



Karen B. Salmon, Ph.D.
State Superintendent of Schools

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • marylandpublicschools.org

July 21, 2017

The Honorable Larry Hogan
100 State Circle
Annapolis, MD 21401-1991

The Honorable Thomas V. Mike Miller
H-107 State House
100 State Circle
Annapolis, MD 21401-1991

The Honorable Michael E. Busch
H-101 State House
100 State Circle
Annapolis, MD 21401-1991

Re: MSAR #7598/8880 – Interstate Commission on Educational Opportunity for Military Children Report

Dear Governor Hogan, President Miller, and Speaker Busch:

Pursuant to §7-1303 of the Education Article, MSAR# 7598 and MSAR# 8880, the Maryland State Department of Education (MSDE) shall report annually to the Legislatures, Governors, Judiciary, and State Councils of member states concerning the activities of the Interstate Commission on Educational Opportunity for Military Children during the preceding year. The reports shall include any recommendations that have been adopted by the Interstate Commission.

The Military Interstate Children's Compact Commission (MIC3) is the national organization leading the work on educational opportunity for military children. The Military Interstate Children's Compact Commission is proud that all 50 states and the District of Columbia are members of the Interstate Compact. The Interstate Compact ensures the uniform treatment of military children transferring between school districts and states. It was developed by The Council of State Governments' National Center for Interstate Compacts, the U.S. Department of Defense, national associations, federal and state officials, the Department of Education of each State, school administrators, and military families.

Military children face many challenges as families transfer from one assignment to the next. The average military student faces transition challenges more than twice during high school and most military children will attend six to nine different school systems from kindergarten to 12th grade. The Compact seeks to make transition easier for the children of military families to ensure that they are afforded the same opportunities for education success as other students and are not penalized or delayed in achieving their educational goals.

The Honorable Larry Hogan
The Honorable Thomas V. Mike Miller
The Honorable Michael E. Busch
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In accordance with the requirement of the Education Article to report on the work of the Interstate Compact, please find attached (or by website link) the agendas for the October 26-28, 2016 Annual Business Meeting of the Interstate Commission on Educational Opportunity for Military Children; the May 3 and 4, 2017 Executive Committee Agenda, the MIC3 2017 monthly newsletters (copies of February-May newsletters can be found at <http://mic3.net/pages/resources/resources.aspx>), and the minutes from the November 5-7, 2015 Commission Meeting. Minutes of the 2016 Commission meeting are not yet available.

Maryland was represented at the Annual Meeting and the Executive Committee Meeting listed above by Mary L. Gable, State Commissioner and voting member of the Interstate Commission, Assistant State Superintendent of the Division of Student, Family, and School Support and Academic Policy. Mrs. Gable is also the Vice Chairperson of MIC3.

At the Annual Business Meeting, the Executive Committee shared and received feedback on the MIC3 Strategic Plan. The five major initiatives for 2016-2017 are:

Strategy 1: Develop a data collection system to fulfill Commission requirements and to improve operation effectiveness and efficiency

Strategy 2: Assess and focus the education and outreach programs to develop Commissioners and implement 50+1 State Councils

Strategy 3: Establish and cultivate strategic partnerships that leverage the vision of MIC3

Strategy 4: Increase and improve communication resources

Strategy 5: Establish a sustainable culture that supports members and ensures organizational continuity

Each strategy contains goals with assignments for MIC3 subcommittees (Public Relations and Training, Compliance, Rules, Finance, and Executive committees).

The Commission also identified the vision, mission, and core values for MIC3.

Vision: Military Children should have successful educational transitions.

Mission: Through the Interstate Compact, MIC3 addresses key educational transition issues encountered by children of military families.

Core Values: Doing the right thing for children; Resolving issues fairly; Respect for all; Transparency in all we do; Committed to making a difference.

The Honorable Larry Hogan
The Honorable Thomas V. Mike Miller
The Honorable Michael E. Busch
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Please refer to the attached *Report of the Strategic Planning Session of the MIC3 Executive Committee and Staff* for additional information. A copy of the agenda of the November 9, 2016 meeting of Maryland's State Council for the Interstate Compact is also attached. Each state must have a State Council that meets annually. Members of Maryland's State Council include (see attached):

Dr. Theresa Alban, Superintendent, Frederick County Public Schools
Col. Thomas Rickard, USA, Garrison Commander, Fort George G Meade
The Honorable John Astle, Senator, District 30, Anne Arundel County
The Honorable Anne Kaiser, Delegate, District 14, Montgomery County
Ms. Sarah E. Bonise, Director, Child, Youth and School Services Support/School Liaison
Ms. Carol Mohsberg, School Liaison Officer, Naval Support Activity Annapolis, United States Navy
Ms. Flavia Walton, Military Family Representative
Ms. Lucia Martin, Resource Counselor, Anne Arundel County Public Schools
Dr. Lynne Muller, Section Chief, Student Services and School Counseling, Maryland State Department of Education
Mrs. Mary L. Gable, Assistant State Superintendent, Division of Student, Family and School Support and Academic Policy, and Maryland Commissioner of the Interstate Compact

