



message from the PRESIDENT

As Mark Twain famously noted: "The two most important days in your life are the day you are born and the day you find out why." I believe that true fulfillment and peace come in finding your purpose in this life. Perhaps it's my idealism, but I believe we all want to make a positive difference in this world. The good news is that we all have an opportunity to do so.

Families have the awesome responsibility of instilling values, honesty, and hope in their children and loving them for who they are. Children who are allowed to explore their dreams and passions often find their purpose through the loving and supportive adults in their lives. Those who pursue their passion through teaching young children or other supporting roles are our kindred spirits. We are honored to have the opportunity to work with so many wonderful and caring folks.

I look forward to new beginnings for Florida's early childhood workforce and the families they serve. We appreciate the support of the legislature and policymakers in expanding opportunities for both teachers and children through the T.E.A.C.H. Early Childhood® Scholarship Program and Help Me Grow® Florida. The success of these efforts is literally changing lives for Florida's future.

Thank you for your partnership. I encourage you to stand shoulder to shoulder with us to remain resolute in your commitment to young children and their families. We must continue to educate our business leaders and policymakers that investments in early learning and the early childhood workforce today ensure a stable economy in the years to come. It makes good business sense, and most importantly, it's needed now...because kids can't wait.

Phyllis Kalifeh, Ed.D.

President & CEO



message from the BOARD CHAIR

It has been my honor to serve as the Forum's Board Chair this past year. I continue to be impressed by the dedication of the Forum's staff to its core mission of improving access to and support for high-quality early learning programs for all young children.

I am proud to be involved in the Florida Chamber Foundation's Business Alliance for Early Learning and can report that the progress of the Alliance is significant. Florida Chamber events have changed from an emphasis on "K to career" to the more updated model of "birth to career." This is dramatically changing the messaging to business leaders who are now learning much more about the importance of the early years. There is a strong business case for these early investments, which save significant tax dollars in the long run and help position our communities to become true talent hubs.

This improved connection to the business community helps advocacy efforts with state legislators and policymakers regarding increased funding for Help Me Grow Florida to promote the healthy development of every child, birth through age eight; early care and education programs such as School Readiness and VPK to help prepare children for school; and professional development opportunities like the T.E.A.C.H. Early Childhood® Scholarship Program and Child Care WAGES® Florida Project to help increase the compensation, education, and retention of the child care workforce. Taken together, these programs form the foundation for educational progress that can help to ensure higher achievement levels for children, a skilled workforce for our economy, and more prosperous communities across our state.

We have a long way to go, but these conversations are important steps in getting us to a place where every child and family has access to affordable, well-planned early learning opportunities. You can count on the Children's Forum to be there on this journey every step of the way.

Bob Buesing

Board Chair

CEU Processing Center

The Children's Forum has been an Accredited Provider (AP) of the International Association for Continuing Education and Training (IACET) since 2002. Based on our AP status, the Forum provides contracted CEU Processing Services for individual trainers, community-based agencies, college and grant-funded research projects, and conferences throughout Florida.

Over the last year, CEU processing services were provided to participants in Miami-Dade, Duval, Leon, and Palm Beach Counties. Early childhood professionals were able to utilize the CEU earned to renew credentials such as the National Child Development Associate (CDA) Credential, the Florida Child Care Professional Credential (FCCPC), the Florida Director Credential, the Florida School-Age Certification, and to fulfill other professional development requirements as well.

Accomplishments

- Technical assistance and CEU processing services were provided to five agencies including the United Way Center for Excellence (Miami), Citrus Health Network Inc. (Hialeah), University of Miami (Miami), the United Way/ELC of the Big Bend (Tallahassee), and Green Apple Accreditation of Children's Services (Davie/Jacksonville)
- A total of 2,249 CEU certificates were issued to training participants, awarding more than 2,788 CEU (27,880 contact hours) to these individuals

Impact

- Use of the IACET training standards to examine all aspects of the training experience helps to promote high-quality training for early childhood practitioners
- By participating in CEU-approved classes, practitioners were able to improve their teaching skills and knowledge of child development
- Practitioners who are well-prepared in early childhood education are more likely to assist children in reaching their full potential

Program Assessment Center

The goal of the Program Assessment Center is to increase the quality of early care and education classrooms through the use of valid and reliable program assessment instruments. Trained assessors observe the interactions that take place in classrooms as well as the available materials and activities supporting those interactions. Assessments are available to early learning classrooms throughout Florida and are conducted using the Environment Rating Scales (ERS) and/or the Classroom Assessment Scoring System (CLASS).

