

Interstate Commission on Educational Opportunity for Military Children report

MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION

Education Article, Section 7-1303
Executive Order 01.01.2010.09 L(8)

Maryland Department of Education

Submitted: October 3, 2022



Mohammed Choudhury
State Superintendent of Schools

September 8, 2022

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. Maryland adopted the Compact in 2009 when the Maryland General Assembly added the Compact provisions to the Maryland Code.

The Military Interstate Children's Compact Commission (MIC3) is the national organization leading the work on educational opportunities 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 schools in their lives from kindergarten to 12th grade. The Compact seeks to make the transition easier for children of military families to ensure that they are afforded the same opportunities for educational success as other children and are not penalized or delayed in achieving their educational goals.

The Honorable Larry Hogan
The Honorable William Ferguson
The Honorable Adrienne A. Jones
September 8, 2022
Page 2

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 Annual Report 2021
- Strategic Plan 2020-2022
- MIC3 Training Toolkit for Parents
- MIC3 Training Toolkit for Schools
- Agenda for the November 4-5, 2021, Annual Business Meeting of the MIC3
- Minutes for the May 19, 2022, Executive Committee Meeting
- Agenda and Minutes for the June 21, 2022, Maryland State Council Meeting

Maryland was represented at the virtual Annual Business Meeting and the Executive Committee Meetings by Mary L. Gable, Assistant State Superintendent of the Division of Student Support, Academic Enrichment, and Educational Policy. Ms. Gable is the Maryland State Commissioner and the Chairperson of the Rules Committee. As Commissioner, Ms. Gable annually shares information on the Interstate Compact with the Directors of Student Services and Coordinators of School Counselors across the 24 local education agencies (LEAs). Ms. Gable assists families and the LEAs when there are challenges in a student's transition. Dr. Michael Markoe, during his tenure as Interim Superintendent of Frederick County Public Schools, represented the Public School Superintendents Association of Maryland (PSSAM) at the State Council in June 2022 and planned to share the information on the Compact with all local Superintendents.

Information on the accomplishments of the Military Interstate Compact Commission can be found in the attached 2021 Annual Report. Also attached are copies of the agenda and minutes of the June 21, 2022, 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: https://mic3.net/wp-content/uploads/2021/12/Rules-Book-20190905_Second-Version_20211230.pdf.

The Chairperson of the Commission continues to communicate through a monthly newsletter with each State Commissioner and Ex-Officio member of MIC3. A question considered by every State Council this year is the addition to the Compact of National Guard and reserve dependents beyond those under Title 10 active duty status.

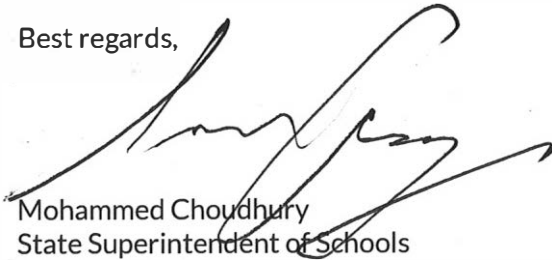
As a member of the Compact, Maryland's dues for FY 2022 were \$22,609 based on 19,660 students.

Should you have any questions regarding this report, please feel free to contact Mary Gable by phone 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>.

The Honorable Larry Hogan
The Honorable William Ferguson
The Honorable Adrienne A. Jones
September 8, 2022
Page 3

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

Best regards,



Mohammed Choudhury
State Superintendent of Schools

MC/mlg

Enclosures:

- MIC3 one-page summary of the Interstate Compact
- MIC3 Annual Report 2021
- Strategic Plan 2020-2022
- MIC3 Training Toolkit for Parents
- MIC3 Training Toolkit for Schools
- Agenda for the November 4-5, 2021, Annual Business Meeting of the MIC3
- Minutes for the May 19, 2022, Executive Committee Meeting
- Agenda and Minutes for the June 21, 2022, Maryland State Council Meeting

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

MISSION



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION



2021 ANNUAL REPORT

SUCCESSFUL EDUCATIONAL TRANSITIONS

FACTS AND FIGURES

ACTIVE DUTY AND NATIONAL GUARD
SERVICE MEMBERS—WORLDWIDE

2,651,958

ACTIVE DUTY MEMBERS
1,414,597

NATIONAL GUARD MEMBERS
1,237,361

ACTIVE DUTY AND NATIONAL GUARD
SPOUSES—WORLDWIDE

1,042,866

ACTIVE DUTY MEMBERS
535,792

NATIONAL GUARD MEMBERS
507,074

AS OF JULY 2021, THERE ARE
2,257,373
DEPENDENT CHILDREN (0-18)
OF THE U.S. MILITARY WORLDWIDE

1,223,170
OR 54%

ARE SCHOOL AGE (5-18)



ACTIVE DUTY

WORLDWIDE

975,925 TOTAL DEPENDENT
CHILDREN (0-18)

636,190 (65%)

ARE SCHOOL AGE CHILDREN (5-18)

387,739 (61%) ARE UNDER AGE 12

CONTINENTAL U.S.

903,267 TOTAL DEPENDENT
CHILDREN (0-18)

589,984 (65%)

ARE SCHOOL AGE CHILDREN (5-18)

357,538 (61%) ARE UNDER AGE 12

NATIONAL GUARD & RESERVE

WORLDWIDE

1,281,448 TOTAL DEPENDENT
CHILDREN (0-18)

586,980 (46%)

ARE SCHOOL AGE CHILDREN (5-18)

285,949 (49%) ARE UNDER AGE 12

CONTINENTAL U.S.

1,242,896 TOTAL DEPENDENT
CHILDREN (0-18)

669,430 (46%)

ARE SCHOOL AGE CHILDREN (5-18)

277,421 (49%) ARE UNDER AGE 12

LETTER FROM THE CHAIR

In this report, you'll read many examples of our accomplishments and how we are moving forward. As you do, please view our work not just in terms of time and energy, but talent and tactics. Your support enables our complete commitment to help our military remain focused on their mission, and our job — as appointed officials for our state — is crucial to their success.

Education is always a challenge for military children, even under normal circumstances, as they typically move between 6-9 times throughout their educational career. Under the COVID-19 pandemic, the past 18 months have been incredibly difficult for all kids across the nation as schools moved to remote learning and dealt with the impact of the virus on our communities. This unique environment has added an additional set of challenges for our military families and kids as they serve.

Despite these challenges, it has been an opportunity for creativity. We've heard of numerous situations where the sending and receiving schools in remote learning worked together and allowed students to remain virtually enrolled and finish the semester to counter learning loss. Although many activities were cancelled, schools tried their best to engage and provide opportunities for students to connect virtually — and we know kids were promoted to the next grade and graduated from high school.

We must not forget the challenges our schools faced under COVID, dealing with the constantly changing regulations and continued impact of the virus in our schools and communities; learning new technology and teaching strategies to engage kids in the classroom. It has been no easy feat and we applaud them for their commitment.

As an organization, we're also continually evolving, addressing, and resolving the educational challenges that our military kids face as they move. The pandemic has changed how we connect and coordinate our state programs: by moving our council meetings from in-person to virtual meetings; and celebrating April's Month of the Military Child with virtual and socially distanced activities and events.

As you read our highlights from 2020-2021 and see our work in progress, you'll notice more examples of pivoting to provide additional resources and ensure we are implementing and meeting the requirements of the Compact. Pandemic or not, one key message resonates, our work is crucial, and we are firmly committed to providing the expertise, resources, and training programs that expand our reach and impact.

It has been an amazing honor and privilege to serve as the 6th Commission Chair. Our organization is in good hands: the Executive Committee members are committed and devoted to the mission; our commissioners are dedicated, creative, and passionate leaders; our relationships with external partners continue to strengthen as we work together toward our common goals; and the national office staff continue to serve and support us in every aspect of the work. Thank you for the opportunity to serve.

Warmest regards,



John I. "Don" Kaminar
*Commission Chair and
Arkansas Commissioner*

GENERAL COUNSEL REPORT

RICHARD MASTERS



Outside Counsel is retained to provide guidance for the Commission and its Committees with respect to legal issues, related to their duties and responsibilities under MIC3 terms, and 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. During this period, Counsel has: drafted two advisories on the IDEA & Special Education and U.S. Space Force; drafted three legal memorandums regarding Ex-officio members and the electoral process under Robert's Rules, the Purple Star program, and Senate Bill 638: a Proposed Amendment to the Arkansas MIC3 Statute.

