

Services of the Children's Forum

Information Technology

The Information Technology (IT) department at the Children's Forum continues to develop new and innovative ways to address the needs of our clients. In 2009-2010, we focused on our core contracts and retaining existing customers, developing the Online Practitioner Access Link (OPAL) that allows practitioners to create and update their profile, and the Registry database of staff qualifications, both for Miami-Dade County. In addition, we added a major customer, a scholarship management contract with the Early Learning Coalition of Broward County. We continue to maintain our Online Event Registration System for seven organizations and provide hosting for 12 companies. Web support is provided to many of these organizations. Novel client projects this year included building an updated website for the Early Learning Coalition of Northwest Florida to replace their older website.



Upcoming initiatives and programs include the roll-out of the Broward County online scholarship application site, as well as our online portal for Center Directors to review and update their staff's education and certifications. The latter is part of a collaborative effort with the Early Learning Coalition of Miami-Dade/Monroe and the WELS group to provide an online self-study process for child care centers to participate in the Quality Rating and Improvement System (QRIS) in Miami-Dade County.

Communications

The Communications department at the Children's Forum produces high-quality and award-winning materials for a variety of clients. We are committed to serving Early Learning Coalitions and child development agencies with professional resources they can share with funders, advocates, parents and providers. We remained busy in FY 2009-2010, from providing cinema advertising and a major Voluntary Prekindergarten campaign for Early Learning Coalitions to managing two major conferences and event planning for the Department of Children and Families and The Children's Trust. In addition, we developed a variety of marketing materials and projects for clients such as web design, conference displays, newsletters, annual reports, brochures, posters, e-newsletters, newspaper advertising, and brand identity services.

2009-2010 Board of Directors

The Forum board members are volunteers who contribute their time and expertise to provide oversight and guidance on behalf of the Forum's mission. We are very fortunate and proud of their commitment and dedication to our work and grateful for their generous service.

Phyllis Kalifeh

President and CEO
Children's Forum, Tallahassee

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Attorneys at Law, Tampa

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Early Childhood Consultant
Fort Myers

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Newsworthy Notes

Children's Forum Ranked in Top 10 of Florida Women-Led Businesses

In June of 2010, the Children's Forum was named among the top 10 not-for-profit woman-led businesses in Florida. The rankings, compiled through feedback to a survey, were conducted by the Center for Leadership at Florida International University and based on organizations' revenues and budgets.



"I am humbled that the Children's Forum was chosen for this distinguished ranking," said Phyllis Kalifeh, President and CEO of the Children's Forum. "We serve the early care and education field that is primarily comprised of women. Through our research, advocacy, professional development and classroom assessment services, we will continue to be fiscally responsible which is especially valued during these challenging economic times."

Children's Forum Partners with Project K.I.D. to Serve Children in Haiti



The Children's Forum and Project K.I.D. (Kids in Disaster) Network teamed up in February of 2010 to widen their borders and reach out to children in Haiti. Through the partnership, children were given enriching, child-friendly

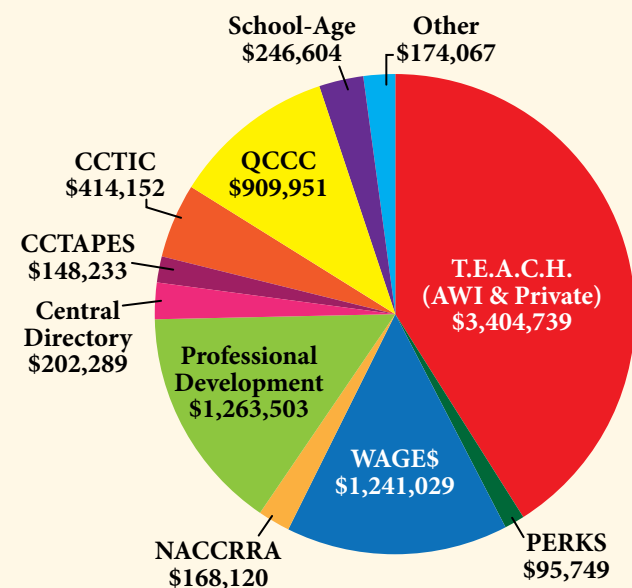
spaces through PlayCare kits that consisted of various toys and play materials to serve children throughout the day. The PlayCare concept recognizes that children need play to help them work through the challenges they face following trauma and during times of disaster.

