

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

**Maryland State Council Meeting**

**Thursday, June 8, 2023, 1:00 PM**

**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

**Citation Correction Initiative  
National Guard**

Cherise Ami  
Executive Director  
Military Interstate Children's Compact  
Commission (MIC3)

**Maryland Strategic Plan**

Dr. Sylvia A. Lawson  
Deputy Superintendent  
Office of Organizational Effectiveness

**Purple Star Legislation**

**Questions, Comments, Recommendations**

State Council

**Resource:**

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



## Minutes

### ATTENDING:

Tashina Andrus, School Liaison Officer (SLO), NSA Bethesda

Rene Averitt- Sansone, Executive Director, Parents Place of Maryland

Carol Beck, Director, Office of School Innovations, MSDE

Michelle Boone, SLO, NSA Annapolis - US Naval Academy

Matrice Brooks, SLO, Joint Base Andrews

Cynthia Chance, SLO, Aberdeen Proving Ground

Lt. Col. Chaveso Cook, Commander of Headquarters Command Battalion, US Army Garrison, Ft. Meade

Donald Corbin, School Safety, MSDE

Michelle Culmore, Office of School Innovations, MSDE

Lindsey Dablow, Training Operations Associate, MIC3

Teresa Dantzler, Ombudsman, MSDE

Dr. Cheryl Dyson, Superintendent, Frederick County Public Schools

Horace Franklin, NDW Regional School Liaison Officer

Mary Gable, Assistant State Superintendent, MSDE, Commissioner Maryland

Lolita Gunter, SLO, NSA South Potomac - Indian Head/Dahlgren

Alonso Hay, SLO, Joint Base Anacostia-Bolling

Cherise Imai, Executive Director, MIC3

The Honorable Anne Kaiser, Maryland House of Delegates

Christina King, Communications Associate, MIC3

Sunny Lee, SLO, Joint Base Andrews

Meredith McCandless, SLO, Ft. Meade

Brook Schmidt, Parents Place of Maryland

Dawn Simpson, SLO, NAS Patuxent River

Ryan Voegtlin, Director of Student Services, Anne Arundel County Public Schools

Flavia Walton, Military Family Representative

## INTRODUCTIONS

Ms. Gable, Commissioner, welcomed State Council members and guests to Maryland's Annual State Council meeting. The meeting included members of the State Council, School Liaison Officers, and staff from the Maryland State Department of Education.

## CITATION CORRECTION

Cherise Imai (MIC3) informed the Council of a technical correction needed in Maryland law. The Department of Defense discovered an incorrect citation in the statute governing the Compact. This error was therefore embedded in State Compact laws. The error is that the laws refer to Section 1209 and 1211 of the bylaws and should refer to Chapters 1209 and 1211. With the correction, the Compact will refer to the federal definition of active-duty service as it should.

The Commission is aware and is working with states to make the correction. The process to make a technical correction varies across states. Eight states have made the technical amendments. (Note: In Maryland, the Department of Legislative Services writes an "Annual Corrective Bill" which corrects technical and grammar errors and corrects obsolete language.) Follow-up will need to occur in a future legislative session.

Cherise Imai said that there are two places in Compact law and in Maryland law where it references a section of federal law instead of chapter. She will send the statute to Mary Gable, annotated in red to show where changes need to be made. Mary will follow-up to discuss next steps to make this correction in Maryland's statute.

## NATIONAL GUARD

Cherise Imai (MIC3) provided an update on the Compact and National Guard. Over the last several years, there have been questions and discussion about whether the National Guard is covered by the provisions of the Compact. In Maryland, both MSDE and Local Education Agencies (LEAs) work with National Guard families. Other states also report that they are responsive to the needs of National Guard families.

Utah changed its Compact statute to explicitly include the National Guard. Utah asked the Commission to consider this question and whether the Compact should be amended to include the National Guard.

The purpose of the Compact is to meet the needs of children when moves from state to state are required by changes in military assignment.

MIC3 established a task force to study this question. States were asked to review numbers and cases. The task force report was considered at the annual business meeting of the Commission. The Commission does not support the change, for the reasons noted above. This would also require revising the Compact law in every state. The Commission did develop an option for states to consider which is passage of language to address the needs of Guard families, but it should be outside the Compact.

Some participants noted that there are rare requests for assistance on behalf of National Guard families. These are not typically differentiated from other active duty personnel when it comes to helping a student.

## MARYLAND STRATEGIC PLAN

Mary Gable presented an overview of the MSDE Strategic Plan and the Blueprint for Maryland's Future.

In the initial phases of strategic plan development, there have been multiple roundtables, listening sessions, and other outreach efforts to develop priorities. Out of this work, the Department will focus on clear goals, supported by key values, and identify "enablers" – the structural conditions needed for success.

In Phase 3, which began in June 2023, the priorities will be refined and goals and targets will be set.

The Blueprint for Maryland's Future is a comprehensive plan for Maryland education. The legislation was passed in 2021 and will provide \$3.8 billion over the next 10 years. The legislation was the outcome of a three-year Commission. The Commission's report was the basis for the bill that ultimately passed.

There are five pillars of the Blueprint.

- Early childhood – high quality, affordable PreK
- High quality and diverse teachers and leaders – raising the stature of the profession.
- College and Career Readiness
- Resources to meet student needs
- Expertise and Accountability – includes expert review teams and metrics for low performing schools.

Feedback from stakeholders is important to ensure that the plan is flexible and responsive.

The values that will undergird the work of the Blueprint include transparency (especially of data), and equity.

Mary shared the survey and encouraged the Council Members to complete the [survey](#) which is available on MSDE's website. She also shared the website for the [Blueprint for Maryland's Future](#). Mary encouraged sharing both websites with their constituents.

## PURPLE STAR

Legislation establishing a 'purple star' designation for schools passed in the Maryland General Assembly this year. Applications will be out in the summer. Schools will be asked to demonstrate what the school is doing to support military families.

## OTHER

Ryan Voegtlin (Anne Arundel County Public Schools) shared that Military SLOs appeared on a local public interest show and shared valuable resources and information. He provided the YouTube link. Anne Arundel County Public Schools also had a poster contest during the month of the military child.

Dawn Simpson expressed gratitude to the staff of St. Mary's County. Very few concerns reach her because LEA staff are knowledgeable and responsive.

Lindsay Dablow, MIC3, stated that the main guide to the Compact rules has been updated and will be available in Spanish in June 2023. MIC3 has copies of the Guide to share upon request. Compact materials from the Commission may be ordered free of charge by going to the Resource page on their website.

