



Early Care & Education Committee

April 4, 2025





Director Feedback: Academy Experience & Workforce Initiatives

Kimberly Gomez, Child Care Quality Manager



San Antonio College (SAC) Early Childhood Center



THE NEED

After discussing our scores we felt that the reward system was our lowest subject. As a new Director this was my first experience including the whole team. As I followed their lead this is the reason we chose reward system.



Lunch



SAC

Early Childhood Center



THE SOLUTION

Years of Service Certificates



Pickle Ball



Team Building

QIP: RETREAT!

THE RESULTS



Category	2022	2023	2024
Administrative	4.5	4.5	4.5
Classroom	4.5	4.5	4.5
Family	4.5	4.5	4.5
Health & Safety	4.5	4.5	4.5
Program Quality	4.5	4.5	4.5
Staff	4.5	4.5	4.5
Facilities	4.5	4.5	4.5

From the time of our first survey to the 2nd survey several things had transpired:

1. Staff left
2. Staff were hired
3. Staff moved classrooms

We went up in some and down in some.

The survey is a great tool to see the scores and see how we can help our center thrive. It showed us many ways to improve.

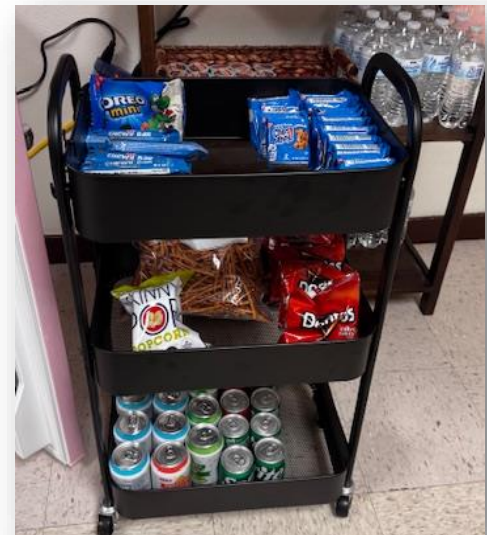
The retreat was fun however it taught me that we can work together not just at pickle ball but to come together to plan and improve our daily lives!

FUTURE PLANS

Due to the success of the Retreat, we have decided to make this an annual event. With limited time away from children, having a chance to play, eat and connect was a great way to end the Fall semester.

