



# SAN ANTONIO SHARED SERVICES ALLIANCE

# STRATEGIC GOAL: STRENGTHEN SAN ANTONIO’S EARLY LEARNING INFRASTRUCTURE TO CREATE AN EQUITABLE, AFFORDABLE, HIGH-QUALITY EARLY LEARNING AND CARE SYSTEM FOR YOUNG CHILDREN.



## Measures of Success:

- Over 50% of San Antonio child care providers accepting subsidies are rated as high-quality (4 Star TRS or nationally accredited)
- Over 50% of San Antonio child care providers accepting subsidies pay full-time teachers at least \$15/hr

<b>Supporting Goal 2A</b>	Increase the number of subsidy-accepting child care providers in the TRS system
<b>Supporting Goal 2B</b>	Increase the number of subsidy-accepting child care providers with sound business plans that include a path to living wages for full-time employees

# SAN ANTONIO SHARED SERVICE ALLIANCE FOCUS



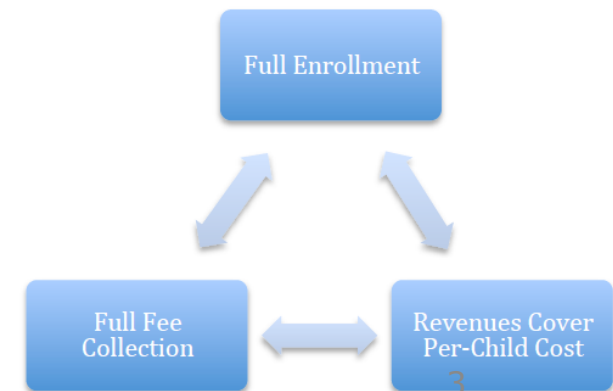
## **Job-Embedded Professional Development:**

- Classroom observation and coaching
- Reflective supervision
- Child/family supports
- Instructive Leadership
- Child development expertise

## **Reflective administration:**

- Data-driven leadership
- Automate
- Track "Iron Triangle" data
- Reporting
- Regulatory compliance
- Fee collection

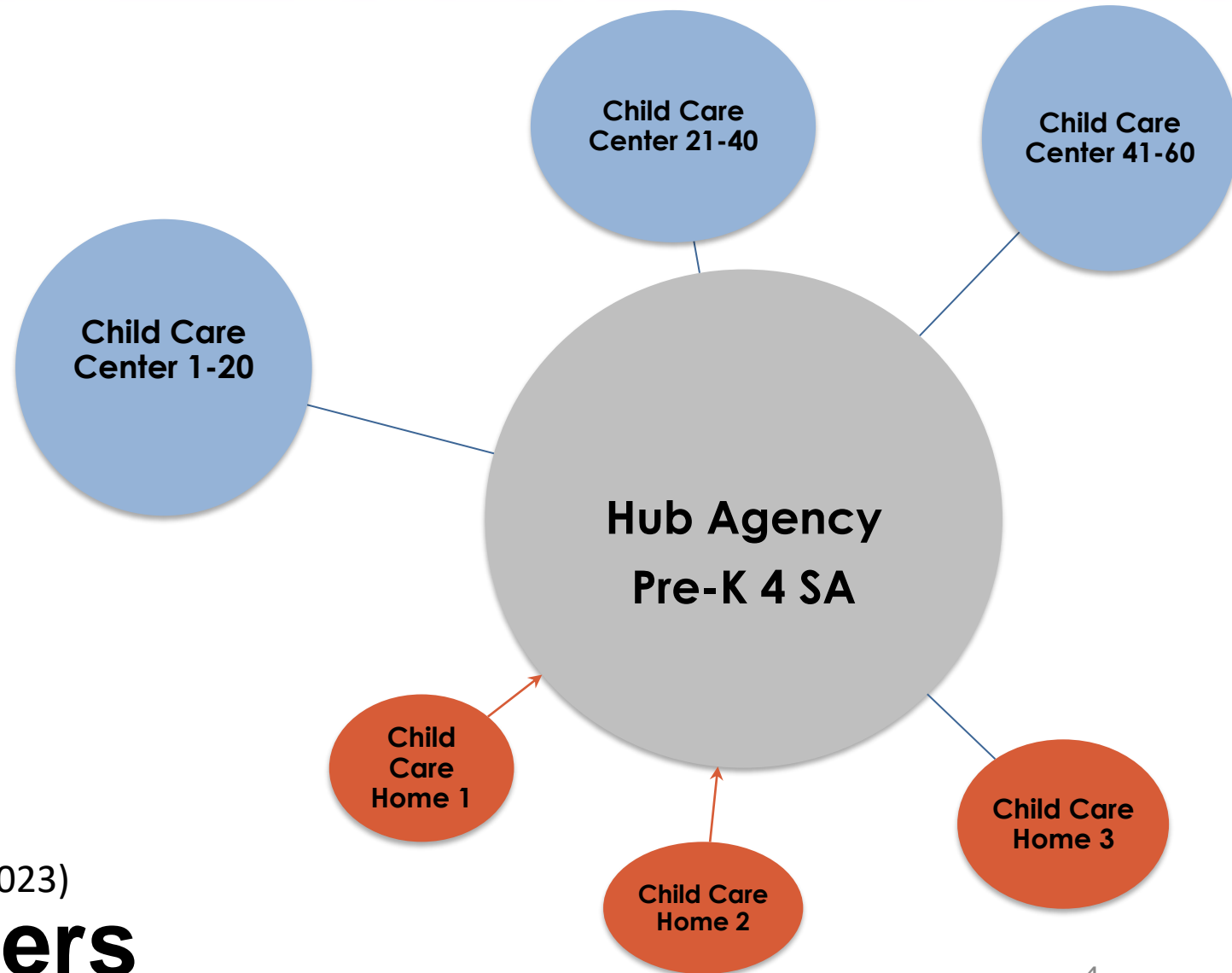
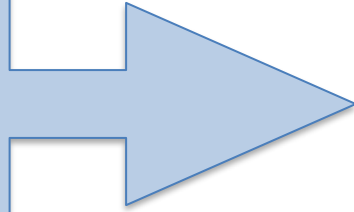
## **Iron Triangle**



