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**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

*1500 Marilla Street,
Council Chambers, 6th Floor
Dallas, Texas 75201*

Public Notice

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POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

November 5, 2024

9:00 AM

2023 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
ECONOMIC DEVELOPMENT Atkins (C), Narvaez (VC), Arnold, Bazaldua, Ridley, Stewart, West	GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT West (C), Blackmon (VC), Mendelsohn, Moreno, Resendez
HOUSING AND HOMELESSNESS SOLUTIONS Moreno (C), Mendelsohn (VC), Gracey, West, Willis	PARKS, TRAILS, AND THE ENVIRONMENT Stewart (C), Moreno (VC), Arnold, Bazaldua, Blackmon, Narvaez, West
PUBLIC SAFETY Mendelsohn (C), Stewart (VC), Atkins, Moreno, Willis	QUALITY OF LIFE, ARTS, AND CULTURE *Ridley (C), Resendez (VC), Bazaldua, Blackmon, Gracey, Schultz, Willis
TRANSPORTATION AND INFRASTRUCTURE Narvaez (C), Gracey (VC), Atkins, Mendelsohn, Resendez, Schultz, Stewart	WORKFORCE, EDUCATION, AND EQUITY *Arnold (C), *Schultz (VC), Bazaldua, Blackmon, Resendez, Ridley, Willis
AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS Atkins (C), Mendelsohn, Moreno, Ridley, Stewart	AD HOC COMMITTEE ON GENERAL INVESTIGATING AND ETHICS Mendelsohn (C), Gracey, Johnson, Schultz, Stewart
AD HOC COMMITTEE ON JUDICIAL NOMINATIONS Ridley (C), Resendez, West	AD HOC COMMITTEE ON LEGISLATIVE AFFAIRS Mendelsohn (C), Atkins, Gracey, Narvaez, Stewart
AD HOC COMMITTEE ON PENSIONS Atkins (C), Blackmon, Mendelsohn, Moreno, Resendez, Stewart, West, Willis	AD HOC COMMITTEE ON PROFESSIONAL SPORTS RECRUITMENT AND RETENTION Gracey (C), Blackmon, Johnson, Moreno, Narvaez, Resendez, Schultz

(C) – Chair, (VC) – Vice Chair

* Updated:6/28/24

Note: A quorum of the Dallas City Council may attend this Council Committee meeting.

General Information

The Dallas Council Committees regularly meet on Mondays beginning at 9:00 a.m. and 1:00 p.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council Committee agenda meetings are broadcast live on bit.ly/cityofdallastv and on Time Warner City Cable Channel 16.

Sign interpreters are available upon request with a 48-hour advance notice by calling (214) 670-5208 V/TDD. The City of Dallas is committed to compliance with the Americans with Disabilities Act. **The Council agenda is available in alternative formats upon request.**

If you have any questions about this agenda or comments or complaints about city services, call 311.

Rules of Courtesy

City Council meetings bring together citizens of many varied interests and ideas. To insure fairness and orderly meetings, the Council has adopted rules of courtesy which apply to all members of the Council, administrative staff, news media, citizens and visitors. These procedures provide:

- That no one shall delay or interrupt the proceedings, or refuse to obey the orders of the presiding officer.
- All persons should refrain from private conversation, eating, drinking and smoking while in the Council Chamber.
- Posters or placards must remain outside the Council Chamber.
- No cellular phones or audible beepers allowed in Council Chamber while City Council is in session.

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

Información General

Los Comités del Concejo de la Ciudad de Dallas se reúnen regularmente los lunes en la Cámara del consejo en el sexto piso del Ayuntamiento, 1500 Marilla, a partir de las 9:00 a.m. y la 1:00 p.m. Las reuniones de la agenda del Comité del Consejo se transmiten en vivo por la estación de bit.ly/cityofdallastv y por cablevisión en la estación *Time Warner City Cable Canal 16*.

Intérpretes para personas con impedimentos auditivos están disponibles si lo solicita con 48 horas de anticipación llamando al (214) 670-5208 (aparato auditivo V/TDD). La Ciudad de Dallas se esfuerza por cumplir con el decreto que protege a las personas con impedimentos, *Americans with Disabilities Act*. **La agenda del Ayuntamiento está disponible en formatos alternos si lo solicita.**

Si tiene preguntas sobre esta agenda, o si desea hacer comentarios o presentar quejas con respecto a servicios de la Ciudad, llame al 311.

