



# Early Care & Education Committee

**July 18, 2025**



# Meeting Minutes – April 4, 2025

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# Consent Agenda



# Childcare Performance Briefing

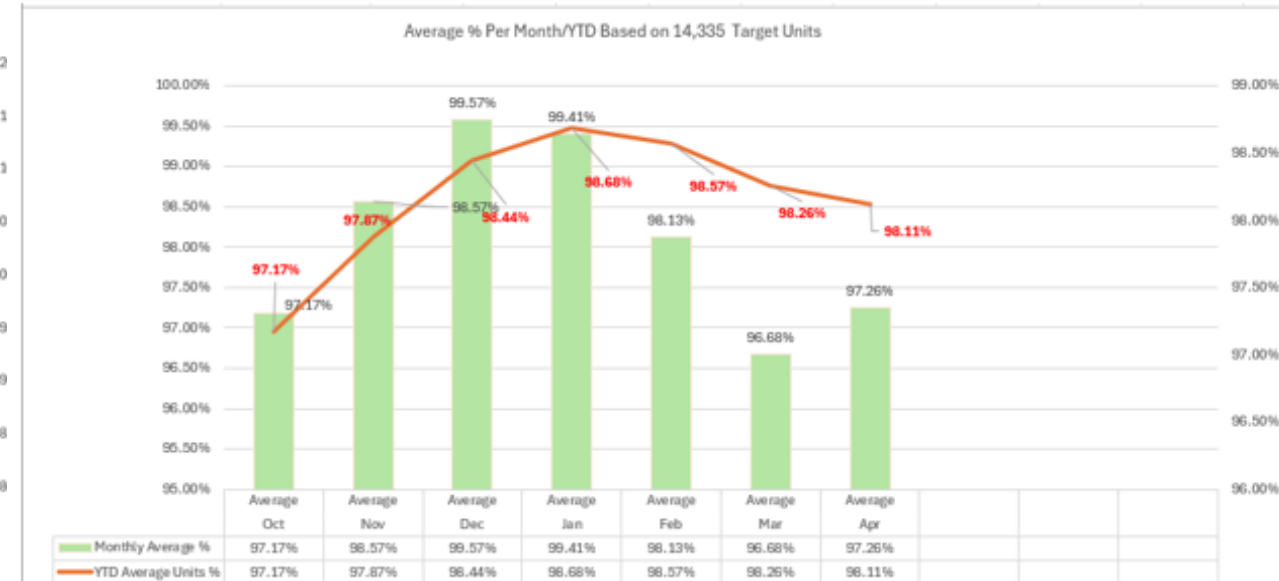
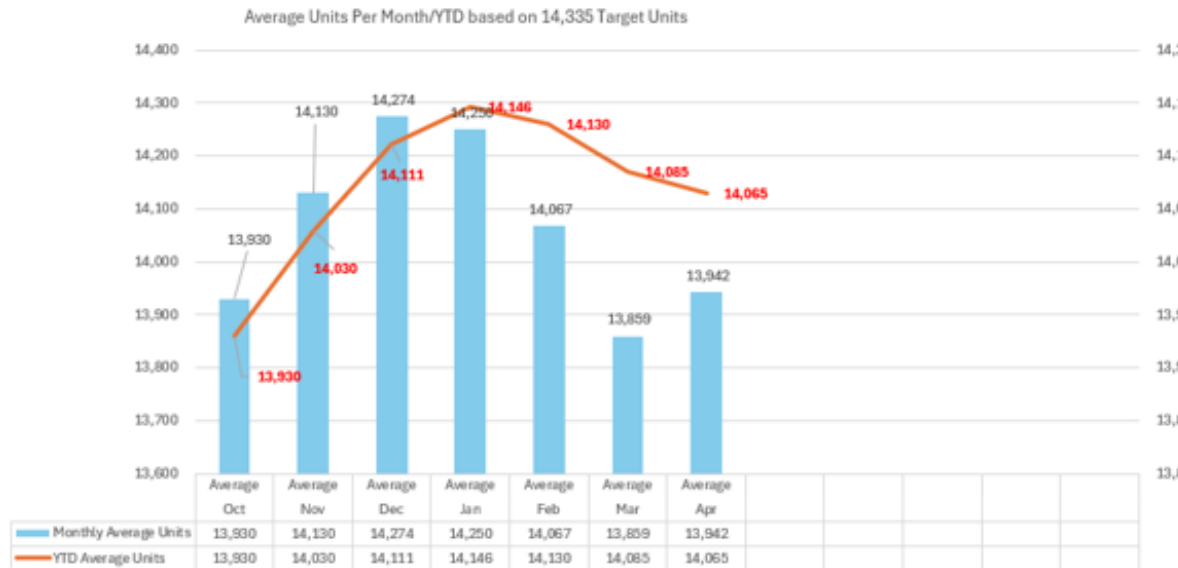
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# Childcare Performance Briefing FY 2025

*\*information pulled 06/26/2025*



## CCDF Performance Status Methodology

Year-to-Date numbers to calculate performance

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

	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%

WSA's unofficial YTD avg as of April for FY 2025 is 98.11%





# Childcare Performance Briefing FY 2025

*\*information pulled 06/25/2025*

	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





# Questions



# Texas Rising Star Assessment Update

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# Texas Rising Star Centers

Total # of Currently Certified Centers

371

\* Report(s) pulled: 06/25/2025



2 Star	38
3 Star	125
4 Star	209



## Percentage of TRS/CCS

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%

\* Report pulled 06/24/2025

Provider Type	Total Providers	Total Capacity	Rural Providers	Rural Capacity
Licensed Center	505	58437	115	13,322
Licensed Child Care Home	38	455	11	131
Military	8	N/A	0	N/A
Registered Child Care Home	33	387	4	48
Relative Care Listed Home	16	N/A	4	N/A
Totals	600	59,279	134	13,501

- 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





# End of Consent Agenda



# City of San Antonio Ready to Work Child Care Pilot Program

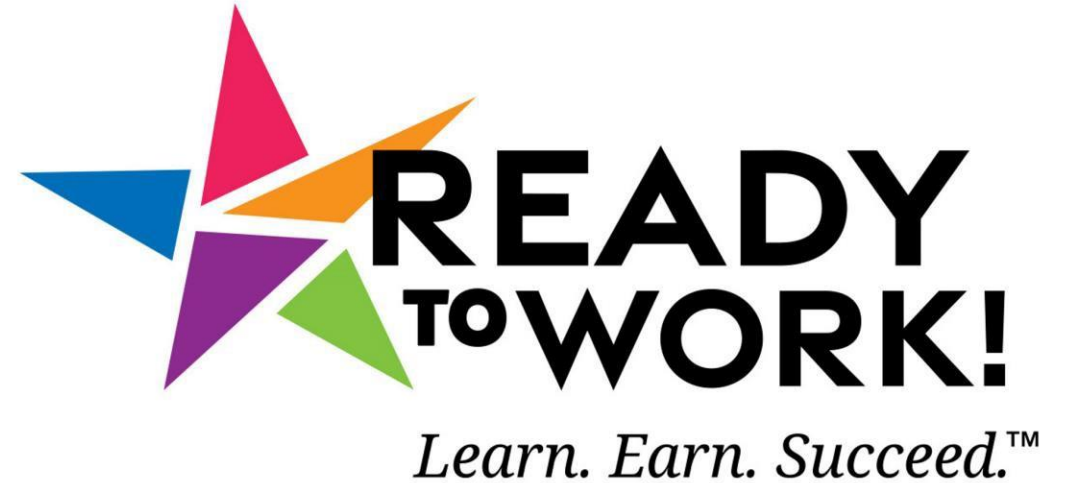
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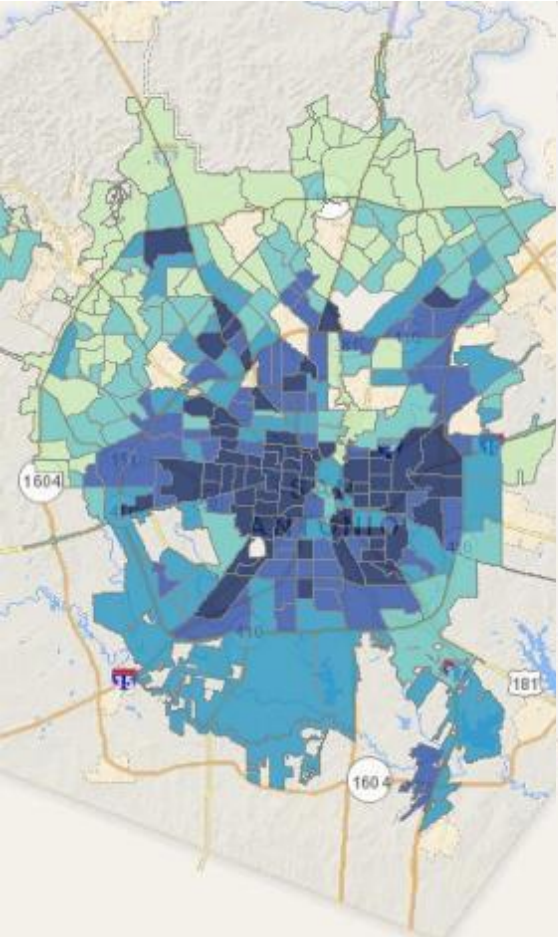


