

Electronic Submission

June 11, 2026

The Honorable Robert F. Kennedy, Jr.
Office of the Secretary
U.S. Department of Health and Human Services
200 Independence Avenue, SW
Washington DC, 20201

Re: Comment on NPRM entitled “Restoring Flexibility To Support Head Start Program Access (RIN: 0970-AD21)”

Dear Secretary Kennedy:

We – the undersigned 1,800+ individuals – are teachers, home visitors, staff, bus drivers, food service workers, and professionals that work in Head Start’s 20,000 locations across the country. We serve children and families in every type of community- rural, urban, suburban, tribal, and remote. In many places, we are one of the only early childhood education options available to families.

We meet families where they are, both literally and figuratively, offering services in centers, family child care homes, and families’ homes to expectant families and new parents. Every day we provide a safe, stable, and enriching environment for children to grow and learn so their parents can go to work. We are the backbone of our local economy, supporting parents who work in the industries that keep our communities running and connecting families to basic necessities. We partner with parents as their child’s first teacher, arming them with the skills to be lifelong advocates for education.

Supporting young children and families in Head Start is hard and rewarding work. We create settings where every child – including children with disabilities, children experiencing homelessness, and children in the foster care system – is loved and valued. We ensure that each child’s experience in Head Start is tailored to meet their unique needs within the family and community context. We support families in accessing health, dental, and other services that bolster children’s well-being. This work requires skill and training to differentiate learning experiences for each child. Each role in Head Start requires different training, including early childhood education, public health, nursing, nutrition, psychology, social work, and business management.

It's because of our skills, strength, and commitment, that Head Start has been one of America's most successful programs for young children. Children who attend Head Start benefit across their lifetime and are more likely to graduate high school, attend college, and contribute to the economy as adults. We stand on the shoulders of the teachers and volunteers who answered the call from President Johnson and Sargent Shriver in 1965 for "a million good neighbors" and who lent "their talents, their warmth, their hands, and their hearts" to make Project Head Start a success.

But commitment does not pay the bills. Too often, we have to sacrifice our own financial security to do the work that we love. Sadly, we've watched talented peers leave Head Start because they simply cannot afford to stay. And we see how turnover impacts the children and families when we lose quality teachers. Today, our counterparts in public schools earn 50 percent more. When we cannot fill staff vacancies, we see the dark classrooms when we walk down the hall or the names on the waiting list. We see "help wanted" signs for local warehouses and restaurants offering higher wages, and we worry about the sustainability of the programs that are vital to our communities.

When Congress called on half of all teachers nationwide to hold a bachelor's degree, we answered the call. Today, more than two thirds of Head Start teachers have earned a bachelor's degree or higher. Thousands more have earned credentials in child development, health, commercial driving, food service, and other professions. Yet, our salaries have not even kept pace with inflation.

We choose Head Start because we care about the children in our communities. We show up even when the work is hard and knowing that we can make more in other jobs.

We're asking the Administration to make the same commitment to show up for our communities. The Administration describes removing wage and benefit requirements as flexibility for organizations, communities, and states. But flexibility without funding does not provide meaningful options to address staffing challenges. Head Start programs do not have extra funds available. For three years, programs have received no real funding increase as the cost of most goods and services increases. Many programs we work in have experienced delays in accessing federal funding. Removing wage and benefit requirements simply tells programs to figure it out on their own with less. Due to this lack of meaningful funding increases, we fear the result of the proposed rule will be lower pay, more turnover, and fewer children served.

We want to stay in Head Start and continue to serve our communities. We also need to be able to pay our rent or mortgage, afford child care for our own children, and repay student loans.

We, as Head Start program staff members, respectfully urge the Administration to withdraw this NPRM and instead work with Congress to increase federal funding for Head Start so programs can offer competitive wages and retain the skilled workforce children deserve.

Sincerely,

Note on Signatures: Over the last year, the Administration has taken a number of actions against Head Start that have delayed funding to grant recipients. As a result, some current staff fear that the Administration could retaliate against them or the Head Start grant recipients that employ them and have asked to include only their initial rather than their full last name.

Multi-State

Bernadita G. (Alaska, Washington)

Candi Y. (Illinois, Indiana, Iowa)

Lauren Alexa (Massachusetts, New Hampshire)

Kristin Hovey (Massachusetts, New Hampshire)

Justine Donovan (Massachusetts, Northern Mariana Islands)

Amie M. (Oregon, Washington)

Caden N. (Oregon, Wisconsin)

Alabama

Deborah B.

Kemberlyn Bailey

Jessica Boggan

Latosha C.

Bethany Channell

Karon English

Queen G.

Janice Glaze

B.J.

Latrece Johnson

Renee L.

Sandrika Lee

Christal N.

LaRitha Sheffield

Alexis Tinker

Violet Williams

Alaska

Mystique Burba (Tribal Affiliation: Metlakatla Indian Community)

Connie Darling (Tribal Affiliation: Metlakatla Indian Community)

Jerilyn Darling (Tribal Affiliation: Metlakatla Indian Community)

Violet Kito (Tribal Affiliation: Tsimshian, Tlingit & Haida)

Raymond McKinley-Fraas

Patricia Williams (Tribal Affiliation: Metlakatla Indian Community)

American Samoa (territory)

Lupe Misa

Lesieli Miscoi

Rosanne Togia-Olo

Arizona

Geraldine Ayala

Danitza B.

Shelene Belinte

Maria Bugarin

Marisela C.

Eliasha Carr

Patricia Espinoza

Karen Hernandez

Genevieve James (Tribal Affiliation: Navajo Nation)

Ky Kimsey

Mariena Mendez (Tribal Affiliation: Tohono O'odham Nation)

Jocabeth Messer

Melissa P.

Cynthia Puleo

Tanya Renteria

Christina S.

