



**TO:** PCI STAFF  
**FROM:** Sharon Small, Ph.D.  
**DATE:** January 24, 2023  
**RE:** CEO MESSAGE

*“PCI...Our WHY...Children and Families!”*

.....  
Greetings All!

I hope you have had a great start to your week and staying healthy. COVID-19 is steady in San Antonio with a **Medium risk level**. Don't let your guard down. Continue to utilize safety measures.



The purpose of the CEO Messages is to keep you abreast of what is happening throughout PCI as well as any changes that effect Head Start and Early Head Start through the federal government – both positive and negative. I have positive news to share in this week's Message regarding funding. Please read below published by the National Head Start Association:



NATIONAL HEAD START ASSOCIATION

***FY23 Appropriations Deal Includes a \$960 Million Increase for Head Start***

***Before adjourning for the holidays, Congress passed and President Biden signed into law the Fiscal Year 2023 (FY23) Omnibus Appropriations Bill, which includes \$12 billion for Head Start and Early Head Start. This level of funding—an increase of \$960 million over the last budget—includes \$596 million for a cost-of-living adjustment (COLA). This translates to an approximately 5.4% adjustment for all Head Start staff (stay tuned for a final percentage when OHS releases a program instruction about it in the weeks ahead). The bill also included \$262 million for Quality Improvement Funding (QIF) and \$8 million (total) for the Tribal Colleges and Universities-Head Start Partnership Program as well as an additional \$100 million to expand access to Head Start and Early Head Start.***

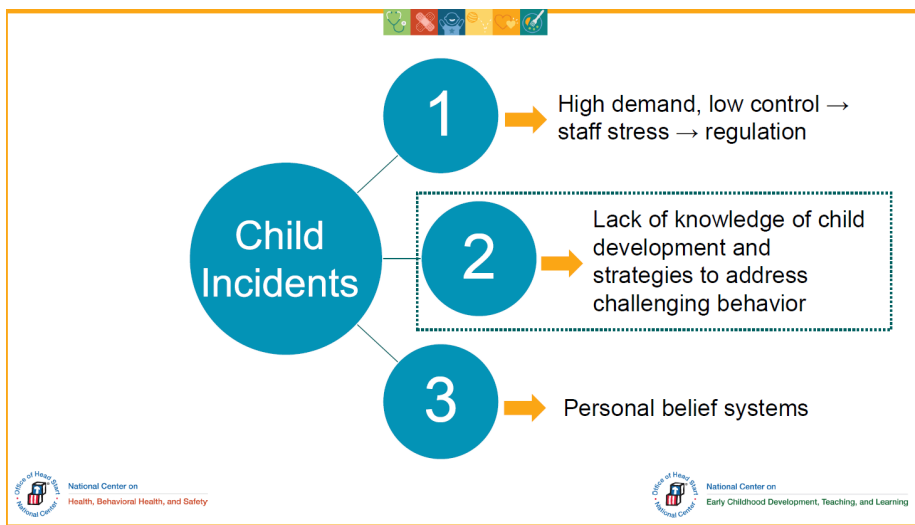
***NHSA Executive Director Yasmina Vinci thanked Head Start's bipartisan supporters in Congress and noted: “The combined COLA and the QIF should help ease the immediate burdens of inflation and help Head Start programs address the impacts of childhood trauma on our nation's young children.”***

This is great news for PCI! We do not know how much and when our allocation of the funds will be provided to PCI, but we know it is coming – more than likely for next

school year. But it gives us something to look forward to, so hang in there with us PCI family. Your hard work and dedication has not gone unnoticed!

