

ITEM

ITEM 1 – MEETING CALLED TO ORDER

1. The 2015 MIC3 Annual Business Meeting (ABM) was called to order and the roll call taken. Forty voting members, four ex-officio members, and four staff were present, representing a quorum legally sufficient for the conduct of business.

ITEM 2 – AGENDA AND MINUTES

2. California State Commissioner and Commission Chair Kate Wren Gavlak reviewed the agenda with the Commission and asked for the approval. The motion passed and the agenda was approved.

3. Chair Gavlak followed up on a request from the 2014 MIC3 Annual Meeting. She asked all commissioners to make contact with their state high school athletic associations about the Interstate Compact.

4. Chair Gavlak reminded the Commission about the importance of being engaged. All members were encouraged to sign up for a committee. She also reminded the Commission that MIC3 golf shirts are available through the National Office.

5. Chair Gavlak stated that the purpose and objective of the MIC3 Annual Meeting is to address the routine and required business of Commission. This will include the adoption of the budget, election of officers, and assigning of members to committees. The meeting will address issues of immediate impact to the Commission and the audiences of the Interstate Compact. The meeting will also look forward to the future of the Commission, the application of the Interstate Compact, and determine the supporting tasks needed.

6. Chair Gavlak asked the Commission to briefly review the minutes and asked for approval of the minutes. The minutes were approved.

ITEM 3 – HOST STATE AND GUEST SPEAKERS

7. Chair Gavlak acknowledged Washington State Commissioner Greg Lynch as host and invited him to make some introductions. Lynch thanked the National Office for their hard work organizing the meeting. Lynch introduced State Superintendent of Public Instruction Randy Dorn, who gave a brief speech. Lynch, then, introduced State Senator Christine Rolfes, who also gave a brief speech. Lynch, with the assistance of Chair Gavlak and MIC3 Executive Director Stephen Hogan, presented Senator Rolfes with a plaque for her sponsorship of the Interstate Compact and in recognition of her hard work on behalf of military children.

ITEM 4 – EXECUTIVE COMMITTEE REPORT

8. Chair Gavlak stated that the Executive Committee had been looking at different avenues to expand the outreach of the Commission. As part of this effort, the Committee reached out to the National Federation of State High School Associations (NFHS). She indicated that in the past, it has been discussed that the Commission reach out to the National Parent Teacher Association (PTA). She encouraged the commissioners to reach out to the state PTA chapters and possibly add them to the state councils.

9. Chair Gavlak indicated that each of the committee chairs would be giving a report later. However, the Executive Committee did look at rules and policy issues dealing with charter schools, temporary housing, and GPA's. These would be discussed further during breakouts.

10. Chair Gavlak also reported that the Executive Committee discussed awards and certificates of appreciation.

ITEM 5 – EXECUTIVE DIRECTOR REPORT

11. Executive Director Stephen Hogan stated that support to state councils and commissioners is an ongoing priority of the National Office. The National Office also stands in support of the Commission committees. The National Office has been working on both current and long term budget and administrative management issues. He indicated that there was also the development of the strategic framework, which he would discuss in more detail later in the meeting.

12. Hogan stated that he conducted interviews with U.S.O. Magazine, Military Times, and a military spouse magazine to better connect more directly to the military family. He stated that the National Office is in the concept phase for social media outreach and has started working with some subject matter expert sources to codify that concept.

13. Hogan stated that he had participated in visitations of eleven state council meetings. Eight of those eleven were a first trip to the state, and four were the very first time that those state councils met. He encouraged the commissioners to invite the National Office to the state council meetings.

14. Hogan indicated that the National Office had also conducted outreach on behalf of the Commission. Further, we've gone forward and briefed agencies of impact, most notably the guidance counselors. MIC3 Program Specialist John Matthews with Maxine Daly, former Arizona Commissioner designee, briefed the American School Counselors Association convention in Arizona. MIC3 General Counsel Rick Masters briefed the Council of School Attorneys (COSA), part of the National School Board Association. Hogan reported that he and Chair Gavlak attended the Military Impacted Schools Association (MISA) meeting in June. Masters also attended the national convention of the Military Child Education Coalition (MCEC) on behalf of the Commission. The intention of the outreach to these agencies of impact is to enlarge our relationship and collaboration with agencies that have similar interests and can support us both operationally and subjectively.

15. Hogan reported that he, Chair Gavlak, and MIC3 Operations Coordinator Richard Pryor conducted a site visitation for the 2016 Annual Business Meeting venue. He reported that the contract has been signed for the time period 26 to 28 October at the Marriott World Center Orlando, Florida.

