

Public Meeting

October 24, 2025



T E X A S
EARLY LEARNING
C O U N C I L

Welcome!

Thank you for joining this meeting. We will begin shortly.

Members of the public are still able request to provide oral public comment today by emailing their request to megan.schneider@tea.texas.gov. Please include your name (as it appears in Zoom), email, organization you are representing, and agenda topic being addressed.

Agenda

1. Call to Order
2. August 2025 Minutes Approval
3. Public Comment
4. Texas Early Learning Strategic Plan
5. TELC Operating Procedures Updates
6. Legislative Updates
7. Updates from TELC Members
8. Upcoming Early Childhood Events
9. 2026 Meeting Dates
10. Adjourn

Public Comment

Earlylearningtexas.org has a section called Meetings. This houses all the meeting information for past and upcoming meetings as well as the agenda once it's released. Public agendas are posted a minimum of one week prior to the meeting date, along with instructions for submitting public comment.

- Please provide your name, organization, and the agenda topic you are commenting on for the record.
- Each speaker will be allotted three minutes to provide your public comment. When you hear a chime sound at the two-minute mark, this indicates that you will have one minute remaining to wrap up comments.
- Council members may ask questions after each speaker concludes.



T E X A S
EARLY LEARNING
C O U N C I L

Texas Early Learning Strategic Plan

2024 – 2026



2024-2026 Texas Early Learning Strategic Plan Goals

Family Access, Navigation & Engagement	Goal 1	Families can easily meet their basic needs and access the early learning services, programs, and resources they need, and are meaningfully engaged to provide feedback on services.
Workforce Recruitment, Retention & Support	Goal 2	The early learning workforce is well-paid, trained and supported; can reach and obtain the professional development resources they need throughout their careers; and is large enough to meet Texans' needs.
Local Systems & Partnership Building	Goal 3	Local early learning systems are well-coordinated, appropriately resourced, and successfully support the children and families in their communities.
Integrated Data & System Coordination	Goal 4	State early learning system entities are collaborating to make family- and data-informed decisions to improve services, programs and resources for children and their families.

Strategic Plan Action Status: TELC-Owned Items

In October 2024, the Texas Early Learning Council created a new workgroup to recommend next steps for all actions in the strategic plan assigned to the TELC. The actions fall into three categories:

- 1 - Coordinate with TELC and Early Childhood Interagency Workgroup on next steps**
- 2 - Leverage existing TELC meetings to share family feedback / collaboration**
- 3 - Leverage an existing Texas Early Childhood Professional Development System (TECPDS) project**

Strategic Plan Action Status: TELC-Owned Items

1- Coordinate with TELC and Early Childhood Interagency Workgroup on next steps

#	Action	For Discussion
1.2.6	TELC and Early Childhood Interagency Workgroup (ECIW) will share data, trends and resources regarding current early learning services supply and the increased demand.	<ul style="list-style-type: none"> • Work group members can provide input to ECIDS state planning team • Use workgroup for ongoing input / to tackle areas that are not on ECIDS potential use case list
2.1.3	TELC will develop and publish messaging that elevates the importance of the early learning workers as important members of the workforce and business owners who drive the Texas economy.	<ul style="list-style-type: none"> • TELC members share planned workforce efforts with workgroup to determine opportunities for coordination with existing or planned Council member's organization efforts
2.1.4	TELC will explore forming public/private partnerships to support the workforce through philanthropy and corporate support.	<ul style="list-style-type: none"> • Determine how workgroup can support / lead going forward
2.3.5	TELC will explore how to expand the number of higher education programs for physical, occupational, and speech therapists that educate or train on early childhood service provision.	<ul style="list-style-type: none"> • Workgroup member created a list of early childhood education certificate and degree programs at Texas colleges and universities, to be posted to TECPDS • Determine path forward to encourage internal school collaboration for physical, occupational, and speech therapist training programs with early childhood programs
2.3.7	Building off the DFPS/HHSC HIPPY Home Visiting Program model, TELC will explore parent recruitment for those parents who want to enter the early learning workforce with an emphasis on non-native English speakers.	<ul style="list-style-type: none"> • Pair as a dissemination strategy with 2.1.3

