



Early Care & Education Committee

October 17, 2025



Meeting Minutes – July 18, 2025





Guadalupe Child Care Community Needs Assessment

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

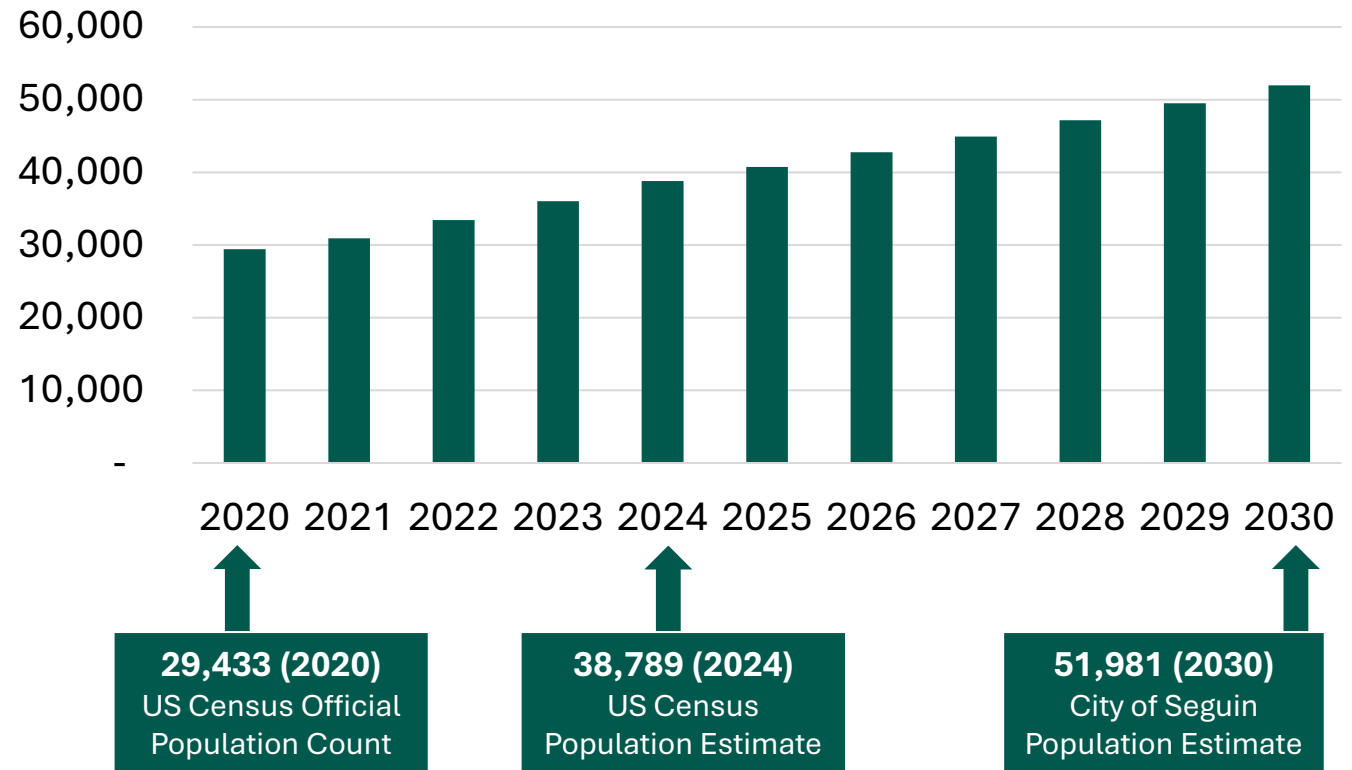


Population Growth Trends – U.S. Census Estimates

Seguin's Rapid Population Growth

- Estimated Population (July 1, 2024): 38,789
- Top 30 Fastest-Growing U.S. Cities
(Population 20,000+)
- **#29** in the U.S. for 2023–2024 Growth
 - **7.4%** year-over-year population increase
- **#23** in the U.S. for 2020–2024 Growth
 - **31.7%** population growth over four years
- Fastest-growing community in the San Antonio metro area (2023–2024)
- 3rd fastest-growing in the San Antonio–Austin region (2023–2024)

* Rankings based on a percentage basis



**2020-2030 Projected Population
Increase: 76%**

Seguin, TX – Employment & Wages

Employment

25,817
Seguin Region
Total Employment

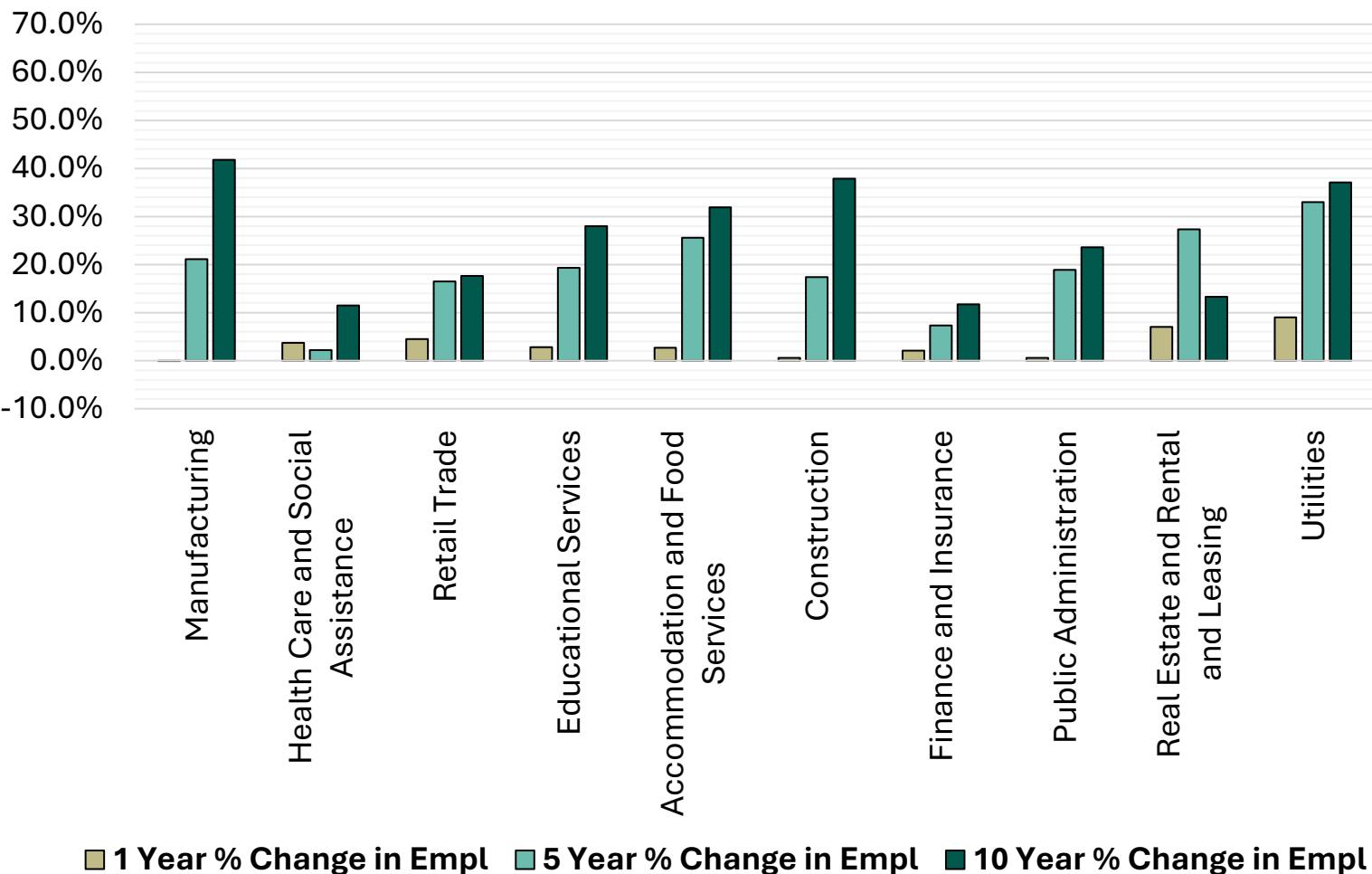
+1.4% | +17.1%
1-Year | 5-Year
% Change Total Employment