ITEM 5 – GENERAL COUNSEL REPORT

16. MIC3 General Counsel Rick Masters reported that the general counsel's involvement in the Executive Committee seeks to help the individual committees and state commissioners as much as possible. He also was available to interpret or provide guidance as necessary to any commissioner who had a question based in the legal area. However, he clarified that it was important for the commissioner to route any request for assistance through the National Office.

ITEM 6 – COMMITTEE REPORTS

17. **Finance Committee:** With Florida State Commissioner and Treasurer Bob Buehn, chair of the Finance Committee, still traveling, Executive Director Hogan, presented. He reported that the FY 2015 audit was complete, and it stated that operations were "consistent with legitimate business practices." Hogan indicated that the staff had a copy available if anyone wanted to review it.

18. Hogan briefed that the execution of the FY16 budget was underway and projections were roughly unfolding as expected. The Commission had approximately \$890,000 in reserve to start the fiscal year. He explained that about 91 percent of the expenses come from five areas: salaries, benefits, direct and indirect costs related to CSG, consultant services (Masters), and consultant expenses (Masters). The current budget report for the annual meeting reflects 25 percent execution.

19. Hogan reported that 82 percent of the states had paid their FY16 dues, equaling 86.7 percent of the monies to be collected to date.

20. Hogan presented the proposed FY17 budget. He explained that the expected income from the FY17 dues is currently an estimate. While resides numbers have been received, the Commission was still waiting on final figures from the Coast Guard. Hogan went on to explain that the benefits line item will be impacted as of July 2016 when

CSG removes itself and the affiliates from the Kentucky Retirement System (KRS); MIC3 is one of several affiliates of CSG. This may result in as much as a \$70,000 influx into the general budget.

21. Hogan addressed the business meeting line item. He explained that initial estimates were \$90,000 for the 2016 MIC3 Annual Meeting. However, after conducting the site visit and choosing a venue, it seems that \$80,000 is a more reasonable estimate of the expected costs.

22. Lastly, Hogan addressed the rent line item: CSG plans to raise rent by about \$1300 a year. He stated that if all the expected changes come to pass, the commission should find itself between \$50,000 and \$60,000 under budget at the close of the fiscal year.

23. Tennessee State Commissioner Deanna McLaughlin asked whether there was a plan for retirement for the staff moving forward. Hogan indicated that two options are available. The first is for the Commission to remain with TIAA-CREF, who handles the retirement plan for CSG. The second would be to allow the staff to explore the options individually if the Commission chooses to separate from CSG's plan. Once separated from KRS, the Executive Committee would explore the options.

24. Wisconsin State Commissioner Shelley Joan Weiss requested that the Finance Committee discuss the possibility of providing some funding to each commissioner for the promotion of the Interstate Compact within their state. She also requested that, for the purposes of strategic planning, the Finance Committee and the National Office plan and budget for future annual meeting sites to obtain better rates.

25. The Commission voted to approve the proposed FY17 budget with adjustments to be made at the close of the fiscal year as necessary by the Executive Committee.

26. **PR and Training Committee:** North Dakota State Commissioner Davina French, chair of the PR and Training Committee, reported that the committee had met three times during the year. The committee formed a subcommittee that took over the training session at the annual meeting. French acknowledged Commission Vice Chair and Rhode Island Commissioner Rosemarie Kraeger for the mentoring and guidance that she provided to the training team.

27. French reported that the committee reviewed the strategic communications plan. This plan was evolving to include new technologies and audiences that had not been previously considered. The plan will be reviewed again in the coming year.

28. French stated that as part of the outreach portion of the communications plan, Pryor composed an advertisement that went out through Military Times Online. The committee will review the results on the feedback and determine whether this is something that MIC3 should continue.

29. French acknowledged the posters, booklets, and other materials that have been produced. She stated that the committee would be looking to develop a new "How to Build a State Council" booklet in the coming year. This will be a guide for commissioners and state officials for the state coordination piece of the Interstate Compact. It will also provide assistance in rebuilding a state council or starting over from scratch.

30. French also indicated that the committee would be looking to develop multiple teams dealing with outreach, PR, social media, and training.

31. **Compliance Committee:** **Ohio State Commissioner** Pete Lupiba, chair of the Compliance Committee, reported that the committee had met in September. He referenced the state council status chart in the docket book. Lupiba acknowledged that to date Oregon and Pennsylvania had commissioner vacancies. He also stated that the lack of state councils was an area of concern moving forward. Lupiba emphasized that part of the commissioner role is the maintenance of the state council. He indicated that if the commissioners need help, they should contact the National Office.