# SA Ready to Work Childcare Pilot Orientation and Q&A

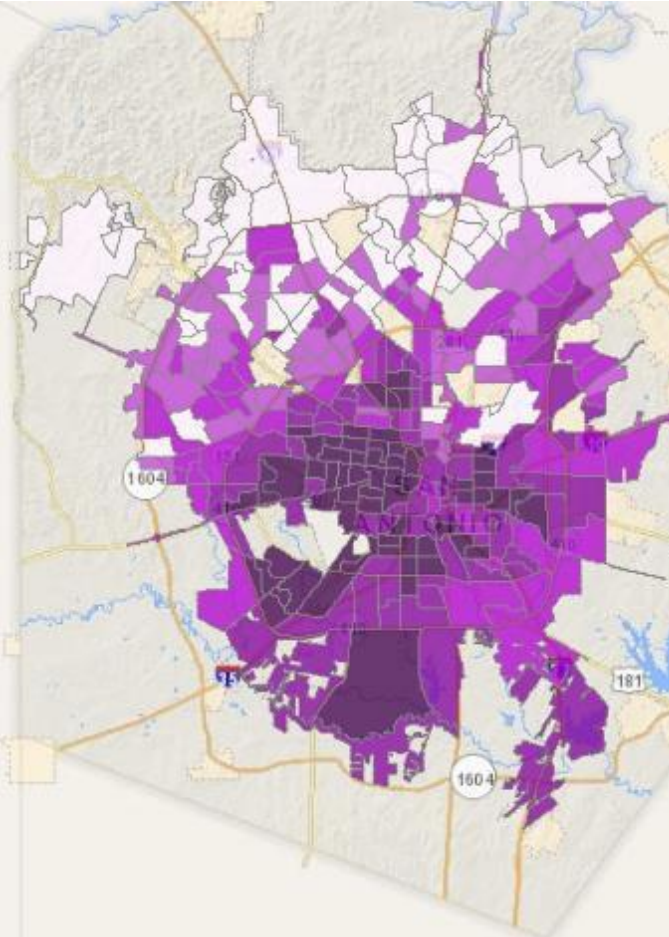




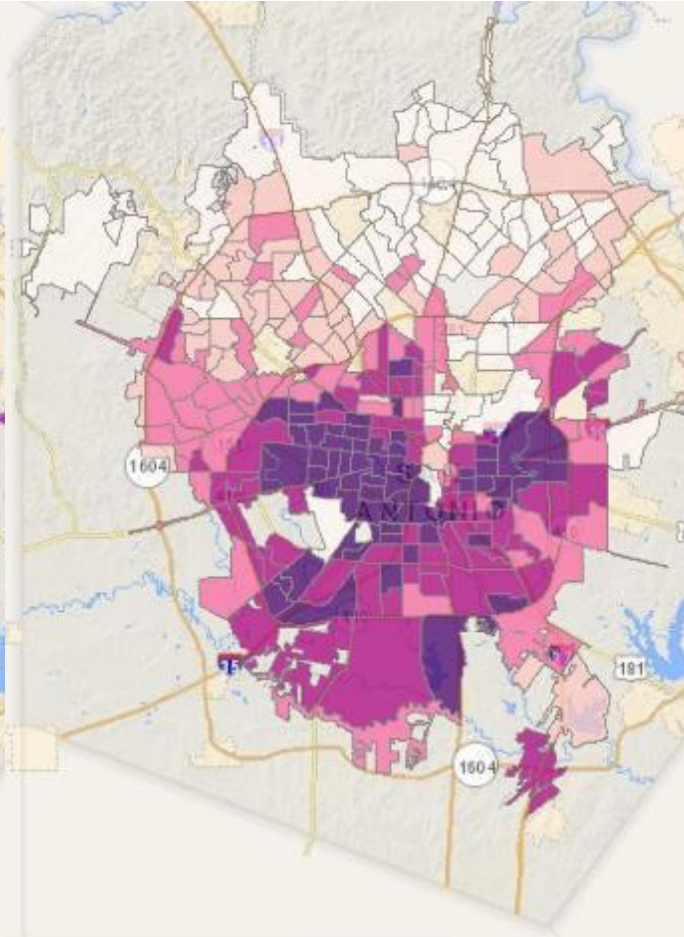
# Why are we investing in Ready to Work?



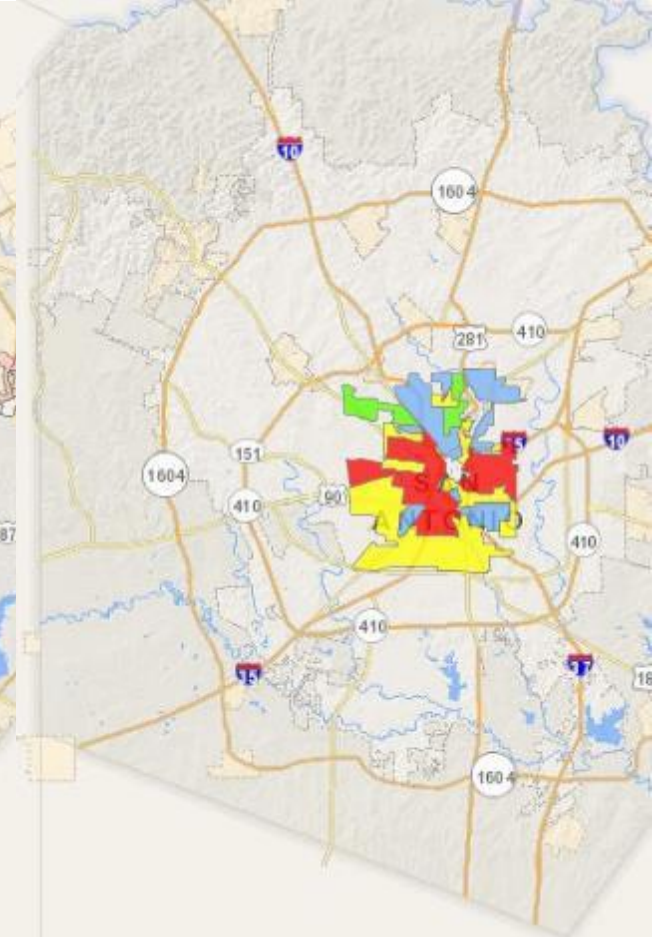
**Income  
Inequality**



**Low Educational  
Attainment**



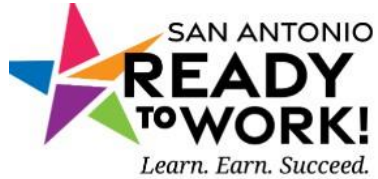
**75.2%  
People of Color**



**Historic  
Redlining**

<https://www.sanantonio.gov/Equity/Initiatives/Atlas>

# Progress to Date



## Program Overview

Ready to Work (RTW) is San Antonio's unprecedented education and job placement program.

In 2020, San Antonio voters overwhelmingly approved the \$200 million program, which is funded by a 1/8-cent sales tax. Local employers have pledged support for the program and provide guidance relating to in-demand, well-paid occupations, and relevant training.

Ready to Work intends to interview over 39,000 applicants, to enroll over 28,000 participants in approved training programs (including certifications, associate's and bachelor's degrees), and to place over 15,600 training completers into approved jobs.

Ready to Work tracks additional information about participants, such as military status, disability status, and justice involvement. Please contact [RTW.help@sanantonio.gov](mailto:RTW.help@sanantonio.gov) for more information.