# SHARED SERVICES

## Shared Services:

Develop/monitor budgets  
Enrollment  
Billing  
Payroll  
Professional Learning  
USDA Food Program  
Human Resources  
Fundraising  
Technology  
Volunteers  
Maintenance  
Quality Control: training  
And more



Current      New      Total (2022-2023)  
**17 + 43 = 60 providers**

# CHARACTERISTICS OF ALLIANCE MEMBERS

- ✓ Accept children on the subsidy program
- ✓ Work towards Texas Rising Star- 4 star
- ✓ Have a desire to pay teachers higher wages, once you realize and sustain cost-savings



# SAN ANTONIO SHARED SERVICE ALLIANCE GOALS

1. **Improve** quality of early care education by working towards TRS 4 star rating for each center.
2. **Attract, support, and maintain** staff by providing adequate wages, benefits and embedded professional learning.
3. **Develop** network of early care education centers to collaborate, leverage funds and services, and align outcomes to increase quality.
4. **Improve** financial stability of centers to create affordable, accessible and sustainable early care education options for the community.
5. **Support** all children in Bexar County in being curious learners progressing towards their full potential.

# SERVICES CURRENTLY PROVIDED

## Improve Quality

- CDA Programs & T4T Program
- PL Coaching with pathway towards Texas Rising Star rating
- CLASS & Coordinated Professional Learning
- Instructional Support
- CHEF
- OLE

## Maintain Staff

- Hiring Support
- Director's Series
- Substitute Pool

## Develop Network

- Communities of Practice Sessions
- Shared Services Advisory Council

## Improve Financial Sustainability

- Automation Software (Procare)
- Marketing Workshops
- Business Coaching
- Business Professional Learning Series
- Data Collection