32. **Rules Committee:** Maryland State Commissioner Mary Gable, chair of the Rules Committee Chair, reported that the committee met once, discussing the three issues that had developed out of the previous year's annual meeting: charter schools, temporary housing, and mid-year transfers. She informed the commissioners that these subjects would be the topics for one of the next day's breakout sessions that she and Rick Masters would proctor.

ITEM 7 – EX OFFICIO REPORTS

33. **DoDEA:** Jennifer Dailey-Perkins, ex officio member designee, gave a presentation on behalf of DoDEA and DoD. Perkins reported that the Compact continues to serve as a high priority for DoD. She indicated that the Defense Man-Power Data Center shows that there are more than 800,000 school age active duty dependents worldwide. However, the vast amount of these students, 80 percent, are enrolled in U.S. public schools and do not attend the DoDEA schools. Specifically, 597 Local Education Agencies (LEAs) have reported to the U.S. Department of Education's Federal Impact Aid Program as having military students enrolled. However, many LEAs do not complete the application for federal impact aid. So, there are actually more LEA's out there in the states that have military students in them.

34. Perkins explained the role of DoD as an ex officio member of the Commission and their focus: building awareness and understanding; identifying and analyzing; and effectively communicating. "Listen, Learn and Communicate" has been their overarching theme this past year. Perkins stated that DoD has been busy drafting and publishing DoD regulations and guidance for their community in relation to the Compact.

35. Perkins indicated that best practices have been documented and they are currently working on next practices. An example of a best practice for communications with their different stake holders is their recently completed set of Interstate Compact Tool Kits, which are available on the DoDEA Educational Partnership website at www.dodea.edu/Partnership/interstateCompact.cfm. A copy of the DoDEA presentation has been posted to the MIC3 website: www.mic3.net

36. **MISA:** Ex Officio Member and Executive Director of the Military Impacted Schools Association (MISA) Kyle Fairbairn, introduced his organization and presented an overview of MISA. He explained how they were connected to the overarching effort. He related that MISA builds partnerships with military parents, the U.S. Congress, DoD, military leadership associations, and local communities that are the most highly impacted by high density military resident areas. MISA represents 51 school districts and 25 states throughout the country. Their primary focus is legislation and funding from the federal level to support military impacted schools. Funding comes from the Federal Impact Aid Program, the U.S. Department of Defense, and the U.S. Department of Education.

37. Fairbairn gave the Commission an overview of the various pieces of legislation that MISA has worked on over the last few years. A copy of the MISA presentation has been posted to the MIC3 website: www.mic3.net

38. **MCEC:** Dr. David Splitek, ex officio member representing the Military Child Education Coalition (MCEC), introduced his organization and explained how they were connected to the overall effort. Splitek explained that the Commission and MCEC have similar goals. MCEC mission is to ensure inclusive quality educational opportunities for all military and veteran connected children affected by mobility, family separation, and transition. He outlined the assistance MCEC renders and the programs they offer.

39. Splitek indicated that MCEC was tied to many other agencies to create local coalitions that were like minded and responsive. Listing the three priorities of MCEC, Dr. Splitek indicated that they were college preparation, data quality, and training. A copy of the MCEC presentation has been posted to the MIC3 website: www.mic3.net

40. Splitek addressed the topic of military student identifiers in state education databases. MCEC currently has 19 states identified with some sort of data element related to military students. MCEC, however, does not provide a model. They merely serve to answer questions about the process.

41. **NFHS:** Davis Whitfield of the National Federation of State High School Associations (NFHS) introduced himself and gave a presentation about the organization. The National Federation of State High School Associations serves its members, related professional organizations, and students by providing leadership for the administration of education-based interscholastic activities, which support academic achievement, good citizenship, and equitable opportunities.

42. Whitfield clarified that NFHS is considered the national leadership organization for high school sports and other activities. Besides sports, many of the associations under NFHS also do speech, debate, theater, and various other activities at the high school level. About 26 of their 51 members do both activities and athletics. The other half do just athletics. A copy of the NFHS presentation has been posted to the MIC3 website: www.mic3.net

ITEM 8 – NEW BUSINESS

43. **Proposed Amendment to Bylaws – Ex Officio Members:** The proposed bylaw amendment addressed Article II of the Commission Bylaws. The changes provide structural definition for the ex officio members of the Commission and identify who they are. The format mirrors the rest of the bylaws format. The proposed amendment was approved by the Commission. As part of the bylaw change, the Commission voted to add the National Federation of State High School Associations as an ex-officio member of the Commission.