Children's Forum staff contributed personally to this effort and assembled a complete PlayCare kit, valued at approximately \$3,800, for deployment to Haiti. In addition, the Forum circulated fundraising appeals to key contacts throughout the state and nation to help provide items for the PlayCare kits.

For more information about Project K.I.D. or to contribute to the Haiti relief effort, visit www.project-kid.org or contact Phyllis Kalifeh at pkalifeh@thechildrensforum.com

Fiscal Revenues and Expenditures

Grant Revenue = \$8,268,436



Expenditures = \$8,271,443

T.E.A.C.H. (AWI & Private)	\$3,383,571
PERKS	95,749
WAGES	1,249,886
Central Directory	202,219
School-Age Training	164,573
NACCRRRA	168,120
CCTIC	414,152
Professional Development	1,276,504
QCCC	921,856
CCTAPES	148,233
Other Programs	246,580
Total Expenses	\$8,271,443

2009-2010 Funders and Clients

- Broward County Board of County Commissioners
- Childcare Network, Inc.
- The Children's Trust
- Consulting Solutions International
- ELC of the Big Bend
- ELC of Brevard County
- ELC of Broward County
- ELC of Clay, Nassau, Baker and Bradford Counties
- ELC of Duval County
- ELC of Florida's Heartland
- ELC of Lake County
- ELC of Marion County
- ELC of Miami-Dade/Monroe Counties
- ELC of Northwest Florida
- ELC of Okaloosa and Walton Counties
- ELC of Palm Beach County
- ELC of Pasco and Hernando Counties
- ELC of Pinellas County
- ELC of Putnam and St. John's Counties
- ELC of Sarasota County
- ELC of Seminole County
- ELC of Southwest Florida
- Florida Afterschool Network
- Florida Agency for Workforce Innovation/Office of Early Learning
- Florida Department of Children and Families
- Florida Department of Education (through the Panhandle Area Education Consortium)
- Florida Department of Health
- Florida Family Child Care Home Association
- Florida Network of Children's Advocacy Centers
- GRCMA, Early Childhood Directions, Mobile, AL
- Heartland for Children, Inc.
- National Association of Child Care Resource and Referral Agencies (NACCRRRA)
- Palm Beach State College/Children's Services Council of Palm Beach County via Palm Beach State College
- The Policy Group
- Prime Time Inc. of Palm Beach County
- United States Air Force
- U.S. Department of Education

Children's Forum Staff: Serving to Make a Difference

Phyllis Kalifeh, MS^{††}
President and CEO

Lisa Adams^{††}
Marielena Aguilar-Rodriguez
Rose Arevalo[†]
Jinan As-Siddiq
Viviana Avila
Alice Bickford
Flor Brito
Kimberly Brimm
Elizabeth Burns
Jennifer Campbell
Qiana "Kiki" Carter[†]
Marisol Casson
Melissa Clements, PhD
Kerri Cloud, CPA
Paola Colmeneros, MS
Debbie Conley, MS
Sonia Corbo D'Amico, MS
Iris Davis, MS
Beverly Esposito, PhD[†]
Staci Faenza
Kelly Fountain[†]

Emily Fulkerson[†]
Henry Godwin
Denise Griffith-Leckey
Joanie Grillo
Rose Marie Inserni
Jenna Jacobsen-Brown
Rosetta Jones
William Kirchhoff, MBA[†]
Dan Kilgore
Patricia Lindlau^{††}
Chelsea Lister[†]
Jessica Long
Lou Ann Long^{††}
Dawn Lynn
Kim McDonald
Prisha Malone
Katie Maseri
Melody Mendez
Kathy Moffett^{††}
Kenia Najera
Nayree Navarro
Tamela Nelloms^{††}
Kate Nielsen-Nunez, MS[†]
Elizabeth Paffenroth

Lisa Roberts
Kenia Monegro-Sada
Ruthnie Semelfort
Shelley Shafer
Laura Simonds
John Skelly
Anita Smith
Alea Spires
Lori Stegmeyer^{††}
Holly Stetson
Joy Stover[†]
Stacey Stuckert
Julia Sura, MS
Mary Terry[†]
Blaine Tinsley
Patti Toops
Maria Veliz, MSW
Erika Williams
Tamara Williams
Heather Wilson
Christian Winterbottom, MS
Barbara Zirilli-Lonergan

^{††}Ten Years of Service or more
[†]Five - Nine Years of Service



Sponsored by various Early Learning Coalitions, Agency for Workforce Innovation, Office of Early Learning and the State of Florida.