LEADERSHIP



CHAIR

John I. "Don" Kaminar (AR)



VICE CHAIR

Laura Anastasio (CT)



TREASURER

Craig Neuenswander (KS)



PAST CHAIR

Rosemarie Kraeger (RI)



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.

STRATEGIC PLAN 2020–2022

STRATEGY 1

Enhance MIC3 visibility and awareness among those impacted by MIC3 through clarity of our mission, clearly defined roles and responsibilities of our stakeholders, and a commitment to the Compact.

GOAL | *Clarity and Awareness*

Military families rely on MIC3 to assist in the successful transition of their children during transfer and transitions. However, many families and education professionals may be unaware of MIC3 and those who are aware of the Compact, may not understand exactly what the Compact covers. It is critically important MIC3 leverage our stakeholders to expand our reach to those areas that may not be aware of the Compact while continuing to provide clarity of the Compact to areas with a high military presence.

STRATEGY 2

Empower and channel the diverse nature of our commissioners to maintain one focus, one purpose, and one outcome.

GOAL | *Cohesive and Aligned*

MIC3 is uniquely positioned to engage the skills and abilities of commissioners and stakeholders while maintaining a culture and environment that are aligned with our mission, vision, values, and purpose. In doing so, we will encourage maximum engagement from all stakeholders while creating an organization focused on innovation, professionalism, and progress.

STRATEGY 3

Establish and maintain a culture of growth to ensure fiscal stability and operational effectiveness.

GOAL | *Foundation and Future*

As MIC3 continues to evolve and mature, so must our approach to continually invest in our infrastructure while positioning the organization within an ever-changing environment. To do so, MIC3 will continue to focus on maximizing our operational effectiveness while continuing to manage our assets and structure responsibly.

COMMITTEE REPORTS

EXECUTIVE COMMITTEE (EXCOM)

2020 | July 19 | Aug 20 | Sept 3 | Sept 17 | Nov 18-19 | Dec 17
2021 | Jan 21 | Feb 18 | Mar 18 | Apr 14 | May 20 | June 17

Responsible for guiding and overseeing the administration of all Commission activities and for acting on behalf of the Commission, as permitted by the Compact, during the interim between Commission meetings.

At the 2020 Annual Business Meeting (ABM), the Commission extended the leadership team for Chair, Vice Chair, and Treasurer for a third term to support the stability of the organization under the COVID-19 pandemic. In November, the Executive Committee held a virtual retreat to plan for the upcoming year and held their April meeting virtually as well. The Committee adopted one advisory on the U.S. Space Force; drafted three legal memorandums regarding Ex-officio members and the electoral process under Robert's Rules, the Purple Star program, and Senate Bill 638: Proposed Amendment to the Arkansas MIC3 Statute. In addition, the Committee approved three legal memorandums drafted by General Counsel, and one legal advisory on the U.S. Space Force. Regarding the National Guard and Reserve expansion beyond Title 10, the Committee drafted guidance for Commissioners to discuss the matter with their respective state councils and other stakeholders. The guidance asked states to submit position statements by August 31 to prepare for discussion on the way ahead at the 2021 ABM. Under the Strategic Plan, the Committee established a new award for members based on years of service which was reviewed and approved by both the Communications & Outreach, and Rules committees. A fifth Memorandum of Understanding (MOU) with the Military Impacted Schools Association (MISA) was passed to conduct joint training on the Compact. The Committee supported the National Office's weekly COVID-19 updates for member states on school closures and reopening for the Fall 2021 school year. The team also approved the Finance Committee's request to contract a consultant to conduct an Operations Audit of the Commission. Over the next year, the Committee will continue oversight of the strategic plan and priorities for Year 3.

RULES COMMITTEE

2020 | July 21 | **2021** | Feb 9 | Apr 20 | June 15



COMMITTEE CHAIR

Mary Gable | Maryland

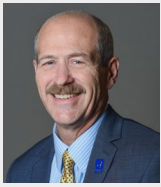
Responsible for administering the commission's rulemaking procedures, and for developing proposed rules for the commission's consideration as appropriate.

The Rules Committee continues to review the Case and Inquiry Report to identify areas of the Compact that could be strengthened by a new rule or amendment to an existing Commission Rule. In addition to its standard work, the Committee reviewed policies 1-2021, 2-2021, and 3-2021 related to staffing and meeting practices during the COVID-19 pandemic. These policies will be on the Consent Calendar at the 2021 Annual Business Meeting.

COMMITTEE REPORTS (CONTINUED)

FINANCE COMMITTEE

2020 | July 28 | Aug 25 | 2021 | Jan 26 | Mar 23 | May 25



TREASURER

Craig Neuenswander | Kansas

Responsible for guiding and overseeing the administration of all Commission activities and for acting on behalf of the Commission, as permitted by the Compact, during the interim between Commission meetings.

Under the strategic plan, the Committee had two main areas of focus this year: examining how states funded their Compact programs through a survey of the Commission; and conducting an operations audit of the commission through an independent consultant. The Operation Audit results will be released at the Annual Business Meeting in November. The Committee continues to track impacts to the Commission funding which is based on annual state dues calculated at \$1.15 per military student residing in the Continental U.S. (CONUS). Additional factors impacting fiscal projections include the: Kentucky Employee Retirement System; rising cost of employee benefits and healthcare; and unknown impact of COVID-19 on current and future operations. The good news is despite the economic challenges of the pandemic, the 2018 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 has increased steadily over the past four years. In addition, the FY2021 annual audit, completed by Blue & Company, found the Commission to be in good standing. The Committee supports educating members on the financial process and added a brief for new commissioners in their onboarding process which has proved successful. The Committee will continue to: educate members on the fiscal process, report on the budget and fiscal operations; and establish fiscal principals and policies to support a stable organization. Over the next year, the Committee will examine the viability of outside funding sources to support Commission programs.

TRAINING COMMITTEE

2020 | July 28 | Aug 25 | 2021 | Feb 23 | Apr 27 | June 22



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.

Following the 2020 ABM, the Training Committee launched the New Commissioner Mentoring program. This program pairs newly appointed Commissioners with seasoned mentors that can assist them as they serve the military families within their state. Along with the New Commissioner Mentoring program, the Committee has focused on developing a training calendar and new online training materials for the Commission. Aligned with *Strategic Plan, Goal 1, Tactic 2* – Continue to expand training within states, regionally, or online the Committee will debut a new training video focused on *Article 7 – Graduation* at the 2021 ABM. Members developed the script and produced both a film and webinar version of the training which will be featured on *mic3.net* as part of the sites new Training page.

As Fiscal Year 2021 ends, the Members are concentrating on development of an e-learning environment to increase outreach and dissemination of information related to the Compact and how it assists military families.

COMPLIANCE COMMITTEE

2020 | July 14 | Sept 8

2021 | Jan 12 | Mar 23 | May 11 | July 13 | Sept 14



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.

The Compliance Committee continues to monitor member states' compliance with the 1-2017 State Coordination Policy. Since its passage in 2017, states reporting on State Council meetings and production of an End-of-Year Report to the Commission has increased. Committed to assisting member states with resources to fulfill the requirements outlined in policy 1-2017 the Compliance Committee will launch the End-of-Year Report Template at the 2021 ABM.

The Committee has reviewed and assisted with Commissioner vacancies throughout the course of the year. While there has been substantial turnover in the Commission over the past two years the process for obtaining new appointments to the Commission has become easier since the implementation of policy 1-2019 Resolving Compliance Issues and through the efforts of this committee.

Along with its regular work the Compliance Committee actively monitored Texas Legislature House Bill 3932, Relating to the establishment of a *State Advisory Council on Educational Opportunity for Military Children*, which was signed by Texas Governor Greg Abbott and took effect on September 1, 2021. House Bill 3932 allows the Compact Commissioner in coordination with the Texas Education Agency to establish Texas' MIC3 State Council as required by *Article VIII* of the Compact statute.

At the conclusion of this fiscal year, the Compliance Committee is focused on completing *Strategic Plan Goal 2, Tactic 4* – Define and communicate minimum expectations for commissioner participation and engagement at the Annual Business Meeting and standing committee meetings.

COMMUNICATIONS AND OUTREACH

2020 | July 1 | Aug 5 | 2021 | Jan 6 | Mar 3 | May 5



COMMITTEE 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.