ITEM 9 – GUEST SPEAKER

44. Chair Gavlak acknowledged Washington State Commissioner Greg Lynch as host and invited him to make some additional introductions. Lynch then introduced Andre Daniels, member of the National PTA Resource Development Committee, who gave a brief speech to the Commission.

ITEM 10 – PRESENTATIONS

Strategic Framework – Stephen Hogan, MIC3 Executive Director

Rules – Rick Masters, MIC3 General Counsel

ITEM 11 – BREAKOUT SESSION REPORTS – Day 1

45. Group 1 - Strategic Framework

- **Vision Statement** - concerned that it had some negative connotations. Thought that a better version might be:

"The MIC3 National Commission remains an enduring entity in its present form to create robust enduring vibrant state councils supported by a world-class national commission to effectively remove barriers to educational success imposed on children of military families because of frequent moves and deployment of their parents through proactive implementation of the military interstate children's compact."

- **Strategic Formulary** - Probably okay. Possible risks because some of the states have sunset laws on whether the Compact should continue within that state.
- **Metrics/measurements** - What kind of information do state legislators want to know about in order to sustain the ongoing success of what we're trying to do with MIC3? Template needed to show what kind of contacts we made and what to report to those state legislators.
- **Audiences** - Shortcomings in the list that was provided. No mention of the school districts, superintendents, principals, registrars. Thought the problem sufficiently exists to target.
- **Awareness** - Belief that most of the military are unaware of what this compact is about or what kind of relief they might find under the Compact.
- Teacher training at the university level about the Interstate Compact.
- Military student identification - possible language in statute that attempts to identify the students of military families. Addressed at the national level - uniformity needed in the student military identification.

Group 2 - Strategic Framework

- **Vision Statement** - weren't able to validate that as it stood.
- **Strategic Plan** - The bones are there but we would love to see a more creative - more visionary vision statement.
- **SWOT analysis** - to help that vision statement sort of come to life. Continue that feedback loop with all of us.

Group 3 - Rules Interpretation Issue - reweighting, regrading

- There are some instances where reweighting is already occurring when a student transfers in.
- DODEA has automatic reweighting that occurs for AP and IB classes for a student who transfers in.
- Where it is heavy on the local control, policies and practices aren't consistent across a state, vary from district to district.
- Tough for us at a national level to have an approach.
- Encourage districts to be transparent about any reweighting or regrading process.
- Appeals process for their grades.
- Regrading or reevaluation is something that would be permitted under the Compact but not required.

Strategic Framework

Vision Statement.

- Need to add something that encompasses the purposes of the Commission rather than just a vision statement being that our purpose is to continue to exist.
- Confusion about vision statement versus mission statement.
- Outcomes of the kids are paramount and should be mentioned.
- Add verbiage from the website that would make some sense.

Risk Statement

- Recognize changing political climate could be detrimental to military families.
- Much greater risk that the Compact and Commission could be used to advocate for things beyond the scope of the Compact.
- States starting to back away because we're no longer there serving the kids.
- Political Issues – What is advocacy? v. What is within the scope of the Compact?

Communication

- Measure progress for that 100% connection.
- How many families know about the Compact?
- How many have been connected to the apparatus?

Identifier

- Connection mechanism between the districts and the parents/parents with the Compact.
- Keeping the website updated - State Compact Commissioners.

Governance

- How to make the position less political and subject to the swings of politics in your state?

Contribution

- Advocacy line – Be careful to know that partnering does not equal support.

Group 4 - Strategic Framework

Vision and End Statement

- “Being obsolete” not likely to happen. Need for this Commission is always going to be there.

Risk Statement

- Affirmed risk as written as being real and a valid concern.

Membership

- Need to focus on maintaining 100% membership and giving that perspective.
- Need for neutrality on some political issues (e.g., Common Core).

Communication

- Need for communication and focusing on military families.
- First goal (?) providing good communication about the Commission and the Compact.
- Simple information formats, one pagers or one source types of things.

Training

- At the state level, obviously, is a big function for the National Office.
- Cash balance - Could some of that be used to hire a marketing firm to develop a communication plan for us?
- Get parents educated and informed... Using them to educate and inform.
- Orientation session for anyone.

Governance

- Rather than being resistant to turn over, be sustainable through turnover.
- Department of Education representative... Perhaps Special Education representation would be helpful.
- Create a committee that could vet organizations for ex officio status.

ITEM 11 – ELECTION OF OFFICERS:

46. The following nominations were made, and elected by acclamation: Kate Wren Gavlak – Chair; Rosemarie Kraeger – Vice Chair; Bob Buehn – Treasurer.