Maureen S.

Janith Serna

Lori Stinson

Michelle T.

Kathleen T.

María G. Torres

Rocio Vazquez

T. Wiggins

Mariela Zamora

Arkansas

Eva Araceli Nakamura

Jennifer B.

Jean B.

Jessica Barker

Melody Barker

Ashlee C.

De'Ja C.

Lisa Douglas

Destiny Gearahart

Stefanie H.

Gwendolyn Hart

Shannon Lee

Lakisha M.

Judy Penn

Dallas S.

California

Maricela A.

Anarelli Abv

Veronica Arellano

Heather B.

Joanna Barrera

Breanna Blair

Chanelle Byrdsong

Amelia C.

Ed C.

Lorena Carrillo

Laura Correa De Ameida

Correa De Almeida

Jessica Dudley

Alicia F.

Sara Feiling

Patti Francis

Cynthia G.

Christine Gonzales

Katerina Gonzalez

Angie H.

Lindsey J.

Monica J.

Margaret J.

Yazmin Jacobo

Tammara L.

Maria R. Ledezma

Denise M.

Cheryl M.

Suzanne M.

Ana Madera

Dawn McAuley

Ruth Molina

Adilene N.

Shawn N.

Jessica Nasca

Jazmin Pérez

Roneca Provost

Angela R.

Patty S.

April S.

Ana Solorio

Vicki T.

Lilia Vega

Gloria Vega

Maria Villalobos

Lorena Weaver

Natalie White

Janice Wright

Sandy Z.

Colorado

Stephanie Enoch

DeAnna S.

Marcy V.

Connecticut

Jennifer Dean

Deidra H.

Kimberly M.

Lecy T.

Florida

A.M.

Nicole B.

Cynthia B.

Terri B.

Sharonda Bailey

Jessica Beliveau

Tarra Bertram

Lashawn C.

Viviana C.

Pauline C.

Yesenia Cepeda

Angela Clay

Leonor C.S.

Faten E.

Andrea Frazier

Sherri G.

Kim G.

Lashawn H.

Kaitlin H.

Guadalupe Leal

Bonnie Leon

Shankievia Lewis

Megan Lindsey

Lourdes Mendez

Kathy P.

Debbie Pugh

Shirley R.

Kayla Ruz

Sylvia S.

Iris S.

Abbigail Sigala

Tanya Stone

Regina T.

Benjamin Tobin

Venita Treadwell

Tammy Wall

Shawn Williams

Kendra Wolford

Georgia

Shaundra B.

Jessica B.

April B.

Stacey B.

Cassandra B.

Stacy Baker

Ashley Cammon

Yolanda Carter

Amy Caudill

Kayla Cline

Lisa C.M.

Denise D.B.

Laquandra Ferguson

Sharon Flonnory

Josephine Franklin

Sherry Grover

Sheonerla H.

Shanariya Harris

Yolanda Hickman

Chrystal Hillman-Kilgore

Lisa Hooker

Shakale I.

Sophia Lovett

Juaneysa M.

Victoria McClendon

Amanda Pendergraft

Crystal Price

Whitney R.

Abbigail Rider

Nekishia S.

Brandy Strickland

Dawn Sullivan

Angie T.

Shanita T.

Yolanda Thomas

Guam (territory)

Loraina

Aguon

Hawaii

Joy D.

Constance Dela Cruz

Idaho

Gabriela A.

Karina Aguilera

Shagaye B.

Sophia Betancourt

Mackenzie Blumenauer

Herlinda Briseno

Jeanann C.

Barbara Cabrera

Karen Dapron

Roy Elizondo

Shelly Gardner

Virginia Hernandez

Jessica Hobart

Wacey I.

Norma J.

Laurie K.

Veronica Macias

Raymond Maheras

Patrick Mitchell

Melissa Ogden

Aimee Ok

Ana P.

Christine Plummer

Connie Ruska

Alyssa Salinas

Roseanne Sanchez

Merlinda Sandoval

Karen T.

Illinois

Elizabeth Adler

Irene Alexander

Pamela Allcorn

Sonia Andrade

Deborah B.

Donna B.

Lena B.

Dr. Ashley Brown

Deborah Bruns

Carmelita Buckner

Lisa Buckwalter

Amanda C.

Jawonda C.

Julissa C.

Pamela Caldwell

Alicia Castaneda Rodriguez

Melissa Chromek

Griffin Cox

Sonja Crum Knight

Beverly D.

Teonna D.

Ruby D'Angelo-Joiner

Patty Davis

Angela Davison

Denise E.

Donna Emmons

Desiree F.

Roxanne F.

Michaela Factor

Camerina Fernandez

Seth Filtz

Sadie Forsythe

Sarah Fowler

Becca Frankel

Laure Frawley

Azucena G.

Shaconna George Knight

Courtney H.

Emilie H.

Julie H.

Kim H.

Leah H.

Laura H.

Meg H.

Holly Harrington

Jennifer Hernandez

Bobbie J.

Maggie J.

Miriam J.

Elvira Jordan

Karin K.

Kristin K.

Denise Kaemke

Sara Kaszczuk

Bonnie Kisielewski

Jessica Kohl

Angela L.

Erin L.

Kam L.

Karen Lacey

Ashley Lawrence

Terri Lawrence

Amie Little

Sandra Lux

Alphia M.

Heaven M.

Karen M.

Precious M.

Sara M.

Tammy Morris

Karen Moss

Julie Mouser

Reyna Munoz

Kelly N.

Jennifer NA

Lisa O.

Tiffany O.

Freda Osler

Alyssa P.

Denise P.

Shannon P.

Marcia Phillips

Timea Price

Sara Price-Crowder

Blanca R.

Carrissa R.

Fahmida R.

Gloribel R.

Katie R.

Kristin R.

Stephanie R.