Sponsored by the Children's Forum and the State of Florida, Department of Children and Families.



The Children's Forum is funded in part by The Children's Trust. The Children's Trust is a dedicated source of revenue established by voter referendum to improve the lives of children and families in Miami-Dade County.



Sponsored by the Children's Forum and the State of Florida, Department of Health.



"Children are the living messages we send to a time we will not see."
~Neil Postman

✂ Cut along dotted line and hang this poster to inspire others!

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Message from the President



Dear Friends and Colleagues,
We are pleased to present our annual report for 2009-2010. As we reflect on the accomplishments of the Children's Forum, we also extend our heartfelt thanks to those who have helped us move the needle a little further this year towards the accomplishment of our goals and our mission.

This year our annual report includes a poster that we hope you will trim and display. The message is so simple, yet profound. "Children are the living messages we send to a time we will not see." I am struck by the simplicity and truth of that statement and the challenges this represents for us today. What will those messages be? Will their lives reflect that we valued their childhood and demonstrated those values through solid investments in their early childhood years? Will those messages convey that brain development occurs most rapidly in the years from birth to five so we embraced policies that supported strong foundations through high quality child care and early learning experiences? Will those messages tell the story that children are loved, educated and protected as demonstrated through the provision of quality afterschool programs? These questions and others are fundamental for examining the messages we're sending forth through our children by our actions today.

We stand on the shoulders of those who have gone before us and have made the investments in our lives personally and collectively. It is our turn to ensure that children reflect our values of concern and commitment as evidenced by their well-being today and in the future. Thank you for standing shoulder to shoulder with us as we "pay it forward."

Warmest regards,

Phyllis Kalifeh

Phyllis Kalifeh
President and CEO



The Teacher Education and Compensation Helps (T.E.A.C.H.) Early Childhood® Scholarship Program

The Teacher Education and Compensation Helps (T.E.A.C.H.) Early Childhood® Scholarship Program is helping to establish a well-qualified, fairly-compensated and stable workforce for Florida's children. Operated through the Children's Forum and funded by the Agency for Workforce Innovation-Office of Early Learning, The Children's Trust, and the Early Learning Coalitions of Broward County, Duval, Pasco-Hernando Counties and Polk County, T.E.A.C.H. provides scholarships for child care practitioners to work towards earning an associate's or bachelor's degree in Early Childhood Education, a Child Development Associate (CDA) Credential, a Florida Staff Credential or a Director Credential.

There is a three-way partnership for the sharing of expenses by the child care practitioner receiving the scholarship, the employer (child care center or family child care home) and T.E.A.C.H. Most T.E.A.C.H. recipients receive release time to attend classes and upon successful completion of a scholarship contract, most receive a bonus from their employer.

Those who benefit from T.E.A.C.H. include:

- Child care programs that have staff members who are more knowledgeable about good early childhood practices and that experience reduced turnover
- Child care practitioners who increase their knowledge as they attend classes and are better compensated through participation in the program
- Children who have consistent caregivers with a commitment to the field, are specialists in early childhood education, and are sensitive to their needs

Programs of the Children's Forum



Child Care WAGES® FLORIDA Project

The Child Care WAGES® FLORIDA Project aims to improve child care quality by reducing turnover and encouraging the continued education of early childhood practitioners. Designed to provide young children with more stable relationships, WAGES rewards the retention and education of child care practitioners through education-based salary supplements. WAGES recognizes individual professional development efforts and supplements low wages without affecting budgets, regular wages or parent fees within child care programs.

The goals of WAGES are to:

- Increase the knowledge base of participants to better serve children
- Support continuing education for practitioner growth and development in the child care field
- Create a partnership among WAGES, the providers and the centers to improve the quality of care
- Reduce staff turnover
- Provide a professional development path
- Increase provider compensation

Operated through the Children's Forum, WAGES is funded by local Early Learning Coalitions as well as private contributors. WAGES is available to practitioners in Broward, Miami-Dade and Palm Beach Counties.

"WAGES encouraged me to go back to school. The classes that I have taken at Nova University have helped me to better understand how children learn in different ways."

