



EARLY CARE & EDUCATION COMMITTEE MEETING - MINUTES

Workforce Solutions Alamo
100 N. Santa Rosa St., Suite 120, Boardroom
San Antonio, TX 78207

November 6, 2023

10:00 AM

BOARD OF DIRECTORS: Ana DeHoyos O'Connor (Chair), Betty Munoz, Yousef Kassim, Elizabeth Lutz, Dawn Dixon

COMMITTEE MEMBERS: Dr. Sarah Baray, Dr. Henrietta Munoz, Mark Larson, Liza Gomez

STAFF: Adrian Lopez, Teresa Chavez, Gabriela Navarro Garcia, Jessica Villarreal, Kimberly Villarreal, Caroline Goddard, Kristen Rodriguez, Vanessa McHaney, Helane Aghayere, Jessica Lockhart, Juan Palencia, Patricia Alejandro

LEGAL COUNSEL: None.

GUEST: 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 meeting. Questions relating to these rules may be directed to Caroline Goddard at (210) 322-6296.

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 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.

For those members of the public that would like to participate and cannot attend in person at the host location, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Caroline Goddard at (210) 322- 6296.

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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.

I. CALL TO ORDER

Presenter: Ana DeHoyos O'Connor, Committee Chair

At 10:00am, 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 MINUTES FROM SEPTEMBER 8, 2023, EARLY CARE & EDUCATION COMMITTEE MEETING

Presenter: Ana DeHoyos O'Connor, Committee Chair

Upon motion by Mark Larson and seconded by Liza Gomez, the Committee unanimously approved the minutes from September 8, 2023, Early Care & Education Committee meeting.

VI. CHILDCARE UPDATES (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jessica Villarreal, Director of Child Care

a. Childcare Performance Briefing

— WSA's unofficial YTD average for FY23 is 106.29% at 12,003 children. FY24's target has been set at 12,378 children.

— Monthly Average Enrollment: Total families in care are 7,104, total children in care are 12,039, total families on waitlist are 4,880, and total children on waitlist are 8,044. Total children on waitlist are 2,077 infants, 2,051 toddlers, 1,868 preschool age, and 2,003 school age.

b. Texas Rising Star Assessment Update

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- As of October 19, 2023, 174 centers are certified as Texas Rising Star, which is 30% of CCS programs.
- Alamo CCS Provider Capacity: 590 total providers, 56,565 total capacity, 142 rural providers, and 13,232 Bexar County capacity.
- c. TRS Contracted Slots Pilot Briefing
 - December 31st is the end date for the contracted slots pilot briefing extension. WSA was the only board in the state to pilot this program.
 - 8 children are enrolled in Converse Christian School, 6 in La Mision Child Care, and 10 in DePaul Children’s Center. Once this pilot is over, CCS will cover these children under low income.
- d. Entry Level Designation & Efforts Towards Increasing and Accessing Quality
 - WSA had to terminate and end agreements with 2 centers who were over the threshold. Those centers can reapply once they fall under the 75-point threshold.
 - ELD Board Status: Total number of CCS as of October 2022 is 550, 531 are the actual number of centers after some chose not to renew their agreements, and 567 is the new total of CCS after some chose to start an agreement as of August 2023. 357 centers are currently designated as entry level. 228 centers are currently eligible based on licensing and of those 139 centers have not yet elected to participate in a cohort, 63 have or are actively participating in a WSA cohort, and 26 are participating in an external cohort. 129 centers are currently not eligible due to childcare regulation deficiencies and of those 75 centers are not working with a cohort, 44 have or are participating in a WSA cohort, and 10 are participating in an external cohort. 232 centers are on the continuous quality improvement plans, there were 7 mentors as of June 2023, and 12 mentors as of October 2023.
 - CEO Adrian Lopez requested a standing item on a partner report addressing how they are responding to getting centers to quality. Liza Gomez responded that United Way has hired 5 new coaches that will each have a capacity of 20 centers to get them on the path to TRS. Dr. Sarah Baray added that the partners need to make sure they are not doubling up on their efforts and to be more intentional.
 - Child Care Quality Funding TWC Approved Categories: Training & Professional Development, Supporting Health & Safety, Tiered Quality Rating & Improvement System, Evaluating Quality, Infant & Toddler Quality Improvements, and Supporting National Accreditation.
 - Child Care Quality Funding: \$300,000 for Infant & Toddler Licensing and Cohort, \$250,000 for Professional Development, \$2.8M for TRS Quality Improvement, \$25,000 for Evaluation & Assessment, \$5,000 for Supporting National Accreditation, \$2.2M for Bonuses and Incentives.
 - WSA’s Child Care Team has been invited by TWC to present ‘Building the Tracks to Quality: Quality Cohort’ at the upcoming 26th Annual Texas Workforce Commission Conference themed “Many Paths, One Mission” on November 29 to December 1, 2023.
- e. Teacher Appreciation Survey Results
 - As of May 1, 2023, 556 CCS providers with an active agreement in the Alamo area were given the opportunity to participate in the Teacher Appreciation

