



# **2024 Annual Business Meeting Wednesday, October 16**

**8:00 AM – 5:00 PM MT**

**“Successful Educational Transitions”**

## Housekeeping

- ✓ This meeting is being recorded.
- ✓ To reduce noise, mute your mic
- ✓ Robert's Rules of Order: When recognized by the Chair, state "first and last name, state or organization".  
i.e. John Smith (Alaska) or Mary Jones (NMFA)

## Housekeeping

- ✓ Presentations will be posted on mic3.net, ABM webpage
- ✓ Docket Book page reference notated in blue (i.e. “DB p5”) on slides

**WIFI Username: MIC3 Guests**

**Password: MIC3ABM24**



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## **Call to Order**

## **Presentation of Colors**

Sandia High School Air Force JROTC

## **Roll Call**

- Alpha by state, ex-officio members
- Unmute to respond here or present

## **Welcome and Opening Remarks**

“Successful Educational Transitions”





# Welcome

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*Teresa Ferenczhalmy*

Compact Commissioner  
New Mexico

# **New Mexico Case Study #1**

Sara Williams, School Liaison,  
Canon Air Force Base



Bio on mic3.net

# Special Guest

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*Colonel Jason K. Okumura  
Commander*

*377<sup>th</sup> Mission Support Group  
Kirtland Air Force Base*





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# Service Awards

## Five Years

- Steven Bullard (KY)
- Barbara Clemmer (PA)
- Teresa Ferenczhalmy (NM)
- Felicia Gonzales (NV)



## Fifteen Years

- Kyle Fairbairn (MISA)
- Mary Gable (MD)
- Greg Lynch (WA)





## **New Commissioners**

- Jenn Davis (DE)
- Don Enoch (AK)
- John Erickson (HI)
- Brooke Huntington (IN)
- Peter Laing (AZ)
- Nick Lambruno (WV)
- Dominick Robinson (CA)
- Jessica Snyder (TX)
- Mark Vollmer (ND)

## **New Ex-officio**

- Tom Porter (BSF)
- Kyle Wood (MCEC)

## **Proxies**

- Hilary Bales (MO)
- Joseph Hood (DC)
- Keith Mispagel (MISA)
- Andelyn Wright (AR)

**Action Item: Approval of Agenda** (DB p9)

**Action Item: Approval of the 2023 Minutes** (DB p11)



Link to the 2023 Minutes  
on the 2024 ABM Webpage

**For Commission Vote**

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# Public Comment

DB p5

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# Executive Reports

DB p27-48

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# Executive Committee

Commissioner Ernise Singleton (LA)  
Chairman

# Executive Director Report

Cherise Imai

## Administration

- ✓ Implement and monitor all policies, programs, and initiatives as adopted by the Commission
- ✓ Technical assistance on rules/regulations
- ✓ Monitor rules and regulations
- ✓ Respond to data and information requests
- ✓ Track state legislation
- ✓ Staff committees/tier group meetings
- ✓ State/commissioner transitions
  - vacancies, onboarding
- ✓ State administrative support
  - state council meetings, info briefs, training
- ✓ Collateral requests, awards
- ✓ Communication and marketing





# Initiatives

Primary Focus: Education & Outreach

- ✓ State Administrative Support
- ✓ National meetings/conferences
- ✓ Webinars/podcasts/panels
- ✓ Establish new/sustain partnerships
- ✓ Citation Correction

DB pg53-54

MIC3 National Office Activities FY2024		
Activity	State/Organization	Date
<b>State Council Meetings:</b> (Staffed, briefed, and/or attended)	Alabama	9/9/23
	Arkansas	3/7/24
	California	6/29/24
	Colorado	10/24/23
	Delaware	3/14/24
	District of Columbia	6/24/24
	Florida	7/6/23, 10/14/23, 1/12/24, 4/12/24
	Illinois	8/23/23
	Indiana	7/12/23
	Kentucky	1/30/24
	Maryland	5/6/24
	Massachusetts	11/16/23
	Mississippi	8/20/24
	Missouri	1/19/2024, 6/28/24
	New Mexico	6/21/24
	Oklahoma	6/5/24
	Pennsylvania	4/4/24
	Rhode Island	9/24/24
	Washington	10/24/23
	<b>Trainings</b>	MCSAS Summer Meeting (IP)
MCEC Global Summit (IP)		7/24-26/23
Compact 101 (HQ)(V)		7/25/23
Compact 101 (HQ)(V)		8/8/23
California Jennifer Beasley (IP)		8/11/23
Compact 101 (HQ)(V)		9/14/23
Hawaii Dept of Ed State Ldrshp Team (V)		9/27/23
Moody AFB, 6:00 PM ET (V)		9/27/23
Travis USD - Alyson Azevedo(CA) (V)		10/6/23
Compact 101 (HQ)(V)		10/11/23
Florida State Council		10/13/23
Moody AFB, 6:00 PM ET (V)		10/13/23
PAC East Administrators (V)		10/20/23
Compact 101 (HQ)(V)		11/14/23
Hawaii Dept. of Ed - Windward Dist Ldrshpp (V)		11/14/23
Compact 101 (HQ)(V)		12/12/23
Shaw AFB, SC (IP) Schools 0930		12/13/23
Shaw AFB, SC (IP) Parent 0730		12/14/23
Shaw AFB, SC (IP) Parents 0900		12/14/23
Shaw AFB, SC (IP) Parent 1500		12/14/23
Shaw AFB, SC (V) Kristen Wildman: School		12/15/23
MCEC Sarah Shackleton		1/3/24
FCSN (V) Renee Williams		1/4/24
Compact 101 (HQ)(V)		1/17/24
Compact 101 (HQ)(V)		2/12/24
Compact 101 (HQ)(V)		3/23/24
Compact 201 PACAF SLMPS (V) 12:40 PM		4/2/24
Compact 101 CD SL Megan Garland 10:00 AM ET		4/4/24
Compact 101 NDW SL Navy Tashina Andrus 1:00 PM ET		4/16/24
Compact 101 (HQ)(V)		4/22/24
EFMP Carlisle Barracks, PA (V) 2:00 PM ET		4/24/24
Japan Region Training 8:00 PM ET		5/2/24
Compact 101 CD SL Megan Garland 10:00 AM ET		5/8/24
Compact 201 US Army School Liaisons (IP)		5/8/24
Compact 101 CD SL Megan Garland 10:00 AM ET		5/9/24
Travis USD - Alyson Azevedo(CA) (V) 6:30 PM ET		5/9/24
Compact 101 (HQ)(V)		5/15/24
Compact 101 Florida Dept of Education (V) (IP)		5/16/24
MISA-Minet SD		5/27-28/24
MCEC (V) 10:00 AM ET - Sarah Shackleton		6/5/24
Compact 101 (HQ)(V)	6/14/24	



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# Case and Inquiry Report (July 1, 2023 – June 30, 2024)

Note: A majority icompact cases and inquiries are resolved at the state, district, and school levels.

MIC3 National Office Case and Inquiry Summary  
FY 2024 - July 1, 2023 to June 30, 2024

Requestor	#	%	By Rcvg State	#	%
Parent	24	43%	Texas	5	9%
Military Service (i.e. School Liaison Officer)	7	13%	Colorado	5	9%
State	0	0%	Alabama	3	5%
Compact Commissioner	16	29%	Florida	3	5%
Ex-Officio Member	0	0%	Virginia	3	5%
District/School	6	11%	California	2	4%
Student	1	2%	Germany	2	4%
Other	2	4%	Hawaii	2	4%
<b>TOTAL</b>	<b>56</b>	<b>100%</b>	Illinois	2	4%
			Iowa	2	4%
			Maryland	2	4%
			Missouri	2	4%
			South Carolina	2	4%
			Tennessee	2	4%
			Unknown	2	4%
			Arizona	1	2%
			Connecticut	1	2%
			Delaware	1	2%
			England	1	2%
			Georgia	1	2%
			Japan	1	2%
			Massachusetts	1	2%
			Mississippi	1	2%
			New Mexico	1	2%
			Nevada	1	2%
			North Carolina	1	2%
			North Dakota	1	2%
			Ohio	1	2%
			Pennsylvania	1	2%
			South Dakota	1	2%
			West Virginia	1	2%
			Wisconsin	1	2%
			<b>TOTAL</b>	<b>56</b>	<b>100%</b>

Type	#	%
Compact Related	23	41%
Not Applicable	33	59%
<b>TOTAL</b>	<b>56</b>	<b>100%</b>

Compact Related Case Topics	#	Article	%
Art III-Applicability	3	3	13%
Art IV-Educational Records & Enrollment: Records/immunizations	1		
Art IV-Enrollment-Kindergarten/First Grade Entry	3		
Art V-Placement & Attendance (General)	0	4	17%
Art V-Placement & Attendance: Absence Related to Deploy	0		
Art V-Placement & Attendance: Course Placement	7		
Art V-Placement & Attendance: Educ Program Placement	1		
Art V-Placement & Attendance: Placement Flexibility	1		
Art V-Placement & Attendance: SPED	0	9	39%
Art VI-Eligibility for Enrollment	0		
Art VI-Eligibility for Extracurricular Participation	0	0	0%
Art VII-Graduation Req (Sr Year Transfers)	4		
Art VII-Graduation: Exit/EQY Exams	3	7	30%
<b>TOTAL</b>	<b>23</b>	<b>23</b>	<b>100%</b>

Not Applicable Case Topics	# Cases	%
Recalculation of GPA	4	12%
College scholarship	2	6%
Kindergarten entrance age and eligibility	2	6%
State commissioners name and point of contact	1	3%
Enrollment process	1	3%
Course placement testing	1	3%
Immunization religious exemption	1	3%
Preschool enrollment (CONUS)	1	3%
Preschool entrance (OCONUS)	1	3%
Extracurricular participation for virtual student	1	3%
Tutoring assistance	1	3%
Reciprocal diploma by choice	1	3%
school graduation ceremony	1	3%
Assistance with IEP determination and resources	1	3%
Private school placement	1	3%
Application of SEC. 6.101 to military service member PCSing	1	3%
Difficulty with transporting SPED students to school	1	3%
FAFSA scholarship status	1	3%
Public school graduation requirements	1	3%
Enrollment eligibility for a student that resides in a neighboring state	1	3%
Graduation award recognition	1	3%
Residency requirement for student enrollment	1	3%
Automatic enrollment for a higher ed school	1	3%
Charter school application process/requirements	1	3%
Hypothetical Application of SEC. 4.103 & Athletics	1	3%
Grades	1	3%
Professional development for schools	1	3%
Unknown - did not respond to request for additional information	1	3%
<b>TOTAL</b>	<b>33</b>	<b>100%</b>

# Military Kids By Receiving State	#	%
Tier 1 15,001+	25	45%
Tier 2 6,001-15,000	12	21%
Tier 3 2,001-6,000	7	13%
Tier 4 0-2,000	6	11%
SPONSORSHIP	4	7%
UNKNOWN	2	4%
<b>TOTAL</b>	<b>56</b>	<b>100%</b>

Updated 9/5/2024

Note: The majority of cases and inquiries are resolved at the state, district, and school levels. This data is not reflective of all cases states address.

# Vice Chair Report

Commissioner Daron Korte (MN)

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# General Counsel Report

Embry Merritt Womack Nance PLLC  
Samantha Nance and Darren Embry

**EMWNLAW**

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## General Counsel

- Outside Counsel is retained to provide guidance for the Commission and its Committees with respect to legal issues, related to their duties and responsibilities under MIC3 terms, and its by-laws and rules.
- Actively participating in both dispute resolution and litigation matters related to enforcement of the Compact provisions and rules, Counsel also advises the Commission on issues pertaining to investigation, compliance, and enforcement responsibilities.
- Note: For member state legal assistance requests, contact Executive Director Cherise Imai (See Policy #3-2017 Accessing Legal Counsel)



## Member State Responsibilities

### Mission-Centered Leadership

### State Compact Compliance

- ✓ Commission Policies
  - Code of Conduct
  - Conflict of Interest
  - State Coordination Policy
  - Resolving Compliance Issues

### State Council Coordination

- ✓ Annual State Council Meetings
- ✓ Maintaining Council Membership

### Case Resolution Process

- ✓ Member State Representation
- ✓ Coordinating with State Council

### Community Outreach

- ✓ Training
- ✓ Month of the Military Child
- ✓ Engaging Stakeholders

### ✓ Annual Dues

- ✓ End-of-Year Reporting



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## Mission-Centered Leadership

Interstate Compact on Educational Opportunity for Military Children

### Article I Purpose

*It is the purpose of this compact to remove barriers to educational success imposed on children of military families because of frequent moves and deployment of their parents.*

### Mission

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

### Vision

Successful Educational Transitions

### Values

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



## Highlights

- ✓ Legal Advisory 01-2024, Scope of Sec. 5.104 Placement Flexibility
- ✓ Review of Proposed Rule within the Rules Committee
- ✓ Compliance Communications
  - ✓ Filling of vacancies of Commissioner and State Councils
  - ✓ Completion of state reporting
  - ✓ Dues payment
- ✓ Legal interpretation of state statutes, records requests, and potential default cases
- ✓ Communications to DLSO regarding preparation of certain reports required by the NDAA
- ✓ Citation Correction: State Statute Review and Legal Support



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# Standing Committee Reports

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# Compliance Committee Report

Commissioner Steven P. Bullard (KY)  
Committee Chair

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## Committee Members

- Steven Bullard (KY) – Chair
- John Erickson (HI)
- Daniel Dunham (VA)
- Will Jones (OK)
- John Kaminar (AR)
- John Price (IL)
- Mike Price (MI)
- Douglas Ragland (AL)
- Ray Shaw (MT)
- Shelley Joan Weiss (WI)
- Tom Porter, BSF (Ex-officio Member)

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# Compliance Compact Rules

## Chapter 700 – OVERSIGHT, ENFORCEMENT, AND DISPUTE RESOLUTION

- ❑ SEC. 7.101 Informal Communication to Resolve Disputes or Controversies
- ❑ SEC. 7.102 Formal Resolution of Disputes and Controversies
  - Mediation and arbitration
- ❑ SEC. 7.103 Enforcement Actions Against a Defaulting State
  - Damages
  - Remedial training and technical assistance
  - Suspension and termination of membership in the compact.
- ❑ SEC. 7.104 Judicial Enforcement
- ❑ SEC. 7.105 Escalation and Reporting of Disputes
  - Former Policy:** *1-2019 Resolving Compliance Issues*

