



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

June 30, 2020

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

The Honorable William Ferguson
H-107 State House
100 State Circle
Annapolis, MD 21401-1991

The Honorable Adrienne A. Jones
H-101 State House
100 State Circle
Annapolis, MD 21401-1991

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

Dear Governor Hogan, President Ferguson, and Speaker Jones:

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 Legislature, Governor, Judiciary, and State Council of the member states concerning the activities of the Interstate Commission on Educational Opportunity for Military Children during the preceding year. Such reports shall also include any recommendations that may 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 MIC3 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 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.

The military child faces many challenges as the military family transfers from one assignment to the next. The average military student faces transition more than twice during high school and most military children will attend six to nine different school systems in their lives from kindergarten to 12th grade. The Compact seeks to make transition easier for children of military

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families to ensure that they are afforded the same opportunities for education success as other children and are not penalized or delayed in achieving their educational goals.

In accordance with the requirement of the Education Article to report on the work of the Interstate Compact, please find attached the following:

- MIC3 one-page summary of the Interstate Compact
- MIC3 monthly newsletter for June 2020 (sample)
- Agenda for the October 23-24, 2019 Annual Business Meeting of the MIC3
- Executive Committee Meeting Agenda for April 8-9, 2020 (virtual meeting)
- Minutes of the October 17-18, 2018, Commission Meeting (Minutes of the 2019 Commission meeting are not yet available.)

Maryland was represented at the Annual Business Meeting and the Executive Committee Meeting listed above by the Assistant State Superintendent of the Division of Student Support, Academic Enrichment, and Educational Policy, Mary L. Gable. Ms. Gable is the Maryland State Commissioner and the Chairperson of the Rules Committee. As Commissioner, Ms. Gable shares information on the Interstate Compact with the Directors of Student Services and Coordinators of School Counselors across the 24 local school systems. Ms. Gable also assists families and the local school systems when there are challenges in a student's transition. Dr. Teresa Alban, Superintendent of Frederick County Public Schools, represents the Public School Superintendents Association of Maryland (PSSAM) on the State Council and shares information on the Compact with all local Superintendents.

Information on the accomplishments of the Military Interstate Compact Commission can be found in the *2019 Annual Report*. Also attached is a copy of the agenda and minutes of the November 15, 2019, meeting of Maryland's State Council for the Interstate Compact. Each state must have a State Council that meets annually.

The Interstate Compact operates under rules that were adopted by the Compact and each state. In order to make these 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>.

Based on active duty military, as of August 2019, (the most recent data available), Maryland serves 18,830 children, aged 5 – 18, from active duty military members in the Army, Navy, Marine Corps, Air Force, Department of Defense, and Coast Guard.

Should 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. You may find additional information on the MIC3 website: <http://mic3.net/index.aspx>.

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Thank you for your support of children of military families who attend Maryland schools.

Best Regards,



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

KBS/mlg

Enclosures:

- MIC3 one-page summary of the Interstate Compact
- MIC3 monthly newsletter for June 2020 (sample)
- MIC3 2019 Annual Report
- Agenda for the October 23-24, 2019 Annual Business Meeting of the MIC3
- Minutes of the October 17-18, 2018, Commission Meeting (Minutes of the 2019 Commission meeting are not yet available.)
- Executive Committee Meeting Agenda for April 8-9, 2020 (virtual meeting)
- Agenda of the November 15, 2019 meeting of the Maryland State Council for the Interstate Compact
- Minutes of the November 15, 2019 meeting of the Maryland State Council for the Interstate Compact



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

WHAT IS THE COMPACT?

The Compact deals with the challenges of military children and their frequent relocations. It allows for uniform treatment as military children transfer between school districts in member states. Note: The Compact only applies to public schools.

STUDENTS COVERED

Children of the following:

- Active duty members of the uniformed services, including members of the National Guard and Reserve on active duty orders (Title 10)
- Members or veterans who are medically discharged or retired for one year
- Members who die on active duty, for a period of one year after death
- Uniformed members of the Commissioned Corps of the National Oceanic and Atmospheric Administration (NOAA), and United States Public Health Services (USPHS)

STUDENTS NOT COVERED

Children of the following:

- Inactive members of the National Guard and Reserves (Not Title 10)
- Members now retired not covered above
- Veterans not covered above
- Other Department of Defense personnel, federal agency civilians and contract employees not defined as active duty
- Members other than the uniformed personnel of NOAA and USPHS

SOME OF THE ISSUES COVERED

Enrollment

- Educational Records
- Immunizations
- Kindergarten & First Grade

Entrance Age

Placement & Attendance

- Course & Educational Program Placement
- Special Education Services
- Placement Flexibility
- Absence Related to Deployment Activities

Graduation

- Waiving courses required for graduation if similar course work has been completed
- Flexibility in accepting state exit or end-of-course exams, national achievement tests, or alternative testing in lieu of testing requirements for graduation in the receiving state
- Allowing a student to receive a diploma from the sending school instead of the receiving school

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

CONTACT US AT

1776 Avenue of the States | Lexington, KY 40511
859.244.8133 | www.mic3.net | mic3info@csg.org



the wire

NEWSLETTER

MIC3

Volume 4, Issue 10

June 1, 2020

MIC3 Resource Published Weekly

In response to the pandemic, states have developed excellent COVID-19 resources for families and students. Since March 27th, the Commission has provided the [State Department of Education/Public Instruction COVID-19 Information and Guidance on School Closures](#) to the Commission and stakeholders.

Updated every Monday at www.mic3.net, the resource is emailed to Commission members, and posted on social media. Recently added: info on school reopening in the Fall.



Military Kids and School Moves through a Pandemic: FAQs

by Stacy Allsbrooke-Huisman and Amanda Trimillos, EdD



Any normal year, nearly half of all military families would be gearing up for PCS season. However, this season is anything but normal. The COVID-19 crisis has consumed our country, if not the globe. Our new normal is living life on hold, while homebound and swallowing hefty doses of uncertainty with every news cycle. Many military families are in a hurry-up and wait phase, feeling helpless and anxiously awaiting the PCS process to continue.

[Read more](#)

U.S. Department of Defense COVID-19 Related Updates

Although the U.S. Department of Defense (USDOD) recently extended travel

restrictions and halted permanent change of stations to June 30, they will allow more than 30,000 families to move during the [Stop Movement Order](#) . [Read more](#)

Additional information:

- [Transition to Conditions-based Phased Approach to Coronavirus Disease 2019 Personnel Movement and Travel Restrictions \(5/22/20\)](#)
- [Pentagon Reservation Plan for Resilience and Aligning with National Guidelines for Opening Up America Again \(5/26/20\)](#)
- [Fact Sheet - Travel Restrictions \(5/26/20\)](#)

For more USDOD COVID-19 Related Memorandums and Information, visit the Commission's [new webpage](#) .



Why is my State a Member of the Compact?

Member states believe supporting military families and kids is important. By working together we help them stay on track to be successful in school and their educational career. [View flyer](#)

What are the Requirements for Compact States?

Under the Compact, State Councils are mandated to meet at least once annually during the fiscal year, which runs from July through the following June. As of June 1, 2020, 36 states (78%) held their annual State Council meetings. Five states have Commissioner vacancies.

Under MIC3 Policy #1-2017: **State Coordination Policy** , Member States shall appoint a Commissioner, establish a State Council, and by June 30 of each year, shall submit an annual report to the Commission.



For more information on state requirements, view the March 2019 [webinar](#) by Compliance Chair Daron Korte (MN).

Air Force Representatives on State Councils

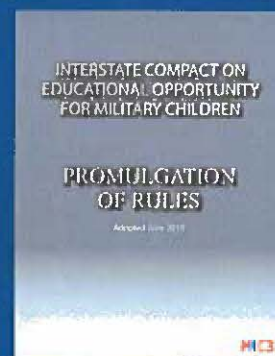


In accordance with **Department of Defense Instruction 1342.29, Interstate Compact on Educational Opportunity for Military Children, January 31, 2017**. Installation Mission Support Group commanders from Air Force installations listed in the attachment will represent Department of Defense interests in their respective states. [View Memo](#)

How are Commission Rules Developed?

Rules promulgated by the Commission have the force and effect of statutory law within member states and all state agencies and courts must give full effect to the rules. Proposed rules or amendments to the rules shall be adopted by majority vote of the members of the Interstate Commission at an Annual Business Meeting (ABM).

View the:
[Rules Promulgation Guide](#)
[Compact Rules](#)



CALENDAR



STANDING COMMITTEE MEETINGS

- **Training** - Thursday, June 4, 1:00 PM ET
- **Leadership Nomination** - Friday, June 5, 1:30 PM ET
- **Executive** - Thursday, June 18, 1:00 PM ET
- **Communications and Outreach** - Wednesday, July 1, 2:00 PM ET

OTHER DATES

- **2020 Annual Business Meeting** - October 1-2, Little Rock, AR

[Visit our website](#)



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION





MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION



2019 ANNUAL REPORT

SUCCESSFUL EDUCATIONAL TRANSITIONS

LEADERSHIP



CHAIR

John "Don" I. Kaminar (AR)



VICE CHAIR

Laura Anastasio (CT)



TREASURER

Bob Buehn (FL)

LETTER FROM THE CHAIR

What an exciting time to be a State Commissioner in this amazing organization! The Military Interstate Children's Compact is twelve years old and we are truly coming into our own. As I think about our accomplishments this past year, I'm honored and humbled to be on the same team with you.

Over the last several years, the military has transformed and moved towards a Total Force concept. The continual cycle of deployments has added to the stressors to which military-connected students are subject, and it's important that we evolve in order to meet the needs of the students and families we serve.

Our second Strategic Plan, which we will finalize at the 2019 Annual Business Meeting, will guide our growth and transformation over the next three years. Your input on the tactics from the survey in June was an important component of its development, and we are similarly counting on your support to ensure its success.