## RESOURCES

MSDE's Blueprint for Maryland's Future, <https://blueprint.marylandpublicschools.org/>

Maryland Public Schools Strategic Planning Survey,  
<https://marylandpublicschools.org/about/Pages/StrategicPlanningSurvey/index.aspx>

Military Interstate Children's Compact Commission webpage, <https://mic3.net/>

Military Interstate Children's Compact Commission Resource webpage,  
<https://mic3.net/publications/>

Link to Military SLO interview from Anne Arundel County Public Schools:  
<https://www.youtube.com/watch?v=9Jp92M-kB7M>



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

\*Call to order, roll call, and welcome remarks will be conducted each day

\*\*Action Item for Commission Vote

**2022 ABM Meeting Agenda – General Session**  
**October 19-20, 2022**  
**8:00am-5:00pm Central Time**

- I. **Call to Order** – *Laura Anastasio (CT)\**
- II. **Roll Call\***
- III. **Welcome and Opening Remarks\***
- IV. **Keynote Speaker**
- V. **Approval of the Agenda\*\***
- VI. **Approval of the 2021 Annual Business Meeting Minutes\*\***
- VII. **Public Comment**
- VIII. **Executive Reports**
  - A. Executive Committee – *Laura Anastasio\**
  - B. Executive Director – *Cherise Imai*
  - C. Vice Chair – *Ernise Singleton (LA)*
  - D. General Counsel – *Darren Embry, Samantha Nance, Stuart Michael*
- IX. **\*\*Action Item: Part 1 - National Guard and Reserves Task Force: Extending Applicability Beyond Title 10 National Guard and Reserves Dependents** – *Darren Embry, Samantha Nance, Stuart Michael*
- X. **\*\*Action Item: Part II - Compact Statute Citation Correction** – *Darren Embry, Samantha Nance, Stuart Michael*
- XI. **Tier Group Breakouts** (For Commissioners and Ex-officio)
- XII. **Military Impacted School Perspectives** – *Keith Mispagel, USD207 Ft. Leavenworth Schools and Helen Payne, North Hanover Township School District*
- XIII. **U.S. Department of Defense 2023 Key Issues** – *Jeremy Hilton, Defense State Liaison Office (DSLO)*
- XIV. **Standing Committee Reports**
  - A. Compliance – *Steven Bullard (KY)*
    1. State Council Meetings
    2. State End-of-Year Reports
  - B. Communication and Outreach – *Chad Delbridge (WY)*



1. Connecting with Your State Department of Education and Military Representative Guide
  2. State Superintendent Memorandum
  3. New Collaterals
  4. Purple Up! Month of the Military Child
  5. Successful Compact Transitions Cases
  6. Website Analytics
- C. Training – *Shelly Ramos (TX)*
1. Commissioner Mentoring Program
  2. New! Terminology Card
  3. New! Training Videos
  4. Learning Management System
  5. Compact Training Update – *Lindsey Dablow*
- XV. **Guest Panel: Bloom Military Teens**
- XVI. **MIC3 Past, Present, and Future** – *Susan Haberstroh, Greg Lynch (WA), Rosemarie Kraeger (RI)*
- XVII. **2023-2026 Strategic Plan** – *Brian Riggs, Consultant*
- XVIII. **Standing Committee Reports (continued)**
- A. Finance – *Treasurer Brian Henry (MO)*
1. FY2022 Dues, Balance, Revenue & Expenditures, and Annual Audit
  2. FY2023 Dues, Balance, Revenue & Expenditures
  3. FY2024 Dues and Budget Proposal
  4. Vanguard Investments
  5. Guidance for States on Compact Funding
- B. Rules – *Mary Gable (MD)*
1. Proposed Compact Rules Amendments
    - a. Technical Amendments
    - b. Chapter 100, SEC. 1.101: Definitions
    - c. Chapter 300, SEC. 3.102: Application for Transfer of Student Records and Enrollment
    - d. Chapter 600, SEC. 6.102: Eligibility for Extracurricular Participation
- XIX. **\*\*Action Items – Part III**
- A. **2023-2026 Strategic Plan**
- B. **FY2024 Dues and Budget Proposal**
- C. **Rules Amendments**
1. **Technical Amendments**
  2. **Chapter 100, SEC. 1.101: Definitions**
  3. **Chapter 300, SEC. 3.102: Application for Transfer of Student Records and Enrollment**
  4. **Chapter 600, SEC. 6.102: Eligibility for Extracurricular Participation**
- D. **Consent Agenda:**
1. **#1-2022 COVID-19 Vaccination**

## 2. #2-2022 Open Records Policy

- XX. **Elections**, Ref. [Election Guide](#) – John “Don” Kaminar (AR)
- XXI. **Legal Perspectives** – Darren Embry, Samantha Nance, Stuart Michael
- XXII. **National Center for Interstate Compacts** – Dan Logsdon
- XXIII. **Ex-Officio Reports**
  - A. National Federation of State High School Associations – Davis Whitfield
  - B. Military Impacted School Association – Kyle Fairbairn
  - C. Military Child Education Coalition – Becky Porter
  - D. National Military Family Association – Caitlin Hamon
  - E. U.S. Department of Defense – Dianna Ganote, Military Representative
- XXIV. **Awards and Recognition**
  - A. Awards Program – Stephanie Ramsey
  - B. 2022 Awards Review
  - C. New Commissioner Mentor’s Recognition
  - D. Award and Recognition
- XXV. **Future Annual Business Meetings**
  - A. 2023 Virginia – Dan Dunham (VA)
  - B. 2024
- XXVI. **Announcements and Closing Comments**
- XXVII. **Adjournment**





MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION



# 2022 ANNUAL REPORT

S U C C E S S F U L   E D U C A T I O N A L   T R A N S I T I O N S



# FACTS AND FIGURES

## ACTIVE DUTY AND NATIONAL GUARD SERVICE MEMBERS—WORLDWIDE

2,597,885

ACTIVE DUTY MEMBERS  
1,376,940 | NATIONAL GUARD MEMBERS  
1,220,945

AS OF AUG. 2022, THERE ARE

1,698,245

DEPENDENT CHILDREN (0-18)  
OF THE U.S. MILITARY WORLDWIDE

## ACTIVE DUTY AND NATIONAL GUARD SPOUSES—WORLDWIDE

1,020,244

ACTIVE DUTY MEMBERS  
522,836 | NATIONAL GUARD MEMBERS  
497,408

1,189,940

OR 54%

ARE SCHOOL AGE (5-18)



## ACTIVE DUTY

WORLDWIDE

943,024 TOTAL DEPENDENT  
CHILDREN (0-18)

— 615,610 (65%) —

ARE SCHOOL-AGE CHILDREN (5-18)

744,698 (79%) ARE UNDER AGE 12

CONTINENTAL U.S.

873,504 TOTAL DEPENDENT  
CHILDREN (0-18)

— 571,304 (65%) —

ARE SCHOOL AGE CHILDREN (5-18)

687,480 (79%) ARE UNDER AGE 12

## NATIONAL GUARD & RESERVE

WORLDWIDE

755,221 TOTAL DEPENDENT  
CHILDREN (0-18)

— 574,330 (76%) —

ARE SCHOOL-AGE CHILDREN (5-18)

498,727 (66%) ARE UNDER AGE 12

CONTINENTAL U.S.