—N. Medina
Provider in Broward County



2009/2010 WAGES Annual Data

—Accomplishments

- 1,803 practitioners participated in WAGES
- 1,896 participants received at least one salary supplement check through WAGES
- 558 child care programs participated in WAGES, serving over 51,000 children
- The average annual supplement award was \$878

—Results

- 47 percent of participants reported they are currently taking college-level coursework. Children are better served when caregivers have more knowledge about child development and early education
- 98 percent of participants surveyed reported the WAGES supplement helps ease financial stress
- The turnover rate was 9 percent compared to the national average of 30 to 40 percent
- 405 participants submitted documentation to verify they have completed additional coursework. Of these, 48 percent have increased their education enough to move to a higher level on the supplement scale



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www.thechildrensforum.com



Quality Counts Career Center (QCCC)

The Quality Counts Career Center (QCCC) in Miami-Dade County helps to advance the professional development of child care practitioners by increasing their knowledge, skills and qualifications. Operated by the Children's Forum and funded through The Children's Trust and the Early Learning Coalition of Miami-Dade/Monroe, the QCCC provides the following services that lead to improved outcomes for young children:

Professional Development Registry

At the heart of the QCCC is a Professional Development Registry that provides one central location for recording and validating qualifications of child care providers such as employment history, credentials earned and college courses/training activities completed. Although QCCC staff enter information into the Registry, the new Online Practitioner Access Link (OPAL) allows providers to create and update their own profile, resulting in generating greater efficiency in data collection and storage. Data collected from the Registry also helps business leaders to understand and meet the training needs of the early care and education field.

Career Advising

Whether help is needed to obtain a GED, apply and register for college classes, translate transcripts or consider an advanced degree, career advisors develop customized career plans to assist practitioners with achieving their goals.

Scholarships and Financial Aid

Providers are able to access college financial aid, the T.E.A.C.H. Early Childhood® Scholarship Program and The Children's Trust scholarships through the help of their career advisor. These scholarships and programs contribute further to the professionalism and retention of providers.

2009/2010 QCCC Annual Data

—Accomplishments

- More than 2,000 individual scholarships were awarded
- Approximately 993 practitioners were entered into the Registry, making a grand total of 4,047 active participants*

—Results

- The number of practitioners entered into the Registry accounts for 37 percent of the total early care and education workforce in Miami-Dade County
- Nearly 20 percent of practitioners received formal degrees in child development or early education**
- More than 50 percent of those staff who did not have a Florida Staff Credential when they initially began participation in Quality Counts now have a Florida Staff Credential**
- Turnover rates among providers ranged from 8-26 percent,** below the national average of 30 to 40 percent

*As of December 9, 2010

**Cumulative data from the Quality Counts Workforce Study Report

The Child Care Credential Unit

Operated through the Children's Forum and funded by the Department of Children and Families (DCF), the Child Care Credential Unit processes applications for the Florida Child Care Professional Credential (Staff Credential) and the Florida Director Credential. In addition to awarding these credentials upon successful completion of state requirements, Forum staff also provide individual technical assistance to credential applicants and update training transcripts for all practitioners on the DCF Child Care Training website.

2009/2010 Child Care Credential Unit Annual Data

—Accomplishments

- The Child Care Credential Unit awarded a total of 13,934 credentials to child care providers

—Results

- Child care providers who receive an FCCPC or Director Credential enhance their professional development through education and training and help to ensure positive outcomes for young children



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NACCRR—Army Child Care in Your Neighborhood Project (ACCYN)

The National Association of Child Care Resource and Referral Agencies contracted with the Children's Forum to provide services to military families served by SOUTHCOM in the Miami-Dade and Broward County areas. The goal of the project is to assist families in locating high-quality child care for their children in centers and homes. The project works to improve the quality of care in the programs where SOUTHCOM families are served by ACCYN through quality grants and technical assistance leading to accreditation by the National Association for the Education of Young Children (NAEYC) for centers or the National Association for Family Child Care (NAFCC) for homes.