The National Guard and Reserve Task Force, chaired by Commissioner Kathy Berg (HI) will examine whether the Total Force concept has created a need for the children of National Guard and Reserve families to be afforded the protections that the Compact offers the children of active duty military members. With its report due at the 2020 Annual Business Meeting, the Task Force will provide a recommendation for the way forward.

I would be remiss not to thank you for your excellent efforts on behalf of military-connected students. So many of you work silently and selflessly to ensure that our students' education proceeds seamlessly. Your devotion to your duty and excellence in all aspects of your work are commendable. It's an honor to serve with you. Thank you for all that you do.

Respectfully,

John "Don" Kaminar

Commission Chair and Arkansas Commissioner

GENERAL COUNSEL REPORT

RICHARD MASTERS



The General Counsel provides guidance to the Commission and its Committees with respect to legal issues, related to their duties and responsibilities under MIC3 terms, its by-laws and rules. Actively participating in both dispute resolution and litigation matters related to enforcement of the Compact provisions and rules, Counsel also advises the Commission on issues pertaining to investigation, compliance, and enforcement responsibilities. General Counsel has managed and resolved litigation in two states during this period.

NATIONAL OFFICE STAFF



CHERISE IMAI

Executive Director

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Communications Assoc.

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MISSION

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



FACTS AND FIGURES

AS OF MAY 2018, THERE ARE
1,597,639
DEPENDENT CHILDREN (0-18)
— OF THE U.S. MILITARY —

1,054,907
OR 66%
ARE SCHOOL AGE (5-18)



ACTIVE DUTY

W O R L D W I D E

989,374 TOTAL DEPENDENT CHILDREN (0-18)

63% ARE SCHOOL AGE CHILDREN (5-18)

40% OF DEPENDENT CHILDREN ARE UNDER AGE 12

C O N T I N E N T A L U . S .

888,208 TOTAL DEPENDENT CHILDREN (0-18)

62% ARE SCHOOL AGE CHILDREN (5-18)

40% OF DEPENDENT CHILDREN ARE UNDER AGE 12

NATIONAL GUARD & RESERVE

W O R L D W I D E

607,879 TOTAL DEPENDENT CHILDREN (0-18)

71% ARE SCHOOL AGE CHILDREN (5-18)

42% OF DEPENDENT CHILDREN ARE UNDER AGE 12

C O N T I N E N T A L U . S .

590,608 TOTAL DEPENDENT CHILDREN (0-18)

71% ARE SCHOOL AGE CHILDREN (5-18)

42% OF DEPENDENT CHILDREN ARE UNDER AGE 12

COMMITTEE REPORTS

EXECUTIVE COMMITTEE (EXCOM)

Met 12 times including two face-to-face meetings.

During the Interstate Commission meeting, members will be tasked with electing Commission officers from among the member states. These officers will serve as the designated leaders of the Commission, officiating at Commission meetings, overseeing the development and composition of Committees, and maintaining close contact with the Commission's staff once hired.

Following the Annual Business Meeting, the EXCOM held a retreat in Little Rock, AR to plan for the upcoming year. The team welcomed new members, Commissioner Ernise Singleton (LA) and Brian Henry (MO), on the leadership team. The EXCOM has had another busy year managing and guiding the business of the Commission. The Committee: approved one legal advisory and 5 administrative policies; concluded litigation in two states; and developed the organization's second 3-year strategic plan.

The EXCOM tasked the Leadership and Development Committee (LDC) to review the new election process and determine committee permanence. Following the approval of the second Memorandum of Understanding (MOU) between the Commission and the Military Impacted Schools Association (MISA), joint training on the Compact was conducted in Kansas, Texas, and Georgia. A third MOU was signed in September 2019 and training is scheduled for Washington State in early October.

Finally, since our inception in 2010 and through our affiliation with the Council of State Governments, the Commission staff are connected to the Kentucky Employee Retirement System (KERS). The Committee discussed the budgetary impact of remaining in KERS due to the rising costs and evaluated the Finance Committee's short and long-term recommendations. The EXCOM continues to monitor the status and anticipates exiting the system by the end of FY2020.

RULES COMMITTEE

May 14 | Jul 16 | Aug 20 | Sept 17



RULES COMMITTEE CHAIR

Mary Gable | Maryland

Responsible for administering the Commission's rulemaking procedures, and for developing proposed rules for the Commission's consideration as appropriate.

This year the Rules Committee worked to complete several tasks that clarify or provide information to the Commission and its stakeholders regarding Commission processes and procedures. During the 2018 Annual Business Meeting (ABM) in Cleveland two Rules change proposals were voted on and passed by the Commission which required updating the Rules Book. The Rules Committee updated Chapter 200, SEC. 2.103 of the Rules Book to reflect the dues increase that took effect FY2020 and Section 2.105 to reflect the requirement for State Councils to meet annually.

The Rules Committee continues to review case submissions by Compact Commissioners and the U.S. Department of Defense representative via the Case Submission Form approved by the Rules Committee in 2018. Reviewing submitted cases allows the Committee to identify areas of the Compact that might be strengthened by the introduction of a new Rule or Rules change.

At the end of 2018 the Rules Committee began outlining the process by which new Rules or amendments to the current Rules may be



proposed. With feedback from the Executive Committee the Rules Committee passed the Promulgation of Rules document earlier this year and will brief on the document and process at the 2019 ABM in Colorado Springs.

The Rules Committee, having completed its assigned tasks on the 2016–2019 Strategic Plan, looks forward to implementing the 2020–2022 Strategic Plan to move the Commission forward focused on helping military-connected students realize their educational goals.

FINANCE COMMITTEE

Jan 22 | May 30 | Aug 27 | Sept 24



TREASURER

Bob Buehn, Capt., USN (Ret.) | Florida

Responsible for monitoring the Commission's budget and financial practices, including the collection and expenditure of Commission revenues, and for developing recommendations for the Commission's consideration as appropriate

The Finance Committee's recommendation that the Commission invest a portion of reserve funds into Vanguard Investments continues to prove a valid one as the growth in that account continues. The Committee evaluated and recommended a change to increase the annual dues formula from \$1.00 to \$1.15 per military child. Approved at the Fall 2018 ABM, the new formula was in effect FY2020. The Committee discussed the need to develop an investment policy which will be completed in FY2021. The FY2019 annual audit was completed by accounting firm Blue & Company and the Commission finances were found to be in good standing.

COMPLIANCE COMMITTEE

Jan 15 | Apr 9 | Jul 29 | Sept 10



COMPLIANCE COMMITTEE CHAIR

Daron Korte | Minnesota

Responsible for monitoring the compliance by member states with the terms of the compact and the Commission's rules, and for developing appropriate enforcement procedures for the Commission's consideration.

Following the adoption of Compact Rule 2.105 - State Councils at the 2018 Annual Business Meeting the Compliance Committee continued

to update current policies and develop new policies focused on structure and process. The policies and processes approved by the Committee in 2019 include:

- Code of Conduct Policy (amended)
- Conflict of Interest Policy
- Compliance Policy
- Policy for Resolving Compliance Issues
- Commissioner Appointment Process
- Commissioner Responsibilities
- Commissioner Checklist

The amended Code of Conduct Policy and form details Commissioner behavior in relation to the Commission, other Commissioners, or any other state. The Conflict of Interest Policy and form outlines that no Commissioner shall vote or participate in debate upon a matter in which the Commissioner has a direct or indirect financial or other personal interest resulting in a personal benefit that conflicts with the fair and impartial conduct of official duties. Both forms are to be submitted to the National Office no later than January 31st of each year.

The Compliance Committee continues to monitor member states with Commissioner vacancies and, with assistance from the National Office, communicate with the appointing authority to fill those vacancies in a timely manner.

This past year the Compliance Committee has worked to ensure proper policies and procedures are in place to guide the Commission forward. The hard work of these Committee Members speaks volumes regarding their commitment to the Commission and assisting military-connected children achieve their educational goals through the consistent application of the Compact.

TRAINING COMMITTEE

Jan 29 | May 28 | Aug 8 | Aug 27 | Sept 24



TRAINING COMMITTEE CHAIR Ernise Singleton | Louisiana

Responsible for developing educational resources and training materials for use in the member states to help ensure awareness of, and compliance with, the terms of the compact and the Commission's rules.

At the 2018 Annual Business Meeting (ABM) the Training Committee adopted a Committee Mission Statement and Shared Commitments to reflect its work.

The Mission of the MIC3 Training Committee is to respond to the needs of various audiences to provide accurate, current and customized content about the compact for use by commissioners, schools, families and military-connected stakeholders.

During FY19 this committee completed several projects demonstrating their commitment to this Mission Statement. The Training Committee, in collaboration with the Communications and Outreach Committee, developed five bookmarks emphasizing the provisions of the Compact. Currently the bookmarks are provided to attendees at MIC3 training sessions but will be available for download from the MIC3 website in FY20.

The Training Committee continues to develop training materials in response to feedback from Commissioner and training session attendees. During 2018, based on surveys completed through the Commission's partnership with MISA, the need for additional resources was identified. The MIC3 Training Workbook was introduced in May 2019 at the Army SLO Training in Orlando, Florida. The workbook continues to be edited based on feedback received at trainings and through the training pilot program.

The Commission identified the need for a program to mentor newly appointed Commissioner and included it in the 2017–2019 Strategic Plan. This task was assigned to the Training Committee in October 2018 and was recently finalized. The New Commissioner Mentoring Program will be briefed out at the 2019 ABM in Colorado Springs.

In FY20 the Training Committee is focused on implementing the 2020–2022 Strategic Plan to support and educate educators, military members, parents, students, and stakeholders regarding the Compact.

COMMUNICATIONS AND OUTREACH

Jan 9 | Feb 6 | Sept 4



COMMUNICATIONS AND OUTREACH CHAIR

Brian Henry | Missouri

Responsible for developing materials to improve and expand the outreach of the Commission and for targeting ways to communicate our message to a wider audience.

