

# Evaluation of the Effectiveness of the Subsidized Child Care Program

Report to the 89th Texas Legislature—January 15, 2025

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## **Background**

The Texas Workforce Commission (TWC) provides subsidized child care as a support service to help parents become and remain employed and contribute to the Texas economy. Making affordable child care available to parents addresses a common barrier to employment and enhances parents' ability to participate in workforce training activities. To receive subsidized child care, parents must be employed, participating in training, or participating in education activities that lead to employment. TWC also administers the Texas Rising Star program, a quality-based rating system for Texas early childhood programs participating in TWC's subsidized child care program. Texas Rising Star offers three levels of certification (Two-Star, Three-Star, and Four-Star) to encourage child care programs to attain progressively higher certification requirements, eventually leading to Four-Star status.

Child Care Services (CCS) are funded through the federal Child Care and Development Fund (CCDF), which is overseen by the U.S. Department of Health and Human Services' (HHS) Office of Child Care. TWC is the lead agency for CCDF in Texas. TWC's CCS program promotes long-term self-sufficiency by enabling parents to work or attend education or training activities.

Additional state agencies also play a role in the child care delivery system. The Texas Health and Human Services Commission (HHSC) protects the health, safety, and well-being of children in care by regulating all child care operations. HHSC is responsible for licensing and registering providers, monitoring them, and following up to ensure they comply with requirements, and investigating potential violations. TWC works closely with the Texas Education Agency (TEA) and the Children's Learning Institute (CLI) at the University of Texas Health Science Center at Houston to coordinate early childhood education (ECE) professional development and prekindergarten (pre-K) services. TWC also collaborates with the Texas Department of Family and Protective Services (DFPS) to provide CCS to children in foster care or in the custody of Child Protective Services (CPS).

## **Summary**

### **Subsidized Child Care Continues to Serve as an Important Work Support Service**

Subsidized child care allows parents to become and remain employed and thereby contribute to the Texas economy. This report demonstrates that subsidized child care is an effective work support service that enables parents to participate in the workforce or in work-related activities.

As reflected in this report, in 2022, approximately 88 percent of parents receiving Temporary Assistance for Needy Families (TANF) found employment within 12 months of receiving child care. Additionally, approximately 87 percent of non-TANF parents maintained employment 12 months after receiving child care and, at the end of the 12-month period, experienced an average quarterly wage gain of \$1,871 (\$7,484 annually). The availability of stable and affordable child care is often a determining factor in a parent's ability to obtain and retain employment.

### **TWC's Child Care Program Increases the Availability of High-Quality Programs for All Families**

High-quality child care also supports the Texas economy by promoting the healthy growth and development of tomorrow's workforce. Since 2017, the number of programs certified by Texas Rising Star has increased 139 percent. These programs benefit both the children receiving subsidies and the

children from private-pay families. As of September 2024, Texas Rising Star programs had the licensed capacity to serve 361,821 children. TWC strives to build upon its successes by using outcome data and analyses to improve the delivery of child care services to Texas' working families.

## Report Requirements

### Parent Employment and Wage Outcomes

Texas Labor Code §302.0043 requires that TWC "evaluate the effectiveness of the commission's child care program in helping parents who receive subsidized child care to maintain employment . . ." TWC must report the results of the evaluation to the legislature no later than January 15 of each odd-numbered year.

Section 302.0043(a) directs TWC to compile the following information regarding the wage and employment status of each parent receiving TWC-subsidized child care:

- If the parent receives both TANF and subsidized child care, TWC must record whether the parent:
  - finds employment; and
  - maintains the employment after one year.
- If the parent receives only subsidized child care, TWC must record whether the parent:
  - maintains the employment; and
  - experiences a change in earnings after one year of employment.
- If the parent leaves the child care program, TWC must record:
  - the parent's reason for leaving the program; and
  - whether the parent re-enrolls to receive TANF or becomes a TANF recipient for the first time.

Section 302.0043(f) states that TWC's reports regarding the effectiveness of the child care program must:

- include information about employment results, disaggregated by local workforce development area (workforce area); and
- identify multiyear trends in the information collected and analyzed by TWC, including trends in information on the five state fiscal years preceding the date of the report.

### Improving Quality

Section 302.0043 also requires TWC to measure its child care program's effectiveness in improving the training of child care professionals and in facilitating collaboration with Head Start, TEA, DFPS, and HHSC.

Section 302.0043(c-1) further requires that TWC report the progress of the child care program regarding:

- the coordination between TWC and TEA to assign a Public Education Information Management System (PEIMS) number to children younger than six years of age who are enrolled in the program;
- the coordination among TEA, independent school districts (ISDs), and open enrollment charter schools on any pre-K quality improvement efforts;
- the efforts to increase coordination among providers participating in the program, school districts, and open enrollment charter schools;
- the facilitation of child care provider enrollment in the Texas Rising Star program and the progression of providers to that program's highest rating level; and
- the development and implementation of rates and payments, as determined by Local Workforce Development Boards (Boards), to:
  - allow providers to deliver high-quality child care; and
  - ensure that TWC meets performance measures established by the legislature for the average number of children served per day by the program.

Additionally, §302.0042 requires TWC to report the data related to the evaluation of allocation formulas for CCDF funds, such as:

- the total number of child care providers participating in the Texas Rising Star program in each workforce area and the number of Two-Star-, Three-Star-, and Four-Star-certified child care providers in each workforce area;
- the number of child care providers participating in the Texas Rising Star program in each workforce area as a percentage of the total number of both subsidized child care providers and all child care providers in the workforce area;
- the number of Two-Star-, Three-Star-, and Four-Star-certified child care providers in the workforce area as a percentage of the total number of both subsidized child care providers and all child care providers in the workforce area;
- the total number of children enrolled in subsidized child care providers participating in the Texas Rising Star program in each workforce area and the number of subsidized children enrolled in Two-Star-, Three-Star-, and Four-Star-certified child care providers in the workforce area; and
- the number of subsidized children enrolled in child care providers participating in the Texas Rising Star program in each workforce area as a percentage of the total number of subsidized children enrolled in child care providers in the workforce area and the number of subsidized children enrolled in Two-Star-, Three-Star-, and Four-Star-certified child care providers in the workforce area as a percentage of the total number of subsidized children enrolled in child care providers in the workforce area.

## **Stakeholder Input**

Finally, §302.0043 requires TWC to summarize input obtained under §302.00435 from TEA, school districts, open-enrollment charter schools, subsidized child care providers, relevant businesses, and the public on the child care program and any recommendations for legislation or regulation, including regulatory recommendations for governmental bodies other than TWC.

# Employment and Wage Outcomes

## Definitions

For this report, TWC used wage and employment records to determine a parent's employment status.

**Finding Employment**—A parent is considered to have found employment if the parent became employed at any time during the four quarters after the quarter that their child entered child care that year.

**Leaving Child Care**—A child is considered to have left child care if the child does not receive child care for one month during the year.

**Maintaining Employment**—A parent is considered to have maintained employment if the parent has wages in the fourth quarter after the quarter that their child entered child care that year.

**Receiving Both TANF and Subsidized Child Care**—A parent is considered to be receiving both TANF and subsidized child care if the parent received both in the same month at some point during the year.

**Receiving Only Subsidized Child Care (non-TANF)**—A parent is considered to be receiving only subsidized child care if the parent did not receive TANF during the year.

**Receiving Subsidized Child Care**—A parent is considered to be receiving subsidized child care if the parent's child received at least one billed unit of care during a calendar year. Parents may appear in one or multiple years.

**Returning to TANF or Receiving TANF for the First Time**—A parent is considered to have returned to TANF or received TANF for the first time if the parent leaves subsidized child care and received TANF within a 12-month period.

**Wage Gain**—The wage gain is the amount that the parent's income increased after the parent became employed in the fourth quarter after the quarter that their child entered child care compared to the quarter before their child entered child care for each year.

## Findings

### TANF Parents

Subsidized child care is available to help parents who are receiving TANF to participate in workforce training and work-related activities offered through the TWC-administered Choices program. For a parent receiving both TANF and TWC-subsidized child care, Texas Labor Code §302.0043(a)(1) directs TWC to report whether the parent:

- finds employment; and
- maintains the employment after one year.

The five-year statewide trends are shown in Table 1, below.

**Table 1: Parents Receiving TANF and Child Care**

Year	Percentage Finding Employment in the Year	Percentage Maintaining Employment After One Year
2018	86.06%	65.23%
2019	83.17%	59.11%
2020	76.28%	55.24%
2021	79.11%	70.41%
2022	88.45%	58.81%

Five-year trends by workforce area are shown in Tables 1A and 1B in the Appendix.

### **Non-TANF Parents**

Subsidized child care also provides a vital work support that helps non-TANF low-income working parents to remain in the Texas workforce. For a non-TANF working parent receiving TWC-subsidized child care, §302.0043(a)(2) directs TWC to report whether the parent:

- maintains the employment; and
- experiences a change in earnings after one year of employment.

Five-year statewide trends are shown in Table 2, below.

**Table 2: Working Parents Only Receiving Child Care (Non-TANF)**

Year	Percentage Maintaining Employment After One Year	Quarterly Change in Earnings After One Year
2018	86.41%	\$1,044.56
2019	84.65%	\$1,031.82
2020	80.80%	\$1,929.91
2021	83.50%	\$1,835.12
2022	86.81%	\$1,871.17

Five-year trends by workforce area are shown in Tables 2A and 2B in the Appendix.

