



# Mexico School District Early Childhood Community Data Community Planning Process 2025 March - Present

# agenda

1. Welcome
2. Data overview
3. Survey insights
4. Fiscal map & cost models
5. Discussion
6. Next steps

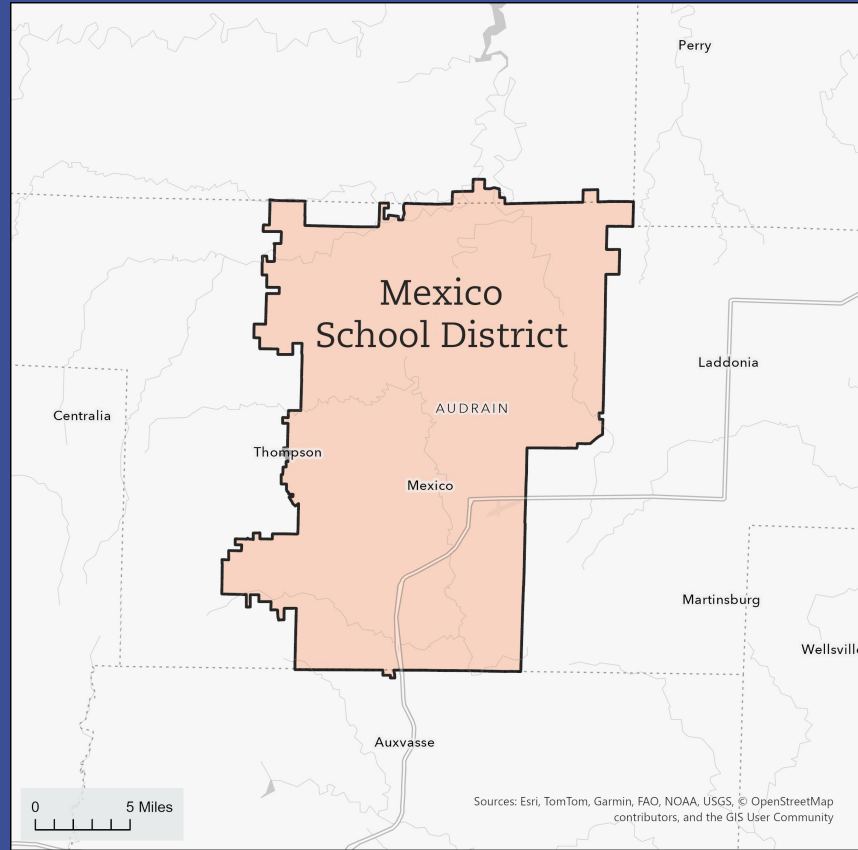
# COMMUNITY TEAM

Meeting #2  
07.22.25

**Our goal today is to  
share what is  
happening in your  
community's child  
care landscape.**

# Study Area

## Mexico School District



# Phase I: Research & community engagement

- Community needs assessment - IFF
  - Supply and demand analysis
- Stakeholder survey
- Fiscal mapping and cost modeling



# DATA OVERVIEW

# Data sources

- Provider information
  - o Child Care Aware list of providers
  - o Local contacts for HS/EHS slots
  - o Missouri DSS Block Grant Child Care Monthly Management Report for State Subsidy data
- Family need and workforce characteristics
  - o American Community Survey 5-year estimates
  - o Esri demographic estimates
  - o Bureau of Labor Statistics Longitudinal Employer-Household Dynamics (LEHD, 2022)



# Key findings

- **Increase Total Capacity:**

- Tripling the number of slots for Infants and Toddlers would nearly serve all kids age 0-2.
- Preschool (ages 3-5) and Pre-K kids (ages 4-5) have a good supply of seats but there are fewer year-round seats so summer care may be challenging.

- **Expand Access to Income-based Programs:**

- Early Head Start and Head Start could serve about 100 eligible kids each; right now they are serving fewer than 50, total.
- A few families are successfully accessing the state subsidy program. About 400 more kids are eligible based on income.

- **Population Trend:** Total population isn't changing very much, but the number of kids ages 0-5 with all parents working has increased by 16%.



# Regulated Supply: ECE provider data

- Licensed (and regulated, license-exempt) capacity
- Estimated capacity for age groups 0-2 years, 3-5 years, and Pre-K
- Facility type
- Program(s) and Accreditations



# Regulated Provider Information

NUMBER OF HOME-BASED PROVIDERS	NUMBER OF CENTER-BASED PROVIDERS	NUMBER OF GROUP HOME PROVIDERS	NUMBER OF ACCREDITED PROVIDERS
7	6	1	0

This table does not include Pre-K programs



# Regulated Provider Capacity

	NUMBER OF SLOTS, TOTAL	NUMBER OF HEAD START/EARLY HEAD START SLOTS	NUMBER OF STATE SUBSIDY SLOTS	NUMBER OF ACCREDITED SLOTS
INFANT & TODDLER (BIRTH-2 YEARS)	132	30	15	0
PRESCHOOL (3-5 YEARS)	552	15	39	0