Additional representatives attending the November meeting included:

Ms. Stacie Umbarger, Aberdeen Proving Ground, School Resource Officer
Ms. Bianca Pilewski, Department Chairperson, Meade High School, Anne Arundel County Public Schools
Ms. Antoinette Parker, School Support, Services Director, Fort George G Meade
Mr. Andrew Warner, Executive Director, Maryland Public Schools Secondary Schools Athletic Association

The Interstate Compact operates under rules that were adopted by the Compact and each state. In order to make rules available, a Compact Rules Desk Reference is available for each Commissioner. A copy of the rules can be found at: <http://www.mic3.net/documents/MIC3CommissionRules-Final-amendedNov2012v2.docx>.

As of July 31, 2016, (the most recent data available) Maryland is proud to serve 19,296 children, aged 5 – 18, from active duty military members in the Army, Navy, Marine Corps, Air Force, Department of Defense, and Coast Guard.

The Honorable Larry Hogan
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July 21, 2017
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If you have any questions regarding this report, please feel free to contact Mary Gable at (410)767-0472 or by email at mary.gable@maryland.gov. Additional information is also available on the Maryland State Department of Education's website: <http://archives.marylandpublicschools.org/MSDE/programs/brac/military.htm> or on The Military Interstate Children's Compact Commission's website: <http://mic3.net/index.aspx>.

Best Regards,



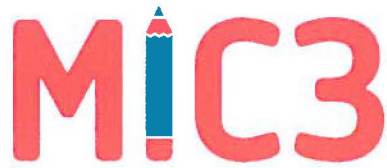
Karen B. Salmon, Ph.D.
State Superintendent of Schools

KBS/mlg

Enclosures:

October 26-28, 2016 Annual Business Meeting Agenda
November 5-7 2015 Commission Meeting Minutes
Maryland State Council Meeting Agenda –November 9, 2016
Executive Committee Agenda, May 3-4, 2017
Report of the Strategic Planning Session of the MIC3 Executive Committee and Staff
MIC3 Compact Officials in Maryland

c: Sarah Albert (DLS Library)



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

**Report of the Strategic Planning Session
of
the MIC3 Executive Committee and Staff**

**July 18-19, 2016
Lexington, Kentucky**

**Fahy G. Mullaney
Consultant**

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A. The Participants

This planning work was initiated by the Executive Committee of the Military Interstate Children's Compact Commission (MIC3). The participants in the session included every member of the Executive Committee, one Ex-Officio member, three members of the national MIC3 staff and MIC3's General Counsel. All are listed below:

Kate Wren Gavlak, Chairman
State Commissioner - California

Rosemarie Kraeger, Vice Chair
State Commissioner - Rhode Island

CAPT Robert Buehn, (Ret, USN), Treasurer and Finance Committee Chair
State Commissioner - Florida

Pete Lupiba, Compliance Committee Chair
State Commissioner - Ohio

LTC Davina French, North Dakota Army National Guard (NDARNG),
Public Relations and Training Committee Chair
State Commissioner - North Dakota

Mary Gable, Rules Committee Chair
State Commissioner - Maryland

Brig Gen Kathleen Berg, ANG Ret., Past Commission Chairman
State Commissioner - Hawaii

Ex-Officio Member*

Kathy Facon
Chief, Educational Partnership and Non-DOD School Program, Department of Defense
Education Activity for the Department of Defense

MIC3 Staff

Cherise Imai
Executive Director

Richard Pryor
Operations Coordinator

W. John Matthews III
Program Specialist

Richard Masters
General Counsel

* non-voting

B. The Context and Impetus for this Planning Work

Initial discussions about an Interstate Compact to ease the educational transfers of military families began in 2006. First available for legislative consideration in 2008, in just six legislative sessions the Compact had been adopted in 2014 by all 50 states and the District of Columbia.

The Interstate Commission on Educational Opportunity for Military Children, known as the Military Interstate Children's Compact Commission (MIC3), has been operational since 2008 and is comprised of a Commissioner from each of the 50 states and the District of Columbia. Serving as the governing body responsible for enacting rules to implement the Compact, the Compact itself was developed by the Council of State Governments' National Center for Interstate Compacts, the Department of Defense, national associations, federal and state officials, state departments of education, school administrators and military families.

Two key factors prompted this strategic planning effort. (1) The Commission has successfully accomplished their initial major goal of getting all 50 states and the District of Columbia as participants in the Compact. (2) The Commission hired a new Executive Director who brings her own experience and perspective to the organization and its future. In light of this, it seemed timely to the Executive Committee to hold this planning session to move MIC3 forward and guide the work of the Executive Committee, the Executive Director and the staff.