## Program Metrics (as of 12/16/2024)

Participants Enrolled  
in Training

**9,649**

Successfully  
Completed Training

**2,774**

Participants Placed in  
Approved Job

**1,667**

*Click on tiles for details*

## Program Financial Snapshot through October 2024

### Revenues

Actual sales tax collected: **\$177,231,657**

### Expenses

Actual program expenditures: **\$50,725,556**

Total program expenses per participant enrolled in training: **\$5,908**



# Childcare Needs



## Survey distribution and participation

The survey was distributed to ~7,400 past and current RTW participants using a mix of existing email lists. Approximately 4,800 people opened the email.

Participation was incentivized through an advertised drawing for one of ten \$40 gift cards (totaling \$400).

905

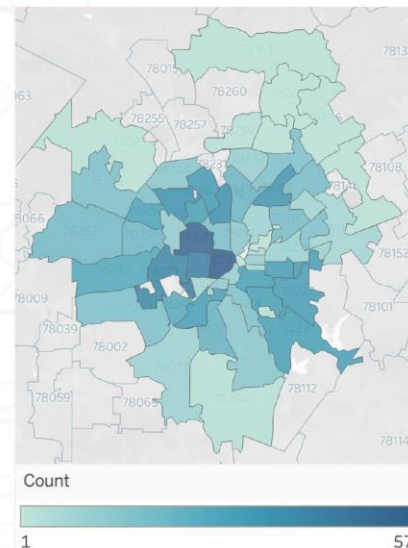
People  
completed the  
survey

641

currently  
care for  
children

# 60+

San Antonio  
zip codes  
represented



## Key Findings

**70% of the people who responded to this survey have childcare needs.**

641 respondents currently care for one or more children. Approximately half of those respondents (47%) have a child over the age of 5.

94% need childcare on weekdays.  
Almost one-third report needing it on weekends as well.

**81% of the people who needed childcare stated their *single greatest barrier to regularly accessing childcare is lack of funds.***

59% of them said *they could not afford any childcare in a given week.*

Of the survey respondents with children:

32% are caring for one child,  
28% are caring for two children,  
22% are caring for three or  
more children, and  
17% are caring for four or more  
children.





# Pilot Details

In collaboration with DHS & Pre-K4SA



# Program Objective



To combat the challenge of finding quality childcare for working parents, Ready to work is providing \$1M of funding (\$50K for DHS administration/ \$950K for direct scholarships).

This pilot anticipates to serve 230–250 children of SA Ready to Work participants with 8 months of quality childcare to help keep RTW parents on plan to completion.





# Childcare Program



- 1. Confirm client is eligible and actively participating in SA Ready to Work**
- 2. Assess client's basic need for childcare and consider additional CCS eligibility requirements**
  - a. Child(ren):
    - i. Age under 13 years old (or under 19 with a disability);
    - ii. US Citizen or Legal Resident;
  - b. Each parent/caretaker works, attends school or workforce training at least 25 hours per week on average; and
  - c. Gross monthly household income does not exceed 85% state median income for family size (see the Texas Rising Star Providers Sliding Fee Scale).
- 3. Provide client link to apply to CCS if not already on waitlist.**
  - a. Apply online:
    - i. English – [cognitoforms.com/WSAChildCare/waitlist](https://cognitoforms.com/WSAChildCare/waitlist); or
    - ii. Spanish – [cognitoforms.com/WSAChildCare/waitlistspanish](https://cognitoforms.com/WSAChildCare/waitlistspanish).
  - b. Call by phone:
    - i. (800) 204-7905 or (210) 230-6300
- 4. Refer client to Pre-K4 SA Navigator using designated email box.**



# Childcare Program



## **5. PreK Navigators will:**

- a. Receive referral and acknowledge receipt;
- b. Assist clients with applying for CCS if needed;
- c. Identify available childcare providers and assist client with selecting provider; and
- d. Refer pilot families to DHS using [DHSRTW@sanantonio.gov](mailto:DHSRTW@sanantonio.gov).

## **6. DHS Counselors will:**

- a. Receive referral and acknowledge receipt
- b. Verify that client is on CCS waitlist
- c. Enroll client in Our City Cares / Ready to Work Childcare Pilot program
- d. Process payments for vendors

## **7. Set calendar for client to update waitlist status every 90 days.**

- a. If a client fails to update their waitlist status every 90 days, they are automatically removed from the waitlist.





# Questions?

**readytoworksa.com**

**[RTW.Help@sanantonio.gov](mailto:RTW.Help@sanantonio.gov)**

**210-207-JOBS**





# Questions







# Childcare Updates

**Jessica Villarreal**  
**Director of Child Care**



# Texas Rising Star: Business Coach Update

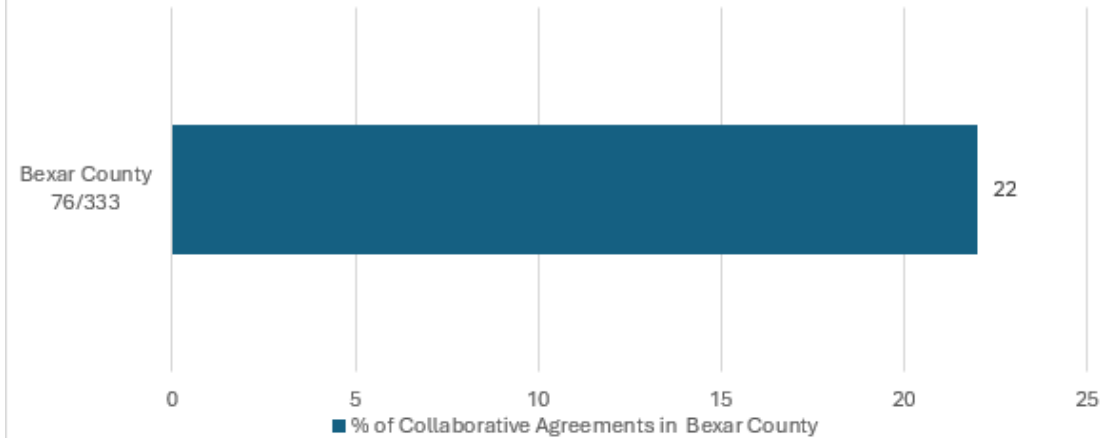
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## Bexar County Collaborative Partnership Agreements



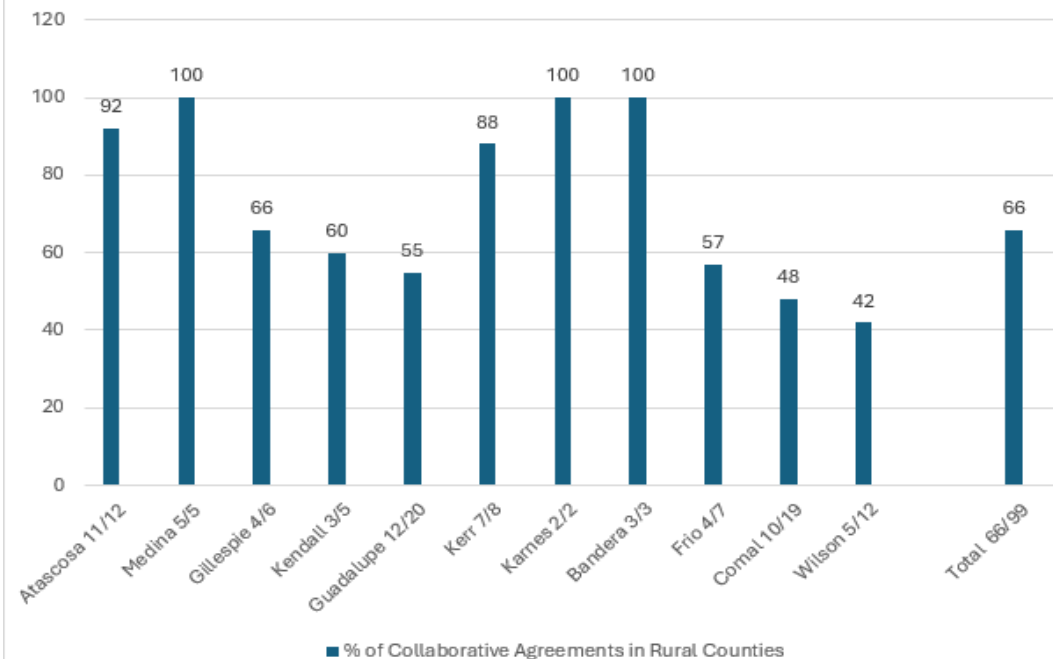
The Business Coach signs a collaborative agreement to implement and establish a strong foundation for partnership with a childcare provider.

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.