Wages

\$58,686
Seguin Region
Avg. Annual Wage

+1.6% | +25.8%
1-Year | 5-Year
% Change Avg. Annual
Wages

Employment Growth by Industry



Guadalupe Child Care Needs Assessment

- **Nearly 30% of Seguin's workforce is in manufacturing**, which is 4x more than the national average. Like the healthcare industry, many manufacturing facilities operate 24/7, **making it difficult for 2nd and 3rd shift workers to find affordable, extended care childcare options.**
- Last year, the City of Seguin became one of the first smaller communities in Texas—and the very first in the Austin-San Antonio mega region—to **adopt local property tax exemptions for qualified childcare facilities, in alignment with SB 1125.**
- Seguin, Texas has a population of approximately 40,728 with a **poverty rate of 17.9% compared to 11.7% in the United States.** We also have 43.3% of children living in single family households.
- Guadalupe County has a poverty rate of 8.8% and 29.6% of children living in single family households. *Source: JobsEq*
- **The top concerns among businesses** that completed the survey were 1) affordable childcare options for employees; 2) increasing the capacity of childcare options and 3) the enhancement of after-school childcare options. *Source: Workforce Solutions Alamo*

Guadalupe County in Washington D.C.

- First Five Years Fund (FFYF) and the Women's Congressional Policy Institute (WCPI) co-hosted a bipartisan briefing on Capitol Hill to spotlight that **Child Care Means Business**.
- The briefing brought together a packed room of congressional staffers eager to learn about the importance of federal child care programs like **Head Start, the Child Care and Development Block Grant (CCDBG), and Preschool Development Grant Birth through Five (PDG B-5)** at a crucial moment when members are making decisions on **FY2026 funding** that will affect families, providers, and communities nationwide.
- The discussion underscored how access to affordable, reliable child care is essential not just for families, but for the workforce, businesses, and the economy as a whole.



Future Plans: Guadalupe County

- Assess current child care landscape
- Identify current capacity and gaps in child care needs
- Support business community on child care options
- Support child care industry on growth/expansion options

Employer concerns for private child care facilities:

- Liability Insurance
- Funding (Staff Salaries + Overhead Costs)
- Sustainability

Thank you!

Jessica Dersen

Industry and Workforce Development Manager

jdersen@seguintexas.gov

830-401-2476



Child Care Champion

Paulina Villa, Inclusion Coordination Specialist
JOY Holistic Education



Inclusion Grant Recipient through Texas Mutual Grant





Inclusion Grant 2025 JOY Holistic Education

By Paulina Villa, Inclusion Coordinator
paulina@joyholisticedu.com

Creating Inclusive Classrooms Where Every Child Thrives

- Funded by *Workforce Solutions Alamo* through the **Inclusion Grant (\$9,500)**.
- Purpose: Strengthen inclusion for **neurodivergent and bilingual learners** across all classrooms.
- Anchored in JOY's mission and three frameworks:
 - **Pedagogical** (individualized learning)
 - **Bilingual** (equity through language)
 - **Inclusion** (neurodiversity & belonging)



Every child seen, supported, and celebrated.

What We Implemented: Building Capacity Through Inclusive Materials & Supports

Estrellita – strengthens early biliteracy and Spanish phonological awareness.

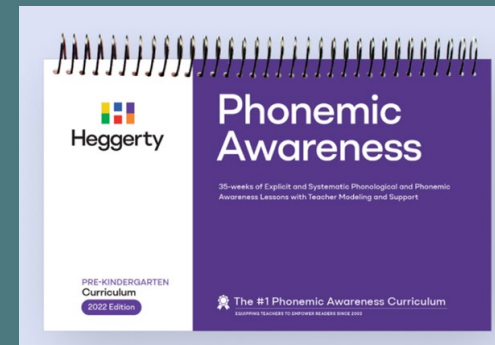
Heggerty – bridges English–Spanish sound patterns for bilingual learners.

Montessori sensorial & practical life materials – provide *multi-sensory, self-paced learning experiences* that develop concentration, coordination, and independence.

These materials support children with ADHD and sensory-processing needs by allowing movement, repetition, and tactile exploration—ensuring every child can access learning through touch, order, and intrinsic motivation.

Professional Collaboration

- Partnered with **Speech Pathways** to pilot developmentally appropriate **IEPs** for children with ADHD and communication needs.



Anticipated Impact on Learners, Families & Educators

Who This Impacts at JOY

- **13%** of children with identified or emerging **exceptionalities** (ADHD, speech delay, or sensory regulation needs).
- **53%** of children are **bilingual learners**, developing literacy in English and Spanish simultaneously.
- **34%** of children under **age 6**, where early intervention and environment adaptation are most effective.
- **100%** of teachers engaged in direct inclusion and bilingual PD through the grant cycle.



How We Expect It to Impact Learning & Belonging

Children:

- **Increased engagement and attention** through multisensory, movement-based Montessori work.
- **Improved phonological awareness** in both languages via *Estrellita* and *Heggerty*.
- **Greater self-regulation and independence** through expanded sensory and calm-down areas.
- **More equitable access** for children with ADHD or speech challenges through tailored IEP development with *Speech Pathways*.

Educators:

- **New capacity to implement inclusion strategies** consistently across Montessori and project-based settings.
- **Collaborative IEP creation** with Speech Pathways to strengthen data-informed individualized supports.



Indicators We Will Track

- Child engagement and regulation (via classroom documentation and observation notes).
- Early literacy progress (Estrellita & Heggerty checkpoints).
- Family participation in inclusion activities and surveys.
- Staff confidence and satisfaction with inclusion training (target $\geq 9.5/10$).



