



EARLY CARE & EDUCATION COMMITTEE MEETING - MINUTES

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

September 8, 2023

10:00 AM

BOARD OF DIRECTORS: Ana DeHoyos O'Connor (Chair), Betty Munoz, Leslie Cantu, Yousef Kassim (10:01am), Elizabeth Lutz (10:13am)

COMMITTEE MEMBERS: Dr. Henrietta Munoz, Mark Larson, Liza Gomez, Jennifer Martinez

WSA STAFF: Adrian Lopez, Gabriela Navarro Garcia, Jessica Villarreal, Angela Bush, Aaron Bieniek, Annie Montana, Carlos Garcia, Caroline Goddard, Helane Aghayere, Jessica Bracamonte, Jessica Lockhart, Kimberly Villarreal, Kristen Rodriguez, Penny Benavidez, Vanessa McHaney

PARTNER STAFF: Mike Ramsey, Abigail Garcia, Lisa Elizondo

WSA LEGAL COUNSEL: None.

GUESTS: Betty Villegas with Texas A&M San Antonio

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

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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

Chair Ana DeHoyos O'Connor stated that if a discussion on Ready to Work occurs, then she will have to recuse herself due to Alamo Colleges receiving funding from this program.

IV. PUBLIC COMMENT

Presenter: Ana DeHoyos O'Connor, Committee Chair

None.

V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM JULY 14, 2023, EARLY CARE & EDUCATION COMMITTEE MEETING

Presenter: Ana DeHoyos O'Connor, Committee Chair

Upon motion by Leslie Cantu and seconded by Jennifer Martinez, the Committee unanimously approved the minutes from July 14, 2023, Early Care & Education Committee meeting.

VI. EDUCARE UPDATE

Presenter: Dr. Henrietta Munoz, CEO, Institute for School & Community Partnerships

— The Institute for School & Community Partnership's mission is to support students through innovative practices, research, and equitable policy so they can reach their full potential. There are three schools that they manage.

1. Winston Intermediate School of Excellence (WISE) is a university-led

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campus for 3rd to 5th graders. The only University managed Intermediate campus specifically designed for scholars focused on university and career preparation. Offers smaller class size for individualized learning, STEAM focused learning and field experiences, University professors joining with class instruction, and visits to Texas A&M University San Antonio and other universities.

2. Gus Garcia University School (GUS) is a middle school for 6th, 7th, and 8th graders. This school previously had a state rating of an F and has increased to a C.
 3. Burleson School for Innovation and Education is a post-secondary campus that has a transitioning program for 18 – 22 year olds with special needs whether they are behavioral or cognitive. Looking to expand to 26 year olds for neuro typical students. This campus focuses on three big goals which are independent living, job placement, and a post-secondary opportunity.
- Partnerships are held with The Centers for Applied Science and Technology (CAST) network of campuses.
 - Educare will be managed by Texas A&M University San Antonio but will work closely with the Institute because it will become one of the university lab schools like the previous three discussed. The new building is scheduled to be built soon.
 - Mark Larson added that the university put in an additional \$3M towards the build out of the Educare center. Mark Larson is also involved in conversations with three different school districts to use the buildings where schools have closed for childcare centers. In addition, the City of San Antonio put together an early childhood data study which has been awarded to Texas A&M to execute.
 - Leslie Cantu highlighted that Toyotetsu has been working closely with Texas Workforce Solutions Vocational Rehabilitation Services, AACOG, and WSA to create a manufacturing internship specifically for individuals with intellectual and developmental disabilities and would like to explore a partnership with the Burleson School.

VII. CHILDCARE UPDATES (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jessica Villarreal, Director of Child Care

a. Policy: CCS 11, C6 Maintenance of a Waiting List and Board Priority Groups

- The current policy reads: Local Priority Groups – Children in rural counties will be a local priority until at least 20% of children receiving discretionary funded subsidized childcare do so from the rural counties. When all TWC priority groups have been served, customers from rural counties will have priority until the percentage of rural children in discretionary care has been met.
- CCS11, C6 suggests an update to the policy’s section on rural elements as: Local Priority Groups – Children in rural counties will be a local priority until at least the relative allocation percentage provided by WSA based on the FY2024 Rural Services Pilot County-By-County of children receiving discretionary funded childcare scholarships do so from the rural counties.