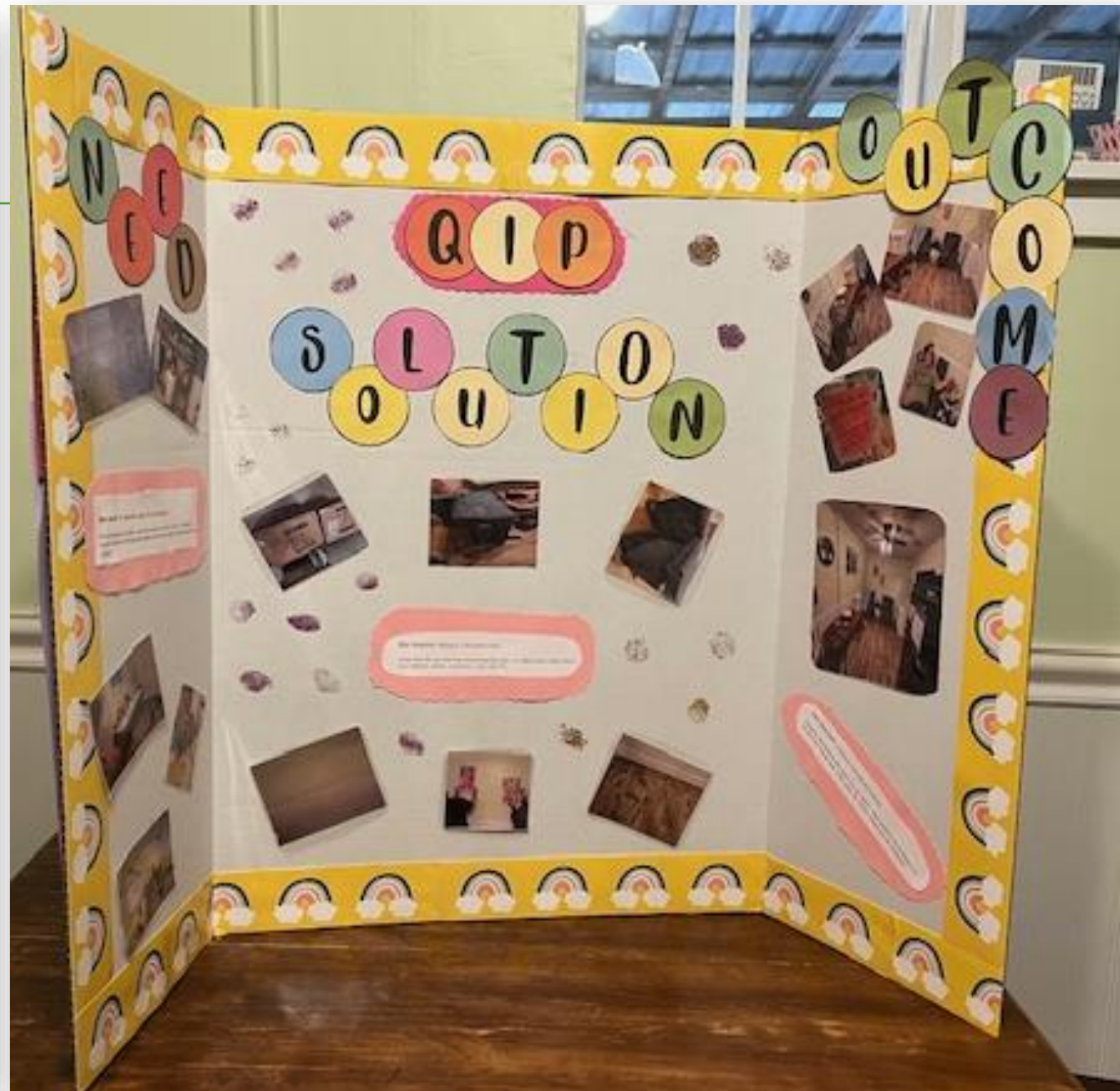
Angel Valley Christian Day Care





Creative Little Minds







Childcare Updates

Jessica Villarreal
Director of Child Care



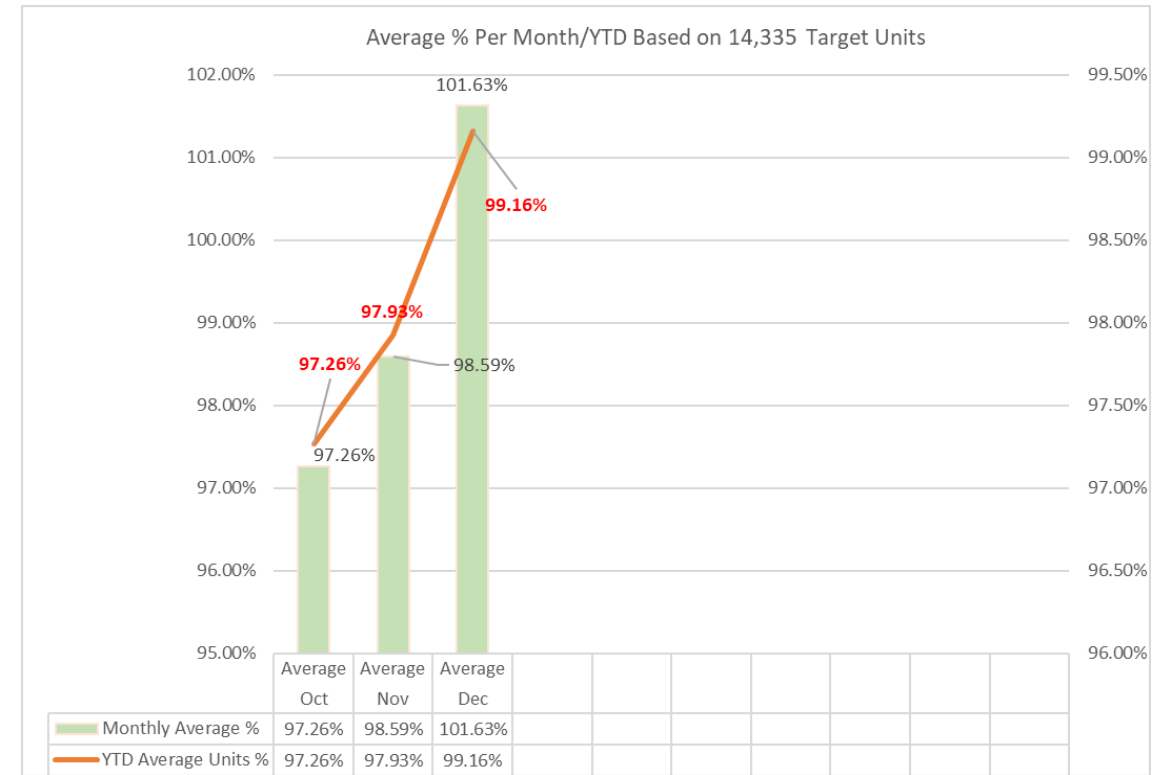
