

## **Texas Rising Star Four-Year Review Recommendations Discussion Paper and Chapter 809 Policy Concept**

1 Texas Government Code §2308.3155(b)(2) requires the Texas Workforce Commission (TWC) to  
2 adopt a timeline and a process for regularly reviewing and updating the Texas Rising Star quality  
3 standards. The statute also requires TWC’s consideration of input from interested parties  
4 regarding the quality standards. To meet this requirement, on February 23, 2016, TWC’s three-  
5 member Commission (Commission) adopted [TWC Chapter 809](#) Child Care Services rule  
6 [§809.130\(e\)\(1\)](#), requiring review of the Texas Rising Star guidelines every four years.

7 Beginning in May 2019, TWC convened a workgroup to review the Texas Rising Star guidelines  
8 and recommend revisions. The workgroup included early learning program directors from  
9 around the state, early childhood advocacy organization representatives, professional  
10 development providers, Local Workforce Development Board (Board) staff, and representatives  
11 from TWC, Texas Education Agency, Texas Health and Human Services Commission’s (HHSC)  
12 Child Care Regulation (CCR) Division, and the State Center for Early Childhood, Children’s  
13 Learning Institute (CLI).

14 Over an eight-month period, the workgroup met regularly to review the Texas Rising Star  
15 guidelines in detail and to engage in a collaborative effort to improve the guideline’s standards.  
16 On January 21, 2020, the Commission approved the publication of the workgroup’s  
17 recommendations for public comment.

18 One workgroup recommendation concerned reimbursement rates for Texas Rising Star programs  
19 in areas where the program’s published rates are below the Board’s maximum daily rate. Staff  
20 continues to study options regarding this recommendation.

21 The issues in this policy concept also arose from the workgroup and were discussed at seven  
22 regional stakeholder meetings across the state.

### **23 Issue 1: Workforce Registry**

24 The Texas Early Childhood Professional Development System (TECPDS) includes the  
25 Workforce Registry (WFR), a web-based system for early childhood professionals to track their  
26 experience, education, and training. In Fiscal Year 2019, the Commission approved funding to  
27 support the statewide implementation of the WFR.

28 The WFR offers benefits to programs and teachers by streamlining record-keeping of staff  
29 qualifications and professional development. For programs, the WFR:

- 30 • reduces reliance on paper files and ensures reliable access to employee’s professional  
31 development records;
- 32 • reduces some administrative costs and simplifies processes for directors and owners;
- 33 • facilitates compliance with CCR standards and documentation of Texas Rising Star  
34 points; and
- 35 • allows for more efficient and strategic professional development planning.

1 Additionally, the WFR makes teachers’ training records portable, which allows them to easily  
2 share their records with an employer without having to retain written documentation of past  
3 training.

4 Furthermore, the WFR allows Texas Rising Star assessors to more efficiently validate staff  
5 qualifications, experience, and training requirements, which in turn allows Texas Rising Star  
6 assessors to focus more time on the quality of child care environments and child-teacher  
7 interactions. Additionally, HHSC’s CCR may use the WFR to document compliance with  
8 minimum standards for teacher education, experience, and training.

9 **Decision Point 1**

10 Staff seeks direction on amending minimum eligibility requirements defined in [§809.131](#) to  
11 require current Texas Rising Star programs and applicants to create staff accounts within the  
12 WFR.

13 **Issue 2: Adding an Entry Level to the Texas Rising Star Program and Establishing Goals**  
14 **to Achieve Higher Levels of Quality**

15 The current Texas Rising Star program consists of three levels of quality: 2-star, 3-star, and 4-  
16 star. Providers certified at these levels are entitled to receive enhanced child care subsidy  
17 reimbursement rates, as set forth in Texas Government Code §2308.315.

18 Currently, approximately 25 percent of Texas providers that serve subsidized children are part of  
19 Texas Rising Star. Many stakeholders have expressed a desire to expand this number  
20 significantly by bringing more providers into Texas Rising Star earlier and targeting quality  
21 improvement efforts toward these programs.

22 The workgroup discussed the establishment of an entry-level 1-star rating to increase awareness  
23 of Texas Rising Star, aid local recruitment efforts, and put more programs on a path to achieving  
24 higher levels of quality. Currently, programs wishing to apply for Texas Rising Star certification  
25 must meet minimum eligibility requirements defined in [§809.131](#), which includes compliance  
26 with the Texas Rising Star screening form for child care licensing deficiencies, as discussed in  
27 Issue 3. The workgroup recommended designating subsidy providers that meet the minimum  
28 eligibility requirements as 1-star certified programs.

29 The workgroup also recommended that TWC establish long-term goals to increase the number of  
30 providers participating in Texas Rising Star and that TWC consider as a first step, requiring all  
31 subsidy providers to meet 1-star requirements.