EHS/HS eligibility=100% FPL. Subsidy eligibility= at or below 150% FPL. Preschool (age 3-5 years) includes Pre-K programs



# Demand: Family need data

- Total number of children 0-5, with Pre-K, 0-2, and 3-5 age groups broken out
- Estimated number of children qualifying for state subsidized care
- Estimated number of children qualifying for Early Head Start and Head Start programming
- Demand for care is based on 70% of total kids



# Family need

	NUMBER OF KIDS WHO NEED CARE	NUMBER OF KIDS IN POVERTY ELIGIBLE FOR HEAD START/EARLY HEAD START	NUMBER OF KIDS ELIGIBLE FOR STATE SUBSIDY
INFANT & TODDLER (BIRTH-2 YEARS)	407	102	226
PRESCHOOL (3-5 YEARS)	407	102	227

This table is based on the assumption that 70% of kids need care



# Gap in total regulated slots

	NUMBER OF SLOTS, TOTAL	NUMBER OF KIDS WHO NEED CARE	GAP IN SLOTS, TOTAL	PERCENT SERVED
INFANT & TODDLER (BIRTH-2 YEARS)	132	407	-275	32%
PRESCHOOL (3-5 YEARS)	552	407	145	136%
PRE-K (4-5 YEARS)	217	133	84	164%

This table is based on the assumption that 70% of kids need care  
Pre-K (4-5 years) slots and kids are a subset of Preschool (3-5 years) slots and kids



# Gap in Head Start & Early Head Start slots

	NUMBER OF HS/EHS SLOTS	NUMBER OF KIDS ELIGIBLE FOR HS/EHS	GAP IN HS/EHS SLOTS	PERCENT SERVED
INFANT & TODDLER (BIRTH-2 YEARS)	30	102	-72	29%
PRESCHOOL (3-5 YEARS)	15	102	-87	15%

This table is based on the assumption that 70% of kids need care



# Gap in State Subsidy slots

	NUMBER OF STATE SUBSIDY SLOTS	NUMBER OF KIDS ELIGIBLE FOR STATE SUBSIDY	GAP IN STATE SUBSIDY SLOTS	PERCENT SERVED
INFANT & TODDLER (BIRTH-2 YEARS)	15	226	-211	7%
PRESCHOOL (3-5 YEARS)	39	227	-188	17%

This table is based on the assumption that 70% of kids need care



# Family characteristics Data & trends

- Household income
- Households with all parents working
- Total children aged 0-5
- How have these characteristics changed over time?

*Data source: US Census Bureau, American Community Survey 5-year estimates (2023)*



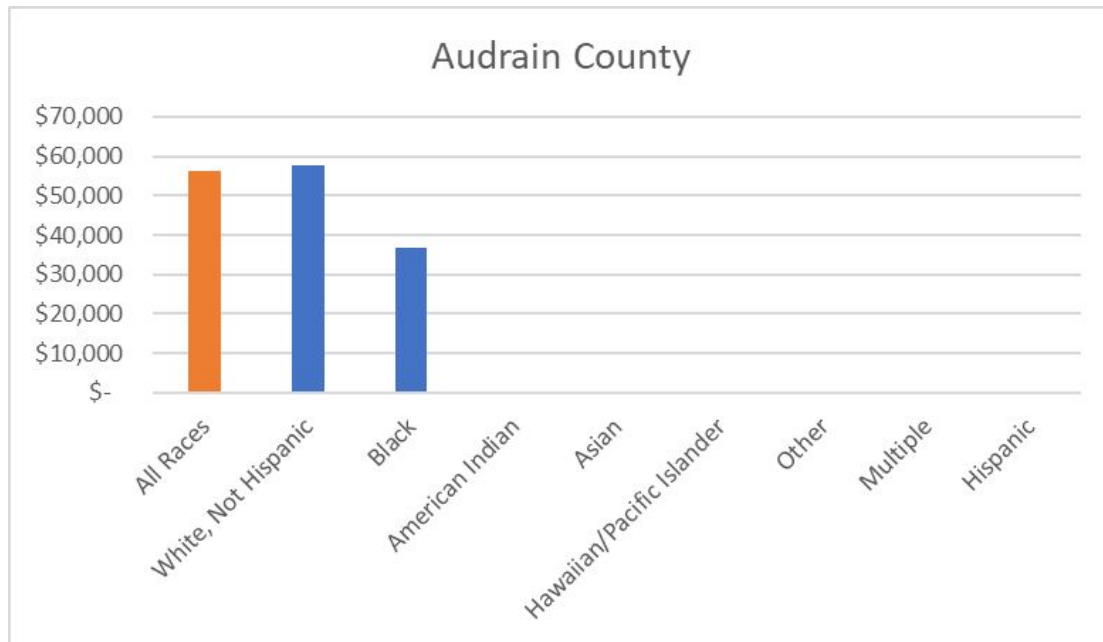
# Household characteristics

	Median Household Income			Population 0-5			Children 0-5 with All Parents Working		
	2018 <small>(IN 2023 DOLLARS)</small>	2023	% Change	2018	2023	% Change	2018	2023	% Change
Mexico School District	\$42,541	\$54,408	28%	1,095	1,107	1%	711	823	16%
Audrain County	\$43,761	\$56,232	28%	1,715	1,684	-2%	1,118	1,136	2%



# Median Household Income, 2023 by race or ethnicity

Differences in MHI are an important consideration when planning for affordable ECE.