### Preventing Child Incidents Through Responsive Relationships

Recently, many PCI staff participated in a 1-day Zoom training through Region VI regarding Child Incidents. The purpose of the training was to gain a better understanding of factors that contribute to child incidents and to explore tools and strategies to promote positive approaches to prevent incidents and to prioritize children's safety. Our priority is the health and safety of our children but we must have responsive relationships with them. Remember our **WHY!** The slide below was shared regarding possible reasons incidents take place:



I'm sure all of the above exists within PCI, but knowing when and how to handle situations is a must. We now have the Education Advance Program, created by our PCI Training Department, to boost child development knowledge for those that may not have it and for those who may need a refresher. A future training for **all staff** will be provided stressing the importance of keeping our children safe and knowing when you need to step away from a situation. The training will include assuring we have a relationship with staff knowing when we need to take care of you as well. Please note when incidents happen, they are not only reported to Licensing, but it is reported to the Office of Head Start which effects PCI. I am so proud of our teaching staff and want to assure you have the tools to be the best you can be. So, let's always do our best to keep our children safe at all times and continue to know **Our WHY...Children and Families**. You've done a good job, so let's keep up the good work.



Remember the “WE’RE HIRING” campaign? Well, many of you actually came through with referrals, so way to go to YOU for providing the agency with quality staff who plan to stay with PCI. Way to go!

**If you have referred an employee and they have been with the agency for at least 3 months, please request your certificate through Human Resources.** The certificate must be used no later than 3 months after the referred staff completed their 3 months. So, if the referred staff completed their 3 months in February, you must use the certificate (PTO) by May. If you have questions please contact HR.

### 2022 – 2023 Teacher & Teacher Assistant of the Year



Just a reminder, the ***Teacher nominee information will be due Friday, January 27, 2023.***

### REMINDER: EARLY RELEASE/DISMISSAL – WEDNESDAY JANUARY 25, 2023

The quality of instruction for our PCI children can improve even greater with teachers having more time to prepare quality lessons, develop assessments, analyze student data, and collaborate with our Education/Training staff as well as our ECCs. Please remind your parents that children should be picked up by 11:45 a.m. Please remember the purpose of this day. I look forward to hearing the outcome.

## **Board Approves Staff Development and Holidays Calendar for 2023-2024**

The PCI Board of Directors approved the dates presented for back to school, staff development and holidays for the 2023-2024 school year. As you know, dates are subject to change, but this will give you an idea of what lies ahead. This will also help you with knowing blackout days ahead of time. Please see below:

### *Calendar of Events 2023 – 2024 Holidays & Staff Development*

**August – 21 – 25 Preservice Week  
28 Back to School**

**September 4 Holiday – Labor Day**

**October 9 Student Holiday/Staff Development (Indigenous People Day)**

**November 7 Student Holiday/Staff Development  
20 – 24 Thanksgiving Break**

**December 18 – 29 Winter Break**

**January 1- New Year's Day  
2 – Centers/Offices Open  
15 – Holiday - MLK Jr. Day  
24 – Early Release**

**February 14 – Early Release  
19 – Student Holiday/Staff Development/Bad Weather Makeup Day**

**March 11 – 15 Spring Break  
29 – Holiday – Good Friday**

**April – 10 Early Release  
26 Holiday - Battle of Flowers**

**May – 15 Early Release  
27 Holiday - Memorial Day**

**June – 6 Last Day for Head Start children  
19 Holiday – Juneteenth – Emancipation Day**

**July – 4 Holiday – Independence Day**



## JANUARY 2023

***Employee Recognition: Maintenance, Custodial & Compliance/Special Services Staff***

**\*Important Information:** \*Compliance/Facilities/Disabilities/Mental Health  
 Departmental Daily/Weekly Debriefing Meeting with Staff 8:00 a.m., \*EHS/CCP  
 Teacher Home Visits, \*Wellness Wednesday,

### ***PERFORMANCE EVALUATION CYCLE TIMELINE***

Jan 3 – JAN 13	4. Mid-Year Performance	MID-YEAR PERFORMANCE CONFERENCE	SUPERVISOR
JAN 17 – APR 14	5. Continue Observing Job Performance	COACH FOR SUCCESS	SUPERVISOR

