# Texas Rising Star Four Year Review 2023

*State Workgroup Meeting – August 24, 2023*

Texas Workforce Commission

Texas Rising Star

# Agenda

- Materials Review
- Overview
  - Goal
  - Timeline
  - Inputs
- Review and Consider Summary of Input
  - Identify areas of consensus
  - Identify areas for further discussion and research
- Next Steps

# Materials Review

Binder
- ➤ Workgroup Information
- ➤ Meeting Information
- ➤ Texas Rising Star Guidelines
- ➤ Child Care Rule
- ➤ Texas Rising Star Forms and Documents
- ➤ Supporting Resources

Table Supplies: Use as needed to support organization and note-taking

# Timeline

❖ July and August 2023 – conducted Regional Focus Group meeting

❖ August 24, 2023 – 1st State Workgroup meeting

❖ September – October 2023 – bi-weekly conference calls *(as needed)*

❖ November 9, 2023 – 2nd State Workgroup meeting

❖ November – December 2023 – bi-weekly conference calls *(as needed)*

❖ January – February 2024 – drafting of recommendations *(email reviews as needed)*

❖ March – April 2024 – Public Stakeholder Meetings

❖ June 2024 – Commission Approval *(and drafted Proposed Rules)*

❖ **November 2024 – Effective Date**

# Regional Focus Groups

| Board | Date | Total Attended | Modality |
|---|---|---|---|
| Cameron | 7/26/2023 | 16 stakeholders | in-person |
| Central Texas | 7/26/2023 | 6 stakeholders | in-person |
| Lower Rio | 7/26/2023 | 16 stakeholders | in-person |
| Alamo | 8/3/2023 | 16 stakeholders | hybrid |
| Northeast | 8/4/2023 & 8/11/2023 | 14 stakeholders | hybrid |
| Rural Capital | 8/5/2023 | 12 stakeholders | hybrid |
| Gulf Coast | 8/8/2023 | 21 stakeholders | in-person |
| West Central | 8/8/2023 | 11 stakeholders | hybrid |
| North Central | 8/8/2023 | 8 stakeholders | hybrid |
| Texoma | 8/9/2023 | 6 stakeholders | hybrid |
| Tarrant | 8/11/2023 | 13 stakeholders | hybrid |
| Coastal Bend | 8/11/2023 | 18 stakeholders | in-person |
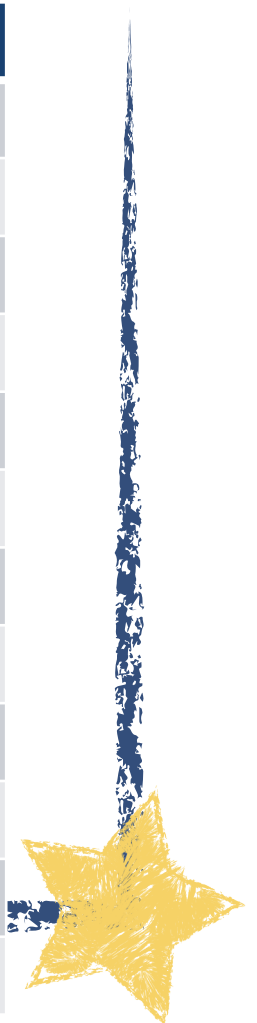
# Issues for Consideration

- Screening Processes

- Categorical Measures and Scoring Protocols

- General Protocols and Processes

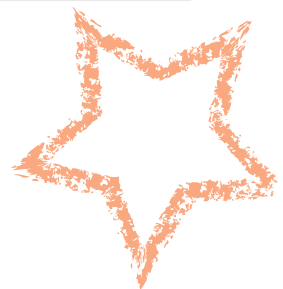Lens for considering Specialty Programs (non-traditional care, home-based, school-age only, etc.)

