



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

## TRAINING COMMITTEE MINUTES

FISCAL YEAR 2020

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**TRAINING COMMITTEE MINUTES**  
**Tuesday, August 7, 2019**

PRESENT	Ernise Singleton Barbara Clemmer Rosemarie Kraeger Pete LuPiba Kathleen Murphy	Louisiana Commissioner Pennsylvania Commissioner Designee Rhode Island Commissioner Ohio Commissioner New Hampshire Commissioner	Chair
STAFF	Cherise Imai Lindsey Dablow	Executive Director Training and Operations Associate	Secretary
ABSENT	Yolande Anderson Cindy Hunt David Young	South Carolina Commissioner Oregon Commissioner Vermont Commissioner	

**ITEM 1 – CALL TO ORDER**

1. The members decided to hold discussion on agenda items until quorum could be reached. A quorum was reached at 1:46 PM EST and the meeting was called to order by Ernise Singleton, Louisiana Commissioner and Training Committee Chair. Roll call was taken by Lindsey Dablow, MIC3 Training and Operation Associate.

**ITEM 2 – AGENDA AND MINUTES**

2. Commissioner Rosemarie Kraeger (RI) made a motion to approve the agenda as presented, seconded by Commissioner Pete LuPiba (OH). Motion carried. Commissioner Kraeger motioned to approve the May 28, 2019 minutes as presented, seconded by Commissioner Kathleen Murphy (NH) The motion carried.

**ITEM 3 – REPORTS**

3. **Executive Committee** – Chair Singleton updated Members on topics the Executive Committee (EXCOM) discussed at the June and July EXCOM meeting. The Chair informed the Committee that the 2020 ABM will be held in Little Rock, Arkansas at the Little Rock Marriott. A newly formed National Guard and Reserve Task Force (NGRTF) has been designated to study and determine if Compact coverage should be extended to include individuals on orders other than Title 10. Chair Singleton explained that MIC3's website would be transferred to Word Press to make it more user-friendly and formatted for use on mobile devices. The original deadline for that project was August 1<sup>st</sup> but with staffing changes at the National Office the deadline has been extended. The Chair reported staff has traveled over the Summer months to provide training and support in several states. She concluded her report by informing the members that the Strategic Plan was in the final stages and would be ready for launch at the 2019 ABM.

4. Commissioner LuPiba asked for the parameters of the NGRTF's study. Chair Singleton clarified the Task Force would look at extending the Compact provisions to include all members of the National Guard and Reserve regardless of their status.

**ITEM 4 – OLD BUSINESS**

5. **2019 ABM Breakout Sessions – Rough Draft Review** – Chair Singleton directed members to the two draft presentations provided with the meeting documents. Ms. Dablow provided the Committee with background information and explained that the presentations were replicas of the 2018 ABM Breakout Sessions with minor changes. The presenters were asked to review and edit the presentations.
6. Ms. Dablow informed the members that the deadline for printed ABM materials is September 25th. Chair Singleton asked Ms. Dablow to email the slides out to the presenting group members so they can review the draft presentations and provide feedback at the August 27, 2019 meeting.
7. Commissioner LuPiba asked if parameters for the Breakout Session had been established. The Chair stated there are no parameters due to the varied topics and density of the information. [OPEN]
8. **New Commissioner Mentoring Program** – The Chair allowed member to review the document. Commissioner Murphy supported the final draft stating it was concise and would not overwhelm the mentor or mentee with responsibilities, and then asked if the program would be reviewed by the EXCOM and then the full Commission at ABM. Chair Singleton reminded the Committee that the EXCOM has reviewed the document but that the program would be briefed out at the ABM. Commissioner LuPiba asked for clarification regarding the document being briefed or voted on at ABM. Commissioner Murphy clarified that this program was another facet of the Training Committee and Ms. Dablow reminded the members that this is a guideline for those Commissioners who accept the responsibility of being a mentor. Since this program is voluntary and participation by Commissioners is not mandatory it will not require a full Commission vote at ABM.
9. Commissioner LuPiba moved to accept the New Commissioner Mentoring Program as outlined, seconded by Commissioner Murphy. Motion Carried.
10. **New Commissioner Tips** – Chair Singleton explained that Executive Director Cherise Imai provided this document in response to onboarding newly appointed Commissioners. The document is based on guidance provided to new Commissioners during onboarding to address “what happens next”. Commissioner Murphy requested the addition of “f. Special Education organizations” and “g. School Counselor organizations”. Chair Singleton asked to review the final document at the August 27, 2019 meeting. [OPEN]