32 During the public stakeholder meetings, TWC received feedback expressing concern that the  
33 proposed 1-star was not an indication of quality, but merely an indication that providers have  
34 minimal licensing deficiencies. Stakeholders expressed concern that this 1-star designation could  
35 cause confusion when outreaching to parents about Texas Rising Star quality child care.  
36 Stakeholders were generally supportive of the recommendation to require all subsidy providers  
37 to participate in Texas Rising Star at a new entry level but requested that TWC consider a  
38 different naming convention other than “1-star.” Staff considered different options for creating a  
39 Texas Rising Star entry level, among them are Clear Star, Empty Star, Texas Rising Star Pre-

1 Certified, Texas Rising Star Basic, Texas Rising Star Preliminary, Texas Rising Star Pre-Star,  
2 and Pre-Texas Rising Star.

3 There were also concerns about the impact that the 1-star requirement could have on the supply  
4 of child care in rural areas of the state, where supply is often limited. If child care providers are  
5 unable to address child care licensing deficiencies, that would impact the availability of  
6 providers for subsidized placements. Such a lack of supply would negatively affect parental  
7 choice, a key tenet of the Child Care and Development Block Grant Act (CCDBG).

8 Staff notes that Tarrant County has a locally developed initiative, specifically aimed at helping  
9 providers that are pursuing Texas Rising Star certification to address child care licensing  
10 deficiencies. Staff will work with Boards in areas that face these challenges to determine whether  
11 replicating this model will help address child care providers' technical assistance needs related to  
12 licensing deficiencies.

13 Additionally, staff notes that an incremental rollout of new requirements could help address  
14 consumer choice issues and ensure adequate availability of subsidized care. Similar to the state's  
15 county-based full-service rollout of the Temporary Assistance for Needy Families and the  
16 Supplemental Nutrition Assistance Program Employment and Training programs, TWC would  
17 use demographic and administrative program data to develop a long-term plan for incrementally  
18 rolling out the requirements across the state.

19 Stakeholders were also supportive of the recommendation for TWC to develop long-term goals  
20 for all subsidy providers to achieve higher levels of quality within Texas Rising Star.

## 21 **Decision Point 2**

22 Staff seeks direction on:

- 23 • amending Chapter 809 to designate subsidy programs that meet the minimum eligibility  
24 requirements as Texas Rising Star 1-Star/Pre-Star;
- 25 • amending §809.131 to reflect the initial eligibility requirements for providers to become  
26 Texas Rising Star;
- 27 • studying local demographics, population density, and child care capacity data to develop  
28 an incremental, long-term rollout plan requiring subsidized programs to meet the criteria  
29 of Texas Rising Star Pre-Star;
- 30 • codifying the county-based rollout plan, including any waiver process needed to ensure  
31 consumer choice, in TWC's Child Care and Development Fund State Plan; and
- 32 • developing a TWC Child Care & Early Learning Strategic Plan, including long-term  
33 goals to increase the quality ratings for Texas Rising Star programs.

## 34 **Issue 3: Impact of Certain Deficiencies on Texas Rising Star Certification**

35 Section [809.132](#) defines the impact of certain child care licensing deficiencies on programs'  
36 Texas Rising Star certification status. Certain deficiencies or accumulation of total deficiencies  
37 may result in a decrease in star level or loss of certification. Since enhanced reimbursement rates  
38 are tied to star-level certification, the result can be a significant reduction in reimbursements for  
39 affected programs.

1 Stakeholders, including early learning program directors, have observed that financial instability  
2 is a barrier to maintaining and increasing quality. The workgroup recommended providing Texas  
3 Rising Star programs that experience certain licensing deficiencies with an opportunity to  
4 remedy those deficiencies within a six-month probationary period. The workgroup also  
5 recommended increasing technical assistance for programs at risk of losing or dropping their  
6 Texas Rising Star certification level. Stakeholders that commented on the proposed revisions  
7 strongly supported these recommendations.

8 A review of Texas Rising Star data from 2017 to 2019 showed that almost half of the 300  
9 programs that lost a star level or dropped out of Texas Rising Star did so due to licensing  
10 deficiencies. Eighty percent of star-level drops were due to licensing deficiencies, and of those  
11 programs that lost their Texas Rising Star certification completely, 54 percent became  
12 disqualified due to licensing deficiencies.

13 A clear pattern also emerged for the specific licensing issues that affected Texas Rising Star  
14 status. The deficiencies most likely to lead to a star-level drop were failure to meet background  
15 check requirements (36 percent of star-level drops) and prohibited punishments (30 percent of  
16 star-level drops). For programs that lost their certification altogether, the most common issues  
17 were excessive total deficiencies (45 percent of those that lost certification), as well as  
18 background checks (17 percent) and prohibited punishments (15 percent).

19 Stakeholders requested that TWC consider assigning different levels of consequence to  
20 individual licensing standards. Stakeholders also recommended that TWC consider the total  
21 number of deficiencies that impact a Texas Rising Star provider's rating. Based on further  
22 analysis, staff recommends a revised structure for considering licensing deficiencies for both  
23 new Texas Rising Star applicants and existing certified programs.