- ❖ 23 – Operations Staff Meeting
- ❖ 25 – Transition/Education Advisory Committee Meeting – 1:30 pm
  - Early Dismissal/Teacher Planning
- ❖ 26 – Executive Team Meeting
- ❖ 27 – Teacher of the Year Nominee Information Due
  - Education/Training Staff Meeting
  - Food Order
  - EHS/CCP Team Meeting
- ❖ 28 – Annual Parent Training
- ❖ 30 – Process Payroll
  - SF-425 Semi-Annual Report Due – EHS-CCP
- ❖ 31 – W-2’s Due to Employees
  - 1095’s Due to Employees
  - NEC/Miscellaneous 1099’s Due to Vendors
  - NEC 1099’s Due to IRS
  - Head Start/COVID-19 Fiscal Year Ends
  - Head Start II/Early Head Start II/COVID-19 Fiscal Year Ends
  - Early head Start/COVID-19 Fiscal Year Ends
  - Paycom IRS 941/TW Quarterly Reports Due
  - Children’s Perfect Attendance Recognition Day

# FEBRUARY

## AFRICAN AMERICAN HISTORY MONTH

### *Employee Recognition: Family Service & Fiscal Staff*

**\*Important Information:** \*Compliance/Facilities/Disabilities/Mental Health Departmental Daily/Weekly Debriefing Meeting with Staff 8:00 a.m., \*EHS/CCP Parent Teacher Conference and Winter TSG Assessments \*Black History Month, \*Wellness Wednesday,

### ***PERFORMANCE EVALUATION CYCLE TIMELINE***

Jan 3 – JAN 13	4. Mid-Year Performance	MID-YEAR PERFORMANCE CONFERENCE	SUPERVISOR
JAN 17 – APR 14	5. Continue Observing Job Performance	COACH FOR SUCCESS	SUPERVISOR

- ❖ 1 – Champions for Charity Month Campaign
- ❖ 2 – Executive Team Meeting
  - 100<sup>th</sup> Day of School
  - Groundhog Day
- ❖ 3 – Payday
  - CEO Office Staff Meeting
  - Food Order
  - Education/Training Staff Meeting
- ❖ 4 – CPR/First-Aid Class – 9:00-11:00 am
- ❖ 6 – New Staff Orientation TDFPS-8 Hours
  - HS/EHS Round-up Begins.
- ❖ 7 – Leadership PCI Session VI Organizational and Staff Development 4:30 – 6:00 pm
  - New Staff Orientation Curriculum
  - EHS/CCP Directors’ Roundtable
- ❖ 8 – Policy Council Meeting – 6:00 pm
  - Family Service Workers Staff Meeting
  - New Staff Orientation Disabilities/Mental Health
  - Data Initiative Meeting
- ❖ 9 – Executive Team Meeting
  - New Staff Orientation TDFPS-8 Hours
- ❖ 10 – Food Order
  - Black History Presentation – 10:00 am @ Centers
  - Fiscal Staff Meeting

- Compliance/Disabilities/Mental Health Staff Meeting
- ❖ 13 – Process Payroll
  - Fiscal Budget Meeting
  - Operations Staff Meeting
- ❖ 14 – Annual Board of Directors Meeting – 6:30
  - Rodeo for PCI Day
  - Valentine’s Celebrations at CCP Sites
  - Valentine’s Day
- ❖ 15 – Male Initiative Meeting – 6:00 pm
  - Early Dismissal/Teacher Planning
- ❖ 16 – Executive Team Meeting
- ❖ 17 – Payday
  - Food Order
  - National Random Act of Kindness Day
- \*20 – Southwest Staff Development
  - Staff Development Day/Student Holiday/Bad Weather Make-up Day – Centers Closed
  - Presidents Day
- ❖ 21-24 – Dual Language Learners Celebration
- ❖ 22 – Incredible Years Parent Curriculum Training
  - Health/Nutrition Advisory Meeting – 11:30-1:00 pm
  - Ash Wednesday
- ❖ 23 – Executive Team Meeting
- ❖ 24 – Teacher Assistant of the Year Nominee Information Due
  - Education/Training Staff Meeting
  - Food Order
  - EHS/CCP Team Meeting
- ❖ 27 – Process Payroll
  - Operations Staff Meeting
- ❖ 28 – Miscellaneous 1099’s Due to IRS
  - Children’s Perfect Attendance Recognition