Anna Ramirez

Wendy Reed

Julie Reese

Deanna Reynolds

Anyia Robinson

RaChe' Russell-Van

Angelique S.

Brenda S.

Gabrielle S.

Kara S.

Macy S.

Teddi S.

Diamond Schmidt

Margo Scholl

Lillie Seals

Kristy Smiley

Alexandra Smith

Marion Stringer

Kara Surratt

Kimberly Thomas

Satira Thompson

Melissa Tschirgi

Cindy V.

Shay V.

Tamara V.

Julia W.

Linda W.

Mona Washington

Rhonda Wishmeyer

Indiana

Jenna A.

Stacey Allen

Brittany B.

Sarah B.

Lorelei Barnes

Larissa Curry

Ashley D.

Chelsea D.

Jennifer F.

Heather G.

Barbara Gibson

Taylor H.

Andriana Haniford

Jezlin J.

Tara L.

Denise M.

Hannah M.

Jodi Maldonado

Vannessa Marquez

Kristie Mathews

Artiya Nash

Lynae R.

Chloe Shoaf

Marla Soto

Jamid Stevens

Merry Striegel

Ariana Valdez

Carolyn W.

Thomas Walker

Melissa Watts

Nikki Watts

Iowa

Kelseay E.

Magen F.

Whitneu Haberer

Chevaya Heins

Lorna Hood

Kim Jasper

Jamie Jorgensen

J. M.

Angela Messina-Lundeen

Tammy Nefzger

Tierney R.

Jenna Shaughnessy

Katherine Smith

Betty Steenblock

Darina V.

Kansas

Kristina P.

Margaret T.

AudreyW.

Megan Wiebe

Kentucky

Susan Abbott

Jessica Buchanan

Dajona C.

Heidi Carmicle

Christy C.M.

Kacer G.

Madalan Garrett

Hannah Hancock

Kayla Henry

Kelly Horsley

Jessica Howard

Brittany Ison

Kristin Jean-Paul

Jayden J.L.

Audrey L.

Madison L.

Jessica Lucas

April M.

Dawn Nelms

Kathy P.

Tabitha P.

Amanda Reeves

Kaylin S.

Tammy S.

Whitney Slone

Sara Snyder

Amanda Sollmann

Melissa T.

Karen Tillette

Haley V.

Mona Whited

Louisiana

Ollie A.

Jacosie Bellard

Dianne C.

Jasimine C.

Sarah Cox

Jaterrica Davis

Samantha Davis

Sarah F.

Tracy G.

Jennifer Gonzales

Bridgette H.

Kimberly H.

Nedra H.

Betty Hale

Bianca Hardy

LaQuanta Hargrove

Alisha Hooper

Amilya Jackson

Shanda Jefferson

Latasha L.

Tierra L.

Saaudia Leger

Ashley Lewis

Kerri M.

Christina Major

Shacoriya McClain

Mary Melberr

Melissa Mims

Crystal Powell

Suzanna Ramagos

Marisol Razo

Christy Reviere

I. Robertson

Latoya Richardson

Brittany Scott

Kenneth Spencer

LaVerne Tassin

Dominique Trimble

Joseph Wade

LaPeteria Watson

Maine

Amy Baldwin

Elyse Donald

Jess F.

Kilie Laplante

Grace Lynch

Michele M.

Lesley R.

Maryland

Jordynn C.

Samantha D.

Sarah H.

Laurin K.

Kimberly M.

Shawna Meadows

Rebecca Miller

Kaity Mumma

Stephanie P.

Emily S.

Jacob S.

Marissa S.

Chantelle Sorrell

Mady W.

Sharon W.

Massachusetts

Enid Aguirre

Michelle Anderson

Johanna Andreoli

Nancy Assimakopoulos

Erica B.

Heather B.

Kayla B.

Marianne B.

Sarah B.

Kelly Booth

Cinthya Bowley

Molly Burnham

Cindy C.

Natasha C.

Sarah C.

Gabrielle Carey

Sugeily Ciriaco

Katie Collinge

Kellianne Connors

Jessiva Correia

Isabella D.

Kate D.

Katie D.

Lauren D.

Luz D.

Niurka D.

Mileidy De Leon F.

Nicole Dexter

Nurys Diaz

Kathy E.

Maurissa Erhardt

Yaritza Estrella

Kristen Farmer

Yoselin Ferreira Beran

Aura Forero-Dejesus

Jaime G.

Martha G.

Lissette Guzman Pena

Lea Ann H.-A.

Gwendolyn Hawk

Jody Holden

Sarah Hubert

Greys Jarilis Rodriguez

Stephanie Jimenez

Katey Komberg

Janaya Laguer-Ford

Emilie L.

Catherine M.

Erin M.

Heidi M.

Katie M.

R.M.

Melanie M.

Casey Magas

Leandra Maldonado

Ninoshka Maldonado Arroyo

Glenda Marrero

Colleen Marshall

Heather McNeal

Xiomara Mendez

Tim Mulcahy

Jessica Nardone

Sharon Neumann

Jillian O.

Kristi Ochs

Ana Palacio

Ren P.

Kara Peters

Martha Perez

Jack Pierson

Brenda Polleys

Delanie Pryor

Ariela Reynoso

Jessenia Rivera

Carla Rose

Kerry Rossitto

Belkis Sanchez

Brianna S.

Leeann S.

Martha Samboy

Cara Schutz

Natalie Shea

Cynthia Soriano

Gianna Spada

Kimberly Tavares

Elisabeth Torres

Tina Vakilynejad

Joan I. Vargas Alejandro

Sylvia Vega

Adrienne W.

Amy W.

Tracey Wax

Steffi Wright

Michigan

Priscilla Askew

Nicole B.

Stephanie Baril

Melanie Briggs

Jennifer C.