731,691 TOTAL DEPENDENT  
CHILDREN (0-18)

— 557,113 (76%) —

ARE SCHOOL AGE CHILDREN (5-18)

482,886 (87%) ARE UNDER AGE 12



# LETTER FROM THE CHAIR

This Annual Report details the activities and accomplishments of our Commission over this past year. Please take the time to review this report—you will see that our Committees, Commissioners, National Office Staff, and Stakeholders have been extremely busy! As a nation, we are still struggling with the continuing COVID-19 pandemic, and we are seeing its impact on all children. We are also experiencing unprecedented challenges in our world that will shape our children and our nation. Despite the uncertainty around us, our organization remains strong, and we are poised to further strengthen our position and fulfill our mandate.

MIC3 is making strides in its growth and maturity starting with our new strategic plan, which is focused on three fundamental areas of culture, fidelity, and education. Through the strategies and tactics outlined in our plan, we will solidify our commitment to ease education transitions for military-connected children. While we still have many tasks yet to complete, we will find success through unity of purpose and mutual respect. We have many recently appointed commissioners joining our team and new legal counsel to advise us. We have successfully launched our tier groups with an in-depth discussion of the National Guard inclusion and the citation error in the model compact language. Our committees have initiated several proposed rule changes to further clarify the Compact provisions. We also have addressed several cases which underscore the need to constantly educate families, states, and school districts on their respective rights and responsibilities under the Compact.

In the area of education, our colleagues in the National Office have conducted monthly virtual training sessions, which have been well attended and well received, as well as many in-person training sessions throughout the country. We can all be exceedingly proud of their hard work and stellar representation of our organization—we could not be where we are today without their dedication and support.

As we emerge from the pandemic “pause” and navigate our new reality, it is vital that we redouble our efforts to provide training, resources, and support to school districts and military families. This work is continuous—there will always be new parents and school staff who need to be educated about the Compact and what we as an organization can do for them.

Thank you for your support—it has been a pleasure and an honor to serve as the 7th Chair of the Commission!

With warmest regards,



**Laura L. Anastasio**  
Commission Chair and Connecticut Commissioner

## GENERAL COUNSEL REPORT

EMBRY MERRITT WOMACK NANCE PLLC



Darren Embry



Samantha Nance



Stuart Michael

General 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, General Counsel: drafted one advisory regarding Kindergarten Accreditation; reviewed legislative proposals from several states; advised on legal matters regarding state default cases; provided an updated legal memorandum on expansion of the compact to National Guard and Reserve students beyond those covered under active-duty status; and provided legal guidance and information on the compact statute citation correction.

## LEADERSHIP



**CHAIR**  
Laura Anastasio (CT)



**VICE CHAIR**  
Ernise Singleton (LA)



**TREASURER**  
Brian Henry (MO)



**PAST CHAIR**  
John “Don” Kaminar (AR)





# 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

## COMPLIANCE COMMITTEE

2021 | Jul 13 | Sept 14 | 2022 | Jan 11 | Mar 8 | May 10



### COMMITTEE CHAIR

Steven Bullard | Kentucky

*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 prioritize ensuring all 50 states plus D.C. have appointed commissioners, held at least one state council meeting, and submitted End-of-Year (EOY) Reports to the National Office.

To assist member states, the EOY Report template was made available to streamline the annual reporting requirement. Compliance is committed to communicating with and providing the Commission with valuable resources to aid Commissioners in meeting the requirements of their position.

The Committee was briefed on legal review/assistance requests should further action be required. The Committee utilized *1-2019 Resolving Compliance Issues* to address timely payment of annual dues, failure to file required reports, and/or hold a state council meeting.

The Committee is pleased all member states paid their FY22 annual dues, and for the first time since its inception, there are currently no Commissioner vacancies, and every member state has an appointed representative on the Commission.

## TRAINING COMMITTEE

2021 | Aug 24 | Sept 28 | Oct 26

2022 | Jan 18 | Feb 22 | Apr 26 | Jun 28



### COMMITTEE CHAIR

Shelly Ramos | Texas

*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.*

The Training Committee continues to administer the *New Commissioner Mentoring Program*, which, with the onboarding process, acclimates new Members to the Commission.

This year, the Committee approved the *General Military and Education Acronyms and Terminology* document and remains focused on expanding the Commission's training resources. In addition, they developed four videos highlighting the provisions of *Article V – Placement and Attendance*. The video resources are part of a larger initiative to develop a Learning Management System which allows stakeholders to access Compact training on demand.

The Committee continues to focus on organizations that can assist MIC3 by disseminating information about the Compact to military families and school districts. In FY22, almost 600 individuals attended the more than 30 virtual training sessions offered by the Commission.



# COMMITTEE REPORTS (CONTINUED)

## RULES COMMITTEE

2021 | Aug 17 | Oct 19 | 2022 | Feb 8 | Apr 12 | Jun 14



### 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 cases or inquiries where Commissioners, parents, or other stakeholders have contacted the National Office for assistance. Due to the Commission's dedication to communicating, informing, and training on the Compact, the number of inquiries has increased steadily over the past few years.

The Committee continues to monitor the Unique Case Submissions and encourages their fellow Commissioners to submit their unique cases to demonstrate best practices and successful implementation of the Compact. The Committee can also identify where they can engage the Commission through training or the creation of other resources.

There were two significant cases that the Committee oversaw and passed on to General Counsel — one regarding a course placement and the other related to Extracurricular participation.

In 2022, the Committee dedicated themselves to doing a full review of the Compact Rules Book. The edits and amendments will be passed on to the Executive Committee for Approval and will be on the Consent Calendar at the 2022 Annual Business Meeting. The Committee also created an Open Records Request Policy that set parameters for requesters that inquired about information from the National Office. In addition, the Committee passed the Policy for Covid-19 Vaccination that applies to staff at headquarters.

Going into FY2023 the Rules Committee will review the proposed Rules Amendments sent from General Counsel which includes: the defining accreditation and school board (Chapter 100 – Definitions SEC. 1.101 – Definitions), Clarifying Accreditation (Chapter 300 – Transfer of Education Records and Enrollment), and Eligibility for Extracurricular (Chapter 600 – Eligibility SEC. 6.102 Eligibility for Extracurricular Participation).

## COMMUNICATION AND OUTREACH COMMITTEE

2021 | Jul 7 | Sept 1

2022 | Jan 12 | Mar 9 | May 11



### COMMITTEE CHAIR

Chad Delbridge | Wyoming

*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.*

This year the Committee created new collaterals that can be requested through the publications web page that showcases the value of the Compact including: *The Connect with Us!* social media postcard that features a QR code to the Commission's Linktree which links the website, social media, and recent registration links to upcoming webinars and trainings; *The MIC3 School Banner* that was created with the intent of being printed and displayed in schools; and the *Compact Value* one-pager.