In its second year the Communications and Outreach Committee contributed to several Commission initiatives. The members began FY19 focused on disseminating information through professional organizations and into areas that are minimally impacted by the military. The Committee is developing a definition for MIC3 partners that will assist the Commission in recognizing organizations and groups that can assist with the mission of the Compact.

During FY2019 the Committee, once again, reviewed and edited materials designed by the National Office for the Month of the Military Child (MOTMC). The resources were pushed out through the Commission's social media sites, newsletters, ED Report, and Chair Message making April 2019 MOTMC one of the Commission's biggest communication and outreach efforts to date.

In response to feedback from Commission training sessions the Communications and Outreach Committee, in collaboration with the Training Committee, designed MIC3 bookmarks for use at training events. The creation of five bookmarks highlighting the provisions of the Compact has been well received and will be available in FY20 for download on the Commission's website.

The Committee is presently developing an overarching Communication Plan in conjunction with the Commission's 2020–2022 Strategic Plan and focused on communicating the mission of the Compact.

AD HOC COMMITTEE

Nov 8 | Mar 4 | Apr 22 | Aug 26 | Sept 23



AD HOC COMMITTEE CHAIR Rosemarie Kraeger | Rhode Island

At the 2017 Annual Business Meeting (ABM), the Commission approved the formation of an Ad Hoc Committee on Leadership Development (LDC). The first year of the LDC was led by former Commission Chair Kate Wren Gavlak (CA), the purpose was to examine the current election protocol and develop a process that was transparent and outlined a clear succession plan for MIC3. The Committee met five times over the past year. The Committee reviewed feedback from the November debrief, clarified information on the electoral process, and simplified the application form. Finally, the Committee has recommended the LDC be made a formal Standing Committee, which will be considered by the full Commission at the upcoming ABM.

EX-OFFICIO REPORT

MEMBERS



LAURA ANASTASIO
Connecticut

Jan 23 | Mar 27 | July 17

At the November Executive Committee (EXCOM) retreat, EXCOM discussed the best way to involve the ex-officio members' expertise and establish systemic and regular input from these important partners to MIC3. EXCOM members felt it was appropriate and necessary to define the role of ex-officios and to formalize their participation in the Compact Commission. Based upon this need to clarify roles and responsibilities, the ex-officio members were not assigned to serve on Standing Committees until the EXCOM completed this discussion and determined the appropriate course of action.

Chair Kaminar asked Vice-Chair Anastasio to organize regular meetings with the ex-officio members of MIC3 to establish a regular and direct line of communication during this period and to solicit their feedback on MIC3 initiatives. Vice-Chair Anastasio was charged with reporting issues, concerns and feedback from these meetings to the EXCOM.

The ex-officio group met three times this year: in January, March and July. Topics discussed included:

- feedback to EXCOM regarding the development of the Strategic Plan, including the direction of the organization, possible long-term goals and tasks to achieve such goals;
- updates on the activities of the standing committee matters, including Finance (the Kentucky Retirement System issue and its impact on MIC3), and the Rules Committee unique case submittals, and Promulgation of Rules process;
- Code of Conduct and Conflict of Interest forms for ex-officio members;
- the role of the ex-officio;
- guidelines for the conduct of meetings; and
- ex-officio participation on the Standing Committees.

The EXCOM developed the Ex-Officio Role and Conduct Policy, which was presented to and discussed at the July ex-officio meeting. In addition, Guidelines for Commission Meetings was also presented. Once EXCOM adopted its policy concerning the roles and responsibilities of the ex-officios, each organization was assigned to a Standing Committee—with each ex-officio serving on one Standing Committee. Pursuant to the MIC3 by-laws, the Department of Defense ex-officio shall serve on the Executive Committee. While this individual shall have the opportunity to attend any Standing Committee meeting and participate upon recognition by the committee chair, he or she shall officially serve on the EXCOM and shall not be a member of a Standing Committee.

In closing, I would like to thank each of our ex-officio members for their gracious participation and their patience during this past year. Ex-officio organizations share our commitment to serving military children. They have and shall continue to provide invaluable partnerships in fulfilling MIC3's mission. I would also like to express my deep appreciation to our Associate Lindsey Dablow and our Executive Director Cherise Imai for their hard work and unflinching support in organizing and conducting our meetings.

MIC3 acknowledges the support it receives from its Ex-Officio (non-voting) representatives as we all strive to do what is best for children of military families.



Kathy Facon, Chief,
Education Partnership and Resources,
U.S. Dept. of Defense Educational Activity



Eileen Huck
Government Relations Deputy Director



Kyle Fairbairn
Executive Director



David Splitek
Program Manager



Davis Whitfield
Chief Operating Officer

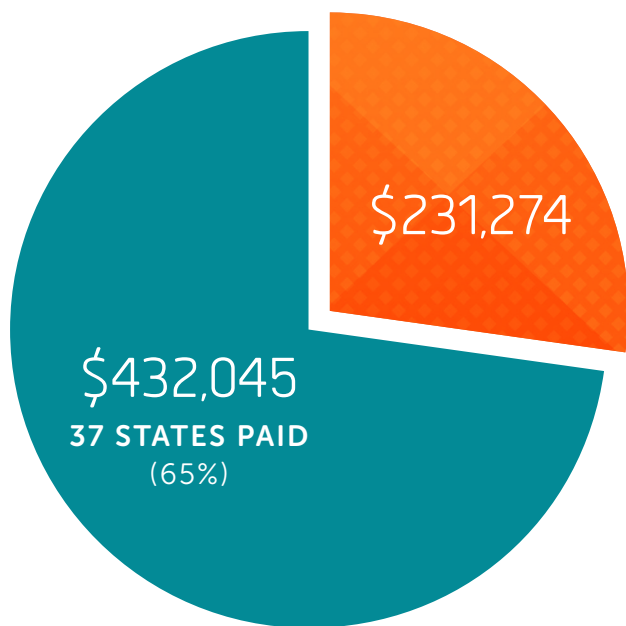


FINANCIAL OUTLOOK

ANNUAL DUES PAYMENTS FOR FISCAL YEAR 2020*

based on total amount due of \$663,319

*AS OF SEPTEMBER 17, 2019



TOTAL PAID 73% | TOTAL OWED 27%

*Compact Rules Language adopted at 2018 ABM—
“Beginning with FY 2020, the dues formula shall be based on the figure of one dollar and fifteen cents per child (\$1.15) of military families eligible for transfer under this compact, and this calculation shall be based upon the State in which each military family resides, except that no State dues assessment shall exceed the sum of sixty-nine thousand dollars (\$69,000.00) per year or shall be less than two thousand three hundred dollars (\$2,300.00).”*

MIC3 ANNUAL AUDIT

**To the Board of Directors
Military Interstate Children’s Compact Commission
Lexington, Kentucky**

We have audited the accompanying financial statements of business-type activities of the Military Interstate Children’s Compact Commission (the Compact) as of and for the years ended June 30, 2019 and 2018, and related notes to the financial statements, which collectively comprise the Compact’s basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above represent fairly, in all material respects, the respective financial position of the business-type activities of the Compact as of June 30, 2019 and 2018, and the respective changes in financial position and cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Below is a detail of the amounts included in deposits and investments as of June 30, 2019 and 2018. Amounts are rounded.

DESCRIPTION	2019	2018
Large-blend equity mutual fund	\$262,000	\$240,000
Short-term bond fund	\$147,000	\$140,000
TOTAL	\$409,000	\$380,000

**Note: Initial investment of \$350,000 approved in August, 2017.*

A full copy of auditors report is available on the MIC3 website.

STRATEGIC PLAN 2017–2019 KEY ACCOMPLISHMENTS

STRATEGY 1

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

GOAL | Compliance

Design an information and archive collection system for historical continuity and transparency for the National Office.

- In collaboration with the Executive Committee (EXCOM), the committee approved a new Records Retention Policy to insure industry standards are met.
- Developed State Coordination Policy to ensure State Councils meet at least annually and supported the policy with webinar training and templates to assist with implementation.

GOAL | Compliance

Conduct a needs assessment by state.

- Reviewed current collection parameters for the Commission and created the State Coordination Policy to address shortfalls.
- The National Office collected information related to the newly implemented policy for FY18 and FY19.

STRATEGY 2

Assess and focus the education and outreach programs to develop commissioners and implement 50 + 1 state councils

GOAL | Compliance

Assess each State Council for regulatory compliance.

- Commission approved the Rule 2.105 State Councils at the 2018 Annual Business Meeting (ABM).

GOAL | Compliance

Develop key measures of effectiveness for commissioners and state councils.

- Produced a Commissioner Checklist to assist commissioner and state councils.

GOAL | Executive

Assess and update the Annual Business Meeting (ABM) to reflect strategic visioning. Develop a tiered training focus.

- The Commission's Executive Director (ED) onboards newly appointed commissioners using the Compact 101 slides within 30 days of the National Office receiving their appointment letter.
- At the 2016 ABM, commissioner & ex-officio only sessions were implemented, and included in the 2017 and 2018 meetings.
- Breakout sessions at the ABM were designed to train and encourage interaction between attendees.
- Strategic Plan updates were provided through the ED Update and the Chair Message publications.



STRATEGY 3

Increase and improve communication resources

GOAL | Communications & Outreach

Refresh and rebrand MIC3 resources – logo, newsletter, and publications.

- Redesigned logo and launched at the 2016 ABM.
- Rebranding included new marketing collaterals, digital newsletter, and ED Update completed in 2017.

GOAL | Communications & Outreach

Completely revamp the website by updating and making it more user friendly to serve as a resource for both internal and external users.

- New MIC3 website completed in 2017.
- New content—webinars, videos, and meeting minutes continually updated.

GOAL | Communications & Outreach

Develop MIC3 Annual Report and state profiles to provide accountability and transparency.

- First Annual Report published in September 2016.
- State profiles are updated annually and posted to the MIC3 site.

