



## **EARLY CARE & EDUCATION COMMITTEE MEETING**

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

**October 4, 2024**

**10:00AM**

### **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 the meeting. Questions relating to these rules may be directed to Teresa Chavez (210) 452-9405.

***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 Teresa Chavez at (210) 452-9405.

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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.**

Workforce Solutions Alamo is an equal opportunity employer/program. Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations should contact Teresa Chavez at (210) 452-9405 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- I. CALL TO ORDER  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- II. ROLL CALL AND QUORUM DETERMINATION  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- III. DECLARATIONS OF CONFLICT OF INTEREST  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- IV. PUBLIC COMMENT  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM AUGUST 23, 2024,  
EARLY CARE & EDUCATION COMMITTEE MEETING  
Presenter: Ana DeHoyos O'Connor, Committee Chair
- VI. TEXAS A&M UNIVERSITY  
Presenter: Melissa Jozwiak, PhD, Texas A&M University, Professor of Early  
Childhood
- VII. CHILDCARE UPDATES (DISCUSSION AND POSSIBLE ACTION)  
Presenter: Jessica Villarreal, Director of Child Care
  - a. Local Plan
  - b. Child Care Services 11 Policy Update
  - c. Childcare Performance Briefing
  - d. Texas Rising Star Assessment Update
  - e. Child Care Quality Areas of Focus for 2025
- VIII. PARTNER UPDATES
  - a. Early Matters
  - b. United Way
  - c. Texas A&M
  - d. Pre-k for SA
- IX. CEO REPORT  
Presenter: Adrian Lopez, CEO
  - a. Child Care Rural Visits Calendar
  - b. 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.

XII. ADJOURNMENT

Presenter: Ana DeHoyos O'Connor, Committee Chair



**EARLY CARE & EDUCATION COMMITTEE MEETING**

Workforce Solutions Alamo  
Datapoint Center  
3652 Bluemel Rd, 2<sup>nd</sup> Floor  
Rooms 211 & 213  
San Antonio, TX 78229  
**August 23, 2024**  
**10:00AM**

**Board of Directors:** Ana DeHoyos O’Connor (Chair), Eunice Grant

**Committee Members:** Dr. Henrietta Munoz, Liza Gomez

**WSA Staff:** Adrian Lopez, Teresa Chavez, Brandee Perez, Eric Vryn, Adrian Perez, Jessica Villarreal, Victoria Rodriguez, James Keith, Gabriela Navarro Garcia, Kristen Rodriguez, Jessica Lockhart, Kimberly Villarreal, Rebecca Espino Balencia, Caroline Goddard, Patricia Alejandro, Ruby Elizondo, Avis Burrow

**Contractors:** None

**Legal Counsel:** None

**Guests:** Victor Azios, Jessica Bracamonte, Kate Cazares, Abigail Garcia, Dr. Todd A. Landry

**AGENDA**

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I. CALL TO ORDER

Presenter: Ana DeHoyos O'Connor, Committee Chair

**At 10:01am, 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 MEETING MINUTES FROM JUNE 28, 2024

Presenter: Ana DeHoyos O'Connor, Committee Chair

**Upon motion by Director Dr. Henrietta Munoz and seconded by Liza Gomez the minutes from June 28, 2024, were unanimously approved.**

VI. UNITED WAY – Alamo Quality Pathway Data Dashboard

Presenter: Liza Gomez, Vice President, Ready Children, United Way of San Antonio

**Ms. Gomez briefly presented the origin, input, target audience, and shared data of the Alamo Quality Pathway Data Dashboard.**

VII. CHILDCARE UPDATES (DISCUSSION AND POSSIBLE ACTION)

- a. Childcare Performance Briefing
- b. Child Care Services: In Care/Waitlist
- c. Texas Rising Star Assessment Update
- d. Alamo Quality Centers
- e. Alamo CCS Provider Type and Capacity
- f. Entry Level Designation & Efforts Towards Increasing and Accessing Quality
- g. TX3C Systems
- h. Child Care Quality Contract Update