### 24 **Decision Point 3**

25 Staff seeks direction on:

- 26 - amending [§809.132](#) to change the consequences of certain child care licensing  
27 deficiencies for certified Texas Rising Star programs and applicants as described in  
28 Attachment 2, Draft Revised TRS Screening Forms, and on Attachment 3, TRS  
29 Screening Forms crosswalk; and
- 30 - ensuring customers have access to information about each program's status with Texas  
31 Rising Star, including initial probationary periods.

### 32 **Issue 4: Continuous Quality Improvement Framework**

33 During the workgroup review of Texas Rising Star measures, some measures were  
34 recommended for removal from the scoring criteria due to challenges with obtaining valid,  
35 consistent scores that demonstrated variability of quality level. However, the workgroup noted  
36 that many of these measures, as well as other focus areas not currently measured, are important  
37 to providing high-quality child care. The workgroup recommended that TWC develop a  
38 framework for Continuous Quality Improvement Plans (CQIPs).

1 Early childhood programs and their mentors use CQIPs to identify areas for program and staff  
2 improvement. CQIPs provide targeted technical assistance and customized coaching to set  
3 specific improvement goals, monitor progress, and facilitate self-evaluation of strengths and  
4 weaknesses.

5 With the additional requirements for CQIPs, and the goals of expanding Texas Rising Star to all  
6 subsidy providers, the workgroup also recommended that TWC provide Boards with increased  
7 resources to hire a sufficient number of qualified mentors.

8 Currently, Boards that have dedicated mentoring staff have between seven and 41 programs per  
9 mentor that are Texas Rising Star–certified or are working toward certification. On average,  
10 these Boards serve approximately 20 programs per mentor. Mentors are not currently required to  
11 implement a robust CQIP framework, so the amount of mentor contact hours with programs also  
12 varies considerably across the state.

13 Staff continues to research best practices and other states with robust CQIPs to determine a  
14 feasible caseload size.

#### 15 **Decision Point 4**

16 Staff seeks direction on:

- 17 • amending [§809.133](#) and revising the Texas Rising Star guidelines to require all programs  
18 to participate in an online-generated CQIP that focuses on growth and evolving  
19 adherence to higher-quality standards;
- 20 • including an initial CQIP with base requirements for applying to the Texas Rising Star  
21 program; and
- 22 • determining an optimal number of Texas Rising Star mentors, with consideration given  
23 to the more robust CQIP framework, and providing the Commission with  
24 recommendations on funding needed to support this effort.

#### 25 **Issue 5: New Training and Certification Requirements for Texas Rising Star Staff**

26 TWC currently defines requirements for educational background, work experience, and  
27 minimum annual training hours for Texas Rising Star mentors and assessors. However, there are  
28 no uniform training requirements for mentors or assessors to learn the standards and how to  
29 measure them.

30 As part of the Texas Rising Star Implementation Study, CLI developed a Texas Rising Star  
31 Assessor Certification, including coursework and the framework for ongoing reliability checks  
32 for maintaining certification. The workgroup developed several recommendations regarding  
33 Texas Rising Star assessor and mentor training and certification to ensure valid and consistent  
34 star-level certifications across all Texas Rising Star programs and to improve mentoring and  
35 coaching in support of the continuous quality improvement framework.

36 The workgroup recommended that Texas Rising Star assessors be required to take the Texas  
37 Rising Star standards training and to attain the Texas Rising Star Assessor Certification. The  
38 workgroup also recommended that TWC support the Texas Rising Star Assessor Certification

1 program by conducting quarterly reliability checks and facilitating peer-learning communities so  
2 that assessors may regularly reflect on their own practice and to ensure inter-rater reliability  
3 across the state. (See Attachment 1.)

4 Additionally, the workgroup recommended more robust training for mentors. Increasing the  
5 number of programs that attain and retain higher levels of quality will require strong mentoring  
6 support. Furthermore, successful implementation of a continuous quality improvement  
7 framework depends on skillful coaching from Texas Rising Star mentors.

8 The workgroup recommended that Texas Rising Star mentors be required to take the Texas  
9 Rising Star standards training. Additionally, TWC can build on a coaching credential framework  
10 that CLI developed for the Texas School Ready program. This credential can be expanded to  
11 develop a Texas Rising Star mentor micro-credential that would help improve the quality of  
12 mentoring throughout the state, including awarding badges toward meeting each of the Coaching  
13 Core Competencies. (See Attachment 1.) This micro-credential would also be supported through  
14 ongoing peer-learning communities, an evidence-based method to help educators develop and  
15 maintain key competencies.

16 During the public stakeholder meetings, commenters strongly supported the workgroup's  
17 recommendations to focus on how Texas Rising Star can provide coaching supports to improve  
18 the quality of care for children and assist providers in maintaining or obtaining higher levels of  
19 quality.