### **Parents Leaving Child Care**

Texas Labor Code §302.0043(a)(3) directs TWC to report:

- a parent's reason for leaving the program; and
- whether the parent returns to TANF or becomes a TANF recipient for the first time.

From October 1, 2023, through September 30, 2024, a total of 43,246 children left TWC-subsidized child care for at least one month during the year. The reasons for leaving care are shown in Table 3A, below.

**Table 3: Reason for Leaving Child Care**

<b>Reason for Leaving Child Care</b>	<b>% of Children</b>
Parent Missed Redetermination and/or Did Not Return Paperwork	<b>35.87%</b>
Parent Voluntarily Withdrew from Child Care	<b>25.02%</b>
Family Is No Longer Eligible	<b>27.22%</b>
Excessive Absences	<b>0.06%</b>
Permanent End of Activities After Three-Month Job Search	<b>7.84%</b>
Other	<b>3.98%</b>

Five-year statewide trends for all parents whose children left TWC-subsidized child care and received TANF within 12 months of their children leaving care are shown in Table 3A, below.

**Table 3A: Parents Receiving TANF Within One Year of Leaving Child Care**

<b>Year</b>	<b>Percentage Receiving TANF After Leaving Child Care</b>
<b>2018</b>	13.07%
<b>2019</b>	10.14%
<b>2020</b>	5.57%
<b>2021</b>	3.35%
<b>2022</b>	3.36%

Five-year trends by workforce area are shown in Table 3B in the Appendix.

## **Improving Quality**

Texas Labor Code §302.0043 also requires TWC to evaluate the effectiveness of its child care program in improving the training of child care professionals, including collaborative efforts with other agencies that serve young children to support the professional development of child care workers. TWC actively participates in multiple workgroups and projects that bring state and local partners together to increase collaboration and streamline professional development activities across programs and funding streams.

## **Coordination with TEA to Assign PEIMS Numbers**

Texas Labor Code §302.0043 requires TWC to coordinate with TEA to assign unique PEIMS numbers to children younger than age six who are enrolled in the child care subsidy program. This will allow for a longitudinal analysis of information on children who receive subsidies by bridging their participation in early childhood programs to their participation in public education. TWC collaborated with TEA to develop an automated interface and began assigning PEIMS numbers to children under age six who were enrolled in subsidized child care on September 1, 2020. As of November 2024, 99.34 percent of children younger than age six who are participating in the CCS program had a PEIMS number in both TWC and TEA data systems.

## School Readiness Partnerships with TEA

### Prekindergarten–Child Care Partnerships

Pre-K partnerships are an important strategy to improve school readiness and support the needs of working families. A pre-K partnership is a collaboration between a local education agency (LEA), such as a school district or open-enrollment charter school, and a quality-rated child care program to provide high-quality care and education to eligible three- and four-year-old children.

In a formal pre-K partnership, eligible children are dually enrolled in public school pre-K and the child care program, most often receiving their pre-K instruction and wraparound care (the hours before and after pre-K instruction) at the child care center. In an informal partnership, LEAs and child care programs share resources and information. This may include professional learning opportunities, progress monitoring, and curriculum. In informal partnerships, children are not dually enrolled; therefore, funding is not passed through from the LEA to the child care program.

TWC created a new Pre-K Partnership department with child care stimulus funding in 2022. In June 2023, House Bill (HB) 1615, 88th Texas Legislature, Regular Session (2023), was enacted, adding new §302.0051 to the Texas Labor Code. The new statute, which became effective on September 1, 2024, requires TWC to continue to support the development of pre-K partnerships and to continue to collaborate with the Texas Education Agency (TEA) to support pre-K partnerships with eligible child care programs.

TWC's Pre-K Partnership department works with Texas Rising Star Three- and Four-Star certified programs, which includes identifying potential partners and informing them of the opportunity to partner, facilitating discussions between potential partners, developing partnership models that best support the unique needs of each community, providing support during partnership development, and coordinating efforts with stakeholders, such as Boards, Education Service Centers (ESCs), and early-learning–focused community groups.

TWC also provides eligible child care programs awards of up to \$25,000 for each new pre-K partnership classroom in order to assist with some of the costs associated with the new classroom, including teacher compensation, curriculum, furniture, equipment, and training materials.

Between June 2022 and June 2024, the TWC Pre-K Partnership department assisted with the development of 81 formal and 52 informal pre-K partnerships. Additionally, TWC awarded funds to 73 child care programs for a total of \$2,250,000 disbursed for 63 pre-K–3 and 27 pre-K–4 partnership classrooms.

TEA and the Texas A&M University System (TAMUS), are also assisting with the development and expansion of pre-K partnerships by documenting potential funding models, developing a memorandum of understanding (MOU) template, and providing TA to child care programs and LEAs such as support with MOU development, pre-K partnership finance, and PEIMS data entry. In addition, TEA and TAMUS will use a portion of TWC funds to pilot an intermediary hub model to increase the number of pre-K partnerships. In this model, TEA and TAMUS will identify and support LEAs to serve as intermediaries. The intermediaries will establish pre-K partnerships with interested child care programs throughout the state.

## **Texas School Ready**

The Texas Legislature requires TWC to transfer \$11.7 million of federal CCDF funds to TEA in each year of the biennium in order to help providers that are participating in integrated school readiness models developed by CLI.

CLI uses these funds to support the Texas School Ready (TSR) project, which combines ongoing professional development, supplemental curriculums, and child progress monitoring tools. Teachers from child care centers, Head Start, and public-school pre-K programs participate in TSR. Teachers are provided with tools to help them address the specific instructional needs of the children in their classrooms using targeted, engaging lessons and activities. These tools are made available at no cost to teachers, including Texas Rising Star teachers, through the online platform CLI Engage. The tools include the CIRCLE Progress Monitoring System, eCIRCLE Professional Development courses, the CIRCLE Activity Collection, and classroom observation tools. These supports are reported via the [TSR Annual Report](#).

## **Professional Development Initiatives**

### **Professional Development for Early Childhood Education (Scholarships)**

Rider 29 of the General Appropriations Act (GAA) for the 88th Texas Legislature, Regular Session (2023), required TWC to dedicate \$1.5 million over the 2024–2025 fiscal biennium for scholarship programs that encourage increased participation in continuing professional development for early childhood professionals. Funding may be used to finance teacher training programs, programs that lead to a national ECE credential, or work-study programs in child care.

TWC has awarded these funds through a competitive procurement process, consistently selecting the Texas Association for the Education of Young Children (TXAEYC) Teacher Education and Compensation Helps (T.E.A.C.H.) program. The T.E.A.C.H. program provides scholarships for child care professionals who want to obtain a Child Development Associate (CDA) certificate or a Certified Childcare Professional credential. TXAEYC also uses the funds to provide scholarships to help child care professionals pursue courses that will lead to an associate's or bachelor's degree in ECE. Since 2020, TWC has also supported scholarships for Child Care Registered Apprenticeships.

Professional development scholarships help educators achieve progressive educational and career advancement by attaining stackable credentials. Additionally, the scholarship program assists eligible early learning programs in retaining well-qualified staff and meeting Texas Rising Star staff qualifications.

From Fiscal Year (FY) 2016 through FY 2024, the Professional Development for Early Childhood Educators program awarded scholarships for 1,787 CDA assessment fees, 1,294 associate's degrees, 262 bachelor's degrees, and 312 apprenticeships. Furthermore, recipients who attained an associate's degree experienced an 11 percent increase in wages, and recipients who attained a bachelor's degree experienced an 18 percent increase in wages.

### **Professional Development for Early Childhood Education (Partnerships)**

Rider 25 of the GAA for the 88th Texas Legislature, Regular Session (2023), required TWC to transfer \$500,000 in federal CCDF funds to TEA during FY 2024 and FY 2025 for ECE partnership projects and teacher stipends designed to:

- facilitate increased participation in professional development by ECE professionals; and
- encourage those professionals to seek additional education.

Professional development partnerships support early childhood trainers and coaches to help deliver the highest-quality instruction to early childhood educators. The partnerships provide extensive in-person and online training workshops, a micro-credential, and facilitated professional learning communities for trainers and coaches who provide professional development to ECE and care providers. Multiple coaching workshops provide professional development directly to instructional coaches and teacher leaders.

The following occurred in FY 2024:

- An Early Childhood Educator Credential Level 1 readiness screener and training plan were developed to prime educators for pursuing their first credential.

- A digital toolkit was developed to support Early Childhood Educator Level 1 competencies. The toolkit is an online resource collection and is ready to be used by the pilot group in FY 2025.
- 464 teachers attended training workshops that introduced the new resources and overview of the ECE Level 1 certification.
- 38 coaches received training through a 3-day coach training workshop.
- 114 trainers attended “Train the Trainer” workshops.