C. The Work Design

The development of this plan was conceived to move through seven (7) phases as follows:

Phase 1 - Adopting the General Design and Service Contract (April 20 - May 6, 2016)

Phase 2 - Preparing A Pre-Session Data Collection Tool(s) (May 7 - 18, 2016)

Phase 3 - Collecting Data/Proposing the Agenda for Session (May 19 -June 9, 2016)

Phase 4 - Finalizing the Design (June 10 - July 5, 2016)

Phase 5 - Conducting the Planning Session (July 18 and 19, 2016)

Phase 6 - Codifying the Strategic Planning Products (July 21 - 31, 2016)

Phase 7 - Implementing and Evaluating Actions (August 2016 - 2019)

The full narrative of the Work Design is at Appendix 1.

D. The Consultant for This Work

Fahy G. Mullaney is a self-employed consultant and trainer with 32 years of experience in strategic planning, vision/mission development, and executive management training. He has consulted in 48 of the 50 states and internationally, working with numerous state and federal agencies within their respective criminal justice systems. Mr. Mullaney has authored two NIC monographs: Economic Sanctions in Community Corrections and Marketing Community Corrections (co-authored with Sherry Haller). His manual, "Organizational Vision Development," has been used widely. He resides in Wintergreen, Virginia and spends winters in Fort Myers, Florida.

E. The Goals and Agenda for the July, 2016 Strategic Planning Session

Most simply put, strategic planning is a matter of determining where the organization is now, where it would like to be in the near future, and how to move from one stage to the other. A

more detailed description of strategic planning is in Appendix 2. The planning terms employed in this session are in Appendix 3.

The goals for the Planning Session were to:

1. Identify the key data and features of the current status of MIC3.
2. Clearly state the Vision, Mission and Core Values for MIC3 or review/revise existing statements of Vision and Core Values.
3. Establish major strategies and action goals for the next 2-3 years, based on items "1" and "2".
4. To the extent that time allows, assign completion dates and committee assignments for the action goals that are developed in "3" above.
5. Design a sequenced plan for moving the newly developed strategic plan through the steps of review, revision and adoption by the full Commission.
6. Deepen and empower the investment of each member of the Executive Committee and staff in MIC3 by his/her active engagement in the planning work and its implementation.

The meeting agenda was designed to elicit from the participants a shared understanding of MIC3's current state, a rewriting of the organization's vision, mission and values, and to develop a set of strategic initiatives and goals that will move the organization from its current state toward the desired future. A copy of the agenda is in Appendix 4.

F. Description of the Current Status of MIC3

In the course of this strategic planning, the Executive Committee, Executive Director and staff analyzed the status of MIC3 using three lenses: (1) The review of MIC3 via the Life Cycle of Organizations; (2) The data in the SWOT Analysis and; (3) The identification of Pivotal Issues. The nature and results of each of these are described below.

1. MIC3's Place in The Life Cycle of Organizations

The Life Cycle of Organizations, by Ichad Adizes, is a conceptual model on how organizations move through various stages. A schematic of the model and its interpretation is in Appendix 6.

The participants did their own analysis of MIC3's current status relative to four "Gene Factors" in the model: Energy, Program, Administration and Inclusion. This analysis, when shared in groups and with the plenary, showed that there was virtual consensus that MIC3 is in the Infancy or Adolescent stage, clearly on the early portion of the Ascendant side of the model. This confirmed the "growing edges" of MIC3 that require attention lay in the areas of program development and administration. Adizes' interpretation of the specific areas of attention within each stage is in Appendix 6.

2. The SWOT Analysis

This SWOT asked members to assess the organization on four dimensions: (1) the Strengths; (2) the Weaknesses; (3) the Opportunities that are present in the organization's environment; and (4) the Threats that exist in the organization's environment. The Strengths and Weaknesses focus on the internal organizational issues, while the Opportunities and Threats focus on factors outside the organization that may soon pose opportunities or threats.

Approximately one month prior to the July planning session, the Executive Committee, Executive Director and staff were asked to complete a SWOT Analysis. The consultant received the responses from each participant. He compiled the data and listed the entries verbatim in clusters by relevant to the organizational structure/program. For this section of the report, only the organizational areas which emerged in the SWOT Analysis as areas of high interest are listed. This information is titled: "*SWOT Reconfiguration Summary*" and is in Appendix 5.