## 20 **Decision Point 5**

21 Staff seeks direction on the following:

- 22 • **Mentor and Assessor Roles and Responsibilities**—Amending [§809.134](#) to define the  
23 separate roles and responsibilities of Texas Rising Star assessors and mentors, including:
  - 24 ○ separation of roles;
  - 25 ○ cross-functional collaboration and coordination; and
  - 26 ○ mandated reporting requirements related to licensing violations observed.
- 27 • **Texas Rising Star Standards Training**—Amending [§809.134](#) to add a new requirement  
28 for all Texas Rising Star staff to complete the Texas Rising Star Standards Training
- 29 • **Texas Rising Star Assessor Certification & Texas Rising Star Mentor Micro-  
30 Credential**
  - 31 ○ amending [§809.134](#) to require Texas Rising Star assessors to attain and maintain  
32 the Texas Rising Star Assessor Certification; and
  - 33 ○ amending [§809.134](#) to add new requirements for Texas Rising Star mentors to  
34 pursue the coaching micro-credential through the attainment of competency  
35 badges over a time period defined by TWC;
  - 36 ○ including the use of \$450,000 in the Fiscal Year 2021 Statewide Initiatives  
37 budget, for the Commission's future consideration, to support the development of  
38 the Texas Rising Star micro-credential system (Attachment 1); and
  - 39 ○ including \$750,000 in the Fiscal Year 2021 Statewide Initiatives budget, for the  
40 Commission's future consideration, to support the ongoing annual costs for

1 supporting and maintaining the Texas Rising Star Assessor Certification system  
2 and the Texas Rising Star Mentor micro-credential system (Attachment 1).

### 3 **Issue 6: Streamlining and Reweighting Categories of Texas Rising Star Measures**

4 Section [809.130](#) defines the five categories of Texas Rising Star measures defined by previous  
5 Texas Rising Star guidelines development efforts. Texas Rising Star categories currently are: (1)  
6 Director and Staff Qualifications and Training, (2) Caregiver-Child Interactions, (3) Curriculum,  
7 (4) Nutrition and Indoor and Outdoor Activities, and (5) Parent Involvement and Education.

8 The workgroup found that many of the current measures are repetitive across categories or not  
9 well-correlated to the category being measured. The workgroup recommends reorganizing  
10 measures under the following four categories: (1) Director and Staff Qualifications and Training,  
11 (2) Teacher-Child Interactions, (3) Program Administration, and (4) Indoor/Outdoor  
12 Environments.

13 The workgroup also discussed the relative assigned weight each of these categories has in  
14 determining a program's Texas Rising Star star level. The workgroup recognized the importance  
15 of teacher-child interactions in child development, also noting that CLI's Strengthening Texas  
16 Rising Star Implementation Study found that they were able to establish validity and reach  
17 reliability for measures within this category. The workgroup recommended that this category be  
18 assigned a weight of 40 percent, with the remaining three categories weighted at 20 percent each.

### 19 **Decision Point 6**

20 Staff seeks direction on:

- 21 • amending [§809.130\(d\)\(1\)\(A\)–\(E\)](#) to denote that Texas Rising Star measures align with  
22 the four categories proposed by the workgroup; and
- 23 • weighting Category 2 (Teacher-Child Interactions) at 40 percent and all remaining  
24 categories at 20 percent.

### 25 **Issue 7: Revisions to Various Texas Rising Star Measures and Processes**

26 The workgroup had several recommendations regarding Texas Rising Star measures and  
27 processes. Their recommendations regarding specific measures within each of the proposed  
28 categories are summarized in the [Texas Rising Star Four-Year Review 2019–2020 Workgroup](#)  
29 [Recommendations](#), on page 3, line 1 through page 5, line 19.

30 Regarding nationally accredited entities, the workgroup recommended allowing Head Start and  
31 Early Head Start programs that meet Texas Rising Star eligibility requirements to participate in  
32 Texas Rising Star as nationally accredited entities. The workgroup further recommended that all  
33 nationally accredited entities be required to not only have an assessment of Category 2 (Teacher-  
34 Child Interactions) and Category 4 (Indoor/Outdoor Environments) at annual monitoring visits  
35 and recertification, but to also require an assessment of these categories at the initial application.

36 The workgroup also reviewed the Texas Rising Star screening form, a requirement for Texas  
37 Rising Star eligibility, and recommended some modifications to the licensing deficiencies that

1 are considered, as described in the [Texas Rising Star Four-Year Review 2019–2020 Workgroup](#)  
2 [Recommendations](#), on page 2, lines 16–26.

3 Finally, the workgroup recommended the following changes to program assessments:

- 4 • allow for a two-week window to schedule assessment visits and allow programs to  
5 submit blackout date options within the two-week period provided;
- 6 • require all initial assessments to be full assessments of all measures; and
- 7 • no longer require programs to report major staff changes to Texas Rising Star staff or  
8 Boards (allow assessors to score any staff changes observed at the next visit).

9 All of these changes have been incorporated into a draft of the [Revised Texas Rising Star](#)  
10 [Guidelines](#) in Track Changes.

### 11 **Decision Point 7**

12 Staff seeks direction on:

- 13 • approving the [Revised Texas Rising Star Guidelines](#); and
- 14 • including \$733,000 in the Fiscal Year 2021 Statewide Initiatives budget, for the  
15 Commission’s future consideration, to support automation changes to support revisions to  
16 the Texas Rising Star Guidelines (Attachment 1).

