

Chat from December 15, 2021 Transition Advisory Group Meeting

From Anji Gallanos CO to Everyone 03:10 PM

Thank you so much for this information! So great!!! In 2019 CDE was directed through legislation, to implement a reading campaign, targeting families. Here is the link to the Read with Me campaign. <https://readwithme.today/>

From Penny Harris to Everyone 03:11 PM

Thank you!!

From Melissa Mares (she, her, ella) to Everyone 03:11 PM

Thank you Dr. Malik!

From Ty Johnson (she,her) ELV EHS CCP to Everyone 03:11 PM

Thank you Dr. Malik

From Elisabeth Lawrence to Everyone 03:14 PM

Dr. Malik, I appreciated your wonderful information. So lucky to have you as one of those first points of contact for families!

From Diane Lauer to Everyone 03:28 PM

Will Local Leads be compensated?

From Dustin Elliott to Everyone 03:29 PM

is there any talks about utilizing the local early childhood councils? lots of communities have a strong supportive connection to these councils.

From Kathy Howell to Everyone 03:30 PM

What do you do when a council limits input to a single school district?

From Jamie Ulrich to Everyone 03:30 PM

Will local leads administer the CCCAP program or will they pass CCCAP families to the county for administration?

From Betty Dalton to Everyone 03:32 PM

I agree with Mat

From Tom Brinegar to Everyone 03:35 PM

Is there or will there be a mechanism to replace the local lead if kids and families are not being served?

From Kathy Howell to Everyone 03:37 PM

There needs to be an RFP

From angela.fedler to Everyone 03:39 PM

I had my hand up but my question was the same as Elizabeths, and agree with Mat's statement!

Chat from December 15, 2021 Transition Advisory Group Meeting

From Betty Dalton to Everyone 03:40 PM

I'm curious how this is going to work in conjunction with DPP in Denver.

From Betty Dalton to Everyone 03:44 PM

Thank you for explaining this

From Peter Dawson to Everyone 03:44 PM

Do we assume that language won't be a barrier?

From Elsa Holguin (Denver Preschool Program) to Everyone 03:48 PM

You got my comments. Thanks. We are absolutely here to help!

From Virginia Howey to Everyone 03:48 PM

Can you say more about the recommendation to expand universal application expanding to other programs with the example of home visiting. Will all programs moving to DEC ultimately be considered for universal application?

From Betty Dalton to Everyone 03:48 PM

Thank you so much Elsa for reassuring me about DPP

From Carsten Baumann, Colorado to Everyone 03:52 PM

What Mat is describing happens with healthcare providers and CHIP

From Elsa Holguin (Denver Preschool Program) to Everyone 03:53 PM

Yes, a dual enrollment process, one for families and one for providers to ensure quality.

From Melissa Mares (she, her, ella) to Everyone 03:55 PM

We will also need data easily accessible to support determinations of eligibility and prioritization for funding.

From Lorena Garcia|CSPC|She/Ella to Everyone 03:56 PM

has there been any modeling around how many families would take advantage and how many families would not?

From Melissa Mares (she, her, ella) to Everyone 03:57 PM

That would be great, thank you!

From Lorena Garcia|CSPC|She/Ella to Everyone 03:58 PM

would the other 30% of funds go to augment the hours of those most in need?

yeah, that sound good thanks

Chat from December 15, 2021 Transition Advisory Group Meeting

From Sarah Carlson to Everyone 04:00 PM

So the assurance is that we spend current funding levels (CPP) on many more children? Is this the assurance we want to advocate for?

Thanks so much for clarifying!

From Diane Lauer to Everyone 04:10 PM

If we are setting aside 30% of funds go to augment the hours of those most in need, does this include students with disabilities?

From Carol Woods to Everyone 04:11 PM

Make sure everything is aligned.

From Khatira Amn to Everyone 04:13 PM

There should be a broader definition for quality that include the need of DLL and providers children as well

From Lorena Garcia|CSPC|She/Ella to Everyone 04:15 PM

Agree with Khatira!

From Anji Gallanos CO to Everyone 04:15 PM

suggest to be clear and specific about "researched based" curriculum and assessment. Maybe set up a review process for curriculum and assessment

From Kallie Leyba, AFT CO, she/hers to Everyone 04:16 PM

Good call Anji

From Tealyn L-S to Everyone 04:16 PM

Ensuring it is culturally responsive and developmentally appropriate as well

From Floyd Cobb Phd - Colorado Department of Education to Everyone 04:16 PM

The curricular recommendation may run into challenges if UPK falls under the constitutional definition of a public school.