## ITEM 5 – NEW BUSINESS

11. **Policy related to training utilizing official MIC3 documentation** - Chair Singleton provided background information regarding recent trainings where MIC3 information was presented that was either inaccurate, outdated, or utilized training materials not developed by the Commission. The EXCOM discussed this topic at the July meeting and asked the Training Committee to consider developing a policy to address future situations of this manner.
12. Ms. Dablow added the Council of State Governments (CSG) is currently exploring this topic in relation to their own training materials and to those developed by other CSG affiliates because it creates the potential for misinformation when outside sources produce their own material when affiliates, like MIC3, have produced and freely provide those materials for outside organizations to use.
13. Commissioner LuPiba asked if it was in a presentation or slides and the Chair clarified it was in a presentation. Commissioner LuPiba questioned how frequent users, SLOs & MCEC, would access this information to use at smaller workshops. Commissioner Kraeger explained that for the Marine SLO training at Quantico she asked the National Office for the materials. Commissioner Kraeger supported

implementing something to insure quality control but questioned the best approach to accomplish that goal and how to enforce it.

14. Commissioner Kraeger provided language “We encourage all people who are disseminating information about military transitions based on Compact statute to use MIC3 training documents.” The Chair asked Ms. Dablow to take Commissioner Kraeger’s statement and create a Google Doc for the Committee members to review and edit. Once the Committee approves a final draft of the statement then the Commissioners can distribute a one-pager containing that language to the entities doing training in their states. [OPEN]

#### **ITEM 6 – OTHER BUSINESS AND ANNOUNCEMENTS**

15. **Items for the Executive Committee** – Chair Singleton asked Members if they had any comments or feedback for the EXCOM. There being none the Chair asked for a motion to adjourn.

#### **ITEM 5 – ADJOURNMENT**

16. Motion to adjourn was made by Commissioner Murphy, seconded by Commissioner LuPiba. Motion carried.

17. The Committee meeting adjourned at 2:00 PM EST.

Respectfully submitted by,  
Lindsey M. Dablow  
Training and Operations Associate, Secretary

**TRAINING COMMITTEE MINUTES**  
**Tuesday, January 28, 2020**

PRESENT	Ernise Singleton Yolande Anderson Rosemarie Kraeger Tim McMurtrey Kathleen Murphy David Young	Louisiana Commissioner South Carolina Commissioner Rhode Island Commissioner Idaho Commissioner New Hampshire Commissioner Vermont Commissioner	Chair
STAFF	Cherise Imai Lindsey Dablow Beth Workman	Executive Director Training and Operations Associate Communications Associate	Secretary
EXCUSED	David Splittek	MCEC, Ex-officio Member	
ABSENT	Alex Erwin III	North Carolina Commissioner	

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**ITEM 1 – CALL TO ORDER**

1. The meeting was called to order at 1:00 PM EST by Ernise Singleton, Louisiana Commissioner and Training Committee Chair. Roll call was taken by Lindsey Dablow, MIC3 Training and Operations Associate.

**ITEM 2 – AGENDA AND MINUTES**

2. Commissioner Rosemarie Kraeger (RI) made a motion to approve the agenda as presented, seconded by Commissioner Kathleen Murphy (NH). Motion carried. Commissioner Murphy motioned to approve the September 24, 2019 minutes as presented, seconded by Commissioner Tim McMurtrey (ID). Motion carried.

**ITEM 3 – REPORTS**

3. **Executive Committee** – Prior to the Chair's Executive Committee (EXCOM) report the Members introduced themselves and welcomed new Committee Members. Chair Singleton updated Members on topics the EXCOM discussed during the Committee's meetings in December and January. She stated the EXCOM were focused on launching the 2020-2022 Strategic Plan and preparing for the upcoming year.

4. **2019 Training Committee Review** – Chair Singleton reviewed the Committee outcomes from 2019 including collaterals, development of the Compact bookmarks, and the New Commissioner Mentoring Program. The Committee will continue to focus on the New Commissioner Mentoring Program in 2020 concentrating on the development of the criteria for mentors which will address Goal 1 of the current Strategic Plan.

**ITEM 4 – OLD BUSINESS**

5. **ABM-Breakout Session Feedback** – The Chair yielded the floor to Ms. Dablow who reported feedback from the 2019 Annual Business Meeting (ABM) Breakout Sessions was positive, and all the sessions were well attended. Ms. Dablow reminded the Members that ABM sites are chosen two years

in advance and that has caused some rooms to overflow or be uncomfortable for the Breakout Sessions due to an increase in attendance. She assured the Committee that space concerns would be addressed at the 2020 ABM in Little Rock, Arkansas.