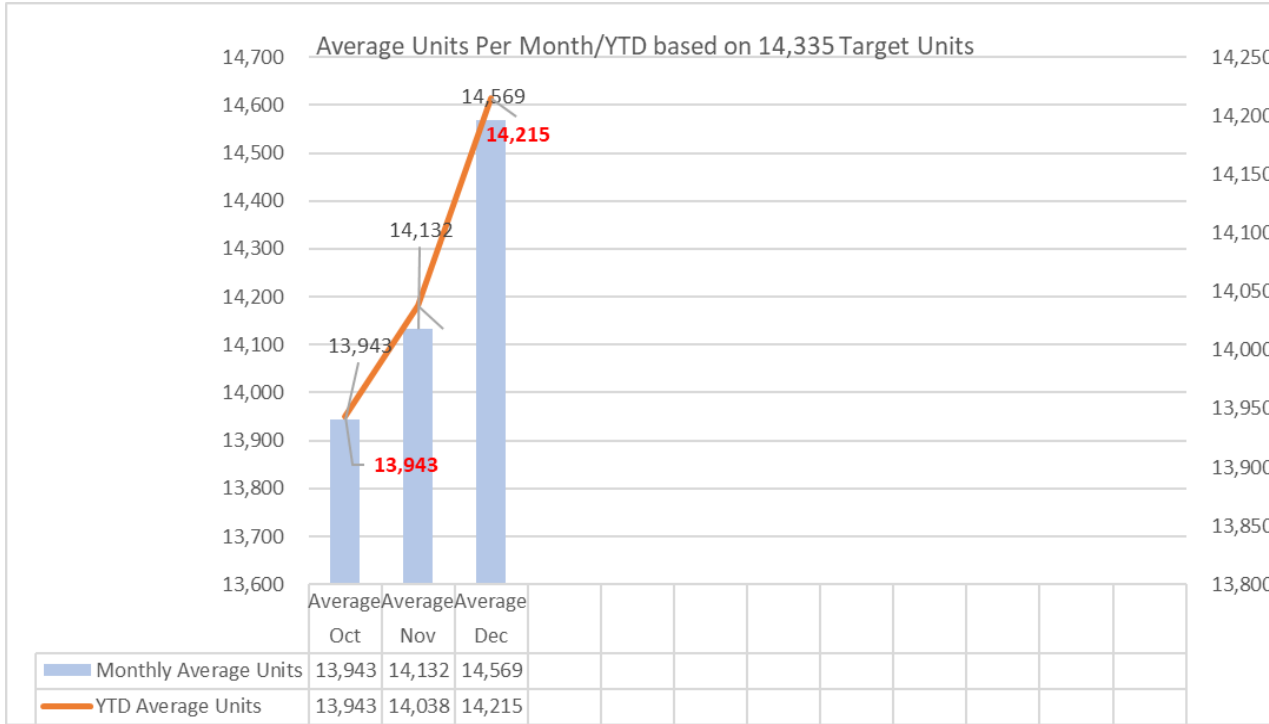
Childcare Performance Briefing





Childcare Performance Briefing FY 2025

**information pulled 03/21/2025*



CCDF Performance Status Methodology
 Year-to-Date numbers to calculate performance