**Child Care Director, Jessica Villarreal, presented updates on performance, services, Texas Rising Star assessment, Alamo Quality Centers, CCS provider type & capacity, entry level designation, efforts towards increasing and accessing quality, TX3C systems and the Child Care Quality contract. For detailed information please refer to the committee pre-read materials.**

VIII. PARTNER UPDATES

- a. Early Matters
- b. United Way
- c. Texas A&M
- d. Pre-K for SA

**Dr. Todd A. Landry shared Early Matters updates, and Dr. Henrietta Munoz presented updates for Texas A&M. No reports were given on United Way or Pre-K for SA.**

IX. CEO REPORT

Presenter: Adrian Lopez, CEO

- a. Child Care Rural Visits Calendar
- b. Success Stories
- c. Meeting with Senator Menendez

**Chief Executive Officer, Adrian Lopez, shared the rural visits calendar, his efforts to meet with Senator Menedez and child care leaders to discuss child care concerns, and success stories.**

X. CHAIR REPORT

Presenter: Ana DeHoyos O'Connor, Committee Chair

**The Committee Chair introduced newly appointed Director Eunice Grant who will serve in Child Care Place 26 on the Board of Directors.**

XI. EXECUTIVE SESSION:

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- 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

**At 11:14am Chair Ana DeHoyos O'Connor adjourned the meeting.**



## MEMORANDUM

**To:** Early Care & Education Committee

**From:** Adrian Lopez, CEO

**Presented By:** Adrian Perez, Chief Innovation Officer

**Date:** October 4, 2024

**Subject:** WSA Local Plan

**Summary:** The Local Plan is a Texas Workforce Commission (TWC) mandated planning document approved by the Committee of Six every four years with interim updates and approvals every two years. Per the Interlocal and Partnership Agreements the WSA Board of Directors, Committee of Six, City of San Antonio, and Bexar County are to approve the Local Plan and any major modifications, in addition to the annual budget and board appointments.

**Background:** The Workforce Innovation and Opportunity Act (WIOA) requires WSA to develop a comprehensive four-year plan (Local Plan) in conjunction with TWC. The plan is required to be modified every two years. It is approved by WSA Board, Committee of Six (COS) as well as COS Governing Bodies (City of San Antonio, Bexar County, Area Judges).

Purpose of Local Plan and Two-Year Update:

- Update of the 13 County Workforce Solutions Alamo Region socioeconomic, economic and workforce analysis
- Description of WSA Workforce Development Activities and Core Services
- Alignment with The Texas Workforce System Strategic Plan Goals, and compliance with TWC policies and guidance.
- Identification of Target Occupations

**Target Occupations:** Boards are required to conduct an annual analysis identifying (1) in-demand industries that impact the regional economy and (2) target occupations that are critical to the Board's in-demand industries using six-digit Standard Occupational Classification (SOC) codes.

Boards identify in-demand industries and target occupations by developing a ranking criterion. In the past the Board has used the following ranking criteria:

[workforcesolutionsalamo.org](http://workforcesolutionsalamo.org)  
[communications@wsalamo.org](mailto:communications@wsalamo.org)

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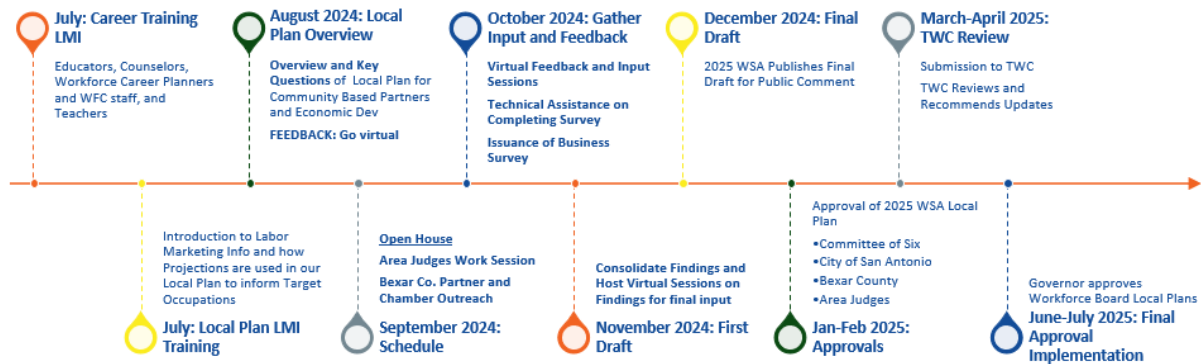
**Primary Data Targets for Industries** identify Industries by 4-digit NAICS- with high growth and job availability based on Industry Growth Projections 2022-2032 (Release July 2024).