2009/2010 ACCYN Annual Data

—Accomplishments

- 71 families were served by ACCYN
- 12 programs participated at the beginning of the project

—Results

- 42 percent of programs were accredited when the project began
- 83 percent of programs were accredited as of January, 2011
- 100 percent increase in the number of accredited programs



Child Care Training and Accreditation Provider Evaluation Services (CCTAPES)

Now in its fourth contract year, Child Care Training and Accreditation Provider Evaluation Services (CCTAPES) is an evaluation unit operated by the Children's Forum. Funded by the Florida Department of Children and Families (DCF), CCTAPES provides the following services:

- Evaluating applications from prospective and renewal agencies to verify their eligibility for designation as Gold Seal Quality Care Accrediting Associations. Currently, there are 13 recognized national accrediting associations participating in the Gold Seal program
- Analyzing new Florida Child Care Professional Credential (FCCPC) training program applications and determining their eligibility
- Maintaining a state database of child care programs that have attained Gold Seal status
- Conducting a comprehensive review of all new FCCPC programs in the state
- Assisting owners/operators of child care programs in Florida with questions about becoming a Gold Seal program, as well as current Gold Seal programs with inquiries about their status



2009/2010 CCTAPES Annual Data

—Accomplishments

- A total of 11 FCCPC training programs was reviewed and all but one were approved
- Approximately 2,950 Gold Seal programs in Florida were maintained in the state database

—Results

- The number of training programs reviewed through CCTAPES contributes to an increase in the number of teachers who are receiving their FCCPC. Research suggests that practitioners with good training in child development and early care and education benefit young children more so than teachers with no training or education
- Child care programs that receive Gold Seal designation enjoy a number of benefits including a positive marketing tool for parents, sales tax exemption, and an increased reimbursement rate for children participating in school readiness programs. In addition, child care programs with a Gold Seal designation satisfy the program eligibility requirement for participation in Florida's Voluntary Prekindergarten (VPK) program

Message from the Board Chair



The case for early learning keeps getting stronger and keeps attracting more supporters. Children who receive high quality early learning opportunities show up at kindergarten far better prepared to succeed in school. In fact, it is a sad reality that we can routinely predict lifetime outcomes simply based on kindergarten readiness.

The Children's Forum is a proud partner of the Children's Movement of Florida, a strictly bi-partisan effort launched by an urgent need to make the well-being and education of our infants, toddlers and all other children Florida's highest priority. This includes the value of high quality early learning experiences. Business and community leaders continue to encourage their colleagues – as do I – to get involved on this key issue so fundamental to our nation's long-term economic success. The returns on investment in early care and education far outpace any other single investment in our future.

As always, government budgets are tight and choices must be made, but I remain optimistic that Florida's new Governor and leadership understand that the single best way to achieve lower-cost government in the future is to get every child, birth to five, ready for success in school.

So where does the Children's Forum fit in? The Forum is dedicated to providing the high quality infrastructure needed to achieve these goals. For example, a high quality system requires well-trained teachers. Yet many young children are being taught by someone with little training in early education or child development. The Children's Forum addresses this issue by administering the Teacher Education and Compensation Helps (T.E.A.C.H.) Early Childhood® Scholarship Program that provides scholarships and professional development opportunities for child care practitioners. In doing so, the Forum helps the state to improve the quality of its early care and education providers.

The Children's Forum also provides high-quality infrastructure support for Early Learning Coalitions, the U.S. Military and a host of other clients.

The logic is clear and powerful. As we move forward, the Children's Forum will continue to engage its partners in the business community and elsewhere to move us toward a world where our youngest children receive the highest quality care.

Bob Buesing

Bob Buesing
Board Chair

Central Directory

The Florida Directory of Early Childhood Services (Central Directory) provides statewide information and referral services for the families of children who have disabilities and special health care needs or who are at risk for developmental delays.

Operated by the Children's Forum within the Disabilities and Special Health Care Needs Unit, the Central Directory is funded by Florida's Department of Health and Department of Education. The Central Directory maintains a database with information on community services, counseling, education, diagnosis/evaluation, early intervention services, resource and referral, education and training, equipment, medical screening, special education services, support groups, and therapies for children and youth from birth to 22 years. Additional Central Directory services include advocacy, public awareness and technical assistance.

In addition to maintaining a database, the Central Directory also operates a toll-free number for callers to be connected to state and local agencies that serve those with special needs and developmental delays.

