



MINUTES EARLY CARE & EDUCATION COMMITTEE MEETING

Workforce Solutions Alamo
100 N. Santa Rosa St., Suite 120, Boardroom
San Antonio, TX 78207
October 17, 2025
10:30 AM

BOARD OF DIRECTORS: Ana DeHoyos O'Connor, Leslie Cantu, Elizabeth Lutz, Yousef Kassim, Eunice Grant

VOLUNTEER MEMBERS: Mark Larson, Dr. Todd Landry, Dr. Henrietta Munoz, Ashley Orihel, John Green-Olero, Jennifer Martinez, Edwina Allen, Tessa Harlin,

STAFF: Adrian Lopez, Eric Vrym, Gabriela Navarro Garcia, Jessica Lockhart, Rebecca Espino Balancia, Teresa Chavez, Patty Alejandro, Cecilia Ibarra, Kimberly Gomez, Sandra Alvarez, Lisa Elizondo, Lisa Niemietz, Jessica Bracamonte, Rebecca Flores, Liza Gomez

GUESTS: Kristina Luisi, Paulina Villa

LEGAL COUNSEL: None

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 Janel Santos (210) 850-2160.

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 a 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 accommodation should contact Janel Santos at (210) 850-2160 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

At 10:41 AM, 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 MEETING MINUTES

Presenter: Ana DeHoyos O'Connor, Committee Chair

a. Meeting Minutes from July 18, 2025

Motion to approve the meeting minutes by Leslie Cantu, seconded by Yousef Kassim. All in favor of approving the minutes of the meeting being held on July 18, 2025.

VI. GUADALUPE CHILD CARE COMMUNITY NEEDS ASSESSMENT (DISCUSSION AND POSSIBLE ACTION)

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

Jessica Dersen, Workforce Development Manager for the Seguin Economic Development Corporation (SEDC), presented the Guadalupe Child Care Community Needs Assessment. A bi-annual survey was distributed in March 2025 to child care programs with active CCS agreements to identify needs and priorities. Of 562 providers surveyed, 151 responded (26% response rate). The 38-question survey, aligned with the WSA Child Care Strategic Plan, addressed program capacity, enrollment and waitlists, staffing, business needs, professional development, and partnerships and resources. Survey results were finalized in June 2025 following data review, provider follow-up, and mentor outreach. The findings underscore the need for continued support of child care in Seguin. Workforce Solutions Alamo and SEDC are using the aggregated data to inform planning and collaboration efforts, including assisting a local employer that later used the data to advocate for increased child care funding at the federal level. Continue collaborative discussions and planning to address child care needs and Ongoing analysis and updates as planning efforts progress.

VII. CHILD CARE CHAMPION (DISCUSSION AND POSSIBLE ACTION)

Presenter: Teresa Chavez, Chief Operating Officer

a. Inclusion Grant Recipient through Texas Mutual Grant: Paulina Villa, Inclusion Coordination Specialist at JOY Holistic Education

JOY Holistic received Inclusion Grant funding, which supported the creation of a more inclusive learning environment for young children enrolled in the program. Funding was provided through Workforce Solutions Alamo's *Building Inclusive and Diverse Environments for Our Youngest Learners* initiative, supported by a \$100,000 award from Texas Mutual Insurance Company on August 1, 2024.

b. Inclusion Grant Recipient through Texas Mutual Grant: Kristine Luisi, Director of Early Learning Center of St Mark's Presbyterian

The Early Learning Center of St. Mark's Presbyterian received Inclusion Grant funding to support the creation of a more inclusive learning environment for young children enrolled in the program. Funding was provided through Workforce Solutions Alamo's Building Inclusive and Diverse Environments for Our Youngest Learners initiative, supported by a \$100,000 award from Texas Mutual Insurance Company on August 1, 2024.

VIII. CHILD CARE UPDATES (DISCUSSION AND POSSIBLE ACTION)

Presenter: Teresa Chavez, Chief Operating Officer

a. Child Care Service Transition

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.

b. Equus Workforce Solutions Introduction

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.

c. Texas Rising Star Update

i. Waivers

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. 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.

d. Alamo Quality Pathway (AQP) Conference

i. Workforce One Bus Survey

The 2nd annual Alamo Quality Pathway Conference: Ignite the Wonder, was held on September 20th, 2025, at ESC Region 20. Though the 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. 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 childcare. There were 122 survey submissions with 95 providing feedback. The most common responses were mobile workshops for early learning professional and parent resources.

e. Community Feedback Survey: Planning for Quality

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.

IX. PARTNER UPDATES (DISCUSSION AND POSSIBLE ACTION)

a. Early Matters

A Presentation was provided to include San Antonio Context; Breakdown of Programs; Workforce Solutions Alamo: Expenditure by Program Area; City of San Antonio DHS: Expenditure Allocation by Program Area; Pre-K 4 SA: Expenditure Allocation by Program Area; Child-Care Public-Sector Support; Child Care Funding with Family Payments; and United Way: Expenditure Allocation by Program Area.

b. Texas A&M University San Antonio

Partnership SB1882 with Harlandale ISD at Frank Tejeda Academy more will be provided at the next meeting.

c. United Way

We are implementing a sustainability and quality-improvement initiative for childcare centers that our coaches and TRS mentors have identified as ready for the next level of growth. This work is currently underway and includes a landscape analysis of professional development across the early childhood education sector. We are engaging lead providers to identify existing gaps in training and supports and to determine where our organization can strategically fill those gaps.

d. Pre-K for SA

An update will be provided at the next meeting.

X. CEO REPORT

Presenter: Adrian Lopez, CEO

No report.

XI. CHAIR REPORT

Presenter: Ana DeHoyos O'Connor, Committee Chair

Expressed appreciation to all and provided a brief update on team-building with the City; additional updates to follow at the next meeting.

XII. 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, Pending or Contemplated Litigation; and/or Settlement Offer;
- c. Government Code §551.074 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo.

None.

XIII. ADJOURNMENT

Presenter: Ana DeHoyos O'Connor, Committee Chair

The meeting adjourned at 12:00 PM.