Sustainability and next steps

1. **Formalize IEP development** in partnership with Speech Pathways for 2025–26.
2. **Integrate inclusion data** (referrals, strategies, child outcomes) into the **Continuous Improvement Plan (CIP)**.
3. **Expand PD** on ADHD, communication supports, and inclusive classroom design.
4. Continue embedding inclusion goals into JOY's **Inclusion and Pedagogical Frameworks**.





Questions





Child Care Champion

Kristine Luisi, Director of Early Learning Center - St Mark's Presbyterian



Inclusion Grant Recipient through Texas Mutual Grant





EARLY LEARNING CENTER of St. Mark Presbyterian Church

Where Learning Grows With Faith and Love

Who We Are

- Opened in 1996
- Grown from:
 - 2 to 30 Staff Members
 - 12 to 108 Enrollment Capacity





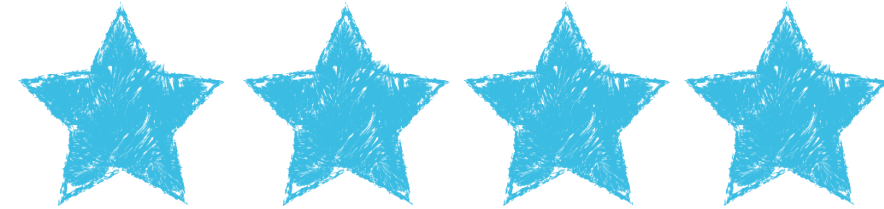
EARLY LEARNING CENTER
of St. Mark Presbyterian Church
Where Learning Grows With Faith and Love

Providing Highest Standards

- NAEYC Accredited+
- Texas Rising Star
4-Star School
- Average Staff
Tenure



Texas Rising Star



4 out of 4 star certification



EARLY LEARNING CENTER of St. Mark Presbyterian Church

Where Learning Grows With Faith and Love

Sources of Funding

- Tuition
- Church
- Fundraisers
- Grants





EARLY LEARNING CENTER
of St. Mark Presbyterian Church
Where Learning Grows With Faith and Love

Inclusivity Grant: Materials





EARLY LEARNING CENTER of St. Mark Presbyterian Church

Where Learning Grows With Faith and Love

Inclusivity Grant: Curriculum





EARLY LEARNING CENTER of St. Mark Presbyterian Church

Where Learning Grows With Faith and Love

We sincerely appreciate the Inclusivity
Grant for providing materials and
curriculum that support our efforts to
create a more inclusive learning
environment!



Questions





Child Care Updates

Teresa Chavez, Chief Operating Officer



Child Care Service Transition



Status of Hiring

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	61
Transitioned	48	
New Hire	12	
Equus Staff	1	
Grand Total	87	87





Questions



Equus Workforce Solutions Introduction



Meet Our Leadership Team



**Chytania
Brown**
Vice President
Operations



**Lisa
Elizondo**
Project
Director



**Lisa
Niemietz**
Deputy Project
Director

Our Impact

We are a team of more than 3,700 dedicated and caring professionals changing lives across North America.

889,458



individuals

Supported in the last 12 months

94.8%



Satisfaction rate of services

9,366



job seekers

in career training on average each month

221,000



Workplace courses completed

72%



of WIOA adults in unsubsidized employment during the second quarter after exit from the program

4,500



Individuals experiencing homelessness supported in the last 12 months

36,471

Children in care for the month of July



Data relates to program year July 2023 – June 2024

What We Bring



A deeply embedded culture of HEART and LEGACY



Industry-leading tools



Quality systems and performance management



National expertise, with local approaches and people



A spirit of partnership, collegiality, transparency and accountability

Professional Development

- Monthly live virtual training opportunities open to all staff
- Robust Learning Management System
- Pathways for peer learning and sharing of best practices
- Workforce Development Professional Registered Apprenticeship
- Next Legacy Leader development program



Transition

- All incumbent COSA staff were offered an opportunity to apply and transition from COSA to Equus.
- 61 FTE
- 48/79% are incumbent staff transitioned over from COSA
- 12/20% are external hires

This is Equus!

- Our people are our most valuable asset
- Customer experience is paramount
- We Change Lives!





Questions



Texas Rising Star Update





Texas Rising Star Update

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



Waivers





Waivers

Criteria for the Entry Level Extension Waiver Child Care and early learning programs that are unable to achieve Texas Rising Star certification by the end of the 24-month time frame may submit a request to their Board for an Entry Level extension waiver. The Board will review the request and determine whether the program meets at least one of the criteria listed below before forwarding the request to TWC for determination, per WD Letter 12-24.

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; and/or
 - unable to meet the certification requirements due to conditions that are outside the program's control.
-
- WSA submitted **36** waivers for approval to TWC
 - **4** providers did not submit their certification by the 9/30/2025 deadline



Questions



Alamo Quality Pathway (AQP) Conference



Alamo Quality Pathway (AQP) Conference



The 2nd annual Alamo Quality Pathway Conference: Ignite the Wonder, held on September 20th, 2025, was a successful event thanks to our partners at United Way of San Antonio & Bexar County and ESC Region 20.

The conference offered a full day of professional development and networking. Sessions were tailored for Directors, Teachers, or both. Sessions covered topics in business, language development, challenging behaviors, staff retention, learning through play, assessments, child development, employee absenteeism and more. The total number of attendees was **144**.



Alamo Quality Pathway (AQP) Conference



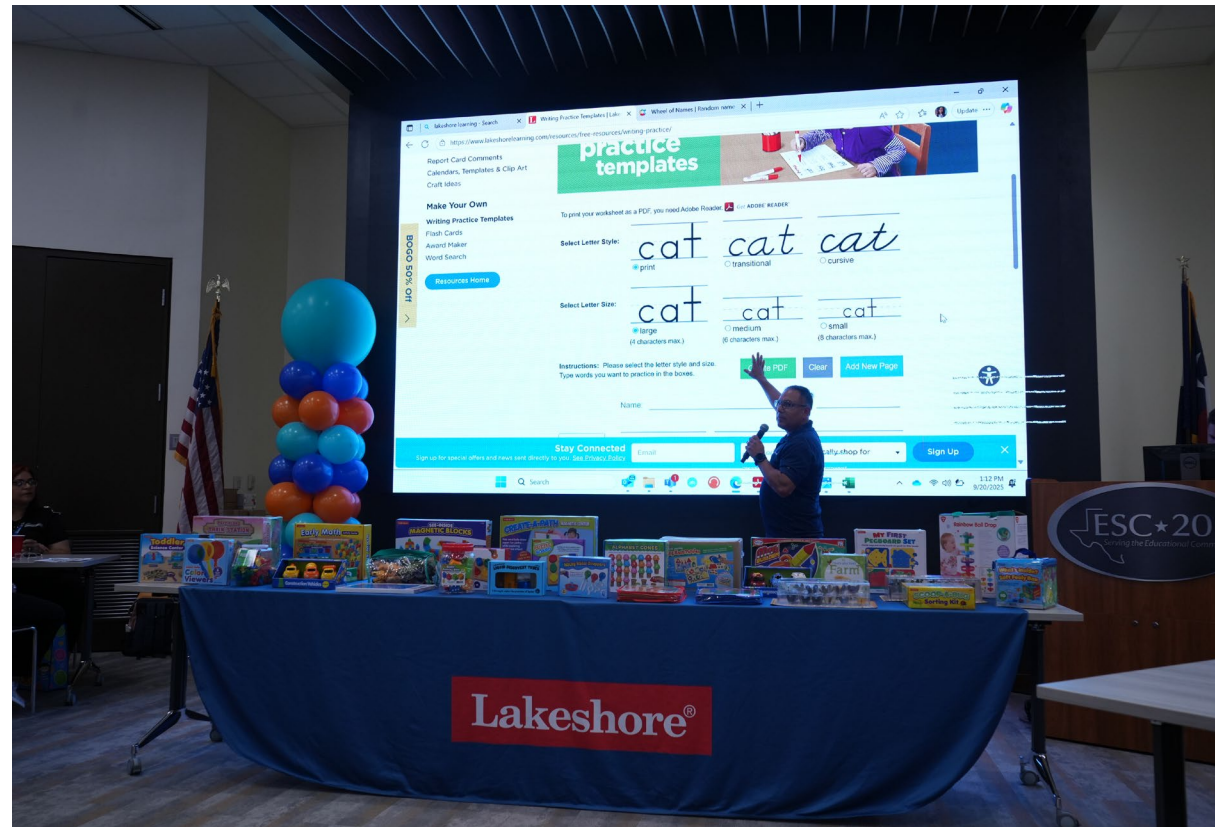
Breakfast was sponsored by Child's Play and lunch by Lakeshore, many thanks to them and to the vendors that made the conference extra special by providing door prizes for our attendees.