Goals	Year 1	Year 2 (+ Yr1 Services)	Year 3 (+ Yr1 & Yr 2 Services)	Year 4 & 5
	<div>BUILD</div> <div>GROW</div> <div>SUSTAIN</div>			
<div>Improve Quality</div> <div>(Texas Rising Star certification)</div>	<ul style="list-style-type: none"> <li>CQI Curriculum</li> <li>CDA Programs</li> <li>T4T Program</li> </ul>	<ul style="list-style-type: none"> <li>Instructional Support &amp; Assessment</li> <li>Submit TRS Letter of Intent</li> <li>Maintenance Support</li> </ul>	<ul style="list-style-type: none"> <li>CHEF</li> <li>OLE!</li> <li>CLASS + Coordinated PL</li> <li>Advanced Assessment</li> <li>Attain TRS 3/4 Stars</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable, High Quality Programming</li> <li>Sustainable Financing</li> <li>Leadership and Mentorship Roles</li> <li>Advocacy Efforts</li> <li>Invoice</li> </ul>
<div>Maintain Staff</div> <div>(Sustainability)</div>	<ul style="list-style-type: none"> <li>Hiring Support</li> <li>Recruitment &amp; Outreach</li> <li>Director’s Series Part I</li> <li>Substitute Pool</li> <li>HQ PL</li> </ul>	<ul style="list-style-type: none"> <li>Teacher Compensation Review</li> <li>Director’s Series Part II</li> </ul>	<ul style="list-style-type: none"> <li>Equitable Teacher Salary Scale</li> <li>Director’s Series Part III</li> </ul>	
<div>Develop Network</div> <div>(Economies of Scale)</div>	<ul style="list-style-type: none"> <li>Advisory Council</li> <li>Communities of Practice</li> <li>Bulk Purchasing</li> </ul>	<ul style="list-style-type: none"> <li>Communities of Practice Yr 2’s with Mentors</li> <li>Bulk Purchasing of Goods/Services</li> </ul>	<ul style="list-style-type: none"> <li>Mentor Program</li> <li>Communities of Practice Yr 3’s</li> <li>Bulk Purchasing of Goods/Services</li> </ul>	
<div>Improve Financial Stability</div> <div>(Profitability)</div>	<ul style="list-style-type: none"> <li>Provider Needs Survey</li> <li>Automation Software</li> <li>Fundamentals of COMMS/MKTG</li> <li>Business Coaching</li> <li>Business PL Series I</li> <li>Data Collection (Iron Triangle)</li> <li>Invoice</li> </ul>	<ul style="list-style-type: none"> <li>Financial Consulting Support</li> <li>COMMS/MKTG Services II</li> <li>Business PL Series II</li> <li>Data Utilization</li> <li>Invoice</li> </ul>	<ul style="list-style-type: none"> <li>Financial Consulting Support</li> <li>COMMS/MKTG Services III</li> <li>Business PL Series III</li> <li>Sustainable Business Plan</li> <li>Invoice</li> </ul>	
<div>Support for Children</div> <div>(High Quality Programming)</div>	<ul style="list-style-type: none"> <li>CLASS + Coordinated PL <ul style="list-style-type: none"> <li>Environments</li> <li>Adult/Child Interactions</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Curriculum Implementation and Supports</li> <li>Student Assessments</li> <li>Instructional Coaching</li> <li>CLASS + Coordinated PL</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum Implementation and Supports</li> <li>Student Assessments</li> <li>Instructional Coaching</li> <li>CLASS + Coordinated PL</li> </ul>	