2009/2010 Central Directory Annual Data

—Accomplishments

- 8,043 people requested assistance through the Central Directory
- There were 7,695 total hits to the Central Directory's website

—Results

- Parents and families were able to receive information on a wealth of services to best meet the needs of their children with special health care needs or developmental delays



Thanking Our Forum Members for Their Commitment to Children - 2010

Individual Lifetime Members

Davis, Allison
Fluney, Dr. Eileen
Levy, Ph.D., Ann
Muenchow, Susan
Potter, Debbie
Richardson, Robert

Individual Teacher

Abbate, Ronald
Acosta, Jacqueline
Adams, Andrea
Aguirre, Karen
Ahluwalia, Harjit
Alexander, Jessica
Alvarez, Cary
Amador, Dorky
Anderson, Susan
Archer, Jennifer
Arias, Alina
Arocho, Anabel
Avilleira, Rosa
Aycox, Jarma
Baltz, Kim
Barbosa, Idania
Barca, Teresa
Barnes, Monae
Barrocas, Caridad
Basy, Yvette
Beaver, Tammie
Beeman, Brenda
Bellamy, Kimberly
Berry, Sandra
Best, Denise
Blanco, Rocio Del Pilar
Blanford, Sylvia
Bloom, Jerolyn
Bolesta, Tara
Bonnet, Adriana
Boyette, Clarice
Brackin, Tressie
Bradford, Misty
Branch, Aimee
Branson, Michelle
Brantley, Althea
Braswell, Rhonda
Brightman, Sheila
Britt, Bridgett
Brock, Anita
Bruciak, Thomas
Bruner, Lauren
Bustamante, Janet
Caballero, Ingrid
Calderon, Coralia
Cale, Angela
Campbell, Jeannette
Campos, Magaly
Cannon, Sarah
Carson, Pamela
Carter, Kelley
Carter, Elois
Cason, Tiffanie
Castillo, Leyanis

Chamy, Lorraine
Chapman, Yolanda
Chavez, Mary Ann
Clay, Linda
Clinton, Angela
Coleman, Latarsha
Coloca, Anna Maria
Colt, Mindy
Console, Lisa
Cordell, Mae
Correa-Rios, Axia
Craig, Denise
Crawford, Zorrel
Crespo, Mildred
Crespo, Ethicha
Cuevas, Ysidra
Cumbaa, Linda
Davis, Quinterria
Davis, Benettye
de Rojas, Lina
Deal, Nancy
Deckard, Marcella
Dempsey, Loanna
Diaz, Carmen
Diaz, Doris
Diehl, Tara
Doughty, Lisa
Duarte, Adirene
Dukes, Kimberly
Dunn, Michelle
Dunn, Tameka
Echeverria, Suleyma
Ellenburg, Shena
Esmaeilzadeh, Parvin
Esparza, Angelita
Essenfeld, Rebeca
Everett, Lenora
Farmer, Rhonda
Faulk, Gloria
Fidalgo, Lucia
Floyd, Kimberly
Foreman, Joanne
Fotos, Michelle
Frawley, Serpil
Gammon, Julia
Garcia, Wanda
Garlobo, Barbara
Gilbert, Annette
Giles, Latesha
Gill, Cristen
Giovannini, Barbara
Godbolt, Lisa
Gomez, Vanessa
Gonzalez, Meladis
Grandison, Annie
Guerra, Yanett
Halitaj, Marjeta
Harris, Marsha
Hart, Lana
Henry, Sara
Hernandez, Nancy
Hernandez, Magalis
Hernandez, Norma
Hill, Patricia
Hitchcock, Jeanne

Holdsworth, Cher
Holmes, Jollivet
Holt, Sophia
Hooker, Shyreal
Hopkins, Jennifer
Howze, Cynthia
Hudgins, Jennifer
Huggins-Fletcher, Coleen
Ibanez, Gardenia
Ilano, Tania
Interdonato, Danielle
Itson, Annie Laura
Jenkins, Evelyn
Jimenez, Cindy
Jody, Binner
Johnson, Catherine
Johnston, Tina
Jones, Dalila
Jones, Kimberly
Jones, Sharon
Kavrov, Natalia
Keller, Connie
Keller, Paula
Kennedy, Sylvia
Kidd, Karen
King, R Patricia
Kirkland, Patricia
Koppari, Patty
Korzeniewski, Xiomara
Krepcho, Karen
Kromokario, Jetty
La Bella, Josephine
Lane, Naptina
Larson, Sharon
Latson, Kaneishia
Le, Enica
Leal, Minerva
Lewis, Alisha
Lindsey, Angie
Lingard, Helen
Long, Carol
Luna, Marisol
Macias, Migdalia
Maclean, Sheila
Madison, Passion
Madry, Linda
Magnus, Charmaine
Mahoney, Kathy
Marquez, Libertad
Maynard, Mandy
Mazion, Teresa
McCall, Carolyn
McCoy, Gwynn
McCrae, Paula
McKenzie, Deborah
McKinnon, Kimberly
McNair, Christy
Mendez, Ivette
Merrickes, Mary
Mesa, Lizet
Miller, Danielle
Mines, Bethann
Miranda, Elaine
Molina, Ivette
Mond, Titrisha