"All the classes were educational, and instructors were awesome." - Michelle C.

"A wonderful experience that reignited my passion for early childhood education." -Monica I.

Alamo Quality Pathway (AQP) Conference



Workforce One Bus Survey





Workforce One Bus Survey

The Workforce One Bus made a special appearance at the AQP Conference, attendees that visited the bus filled out a survey, the survey asked attendees to "provide ideas how the Workforce One 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 professionals and parent resources.



Community Feedback Survey: Planning for Quality



Community Feedback Survey: Planning for Quality



WSA wants to hear from our Early Care and Education Committee members through a survey that focuses on Planning for Quality.

- The survey consists of questions to gather feedback to assist with planning for elevating quality in our child care community.
- The goal is to strengthen our collaboration with our Early Care and Education Committee members.

Your feedback is valuable to the success of increasing quality in the Alamo area and ensuring that the need of the child care programs are being heard and met. Please submit by **October 24th, 2025.**

BCY26 Community Feedback Survey- Planning for Quality

Workforce Solutions Alamo is excited to invite you to participate in an important survey aimed at gathering feedback on potential areas for investment in our Early Learning programs. Your insights and experiences as early learning professionals are invaluable to us as we strive to enhance the resources and support available to the Early Learning community. This survey will focus on understanding the needs and priorities of our early learning community, and we are particularly interested in gathering your thoughts on where we can better invest in programs, resources, and support services that will benefit both providers and the children served. We greatly value your time and opinions, and the responses you provide will directly impact the future direction of our quality support initiatives. Your responses are crucial for guiding strategic planning and investments that could enhance our early learning landscape. Please note the survey aligns with the allowable areas mandated by the Texas Workforce Commission for Quality funding. Please submit by October 24th, 2025.

Community Organization Information

Organization Name *

Briefly explain your organization's role in the community *

Please check the county the organization is located in. *

Name of Individual filling out the survey *

Email *

Phone *

Organization Type

Please share how the child care quality program can better support of expand collaboration between the local workforce board, child care providers, community organizations, and families. (Please share any specific ideas, needs, or successful examples you have witnessed). *

In what ways do you think our organization can improve or expand its collaborative efforts with your or other organizations, partners, community groups. Please share any ideas, suggestions or examples you may have. *

Please select an area the child care quality program can prioritize to strengthen collaboration. *

Professional Development

Indicate below the professional development topics that your organization has heard from the community that is needed (check all that apply):

Please check all that apply *

☐ Teacher- Child Interactions

☐ Guidance and Discipline

☐ Health and Safety

☐ Children with Special Needs

☐ Parent/Community Involvement

☐ Curriculum/Lesson Planning

☐ Supervision

☐ Child Assessments

☐ Leadership and Management Skills

☐ Business Management Skills

☐ Mental Health Supports

☐ Inclusive Care

☐ CCR Minimum Standards

☐ CDA

☐ Director Credential

☐ Pediatric CPR/First Aid

☐ Tuition Assistance for Higher Education

☐ Apprenticeship

☐ Other

Materials

Indicate below which groups or groups your organization has heard from program's is a need, for example furniture, and/or learning materials (check all that apply):

Please check all that apply *

☐ Learning Material for Infants (0-17 months)

☐ Furniture for Infants (0-17 months)

☐ Learning Material for Toddlers (18-35 months)

☐ Furniture for Toddlers (18-35 months)

☐ Learning Material for Preschool (3-5 years)

☐ Furniture for Preschool (3-5 years)

☐ Learning Material for School Age (6-12 years)

☐ Furniture for School Age (6-12 years)

☐ Carpets for School Age (6-12 years)

☐ Other

Materials/Equipment *

☐ Gross motor materials (indoor)

☐ Gross motor materials (outdoor)

☐ Puzzles, manipulatives, games

☐ Curriculum

☐ Multicultural/non-stereotypical materials

☐ Social emotional support material

☐ Books (for children)

☐ Resource books (for teachers)

☐ Health and safety materials

☐ Other

Materials/Equipment in specific area *

☐ Dramatic Play

☐ Block/Construction

☐ Manipulatives

☐ Literacy

☐ Sensory

☐ Writing

☐ Science

☐ Music

☐ Art

☐ Other





Special Incentives

Please indicate the initiatives that should be continued to support programs. Check all that apply.

Please check all that apply

- ☐ Retention Bonus (must be TRS, based on matrix & funding)
- ☐ Teacher Appreciation Grant (all CCS programs with an active agreement)
- ☐ Texas Rising Star Maintenance Incentive (must be TRS)
- ☐ Texas Rising Star Assessment Incentive (initial assessments only) ☐ CPR/First Aid Fee Reimbursement
- ☐ Other

Additional Information Regarding the Teacher Appreciation Grant. How much should staff receive for this one time opportunity? *

Special initiatives are fundamentally tied to the availability of funding. In addition to funding, several critical factors influence both the submission and selection process for these awards. These include, but are not limited to, application submission timelines, adherence to deadlines, participation in past quality initiatives/funding opportunities, comprehensive data requirements, and the institution of specific evaluation criteria. For these initiatives, WSA implements a systematic approach to evaluate submissions align with WSA's goals and priorities. Applications are assessed based on a scoring matrix, which allows us to objectively measure relevance, feasibility, and potential impact. This method ensures transparency in our selection process and helps us allocate our resources effectively in line with our mission.