## Chapter 800 – STATE COORDINATION

- ❑ SEC. 8.101 Coordination Between States and Commission
  - Former Policy:** *1-2017 State Coordination Policy*





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# Annual Reporting Deadlines

## Commissioner Vacancies

- Compact Statute, Article VII State Coordination
- Compact Rule, Chapter 800, SEC. 8.101 Coordination Between States and Commission

## Annual Deadline – January 31st

- 2-2017 Code of Conduct Policy
- 2-2019 Conflict of Interest Policy

## Annual Deadline – June 30th

- State Council Meeting
- End-of-Year Report

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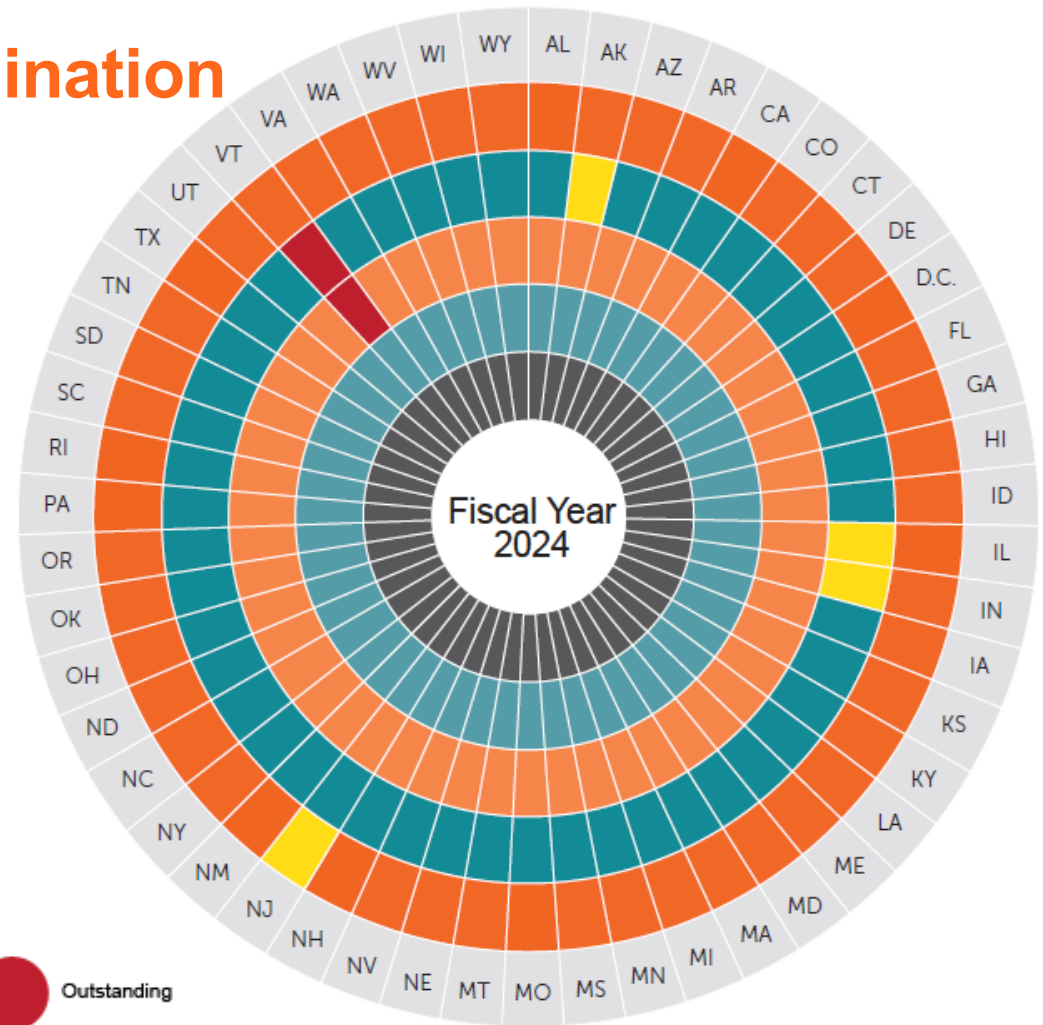


# State Compliance and Coordination FY24

(July 1, 2023 – June 30, 2024)

The “wheel” is a simple monitoring tool, not an evaluation criterion.

Each “spoke” represents a state. The concentric rings are color-coded to a specific event. If the color on the spoke matches the event, the state is in compliance. If it is “red,” it is still outstanding.



As of October 7, 2024

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## Commissioner Vacancies

- Commissioners appointed since the 2023 ABM (9):

Alaska	Indiana
Arizona	North Dakota
California	Texas
Delaware	West Virginia
Hawaii	

- Current Vacancies (0):
- Headquarters continues to work with the state's appointing authority and Boards & Commission Office to obtain appointments when necessary.

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## State End-Of-Year Reports

- Total Reports Received:

Fiscal Year	2020	2021	2022	2023	2024
Total Reports	18	47	51	45	50
Percentage (51)	35.3%	92.2%	100.0%	88.2%	98%

- Reports received by the June 30 deadline: 35 states (69%)
- Reports received after the deadline: 15 states (29%)
- Samples available on the Commissioner page of mic3.net
- Online End-of-Year Report Form (2021 ABM)

*\*Compact Rules, Chapter 800 – State Coordination, SEC. 8.101 Coordination Between States and Commission*

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# FY2024 State Council Meetings

(As of October 7, 2024)

- 44/51 (86%) states held a single meeting before the June 30<sup>th</sup> deadline.
  - Meeting the minimum required under Compact Rules, Ch. 800
- 9 States have newly appointed Commissioners since the 2023 ABM
- 4 States requested and were granted extensions
- 67 Total meetings were held in FY24

FY24 - 86% of member states held a state council meeting before June 30, 2024

- Decreased from 90% in FY23

## **Compact Rules, Chapter 800 – State Coordination, SEC. 8.101 Coordination Between States and Commission**

(2) Each Commissioner shall be given a period of one (1) year from the date of their initial appointment to establish and staff their State Council if one is not already in place at the time of their appointment.

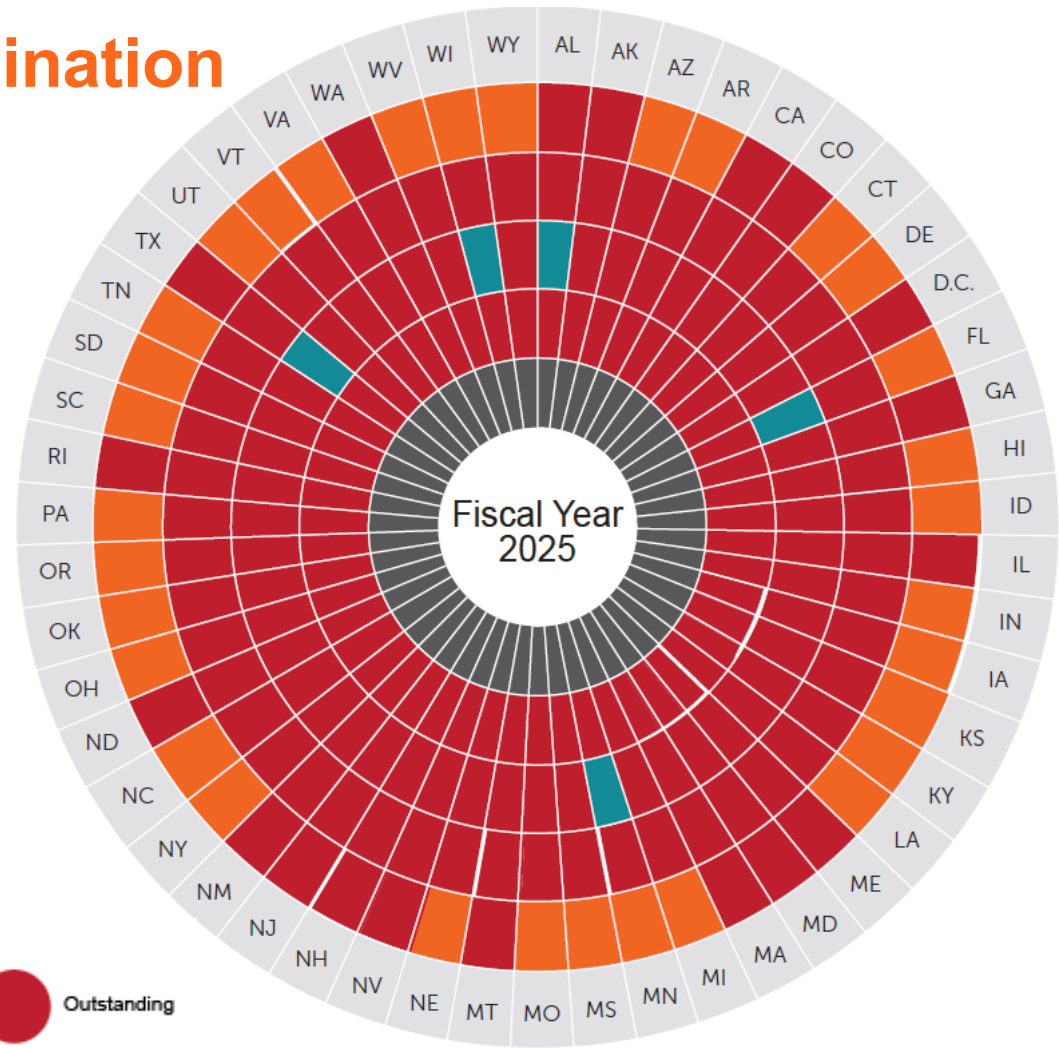
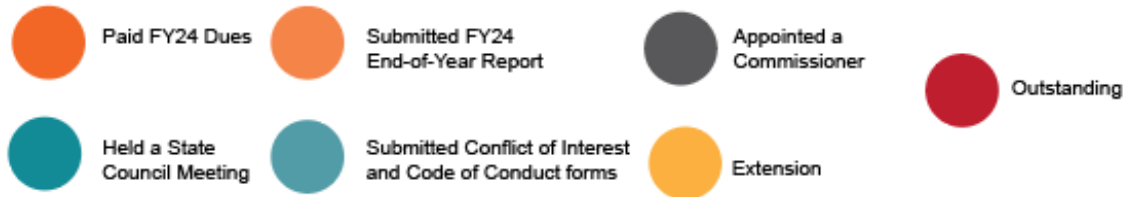
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# State Compliance and Coordination FY25

(July 1, 2024 – June 30, 2025)

The “wheel” is a simple monitoring tool, not an evaluation criterion.

Each “spoke” represents a state. The concentric rings are color-coded to a specific event. If the color on the spoke matches the event, the state is in compliance. If it is “red,” it is still outstanding.



As of October 13, 2024

## 2023-2025 Strategic Plan

### Goal 1: Culture

Strategy 1: *Create a collaborative and supportive environment that fosters and promotes stakeholder engagement.*

Strategy 5: *Ensure Commissioners and State Council members have a clear understanding of their obligations, roles, and responsibilities to meet the mission.*

### Goal 2: Fidelity

Strategy 3: *Ensure Commission guidelines communicate expectations, support current processes, and compliance.*

## Goal 1: Culture

### Annual Compliance Initiatives

- Communicate compliance expectations and highlight states that are meeting those expectations.
- Communicate how the National Office can support and assist states with compliance, including state council meetings.
- Define and communicate the responsibilities of state councils.
  - Provided by the Executive Director during the onboarding process
- Annual Reporting Deadline Reminders (Commission Newsletter and Memos)
- Define and communicate minimum expectations for commissioner participation and engagement at the Annual Business Meeting and Standing Committee meetings. [October 2023, October 2024]

### Completed 2024

- Developed and published the State Compliance and Coordination graphic in the Commission's newsletter
- Developed the Compact Rules Compliance Process to clarify Compact Rules, Chapter 700 and include Rules adopted during the 2023 ABM [[DB p. 73](#)] SEC. 7.105 Escalation and Reporting of Disputes
- End-of-Year Report amended to accommodate requirements outlined in Compact statute and Compact Rules

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# Annual Reporting



## Compact Statute, Article X: Powers and Duties of the Interstate

*D. To enforce compliance with the compact provisions, the rules promulgated by the Interstate Commission, and the bylaws.*

*P. To coordinate education, training and public awareness regarding the compact, its implementation and operation for officials and parents.*

*T. To provide for the uniform collection and sharing of information between and among member states, schools and military families under this compact.*

## Compact Rules, Chapter 800 – State Coordination

### 8.101 Coordination Between States and Commission

#### *(c) Annual reporting by Commissioners*

*(1) No later than June 30 of each calendar year, each Member State, acting through its Commissioner or other representative, shall submit the following information to the Executive Director or the Chair of the Executive Committee:*

- i. A current State Council membership roster, including contact information for each council member;*
- ii. Contact information for two distinct points of contact for the State (i.e., Compact Commissioner, Military Family Education Liaison, State Department of Education, etc.);*
- iii. A summary of the accomplishments, activities, presentations, or other actions undertaken by the State Council during the preceding year; and*
- iv. Any other information which the Executive Committee may require.*

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## End-of-Year Report

### Fields

- First Name (text box provided)
- Last Name (text box provided)
- I am the Compact Commissioner for (click drop down and select appropriate state)
- The membership of the state's MIC3 council consists of the following (text box provided)
- Two points of contact for issues related to the Compact in my state are (text box provided)
- Accomplishments (text box provided)
- Activities (text box provided)
- Presentations (text box provided)

The highlighted fields will remain, and the following fields will be included to meet the Compact statute and Compact Rules requirements.

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## End-of-Year Report

- Cases and inquiries received at the Commissioner level which required state-level assistance. (Option: If preferred, you may submit a separate Word/Excel/pdf document to [mic3info@csg.org](mailto:mic3info@csg.org))
  1. Sending/receiving state involved
  2. Provision of Compact applied or if the case was not Compact-related
  3. Case synopsis, including resolution and/or outcome
- Training and education on the Compact organized by the Commissioner and state council members provided within the state to stakeholders such as districts, schools, military parents, state personnel, and other community organizations. (Option: If preferred, you may submit a separate Word/excel/pdf document to [mic3info@csg.org](mailto:mic3info@csg.org))
  1. Date training provided
  2. Audience, including the number of attendees

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## End-of-Year Report

- Distribution of Compact information organized by the Commissioner and state council members to stakeholders and supporting organizations within the state.
  - a. Date distributed
  - b. Audience
  - c. How was the information promoted or disseminated?
  - d. What type of information was promoted or disseminated?
- State-level briefs, communications, and presentations coordinated by the Commissioner and state council members.
- Provide other Compact-related actions undertaken by the Commissioner and state council members.