# MARCH

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**Employee Recognition: Nutrition Staff/Nutrition Aides/HR Staff**

**\*Important Information:** \*Compliance/Facilities/Disabilities/Mental Health Departmental Daily/Weekly Debriefing Meeting with Staff 8:00 a.m., \*Bus Evacuation Training, \*EHS/CCP Women’s History Month, \*National Nutrition Month, \*Parent Gazette Spring Addition, \*Wellness Wednesday,

## **PERFORMANCE EVALUATION CYCLE TIMELINE**

Jan 3 – JAN 13	4. Mid-Year Performance	MID-YEAR PERFORMANCE CONFERENCE	SUPERVISOR
JAN 17 – APR 14	5. Continue Observing Job Performance	COACH FOR SUCCESS	SUPERVISOR

- ❖ 1 – Class Observation 2<sup>nd</sup> Cycle
- ❖ 2 – Executive Team Meeting
  - Texas Independence Day
  - Read Across America Day
- ❖ 3 – Payday
  - CEO Office Staff Meeting
  - Food Order
- ❖ 4 – CPR/First-Aid Class – 9:00-11:00 am
- ❖ 6-10 – Child Nutrition Appreciation Week
  - Texas Public School Week
  - National School Breakfast Week
- ❖ 6 – Process Payroll
  - New Staff Orientation TDFPS-9 Hours
- ❖ 7 – Leadership PCI Session VII Food Service – 4:30 – 6:00 pm
  - New Staff Orientation Curriculum
  - Bus Evacuation Training – Meadowood – 9:00 am
  - Bus Evacuation Training – Clarice Roe – 10:00 am
  - EHS/CCP Director’s Roundtable
- ❖ 8 – Family Service Workers Staff Meeting
  - New Staff Orientation Disabilities/Mental Health
  - Data Initiative Meeting
- ❖ 9 – Executive Team Meeting
  - New Staff Orientation TDFPS-8 Hours
  - Bus Evacuation Training – Pearsall – 9:00 am
  - Bus Evacuation Training – Southwest – 10:00 am
- ❖ 10 – Early Payday



- Southwest Early Release – 1 Hour
- Food Order
- Fiscal Staff Meeting
- Compliance/Disabilities/Mental Health Staff Meeting
- National School Breakfast Weekends
- ❖ 12 – Daylight Savings Time Begins
- ❖ 13-17 – Spring Break – Centers & Offices Closed
  - 13-17 – Agency Paid Leave
  - 13-17 – Southwest Spring Break – Center Closed
- ❖ 16 – Madonna Center Inc. Kite Festival
- ❖ 17 – Bailey’s Child Development Center Kite Festival
  - St. Patrick’s Day
- ❖ 20 – Spring Begins
  - Very Hungry Caterpillar Day
- ❖ 21 – HR Newsletter
  - Bus Evacuation Training – Bailey’s Babies – 9:00 am
  - Bus Evacuation Training – Lost Creek – 9:30 am
  - Kite Festival - TBA
- ❖ 22-April 6 – Self-Assessment Timeframe and Trainings
- ❖ 22 – Shared Program Governance Meeting Agency Self-Assessment Training – 6:00 pm
  - Fiscal Budget Meeting
  - Incredible years Parent Curriculum Training
- ❖ 23 – Executive Team Meeting
  - Bus Evacuation Training – Place for Life EHS – 9:00 am
  - Bus Evacuation Training – Place for Life HS – 10:00 am
- ❖ 24 – Food Order
  - EHS/CCP Team Meeting
- ❖ 27 – Process Payroll
  - Operations Staff Meeting
- ❖ 28 – Bus Evacuation Training – PCI Early Learning Academy EHS/HS – 9:00 am
- ❖ 30 – Executive Team Meeting
  - Bus Evacuation Training – Imperial – 9:00 am
  - Bus Evacuation Training – Madonna – 10:00 am
- ❖ 31 – Payday
  - Food Order
  - Coronavirus Response and Relief Supplement Appropriations (CRRSA) Act Ends
  - American Rescue Plan (ARP) Act Program Ends
  - Children’s Perfect Attendance Recognition Day