From Anji Gallanos CO to Everyone 04:17 PM

Include the phrase, "research and evidence based" in both curriculum and assessment.

From colleen.oloughlin (she, hers) to Everyone 04:17 PM

That's a great point, Floyd. And it is possible that once a school receives public funds, it could be considered a public school.

From Melissa Mares (she, her, ella) to Everyone 04:17 PM

I agree with @Tealyn- curriculum must be culturally responsive and developmentally appropriate as well

Chat from December 15, 2021 Transition Advisory Group Meeting

From Lorena Garcia|CSPC|She/Ella to Everyone 04:18 PM

how much of "quality" in our current preschool programs is based on school readiness and does school readiness include culturally and linguistically appropriate?

From Melissa Mares (she, her, ella) to Everyone 04:18 PM

To add to Lorena's question, quality must also include social emotional learning and wellness.

From Anji Gallanos CO to Everyone 04:18 PM

Curriculum may need to be adopted by domain area rather than using one full program. May want to provide support and clarification for that as well.

From Kallie Leyba, AFT CO, she/hers to Everyone 04:19 PM

That's interesting Floyd. I would imagine it might take a court case to get to calling a private preschool a public school if they take public funds

From Carol Woods to Everyone 04:20 PM

I am wondering if quality looks like highly educated teachers and directors. We put money into educating educators and that is quality.

From Mat Aubuchon to Everyone 04:20 PM

Sorry folks - have a holiday obligation and will need to tap out early. Thanks for the work here... Have a great holiday and see y'all after break I'm sure.

From Melissa Mares (she, her, ella) to Everyone 04:21 PM

Carol, my concern with that definition (exclusively) is that education is cost prohibitive for many teachers and so if that's our definition of quality, we need to also allow for supports so that education can be more accessible to professionals in the field.

From Bill Jaeger to Everyone 04:21 PM

We do have precedent for curriculum and assessment where the state can identify and approve a menu in K12, correct? READ Act requires an approved curriculum. School readiness assessments come from a menu.

From Floyd Cobb Phd - Colorado Department of Education to Everyone 04:21 PM

@Kallie - yes that's something that will need to be clarified.

From Kallie Leyba, AFT CO, she/hers to Everyone 04:21 PM

Bill is that specific to the READ Act? I am way out of my knowledge base here

From Anji Gallanos CO to Everyone 04:22 PM

@Bill, yes, CDE has a review process and an advisory list

From Melissa Mares (she, her, ella) to Everyone 04:22 PM

Thanks for that input, Bill, I envision that we'd offer a similar menu for ECE

Chat from December 15, 2021 Transition Advisory Group Meeting

From Kallie Leyba, AFT CO, she/hers to Everyone 04:22 PM
@Floyd that will have far reaching implications for education in Colorado (should that happen)

From Gerie Grimes to Everyone 04:23 PM
Definitely agreed on the curriculum should be embedded culturally and linguistically.

From Elisabeth Lawrence to Everyone 04:23 PM
Then Colorado needs to work on investing in this profession, and making it a career with a livable wage.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:23 PM
to Carol's point we can make high quality determinations by also taking PLA into account.

From Kallie Leyba, AFT CO, she/hers to Everyone 04:23 PM
The additional salary for advanced degrees is dependent on the district of course.

From Shela Blankinship to Everyone 04:23 PM
I believe there are three curriculum options for CPP provides to select from

From Diane Lauer to Everyone 04:23 PM
Carol Woods is an OUTSTANDING educator!!! :)

From Kallie Leyba, AFT CO, she/hers to Everyone 04:23 PM
@Elisabeth: yes! 1000 times YES

From Floyd Cobb Phd - Colorado Department of Education to Everyone 04:24 PM
@ Bill - The READ Act example is a little bit different. The READ Act requires districts to use curricula that is scientifically or evidence based however districts do not have to select from the CDE advisory list of programs. They only need to use a program that meets the definition of scientifically or evidence based.