**Amended EOY Reports will be collected for fiscal year 2025  
(July 1, 2024 – June 30, 2025)**

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## Goal 2: Fidelity

### Annual Compliance Initiatives

- Ensure timely Commissioner appointments and holding state council meetings through Chair Message, ED Updates, Newsletters, and Committee/National Office staff outreach efforts
- Decrease in time between Commissioner vacancies
- Highlighted in the Annual Report member states that are current on annual dues and Commission documents, i.e. Code of Conduct, Conflict of Interest, Annual Dues, & State Council Meeting Agenda and Minutes
- Annual Reporting Deadline Reminders (Commission Newsletter and Memos)
- Reminders provided to Members at the Standing Committee meetings
- Review policies to ensure they align with the Compact statute, Rules, and By-laws.

### Completed 2024

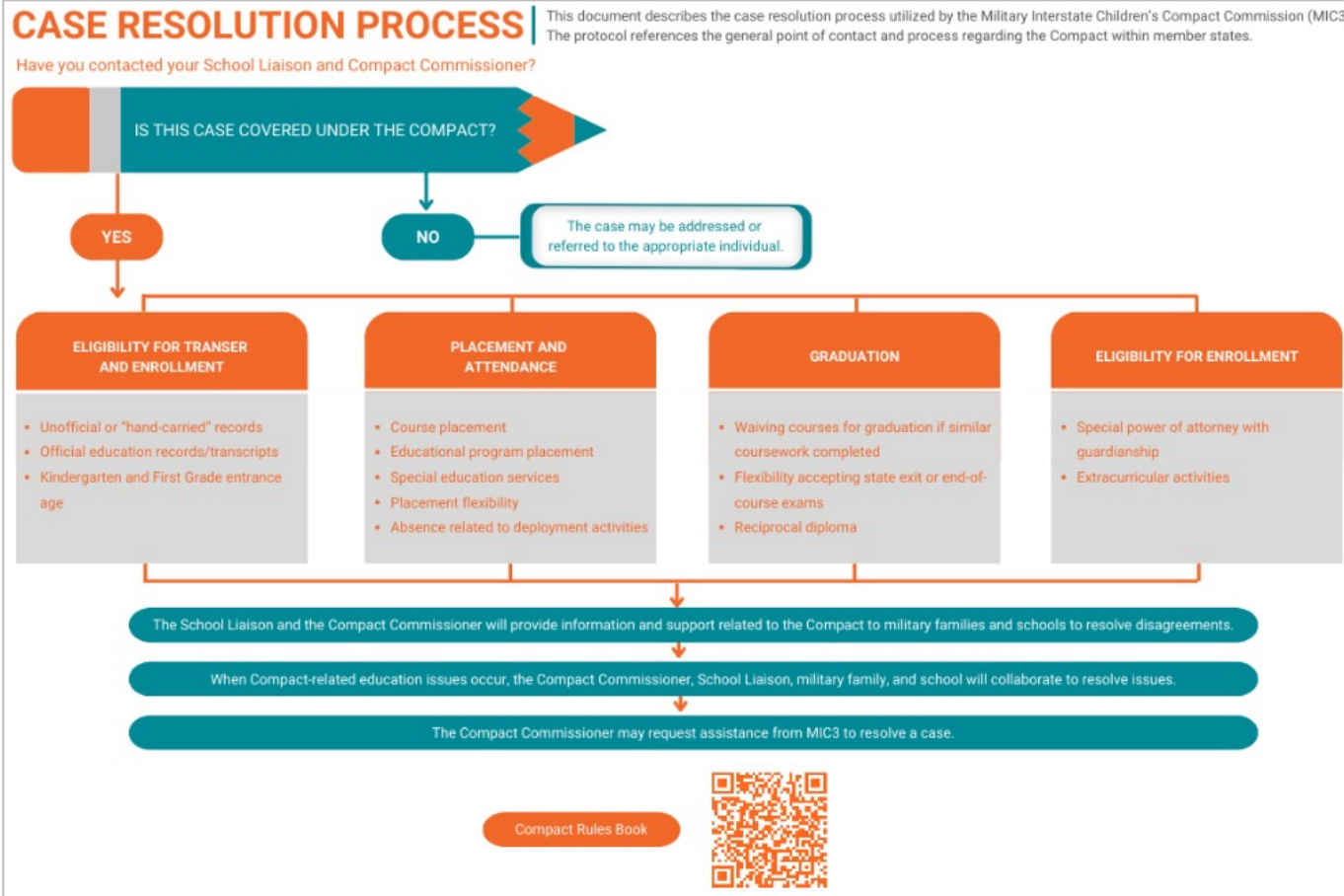
- Created the Public Comment Process graphic [DB p77]
- In collaboration with the Rules Committee, amended the Case Resolution Process graphic [DB p175]

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# Compliance Graphics



MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION



DB p175

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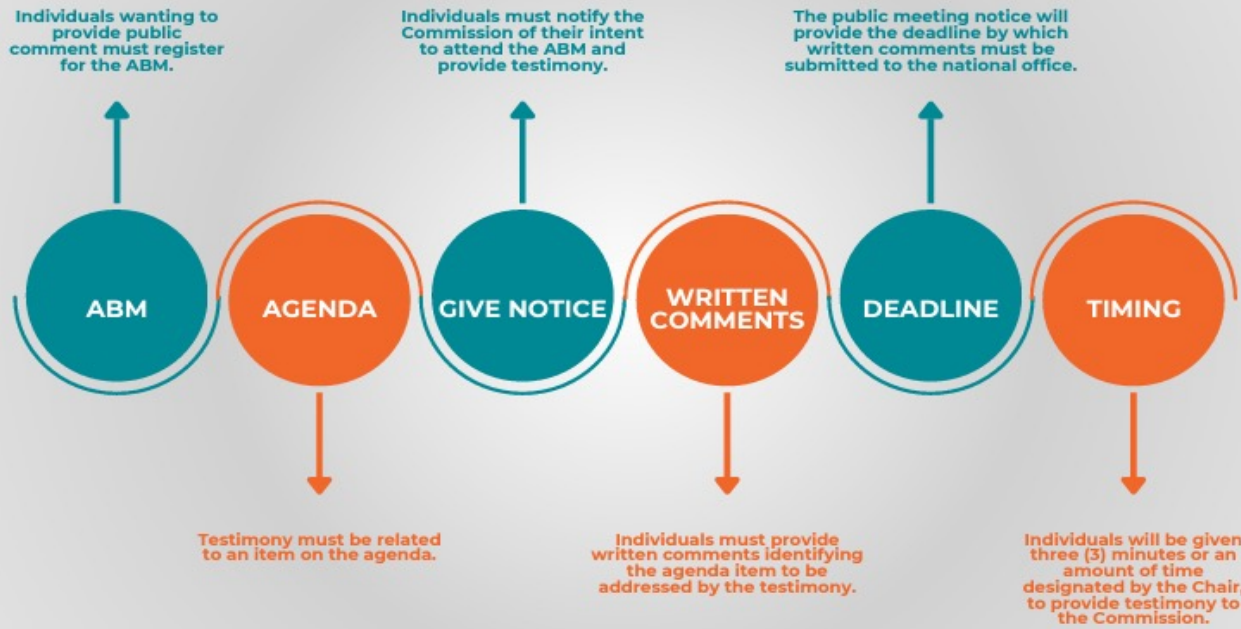
# Compliance Graphics



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## Public Comment Process

A member of the public or representative wishing to testify or provide public comment during the Annual Business Meeting must follow the outlined process.



Members of the public or state council wanting to provide testimony at a Standing Committee meeting must contact their state's Compact Commissioner who will address their concern with the Committee Chair.



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# Training Committee Report

Commissioner Kathleen Murphy (NH)  
Commission Chair

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# Members

- Kathleen Murphy (Committee Chair) (NH)
- Spencer Barzee (ID)
- Clara Botstein (DC)
- Barbara Clemmer (PA)
- Curtis Jones (GA)
- Peter Laing (AZ)
- Terrance McCaffrey (FL)
- Tremekia Priester (SC)
- Ann Pettit (SD)
- Kyle Wood, MCEC (Ex-Officio)

## Acknowledgment

Commissioner Shelly Ramos (TX)  
Training Committee Chair 2021-2024






# Training Committee Mission Statement

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

## Shared Commitments

- Increase knowledge about the compact, and limits of the compact.
  - Increase the appropriate application of the compact for children of military families.
  - Support and educate parents, students, and associated person as advocates for transitioning students and military personnel about the compact and limits of the compact.
  - Reduce inconsistent applications of the compact.
- 



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## Training Committee Initiatives 2023-2025 Strategic Plan

1. Development and oversight of the New Commissioner Mentoring Program
2. Provide in-person and monthly virtual training sessions
  - Compact 101 Training
  - Compact 201 Training
3. Developed translated versions of the Compact 101 Training (*Spanish (2023), American Sign Language (2024)*)
4. Developed the MIC3Training.net Portal
5. Developed Training videos for Article III-VII, project completed in 2023
6. Updated the Training Workbook, released second edition
7. Developed the Training bookmark and resources webpage on mic3.net
8. Developed the MIC3 Training Promo Flyer
9. ***Developed the MIC3Training.net Portal***

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[www.MIC3Training.net](http://www.MIC3Training.net)

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**MIC3** | MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

A silver laptop is shown from a front-three-quarter view, resting on a teal surface. The laptop screen displays a teal background with white text and two horizontal white lines. The text reads "Commissioner and Ex-officio Representative Course". The background image on the screen is a collage: the left side shows hands raised in a classroom, and the right side shows a person in a military uniform. The laptop keyboard and trackpad are visible below the screen.

**Commissioner  
and  
Ex-officio  
Representative  
Course**



Play Demo

[https://youtu.be/Qmwqy\\_G1tok](https://youtu.be/Qmwqy_G1tok)

# TOTAL TRAINING

## 2022-2024 COMPARISON

**2022**

### 2022 TRAININGS (25 TOTAL)

Compact 101 Trainings - 22 (89%)  
Compact 201 Trainings - 3 (12%)

**2023**

### 2023 TRAININGS (68 TOTAL)

Compact 101 Trainings - 59 (87%)  
Compact 201 Trainings - 9 (13%)

**172% INCREASE**

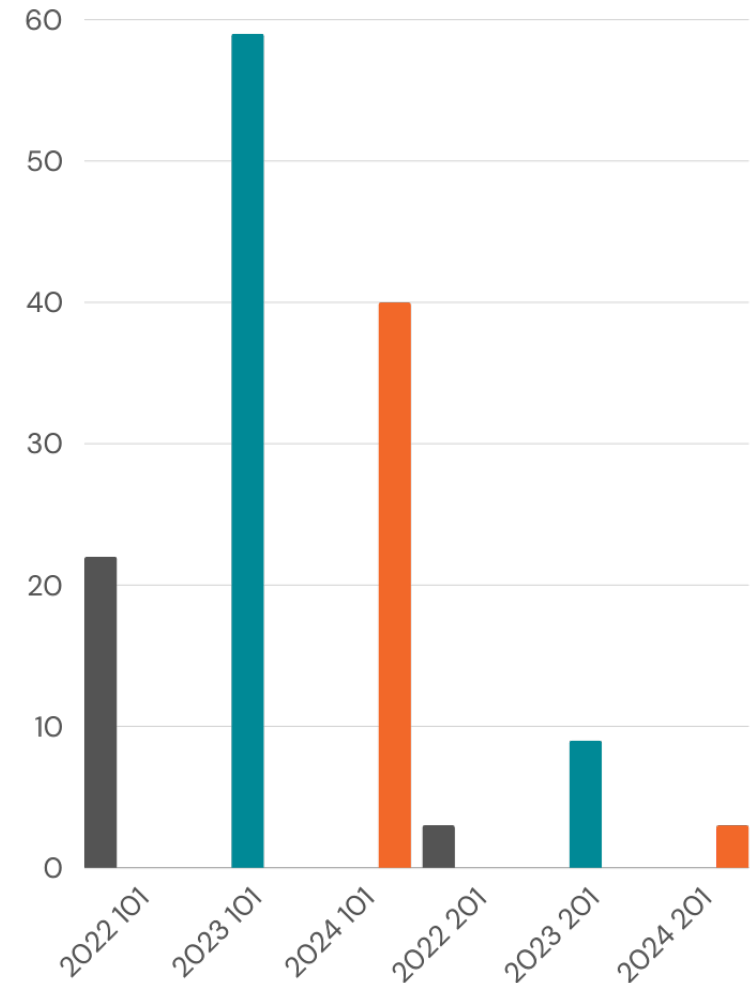


**2024**

### 2024 TRAININGS (43 TOTAL)

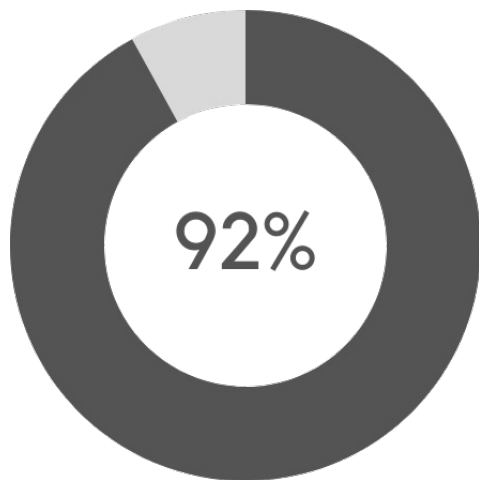
Compact 101 Trainings - 40 (93%)  
Compact 210 Trainings - 3 (7%)