- I. STRUCTURE, ROLES, & OBSERVATIONS
 - A. Membership
 - B. State Councils
 - C. Commissioners
 - D. Professional Staff
 - E. Partnerships
- II. OPERATIONS
 - F. Service Delivery
 - G. Data, Measurements of Success
 - H. Accountability/Enforcement
 - I. Communications (Internal to MIC3)
 - J. Public Relations/Marketing
 - K. Fiscal Status and Future
- III. BIG PICTURE
 - L. Culture of MIC3
 - M. General Organization Appraisal

3. *The Identification of Pivotal Issues*

Participants reviewed the SWOT data in each of these topic areas and determined that there were nineteen (19) "Pivotal Issues," which called for attention in order to act on the most salient of opportunities, threats, strengths and weaknesses. These Pivotal Issues as seen through the lens of the SWOT Analysis are below. They are verbatim from the list created during the session and appear in no particular order:

1. Focus on execution using the opportunities of access.
2. Address the potential withdrawal of states. (inactive Councils)
3. Engaging state departments of education and local jurisdictions.
4. Inconsistent representation from states.
5. Pathways for new leadership.
6. Re-scoping the job responsibilities of staff and committees.
7. Look at different partnership opportunities...education and military (at the lower levels).
8. Utilize opportunity provided by having new staff....reaching out.
9. Promoting the notion that what MIC3 does for kids should be for all transient kids...look for partnerships.
10. Reduction of 30,000 military personnel will have ripple effect on MIC3.
11. Develop measures of effectiveness...without being a burden. (Identifiers will be in place within two years)

12. Garnering feedback routinely to continue re-tailoring MIC3. (Log calls)
13. Equipping Commissioners, other partners, also at local level. Meet THEIR needs using multiple methods.
14. Use technology, both low and high to get message out...more messages and better messages.
15. Messages tailored to various audiences...with other models and expectations.
16. Engaging the School Liaison Officers (SLOs): (a) educating and communicating and (b) managing expectations.
17. ESSA – changes how we count the students. Will result in fewer students and reduction in revenue for MIC3, as will the reduction in the military. (Keep reserve? Alter way we spend? Change funding options?)
18. Attending to requests for broadening constituency...NCIS, etc.
19. Do #18 above while protecting the integrity of MIC3, even as a constituency(s) requests our advocacy.

This list was used later in the planning process as suggestive of core strategies for MIC3.

G. The MIC3 Foundational Statements (Vision, Mission, Core Values)

The Foundational Statements of an organization are: The Vision (A description of the desired future); The Mission (The work that the organization is given to do); and The Core Values (What matters most in the way the organization treats others and goes about its work). These serve in the same way that the Constitution and Bill of Rights provide the vision, mission and values for the United States. They are useful touchstones that guide every aspect of the organization as it addresses the wide range of issues in ensuing years.

At this session the Vision was re-written to reflect the “results” focus of MIC3’s work, now that the work of institution-building is complete with all fifty (50) states and the District of Columbia as members. A formal Mission statement was developed based on the defining statements that were being used on the website, as well as Core Values. These foundational statements are:

Our Vision

Successful Educational Transitions

Our Mission

Through the Interstate Compact, MIC3 addresses key educational transition issues encountered by children of military families

Our Core Values

- ***Doing the right thing for children***
 - ***Resolving issues fairly***
 - ***Respect for all***
 - ***Transparency in all we do***
- ***Committed to making a difference***

H. The Five Strategic Initiatives for 2016-2019

Five Strategic Initiatives were developed in light of the information above. Participants developed these Strategic Initiatives as the five major thrusts to move MIC3 from its current status toward its desired future over the course of the next three (3) years and do so in a manner that is in keeping with its vision, mission and core values.

1. Develop a *data collection system* to fulfill Commission requirements and to improve operational effectiveness and efficiency.
2. Assess and focus the *education and outreach* programs to develop Commissioners and implement 50+1 State Councils.
3. Establish and cultivate *strategic partnerships* that leverage the vision of MIC3.
4. Increase and improve *communication resources*.
5. Establish a *sustainable culture* that supports members and ensures organizational continuity.

I. The Goals for Each Strategic Initiative

Working in groups, the participants developed goals for each of the Strategic Initiatives. The understanding is, that when these goals are achieved, MIC3 will have fulfilled the aim of each strategic initiative. As time allowed, the groups also identified the resources required.

Strategy 1: Develop a data collection system to fulfill Commission requirements and to improve operation effectiveness and efficiency.		
	Goal	Committee(s)
1	Design data collection system for historical continuity and transparency for the national office.	Compliance
2	Develop a compliance data base.	Compliance
3	Conduct a needs assessment by state.	Compliance

Strategy 2: Assess and focus the education and outreach programs to develop Commissioners and implement 50 + 1 State Councils.		
	Goal	Committee(s)
1	Develop a Commissioner education program to: <ol style="list-style-type: none"> a. Assess individual states as to level of training needed, and b. Equip Commissioners with appropriate tools and technologies. 	Compliance; PR and Training
2	Assess each State Council for regulatory compliance. <ol style="list-style-type: none"> a. Conduct joint assessment of councils, b. Identify roles of SLOs and interaction on State Councils, and c. Conduct Council reassessment when key changes occur. 	Compliance
3	Develop key measures of effectiveness for Commissioners and councils. <ol style="list-style-type: none"> a. Develop a checklist for Commissioner and councils. 	Compliance
4	Create a task force of regional representatives for individual Commissioner mentoring and compliance.	Compliance
5	Assess and update the annual business meeting to reflect strategic visioning. Develop a tiered training focus.	Executive Committee