Strategic Plan Action Status: TELC-Owned Items

2- Leverage existing TELC meetings to share family feedback / collaboration

#	Action	For Discussion
1.4.2	ECIW and TELC will share consumer insight and feedback collected across programs to inform family engagement and connection.	<ul style="list-style-type: none"> Work group members could regularly highlight family feedback collected through existing organizational avenues during TELC meetings, through a standing agenda item (e.g. Family and Community Feedback Spotlight) <p>Potential spotlights for council meetings: ECI Family Stories, Lantern (formerly Bright By Text) surveys and community workshops, Parent Advisory Councils at community-based organizations, Head Start, Help Me Grow</p>
1.4.3	Building off DFPS’ family engagement activities, ECIW and TELC will create more opportunities for families to provide feedback on early learning system services, programs, and support.	
1.4.4	ECIW and TELC will elevate family voice by publishing and promoting family feedback and related service improvements and updates through early learning system communications channels.	

Strategic Plan Action Status: TELC-Owned Items

3- Leverage existing Texas Early Childhood Professional Development System (TECPDS) project

#	Action	For Discussion
2.3.5	TELC will contribute to a centralized list of early learning service and program informational fairs that are held across the state and work with TWC to ensure publication on https://earlychildhood.texas.gov/ .	<ul style="list-style-type: none"> Pending further input re: TECPDS ability to house this info
2.3.6	TELC will explore engaging experienced, retired teachers to re-enter the workforce in an expanded range of roles in and outside direct services.	<p>Work group members could provide regular, cross-sector input on related TECPDS efforts:</p> <ul style="list-style-type: none"> Transition of TECPDS to a career hub focused on individuals advancing in their careers and stakeholders supporting the workforce; Part of this work is developing functionality that allows users to explore specific career profiles TECPDS Connect, a social networking feature currently being piloted Plans for future “Find Training” feature on TECPDS; in the interim, will have a static catalogue
2.4.5	TELC will provide support for workforce preparedness and skill by promoting: Existing early learning competencies and skill sets (e.g., Texas Core Competencies for Early Childhood, Texas Home Visiting Core Competencies). Existing everyday leadership and supportive supervision resources to early learning workforce managers and supervisors by current training, coursework, and opportunities (e.g., McCormick Early Childhood Leadership modules available at Texas colleges and universities).	
2.4.7	TELC will identify and promote current training and coursework that provide professional development around behavioral problems, mental health, parent engagement, and inclusivity, leveraging existing inventories.	
2.4.9	TELC will publish, promote, and maintain a list of all statewide early learning conferences and events for providers.	
2.4.10	TELC will leverage current peer-to-peer mentoring programs (e.g., ECI PEER Network, Texas Infant-Toddler Specialist Network) to expand peer mentoring opportunities for the early learning workforce.	

Strategic Plan Action Status: Overall

In the Texas Early Learning Strategic Plan, there are 64 actions across four goals.

Please see the meeting materials for details on the status of each item.

Status of Actions	Count
Completed	8
In Progress	36
Ongoing	12
Not Started	5
Blocked	3



Preliminary: PDG Birth to Five 2025 Updated Needs Assessment

Dorothy J. Mandell

Associate Professor

UTHealth Houston School of Public Health

Dorothy.j.Mandell@uth.tmc.edu

Overview of updates

Will be updated

- Administrative data
- Population Data
- Surveys
 - Workforce*
 - Family

Will not be updated

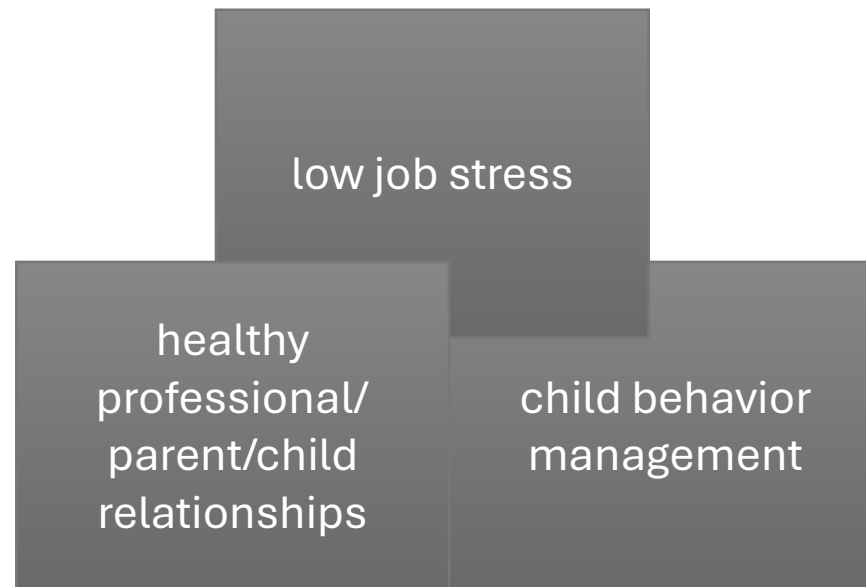
- Qualitative interviews with child care directors
- Surveys with Early Childhood coalitions*
- Qualitative data from families