For the entire Alamo area, the Workforce Development area, all the 13-counties:

- Percent change  $\geq 10$  –year growth percentage for industries and occupations, 15.6%, and/or Number change (absolute)  $\geq 500$
- Target Wage must be determined for 2025-2028 through a research process called a “Wage Analysis”; for 2021-2024 Target Wage was Mean Wage  $\geq$  \$19.00 hourly (\$39,520 annual).

**Secondary Data Targets:** Primary in-demand industries for the Alamo Region collapsed based on the primary data targets, then secondary data targets. The percent change threshold matches the 10-year growth percentage for both industries and occupations for the Alamo Region (2022-2032). The staffing patterns (occupations hired) are determined for the in-demand industries and initial Target Occupations. WSA then injects “local wisdom” through discussion with local stakeholders from each County. Most recently Accommodations and related occupations were added on the basis of Local Wisdom. Only occupations on the Target Occupations are eligible for investment through WIOA dollars.

Below is the timeline associated with development and approval of the Local Plan:



**Duties of the Committee of Six:** The role of the Committee of Six is to provide input and approve the Local Plan.

**Local Plan Input Process:** New for the 2025 – 2029 Local Plan, WSA staff is securing feedback from each County, including the Area Judges, on specific needs and opportunities in order to utilize and potentially grow service delivery through combined action and pursuit of grant dollars using the three goals of the 2023 Statewide Action Plan.



**GOAL 1**  
**TEXAS TALENT EXPERTS**

*To establish the state's public workforce system as the go-to resource for expertise about the Texas talent market.*

**GOAL 2**  
**SERVICE OPTIMIZERS**

*To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.*

**GOAL 3**  
**PARTNERSHIP MANAGERS**

*To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.*

For example, a non-profit serving... County... that it would like to share data on and co-publish a report on the state of job opportunities for the justice involved. For Goal 2: it may indicate that it would like to enter into a referral and data share agreement. And For Goal 3: that it would like to work together with WSA to pursue additional dollars for employer education over the next 4 years.

**GOAL 1**  
**TEXAS TALENT EXPERTS**

*To establish the state's public workforce system as the go-to resource for expertise about the Texas talent market.*

## WSA Local Plan Questions: Data 2025-2029

Goal: Secure input from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
<b>Current</b>	1.CEO Report a) Labor Market Information b)Wage and Availability Data	1. Continuous Improvement: CEO Report, Demographic Reports, Letters of Support 2. Quarterly CEO Report presentations to Area Judges 3. Annual Business Outreach and Partnership Presentation to Area Judges		
<b>Partners</b>	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
<b>2025 WSA Local Plan</b>	What information/analysis can we produce provide for you?	What information can we provide, produce, or co-author?  What information should we have?	What information can we provide, produce, or co-author?  What information should we have?	What information can we provide, produce, or co-author?  What information should we have?



# WSA Local Plan Questions: Services 2025-2029



## GOAL 2 SERVICE OPTIMIZERS



To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.

Goal: Secure input from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1. Recruitment Business Services a) WF Incentive Development 2. Retention Business Services a) BRE Visits b) Training Dollars c) Direct Hire Event/Job Fair		1. Referral 2. Assessment 3. Career Counseling 4. Training 5. Employment	1. Technical Assistance to Parents on access to programs. 2. Technical Assistance to Service Providers towards quality care
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 WSA Local Plan	How do we coordinate business outreach and service?  How do we deepen the level of incumbent worker training?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?



## GOAL 3 PARTNERSHIP MANAGERS

To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.