Some values are not reported due to insufficient sample size or high margins of error.



# Community characteristics

## by race & ethnicity

	Total Population			Population White, Not Hispanic			Population Other than "White, Not Hispanic"		
	2018	2023	% Change	2018	2023	% Change	2018	2023	% Change
Mexico School District	14,873	15,008	1%	12,805	12,968	1%	2,068	2,040	-1%
Audrain County	25,735	24,688	-4%	22,353	21,543	-4%	3,382	3,145	-7%



# Study area workers

Live and work in Audrain County	2,872	49.8%
Work in Boone County and live in Audrain County	1,075	16.8%
Work in Callaway County and live in Audrain County	456	7.1%
Live in Boone County and work in the Audrain County	568	8.5%
Live in Callaway County and work in the Audrain County	405	6.1%

- About half of Audrain County workers live and work within the county.
- More residents commute out of the county for work than the number of workers that commute in from nearby counties.



# Top employers

Employer	Sector	Employees
Mexico Public School District	Educational Services	397
Tru Manufacturing	Wholesale Trade	350
Spartan Light Metal Products	Wholesale Trade	345
Walmart	Retail Trade	284
Missouri Veterans Home	Health Care and Social Assistance	224
Arthur Center Community Health	Health Care and Social Assistance	164
Missouri Military Academy	Educational Services	126
Home Decorators - Home Depot	Retail Trade	110
Audrain County Government	Public Administration	103
Continental Products	Manufacturing	100

Source: City of Mexico, Missouri; Mexico Area Chamber of Commerce.



# SURVEY INSIGHTS

# Research Scope

This report focuses on qualitative community survey research of parents and employers based or working in the Mexico School District.

## Parents of children ages 5 and under (n=13 surveyed):

- Need for, current use of, and interest in early childhood education and care services;
- Awareness of assistance programs
- Preferences for child care type and location
- current challenges with accessing care
- Hopes for their children around ECE opportunities.

## Employers (n=14):

- Employee child care related issues and needs that impact them and their workforce
- Their potential interest in supporting ECE services

## ECE Directors and Owners (n=4)

- KidsWin/IFF Surveys April-June 2025, covering the Mexico School District

# Key Takeaways

1

Access is elusive and inequitable.

Getting a seat is difficult. **The biggest barriers are high prices and waitlists.**

These barriers are often most difficult to navigate for those experiencing other challenges.

2

Enrolling has many costs.

**Landing a seat - success - comes with many costs and career sacrifices:** the supply gap is not just about those who are left out. It is also about the burdens of those who 'get in' and accommodations they make to keep their care.

3

Providers struggle with costs, staffing, and pre-k competition.

**Providers cite costs, staffing, and pre-k competition as issues:**

The intersection of school based care and provider economics looms as a large issue in Mexico.

4

Employers don't always see the challenge clearly.

Even though employers understand how childcare affects employees, **they don't consistently see it as a business problem.**

However, they do see the business case for investments in support.

**Who are the  
Parents?**

# Demographics of Respondents

Income Level	% of respondents
\$20,000 or less	23%
\$20,001 to \$40,000	23%
\$40,001 to \$60,000	15%
\$60,001 to \$80,000	23%
\$80,001 to \$100,000	15%
\$100,001 to \$150,000	0%
\$150,000 to \$200,000	0%
\$200,001 to \$250,000	0%
\$250,001 or more	0%



*Survey median is in range of of the county  
median: \$55k*

# Demographics of Respondents

Race/Ethnicity	% of respondents
American Indian and Alaska Native	0%
Asian	0%
Black or African American	15%
Hispanic or Latino	15%
Multiracial or Biracial	8%
Native Hawaiian and Other Pacific Islander	0%
White	62%

*Black or African American, Multiracial or Biracial and Hispanic or Latino overrepresented in the Count.*



**Parents:  
what is their  
experience?**

# Top challenges: affordability and wait lists.

Statement for reaction:	% who disagree or disagree strongly
It is easy to find a provider <b>who is affordable</b>	67%
It is easy to find a provider <b>who does not have a waiting list</b> for enrollment	58%
It is easy to find a provider whose <b>availability fits my schedule</b>	50%
It is easy to find a provider who is <b>conveniently located</b> for my family	50%
It is easy to find the a provider who meets my <b>quality standards</b>	50%
It is easy to find the right provider with a <b>program or approach that meets my specific needs</b> (for example, equipped to meet my child's special needs, speak my preferred language, match my preferred teaching style, etc.)	25%

*IFF/KidsWin Parent Survey: Please select the response (Strongly disagree to Strongly agree) that best matches your experience with finding a child care or early learning provider for your child(ren) ages 5 and under.*

# Parents make sacrifices due to affordability and access.

As much as I value spending time with my children, if affordable, reputable child care were available, I would like to go back to school and work toward a career I could enjoy.