**37% DECREASE**



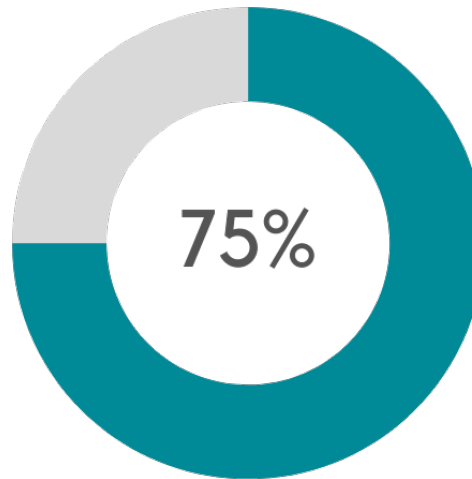
# Virtual vs. In Person

VIRTUAL = 23  
IN PERSON = 2\*



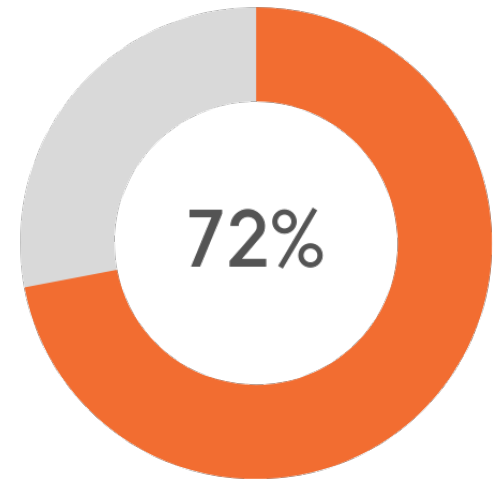
2022

VIRTUAL = 51  
IN PERSON = 17\*



2023

VIRTUAL = 31  
IN PERSON = 12\*



2024

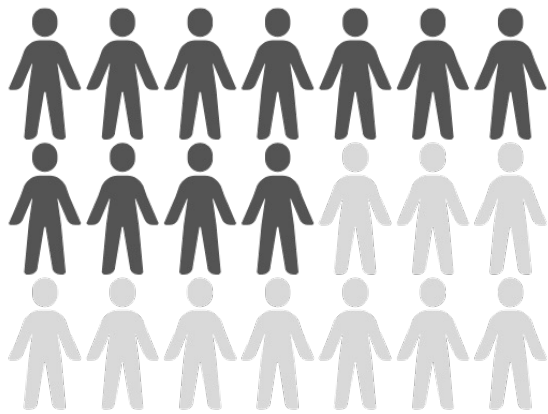
\*MULTIPLE TRAININGS HELD IN A SINGLE LOCATION.

\*MULTIPLE TRAININGS HELD IN A SINGLE LOCATION.

\*MULTIPLE TRAININGS HELD IN A SINGLE LOCATION.

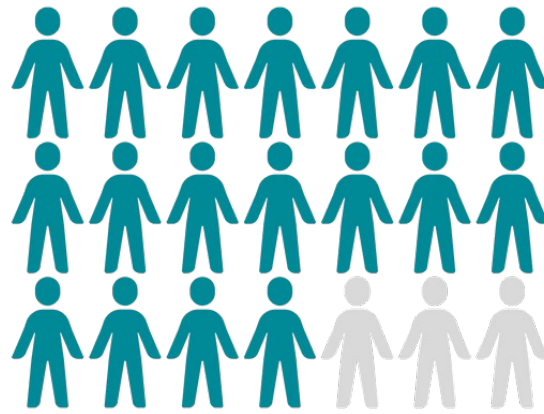
# COMPACT 101 TOTAL PARTICIPANTS

2022



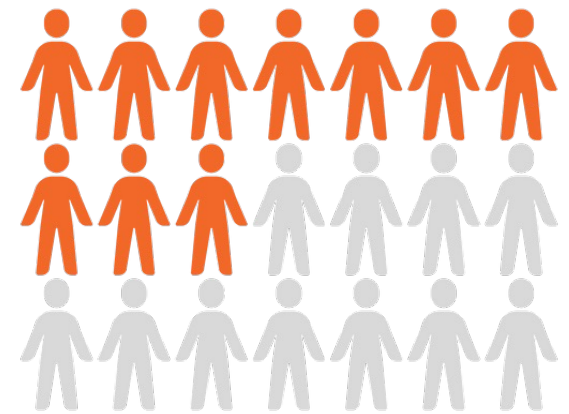
1,027

2023



1,785

2024



965

*\*Conference or webinar attendees not included in the number of total participants.  
ASCA, MCEC Global Training Summit, MCSAS Summer Meeting*

# STATES RECEIVING TRAINING

As of September 9, 2024, 42 states have received Purple Star School designation, and five states have proposed or pending legislation.

Sixteen of those states either require or promote training on the Compact to schools applying for the Purple Star School designation.



2022

1. Florida
2. North Carolina
3. California
4. Kentucky
5. Hawaii

2023\*

1. Mississippi
2. South Carolina
3. Ohio
4. Alabama
5. Texas

\*Launch of MIC3Training.net November 2023

2024

1. Texas
2. Mississippi
3. Tennessee
4. Utah
5. Alabama







# DEMOGRAPHICS

2023

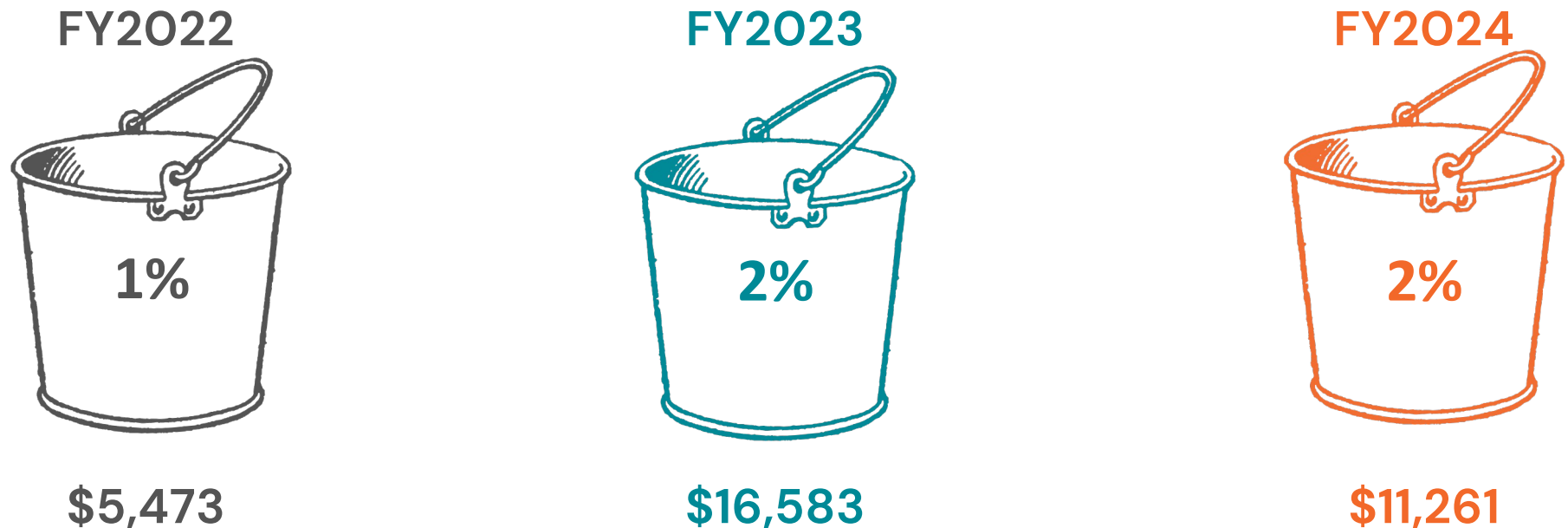
2024

District or School-Level Personnel	32%	72%
State Department of Education Personnel	0%	2%
U.S. DoD Personnel	37%	21%
Military Families	6%	3%
Organization Supporting Military Families	9%	1%



A portion of training attendees do not disclose their affiliation.

## TRAINING PROGRAM EXPENDITURES



The training expenditures shown reflect costs directly associated with virtual and in-person training sessions provided in the specified year. The percentage reflects the direct cost divided by the total expenditures in that specific fiscal year.

**Expenses Include -**

**Virtual:** Online platform and Staff time

**In Person:** Travel (Lodging, Transportation, Meals), Shipping, Collaterals, and Staff time

# Training Model and Cost Analysis

## Finance Questions – Training

1. What are the Commission's state-level training requirements? Are those requirements specified in Compact documentation or internally generated?
2. What other ways can training be conducted? Can the Commission charge member states and stakeholders for training?
3. What are the Commission's national-level training requirements (e.g., Stakeholders awareness MIC3 education for MISA, MCEC, etc.)? Are those requirements specified in the Compact documentation or internally generated?

## Compact Model Language

### Article X. Powers and Duties of the Interstate Commission

*The Interstate Commission shall have the following powers:*

- P. To coordinate education, training and public awareness regarding the compact, its implementation and operation for officials and parents involved in such activity.*

## Commission By-laws

### Article I – Commission Purpose, Function and By-laws

#### Sec. 2. Functions

*In pursuit of the fundamental objectives set forth in the Compact, the Commission shall, as necessary or required, exercise all of the powers and fulfill all of the duties delegated to it by the Compacting States. The Commission's activities shall include, but are not limited to, the following: ...Coordination of training and education; ...*

# Training Model and Cost Analysis

## Training Model Questions

1. What is the ideal training model? (If money is not a factor, what is the ideal training model?)
2. What is the minimum required? (What training should every member state be required to provide its stakeholders?)
3. Who is doing it? 4. What does it cost?

## Cost Analysis\*

Minimum Training Model: Activities 1-6 = Annual Cost \$4,884.66 - \$9,193.86

Ideal Training Model: Activities 1-11 = Annual Cost \$13,858.84 - \$15,808.78

\*Average cost based on FY2023 and FY2024 training program expenditures. DB p81

## Statement of Support for Commission Training Program

- Beginning with the Commission's first strategic plan adopted in 2017, the Commission identified the need for an evolving, sustainable training program.
- The constant turnover in personnel in Education and the Uniformed Services underscores the need for continued focus on educating local education authorities and military families about the provisions provided under the Compact statute.
- Research demonstrates that successful, effective non-profit organizations dedicate a significant portion of their budget, between 60% and 70%, to programs and services.
  - In FY2023, 2% of the Commission's total expenditures were directly related to training costs.
  - In FY2024, 2% of the Commission's total expenditures were directly related to training costs.
- The Training Committee developed a flexible training model that maximizes staff time and oversight, has a mechanism to collect data that evaluates the resources, and provides deliverables in various formats, giving access to more stakeholders, all while utilizing minimal funding from the Commission.
- We reiterate our strong support for maintaining the current training model, which is integral to achieving the Commission's vision of "Successful Educational Transitions" for military children.



MILITARY INTERSTATE  
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COMMISSION

# **Compact Stories: Student Voices**

## Reciprocal Diploma – Hawaii



# US Department of Defense

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*Dianna Ganote  
Office of Child & Youth  
Programs,  
DoD Office Military Family  
and Community Policy*



Bio on mic3.net



# US Department of Defense

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*Kelli May Douglas  
Pacific Southwest Regional  
Liaison  
State Liaison Office*





Defense-State Liaison Office Update Brief  
Kelli May Douglas, Pacific Southwest Regional Liaison  
MIC3 Annual Business Meeting, October 16-17, 2024



U.S. Department of Defense

**MILITARY  
STATE POLICY  
SOURCE**

# Who We Are and What We Do

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The Defense-State Liaison Office provides state policymakers with expert insight on issues affecting military families and their quality of life.

This is part of the Defense Department's efforts to identify and address the most pressing needs of service members and military families.



**DEFENSE-STATE LIAISON OFFICE**



# Taking Care of Our Military Families

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## September 2022 DOD Memo: Taking Care of Our Service Members and Their Families

"The Department of Defense has a sacred obligation to take care of our service members and families. Doing so is a national security imperative. Our military families provide the strong foundation for our force, and we owe them our full support."  
– Lloyd J. Austin, secretary of defense

## September 2021 Joining Forces Report: Strengthening America's Military Families

"The families of our service members and veterans, caregivers, and survivors ... may not wear a uniform ... but they sacrifice for us all. They give their best to the United States, and we owe them nothing but our best in return."  
– Dr. Jill Biden, First Lady of the U.S.

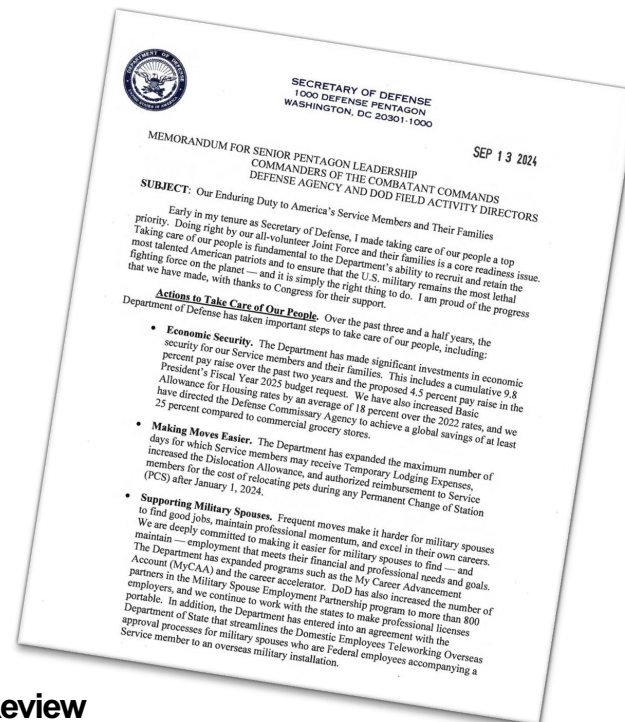
**DEFENSE-STATE LIAISON OFFICE**



# DoD Focus on Quality of Life – Taking Care of Our Military Families

On September 13, 2024, Secretary of Defense Lloyd J. Austin III announced seven initiatives to improve the quality of life for service members and their families today. These actions build on the extensive and unprecedented actions that Department of Defense leaders have taken over the past four years as part of Austin's Taking Care of People initiative.