In response to requests from Commissioners, the Committee created: a step-by-step guide on *How to Contact your State Department of Education and How to Contact Military Personnel* within your state; a Superintendent memo that highlights the importance of the Compact as well as resources the Commission offers to disseminate to school districts at the beginning of the school year. The Committee also expanded outreach through different channels and created new social media Instagram and Tik Tok accounts. In addition, monthly digital newsletters featured recent events, upcoming trainings, and resources for stakeholders. Lastly, the Committee developed webinars on relevant content to support Compact implementation within states.

Finally, MIC3 was included in the White House Report, *Strengthening America's Military Families* (Sept 2021). An initiative of the Joining Forces Interagency Policy Committee, U.S. Secretary of Education, Dr. Miguel Cardona, sent a "Dear Colleague" letter of support asking state education superintendents to support and educate schools on the Compact. Commissioners were highly encouraged to share the letter widely with stakeholders. Secretary Cardona recognizes the value of the Compact, and frequently features the MIC3 in his speaking engagements and briefs.

## FINANCE COMMITTEE

2021 | Jul 27 | Aug 31 | Sept 28 | 2022 | Jan 26 | Mar 23 | May 25



### TREASURER

Brian Henry | Missouri

*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: exploring additional funding sources the Commission was authorized to seek as a quasi-governmental organization; and review and determine the way forward on the Operations Audit Report findings and recommendations. Regarding Compact funding, many states expressed the Compact is an unfunded mandate. On request by members, the Committee produced a guide for states seeking funds to implement the Compact program in their state which was released in July. The Committee forwarded the Operations Audit recommendations for inclusion in the next strategic plan.

The FY2022 annual audit, completed by Blue & Company, found the Commission finances to be in good standing. As the number of military-connected students continues to decrease each year, the Committee continues to monitor fiscal impacts. Although the pandemic provided cost savings, the impact of COVID-19 on current and future operations is still unknown. The post-COVID recovery has had a significant impact as the overall cost for goods and services continues to increase, in addition to the rising cost of employee benefits and healthcare. However the foresight of the 2018 Committee's action to invest a portion of the reserve has resulted in a steady fund growth.

Looking forward, the Committee will continue to: educate members on the fiscal process; report on the budget and fiscal status; and establish fiscal principals and policies to support a stable organization.



## EXECUTIVE COMMITTEE

2021 | Jul 15 | Aug 19 | Sept 16 | Oct 21 | Nov 8 | Nov 18 | Dec 9-10  
2022 | Jan 20 | Feb 17 | Mar 17 | Apr 19-21 | May 19 | Jun 16



### COMMISSION CHAIR Laura Anastasio | Connecticut

*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 2021 Annual Business Meeting (ABM), the Commission elected a new leadership team which resulted in a new chair, vice chair, and treasurer. In addition, there was significant transition with three new committee chairs appointed by the new Chair. In November, a virtual retreat was held over two days to plan for the upcoming year. In April, the Committee met in-person in Lexington, Kentucky to work with an external consultant to develop the next strategic plan which will be released in October 2022.

While the Committee primarily addressed the general business of the Commission, they worked with General Counsel to provide guidance and information to members on two key issues: the proposed expansion of the Compact to include National Guard and Reserve beyond those covered under Title-10 active-duty orders; and the incorrect compact statute citation in states. The Committee convened the four Tier Groups, comprised of states by military student impactation, twice to clarify information and discuss concerns. The items will be presented at the 2022 ABM for decision making.

The Committee approved several legal memorandums and a legal advisory drafted by General Counsel as well as two cases involving a course credit and extracurricular activities. They approved two policies and three proposed rules by the Rules Committee which were placed on the agenda for the upcoming ABM for full commission vote. In addition, they approved several state, community, and special awards throughout the year.

Under the Strategic Plan, the Committee relaunched the updated Tier Groups which included the appointment of four facilitators to oversee the effort and serve as a group lead. The purpose is to provide the opportunity for member states to discuss compact-related issues.

## LEADERSHIP DEVELOPMENT COMMITTEE

2021 | Jul 26 | Aug 23 | Nov 15 | 2022 | Mar 21 | May 16

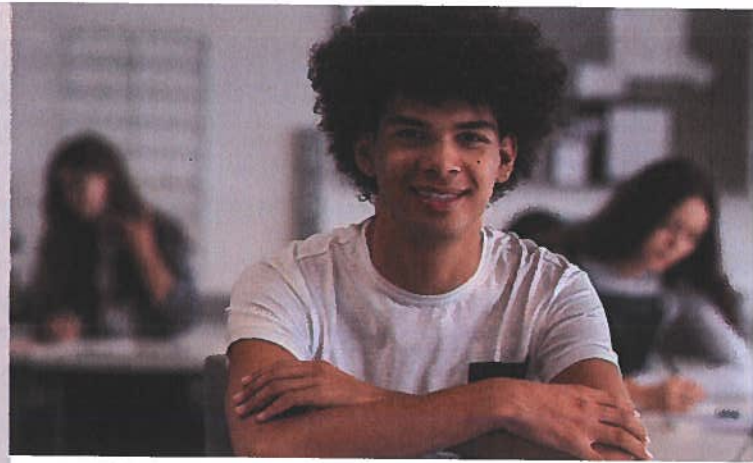


### COMMITTEE CHAIR John "Don" Kaminar | Arkansas

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

At the 2017 Annual Business Meeting (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 Gaviak (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 November 2021, the Committee reviewed feedback from the ABM survey. They examined: the Committee's purpose and viability in changing the Committee back into a leadership development committee; the transparency of the voting and electoral process; and roll calling voting. The Committee approved the timeline, updated application and election documents to ensure an equitable and transparent application process; and they verified applicants met the specified requirements. The Committee oversees the Commission's annual elections as required by the By Laws.



## EX-OFFICIO REPORT



### COMMITTEE CHAIR Vice Chair Ernisse Singleton Louisiana

2021 | Aug 5 | Oct 7  
2022 | Jan 6 | Apr 7

*Ex-officio representatives are non-voting representatives who are members of interested organizations, including but not limited to military-oriented, military family, education oriented, and parent and teacher organizations. — Article IX of the model compact language and Article II Section 3 of the Commission Bylaws*

The support and engagement of the ex-officio organizations to the Commission continues to be an invaluable asset and resource. Facilitated by the Commission's Vice Chair, quarterly meetings include a synopsis of the Commission's activities and updates on the ex-officio's organization's activities and programs. To promote communication and transparency, the representatives agreed to publish session meeting notes on the MIC3 website.