6. The popularity of the Responsibilities of a State Commissioner and State Council, along with the recent turnover in Commissioners has prompted the EXCOM to explore adding that session to the General Session Agenda. It would be presented as a panel featuring best practices within states who have established, effective state councils.

7. Ms. Dablow concluded her report by discussing the Case Studies Breakout Session, which is a perennial favorite among ABM attendees. The National Office would like to explore breaking the Training Committee into small groups and each group facilitating their own Case Studies session instead of having three different Breakout Session topics. This idea will be discussed in more detail at the March Committee meeting. [OPEN]

8. **Commissioner Mentoring Program** – Chair Singleton reviewed the 2020-2022 Strategic Plan and requested feedback regarding Goal 1 and the criteria to become a mentor. The Committee discussed criteria including:

- Mentor has served as a Commissioner for \_\_\_ number of years
- Willingness to serve for a predetermined period of time
- Traditional mentoring program versus a non-traditional model
- Ability to provide sample documents to new Commissioners for their use
- Shared experiences: States with similar impactation, Superintendents with Superintendents
- Mentor has developed a relationship with their School Liaison Officer and/or local military installation command

9. Commissioner David Young (VT) voiced support for developing additional criteria for mentors and the creation of an application for Commissioners interested in becoming mentors. Commissioner Young provided examples of application questions and suggested allowing new Commissioners to pick their mentor at the ABM. The Members favored creating an application.

10. Chair Singleton asked the Committee how long a mentor should serve? Commissioner Murphy responded the mentor should be prepared to serve in that role for two years, but the mentor and mentee could decide when the relationship ends based on the confidence of the mentee to establish, implement, and communicate the Compact within their state. The Members supported a two-year commitment with the provision Commissioner Murphy provided.

11. Chair Singleton will prepare a draft criteria document based on the discussion for the Committee to review at the March meeting. [OPEN]

## ITEM 5 – NEW BUSINESS

12. **2020–2022 Strategic Plan** - Chair Singleton reviewed the Training Committee tactics on the Strategic Plan. She requested an inventory of the training materials currently available from the Commission and for staff to organize them by stakeholder groups. [OPEN]

## ITEM 6 – OTHER BUSINESS AND ANNOUNCEMENTS

13. **Items for the Executive Committee** – Chair Singleton asked Members if they had any comments or feedback for the EXCOM. There were no comments from the Members, but Ms. Dablow  
January 29, 2020

informed the Committee that a mid-year survey would be released to the full Commission this Spring. The EXCOM did not issue a mid-year survey in 2019 due to developing and planning for a new strategic plan. Ms. Dablow asked the Members to consider any questions the Committee would want to add to the survey. She informed the Members they could submit those during the next Committee meeting. There being no further discussion the Chair asked for a motion to adjourn.

#### **ITEM 5 – ADJOURNMENT**

14. Motion to adjourn was made by Commissioner Kraeger, seconded by Commissioner Murphy. Motion carried.

15. The Committee meeting adjourned at 1:42 PM EST.

Respectfully submitted by,  
Lindsey M. Dablow  
Training and Operations Associate, Secretary



**TRAINING COMMITTEE MINUTES**  
**Tuesday, April 14, 2020**

PRESENT	Ernise Singleton Yolande Anderson Tim McMurtrey Kathleen Murphy David Splittek	Louisiana Commissioner South Carolina Commissioner Idaho Commissioner New Hampshire Commissioner MCEC, Ex-officio Member	Chair
STAFF	Cherise Imai Lindsey Dablow	Executive Director Training and Operations Associate	Secretary
EXCUSED	Alex Erwin III Rosemarie Kraeger David Young	North Carolina Commissioner Rhode Island Commissioner Vermont Commissioner	

**ITEM 1 – CALL TO ORDER**

1. The meeting was called to order at 11:31AM EDT by Ernise Singleton, Louisiana Commissioner and Training Committee Chair. Roll call was taken by Lindsey Dablow, MIC3 Training and Operations Associate.

**ITEM 2 – AGENDA AND MINUTES**

2. Commissioner Yolande Anderson (SC) made a motion to approve the agenda as presented, seconded by Commissioner Kathleen Murphy (NH). Motion carried. Commissioner Murphy motioned to approve the January 28, 2020 minutes as presented, seconded by Commissioner Tim McMurtrey (ID). Motion carried.