**Analysis part of Performance Evaluation*

Components of a sustainable early childhood workforce



Components of a sustainable early childhood workforce



Survey Responses by Sector

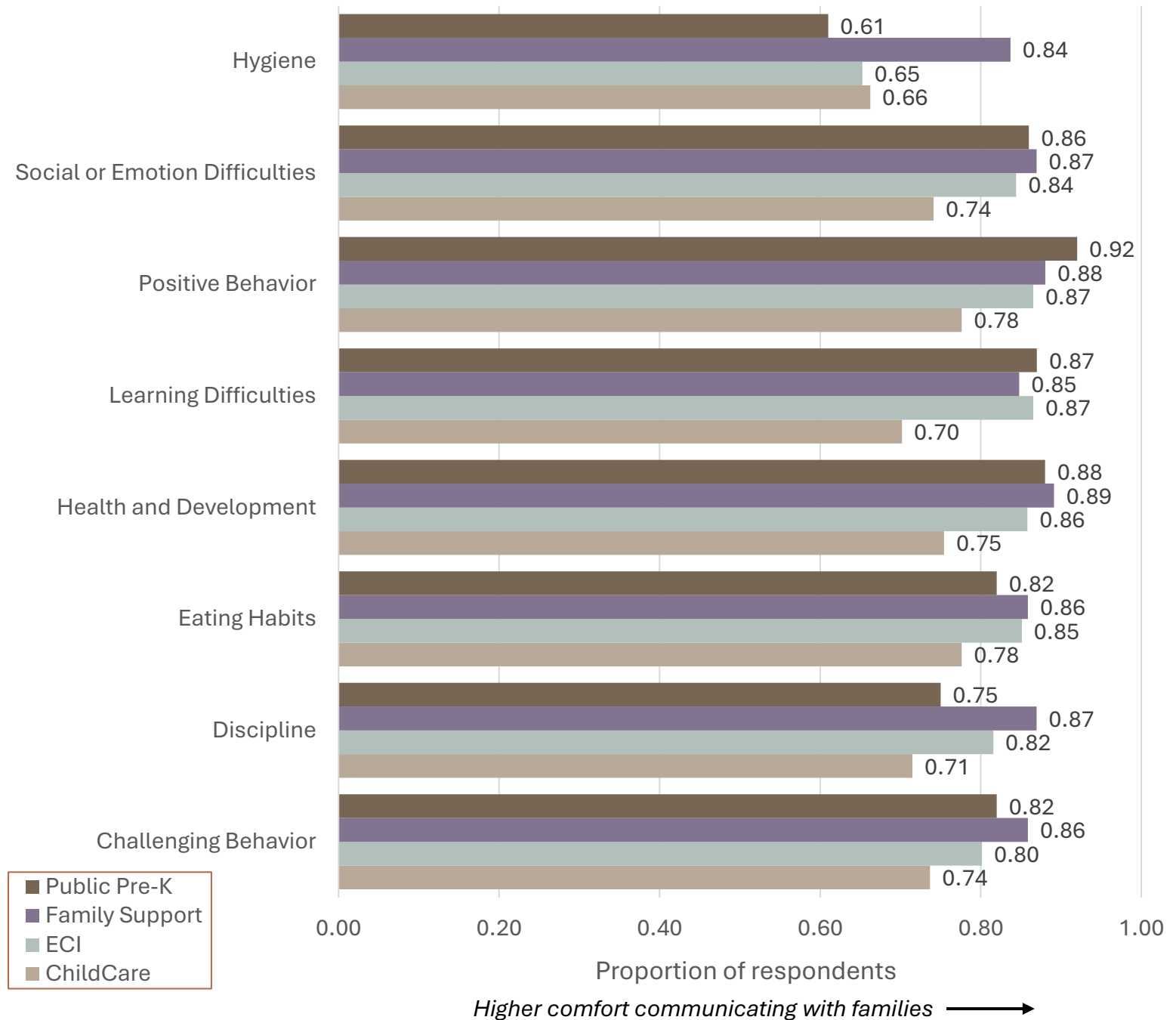
Sector	Roles	N	Year
Child Care	directors, educators	228	2025
Public Pre-K	pre-K teacher, special education teacher who works with pre-K aged children, school principal	102	2024
ECI	Early Childhood Intervention program director, supervisors	141	2025
Family Support	home visitors, family resource center staff, other family support staff	92	2025