- **Mexico School District Parent**

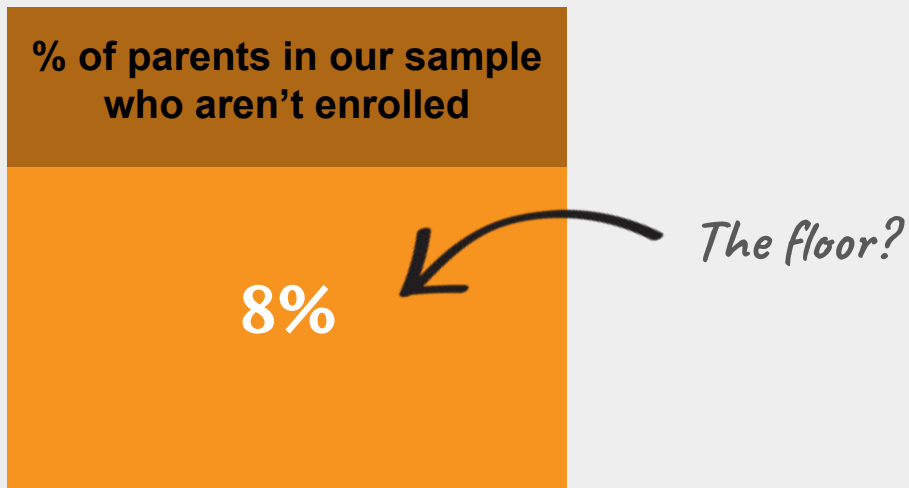
We are limited in switching jobs for fear of losing daycare hours. We also are having a second child and are worried about being able to afford two kids in daycare.

- **Mexico School District Parent**

Driving 30 minutes for daycare. I chose for my child to attend because I trust the provider.

- **Mexico School District Parent**

# Who is being left out?



*IFF/KidsWin Parent Survey: Thinking about your child(ren) ages 5 and under, are any of them currently enrolled in child care or early learning (i.e. day care, pre-school, Head Start, etc.)?*

# Who is being left out?

**% of parents in our sample  
who aren't enrolled**

**8%**

The price and availability was a big factor in making the decision to stay home with them.

- **Mexico School District  
Parent**

*IFF/KidsWin Parent Survey: Please share more about the specific challenges you have encountered when seeking child care or early learning for your child(ren).*

# Signing up... then waiting.

**% of parents on waitlists  
prior to enrolling**

**75%**

*IFF/KidsWin Parent Survey: Prior to enrolling your child(ren) in child care or early learning, were they placed on a wait list?*

# Signing up... then waiting.

**% of parents on waitlists  
prior to enrolling**

**75%**

“

I wasn't able to go to work and had to find someone to babysit my kid.

- **Mexico School District  
Parent**

“

My child was not around other children, missing out on social skills and experiences.

- **Mexico School District  
Parent**

*IFF/KidsWin Parent Survey: Please share more about how long each of your children were on a wait list, and their age(s) while on the wait list(s).*

# The median amount parents in our survey are paying.



\$500\*

**Infant/Baby**  
(0-2)



\$250\*

**Twos**  
(2-3)



\$220\*

**Pre-Schooler**  
(3-5)

*\*Non-paying subsidy users are excluded. This figure represents a low response rate that may not be representative of average community costs.*

*IFF/KidsWin Parent Survey: Approximately how much money do you spend monthly on child care or early learning for each of your child(ren)? Please enter your total monthly cost in dollars.*

## What it can feel like to pay the bill.

“

The current provider I use is closed on Mondays, childcare is expensive for one kid and I have twins so it's double the price wherever they go. I don't qualify for childcare assistance either. Also[,] even if your late one min you have to owe 8 min of time.

**-- Mexico School District Parent**

”

# Navigating the system: Performance at Work

Thinking about the challenges you may have experienced at work in order to accommodate child care availability, which of the following have you or another adult member of your household experienced?