- **Health Care Flexible Spending Accounts for Service Members**
- **Access to Wi-Fi Pilot**
- **Making Moves Easier**
- **Further Expand Spouse Eligibility for My Career Advancement Account Financial Assistance**
- **Investment in Childcare Workforce**
- **Quality of Life at Remote and Isolated Installations Review**
- **Uniform Costs Review**



**DEFENSE-STATE LIAISON OFFICE**





## Meet the Regional Liaisons



**Tammie Perreault**  
Northwest Regional Liaison  
AK, ID, MT, OR, WA, WY



**Kelli May Douglas**  
Pacific Southwest  
Regional Liaison  
AZ, CA, HI, NM, NV, UT



**Michelle Richart**  
Midwest Regional Liaison  
CO, IA, KS, NE, ND, SD



**Jeremy Hilton**  
South Central Regional Liaison  
AR, LA, MO, MS, OK, TX



**Shane Preston**  
Great Lakes Regional Liaison  
IL, IN, MI, MN, OH, WI



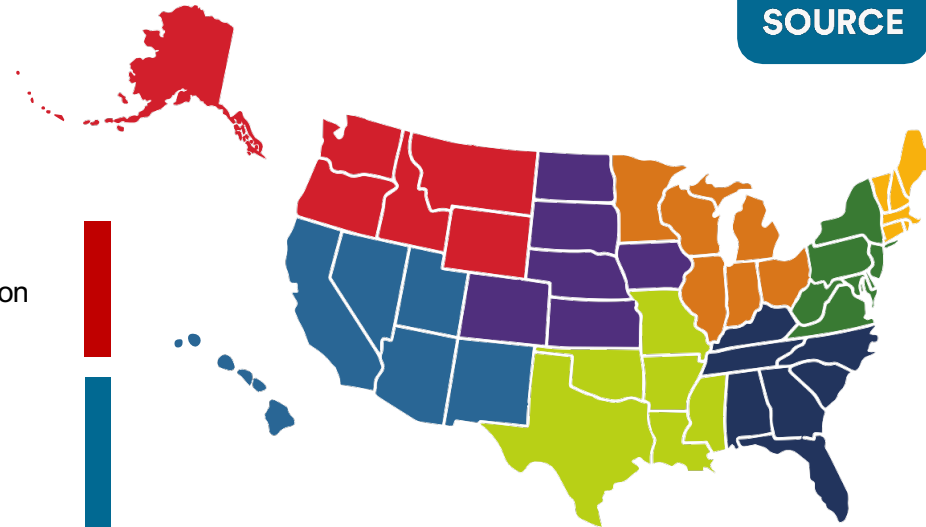
**Samantha Sliney**  
Southeast Regional Liaison  
AL, FL, GA, KY, NC, SC, TN



**Melissa Willette**  
New England Regional Liaison  
CT, MA, ME, NH, RI, VT



**Christopher Arnold**  
Mid-Atlantic Regional Liaison  
DE, MD, NJ, NY, PA, VA, WV



# State Policy Priorities for 2025



**Military Family Anti-Discrimination Status**



**Military Spouse Employment and Economic Opportunities**



**Open Enrollment Flexibility**



**Child Abuse Identification and Reporting**



**Concurrent Juvenile Jurisdiction**



**Military Access to Quality Family Child Care**



**Defining Armed Forces in State Policy**



**Military Community Representation on State Boards and Councils**



**State Response to Military Interpersonal Violence**



**State Support for Military Families With Special Education Needs**

<https://statepolicy.militaryonesource.mil>

# Occupational Licensure Compacts

Nurse Licensure Compact — 42	*Interstate Teaching Mobility Compact — 13	*Athletic Trainers
Psychology Interjurisdictional Compact — 42	*Cosmetology Compact — 8	*Estheticians
Physical Therapist Compact — 38	*Dentist and Dental Hygiene Compact — 10	*Respiratory Therapists
Audiology and Speech-Language-Pathology Compact — 33	*Interstate Massage Compact — 2	
Counseling Compact — 36	*Social Work Compact — 22	
Occupational Therapy Compact — 31	*School Psychologists- 2	
EMS Compact — 24	*Dietitians – 3	
Advanced Practice Registered Nurse Compact — 4		
Physician Associates Compact — 13		


Note: \* Developed w/CSG

Licensing Compact Metrics as of 8 OCT 24

**DEFENSE-STATE LIAISON OFFICE**



# Military Child Education - Impact

- Over 650,000 school-age children of active-duty personnel
- States w/highest K-12 impact 
- 2021 ADSS – “For your most recent PCS move, to what extent were the following a problem for your child(ren)?”
  - 55% - respondents w/school-age children stated that changing schools was a moderate to very large problem
  - 35% - respondents w/school-age children stated that missing school-related deadlines, to include applications/lotteries for OE, was a moderate to very large problem.

State	K-12 (Ages 5-17)
Virginia	62,463
Texas	53,277
California	48,928
North Carolina	39,420
Florida	35,426
Georgia	27,208
Washington	22,092
Maryland	17,081
Colorado	16,991
Hawaii	16,554
South Carolina	11,844
Tennessee	9,355
Kansas	8,864
New York	8,625
Arizona	8,592
Alabama	8,448
Oklahoma	8,298
Kentucky	8,245
Alaska	7,810
Missouri	6,513
Louisiana	6,343
Illinois	6,305
Ohio	6,242
Nevada	5,214
New Mexico	4,506

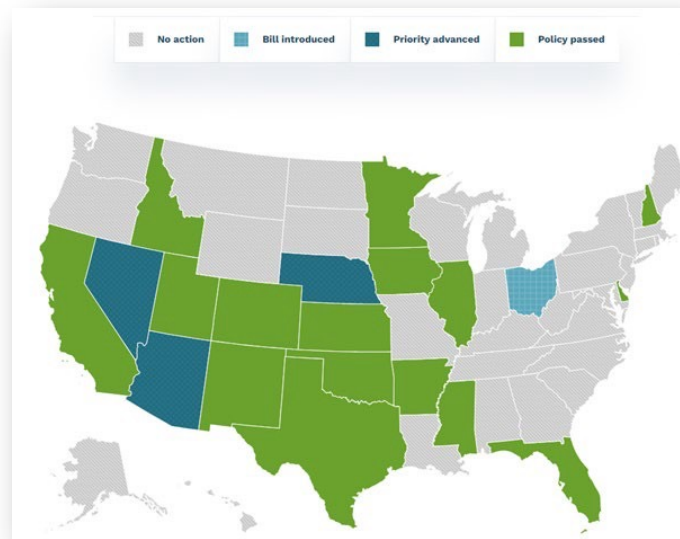


# Open Enrollment Flexibility

Military families often experience delays in receiving permanent housing upon a permanent change of station to a new location. States can improve military families' access to existing district, interdistrict and intradistrict transfer programs by modifying state education open enrollment policies.

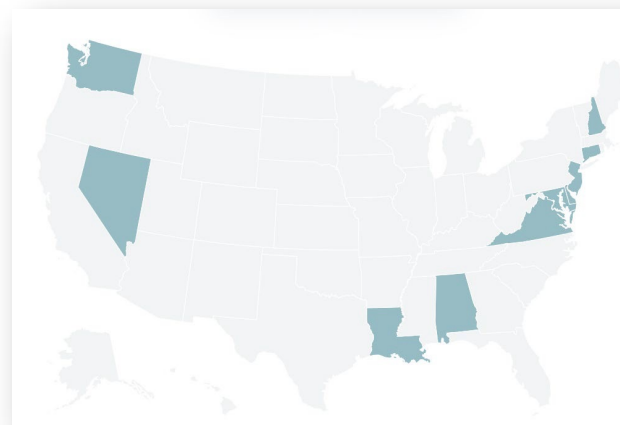
➤ **States w/Policy: 18**

- Fully met: Arizona, Arkansas, California, Delaware, Florida, Idaho, Illinois, Iowa, Kansas, Minnesota, Mississippi, New Hampshire, New Mexico, Texas, Oklahoma, Utah
- Partially met: Nebraska, Nevada



# State Support for Military Families with Special Education Needs

Highly mobile children, including military children, are more likely to experience recurring educational disruptions and challenges, particularly those who need access to special education and related services. States can assist military families by ensuring timely establishment of special education services upon relocation and reducing burdens associated with due process proceedings.



➤ **States w/Policy: 11**

- Minimizing delays: Alabama, Louisiana, Maine, New Hampshire, New Jersey
- Reducing burdens: Connecticut, Delaware, Louisiana, Maryland, New Hampshire, Nevada, New Jersey, Virginia, Washington



# 2022-2024 Penn State Clearinghouse SPEAK Project – Overview and Status

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*Evaluation of state implementation of Supportive Policies to improve Educational experiences and Achievement for K-12 Military Children (SPEAK Military Children)*

- **Phase I: [Literature Review](#)**
  - Purpose: conduct a comprehensive review of the current state of research literature related to the education of military-connected students, in partnership with the Defense State Liaison Office (DSLO).
  
- **Phase II: [State Data Extraction Report](#)**
  - Purpose: investigate data available on state education agency websites in support of four DSLO education-related initiatives.
    - Military Student Identifier, Purple Star Schools Program, Education Compact, Advance Enrollment
  
- **Phase III: Interviews and Deep Dive Visits/[Final Report](#)**
  - Purpose: better understand local implementation of four initiatives to support military-connected students.
  - Final report is a consolidation of all phases' findings.



# PSU SPEAK Findings – Themes Across All Initiatives and Programs

## When implemented as intended, there are many successes and positive impacts:

- Reduced stress on families/smooother transition
- Extra-curricular participation
- Schools more prepared
- Less out of school time for students
- On-time graduation
- Academic outcomes
- Social-emotional outcomes
- Inclusion and belonging
- School culture/climate
- School staff understanding of military lifestyle

## Challenges present opportunities for collaborative efforts:

- Family and school awareness
- Staffing and resources
- Housing and geographic impacts
- Consistence across schools, school districts, and states
- Funding for initiatives
- Timing of events or information sharing
- Leveraging technology
- Strategic communication
- Accountability and enforcement



# PSU SPEAK Findings – Education Compact

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## Positive Impacts

- Credit transfers, course placement, graduation, extra-curricular activities, kindergarten, reduced stress for families, and smoother transition

## Barriers

- School awareness, parent awareness, parent misunderstanding of the Compact, differences between states or schools, differences in kindergarten cutoff dates across states, differences across states in gifted qualifications or programming, school-level non-compliance

## Opportunities

- Increasing family awareness
- Additional school training
- More consistency across states
- Expanding the covered groups
- Increasing consistency and communication related to the state commissioners
- Increasing school accountability
- Adding a grace period for physicals
- Increasing access to special education services
- Accepting gifted designations from other states

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Note. % is of those who discussed the topic



## PSU SPEAK Considerations – Opportunities for Collaboration

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- Advocate for standardization of data collection related to military-connected students, to include operationalization (i.e., how “military-connected student” is defined), data collection, and data reporting.
- Support the development, implementation, and sharing of evidence-informed practices for strategic communication of the initiatives to parents and school personnel.
- Advocate for information transparency and expectation management related to the specific ways the initiatives are implemented in each state and school district.
- Encourage states to leverage technology to directly support military families and to support effective implementation of the initiatives.
- Support initiative standardization, enforcement, and evaluation.
- Consider ways to increase IEP transportability and standardization of gifted qualifications and programming.



## PSU SPEAK Considerations – Opportunities for Collaboration

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- Consider the ways in which increasing the capacity of the School Liaison Program and standardizing school liaison duties may improve parent and school personnel awareness of the initiatives.
- Consider how the selection and implementation of the MIC3 state commissioner position (e.g., whether it is a paid position or additional duty, the location of the commissioner within the education system) may impact the execution of MIC3 commissioner duties.
- Advocate for states to fully fund the initiatives and support the use of existing and potential funding mechanisms to improve the implementation of the four initiatives and to implement other programming that is evidence informed or evidence based.
- Support research to understand the scope of successes or difficulties during transitions to new schools and evaluations to ensure evidence-informed and evidence-based practices are used to support students during those transitions.



# Working with State Policymakers and Military Community Advocates

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Scan the QR code to  
contact us:



Thank you for your partnership!

**DEFENSE-STATE LIAISON OFFICE**





The image features two black spotlights hanging from the top, casting bright white beams of light onto a gray and white checkered background. The beams converge towards the center, creating a bright horizontal glow at the bottom. The overall scene is set against a dark gray background.

# **State Spotlight: Alabama**

Commissioner Douglas L. Ragland

# Best Practices for Alabama Council State Meetings



# Governor Kay Ivey

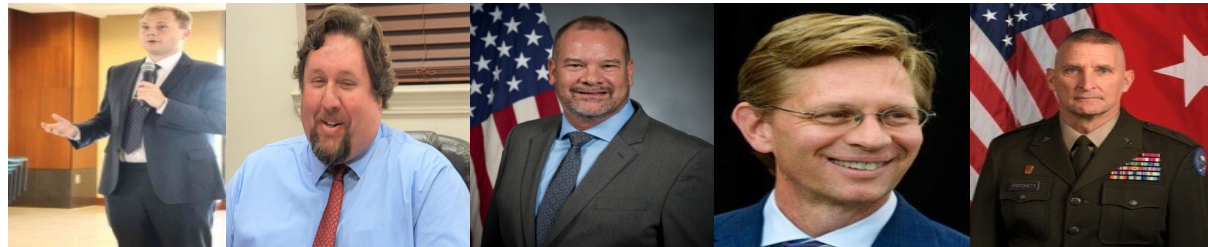
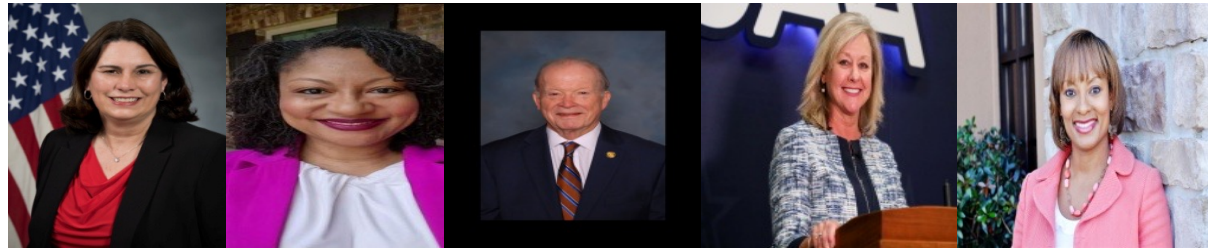


## Commissioner Appointment Date













- Dr. Douglas L. Ragland was Appointed as the Alabama Commissioner for the Military Interstate Children's Compact Commission on March 16, 2017 by the Alabama Governor.