**What should we consider to support high-quality?**

# Attachment 1: Screening Form

| Consideration | Agree | Comments |
|---|---|---|
| • Increase Required Screening Frequencies from Quarterly to Monthly | 50% | • Some Boards already do this<br>• Would be workload for Central Assessor Entity<br>• Allows for impact to be in place sooner<br>• Feels too watchful<br>• Require mentors to unofficially check monthly |
| • Remove or revise Probation B impact of total high/medium-high deficiencies | 58% | • Several proposed thresholds (25, 50, 60) or revisions to totals (6-10, 7-10)<br>• Removal or revision may reduce quality and allow programs too much leeway with licensing compliance<br>• Revising can support consistency |
| • Clarify Rule language §809.132(e) and (f) to ease regaining of status | 83% | • Feels less impactful and makes rules easier to understand<br>• Revising might lower the expectation standard |

- Add or Revise deficiencies on the Screening forms

# Screening Form Proposal 1

| Consideration | Agree | Comments |
|---|---|---|
| • Increase Required Screening Frequencies from Quarterly to Monthly | 50% | • Some Boards already do this<br>• Would be workload for Central Assessor Entity<br>• Allows for impact to be in place sooner<br>• Feels too watchful<br>• Require mentors to unofficially check monthly |

Current process:

- Assessor to screen every quarter for compliance
- Automated within Engage
- Impact is imposed upon discovery, even if citation was from 2-3 months ago
- Impacts Notice Form is completed and shared with program and mentor

# Screening Form Proposal 2

| Consideration | Agree | Comments |
|---|---|---|
| • Remove or revise Probation B impact of total high/medium-high deficiencies | 58% | • Several proposed thresholds (25, 50, 60) or revisions to totals (6-10, 7-10)<br>• Removal or revision may reduce quality and allow programs too much leeway with licensing compliance<br>• Revising can support consistency |

Current Process:

- Certified programs who obtain between 10-14 High and/or Medium-High CCR deficiencies are placed on a 6-month Probation B

- This includes ANY High and/or Medium-High weighted deficiencies not just those specified on the screening forms

When considering the Entry Level points system, this equates to:

| Total deficiencies | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|
| Medium-High (3 pts) | 30 | 33 | 36 | 39 | 42 | 45 |
| High (5 pts) | 50 | 55 | 60 | 65 | 70 | 75 |

# Screening Form Proposal 3

| Consideration | Agree | Comments |
|---|---|---|
| • Clarify Rule language §809.132(e) and (f) to ease regaining of status | 83% | • Feels less impactful and makes rules easier to understand<br>• Revising might lower the expectation standard |

Current Process

- Programs who drop a star-level or placed on suspension due to screening form impacts can be removed from that impact if within the 6-month impact they have not been cited for:
  - Any specified star-level drop deficiency,
  - Any specified Probation A deficiency, or
  - Any High or Medium-High deficiency
- Thus if a program received ANY High or Medium-High deficiency within their 6-month impact they could not be reinstated.
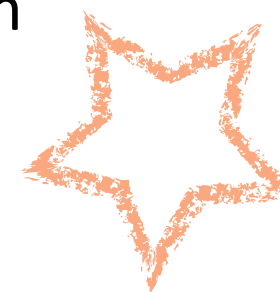
# Screening Form – Additional Considerations Proposal

- Add deficiency to the Screening forms
  - Centers
    - [Child Caregiver Ratios 746.1601](#)
- Revise deficiency on Screening forms
  - Centers
    - [746.1003 Director's responsibilities](#) to indicate 1, 3, 4 and 5 only (remove 2 and 6)

# Workgroup Considerations - Screening

Any other Screening Form considerations to propose?