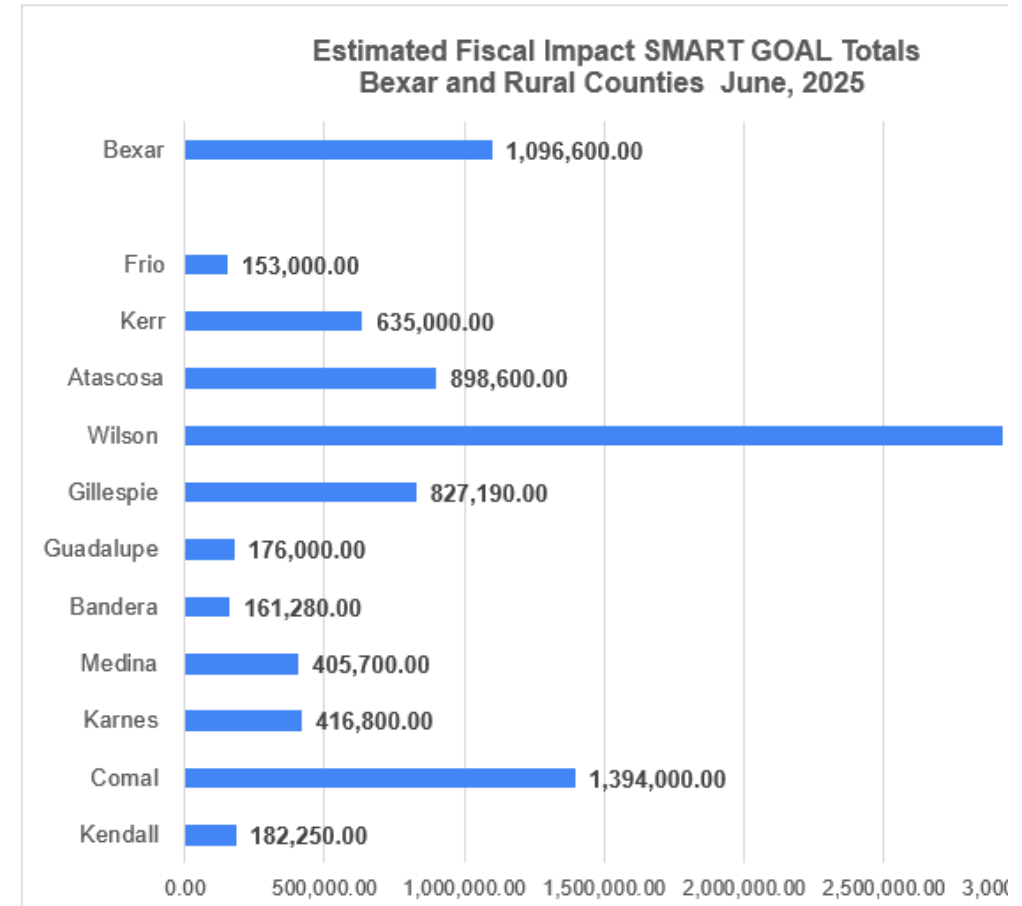
## Rural Collaborative Partnership Agreements



# 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: 144:  
66 Rural and 76 Bexar

\*

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

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

**Community Survey** – was provided to the Karnes, Wilson and Medina County to complete and provide information regarding childcare community needs.

**New Business Coach Ms. Cecilia Ibarra** On- Boarding Training

**Workforce Solution Alamo CCQ**– Attended Childcare Quarterly Meeting, June 5<sup>th</sup>

**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.

**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.

**Alamo Quality Pathway Meeting** collaborated with United Way, Region 20, TRS Directors, and community partners.

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 out with providers to assist them with Business Resources from their community.



# Questions





# **Trauma-Informed Contract for Centers: Update on progress and next steps**

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# AQP Pathway: Counseling and Health Support for Trauma Informed Services for Early Learning Programs



- 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 is 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 to promote resilience, social-emotional development, and overall well-being. The Ecumenical Center has been awarded the contract and below are the outlined services that will be available to Early Learning Centers:

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

- ***Processes have been established between WSA and the Ecumenical Center for providing services requested or needed by Early Care Centers.***
- ***(15) Centers have already expressed interest in or have expressed need of one or more of the following services:***
- ***Trauma Informed Care Certification***
- ***Trauma Informed Advocate Certificate***
- ***Crisis Response***



# Questions





# **Co-Op Updates:**

## **Review of ongoing cooperative research/surveys/initiatives.**

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# BIANNUAL SURVEY

ISSUED MARCH 2025

## PURPOSE OF THE SURVEY



Workforce Solutions Alamo requested the participation from child care programs with active CCS agreement, in a biannual survey aimed at gathering feedback. This survey focused on understanding the needs and priorities of our early learning community to guide strategic planning and investments that could enhance our early learning landscape and to further investigate the need or opportunities for a co-op in the rural areas.

## TIMEFRAME

The survey was distributed through email to child care programs with an active CCS agreement from their Texas Rising Star Mentor requesting their participation in the survey.

- **March 13<sup>th</sup>, 2025**- Email sent to Early Learning Programs with survey included
- **March 28<sup>th</sup>, 2025**- Survey submission deadline
- **April 3<sup>rd</sup>, 2025**- WSA Data team was provided the survey
- **April 3<sup>rd</sup>, 2025**- Preliminary results
- **April 17<sup>th</sup>, 2025**- Data clean up by Child Care staff
- **April 29<sup>th</sup>, 2025**- Staff asked to reach out to Providers to clarify "NA" responses
- **May 12<sup>th</sup> to May 16<sup>th</sup>**- Mentor phone outreach
- **May 16<sup>th</sup>, 2025**- Submitted gathered data to Data team
- **June 20<sup>th</sup>, 2025**- Survey results completed by Data team



38 Focused questions were asked to guide WSA Child Care strategic plan for investments and co-op.

Topic areas included:

Program Capacity  
Enrollment/Waiting List  
Staffing  
Business Needs  
Professional Development Need  
Partnerships and Resources

**562**

SURVEYED

**151**

RESPONDED

**26%**

REPORT



# BIANNUAL SURVEY

## THE STORY

### RESULTS

The table below captures the top needs shared by child care programs based on the survey results.

Distribution of Child Care Providers by Greatest Need for the Center (n=151)

Greatest Need	Number	Percent
Funding/Staffing	37	24.5
Curriculum/Classroom and Childcare Materials	33	21.9
Enrollment/Expansion	30	19.9
N/A	17	11.3
Training	15	9.9
Multiple Resources Need	13	8.6
Partnerships/Marketing	6	4.0
Total	151	100

## COMING SOON...

Child Care Community Needs Assessment

**13**

Surveys Submitted

**2**

Counties

**11**

Pending Counties





# Questions





# Partner Updates



# Early Matters

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# earlymatters

## SAN ANTONIO

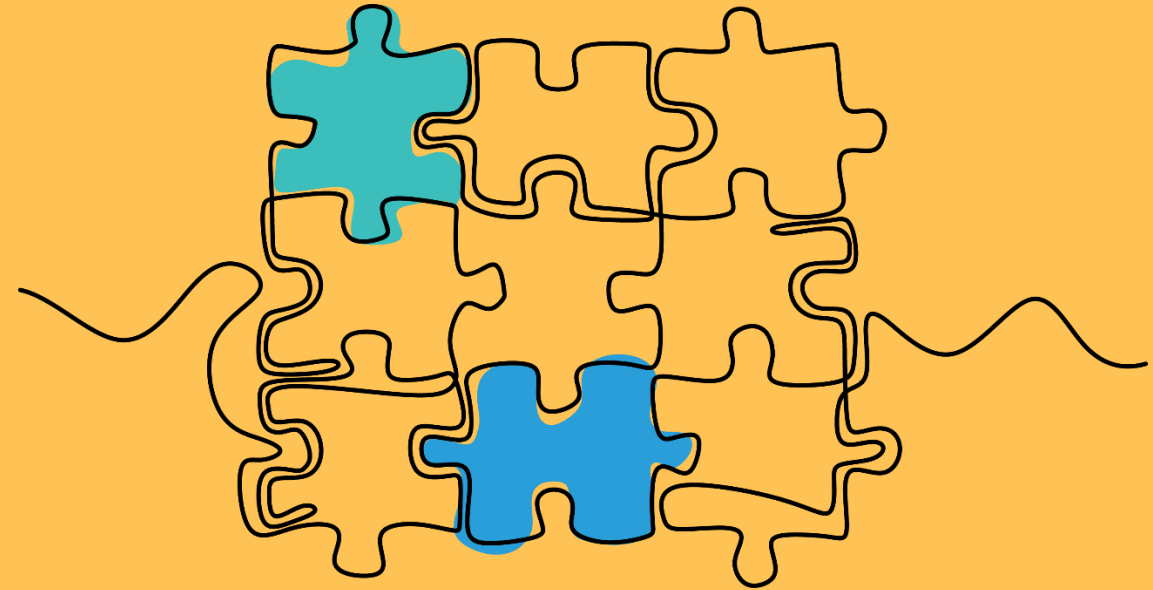


# Policy and Legislative Session Update

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## **ECE Workforce – SB 462**

- Childcare Workers Receive Priority Access to Childcare Scholarships by Kolkhorst and Harris Davila shores up childcare capacity for all working families by giving childcare workers priority to access scholarships for their own children without waiting months on a waitlist.