Under the pandemic, a majority of schools across the U.S. remained in remote learning throughout the 2020-2021 school year. Though many districts reported reopening during the 4th quarter, there were an equal number of schools that remained with virtual or hybrid instruction. Proactively, the Committee updated April's Month of the Military Child (MOTMC) campaign materials with virtual celebrations and activities for schools which were disseminated through the Commission's social media and Chair Messages. Several states celebrated creatively with virtual celebrations, proclamations, video messages, and lighting state capitols, monuments, and bridges in purple. The team updated the toolkits for Commissioners, State Councils, Schools, and Parents, and released a mid-year memorandum

highlighting the resources available to states. Though no submittals were received for the new Successful Transition Videos program this year, the program will be relaunched at the upcoming Annual Business Meeting in November. The program highlights personal stories on how the compact has facilitated student transitions and will be featured in social media campaigns and highlighted at the 2022 ABM.

LEADERSHIP NOMINATION COMMITTEE

2020 | July 3 | July 27 | Aug 24 | Oct 26

2021 | Mar 22 | May 24



COMMITTEE CHAIR

Rosemarie Kraeger | Rhode Island

Responsible for developing a transparent and fair election process that provides a clear leadership succession plan.

At the 2017 ABM, the Commission approved the formation of an Ad Hoc Committee on Leadership Development (LDC). The first year 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. On recommendation of the previous Committee, it was adopted in 2019 as a new permanent committee and the name was changed from Leadership Development to Nomination. In October 2020, the Committee reviewed feedback from the Annual Business Meeting survey. Throughout the year, they revised the electoral process to address concerns and improved transparency which included the public release of the secret ballot the candidate vote count to members; moving the process from a secret paper ballot to a roll call vote under Robert's Rules; and eliminating the virtual meet the candidate evening session.

NATIONAL GUARD AND RESERVE COVERAGE TASK FORCE

Aug 26, 2020



TASK FORCE CHAIR

Kathleen Berg | Hawaii

Mission: To collect and analyze relevant data in order to recommend whether MIC3 protections for military-connected students already in place for the children of these reserve component service members in Title 10

status should be expanded to cover children of members in other status situations, as well.

The Ad Hoc National Guard and Reserve Coverage Task Force (NGRTF), convened by the Executive Committee in 2019, presented their final report at the 2020 Annual Business Meeting (ABM). The Committee recommendation supported expansion of the Compact coverage for school aged dependents of members of the selected reserve for moves related to changes in duty station and for deployments in any active-duty status, including Title 10, Title 32, and State Active Duty (SAD). The Commission did not adopt the recommendation and expressed concern regarding a possible dues increase with the additional dependents added to the program; requested the opportunity to discuss the matter with their respective state councils; and asked the item to be referred to the Executive Committee (EXCOM). The EXCOM drafted a Guidance for Commissioners to discuss the matter with their respective state councils and other stakeholders. The guidance asked states to submit position statements by August 31 to prepare for discussion on the way ahead at the 2021 ABM.



M. Ward, Waynesville District Schools, Missouri

EX-OFFICIO REPORT



Laura Anastasio | Connecticut

Jan 7 | Mar 25

From the beginning of the COVID-19 pandemic until present the support and engagement of the Commission with the five ex-officio groups has proven to be an invaluable asset and resource for the Commission. This past year, with the retirement of David Splitek, the group welcomed Dr. Becky Porter, Executive Director of the Military Child Education Coalition to its ranks.

Representative Charles Clymer, Jr. briefed on the Navy's Judge Advocate General (JAG) Exceptional Family Member Program (EFMP) Support pilot program allowing Vice Chair Anastasio and the other members to better understand the program and its impact on military families. National Federation of State High School Associations (NFHS) representative Davis Whitfield updated the members on actions throughout the member state's athletic associations in response to the pandemic. Mr. Whitfield also collaborated with MIC3 to inform the Commission on the role of NFHS and how it works with military families experiencing frequent moves due to military orders.

Mr. Kyle Fairbairn and the Military Impacted Schools Association (MISA) continues to support the training efforts of the Commission. MISA President Dr. Keith Mispagel collaborated with MIC3 to facilitate the *MIC3 Townhall: The Pandemic and its Impact on Schools* to provide the Commission with an educator's perspective and share best practice to support students and an overall positive school environment under the pandemic. MIC3's partnership with MISA to train military impacted school districts to assist military-connected students will continue in 2022.

Mr. Kyle Fairbairn and the Military Impacted Schools Association (MISA) continues to support the training efforts of the Commission. MISA President Dr. Keith Mispagel collaborated with MIC3 to facilitate the *MIC3 Townhall: The Pandemic and its Impact on Schools* to provide the Commission with an educator's perspective and share best practice to support students and an overall positive school environment under the pandemic. MIC3's partnership with MISA to train military impacted school districts to assist military-connected students will continue in 2022.

National Military Family Association representative Nicole Russell has been an asset to the Training Committee providing valuable feedback on committee initiatives. She is also collaborating with MIC3 to produce a webinar for the Commission, watch for that in the coming months.

Each appointed representative collaborates to bring their organization's area of focus to benefit the MIC3. The Commission appreciates each organization's continued commitment to and efforts on behalf of military families and the Commission.

EX-OFFICIO MEMBERS

We appreciate the partnership and support from our Ex-Officio (non-voting) representatives as we all strive to do what is best for children of military families.



Charles Clymer, Jr.
CYES Program Manager
Commander Navy Installation Command



MILITARY IMPACTED
SCHOOLS
ASSOCIATION

Kyle Fairbairn
Executive Director



MILITARY CHILD
EDUCATION
COALITION

Dr. Rebecca Porter
President and CEO



NATIONAL
MILITARY FAMILY
ASSOCIATION

Together we're stronger

Nicole Russell
Deputy Director of
Government Relations



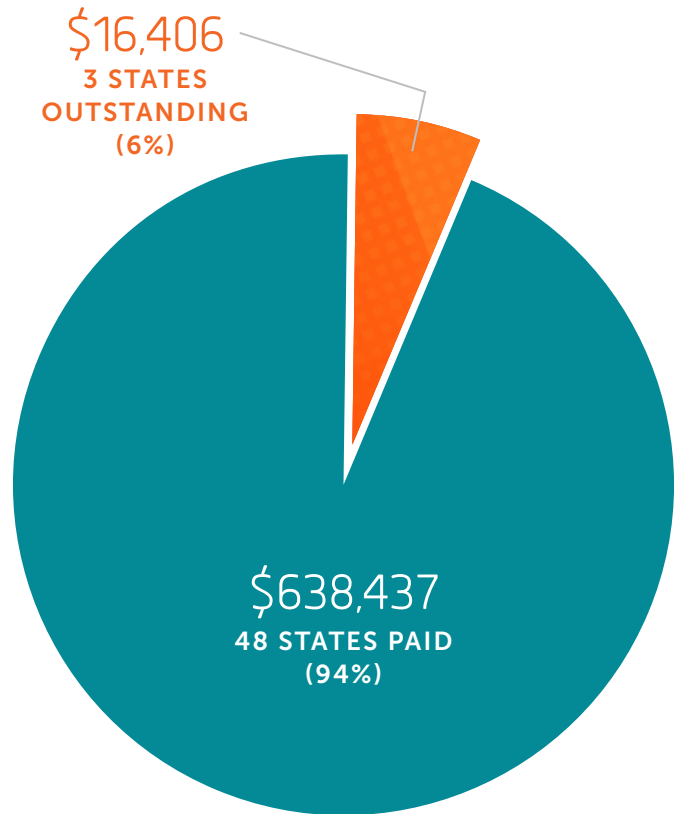
NATIONAL FEDERATION
OF STATE HIGH SCHOOL
ASSOCIATIONS

Davis Whitfield
Chief Operating Officer

FINANCIAL OUTLOOK

ANNUAL DUES PAYMENTS FOR FISCAL YEAR 2021

based on total amount due of \$654,843



TOTAL PAID 94% | TOTAL OWED 6%

Payment deadline is June 30, 2021

States outstanding as of September 15, 2021: MO, NH, NJ

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 REPORT OF INDEPENDENT AUDITORS

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

We have audited the financial statements of the Military Interstate Children's Compact Commission (the Compact) for the year ended June 30, 2021, and have issued our report thereon dated as of the date of this letter. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards as well as certain information related to the planned scope and timing of our audit. We have communicated such information to you in our letter dated August 12, 2021 and our engagement letter dated June 1, 2020. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Findings

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies in accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. The significant accounting policies used by the Compact are described in Note 1 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2021. We noted no transactions entered into by the Compact during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements if identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management. None of the misstatements detected as a result of audit procedures and corrected, by management were material, either individually or in the aggregate, to the financial statements taken as a whole.

Disagreements with Management

For purposes of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or audit-

ing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated as of the date of his letter.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Compact's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Compact's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Required Supplementary Information

With respect to the required supplementary information accompanying the financial statements, we have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

This information is intended solely for the use of the Board of Directors and management of the Compact and is not intended to be and should not be used by anyone other than these specified parties.