### 17 **Issue 8: Statewide Campaign for Texas Rising Star Outreach and Education**

18 The workgroup recommended that TWC consider efforts to better educate families on Texas  
19 Rising Star and on high-quality child care; it also recommended that TWC develop an outreach  
20 plan to emphasize family and consumer education around choosing high-quality programs and  
21 encouraging and informing programs to remain or become high-quality programs.

### 22 **Decision Point 8**

23 Staff seeks direction on developing a cost estimate for a statewide outreach campaign to educate  
24 families on Texas Rising Star and high-quality child care.

### 25 **Issue 9: Timeline for Implementation**

26 In order to provide enough time to allow Texas Rising Star mentor and assessor staff, as well as  
27 early learning programs, to become familiar with the revisions to Texas Rising Star, TWC  
28 proposes the following implementation timeline:

<b>Commission Action</b>	
Commission Action on Final Texas Rising Star Recommendations	July 7, 2020
Commission Action on Policy Concept for Rule Amendments	July 7, 2020
Commission Action to Publish Proposed Rules	August 2020
Commission Action to Approve Final Rules	November 2020
Rule Effective Date	January 2021
<b>Implementation Actions</b>	



Freeze on Texas Rising Star Applications	January 2021–March 2021
Texas Rising Star Mentor/Assessor In-Person Training (Austin)	January 2021
Texas Rising Star Mentors/Assessors Complete Online Training	January 2021–March 2021
Assessors Test for Certification	March 31, 2021
Rollout of New Texas Rising Star Guidelines	April 2021
Retraining and PLCs for Assessors Not Certified	April 2021–August 2021
Deadline for Assessors to Achieve Certification	June 31, 2021
Statewide Texas Rising Star Outreach and Consumer Education Campaign	June 2021–September 2021

1

2 **Decision Point 9**

3 Staff seeks direction on the proposed timeline for implementation of the revisions to Texas  
4 Rising Star.

5 **Informational Item: Centralization of Texas Rising Star Assessment Functions**

6 In 2018 and 2019, CLI conducted the Strengthening Texas Rising Star Implementation Study,  
7 which examined measure validity and rater reliability. Assessor inter-rater reliability has  
8 significant implications for the fairness of quality ratings attributed to providers and the accuracy  
9 of ratings communicated to families. Based on the study’s results, CLI recommended requiring  
10 assessors to be accountable to a central body that certifies reliability and conducts routine  
11 reliability monitoring. Given the dispersion of assessment staff members across a large and  
12 diverse state, centralizing reliability certification and monitoring will help to ensure assessment  
13 approaches remain aligned, and consequently, that ratings remain fair and accurate  
14 representations of quality.

15 The Texas Rising Star workgroup recommended that TWC consider pursuing the consolidation  
16 of Texas Rising Star assessors. Currently, each Board or the Board’s child care contractor  
17 employs Texas Rising Star assessors. Through a competitive procurement, TWC would select an  
18 entity to employ and oversee all Texas Rising Star assessors to support stronger inter-rater  
19 reliability and the fidelity of program ratings.

20 Because this will require legislative change, staff will bring this forward for consideration as part  
21 of the development of the Commission’s priorities for the Texas 87th Legislative Session.

1 **Attachment 1**

2 **Statewide Initiatives to Support Texas Rising Star**

3 The following projects will be included in the Fiscal Year 2021 Statewide Initiatives Budget  
4 request, for the Commission’s future consideration.

5 **Automation Changes to Support Texas Rising Star Revisions—\$733,000 One-Time Cost**

6 The Children’s Learning Center (CLI) manages Engage, the online assessment platform used by  
7 Texas Rising Star assessors to record Texas Rising Star facility and classroom assessments for  
8 all Texas Rising Star measures. Modifications to the categories and measures (reducing the  
9 categories from five to four), as well as reweighting the categories, will require corresponding  
10 automation changes within Engage.

- 11 • CLI will implement the following changes to the Texas Rising Star online assessment  
12 tool:
  - 13 ○ Automatically activating schools on CLI Engage and assigning schools to their  
14 appropriate Local Workforce Development Board (Board) community
  - 15 ○ Implementing item-level changes, including removing obsolete items and adding  
16 new items
  - 17 ○ Implementing new scoring calculations for individual items and category  
18 weighting
  - 19 ○ Adding a new Texas Rising Star Pre-Star assignment into CLI Engage and the  
20 existing Texas Rising Star event log
  - 21 ○ Integrating the Texas Rising Star interest form, screening form, and application  
22 with CLI Engage to support more efficient data collection and entry for providers  
23 and Texas Rising Star staff
  - 24 ○ Implementing a common classroom naming convention to streamline assessment  
25 scoring and technical assistance
  - 26 ○ Integrating the Texas Early Childhood Professional Development System’s  
27 (TECPDS) Texas Workforce Registry professional development reports for  
28 automatic scoring of Category 1 items
  - 29 ○ Supporting infrastructure for the CLI Engage platform to support new tools and  
30 integrations
- 31 • CLI will implement a new continuous quality improvement plan (CQIP) specifically  
32 designed for Texas Rising Star mentors to provide targeted technical assistance, goal  
33 setting, and resource links at the facility level. This new CQIP tool and reporting will be  
34 based on an existing tool on CLI Engage currently used by Texas School Ready and  
35 school district coaches.
- 36 • CLI will complete updates to the Texas Rising Star website, including web-based content  
37 and Texas Rising Star documents available for download, such as the Texas Rising Star  
38 Guidelines. Web and document updates will include translation into Spanish and  
39 Vietnamese, and all PDF documents will meet Level AA of the Web Content  
40 Accessibility Guidelines.