Other Initiatives

Indicate below the initiatives for which program's would be interested in receiving additional supports, or technical assistance (check all that apply):

Please check all that apply *

- ☐ Support for Child Development Associate Assessment Fee ☐ Support for Child Development Associate Renewal Fee
- ☐ Public-Private PreK Partnerships (must be TRS 3 & 4) ☐ Support for National Accreditation
- ☐ Support in tuition assistance in an Associates degree in Early Childhood ☐ Peer to Peer Coaching
- ☐ Other

Resources

Indicate below the resources programs with which you work with are interested in learning more about or for which additional support and resources are needed (check all that apply):

Please check all that apply *

- ☐ Texas Workforce Commission Children with Disabilities program ☐ Children and Adult Care Food Program (CACFP)
- ☐ Infant and early childhood mental health (IECMH) resources ☐ Parenting and family supports
- ☐ Early Childhood Intervention (ECI) ☐ Other

Thank you for your time and assistance as we work to help our child care and early learning programs and the staff members who support them to receive the support and information they want and deserve.

Submit



Partner Updates



Early Matters

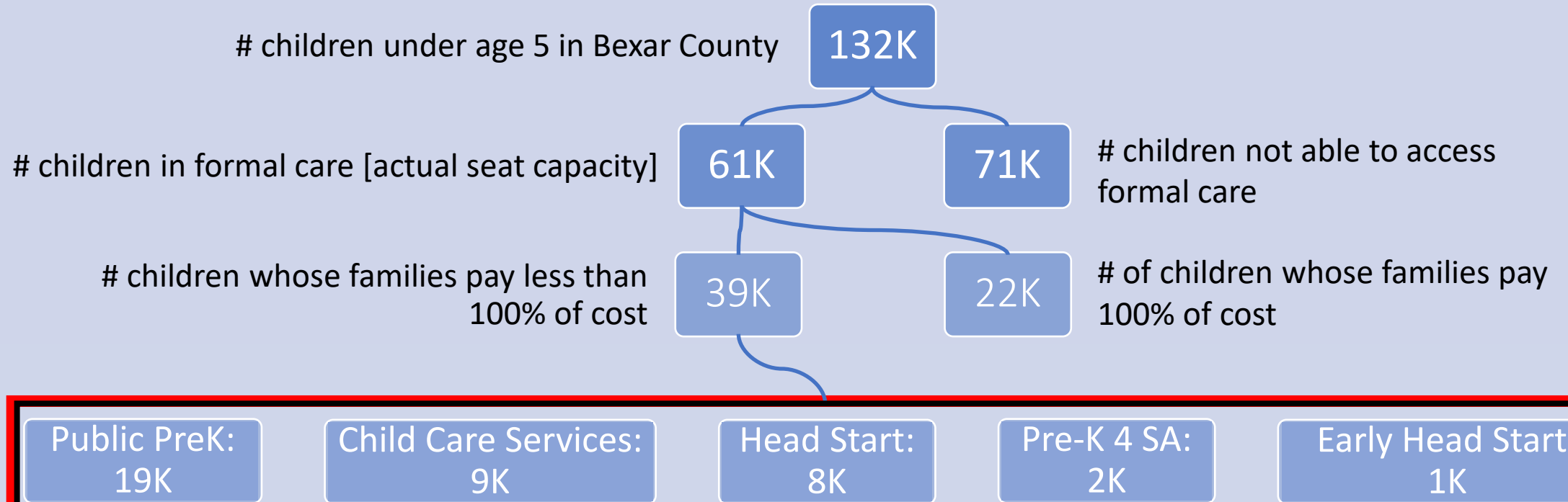




earlymatters

SAN ANTONIO

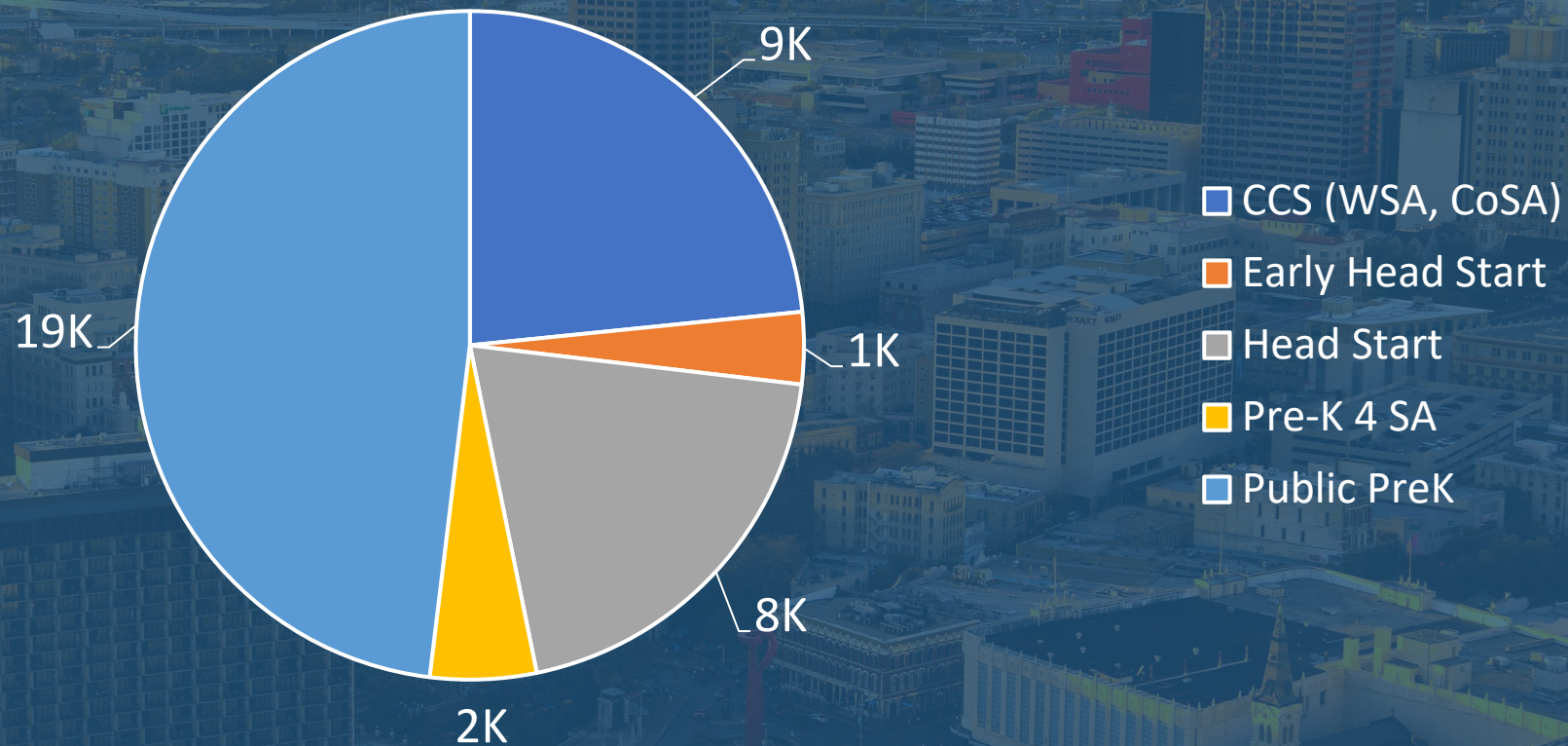
San Antonio Context



Does not include children in military early childhood programs

BREAKDOWN OF PROGRAMS

