

1 **Support for the Texas Early Childhood Professional Development System**  
2 **Discussion Paper**  
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4 **Background**

5 The US Department of Health and Human Services Administration of Children and Families  
6 (ACF) Quality Progress Report (QPR) collects information from states and territories to describe  
7 investments that improve the quality of care available for children from birth to age 13. This  
8 report meets the requirements in the Child Care and Development Block Grant (CCDBG) Act of  
9 2014 for states to submit an annual report that describes how quality funds were expended,  
10 including the activities funded and the measures used to evaluate progress in improving the  
11 quality of child care programs and services.

12 This report is used to:

- 13 • ensure accountability for the use of Child Care and Development Fund (CCDF) quality  
14 funds, including a set-aside for quality infant and toddler care that began in Fiscal Year 2017  
15 (FY'17); and
- 16 • track progress toward meeting state-defined indicators and benchmarks for improvement of  
17 child care quality based on what the states described in their CCDF Plans.

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19 In January 2019, ACF issued a revised QPR. The report requires states to answer specific  
20 questions about the progression of professional development in the state, including the  
21 following:

22 *Did the State/Territory use a workforce registry or professional development registry to track*  
23 *progression of professional development during the last federal fiscal year?*

24 *If the state used a registry, how many people were in the registry as of September 30 of the*  
25 *last federal fiscal year?*

26 *If the state did not use a registry, what alternative does the State/Territory use to track the*  
27 *progression of professional development for teachers/providers serving CCDF eligible*  
28 *children?*

29 **Reference: QPR Section 2.1.1**

30 The Texas Workforce Commission's (TWC) three-member Commission (Commission)  
31 anticipated these requirements and on August 9, 2016, approved \$250,000 in funding for the  
32 University of Texas Health Science Center's Children's Learning Institute (CLI) to develop the  
33 Texas Workforce Registry (TWFR), which would expand on the existing Texas Early Childhood  
34 Professional Development System (TECPDS). The funding supported the planning,  
35 development, and pilot implementation of a web-based registry to track the attainment and  
36 progression of early childhood professional development in the state.

37 From February 1, 2017, to August 31, 2018, CLI worked with Workforce Solutions for Tarrant  
38 County (Tarrant County) to pilot the implementation of the TWFR. Following the pilot, a survey  
39 was sent to approximately 2,000 TWFR users. Ninety percent indicated that the TWFR will be  
40 useful to track educational growth and elevate the profession.

41 The TWFR provides the following:

- 42 • A system for early childhood professionals to track their experience, education, and training  
43 that is convenient and portable across employers
- 44 • Modernized record-keeping for child care center owners and directors, reducing  
45 administrative costs and increasing management efficiency

- 1 • Robust validation of professional development activities, ensuring auditability and high
- 2 quality of the training received
- 3 • An effective human resources tool for child care center directors to:
- 4 ➤ track and plan for staff professional development; and
- 5 ➤ recruit new staff members and understand their qualifications at a glance
- 6 • Centralized records for Local Workforce Development Board (Board)– and state-level staff
- 7 to more efficiently validate program requirements, allowing staff members to focus more on
- 8 the quality of child care environments and child-caregiver interactions, as follows:
- 9 ➤ TWC’s Texas Rising Star (TRS) assessors can review and score child care center director
- 10 and staff qualifications, education, and training for the TRS Provider Certification
- 11 System
- 12 ➤ Texas Health and Human Services Commission Child Care Licensing (CCL) staff may
- 13 use the TWFR to document compliance with minimum standards for caregiver education,
- 14 experience, and training
- 15 • An ability to leverage data to visualize the impact of professional development activities and
- 16 to inform local- and state-level decisions about quality investments (for example,
- 17 ECDataWorks: TXR3 analytic tool for expanded school readiness in Texas)

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19 As of December 2018, more than 8,300 individuals across all 28 local workforce development  
20 areas (workforce areas) were using the TWFR, including more than:

- 21 • 6,900 teachers/caregivers; and
- 22 • 1,400 child care directors.

23  
24 Additionally, since the completion of the Tarrant County pilot, nine additional Boards have  
25 indicated interest in, or have already begun to use, the TWFR with providers in their workforce  
26 areas.

27 **Issue**

28 Statewide expansion of the TWFR would support the ongoing progress monitoring of planned  
29 quality investments in the state, particularly those related to professional development. TWC will  
30 be able to use data from statewide use of the TWFR to address federal reporting requirements.

31 Approval of a two-year budget would leverage existing investments by allowing TECPDS to:

- 32 • maintain the current daily operations of the TWFR;
- 33 • hire staff for the forecasted increase in user record validation;
- 34 • ensure that statewide implementation is efficient and effective;
- 35 • train Boards and providers; and
- 36 • implement any needed enhancements to the TWFR.

37 **Decision Point**

38 Staff seeks direction on funding for CLI to continue working to support TWFR statewide  
39 implementation, maintenance, and related enhancements. Specifically, staff seeks direction on  
40 directing up to \$800,000 across FY’19 and FY’20:

| Fiscal Year 2019 | Fiscal Year 2020 | Total     |
|------------------|------------------|-----------|
| \$600,000        | \$200,000        | \$800,000 |

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