Administered by the Children's Forum, the Program Assessment Center currently provides services in Palm Beach County through funding from the Children's Services Council of Palm Beach County.

Accomplishments

- The Program Assessment Center team completed 337 assessments. Of these, 91 were ERS, 131 were Pre-K CLASS, 102 were Toddler CLASS, and 13 were Infant CLASS

Impact

- Program directors and teachers received clear guidance on strategies for program improvement
- Average scores across programs increased, indicating that program quality is being raised
- Children and families had the opportunity to participate in high-quality programs that help to ensure positive outcomes in school and in life



T.E.A.C.H. Early Childhood® Scholarship Program

The T.E.A.C.H. Early Childhood® Scholarship Program (T.E.A.C.H.) is helping to establish a well-qualified, fairly-compensated and stable workforce for Florida's children. Funded by the Florida Office of Early Learning and operated by the Children's Forum, T.E.A.C.H. provides scholarships for child care practitioners to work towards Bachelor and Associate degrees in early childhood education, a Child Development Associate (CDA) Credential, a Florida Staff Credential, or a Director Credential.

T.E.A.C.H. maintains a three-way partnership in which the practitioner, the sponsoring program (the participant's employer), and T.E.A.C.H. share the costs for classes, books, and time away from work. Scholarship recipients earn a raise or bonus after the successful completion of an educational year and agree to work for at least one year at their sponsoring program.

Accomplishments

- 11,174 credit hours were taken by T.E.A.C.H. participants
- 2,647 scholarships were awarded to new applicants
- T.E.A.C.H. recipients attended 61 different training programs
- 1,811 child care programs had at least one employee who participated in T.E.A.C.H. Of those programs, 133 were family child care homes

Impact

- The average GPA for T.E.A.C.H. participants was 3.29, helping to create an educated workforce that knows how to nurture the growing minds of children
- The turnover rate was 6 percent, significantly lower than the national turnover rate of 30-40 percent
- 99 percent of T.E.A.C.H. participants would recommend this type of scholarship program to others
- 92 percent of directors from child care centers saw positive changes in their teachers who participated in T.E.A.C.H.



Child Care WAGES® FLORIDA Project

The Child Care WAGES® FLORIDA Project rewards early childhood and afterschool practitioners with salary supplements based on their education and continuity of employment. By increasing teacher retention, WAGES provides children with more stable relationships and better-educated teachers. WAGES addresses individual professional development efforts and low wages, but does not affect budgets, regular wages, or parent fees within the child care program.

Administered through the Children's Forum, WAGES is funded by local Early Learning Coalitions and The Children's Trust. WAGES is currently available in Broward and Miami-Dade Counties.

Accomplishments

- 1,171 child care practitioners participated, receiving at least one salary supplement check through WAGES
- 363 child care programs participated, serving more than 28,000 children throughout the state
- The average six-month salary supplement payment was \$610 which is equivalent to at least \$0.58 per hour added to regular wages

Impact

- The turnover rate of WAGES participants was 8 percent, compared to the national average turnover rate of 30-40 percent
- The average rate of pay for a WAGES recipient per hour is \$10.92, compared to Florida's state minimum wage of \$8.05 per hour
- 94 percent of participants surveyed in this reporting period stated WAGES is an incentive for them to seek additional education
- 68 percent of participants surveyed in this reporting period stated they have taken college-level coursework since applying to WAGES
- 99 percent of WAGES participants are satisfied with the program

Quality Counts Career Center (QCCC)

Operated by the Children's Forum and funded by The Children's Trust, the Quality Counts Career Center (QCCC) supports center- and home-based child care programs and practitioners through professional development and classroom-based coaching, educational scholarships, and a training registry. Quality Improvement Specialists work with programs and practitioners to jointly establish professional development plans and quality improvement plans designed to enhance practitioner skills and improve the quality of the early learning environment.