Reglas de Cortesía

Las asambleas del Ayuntamiento Municipal reúnen a ciudadanos de diversos intereses e ideologías. Para asegurar la imparcialidad y el orden durante las asambleas, el Ayuntamiento ha adoptado ciertas reglas de cortesía que aplican a todos los miembros del Ayuntamiento, al personal administrativo, personal de los medios de comunicación, a los ciudadanos, y a visitantes. Estos reglamentos establecen lo siguiente:

- Ninguna persona retrasará o interrumpirá los procedimientos, o se negará a obedecer las órdenes del oficial que preside la asamblea.
- Todas las personas deben abstenerse de entablar conversaciones, comer, beber y fumar dentro de la cámara del Ayuntamiento.
- Anuncios y pancartas deben permanecer fuera de la cámara del Ayuntamiento.
- No se permite usar teléfonos celulares o enlaces electrónicos (*paggers*) audibles en la cámara del Ayuntamiento durante audiencias del Ayuntamiento Municipal

"Los ciudadanos y visitantes presentes durante las asambleas del Ayuntamiento Municipal deben de obedecer las mismas reglas de comportamiento, decoro y buena conducta que se aplican a los miembros del Ayuntamiento Municipal. Cualquier persona que haga comentarios impertinentes, utilice vocabulario obsceno o difamatorio, o que al dirigirse al Ayuntamiento lo haga en forma escandalosa, o si causa disturbio durante la asamblea del Ayuntamiento Municipal, será expulsada de la cámara si el oficial que este presidiendo la asamblea así lo ordena. Además, se le prohibirá continuar participando en la audiencia ante el Ayuntamiento Municipal. Si el oficial que preside la asamblea no toma acción, cualquier otro miembro del Ayuntamiento Municipal puede tomar medidas para hacer cumplir las reglas establecidas, y el voto afirmativo de la mayoría del Ayuntamiento Municipal precisará al oficial que este presidiendo la sesión a tomar acción." Según la sección 3.3 (c) de las reglas de procedimientos del Ayuntamiento.

Handgun Prohibition Notice for Meetings of Governmental Entities

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."

This City Council Workforce, Education, and Equity Committee meeting will be held by video conference and in the Council Chambers, 6th Floor at City Hall. The public may attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person. The Workforce, Education, and Equity Committee will be broadcast live on Spectrum Cable Channel 16 (English) and 95 (Spanish) and online at [bit.ly/cityofdallastv](https://cityofdallastv.com). The public may also listen to the meeting as an attendee at the following video conference

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m1b67b5e601a1cf63c28596715f9827b6>

Call to Order

MINUTES

1. [24-3411](#) Approval of the October 15, 2024 Workforce, Education, and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [24-3410](#) Overview of Out of School Time Landscape and Early Childhood Care Landscape and Update on Related Projects
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment; Dannita Williams, Program Administrator, Office of Community Care and Empowerment; Marjorie Murat, Chief Executive Officer, Dallas Afterschool; Kyle Francis Ph.D, Vice President of Development, Dallas Afterschool]

Attachments: [Presentation](#)

BRIEFING MEMOS

FORECAST

- B. [24-3412](#) Workforce, Education, and Equity Committee Forecast

Attachments: [Forecast](#)

ADJOURNMENT

EXECUTIVE SESSION NOTICE

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 24-3411

Item #: 1.

Approval of the October 15, 2024 Workforce, Education, and Equity Committee Meeting Minutes

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, OCTOBER 15, 2024

24-0019

WORKFORCE EDUCATION & EQUITY COMMITTEE
CITY COUNCIL CHAMBER, CITY HALL/VIDEO CONFERENCE
COUNCILMEMBER CAROLYN KING ARNOLD, PRESIDING

PRESENT: [7] Arnold, Schultz, Resendez, Bazaldua (**9:08 a.m.), *Blackmon, Willis, Ridley

ABSENT: [0]

The meeting was called to order at 9:00 a.m. with a quorum of the committee present.

The meeting agenda, posted in accordance with Chapter 551, "OPEN MEETINGS," of the Texas Government Code, was presented.

After all business properly brought before the committee had been considered, the meeting adjourned at 10:48 a.m.

Chair

ATTEST:

City Secretary Staff

Date Approved

The agenda is attached to the minutes of this meeting as EXHIBIT A.

The actions taken on each matter considered by the committee are attached to the minutes of this meeting as EXHIBIT B.

The briefing materials for this meeting are filed with the City Secretary's Office as EXHIBIT C.