Strategy 3: Establish and cultivate strategic partnerships that leverage the vision of MIC3		
	Goal	Committee(s)
1	Identify partners (current and future) at the national, federal, state and local levels that have mutual interests and common goals. <ul style="list-style-type: none"> a. Engage key representatives and identify opportunities to partner. b. Formalize partnerships through memorandum of agreement or understanding with mutual goals and objectives. 	Rules
2	Develop a communication mechanism for dissemination of information through partnership changes to convey our message and promote our vision.	Rules; PR and Training

Strategy 4: Increase and improve communication resources		
	Goal	Committee(s)
1	Refresh and rebrand MIC3 resources - logo, newsletter, and publications.	PR and Training
2	Completely revamp the website by updating and making it more user friendly to serve as a resource for both internal and external users.	PR and Training
3	Develop MIC3 annual report and state summaries to provide accountability and transparency	PR and Training
4	Update MIC3 Video - Professional production - also new public service announcement (PSA).	PR and Training
5	Update/create webinar program.	PR and Training
6	Develop social media strategy (e.g. Facebook party)	PR and Training
7	Formalize a Speaker's Bureau	PR and Training

Strategy 5: Establish a sustainable culture that supports members and ensures organizational continuity		
	Goal	Committee(s)
1	Establish a succession plan to: <ul style="list-style-type: none"> a. Develop a clear, transparent process to identify mature states to draw from for leadership opportunities. b. Support a culture of leadership and mentoring for all Commissioners. 	Executive Committee
2	Ensure sustainability to: <ul style="list-style-type: none"> a. Identify external impacts on the MIC3 mission and fiscal outlook. (e.g. ESSA, BRAC) b. Identify opportunities to increase support and sponsorship of MIC3 (e.g. vendors, supporters, affiliates, associations and states). 	Finance

J. Design for Review, Revision and Rollout of Strategic Plan

The Executive Committee, Executive Director and staff want this plan to be reviewed for comment, revised as appropriate and then approved by the full Commission at its annual meeting in October. In light of this a time-sequenced design was constructed to move the plan through a review and revision process within this restricted period. The Design is below:

Action Item	Person(s) Responsible	Target Date
1. Write the report of this strategic planning session and deliver to the Executive Director at MIC3.	Fahy Mullaney	July 26, 2016
2. Develop a delivery method (email? PowerPoint? Print?) for putting the Strategic Plan in hands of all Commissioners.	MIC3 Nat'l Office	Starting now
3. Refine the Strategic Plan	Executive Committee	Aug 2, 2016
4. Share the Strategic Plan with the Annual Meeting break-out leaders and invite their feedback.		Aug 9, 2016
5. Revise the Strategic Plan based on feedback from the group of breakout leaders.		Sept 9, 2016
6. Publish the Strategic Plan document		Sept 30, 2016
7. Distribute the document to all Commissioners and solicit feedback within certain parameters.		Oct 10, 2016
8. Present the Strategic Plan at the Annual Meeting:		Oct 26, 2016
a. Overview of the process and timeline.		
b. The Vision, Mission, Values.		
c. Present the Strategic Initiatives, Goals in breakout sessions, and Action Items will be discussed to meet stated goals.		

K. The Consultant's Observations

1. The naming of Cherise Imai as the new Executive Director provides MIC3 with experienced, skilled and committed leadership who will build on the progress to date. Her presence provides an opportunity for fresh and productive dialogue and work with the Commissioners of each state, the Executive Committee and the staff.
2. The high quality of work by the participants during the planning session has resulted in a strategic plan with real substance, coherence and clarity. It is, in my long experience, among the very best in these regards.
3. Like every organization, MIC3 has weaknesses and threats that pose dangers to its future. These were candidly acknowledged in the SWOT Analysis and in the discussion. The strategies and goals address these and so, if implemented, set MIC3 on a solid path.
4. The classic weakness in strategic planning is in the implementation. Attention to and updating of the plan should be routinized. This can be done by such things and having a place on the agenda of every Executive Committee meeting for a review of the plan and a report on progress toward goals. The same can be said for a quarterly review at staff meetings and, of course, devoting a section of every annual report to progress on the plan.