# WSA Local Plan Questions: Strategy 2025-2029

Goal: Secure Feedback from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1.) Common definitions of degrees of Workforce Ready through shared tracking system.	1) Justice involved interventions 2) Incumbent Worker Training	1) Justice Involved 2) Industry Outreach 3) Identify Funds for Training	1) Establish Childcare Co-ops 2) Integrate space provision into Eco Dev policy 3) Conduct outreach to providers for potential partnerships
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 Local Plan	What strategies are the most important for us to consider?  What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider?  What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider?  What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider?  What are the areas should we pursue grant dollars as a region?



In addition to service provide input form, WSA staff will also issue a business survey securing feedback on the Target Occupations developed by WSA Staff as well as a survey on awareness and comfort level with accessing TWC dollars for apprenticeships and upskilling.

Finally, WSA has developed the following tentative schedule of virtual feedback session for partners for each County and from different focus areas to provide feedback.

## October Feedback Sessions



	<b>Outreach Calls</b> Week of: Sept 30 <sup>th</sup> – Oct 5 <sup>th</sup>	<b>Goal 1 &amp; 2: Data and Services</b> Week of: Oct 7 <sup>th</sup> – Oct 11 <sup>th</sup>	<b>Goal 3: Strategy</b> Week of: Oct 14 <sup>th</sup> - Oct 18 <sup>th</sup>	<b>Nov 4<sup>th</sup> – Nov 8<sup>th</sup></b> <b>Recap</b>
Mon	11am -12pm: Karnes, Wilson	11am -12pm: Karnes, Wilson	Columbus Day	11am -12pm: Karnes, Wilson
Tue	11am -12pm: Atascosa, Frio, Medina, McMullen  Afternoon: All School Dist.	11am -12pm: Atascosa, Frio, Medina, McMullen  Afternoon: All School Dist.	11am -12pm: Atascosa, Frio, Medina, McMullen  Afternoon: All School Dist.	11am -12pm: Atascosa, Frio, Medina, McMullen  Afternoon: All School Dist.
Wed	11am -12pm: Gillespie, Kendall, Kerr, Bandera  Afternoon: All Eco Dev	11am -12pm: Gillespie, Kendall, Kerr, Bandera  Afternoon: All Eco Dev	11am -12pm: Gillespie, Kendall, Kerr, Bandera  Afternoon: All Eco Dev	11am -12pm: Gillespie, Kendall, Kerr, Bandera  Afternoon: All Eco Dev
<u>Thur</u>	11am -12pm: Comal, Guadalupe	11am -12pm: Comal, Guadalupe	11am -12pm: Comal, Guadalupe 2pm-3pm: Karnes, Wilson	11am -12pm: Comal, Guadalupe
Fri	11-12: All County Recap and Questions.	11-12: All County Recap and Questions on completion of input surveys.	11-12: All County Recap and Questions on completion of input surveys.	11-12: All County Recap and Questions.

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## MEMORANDUM

**To:** Early Care & Education Committee

**From:** Adrian Lopez, CEO

**Presented by:** Jessica Villarreal, Director of Child Care

**Date:** October 4, 2024

**Subject:** Child Care Policy Update CCS 11 C8

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**Summary:**

Child Care policy was updated last year to reflect the addition of a population to the local priority group. Due to the end of FY 2024 and the beginning of FY 2025, this policy requires an update to be made to reflect that despite the change in year, this priority group will remain in place.

**Analysis:**

Policy CCS 11 C8 will be updated and revised to reflect that “Children in Rural Counties will be a local priority until at least the relative allocation percentage provided by WSA based on the Rural Services Pilot County-By-County of children receiving Discretionary funded childcare scholarships do so from the Rural Counties”

FY2024 will be removed from the language in this priority group.

**Alternatives:**

N/A

**Fiscal Impact:**

N/A

**Recommendation:** The original language that included the terms FY2024, should be removed from the local priority group population statement, allowing the remaining information (and priority group) to remain unchanged.

WSA **recommends approval** of the **revision** of the policy outlined below:

- **CCS 11 Ch 8: Maintenance of a Waiting List and Board Priority Groups: *Removed FY2024***

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**Next Steps:**

- Move this policy revision forward to obtain approval of change from full board.