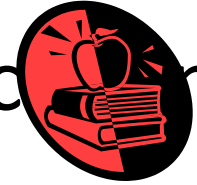
# Alabama State Council Members



# Alabama State Council Members

- Alabama Commissioner 
- Alabama State Superintendent of Education 
- Alabama State Senator and Rules Chairman 
- Alabama Assistant Superintendent/Military Education Family Liaison 
- Brigadier General for the Alabama National Guard 
- Alabama Governor's Education Policy Director 
- Alabama High School Athletic Association Administrator 
- Daleville City School Superintendent 
- Maxwell Air Force Base School Liaison Officers 
- Redstone Arsenal School Liaison Officer 
- Fort Novosel School Liaison Officer/Military Representative 
- Anniston Depot United States Army Facility Child Youth Services Coordinator/School Liaison Officer 

# Alabama State Department of Education



- The Alabama State Department of Education serves a Partner for the Alabama State Council.
- Dues
- Meeting Place
- Resources
- Awareness



# Appointment Authority of Commissioner

- The Alabama Commissioner has the Sole Authority to make appointments to the Council.
- The Alabama Commissioner works collaboratively with State Superintendent and Governor for Appointments from those offices.





# Alabama Council Agenda Items

- Alabama Commissioner
- Alabama State Superintendent or Assistant State Superintendent.
- Alabama High School Athletic Association Director.
- Alabama National Guard Brigadier General.
- Alabama Governor's Education Policy Director.
- National Commission
- Alabama State Senator
- Alabama School Liaison Officers/Military Representative/Child Youth Services Director.



# Best Practices-Positive Trends

- Military Family Life Counselors (MFLC) imbedded within eligible local school districts/Child Youth Services Programs. (DoDEA, CYS, and Public Schools).
- Continuation of 2021 National Defense Authorization Act, Sec 589C, Expand Eligibility for Enrollment at Domestic Dependent Elementary and Secondary Schools. (Pilot Program for DoDEA School at Maxwell Air Force Base).
- Continued Partnership with the Military Child Education Coalition (MCEC), offering 360 Summit Professional Development to educators. (State Funding for Student Support via Community Coordinators).



# Alabama Purple Star Schools Committee

- Alabama Legislature passed legislation for the creation of the Alabama Purple Star Schools Committee in 2022.



# Protocols for Resolving Cases

- School Level
- Central Office (Local, National)
- Commissioner (State Commissioner, National Commission).



# Alabama Governor's Initiatives

- Military Proclamation for the Month of the Military Child.
- Alabama Council Commendation.
- Military Day Proclamation for November 9, 2023.
- Choose Act for 2025.





## **Commendation**

*By the Governor of Alabama*

*WHEREAS, the Military Interstate Children's Compact Commission recognizes the excellent service and commitment to our state and country by our military men and women; and*

*WHEREAS, Alabama has shown tremendous support in the adoption and execution of the Military Interstate Children's Compact Commission; and*

*WHEREAS, Alabama is a member and enforcing partner of the Military Interstate Children's Compact Commission in working with other states and the District of Columbia on behalf of our courageous military members and their families; and*

*WHEREAS, the Alabama Council for the Military Interstate Children's Compact Commission, under the leadership of the Alabama Commissioner Dr. Douglas L. Ragland, is an active participant in ensuring successful educational transition of families from other states and the District of Columbia to Alabama; and*

*WHEREAS, the Alabama Council takes extreme measures in bringing awareness to school systems and Alabama's communities regarding the legalities of the Military Interstate Children's Compact when providing fairness and consistency in the educational process for military families;*

*NOW, THEREFORE, I, Kay Ivey, Governor of Alabama, do hereby commend the*

## **Alabama Council for the Military Interstate Children's Compact Commission**

*for their dedicated support of our military men and women and their families.*



*Given Under My Hand and the Great Seal of the  
Office of the Governor at the State Capitol in the City  
of Montgomery on the 22<sup>nd</sup> day of June 2023.*

*Kay Ivey*  
Kay Ivey, Governor



## *Proclamation*

*By the Governor of Alabama*

*WHEREAS, Alabama recognizes the selfless acts of service performed by its brave members of the military and their devoted families; and*

*WHEREAS, military families continue to face the unique burden of deployments, often causing uncertainty and constant upending of their daily lives and routines; and*

*WHEREAS, military families know of the sacrifices borne by military children, but their important contributions can often go unnoticed by the general public; and*

*WHEREAS, Alabama is the proud home to more than 14,000 children whose parents serve in the active-duty military and nearly 18,000 whose parents serve in the Alabama National Guard or reserves and are stationed in Alabama; and*

*WHEREAS, the Alabama Council for the Military Interstate Children's Compact Commission is an active participant in ensuring the successful educational transition of families from other states and the District of Columbia to Alabama; and*

*WHEREAS, these children are a source of pride and honor to us all, and it is fitting that we take time to recognize their contributions, celebrate their spirit and let our men and women in uniform know that while they are taking care of us, we are taking care of their children; and*

*WHEREAS, National Purple Up! Day, observed on April 19, 2024, honors the sacrifices made by military children, and the community recognizes them by wearing purple; and*

*WHEREAS, the recognition of April as the Month of the Military Child provides an opportunity to pay tribute to military children for their commitment, their sacrifice and their unconditional support of our service members. When parents serve in the military, their kids serve too;*

*NOW, THEREFORE, I, Kay Ivey, Governor of Alabama, do hereby proclaim April 2024, as*

## *Month of the Military Child*

*in the state of Alabama.*



*Given Under My Hand and the Great Seal of the Office of the Governor at the State Capitol in the City of Montgomery on the 29<sup>th</sup> day of March 2024.*

*Kay Ivey*

*Kay Ivey, Governor*





## *Proclamation*

*By the Governor of Alabama*

*WHEREAS, the state of Alabama is proud to honor and recognize the dedicated service and sacrifice of our military members; and*

*WHEREAS, the men and women who service in the U.S. Army, Marine Corps, Navy, Air Force, Space Force, Coast Guard and National Guard have shown unwavering dedication, bravery and sacrifice in service to our great nation; and*

*WHEREAS, the state of Alabama has a deep connection to our military, with numerous military installations, proud military traditions and a strong commitment to our veterans; and*

*WHEREAS, it is a priority of the Ivey Administration to ensure Alabama is the most pro-military state in the country; and*

*WHEREAS, the citizens of Alabama wish to recognize and honor the tremendous contributions of all service men and women and veterans and to express our gratitude for their tireless efforts in defense of our freedoms; and*

*WHEREAS, I encourage all military members, active duty and veterans, to proudly wear their uniforms on Thursday, November 9, 2023 as a symbol of their service and as a reminder of the sacrifices they have made; and*

*WHEREAS, I call upon all employers across the state to show support and cooperation by allowing military employees the opportunity to wear their uniforms, as a token of appreciation for their service and as a symbol of unity with our military community;*

*NOW, THEREFORE, I, Kay Ivey, Governor of Alabama, do hereby proclaim November 9, 2023, as*

## *Military Day*

*in the state of Alabama, and I encourage all Alabamians to take a moment to pray for our military members and to thank them for their service.*



*Given Under My Hand and the Great Seal of the  
Office of the Governor at the State Capitol in the City  
of Montgomery on the 3<sup>rd</sup> day of November 2023.*

*Kay Ivey*  
Kay Ivey, Governor



# CHOOSE ACT



- **Alabama Enacts CHOOSE Act Income Tax Credit Program for Qualifying Educational Expenses**
- March 12, 2024
- **By Denis Del Bene**
- Alabama has enacted legislation establishing the Creating Hope and Opportunity for Our Students' Education (CHOOSE) Tax Credit program which will provide a refundable income tax credit to parents of eligible students to offset the cost of qualifying educational expenses. The legislation directs the Department of Revenue to establish education savings accounts (ESAs) in which the credit funds will be deposited by the Department for the parent of a participating student to pay qualifying expenses to an education service provider. ([L. 2024, H129 \(Act 21\)](#), effective 03/07/2024.)
- CHOOSE Act tax credit.
- For the years beginning on January 1, 2025, and January 1, 2026, the credit will be available to the parent of an eligible student whose family had an adjusted gross income not exceeding 300% of the federal poverty level for the preceding tax year. For the years beginning on or after January 1, 2027, the credit will be available to any parent of an eligible student.
- The Department must reserve the first 500 tax credits for parents of an eligible student who is a special-needs student.
- **HB 129 Choose Act signed into Law on March 7, 2024.**
- 
- **132 In allocating the tax credits made available**
- **133 pursuant to subsection (b), the department shall give**
- **134 priority first to participating students and siblings of**
- **135 participating students, then to participating students who**
- **136 are dependents of active duty service members enrolled in or**
- **137 assigned to a priority school as defined in section 16-6D-4,**



# Alabama Council Stakeholders

- Governor
- State Superintendent
- 140 Public School Districts
- Higher Education Institutions
- State Legislature
- Alabama High School Athletic Association
- Community Organizations
- National Commission
- Army, Air Force, and National Guard Military Bases
- Military Child Education Coalition 360 Summits.



# Conclusion

- “Coming together is the beginning, working together is progress, staying together is success”



# Commissioner and Ex-officio



Conflict of Interest  
Code of Conduct

*Dropoff in box at back of room*



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“Successful Educational Transitions”

# **New Mexico Case Study #2**

Kim Arrey, School Liaison  
White Sands Missile Range



Bio on mic3.net



# Impact Aid 101

*Keith Mispagel*

---

*National Association of  
Federally Impacted Schools*

# Standing Committee Reports

“Successful Educational Transitions”



# **Communication & Outreach Committee Report**

Commissioner Chad Delbridge (WY)  
Committee Chair

## Committee Members

- Chad Delbridge (WY) - Chair
- Teresa Ferenczhalmy (NM)
- Felicia Gonzales (NV)
- Brooke Huntington (IN)
- Laura Kacer (IA)
- Pete LuPiba (OH)
- Keith Owen (CO)
- Dominick Robinson (CA)
- Tony Trongone (NJ)
- Kristen Windham (MS)
- Eileen Huck (NMFA), Ex-officio



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## Strategic Goals

1. Raise awareness of the Compact and Commission
2. Educate and inform about the Compact
3. Identify and highlight state best practices
4. Highlight how the Compact helps students
5. Educate Members and Partners on the programs and resources available that support their efforts
6. Work with Ex-officio members on the above
7. Identify opportunities/partnerships to support our mission

## Communications Plan: Purpose

- Formalize a measurable communications plan, detailing the who, what, where, when, how of MIC3 communication.
- Share our mission, vision, and values with our audience.
- Motivate, educate, and support our target audiences.
- Engage with and inform the education, military, government, and general communities.
- Cultivate and maintain relationships.
- Create & disseminate quality content through the identified channels.
- Identify shortcomings/gaps and solutions.
- Expand social media presence.
- Develop online resources focused on commissioners, states, and military-connected families.



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## Communications Plan:

### Channels:

- Website (video page)
- Social media
- Newsletters
- Collaterals
- Trainings
- Events/Tabling
- Press releases
- Word of mouth
- Meetings/conferences

### Message:

- Who we are
- What we do
- Promote training
- Promote resources
- Highlight how states are helping military students and families

# Annual Communication/Marketing Initiatives

- Annual communication plan and calendar (January-December)
- Commissioner Memorandum highlighting resources and programs
- Collaterals
- Monthly newsletters
- April: Month of the Military Child and Purple Up!
- Webinars
- 'State Best Practices' highlights
- 'Compact Voices' series
- Advocacy through partnerships
- Social Media and the Website



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## Stakeholders

- Students
- Districts/schools: school staff (counselors, registrars, administrators), educators,
- Military families, spouse/parent groups at each installation
- Military leadership, personnel, and staff, school liaisons, welcome teams within schools and installations.
- MIC3 commissioners and ex-officio members
- Partners
- Similar interest agencies: education organizations (state and national, AASA, NASSP, etc.)
- General community

# Annual Memorandum



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 MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

January 17, 2024

TO: Commissioners, Commissioner Designees, and Ex-officio Members

FR: 2024 Communications and Outreach Committee

- Commissioner Chad Delbridge (WY) (Chair)
- Commissioner Clara Botstein (DC)
- Commissioner Teresa Ferenczhalmay (NM)
- Commissioner Felicia Gonzales (NV)
- Eileen Huck, NMFA Representative
- Commissioner Laura Kacer (IA)
- Commissioner Pete LuPiba (OH)
- Commissioner Brian Murphy (IN)
- Commissioner Keith Owen (CO)
- Commissioner Tony Trongone (NJ)
- Commissioner Kristen Windham (MS)

RE: Compact Education and Promotion

As a member of the compact, our states and the District of Columbia have pledged to support our military families and children. Each of us, in our role as the representative to the commission, facilitates successful education transitions for military students under the Compact. Over the next year, we encourage you to:

- Work with your Military Family Education Liaison and State Council to develop a plan to educate and disseminate information to your districts, schools, and stakeholders.
- Utilize the [resources](#) developed by your colleagues/standing committees, to assist with your efforts.

New resources this year:

1. [MIC3training.net](#) - The Training Committee launched a new online training portal at the recent Annual Business Meeting. The site offers free, on-demand, Compact 101 modular training for stakeholders. Visit this [link](#) to access the marketing toolkit.
2. [Compact 101 in American Sign Language](#) - Also developed by the Training Committee in response to requests by members, the training is also available in [Spanish](#).

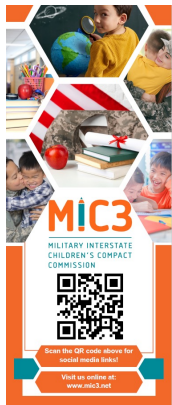
Other useful resources:

1. **Monthly Compact 101 training** - view the events calendar & register for an upcoming webinar [here](#).
2. **Publications** such as guides, brochures, postcards, and bookmarks may be ordered [here](#).
3. **2024 Month of the Military Child Toolkit** - The updated Purple Up! Toolkit provides ideas and resources to plan your events! Note: MIC3's Purple Up! date is April 17th however, states and communities may select their own date!
4. Review and share the [commissioners, parents, schools, and state council toolkits!](#)
5. View the guide on [How to Contact your State Department of Education and How to Contact Military Personnel within your State](#).
6. Consider disseminating a [Superintendent memo](#) to districts and schools at the beginning of the school year to raise awareness of the Compact.

Should you have questions or need assistance on the Compact or regarding your upcoming state council meeting, email [mic3info@csg.org](mailto:mic3info@csg.org) or call 859-244-8000.