Blue & Co., LLC

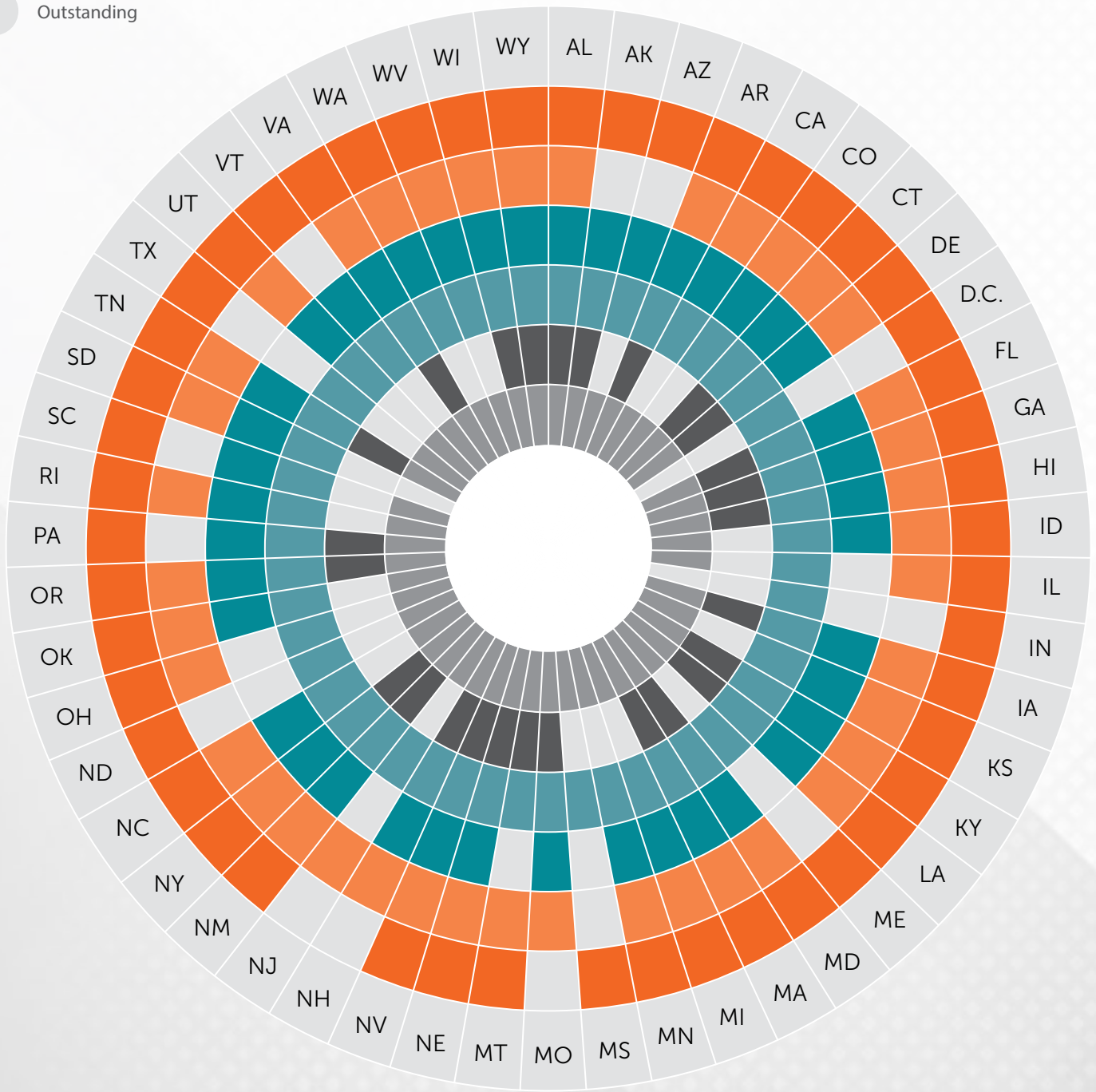
August 27, 2021

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

STATE COMPLIANCE AND COORDINATION

Under the Compliance Committee, the Commission tracks compliance with Statute/Code requirements which mandate member states to: appoint a state commissioner; submit their code of conduct and conflict of interest forms; annually convene one state council meeting; and submit an end-of-year report. This year, states were asked to provide, by August 31st, a position statement regarding the expansion of the compact to include interstate transitions of school aged dependents of the National Guard and Reserve beyond those covered under Title 10, Active Duty status in preparation for the 2021 Annual Business Meeting.

- Paid FY21 Dues
- Submitted their End of Year Report
- Submitted the state national guard and reserve report
- Held their State Council Meeting
- Submitted Conflict of Interest and Code of Conduct forms
- Appointed a commissioner
- Outstanding



MIC3 YEAR IN REVIEW

NEW COMMISSIONERS & EX-OFFICIOS

PHILLIP CANTRELL

Military Authority Director, WVNG
Adjutant General Office, Joint Force
Headquarters, West Virginia

LEAH JOHNSON, RN, BSN

Johnson, Dallas-Center Grimes, Des
Moines Christian Schools, Iowa

WAYNE MARQUIS

Building Management Specialist,
Division of Finance and Support
Services, Department of Education
and Early Development, Alaska

DR. BECKY PORTER

(Ex-officio)
President and CEO, Military Child
Education Coalition, Texas

MICHAEL PRICE

Senior Deputy Director of State
Operations and Director of Strategic
Planning, Department of Military and
Veterans Affairs, Michigan

DR. TREMEKIA PRIESTER

Office of Student Intervention
Services, Department of Education,
South Carolina

KRISTEN WINDHAM

Policy Advisor, Office of Governor
Tate Reeves, Mississippi

JOEL WILSON

Deputy Superintendent of Operations,
Idaho State Department of Education

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 48 Commissioners*



EDUCATION 38 members (79%)

Current or Retired

- Higher Education, 2 members (5%)
- State, 19 members (50%)
 - State Board of Education, 1 member (5%)
 - State Department of Education, 18 members (95%)
- District or school, 17 members (45%)
 - Superintendent, 13 members (76%)
 - Other District Personnel, 2 members (12%)
 - School Level, 2 members (12%)

MILITARY 7 members (15%)

- State Military and Veteran's Affairs (or equivalent), 3 members (43%)
- Retired Military 4 members (57%)

OTHER STATE DEPARTMENT OR PROFESSION 3 members (6%)

* 3 vacant positions

FISCAL YEAR 2021 AWARDS

COLONEL JUAN ALVAREZ

377 MSG Commander, Kirtland Air
Force Base, and Military Representative
to the New Mexico Military Child
Education State Council

YOLANDE ANDERSON

South Carolina Commissioner

CHRIS CMIEL

West Virginia Commissioner

KELLY FRISCH

Regional School Liaison Officer, Navy
Region Southwest

DR. CHRISTINA KISHIMOTO

State Superintendent, Hawaii
Department of Education

WADE LITRELL

Chief Financial Officer, The Council of
State Governments

STEVE LYNCH

Missouri State Council

TIM MCMURTREY

Idaho Commissioner

KIM MUNOZ

Army School Liaison Officer, US Army
Garrison Hawaii

JACIE RAGLAND

California Department of Education

TERRY RYALS

Alaska Commissioner

DR. DAVID SPLITEK

Representative to the Commission,
Military Child Education Coalition, Texas

MAGGIE WILLIAMS

Military Family Education Liaison, MIC3
Hawaii State Council

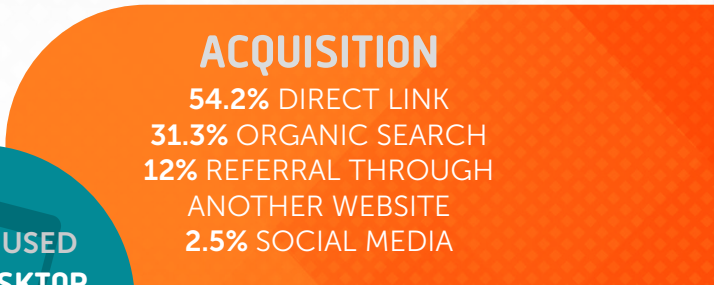
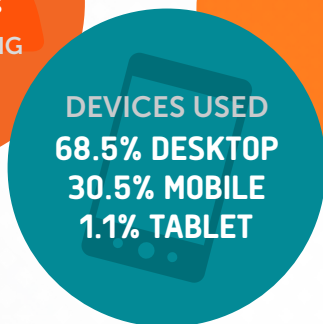
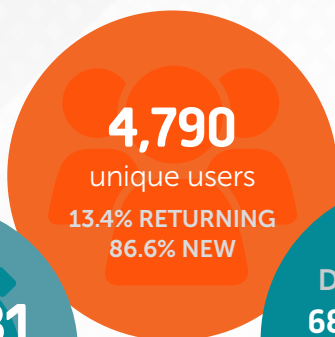
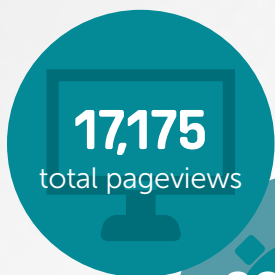


M. Ward, Waynesville District Schools, Missouri

MIC3 YEAR IN REVIEW

WEBSITE ANALYTICS BETWEEN MAR. 13, 2021 – SEPT. 6, 2021

MIC3 launched its new website in 2017. Over the past three year, the users have grown significantly. In March, the system analytics (which collects website data) was reset, therefore this data represents 5 months.