Interstate Compact on Educational Opportunity for Military Children

Maryland State Council Meeting

Wednesday, November 9, 2016

Agenda

Welcome and Introductions

Work of the Commission

Strategic Plan

Rules Committee – Update

Temporary Residence

Transitions – Absences

Every Student Succeeds Act (ESSA) – Military Children

Update from State Council Members

Colonel Thomas Rickard

Garrison Commander

Ft. Meade

Andy Warner

Executive Director – Maryland Public Secondary Schools Athletic Association

Other

Sample Transition Issues handled at the State

Other

**Thank you for all that you do for the children of our military families to ease
their transitions!!!**

Mary.Gable@maryland.gov

410-767-0472

EXECUTIVE COMMITTEE AGENDA
May 3-4, 2017
Lexington, KY

- I. Call to Order (*Rosemarie Kraeger*)
- II. Roll Call
- III. Approval of the Agenda
- IV. Approval of the Minutes from March 28, 2017
- V. Reports
 - A. Executive Director (*Cherise Imai*)
 - 1. Partnership Report
 - 2. Strategic Plan Report
 - 3. MCEC-Columbia University Study
 - 4. Trips/Events/Meetings Update
 - a) April 20 – Natl Federation of High Schools Summit (Indianapolis, IN)
 - b) April 27 – CSG-DC, NGA, ADC, DOD-OEA, NCSL, NCLC, NACO, ICMA and NOAA (Washington DC)
 - c) May 9 – Army School Liaison Officers Training (San Antonio, TX)
 - d) June – MISA Summer Meeting (Jacksonville, FL)
 - e) July 31-August 2 – MCEC Conference (Washington DC)
 - B. General Counsel Update (*Rick Masters*)
 - a) Utah – National Guard Inclusion: Utah Letter & Legal Advisory
 - b) Arizona – State Council Appointments Legal Advisory
 - c) Draft Code of Conduct Policy and Form
 - C. Compliance Committee (*Pete LuPiba*)
 - a) Commissioner Vacancies and State Council Report, NJ Letter
 - b) Meeting Attendance Report and Analysis
 - c) State Coordination Policy – FINAL
 - D. Rules Committee (*Don Kaminar*)
 - a) National Office Case Report
 - b) Case Collection Form – DRAFT
 - E. PR & Training (*LTC Davina French, Richard Pryor*)
 - a) Website – Review (*Richard Pryor*)
 - b) Commissioner Handbook - Review
 - c) Purple Up (*Richard Pryor*)
 - F. Finance (*Bob Buehn*)
 - a) FY17 and FY18 Dues – Analysis and Update
 - b) FY17 3rd Quarter Budget Report
 - c) FY18 Budget (Approved October 26, 2016)

Location:
Hilton Lexington Suites Hotel
245 Lexington Green Circle,
Lexington, KY 40503
Meeting Room: Ballroom A, 1st floor
Attire: Business Casual

*Vote required

1. Adjustments

- a. CSG Affiliate Committee Dues (\$1,000/yr)
- b. Rent Increase (+\$1,326.48/yr)
- c. Phone (+\$720/yr)
- d. KY Retirement System (KERS) --> 55% of salary
David Adkins, Chief Executive Officer, CSG
Jason Moseley, Legal Counsel, CSG

d) Reserve Investment

- 1. Legal Entity and Tax Status Memo (*Rick Masters*)
- 2. CSG Investment Guidelines and Investment Blog
Wade Littrell, Chief Financial Officer, CSG

VI. Old Business

- A. 2017 MIC3 ABM and Training Discussion (*LTC Davina French/Cherise Imai*)
 - Purpose: Raise awareness and promote MIC3 accomplishments by developing a training plan for key stakeholders
 - Stakeholders: State Commissioners; District / Schools; School Liaison Officers; Military (Services, Families/Parents)
- 1. ABM Agenda and SLO Session – Review
- 2. Highly Impacted School District Training – MISA collaboration
 - 1. Proposed budget – \$15,000

VII. New Business

- A. Leadership Development Committee (*Kate Wren Gavlak*)
 - 1. Review Purpose and Scope
 - 2. Review Commissioner Appointment Report and Candidates
 - 3. Identify Opportunities for Leadership and Development
- B. Commissioner Mentoring (*Rosemarie Kraeger*)
 - 1. Discuss Process and Program
- C. Future Annual Business Meetings (*Richard Pryor*)
 - 1. 2018 - Ohio
 - 2. 2019 - Colorado
 - 3. 2020 - Nevada

VIII. Executive Session

IX. Other Business

X. Adjournment

<p style="text-align: center;">Future Meetings: Thursday, May 18, 2017, 2:00 PM EST (cancelled) Thursday, June 15, 2017, 2:00 PM EST Thursday, July 20, 2017, 2:00 PM EST</p>



**2016 Annual Business Meeting
October 26-28, 2016**

World Center Marriot Resort - Orlando, FL

(Agenda subject to change at the discretion of the Chairman)

Wednesday, October 26, 2016

Attire: Business Casual

- 8:30 am **Executive Committee Breakfast – *Solaris Restaurant***
- 11:30 am - 12:45 pm **New Commissioner Luncheon (By invitation only) – *The Bahamas***
- 12:00 pm – 2:00 pm **Registration – *The Bahamas***
- 12:15 pm - 12:45pm **Breakout Session Facilitator Meeting – *St. Thomas***
- 1:00 pm - 2:00 pm **Commissioner/State Council Training – *St. Thomas***

Session I: Introduction for New Commissioners and Designees
Cherise Imai, Executive Director, and Rick Masters, General Counsel

New Commissioners and new Designees must attend this session. Experienced members and other attendees may attend if desired.