Missed one or more full shifts of work	<b>54%</b>
Left work earlier than normal	<b>54%</b>
Been late for work	<b>46%</b>
Distracted to the point of being unproductive	<b>31%</b>

*None of the Above? 0%*

# Navigating the system: Career Outcomes

Which of the following work experiences have you or another adult member of your household experienced to accommodate child care?		
<b>Compensation &amp; Hours</b>	Changed work schedule	62%
	Reduced total working hours	38%
	Reduced pay	23%
<b>Career Development</b>	Took a new job solely to accommodate care	46%
	Turned down or stopped pursuing further education	38%
	Turned down a new job offer or promotion	23%
	Demoted	8%
<b>Separations</b>	Quit a job	23%
	Been let go or fired	8%

*None of the Above? 23%*

*Other? 8%*

*IFF/KidsWin Parent Survey: Thinking about the changes you may have made in order to accommodate child care availability, which of the following have you or another adult member of your household done for this reason? Please choose as many as apply.*

# Navigating the system: Costs at Home

Thinking about the changes to your home or personal life you may have made in order to accommodate child care availability, which of the following have you or another adult member of your household experienced?

Moved to a new home	<b>23%</b>
Experienced harm to mental health	<b>15%</b>
Moved in with relatives, or had relatives move into your home	<b>15%</b>

*None of the Above? 0%*

*Other? 8%*

## Access challenges reverberate through lives.

“

[I] Switched shifts, hours, pay, and position. Can no longer move up in the company because I'm a single parent and the hours I have right now have to stay this way to make everything work out for...childcare.

-- Mexico School District Parent


”

**Employers:  
what is their  
experience?**

# Childcare is a recognized challenge, and most organizations feel significant impact.

How much does your employees' access to child care affect your business?	
<b>Greatly</b> - employees' access to child care causes major challenges for my business	7%
<b>Significantly</b> - employees' access to child care causes moderate challenges for my business	21%
<b>Somewhat</b> - employees' access to child care causes some challenges for my business	43%
<b>Slightly</b> - employees' access to child care causes minor challenges for my business	21%
<b>Not at all</b> - employees' access to child care does not cause challenges for my business	7%

*28% are in the top two boxes.*



*IFF/KidsWin Employer Survey: To the best of your knowledge, how much does your employees' access to child care affect your business? Impacts to consider include: challenges in hiring or retaining employees, scheduling difficulties, operating below full capacity, disruptions to your operations, etc.*

# Zooming in: Perceptions of Workforce Costs

To the best of your knowledge, how much does your employees' access to child care affect the following dimensions of your business:	% Answering Greatly or Significantly
<b>Your ability to set schedules</b>	<b>36%</b>
<b>Your ability to operate at full capacity</b>	<b>36%</b>
<b>Your ability to hire staff</b>	<b>21%</b>
<b>Your ability to retain employees</b>	<b>14%</b>

*IFF/KidsWin Employer Survey: IFF/KidsWin Employer Survey: To the best of your knowledge, how much does your employees' access to child care affect the following dimensions of your business.: ...*

# What are the specific impacts of childcare and how many businesses feel them?

Which of the following events, if any, has your company experienced during the past year, due to employees' access to child care?	
Employees taking time off to fill child care gaps	<b>93%</b>
Employees trading shifts with co-workers, or otherwise temporarily changing their work hours / availability	<b>50%</b>
Employees permanently changing their work hours / availability	<b>50%</b>
Candidates declining employment offers	<b>29%</b>
Employees terminating their employment	<b>14%</b>
None of the above	<b>7%</b>

*IFF/KidsWin Employer Survey: Which of the following events, if any, has your company experienced during the past year, due to employees' access to child care?*

# Employers: their experiences

My employees may not have their own children under 5; however they are helping to raise their grandchildren that are under 5. This greatly impacts our ability to provide staffing sometimes.

- **Development Director in Social Services**

It is very hard to hire and keep employees with young children. I've been in this business 21 years and 75% of the time, when an employee goes on maternity leave, they do not return because they cannot find local child care.

- **Branch Manager in Financial Services**

I often have to recruit staff from out of town, and these employees have voiced concern about childcare and not being able to find any locally in my town where they would be employed.

- **Owner in Medical Services**

**Providers:  
what is their  
experience?**

# Staffing, costs, and the pre-k system are highlighted as challenges.

“Filling spots for pre-k spots, since the school [does] it for free. I have no trouble filling infant spots but only have two spots at a time.

I also [cant’] fill the spots since for pre-k, because of no school on monday. i have school kids i watch as well.”

“Staff call ins”

“The cost of operating the Daycare and the wear and tear on the building and equipment, finding the time to do the work that needs to be done without staying late away from my own family”

*IFF/KidsWin Provider Survey: What is your total capacity to care for each of the following age groups across your child care or early learning location(s)?*

*IFF/KidsWin Provider Survey: Please share more about any difference between the capacity and actual enrollment at your child care or early learning location(s). What factors contribute to this difference?*

# Providers report one or more major challenges to hiring.

Which of the following have you experienced with hiring staff during the last year in your child care or early learning location(s)? Please choose as many as apply.	Mexico School District	Multi-Area Average
Not enough applicants for open positions	<b>0%</b>	<b>40%</b>
Applicants are unqualified for the work	<b>50%</b>	<b>57%</b>
Applicants do not accept offers	<b>0%</b>	<b>14%</b>
Other	<b>25%</b>	<b>14%</b>
None of the above	<b>0%</b>	<b>9%</b>