- MP = 95%-105%
- +P = 105% or above
- P = <94.99

	Oct Average	Nov Average	Dec Average
Monthly Average	97.26%	98.59%	101.63%
YTD Average Uni	97.26%	97.93%	99.16%

WSA's unofficial YTD avg for FY 2025 is 99.16%



Childcare Performance Briefing FY 2025

**information pulled 03/21/2025*

	Oct Average	Nov Average	Dec Average
Choices	182	164	187
Low Income	12,806	13,004	13,390
Former DFPS	736	734	728
Homeless	219	231	265
Monthly Average	13,943	14,132	14,569
Monthly % Average	97.26%	98.59%	101.63%
YTD Average Uni	13,943	14,038	14,215
YTD % Average	97.26%	97.93%	99.16%
TWC Target	14,335	14,335	14,335





Questions



Texas Rising Star Assessment Update





Texas Rising Star Centers

Total # of Currently Certified Centers

309

* Report(s) pulled: 03/21/2025



2 Star	20
3 Star	104
4 Star	185



Percentage of TRS/CCS

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	856	472	255	54%
Rural Early Learning Programs	308	129	54	42%
Total	1164	601	309	51%

* Report pulled 03/21/2025

Provider Type	Total Providers	Total Capacity	Rural Providers	Rural Capacity
Licensed Center	506	58129	112	12862
Licensed Child Care Home	37	442	12	143
Military	8	N/A	0	N/A
Registered Child Care Home	35	408	5	60
Relative Care Listed Home	15	N/A	0	N/A
Totals	601	58979	129	13065

Note that capacity is based on max capacity outlined by Child Care regulations, which may vary based on actual enrollment. Military centers are not regulated by Child Care regulations, therefore are not included in these totals.