From Debra Locke to Everyone 04:24 PM
Definitely agree and if it were providers taking certain aspects of curriculum instead certain options

From Kallie Leyba, AFT CO, she/hers to Everyone 04:24 PM
@Floyd—haven't districts had to bail on curriculum that didn't meet CDE's review?

From Kathy Howell to Everyone 04:24 PM
Well said Floyd

From Carol Woods to Everyone 04:25 PM
Thank you Diane.

Chat from December 15, 2021 Transition Advisory Group Meeting

From Shela Blankinship to Everyone 04:25 PM

You are a professional educator Carol! Thank you for all you do and for your leadership within the district

From Bill Jaeger to Everyone 04:25 PM

Thanks for the clarifications Anji and Floyd. My hope is that we set similar high expectations that any curriculum a publicly funded program selected would have to meet.

From Carol Woods to Everyone 04:26 PM

Thanks Sheila.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:26 PM

we also don't have a large enough workforce to limit qualified teachers to those with BAs. We need to consider prior learning assessments / experience.

From Melissa Mares (she, her, ella) to Everyone 04:26 PM

Agreed, Lorena

From Floyd Cobb Phd - Colorado Department of Education to Everyone 04:26 PM

@Bill - I think the language of high expectations is much safer. Once the conversation moves to curricula, all kinds of additional challenges start to emerge.

From Dustin Elliott to Everyone 04:27 PM

good points Penny. Home providers struggle financially to meet the quality standards. But I also feel quality needs to be measured. I also agree that degrees increase workforce as well as quality in the environments. These are all tough issues to be brought up, as well as the rebranding of ECE

From Ty Johnson (she,her) ELV EHS CCP to Everyone 04:27 PM

@Lorena, yes.....

From Khatira Amn to Everyone 04:27 PM

Bilingualism/multilingualism should be recognized as a high skill need!

From Lorena Garcia|CSPC|She/Ella to Everyone 04:27 PM

yaaaasss Khatira!

From Debra Locke to Everyone 04:27 PM

yes

From Melissa Mares (she, her, ella) to Everyone 04:27 PM

Khatira- yes! And bilingual/multilingual providers should be paid more for their expertise

Chat from December 15, 2021 Transition Advisory Group Meeting

From Kallie Leyba, AFT CO, she/hers to Everyone 04:27 PM

Yes!

And yes!

From Lorena Garcia|CSPC|She/Ella to Everyone 04:27 PM

yes yes!!!!

From Khatira Amn to Everyone 04:27 PM

YES!!!

From Lorena Garcia|CSPC|She/Ella to Everyone 04:32 PM

another support system needs to be mental health supports for teachers. there is so much burn out right now.

From Melissa Mares (she, her, ella) to Everyone 04:34 PM

I don't think that setting up two separate quality systems is in the best interest of kids and families. I do think that we need to improve and streamline PDIS

From Kathy Howell to Everyone 04:34 PM

Carl look at the new rules and regs. there is a good answer in there.

From Debra Locke to Everyone 04:34 PM

Pdis doesn't have everything and harder to navigate and many teachers across the board are burned out

From Kallie Leyba, AFT CO, she/hers to Everyone 04:34 PM

Thank you Kristie

From angela.fedler to Everyone 04:34 PM

And we need to remember that if we hope to stack these funds with Head Start this could be a barrier (around the degree info)

From Betty Dalton to Everyone 04:35 PM

PDIS is a problem for some providers, and difficult to get into.

From Melissa Buchholz to Everyone 04:35 PM

Agreed about elevating education, but it needs to be stated with a heavy emphasis on equity. Not everyone has the opportunity, resources, etc. to obtain degrees - are there other ways to prepare individuals to provide high quality care to young children?

From Debra Locke to Everyone 04:35 PM

In order to be equitable we shouldn't be base it on that because sometimes a degree is not an option for individuals

Chat from December 15, 2021 Transition Advisory Group Meeting

From Elisabeth Lawrence to Everyone 04:35 PM

Then lets cover tuition at all co state schools and community colleges for folks to move towards credentials and degrees for EC

From Lorena Garcia|CSPC|She/Ella to Everyone 04:36 PM

great point, Susan.

and I agree Elizabeth! that would be a great strategy!

From Melissa Mares (she, her, ella) to Everyone 04:36 PM

I love that idea, Elisabeth!