*IFF/KidsWin Provider Survey: Which of the following have you experienced with hiring staff during the last year in your child care or early learning location(s)? Please choose as many as apply.*

# Providers report one or more major challenges to retaining staff.

Which of the following have you experienced with retaining staff during the last year in your child care or early learning location(s)? Please choose as many as apply.	Mexico School District	Multi-Area Average
Staff leaving to take positions elsewhere	<b>50%</b>	<b>57%</b>
Staff having to be let go due to performance issues	<b>25%</b>	<b>31%</b>
Staff leaving for their own health reasons	<b>25%</b>	<b>6%</b>
Staff leaving to retire	<b>25%</b>	<b>9%</b>
Staff leaving to care for their own children/family members	<b>0%</b>	<b>9%</b>
Other	<b>0%</b>	<b>17%</b>
None of the above	<b>0%</b>	<b>17%</b>

*IFF/KidsWin Provider Survey: Which of the following have you experienced with retaining staff during the last year in your child care or early learning location(s)? Please choose as many as apply.*

# Key Takeaways

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Access is elusive and inequitable.

Getting a seat is difficult. **The biggest barriers are high prices and waitlists.**

These barriers are often most difficult to navigate for those experiencing other challenges.

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Enrolling has many costs.

**Landing a seat - success - comes with many costs and career sacrifices:** the supply gap is not just about those who are left out. It is also about the burdens of those who 'get in' and accommodations they make to keep their care.

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Providers struggle with costs, staffing, and pre-k competition.

**Providers cite costs, staffing, and pre-k competition as issues:**

The intersection of school based care and provider economics looms as a large issue in Mexico.

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Employers don't always see the challenge clearly.

Even though employers understand how childcare affects employees, **they don't consistently see it as a business problem.**

However, they do see the business case for investments in support.

# FISCAL MAP & COST MODELS

# Tuition data

median household income (MHI)

\$54,408

% annual income parents pay  
for infant & toddler care

28%  
(\$15,210\*/year)

% annual income parents pay  
for preschool care

19%  
(\$10,400\*/year)

affordable cost level (7% MHI)

\$3,809

*\*Based on 100% of 2024 market rate as determined by the Office of Childhood through the market rate survey. Actual tuition rates could be higher or lower within individual programs.*



**\$8,261,308**  
total ECE funding (2024)

**Parent tuition**  
\$6,502,470 | 78%

**EHS/HS**  
\$789,195 | 10%

**District ECSE**  
\$313,000 | 4%

**District PreK**  
\$265,010 | 3%

**CACFP**  
\$132,252 | 2%

**Child care subsidy\***  
\$249,381 | 3%

**Philanthropy**  
\$10,000 | 0%

*\*Subsidy data last available Jan 2023-Dec 2023  
via MO DSS Child Care Monthly Management Reports*



# Reflections on the map, fiscally speaking

Over **80%** of Mexico School District's funding stream is from **tuition**

Parents are carrying a...



**HEAVY burden!**

Infant/toddler: \$293/week\*

Preschool: \$200/week\*

**Underutilized childcare subsidy** - less than 5% of funding stream

Currently **few philanthropic dollars** flowing into the system focused on ECE

Total flowing into your community (2024): **\$272,855**

Total spent on ECE specific programs (2024): **\$10,000**

*\*Based on 100% of 2024 market rate as determined by the Office of Childhood through the market rate survey. Actual tuition rates could be higher or lower within individual programs.*



# Why cost models?



**tuition  
rate**

what the local  
market can bear

**cost**

actual expenses to  
operate a program

**true  
cost  
of care**

estimated cost to  
operate a **high-quality**  
program with an  
increased, sustainable  
**workforce  
compensation**

Tuition Rate	Cost of Care	True Cost of Care
<p><b>Current provider rate</b></p>	<p><b>BASELINE program model</b> what it costs to operate a program (well....almost)</p>	<p><b>PLUS program model</b> a complete picture of what it costs to operate a: -high-quality program -sustainable, fully compensated workforce</p>
<p>- <b>providers are only willing</b> to charge what they <b>know parents can pay</b></p>	<p>Does <b>NOT</b> include:</p> <ul style="list-style-type: none"> <li>- benefits (health, dental)</li> <li>- Paid time off (PTO)</li> <li>- \$\$\$ to support professional development/training of staff</li> </ul>	<p><b>Includes:</b></p> <ul style="list-style-type: none"> <li>- Benefits (\$6,650/empl/year)</li> <li>- 3 weeks PTO/empl/year</li> <li>- professional development (\$1,000/empl/year)</li> </ul>
	<p><b>Low salaries</b> - mostly below living wage</p> <ul style="list-style-type: none"> <li>- Director - \$37,440</li> <li>- Lead teacher - \$31,720</li> <li>- Assistant teacher - \$14.00/hour</li> </ul>	<p>Increased <b>living wage salaries</b></p> <ul style="list-style-type: none"> <li>- Director - \$58,280</li> <li>- Lead teacher - \$38,480</li> <li>- Assistant - \$16.50/hour</li> </ul>