Questions

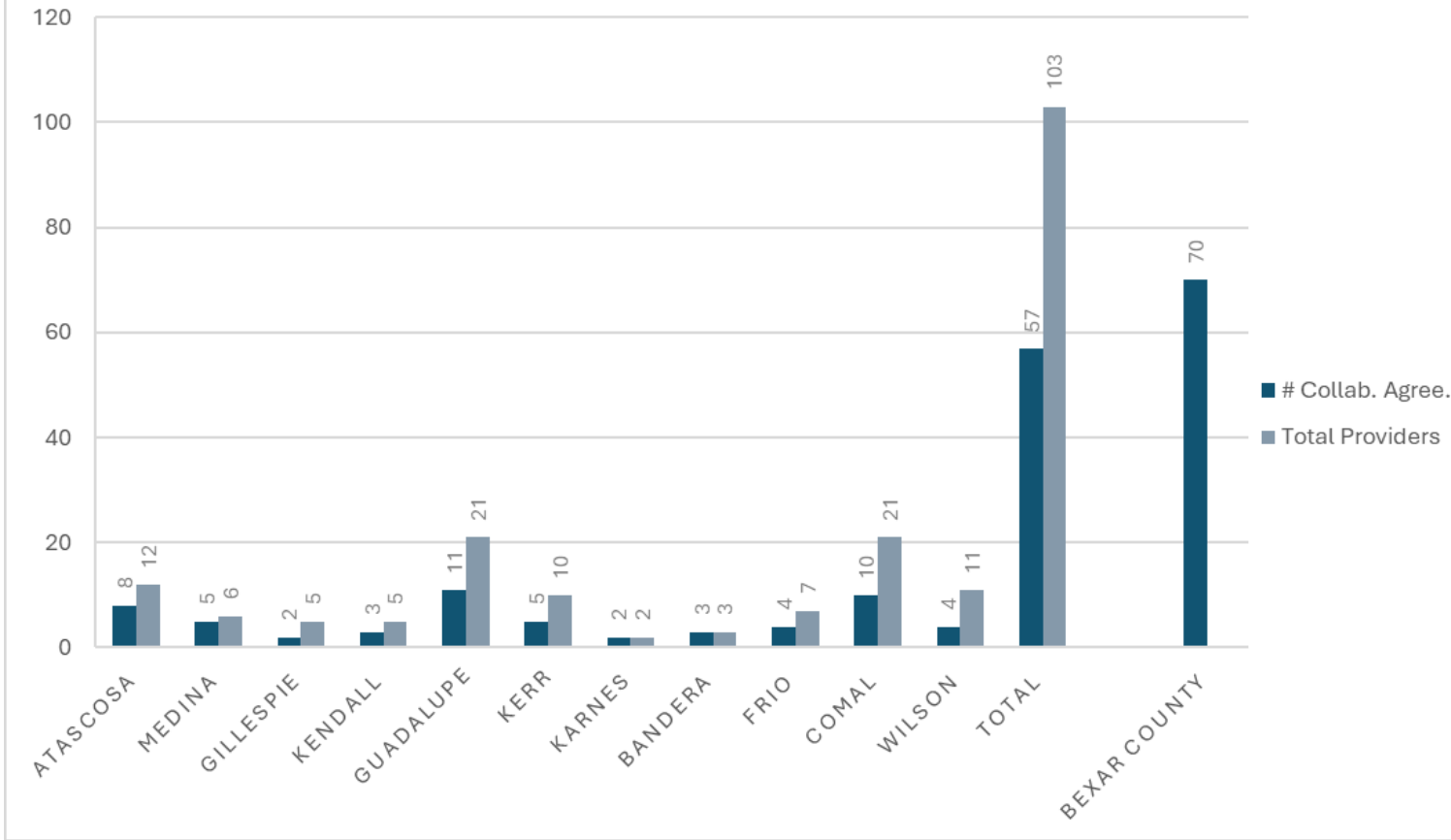


Texas Rising Star: Business Coach Update





COLLABORATIVE AGREEMENTS BY COUNTIES



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.

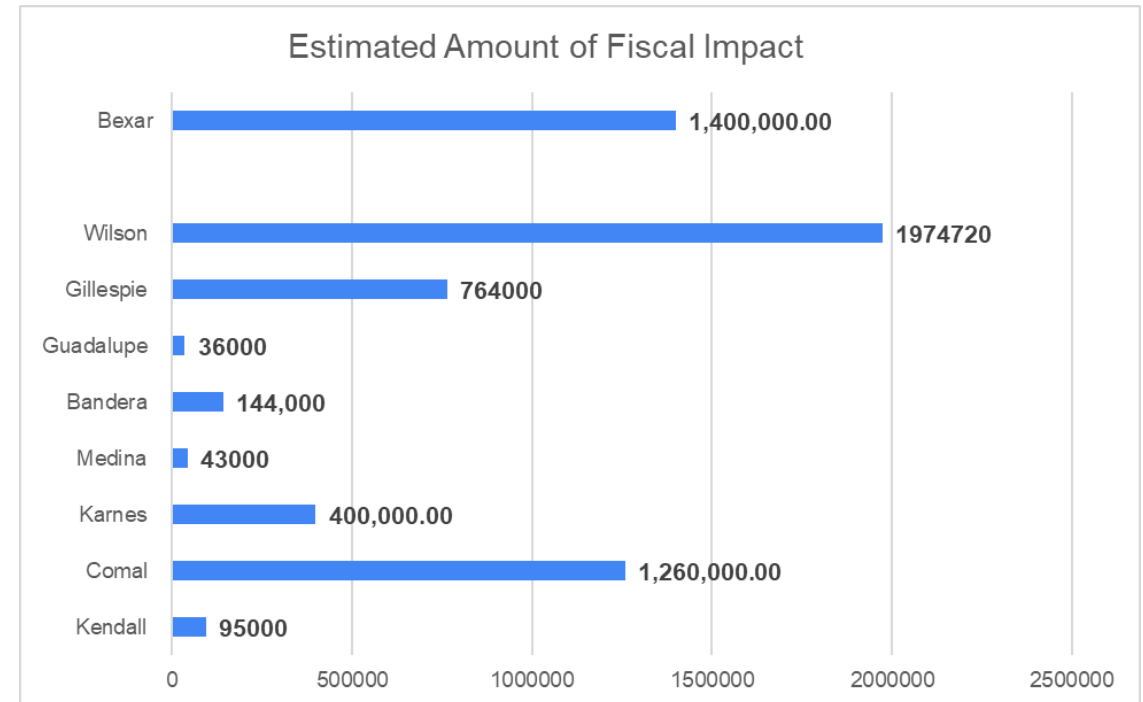


After a collaborative agreement is signed on the following visit resources and a SMART goal is put together to assist the childcare on the immediate financial need identified to assist in the overall success of program.