Professional Development Registry

The Professional Development Registry provides one central location to record and validate the qualifications of child care practitioners such as employment history, credentials earned, and college courses/training activities completed. In addition, Registry data are used to understand the needs of the early care and education field and make policy-informed decisions for the workforce.

Technical Assistance: Professional Development and Classroom-Based Coaching

Quality Improvement Specialists provide supports to child care programs and practitioners through the activities of the Career Center.

Scholarships and Financial Aid

Child care practitioners are able to receive financial aid and scholarships from The Children's Trust and the T.E.A.C.H. Early Childhood® Scholarship Program to help pay for training and educational expenses.

Accomplishments

- A total of 3,331 child care practitioners at 413 different program sites received professional development services through the QCCC
- 80 percent of participants have obtained a Florida Staff Credential and 40 percent of program sites have a director with an Advanced Director Credential
- 83 percent made progress toward professional goals (accepted educational scholarship)
- 84 percent of teaching staff who did not have a Florida Staff Credential or equivalent at QC entry now have obtained one
- 32 percent of program sites whose directors did not have an Advanced Credential at QC entry now have obtained one

Impact

- Hourly wages were impacted by several factors that practitioners can directly influence to improve their earning potential and marketability including having strong English language skills, acquiring a degree, and remaining with their employer long-term
- For every five years they remain with their current employer, practitioners can expect to make \$1 more per hour
- Early care and education professionals who obtain college degrees can expect to make an average of \$2.46 more per hour
- Practitioners can expect to make about \$1.57 more per hour if English is their primary language
- Developing strong English language skills can help practitioners get the most value out of their degrees (a difference of almost \$2.50 more per hour)

Programs of the Children's Forum 2015-2016

Child Care Evaluation Services

Now in its 9th contract year, the Child Care Evaluation Services unit provides the following accreditation management and educational support services for the Florida Department of Children and Families (DCF) Office of Child Care Regulation and Background Screening:

- Evaluating applications from prospective Florida Child Care Professional Credential (FCCPC) training institutions to determine their eligibility to offer the FCCPC, and monitoring the status of all FCCPC training programs in the state
- Evaluating applications from prospective and renewing accrediting associations to determine their eligibility for designation as Gold Seal Quality Care Accrediting Associations
- Assisting owners/operators of child care programs in Florida with questions about becoming a Gold Seal program, assisting current Gold Seal programs with inquiries about their status, and maintaining the state database of child care programs that have attained Gold Seal status
- Designing and producing public awareness documents for dissemination

Accomplishments

- An average of 2,185 providers maintained a Gold Seal designation
- One accrediting association was approved for Gold Seal
- Two previously-approved Gold Seal associations were approved for additional areas of accreditation specialization
- One FCCPC newsletter and two DCF staff newsletters were created and distributed

Impact

- Teachers who participated in high-quality training programs were better equipped to prepare children for school than providers with no training or education
- Child care programs that achieved a Gold Seal designation met the quality standards of an approved accrediting association and may provide higher-quality services to children and families than programs without the Gold Seal designation



Refugee Child Care Microenterprise Developmental Project

The Refugee Child Care Microenterprise Developmental Project (RCCDP) assists refugee women in Miami-Dade and Broward Counties with establishing family child care homes (FCCHs). Operated by the Children's Forum, RCCDP is funded by the U.S. Office of Refugee Resettlement.