STRATEGIC PLAN 2017–2019 KEY ACCOMPLISHMENTS

GOAL | *Training, Communications & Outreach*

Update MIC3 Video—Professional production.

- Three public service announcement (PSA) videos were produced, one PSA was developed in partnership with the US Department of Defense (USDoD) and two were developed by MIC3.
- MIC3 developed a Compact overview video for training.

GOAL | *Communications & Outreach*

Develop social media strategy (e.g. Facebook).

- National Office added a Communications Associate position to support this goal.
- Communications Associate briefs at the EXCOM's Spring Retreat and at the ABM regarding social media and website analytics.

STRATEGY 4

Establish a sustainable culture that supports members and ensures organizational continuity

GOAL | *Executive*

Support a culture of leadership and mentoring for all commissioners.

- The Chair contacts Commission members throughout the year to engage and support.

- The ED onboards newly appointed commissioners.
- The National Office staff attend, in-person and virtually, state council meetings to support commissioners.
- New commissioner reception held annually at the ABM.

GOAL | *Finance*

Ensure sustainability to: identify external impacts on the MIC3 mission and fiscal outlook (e.g. ESAA, BRAC).

- In contact with the USDoD to track administration's priorities and budget to identify population trends.
- An annual report on number of military dependents is provided by the USDoD.
- At the 2018 ABM a dues increase of 15% was approved by the Commission and implemented as of FY2020.

GOAL | *Finance*

Identify opportunities to increase support and sponsorship of MIC3 (e.g. vendors, supporters, affiliates, associations and states).

- In 2017 the Finance Committee invested a portion of the reserve fund and continues to monitor it.
- The committee tracks potential partners with the capacity to support the MIC3 mission.

MIC3 GUIDING PRINCIPLES

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

VISION *Successful Educational Transitions*

VALUES

- 1 Doing the right thing for children
- 2 Resolving issues fairly
- 3 Respect for all
- 4 Transparency in all we do
- 5 Committed to making a difference

SHARED COMMITMENTS

- 1 Advance the organization to serve children (set aside adult issues).
- 2 Openness and transparency in all we do.
- 3 Collaboration based on trust.
- 4 The inclusion of diverse perspectives of all members (50+1).
- 5 Continual professional growth of the organization and the individuals and commissioners.
- 6 Make decisions using data, expertise and experience consistent with the strategic plan.
- 7 Our actions always reflect our vision, mission and values.
- 8 Regularly assess our performance and progress.



MIC3 YEAR IN REVIEW

NEW COMMISSIONERS & DESIGNEES

KRAIG KIEHL *Chief, Div. of Planning, Pennsylvania Dept. of Education*

BARBARA CLEMMER *MIC3 Program Coordinator, Pennsylvania Dept. of Education*

CHAD DELBRIDGE *Principal, Freedom Elementary School*

TERRY RYALS *Education Associate, Alaska Dept. of Education & Early Development*

DR. DARCY BENWAY *Superintendent, O'Fallon Township HSD 203*

DR. MICHAEL JOHNSON *Commissioner, Alaska Department of Education*

DR. KEITH OWEN *Superintendent, Fountain-Fort Carson School District Eight*

STEVEN P. BULLARD *Executive Director, Kentucky Commission on Military Affairs*

DR. DARRELL FLOYD *Superintendent, Enid Public Schools*

MISTY NISSEN *Iowa*

DR. WILLIAM C. HARDIN *Superintendent, Camden County Schools*

STATE COMMISSIONER BACKGROUNDS

While the majority of our Commissioners have a background in education, we also have representatives from the military and legal fields as well as other areas.

*Out of 47 Commissioners**



EDUCATION 36 members (76.5%)
 State 20 members (56%) | District 16 members (44%)

MILITARY 7 members (15%)

OTHER 4 members (8.5%)

* 5 vacant positions



NEW STAFF

BETH WORKMAN joined the MIC3 staff in the national office as the new Communications Associate in September 2019.

FISCAL YEAR 2019 AWARDS

JULY 2018

PETE KOEHLER
Idaho Commissioner

SEPTEMBER 2018

ROBIN HINES
Georgia Commissioner

KELLI MAY DOUGLAS
Regional Navy School Liaison

NOVEMBER 2018

GARY HARTMAN
Wyoming Commissioner

APRIL 2019

CHERYL SERRANO
Colorado Commissioner, Special Award

NORMAN ARFLACK
MIC3 Executive Director, Special Award

PAM DEERING
Oklahoma Commissioner, Special Award

JUNE 2019

DR. MARY KELLER
MCEC; President and CEO

MS. JOYCE RAEZER
NATIONAL FEDERATION OF HIGH SCHOOL ASSOCIATIONS
Centennial Anniversary, Proclamation

AUGUST 2019

RICHARD PRYOR
MIC3 Communications Associate

EILEEN HUCK
Ex-Officio Representative
National Military Family Association

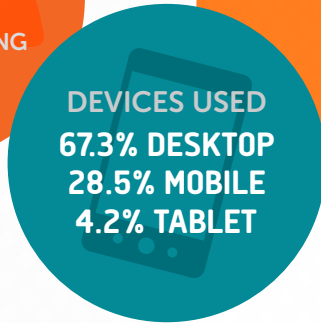
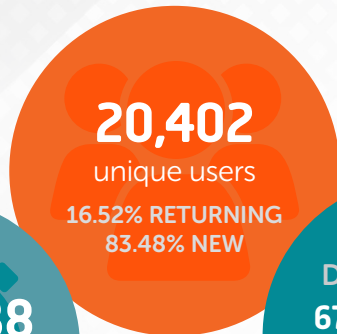
JAY W. LEDBETTER
Mississippi Commissioner



MIC3 YEAR IN REVIEW

WEBSITE ANALYTICS BETWEEN JUNE 30, 2018–JULY 1, 2019

MIC3 launched its new website in Fall 2017. Over the past two years the site analytics have grown significantly. Page views are up 28.74% and users are up 41.19%.



INITIATIVES

WE HAD 46 STATE COUNCIL MEETINGS IN FY19

78% of states with a Commissioner held at least 1 state council meeting in FY19

MILITARY IMPACTED SCHOOLS ASSOCIATION TRAINING In fall 2017, a Memorandum of Agreement (MOU) was signed with MISA to collaborate on nationwide compact training for public school districts. Three states (Nebraska, California, and New Jersey) hosted sessions for school district administration, personnel, parents, and military and community stakeholders. Renewed for a second year in 2018, trainings were held in Kansas, Texas, and Georgia. A third MOU was signed in September 2019 and training is scheduled for Washington State in early October.

MIC3 YEAR IN REVIEW

PURPLE UP CAMPAIGN APRIL 2019

The month of April is celebrated as the Month of the Military Child, and the Commission recognized "Purple Up! For Military Kids" on April 24, a day to celebrate military families. Established by former U.S. Secretary of Defense Caspar Weinberger in 1986, the designation of April as the Month of the Military Child acknowledges the significant role military youth play in our communities. Why purple? Purple is the color that symbolizes all branches of the military, as it is a combination of Army green, Marine red, and the blue of the Coast Guard, Air Force and Navy.



MIC3 YEAR IN REVIEW

MIC3 NATIONAL OFFICE CASE ANALYSIS

July 1, 2018–June 30, 2019

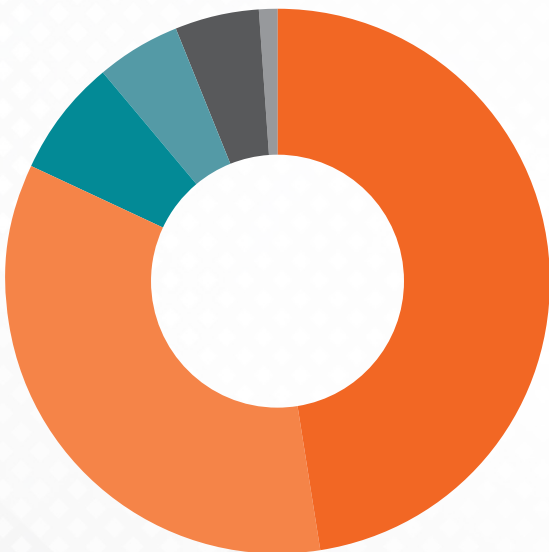
The majority of the compact cases and inquiries are resolved at the state, district and school levels. This data is not reflective of the actual number of compact related cases that are addressed.

36% of cases were covered by the compact

—VS—

64% of cases were not covered by the compact

REQUESTOR



COMPACT COMMISSIONER 48%

PARENT 35%

DISTRICT/SCHOOL 7%

MILITARY SERVICE 5%
(School Liaison Officer)

EX-OFFICIO MEMBER OF THE COMMISSION 5%

STUDENT <1%

COMPACT RELATED CASE TOPICS

ARTICLE 3 21%

- Applicability (7 cases)

ARTICLE 4 27%

Educational Records & Enrollment:

- Immunizations (3 cases)
- Unofficial/Handcarried Records (none)
- Kindergarten Entry (6 cases)

ARTICLE 5 30%

Placement & Attendance:

- Absence Related to Deployment (1 case)
- Course Placement (5 cases)
- Education Program Placement (3 cases)
- Placement Flexibility (1 case)
- SPED (none)

ARTICLE 6 3%

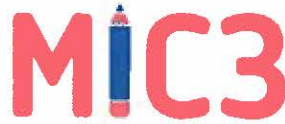
- Eligibility for Enrollment (1 case)
- Eligibility for Extracurricular Participation (none)

ARTICLE 7 18%

- Graduation Requirements (5 cases)
- Graduation Exit/End-of-Year Exams (1 case)



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859.244.8000 | mic3info@csg.org | www.mic3.net |  