Chart Total number of seats by programs: 39K



Workforce Solutions Alamo: Expenditure by Program Area

Total:
\$104.8M

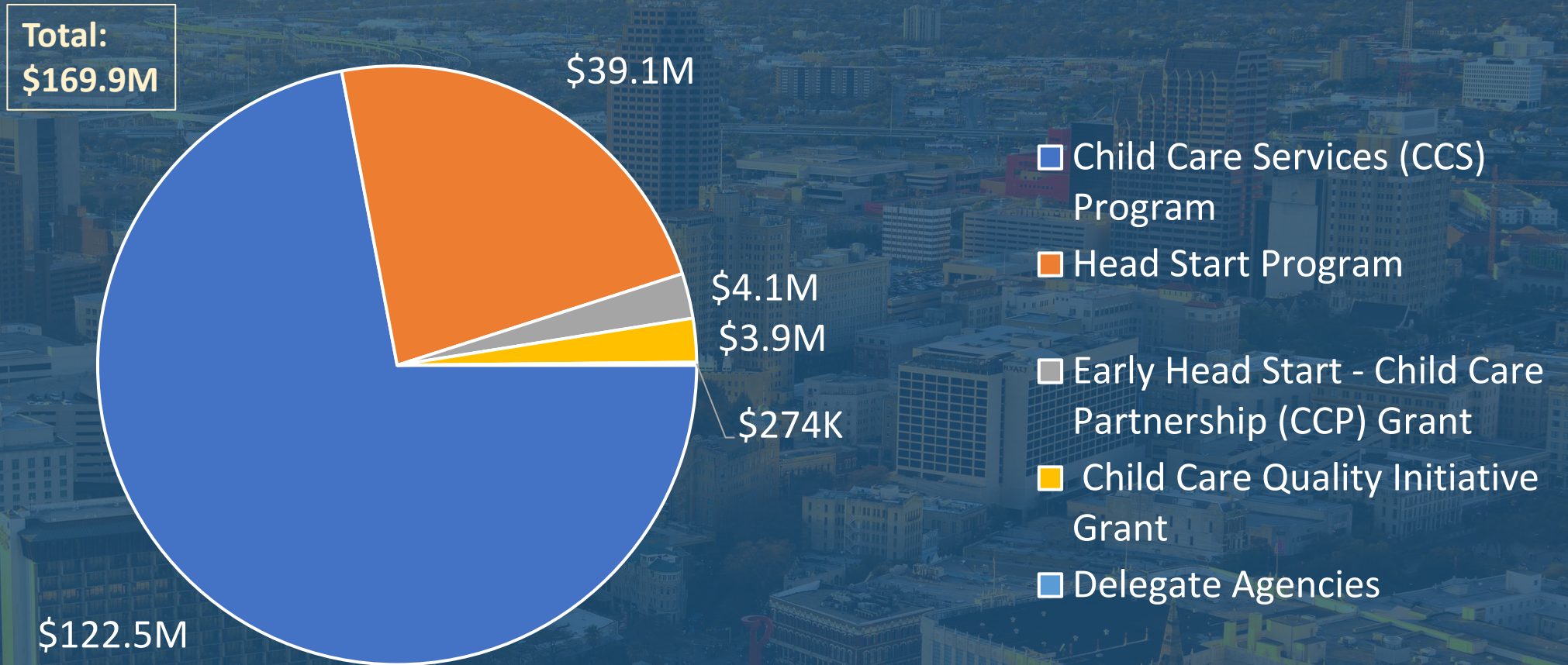
\$101.8M

\$3.0M

Child Care Services (CCS)
Program

Child Care Quality

City of San Antonio DHS: Expenditure Allocation by Program Area

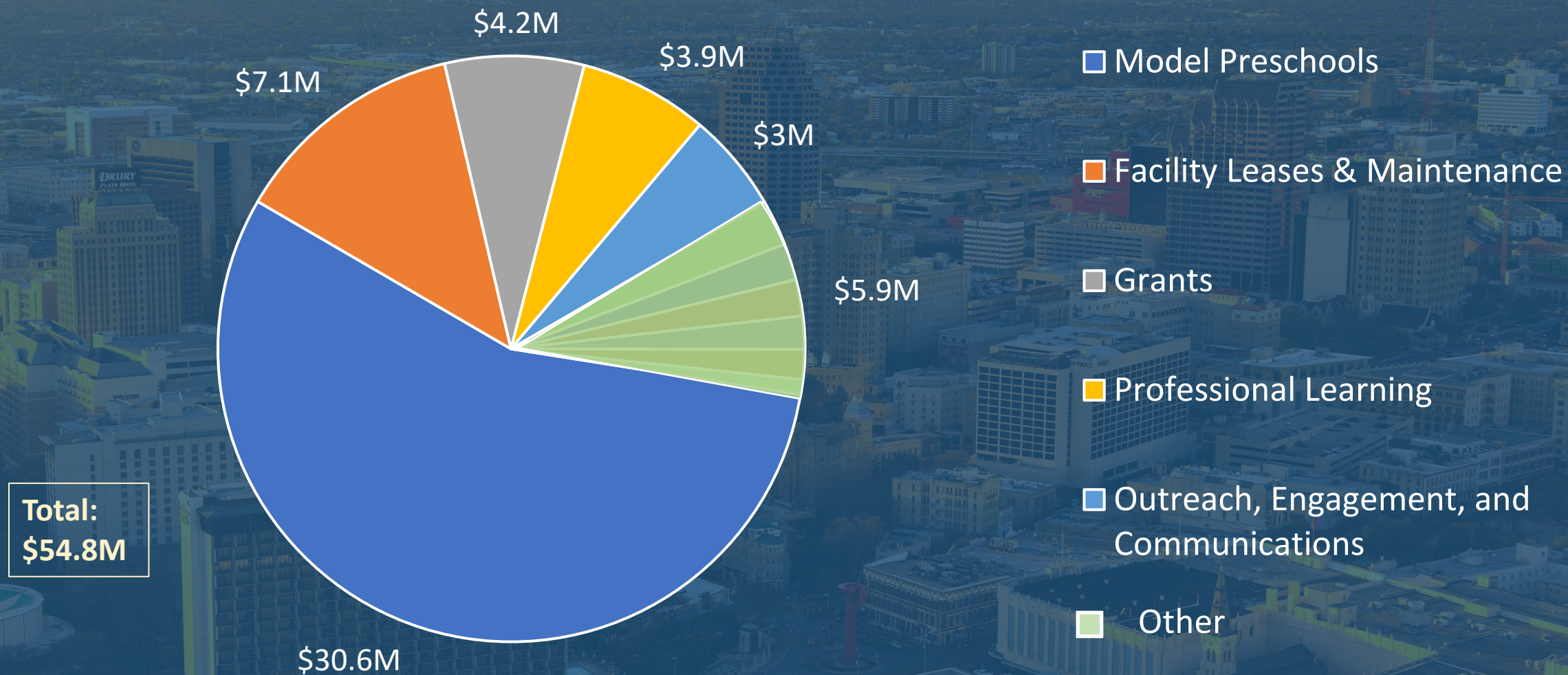


**Includes:*

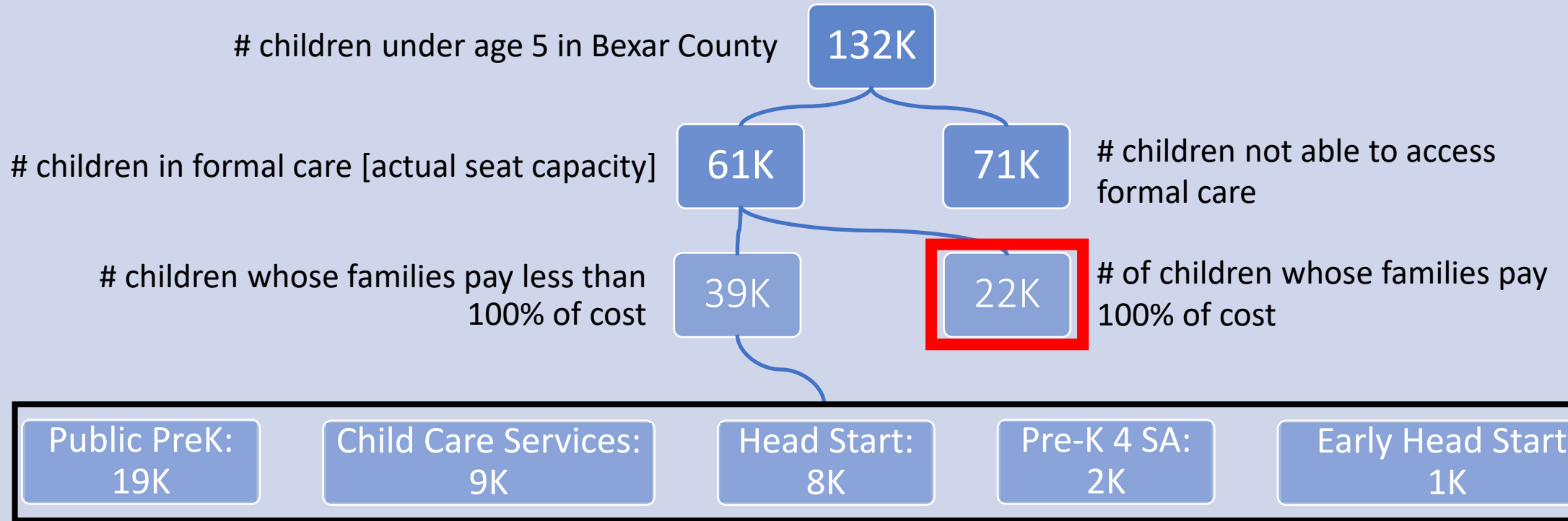
\$118.8M from Federal (including \$101.8M from WSA)

\$3.7M from City

Pre-K 4 SA: Expenditure Allocation by Program Area



San Antonio Context



Does not include children in military early childhood programs



San Antonio Context

\$10K

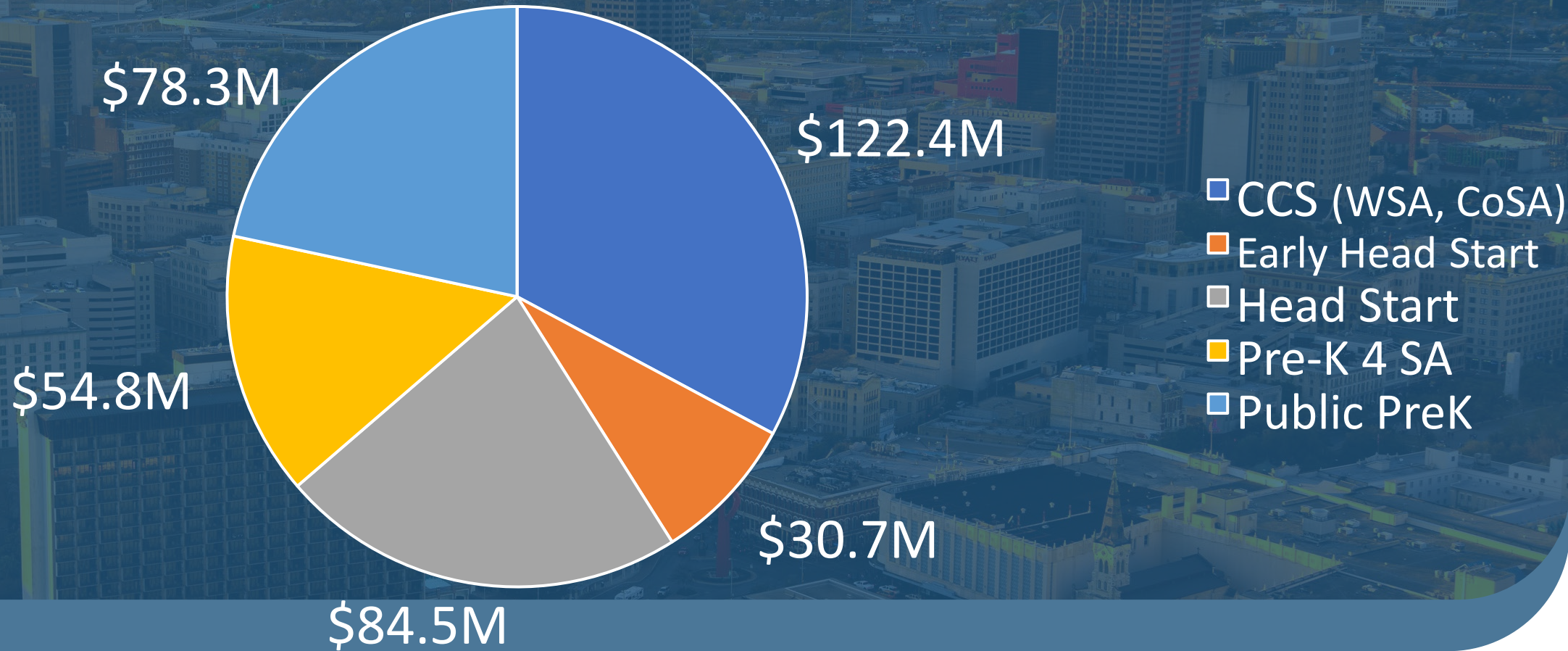
AVERAGE COST OF CHILD CARE IN SAN ANTONIO /
YEAR