Communication with families

Points of Discomfort:

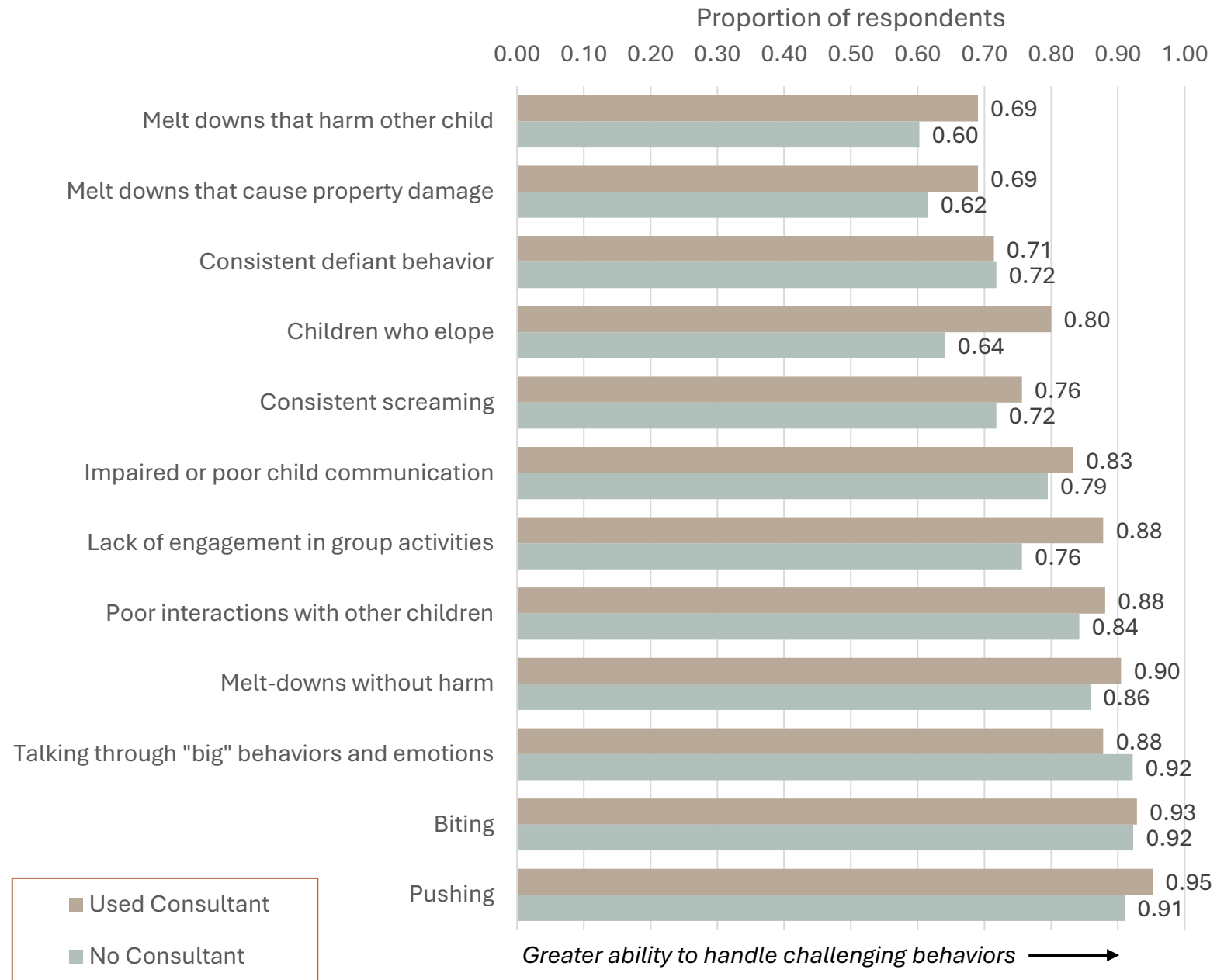
- **ECI:** Hygiene, Challenging Behaviors, Discipline
- **Pre-K:** Hygiene, Challenging Behaviors, Discipline
- **Child Care:** Hygiene, Learning Difficulties, Discipline
- **Family Support:** Consistent across all topics