SMART GOALS & POTENTIAL CENTER FISCAL IMPACT(S)

- SMART Goals: The figures presented in the table on the right, 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.





Empowering Childcare: Growth, Resources, and Partnerships

Program Reach: 127:
* 57 Rural and 70 Bexar

Resource Dissemination:
Weekly Business Training Updates and resources are distributed to an average of 575 childcare center director's owners.

Funding Exploration:
Lift MOU signed and will begin quarterly trainings in April, 2025.

Staff Expansion:
Interviewed and submitted for an additional Business Coach, pending processing.

Professional Development:
Business Coach Certification completed for Civitas Business, working on TECPDS.

Additional Key Accomplishments:

UTSA-SBDC partnership facilitation between childcare centers to access valuable resources for business planning, marketing support, expansion, etc.

Attending Interagency Meetings across rural areas to gather resources and distribute to childcare centers.

Collaborating with COSA Economic Development center on available grant opportunities in Bexar County.

Collaborating with Workforce Solutions Career Center's Child Care Business Liaison to recruit potential qualified candidates to address critical staffing needs.

Developing procedures and protocols for a Childcare Directors Collaborative (Advisor and Advisee).

SMART Goal setting with childcare centers to assist in prioritizing needs such as enrollment, marketing, and or expansion.

RFP Update: Management and Operations of Child Care Services (CCS)



Management and Operations of Childcare Services (CCS) RFP Update



- **Posted:** February 26, 2025
- **Submission Deadline:** May 16, 2025
- **Scope of Work**
 - **Client & Family Services:** Manage application process, verify eligibility, support provider choice
 - **Provider Services:** Manage provider applications, ensure policy adherence, provide technical assistance
 - **Miscellaneous Services:** Rural Outreach, Performance Management, Fiscal Management, Fraud/Appeals
- **Contract Term:** October 1, 2025 – September 30, 2026 (Renewable for up to 4 years)



RFP Timeline

Action Item	Date - Tentative
Issue/Post/Advertise Solicitation	February 26, 2025
Pre-Submittal Conference	March 5, 2025
Final Date for Questions By	March 7, 2025
Issue Final Addendum By	March 10, 2025
Solicitation Submittal Deadline	May 16, 2025
Proposal Distribution Meeting for Evaluators	May 19, 2025
Proposal Evaluation Committee Meeting	June 2, 2025
Fiscal Integrity Review By	June 16, 2025
Lead Evaluator Recommendation Briefing	June 23, 2025
Early Care and Education Committee	July 18, 2025
Audit & Finance / Oversight Committee	July 11, 2025
Executive Committee	July 11, 2025
Board of Directors Meeting	July 18, 2024
Contract Negotiation/ Routing	August 1, 2025
Transition and Planning	September 1, 2025
Contract Start Date	October 1, 2025



Questions





Partner Updates



Early Matters





Questions



United Way





Questions



Texas A&M University San Antonio





Questions



Pre-K for SA





Questions





CEO Report

Adrian Lopez



Local Plan Occupations



New Target Occupations Proposed

Standard Occupation Classification (SOC)	Target Occupation Job Title (Name)
39-9011	Childcare Workers
15-1251	Computer Programmers
17-3029	Engineering Technologists and Technicians, Except Drafters
19-4042	Environmental Science and Protection Technicians
17-3028	Calibration Technologists and Technicians
49-9069	Precision Instrument and Equipment Repairers
53-1047	Supervisors of Transportation & Material Moving Workers (Except Aircraft Cargo Handling)
29-9021	Health Information Technologists and Medical Registrars
11-9081	Lodging Managers
31-9011	Massage Therapists
15-2051	Data Scientists
27-3092	Court Reporters and Simultaneous Captioners
25-2011	Preschool Teachers, Except Special Education
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel
13-1121	Meeting, Convention, and Event Planners
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tender



Projections & Future Growth

For the Industry targeted by the grant *Child Day Care Services* there is positive numeric growth (Change) and positive % growth (Change) in Jobs.