***Note: Members of the Committee participated in this meeting by video conference.**

**** Note: Indicates arrival time after meeting called to order/reconvened.**

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, OCTOBER 15, 2024

EXHIBIT A

RECEIVED

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**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

*1500 Marilla Street,
Council Chambers, 6th Floor
Dallas, Texas 75201*

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POSTED **CITY SECRETARY
DALLAS, TX**



Workforce, Education, and Equity Committee

October 15, 2024

9:00 AM

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<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m661b86530b8bb9f449a7619ca1b1983b>

Call to Order

MINUTES

1. [24-3220](#) Approval of the September 9, 2024, Workforce, Education, and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [24-3216](#) Closing Disparities: Department Progress Measures Update - Vibrant Portfolio [Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Jessica Galleshaw, Director, Office of Community Care and Empowerment, Martine Elyse Philippe, Director, Office of Arts and Culture; Heather Lowe, Interim Director, Dallas Public Library; John D. Jenkins, Director, Parks and Recreation; Carlos Evans, Director, Environmental Quality and Sustainability]

Attachments: [Presentation](#)

- B. [24-3217](#) October 2024 Upskilling Pilot Program Update and Next Steps [Nina Arias, Director, Human Resources; Sonya Batts, Senior Human Resources Manager, Human Resources; Heather Wood, Training and Development Manager, Human Resources; Laura Dizen, Sr. Training Specialist, Human Resources]

Attachments: [Presentation](#)

BRIEFING MEMOS

- C. [24-3219](#) 2024 Dallas Youth Survey and Dallas Youth Collaborative Update
[Liz Cedillo-Pereira, Assistant City Manager, City of Dallas; Jeesica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment; Taylor Moody, Partnership and Engagement Coordinator, Office of Community Care and Empowerment]

Attachments: [Memorandum](#)

- D. [24-3218](#) Martin Luther King Jr. Parade Week Update
[Liz Cedillo-Pereira, Assistant City Manager, City of Dallas; Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

Attachments: [Memorandum](#)

- E. [24-3222](#) Human Rights Taskforce Workshop Update
[Liz Cedillo-Pereira, Assistant City Manager, City of Dallas; Dr. Lindsey Wilson, Director, Office of Equity and Inclusion, Christopher Graves, Human Rights Officer, Office of Equity and Inclusion]

Attachments: [Memorandum](#)

FORECAST

- F. [24-3221](#) Workforce, Education, and Equity Committee Forecast

Attachments: [Forecast](#)

ADJOURNMENT

EXECUTIVE SESSION NOTICE

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MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, OCTOBER 15, 2024

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

OCTOBER 15, 2024

Item 1: Approval of the September 9, 2024, Workforce, Education, and Equity Committee Meeting Minutes

Councilmember Resendez moved to adopt the minutes as presented.

Motion seconded by Councilmember Ridley and unanimously adopted. (Bazaldua absent when vote taken)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

OCTOBER 15, 2024

BRIEFING ITEMS

Item A: Closing Disparities: Department Progress Measures Update – Vibrant Portfolio

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager’s Office;
- Dr. Lindsey Wilson, Director, Office of Equity and Inclusion;
- Jessica Galleshaw, Director, Office of Community Care;
- Martine Elyse Philippe, Director, Office of Arts and Culture;
- Heather Lowe, Interim Director, Dallas Public Library;
- John D. Jenkins, Director, Parks and Recreation;
- Carlos Evans, Director, Environmental Quality and Sustainability; and
- Nina Arias, Director, Department of Human Resources

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

OCTOBER 15, 2024

BRIEFING ITEMS

Item B: October 2024 Upskilling Pilot Program Update and Next Steps

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Nina Arias, Director, Department of Human Resources;
- Sonya Batts, Manager, Department of Human Resources;
- Heather Wood, Training Manager, Department of Human Resources; and
- Laura Dizien, Senior Training Specialist, Department of Human Resources

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

OCTOBER 15, 2024

BRIEFING MEMOS

Item C: 2024 Dallas Youth Survey and Dallas Youth Collaborative Update

Item D: Martin Luther King Jr. Parade Week Update

Item E: Human Rights Taskforce Workshop Update

The committee discussed the items.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

OCTOBER 15, 2024

FORECAST

Item F: Workforce, Education, and Equity Committee Forecast

The committee discussed the item.

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, OCTOBER 15, 2024

EXHIBIT C



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 24-3410

Item #: A.