The group bid a fond farewell to the National Military Families Association's (NMFA) Nicole Russell and welcomed their new Government Relations Deputy Director Caitlin Hamon. The Department of Defense Representatives Chuck Clymer and Dianna Ganote provided an update on the service School Liaison Program and training initiatives, and the ongoing collaboration with Military OneSource.

Kyle Fairbairn of the Military Impacted Schools Association (MISA) reported on their Impact Aid program advocacy which supports military impacted schools. And Davis Whitfield from the National Federation of High School Associations briefed on spring and summer extracurricular student activities and trainings for athletic officials.

NMFA announced in 2022, the *Operation Purple Camps* would be held in-person and virtually and promoted their free *Special Education Curriculum* course which was sponsored by MISA. Dr. Becky Porter with the Military Child Education Coalition reported their 2022 Global Summit would be held in July in Washington, D.C., and MIC3 was invited to facilitate a Compact 101 breakout session.

The Commission appreciates the continued support and collaboration with the ex-officio representatives and their organizations in support of military families.



## 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



**CHAMPIONS FOR CHILDREN** MILITARY IMPACTED SCHOOLS ASSOCIATION

**Kyle Fairbairn**  
Executive Director



**Dr. Rebecca Porter**  
President and CEO



**NATIONAL MILITARY FAMILY ASSOCIATION**  
Together we're stronger

**Caitlin Hamon**  
Deputy Director, Government Relations



**NATIONAL FEDERATION OF STATE HIGH SCHOOL ASSOCIATIONS**

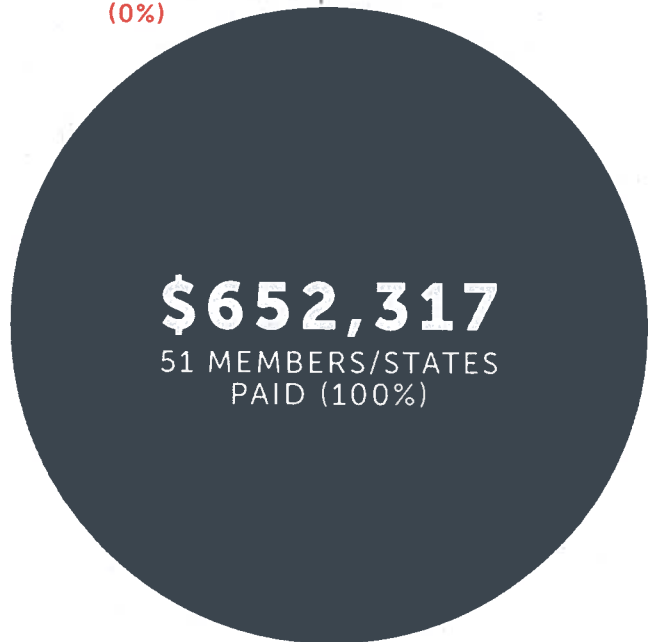
**Davis Whitfield**  
Chief Operating Officer

## FINANCIAL OUTLOOK

### ANNUAL DUES PAYMENTS FOR FISCAL YEAR 2022

based on total amount due of \$652,317

**\$0**  
0 STATES OUTSTANDING (0%)



### TOTAL PAID 100%

Payment deadline was June 30, 2022

*Compact Rules adopted October 2018: "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)." The U.S. Department of Defense provides the annual data on military dependents aged 5-18.*





# 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, 2022, 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 July 29, 2022. 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 2022. 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 misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. There were no corrected or uncorrected misstatements noted.

### *Disagreements with Management*

For purposes of this letter, professional standards define a disagreement

with management as a financial accounting, reporting, or auditing 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 this 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.

### *Other Matters*

We applied certain limited procedures to management's discussion and analysis, which are required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding 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 consolidated financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

**Blue & Co., LLC**

August 17, 2022

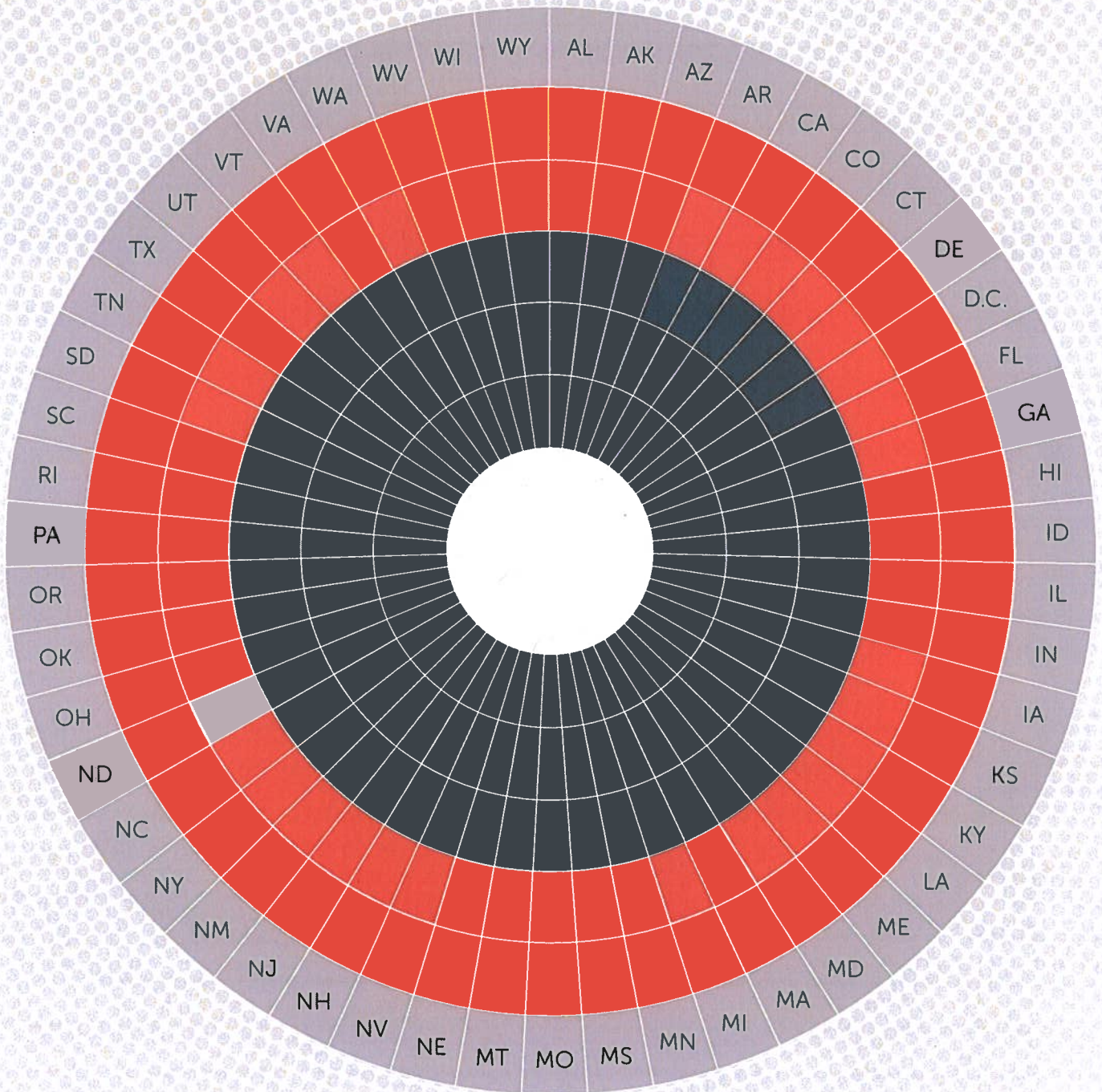
A full copy of auditors report is available on the MIC3 website at [MIC3.net](http://MIC3.net)