Buffy Clements

Amanda Cunningham

Jessica D.

Kristen D.

Erika D.

Laura DuPrie

Victoria G.

Faith G.

Norma G.

Gina H.

Jessica Haney

Cheryl Hope

Beth J.

Judy M.

J. M.

Kahli L.

Amana Lewis

Vanessa M.

Stacey M.

Cheryl M.

Angel M.

Susan M.

Andrea Mangel

C. Mills

D. O.

Faye Phillips

Glenda P.

Tiffany P.

Tess Quarles

Lisa R.

Robyn Reed

Arin Robinson

Patricia Ryan

Wendy Sage

Julie Shea

Joyce Thomas

Emily W.

Minnesota

Donna H.

Haley L.

Amy M.

Carrie Moffet

Laura Moreno

Sandra P. A.

Kelly Schenk

Mississippi

Sheree B.

Kenya Bowens

Tushina Brown

Debra Collins

Kayla I.

Kimberly Johnson

Jordan Joseph

Crystal M.

G. Manning

Roslyn O.

Kathy P.

Yvoyne S.

Valeria Stribling

Sharon T.

April V.

Timnesia Willis

Missouri

Josie A.

Mary B.

Lanice Dickson

Jennifer Ferguson

Carda G.

Bridgette H.

Ashley H.

Dorothy A. King

Rebecca Missey

Audrey R.

Heather R.

Courtney Sanchez

Shontae Wilson

Montana

Eugenia Begay (Tribal Affiliation: Navajo)

Dawn C. J.

Paige Campbell

Linda Crayne

Raelene D. (Tribal Affiliation: Fort Belknap Indian Community)

Hilary G. (Tribal Affiliation: Fort Peck Assiniboiné & Sioux Tribes of Montana)

Belinda H.

Lisa Hales

Hannah Morsette (Tribal Affiliation: Chippewa Cree)

Joyce Piapot (Tribal Affiliation: Assiniboiné)

Marcy O.

Virginia Williams, Tribal Affiliation: Cheyenne

Nebraska

Kathleen Riley KR

Nichole L Zarek

AndreaP

Nevada

Lesieli Miscoi

Anna Agarcia

Alyssa H.

Juanine Allen

Natalie B. (Tribal Affiliation: Western Shoshone)

Aquanetta B.

Cedric B.

Jennifer Baird

Veronica Benavidez

Beatriz Berrios-Ventura

Rose Brim

Trevon C.

Gwendolyn C.

Leslie C.

Ivan C.

Alyssa C.

Adilene C.

Leah Cabezas

Victoria Camsell

Maria Carlos

Carmen Carmen Moreno

Marcella Chavers

Cheryl Ann Claxton

Ariana Coello

Catalina Contreras

Jhoselin D.

Carolyn Davis

Dionni C.

Doneisha E.

Elizabeth Del Toro

Eustolia E.

Erin Edwards

Yesenia Espitia-Ruiz

Kristen F.

Susan Fierro

Beatriz Flores

Alondra Flores

Lisa G. (Tribal Affiliation: Pueblo)

Crystal G.

Gina D.

Aisha Gilyard Thompson

Gloria Olivar

Eddie Gonzalez Ramirez

Tracie Grant

Lisa Guidotti

Mary H.

Kayla H.

LaKisha H.

Hajar A.

Tasha Hardeman

Iris Herrera

Celeste Kane

Valerie Kelly

Jocelyne L.

Dalma L.

Keimauri Lackey

Leslie Ledbetter

Zhane Lewis

Stacy M.

Laura M.

Janice Macaranas

Anabelle Martinez

Soraida Martinez

Marisela Martinez

Pam McCarry

Lorena Millett

Kristina Mireles

Cheri Moring

Sophia N.

Aracelis N.

Nazanin M.

Galilea Nunez

Karla Ortuztti

Patricia P.

Dasia P.

Jada-Nicole P.

Kristan P.

Leslie Pawlik

Glorivette R.

Rahwa C.

Rita Reza Pasillas

Shondel Robinson

Lynsey Rushton

Taryn S.

Angel S.

Rhonda S.

Yaira Salvador

Aamber Sandoval

Anabel Santana Maciel

Marcellina Sarmiento

Tracy Small

Christine Smith

Rubi Soriano

Lourdes T.

Bachu Terfa

Jamaica Udarbe

Stacy V.

Elaine V.

Sarah Villanueva

Cindy Villarreal

Yomaira Villegas

Karen W.

Yosaba Arellano

New Hampshire

Faith Adair

Jennifer D.

Jessie Marshall

Gabrielle O'Malley

Ashley P.

Nicole S.

Ally Turmel

Samantha W.

Jessica Williams

New Jersey

Aaron L.

Maria Rivas

New Mexico

Cipriana Aragon

Hester E.

Genoveva M.

Debra Jacobs

Magdalena H.

Pamela O.

Monica Sosa

Cara Tipton

New York

Janet A.

Andrew Turner

Edna Archundia

Shannon C.

Yezlin Chaparro

Ketsia Charles

Tracy Corley

Beverly D.

Bianca D.

Tara D.

Candice Dickson

Novella Dortch-Smith

Jessica E.

Tiffani F.

Daniela Flaim

Angela G.

Jessica G.

Belinda G.

Gennell Graham

Emma Hagen

Helene B.

Cristina Hernandez

Raffat K.

Kelly K.

Melissa Kaleita

Leslie T.

Natalie M.

Jennifer M.

Colleen M.B.

Marie D.

Naomi Medley

Markesha H.

Heather Nelson

Katie O.

Elizabeth O.

Gina Pippi Braxton

Doorothy Pittman

Maira Ruiz

F.S.

Stephanie Schmid

Mackenzie V.

Sherry Williams

North Carolina

Jamyss A.

Alexis P.

Adrienne A.

Latoya B.