Overview of Out of School Time Landscape and Early Childhood Care Landscape and Update on Related Projects

[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment; Dannita Williams, Program Administrator, Office of Community Care and Empowerment; Marjorie Murat, Chief Executive Officer, Dallas Afterschool; Kyle Francis Ph.D, Vice President of Development, Dallas Afterschool]



City of Dallas

Overview of Out of School Time Landscape and Early Childhood Care Landscape and Update on Related Projects

Workforce, Education and Equity

Jessica Galleshaw,
Director, Office of Community Care and Empowerment

Dannita Williams,
Program Administrator, Office of Community Care and
Empowerment

Marjorie Murat
Chief Executive Office, Dallas Afterschool

Kyle Francis, PhD
Vice President of Development, Dallas Afterschool

Agenda for Today



ECOSTS Programming Updates

Partner Presentation: Dallas
Afterschool

Questions and Discussion





- ECOSTS (Early Childhood and Out-of-School Time Services) – Providers Program
- ECOSTS – Special Needs/Families Experiencing Homelessness Program
- ECOSTS Provider Assistance (ARPA) Program





- ECOSTS program seeks to:
 - **Remove Financial barriers to childcare**
 - By providing subsidy to parents who need help with childcare and who DO NOT qualify for any other forms of public assistance
 - **Remove Geographic barriers**
 - By allowing parents to select any licensed provider that best meet their needs





- **Assist parents planning to cover full cost of their childcare**
 - By providing financial planning and budget development workshops and follow-up group session for parents in the program
- **Improve delivery of services**
 - By providing technical assistance to participating childcare programs in area of need and interests
- **Assist parents in selecting childcare**
 - By training parents in what to look for when selecting a childcare center



ECOSTS: Providers Subsidy Rates



The ECOSTS Program pays a portion of childcare expenses for working parents whose income is at 80% or below the Area Median Income (AMFI), based on the sliding scale below (As of October 2024):

<u>AGE</u>	<u>WEEKLY SUBSIDY</u>
Birth - 18 months	\$175.00
18 months – 36 months	\$150.00
3 years – 5 years	\$125.00
6 years – 12 years	\$100.00

Staff conducts market analysis every 2 years and adjusts rates accordingly.



ECOSTS: Providers Subsidy Rates



FY 2024 Area Median Family Income (AMFI) Limits Summary:

FY2024 Income Limit Area	Median Family Income	FY 2024 Income Limit Category	Persons in Family							
			1	2	3	4	5	6	7	8
Dallas, Texas HUD Metro Fair Market Rents (FMR) Area	\$110,300	Low (80%) Income Limits (\$)	61,800	70,600	79,450	88,250	95,350	102,400	109,450	116,500
		Very Low (50%) Income Limits	38,650	44,150	49,650	55,150	59,600	64,000	68,400	72,800
		Extremely Low (30%) Income Limits	23,200	26,500	29,800	33,100	36,580	41,960	47,340	52,720

NOTE: HUD generally uses the Office of Management and Budget (OMB) area definitions in the calculation of income limit program parameters. However, to ensure that program parameters do not vary significantly due to area definition changes, HUD has used custom geographic definitions for the **Dallas, TX HUD Metro FMR Area**.

The **Dallas, TX HUD Metro FMR Area** contains the following areas: Collin County, TX; Dallas County, TX; Denton County, TX; Ellis County, TX; Hunt County, TX; Kaufman County, TX; and Rockwall County, TX.



Eligibility Guidelines



- To qualify for the program, families must meet the following guidelines:
 - Must reside in Dallas
 - Select a licensed childcare facility in Dallas
 - Have legal custody of the children being enrolled
 - 80% AMI or below





Specialized Programs (through contracted providers):

- **Childcare for Homeless Families:** Designed to provide year-round childcare for homeless children to enable parents to obtain/sustain employment, receive job training, and/or continue their education. Homeless means an individual who lacks a fixed, regular, and adequate nighttime residence; or an individual whose primary residence during the night is a supervised, publicly or privately-operated facility designed to provide temporary living accommodations.
- **Childcare for Special Needs Children:** Designed to provide year-round childcare for children with functional needs requiring assistance to perform tasks that are not within the typical chronological range of development. Some special needs include, but are not limited to, visual, speech, and hearing impairments; restriction of movement or large and/or small muscles; learning impairment, emotional disturbances, and who have been affected/effected by HIV/AIDS disease.



Special Needs / Families Experiencing Homelessness



Special Needs Assistance seeks to:

- **Aid child development for children who have special needs and children who have been affected by HIV/AIDS disease.**
 - By providing year around medically managed care, which includes an onsite nurse and partners who provide speech, physical and occupational therapy.

