impact: N/A

Recommendation: N/A

Next Steps: The Texas Rising Star Business Coaches will maintain support for Early Learning Centers and further develop expertise in relevant resources to enhance the assistance provided to these centers.



MEMORANDUM

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Date: July 18, 2025

Subject: Trauma-Informed Contract for Centers

Summary: Counseling and Health Support for Trauma Informed Services for Early Learning Programs.

Project Description: Workforce Solutions Alamo issued an RFP for providers to deliver Counseling and Health Support for Trauma-Informed Services to Early Learning Programs located in Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, McMullen, Medina, and Wilson. Early Learning Programs include but are not limited to Licensed Child Care Centers, Licensed Child Care Homes and Registered Child Care Homes. The goal was to ensure that the early learning environments are supportive of the mental and emotional well-being of young children, their families, and early childhood educators, who may have experienced trauma. The services are aimed at promoting resilience, social-emotional development, and overall well-being. The Ecumenical Center was awarded the contract for the following services that will be available to Early Learning Centers for the Alamo Board area:

Item
Trauma Informed Care Certification
Trauma- Informed Advocate Certificate Program
Staff Wellness Group Therapy
Individual Counseling Services
Support Groups
Crisis Response Services



Fiscal Impact:

Contract Year 1: June 15, 2025 to June 14, 2026

- Budgeted amount: outlined in agreement

Contract Year 1: June 15, 2026 to June 14, 2027

- Budgeted amount: outlined in agreement

Recommendation: N/A

Next Steps: Processes have been created between WSA and the Ecumenical Center for providing services requested or needed by Early Care Centers.

(15) Centers have already expressed interest in or are in need of one or more of the following services:

- Trauma Informed Care Certification
- Trauma Informed Advocate Certificate
- Crisis Response



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Subject: Co-Op Updates

Summary: This memo provides an update on the progress of developing co-op opportunities in rural areas. Work in this area has begun, though it is currently in the initial stages as we continue to focus on understanding the specific needs of our rural communities and providers.

To this end, the following actions have been taken:

- **Understanding Rural Needs through Survey:** A Biannual 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 WSA Child Care strategic plan, covering program capacity, enrollment/waiting list, staffing, business needs, professional development need, and partnerships and resources.
- **Initial Research and Community Engagement:**
 - The Childcare team has initiated research into the structural components of successful co-op models.
 - The Business Coach conducted visits to rural areas for feedback (completed February 27, 2025), with weekly updates provided in the Executive Weekly Report.



- We are continuing to review informational articles and materials to learn from existing successful co-op models and identify potential resources and support avenues, including reviewing information from USDA Rural Co-operatives.
- Based on initial survey results, providers mentioned needing food assistance; contact was made with local food banks to request points of contact for San Antonio and rural area food banks.
- **Partnership Development:**
 - Discussions occurred regarding meetings with ISDs (a virtual meeting was held on February 7, 2025, and a follow-up was scheduled). We are seeking additional information to determine areas/counties where partnerships may already exist to potentially initiate co-ops.
 - The Chairwoman identified and initiated some potential partners, and WSA completed an RFP for trauma informed services.
 - We are engaged in discussions with our Alamo Quality Pathway partners and are moving forward with launching our next Provider Council, working closely with our CEO to share information with area judges.
 - We are actively researching existing community initiatives, meetings, and relevant activities to identify potential partnership opportunities for Workforce staff and determine how we can effectively contribute to ongoing efforts.
- **Internal Alignment:** Reviews of SMART childcare goals with key stakeholders,
 - We are diligently progressing through Phase 1 of the co-op project, currently in the Exploratory and Research & Study stages. To ensure the most impactful strategic direction, the development of our project roadmap, initially slated for April 1st to May 1st, 2025, has been thoughtfully adjusted. This allows for a more comprehensive data acquisition and review, providing us with a robust understanding of stakeholder needs throughout WSA's service counties. We look forward to sharing further updates as we continue to advance through the subsequent phases; Including discussions on co-op status, were held on February 11, 2025.

Alternatives: N/A

Fiscal Impact: N/A

Recommendation: N/A: This is an update only

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.