**Attachment:** Policies with updates/revisions (CCS 11 C8)

- ✓ **CCS 11 C8:** Maintenance of a Waiting List and Board Priority Groups: **Removed FY 2024**



## MEMORANDUM

**To:** Early Care & Education Committee  
**From:** Adrian Lopez, CEO  
**Presented By:** Jessica Villarreal, Director of Child Care  
**Date:** October 4, 2024  
**Subject:** Childcare Performance Briefing

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### Summary:

This is a briefing to the Early Care & Education Committee on childcare performance for FY2024.

WSA works with our childcare contractor as they monitor and process enrollments. WSA maintains ongoing communication with the childcare contractor on TWC's performance goal range of meeting performance at 95 – 105% and to remain within the allocated budget.

For FY2024 Alamo's target units of care was set by TWC at 12,378.

Alamo began the FY in October reflecting 11,227 and with the new budget and target allocations, WSA received an increase of 951 units of care. As a result, childcare staff resumed ramping up enrollments, recently, TWC provided boards additional funding to place children in care, without any change to target.

### Analysis:

- WSA's unofficial YTD average for August shows average enrollments of 12, 690 or 102.52%, which reflects that Alamo has been successful in returning to the meets performance (MP) range. Our Child Care Services team continues to actively enroll to maintain performance range while remaining within the allocated childcare budget.
- Child Care Services team is actively enrolling.

Information collected: 09/25/2024

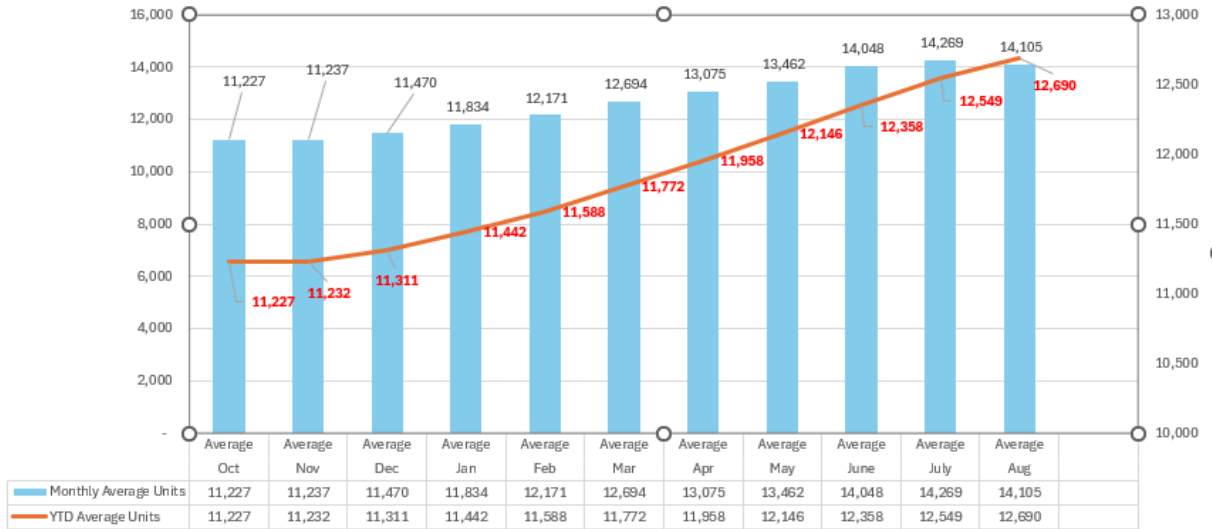
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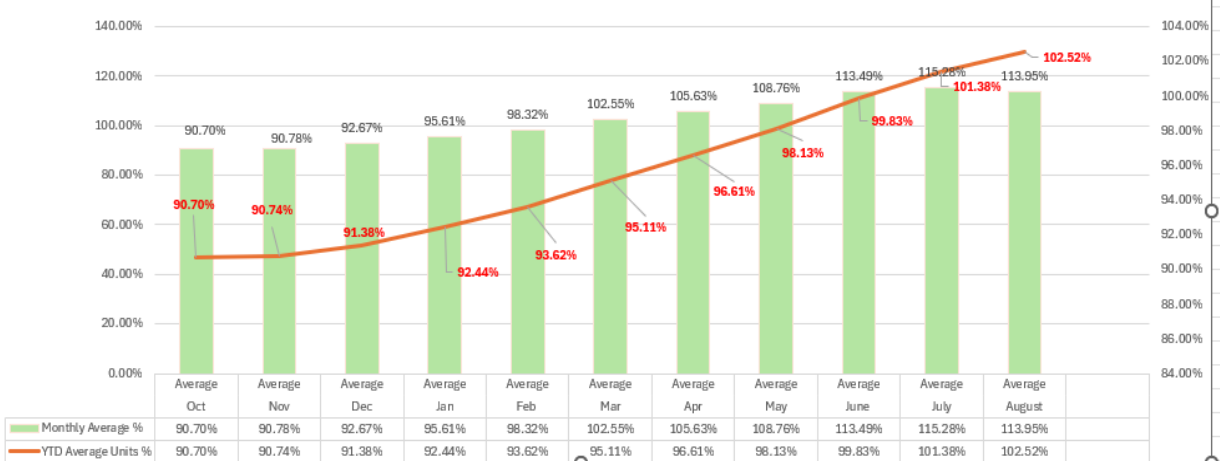
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Average Units Per Month/YTD based on 12,378 Target Units