Families Experiencing Homelessness:

- **Remove financial barriers to qualify childcare**
 - By providing free childcare for homeless families
- **Address the unique needs of homeless children**
 - By providing a program that is designed to address early childhood development, health/mental wellness and family support services



Program Performance Measures



Program	Measure	Goal	FY24 Actual
ECOST	Number of children served	235	301
ECOST	Total workshops offered	12	23
Special Needs Assistance	Number of children served	40	36
Special Needs Assistance	Number of households served	25	27
Families Experiencing Homelessness	Number of children served	40	36
Families Experiencing Homelessness	Number of households served	25	27



Program Outcome Measures



Program	Measure	Goal	FY24 Actual
ECOST	How many parents were able to maintain employment due to receiving affordable childcare	Every family enrolled	209
Special Needs Assistance	Percentage of parents that have obtained employment or remained employed, received job training and/or continued their education due to agency providing childcare of parents	90%	100%
Special Needs Assistance	Percentage of children who will maintain or improve in all areas of educational or developmental domains when measured at the end of the year	85%	100%
Special Needs Assistance	Percentage of parents who will rate the effectiveness of the child program as “effective” or “very effective”	90%	100%
Families Experiencing Homelessness	Percentage of infant/toddler children participating in Vogel Alcove for at least 8 months who are functioning at an appropriate stage of development	75%	91%
Families Experiencing Homelessness	Percentage of 5-year-old children assessed as kindergarten ready at the end of May	75%	90%
Families Experiencing Homelessness	Percentage of parents that have obtained employment or remained employed, received job training and/or continued their education due to agency providing childcare-	75%	79%



Drivers of Poverty: Childcare



Program Update:

- Finalizing Program Statement
- Tentative Date for Council Approval: December 2024
- Tentative Start Date: January 2025



Agenda for Today



ECOST Programming Updates

Partner Presentation: Dallas
Afterschool

Questions and Discussion





City of Dallas

Workforce, Education & Equity Committee Briefing
November 5, 2024





The mission of Dallas Afterschool is to level the playing field for children of all races and economic backgrounds by increasing access to high-quality out-of-school-time programs.



DALLASAFTERSCHOOL.ORG

 @DallasAfterschool

 @Dallas_Afterschool

 @DalAfterschool



AGENDA



01 Importance of Out-of-School Time (OST)

02 The OST & Early Childhood Landscape

03 Dallas Afterschool & Our Work

04 The Impact of the City of Dallas ARPA Grants



Out-of-school-time programs



Make a difference for *youth* by:

- **Keeping children safe**

Juvenile crime triples between the hours of 3 & 6 pm., hours when children are more likely to experiment with risky behaviors.

- **Closing the opportunity gap**

By the time they reach the 8th grade, low-income children have experienced 6,000 fewer hours of enrichment activities compared to middle-income children.

- **Inspiring kids to learn and stay engaged in school**

Attendance, grades and graduation rates are directly linked to high quality afterschool programs.

- **Supporting social-emotional development**

Last year, 85% of students in our partner programs showed improved mental health aptitudes based on a nationally-used assessment tool.

- **Building communities:** Out-of-school time programs foster a sense of belonging and connection to the community, helping children feel valued and supported.



OST and Early Childhood programs



Make a difference for the *workforce* by:

- **Supporting working families**

By allowing parents to stay in the workforce, these programs promote economic mobility, housing stability, and food security.

- **Increasing tax revenue**

Texas loses \$1.8 billion annually in tax revenue from parents who chose not to work because of a lack of childcare.

- **Bolstering productivity**

Texas loses around \$7.59 billion in productivity every year due to employee absences caused by lack of reliable childcare.

- **Building the workforce**

These programs themselves are significant employers, with over 46,000 Texans working in the out-of-school-time and childcare sectors. By providing ongoing professional development opportunities, agencies like Dallas Afterschool and Educational First Steps contribute to the overall uplift of the economy.



The current OST landscape



Is in a state of crisis

- Unmet demand is at an all-time high.
- For every child in an afterschool program in Dallas, 3 are waiting to get in.
- Annual turnover rate for OST workforce averages as high as 70%, forcing programs to operate below capacity.
- This gap leaves **over 100,000 children** in Dallas without a safe place to go afterschool.