# TEXAS WORKFORCE COMMISSION GRANT AWARD

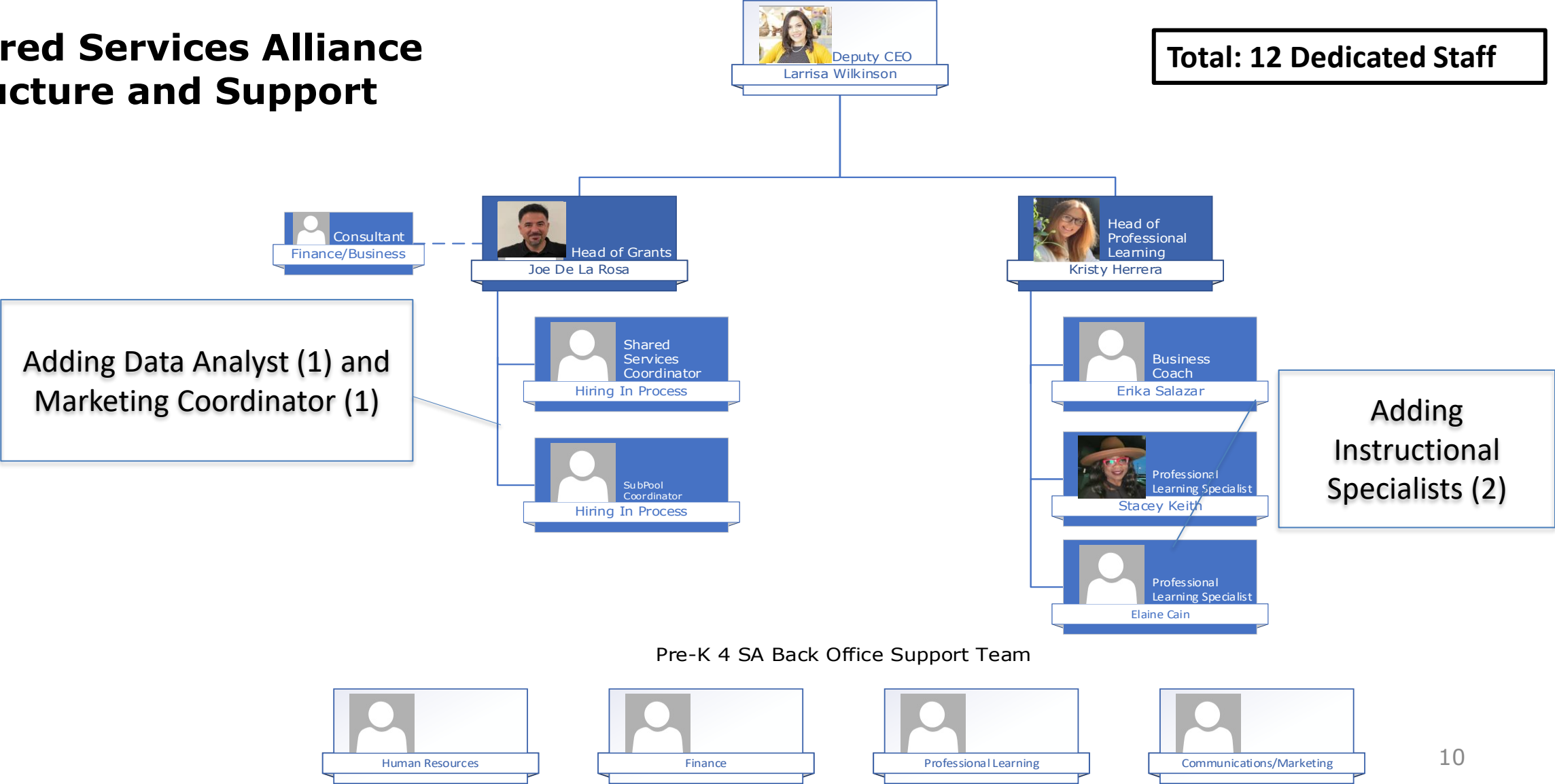
- **\$1,498,544.00** to develop and expand Shared Services Alliance
- Expand existing alliance:
  - Add more services
  - Add new childcare providers
  - Expand services and providers in new geographical area