- 1 • CLI proposes to create the following new reports and technology integration to better  
2 support Texas Rising Star staff:
  - 3 ○ Integration of Child Care Licensing data to create a daily report with notifications  
4 in the event log on CLI Engage when a provider exceeds the Texas Rising Star  
5 standards on licensing violations.
  - 6 ○ Report that integrates specific initial eligibility requirements for all providers,  
7 based on data from Child Care Licensing.
  - 8 ○ Implement login federation between UTHHealth and TWC, and possibly Boards  
9 (depending of technology infrastructure at the regional level), for easier access to  
10 reports and data on CLI Engage and TECPDS.

11 **Texas Rising Star Mentors Coaching Micro-credential Project—\$450,000 for Initial**  
12 **Development**

13 TWC previously funded CLI through the Strengthening Texas Rising Star Implementation project  
14 (Track 76029) to develop a Texas Rising Star Assessor Certification. Building on this  
15 foundation, the Commissioners may consider supporting the development of a Texas Rising Star  
16 Mentor coaching credential. CLI, using funds from the Texas Education Agency provided  
17 through a TWC Rider (GAA, Article VII, Rider 25, 86th Texas Legislature, Regular Session  
18 (2019)), has begun developing a coaching micro-credential aimed at Texas School Ready  
19 coaches. This foundation can be expanded to support Texas Rising Star mentors.

20 The current CLI coaching credential is composed of three micro-credentials and is designed to  
21 award badges to users based on successful demonstration of the individual competencies via  
22 submissions of videos and other artifacts. This proposed development project will enhance the  
23 existing coaching credential to incorporate additional resources aligned with the Texas Rising  
24 Star mentoring role, as well as technology integrations with TECPDS. Upon completion, TWC  
25 may choose to make this coaching credential a requirement for Texas Rising Star mentors.

- 26 • CLI will publish modified coaching competencies, contextualized to Texas Rising Star.
- 27 • CLI will develop coaching competency overview online courses for each of the  
28 competency areas, to be included with the coaching credential on CLI Engage. The  
29 courses will include exemplar video demonstrations of each competency, which provide a  
30 resource for Texas Rising Star mentors as they learn about the competencies and  
31 complete competency demonstrations for badges.
- 32 • CLI will develop additional submission assignments for competency demonstration  
33 aligned with Texas Rising Star goals, including submissions related to supporting  
34 directors and discussing Texas Rising Star assessment results and use of Texas Rising  
35 Star-specific CQI framework.
- 36 • CLI will enhance the existing technology integration between CLI Engage and TECPDS  
37 to develop a new specialist role in the Texas Workforce Registry and enabling Texas  
38 Rising Star mentors to link their CLI Engage account, and all professional development  
39 and badges earned on CLI Engage, to their personal specialist accounts on TECPDS.
- 40 • CLI will partner with TWC to develop collateral materials for change management, so all  
41 Boards and Texas Rising Star staff are notified of the new coaching credential and  
42 desired program expectations for staff completion.

1 **Ongoing Support for Texas Rising Star Assessor Certification and for Texas Rising Star**  
2 **Mentor Micro-credentials—\$750,000 per Year**

3 CLI will use funds for the ongoing support of the Texas Rising Star Assessor Certification and  
4 the Texas Rising Star Mentor Micro-credential. To ensure ongoing skill development for Texas  
5 Rising Star assessors and mentors, funds would also support ongoing Peer-Learning  
6 Communities (PLCs). PLCs are an evidence-based method to help educators develop and  
7 maintain key competencies. Through PLCs, educators stay abreast of current best practices and  
8 regularly reflect on their own practice.

9 The Texas Rising Star Standards Training and Certification Program includes several  
10 components designed to support Texas Rising Star assessors and mentors to become certified on  
11 the Texas Rising Star assessment, support assessors in maintaining reliability over time, and  
12 support mentors. The program’s tiered training plan coordinates additional support with online  
13 training content, ensuring that Texas Rising Star assessors and mentors have opportunities to  
14 achieve and maintain role-based expectations.

15 The program’s design optimizes remote, web-based delivery to offer opportunities for more  
16 efficient staff training over time. It provides both mentors and assessors training related to the  
17 program guidelines and the categories contained within the Texas Rising Star assessment, along  
18 with specialized ongoing support for the specific roles of assessor and mentor. Standardizing  
19 training and certifying staff ensures that the Texas Rising Star certification process is reliable and  
20 credible across the state. The training and certification program includes a tiered approach of  
21 learning and practice through self-study online modules, small-group facilitated sessions for  
22 additional support, and individualized support for staff needing one-on-one assistance.