The current Early Childhood landscape

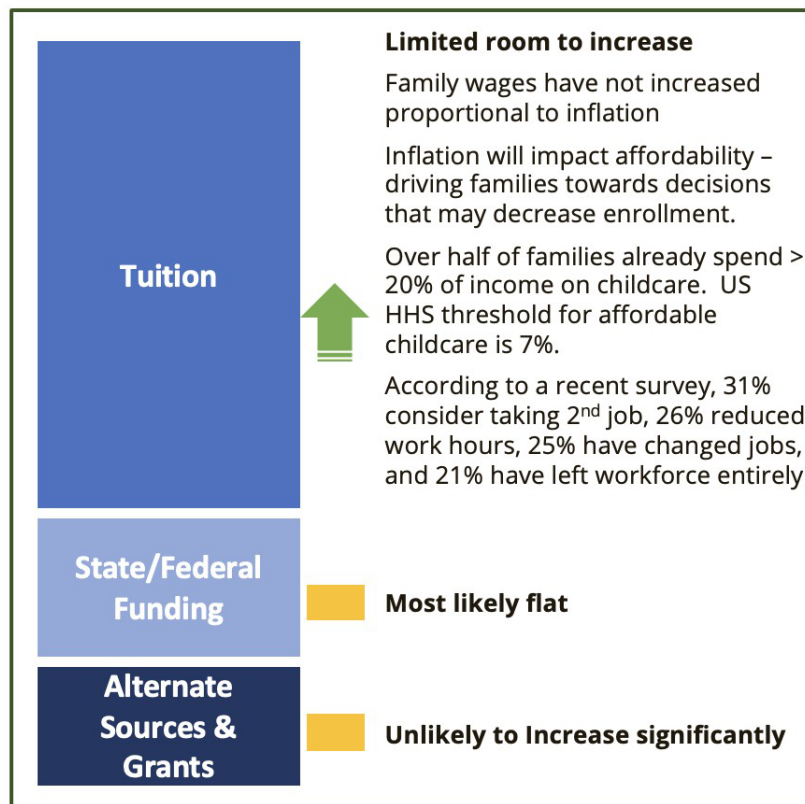


Educational
FIRST STEPS

Childcare provider center-based business model assessment

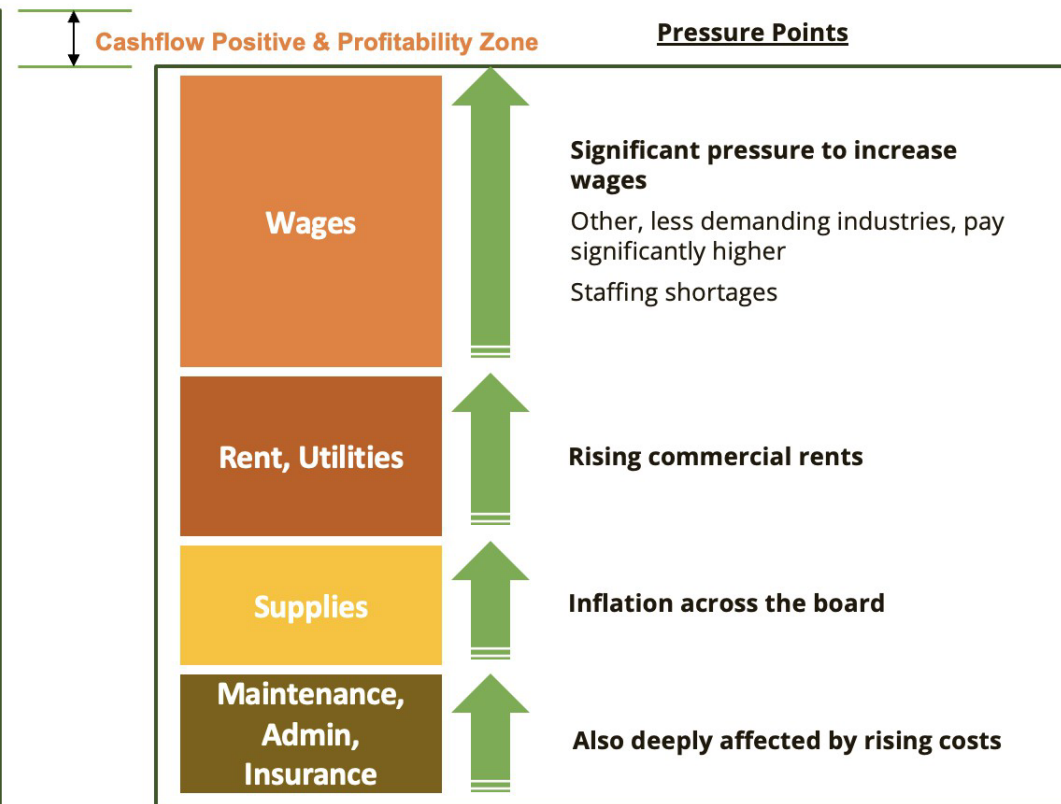
REVENUE

Trends & Factors



EXPENSES

Pressure Points



Cashflow Positive & Profitability Zone



OST & ECE – by comparison*



	Out-of-School Time	Early Childhood Education
Lifeline for working families	✓	✓
Crucial for youth development	✓	✓
Severe staffing shortages	✓	✓
Mostly grant funded	✓	✗
Mostly tuition funded	✗	✓
Eligible for subsidies	✗	✓
Licensed	✗	✓
Brick and mortar	✗	✓



*While the similarities and differences outlined here are generally applicable, exceptions may exist.