**2019 Annual Business Meeting
General Session Agenda**

**October 23, 2019, 10:00 AM – 12:00 PM, 1:00 PM – 3:45 PM
October 24, 2019, 8:00 AM – 9:30 AM, 1:15 PM – 5:00 PM**

**The Antlers, Colorado Springs
Room: Heritage D, E, & F**

Attire: Business

Action Item: For Commission vote

1. Call to Order
2. Roll Call
3. Welcome and Opening Remarks
4. Approval of the Agenda
5. Approval of the 2018 Annual Business Meeting Minutes
6. Public Comment
7. Leadership Development Committee – 2019 Elections Presentation
8. **Update on State Council Military Representatives and USDoD Key Issues** by Bill Hampton, Deputy Director, Military Community and Family Policy, Defense Liaison Office, U.S. Department of Defense
9. Strategic Plan (*Chairman John "Don" I. Kaminar (AR) and Consultant Brian Riggs*)
10. **Colorado: Building Resilience - Socio-Emotional Wellness and Systems of Support**
11. Executive Reports
 - a. Chair – *John "Don" I. Kaminar, Chair (AR)*
 - b. Executive Director – *Cherise Imai*
 - i. 2019 Annual Report (3rd Ed)
 - ii. MIC3 Awards
 - c. Vice Chair – *Laura Anastasio (CT)*
 - i. Ex-Officio Definition and Role
 - d. General Counsel – *Rick Masters, Esq.*
12. **US Public Health Service Commissioned Officers Association** – Jim Currie, Executive Director

13. Standing Committee Reports
 - a. Finance – *Bob Buehn, USN (FL)*
 - i. FY2019
 - ii. FY2020 and dues
 - b. Compliance – *Daron Korte (MN)*
 - i. Commissioner, Designee, Proxy Definition and Roles
 - ii. Resolving Compliance Issues
 - c. Rules – *Mary Gable (MD)*
 - i. National Office Case Inquiry Report
 - ii. Promulgation of Rules Guide
 - d. Training – *Ernise Singleton (LA)*
 - i. Compact Education: Training Update – *Lindsey Dablow*
 - e. Communication and Outreach – *Brian Henry (MO)*
 - i. Website and Social Media – *Beth Workman*
 - ii. Partnerships
14. **National Oceanic Atmospheric Administration (NOAA)** – CAPT Devin Brakob, Director, Commissioned Personnel Center (CPC)
15. Ad Hoc Reports
 - a. Leadership Development Committee (LDC) – *Rosemarie Kraeger (RI)*
 - b. National Guard and Reserves Task Force: Extending Applicability Beyond Title 10 National Guard and Reserves dependents – *Commissioner Kathy Berg (HI)*
16. The Compact and External Legislation – *Cherise Imai and Lindsey Dablow*
17. Ex-Officio Reports
 - a. U.S. Department of Defense
 - b. Military Impacted School Association – *Kyle Fairbairn*
 - c. Military Child Education Coalition – *David Splitok*
 - d. National Federation of State High School Associations – *Davis Whitfield*
18. New Business
 - a. Commission Elections (**Art III, Sec 1 Elections: <http://bit.ly/mic3bylaws>**)
 - b. Action Item: **FY2021 Dues and Proposed Budget**
 - c. Action Item: **By Laws Change - Leadership Nomination Committee**
19. Future Annual Business Meetings
 - a. 2020 Little Rock, Arkansas – *John "Don" I. Kaminar (AR)*
 - b. 2021 Louisiana – *Ernise Singleton (LA)*
 - c. 2022 – seeking proposals
20. Announcements and Closing Comments
21. Adjournment



**2018 ANNUAL BUSINESS MEETING MINUTES
OCTOBER 17-18, 2018**

Call to Order

National Commission Chair Rosemarie Kraeger (RI) called the meeting to order on Thursday, October 17, 2018 at 10:08AM ET.

Roll Call

Executive Director (ED) Cherise Imai called the roll and a quorum was established.

IN ATTENDANCE					
STATE	SAL	NAME	STATE	SAL	NAME
ALABAMA	Dr.	Douglas Ragland	NEW HAMPSHIRE	Dr.	Kathleen Murphy
ALASKA	Ms.	Marcy Herman	NEW YORK	Dr.	Debra Jackson
ARIZONA	Mr.	Charles Tack	NORTH CAROLINA	Mr.	Donnie Loftis*
ARKANSAS	Mr.	John "Don" Kaminar	NORTH DAKOTA	Ms.	Davina French
CALIFORNIA	Ms.	Kate Wren Gaviak	OKLAHOMA	Ms.	Pam Deering
COLORADO	Ms.	Cheryl Serrano	OHIO	Mr.	Pete LuPiba
CONNECTICUT	Ms.	Laura Anastasio	OREGON	Ms.	Cindy Hunt
DELAWARE	Dr.	Susan Haberstroh	PENNSYLVANIA	Mr.	Kraig Klehl
FLORIDA	Mr.	Curtis Jenkins*	RHODE ISLAND	Ms.	Rosemarie Kraeger
HAWAII	Dr.	Kathleen Berg	SOUTH DAKOTA	Mr.	Alan Kerr
IDAHO	Ms.	Shoni Pegram*	TENNESSEE	Ms.	Deanna McLaughlin
ILLINOIS	Mr.	John Price*	UTAH	Mr.	Ben Rasmussen
KANSAS	Mr.	C. Neunswander	VERMONT	Mr.	David Young
KENTUCKY	Mr.	Blaine Hedges	VIRGINIA	Mr.	Daniel Dunham
LOUISIANA	Dr.	Emise Singleton	WASHINGTON	Mr.	Greg Lynch
MAINE	Mr.	Tyler Backus*	WEST VIRGINIA	Mr.	Robert Mellace*
MARYLAND	Ms.	Mary Gable	WISCONSIN	Ms.	Shelley Joan Weiss
MASSACHUSETTS	Mr.	J Clarke Orzalli	WYOMING	Mr.	Chad Delbridge*
MICHIGAN	Mr.	Russ Gullett	DISTRICT OF COLUMBIA	Ms.	Taneka Miller
MINNESOTA	Mr.	Daron Korte	USDOD REPRESENTATIVE**	Ms.	Kathleen Facon
MISSOURI	Dr.	Brian Henry	MCEC**	Dr.	David Splitok
MONTANA	Mr.	Hal Stearns	MISA**	Mr.	Kyle Fairbairn
NEBRASKA	Mr.	Brian Halstead	NFHS**	Mr.	Davis Whitfield
NEW JERSEY	Mr.	Tony Trongone	NMFA**	Ms.	Eileen Huck

*Proxy

**Ex-Officio (Non-Voting)

NOT IN ATTENDANCE

STATE	SAL	NAME	STATE	SAL	NAME
GEORGIA	Dr.	Robin Hines	NEW MEXICO		VACANT
INDIANA		VACANT	SOUTH CAROLINA	Ms.	Yolande Anderson
MISSISSIPPI		VACANT	TEXAS	Ms.	Shelly Ramos
NEVADA		VACANT			

MIC3 National Office Staff in Attendance:

1. Cherise Imai, Executive Director
2. Lindsey Dablow, Training and Operations Associate
3. Richard Pryor, Communications Associate
4. Rick Masters, Outside General Counsel

Welcome Remarks

Chair Kraeger welcomed the membership to the 2018 Annual Business Meeting (ABM) of the Military Interstate Children's Compact Commission (MIC3). She thanked Commission Vice Chair Pete LuPiba (OH) for the Commission's hospitable reception upon arriving in Cleveland, OH. Chair Kraeger asked all the newly appointed Commissioners to stand to be welcomed. The Chair thanked all the Commissioners who sent pictures throughout the year to the National Office. Those pictures are the content for the Year in Review video that greeted the Commission as they entered the General Session room this morning. Chair Kraeger informed the Commission that the National Office recently hired a Training and Operations Associate Lindsey Dablow who is present at the ABM. She also expressed appreciation to the National Office, Executive Committee (EXCOM), Ex-officio members, and School Liaison Officers for their dedication and commitment to serving military families.

Opening Remarks

The State Superintendent of Public Instruction, Agency Director, Paolo DeMaria, addressed the Commission and provided opening remarks. He welcomed and thanked the Commission for their efforts implementing the Compact, so military-connected children's educational needs are addressed.

The Ohio Department of Veterans Services Director Colonel Chip Tansill (U.S. Army, retired) offered opening remarks. He spoke about the challenges faced by the families of the military service members and how schools help students assimilate into new communities. Colonel (ret.) Tansill presented Commissioner LuPiba with a certificate from the Ohio Department of Veterans Affairs recognizing his service to MIC3, the Ohio Department of Veterans Affairs, and Ohio's Purple Star School Program.

Chair Kraeger recognized the State of Ohio's first Commissioner Thomas D. Rutan who was in attendance at the ABM.

Agenda

Proxy Donnie Loftis (NC) motioned to approve the agenda, seconded by Commissioner Greg Lynch (WA). The motion passed.

Minutes

Proxy Curtis Jackson (FL) motioned to approve the minutes with corrections, seconded by Commissioner Davina French (ND). The motion passed.

Public Comment

Chair Kraeger read the Commission By-laws regarding public comment. ED Imai informed the Commission that School Liaison Officer Cindy Doil from Scott Air Force Base in Illinois had submitted a request in writing to address the Commission regarding a case on grade point averages she recently encountered in her state. A copy of her statement was provided to the Commission for the record. The Chair recognized Ms. Doil and yielded the floor to her. Ms. Doil addressed the Commission regarding the uniform recognition of advanced placement course credit before and after transitions. Ms. Doil requested the Commission consider a policy to create uniform grade point averages for military-connected students in the state of Illinois and across the nation.

The MIC3 Ohio Panel: K-12 Education & Military Family Transitions – Initiatives

Military parents and students attending school in Ohio shared their experiences during this session facilitated by Commissioner LuPiba. Chair Kraeger expressed appreciation for the panelists and reminded the Commission that communicating the role of the Compact to military families is a priority in every state. The panel concluded with a resolution recognizing Ohio's first Compact Commissioner Thomas D. Rutan and naming the Ohio state council in his honor.