Average % Per Month/YTD Based on 12,378 Target Units







	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	August
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Monthly Average %	90.70%	90.78%	92.67%	95.61%	98.32%	102.55%	105.63%	108.76%	113.49%	115.28%	113.95%
YTD Average Units %	90.70%	90.74%	91.38%	92.44%	93.62%	95.11%	96.61%	98.13%	99.83%	101.38%	102.52%

	Oct	Nov	December	Jan	Feb	March	Apr	May	June	July	August
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Choices	208	237	227	222	222	230	223	225	218	225	217
Low Income	10,312	10,269	10,465	10,803	11,158	11,668	12,049	12,408	12,979	13,150	12,943
Former DFPS	568	591	634	650	632	622	630	652	661	698	748
Homeless	140	140	144	159	158	175	174	178	190	196	196
Monthly Average Units	11,227	11,237	11,470	11,834	12,171	12,694	13,075	13,462	14,048	14,269	14,105
Monthly % Average	90.70%	90.78%	92.67%	95.61%	98.32%	102.55%	105.63%	108.76%	113.49%	115.28%	113.95%
YTD Average Units	11,227	11,232	11,311	11,442	11,588	11,772	11,958	12,146	12,358	12,549	12,690
YTD % Average	90.70%	90.74%	91.38%	92.44%	93.62%	95.11%	96.61%	98.13%	99.83%	101.38%	102.52%
TWC Target	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378

**Fiscal Impact:**

- Each fiscal year beginning in October, TWC distributes funding and places an annual performance target for each board.
- TWC provides boards with a performance status methodology that is based on the annual target and budget, outlining percentage ranges for 3 performance measures:
  - Meets Performance (MP), Exceeds Performance (+P), and Below Performance (-P)

*CCDF Performance Status Methodology*

Year-to-Date numbers to calculate performance

MP = 95%-105%

+P = 105% or above

-P = <94.99

- Boards who exceed the budgeted amount for enrollments may have negative impact on future funding.
- As a result, WSA closely monitors and carefully balances both the enrollment target as well as the budget allocated to placing children in care to provide childcare to as many families as possible while remaining in good standing with TWC.

**Recommendation:** N/A

**Next Steps:** Continue to enroll and monitor performance goals and budget allocations, and prepare for FY 2025, to maximize enrollments while remaining within program budget.



## MEMORANDUM

**To:** Early Care & Education Committee

**From:** Adrian Lopez, CEO

**Presented By:** Jessica Villarreal, Director of Child Care

**Date:** October 4, 2024

**Subject:** Texas Rising Star Assessment Update

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**Summary:** The Texas Rising Star program is a quality rating and improvement system (QRIS) for child care programs participating in the Texas Workforce Commission's (TWC) Child Care Services program.