- Overview of the Military Interstate Children's Compact
- Commissioner Role and Responsibilities
- Commission Administration and Operation
- Committee Structure and Function
- Legal Aspects of the Interstate Compacts

2:00 pm **Break**

2:15 pm - 4:30 pm **Session II: General Commissioner Training and Updates – *St. Thomas***
Commissioners: Davina French (ND), Rosemarie Kraeger (RD), Deanna McLaughlin (TN), Shelley Joan Weiss (WI); and David Splitok, MCEC (Ex-Officio)

All Commissioners and Designees must attend this session. Other attendees may attend if desired.

- Commissioner Role and Responsibilities
- Case Studies
- State Best Practices

- Compliance Requirements

4:30 pm - 5:00pm **Executive Committee Meeting – *St. Thomas***

5:00 pm - 7:00 pm **Welcome Cocktail Reception – *Solaris Deck*** **Attire: Casual**
Hosted by the Military Impacted Schools Association (MISA)

Thursday, October 27, 2016

Attire: Business Dress

7:15 am **Breakfast – *Sawgrass/Vinoy***

8:00am – 9:00 am **Registration – *Sawgrass/Vinoy***

8:15 am - 8:50 am **State Commissioner and Ex-Officio Photo Session – *Solaris Deck***

- *Group photo and individual headshots*
- *Attire: Business Dress*

9:00 am **Annual Business Meeting Convenes – *Sawgrass/Vinoy***

Welcome & Call to Order

1. Orders of the Day
2. Roll Call
3. Approval of the Agenda
4. Approval of the 2015 Annual Business Meeting Minutes
5. Meeting Objectives

Public Comment (limited to 3 minutes, written submission required)

Guest Speaker (FL)

Colmon Elridge, Director, National Center for Interstate Compacts

Executive Reports

1. **Executive Committee – *Kate Wren Gavlak, Chair***
2. **Executive Director – *Cherise Imai, Executive Director***
3. **General Counsel – *Rick Masters, Esq.***

Standing Committee Reports

1. **Finance – *Robert Buehn, Commissioner (FL)***
 - a. **Action Item: FY18 Budget - Approval**
2. **PR & Training – *Davina French, Commissioner (ND)***
3. **Compliance – *Pete Lupiba, Commissioner (OH)***
4. **Rules – *Mary Gable, Commissioner (MA)***

a. Update: Temporary Housing

10:00 am

Ex-Officio Reports

1. **Department of Defense** – *Kathy Facon*
2. **Military Impacted School Association** – *Kyle Fairbairn*
3. **Military Child Education Coalition** – *David Splitek*
4. **National Military Family Association** – *Eileen Huck*
5. **National Federation of State High School Assns** – *Davis Whitfield*

10:30 am

MIC3 Strategic Plan Overview – *Fahy Mullaney, Consultant and Kate Wren Gavlak, Chairman*

11:00 am - 12:30 pm

Recognition and Awards Luncheon – *Marco Island*

1. Mrs. Sami Takai for the Honorable U.S. Congressman Mark Takai (HI)
2. Major General Stephen Hogan, the Adjutant General, Commonwealth of Kentucky
3. Kate Wren Gavlak, Commissioner (CA), Chairman
4. Brig Gen (ret, HIANG) Kathleen Berg, Commissioner, (HI), Past Chairman

12:30 pm - 1:30 pm

Breakout Session 1A - MIC3 Strategic Plan

Purpose: Review and discuss Strategic Plan, prioritize goals

For: Commissioner/Designees and other staff that implement the compact

Strategy 1: Alabama to Florida
Facilitator: Deanna McLaughlin (TN)

Grand Cayman

Strategy 2: Georgia to Maine
Facilitator: Shelley Weiss (WI)

Key Biscayne

Strategy 3: Maryland to New Jersey
Facilitator: Greg Lynch (WA)

Puerto Rico

Strategy 4: New Mexico to South Carolina
Facilitator: Pete Lupiba (OH)

St. Thomas

Strategy 5: South Dakota to Wyoming
Facilitator: Cheryl Serrano (CO)

West Indies

12:30 pm - 1:30 pm

Breakout Session 1B - School Liaison Officer – *Sawgrass/Vinoy*

Purpose: Discuss best practices, challenges, and collaborative opportunities

For: Military School Liaison Officers working with families and schools.