# Attachment 2: Categorical Measures

| Consideration | Agree | Comments |
|---|---|---|
| • Allow staff that are hired/contracted through a substitute pool agency to be considered N/A for the Orientation and Training Plan/Hours measures | 58% | • Require the Agency to complete Texas Rising Star Orientation and/or have these documents<br>• Use of approved, vetted agencies<br>• Require contracted subs to meet the measures |
| • Revise the Center Staff Qualifications (excluding the director) to include any full-time staff employed at the program or to include all staff employed at the program regardless of full-time status | 50% | • May benefit larger programs but impact smaller ones<br>• Part-time staff may not be invested in education<br>• Focus only on staff who are in the classrooms; thus could allow other staff that support the classrooms for a specified % of the day |
| • Split the Training Plan/Hours measures into two<br>　• one that measures compliance with staff training plans being created<br>　• one that measures compliance with annual training hours being earned | 67% | • Same impact regardless if one measure or two<br>• Help clarify expectations for programs<br>• Revise the measure for training hours to include instructor-led vs. self-led training requirements |
| • For education qualifications, allow a Montessori Teaching Credential to be an allowable certification for credit | 100% | • What are the credential requirements/length of time to achieve?<br>• If allowed for Montessori, must allow for others.<br>• Specify which credential counts. |
| • Modify the scoring criteria for P-ILE-05 to have prescribed number and percentage of real items across centers | 83% | • Too focused on numbers and not intent or understanding of importance<br>• Without percentage/number may not be scored consistently<br>• Programs want to know the specific expectation |

# Category 1: Director/Staff Qualifications & Training Proposal 1

| Measure Affected | Proposed Change | Agree | Concerns |
|---|---|---|---|
| **S-COTQ-01 Orientation**<br>**S-COTQ-03 Center Staff Training**<br>**S-COTQ-04 SAP Staff Training**<br>**S-COTQ-05 SAP parttime Training**<br>**S-COTQ-08 Home Staff Training** | Allow staff that are hired through a substitute pool agency to be considered N/A for the identified measures | 58% | • Require the Agency to complete Texas Rising Star Orientation and/or have these documents<br>• Use of approved, vetted agencies<br>• Require contracted subs to meet the measures |

- No current process in place to formal document Texas Rising Star training or orientation requirements.

- Alamo area has 3 agencies like this.

- CCR confirms that the agency would be required to meet background check and pre-service/annual training requirements and program would provide their orientation upon arrival.

# Category 1: Director/Staff Qualifications & Training Proposal 2

| Measure Affected | Proposed Change | Agree | Concerns |
|---|---|---|---|
| **P-CQT-01 Center Staff Qualifications** | Revise the Center Staff Qualifications (excluding the director) to include any full-time staff employed at the program or to include all staff employed at the program regardless of full-time status | 50% | • May benefit larger programs but impact smaller ones<br>• Part-time staff may not be invested in education<br>• Focus only on staff who are in the classrooms; thus could allow other staff that support the classrooms for a specified % of the day |

Current process:

- Only consider those full-time teaching staff*.

- A percentage is calculated based on the total full-time teaching staff * who hold one of the qualifying credentials

*for those with part-time programs or part-time staff that are considered primary caregivers they are counted*

# Category 1: Director/Staff Qualifications & Training Proposal 3

| Measure Affected | Proposed Change | Agree | Concerns |
|---|---|---|---|
| S-COTQ-03 Center Staff Training<br>S-DQT-04 Center Director Training<br>S-DQT-03 SAP Director Training<br>S-COTQ-04 SAP Staff Training<br>S-COTQ-05 SAP part-time Training<br>S-COTQ-07 and 08 Home Staff Training | Split these measures into two<br>• one that measures compliance with staff training plans being created<br>• one that measures compliance with annual training hours being earned | 67% | • Same impact regardless if one measure or two<br>• Help clarify expectations for programs<br>• Revise the measure for training hours to include instructor-led vs. self-led training requirements |

Current Process:

To be marked met, the program must show evidence that all staff (employed more than 90 days) has a current training plan, and all staff obtained 30 training hours annually (within the previous or current training year), with an N/A for programs seeking Initial certification.

History:

• Both requirements were combined during the 2019 revisions to minimize the number of measures; however the need for specific clarification of allowances and inability to capture unique data is hindered.