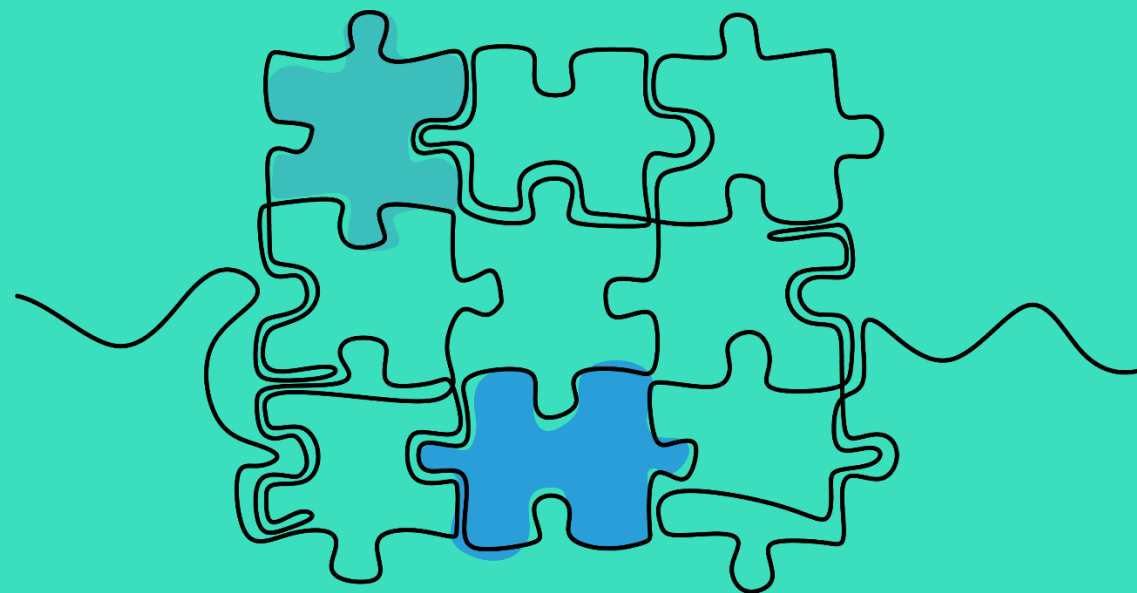




# Improving Texas' Childcare Data Systems

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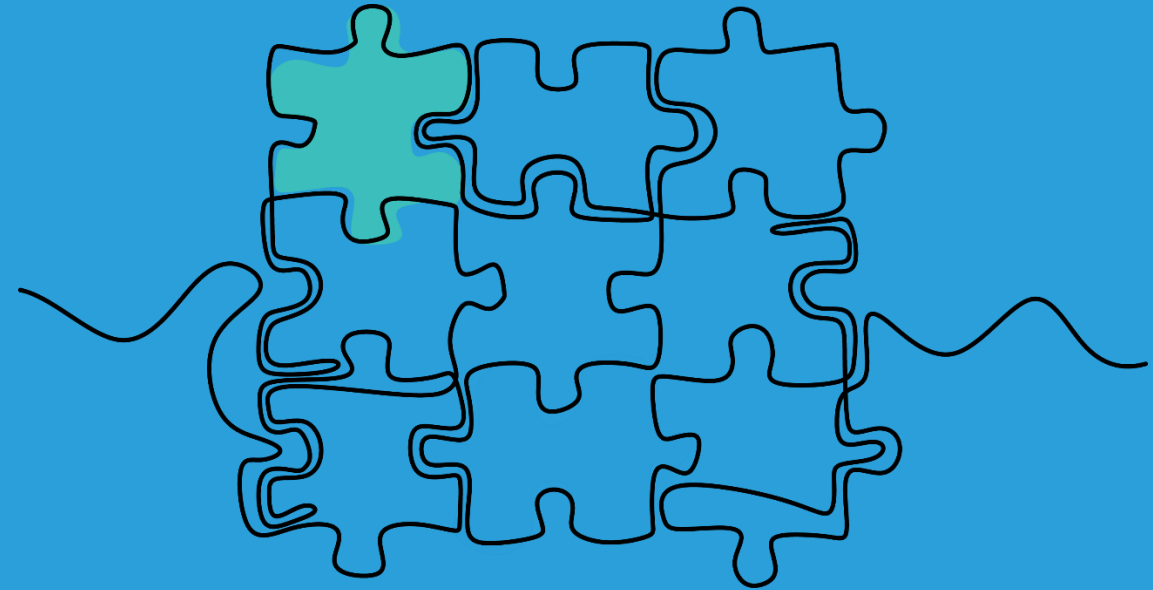
- HB 3963 by Capriglione and Paxton improves cross-agency data sharing about early childhood programs, allowing policymakers to prioritize ROI while safeguarding privacy and security and empower communities to make informed improvements (ECIDS bill).



## Governor Task Force on the Governance of Early Childhood Education and Care

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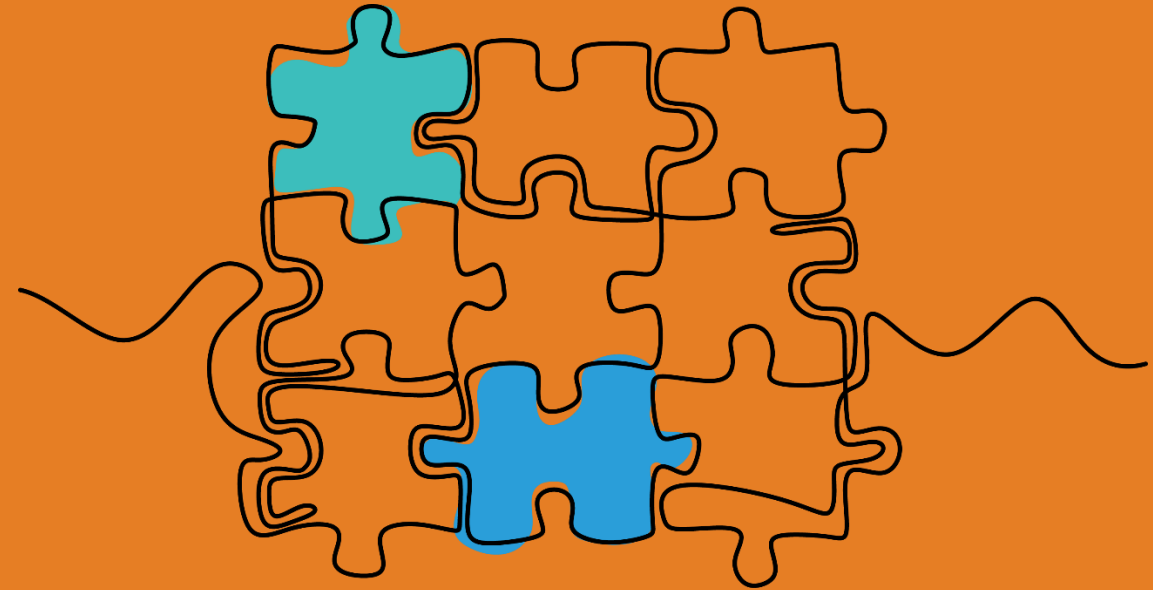
- HB 117 by Schoolcraft and Campbell creates the Governor's Task Force on the Governance of Early Childhood Education and Care, to conduct a review of the existing state and federal systems that oversee and regulate birth - age 8 education.