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Survey. A monetary incentive was provided upon the completion of the survey. This monetary incentive was to assist programs with staff salaries, bonuses, fringe benefits, training, and/or staff development.

- An overall budget of \$500,000 was set aside for this incentive. Providers received an opportunity to submit documentation for the Teacher Appreciation Grant. The requirement consisted of completing and submitting a Memorandum of Agreement (MOA), as per deadline on June 30, 2023. Providers who submitted documentation were given the opportunity to complete the Teacher Appreciation Survey to finalize the incentive.
- 427 providers chose to participate. There are 57,214 available CCS slots, 30,581 enrolled children, and 10,254 enrolled with CCS funding.
- The survey results show the top three childcare relief funding to be in payroll, supplies, and employee retention bonuses.
- The Alamo expenditure total is \$207,134,913 with the state expenditure totaling to \$2,659,451,694.
- The survey showed that the providers would like the area of quality funding to continue to be invested in higher wages, indoor-outdoor equipment, curriculum, and professional development.
- For participation in a cohort, the survey showed that 223 centers are participating, 116 are currently TRS, 8 are participating but not with WSA, 30 are not participating but are interested, and 44 are not participating.
- For TRS designation status, the survey showed that 10 are 2-star, 33 are 3-star, 112 are 4-star, 263 are ELD, and 9 were not sure. For those 9 that were not sure, WSA researched and saw that they are ELD.
- For potential childcare center closures, the survey showed that 9 are closing due to TRS requirements, 12 are closing due to funding, 4 are closing due to staffing, and 3 are closing due to something related to COVID. Mentors have reached out to these centers that are potentially closing to assist them with their concerns and issues. As a result of this, some centers have chosen to remain open.
- CEO Adrian Lopez asked Mark Larson how this data reconciles with what he has seen. Mark Larson stated that out of 123 providers in Bexar County that he has surveyed, 28% stated that they are likely or very likely to close. Dr. Sarah Baray added that they need to collectively solve the issue of having multiple coaches from different entities in the same center. Ana DeHoyos O'Connor stated that she will work with Mark Larson and Jessica Villarreal on this.

VII. CEO REPORT

Presenter: Adrian Lopez, CEO

a. Success Stories

- COO Teresa Chavez presented the success stories.

VIII. CHAIR REPORT

Presenter: Ana DeHoyos O'Connor, Committee Chair

- Chair Ana DeHoyos O'Connor will be attending the Annual TWC Conference. She will be looking at what other boards are doing, how WSA ranks with other

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boards, and learn from them in how they are sharing their story.

IX. 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;
- c. Pending or Contemplated Litigation;
- d. Government Code §551.074 – Personnel Matters Involving Senior Executive Staff and Employees of Workforce Solutions Alamo; and
- e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

None.

X. ADJOURNMENT

Presenter: Ana DeHoyos O'Connor, Committee Chair

Upon motion by Mark Larson, Chair Ana DeHoyos O'Connor adjourned the meeting at 11:18am.