# 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.

- Paid FY22 Dues
- Submitted their End-of-Year Report
- Appointed a commissioner
- Held their State Council Meeting
- Submitted Conflict of Interest and Code of Conduct forms
- Outstanding





# MIC3 YEAR IN REVIEW

## NEW COMMISSIONERS & EX-OFFICIO

### RAY SHAW

Rubystone Resources, Montana

### BRIAN MURPHY

Chief of Staff, Indiana Department of Education & Executive Director, Indiana State Board of Education, Indiana

### ANN PETTIT

Assistant Superintendent, Douglas School District 51-1, South Dakota

### CLARA HASKELL BOTSTEIN

Director of Legislation and Governmental Affairs, Office of the Deputy Mayor for Education, District of Columbia

### PETER LAING

Policy Advisor & Strategic Projects, Department of Education, Arizona

### SARAH A. FORSTER

Assistant Attorney General, Office of the Maine Attorney General, Maine

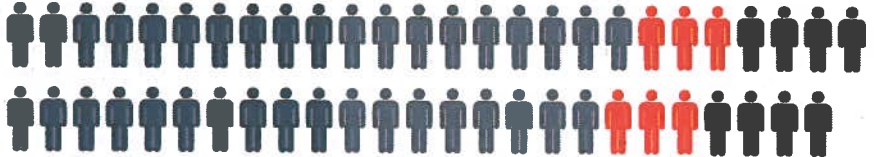
### CAITLIN HAMON

Deputy Director, Government Relations, National Military Family Association

## 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 51 COMMISSIONERS



### EDUCATION 37 members (72%)

#### Current or Retired

- Higher Education, 2 members (5%)
- State, 18 members (49%)
  - State Board of Education, 1/18 members (6%)
  - State Department of Education, 17/18 members (94%)
- District or school, 17 members (46%)
  - Superintendent, 15/17 members (88%)
  - Other District Personnel, 1/17 members (6%)
  - School Level, 1/17 members (6%)

### MILITARY 6 members (12%)

- State Military and Veteran's Affairs (or equivalent), 3/6 members (50%)
- Retired Military, 3/6 members (50%)

### OTHER STATE DEPARTMENT OR PROFESSION 8 members (16%)

## FISCAL YEAR 2022 AWARDS

### CHERYL SERRANO LEADERSHIP AWARD

- Commissioner John "Don" Kaminar, Chair, MIC3, Arkansas

### NORMAN ARFLACK AWARD

- Commissioner Craig Neuenswander, Treasurer, MIC3 (3 years), Kansas
- Daron Korte, Chair, Compliance Committee, MIC3 (4 years), Minnesota

### OUTGOING COMMISSIONER

- Lakeeshia Fox, District of Columbia
- Alan Kerr, South Dakota
- Hal Stearns, Montana
- Tyler Backus, Maine
- Susan Haberstroh, Delaware
- Bruce Duplanty, Arizona

### STATE SERVICE AWARD

- Ryan Stewart, Commissioner of Education, New Mexico Department of Education, New Mexico
- Erasmo J. Reyes, Staff Attorney, Pine Bluff Arsenal, Arkansas
- Joe Driskill, Military Advocate, Office of Governor Michael Parson, Missouri
- State Senator Tom Buford, Kentucky (posthumous)
- Greg Myers, Office of Governor Michelle Grisham, New Mexico
- Martin "Zachary" Chavez, Civic Outreach Coordinator, New Mexico

### SPECIAL RECOGNITION AWARD

- Nicole Russell, MIC3 Ex-Officio Representative, National Military Family Association, Virginia

### COMMUNITY AWARD

- Liza Lozon, The Council of State Governments, Lexington, Kentucky
- Wade Littrell, The Council of State Governments, Lexington, Kentucky
- Mary Pendleton, MIC3, Lexington, Kentucky
- Kim Crutchfield, School Liaison, Joint Base Anacostia-Bolling, District of Columbia
- Christina Spielbauer, Superintendent, Carlisle School District, Pennsylvania
- Felicia Trumpler, FLDOE & Florida State Council, Florida
- Kiara Young, The Council of State Governments, Lexington, Kentucky
- Ray Proctor, Associate Superintendent Business Services, Fallbrook Union Elementary School District, California



## WEBSITE ANALYTICS

BETWEEN JULY 1, 2021 – JUNE 30, 2022

**73,763**

TOTAL  
PAGEVIEWS

**24,019** UNIQUE  
USERS

13.1% Returning | 86.9% New



**2 MINUTES / 12 SECONDS**

Average session duration

**DEVICES  
USED**

77.4% Desktop  
21.8% Mobile  
0.8% Tablet

### ACQUISITION

63% Direct link

24.1% Organic search

9.2% Referral through  
another website

3.6% Social Media

### MOST VIEWED PAGES

- 1 Homepage
- 2 Month of the Military Child
- 3 Commissioner Portal
- 4 Resources
- 5 Interactive Map

### SOCIAL MEDIA

TWITTER

Impressions—26,687  
Tweets—109 tweets

FACEBOOK

Page Reach—46,085  
Page Visits—2,744  
New Page Likes—263

## INITIATIVES

**98% of eligible states**  
with a Commissioner  
held a meeting

**0 STATES HAD  
COMMISSIONER  
VACANCIES**

**6 STATES**  
had newly appointed  
Commissioners in FY22

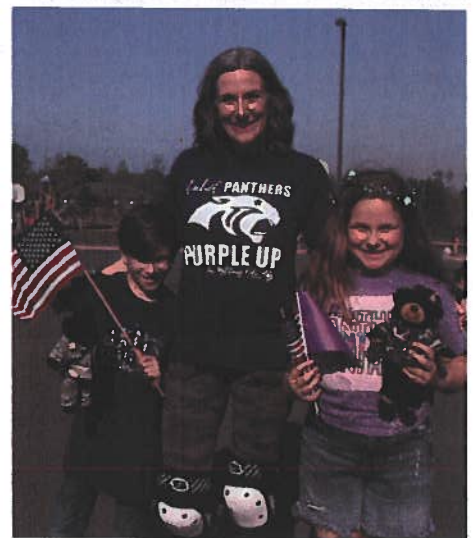
**67 TOTAL  
MEETINGS HELD**  
(11 states held more  
than one meeting)

**3 STATES**  
had newly appointed  
Commissioners in FY23

**2% of eligible states**  
with a Commissioner did  
not report a meeting



# MIC3 YEAR IN REVIEW



## PURPLE UP! MONTH OF THE MILITARY CHILD

The month of April is celebrated as the Month of the Military Child, and the Commission selected, April 20, 2022, as our 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, Space Force, and Navy.