Ennis Baker

Carinda Brown

Maria Crawford

Desiree DelZio

Michelle Eatkins

Alexandra Fisher

Melissa Gurley

Katelyn H.

Emily J.

Jasmine M.

Janet R.P.

Julie Keffer

Katelyn G.
Tyshia M.
Brittani M.
Elizabeth McHone
Monica McLeod
Mildred Millendor
Michelle Phillips
John Phillips
Laura Pierce
Keisha Pitts
Chelsea R.
Tracy R.
Tammy Richardson
Shannon S.
Julia Smith
Flora Spruill
Julie T.
Regina W.
Denise W.D.P.
Darian White
Tambra White
Leigh Zaleon

North Dakota

Leigh Hill-Wittenberg

Ohio

Katie Maccagnone

Elizabeth Abed

Don Ackerman

Jennifer Applegate

Michael B.

Tammy B.

Abbie B.

Rachel Baawine

Anita Blythe

Jennifer Boger

Brittany Booth

Emily Bukvic

Courtney C.

Heather C.

Cherie C.

Kathryn C.

Lynnette Canter

Aley Carmon

Julie Charles

Jacklyn Chisholm

Anna Cifranic

Makayla Collins

Shelly Crisp

Heather D.

Stefanie D.

Kay Davis

Deanna Grant

Chris DeLamatre

Carol Dial

Barbra Dolejs

Donna E.

Allyssa Earl

Michelle Ekey

Jessica Eland

Vickie Elkins

Traci F.

Sharon F.

Shari F.

Sabrina Fox

Jennifer Fuentes

Alyssa G.

Debbie G.
Kadisha G.
Angela G.
David Gaskins
Ginger Gossard
Deanna Gregg
Kimberly Grim
Mariah Gromofsky
Heather H.
Jayme H.
Stefanie H.
Shannon Hamilton
Tonya Haywood
Lindsay Heller
Abigayle Hill
Elizabeth Hoke
Richard W.
Kelly Irwin
Tara Ivers
Lacie J.
Cristi J.
Alaina Jackson

Jenny B.

Jeri Johnson

Kristen Jones

Delilah Jones

Kathryn K.

Sharae K.

Nathan Keirns

Aden Kifle

Keyra Kilbarger

Wendy Kordik

Kim W.

Gregory L.

Mary L.

Latoya A.

Brittany Lakes

Barbara Laughlin

Sierra Liston

Ann Lowry

Danielle M.

Alexis M.

Shelly M.

Emily M.

Angela M.
Erika M.
Crystal M.
Jennifer Mader
Kathleen Mansfield
Mary Maxwell
Rosalyn McDonald
Dianne McGuire
Julie Mickley
Kelly Mika
Shelly M.
Tammi Moore-Hamilton
Erika Morris
Jonna Motter
Jade Musser
Skylar N.
Jessica N.
Andrea N.
Marcie Nash
Becky Nolen
Tracy Oates
Lely Palmer

Vince Paolucci

Melissa Peters

Rebecca Pittman

Miranda Preece

Gina Prendergast

Shannon Price

Olivia Pryor

Sheri R.

Barbara R.

Sheena R.

Debbie R.

Ryna Rajagopal

Alicia Risner

Bridget Roberts

Rebecca Rodriguez

Debbie Runyan

Brittney S.

Jassia S.

Cayla S.

Stacey S.

Elisa Schleig

Rebecca Seesholtz

Sharon H.

Shannon T.

Keilie Shope

Amanda Simonson

Susan Slevin

Jennifer Smith

Sara Smith

Abigail Steagall

Wilma Stevens

Elizabeth Stevenson

Amber Strahm

Toya T.

Lace T.

Andrea T.

Christine T.

Tara Taylor

Maureen Tennant

Kasey Teynor

Lynn Urban

Maria Vasquez

Yamilette Vazquez Alicea

Sara Viars

Abby W.

Christina W.

Angel W.

Candace W.

Kerri Wallace

Taylor Wilson

Allison Y.

Elaine Yeaton

Oklahoma

Melissa A.

Lydia B. (Tribal Affiliation: Choctaw)

Krista B.

Tammy Brown

Robyn C.

Traci Cook

Diana Cruz

Crysta Hotella (Tribal Affiliation: Choctaw)

Misty Dill

Ember Dickens Ed

Evie Fox

Kristina G.

Staci G.

Paulina Gee (Tribal Affiliation: Muscogee Creek)

Brenda Green

Deziray Hearst

Jessica Hill

Linda J.

Tina K.

Leslie L. (Tribal Affiliation: Seminole Nation)

Megan Love (Tribal Affiliation: Seminole Nation)

Leah M.

Leanda Marvin

Paige M.

Michelle W.

Kristie Priddy

Amanda Rodriguez

Barbara S.

Sonya Birdshead

Marie Thurman

April Updegraff (Tribal Affiliation: Chickasaw)

Makenzie Walker

Oregon

Amanda C.

Nikki Burian

Lourdes C.

Danielle E.

Jennifer Fox Raul

B.K.

Amy Krall

Alissa McPherson

Michelle Michelle

Nellie M.

Sheena P. (Tribal Affiliation: Fort Belknap Indian Community)

Mykaela Pittman

Amanda Pomeroy

Jasmine Rios

Cheyenne Roberts

Treva S.

Charleen Strauch

Aimee T.

Olliae Vance

Alyssa W.

Pennsylvania

Melba A.

Asondra Acor

Ervina Ajderi

Diane Ambler

Michele B.

Heather B.

Melanie B.

Lisa B.

Felicia B.

Brad B.

Renae B.

Brandon B.

Briana B.

Kristina B.

Misty Bash

Luz Cheila Bruno

Briana Byers

Tyler C.

Kayla C.

Deanna C.

Ashley C.

Erin C.

Victoria C.