\$229.1M

ANNUAL AMOUNT FAMILIES ARE PAYING /
YEAR

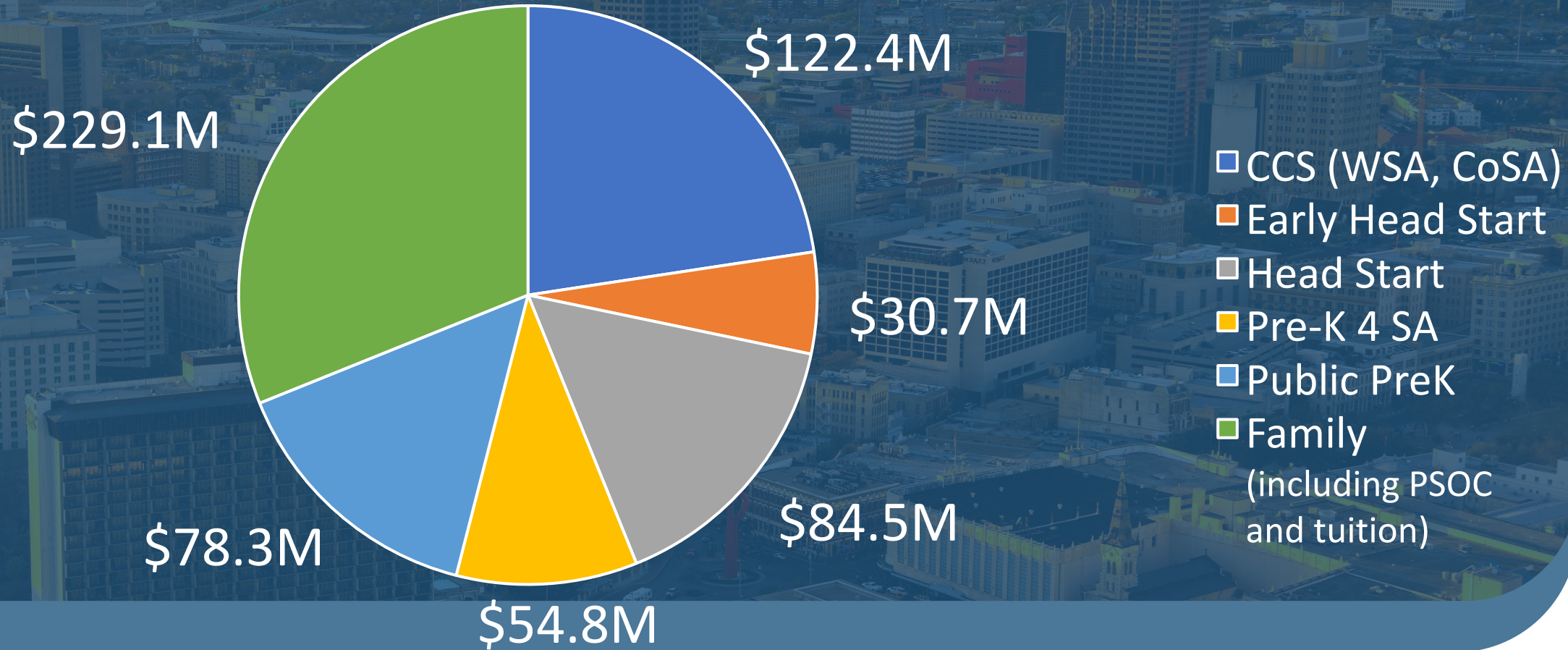
CHILDCARE PUBLIC SECTOR SUPPORT

Primary Program Subsidy Amounts Total = \$370.7M

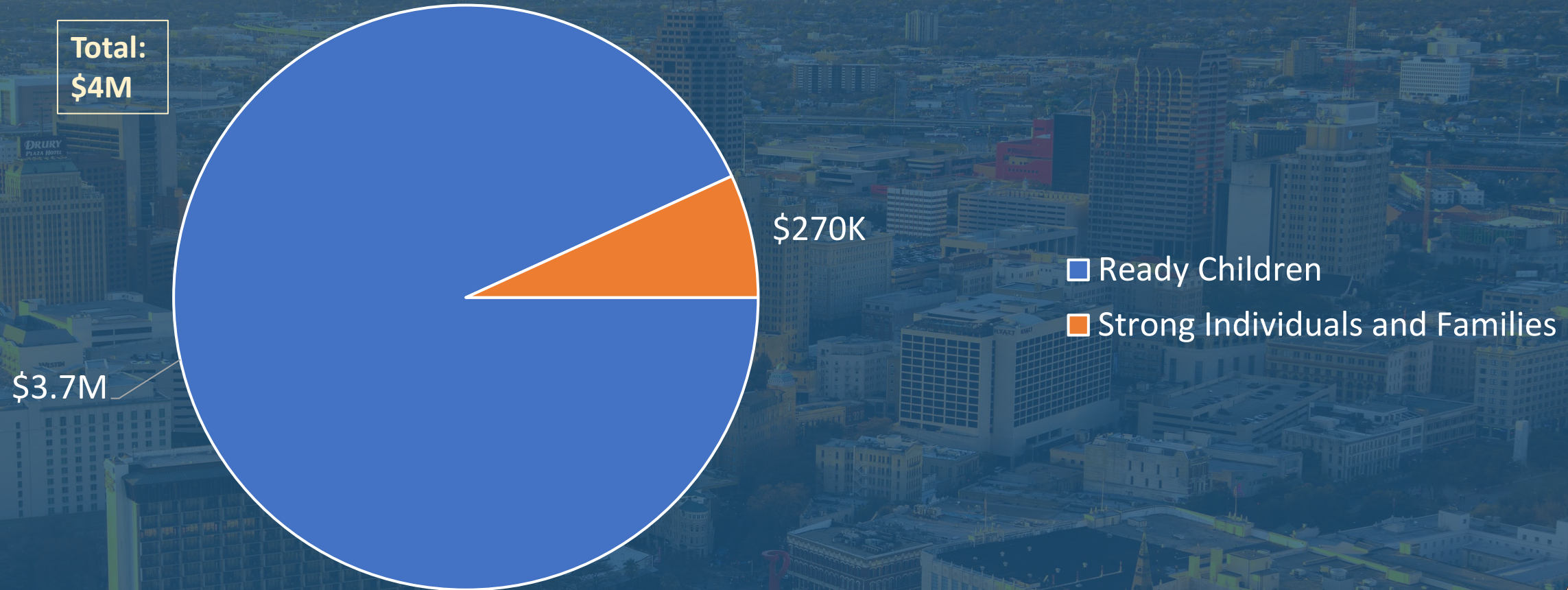


CHILDCARE FUNDING WITH FAMILY PAYMENTS

Total Cost = \$599.7M



United Way: Expenditure Allocation by Program Area





earlymatters

SAN ANTONIO





Questions



Texas A&M University San Antonio





Questions



United Way





Questions



Pre-K for SA





Questions





CEO Report

Adrian Lopez





Questions





Chair Report

Ana De Hoyos O'Connor





Questions



Thank you!