Presentations

Military Representatives to State Councils - William Hampton, Military Community and Family Policy, Defense Liaison Office, U.S. Department of Defense provided an update regarding Military Representatives. The main purpose of the State Defense Liaison Office is to alleviate barriers in state policy faced by military members and their families. Mr. Hampton provided an overview of the structure of the Defense Liaison Office specifically the appointment of Military Representatives (Mil Rep) to each state's council. Mr. Hampton stressed the importance of feedback from Commissioners regarding their Mil Rep, both the successes and issues states might be experiencing. ED Imai reminded Commissioners the Mil Rep list is located on the *Commissioner* page of MIC3.net and any Commissioner needing to have a Mil Rep assigned was advised to contact Mr. Hampton in accordance with the established process.

Ad Hoc Committee Report

Leadership Development Committee (LDC) - Chair Kraeger yielded the floor to Commissioner Cheryl Serrano (CO) who briefed on the history of the Commission and an overview of the LDC. Commissioner Serrano outlined the informal succession plan previously utilized by the Commission and detailed how the LDC attempted to formalize both the election and succession plan as defined in the 2017-2019 Strategic Plan per *Strategy V - establish a sustainable culture that supports members and insures organization continuity. Goal 1 - establish a succession plan to develop a clear, transparent process to identify mature states to draw from the leadership opportunities. Support a culture of leadership and mentoring for all Commissioners.*

The LDC met eight times following the 2017 ABM and was chaired by Commission Past Chair Kate Wren Gavlak (CA). The following Commissioners served on the LDC:

1. Kate Wren Gavlak - California
1. Laura Anastasio - Connecticut
2. Sarah Forster - Maine
3. Gary Hartman - Wyoming
4. Cheryl Serrano - Colorado
5. Craig Neuenswander - Kansas
6. Marcy Herman - Alaska

Key Steps for the LDC

- Create a survey to identify individuals interested in various positions
- Identify criteria for applying for positions
- Develop and maintain timeline for completing surveys
- The application process and the nomination slate
- Share detailed job descriptions so interested parties know what is involved
- Time commitment and support of employers for each elected position
- Develop a group of individuals who are in the pipeline to move into leadership positions

Commissioner Serrano provided the survey and application deadlines for the Commission's information and outlined the election process. Ex-officio Eileen Huck (NMFA) asked Commissioner Serrano to expand on the application process. Commissioner Serrano responded that there needed to be a mechanism for Commissioners to communicate their desire to serve in a leadership position that was transparent. The application process does not preclude nominations from the floor at the ABM. Commissioner Deanna McLaughlin (TN) asked if the LDC considered contacting those candidates who submitted less information than other candidates. Commissioner Serrano explained the Committee did not want to manipulate, or appear to manipulate, any information they received so they did not reach out to those individuals. Commissioner McLaughlin followed-up and asked why the members were being

asked to sign their ballot if the voting is secret and Commissioner Serrano responded Commissioners do not sign the ballot itself. Instead they sign or initial next to their state name to verify a single vote was cast on behalf of their member state.

General Counsel explained the process is voluntary and does not eliminate anyone from running for an office. When asked for clarification regarding the length of each appointment, General Counsel responded that the only terms mentioned in the statute are Article IX, E which states each position serves for a term of one-year term, but individuals can run for an additional term. Commissioner McLaughlin asked if a Designee could be elected to a leadership position. Counsel Masters clarified the Compact Model Language only recognizes Commissioners appointed by the appointing authority of their state. According to the Model Compact Language there is no such position as a designee. Commissioners can run for a leadership position.

1. **Elections and Slate of Candidates** – Commissioner Craig Neuenswander (KS) presented the Slate of Candidates for 2018 Election of Office:
 - a. **For the position of Treasurer: Kathleen Berg (HI) and Bob Buehn (FL).**
 - b. **For the position of Vice Chair: Laura Anastasio (CT) and Pam Deering (OK).**
 - c. **For the position of Chair: John “Don” I. Kaminar (AR) and Pete LuPiba (OH).**
 - d. **Commissioner McLaughlin nominated Commissioner Shelley Joan Weiss (WI) for Vice Chair, seconded by Commissioner Marcy Herman (AK) from the floor.**
 - e. **Proxy Loftis motioned to close nominations, seconded by Commissioner Blaine Hedges (KY). Motion carried.**
 - i. Three minutes were provided for each candidate to address the Commission.
 - ii. Confidential paper ballots were made available for Commissioners to vote on Thursday, October 18, 2019 from 7:00AM – 8:30AM ET outside the General Session room.
 - iii. The Election Guide was available online as well as paper copies were available during voting.

Meeting Recess – At approximately 5:30PM ET, Commissioner Berg motioned to recess the meeting, seconded by Commissioner Kathleen Murphy (NH). Motion passed unanimously.

Reconvening

National Commission Chair Rosemarie Kraeger (RI) reconvened the meeting on Thursday, October 18, 2018 at 8:36AM ET.

Presentations (cont.)

Seasons of My Military Student: Practical Ideas for Parents and Teachers - Stacy Huisman and Amanda Trimillos, co-authors of the aforementioned book, provided insights from their experience as military spouses and parents transitioning with their families. The book and presentation demonstrated the impact teachers have on military-connected students and how important it is for educators to understand the Compact and how it can impact successful education transitions when implemented properly.

Executive Reports

National Chair Report - Chair Kraeger stated the EXCOM met twelve times in 2017-2018. The EXCOM renewed the Memorandum of Understanding with the Military Impacted Schools Association (MISA) to provide training for school districts. The EXCOM proposed MIC3 Rules changes, produced three public service announcements, and one training video. The EXCOM oversaw litigation in two

member states and three legal advisories. The committee members concentrated on transparency with an outward focus to include the full Commission by distributing a mid-year survey. The Chair thanked the members of the EXCOM for their dedicated service to the Commission.

Commissioners Mid-Year Survey Results – The purpose of which was to poll the Commissioners and use those results to better the Commission. The Chair outlined the survey deadlines and response rate of 47.8% by the final submission date of August 17, 2018. The Chair recognized ED Imai who reviewed the survey results. The survey identified the following:

- Overall value of the Compact – Increased 77%, 23% Remained Same
- General Strengths – Framework for resolving transitional issues, Education and Resources, Improved Communications
- General Weaknesses – Need to focus on kids and families, Connect with Reserve/Guard families, Need for digital materials for educators

After review of the Mid-Year Survey the following recommendations were identified: develop a guide for Rules submittals, build Compact awareness and communications, and develop training/digital resources. Chair Kraeger thanked the Commissioners for their candid responses and work to continuously improve implementation and outreach efforts of the Compact.

Elections

The Commission voted by secret ballot on October 18, 2019, 7:00AM – 8:30 AM ET to fill the Chair, Vice Chair, and Treasurer leadership positions. After the first ballot no majority was achieved among the three candidates for the Vice Chair position. General Counsel declared that a majority of the vote having not been achieved by one of the candidates generated the need for a run-off. ED Imai announced a run-off election by secret ballot for Vice Chair between Commissioner Deering and Commissioner Anastasio would be held at 12:00PM ET.

At approximately 1:00PM ET Chair Kraeger announced the election results. Treasurer Bob Buehn (FL), Vice Chair Laura Anastasio (CT), and Chair John “Don” I. Kaminar (AR) were elected and would begin serving their terms of office on December 1, 2018.

Closed Session

A motion made to enter closed session by Proxy Loftis, seconded by Commissioner Berg. Motion carried.

Executive Reports (cont.)

Executive Director Report - ED Imai asked the Commission to read the Committee Report available in the Docket Book for a full report. She expressed her appreciation for the National Office staff and their hard work and dedication to military families. Chair Kraeger emphasized the Annual Report and recommended Commissioners distribute that document throughout member states and recommended sharing the document with their state councils.

New Business

Proposed Rules Change on a Dues Formula Increase – Commissioner Lynch made a motion to increase the annual dues in FY20 from \$1.00 per student to \$1.15 per student, and in kind increasing the minimum a state pays in dues from \$2,000 to \$2,300, and a maximum of \$69,000 from the former maximum \$60,000. Motion was seconded by Commissioner Weiss. Chair Kraeger opened the floor for discussion. Proxy Loftis asked if the proposed dues increase had been communicated to the states or would the Commissioner be responsible for that and the Chair responded that the Commissioner would inform their state if the dues increase were to pass. Commissioner McLaughlin made a motion to amend the start date of the dues increase to FY21 to allow Commissioners time to coordinate with their state

budget departments. A motion to amend was seconded by Commissioner Hedges. Commissioner Lynch did not accept the amendment to his original motion, so the floor was opened for discussion on the amendment. Commissioner Daron Korte (MN) asked if there would be negative financial implications if implementing the dues increase were delayed. Commissioner Lynch cited the annual use of reserve funds to cover the operating cost of the Compact, dwindling enrollment into the military services, and the upward trend in overhead cost. He also noted there had not been an increase in the dues since the inception of the Compact despite an escalation in cost.

Commissioner Hedges asked for clarification regarding the use of reserve funds specifically why the need to maintain a balance in the reserve instead of using a portion of that money to address rising Compact cost. Commissioner Hedges added that the Department of Defense is growing so a growth in enrollment should be anticipated not a decline. Commissioner Lynch reminded members that the Commission has, since its inception, passed a yearly budget at the ABM so the Finance Committee made the recommendation to implement the dues increase in the next budget cycle which would be FY20. Commissioner Hedges added implementing the dues increase in FY21 would allow states to inform their state budget office and the department responsible for paying the dues. Commissioner Orzalli reminded the members that during the 2017 ABM the Commission discussed and tried to address the shortfall. The result of that discussion is the proposed dues increase.