In addition to helping refugees launch FCCHs and sustain employment, the project also assists women in becoming economically self-sufficient, helps refugee communities develop employment and capital resources, and enhances the integration of refugees into the mainstream. RCCDP activities include:

- Establishing working partnerships with refugee resettlement service agencies and county and state governments that are responsible for human services
- Identifying eligible women refugees to participate
- Training, education, technical expertise, and entrepreneurship opportunities to help refugee women start home-based child care businesses
- Practical experience and mentorship through a partnership with licensed and established FCCH business owners
- Promoting the development, education, economic independence, and integration with the community through home-based, child care business development

Accomplishments

- 120 refugee women have been screened to participate in the Forum's RCCDP grant in Miami-Dade County
- 18 refugee women enrolled and received services
- 9 refugee women have either opened or are in the process of opening a FCCH

Participants received a full set of child care training courses, including 45 hours of Department of Children and Families (DCF) training, first aid & CPR, FCCH Business Basics, and curriculum development

Impact

- Refugee women participated in RCCDP agreements with county child care offices so they may qualify for child care reimbursement and become successful, independent entrepreneurs
- By expanding home-based child care services to refugees, RCCDP enabled other families to enter the workforce with the confidence their children were in the care of individuals who shared their cultural competencies and values

Help Me Grow® Florida Project

The Forum assumed the role of administrator for the Help Me Grow® Florida Project in July 2016.

The accomplishments and impact of the program will be reported in the coming year.

Newsorthy Notes

► **Forum to Administer the Help Me Grow® Florida Project**

Help Me Grow® Florida is a part of a national initiative designed to identify children birth through age 8 who are at risk for developmental or behavioral concerns and to connect their families with community-based programs for health and developmental services. Administered by the Children's Forum and funded by the Florida Office of Early Learning, Help Me Grow works with families, child health care professionals, early care and education practitioners, and human service providers to address early detection and intervention which are critical for optimal outcomes for children. There are currently 11 established Help Me Grow affiliates serving 27 counties across the state. "As the new administrator for Help Me Grow, the Forum is proud to help achieve positive outcomes for all children in our state," said Phyllis Kalifeh, Ed.D., President and CEO of the Children's Forum. "We look forward to the opportunities that HMG Florida brings to the Forum and the populations we serve."



► **Forum Chair Receives Prestigious Early Learning Award**

Bob Buesing, Forum Board Chair, was honored at the Florida Association for the Education of Young Children conference as a 2016 Children's Champion award recipient. As a true champion for children and tireless advocate for increasing quality in early care and education programs, Bob is most deserving of this award. In addition to winning the Children's Champion award, Bob has been appointed to Florida's Child Care Executive Partnership Board. Through this program, federal and state funding are "matched" with contributions from local governments, charitable foundations, and participating businesses on a dollar-for-dollar basis to provide child care services to participating families.



► **Forum Establishes Emerging Leaders Program**

In May 2016, the Forum launched an inaugural Emerging Leaders Program. This year-long professional and personal development program focuses on leadership skills, knowledge, and capabilities among a cadre of employees within the Children's Forum. Program participants develop a personal leadership plan, attend leadership sessions on topics such as emotional intelligence and workplace conflict, are assigned a Forum mentor to assist with leadership growth, and complete an impact project that positively impacts the Forum's culture and values. We believe that developing our internal leadership capacity is essential to effectively carry out our mission and advocacy on children's issues.



► **New Forum Videos on YouTube Channel**

The Forum recently produced a series of videos featuring the T.E.A.C.H. Early Childhood® Scholarship Program as well as other Forum programs and early learning initiatives. The videos are posted on the Forum's YouTube Channel (ChildrensForumOrg) and our website at www.thechildrensforum.com.



► **Forum Receives Additional Funding for T.E.A.C.H. and Help Me Grow® Florida Programs**

During the 2016 session, the Legislature set aside additional funding for the T.E.A.C.H. Early Childhood® Scholarship Program (\$10 million) and Help Me Grow® Florida (\$2.45 million). This more than doubles the T.E.A.C.H. budget for the coming year and represents an increase of \$650,000 for Help Me Grow.