# APRIL

## COMMUNITY ASSESSMENT MONTH

***Employee Recognition: Administrative Professionals & Operations Staff***

**APRIL IS CHILD ABUSE AWARENESS MONTH**

**\*Important Information:** \*Compliance/Facilities/Disabilities/Mental Health Departmental Daily/Weekly Debriefing Meeting with Staff 8:00 a.m., \*Bus Evacuation Training, \* EHS/CCP Week of the Child 15-21, \*Child Abuse Awareness Month, \*Fiesta San Antonio 20-30, \*Wellness Wednesday,

### ***PERFORMANCE EVALUATION CYCLE TIMELINE***

APRIL 1 - 14	6. Self-Evaluation	EMPLOYEE SELF-EVALUATION	SUPERVISOR AND EMPLOYEE
APRIL 21	7. Portfolios	EMPLOYEE SUBMIT PORTFOLIO	EMPLOYEE

- ❖ 1 – EHS-CCP Budget Due
  - CPR/First-Aid Class – 9:00-11:00 am
  - April Fool’s Day
- ❖ 2 – Children’s Book Day
  - Palm Sunday
- ❖ 3 – Fiscal Staff Meeting
  - New Staff Orientation TDFPS-8 Hours
- ❖ 4 – Leadership PCI Session VIII Human Resources – 4:30 – 6:00 pm
  - New Staff Orientation Curriculum
  - EHS/CCP Directors’ Roundtable
- ❖ 5 – New Staff Orientation Disabilities/Mental Health
  - Data Initiative Meeting
  - Passover Begins
- ❖ 6 – Executive Team Meeting
  - New Staff Orientation TDFPS-8 Hours
  - Food Order
  - Madonna Center Inc. Egg Hunt
  - Self-Assessment Timeframe and Trainings Ends
- ❖ 7 – Good Friday Holiday – Centers & Offices Closed
  - Agency Holiday
  - Bailey’s Child Development Center Egg Hunt
- ❖ 9 – Easter
- ❖ 10 – Process Payroll
  - Fiscal Budget Meeting
  - Southwest Holiday/Bad Weather Make-up Day (Specialized Training)