- Disseminated each January
- Outlines information and resources developed by the Commission to assist Commissioners and Ex-officio promote the Compact

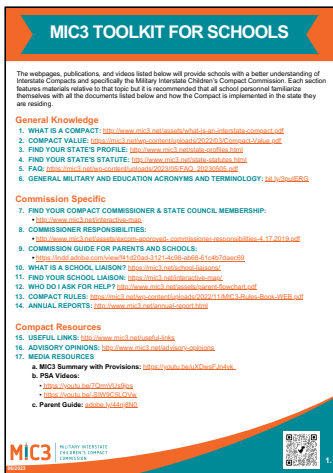




Webinars



Bookmark



School, Parent, State Council, and Commissioner Toolkits



Training Portal Toolkit

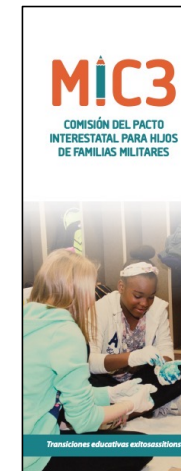
# Collaterals



ASL Compact 101



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Spanish Collaterals

# Collaterals Cost

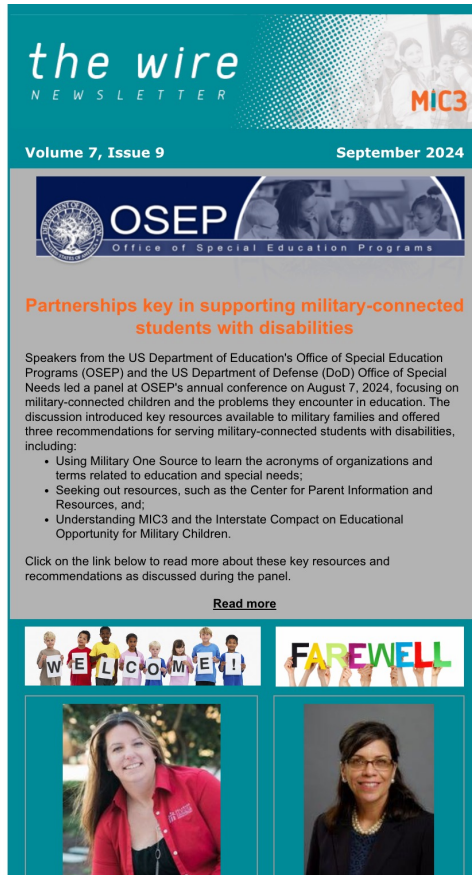


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FY2024 Orders	Amount Ordered	Total Cost	Price per Unit
Brochures			
August 2, 2023	3,000	\$ 1,410	\$0.47
February 9, 2024	5,000	\$ 1,998	\$0.40
2024 Total	<b>8,000</b>	<b>\$ 3,409</b>	<b>\$0.43</b>
Rules Books			
February 8, 2024	<b>3,000</b>	<b>\$ 4,834</b>	<b>\$1.60</b>
		\$ 11,651	
<b>FY2025 Quotes</b>			
Brochures	5,000	\$ 2,023	\$0.40
	8,000	\$ 2,579	\$0.32
	<b>10,000</b>	<b>\$ 2,843</b>	<b>\$0.28</b>
Rules Books	3,000	\$ 5,226	\$1.74
	<b>5,000</b>	<b>\$ 6,986</b>	<b>\$1.48</b>
	8,000	\$ 9,397	\$1.25
<b>FY2025 Order</b>	5,000 each	\$ 9,009	
	8,000 each	\$ 11,975	
		\$ 20,985	

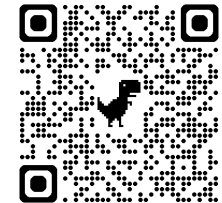


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## Monthly Newsletters

- Articles on the compact and what is happening in states
- Developments on interstate compacts
- Highlights
  - Information and resources from partners
  - Committee programs and projects
  - Compliance status of states
  - Training opportunities
  - Compact rules
  - Commissioner welcome and farewell
  - Important dates and deadlines



# Purple Up! and Month of the Military Child - April 17, 2024



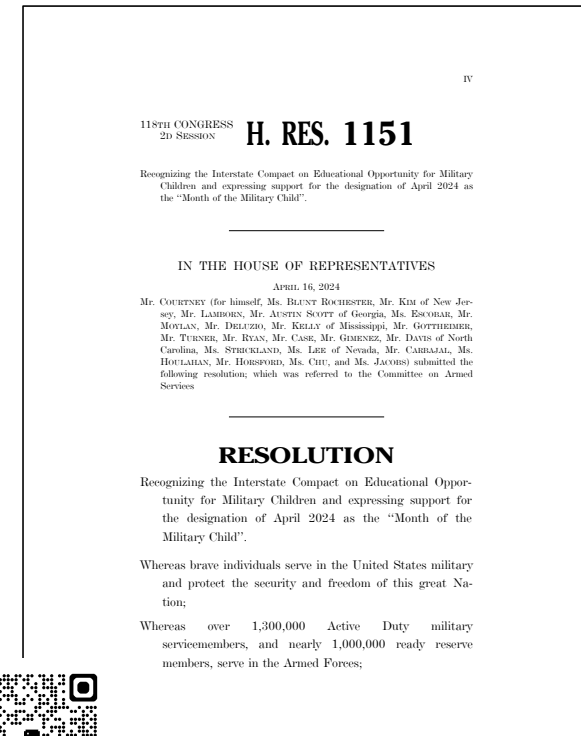
## Updated Toolkit

- Chair Letter
- Media Release
- Ideas
- Social Media Posts
- Legislative and Executive Proclamations
- Commissioner and State Superintendent Support Letters



## New! Congressional Resolution

- House
- Senate
- Identify bill sponsors in 2025



## State Spotlights

- Purpose: Share best practices on implementing the Compact
- 2023 ABM: Arkansas, New Hampshire, New York, Hawaii, South Carolina, West Virginia
- 2024 ABM: Alabama, Florida, Kentucky, Michigan, and Virginia



## Compact Stories

- Purpose: How the Compact impacts students
- Reciprocal diploma
- Participating in graduation
- Credit transfers and transcripts
- Course placement





## Webinars



- Legal Perspectives of Compacts
- Commissioner Role and Responsibilities
- Supporting Military Families with Special Medical or Educational Needs

# Website

- Main source of information dissemination
- Virtual training calendar
- Webinars
- Toolkits: Parents, schools, commissioners, state councils; Purple Up!; Training Portal
- Order guides, brochures, and rulebooks
- Downloadable posters and one-pagers
- State pages: commissioner and school liaison information
- Commissioner information and resources

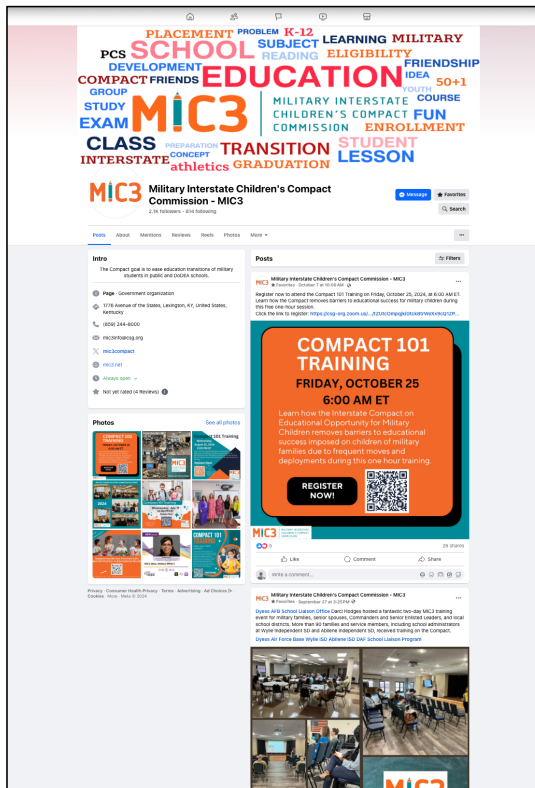


[www.mic3.net](http://www.mic3.net)





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# Social Media

Let's Get Social

@MIC3Compact





## Communications and Outreach Budget



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## Advocacy Through Partnerships



- MCEC: National Training Seminar & 360 Ed Summits
- MISA: Military School District Training
- NFHS: Educating State Associations and case assistance
- NFHS: Advocacy and engagement
- BSF: 2022, 2025 Military Family Lifestyle Survey, Policy Advisory Committee
- US Dept of Defense (MIL REP): Joint efforts, information sharing, Compact video, compact promotion
- US Dept of Education: Quarterly meetings with SECED; newsletters: state best practices articles, Good Better Best

## The Way Forward in 2025 – Year 3



1. Increase utilization of Commission resources, tools, and training to educate stakeholders on the Compact.
2. Continually assess and improve our educational resources to ensure we are delivering the best tools and resources to stakeholders.
3. Continue to highlight how we help military kids; and how states implement of the Compact.

# Rules Committee Report

Commissioner Mary Gable (MD)  
Committee Chair



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## Committee Members

- Mary Gable (MD) - Chair
- Laura Anastasio (CT)
- Laura Cyr (ME)
- Jenn Davis (DE)
- Don Enoch (AK)
- Davina French (ND)
- Ben Rasmussen (UT)
- Rene Sanchez (VT)
- Tenneal Wetherell (OR)

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

## Unique Case Submission

Provide an opportunity for the Commissioner, designee, DoD representative, or ex-officio assigned to the Commission to share best practices and unique cases experienced implementing the Military Interstate Compact.

### Intent

- Opportunity to learn how states are implementing the Compact
- Examples of effective problem solving
- Unique cases and outcomes that Commissioners may reference

The intent of this form is not to collect active cases from parents or complaints.

Unique Cases and the Case Submission form are available for review on the Commissioner Portal



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## Open Records Request

- Adopted in August 2022, the Open Records Request policy is a proactive process for the public to request records from MIC3.
- Intended to set guidelines for requesting records and establish a reasonable time frame for the Commission to return the requested records.

### 2023 Requests

1. Arkansas Council of Chapters, Military Officers Assn. of America
2. West Virginia Dept. of Education
3. State of Wisconsin
4. Partners in Promise (3)

**Average Total Cost = \$654.46**

### 2024 Requests

1. State of Tennessee (3)

**Average Total Cost = \$6,729.05**



DB p169

*Cost includes staff processing time, legal consultation, supplies, and any additional resources necessary to fulfil the request.*



## Case Resolution Process Graphic

### 2023-2025 Strategic Plan

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

**Strategy:** Ensure Commission guidelines communicate expectations, support current processes, and compliance.

In collaboration with the Compliance Committee, the Rules Committee was tasked with examining the Case Resolution Process and providing feedback on the current process.

- Revised the opening statement to clarify the purpose
- Updated it to reflect both the Compact Commissioner and School Liaison as points of contact
- Removed the guidance for general cases versus athletics cases
- Drafted new language to reflect the role of the Compact Commissioner and School Liaison in the case resolution process, and demonstrate the escalation process.
- Included a QR code to the Compact Rules Book





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## Rules Book: Third Edition

- Adopted November 2009, amended in 2011, 2012, and 2018
- In 2022, the Rules Committee completed a review of the Compact Rules Book.
  - The review focused on two key areas:
    1. Technical: spelling, grammar, and formatting errors.
    2. Substantive: proposed rule amendments.
- In 2023, during the Annual Business Meeting, three (3) Rules were amended and two (2) new Rules were adopted.



## **Legal Advisory**

### **1-2024 Scope of SEC. 5.104 Placement Flexibility**

#### **Conclusion**

*The Compact and its Rules regarding Placement Flexibility are broadly drafted to authorize LEA discretion to waive requirements for course placement. LEA officials have flexibility in making such determinations, which can include but are not limited to waiver of lost seat time requirements to ensure appropriate course placement.*

DB p61



## **Proposing New Rules or Amending Existing Rules**

Compact Rules, Chapter 200, SEC. 2.101 Adoption of Rules; Amendment

### **Who can submit a proposed Rule or Amendment?**

1. Any Commissioner may submit a proposed Rule or Amendment to the Interstate Commission Office by February 28 of the current fiscal year for referral to the Rules Committee.
  2. Standing Committees may propose new Rules or Amendments by a majority vote.
  3. Any regional group of States as may be subsequently recognized by the Commission may propose Rules or Amendments by a majority vote of members of that region.
- Proposals should be vetted by the Commissioner's state council, and a formal letter should be submitted to the Interstate Commission's Office requesting the new Rule or amendment.

# Leadership Nomination Committee 2024 Elections

Commissioner Laura Anastasio (CT)  
Past Chair and Committee Chair



Election Guide

DB p177-178

## Committee Members

### Members:

- Laura Anastasio (CT) Chair
- Laura Cyr (ME)
- Daniel Dunham (VA)\*
- Debra Jackson (NY)\*
- Rosemarie Kraeger (RI)
- Clarke Orzalli (MA)\*
- Michael Price (MI)\*

\*returning member

### Bylaws Art III: Officers, Sec 1, Election & Succession:

*“The officers of the Commission shall include a chairperson, vice chairperson, secretary, treasurer and the past chair. The officers shall be duly appointed Commission Members, except that if the Commission appoints an Executive Director, then the Executive Director shall serve as the secretary. Officers shall be elected annually by the Commission at any meeting at which a quorum is present and shall serve for one year or until their successors are elected by the Commission. The officers so elected shall serve without compensation or remuneration, except as provided by the Compact.”*

## Committee Goals

**Establish a sustainable culture that supports members and ensures organizational continuity**

- Make the leadership nomination process more deliberate
- Make the entire process highly visible for all Commissioners who are interested in pursuing leadership positions
- Improve transparency of the electoral process for Member States and stakeholders
- Provide more clarity on the job requirements and the commitment required for elected positions
- Involve diverse representation on the Leadership Nomination Committee



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## Application and Submittal Process

June 6	Application information released
July 8	Application deadline
July 15	Committee review and approval of candidates. <i>Election Guide</i> approved
July 22	<i>Election Guide</i> released via Constant Contact and posted on the ABM webpage

### Electoral process:

- 1) floor nominations will not be accepted
- 2) voice vote on a slate of candidates
- 3) roll call vote for positions with multiple candidates



Election Guide



Election Guide

For Commission Vote



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## Slate of Candidates and Election

**Chair**



Ernise Singleton (LA)

**Vice Chair**



Daron Korte (MN)

**Treasurer**



Greg Lynch (WA)





Ex-officio Page  
on mic3.net



# Ex-officio Perspectives: Advocacy and Awareness

*Facilitator: Commissioner Daron Korte (MN)  
Vice Chair*



MCEC®



NATIONAL  
MILITARY FAMILY  
ASSOCIATION  
Together we're stronger



“Successful Educational Transitions”

The image features two black spotlights hanging from the top, casting bright white beams of light onto a grey and white checkered background. The beams converge towards the center, highlighting the text below. At the bottom of the image, there is a solid teal horizontal bar.