► **Forum Redesigns Website with New Look and Content**

Our updated website at www.thechildrensforum.com has a fresh look to match our new...because kids can't wait tagline. Like our new look? We have the capacity to develop and host websites for Early Learning Coalitions, non-profit organizations, and other agencies as well. Our knowledge and involvement in Florida's early care and education field make us a efficient and effective choice.



► **Children's Forum Launches #becausekidscantwait Campaign to Raise Awareness on Improving Outcomes for At-Risk Children**



To raise awareness of the formative windows of opportunity for young children, the Children's Forum has launched #becausekidscantwait, a social media campaign to highlight the struggles that Florida's young children face every day and how to increase their chances for success in school and in life. "The first 1,000 days of a child's life are the most effective and least expensive time to promote his/her development," said Phyllis Kalifeh, Ed.D. "We can't wait until kids are three or four years old. Today's children have only one chance to develop needed cognitive, social, and emotional skills in the window of the early childhood years."

Children's Forum Board of Directors

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 fortunate and proud of their commitment and dedication to our work and grateful for their generous service.

- Phyllis Kalifeh, Ed.D.**
President and CEO
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Fort Lauderdale, FL
- Pastor Kenneth Scrubbs**
First Baptist Church of Leesburg
Leesburg, FL
- Linda Stoller**
Consultant
Tampa, FL

Children's Forum Staff

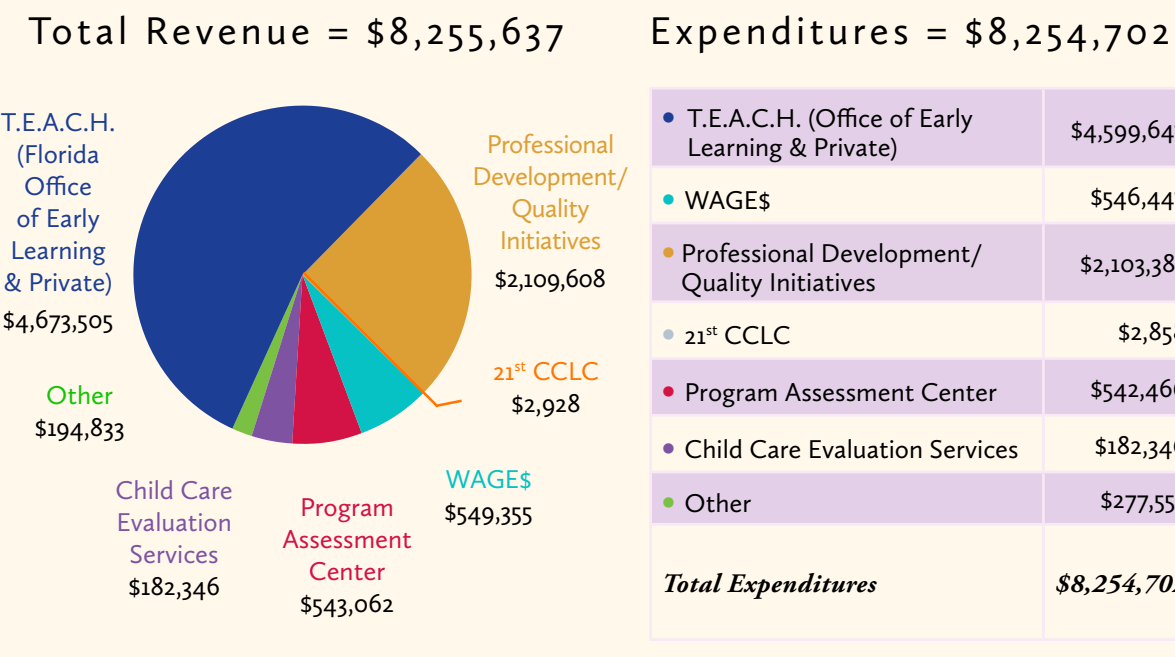
- Phyllis Kalifeh, Ed.D.**
President and CEO
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- Lisa Adams**
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- Delilah Allen
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- Jinan As-Siddiq
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- Erika Pope
- Tamara Price
- Rebeca Quintero-Holly
- Ingrid Reyes
- Jasmine Richardson
- Laura Richardson, M.S.
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- Lisa Roberts
- Paul Robinson
- Kati Settle
- Leidy Sevilla
- Shelley Shafer*
- Laura Simonds,* M.S.
- Lori Stegmeyer**
- Kelsey Swope
- Mary Terry**
- Erika Williams*
- Heather Wilson*