INITIATIVES

89% of eligible states with a Commissioner held a meeting

3 states had commissioner vacancies

SIX STATES had newly appointed Commissioners in FY21

59
TOTAL MEETINGS HELD
(10 states held more than one meeting)

4 STATES had newly appointed Commissioners in FY22

13% of eligible states with a Commissioner did not report a meeting

MIC3 YEAR IN REVIEW

THE IMPACT OF THE PANDEMIC ON EDUCATION

In June 2020, states and schools were scrambling to adjust to new and revised federal and state regulations and guidance regarding the pandemic, including: health and safety guidelines, and options of remote, in-person, and hybrid instruction. During this time, the Commission was proactive and published 42 weekly updates on “State Department of Education/Public Instruction COVID-19 Information/Guidance on School Closures and Reopening”, a valuable resource for states and stakeholders. In Fall 2020, while some school districts opened their buildings and returned to in-person classes, a majority of schools nationwide remained in remote learning. The general hope was a return to “normal” after the holidays.

As pandemic regulations were extended and remote learning continued, state officials and schools provided updates and flexibility on academic credits, testing requirements, and graduation to ensure the school year was completed on time. Despite the changing environment and continued challenges, states were more flexible and made exceptional accommodations for transitioning military students to mitigate learning loss and ease challenges. If students were moving between two states where both schools were in remote learning, students were allowed to remain enrolled in the sending school to complete the quarter, semester, or year to ensure they completed the class or grade level. In one case, the family of a medically fragile student received military clearance to drive across the U.S. to their new duty station. The student was allowed to enroll remotely in the new school and attend classes while traversing North America – while COVID was a major factor in this unique accommodation, schools placed the needs of the student and family first to ensure access to education.

Following the Centers for Disease Control and Prevention (CDC) guidelines requiring masks and social distancing, most schools reopened their doors to in-person learning in the fourth quarter, and communities opened business and government. Life (at that time) seemed to be getting back to normal. With the arrival of the new Delta

variant over the summer months, the outlook was an indicator that we are not quite out of the pandemic — yet.

While adapting to life under COVID has not been easy for communities over the past 18 months, the question is if this is the “new normal”? Although the pandemic has broadened discussion in education, from the impact of remote learning, learning loss, socio-emotional learning, and mental health of students – the long-term impact is still unknown. As a commission, we must continue to focus on our mission, “successful educational transitions”. Our work is more vital than ever to ensure military students stay on grade level and are able to graduate on time.

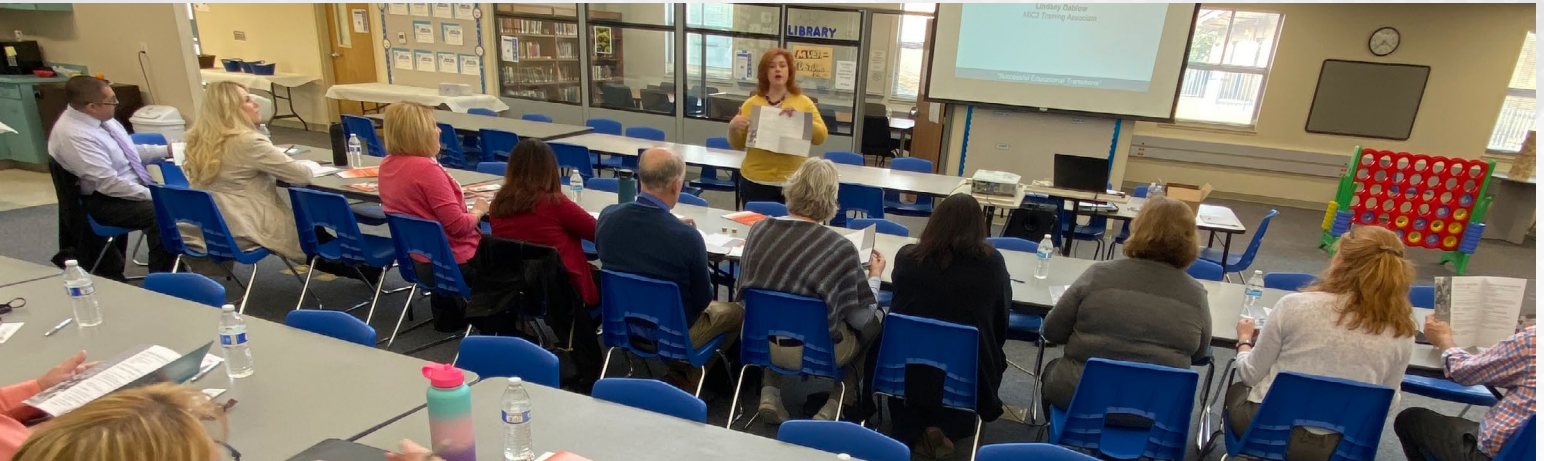
President Robert F. Kennedy stated eloquently, “It is not more bigness that should be our goal. We must attempt, rather, to bring people back to the warmth of community, to the worth of individual effort and responsibility, and of individuals working together as a community, to better their lives and their children’s future.” Although there are no easy answers or solutions, remaining positive and student-focused, is part of our shared responsibilities as part of the community safety net to make it through this crisis. We can, and will, do it together.



PURPLE UP! MONTH OF THE MILITARY CHILD

The month of April is celebrated as the Month of the Military Child, and the Commission had selected April 21, 2021, as the day to celebrate military children. 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. In March, the worldwide impact of the COVID-19 pandemic resulted in nationwide closures of school district buildings and student learning was moved to a virtual platform. While a majority of states cancelled celebrations and signatory events, some states celebrated virtually, issuing proclamations, encouraging sidewalk chalk art and social media posts.

MIC3 YEAR IN REVIEW



COMPACT TRAINING RAISES AWARENESS ON HOW SCHOOLS CAN SUPPORT MILITARY CONNECTED STUDENTS

Since the Commission celebrated the adoption of the Compact by 50 states and the District of Columbia in 2014, the focus shifted from advocating for signatories to ensuring regulatory compliance and expanding educational awareness to support our mission. While the initial Commission goal was educating schools and parents, the 2016 Strategic Plan provided more opportunities to expand the effort. The alignment of staffing and resources enhanced in-person and virtual training options; development of new videos, public service announcements; and an onboarding process for new commissioners and state councils.

In September 2017, the Commission signed a memorandum of understanding with the Military Impacted Schools Association (MISA), with schools hosting seven trainings sessions, covering 60 school districts and 205 participants. The collaboration benefits communities serving military families transitioning into the school system. Due to COVID-19 travel restrictions, and many schools in remote learning, trainings sponsored by MISA districts were postponed. "While we are disappointed trainings could not be held, schools needed to focus on student learning and mitigating the pandemic impact in their communities," said Kyle Fairbairn, MISA's Executive Director. "Educating military impacted schools on the compact remains a priority, however we will reassess in the fall if we can hold trainings this year."

In 2020-2021, the Commission briefed at national meetings for the National Governor's Association; Military Child Education Coalition (fall and summer events); and Military Connected School Administrators, in addition to the 23 virtual training sessions for school district personnel; state council members; military school liaison officers (SLO), and military support organizations such as the Specialized Training of Military Parents (STOMP) and Exceptional Children's Assistance Center (ECAC).

The feedback has been overwhelmingly positive from both commissioners and stakeholders, as they supplement the independent trainings conducted by commissioners and school liaisons in states. As expected, training initiatives increased the demand for training publications which are available at no cost to states.