### **Texas Rising Star Early Educator Conferences**

Each year, TWC hosts the Texas Rising Star Early Educator Conference, which is tailored to meet the needs of early childhood educators and child care administrative staff working in Texas Rising Star-certified programs. Attendees include child care staff, administrators, and facility owners. Goals of the conference include the following:

- Support the increased professional development needs of early learning professionals
- Equip child care programs with information, tools, and resources
- Improve the quality of children’s early care and education experiences

In an effort to serve more eligible programs and their staff, beginning in 2024, TWC hosted three of these conferences. Each conference included 12 concurrent trainings held during six breakout sessions, plus a keynote address and a networking event. Conferences offered sessions across four tracks:

- ECE (child care teachers);
- Adminstrator (directors and owners);
- Spanish-speaking; and
- Mentor (mentors and coaches).

Eighteen sessions were livestreamed to allow early childhood educators who were not eligible or able to attend in-person to access training provided.

- **April 2024:** Held at the Loews Arlington Hotel in Arlington, 607 total participants attended the conference in-person from 352 Texas Rising Star child care providers and 17 Boards. Virtually, 233 participants (which includes potentially duplicated individuals) joined the conference.
- **July 2024:** Held at the Marriott Marquis in Houston, 631 total participants attended the conference in-person from 345 Texas Rising Star child care providers and nine Boards. Virtually, 377 participants (which includes potentially duplicated individuals) joined the conference.
- **October 2024:** Held at the Hilton Anatole Dallas Hotel in Dallas, 552 total participants attended the conference in-person from 254 Texas Rising Star child care providers and 24 Boards. Virtually, 242 participants (which includes potentially duplicated individuals) joined the conference.

### **Infant-Toddler Specialist Network**

Since March 2020, TWC has awarded funding to the University of Texas Health Science Center at Houston to establish the statewide Infant-Toddler Specialist Network (ITSN). In FY 2024, this network provided teachers and administrators of 4,572 infant and toddler programs with professional

development, technical support, and opportunities to participate in professional learning communities (PLCs) through 91 certified specialists. This helps enhance the quality of care provided to infants and toddlers across the state and elevate the skills and competencies of participating teachers and administrators. For more information, refer to the [ITSN](#) website.

### **Staff Retention (Director/Owner Leadership Skills)**

Since August 2020, TWC awarded two grantees (Start Early and Raising Austin) funding to collaborate on the development and implementation of evidence-based strategies to create supportive work environments and improve retention of child care staff through support such as:

- professional development programs that focus on providing adaptive leadership skills training;
- access to PLCs and referrals to local resources; and
- initiatives that promote reflective pedagogical supervision, coaching, and development opportunities.

The adaptive leadership skills training has increased director and owner capacity as administrators of small businesses and provided tools and resources to support their businesses, as well as the retention of critically needed staff members. Start Early's contract ended on June 30, 2023, while Raising Austin's contract continues. As of September 2024, 436 total participants have completed the training (181 with Start Early and 255 with Raising Austin).

### **Planning for Individualized Instruction**

Through a competitive procurement process in 2023, the Planning for Individualized Instruction Request for Applications (RFA) was reissued, and TWC selected Teaching Strategies to continue to implement a statewide early childhood assessment project effective January 2024. At no cost to providers that serve subsidized children, Teaching Strategies provides a 12-month subscription to early childhood teachers (infants to preschool) with access to GOLD®, an observation-based assessment system that enables early childhood caregivers to assess the development and learning of children from birth to five years of age, as well as access to The Creative Curriculum® Cloud, the Professional Development Teacher Membership, and training and support on implementation of the tools. Teaching Strategies must ensure the program has determined a sustainability plan to support continued participation and access to the tools beyond the initial 12-month access. As of October 2024, 441 early childhood educators and 35 early childhood programs are actively using the tools to provide individualized instruction to approximately 2,400 children.

### **Texas Early Childhood Professional Development System**

The Texas Early Childhood Professional Development System (TECPDS) supports early childhood professionals by providing them with resources and tools to help meet their professional development needs through the TECPDS Workforce Registry (TWR). In FY 2024, TWC continued to support enhancements of the TWR and conducted a usability study to better understand the barriers child care professionals have when accessing and utilizing the TWR. In FY 2024, TECPDS began providing TWC data to determine which accounts are considered active. "Active" is defined as a user logging in and accessing their account at least once within the last two years. At the end of FY 2024, there were 74,663 active accounts in the TWR, and TECPDS identified 12,936 of those accounts as practitioners working within a Texas Rising Star provider. On June 26, 2023, TWC issued WD Letter 10-23, titled "Texas

Early Childhood Professional Development System Board Training and Participation,” requiring each Board to designate at least one staff member to serve as the Board’s TECPDS subject matter expert (SME). The TECPDS SMEs provide support to child care programs and Texas Rising Star mentors, as necessary, and serve as TECPDS records validators.

### **Early Childhood Intervention and Child Care Partnership**

HHSC oversees the Early Childhood Intervention (ECI) program, which serves children from birth to 36 months who have a developmental delay or disability. ECI contracts with community-based providers that work with the children and families where they are, which could include the home or a child care center. In 2022, TWC directed COVID-19 stimulus funds to ECI to support the training of child care providers, Texas Rising Star mentors, and infant-toddler specialists on developmental screening, Child Find, and how to work with local ECI providers to jointly serve eligible children. The following training opportunities were provided:

- ECI contractors provided 179 training sessions to 3,837 early childhood educators working in 507 child care programs.
- Eight Ages and Stages® Questionnaire (ASQ) “Train the Trainer” workshops were provided to 69 ECI contractor staff members and 97 Texas Rising Star mentors from 27 Boards. These staff members were provided kits to use to provide training to child care programs they work with.
- Four regional in-person conferences were held in December 2023 and January 2024, which provided a full day of training to 320 early childhood educators from 210 child care programs, 21 ECI contractors, and 17 Boards.
- Infant Mental Health endorsements were provided to 126 ECI staff members, with 12 completing the endorsement. These staff members participated in reflective supervision sessions in 352 child care programs.

Through the Preschool Development Grant Birth Through Five funding, TWC continues to support ECI training to child care programs and Ages and Stages® “Train the Trainer” workshops. Through this funding, ECI has provided training to 1,091 early childhood staff from 282 child care programs. Eight additional ASQ® “Train the Trainer” sessions were held to support an additional 62 Texas Rising Star mentors, three Infant-Toddler Specialists, and 27 ECI contractor staff members.

### **AgriLife Trainings**

Since 2022, TWC has dedicated funding for the Texas A&M University AgriLife Extension to create and host free and low-cost online training for Texas child care providers. The Texas Annual Training Suite offers up to 20 clock hours of training via 12 online courses to support early childhood educators in meeting required Child Care Regulation’s (CCR) minimum standards. As of the end of FY 2024, a total of 115,837 participants have accessed at least one of the Texas Annual Training Suite courses.

### **Skills for Small Business**

Child care programs with fewer than 100 employees may apply to the TWC Skills for Small Business program to participate in training opportunities offered by their local communities or technical colleges. These trainings help to enhance a child care program’s business operations by upgrading their new and current employees’ skills. The program funds up to \$2,000 in training per new employee and \$1,000 per incumbent employee. As of FY 2024, 25 colleges were participating.

## **Registered Apprenticeship Programs**

Child care Registered Apprenticeship Programs (RAPs) provide a career pathway that combines on-the-job learning with related educational instruction in which an apprentice is a full-time employee earning a paycheck from their first day on the job. During the 2022–2024 biennium, TWC awarded local planning grants totaling approximately \$1.8 million for the expansion or creation of child care RAPs to help early childhood educators obtain, at a minimum, a CDA credential. Over 200 apprentices participated from more than 80 child care employers.

## **Child Care Supply-Building Initiatives**

### **Child Care Business Coaching**

From 2021 to 2024, TWC invested approximately \$48 million of COVID stimulus funds in free, one-on-one and group business coaching for child care business owners, directors, and administrators. The program supported in-depth business coaching to assist child care providers in improving their fiscal management skills and strengthen their business practices. Between May 2021 and May 2024, nearly 3,000 child care providers participated in coaching. The Commission has approved \$5 million for FY 2025 to procure a vendor to resume business coaching, as well as trainings, through the new Child Care Business Supports Initiative.

### **Child Care Business Training**

The Child Care Business Accelerator, which concluded June 2024, was a multi-phase program that offered self-paced online courses (developed by the Texas A&M University Bush School of Government and Public Service’s Center for Nonprofits and Philanthropy), virtual think-tanks, in-person summits, and resources to providers across Texas. Between 2023–2024, more than 5,400 child care business owners and directors participated in the program (this number may include duplicate attendees, as providers may have participated in more than one type of training). In FY 2025, TWC will resume business training as part of the new Child Care Business Supports Initiative.

### **Child Care Industry Expansion Initiative**

From 2022 to 2024, TWC awarded \$173 million in child care stimulus funds to support child care supply-building activities through the Child Care Expansion Initiative (CCEI). More than 1,000 new and expanding providers were awarded funds to create almost 52,000 new child care slots across the state. The Commission has approved \$25 million in funding for a new CCEI focused on supporting the start-up of new child care centers in child care deserts, as well as employer site-based programs. The new program is currently in the procurement phase.

### **Employer Child Care Solutions**

Beginning in FY 2025, TWC will make available funds to provide TA for employers to learn the child care needs of their employees, explore how to start an employer-supported child care program, and work with community-based child care providers to offer on- or near-site-based child care. TWC is currently procuring qualified entities who can provide TA to employers. Employers will be able to select a TA provider and enter into an agreement to receive TWC-funded TA.