ITEM 12 – AGENDA – Day 2 (7 Nov)

47. Chair Gavlak reviewed the agenda for the day with the Commission. She reminded the commissioners to check the room assignment for the breakout they signed up for. She also reminded the commissioners of committee signups.

48. Chair Gavlak stated that each commissioner would be receiving a survey after the meeting. She encouraged everyone to fill out the survey. Part of the survey would be on the strategic framework.

ITEM 12 – BREAKOUT SESSION REPORTS – Day 2

49. **Group 1 - National Guard and Reserve**

- "What are the resources and how do you get to those resources?"
- Different organizations nationally and within your state that will help you communicate with the two groups, both educational organizations and with military organizations.
- Get Recruiters involved.
- NG information on MIC3 website.
- A list of upcoming deployments for commissioners - contact the superintendents of the districts about the upcoming deployments for guard and reserve.
- Work with the national staff to really do a good explanation of what title 10 is versus any other titles.
- List of websites for family support contacts and how it works for the National Guard and the reserves.
- Be aware of when a service member dies, that the Compact is still in an effect for one year afterwards.
- Survivor outreach services.

Group 2 - Temporary Housing/Charter Schools/GPAs

Temporary Housing

- Encourage families to be in touch with school systems to clarify expectations.
- Guard against gaming the system (Kindergarten, extra-curricular, etc.).
- Rules Committee - language that provides some information and guidance.

Charter Schools

- Schools and districts should clearly communicate their procedures for enrollment.

Grades and/or Credits

- Grades awarded by the sending school should not be changed by the receiving school.
- If there is unfinished work due to the move that results in an unsatisfactory grade or no credit, the receiving and the sending school should work together to help facilitate the completion.

Group 3 - State Council Model/Managing Turnover

- State council materials – template bylaws, agendas, training manual, power points.
- Article VIII of the Interstate Compact – Who serves on the state council? (appointment by title v. by name).
- DoD/Military Representative – title v. name – Who to contact at DoD?
- Who pays the dues?
- Allies within community/state – possible ex-officio organizations.
- Know the appointing authority for the state commissioner and the state council.

Group 4 - School Liaison Officers

- Developing a positive relationship among the state council members.
- Most of the issues were resolved at the school level, the garrison commander, or the military liaisons.
- SLOs really function as the first POC on the Compact to resolve of the issues that arise.
- SLOs work together inter-service.
- Newsletter of information on the Compact and other policy information for their schools.
- Coalitions across all military branches of service, so the SLOs will meet together.
- Commands will meet together to work on common issues.
- SLOs have a close working relationship with the base commander.
- Briefing at military newcomers.
- Briefings, parent meetings, post-secondary level meetings.
- SLOs really have to deal with varied interpretations of the Compact and application of it within the school districts or the state.
- School district flexibility on Compact issues really creates more angst among families.
- On-time graduation: some state requirements are so rigorous that counselors/administrators lack flexibility.
- Perception of lack of empathy on the school's part.
- Sometimes the issues are not brought up to the SLOs in sufficient time for them to be resolved.
- Have a matrix by state to include DoDEA information on end-of-year testing, verified credit requirements, kindergarten age start dates, maybe start of school dates for school districts.
- Coast Guard has a very limited SLO program.
- Memorandum of agreement needed between the Navy and Coast Guard to support Navy SLOs in servicing Coast Guard families in areas that they reside in; Navy SLOs do support Coast Guard families, but they're not allowed to count those Coast Guard families that they support in their data log.
- Military Family Life Consultants - play an important role in servicing and partnering and supporting those kids in those schools - very constricted.
- Other military service branches were missing from the conversation - more services could participate in the commission and the meeting.

ITEM 12 – NEW BUSINESS, 2016 AND FUTURE ANNUAL MEETING SITES

50. Chair Gavlak made the announcement that the 2016 MIC3 Annual Meeting will be October 26–28 at the World Marriott Resort in Orlando, Florida.

51. Chair Gavlak invited any state commissioners who wished to host future annual meetings to give a short presentation. Commissioners Kraeger (Rhode Island), Anastasio (Connecticut), and Orzalli (Massachusetts) proposed hosting the MIC3 Annual Meeting in New England in 2017 or 2018. Commissioner Lupiba (Ohio) in conjunction with commissioners from Indiana, West Virginia, and Kentucky made a pitch for Cincinnati in 2017 or 2018.

52. There being no further business, the meeting was adjourned.



Kate Wren Gavlak
MIC3 Chair, California Commissioner