The Commission released a *Purple Up! Toolkit* which included: a letter from the Commission Chair and media release; letter templates for Commissioners and State Superintendents of Education; executive and state department proclamation samples; proclamation posters; in-person and virtual celebration ideas; and social media posts and captions.

## NEW WEBINAR SERIES

The Commission launched the series to educate stakeholders on interstate compacts, and resources and programs that support military kids as they move. The Military Child Coalition, an ex-officio member, featured the Compact in a podcast and webinar for parents and schools; and shared their SchoolQuest resource. The National Military Family Association and Bloom discussed their challenges, and the recent military teen study report. Finally, District Superintendents Keith Mispagel of Ft. Leavenworth, Kansas and Helen Payne from North Hanover, New Jersey briefed on challenges encountered by schools during the pandemic and best practices on supporting military connected students.

- **MCEC Webinar: MIC3: Successful Educational Transitions** (7/27/22)
- **MCEC Podcast: Fact vs Myth: The Real Deal about the Military Interstate Compact** (5/9/22)
- **Legal Perspectives and Understanding Interstate Compacts** (3/30/22)
- **MCEC-SchoolQuest™** (2/16/22)
- **NMFA and BLOOM - Report on the Military Teen Experience** (1/26/22)
- **Supporting Military Connected Students and Families** (10/13/21)





# MIC3 YEAR IN REVIEW

## COMPACT TRAINING RAISES AWARENESS TO SUPPORT MILITARY STUDENTS

This year marks 15 years of ensuring “successful educational transitions” for military-connected students. The Compact’s purpose is to replace the widely varying state education policies affecting military children; and leverage consistency to keep students on grade level and on track to graduate. To achieve this goal, building awareness of the Compact with schools is crucial.

Since 2018, the Commission has partnered with the Military Impacted Schools Association (MISA) to host training in school districts. While the COVID-19 pandemic postponed in-person training efforts, it’s anticipated to resume this year. “We’re excited to get back into schools,” said Kyle Fairbairn, MISA’s Executive Director, “the front office staff, registrars, counselors, and school leaders need to know how the Compact helps students.”

Due to high demand, in late 2021, the Commission expanded training efforts by offering monthly Compact 101 and quarterly 201 virtual sessions that are accessible to state and school district personnel, state council members, military school liaisons, and military families. Training is provided at no cost – yep, it’s free – and to date, over 700 individuals completed the session. Training is also available on request. Over the past year, MIC3 South Carolina Commissioner Kim Priestler conducted virtual and in-person sessions for a variety of stakeholders. She noted “MIC3 tailored sessions to meet our needs, it was interactive, and attendees left with a better understanding of what the Compact covers.”

The Month of the Military Child also provided opportunities to collaborate with organizations such as the Specialized Training of Military Parents (STOMP), Exceptional Children’s Assistance Center (ECAC), and the Military Child Education Coalition (MCEC). As they provide services and support for families, their awareness adds to their system of supports.

The uptick has also increased the demand for Compact materials and resources. A *Guide for Parents, School Officials, and Public Administrators* and quad fold brochure provides an overview and supplements training materials. Digital versions are available to download from

[mic3.net](http://mic3.net) or may be ordered at no cost by emailing [mic3info@csg.org](mailto:mic3info@csg.org). Utilizing social media through new Tik Tok and Instagram accounts has promoted the training, webinars and the Compact overall.

So what’s next? In the works is a learning management system which will provide on-demand training to users. The first video on Graduation was developed in 2021, and four videos focused on Compact Article V are scheduled to be released this year. The videos will be made available in Spanish and American Sign Language, which will further expand awareness. “We know many households are dual language speaking, and it’s important we make the information available to them,” said Laura Anastasio, Connecticut Commissioner and Commission Chair.

Anastasio is the longest serving member of the Commission and was one of the inaugural member states. Reflecting on the Commission’s past, she recognized the organization’s maturity and the positive impact of the Compact. “While it may not address every education related issue a student may encounter, Commissioners try their best to assist,” she said. “Doing the right thing for kids is what is important.”





# MIC3 YEAR IN REVIEW

## MIC3 NATIONAL OFFICE CASE ANALYSIS

July 1, 2021 – June 30, 2022

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 compact related cases that states address.

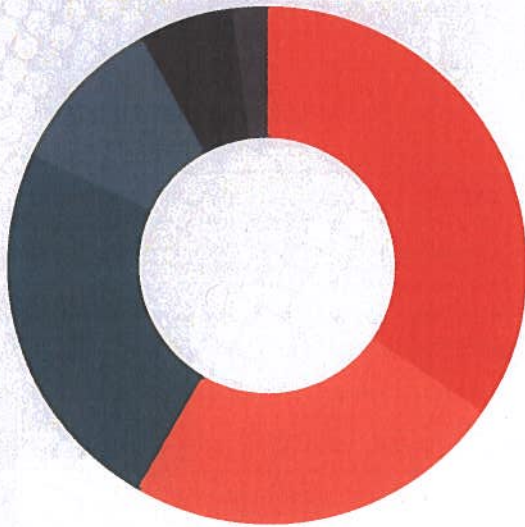
**39%** of cases were covered by the compact