### **Family Child Care Networks**

From March 2020 to January 2024, TWC dedicated approximately \$1 million to pilot locally staffed Family Child Care Networks. In 2022, Family Child Care Networks served approximately 200 home-

based child care providers in the North Texas and Coastal Bend workforce areas. Based on the success of these local Family Child Care Networks, the Commission approved \$5.5 million and is in the process of procuring an entity to develop and manage a statewide Family Child Care Network. The statewide Family Child Care Network will provide professional development, specialized coaching, and TA in order to address the business and program management needs of home-based family providers across the state. The new statewide Family Child Care Network will also provide start-up grants to support home-based child care providers that are becoming licensed providers or becoming licensed at a higher level. These efforts will help increase the availability and quality of family child care, a key strategy for ensuring parent choice and increasing the supply of infant and toddler care providers.

## **Local Quality Improvement Activities**

Section 2308.317(c) requires that each Board use at least 2 percent of the Board's yearly allocation for quality child care initiatives. Additionally, a Board may use money available from other public or private sources for quality child care initiatives.

### **Local Match**

Boards leverage local public expenditures in the workforce areas to draw down federal CCDF matching funds. Boards work with public institutions of higher education, independent school districts (ISDs), and local governments to certify local public expenditures for direct child care services to low-income families and for child care quality improvement activities. To meet the child care needs in workforce areas, Boards use the federal CCDF matching funds that result from the public certifications to increase direct child care services to CCDF-eligible families. The funds are also used to expand quality improvement activities in the workforce areas. In Board Contract Year (BCY) 2023, Boards entered into 143 total agreements for approximately \$44.7 million in local match, which drew down \$89.2 million in federal CCDF matching funds. In BCY 2024, Boards entered into 142 total agreements for approximately \$45.2 million in local match, drawing down \$90.3 million in federal CCDF matching funds.

In BCY 2023, Boards entered into 59 local match agreements with colleges and universities. Through these agreements, colleges and universities certified approximately \$15 million each year in child care and early education professional development expenses to draw down approximately \$30 million in federal CCDF matching funds.

In BCY 2024, Boards entered into 58 local match agreements with colleges and universities. Through these agreements, colleges and universities certified approximately \$15.4 million each year in child care and early education professional development expenses to draw down approximately \$30.8 million in federal CCDF matching funds.

Although Boards used most of the resulting federal matching funds to subsidize direct child care services, federal funds were also used for quality improvement activities, including professional development and training for child care professionals.

Boards work closely with local ISDs and ESCs to leverage local funds for child care services. In BCY 2023, Boards entered into 57 local agreements in which ISDs contributed approximately \$14.4 million in local child care funds, drawing down \$28.8 million in federal CCDF matching funds. In BCY 2024,

Boards entered into 58 local agreements in which ISDs contributed approximately \$14.2 million in local child care funds, drawing down \$28.4 million in federal funds. Boards use the federal CCDF matching funds for direct child care services or child care quality improvement activities. A significant percentage of the federal funds is used to provide before- and after-school child care for children in local ISDs.

Boards also work closely with local governmental entities and community-based organizations (CBOs) to leverage local funds. Boards entered into 27 agreements with local governments and CBOs to certify approximately \$15.2 million in local funds for child care services in BCY 2023 and 26 agreements in BCY 2024 to certify \$15.6 million in local funds. These local funds drew down approximately \$30.3 million in federal funds in BCY 2023 and \$31.2 million in BCY 2024 to provide child care services and quality improvement activities across workforce areas.

### **Child Care Regulation Supply-Building Navigators**

From 2022 to 2024, TWC provided stimulus and Preschool Development Grant Birth Through Five funding to HHSC to allow CCR to hire supply-building navigator staff. These staff members help prospective child care providers in understanding CCR's regulatory requirements, understanding how local ordinances may also need to be considered, and in accessing other resources to assist new child care operations. The demand for these services has been high, and the Commission approved continued funding for this initiative in FY 2025.

## **Local Quality Initiatives**

Texas Government Code §2308.317(c) requires each Board to use at least 2 percent of its yearly child care allocation for quality initiatives. Boards must give priority to initiatives that benefit child care facilities that are working toward Texas Rising Star certification or are Texas Rising Star–certified providers working toward a higher certification level. Board quality initiatives include the following types of activities:

- Supporting the training and professional development of the child care workforce
- Implementing [Texas Pre-K Guidelines](#) and [Infant and Toddler Early Learning Guidelines](#)
- Implementing the Texas Rising Star program
- Improving the supply and quality of infant and toddler care
- Facilitating compliance with CCR minimum standards for health and safety
- Conducting evaluation or assessment activities
- Supporting providers in pursuit of national accreditation
- Other activities that improve provider preparedness, child safety, child well-being, and/or school readiness

Section 2308.317(e) also requires that each Board, to the extent practicable, ensures that professional development funds for child care providers, directors, and employees:

- be used toward requirements for a credential, certification, or degree program; and
- meet the professional development requirements of the Texas Rising Star program.

In FY 2024, TWC dedicated 4 percent of the Boards' annual allocation for quality initiatives. Boards expended approximately \$5.7 million of these funds on professional development activities, including the following:

- Training child care teachers and administrators
- Providing locally funded scholarships for CDA classes and college degrees
- Offering financial assistance for individuals to complete other professional development activities

## Texas Rising Star

### Four-Year Review Revisions

Every four years, TWC conducts a comprehensive review of the Texas Rising Star program. TWC's most recent review was completed in 2023, and implementation of new program requirements took place in 2024. During this most recent review, TWC used feedback from the Texas Rising Star workgroup, as well as from multiple public stakeholder meetings, to make several changes to the CCS administrative rules and the Texas Rising Star Guidelines, including:

- targeted revisions to the program's standards to differentiate measures for special settings or types of care, such as for "school-age only" providers;
- recognition of new national accreditations to align with those recognized by the Department of Defense's military child care program;
- recognition of additional professional development credentials such as Montessori certification; and
- reduction of the look-back period for evaluating a provider's compliance with CCR's minimum standards from 12 months to six months to address feedback on the impacts of quickly remedied licensing violations on Texas Rising Star certification.

### Mandatory Texas Rising Star Implementation

HB 2607, 87th Texas Legislature, Regular Session (2021), amended Texas Government Code §2308.3155 to require that all regulated providers of TWC-funded CCS participate in the Texas Rising Star program. HB 2607 also required the creation of a new Entry Level designation and a maximum length of time that a child care program may participate at the Entry Level designation. Effective October 3, 2022, TWC implemented Entry Level designation for the 4,476 CCS providers that were not currently Texas Rising Star-certified and granted them 24 months to achieve at least a Two-Star certification. As of the end of FY 2024, there are 6,813 total CCS providers and 3,303 certified providers. Over 1,800 CCS providers had an Entry Level designation end date of September 30, 2024, and were granted a 12-month extension due to meeting at least one of the criteria noted in [WD Letter 12-24](#), issued August 13, 2024, and titled "Texas Rising Star Entry Level Designation Implementation."

### Texas Rising Star Program Growth

The number of Texas Rising Star-certified programs has increased steadily over the past several years. As of September 2024, 3,303 child care and early learning programs participated in Texas Rising Star,

representing a 139 percent increase since 2017. Texas Rising Star programs now comprise approximately 48.5 percent of all programs with agreements to accept subsidized children.

**Table 4: Texas Rising Star Providers**

Year (As Of September)	Texas Rising Star Providers	Non- Texas Rising Star Providers	Total Providers	Percentage Texas Rising Star
2017	1,383	6,591	7,974	17.3%
2018	1,558	6,201	7,759	20.1%
2019	1,884	5,898	7,782	24.2%
2020	2,106	5,719	7,825	26.9%
2021	1,806	4,253	6,059	29.8%
2022	2,008	4,476	6,484	31.0%
2023	2,366	4,429	6,795	34.8%
2024	3,303	3,510	6,813	48.5%

### **Payment Rates to Encourage Participation**

In FY 2023 and FY 2024, TWC continued to increase provider reimbursement rates, including enhanced rates for Texas Rising Star–certified providers. Beginning with FY 2024, the minimum threshold for provider reimbursement rates is set as follows:

1. Base rates are first set at the 75th percentile of the local market rate for each age group and type of care in accordance with the most recent annual Texas Child Care Market Rate Survey (MRS). The “75th percentile” means that 75 percent of providers charge below that rate, and 25 percent charge more.

**Note:** The federal Office of Child Care (OCC) sets the 75th percentile as a recommended threshold for subsidy payment rates to ensure families receiving subsidies have equal access to the child care market, a requirement under CCDF. States falling below the 50th percentile have been placed on corrective action by OCC; Texas has stayed ahead of OCC’s guidance and avoided corrective action.

2. The rates at the 75th percentile are then compared to the most recent biennial Child Care Cost of Quality/Price Modeling Report (CoQ) produced by the Texas Institute for Child and Family Wellbeing and the Ray Marshall Center at The University of Texas at Austin and the modeled prices for care at a baseline level of quality. If the CoQ price is higher than the 75th percentile, the rate is set to the higher CoQ amount.
3. Lastly, the rates are compared to the previous year’s rates, and if any rate would drop based on the MRS/CoQ, the previous year’s higher rate is maintained.