- Operations Staff Meeting
- ❖ 11 – Bus Evacuation Training – Adelina Fritz – 9:00 am
  - Bus Evacuation Training – Culebra – 9:30 am
- ❖ 12 – Policy Council Meeting – 6:00 pm
  - Family Service Workers Staff Meeting
  - Early Dismissal/Teacher Planning
- ❖ 13 – Executive Team Meeting
  - Bus Evacuation Training – Timberhill – 9:00 am
  - Bus Evacuation Training – George Gervin – 10:00 am
  - Passover Ends
- ❖ 14 – Payday
  - Food Order
  - CEO Office Staff Meeting
  - Education/Training Staff Meeting
  - Compliance/Disabilities/Mental Health Staff Meeting
  - CCP Sites Cardboard Kids Reveal
- ❖ 15-21 – Week of the Young Child
- ❖ 16 – National Volunteer Week Begins
- ❖ 18 – Board of Directors Meeting – 6:30 pm
  - Bus Evacuation Training – Evelyn King – 9:00 am
  - Bus Evacuation Training – E. Central – 9:30 am
- ❖ 19 – Transition/Education Advisory Committee Meeting – 1:30 pm
- ❖ 20 – Executive Team Meeting
  - Bus Evacuation Training – W. Hutchins – 9:00 am
  - Bus Evacuation Training – Terry O’Connor – 10:00 am
- ❖ 21 – STEAM Art Gallery Auction-Bandera
  - Food Order
  - EHS/CCP Team Meeting
  - Madonna Center Inc. Earth Day Events
- ❖ 22 – Earth Day
  - National Volunteer Weekends
- ❖ 24 – Process Payroll
  - Distribution Annual Evaluations to all Supervisors’
  - Operations Staff Meeting
- ❖ 25 – Bus Evacuation Training – Midcrown – 9:00 am
  - Bus Evacuation Training – Green Oak 10:00 am
- ❖ 26 – Incredible Years Parent Curriculum Training
  - Health/Nutrition Advisory Meeting – 11:30-1:00 pm
  - Administrative Professional Day
- ❖ 27 – Executive Team Meeting
  - Food Order
  - SF-425 Semi-Annual Report Due – HS/HSII-EHSII/EHS
  - SF-425 Annual Report Due – HS/HSII-EHSII/EHS
  - SF-428 Annual Report Due – HS/EHS
  - Fiesta Float Parade
  - Children’s Perfect Attendance Recognition Day

- Madonna Center Inc. Fiesta Parade
- ❖ 28 – Payday
  - Agency Holiday
  - Battle of Flowers Holiday – Centers & Offices Closed
  - Bailey’s Child Development Center Fiesta Parade
  - Arbor Day
- ❖ 30 – Paycom IRS 941/TWC Quarterly Reports Due

## MAY

***Employee Recognition: Teacher/Teacher Assistant/Nurse/EHS-CCP Partners, Volunteers, Substitutes***

**\*Important Information:** \*Compliance/Facilities/Disabilities/Mental Health Departmental Daily/Weekly Debriefing Meeting with Staff 8:00 a.m., \*EHS/CCP Teacher Appreciation Week 1-5, \*Parent Teacher Conference and Spring TSG Assessments, \*National Pet Month, \*Wellness Wednesday,

### ***PERFORMANCE EVALUATION CYCLE TIMELINE***

MAY 1 – MAY 12	8. Annual Written Performance Evaluation	PREPARE WRITTEN PERFORMANCE EVALUATION	SUPERVISOR
MAY 15 – MAY 25	9. Formal Performance Evaluation	CONDUCT ANNUAL PERFORMANCE CONFERENCE	SUPERVISOR
May 26	10. Performance Evaluation completed on all employees	SUBMIT ANNUAL PERFORMANCE EVALUATION TO HUMAN RESOURCES	SUPERVISOR

- ❖ 1 – New Staff Orientation TDFPS-8 Hours
- ❖ 2 – Leadership PCI Session IX Leadership Panel Q & A – 4:30 – 6:00 pm
  - New Staff Orientation Curriculum
  - EHS/CCP Directors’ Roundtable
- ❖ 3 – New Staff Orientation Disabilities/Mental Health
  - Data Initiative Meeting
- ❖ 4 – Executive Team Meeting
  - New Staff Orientation TDFPS-8 Hours
  - National Day of Prayer
- ❖ 5 – CEO Office Staff Meeting
  - Food Order
  - Cinco De Mayo
- ❖ 6 – CPR/First-Aid Class – 9:00-11:00 am
  - National Nurses Day
- ❖ 8-12 – Teacher Appreciation Week
- ❖ 8 – Process Payroll