# Category 1: Director/Staff Qualifications & Training Proposal 4

| Measure Affected | Proposed Change | Agree | Concerns |
|---|---|---|---|
| **Director Education measures: P-DEQT-01; -02; -03 Staff Education measures: P-CQT-01 and -02** | Allow a Montessori Credential to be an allowable certification for credit | 100% | • What are the credential requirements/length of time to achieve? • If allowed for Montessori, must allow for others. • Specify which credential counts. |

Current Process:

This credential is not recognized as an education credential qualifier for the measures denoted.

Research:

- Can be certified as Infant and Toddler (birth to 3 years) OR Early Childhood (2.5 years – 6 years).

- 1,200 coursework hours and one-year practicum

- Valid for 5 years

- Complete 50 training hours every 5 years to remain active

**Lunch Break**

# Category 1: Director/Staff Qualifications & Training Proposal 5

- REVISE Staff Qualifications (P-CQT-01, P-DEQT-01, and P-DEQT-02) to recognize Texas School Ready certification or completion
  - Similar to Montessori Teaching Credential, not considered as an education qualifier for staff
  - 3 years of training and support
    - 42.5-44 course hours (self-instructional) and 56-74 facilitated hours (group sessions) covering Core Competencies 1, 2, 3, 4, 5, and 9
    - 60-70 hours of coaching *(coaching is tightly-linked to the professional development schedule and based on in-class observations and goal-setting determined by the teacher and coach)*
    - (3) 2-hour observations (BOY, MOY, and EOY)

# Category 2: Teacher-Child Interactions

**No TWC proposed considerations**

**Additional Consideration**

- **REVISE** SCR sub-category to include the Infant age group

**Current Process:**

These 8 measures are excluded for the Infant age group (0-17 months)

# Category 3: Program Administration

**No TWC proposed considerations**

## Additional Considerations

- **REVISE** *S-FE-01 Parent Policies*
  - Current Process: Program is required to have policies/procedures for each of the specified topics and those policies are reviewed/revised (as applicable) annually.

- **REVISE** *P-PM-05 (assessment tools)* to be a required (met/not met) measure
  - Current Process: Programs are scored 0-3 points based on which type of child assessments are conducted across applicable age groups served.

# Category 4: Indoor/Outdoor Learning Environment Proposal 1

| Measure | Proposed Change | Agree | Concerns |
|---|---|---|---|
| P-ILE-05 Real Items | Modify the scoring criteria to have prescribed number and percentage of items across centers | 83% | • Too focused on numbers and not intent or understanding of importance<br>• Without percentage/number may not be scored consistently<br>• Programs want to know the specific expectation |

Current Process

- TSM gives assessors/mentors guidance; it is not specific for each scoring criteria.

- Mentors can provide programs with a list of real items for each classroom center and includes infant real items.
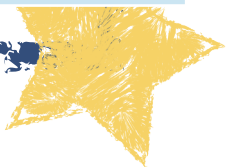
# Workgroup Considerations – Category or Measures

Any other Category or measure considerations to propose?

# Attachment 3: Processes/Procedures

| Consideration | Agree | Comments |
|---|---|---|
| • Facility Change protocol revised to allow the certified program to remain certified during the initial permit, which results in revising Rule 809.131.a.1 regarding eligibility requirements | 100% | • Helpful and positive change.<br>• Allow for this situation but do not change eligibility requirements.<br>• Allow if the program has no CCR issues. |
| • With Legislative change, allow for an additional One-Star level to be added to provide Structural Measure Only Assessments with a 3% enhanced reimbursement/payment rate | 58% | • Motivation for quality and stepping stone to higher levels.<br>• Propose required movement from One-Star within 1 year.<br>• Defeats purpose of being certified and concern for lowering the standards.<br>• Could we consider Five-Star rating as well? |
| • Service Improvement Agreements (SIA) are determined based on overall star level dropping at the annual monitoring visit and includes any category that had a drop in scoring | 33% | • Keeps program on track and provides documented, required support.<br>• Can be addressed within CQIP instead. |