In accordance with §2308.315, Texas Rising Star enhanced reimbursement rates remain at a level at least 5, 7, or 9 percent higher than base rates for Two-Star–, Three-Star–, and Four-Star–certified providers, respectively. These tiered rates incent programs to achieve higher levels of quality.

### **Texas Rising Star Assessor and Mentor Funding**

Texas Rising Star assessors are responsible for conducting on-site assessments of providers to determine compliance with Texas Rising Star standards. Texas Rising Star mentors provide TA to providers that are working to become Texas Rising Star–certified and to Texas Rising Star providers working toward higher levels of certification.

Texas Government Code §2308.3155(c) requires TWC to provide funding to Boards for Texas Rising Star mentors. In FY 2023, TWC increased the funding made available to Boards for Texas Rising Star mentors and provided additional funding to continue to support assessors while the centralized assessment entity was procured, with \$22 million distributed in FY 2023 (a 29 percent annual increase) and \$27 million distributed in FY 2024 (a 23 percent annual increase). The increases have supported program growth and the implementation of mandatory Texas Rising Star. Through competitive procurement, in June 2023 TWC awarded CLI with the centralized assessment entity contract, which was renewed in July 2024.

### **Continuous Quality Improvement Plan Tool**

To support the child care programs in obtaining and maintaining Texas Rising Star certification, TWC continues to work with CLI to support and enhance the online continuous quality improvement plan (CQIP) tool within the Texas Rising Star assessment platform, CLI Engage, which was implemented in fall 2021. The tool allows mentors to input each child care program’s individualized CQIP into Engage and support them in either obtaining, maintaining, or increasing their star level.

## **Facilitating Collaboration**

Texas Labor Code §302.0043 requires TWC to evaluate the effectiveness of its child care program in facilitating collaboration with Head Start, TEA, DFPS, and HHSC. TWC collaborates with these partner agencies and other child-serving organizations through a variety of interagency workgroups and shared projects.

### **Texas Early Learning Council**

The Texas Early Learning Council (TELC), which includes representation from TWC, leveraged the Preschool Development Grant Birth Through Five Planning Grant to conduct a statewide needs assessment and develop the Texas Early Learning Strategic Plan. TELC designed the plan as a framework for public and private action at state and local levels to achieve the group’s vision that all Texas’ children be ready for school and ready to learn. The strategic plan includes:

- goals for system, family, and child outcomes;
- strategies to meet these goals; and
- measurable targets to achieve by 2025.

More information is available on the [Texas Early Learning Council](#) website.

### **TELC Data Workgroup**

In April 2022, TELC formed the Data Roadmap Workgroup to explore the potential development of an early childhood integrated data system (ECIDS) in Texas. The group published the [Texas Early Childhood Integrated Data System Roadmap](#) in April 2023 that includes considerations and recommendations of next steps for building an ECIDS in the state.

### **Early Childhood Interagency Workgroup**

TWC and partner agencies established the Early Childhood Interagency Workgroup to maximize the outcomes for Texas children and families, facilitate coordination and collaboration across agencies serving young children, and jointly fund the position of the Interagency Deputy Director of Early Childhood Support. The agency is comprised of program leaders from TWC, TEA, HHSC, DFPS (prior to the transition of Prevention and Early Intervention to HHSC), and the Texas Department of State Health Services (DSHS). The workgroup jointly developed the winning grant proposal for Texas' current Preschool Development Grant Birth Through Five Renewal Grant, for which TWC is the lead agency.

### **Early Childhood Texas**

The [Early Childhood Texas](#) website aims to provide families with young children easy access to Texas state agency programs, services, and resources. State agency partners include TWC, TEA, HHSC, DFPS, and DSHS. A team of staff members from each partnering agency guided the development of this website with direct input from Texas parents and families.

In FY 2025, TWC (with input from the interagency workgroup) will use approved Preschool Development Grant Birth Through Five funds to make enhancements to the Early Childhood Texas website, including adding local and regional resources and developing a cross-program eligibility screener. The eligibility screener will allow families to enter information to determine potential eligibility for multiple early childhood programs. Programs included in the initial version of the screener include CCS, public pre-K, and Head Start or Early Head Start. If a family is potentially eligible based on their screening results, they will be directed to the appropriate website where they can learn more about the program and apply for services.

### **Early Childhood Intervention Advisory Committee**

TWC participates in the ECI Advisory Committee. The function of the advisory committee is to advise and assist HHSC in its operation of the statewide system of ECI services that are provided to eligible children and families in Texas.

### **Texas Early Childhood Professional Development System Advisory Council**

TWC participates in the TECPDS Advisory Council. The function of the advisory council is to provide guidance and support to TECPDS regarding both the TECPDS Workforce and Trainer Registries, as well as reviewing Core Competencies and Career Pathways for the most up-to-date research and best practices in the ECE field.

### **Texas Early Learning Interagency Collaborative Symposium**

TWC's CC&EL Division and HHSC's CCR Division began hosting the Texas Early Learning Interagency Collaborative Symposium (TELICS, previously the Virtual Collaborative Symposium) in 2022 for Texas Rising Star staff, CCR inspectors, and TWC Pre-K Partnership staff. The purpose of

these virtual symposiums is to strengthen the collaboration between agencies to build high-quality child care throughout Texas. In 2023, TELICS expanded to also include CCR navigators, Early Intervention Specialists, TEA Early Childhood and Education Service Center staff, HHSC Family Services staff (formerly Prevention and Early Intervention), Texas A&M AgriLife Extension Agents and Educators, Head Start and Early Head Start Family Engagement Coordinators, Help Me Grow grantees, and Supplemental Nutrition Program for Women, Infants, and Children (WIC) local staff. Since June 2022, CC&EL and CCR have hosted five symposiums with an average of 400 participants attending.

As a result of TELICS, a Digital Resource Notebook was developed to serve as a repository of resources and information available in Texas and is shared between participating agencies to support staff working with early childhood educators and families.

## **Stakeholder Input**

On October 29, 2019, the Commission approved a policy outlining opportunities for child care stakeholders to provide TWC with input, which is summarized on the Child Care and Early Learning Program page of the TWC [website](#).

### **Stakeholder-Led Engagement Activities**

In addition to TWC-led activities to gather input from stakeholders, TWC is also regularly invited to hear feedback as part of stakeholder-led groups and projects. In FY 2023 and FY 2024, TWC gathered input through the Texas Prenatal–Three Collaborative, the Children at Risk’s Early Childhood Education Coalition, Early Matters, and Employers for Childcare (E4C) as well as multiple local coalitions and committees focused on early childhood.

### **TWC-Led Listening Sessions and Stakeholder Meetings**

In FY 2024, TWC hosted six public stakeholder feedback meetings (five regional in-person and one virtual) to gather input on the CCDF FY 2025–FY 2027 State Plan and the Texas Rising Star Four-Year Review revisions.

Additionally, CC&EL leadership regularly met with Boards and representatives from statewide advocacy groups to provide updates on policy changes and funded initiatives.

### **ECE-RISE–Nontraditional Hour Care Study and Stakeholder Engagement Capacity Building**

In March 2022, CCDF lead agencies were eligible to apply for free tailored supports to increase states’ use of research and evidence-based decision-making through the Early Childhood Education–Receiving Individualized Capacity Building (ECE-RISE) initiative. ECE-RISE is an initiative of the Child Care Research and Evaluation Capacity Building Center and is funded by the Administration for Children and Families’ Office of Planning, Research, and Evaluation and HHS. TWC was one of two lead agencies selected to receive TA from Mathematica, a data analysis company, over an 18-month period. TWC partnered with HHSC-CCR to complete a research study exploring unmet needs for nontraditional child care in the state, piloted a community engagement event to gather stakeholder feedback on research findings, and began developing resources for future community engagement efforts.

### **House Bill 619 Child Care Workforce Strategic Plan**

In 2021, HB 619 (87<sup>th</sup> Texas Legislature) amended the Labor Code adding a new §302.0062 which directed TWC to prepare and collect data and engage with a workgroup to inform the development of a Child Care Workforce Strategic Plan every three years to improve the quality of the child care workforce in Texas. In January 2023, the Commission approved publication of the [2023–2025 Child Care Workforce Strategic Plan](#), which was submitted to the 88th Texas Legislature. In the plan, TWC identified 30 action items under three overarching goals. At the end of FY 2024, 21 action items had been completed. In FY 2025, TWC will begin the process to convene a new workgroup and collect data to inform the next report for the 2026–2028 period.