Tyler C.

Jane C.

Laurel C.

Tonya Carson

Tyler Cohen

Donald Cooper

Jamie D.

Christina D.

Carrie Daniels

Tina Davis

Danah H.

Nancy Doerner

L. Donahue

Lisa Drummond

Valerie Drury

Alicia E.

Pam E.

Jacqueline E.

Moriah Femea

Sammantha Foresman

Kyra Forman

Dannie Furr

Jessica G.

Jennifer Gerena

Lori Grammas

Gisela R.G.

Marion Griffin

Megan Grosh

Evelyn Guerrero

Anna H.

Christina H.

Christal H.

Jessica H.

Hayley H.

Joelene Hand

Nicole Hanna

Shawnee Hooper

Iveliss P.

Amanda J.

Kathi Johnson

Mindy Jones

Amanda Jordie

Samantha K.

Melissa K.

Andrea K.

Tricia K.

Susan Kaiser

Greg Kline

Lori Kropp

Linda L.

Linda L'Orange

Wendy Lee

Kathryn LeSage

Linda Robbins

Jessica Little

Stephanie M.

Gina M.

Hunter M.

Christine M.

Rochelle M.

Sarah M.

Pam M.

Dawn Maltais

Jennifer Manning

Sharon Mauck

Coleen Meehan

Manuel Melendez

Morgana Miller

Michele J.
Nikksa Morris
Geri Morrison
Kelly Nee
Jennifer Neely
Marie Nickle
Tami O.
Ann O'Malley
Kassidy P.
Alison P.
Kimberly P.
Jaclyn P.
Tammy Patterson
Leah Pore
Amadea Potts
Celenia Quiros Chamorro
Amy R.
Kayle Richardson
Faith Rierson
Michael Rierson
Karen Rierson
Mara Rivera

Felicia Robinson

Marlene Roch

Marlene Roch

Arlene Roth

Jaclyn Rudeski

Audrey Ruiz

Marisa S.

Jennifer S.

Inga S.

Karen S.

Julie S.

Dorothy S.

Hope S

April S.

Sandy Shay

Liss Schaffer

Ashley Shafer

Daksha Shah

Shelby Kukurugya

Michael Shipman

Megan Shoemaker

Ashley Sierra

Kristina Slick

Dawn Smith

Jessixa Smith

Sandra Smith

Frankie Stahl

Heather Stokes

Madison Swindell

Wendy Swingle

Angela T.A.

Angela Tookes

Vanessa Toole

Tahany Tous

Mandy Ubele

Becky Urand

Lilly V.

Linda V.

Lauren W.

Cassandra W.

Heather W.

Cynthia Weaver

Rebecca White

Helena Wilkins

Brandy Wright

Mandy Y.

Melissa Z.

Janene Z.

Rhode Island

Maureen Manion

South Carolina

LeKisha Allen

Cathy Smalls

Monica Clark

Felicia G.

Lena Hall

Charity N.

Addie Nalley

Erica Pearson-Gee

Dominique Perry

Tamara Pinckney-Speed

Annette Tucker

Chenise Williams

South Dakota

Sunni J. (Tribal Affiliation: Oglala Sioux Tribe)

Juli Schultz

Nina Schumacher (Tribal Affiliation: Cheyenne River Sioux Tribe)

Sandy Tuschen

Zoey W.

Tennessee

Angie H.

Amber H.

Becky B.

R.B.

Kathy Briggs

Tonie Bunch

Mary C.

Amy Chandler

Jennifer Collins

Heather Day

Christine Doolen

Sasha Douglas

Jacqueline Drake

Emilee F.

Vickie G.

Kathy G.

Cassandra G.

Crystal H.

Carolyn H.

Malana Mae Huffman

Tammy Parker

Koemeshia M.

Renee L.

Tanya Lombardo

Tammy M.

Tara M.

Stephanie Masters

Paris May

Jaimaine McNamara

April P.

Autumn Payne

Kimberly Price

Serena R.

Kacee R.

Rhonda Daniel

Leticia Rubio

LaStar S.

Jacqueline S.

Jennifer S.

WendyS.

Lauren S.

Elizabeth S.

Holly Shelton

Lisa Sherwood

Cathy Sims

Shantrice S.

Tiffany Stokely

Becky T.

Amanda Taylor

Amy Teague

Amanda Burkhead

Andrea Tucker

Jonathan Vinson

Jimmie W.

Leslie Walker

Myra Williams

Jessica Y.

Texas

Jordana A.

Lizzie A.

Karla Alicea

Trinity B.

Marisa B.

Kenzi Behan

Jania Bobo

Rhonda Boylson

Erica C.

Dolores N.

Labertha E.

Elecia D.

ReQuina Edmond

Barbara Ford

Alexandra G.

Maria G.

Shannon G.

Laura G.

Jesuz Garza

Tekisha Goodwin

Griselda PradoGp

Alisha Gutierrez

Rosie Gutierrez

Lisa H.

Jennifer H.

Anneli Hill

Jorge C.

Chandra Johnson

Cynthia K.

Kalisa C.

Katie Lynch

Mirna M.

Melissa E.

M.S.C.

Melissa O.

Martha P.R.

Starlean Page

Karla Perez

Deborah Plaza

T.R.

Bonnie R.

Ciera Robinson R.

Lizette R.

Crystal Ramirez

Jacquelyn Reichman

Yvette Rodriguez

Sherilyn Ryan

Ashley S.

Lindsay S.

Miranda Sherrow

Ti Smith

Giselle Faberlle

RosaTo

Stephanie Turner

Leah V.

Vanessa Redix

Traniecia W.

Dejah W.

Amberly Warrick

Dian Wise

BrendaWynne

Carolyn Youngblood

Virgin Islands (U.S.) (territory)

Jennifer G.T.