Why Dallas Afterschool



To fill a critical gap that is unique to OST

- A 2007 study found **no unifying agency** existed to facilitate communication, learning, or information exchange among the hundreds of nonprofit afterschool agencies in Dallas.
- Free and low-cost afterschool programs have **no safety or quality standards.**
- Free and low-cost afterschool programs receive **no public oversight.**
- These programs have **no tuition**, receive **no public subsidies**, and therefore generate **no revenue.**
- OST educators receive **no professional development.**



Dallas Afterschool



Our Reach

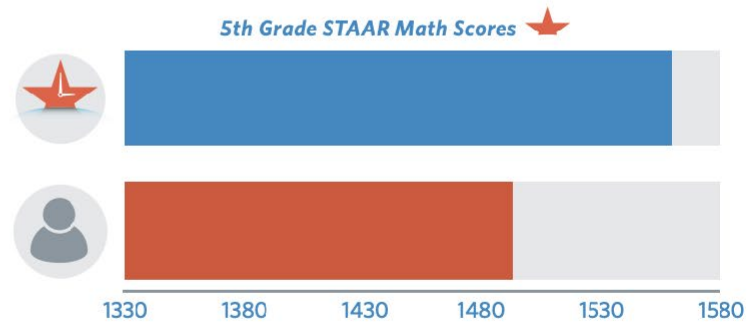
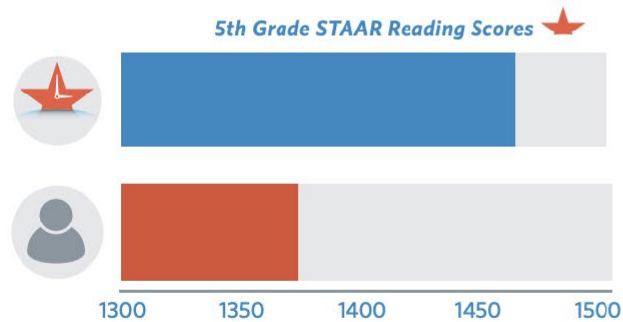
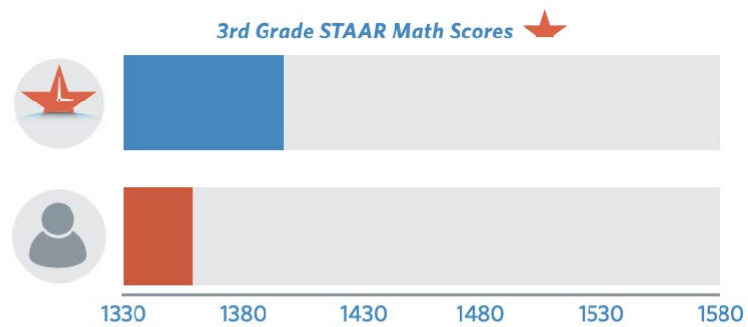
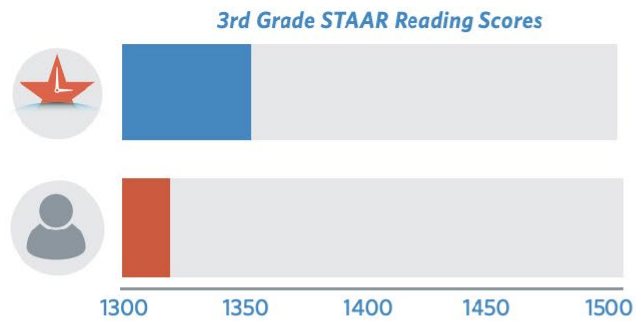
- We partner with **40 agencies** that run **250 sites**
 - Non-profit providers
 - Dallas ISD
 - Dallas Department of Park & Rec
- From these agencies, we train **500+ OST professionals.**
- And we provide academic and enrichment activities for **19,000 students.**



Dallas Afterschool



Academic Impact of OST



3rd and 5th grade students in Dallas Afterschool partner programs scored higher on their 2016 STAAR tests than their matched peers.