Chair Kraeger asked ED Imai to read the proposed dues increase legal rationale from the floor. The Chair recognized General Counsel who clarified the reserve fund policy is based on best practices for non-profit organizations similar to MIC3 and clarified that the organization's viability depends on more than each member state paying their annual dues. Commissioner Berg explained the Commission, during her time as Chair, discussed the reserve fund and that led to developing acceptable practice and determined the wisdom of maintaining a reserve fund.

A roll call vote was held for the motion as amended.

<u>Yes</u>	<u>No</u>	<u>Absent for Vote</u>
Alaska	California	Georgia
Arizona	Colorado	Idaho
Arkansas	Connecticut	Indiana
Kentucky	Delaware	Iowa
Maine	District of Columbia	Mississippi
Minnesota	Florida	Nevada
New Jersey	Hawaii	Pennsylvania
North Carolina	Illinois	South Carolina
Ohio	Kansas	South Dakota
Tennessee	Louisiana	Texas
Utah	Maryland	
West Virginia	Massachusetts	
Wisconsin	Michigan	
Wyoming	Missouri	
	Montana	
	Nebraska	
	New Hampshire	
	New Mexico	
	New York	
	North Dakota	
	Oklahoma	
	Oregon	
	Rhode Island	

Vermont
Virginia
Washington

Chair Kraeger reported the motion to amend the proposed Rules change on a dues formula increase failed. Commissioner Lynch repeated the original motion to accept the proposed Rules change on a dues formula increase as presented and seconded by Florida. Chair Kraeger conducted a voice vote. A majority of the Commission voted in favor of the motion to accept the dues increase except Kentucky. Motion carried.

FY2020 Proposed Budget - Commissioner Lynch made a motion to approve the FY2020 Proposed Budget, seconded by Proxy Jenkins. Motion carried.

Proposed Rule Requiring Annual State Council Meetings - Commissioner Korte stated the proposed Rules change requiring annual State Council meetings would create a new definition in Rules Chapter 100, SEC 1.101 to define state council and Rules Chapter 200, SEC 2.105. Commissioner Korte made a motion to approve the proposed Rule change, seconded by Commissioner Weiss. Chair Kraeger opened the floor for discussion. Commissioner Korte provided the Commission with evidence of state council meetings and those member states that have not held meeting in two years. He provided testimony demonstrating support for the proposed Rules change. Commissioner Orzalli asked that the motion be amended to add the word "draft" before minutes in paragraph A. Commissioner Korte accepted the friendly amendment. Commissioner French asked what the punishment would be for those states who do not hold an annual state council meeting and Commissioner Korte responded that the process was informal communications between the National Office and the member state. Should that communication fail to lend results then General Counsel or the Chair of the Compliance Committee would notify the member state in writing that they were noncompliant. Should a state refuse to comply the last course of action would be to have the MIC3 General Counsel file a petition in Federal court to force the member state to comply.

Rules Committee Vice Chair Commissioner Taneka Miller (DC) voiced concern that the Compact Model Language sufficiently outlined state council meetings and the proposed Rules change created a situation where a member state would be noncompliant if they determine an annual state council meeting is not necessary to implement the Compact effectively. Commissioner Korte responded that the Compact Model Language does not contain specific language regarding the number of times each state council meets, but he agreed with Commissioner Miller in that the Commission needs to be cautious that extraneous rules are not created that overstep the bounds of the Commission. He concluded by stating that asking states to hold a meeting of their state council was not an unreasonable request. General Counsel also addressed the question presented by Commissioner Miller citing that in agreement with Commissioner Korte the statute requires a state council body which implies that they meet and conduct the business of the Compact. The proposed Rules change is clarification of the language in the statute. Commissioner Miller clarified that the issue was not requiring annual state council meetings but with not having the punitive steps clearly outlined before adopting the Rules change. Commissioner Serrano interjected that the National Office and even individuals within the state have tried to compel state councils to meet but have been repeatedly ignored so that was why the Compliance Committee felt a Rules change was in order.

The motion being made to accept the proposed Rules requiring annual state council meetings was voted on by voice. The following member states voted against the motion: District of Columbia, North Dakota, and West Virginia. Motion carried.

Standing Committee Reports

Finance - Commissioner Greg Lynch (WA) briefed the Commission. For FY18 100% of the annual state dues were collected, the annual audit, performed by Blue and Co., came back clean, and the Finance Committee completed all three goals assigned to them in the 2017-2019 Strategic Plan. There being no questions Commissioner Lynch closed the Finance Committee report.

Compliance - Commissioner Korte thanked the Compliance Committee for their hard work and dedication to better the implementation of the Compact. He explained the Compliance Committee works to better the Commission and support the initiatives of each member state. The Committee's focus in 2019 is to develop a New Commissioner Checklist, improve communications with appointing authorities to assist with filing Commissioner vacancies, and outlining the different steps the Commission would take to encourage compliance.

Rules - Commissioner Gable thanked the members of the Rules Committee for their work. She encouraged the members present to submit unique cases they have encountered or cases that demonstrate best practices using the Unique Case Submission form. The Rules Committee updated the Rules book and it is currently available online. Commissioner Gable concluded her report stating the Rules Committee is developing a Promulgation of Rules Guide to clarify the process by which new Rules or amendments to Rules may be proposed.

Training - Commissioner Kaminar expressed his appreciation for the Committee member's dedication to developing the Breakout Sessions for ABM. The Training Committee will work in 2019 to develop online training materials and a New Commissioner Mentoring program. Commissioner Kaminar debuted the Compact Overview video developed by the Training Committee.

Communications and Outreach - Commissioner Weiss yielded the floor to Communications Associate Richard Pryor for a report on the website and online media resources. Mr. Pryor highlighted recent changes and available resources on the mic3.net site. Commissioner Weiss thanked the Committee for their hard work over the past year. Commissioner Weiss included her report by debuting the public service announcements developed in partnership with DoD, the National Office, and the Training Committee.

Ex-Officio Reports

National Federation of State High School Associations (NFHS) - Davis Whitfield explained NFHS leadership organization for athletics and fine art activity. As a federation each state governs independently, and all rulings are made at the local level. The federation comes together to address health and safety and education. The transitioning military-connected student presents a challenge for the NFHS because residency is how state associations determine where students participate in athletics and activities. A student must reside in the district where they want to participate in sports or other fine art activities. All questions should be addressed to the Superintendent in the district where the family is transitioning to. Each state looks at academic eligibility differently and that comes from the school not from the federation. The NFHS recommends understanding the rules and guidelines regarding athletics and activities before you move into the district.

U.S. Department of Defense (DOD) - USDOD Representative Kathleen Facon reported on transition support grants offered to public schools through the DOD's competitive grant program. Funding has varied from year to year because it reflects the funding available within the DOD. Representative Facon informed the Commission that the DoD is planning to hold a council meeting related to its work with MIC3.

Military Impacted School Association (MISA) - Executive Director Kyle Fairbairn reported that the second Memorandum of Understanding had been signed with the Commission that will allow MISA and MIC3 to provide joint training in MISA School Districts. There is no cost affiliated with the training and no funds will be exchanged between the Commission and MISA. To date 47 school districts have been reached in four trainings. Only seven of those school districts were MISA districts that translates to 40 districts learning about the Compact that may not have had the opportunity without this partnership. He concluded his report by recognizing the other ex-officio organizations of the Compact.

Military Child Education Coalition (MCEC) - David Splitek updated the Commission on MCEC's current outreach efforts. He provided insights on current mentoring programs established and supported by MCEC to help military-connected children and their parents.

National Military Family Association (NMFA) - Eileen Huck updated the Commission regarding NMFA's activities during the past year. Ms. Huck stated NMFA's grant through the Bill and Melinda Gates Foundation focused on military families, academic standards, and school quality.

General Attendee Sessions Report

Chair Kraeger explained that three breakout sessions were held focused on topics related to the Compact.

Advancing School Relationships - Dr. Keith Mispagel, Superintendent, Fort Leavenworth School District; Ms. Helen Payne, Superintendent, North Hanover School District

The session explored the various ways and forms of communication used by school districts to connect with the military families attending their schools. Ms. Payne explained the four "C" of building relationships: communicating, connecting, committing to the process, and caring about people. She explained how the time to build those relationships is before you need them. The participants shared their experiences and ideas on how they do that within their communities and school districts. Dr. Mispagel and Ms. Payne thanked the attendees and praised their knowledge and willingness to share their ideas.

Future Annual Business Meetings

Commissioner Serrano encouraged members to attend the 2019 ABM in Colorado Springs, CO on October 23-24, 2019. The 2020 ABM will be held in Little Rock, Arkansas – dates are forthcoming. Commissioner Kaminar extended an invitation to the Commission and highlighted some of the interesting sites Little Rock has to offer. Chair Kraeger reported that 2021 is scheduled for Nevada however due to the current Commissioner vacancy for this state, the location is not yet confirmed. She added once the Nevada appointment is received, the National Office will verify with the new Commissioner. She concluded by stating proposals for 2022 are being accepted, and interested states should contact the National Office.

Closing Comments

Chair Kraeger informed the Commission that Tier Group reports would be disseminated after the meeting due to time constraints. Commissioner Daniel Dunham (VA) recognized Commissioner LuPiba for his work with Ohio's Purple Star program. Commissioner LuPiba presented the Commission with a proclamation from the Office of the Governor of the state of Ohio, the Honorable John Kasich. The Commission recognized Past Chair Gavlak for her steadfast service to the Commission and military-connected children. Chair Kraeger closed the meeting by thanking the Commissioners for their hard work and dedication.

Adjournment

Commissioner Serrano (CO) motioned to adjourn at 3:36PM ET, seconded by Commissioner Kaminar (AR). Motion carried.

EXECUTIVE COMMITTEE MEETING AGENDA
April 8-9, 2020
1:00 PM-3:00 PM EST

Please join my meeting from your computer, tablet or smartphone.