Note: PreK from 2024 survey



Child Care: Comfort handling challenging behaviors

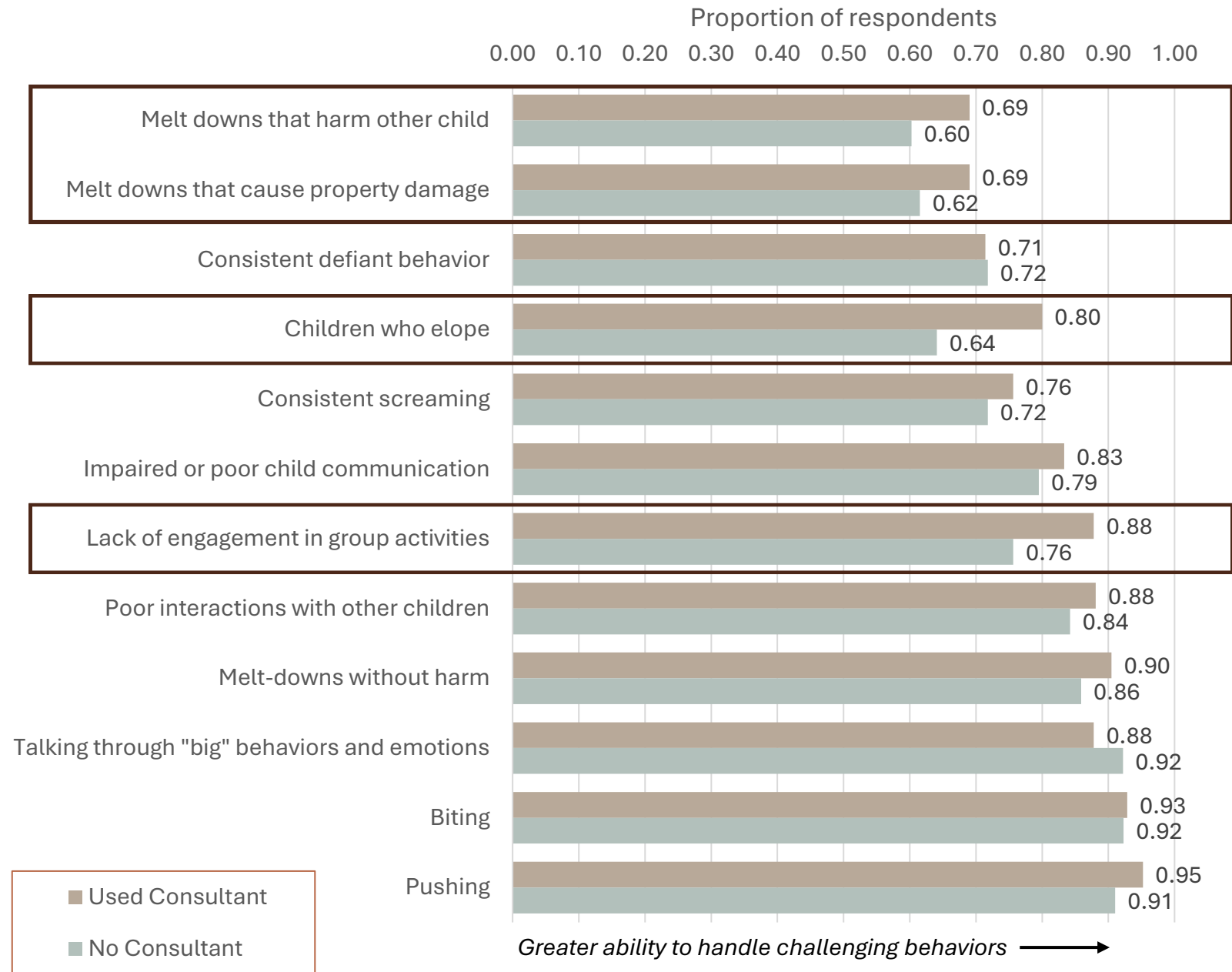
Behavioral list developed
by Family Research Forum
(FRF)