# Removing Burdensome Regulation for Home-Based Childcare

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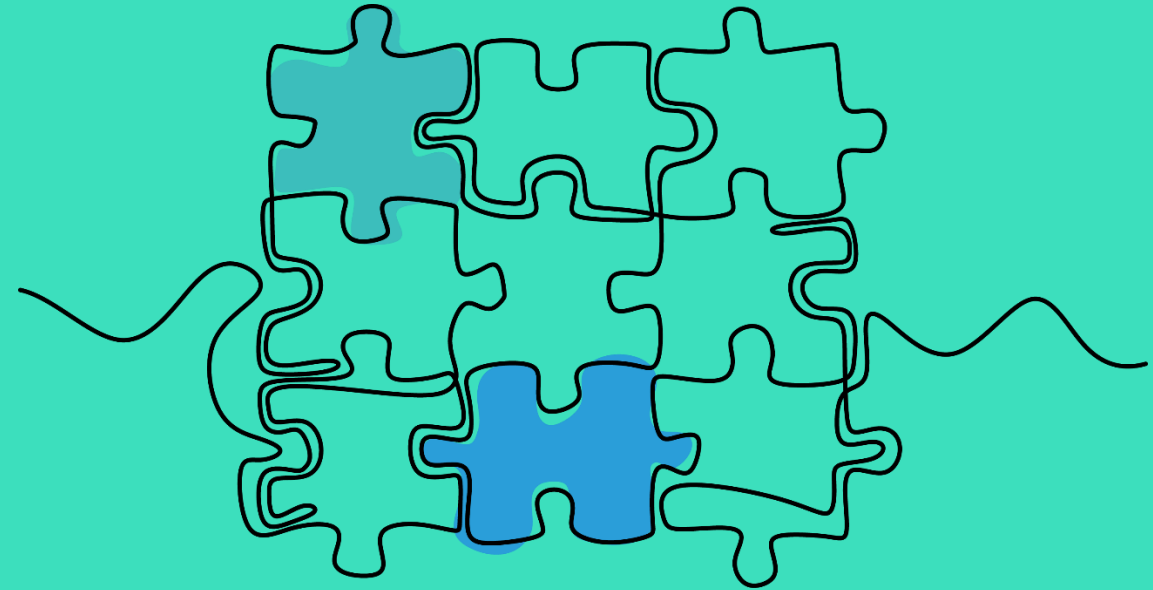
- SB 599 by West preempts local regulations for state licensed and registered childcare homes.



# Private Childcare Providers Included in Texas Educational Savings Accounts

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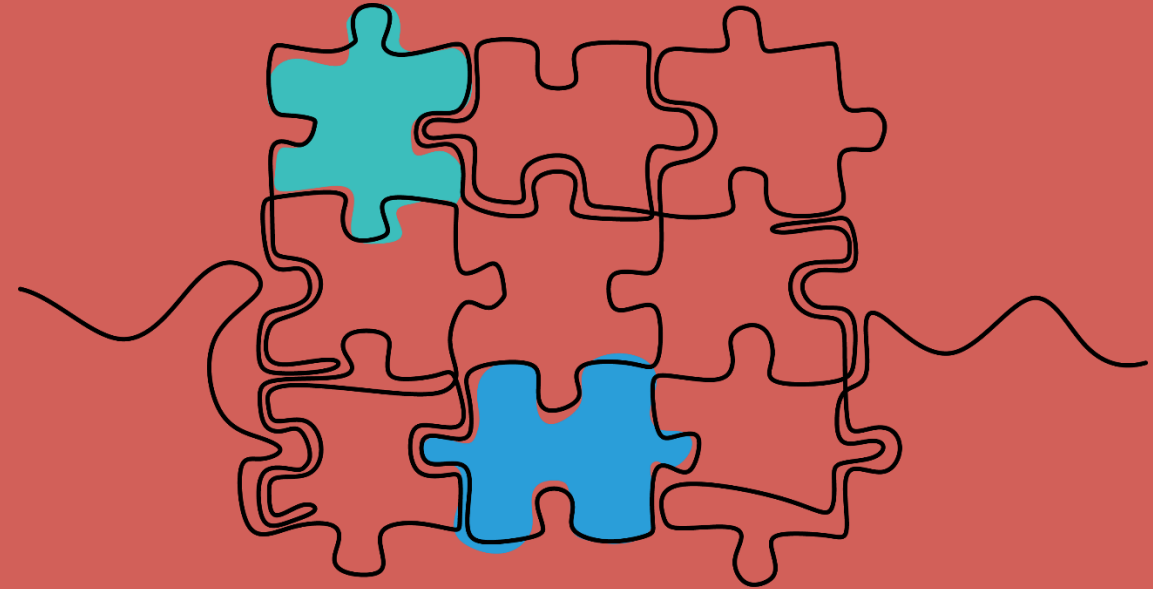
- SB 2 by Creighton and Buckley establishes Educational Savings Accounts (ESAs), which will allow families to use public funds for their children's education at accredited private schools, including private childcare providers serving children in prekindergarten or kindergarten.





# **\$100M for Child Care Scholarships**

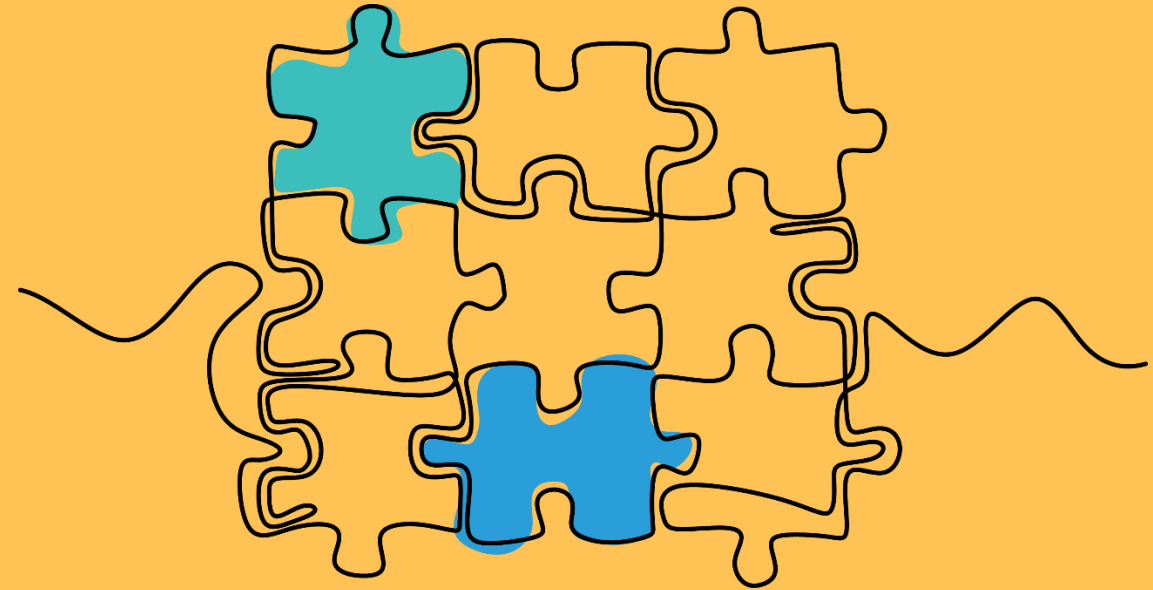
- The state's budget adds \$100 million to serve ~10,000 additional children through the childcare scholarship program.



# Improving Mixed Delivery Pre-Kindergarten

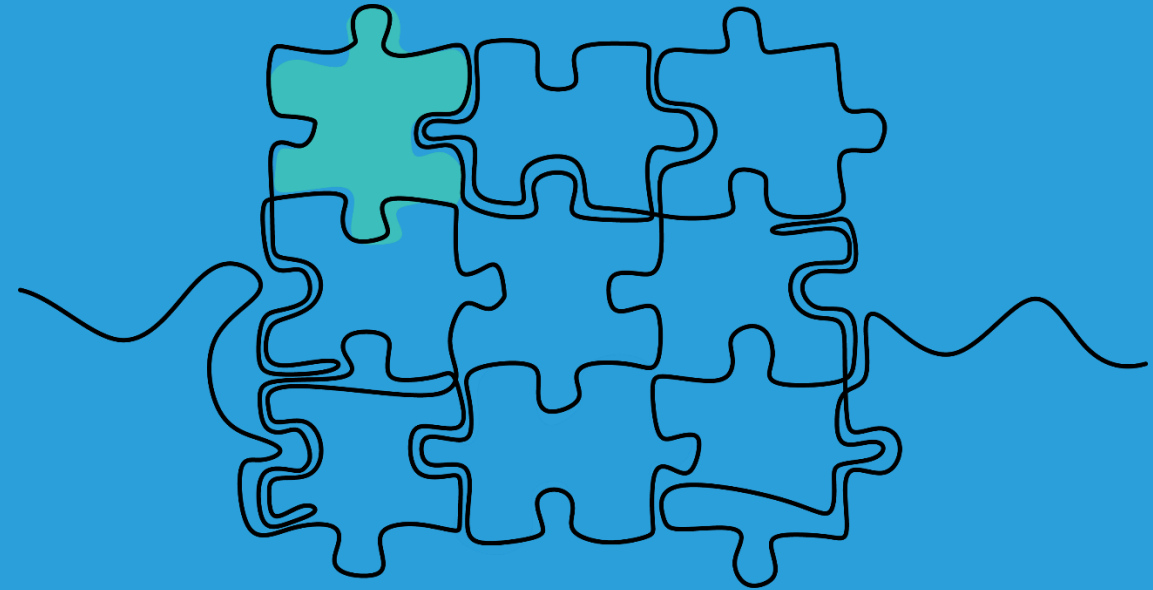
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- HB 2 by Buckley and Creighton establishes PreK Hubs to assist school districts (ISDs) and private providers in establishing PreK Partnerships. ISDs will be required to pass through 85% of all state funds received to the providers