Texas Rising Star certification is available to licensed centers and licensed and registered child care home facilities that meet the certification criteria.

The Texas Rising Star program offers three levels of quality certification (Two-Star, Three-Star, and Four-Star) to encourage child care and early learning programs to attain progressively higher levels of quality. These certification levels are tied to graduated enhanced reimbursement rates for children receiving child care scholarships.

Numerous research studies have shown that children who attend higher-quality early learning programs are more prepared for school entry than children who do not attend high-quality programs.

Child care and early learning programs that achieve Texas Rising Star certification, offering quality care that exceeds the Texas Health and Human Services Commission (HHSC) Child Care Regulation (CCR) minimum standards, are in a better position to positively affect the physical, social-emotional, and cognitive development of children. As programs advance through the levels of Texas Rising Star certification, they are increasingly able to positively affect the development of the children they serve daily.

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[communications@wsalamo.org](mailto:communications@wsalamo.org)

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**Analysis:**

Alamo has 15 mentors, actively working with our centers.

As of 09/25/2024, Alamo board reflected a total of 279 Early Learning Programs certified as Texas Rising Star. Alamo has 171 Early Learning Programs certified as 4 Star, 96 certified as 3 Star, and 12 certified as 2 Star. As of 9/25/2024, the percentage of TRS Programs to *sum of CCS* programs is 46 %, (51% is percentage for Bexar, and 33 % percentage of Rural). TRS mentors and boards continue to participate in meetings with the Centralizing Assessment Entity to understand the new processes and responsibilities assigned to TRS mentors/assessors, boards, and the Centralizing Assessment Entity.

The total number of providers who have agreements to provide scholarships continues to fluctuate. As of September 25th, we have 597 Centers with an active agreement to provide scholarships for children. This total includes Licensed Centers, Licensed Child Care Homes, Military, Registered Child Care Homes, and Relative Care Listed Homes. *\*\* Relative Care is not included for TRS percentages/numbers\*\**

**Data as of 09/25/2024**

Centers awaiting NEW certification	164
Number of 4* to date	171
Number of 3* to date	96
Number of 2* to date	12
# Of Accredited Centers	65
# Of Non-Accredited Centers	214
# Of Military Centers: included in accredited total	7

**Data below as of 09/25/2024**

*Note for Programs Section Below: Includes Licensed Center, Licensed Home, Registered Home, Listed, and Military. Military does not show up on the HHSC CCL Data list – needed to add in.*

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	849	467	236	51%
Rural Early Learning Programs	311	130	43	33%
Total	1160	597	279	46%



**Alternatives:** N/A

**Fiscal Impact:** N/A

**Recommendation:** N/A

**Next Steps:** WSA will continue monitoring the assessment preparation and program's application submissions. Assessments & Scheduling of assessments are completed by the Centralizing Assessment Entity, following TWC guidance and processes.

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## MEMORANDUM

**To:** Child Care Committee

**From:** Adrian Lopez, C.E.O.

**Presented by** Jessica Villarreal, Director of Child Care

**Date:** October 4, 2024

**Subject:** Child Care Quality Areas of Focus for 2025

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**Summary:** This is a briefing to the Child Care Committee on the Child Care Quality Areas of focus plans for FY 25, which will cover October 1, 2024 – September 30, 2025.

Each FY boards are required to submit an annual plan to TWC describing how the board intends to expend the current fiscal year’s CCQ funds. WSA allocates funding based on TWC guidelines and stakeholder feedback and discussions. WSA will continue to monitor and adjust as needed.

**Analysis:** Boards must designate all estimated expenditures using the following seven categories:

### Federally Allowable uses for Child Care Quality Funds

1. **Training and Professional Development**, which includes costs associated with any training (not including infant- and toddler-specific training), professional development, and/or postsecondary education opportunities provided to child care provider staff
  - **CQF Activity: Training and Professional Development**, which includes any costs associated with activities that are specific to substitute pay/reimbursement to support child care provider staff attending school or training during work hours

**Note:** Activities funded must be demonstrably responsive to child care providers’ specific needs as validated by data collection and/or consultation with the local child care committee or other representative child care stakeholders.