# Processes/Procedures Proposal 1

| Consideration | Agree | Comments |
|---|---|---|
| • Facility Change protocol revised to allow the certified program to remain certified during the initial permit, which results in revising Rule 809.131.a.1 regarding eligibility requirements | 100% | • Helpful and positive change.<br>• Allow for this situation but do not change eligibility requirements.<br>• Allow if the program has no CCR issues. |

Current Process:
- Any certified program that has a facility change (split, expansion, move, ownership, or type) must be issued a full, permanent permit from CCR to retain their current star rating and is reassessed (based on the facility type) within 3 months of the change.
- CCR has confirmed that each of these changes can result in a full permit being issued; however the program must meet certain stipulations for the change

Rule requires certified programs (eligibility for certification) to have a full permit.

# Processes/Procedures Proposal 2

| Consideration | Agree | Comments |
|---|---|---|
| • With Legislative change, allow for an additional One-Star level to be added to provide Structural Measure Only Assessments with a 3% enhanced reimbursement/payment rate | 58% | • Motivation for quality and stepping stone to higher levels.<br>• Propose required movement from One-Star within 1 year.<br>• Defeats purpose of being certified and concern for lowering the standards.<br>• Could we consider Five-Star rating as well? |

Current Process:
- Legislative Rule indicates 3 certification levels; to add any more would require legislative change (89th Regular Leg Session, 2025)
- All programs must receive an on-site assessment of all Categories/applicable measures to receive a star rating.
- Boards must pay programs at minimum, an enhanced rate for each star level, at 5%, 7%, and 9% of their regular rate.

# Processes/Procedures Proposal 3

| Consideration | Agree | Comments |
|---|---|---|
| • Service Improvement Agreements (SIA) are determined based on overall star level dropping at the annual monitoring visit and includes any category that had a drop in scoring | 33% | • Keeps program on track and provides documented, required support.<br>• Can be addressed within CQIP instead. |

Current Process:
- SIAs are determined based on overall star level dropping at the annual monitoring visit and only the specific Category(ies) that caused the drop are placed on the SIA.
- Sometimes requires the assessor to mathematically determine which category(ies) caused the overall star level drop.

# Processes and Protocols Additional Considerations

- **REVISE** eligibility requirements: Require all staff to have a TECPDS account
  - Current Process: at minimum, a Center Director account must be made

- **REVISE** Initial Screening Form Protocol: Require a threshold to request certification instead of using the initial screening form
  - Current Process: Programs determined ready for Initial Certification must comply with their facility specific Screening Form, which includes not having specified deficiencies within their most recent 12-month CCR history.

# Workgroup Considerations – Processes & Protocols

Any other process or protocol considerations to propose?

# Attachment 3: Additional Topics

- Alignment with:
  - Non-Traditional Hour Care (specifically only weekend or nighttime care provided)
  - School-Age Only Care (may or may not include summer care)
  - Single Skill Afterschool Care* (i.e., karate or gymnastics)
  - Home-Based Care (registered or licensed)
  - Inclusive Care (Children with Special Needs)

*(*) licensed by CCR*

- Questions asked:
  - Are there measures that are not applicable?
  - How do we account for programs who only provide this type of care?
  - Are there measures to be added to ensure high-quality of care?

# Next Steps

- Dive into specified considerations
- Bi-weekly/monthly calls
  - Mondays, Wednesdays or Thursdays
  - Morning (starting around 10 am or 11 am) or Afternoon (starting around 2 pm or 3pm)
  - Weeks of 9/11, 9/25, 10/9, 10/23, 11/13, 12/4, & 12/18
- Updating the 4YR webpage
- [TRS4YearReview@twc.Texas.gov](mailto:TRS4YearReview@twc.Texas.gov)
- Next in-person will be November 9th from 10:00 AM – 2:00 PM