## **Appendix: Data Tables**

- Table 1A: TANF Parents Who Find Employment Within One Year of Receiving Child Care
- Table 1B: TANF Parents Maintaining Employment One Year After Entering Child Care
- Table 2A: Non-TANF Parents Maintaining Employment One Year After Entering Child Care
- Table 2B: Average Quarterly Wage Gain of Non-TANF Parents Receiving Child Care
- Table 3B: Percentage of Parents Leaving the Child Care Program and Receiving TANF Within a Year
- Table 4A: 2024 Texas Rising Star Providers—Percentage of All Subsidized Providers and Percent of All Regulated Providers
- Table 4B: 2024 Texas Rising Star Providers by Star Level—Percentage of All Subsidized Providers
- Table 4C: 2024 Texas Rising Star Providers by Star Level—Percentage of All Regulated Providers
- Table 4D: 2024 Average Number of Children in a Texas Rising Star Program—Percentage of All Subsidized Children
- Table 4E: 2024 Average Number of Children in a Texas Rising Star Program by Star Level—Percentage of All Subsidized Children

**Table 1A: TANF Parents Who Find Employment Within One Year of Receiving Child Care<sup>1</sup>**

Board Name	2018	2019	2020	2021	2022
Alamo	89.83%	83.89%	82.64%	86.08%	92.70%
Borderplex	76.12%	76.63%	70.42%	74.07%	84.13%
Brazos Valley	96.15%	78.13%	57.14%	85.71%	80.00%
Cameron	85.42%	81.01%	67.57%	70.59%	90.91%
Capital Area	80.43%	84.38%	81.13%	76.92%	90.24%
Central Texas	84.15%	84.02%	80.95%	83.33%	92.31%
Coastal Bend	85.42%	78.95%	53.33%	86.67%	93.33%
Concho Valley	93.75%	100.00%	84.62%	100.00%	77.78%
Greater Dallas	87.71%	89.13%	80.23%	84.00%	86.32%
Deep East Texas	92.59%	92.86%	80.00%	100.00%	100.00%
East Texas	91.67%	95.56%	88.00%	91.67%	92.31%
Golden Crescent	88.89%	91.67%	100.00%	100.00%	100.00%
Gulf Coast	84.44%	80.51%	74.07%	74.68%	88.09%
Heart of Texas	87.10%	77.19%	65.00%	88.89%	92.31%
Lower Rio Grande Valley	80.86%	77.21%	67.31%	78.26%	82.35%
Middle Rio Grande	84.62%	63.64%	46.15%	71.43%	81.82%
North Central Texas	87.06%	83.67%	71.43%	78.38%	89.36%
Northeast Texas	80.65%	78.57%	90.00%	87.50%	84.62%
North Texas	86.84%	83.67%	83.33%	90.91%	90.00%
Panhandle	93.75%	80.77%	80.00%	50.00%	80.00%
Permian Basin	95.00%	88.89%	57.14%	100.00%	87.50%
Rural Capital Area	90.00%	93.62%	87.50%	61.54%	71.43%
South Plains	94.29%	86.67%	88.89%	75.00%	85.71%
South Texas	84.78%	82.22%	64.29%	57.14%	83.33%
Southeast Texas	96.00%	85.71%	80.00%	76.47%	84.38%
Tarrant County	88.15%	86.18%	82.86%	78.67%	90.63%
Texoma	87.50%	94.44%	100.00%	60.00%	100.00%
West Central Texas	96.43%	78.79%	54.55%	88.89%	90.91%
<b>System</b>	<b>86.06%</b>	<b>83.17%</b>	<b>76.28%</b>	<b>79.11%</b>	<b>88.45%</b>

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<sup>1</sup> Texas Labor Code, §302.0043(a)(1)(A)

**Table 1B: TANF Parents Maintaining Employment One Year After Entering Child Care<sup>2</sup>**

<b>Board Name</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Alamo	66.51%	60.67%	55.50%	64.06%	59.34%
Borderplex	59.36%	50.31%	40.30%	61.54%	48.84%
Brazos Valley	73.33%	67.39%	50.00%	77.78%	30.77%
Cameron	66.93%	54.01%	51.47%	70.00%	64.71%
Capital Area	77.25%	69.87%	66.25%	66.67%	75.86%
Central Texas	60.89%	62.16%	58.16%	70.59%	65.31%
Coastal Bend	59.83%	62.50%	59.52%	70.83%	47.06%
Concho Valley	57.14%	44.44%	50.00%	60.00%	75.00%
Greater Dallas	65.00%	59.29%	50.67%	68.75%	54.49%
Deep East Texas	66.67%	76.74%	58.33%	75.00%	63.16%
East Texas	68.14%	71.43%	52.94%	70.00%	77.78%
Golden Crescent	68.97%	68.18%	16.67%	66.67%	50.00%
Gulf Coast	65.06%	57.17%	52.66%	69.60%	58.71%
Heart of Texas	63.64%	58.65%	66.00%	72.73%	65.38%
Lower Rio Grande Valley	62.81%	46.56%	53.45%	68.09%	40.91%
Middle Rio Grande	48.84%	61.90%	42.11%	66.67%	33.33%
North Central Texas	65.04%	58.77%	64.22%	83.12%	56.86%
Northeast Texas	67.61%	60.00%	43.75%	64.29%	75.00%
North Texas	71.58%	55.56%	72.97%	76.92%	50.00%
Panhandle	65.31%	53.06%	73.91%	71.43%	87.50%
Permian Basin	70.00%	37.50%	50.00%	87.50%	44.44%
Rural Capital Area	67.01%	64.38%	68.42%	84.38%	72.73%
South Plains	71.43%	55.81%	63.64%	78.57%	64.71%
South Texas	55.74%	46.81%	58.82%	76.92%	33.33%
Southeast Texas	62.50%	54.41%	54.55%	79.17%	51.85%
Tarrant County	65.17%	62.74%	59.24%	71.10%	66.34%
Texoma	58.06%	77.78%	41.67%	75.00%	60.00%
West Central Texas	66.67%	63.04%	53.33%	66.67%	44.44%
<b>System</b>	<b>65.23%</b>	<b>59.11%</b>	<b>55.24%</b>	<b>70.41%</b>	<b>58.81%</b>

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<sup>2</sup> Texas Labor Code, §302.0043(a)(1)(B)

**Table 2A: Non-TANF Parents Maintaining Employment One Year After Entering Child Care<sup>3</sup>**

<b>Board Name</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Alamo	87.00%	85.86%	81.85%	84.59%	88.07%
Borderplex	84.62%	84.10%	79.57%	83.60%	85.80%
Brazos Valley	90.02%	87.58%	85.32%	87.22%	89.85%
Cameron	87.05%	86.58%	83.17%	86.08%	91.87%
Capital Area	88.58%	88.46%	83.77%	84.48%	88.42%
Central Texas	79.23%	81.22%	79.54%	80.67%	81.16%
Coastal Bend	86.76%	85.02%	80.10%	83.52%	87.94%
Concho Valley	87.85%	84.57%	80.42%	81.80%	83.70%
Greater Dallas	87.67%	84.29%	79.97%	83.40%	86.70%
Deep East Texas	86.08%	86.98%	83.61%	83.61%	87.31%
East Texas	87.15%	85.77%	84.96%	85.75%	87.39%
Golden Crescent	88.07%	84.55%	84.57%	82.34%	85.10%
Gulf Coast	85.05%	83.92%	78.50%	81.54%	85.85%
Heart of Texas	87.35%	84.43%	81.87%	83.73%	87.52%
Lower Rio Grande Valley	85.96%	83.36%	79.94%	84.39%	88.10%
Middle Rio Grande	89.02%	84.56%	82.57%	83.82%	88.11%
North Central Texas	88.03%	84.67%	82.18%	85.57%	88.28%
Northeast Texas	81.00%	78.99%	80.24%	80.66%	84.82%
North Texas	84.21%	85.67%	82.99%	85.13%	86.49%
Panhandle	86.36%	84.71%	82.10%	83.98%	85.42%
Permian Basin	86.39%	83.15%	76.92%	83.04%	84.46%
Rural Capital Area	89.45%	87.09%	83.95%	83.78%	88.76%
South Plains	87.90%	85.49%	83.92%	85.78%	87.71%
South Texas	86.12%	85.14%	80.35%	83.65%	86.06%
Southeast Texas	84.93%	82.66%	77.70%	80.63%	87.32%
Tarrant County	87.20%	85.64%	80.55%	83.88%	86.28%
Texoma	85.78%	82.89%	80.00%	79.52%	85.02%
West Central Texas	87.60%	83.68%	82.13%	83.45%	86.91%
<b>System</b>	<b>86.41%</b>	<b>84.65%</b>	<b>80.80%</b>	<b>83.50%</b>	<b>86.81%</b>

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<sup>3</sup> Texas Labor Code, §302.0043(a)(2)(A)