Notes:

1. Salary for home-based directors was not included in either the Baseline/Cost or PLUS/True Cost of Care Family Child Care models.
2. Weekly and annual tuition rates are based on 100% of 2024 market rate as determined by the Office of Childhood through the market rate survey. Actual tuition rates could be higher or lower within individual programs.
3. Data sources: 2025 Community Provider Stakeholder Surveys; MIT Living Wage Calculator; Provider Cost of Quality Calculator

# Nonprofit program, small

**36 total children**  
**16: IT**  
**20: Preschool**

## Nonprofit program<sup>(def)</sup>:

-mission-driven; focused on providing services over generating revenue

-tax exempt

-typically funded through donations, grants, and/or government support

	<b>TUITION RATE</b> (Current provider rate)	<b>COST</b> (Baseline)	<b>TRUE COST OF CARE</b> ("PLUS")
<b>Tuition</b>			
Infant/toddler (0-2 years)	\$15,210	\$17,280	\$21,878
Preschool (3-5 years)	\$10,400	\$11,160	\$13,440
<b>Net revenue</b>			
			<b>-\$234,661</b>

# For-profit center, mid-sized

56 total children  
16: IT  
40: Preschool

## For-profit program<sup>(def)</sup>:

-charges tuition with the goal of recovering costs and generating revenue

-balancing quality care with profit margins is crucial for sustainability

	<b>TUITION RATE</b> (Current provider rate)	<b>COST</b> (Baseline)	<b>TRUE COST OF CARE</b> ("PLUS")
<b>Tuition</b>			
Infant/toddler (0-2 years)	\$15,210	\$16,383	\$21,775
Preschool (3-5 years)	\$10,400	\$10,263	\$12,739
<b>Net revenue</b>			
			<b>-\$307,848</b>

# Family child care program

**10 total children**  
**4: IT**  
**6: Preschool**

-1,500 sq ft home  
 (80% space used for care)

-1 assistant

-Net revenue in both models represents the amount a home-based provider may be paid in salary or reinvest in their program.

-Salary is not included in either the Cost/Baseline or True Cost of Care model.

	<b>TUITION RATE</b> (Current provider rate)	<b>COST</b> (Baseline)	<b>TRUE COST OF CARE</b> ("PLUS")
<b>Tuition</b>			
Infant/toddler (0-2 years)	\$15,210		
Preschool (3-5 years)	\$10,400		
Cost per child		\$6,922	\$8,871
<b>Net revenue</b>			
		\$15,489	-\$3,329

# Cost Modeling: Key Takeaways

- Fully staffed = fully enrolled
- Quality + affordability = family retention (leading to full enrollment)
- Blending/braiding funds = more revenue overall
- More revenue = higher teacher compensation + deeper training (= retention)
- Teacher quality = program quality



What are your initial reactions or thoughts regarding the data?

What's bubbling to the surface?

What's the good, the bad, the beautiful, the ugly?

What specific issues can you identify based on the data you learned about today?



# agenda

1. Welcome
2. Key Findings/Priorities
3. Strategy brainstorm
4. Review of existing strategies
5. Ranking
6. Next steps

# COMMUNITY TEAM

Meeting #3  
10.28.25

**Our goal today is to work together to identify the best strategies that will address our community's early childhood priorities.**

# Gap in total regulated slots

	NUMBER OF SLOTS, TOTAL	NUMBER OF KIDS WHO NEED CARE	GAP IN SLOTS, TOTAL	PERCENT SERVED
INFANT & TODDLER (BIRTH-2 YEARS)	132	407	-275	32%
PRESCHOOL (3-5 YEARS)	552	407	145	136%
PRE-K (4-5 YEARS)	217	133	84	164%

This table is based on the assumption that 70% of kids need care  
Pre-K (4-5 years) slots and kids are a subset of Preschool (3-5 years) slots and kids



# Key Takeaways

1

Access is elusive and inequitable.

Getting a seat is difficult. **The biggest barriers are high prices and waitlists.**

These barriers are often most difficult to navigate for those experiencing other challenges.

2

Enrolling has many costs.

**Landing a seat - success - comes with many costs and career sacrifices:** the supply gap is not just about those who are left out. It is also about the burdens of those who 'get in' and accommodations they make to keep their care.

3

Providers struggle with costs, staffing, and pre-k competition.

**Providers cite costs, staffing, and pre-k competition as issues:**

The intersection of school based care and provider economics looms as a large issue in Mexico.

4

Employers don't always see the challenge clearly.

Even though employers understand how childcare affects employees, **they don't consistently see it as a business problem.**

However, they do see the business case for investments in support.