- Total employment is projected to grow during the 2020-2030 by 1,205 jobs and 20.3% Growth.
- Total employment is projected to grow during the projection period 2022 to 2032 by 1,267 jobs and a 16.3% Growth.

Source: TWC/LMI/Projections



Occupations Employed by this Industry

Description	Employed in Industry (2023)	% of Total Jobs in Industry (2023)
Childcare Workers	3,057	36.5%
Preschool Teachers, Except Special Education	2,507	29.9%
Teaching Assistants, Except Postsecondary	758	9.0%
Education and Childcare Administrators, Preschool and Daycare	462	5.5%
Cooks, Institution and Cafeteria	191	2.3%

Source: Lightcast Q2 2024 Data Set

Career Pathways Occupations and Certificates

Title	Certifying Organization	Source
Certified Childcare Professional (CCP)	National Early Childhood Program Accreditation	This data is delivered by an API from CareerOneStop external site , sponsored by U.S. Department of Labor, Employment and Training Administration.
Child Development Associate	Council for Professional Recognition	Certification: Child Development Associate (CDA)
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	3 licenses found in Texas Texas Education Agency <ul style="list-style-type: none"> • Educational Aide I • Educational Aide II • Educational Aide III 	Source: Analyst Resource Center external site license information.
Kindergarten Teachers, Except Special Education	1 license found in Texas Teacher Education Agency <ul style="list-style-type: none"> • Teacher 	25-2012.00 - Kindergarten Teachers, Except Special Education



Texas Licenses 25-9042.00 -

Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education

Teaching English as a Second or Foreign Language/ESL Language Instructor	The University of Texas at San Antonio external site San Antonio, Texas	29 graduated with Bachelor's degree 2 graduated with Postbaccalaureate certificate 17 graduated with Master's degree
Early Childhood Education and Teaching	Northeast Lakeview College external site Universal City, Texas	45 graduated with Associate's degree
Teacher Education, Multiple Levels	St Philip's College external site San Antonio, Texas	28 graduated with Associate's degree
Early Childhood Education and Teaching	Northwest Vista College external site San Antonio, Texas	137 graduated with Associate's degree
Early Childhood Education and Teaching	Palo Alto College external site San Antonio, Texas	99 graduated with Associate's degree
Teacher Education, Multiple Levels	San Antonio College external site San Antonio, Texas	85 graduated with Associate's degree



Texas Licenses 25-9042.00 -

Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education

Bilingual and Multilingual Education	The University of Texas at San Antonio external site San Antonio, Texas	13 graduated with Bachelor's degree 2 graduated with Postbaccalaureate certificate
Early Childhood Education and Teaching	Texas A&M University-San Antonio external site San Antonio, Texas	6 graduated with Master's degree 20 graduated with Master's degree
Early Childhood Education and Teaching	Our Lady of the Lake University external site San Antonio, Texas	12 graduated with Bachelor's degree
Early Childhood Education and Teaching	Schreiner University external site Kerrville, Texas	8 graduated with Bachelor's degree



Registered Apprenticeship Career Pathway Occupations

ONET Title: Childcare Workers

ONET Code: 39-9011.00

[Occupation Finder: Childcare Workers | Apprenticeship.gov](#)

ONET Title: Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education

ONET Code: 25-9042.00

[Occupation Finder: Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education | Apprenticeship.gov](#)

ONET Title: Preschool Teachers, Except Special Education

ONET Code: 25-2011.00

[Occupation Finder: Preschool Teachers, Except Special Education | Apprenticeship.gov](#)

ONET Title: Kindergarten Teachers, Except Special Education

ONET Code: 25-2012.00

Alternative Occupations Title

[Occupation Finder: Kindergarten Teachers, Except Special Education | Apprenticeship.gov](#)

This occupation is not currently approved for use in a Registered Apprenticeship Program.

If you are looking to create an apprenticeship. An occupation not yet approved by the U.S. Department of Labor, submit a request for determination using our Apprenticeship Occupation Request tool.





Questions





Chair Report

Ana DeHoyos O'Connor
Committee Chair





Questions



Thank you!