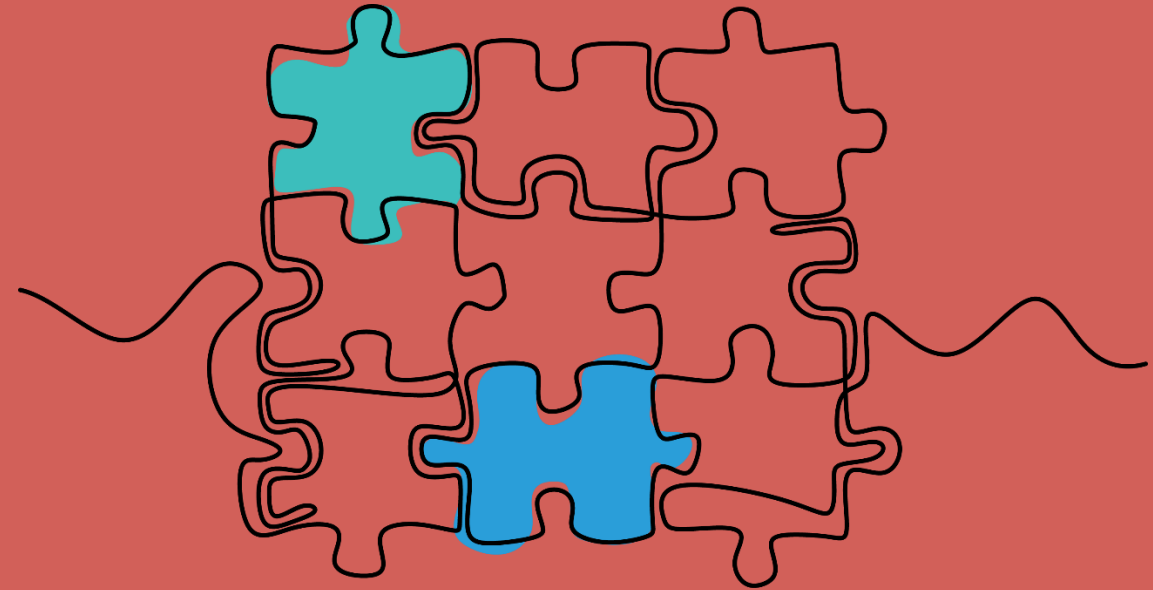
# **Full-day funding for 4-year-olds in Public PreK**

- HB 2 redistributes Early Education Allotment funding in an amount equal to half average daily attendance (ADA) to fund all day PreK for 4-year-olds.

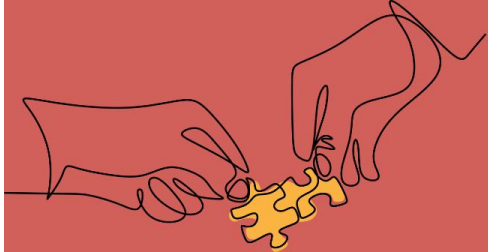


# Early Elementary

- HB 2 also includes the following highlights for early elementary: allocates \$8.5 billion to public schools; provides extra learning support for children as early as kindergarten, including the addition of dyslexia screeners before 3rd grade; makes ISD teachers eligible to access district PreK for their own children; and adds new restrictions to tuition-based PreK for children in public schools.





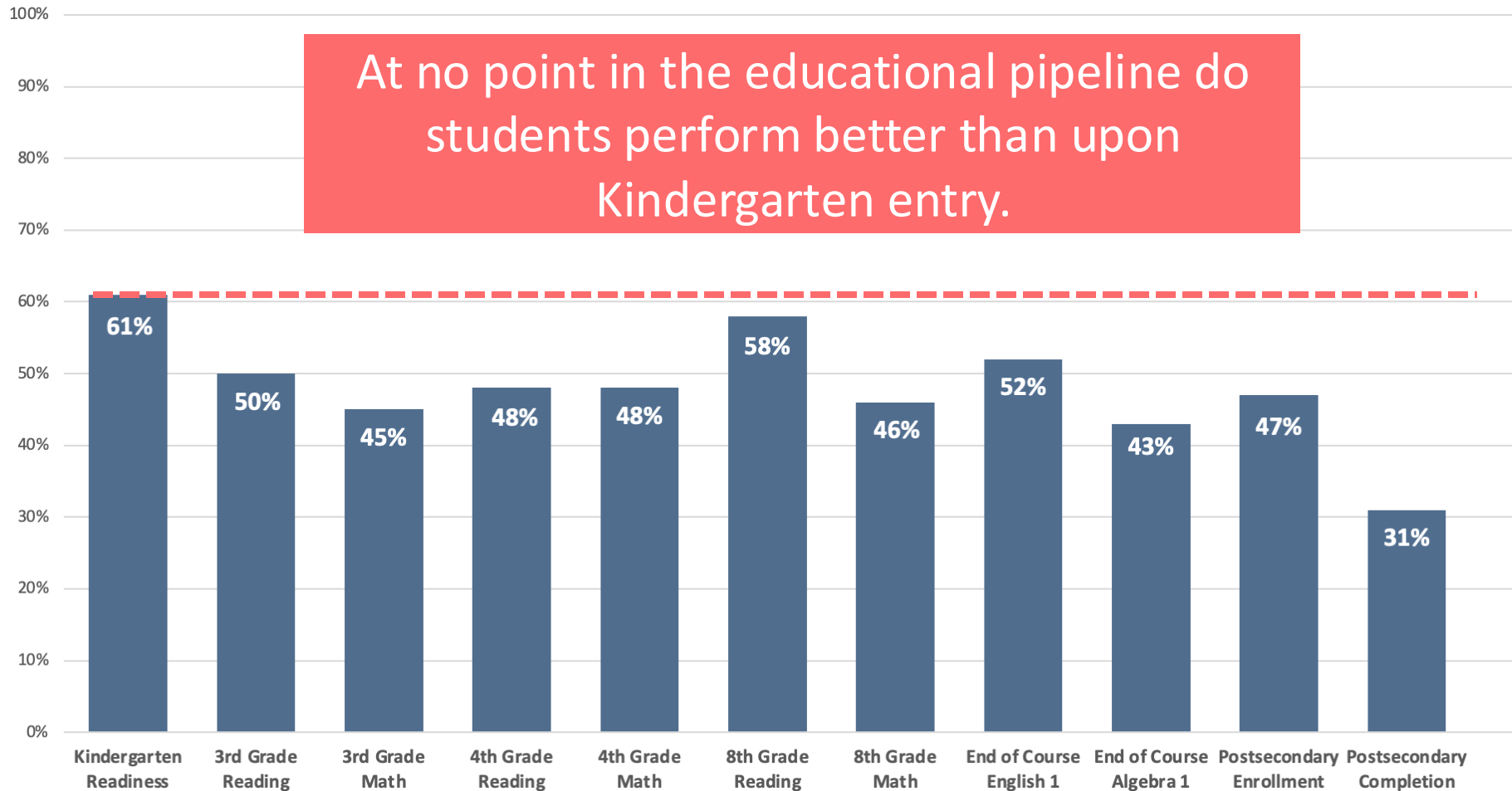


# OUR BOLD PROMISE

*All children in San Antonio  
have strong early learning and  
development, creating a  
powerful future for themselves,  
their families, and the  
community.*