Upon motion by Mark Larson and seconded by Liza Gomez, the Committee unanimously approved Policy: CCS 11, C6 Maintenance of a Waiting List and

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Board Priority Groups.

- b. Childcare Performance Briefing
 - WSA’s unofficial YTD average for FY23 is 106.68%. Since this number is just above the meets performance threshold, WSA has temporarily paused enrollment, other than the mandatory priority group.
 - As of August 21, 2023, 7,524 families are in care, 13,051 children are in care, 4,822 families are on the waitlist, and 8,034 children are on the waitlist. The totals on the waitlist include 1,927 infants, 2,214 toddlers, 1,981 preschool children, and 1,918 school age children.
 - The number of new CCS agreements was 3 in June and 6 in July. The number that ended their CCS agreements were 2 in June and 1 in July.
- c. Texas Rising Star Assessment Update
 - As of August 21, 2023, there are 166 TRS certified centers which is 29% of CCS programs. Assessments are on temporary pause due to the transition of CLI. Six assessors have opted to remain City of San Antonio employees and one assessor will transition to CLI.
- d. TRS Contracted Slots Pilot Briefing
 - 12 children are enrolled in Converse Christian School, 7 are enrolled in La Mision Child Care and Kid Kamp, and 15 are enrolled in DePaul Children’s Center. Enrollment and outreach continue to try and fill the 50 slots.
- e. Entry Level Designation & Efforts Towards Increasing and Accessing Quality
 - By September 30, 2023, the Board will evaluate programs for Texas Rising Star certification eligibility. If eligible, the Board will schedule an assessment prior to September 30, 2024. If ineligible, the program will have six months to meet eligibility. The re-evaluation deadline is March 31, 2024.
 - As of October 2022, there were 550 centers who were priority, of those 531 was the actual number of centers after those who chose not to renew their CCS agreement. As of August 2023, there were 571 centers who have signed an agreement with CCS. The new agreements do not follow the current timeline since they have 24 months to become TRS certified. As of August 2023, 373 centers have been designated as entry level and of those 239 centers are currently eligible based on licensing. 145 centers are not in a cohort, 65 centers are in a WSA cohort, and 29 centers are working with an external organization. 134 centers are currently ineligible with 78 of them not in a cohort and 56 of them in a WSA cohort or working with an external organization. 232 continuous quality improvement plans that have been created jointly between a director and a mentor.
 - WSA was one of 12 out of 28 Boards that hosted an individual focus group discussing screening forms, categorical measures, and processes and protocols. 26 were in attendance with 12 centers being represented, 3 staff from HHS-CCR, 4 staff from TRS assessors/mentors, 1 higher education from San Antonio College, 2 from WSA, 1 from United Way, 1 from Region 20 and 1 TWC staff.
 - WSA is one of three Boards that will be participating in a TRS study in partnership with TWC and CLI. Two of WSA’s TRS mentors were selected by CLI to participate in the study that will span three years. The purpose is to see

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how implementation of the CQI approach within TRS can improve program quality and benefit workforce members.

— Investments in Quality:

- The Teacher Appreciation Grant with an investment amount of \$476,800. 561 early learning programs were eligible for the opportunity and 479 projected payments are to begin in September for those who met the MOA deadline.
- TRS providers maintenance incentive in the amount of \$412,500. 138 TRS providers were awarded impacting 4,642 CCS children enrolled, 59 providers registered in TECPDS, 41 reporting in availability portal, and 8 military programs awarded. TRS certified providers receive an incentive award based on their star level for their participation and maintenance of certification.
- TRS providers staff bonuses with a projected amount of \$911,192. Q1 will be in the amount of \$396,000. Two quarterly bonuses for TRS certified providers that sustain higher levels of quality by decreasing staff turnover and increasing staff retention. 48 TRS providers will be awarded with 38 in Bexar County and 10 in rural counties affecting 778 staff.
- TRS initial certification and monitoring staff incentives in the amount of \$439,500. Incentives for staff at TRS certified providers and newly certified providers that achieve and sustain higher levels of quality through an assessment. Childcare staff are paid after assessment results are determined. This includes 127 TRS providers and approximately 1,674 staff.
- Professional development investment of \$250,000 to provide professional development opportunities for over 500 CCS providers through a virtual or in-person setting that aligns with Core Competencies for Practitioners and Administrators. 18 vendors were awarded, 47 trainings scheduled between March and August, CDA to Transcript opportunity for 20 early learning professionals to receive their CDA, and over 2,000 professionals have registered for training. Additional professional development to be scheduled for FY24.

VIII. FY24 CHILD CARE BUDGET BRIEFING

Presenter: Angela Bush, CFO Consultant

- The Board has previously utilized a benchmark of 80% for the urban areas and an aggregate of 20% for the rural areas.
- The childcare service delivery allocations reflect approximately 82.5% of funding to urban areas and an aggregate of 17.5% to rural areas, which is being implemented and tracked by each county.
- The childcare budget for FY24 is \$131,617,722.
- Childcare Budget Allocations:
 - Child Care Discretionary applies mainly to low-income and homeless populations. The allocation factor is a relative proportion of children under 13 years old in families whose income does not exceed 150 percent of the

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- poverty level residing within the workforce area.
 - Child Care Mandatory applies to children who must be placed in care and are not eligible to be wait-listed. The allocation factor is (1) 50 percent will be based on the relative proportion of the total number of children under the age of five years old residing within the workforce area and (2) 50 percent will be based on the relative proportion of the total number of people residing within the workforce area whose income does not exceed 100 percent.
 - Child Care Match, which is local Direct Care Contributions. The allocation factor is the relative proportion of children under 13 years old in families whose income does not exceed 150 percent of the poverty level residing within the workforce area.
- Corporate and facilities is only 3% of the childcare budget which means most of the funds goes directly to service delivery. The limit is 5% of administrative costs for childcare.
 - Child Care Budget Summary: 89% Direct Care, 3% CCQ Providers, 3% Other, 2% Board, and 6% Operations.
 - The childcare contract is a 13-month contract, so a small portion of the budget needs to go into the childcare reserve. These restricted dollars are set aside for that one month and it will be used until it expires, and then the match will start to be pulled.
 - Child Care requires a local match that is subject to change annually. FY22 was at \$7,372,742. It must be certified annually by TWC. The Board is budgeting a match of \$7,562,035 for FY23. The match will subsidize direct care expenditures in November and December of 2023.
 - CEO Adrian Lopez added that the funds are not sitting in WSA's bank account. Angela Bush explained that just because the money is allocated does not mean that it is guaranteed and there has to be draw from the city every two weeks.
 - Waitlist Status and Procedures: In FY22, childcare targets were reduced by TWC; when this occurred, the Board was at 108% of performance, and there was a need to attrition down to 105% and establish a waitlist. The Board utilizes local priority groups for the waitlist to ensure rural areas are provided equitable services.
 - Waitlist Utilization: Rural siblings of a child that is already receiving care, rural WIOA participants, rural children on the waitlist when the rural enrollment percentage is less than 20% of the total enrollments, Bexar County sibling of a child that is already receiving care, Bexar County WIOA participants, families enrolled in Early Head Start Partnership Programs, JBSA military members, civilians, and associated contractors, and children dually enrolled in a recognized partner site.

IX. CEO REPORT

Presenter: Adrian Lopez, CEO

a. Success Stories

X. CHAIR REPORT

Presenter: Ana DeHoyos O'Connor, Committee Chair

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XI. 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.

XII. ADJOURNMENT

Presenter: Ana DeHoyos O'Connor, Committee Chair

Upon motion by Mark Larson and seconded by Liza Gomez, Chair Ana DeHoyos O'Connor adjourned the meeting at 11:46am.