- Operations Staff Meeting
- ❖ 9 – National Teacher Day
- ❖ 10 – Policy Council Meeting – 6:00 pm
  - Family Service Workers Staff Meeting
- ❖ 11 – Executive Team Meeting
- ❖ 12 – Muffins for Mom @ Centers
  - Payday
  - Food Order
  - Fiscal Staff Meeting
  - Compliance/Disabilities/Mental Health Staff Meeting
- Education/Training Staff Meeting
  - Muffins with Mom at CCP Sites
- ❖ 14 -Mother's Day
  - ❖ 15 – Distribute Lay-off Letters to Head Start Staff
    - Fiscal Budget Meeting
  - ❖ 16 – Board of Directors Meeting – 6:30 pm
    - Madonna Center Inc. Lunch and Learn
  - ❖ 17 – Male Initiative Meeting – 6:00 pm
    - Bailey's Child Development Center Lunch and Learn
    - Staff Development/Teacher & Teacher Assistant of the Year Celebration
  - ❖ 18 – Executive Team Meeting
  - ❖ 19 – Submit Annual Evaluations to Human Resources
    - Food Order
  - ❖ 20 – Armed Forces Day
  - ❖ 22 – Process Payroll
    - Operations Staff Meeting
  - ❖ 23 – Madonna Center Inc. Lunch and Learn
  - ❖ 24 – Food Order
    - Bailey's Child Development Center Lunch and Learn
  - ❖ 25 – Executive Team Meeting
  - ❖ 26 – Payday
    - Education/Training Staff Meeting
    - EHS/CCP Team Meeting
- ❖ 29 – Memorial Day Holiday – Centers & Offices Closed
  - Agency Holiday
  - CCP Sites Closed
- ❖ 31 – Children's Perfect Attendance Recognition Day

# JUNE

## *Employee Recognition: CEO Office Staff*

**\*Important Information:** \*Compliance/Facilities/Disabilities/Mental Health Departmental Daily/Weekly Debriefing Meeting with Staff 8:00 a.m., \*EHS/CCP Teacher Home Visits, \*National Safety Month, \*Parent Gazette Summer Addition, \*Wellness Wednesday,

### ***PERFORMANCE EVALUATION CYCLE TIMELINE***

- ❖ 1 – Last Day for Head Start
  - Transition Ceremonies
  - Southwest Last Day of School/Early Release - 1 Hour
  - Executive Team Meeting
- ❖ 2 – Last Day of Head Start Staff
  - CEO Office Staff Meeting
  - Food Order
  - Bad Weather Make-up Day
  - Last reporting day for PIR – (all programs) HS/EHS/EHS-CCP
- ❖ 5 – Process Payroll
  - New Staff Orientation TDFPS-8 Hours
- ❖ 6 – Leadership PCI Class Dinner
  - New Staff Orientation Curriculum
  - EHS/CCP Directors’ Roundtable
- ❖ 7 – New Staff Orientation Disabilities/Mental Health
- ❖ 8-9 – Planning Retreat
- ❖ 8 – Executive Team Meeting
  - New Staff Orientation TDFPS-8 Hours
- ❖ 9 – Payday
  - Food Order
  - Fiscal Staff Meeting
  - Compliance/Disabilities/Mental Health Staff Meeting
- ❖ 14 – Flag Day
- ❖ 15 – Executive Team Meeting
- ❖ 16 – Early Payroll Process
  - Food Order
  - Education/Training Staff Meeting
  - Donuts for Dad @ Centers
  - Donuts for Dad @ CCP Sites
- ❖ 18 – Father’s Day
- ❖ 19 – Juneteenth Holiday – Centers & Offices Closed
  - Agency Holiday
  - Bailey’s Child Development Center Closed
- ❖ 21 – Summer Begins

- ❖ 22 – Executive Team Meeting
- ❖ 23 – Payday
  - Food Order
- ❖ 26-30 – Green Oak Learning Center Closed
- ❖ 29 – Executive Team Meeting
- ❖ 30 – Food Order
  - EHS-CCP Fiscal Year Ends
  - Education/Training Staff Meeting
  - (EHS) Children’s Perfecto Attendance Recognition Day
  - EHS/CCP Team Meeting



***“PCI...Growing San Antonio’s Tomorrow...Today!”***