From Carol Woods to Everyone 04:36 PM

Yes Elizabeth.

From Betty Dalton to Everyone 04:37 PM

Most licensed home providers do not have a BA, so this could be a barrier for them!

From Shela Blankinship to Everyone 04:37 PM

Yes!!

From Carol Woods to Everyone 04:37 PM

I agree with the too many rules!

From Elisabeth Lawrence to Everyone 04:38 PM

So important, Angela. Especially in our rural communities

From Kristie Kauerz to Everyone 04:39 PM

On behalf of 2- year and 4-year IHES, we ARE working really hard to be more responsive, accessible, affordable, job-embedded, culturally sustaining. We ARE building pathways.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:39 PM

Harvard and other IV leagues throws around "honorary" PhDs... maybe we can give honorary BAs for providers who have been doing this work for so long? (I am sort of kidding)

From Debra Locke to Everyone 04:40 PM

I agree especially and help replenish the workforce

From Kallie Leyba, AFT CO, she/hers to Everyone 04:40 PM

We absolutely should be paying for college for our workforce. But realistically our colleges are more restrained with their budget than even k-12. And even if lawmakers want to change this—the state budget is so tight I don't know if it's realistic.

From Pamela Harris (she/her/hers) to Everyone 04:40 PM

Lorena, I've had the same idea.

Chat from December 15, 2021 Transition Advisory Group Meeting

From Carol Woods to Everyone 04:40 PM

Yes Elisabeth!

From angela.fedler to Everyone 04:41 PM

yes Elisabeth, our area is in desperate need of folks that want to do ECE regardless of the education which I fully support!

From Betty Dalton to Everyone 04:41 PM

Some of these rules are a little restrictive to some providers

From Kallie Leyba, AFT CO, she/hers to Everyone 04:41 PM

That's great Elisabeth. I hope you'll share this with lawmakers as a model of success

From Dustin Elliott to Everyone 04:41 PM

I agree with finding a pathway to go to higher education classes, while working. I was able to obtain my MA while working full time, it was hard, but well worth it in the end. But we need to support these Adult learners while they continue to work.

From Laurie Noblitt to Everyone 04:41 PM

DEC needs to engage in a significant marketing campaign to "sell" the benefits and PURPOSE of the Early Childhood field.

From Christina Taylor to Everyone 04:41 PM

We cannot continue to push providers towards degrees until we compensate them appropriately. It is very hard to push for a degree for a career that doesn't pay a living wage.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:42 PM

Agreed Christina

From Melissa Mares (she, her, ella) to Everyone 04:42 PM

I agree, Christina.

From Debra Locke to Everyone 04:42 PM

Thank you Christina

From Kallie Leyba, AFT CO, she/hers to Everyone 04:42 PM

So true Christina! Even if it's a scholarship degree—that's not realistic

From Betty Dalton to Everyone 04:42 PM

Christina I so agree!!!

From Melissa Mares (she, her, ella) to Everyone 04:44 PM

Thank you for including the need for disaggregated data!

Chat from December 15, 2021 Transition Advisory Group Meeting

From Lorena Garcia|CSPC|She/Ella to Everyone 04:44 PM
can we add linguistically relevant under the third bullet point?

From Tealyn L-S to Everyone 04:44 PM
Also thinking about the those in the workforce leaving for K-12 if they can get better benefits with the same credentials

From Khatira Amn to Everyone 04:44 PM
That was my thought too, Lorena

From Carol Woods to Everyone 04:44 PM
I agree Christina that providers need to be paid a living wage. I am just hoping that money will be available to those that want to have an ECE degree.

From Laurie Noblitt to Everyone 04:45 PM
Will there be specific guidance for this collaboration, particularly around transitions from Part C to Part B Special Education and in preparation for entry to kindergarten?

From Shela Blankinship to Everyone 04:45 PM
yes on the additional funding

From ECCLA to Everyone 04:46 PM
The T.E.A.C.H. Scholarship program provides funding for those who want to seek degree or certificate attainment. <https://ecclacolorado.org/teachscholarship-2/>. Funding has been very limited but with Stimulus funding will be able to serve more folks.

From Kallie Leyba, AFT CO, she/hers to Everyone 04:46 PM
Tealyn — your concern illustrates for me why competition in education only hurts us. I think the opposite is happening now— preK leaves to go to k12 for better compensation

From Tealyn L-S to Everyone 04:46 PM
Yes!