- 23 • Initial training and certification on the Texas Rising Star assessment
- 24 • Ongoing quarterly reliability training for Texas Rising Star assessors to maintain  
25 reliability over time
- 26 • Ongoing PLCs for Texas Rising Star mentors focused on coaching and mentoring  
27 strategies and continuous quality improvement

28 After all Texas Rising Star assessors and mentors achieve initial reliability on the Texas Rising  
29 Star assessment, TWC will offer ongoing support to maintain reliability (assessors) and use of  
30 coaching and mentoring strategies (mentors). Quarterly reliability training is required for all  
31 assessors to maintain reliability; each quarter, all assessors will complete a coding reliability  
32 assignment on one facility type and one classroom age group, followed by a group feedback  
33 session. Texas Rising Star mentors are required to join an ongoing mentor PLC to discuss  
34 coaching and mentoring strategies, support for directors and teachers, and continuous quality  
35 improvement. CLI will develop a comprehensive monthly schedule of webinar-based  
36 collaborative PLCs for Texas Rising Star mentors and assessors. CLI also will host the PLC and  
37 include regular video evaluation on assessor and mentor practices, which is based on CLI’s  
38 research-based reflection process of observation, goal-setting, and taking action to support  
39 continuous improvement.

- 40 • CLI will develop a monthly schedule for PLCs to meet, targeting specific needs of Texas  
41 Rising Star mentors and supporting their ongoing development of the coaching

1 competencies and completion of the coaching credential. The number of PLCs will be  
2 determined based on the number of Texas Rising Star mentor participants. A group of  
3 three to four mentors (optimal group size) will be assigned to each PLC, which allows  
4 multiple PLCs to be hosted each month.

- 5 • CLI staff will review competency demonstration submissions submitted by Texas Rising  
6 Star mentors working toward completion of the coaching credential. The CLI staff will  
7 award badges when a mentor successfully demonstrates competencies through the  
8 submissions (for example, videos and artifacts) or provide support to enable them to  
9 resubmit later.
- 10 • CLI will use the certificate-generation tool on TECPDS to award certificates to all PLC  
11 participants, supporting Texas Rising Star staff annual training requirements.

**Attachment 2**  
**TEXAS RISING STAR SCREENING FORM**  
**Licensed Child Care Centers**

Provider Name: \_\_\_\_\_ Address: \_\_\_\_\_

Director Name: \_\_\_\_\_ License #: \_\_\_\_\_

<b>Texas Rising Star Pre-Star/Initial Programs</b>	
<b>1.</b>	Facility has CCR licensing history for the 12-month period? <input type="checkbox"/> Yes <input type="checkbox"/> No Date of Review: _____ <b>Review 12-month CCR licensing history</b> Stop process if "No"
<b>2.</b>	On Corrective or Adverse Action with CCR? <input type="checkbox"/> Yes <input type="checkbox"/> No On Corrective Action with Board? <input type="checkbox"/> Yes <input type="checkbox"/> No On Notice of Freeze with TWC? <input type="checkbox"/> Yes <input type="checkbox"/> No Cited for 746.3707 (b -d) by CCR? <input type="checkbox"/> Yes <input type="checkbox"/> No Has 15 or more total CCR weighted High and/or Medium-High Deficiencies? <input type="checkbox"/> Yes <input type="checkbox"/> No  <b>STOP process if "Yes" for any of the above within the previous 12-months.</b>
<b>3.</b>	<b>CCR Deficiency Review</b> <b>Facility is unable to be Pre-Star if they have received any of the following deficiencies listed below:</b> <input type="checkbox"/> 745.635 Criminal Convictions or Central Registry Findings – Take Appropriate Action <input type="checkbox"/> 745.641 Background Checks Requirement – Providing Direct Care <input type="checkbox"/> 746.1201(4) Responsibilities of Employees and Caregivers – Ensure No Child is Abused, Neglected, or Exploited <input type="checkbox"/> 746.1201(5) Responsibilities of Employees and Caregivers – Report Suspected Child Abuse, Neglect, or Exploitation <input type="checkbox"/> 745.621 Background Checks Requirement <input type="checkbox"/> 746.1003 Director Responsibilities <input type="checkbox"/> 746.1201(1) Responsibilities of Employees and Caregivers – Demonstrate Competency, Good Judgment, Self-Control <input type="checkbox"/> 746.1203(4) Responsibilities of Caregivers – Supervision of Children <input type="checkbox"/> 746.1315 First Aid and CPR Requirements <input type="checkbox"/> 746.2805 Prohibited Punishments <input type="checkbox"/> 746.3805(a) Administering Medication – How to Administer Medication <input type="checkbox"/> 746.3805(b) Administering Medication – How to Administer Medication  <b>STOP process if any of the above have been received within the previous 12-months.</b>
<i>Place a copy of this form and screenshot of CCR licensing history within Engage Event Log for applicable status update.</i>	
<b>Texas Rising Star Staff Signature</b>	<b>Date</b>