Child Care: Comfort handling challenging behaviors

Behavioral list developed
by Family Research Forum
(FRF)

Those who said they have
used a behavioral
consultant (35% of
respondents) were
significantly more likely to
report comfort on four
major behaviors that FRF
identified as being high risk
for expulsion



Promising Practices

- Behavioral consultation
- Use of the ECHO model to promote best practices within a sector
 - Developmental Screening ECHO funded by DSHS
 - Didactic topic (30-min)
 - Case study discussion (30-min)
- Local co-training across sectors
 - Case study
 - Multiple sectors work through the case together
- Local communities of practice
 - Sharing best practices
 - Resource utilization

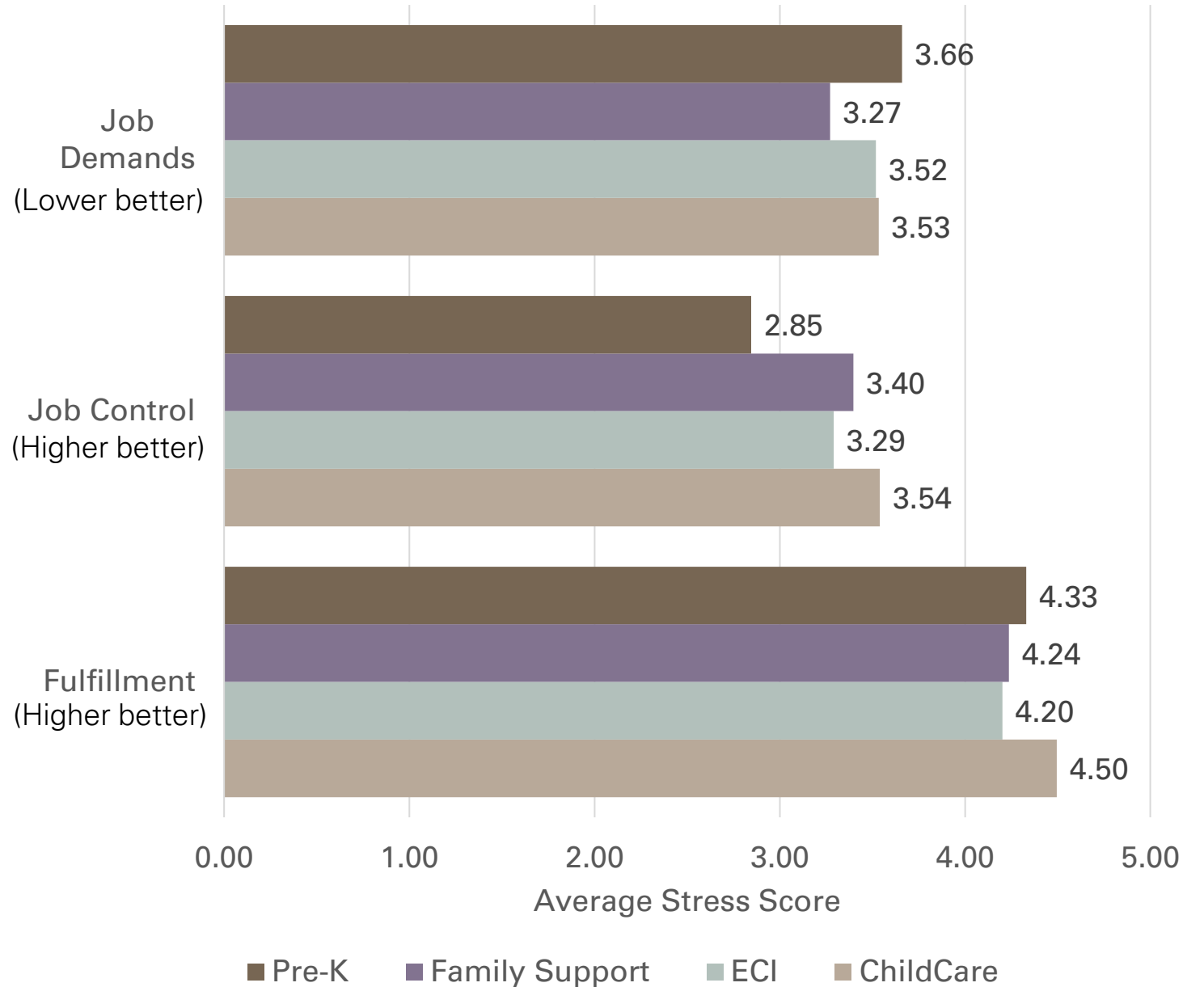
Job Stress

Job stress has been consistent from 2023-2024 surveys

Job Demand & Fulfillment are related to overall stress

Reflective Supervision related to overall stress and job fulfillment

Note: PreK from 2024 survey



Retention in Early Childhood

- **Relationships**

- Support
- Fulfillment
- Pay

Preliminary findings: Needs Assessment 2025

- Early childhood sectors have quite a bit in common
- Training for difficult situations/conversations
- **Sector-specific training**
 - Builds capacity
 - In-sector best-practices
 - Relationships
- **Cross-sector training**
 - Builds relationships
 - Cross-sector understanding of sector-specific needs
 - Resource connections

More to come

- Family Survey: In the field
- Workforce: Pre-K in the field
- Deeper analysis of administrative and population data
- Context for Performance Evaluation of PDG Birth to Five activities

TELC Operating Procedures Updates

- See recommended revisions in your meeting materials.
- Facilitation of these meetings will shift from TEA to TWC.



Legislative Updates

Legislative updates

- **SB 462** (Prioritize children of child care workers on subsidy waiting list) - Allison Wilson
- **\$100 million** State Investment for FY26-27 - Allison Wilson
- **HB 3963** (Developing an early childhood integrated data system) - Monica Martinez