In 2019, the adoption of second strategic plan compelled the Commission to explore other avenues to educate on the unique challenges of military children. This year, the Commission released updated toolkits and resources to enhance state training initiatives and promote April's Month of the Military Child; a new mini-video series focused on Compact rules; and a stronger push to commissioners and stakeholders on the resources and support provided by the National Office for state programming. "Our continued growth is due to the commitment and hard work by our commissioners and ex-officio members to continually improve as an organization," noted MIC3 Chairman and Arkansas Commissioner John Kaminar, "and ultimately doing the right thing for our military kids."



MIC3 YEAR IN REVIEW

MIC3 NATIONAL OFFICE CASE ANALYSIS

July 1, 2020 - June 30, 2021

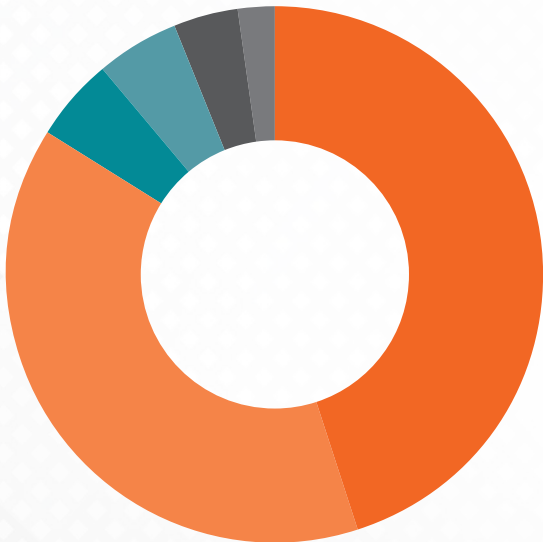
The majority of cases and inquiries are resolved at the state, district, and school levels. This data is not reflective of the actual number of compacy related cases that states address.

30% of cases were covered by the compact

—VS—

70% of cases were not covered by the compact

REQUESTOR



- PARENT** 45%
- COMPACT COMMISSIONER** 39%
- MILITARY SERVICE** 5%
(i.e. School Liaison)
- STATE** 5%
- EX-OFFICIO MEMBER** 4%
- OTHER** 2%
- DISTRICT/SCHOOL** 0%
- STUDENT** 0%

COMPACT RELATED CASE TOPICS





MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

1776 Avenue of the States | Lexington, KY 40511
859.244.8000 | mic3info@csg.org | www.mic3.net |  

NATIONAL OFFICE STAFF



CHERISE IMAI
Executive Director
p 859-244-8069
e cimai@csg.org



LINDSEY DABLOW
Training and Operations Associate
p 859-244-8067
e ldablow@csg.org

STRATEGIC PLAN 2020-2022

1776 Avenue of the States
Lexington, KY 40511

859-244-8000
mic3info@csg.org
www.mic3.net





VISION

Successful Educational Transitions

MISSION

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

VALUES:

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

GOAL 1: CLARITY AND AWARENESS



Military families rely on MIC3 to assist in the successful transition of their children during transfer and transitions. However, many families and education professionals may be unaware of MIC3 and those who are aware of the Compact, may not understand exactly what the Compact covers. It is critically important MIC3 leverage our stakeholders to expand our reach to those areas that may not be aware of the Compact while continuing to provide clarity of the Compact to areas with a high military presence.

Goal Statement:

Enhance MIC3 visibility and awareness among those impacted by MIC3 through clarity of our mission, clearly defined roles and responsibilities of our stakeholders, and a commitment to the Compact.

Strategies:

1. Develop a comprehensive MIC3 communication strategy
2. Clearly define and communicate roles and responsibilities of all stakeholders within MIC3
3. Inspire and empower our stakeholders to increase their presence where we need it most; in doing so we will simultaneously seek to expand and cultivate an ever-growing network
4. Implement a formal mentoring program
5. Develop comprehensive training curriculum for all our stakeholders
6. Evaluate the current impact of the Compact

Tactics

Executive Committee

- Develop a mechanism for evaluating the impact of the Compact, either internally or with the assistance of an outside agency: establish a baseline, define measurables, and develop a reporting apparatus for states to demonstrate impact.

Communications & Outreach

- Develop a communication plan with emphasis in the following areas:
 - Distribution of current products and online materials.
 - Expanding social media presence.
 - Developing online resources focused on commissioners, states, and military-connected families.
- Identify stakeholders and their relationship to the Commission.
 - Develop an MIC3 ambassador program to collaborate with stakeholders.
- Develop a plan for commissioners to initiate contact between their state department of education and military personnel within their state.
- Utilize state education conferences to disseminate information about the Compact.

Training

- Develop and implement a new commissioner mentoring program.
- Continue to expand training within states, regionally, or online.
- Create comprehensive training materials for commissioners and other stakeholders.

GOAL 2: COHESIVE AND ALIGNED



MIC3 is uniquely positioned to engage the skills and abilities of commissioners and stakeholders while maintaining a culture and environment that are aligned with our mission, vision, values, and purpose. In doing so, we will encourage maximum engagement from all stakeholders while creating an organization focused on innovation, professionalism, and progress.

Goal Statement:

Empower and channel the diverse nature of our commissioners to maintain one focus, one purpose, and one outcome.

Strategies:

1. Create a structure that allows for full Commission engagement
2. Create best practice (expectations) engagement parameters (code of conduct) for commissioners
3. Create volunteer leadership pathways
4. Formalize onboarding experiences
5. Develop an innovative governance model to create opportunity for engagement

Tactics

Executive Committee

- Engage the full Commission with in-person regional or tier group meetings throughout the year.
- Develop a national recognition program for outstanding commissioners.
- Develop a mechanism to gather resources and best practices from commissioners through the MIC3 website.
- Develop a mechanism to share the resources and best practices with the full Commission.

Compliance

- Communicate compliance expectations and highlight states that are meeting those expectations.
- Communicate how the National Office can assist states with Compact compliance.
- Define and communicate the responsibilities of state councils.
- Define and communicate minimum expectations for commissioner participation and engagement at the annual business and standing committee meetings.

Leadership Development

- Define leadership within the Commission and identify individual skills and behaviors that are needed.
- Develop a formal leadership program to identify future leaders and reinforce succession planning.
- Encourage commissioners interested in leadership positions.

Training

- Develop and implement a new commissioner mentoring program.

GOAL 3: FOUNDATION AND FUTURE



As MIC3 continues to evolve and mature, so must our approach to continually invest in our infrastructure while positioning the organization within an ever-changing environment. To do so, MIC3 will continue to focus on maximizing our operational effectiveness while continuing to manage our assets and structure responsibly.

Goal Statement:

Establish and maintain a culture of growth to ensure fiscal stability and operational effectiveness.

Strategies:

1. Educate our community on our resources, responsibilities, and commitments
2. Research revenue and support sources to support our initiatives
3. Create an operations audit to ensure the team has what they need to succeed
4. Ensure current volunteer engagement by providing necessary resources, education, and pathways for future volunteers

Tactics

Communication & Outreach

- Communicate resources to commissioners and stakeholders. Include reminders about existing resources, responsibilities, and commitments.
- Research how member states and military services educate stakeholders on the Compact, and develop a strategy to support their efforts.
- Develop a template for commissioners to highlight the Compact within their state for their Governor, legislators, and other stakeholders.
- Develop additional online tools and informative videos for commissioner and stakeholder use.

Finance

- Explore and communicate to the Commission the viability of outside funding sources for the Commission.
- Continue transparent reporting of Commission budget and develop opportunities for stakeholders to understand the fiscal operations of the Commission.
- Audit the operations and programs of the Commission and National Office to determine needs and areas of improvement.
- Establish fiscal principles and policies - short and long-term - to ensure stability.

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 - was 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.

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

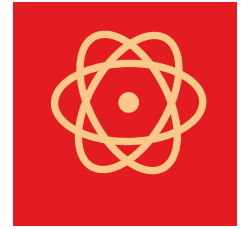
Ensure sustainability to: identify external impacts on the MIC3 mission and fiscal outlook (e.g. ESAA, BRAC).

- 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 continues to be monitored.
- The committee tracks potential partners with the capacity to support the MIC3 mission.



GUIDE FOR SCHOOLS/PARENTS

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

- 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

- 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

May be required during transition

- Official military orders showing that the military member was assigned to the state (or commuting area) of the state in which the child was enrolled and attended school
- If a military child was residing with a legal guardian and not the military member during the previous enrollment they will have a copy of the family care plan, or proof of guardianship
- A transcript, official or unofficial, or an official letter from the proper school authority which shows record of attendance, academic information, and grade placement of the student
- Documented evidence of immunization against communicable disease.
- Evidence of date of birth.