—VS—

**59%** of cases were not covered by the compact

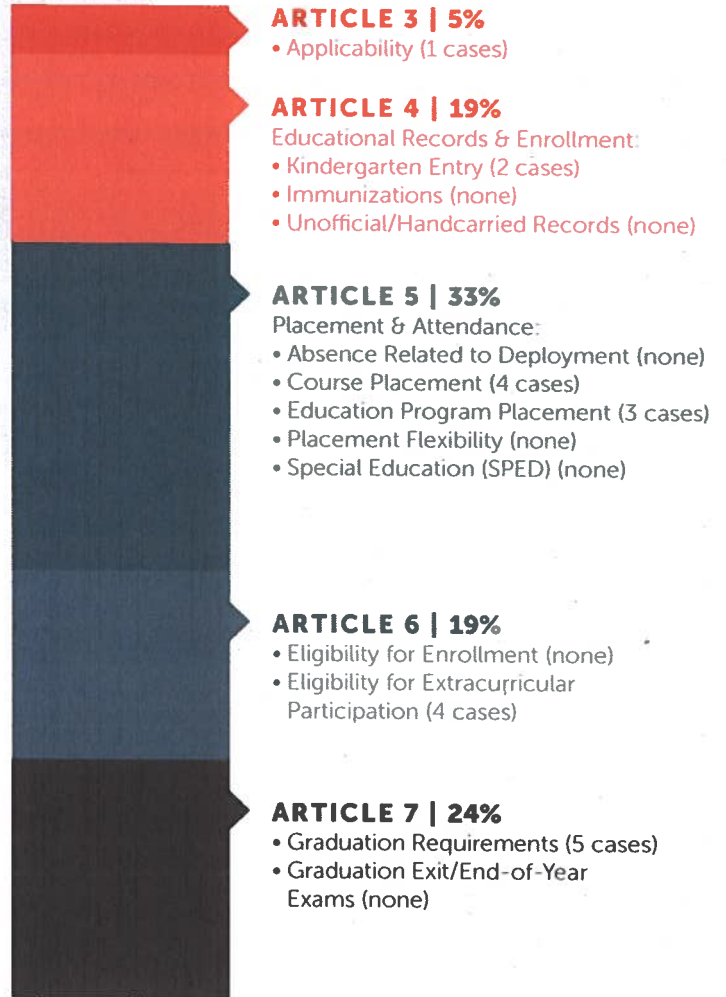
**2%** of cases were unknown

## REQUESTOR



- **COMPACT COMMISSIONER 35%**
- **PARENT 24%**
- **MILITARY SERVICE 24%**  
(i.e. School Liaison)
- **DISTRICT/SCHOOL 10%**
- **STATE 6%**
- **STUDENT 2%**
- **EX-OFFICIO MEMBER 0%**
- **OTHER 0%**

## COMPACT RELATED CASE TOPICS



## NOT APPLICABLE CASE TOPICS

- School choice
- Dual enrollment credit class deadline
- Waiver requests
- PE credits
- End-of-Course exams
- Compact Commissioner information
- Compact questions regarding coverage of civilians
- Early withdrawal from school
- Creating a universal immunization and physical examination form for military students
- Applying the sending district's graduation requirements to the receiving district

**MIC3**

MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

1776 Avenue of the States  
Lexington, KY 40511  
859.244.8000 | mic3info@csg.org  
[www.mic3.net](http://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



**STEPHANIE RAMSEY**  
*Communications Associate*

**p** 859-244-8068 | **e** sramsey@csg.org





**MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION**

**WHAT IS THE COMPACT?**

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

**STUDENTS COVERED**

Children of the following:

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

**STUDENTS NOT COVERED**

Children of the following:

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

**SOME OF THE ISSUES COVERED**

**Enrollment**

- Educational Records
- Immunizations
- Kindergarten & First Grade

**Entrance Age**

**Placement & Attendance**

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

**Graduation**

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

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

**CONTACT US AT**

1776 Avenue of the States | Lexington, KY 40511  
859.244.8133 | [www.mic3.net](http://www.mic3.net) | [mic3info@csg.org](mailto:mic3info@csg.org)





MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

A photograph of five diverse children running happily down a school hallway. They are wearing backpacks and school clothes. The hallway has a dark wall and a window in the background. The bottom half of the image is overlaid with a semi-transparent orange-red gradient.

# STRATEGIC PLAN

2023-2025



# Priorities



- Develop trust and accountability among Commission members.
- Create a culture that supports team interaction and collaboration across the organization.
- Build relationships with stakeholders.
- Ensure the Compact meets its mission and vision.
- Use technology to improve access to information.
- Improve the Commission's infrastructure and administration.
- Protect the fidelity of the Compact.
- Equip future leaders.
- Ensure the Compact is being implemented efficiently and consistently.
- Improve awareness among the lay public and stakeholders.
- Ensure the Compact appropriately addresses the educational issues of military-connected students.
- Provide relevant resources to assist parents of military-connected students.
- Compile and provide best practices and resources for military-connected students.
- Train states, schools, and staff to support military-connected students.



## 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: CULTURE

**Culture is the foundation of the Commission. As the Commission continues to evolve, so must the relationship among members and stakeholders. To ensure a successful future, we will empower and channel the diverse nature of members and staff to maintain one focus, one purpose, and one outcome.**



## Goal Statement:

**Continue to enhance our culture by creating opportunities for stakeholders to connect and promote our values, our purpose, and our mission. Building a student-centered culture, focused on successful educational transitions.**

## Strategies:

1. Create a collaborative and supportive environment that fosters and promotes Stakeholder engagement.
2. Build trust and relationships among members and staff.
3. Ensure staff has the tools and resources needed to meet the mission of the organization.
4. Ensure member engagement by providing necessary resources and education.
5. Ensure Commissioners and State Council members have a clear understanding of their obligations, roles, and responsibilities to meet the mission.
6. Ensure synergy among staff and leadership.



# GOAL 2: FIDELITY

**Maintaining the integrity of the Compact, the intent, purpose and meaning, is of the utmost importance to the Commission.**



## Goal Statement:

**The Commission will maintain the integrity of the Compact through accountability, consistency, and best practices.**

## Strategies:

1. Ensure our revenue and resources support our initiatives and the Commission possesses the necessary tools.
2. Educate stakeholders about available resources to strengthen state programming.
3. Ensure Commission guidelines communicate expectations, support current processes, and compliance.
4. Ensure the Commission is meeting its mission through benchmarking.
5. Evaluate external impacts to the mission and fiscal outlook to ensure viable sustainability.
6. Ensure Rules are relevant and applicable to the mission.
7. Develop and strengthen existing partnerships to support the mission and vision.



# GOAL 3: EDUCATION

**As our landscape continues to change, it is important the Commission continues to educate its stakeholders and the public on the presence and importance of the Compact.**



## Goal Statement:

**As the Commission matures, we will continue to serve our mission and raise awareness through education and training, ensuring programs and resources are relevant to the needs of stakeholders.**

## Strategies:

1. Continue to develop annual marketing campaigns are contemporary and progressive.
2. Ensure new members are trained and educated about the Compact and Commission to effectively support the programming in their state.
3. Ensure access to training for all stakeholders.
4. By state, increase utilization of Commission resources, tools, and training to educate stakeholders on the Compact.
5. Collect data and stories to showcase the successful implementation of the Compact.
6. Continually assess and improve educational resources and ensure the tools and resources are available to all stakeholders.
7. Invest in the infrastructure of our educational platforms and programs.

---

**Military Interstate Children's Compact Commission**

1776 Avenue of the States Lexington, Kentucky 40511

---