S. W.

Kijakazi Thomas

Virginia

Dawn A.

Amanda G.

Alicia M.

Bridget Austin

Fay B.

Jeanette B.

Shirnell Baker

Bethany Baumgardner

Katlynn Bodner

Ashley C.

Stella C.

Paige Carrier

Tora Cezard

Peggy Colbert

Heather Elswick

Samod Evans

Diana Fritz

Katharine G.

Melissa G.

Candice Heriot-Nichols

Al Hogwood

Melissa J.

Janice B.

Vonetta Jacobs

Christina Johnson

Nicole Jones

Deepika K.

Carmen Kelley

Abigale L.

Darlene L.

Mark L.

Monica L.

Tammy Lanham

Marilyn Lewis

Deborah Miller

Michelle M.A.B.

Nyiaobe O.

Hunter P.

Johnnika P.

Leslie Palmer

Audrey Perry

Rhonda Poole

Felisha Price

Cindy Raymond

Chinyere Richardson-Rorls

Amber S.

Ruby S.

Esther S.

Stacia H.

JoAnn Sabb

V Tracy Savage

Dola Sen

Nichole Sullivan

Ryan T.

Amanda Thompson

Traphiena S.

Teria U.

Darlene W.

Darlene Jones West

Jana White

Jo-Anne Williams

Washington

Casey A.

Ana A.

R.A.

Jade A.

Kari A.

Arcelia A.

Mihret Adera

Maribel Aguilar

Teresa Ahumada

Jessica Alcaide

Shania Alderson

Nereida Alejandre-Estrada

Maria de Jesus Arellano Barbosa

Chelsea Augustine

Alma Ayala

Maria B.

Beth B.

Tam B.

Debora B.

Helen B.

Lolita B.

Kassandra B.

Bridget B.

Anna B.

Lorena B.E.

Olivia Bagaoisan

Sandra Barragan

Jeffery Beck

Jeri Ellen Bellinger

Carma Benetua

Elizabeth Bias

Luz Blancas

Grace Blesch

Erin Borg

Evertina Brito

Alexis C.

Amanda C.

Karen C.

Frances C.

Corina C.

Enedina C.

Daniela C.

Belinda C. Pruneda

Maria C..

Claudia C.

Caritina L

Sulema Caballero

Marquella Camack

Amy Cardenas

Llezenia Cardenas

Rosa Cardoza

Jill Carpenter

Yessica Casillas

Jorge Castillo

Anna Castillo

Monica De La O Saavedra

Claudia G.

Marua Chau

Molly Chavez

Cindy Gonzalez

Oralia Cisneros

Consuelo Consuelo

Melissa Cook

Alma Corona

Mary Coyne

Rebecca Cramer

Manuel Cruz

Daisy D.

Tenagne Daniel

Elizabeth Davis

Rosa De Los Santos

Yaneth Diaz

Mercedes Diaz

Kathryn Dobbins

Kana E.

Maria E.

Esmeralda A.

Elizabeth C.

Elia H.M.

Erika Betancourt

Christina Escamilla

Michelle Escola

Esmeralda Moreno

Brenda Espino

Maria C. Espinoza

Sheryl F. (Tribal Affiliation: Tulalip)

Eva F.

Ana F.

Clare F.

Sheryl F.

Azucena F.

Francis Fernandez

Ana Figueroa

Samantha Flores

Adriana Flores

Ana Flores

Lakoda Fosnow

Francisca Cisneros

Desiree G.

Philip G.

Anissa G.

Mayra G.

Gabriela G.

Maria G.

Ramona G.

Adriana G.

Danielle G.

Maria G.B

Alicia Garcia

Jessica Garcia

Nidia Garcia

Laura Garcia

Estanilada Garcia

Elizabeth Garcia

Argelia Alejandra Garcia Velazquez

Marina Garza

Michelle Farias Gaston

Jeremy Geike

Jason Gibbons

Araseli G.N.

Kathy Gomez

Lilia Gonzalez

Melissalee Gonzalez

Lindsay Gough

Katie Gray

Michael Greenfeldt

Jacqueline Grimaldo

Hortencia Guerrero

Dora Gutierrez

Mary H.

Suewellyn H.

Christine H.

Laura Hale

Emily Hansen

Martha Ibarra Nuno

Imelda Ig

Iris Duran

Julissa C.

Stephanie Jones

Jannet S.

Karina Juarez

Zoe Justis

Juan V.

Selena K.

Asnake K.

Fredrik Kaan

Lilia Kalisch

Lewis H Keeton

Isabel Kinsey

Sarah Knapton (Tribal Affiliation: Oglala Sioux)

Fiona Kranz

Malka L.

Mindy L.

Bronti L.

Elsa L.

FabiolaL.

Cheryl L'Ecuyer

Linda H.

Autumn Longly

Daisy Lopez

Jessica Lopez Sanchez

Lynea R.

Lilia V.

Lisbeth V.

Sharon Lynch

Lisa M.

Rebecca M.

Olivia M.

Melissa M.

Litzy M.

Martha M.

Vicky M.

Lorena M.

Esther M.

Rosa M.

Noemi M.

Tamara M.

Viviana M.

Maribel M.

Angela Mabrey

Anna M.

Maria Victoriano

Martha Zuniga

Elida Martinez

Dianalee Martinez

Monica Martinez

Maritza Martinez

Stephanie Mathews

Kimberly McCaskey

Lana McQuown

Graciela Medelez

Maribel Mendez

Miriam Mendoza

Yocelyn Meza

Marisol I.

Scott Milford

Miriam Rivas

My N

Angelina Montejano

Mary R.

Mayra R.

MT Sanchez

Michelle Murphy

Marina Vargas

Brezze N.

Tania N.

Josefa N.

Trang N.

Goretti N.

Maria Nande

Blanca Navarro

Nayeli C.