 = statistically significant finding



Impact of ARPA Grant Program



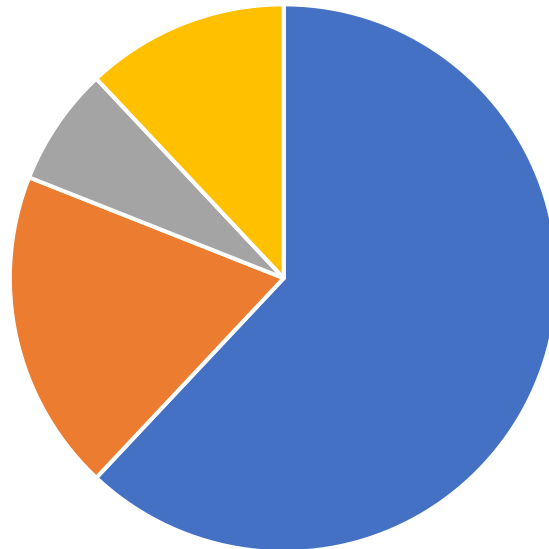
Program related expenses

- Dallas Afterschool partnered with Educational First Steps to distribute \$410,000 in **microgrants** to 12 Out-of-School-Time providers and 12 Early Childhood providers.



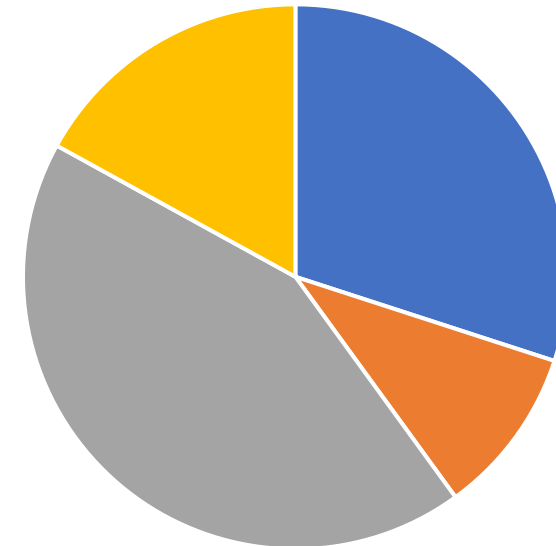
OST Grant Expenses

- Salaries
- Supplies
- Facilities
- Other



ECE Grant Expenses

- Salaries
- Supplies
- Facilities
- Other



Impact of ARPA Grant Program



Advance *OST programs* along the quality continuum

- All 12 OST providers mastered their **safety exams**.
- Five afterschool programs gained **certification** as operating at the highest level of quality.
- **500 students** now attend afterschool programs certified by Dallas Afterschool.
- **70% of students passed STAAR** reading assessments (compared to 66% of matched peers in DISD).

**Early Childhood Programs are already licensed and therefore do not require outside assessments.*





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AFTERSCHOOL

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(d) @Dallas_Afterschool

W' @DalAfterschool

Agenda for Today



ECOST Programming Updates

Partner Presentation: Dallas
Afterschool

Questions and Discussion





Discussion





City of Dallas

Overview of Out of School Time Landscape and Early Childhood Care Landscape and Update on Related Projects

Workforce, Education and Equity

Jessica Galleshaw,
Director, Office of Community Care and Empowerment

Dannita Williams,
Program Administrator, Office of Community Care and
Empowerment

Marjorie Murat
Chief Executive Office, Dallas Afterschool

Kyle Francis, PhD
Vice President of Development, Dallas Afterschool



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 24-3412

Item #: B.

Workforce, Education, and Equity Committee Forecast

Workforce, Education, and Equity COMMITTEE 2 MONTH FORECAST

	TITLE	DEPARTMENT
Monday, December 9, 2024, 9:00 A.M.		
BRIEFING ITEMS	Closing Disparities: Department Progress Measures Update: Livable Portfolio	Code Compliance, Dallas Animal Services, Sanitation Services, Office of Homeless Solutions
BRIEFINGS BY MEMORANDUM	Human Rights Workshop Update	Office of Equity and Inclusion
	Equity Indicators Update	Office of Equity and Inclusion
	WEE 2 Month Committee Forecast	City Manager's Office
Monday, January 13, 2024, 9:00 A.M.		
BRIEFING ITEMS	Closing Disparities: Department Progress Measures Update: Growing Portfolio	Convention and Event Services, Planning and Development, Economic Development, Housing and Neighborhood Revitalization, Procurement Services
BRIEFINGS BY MEMORANDUM		
	WEE 2 Month Committee Forecast	City Manager's Office