GUIDE FOR SCHOOLS/PARENTS

Some areas that are covered...



Enrollment

- Educational Records
- Immunizations
- Kindergarten & First Grade Entrance Age

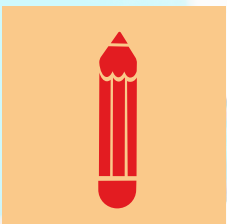
Placement and Attendance

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

Graduation

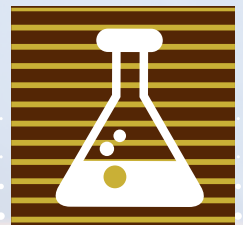
- Waiving courses required for graduation if similar course work has been completed
- Flexibility in accepting state exit or end-of-course exams, national achievement tests, or alternative testing in lieu of testing requirements for graduation in the receiving state
- Allowing a student to receive a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

Additional resources and information are available at
www.mic3.net



CONTACT US AT

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



MIC3 Training Toolkit for Parents

Parents

The webpages, publications, and videos listed below will provide parents with a better understanding of Interstate Compacts and specifically the Military Interstate Children's Compact Commission. Each section features materials relative to that topic but it is recommended that parents familiarize themselves with all the documents listed below and how the Compact is implemented in the state they are residing.

General Knowledge

1. **WHAT IS A COMPACT** <http://www.mic3.net/assets/what-is-an-interstate-compact.pdf>
2. **COMPACT VALUE** <http://www.mic3.net/assets/compact-value.pdf>
3. **FIND YOUR STATE'S PROFILE** <http://www.mic3.net/state-profiles.html>
4. **FIND YOUR STATE'S STATUTE** <http://www.mic3.net/state-statutes.html>
5. **PARENT FAQ** <http://www.mic3.net/assets/parent-faq-2019.pdf>

Commissioner Specific

6. **FIND YOUR COMPACT COMMISSIONER** <http://www.mic3.net/interactive-map.html>
7. **COMMISSIONER RESPONSIBILITIES** <http://www.mic3.net/assets/excom-approved-commissioner-responsibilities-4.17.2019.pdf>
8. **COMMISSION GUIDE FOR PARENTS AND SCHOOLS** <http://www.mic3.net/assets/one-pager-parents-and-schools.pdf>
9. **WHO DO I ASK FOR HELP** <http://www.mic3.net/assets/parent-flowchart.pdf>
10. **FIND YOUR STATE COUNCIL MEMBERSHIP** <http://www.mic3.net/interactive-map.html>
11. **COMPACT RULES** <http://www.mic3.net/assets/rules-book-edits-20190905.pdf>
12. **ANNUAL REPORTS** <http://www.mic3.net/annual-report.html>

Need to Know Before You Go

13. **PCS CHECKLIST** <https://www.militaryonesource.mil/moving-housing/moving/planning-your-move/plan-my-move-great-pcs-moving-checklists-more>
14. **WHAT IS A SCHOOL LIAISON OFFICER (SLO)** <https://www.dodea.edu/Partnership/schoolLiaisonOfficers.cfm>
15. **FIND YOUR SCHOOL LIAISON OFFICER** <https://www.dodea.edu/partnership/>

Compact Resources

16. **ADVISORY OPINIONS** <http://www.mic3.net/advisory-opinions.html>
17. **MEDIA RESOURCES**

MIC3 Training Toolkit for Parents

(Continued)

- a. **MIC3 Summary with Provisions** <https://youtu.be/uXDwsFJn4vk> (video)
 - b. **PSA Videos (3)** <https://youtu.be/7QrmVUs9jos>
<https://youtu.be/-SIW9C5LQVw>
<https://youtu.be/fK24q82YZf0>
 - c. **Parent Guide** <https://indd.adobe.com/view/f41d20ad-3121-4c98-ab68-61c4b7daec69>
(publication)
 - d. **Brochure** http://www.mic3.net/assets/mic3_4-fold_brochure.pdf (publication)
 - e. **One Pager** <http://www.mic3.net/assets/one-pager-information2.pdf>
 - f. **Compact Rules** <http://www.mic3.net/assets/rules-2018-revised-9-nov--2018.pdf>
 - g. **Bookmarks** <http://www.mic3.net/assets/2019-bookmarks-for-website-dl.pdf>
 - h. **Posters** <http://www.mic3.net/assets/mic3-poster---1-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/pcs-poster.pdf>
18. **WEBINARS** <http://www.mic3.net/webinar.html>
- a. **MIC3/MCEC Parent to Parent** (General information about the MIC3)
 - b. **The College Admissions Process – Things to Keep in Mind** (Military-connected families and navigating the college admissions process)



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

MIC3 Training Toolkit for Schools

Schools

The webpages, publications, and videos listed below will provide schools with a better understanding of Interstate Compacts and specifically the Military Interstate Children's Compact Commission. Each section features materials relative to that topic but it is recommended that all schools personnel familiarize themselves with all the documents listed below and how the Compact is implemented in the state they are residing.

General Knowledge

1. **WHAT IS A COMPACT** <http://www.mic3.net/assets/what-is-an-interstate-compact.pdf>
2. **COMPACT VALUE** <http://www.mic3.net/assets/compact-value.pdf>
3. **FIND YOUR STATE'S PROFILE** <http://www.mic3.net/state-profiles.html>
4. **FIND YOUR STATE'S STATUTE** <http://www.mic3.net/state-statutes.html>
5. **FAQ** <http://www.mic3.net/faqs.html>

Commissioner Specific

6. **FIND YOUR COMPACT COMMISSIONER** <http://www.mic3.net/interactive-map.html>
7. **COMMISSIONER RESPONSIBILITIES** <http://www.mic3.net/assets/excom-approved-commissioner-responsibilities-4.17.2019.pdf>
8. **COMMISSION GUIDE FOR PARENTS AND SCHOOLS** <http://www.mic3.net/assets/one-pager-parents-and-schools.pdf>
9. **WHAT IS A SCHOOL LIAISON OFFICER (SLO)** <https://www.dodea.edu/Partnership/schoolLiaisonOfficers.cfm>
10. **FIND YOUR SCHOOL LIAISON OFFICER** <https://www.dodea.edu/partnership/>
11. **WHO DO I ASK FOR HELP** <http://www.mic3.net/assets/parent-flowchart.pdf>
12. **FIND YOUR STATE COUNCIL MEMBERSHIP** <http://www.mic3.net/interactive-map.html>
13. **COMPACT RULES** <http://www.mic3.net/assets/rules-book-edits-20190905.pdf>
14. **ANNUAL REPORTS** <http://www.mic3.net/annual-report.html>

Compact Resources

15. **USEFUL LINKS** <http://www.mic3.net/useful-links.html>
16. **ADVISORY OPINIONS** <http://www.mic3.net/advisory-opinions.html>
17. **MEDIA RESOURCES**
 - a. **MIC3 Summary with Provisions** <https://youtu.be/uXDwsFJn4vk> (video)
 - b. **PSA Videos (3)** <https://youtu.be/7QrmVUs9jos>
<https://youtu.be/-SIW9C5LQVw>

MIC3 Training Toolkit for Schools

(Continued)

- <https://youtu.be/fk24q82YZf0>
- c. **Parent Guide** <https://indd.adobe.com/view/f41d20ad-3121-4c98-ab68-61c4b7daec69> (publication)
 - d. **Brochure** http://www.mic3.net/assets/mic3_4-fold_brochure.pdf (publication)
 - e. **One Pager** <http://www.mic3.net/assets/one-pager-information2.pdf>
 - f. **Compact Rules** <http://www.mic3.net/assets/rules-2018-revised-9-nov--2018.pdf>
 - g. **Bookmarks** <http://www.mic3.net/assets/2019-bookmarks-for-website-dl.pdf>
 - h. **Posters** <http://www.mic3.net/assets/mic3-poster---1-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/pcs-poster.pdf>
18. **WEBINARS** <http://www.mic3.net/webinar.html>
- a. **MIC3/MCEC Parent to Parent** (General information about the MIC3)
 - b. **The College Admissions Process – Things to Keep in Mind** (Military-connected families and navigating the college admissions process)