Montoya, Maribel
Moses, Caroline
Nanney, Allyson
Naranjo, Yasmin
Narvaja, Bettina
Narvaja, Alejandra
Negron-Andino, Jared
Neldon, Kelly
Nelson, Maria
Nelson, Tameika
Nesbitt, Octavia
Nesic, Gabrijela
Newbrough, Toni
Nieves-Rivera, Mairim
Noguera, Dora
Oberhart, Mildred
Ochoa, Nelda
Olivares, Martha
Orlando, Salina
Ortega, Hildelisa
Ortiz, Billie
Owens, Vanessa
Padron, Maria
Palmer, Jennifer
Parrish Cain, Bernice
Pascal, Oslone
Paull, Cynthia
Pelham, Annette
Pelletier, Jean
Perez, Misleydi
Perry, Debbie
Peterson, Bonnie
Pippin, Martha
Ponce, Martha
Popwell, Cynthia
Ramos, Shandrisse
Ramsey, Karen
Reamy, Bonnie
Reinoso, Juana Isabel
Reyes, Damaris
Reyes, Ana
Reynoso, Mery
Rhodes, Angela
Richey, Dawn
Rider, Lisamarie
Riley, Alice
Rissler, Heather
Rivera, Robin
Rivera, Laura
Robbins, Monique
Robinson, Shonda
Rodriguez, Claudia
Rodriguez, Fe
Rodriguez, Odalys
Roy, Nichole
Ruiz, Christian
Ryan, Jane
Salazar, Francly
Salgado, Luz Marina
San Martin, Maria
Sanchez, Margarita
Sanchez, Maria
Sanford, Antoinette
Santana, Latricia
Schmitt, Leslee

Schneider, Nicole
Schuler, Sandra
Seabrook, Nellis
Sens, Shari
Serrano, Maria
Shaw, Vivian
Shirah, Christine
Sidbeck, Carmen
Sidhom, Madilin
Silva, Margarita
Siri, Griselda
Small, Jessica
Smith, Yvonne
Snodgrass, Natalie
Snow, Sara
Sorano, Wanda
Sorensen, Laura
Sorokina, Olga
Southers, Tennika
Spillers, Mary
Stamper, Tina
Steiskal, Ida
Stewart, Teresa
Stokes, Sebrina
Steady, Pamela
Street, Linda
Suarez, Maricel
Suendermann, Zamia
Summeralls, Elizabeth
Taylor, Areatha
Tenenblatt, Tammie
Tener, Tammie
Thomas, Katina
Thompson, Sherri
Tijerina, Nicole
Tomlin, Sally
Tomar, Alexandra
Traylor, Michelle
Turberville, Beverly
Tutiven, Galia
Union, Alacista
Upson, Kathy
Valmus, Margie
VanCedarfield, Isabel
Vasquez, Melissa
Vayani, Adil
Velasquez, Sandra
Voltaire, Guerline
Wahlgren, Susan
Wallace, Sabrina
Walsh, Casandra
Wanecscki, Bridget
Washington, Loretha
Washinton, Valencia
Watson, Charlotte
Way, Yolanda
White, Shirley
White, Barbara
Wilcoxson, Maria
Williams, Claudette
Wilson, Marlissa
Wilson, Kelly
Wingate Jr, Timothy
Woods, Margaret
Wright, Peggy

Ximenez, Jessica
Young, Rhonda
Young, Pearetta
Zinn, Lori

Individual Professional

Alvarez, Emilu
Card, Christopher
Gellens, Suzanne
Kreischer, Gege
Quintero, Liliana

Organization

Moreno, Dr. Roanne, Institute
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