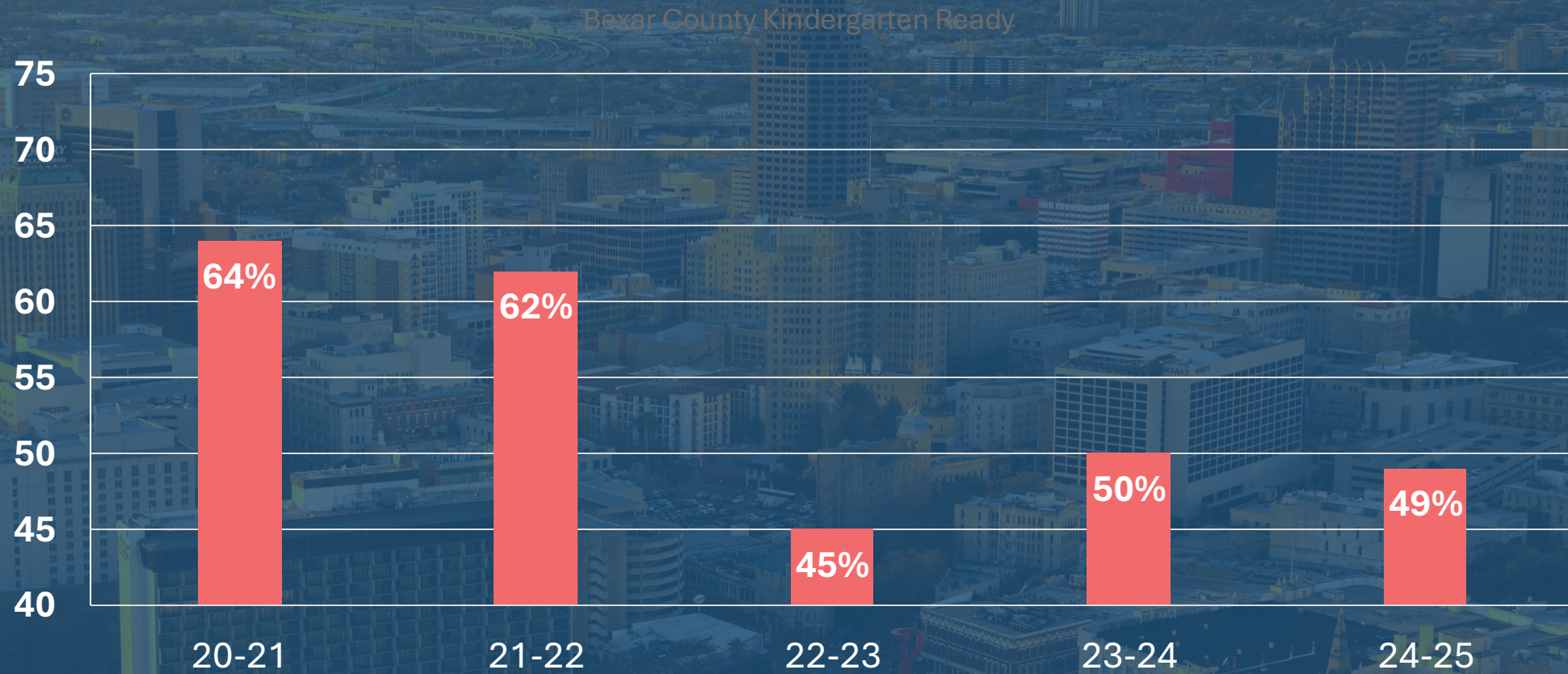
# Texas Readiness Levels Never Improve Beyond Kindergarten Readiness



Note: Kindergarten readiness comes from the children enrolled in public PreK, for children not enrolled in public PreK, only 49% are considered “ready.” Kindergarten Readiness is defined as students meeting or exceeding the cut-off score for a particular assessment on the Commissioner’s List of Approved Assessments. Readiness is based on the literacy assessment only and does not provide comprehensive information on student readiness across all developmental domains.

Sources: Data comes from [2022-2023 TAPR](#), [2022-2023 TPEIR](#), and [THECB 2023](#) reports.

# Bexar County Kindergarten-Ready





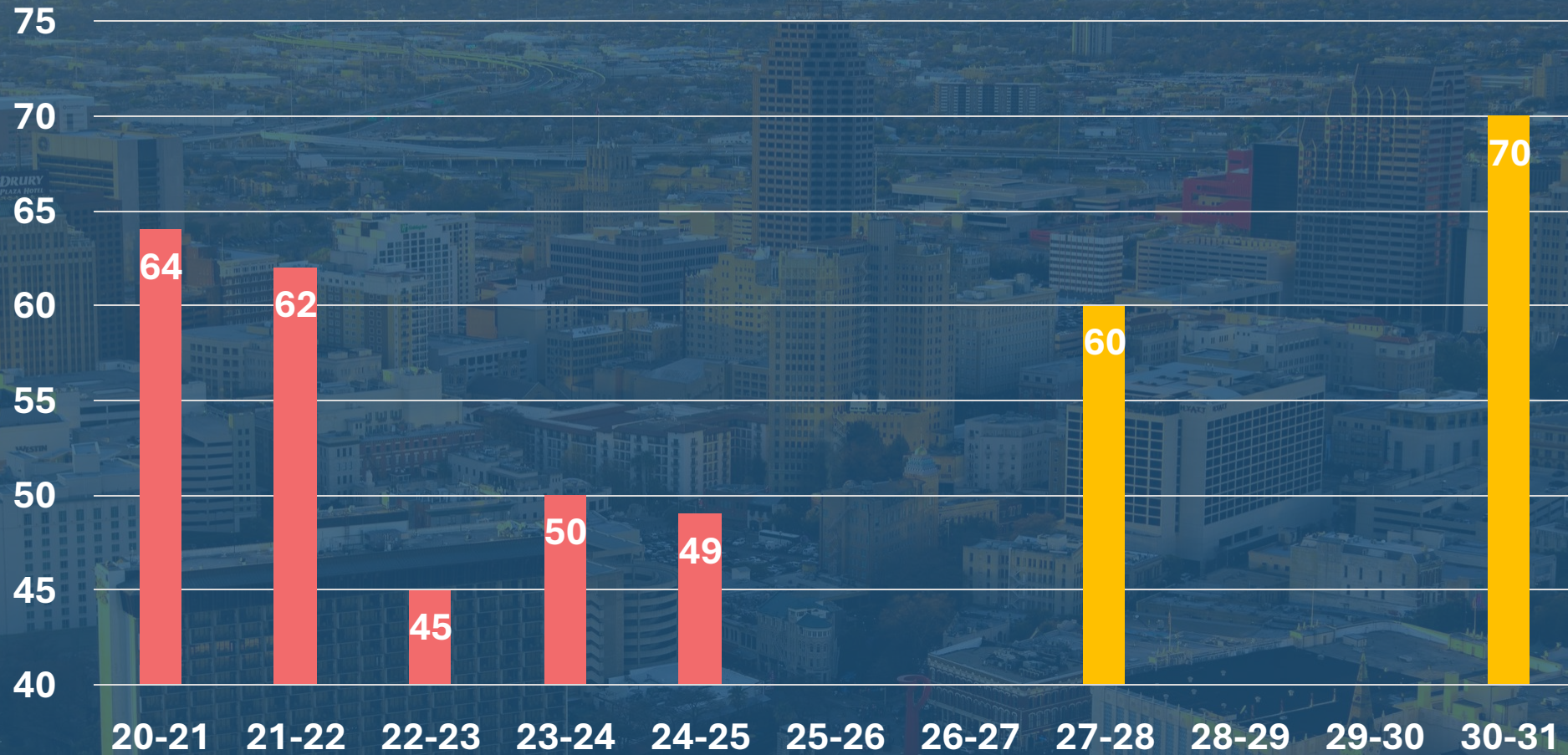
# OUR HEADLINE GOAL

**70%** OF BEXAR COUNTY CHILDREN  
ARE KINDER-READY BY **2030.**





# Bexar County Kindergarten-Ready



# **Upcoming All Partners Meeting**

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**Tuesday, August 26th  
at Region 20 ESC –  
1:00-3:30 pm**





# earlymatters

## SAN ANTONIO







# Questions





# United Way

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# Questions



# Texas A&M University San Antonio

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# Questions





# Pre-K for SA

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# Questions





# CEO Report

Adrian Lopez



# Inclusion in Early Child Development

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Board chair recommendation to include  
Teresa and Child Care Board staff in  
meetings







# Questions





# Chair Report

Ana DeHoyos O'Connor  
Committee Chair



# **WSA was awarded a 2025 Generational Learning Grant from Texas Mutual Insurance Company.**

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# Questions





# Thank you!