**Table 2B: Average Quarterly Wage Gain of Non-TANF Parents Receiving Child Care<sup>4</sup>**

<b>Board Name</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Alamo	\$908.82	\$ 881.97	\$ 1,850.53	\$1,756.45	\$1,833.14
Borderplex	\$731.44	\$ 874.74	\$ 1,547.06	\$1,674.16	\$1,677.25
Brazos Valley	\$966.35	\$ 927.81	\$ 2,218.57	\$1,455.27	\$1,754.93
Cameron	\$1,032.12	\$ 951.31	\$ 1,300.65	\$1,723.39	\$1,365.17
Capital Area	\$1,041.66	\$ 1,123.40	\$ 1,848.14	\$1,857.90	\$2,027.20
Central Texas	\$1,028.45	\$ 1,123.01	\$ 1,867.85	\$1,670.00	\$1,815.92
Coastal Bend	\$808.74	\$ 860.74	\$ 1,947.70	\$1,619.16	\$1,622.80
Concho Valley	\$919.58	\$ 994.10	\$ 2,327.44	\$1,559.62	\$1,884.49
Greater Dallas	\$1,073.53	\$ 964.85	\$ 1,911.22	\$1,907.10	\$2,187.10
Deep East Texas	\$886.66	\$ 919.85	\$ 1,387.89	\$1,307.11	\$1,471.43
East Texas	\$833.75	\$ 1,065.73	\$ 2,154.79	\$1,610.02	\$1,499.39
Golden Crescent	\$1,055.80	\$ 957.33	\$ 1,761.69	\$1,189.02	\$1,414.74
Gulf Coast	\$1,293.15	\$ 1,234.08	\$ 2,284.36	\$2,092.26	\$2,105.66
Heart of Texas	\$924.81	\$ 760.55	\$ 1,900.79	\$1,664.98	\$1,887.40
Lower Rio Grande Valley	\$783.39	\$ 863.37	\$ 1,416.28	\$1,927.44	\$1,619.23
Middle Rio Grande	\$743.31	\$ 909.59	\$ 1,585.31	\$1,655.79	\$1,385.14
North Central Texas	\$1,107.10	\$ 948.63	\$ 2,398.02	\$2,029.85	\$2,060.15
Northeast Texas	\$1,120.46	\$ 2,643.17	\$ 1,546.17	\$1,604.50	\$1,416.41
North Texas	\$1,085.04	\$ 879.43	\$ 1,764.44	\$1,540.70	\$1,730.06
Panhandle	\$1,159.65	\$ 1,163.29	\$ 1,864.80	\$1,586.41	\$1,750.13
Permian Basin	\$1,851.26	\$ 1,455.00	\$ 1,746.97	\$1,797.01	\$2,047.25
Rural Capital Area	\$942.01	\$ 1,275.15	\$ 1,905.45	\$1,884.30	\$1,775.80
South Plains	\$1,066.81	\$ 1,014.43	\$ 1,965.84	\$1,625.16	\$1,490.92
South Texas	\$774.09	\$ 871.94	\$ 1,120.70	\$2,029.20	\$1,692.44
Southeast Texas	\$990.57	\$ 710.11	\$ 1,324.04	\$1,644.39	\$1,773.14
Tarrant County	\$1,077.64	\$ 896.76	\$ 2,300.08	\$1,973.79	\$2,001.20
Texoma	\$1,234.65	\$ 1,002.51	\$ 2,006.48	\$1,386.60	\$1,918.50
West Central Texas	\$769.28	\$ 872.37	\$ 1,894.26	\$1,543.89	\$1,693.93
<b>System</b>	<b>\$1,044.56</b>	<b>\$ 1,031.82</b>	<b>\$ 1,929.91</b>	<b>\$1,835.12</b>	<b>\$1,871.17</b>

<sup>4</sup> Texas Labor Code, §302.0043(a)(2)(B)

**Table 3B: Percentage of Parents Leaving a Child Care Program and Receiving TANF Within a Year<sup>5</sup>**

Board Name	2018	2019	2020	2021	2022
Alamo	14.32%	11.64%	7.55%	3.52%	2.92%
Borderplex	14.10%	11.09%	6.63%	3.06%	3.04%
Brazos Valley	4.14%	13.64%	9.84%	8.40%	0.00%
Cameron	12.50%	10.32%	6.99%	1.43%	5.81%
Capital Area	16.09%	11.17%	5.46%	3.23%	3.38%
Central Texas	21.79%	21.61%	9.96%	4.89%	8.16%
Coastal Bend	20.89%	10.95%	3.65%	1.32%	2.83%
Concho Valley	11.11%	4.23%	4.23%	4.92%	3.57%
Greater Dallas	25.92%	17.85%	8.30%	4.53%	5.32%
Deep East Texas	8.46%	5.36%	2.02%	5.32%	2.65%
East Texas	7.69%	4.63%	3.01%	3.13%	1.72%
Golden Crescent	8.70%	6.38%	1.35%	3.66%	3.81%
Gulf Coast	12.19%	9.40%	5.24%	3.69%	3.36%
Heart of Texas	14.79%	9.89%	5.63%	4.76%	1.96%
Lower Rio Grande Valley	7.88%	5.94%	2.69%	2.01%	3.38%
Middle Rio Grande	8.51%	7.76%	6.12%	0.00%	3.61%
North Central Texas	7.85%	6.77%	4.68%	2.44%	2.16%
Northeast Texas	14.78%	5.10%	1.34%	5.31%	1.44%
North Texas	9.57%	9.09%	2.99%	1.19%	7.34%
Panhandle	6.57%	5.45%	4.86%	0.66%	1.03%
Permian Basin	9.70%	6.37%	2.40%	0.63%	1.95%
Rural Capital Area	11.40%	6.43%	3.66%	2.16%	1.59%
South Plains	5.22%	2.97%	2.95%	1.87%	1.07%
South Texas	7.05%	7.92%	1.68%	1.56%	2.82%
Southeast Texas	11.50%	13.60%	6.52%	4.60%	7.45%
Tarrant County	15.99%	14.01%	8.06%	5.13%	4.57%
Texoma	6.85%	9.21%	3.85%	2.44%	3.54%
West Central Texas	6.04%	7.69%	7.39%	1.45%	1.68%
<b>System</b>	<b>13.07%</b>	<b>10.14%</b>	<b>5.57%</b>	<b>3.35%</b>	<b>3.36%</b>

<sup>5</sup> Texas Labor Code, §302.0043(a)(3)(B)

**Table 4A: 2024 Texas Rising Star Providers—  
Percentage of All Subsidized Providers and Percent of All Regulated Providers<sup>6</sup>**

Board Name	All TRS Providers	All Subsidized Providers	Percent TRS	All Regulated Providers	Percent TRS
Alamo	256	517	49.5%	1,004	25.5%
Borderplex	139	265	52.5%	400	34.8%
Brazos Valley	48	105	45.7%	166	28.9%
Cameron	62	147	42.2%	216	28.7%
Capital Area	122	253	48.2%	627	19.5%
Central Texas	79	185	42.7%	314	25.2%
Coastal Bend	51	171	29.8%	274	18.6%
Concho Valley	12	47	25.5%	81	14.8%
Greater Dallas	280	570	49.1%	1,024	27.3%
Deep East Texas	45	79	57.0%	110	40.9%
East Texas	120	213	56.3%	277	43.3%
Golden Crescent	9	62	14.5%	119	7.6%
Gulf Coast	769	1,580	48.7%	3,462	22.2%
Heart of Texas	68	99	68.7%	182	37.4%
Lower Rio Grande Valley	168	425	39.5%	522	32.2%
Middle Rio Grande	14	35	40.0%	75	18.7%
North Central Texas	236	537	43.9%	1,521	15.5%
Northeast Texas	46	63	73.0%	99	46.5%
North Texas	33	74	44.6%	129	25.6%
Panhandle	69	101	68.3%	169	40.8%
Permian Basin	48	85	56.5%	160	30.0%
Rural Capital Area	132	290	45.5%	629	21.0%
South Plains	63	111	56.8%	203	31.0%
South Texas	71	121	58.7%	148	48.0%
Southeast Texas	63	96	65.6%	152	41.4%
Tarrant County	224	442	50.7%	968	23.1%
Texoma	20	54	37.0%	85	23.5%
West Central Texas	56	86	65.1%	143	39.2%
<b>System</b>	<b>3,303</b>	<b>6,813</b>	<b>48.5%</b>	<b>13,268</b>	<b>24.9%</b>

Includes data as of September 2024. Board-level data for 2019–2023 can be found at the [Child Care by the Numbers](#) web page.

<sup>6</sup> Texas Labor Code, §302.0043(f)(3), §302.0042(b)(9)–(10)

**Table 4B: 2024 Texas Rising Star Providers by Star Level<sup>7</sup>—Percentage of All Subsidized Providers<sup>8</sup>**

Board Name	2-Star Providers	Percent 2-Star	3-Star Providers	Percent 3-Star	4-Star Providers	Percent 4-Star	All Subsidized
Alamo	12	2.3%	98	19.0%	146	28.2%	517
Borderplex	9	3.4%	49	18.5%	81	30.6%	265
Brazos Valley	15	14.3%	28	26.7%	5	4.8%	105
Cameron	7	4.8%	15	10.2%	40	27.2%	147
Capital Area	7	2.8%	25	9.9%	90	35.6%	253
Central Texas	7	3.8%	31	16.8%	41	22.2%	185
Coastal Bend	7	4.1%	21	12.3%	23	13.5%	171
Concho Valley	5	10.6%	4	8.5%	3	6.4%	47
Greater Dallas	19	3.3%	91	16.0%	170	29.8%	570
Deep East Texas	0	0.0%	14	17.7%	31	39.2%	79
East Texas	4	1.9%	57	26.8%	59	27.7%	213
Golden Crescent	0	0.0%	5	8.1%	4	6.5%	62
Gulf Coast	140	8.9%	342	21.6%	287	18.2%	1,580
Heart of Texas	11	11.1%	39	39.4%	18	18.2%	99
Lower Rio Grande Valley	1	0.2%	33	7.8%	134	31.5%	425
Middle Rio Grande	4	11.4%	4	11.4%	6	17.1%	35
North Central Texas	40	7.4%	121	22.5%	75	14.0%	537
Northeast Texas	1	1.6%	13	20.6%	32	50.8%	63
North Texas	3	4.1%	10	13.5%	20	27.0%	74
Panhandle	14	13.9%	33	32.7%	22	21.8%	101
Permian Basin	25	29.4%	10	11.8%	13	15.3%	85
Rural Capital Area	13	4.5%	39	13.4%	80	27.6%	290
South Plains	14	12.6%	31	27.9%	18	16.2%	111
South Texas	2	1.7%	28	23.1%	41	33.9%	121
Southeast Texas	7	7.3%	30	31.3%	26	27.1%	96
Tarrant County	23	5.2%	77	17.4%	124	28.1%	442
Texoma	1	1.9%	4	7.4%	15	27.8%	54
West Central Texas	26	30.2%	19	22.1%	11	12.8%	86
<b>System</b>	<b>417</b>	<b>6.1%</b>	<b>1,271</b>	<b>18.7%</b>	<b>1,615</b>	<b>23.7%</b>	<b>6,813</b>

Includes data as of September 2024. Board-level data for 2019–2023 can be found on the [Child Care by the Numbers](#) web page.