<https://global.gotomeeting.com/join/758689565>

United States: +1 (646) 749-3122, Access Code: 758-689-565

- I. Call to Order (*Don Kaminar*)
- II. Roll Call (*Cherise Imai*) *Vote required
- III. Approval of the Agenda* #1
- IV. Approval of the Minutes from March 19, 2020* #2
- V. Reports
 - A. Chair (*Don Kaminar*)
 - a) One-on-One Calls
 - B. Vice Chair (*Laura Anastasio*)
 - C. Executive Director (*Cherise Imai*)
 - a) Weekly State/ School Closure Information
 - b) Staff Vacancy
 - c) Website Analytics #3
 - D. Communications and Outreach (*Brian Henry*)
 - E. Compliance (*Daron Korte*)
 - F. Finance (*Craig Neunswander*)
 - a) FY20 Balance, Roll-Up #4a-c
 - G. Rules (*Mary Gable*)
 - H. Training (*Ernise Singleton*)
 - I. Leadership Nomination (*Rosemarie Kraeger*)
 - J. National Guard and Reserve Task Force (*Rosemarie Kraeger*)
 - K. DOD Liaison (*Chuck Clymer*)
- VI. Old Business
 - A. April: Month of the Military Child and Purple Up! (*Cherise Imai*)

- B. My Navy Family App Update (*Cherise Imai*)
- C. Solicitation Emails to the Commission (*Don Kaminar*)
- D. Promulgation of Policy (*Mary Gable*)
- E. TN: Rule for GPA (*Mary Gable*)
- F. Identifying State Best Practices and Promotion (*Don Kaminar*) #5
- G. Tier Group Utilization Matrix and Proposal (*Cherise Imai*) #6a-b
- H. **Memo on Commissioner Orzalli ABM Inquiry: DoD Ex-Officio Language*** (*Cherise Imai*) #7
- I. Mid-Year Survey Questions #8a-b (*Cherise Imai*)

VII. New Business

- A. Commission Guidance on COVID-19 #9

VIII. Other Business and Announcements

IX. Adjournment

Next Meeting: Thursday, May 21, 1:00-3:00pm EST
Thursday, June 18, 1:00-3:00pm EST

MIC3 GUIDING PRINCIPLES

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

VISION Successful Educational Transitions

VALUES

1. Doing the right thing for children
2. Resolving issues fairly
3. Respect for all
4. Transparency in all we do
5. Committed to making a difference

SHARED COMMITMENTS

1. Advance the organization to serve children (set aside adult issues).
2. Openness and transparency in all we do.
3. Collaboration based on trust.
4. The inclusion of diverse perspectives of all members (50+1).
5. Continual professional growth of the organization, individuals, & commissioners.
6. Make decisions using data, expertise, & experience consistent w/the strategic plan.
7. Our actions always reflect our vision, mission and values.
8. Regularly assess our performance and progress.



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

Maryland State Council Meeting
Interstate Compact for Educational Opportunity for Military Children
Friday, November 15, 2019
9:30 am

Maryland State Department of Education
200 West Baltimore Street
Baltimore, MD 21201

Agenda

1. Welcome and Introductions
2. Overview of Materials
3. Cases – Review of National and Local Cases
4. Military Students/ MD report card
5. Special Needs / Parent's Place Presentation
6. Questions and Discussion
7. Adjourn



Maryland State Council Meeting
Interstate Compact for Educational Opportunity for Military Children
Friday, November 15, 2019
Minutes

Attending:

Dr. Theresa R. Alban, Superintendent, Frederick County Public Schools
Tashina Andrus, School Liaison Officer, Naval Support Activity, Bethesda
Rene Averett-Sanzone, Executive Director, Parents' Place of Maryland
Carol Beck, Director of School Innovations, Maryland State Department of Education, (MSDE)
Sarah Bonise, School Liaison Officer, Fort George G. Meade
Michelle Boone, School Liaison Officer, Annapolis, United States Navy
Dr. Marone Brown, Specialist School Safety, (MSDE)
Lindi Budd, Chief, Maryland Excellence Counts in Early Learning in School Age Care (EXCELS), (MSDE)
Kimberly Crutchfield, School Liaison Officer, Joint Base Anacostia-Bolling
Teresa Dantzler, Ombudsman, MSDE
Horace Franklin, School Liaison Officer, Joint Base Anacostia-Bolling
Mary Gable, Assistant State Superintendent and MD Commissioner for the Interstate Compact, (MSDE)
The Honorable Anne Kaiser, Maryland House of Delegates (via phone)
Sunny Lee, School Liaison Officer, Joint Base Andrews
Lynne Muller, Section Chief, Student Services and School Counseling, (MSDE)
Dawn Simpson, School Liaison Officer, Patuxent River
Colonel Erich Spragg, Garrison Commander, Fort George G. Meade
Mrs. Rene Spragg, Fort George G. Meade
Ryan Voegtlin, Director, Anne Arundel County Student Services
Flavia Walton, Representing Military Families (via phone)
Andy Warner, Maryland Public Secondary Schools Athletic Association, (MPSSAA), (MSDE)
Anne Wheeler, Division of Early Intervention/Special Education, (MSDE)

Notes:

Welcome and Introductions

Mary welcomed the attendees.

Mary Gable the Maryland Commissioner, provided an overview of the history and comprehensiveness of the Compact for the State Council members and invited guests. Maryland enacted legislation to join the Interstate Compact for Educational Opportunity for Military Children (Compact) in 2008 and was signed

by the Governor in 2009. All 50 states and the District of Columbia have joined the Compact. The national office that oversees the Compact is the Military Interstate Children's Compact Commission (MIC3) located in Kentucky. The link below leads to several videos on the MIC3 website that may be helpful in sharing information about the Compact. Information includes an overview of the Compact and its provisions. <https://www.mic3.net/video-page.html>

The Maryland State Council is comprised of several members appointed by the Governor, Colonel Erich Spragg, Garrison Commander, Fort George G. Meade who serves as the Department of Defense, (DoD) member of the State Council, school liaison officers (SLOs), and representatives of the MSDE. Only appointees can vote.

Lindi Budd, Early Childhood (Maryland Excels), Early Childhood Pilot Program provided information about a pilot program underway to increase access to quality child care for military families. The DoD provides a child care fee subsidy to eligible families. The subsidy requires that the child care program meet federal accreditation standards. However, demand exceeds supply in many areas, resulting in military families being on waiting lists for approved programs. There is not a firm end date for the pilot. Maryland is also one of two states that is part of a pilot program which enables military families to utilize programs that, while not accredited, are included in the State's quality rating system. The program was launched in October 2019. Ms. Budd will make sure that information is provided to everyone in this group. Ms. Budd provided the following information/brochures:

Find and Afford Quality Child Care in the Community, Military Child Care in Your Neighborhood-Plus Pilot, Letter-DoD Expands Access to Quality Child Care for Military Families.

The Family Network has a search service for child care slots. The search tool includes the state quality rating. Any program that has a quality rating of 3 can accept military families with the fee subsidy.

Overview of Materials

The materials in the folder provided to each attendee describe the Compact, including an overview, a frequently asked questions, and statistics about the number of children served and cases resolved from the MIC3 National Office Case and Inquiry Summary Report. The Rules of the Interstate Compact can be found at: www.mic3.net. Mary noted that most issues that arise relative to the transfers of students in military families are managed at the local level, in schools and local school systems, with School Liaison Officers and at the State level. Maryland is a small state, but ranks 8th in the number of children in military families (about 18,000).

Mary shared the MIC3 Commission's Strategic Plan for 2020-2011. The plan includes the vision, mission and purpose of the Commission as well as the three major goals of the MIC3. The Commission will continue to work on creating and implementing goals through its committees.

Cases

While a few cases that states encounter are referred to the national office of the Commission, most questions are resolved locally and are about ensuring that students can access all school programs when the family moves. Mary shared examples of commuting cases handled this year. Issues are generally resolved by the appropriate SLO and the local school system. If more assistance is needed, the State office should be contacted who will work with the local school system to attain a fair resolution. Since the goal of the Compact is to level the playing field for military students, resolutions are sought which serve the military student who faces multiple transfers while not creating special exemptions beyond those allowed in the Compact.

A discussion followed around the challenge that arise when a school or program admits students by lottery. Col. Spragg noted that the notice of orders typically is given to a military member in March, often after school systems have run lotteries for the coming year. Lottery issues can be complex, for the military family and the local school systems.

Col. Spragg spoke about how some military children feel isolated since many students in school already have relationships from their years together in the community. Mental health issues were discussed briefly. Flavia Watson, member of the State Council, contributed her expertise related to mental health to the discussion. There was a discussion of the importance of facilitating the transfer of students into a new school community; and a note about the risk that can be posed by a new student not fitting in. Dr. Alban discussed a Frederick County program called Amplify Student Voice in (Amplify) which students have learned to provide peer-to-peer support in their school communities. Lynne Muller (MSDE) noted that there is increased use of Restorative Circles to build classroom community, an approach considered an alternative to discipline, but one that has a broader role in building school community. Horace Franklin, SLO, shared information about his ambassador program.

Mary Gable noted that if a military spouse is an educator, he/she can get assistance in the transfer of the license from the MSDE Certification Office which prioritizes military requests.

Military Students/ MD report card

On December 3, 2019, the Maryland State Board of Education will release the second year of the new Maryland Report Card. Under the Federal Every Student Succeeds Act, there is now a military identifier in the student data.

Training

Horace Franklin, SLO, mentioned that educating school system staff about the needs of military families and the role of the SLO is ongoing. He asked for some input on reaching out to Directors of Student Services and School Counselors. Lynne offered to facilitate having this topic on the agenda of statewide meetings for these groups. The MSDE hosts meetings of school system staff twice a year and happy to include the topic.

Special Needs / Parent's Place

Rene Averett-Sanzone, Executive Director of Parents' Place attended and shared information with the group about the Parent's Place and its services, which focus on children with special needs. The program also does parent advocacy and training.

The meeting was adjourned at 11:00 am.