**ITEM 3 – REPORTS**

3. **Executive Committee (EXCOM)** – Chair Singleton updated Members on topics the EXCOM discussed during the Committee’s virtual meetings on April 8th. She reported April is the Month of the Military Child and states are celebrating Purple Up! virtually. She highlighted Missouri Commissioner Brian Henry’s Waynesville school district as an example. She added the Commission signed an agreement with the new *My Navy Family* web app which adds the MIC3 website as a resource for Navy families. There was not much to report as several of the Committee’s postponed recent meetings due to the COVID-19 pandemic. However, Rules Committee Chair Mary Gable (MD) reported at their Rules meeting held last week Tuesday, TN Commissioner Deanna McLaughlin proposed a Compact rule to standardize grading scales for military students which did not move forward out of the Committee due to concerns this was outside of the Compact’s scope. Chair Singleton stated that districts encounter similar challenges in evaluating and recalculating student transcripts and grades. Finally, she highlighted State Department of Education information regarding the COVID-19 pandemic released weekly by the National Office for information purposes.

**ITEM 4 – OLD BUSINESS**

4. **Commission Mentoring Program: Mentoring Application** – Chair Singleton drafted key principles, qualifications, and expectations of mentors and she will email the documents to the Committee for review. **(OPEN ITEM)**

Approved August 25, 2020

5. **2020-2022 Strategic Plan Update** – Chair Singleton reviewed the strategic goals, and stated the Committee is meeting the timeline.
6. **MIC3 Resources Review** – Chair Singleton yielded the floor to Training and Operations Associate Lindsey Dablow. Ms. Dablow reviewed available resources for stakeholders. Members expressed appreciation for the comprehensive document and availability of resources provided by the Commission. Resources include videos, publications such as the guide and brochures, and three webinars.
7. Members agreed focusing on educating Members and stakeholders on what is available to them is important, as well as ensuring the resources can be located with ease on the website. They discussed marketing to the various Compact stakeholders which included: School Liaison Officers (SLO), State Councils, Commissioners, Parents, and Schools (Counselors/Registrars).
8. One Member suggested encouraging Commissioners to share the resources by posting links on their state Compact webpage and sharing periodically at State Council Meetings.
9. Members asked staff to assemble a virtual tool kit which would be made available on the website for discussion at the next meeting. (OPEN ITEM)

## ITEM 6 – OTHER BUSINESS AND ANNOUNCEMENTS

10. **Items for the Executive Committee** – Executive Director Cherise Imai provided an update on the National Guard and Reserve Task Force and the status of their work. The Task Force has met twice since the Annual Business Meeting however they are currently on hold due to the pandemic. A formal letter was sent to the National Guard Bureau and the Air Force Enlisted Association, the two agencies that sent letters of support to the Commission and a follow-up is expected with Hawaii Commissioner and Task Force Chair Kathy Berg. Lastly, ED Imai reported the Task Force developed a survey for Commissioners which is pending final approval, followed by release to the Commission.
11. Ms. Dablow informed the Committee that a separate mid-year survey is being developed by the EXCOM. The EXCOM did not issue a mid-year survey in 2019 due to developing and planning for a new strategic plan. Ms. Dablow asked the Members to consider any questions the Committee would want to add to the survey. She informed the Members they could email questions to her this week.
12. There being no further discussion or items to bring back to the EXCOM, the Chair asked for a motion to adjourn.

## ITEM 5 – ADJOURNMENT

13. Commissioner Murphy motioned to adjourn the meeting at 12:00 PM EST, seconded by Commissioner Anderson. Motion carried.
14. The next meeting is scheduled for on Tuesday, May 26, 2020 at 1:00 PM EST.

Respectfully submitted by,  
Lindsey M. Dablow  
Training and Operations Associate, Secretary

Approved August 25, 2020

**TRAINING COMMITTEE AGENDA UPDATE**

Thursday, June 4, 2020

1:00 PM - 2:00 PM ET

*\*This meeting is recorded*

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- I. **Call to Order** (*Ernise Singleton, Committee Chair*)
- II. **Roll Call** (*Lindsey Dablow*)
- III. **Approval of Agenda\* #1**
- IV. **Approval of the Minutes\*** – April 14, 2020 **#2**
- V. **Reports**
  - A. Executive Committee
- VI. **Old Business**
  - A. Commissioner Mentoring Program: Mentor Application **#3**
  - B. 2020-2022 Strategic Plan Update **#4**
  - C. MIC3 Resource Toolkits **#7a-7d** **\*Update**
- VII. **New Business**
  - A. ABM Case Study Breakout Session **#5**
  - B. Training Workbook **#6a-b**
- VIII. **Other Business and Announcements**
  - A. Items for the Executive Committee
  - B. Impact of the COVID-19 Pandemic
- IX. **Adjournment**

**Committee Meetings 2020**

<u>Date</u>	<u>Time</u>
Tuesday, July 28, 2020	@ 1:00 PM ET
Tuesday, August 25, 2020	@ 1:00 PM ET