# Priority Review

## Mexico

1. Support ECE providers to strengthen operations and enhance quality
2. Increasing accessibility of existing care to meet families' needs
3. Increasing funding and supportive policies across child care system



# Strategy Brainstorm

**What are the outcomes we are trying to achieve within each priority, and overall?**

**What activities could get us there?**

**For example:**

**Outcome= higher teacher wages**

**Activity = ???**



# Strategy Ranking

Select the top 3 strategies within each priority area that you are most interested in learning more about and/or pursuing in the community.



# agenda

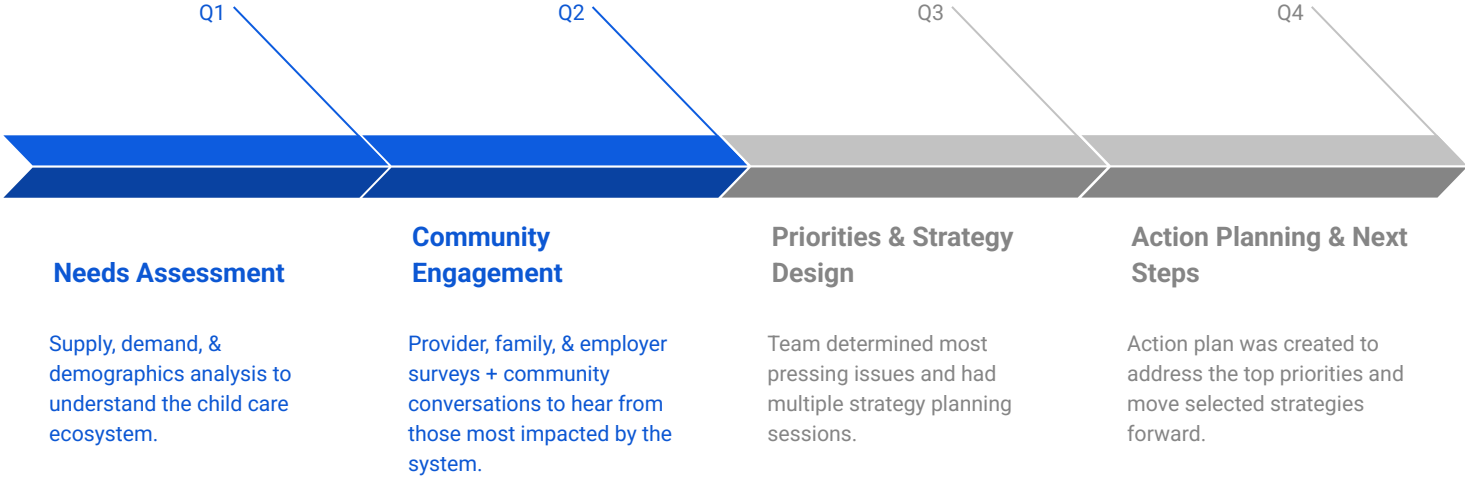
1. Welcome
2. Year in Review
3. Strategy Overview
4. Next steps

# COMMUNITY TEAM

Meeting #4  
Dec. 2025

**Our goal today is to  
celebrate the work you  
have done as a team and  
share next steps!**

# Year in Review



# Priority Review

## Mexico

1. Support ECE providers to strengthen operations and enhance quality
2. Increasing accessibility of existing care to meet families' needs
3. Increasing funding and supportive policies across child care system



# Strategy Overview

## Mexico

1. Family Child Care Champions
2. Child Care Works: Community of Practice
3. Revenue Research
4. Ongoing ECE Advocacy



# Strategy Overview

## Family Child Care Champions

- The goal is to recruit up to 3 new family child care home providers and support them through the licensing process.
  - 1 on 1 technical assistance, mini-grant facility funds, quarterly webinars, and mentorship support
- Need a local organization to support recruitment & post-program support
- Kick-off is Spring 2026



# Strategy Overview

## Child Care Works: Community of Practice

- Deep dive into the cost sharing model (including requirements around state funds)
- Process to collectively design a model that will work for your community
- **COP will include lead organization, child care provider, & business owners/representatives**
- Kick-off is January 2026



# Strategy Overview

## Revenue Research

- Kids Win MO is working with MO Budget Project to dig into any potential public revenue streams that could support child care.
- Kids Win is also working with partners to research economic development funding mechanisms.
- Kick-off is January 2026



# Strategy Overview

## Ongoing Advocacy

- The team needs to continue educating policymakers about this work.
- KWM recommends visiting the Capitol 1-2 times per year, participating in Child Advocacy Day, media outreach, and hosting local meetings with legislators.
- Ongoing in 2026



# Next Steps

- January 2026: CCW COP & Revenue Research
- Spring 2026: Family Child Care Champions
- Ongoing: Advocacy!

**\*Need to identify lead organizations for CCW COP & Family Child Care Champions in order to participate.**





**THANK  
YOU**