* Five-Nine Years of Service
** Ten Years of Service or More

Funders & Clients

- Children's Services Council of Palm Beach County
- The Children's Trust
- ELC of Broward County
- ELC of Pasco and Hernando Counties
- ELC of Pinellas County
- ELC of Okaloosa-Walton
- ELC of Seminole County
- ELC of Southwest Florida
- Florida Afterschool Network
- Florida Department of Children and Families
- Florida Department of Health
- Florida Developmental Disabilities Council
- Florida Family Child Care Home Association
- Florida Head Start Association
- Florida Head Start State Collaboration Office
- Florida Office of Early Learning
- National Workforce Registry Alliance
- United Way of the Big Bend, Inc.
- United Way of Miami-Dade County
- U.S. Dept. of Health & Human Services, Administration for Children & Families-Office of Refugee Resettlement

Financial Report



Children's FORUM
...because kids can't wait
2807 Remington Green Circle
Tallahassee, FL 32308
(850) 681-7002
www.thechildrensforum.com



XC-Cut along the edge and hang this poster to inspire others!

“The two MOST IMPORTANT DAYS IN YOUR life

ARE THE DAY YOU ARE BORN AND THE DAY YOU FIND OUT

Why”
-Mark Twain

Thanking our Forum Members for their Commitment to Children in 2015-2016*

**Includes members from July 1, 2015–June 30, 2016*

Director/Owner/Operator

Kimberly Adair	Idalia Echagarrua	Sheri Kersey	Janise Olliff	Brandee Smith
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Clifton Boone	Heathermarie Griffin	Melissa Mason-Jones	Suzanne Robichaud	Valerie Wostbrock
Jacqueline Bourne	Cheryl Griffis	Teresa Mays	Deidre Robinson-Wiggins	Denice Wright
Lover Brown	Deborah Guy	Angelique Mcclung	Marcia Rodriguez	Dietra Young
Theslyn Brown	Jayne Hafer	Teresa McLandsbor- ough	Atrise Rollins	Rosemary Young Johnson
Patricia Campbell - Taylor	Natasha Hamilton	Tabatha McLeod	Cassie Romanik	Alba Zacutinsky
Princess Carson	Kalonia Harden	Carmen Mendez	Rhoda Romimora	
Alfredia Castille	Felecia Hardy	Mary Merrickes	Madelyn Rosado	
Yolanda Chapman	Lana Hart	Mary Jane Mills	Jillian Rowe	
Rosa Chipoco	Shada Harvey	Freda Mitchell	Robert Rowe	
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Michelle Crumpton	Trinese Henderson	Ursula Moore	Maritza Ruiz	
Sister Cruz	Raymond Hendricks	Yuliet Morales	Diana Rush	
Susan DAmico	Alfreda Hernandez	Jessie Moulder	Gerard Samaroo	
Patricia Daniell	Marilyn Hernandez	Annette Muniz	Gloria Sanquintin	
Tamara Davidson	Suzette Hester	Cynthia Murphy	Flor Milagros Schulz	
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Cynthia Eason	Coretha Kelly	Lyndsey Nisenbaum	Kimberly Sineath	
Tina Eaton	Rene Kelly		Cynthia Sitzes	

Supporting Member

Linda Stoller

Children's Forum Membership Program

In addition to a variety of benefits, belonging to the Children's Forum satisfies the "membership in a professional organization" requirement for the renewal of many early care and education/child care credentials such as a CDA or FCCPC. In addition, we can assist program directors with fulfilling their professional contribution requirement for the renewal of their Director Credential.

