

Delivering for Dallas: Custom Childcare & Early Childhood Education



A partnership between the Dallas Police Department and the National Law Enforcement Foundation

Over the past two years, DPD has worked closely with the [National Law Enforcement Foundation](#) to define a path forward.

- ✓ [Needs Assessment](#): Comprehensive survey and focus groups of DPD families confirmed urgent demand.
- ✓ [Ideal Location](#): Identified site strategically positioned for officer access and operational efficiency.
- ✓ [Detailed Budget & Timeline](#): Fully developed, shovel-ready plan ready to implement.
- ✓ [Comparative Research](#): Exhaustively reviewed models from multiple states—stipends & vouchers.

Finding: Custom center addresses [accessibility, affordability, and quality simultaneously](#).

Strengthening families who serve Dallas without expanding departmental responsibility.

Dallas PD is ready to move from planning to delivery—with private partners to launch a model with measurable results

WHO IS THE NATIONAL LAW ENFORCEMENT FOUNDATION

The Nation's Leader in Law-Enforcement Childcare Solutions



The National Law Enforcement Foundation (NLEF) Nation's leading expert in developing childcare and early childhood education solutions tailored specifically for law-enforcement families and departments.

NLEF is the conduit to build, fund, operate, and measure custom childcare programs that strengthen recruitment, retention, and morale.

NLEF's proven track record includes successful operations with St. Louis County, MO, City of San Diego, and nine agencies in the state of Idaho.

What sets NLEF apart:

- Law enforcement and education expert-led governance and credibility.
- Designed for law enforcement officers and the staff who support them, addressing the real schedules, security needs, and family challenges of public safety professionals.
- Innovative funding model that delivers proof of concept. Implemented without city funding and measured to demonstrate long-term sustainability and ROI.

The National Law Enforcement Foundation is the trusted partner of law enforcement
Improving Recruitment, Retention, and the City's Return on Investment

WHAT MAKES THE MODEL DIFFERENT

A Private-School-Quality Program Exclusively for DPD Families



Traditional Childcare	NLEF Model for Dallas PD
12 hrs/day, 5 days/week	17 hrs/day, 7 days/week (including holidays)
Public enrollment	Dallas Police Officers and vetted public-safety families, including dispatchers and professional staff.
Average teacher pay	+20 % above market for quality and stability
Minimal security	Law-enforcement-level facility security
Generic curriculum	Custom early-learning model tailored to DPD families
"Daycare" model	Curriculum-based Early Learning School model

DALLAS POLICE OFFICERS CHILDCARE & EARLY CHILDHOOD EDUCATION CENTER WILL PROVIDE



Care and
education for
98 kids at any
given time



Capacity to
serve 2 shifts
for a total of
196 a day



17 - 7 - 365
including
holidays



Dallas's childcare
shortage by
providing 196
quality childcare
seats per year,
directly impacting
law enforcement
recruitment and
retention.



20% higher
pay for 66
skilled
positions to
help address
the teacher
shortage



**NATIONAL LAW
ENFORCEMENT FOUNDATION**



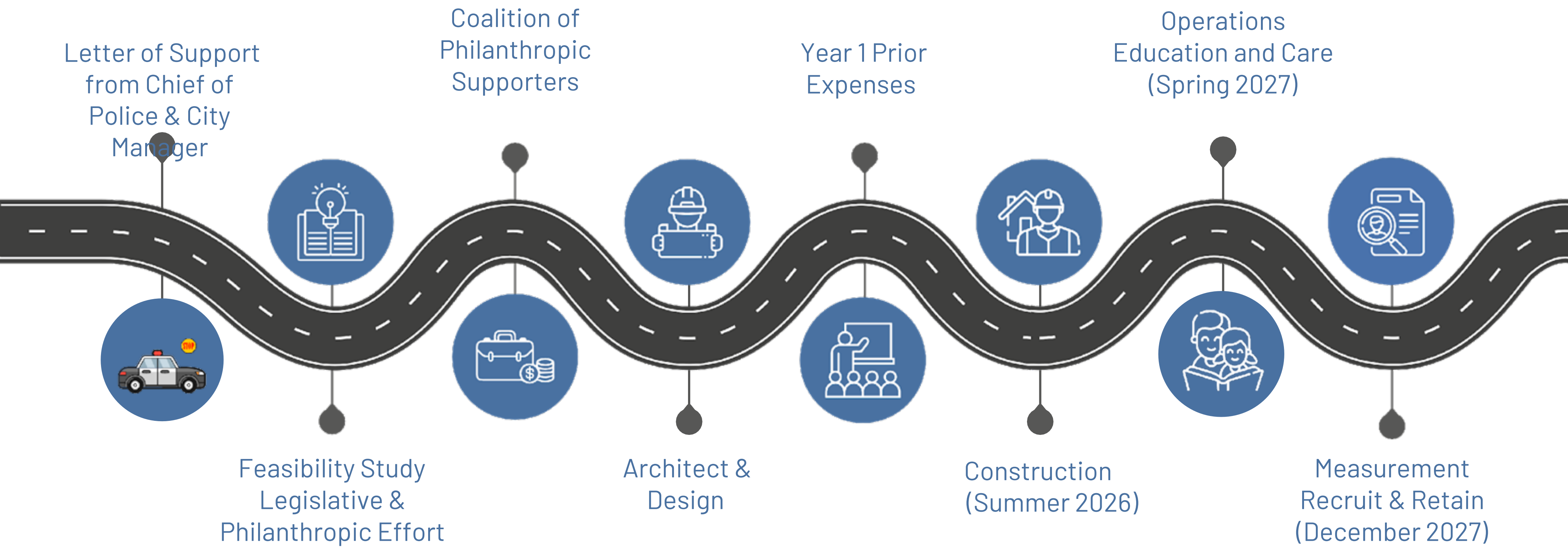
MEASURABLE ROI & NATIONAL MOMENTUM

Retention Pays for Itself

- ▶ Retaining 14 officers saves $\approx$ \$4 million – equal to one year of childcare operations.
- ▶ St. Louis County, MO and the City of San Diego: Operational centers delivering measurable ROI in retention and morale.
- ▶ Idaho: Nine agency partnership currently under construction.
- ▶ Nashville: Chief Drake and Nashville Police Department partnered with NLEF to deliver for his officers.
- ▶ Honolulu: Mayor Blangiardi and Honolulu Police Department in partnership with local philanthropists announced their dedication to the model in September 2026.

Each Dallas officer represents years of experience and an initial \$300,000 training investment. By addressing childcare, we protect that investment, retain talent, and deliver measurable returns for the City of Dallas

ROADMAP TO DROP-OFF



EARLY OFFICER FEEDBACK AND TRAINING INVESTMENT ROI

SAN DIEGO *20 months operating



40



42

12M



"This program has been transformational for our officers. It's improving morale, retention, and family stability—all while saving the county significant resources."

Chief Kenneth Gregory — St. Louis County Police Department

"We've seen the results firsthand—but more importantly, we've seen what it's meant for our officers and their families. It's made all the difference. — Chief Scott Wahl — San Diego Police Department



ST. LOUIS *4months operating



33



19

8.25M



"As the spouse of an officer, I can honestly say it's made my days less stressful, and I feel like I can be more present both at work and with the kids because of that added flexibility."

"If not for this program's affordability, I would have had to leave the department. It's allowed me to keep doing the job I love and continue serving." - San Diego Police Officer