- **HB 4903** (Quad Agency Child Care Initiative) - Rachelle Daniel

HB 4903: Quad Agency Child Care Initiative

- Participating Quad Agency Commission Agency Representatives
- Initial Quad Agency Commission Meeting
- Quad Agency Initiative Webpage/Communication



Updates from TELC Members

Employer Child Care Solutions

- Free technical assistance to employers to:
 - learn the child care needs of their employees
 - think about how to start an employer-supported child care program
 - work with child care providers to offer site-based child care
- Technical assistance includes:
 - Employee Needs Assessment
 - Employer Feasibility and Cost Analysis Study
 - Options Analysis and Recommendations Report
 - Site Selection Report
 - Business Plan

<https://www.twc.texas.gov/programs/child-care/employer-child-care-solutions>

Early Childhood Intervention (ECI) Service Area Update

ECI service areas changed in the following areas on September 1, 2025:

County/ZIP code(s)	New ECI Program
Blanco and Llano counties	Bluebonnet Trails Community Services
24 ZIP codes in Southeast Dallas County: 75043, 75125, 75134, 75141, 75146, 75149, 75150, 75159, 75172, 75180, 75181, 75182, 75203, 75210, 75215, 75216, 75217, 75223, 75226, 75227, 75228, 75239, 75241, 75253	Metrocare Services
Galveston County and two ZIP codes in Harris County: 77586 and 77598	Bay Area Rehabilitation Center
Jasper County	Spindletop Center
One ZIP code in El Paso County: 79918	PdN Children's Development Center

Find your local ECI program at texashhs.org/eci-search



Updates from TELC Members



Upcoming Early Childhood Events

Upcoming Early Childhood Events

[Texas Developmental Screening and Surveillance \(Tx DSS\) ECHO](#)

2nd Friday of each month from 1-2pm CT

Proposed 2026 TELC Meeting Dates

Proposed Dates for 2026:

January 30, 2026

April 17, 2026

July 17, 2026

October 16, 2026

Adjourn



T E X A S
EARLY LEARNING
C O U N C I L

Thank you for your time! The meeting slides and recording will be posted at:

www.earlylearningtexas.org/

Next meeting:

January 30, 2026 from 11am to 1pm