In FY 2015-2016, 532 people either became a new member of the Forum or renewed their existing membership.

To learn more about our membership program, visit www.thechildrensforum.com.

Teacher

Justina Aniapam	Ilma Deidrick	Diana Henry	Chandorer Mowatt	Marilyn Soto
Niurka Acua	Libia Del Sol	Deborah Herman	Marcela Munoz	Geraldine Starling
Donna Adamczyk	Thaily Del Toro	Idania Hernandez	Carissa Nadeau	Eboney Stevens
Pilar Adan	Mercedes Delgado	Maritza Hernandez	Uma Naicker	Audrey Stewart
Sylvia Aleman	Lindsay Demary	Rosario Herrera	Nechama Naparstek	Gloria Stewart
Glenda Allen	Clarie Denis	Mia Hicks	Gabrijela Nestic	Charis Stone
Catherine Alleyne	Zulma Diaz	Nina Hinson	Colleen Nicolini	Mariela Stone
Angela-Perla Almodovar	Swestika Doerga	Jeanne Hitchcock	Migdalia Nunez	Dana Sweet
Janice Angello	Elantra Doss	Jena Hoelke	Cindy Oakes	Precious Taplin
Kelly Angelo	Kelci Dracopoulos	Jessica Holloman	Alina Bidopia Ochoa	Marie Carline Tassy
Nancy Arroyo	Gwendolyn Edwards	Sophia Holt	Evelyn Olavarria	Deborah Taylor
Shameem Ashrafi	Jamie Eskridge	Bertha Hooks	April Olson	Veronica Teal
Marie Augustin	Diane Estes	Sharon Howard	Olalla Oquendo	Bonita Lafaye Thomas
Stacey Baker	Donna Everett	Damita Hudnell	Teneke Outing	Leslie Thomson
Monae Barnes	Lenora Everett	Janet Hull	Carla Owens	Patricia Tiller
Rebecca Barnum	Peggy Farrer	Mary Hymes	Zahaira Owens	Heather Tinsley
Yeisell Baro	Irene Feliciano	Vickie Jackson	Beatriz Parra Guehton	Adriana Tolle
Maria Barrera	Seeta Fernandes	Ruth Ann Johnson	Mary Lou Paslick	Sally Tomlin
Maria Barrios	Martha Fernandez	Towanda Johnson	Margaret Peasah	Jessica Toomey
Alice Bass	Ana Ferrer	Christina Jones	Aide Perez	Cintya Torres
Christina Bautista	Wendy Fiallos	Kanova Jones	Annisa Peterson	Cynthia Triplett
Marilyn Benjamin	Daymine Figueiras	Paula Keller	Heidi Petroske	Martha Valdivielso
Denise Best	Yadeline Figueroa	Peggy Kendrick	Sharon Pittenger	Daisy Valle
Jessica Bishop	Leonor Flores	Andrea King	Martha Ponce	Paula VanCleaf
Meagan Blakey	Iris Florimon	Laura Ann King	Rosa Ponce	Dena Vice
Mary Blauman	Janice Flowers	Tiffany King	Elaine Porter	Raysa Villavicencio
Marilyn Blethen	Karen Foley	Jennifer Knowles	Yacqueline Prieto	Laura Wagner
Saundra Boatwright	Armaletha Ford	Kevin Krolikowski	Dulnara Quinones	Nicole Walker
Shauna Boatwright	Sheri Forman	Lois Kulp	Cherri Raines	Shelia Walker
Adriana Bonnet	Betsabe Fornoni	Kimberly Kurtz	Tamara Ralph	Sabrina Wallace
Sarah Bounds	Cynthia Foster	Kim Lamb	Marilyn Ramos	Dezirae Walls
Lisa Boyden	Ivonne Gamez	Helen Langelier	Sharron Randall	Cierra Ward
Candace Brako	Olga Garcia	Alison Lanier	Deborah Rawls	Diana Ward