Eddy Negron

Noemi M.

Adelaida Nunez

Lisbet Nunez

Karina O.

Nelida O.

Martha O.

Daniela O.

Adriana O.

Dalila O.H

Alma Olivera

Araceli Olmos-Huerta

Jesica Orozco

Yolanda Ortega

Vanessa Ortiz

Maria Fernanda Ospina

Sonia Ozuna

Kim-Chau P.

Kelly P.

Maria P.

Alicia P.

Suzanne P.

Paige P.

Jessica P.

Aurora P.

Elizabeth Pamatz

Silvia Perez

Norma Perez

Veronica Perez

Yesenia Perez

Veronica Perez

Linh Pham

Tricia Pierce

Dolores Plaza

Ubalдина Pruneda

Brianna R.

Adriana R.

Sheri R.

Grace R.

Alicia R.

Stefanie R.

Rosey R.

Alma R. J.

Lisbeth R. Cisneros

Leticia Ramirez

Maria Ramirez

Hilda Ramirez

Yanet Ramos

Roberto C.

Elizabeth Redwood

Estella Rios

Maria Rizo

Kayla Robinson

Elba Rodríguez Valdez

Martha Rosales-Espindola

Mary S.

Adriana S.

Tamara S.

Maritza S.

Michelle S.

Shari S.

Alera S.

Skye S.

Blanca S.

Whitney S.

Katellin S.

Kathleen S.

Lilia S.

Teresa S.

Bryanna S.

Hortencia Salas

Elsa Sanchez

Lucia Santana

Gloria Santos

Hiwot Seifu

Melissa Solis

Maria Sotelo

Emilee Spoon

Eileen Stanley

Treva Strahan

Vickie T.

Amalia Tapia

Nicole Tax

Thi Tb

Martin Torres

Sara Ulrich

Araceli Uribe

Malissa V.

Paula V.

Lizeth Valencia Sanchez

Jennifer Vargas

Rosemary Vargas

Cende Vargas Martinez

Ana Vasquez

Yadira Lizeth Vazquez Serrano

Patricia Vela

Alejandra W.

Gwyn W.

Sarah W.

Jennifer WhiteCrane

Christina Wood

Christine Y.

Areli Zarate Flores

Randee Zhawenim (Tribal Affiliation: Port Gamble S'Klallam Tribe)

West Virginia

Brittany A.

Cassandra Abrams

Audra Armstrong

Erica Bell

Jennifer Brown

Annette Burns

Jessica Burns

Adaline C.

Laura C.

Ashley Caldwell

Karen Cozort

Lisa D.

Porcshia Davis

Samantha E.

Chanda Elkins

Tonya F.

Stephanie F.

Shalina Fakourey

Teresa Ferguson

Alice Fulks

Martha G.

Donna Gibson

Carole Goings

Malisa Griffing

S. H.

Kaitlyn H.

Ericca H.

Joyce Handy

Brittini Holyfield

Tina K.

Cynthia Kennedy

Katie L.

Danielle Lambert

L.M.

Lori Milam, ED

Stephanie M.

Dewayne Massey

Krista Maynard

Miranda Maynard

Reda McCormick

Sandra Morgan

Jen P.

Sherry Pierce

Terri R.

Rebecca R.

Jennifer Reitmire

Penny S.

Kodi S.

Jamie S.

Sandra Smith

Debra Stewart

Patricia Vance

Kristi Vance

Clarissa W.

Lisa Wiley

P. Y.

Wisconsin

Katrina B.

Shelly B.

Jen B.

Mahogani B.

Trici B.

Dale B.

Emmalee B.

Jeanette Beebe

Jodi Bubenzer

Paul Burns

Bethany C.

Victoria C.

Brenda C.

Amy C.

Bill Carlson

Michelle Christenson

John Corcoran

Jennifer D.

Sydney D.

Holly D.

Lizmarie D.

Rachel Elaroussi

Darla Estes

Michelle F.

Erin F.

Melinda F.

Lily F.

Sarah Faulkner

Luciana F.

Jo Ann Foust-Canfield

Tessa Foy

Jessica G.

Giselle G.

Howida Gadallah

Denise Galecki

Mary Green

Cheryl Greenheck

Karin Gunderson

Jenna H.

Michelle H.

Carlos H.

Natalie H.

Jennifer H.

Janna Hack

Vicki Haefer

Karrie Hansen-Davis

Reina Hidalgo

Jen Hughes

Lashanda Hughes-Evans

Michelle J.

Jillian J.

Sarai Jimenez

Joyce Johnson

Jennifer K.

Adam Kasper

Melissa L.

Anneka L.

Lizeth Lara

Arielle Letherwood-Fritz

She M.

Barb M.

Jeanne M.

Veronica M.

Dawn Maple (Tribal Affiliation: Ojibwe)

Ryan Martinovici

Detra McNeal

Nancy Miller

Rebecca Miller

Kathleen Monefeldt

Paola Moya

Jennifer Murray

Jennifer N.

Danielle N.

Paula Noyce Rung

Amy O.

Sujata P.

Violet P.

Jessica Pearson

Margaret Presley

Stephanie R.

Lorena R.

Rocio R.

Angel R.

Caryl Rivers

Stacy Ruter

Meghan S.

Lisa S.

Princess S.

Suzanne S.

Sheila S.

Laura S.

Maricruz S.C.

Renee Schaller

Amy Selenske

Olivia Stanley

Julie T.

Stacey T.

Angeline T.

Amy Thiel-Hanes (Tribal Affiliation: Menominee Tribal Head Start)

Lacy Thomas

Andrea Velasquez

Autumn Walker

Brandi Warner

Ashley Wilkinson

Luann Williams

Neil Wintersteen

Robyn Wolfert

Elizabeth X.

Wyoming

Brenda Kelly