U.S. Dept of Defense Resources on the Compact

19. **MIC3-DOD MEMORANDUM OF AGREEMENT** https://mic3.net/assets/mou-mic3-dod_20110506.pdf
20. **DEPARTMENT OF DEFENSE INSTRUCTION** <https://bit.ly/2WsXF7V>
21. **MILITARY REPRESENTATIVES**
- a. **Military Representatives by State** <https://mic3.net/assets/copy-of-mil-reps.10.15.19.pdf>
 - b. **Military Representatives Appointment Guide** <https://bit.ly/3gCdXCp>
 - c. **Military Representative Resource Guide** <https://bit.ly/3BfDzNu>
22. **NAVY**
- a. **Guidance for Navy Military Representatives to State Councils** <https://bit.ly/3mEcWNY>
 - b. **Navy Fleet and Family Resource Guide** <https://bit.ly/3jj5xBF>
23. **AIR FORCE**
- a. **Guidance for Air Force Military Representatives to State Councils** <https://bit.ly/3jk3NYV>
24. **RESOURCES**
- a. **Find My School Liaison** NEW! <https://mic3.net/school-liaisons/>
 - b. **DOD Dictionary of Military & Associated Terms (1/2021)** <https://bit.ly/3ylsQPF>
 - c. **Military Acronyms and Terms (Military Parent Technical Assistance Center)** <https://bit.ly/3BeOoPL>



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

**Interstate Compact on Educational Opportunity for
Military Children**

**Maryland State Council Meeting
Tuesday, June 21, 2022, 10:00 AM**

AGENDA

Welcome

Mary Gable
Commissioner – Maryland
Assistant State Superintendent
Division of Student Support, Academic
Enrichment, and Educational Policy

Introductions

State Council Members and
Invited Guests

**Review of Minutes of Last Meeting, Updates,
Strategic Plan**

Child Care

Steven Hicks
Assistant State Superintendent
Division of Early Childhood

Update on National and Maryland Cases

Review of Rules

**Purple Star Legislation
SB234 Chapter 66**

Questions, Comments, Recommendations

State Council

Resource:

Military Interstate Children’s Compact Commission webpage at <https://mic3.net/>

EXECUTIVE COMMITTEE MINUTES
Thursday, May 19, 2022

PRESENT	Laura Anastasio	Connecticut Commissioner	Chair
	Ernise Singleton	Louisiana Commissioner	Vice Chair
	Brian Henry	Missouri Commissioner	Treasure & Finance
	John "Don" Kaminar	Arkansas Commissioner	Past Chair
	Steve Bullard	Kentucky Commissioner	Compliance
	Mary Gable	Maryland Commissioner	Rules
	Shelly Ramos	Texas Commissioner	Training
	Lori Phipps	Director of Op, School Liaison Prog.	Dept of the Air Force
	Chuck Clymer	Military Representative, USDOD	Ex-Officio
	STAFF	Cherise Imai	Executive Director
	Lindsey Dablow	Training & Operations Assoc.	
EXCUSED	Chad Delbridge	Wyoming Commissioner	Comm & Outreach
	Dianna Ganote	Military Representative, USDOD	Ex-Officio
	Stephanie Ramsey	Communications Associate	

ITEM 1 – CALL TO ORDER

- Chair Laura Anastasio called the meeting to order at 1:03 PM ET on Thursday, May 16, 2022.

ITEM 2 – ROLL CALL

- Roll call was conducted by Cherise Imai, Executive Director (ED). A quorum was established.

ITEM 3 – APPROVAL OF THE AGENDA

- Commissioner Don Kaminar (AR) motioned to approve the agenda as presented, seconded by Vice Chair Ernise Singleton (LA). Motion carried.

ITEM 4 – APPROVAL OF THE MINUTES

- Commissioner Steven Bullard (KY) motioned to approve the minutes from the April 19-21, 2022, meeting as presented, seconded by Commissioner Kaminar. The motion carried.

ITEM 5 – EXECUTIVE SESSION

- Commissioner Singleton motioned to move into Executive Session, seconded by Commissioner Mary Gable (MD). Motion carried.
- Commissioner Singleton motioned to exit Executive Session, seconded by Treasurer Brian Henry. Motion carried.

ITEM 6 – REPORTS

- Chair** – Chair Anastasio reported the 4 Tier Groups met this month. She attended all sessions and felt the meetings went well. There was great discussion.

Approved June 16, 2022

8. **Vice Chair** – Vice Chair Singleton reported the Ex-Officio met in April. They provided updates on their respective organizations. Regarding the Tier Group meetings, she noted the facilitators and general counsel did a great job leading robust discussion on the Statute Citation, and the National Guard and Reserve.
9. **Executive Director** – Training and Operations Associate, Lindsey Dablow, reported sixteen trainings were recently conducted by the Commission. Ms. Dablow briefed at online and in-person events for Kentucky, Mississippi, Montana, and Florida.
10. **Finance** – Treasurer Henry reported on the status of the finances of the organization including the FY2022 dues; balance, and expenditures which were in alignment with 3rd quarter projections. He noted some line items, such as General Counsel and legal expenses, are anticipated to be higher than projected.
11. **Training** – Commissioner Shelly Ramos (TX) reported the Committee met on April 26th, however the Committee did not achieve quorum. Ms. Dablow updated members on current projects which include the training videos and learning management system. Commissioner Ramos added the military and education terminology guide would be reviewed at the next meeting.
12. **Compliance** – Commissioner Bullard said the Committee met on May 10th and he provided and update on FY2022 state council meetings and end-of-year (EOY) reports which are due by the end of June. He said the Committee will compile the reports into one booklet which will be posted on the website. He noted New Jersey had not submitted their FY2021 report to date, which places the state on a Level 3 status - he is following up with Commissioner Tony Trongone (NJ).
13. **Leadership Nomination** – Commissioner Kaminar reported the Committee met on May 16th. They finalized the electoral process timeline and documents. They also decided nominations from the floor would not be accepted this year; and a roll call would be utilized for the voting process.
14. **DOD Liaison** – Mr. Chuck Clymer reported the Department of Defense Instruction on the Commission is out of date and needs to be updated. He has served with honor for 3 years as the liaison, and he thanked members for their passion and commitment to the Compact – and supporting military connected students.

ITEM 7 – OLD BUSINESS

15. **Kentucky Elizabethtown School District Case** – ED Imai reported the parent was notified of the Executive Committee's (EXCOM) decision. The case is closed.
16. **Strategic Plan-Commissioner Sessions** – ED Imai reported the strategic plan consultant, Mr. Brian Riggs, has scheduled two sessions on June 1st and 2nd to allow members and ex-officio to provide input and feedback on the strategic plan goals. She noted Mr. Riggs will facilitate the sessions, and the National Office staff will not take part or staff the events.

ITEM 8 – NEW BUSINESS

17. **Legal Memorandum: Incorrect Compact Language Citation** – ED Imai noted Chair Anastasio, Vice Chair Singleton, and Mr. Clymer reported on this item earlier in the meeting and the Tier Groups met and discussed the way forward. In sum, members understood the language must be fixed, however General Counsel recommended a rule be adopted in the interim to clarify the Compact

was intended to cover active duty (Title 10) national guard and reserve dependents. Some states have a technical amendment process in which the language could be corrected while in some states it may be a challenge. Vice Chair Singleton motioned the memorandum drafted by General Counsel should be disseminated to the Commission. The motion was seconded by Treasurer Henry. Motion carried.

(OPEN ITEM)

18. **MIC3 Awards** – Commissioner Gable motioned to approve State Service Awards be awarded to outgoing Commissioners Susan Haberstroh (DE) and Bruce Duplanty (AZ) for their service. The motion was seconded by Commissioner Bullard. Both are resigning from their positions: Commissioner Haberstroh has served for 12 years and will retire from the Delaware Department of Education; and Commissioner Duplanty said Arizona has appointed his colleague to the seat. (OPEN ITEM)

19. **Rosemarie Kraeger** – ED Imai reported Commissioner Kraeger's spouse, James, recently passed away unexpectedly. The obituary noted in lieu of flowers, memorial donations may be made to the Joslin Diabetes Center at One Joslin Place, Suite 745 Boston, MA 02215. Commissioner Gable motioned to approve a \$100 memoriam donation be made in his name to the organization. The motion was seconded by Treasurer Brian Henry. Motion carried. (OPEN ITEM)

ITEM 9 – OTHER BUSINESS AND ANNOUNCEMENTS

20. **Successful Transition Video Program** – ED Imai reminded members about the program and submittals are due June 1.

21. **Upcoming Deadlines** – ED Imai reminded members to hold their state council meeting and submit their EOY reports by June 30th. She added promotions through Constant Contact would be disseminated to the Commission to remind them of the deadline.

ITEM 10 – ADJOURNMENT

22. Vice Chair Singleton motioned to adjourn the meeting. The motion was seconded by Commissioner Ramos. With no further business to conduct, Chair Anastasio adjourned the meeting at 2:02 PM ET.