Selina Brew	Debra Gibbon	Irma Lara	Jobe Ream	Stephanie Ward
Jasinth Brown	Barbara Jean Gibson	Melissa Larin	Sylvia Rease	Shamesica Warren
Lisa Brown	Cristen Gill	Maxine Lawsson	Diana Redbrook	Sirleta Watson
Kathleen Brunet	Dawn Gillespie	Arielle Lherisson	Sarah Gray Remer	Cherry Watts
Emillie Buchhalter	Melissa Gillespie	Sherry Liard	Tonita Richardson	Yolanda Way
Susan Bullivant	Ceara Glaze	Rebecca Litteral	Quentina Robbins	Dawn Weaver
Dianna Burpee	Terri Goehring	Donna Long	Wilma Robinson	Kristie Weeks
Tara Busch	Eufemia Oneyda Gomez	Venecia Lovett	Jessica Rodriguez	Christina Weimer
Mikayla Cagliioni	Christine Gomory	Sharon Lowe	Johana Rodriguez	Elisha Wernet
Janet Callejas	Meladis Gonzalez	Lizbeth Luces	Joycelyn Rodriguez	Colleen Whittaker
Karla Campana	Yamile Gonzalez	Mireya Luis	Laydee Rodriguez	Graham Wilczewski
Gayshell Canadate	Yuliet Gonzalez	Marisol Luna	Lourdes Rodriguez	Jacqueline Williams
Lisa Cardigan	Cary Gonzalez-Abreu	Maribel Machado	Michelle Rogell	Kay Williams
Gail Carrasco	Alexis Goodwine	Melissa Maddison	Tammie Rotscheid	Monique Williams
Anne Carrio	Tanya Goulbourne	Linda Madry	Madeline Ruiz-Soto	Phyllis Williams
Martha Carulla-Vidal	Daniel Graham	Marlene Marroquin	Carline Sainvil	Ludy Willis
Acirema Castillo	Roytrece Graham	Adlihayerin Marti	Kristel Sanabria	Brenda Wilson
Barbara Castro	Diana Granado	Bonnie Martin	Maria Sanchez	Kelly Wilson
Heidi Cepero	Natalie Grant	Yissel Matachana	Marisel Sanchez	Lazara Wong Rivero
Mireya Cifuentes	Laura Grevesen	Claudia Matesanz	Maria Sanhueza	Peareta Young
Lenora Clark	Julianne Gros	Sharon Matiwx	Ekeina Scarborough	Carmen Zapata
Terri-Ann Clark	Sandra Grullon	Bobbi Jo Mayton	Nicole Schneider	Ashley Zarecor
Angela Clinton	Juana Gutierrez	Patricia Pattie McCartney	Govis Scott	
Deena Cole	Maria Gutierrez	Toshiba McCrary	Cynthia Seda	
Amanda Colligan	Kimberly Haas	Debra McEwien	Tania Serrano	
Patricia Collins	Jenyel Hackney	Susan McKnight	Vanessa Shahan	
Magda Colon	Tonya Haddock	Teresa McLandsborough	Ellen Ellzam Shalom	
Deisis Arias Contreras	Phyllis Haight	Kendra McLemore	Jaiwantee Shridat	
Valentina Corzo	Jill Hall	Olga Mederos	Jill Shuler	
Rosa Crawford	Sandra Hall	Mercedes Medina	Marshonna Simpson	
Zorrel Crawford	Amber Halscheid	Carmen Mercado	Suroojdai Singh	
Melissa Croom	Christina Hamilton	Christine Mercedes	Amber Smith	
Silvia Cueto	Nicole Haniff	Rafaela Montero	Cynthia Smith	
Michelle Davila	Sandra Hanyak	Gildrette Morales	Sarah Smith	
Tiffany Davis	Barbara Harden	Marinella Moreira	Wanda Sorano	
Leonor De Vales	Gwen Hardy	Kristine Morgan-Ring	Victoria Sorbelli	
Nancy Deal	Delphine Harrison	Phyllis Morris	Evelyn Soto	