**Attachment 2**  
**TEXAS RISING STAR SCREENING FORM FOR CURRENT PROGRAMS**  
**Licensed Child Care Centers**

Provider Name: \_\_\_\_\_ Address: \_\_\_\_\_

Director Name: \_\_\_\_\_ License #: \_\_\_\_\_

<b>Current Texas Rising Star Programs</b>	
1.	Facility has CCR licensing history for the 12-month period prior to the date of the TRS monitoring/recertification visit? <input type="checkbox"/> Yes <input type="checkbox"/> No Date of TRS Monitoring/Recertification Review: _____ <b>Review 12-month CCR licensing history</b>
2.	On Corrective or Adverse Action with CCR? <input type="checkbox"/> Yes <input type="checkbox"/> No On Corrective Action with Board? <input type="checkbox"/> Yes <input type="checkbox"/> No On Notice of Freeze with TWC? <input type="checkbox"/> Yes <input type="checkbox"/> No Cited for 746.3707 (b -d) by CCR? <input type="checkbox"/> Yes <input type="checkbox"/> No Has 15 or more total CCR weighted High and/or Medium-High Deficiencies? <input type="checkbox"/> Yes <input type="checkbox"/> No Has incurred 3 <sup>rd</sup> consecutive probation (any level)? <input type="checkbox"/> Yes <input type="checkbox"/> No (If yes, denote previous probation start dates in last 3 years:____) Has incurred 5 <sup>th</sup> probation (any level) within last 3 years? <input type="checkbox"/> Yes <input type="checkbox"/> No (If yes, denote previous probation start dates in last 3 years:____) <b>Repeal certification if "Yes" for any criterion</b>
3.	<b>STAR LEVEL DROP</b> <b>Facility is dropped one-star level for <u>each occurrence</u> if they have received any of the following deficiencies listed below. 2-star facilities would lose certification.</b> <input type="checkbox"/> 745.635 Criminal Convictions or Central Registry Findings – Take Appropriate Action <input type="checkbox"/> 745.641 Background Checks Requirement – Providing Direct Care <input type="checkbox"/> 746.1201(4) Responsibilities of Employees and Caregivers – Ensure No Child is Abused, Neglected, or Exploited <input type="checkbox"/> 746.1201(5) Responsibilities of Employees and Caregivers – Report Suspected Child Abuse, Neglect, or Exploitation <b>Date star level drop is effective</b>
4.	<b>PROBATION A</b> <b>Facility is placed on Probation A if they have <u>any</u> of the following deficiencies listed below:</b> <input type="checkbox"/> 745.621 Background Checks Requirement <input type="checkbox"/> 746.1003 Director Responsibilities <input type="checkbox"/> 746.1201(1) Responsibilities of Employees and Caregivers – Demonstrate Competency, Good Judgment, Self-Control <input type="checkbox"/> 746.1203(4) Responsibilities of Caregivers – Supervision of Children <input type="checkbox"/> 746.1315 First Aid and CPR Requirements <input type="checkbox"/> 746.2805 Prohibited Punishments <input type="checkbox"/> 746.3805(a) Administering Medication – How to Administer Medication <input type="checkbox"/> 746.3805(b) Administering Medication – How to Administer Medication  <i>If facility is cited for any Probation A deficiencies within the 6-month probation, without exceeding 14 total High and/or Medium-High deficiencies, the facility loses a star level and a 2nd 6-month Probation is established at the point of discovery. If facility is cited for any Probation A deficiencies within the second 6-month probation, facility loses certification.</i>  <b>Date probation is effective</b> <b>Denote which probation:</b> <input type="checkbox"/> 1 <sup>st</sup> <input type="checkbox"/> 2 <sup>nd</sup>
4b.	<b>PROBATION B</b> Facility who has 10 to 14 total CCR weighted High and/or Medium-High deficiencies only, is placed on Probation B. <b>Total number of High and/or Medium-High Deficiencies</b> <i>If any additional CCR weighted High and/or Medium-High deficiencies are incurred but do not exceed 14 total, within this 6-month probation, the provider loses a star level for 6-months and a 2<sup>nd</sup> 6-month Probation is established at the point of discovery. If new High and/or Medium-High deficiencies are incurred within the second 6-month probation, facility loses certification.</i>  <b>Date Probation is effective</b> <b>Denote which probation:</b> <input type="checkbox"/> 1 <sup>st</sup> <input type="checkbox"/> 2 <sup>nd</sup>
<b>For any facility on a 6-month star level reduction, no additional deficiencies denoted in section 3 or 4 can be incurred within that 6-month timeframe in order to be reinstated at the previous certified star level.</b>	
<i>Place a copy of this form and screenshot of CCR licensing history within Engage Event Log for applicable status update.</i>	
<b>Texas Rising Star Staff Signature</b>	<b>Date</b>