2. **Texas Rising Star**, which includes any costs associated with Texas Rising Star recognition, maintenance, and mentor staff
  - **CQF Activity: Texas Rising Star**, which includes any costs associated with activities specific to:
    - tiered monetary incentives for programs (Entry Level and certified programs) to purchase equipment, provide a wage or hiring bonus, or both;
    - comprehensive curriculum support, which requires any curriculum purchased for a child care provider to be accompanied by overarching training and support and be aligned with the local school district/charter if the provider is participating in a Prekindergarten partnership; and
    - materials and supplies based on the provider's specific needs as validated by data collection and/or consultation with the local child care committee or other representative child care stakeholders (excluding playground equipment, shade structures, cameras or other security equipment, and smart boards).
3. **Infant and Toddler Activities**, which includes any costs associated with specifically addressing infant and toddler program establishment or expansion, infant- and toddler-specific professional development, early intervention partnerships, and infant and toddler materials
  - **CQF Activity: Infant and Toddler Activities**, which includes any costs associated with activities that are specific to:
    - providing infant/toddler mental health consultations; and
    - supply building (opening new classrooms to serve infants and toddlers by offering materials or a monetary stipend per slot).
4. **Health and Safety**, which includes any costs associated with assisting early learning programs in maintaining child care licensing compliance or providing high-quality health and safety provisions that do not include activities specific to infants and toddlers
5. **Evaluation**, which includes any costs associated with purchasing assessment tools that measure effective practices for child development, training staff to implement the tools, and/or conducting formal evaluation studies of quality efforts, which requires the submission of an evaluation report to TWC
6. **National Accreditation Support**, which includes any costs associated with helping early learning programs obtain or maintain national accreditation (for example, fees and materials)

- **CQF Activity: National Accreditation**, which includes any costs associated with activities specific to payment or reimbursement of initial application and renewal fees.

7. **Other Allowable Activities**, which are limited to costs for the following:

- Shared Services
- Prekindergarten partnerships
- Child care and early learning mental health supports (such as infant and early childhood mental health consultation or child care staff wellness resources)  
**Note:** Training activities that focus on mental health should be reported under “Training and Professional Development.”
- Supply building activities, including:
  - ✓ capacity expansion grants, stipends, or resources for existing providers to increase capacity (either total or for a target population, such as infants, children with disabilities, or children enrolled in the Child Care Services program); and
  - ✓ wage supports for child care staff, such as recruitment and retention bonuses or wage supplements.

**Note:** Bonuses or stipends that are tied to new educational attainment must be reported under “Training and Professional Development.”

- **CQF Activity: Other Allowable Activities**, which includes any costs associated with activities specific to:
  - wage supplements or stipends for child care workers; and
  - supply building incentives or materials for new or current providers who offer nontraditional hour child care or serve children in underserved areas (such as child care deserts), and/or vulnerable populations, such as infants and toddlers, children with disabilities, and English-language learners.

**Fiscal Impact: TBD: preliminary: \$ 6,051,294.00**

**Recommendation: WSA staff will await finalization of the Child Care quality contract and a complete analysis of the TRS Needs Assessment Survey sent to all CCS providers.**

The finalization of the CCQ contract, as well as the analysis of the TRS Needs Assessment Survey, will provide insight and guidance on the plans for investments to be made to support the Child Care Quality (CCQ) programs for FY25. WSA will monitor the plan and adjust should priorities change.

**Next Steps:**

- The Child Care Quality Plan will be implemented when CCQ contract is finalized.
- WSA will analyze the results and feedback from the Texas Rising Star Needs assessment survey to determine what the stakeholders' needs are.
- WSA will continue to meet and collaborate with ECE organizations & stakeholders to maintain awareness of the needs of the ECE community.
- Quality funding and initiatives will continue to be allocated according to TWC guidelines.
- WSA will share the proposed FY25 CCQ expenditure plan at the next Early Care Committee meeting.