<sup>7</sup> Provider star level reflects provider level at any time during the BCY.

<sup>8</sup> Texas Labor Code, §§302.0043(f)(3), 302.0042(b)(9)–(11)

**Table 4C: 2024 Texas Rising Star Providers by Star Level<sup>9</sup>—Percentage of All Regulated Providers<sup>10</sup>**

Board Name	2-Star Providers	Percent 2-Star	3-Star Providers	Percent 3-Star	4-Star Providers	Percent 4-Star	All Regulated Providers
Alamo	12	1.2%	98	9.8%	146	14.5%	1,004
Borderplex	9	2.3%	49	12.3%	81	20.3%	400
Brazos Valley	15	9.0%	28	16.9%	5	3.0%	166
Cameron	7	3.2%	15	6.9%	40	18.5%	216
Capital Area	7	1.1%	25	4.0%	90	14.4%	627
Central Texas	7	2.2%	31	9.9%	41	13.1%	314
Coastal Bend	7	2.6%	21	7.7%	23	8.4%	274
Concho Valley	5	6.2%	4	4.9%	3	3.7%	81
Greater Dallas	19	1.9%	91	8.9%	170	16.6%	1,024
Deep East Texas	0	0.0%	14	12.7%	31	28.2%	110
East Texas	4	1.4%	57	20.6%	59	21.3%	277
Golden Crescent	0	0.0%	5	4.2%	4	3.4%	119
Gulf Coast	140	4.0%	342	9.9%	287	8.3%	3,462
Heart of Texas	11	6.0%	39	21.4%	18	9.9%	182
Lower Rio Grande Valley	1	0.2%	33	6.3%	134	25.7%	522
Middle Rio Grande	4	5.3%	4	5.3%	6	8.0%	75
North Central Texas	40	2.6%	121	8.0%	75	4.9%	1,521
Northeast Texas	1	1.0%	13	13.1%	32	32.3%	99
North Texas	3	2.3%	10	7.8%	20	15.5%	129
Panhandle	14	8.3%	33	19.5%	22	13.0%	169
Permian Basin	25	15.6%	10	6.3%	13	8.1%	160
Rural Capital Area	13	2.1%	39	6.2%	80	12.7%	629
South Plains	14	6.9%	31	15.3%	18	8.9%	203
South Texas	2	1.4%	28	18.9%	41	27.7%	148
Southeast Texas	7	4.6%	30	19.7%	26	17.1%	152
Tarrant County	23	2.4%	77	8.0%	124	12.8%	968
Texoma	1	1.2%	4	4.7%	15	17.6%	85
West Central Texas	26	18.2%	19	13.3%	11	7.7%	143
<b>System</b>	<b>417</b>	<b>3.1%</b>	<b>1,271</b>	<b>9.6%</b>	<b>1,615</b>	<b>12.2%</b>	<b>13,268</b>

Includes data as of September 2024. Board-level data for 2019–2023 can be found on the [Child Care by the Numbers](#) web page.

<sup>9</sup> Provider star level is at any time during the BCY.

<sup>10</sup> Texas Labor Code, §§302.0043(f)(3), 302.0042(b)(9)–(11)

**Table 4D: 2024 Average Number of Children in a Texas Rising Star Program—  
Percentage of All Subsidized Children<sup>11</sup>**

Board Name	Texas Rising Star Children	All Subsidy Children	Percent Texas Rising Star
Alamo	9,035	13,788	65.5%
Borderplex	4,705	6,203	75.9%
Brazos Valley	816	1,425	57.3%
Cameron	1,622	3,227	50.3%
Capital Area	1,642	2,614	62.8%
Central Texas	1,755	2,915	60.2%
Coastal Bend	1,703	3,759	45.3%
Concho Valley	204	685	29.8%
Greater Dallas	9,820	14,918	65.8%
Deep East Texas	1,644	2,648	62.1%
East Texas	3,260	5,329	61.2%
Golden Crescent	230	1,125	20.4%
Gulf Coast	23,726	36,308	65.3%
Heart of Texas	1,791	2,383	75.2%
Lower Rio Grande Valley	5,053	10,031	50.4%
Middle Rio Grande	371	1,438	25.8%
North Central Texas	4,848	8,123	59.7%
Northeast Texas	1,752	2,003	87.5%
North Texas	550	1,130	48.7%
Panhandle	1,894	2,577	73.5%
Permian Basin	1,226	2,503	49.0%
Rural Capital Area	1,818	2,898	62.7%
South Plains	1,415	2,274	62.2%
South Texas	2,305	2,969	77.6%
Southeast Texas	1,860	2,616	71.1%
Tarrant County	5,263	7,781	67.6%
Texoma	494	985	50.2%
West Central Texas	1,143	1,688	67.7%
<b>System</b>	<b>91,946</b>	<b>146,343</b>	<b>62.8%</b>

Includes data as of September 2024. Board-level data for 2019–2023 can be found on the [Child Care by the Numbers](#) web page.

<sup>11</sup> Texas Labor Code, §§302.0043(f)(3), 302.0042(b)(12)–(13)

**Table 4E: 2024 Average Number of Children in a Texas Rising Star Program by Star Level<sup>12</sup>—Percentage of All Subsidized Children<sup>13</sup>**

Board Name	2-Star Children	Percent 2-Star	3-Star Children	Percent 3-Star	4-Star Children	Percent 4-Star	All Subsidy Children
Alamo	326	2.4%	3,334	24.2%	5,374	39.0%	13,788
Borderplex	158	2.5%	1,702	27.4%	2,874	46.3%	6,203
Brazos Valley	175	12.3%	607	42.6%	35	2.5%	1,425
Cameron	154	4.8%	397	12.3%	1,071	33.2%	3,227
Capital Area	81	3.1%	445	17.0%	1,116	42.7%	2,614
Central Texas	137	4.7%	637	21.9%	982	33.7%	2,915
Coastal Bend	298	7.9%	769	20.5%	636	16.9%	3,759
Concho Valley	97	14.2%	100	14.6%	8	1.2%	685
Greater Dallas	421	2.8%	3,059	20.5%	6,340	42.5%	14,918
Deep East Texas	3	0.1%	411	15.5%	1,230	46.5%	2,648
East Texas	112	2.1%	1,646	30.9%	1,502	28.2%	5,329
Golden Crescent	0	0.0%	172	15.3%	58	5.2%	1,125
Gulf Coast	3,455	9.5%	9,459	26.1%	10,813	29.8%	36,308
Heart of Texas	231	9.7%	1,118	46.9%	443	18.6%	2,383
Lower Rio Grande Valley	7	0.1%	921	9.2%	4,142	41.3%	10,031
Middle Rio Grande	209	14.5%	67	4.7%	95	6.6%	1,438
North Central Texas	641	7.9%	2,379	29.3%	1,841	22.7%	8,123
Northeast Texas	10	0.5%	620	31.0%	1,140	56.9%	2,003
North Texas	72	6.4%	223	19.7%	254	22.5%	1,130
Panhandle	406	15.8%	823	31.9%	665	25.8%	2,577
Permian Basin	749	29.9%	295	11.8%	182	7.3%	2,503
Rural Capital Area	180	6.2%	583	20.1%	1,055	36.4%	2,898
South Plains	210	9.2%	700	30.8%	511	22.5%	2,274
South Texas	31	1.0%	844	28.4%	1,430	48.2%	2,969
Southeast Texas	124	4.7%	974	37.2%	762	29.1%	2,616
Tarrant County	314	4.0%	1,311	16.8%	3,648	46.9%	7,781
Texoma	5	0.5%	158	16.0%	331	33.6%	985
West Central Texas	395	23.4%	331	19.6%	418	24.8%	1,688
<b>System</b>	<b>9,000</b>	<b>6.1%</b>	<b>34,084</b>	<b>23.3%</b>	<b>48,956</b>	<b>33.5%</b>	<b>146,343</b>

Includes data as of September 2024. Board-level data for 2019–2023 can be found on the [Child Care by the Numbers](#) web page.

<sup>12</sup> Provider star level is at any time during the BCY.

<sup>13</sup> Texas Labor Code, §§302.0043(f)(3), 302.0042(b)(12)–(13)