1:30 pm - 2:30 pm

General Session – *Sawgrass/Vinoy*

Reports:

1. Breakout Session 1A - MIC3 Strategic Plan
2. Breakout Session 1B - School Liaison Officers

Action Items:

- **Election of New Officers**
- **Election of At-Large Member for the Leadership Development Committee (LDC)**

2:30 pm

Break

2:45 pm – 4:30 pm

Military Impacted Tier Breakout Session

Discuss the Temporary Housing Rules Language proposal; Leadership Development Committee and Process; Military Permanent Change of Station and School Attendance; State Council Handbook.

Tier 1: DE, DC, IA, ME, MN, MT, *Grand Cayman*
NH, OR, RI, SD, VT, WV, WI, WY
Facilitator: Rosemarie Kraeger (RI)

Tier 2: ID, ND, MA, IN, CT, AR, *Puerto Rico*
UT, MI, NE, PA, NJ, NM, MS, MN
Facilitator: Davina French (ND)

Tier 3: OH, IL, MO, LA, AK, KY, *St. Thomas*
AZ, OK, AL, NY, KS, TN, SC
Facilitator: Pete Lubipa (OH)

Tier 4: MD, CO, HI, WA, GA, *West Indies*
FL, NC, CA, TX, VA
Facilitator: Brig Gen (Ret., HIANG) Kathleen Berg (HI)

****Annual Meeting in Recess ****

4:30 pm

Executive Committee Meeting – *Key Biscayne*

Dinner on your own

Friday – October 28, 2016

Attire: Business Dress

7:30 am

Breakfast – *Sawgrass/Vinoy*

8:30 am

****General Session Reconvenes**** – *Sawgrass/Vinoy*
Call to Order

Military Impacted Tier Breakout Reports

Action Item: Executive Committee Report on the Strategic Plan and Commission Vote

New Business

1. Appointment of DOD Representatives to State Councils – *Bill Hampton, DOD Military Community and Family Policy – Defense State Liaison Office*
2. Discussion: National Guard and Reserves Inclusion – *Rick Masters, General Counsel*
3. MIC3 Leadership Development Committee and Process – *Kate Wren Gavlak*

10:00 am - 11:00 am

Committee Meetings

Purpose: Strategic Plan - Committee Action Steps, Input and Discussion; planning for upcoming year

Breakout 1 - PR and Training

Grand Cayman

Chair:

Breakout 2 - Rules

Puerto Rico

Chair:

Breakout 3 - Compliance

St. Thomas

Chair:

Breakout 4 - Finance

West Indies

Chair:

11:00 am

Break

11:15am

General Session: Commission Discussion – *Sawgrass/Vinoy*
Committee Action Plan Input & Sharing

Future Annual Business Meetings

- 2017 Annual Meeting – Providence, Rhode Island
- 2018 Annual Meeting – Ohio
- **Action Item: 2019 Annual Meeting Host**

11:50 pm

Announcements and Closing Comments



MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION



CONTACT

INTERACTIVE MAP

COMPARISON CHART

STATE PROFILES

Compact Officials In Maryland

Compact Commissioner



MARY L. GABLE Assistant State Superintendent | Maryland Department of Education

Education Designee

MARY L. GABLE Assistant State Superintendent | Maryland Department of Education

Attorney

ELIZABETH M. KAMEEN Principal Counsel | Maryland Department of Education | Office of the Attorney General

Chief State School Officer

KAREN B. SALMON State Superintendent | Maryland Department of Education

Military Family Education Liaison

LYNNE E. MULLER Section Chief | Student Services and School Counseling | Maryland Department of Education

Military/Department Of Defense Representative

COL THOMAS RICKARD USA Garrison Commander | Fort George G Meade

State Council Members

MARY L. GABLE Maryland Commissioner | Assistant State Superintendent | Maryland Department of Education

DR. THERESA ALBAN Superintendent | Frederick County Public Schools

SENATOR JOHN ASTLE Maryland State Senate

SARAH ELIZABETH BONISE Director | Children and Youth Services School Support | School Liaison Officer

DELEGATE ANNE KAISER Maryland House of Delegates

LYNNE E. MULLER Military Family Education Liaison | Section Chief | Student Services and School Counseling | Maryland State Department of Education

LUCIA MARTIN Resource School Counselor | Anne Arundel County Public Schools

DR. FLAVIA WALTON Military Family Representative

Contact MIC3: Maryland

CAROL MOHSBERG School Liaison Officer | Naval Support Activity Annapolis | United States Navy

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State Council Meetings

Maryland State Council meeting - November 9, 2016

State Website

Maryland Interstate Compact on Educational Opportunities for Military Children State Website

Resources

Interstate Compact in the Maryland Code