From Melissa Mares (she, her, ella) to Everyone 04:47 PM
Carol, I don't necessarily think that pay will come with education for ECE providers. There are some huge concerns about recruiting folks, primarily women of color, to enter a career where they won't make living wage.

From Khatira Amn to Everyone 04:47 PM
100%, Lorena!!

Chat from December 15, 2021 Transition Advisory Group Meeting

From Christina Taylor to Everyone 04:48 PM

Agreed Melissa. ECE as a whole is a failed market. Without addressing this failure by implementing strategies to raise wages for providers, higher education won't get them a higher salary unless they move to another career or k-12

From Ty Johnson (she,her) ELV EHS CCP to Everyone 04:49 PM

@Lorena, and, there has to be coaching that follows up with that training for increased probability of implementation

From Carol Woods to Everyone 04:49 PM

I humbly disagree. I am thankful for my education.

From Kallie Leyba, AFT CO, she/hers to Everyone 04:49 PM

Agree Melissa. Caregiving needs to be valued more

From Christina Taylor to Everyone 04:49 PM

100% Melissa. This is very both/and. We can't do one or the other.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:50 PM

I am also grateful for my educating but my pay does not reflect my MBA.

From Kathy Howell to Everyone 04:50 PM

Preschool is not just about caregiving

From Khatira Amn to Everyone 04:50 PM

Totally agree, Melissa!!

From Ty Johnson (she,her) ELV EHS CCP to Everyone 04:50 PM

yes, both and indeed @Melissa

From Amber Bilby - Colorado to Everyone 04:50 PM

We also need to make sure to keep the parent choice at hand as well. They need to have access to care as a whole.

From Debra Locke to Everyone 04:50 PM

The question isn't the education piece but its more of a equity piece for me, in order to go to school you have to pay for it and also have the capacity to really utilize it...while we all would love to learn more but its not the same opportunities

From Lorena Garcia|CSPC|She/Ella to Everyone 04:50 PM

thank you for your words Melissa!

From Melissa Mares (she, her, ella) to Everyone 04:50 PM

@Kathy caregiving is a critical component of education.

Chat from December 15, 2021 Transition Advisory Group Meeting

From Marcia Blum to Everyone 04:50 PM

Unfortunately, negative attitudes and beliefs about children with disabilities means many young children with disabilities do not have access to inclusive early childhood educational environments.

From Dustin Elliott to Everyone 04:50 PM

great points. Rebranding ECE to a profession and away from "babysitters" especially with the need for quality for children 0-8

From Lorena Garcia|CSPC|She/Ella to Everyone 04:52 PM

Education used to be the great equalizer. Sadly it is not that anymore. Those who have, get more and those who don't have, lose... But I believe things will change because we are all fighting to change them.

From Kallie Leyba, AFT CO, she/hers to Everyone 04:53 PM

I'm right by your side in this Lorena.

From Ty Johnson (she,her) ELV EHS CCP to Everyone 04:53 PM

great share

From Laurie Noblitt to Everyone 04:53 PM

Using this momentum to change early childhood is important; however, there does need to be clarity around the unique differences between Preschool and Childcare - both are vital, but the focus of each is somewhat different.

From Carol Woods to Everyone 04:53 PM

I humbly disagree Lorena. Education unlocks doors. We need to fight for our profession to be highly educated.

From Diane Price to Everyone 04:53 PM

@Laurie - not necessarily.

From Kristie Kauerz to Everyone 04:54 PM

I'll say again: it needs to be both/and. Education is important, but not the end all, be all. And we need to make education more affordable and accessible.

And, research is increasingly clear that degrees DO matter. We can't avoid that.

From Melissa Mares (she, her, ella) to Everyone 04:54 PM

Carol, sadly right now education only unlocks doors for those who have access to the doorknobs and the keys

From Kristie Kauerz to Everyone 04:54 PM

So, Melissa, let's work on the doorknobs. We can do that.

Chat from December 15, 2021 Transition Advisory Group Meeting


From Lorena Garcia|CSPC|She/Ella to Everyone 04:55 PM
Yes Kristie, let's work on the door knobs.

From Carol Woods to Everyone 04:55 PM
Yes Kristie!!! Where would we be without our education?