# SHARED SERVICES ALLIANCE TEAM

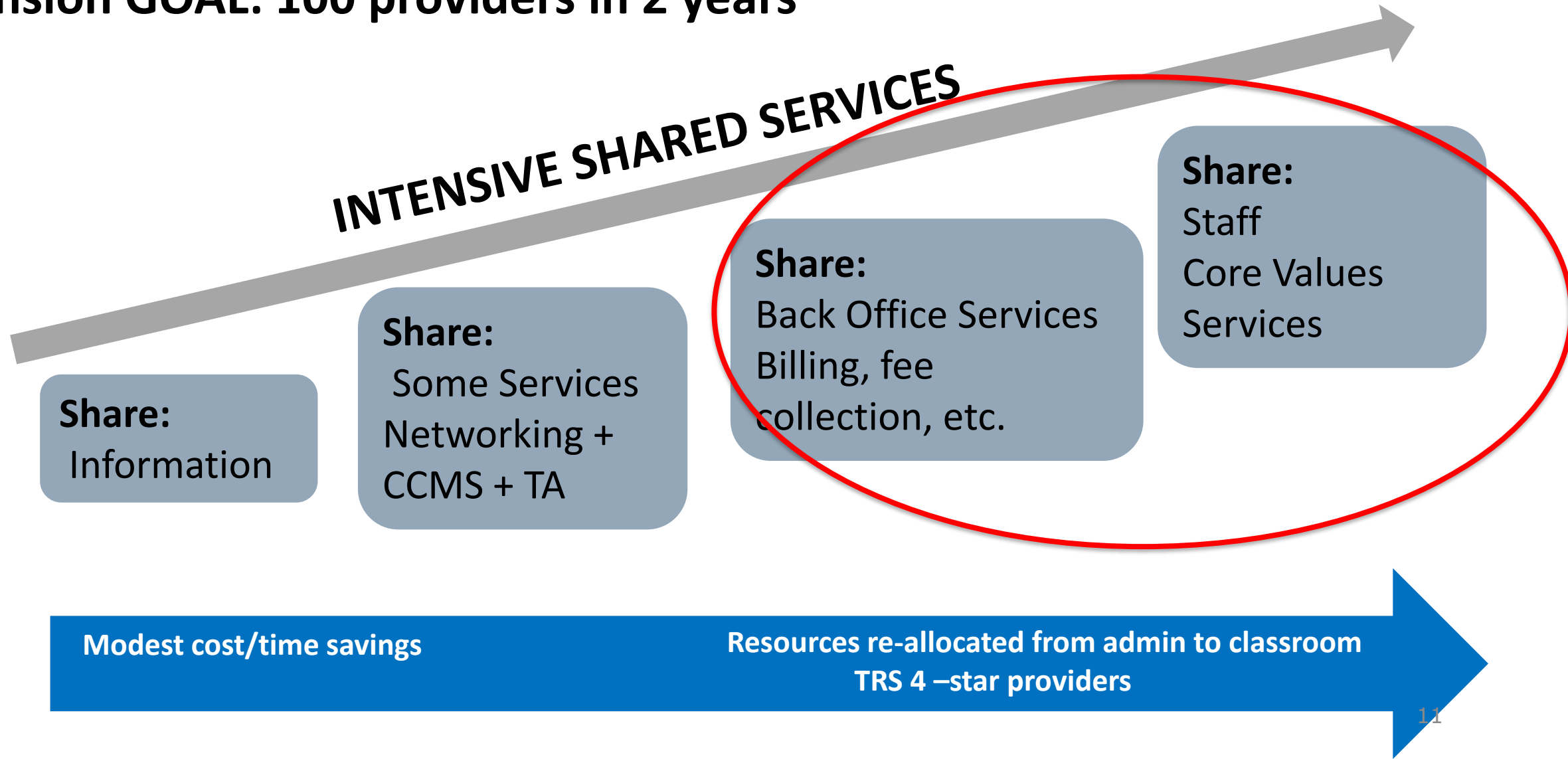
## Shared Services Alliance Structure and Support

Total: 12 Dedicated Staff



# EXPANDING SHARED SERVICES 2022 - 2024

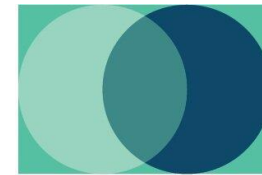
**Expansion GOAL: 100 providers in 2 years**



# TWC STATE FUNDED ALLIANCE PARTNERSHIPS

AVANCE<sup>®</sup>

COLLABORATIVE  
*for* **CHILDREN**

A circular logo composed of five colored segments (blue, green, teal, yellow, and light blue) arranged in a ring around a central white star.

Opportunities  
Exchange

# BOARD OF DIRECTORS REQUEST

Pre-K 4 SA staff recommends the Board approve to ratify submission of a grant application to the Texas Workforce Commission to support the expansion of the Shared Services Alliance and the number of child development centers served, and to accept grant funds in the amount of **\$1,498,544.00** for a term of **June 20, 2022 to May 31, 2024**.



# Questions?