From Kallie Leyba, AFT CO, she/hers to Everyone 04:55 PM
Let's get rid of the doorknobs.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:55 PM
EVEN BETTER Kallie!!!!!!!!!!

From Melissa Mares (she, her, ella) to Everyone 04:55 PM
Thank you Kristie, I don't disagree. To me it's about access to degrees and increasing pay regardless (but more so for those with degrees) and recognizing the expertise required to be a caregiver in general. It's a both/and, no question.

From Kallie Leyba, AFT CO, she/hers to Everyone 04:55 PM


From Carol Woods to Everyone 04:55 PM
I want others to have the opportunity to learn and grow!

From Melissa Mares (she, her, ella) to Everyone 04:56 PM
Me too Carol! I think we completely agree on that.

From Carol Woods to Everyone 04:56 PM
College is much better than PDIS classes.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:56 PM
yes, I think we all agree on that.

From Pamela Harris (she/her/hers) to Everyone 04:57 PM
My concern is to ensure that the requirement of degrees doesn't translate into a less diverse workforce. There's also research that demonstrates that as an outcome.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:57 PM
Pamela, I think you just so eloquently stated the key concern. thank you.

From Khatira Amn to Everyone 04:58 PM
Thank you, Pamela!

Chat from December 15, 2021 Transition Advisory Group Meeting

From Kristie Kauerz to Everyone 04:58 PM

That is not entirely true, Pamela...with more current research and more innovative IHE strategies, the trends are changing.

From Carol Woods to Everyone 04:58 PM

All that want an ECE degree should have access regardless of anything.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:59 PM

Tuition free higher ed! no matter the degree!

From Tealyn L-S to Everyone 04:59 PM

^^^

From Melissa Mares (she, her, ella) to Everyone 04:59 PM

Kristie, I'd love to hear more about how trends are changing. It would be exciting if that were the case!

From Carol Woods to Everyone 04:59 PM

Tuition free!

Loan forgiveness.

From Lorena Garcia|CSPC|She/Ella to Everyone 04:59 PM

yay Michael!!!!!!!

From Amber Bilby - Colorado to Everyone 04:59 PM

Thank you Michael

From Penny Harris to Everyone 05:00 PM

Welcome, Michael!!!

From Carol Woods to Everyone 05:00 PM

I have to leave. Have a great evening everyone! Isn't this exciting that we get to have a chance to make ECE change.

From Kristina Heyl to Everyone 05:01 PM

Here is a direct link to the draft recommendations:

<https://drive.google.com/file/d/1QvUkSJAbcHnSVxLmsbDDKw9rjf0MXmiV/view>

Please share any final feedback using this form: <https://forms.gle/WrCqGPqQaVwSuykZ9>

The form closes tonight at midnight!

From Sherri Valdez to Everyone 05:01 PM

Thank you for the opportunity to participate in this process. Admirable of how inclusive it has been from my perspective.

Chat from December 15, 2021 Transition Advisory Group Meeting

From Kallie Leyba, AFT CO, she/hers to Everyone 05:02 PM
Seems like we should have a glass of champagne together or something

From Amber Bilby - Colorado to Everyone 05:03 PM
I think the virtual world opened up so many more things for us.

From Ty Johnson (she,her) ELV EHS CCP to Everyone 05:04 PM
Thank you all, this has been a humbling experience to see the inside view of how complex our system really is AND how many amazing advocates we have working intentionally to support change to happen. We are on our way....let's keep the main thing the main thing....children, families, educators, and overall community growth and sustainability.... Thank you so very much and be well!

From Melissa Mares (she, her, ella) to Everyone 05:06 PM
Thank you Pamela, Susan, Kristina, Katy and Watershed!

From Shela Blankinship to Everyone 05:06 PM
Good night

From Debra Locke to Everyone 05:06 PM
Thank you

From ECCLA to Everyone 05:06 PM
Thank You!

From Khatira Amn to Everyone 05:06 PM
Thank you

From angela.fedler to Everyone 05:06 PM
Thank you all!!!!

From Penny Harris to Everyone 05:06 PM
Thank you!

From Tealyn L-S to Everyone 05:06 PM
Thank you!

From Leigh Pytlinski to Everyone 05:06 PM
Thank you

From Betty Dalton to Everyone 05:06 PM
Thank You so much for this opportunity