# **State Spotlight: Florida**

Commissioner Terrance McCaffrey



**Florida Military Interstate Children's Compact Commission**



FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org



FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org

## Florida Military Interstate Children's Compact Commission: State Council

## State Council Members

- **Terrence J. McCarthy**, Col., USAF (Ret), Compact Commissioner
- **Manny Diaz, Jr.**, Commissioner of Education, Florida Department of Education (FDOE)
- **Dr. Peggy Aune**, Vice Chancellor, FDOE
- **Lisa Hill**, Military Family Education Liaison
- **Dr. Andrew Weatherill**, Senior Director, Student Services, FDOE
- **Rear Admiral John W. Hewitt**, Commander, Navy Region Southeast, Military/Department of Defense Representative
- **John Spolski**, Assistant Superintendent, Okaloosa County School District
- **Danny Burgess**, Representative for the President of the Senate
- **Allison Liby-Schoonover**, Representative for the Speaker of the House

## Ex-Officio Members

### AIR FORCE

- **Elaine Lajeunesse and Margaret Rivera**, School Liaisons, Eglin Air Force Base
- **Lacey Allen**, School Liaison, Hurlburt Field
- **Venetia Waters**, School Liaison, MacDill Air Force Base
- **Mallory Gross**, School Liaison, Tyndall Air Force Base

### SPACE FORCE

- **Susan Clark**, School Liaison, Patrick Space Force Base

### ARMY

- **Garth Gourley**, School Liaison, U.S. Army Garrison-Miami

### NAVY

- **Patrigna Murphy**, School Liaison, Navy Region Southeast
- **Teri Wanamaker**, School Liaison, Jacksonville Naval Air Station
- **Vacant**, School Liaison, Key West Naval Air Station
- **Sharon Kasica**, School Liaison, Naval Station Mayport
- **Erin Pickard**, School Liaison, Panama City Naval Support Activity
- **Carissa Bergosh**, School Liaison, Pensacola Naval Air Station
- **Christopher Hendrix**, School Liaison, Whiting Field Naval Air Station



FLORIDA DEPARTMENT OF  
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## Best Practices and Highlights



## Best Practices and Highlights

### Best Practices

- Quarterly State Council meetings
- Professional learning opportunities
  - Family Café
  - Florida Organization of Instructional Leaders (FOIL)
  - Compact trainings
- School liaison monthly collaborations
- State education scholarships
- Streamlined communication with school districts

## Best Practices and Highlights, continued

### Highlights

- **Holiday Heroes Project** – In December 2023, students from Florida’s public, charter and private schools were encouraged to write letters and send artwork thanking our Florida National Guard for their service. The FDOE’s Bureau of Family and Community Outreach supported this project by coordinating the receipt and processing of more than 40,000 letters sent in by students of all ages. The letters brought joy to the guardsmen and women.
- **Month of the Military Child and Purple Up! Day** – The Month of the Military Child in Florida allows communities to emphasize and recognize the sacrifices of military children while their parents serve our nation. Florida is committed to being the most military-friendly state in the nation. The FDOE developed a toolkit to assist districts with supporting and recognizing our military children and their families.



## Purple Star School of Distinction Designation and Purple Star School District Program



The Florida Purple Star School of Distinction Designation was established by the Florida legislature in 2021 and further defined in Rule 6A-1.0999, Florida Administrative Code (F.A.C.). The Florida Purple Star School District Program was established by the Florida legislature in 2024. Once awarded, schools and districts will maintain their designation as a Purple Star School of Distinction or Purple Star School District for three school years.

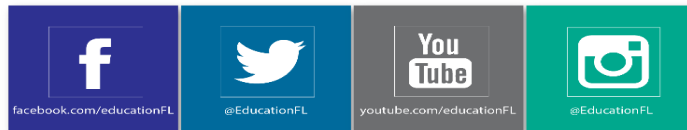
The purpose of the Purple Star School of Distinction Designation and Purple Star School District Program is to recognize schools that support the unique needs of military families, help military-connected students navigate critical challenges and provide resources for military-connected students when transitioning to a new school environment.

## Florida Collegiate Purple Star Campus Program

- The Florida Collegiate Purple Star Campus Program was established by the Florida legislature in 2023 and further defined in Rule 6A-1.09991, F.A.C. Once awarded, Florida colleges will maintain their designation as a Collegiate Purple Star Campus for three academic years. The purpose of the Collegiate Purple Star Campus is to recognize colleges that demonstrate a commitment to supporting military families as set forth in Florida statute.
- There are **seven** Purple Star Collegiate campuses:
  - Daytona State College
  - Gulf Coast State College
  - Indian River State College
  - Santa Fe College
  - State College of Florida, Manatee-Sarasota
  - Seminole State College of Florida
  - Tallahassee State College



[www.FLDOE.org](http://www.FLDOE.org)



[www.FLDOE.org](http://www.FLDOE.org)



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# **Compact Stories: Student Voices**

## Course Placement – North Carolina

12:00 PM – 1:00 PM	<b>Lunch</b>
1:00 PM – 2:00 PM	<b>Tier Group Meetings</b>
2:10 PM – 3:20 PM	<b>General Session</b>
3:20 PM – 5:00 PM	<b>Strategic Plan Session</b> (Commissioner & Ex-officio Only)
6:00 PM – 8:00 PM	<b>Reception</b>

“Successful Educational Transitions”



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1:00 – 2:00 PM Franciscan Ballroom

“Successful Educational Transitions”

## Tier Group Meetings 1:00 – 2:00 PM

**#1:** VA, TX, CA, NC, FL, GA, WA, MD, CO, HI – Alvarado A

**#2:** SC, TN, AZ, NY, KS, AL, OK, AK, KY, MO, LA, IL, OH – Alvarado F

**#3:** NV, NM, MS, NJ, PA, NE, UT, MI, CT, AR, ND, IN, MA – Alvarado G

**#4:** WI, DE, OR, SD, MT, WY, RI, MN, ME, IA, DC, NH, ID – Alvarado H

General Session will reconvene at 2:10 PM

“Successful Educational Transitions”

# **New Mexico Case Study #3**

Racquel Labadie, School Liaison  
Holloman Air Force Base





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# Tier Group Report Out

Tier 1 - Nickolas Sojka (NC)

Tier 2 - Debra Jackson (NY)

Tier 3 - Ben Rasmussen (UT)

Tier 4 - Daron Korte (MN)

“Successful Educational Transitions”

# **School Liaisons: Supporting Families and Building Partnerships**

*Facilitator: Dianna Ganote, USDOD*

“Successful Educational Transitions”

The image features two black spotlights hanging from the top, casting bright white beams of light onto a grey and white checkered background. The beams converge towards the center, highlighting the text below. At the bottom of the image, there is a solid teal horizontal bar.

# **State Spotlight: Michigan**

Commissioner Mike Price

MIC3

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# The Arsenal of Democracy



- The Detroit Arsenal is the only Active-Duty Military installation in Michigan and home to TACOM, GVSC, PEOGCS, and PEO CS&CSS
- Michigan National Guard: Roughly 8000 Army Guard and 2000 Air Guard with A10 and KC135 squadrons at Selfridge ANG Base and Air Operations at Battle Creek.
- Roughly 3000 active-duty service members with 3200 military connected dependents





# The State Council



Mr. Michael Price, Compact Commissioner, Michigan Department of Military and Veterans Affairs

Mr. Kevin Walters, State Department Manager, Michigan Department of Education

Dr. Michael Rice, State Superintendent

Mr. Bill Witt, Executive Branch Representative, Michigan Department of Education

Mr. Karl Paulson, School District Representative, Superintendent, St. Clair Shores Lakeview Public Schools

Ms. Jessica Truchan, School Liaison, Detroit Arsenal

LTC Jason Dye, Professor of Military Science, University of Michigan

# Best Practices



- Training and education for school officials
- Communication with school principals and officials when issues exist
- Purple Star School legislation introduced last session

# Strategic Planning Overview

*Lorna Festa, Perspective LLC*



Bio on [mic3.net](https://mic3.net)

“Successful Educational Transitions”



# MIC3 Strategic Plan 2026 - 2029

Gathering Commissioner Input



# Outcomes

- Create a **common understanding** of the evolution of the Compact and Commission as a foundation for the discussion on the next phase of the organization.
- Provide the opportunity to discuss and gather ideas from the full Commission on:
  - What they see as **key FACTORS/DRIVERS** impacting the work/success of MIC3 in achieving its mission & vision.
  - Their thoughts on the **“BIG ROCK” priority focus areas** for the next strategic plan.

# MIC3: Organizational Life Cycles

*Key factors/drivers impacting our work & our success in achieving our Mission/Vision*



**Phase 2 Focus: Infrastructure  
Operational structure  
And organization**  
*Greg Lynch &  
Rosemarie Kraeger*

**Phase 1 Focus: Build  
50 States onboard**  
*Laura Anastasio &  
Mary Gable*

**Phase 3 Focus:  
Big Rocks to  
Tackle 2026 – 2029**  
*Ernise Singleton &  
Daron Korte*

# Phase One

## Focus: Build – 50 States on Board

- 2006 - Hired and leveraged CSG to develop process, “replicate successful business model”
- Gaining consensus – how to get all 50 states to join, getting to know each other as a colloquial group
- Advisory group developed statutes, built the framework and structure with the help of General Counsel, smaller group worked well to advantage of Compact
- Balance between smaller and larger states for leadership and dues - all Commissioners were new, so it was easy to define who and what they were
- 2008 – Established Committee structure and meetings, stakeholder identification, shaping advocacy and developing relationships
- 2010 – Hand-off from CSG to Commission having own leadership, hired the first Executive Director and employed staff
- Developed the mission and vision statements
- 2011 – DODI and MOOV signed on, developing strategic partners to support education and outreach
- 2012- Kindergarten enrollment added to Compact coverage
- 2014- All 50 states signed on
- 2015- Second Executive Director hired
- 2017- DODI Instructions



## Phase Two Focus: Operational Structure, Infrastructure, and Organization

- ABM – structured business meeting, professional development, state sponsorship
- Building consistent processes, development of military student identifier
- Started Tier Group meetings based on number of military students in each state from higher impacted to lower impacted states
- Evolving relationship with DOD and other federal agencies
- NGR, Task Force development
- Third Executive Director hired, EXCOM hired staff and clarified roles
- Admin policies created with support from General Counsel, Code of Conduct and Conflict of Interest policies created
- Growth in communication, accountability, and compliance
- Increase in training – in-person, online, Commissioners, school liaisons, Rules, public relations and media

# Phase Three

## Focus: Big Rocks to Tackle 2026-2029

- Financing and funding – dues, expenditures, sources of revenue, inflation factors
- Communication – outreach on national level, utilizing resources, reaching schools and parents to educate about Compact, proving how useful the Compact is, utilizing organizations or affiliates that could be helpful
- Rapid turnover of Commissioners and staff; define roles and qualifications, hire full time staff or contract/outsource?
- Inclusivity – broad diversity in Commissioners, include uniform services more and not just military – the Compact is more inclusive than the name implies.
- Stakeholder engagement – increase engagement of ex-officio and leverage partnerships

# Small Group Discussions

## Break in Small Groups

Break into 5 groups of Commissioners with facilitator pairs

## Small Group Conversations

Brainstorm key factors/drivers impacting the work/success of MIC3

Brainstorm BIG ROCK focus areas for the next strategic plan

Wrap Up and Next Steps

## Report out

Report out in main meeting room tomorrow

# Small Group Assignments

Group 1	Group 2	Group 3	Group 4	Group 5
<b>Facilitators</b> Greg Lynch (WA) Lorna Festa	<b>Facilitators</b> Ernise Singleton (LA) Steve Bullard (KY)	<b>Facilitators</b> Mary Gable (MD) Chad Delbridge (WY)	<b>Facilitators</b> Daron Korte (MN) Kathleen Murphy (NH)	<b>Facilitators</b> Laura Anastasio (CT) Rosemarie Kraeger (RI)
<b>Meeting Room</b> <b>Alvarado A</b>	<b>Meeting Room</b> <b>Alvarado F</b>	<b>Meeting Room</b> <b>Alvarado G</b>	<b>Meeting Room</b> <b>Alvarado H</b>	<b>Meeting Room</b> <b>Alvarado C</b>
<u>Commissioners</u> Daniel Dunham (VA) Dominick Robinson (CA) Nick Sojka (NC) Felicia Gonzales (NV) Spencer Barzee (ID) Deanna McLaughlin (TN) Teresa Ferenczhalmy (NM) Brooke Huntington (IN) Davis Whitfield (NFHS)	<u>Commissioners</u> Shelley Joan Weiss (WI) Terrance McCaffrey (FL) Peter Laing (AZ) Kristen Windham (MS) Jenn Davis (DE) Curtis Jones (GA) Debra Jackson (NY) Pete LuPiba (OH) Tom Porter (BSF)	<u>Commissioners</u> Tony Trongone (NJ) Tenneal Wetherell (OR) Keith Owen (CO) Dale Brungardt (KS) Barbara Clemmer (PA) Ann Pettit (SD) Don Enoch (AK) Jessica Snyder (TX) Kyle Fairbairn (MISA)	<u>Commissioners</u> Douglas Ragland (AL) Brian Halstead (NE) Ray Shaw (MT) Will Jones (OK) Ben Rasmussen (UT) Laura Cyr (ME) John Erickson (HI) Joseph Hood (DC) Kyle Wood (MCEC)	<u>Commissioners</u> Mike Price (MI) Laura Kacer (IA) Hilary Bales (MO) Andelyn Wright (AR) Nickolas Lambruno (WV) John Price (IL) Mark Vollmer (ND) Dianna Ganote (DOD)



# **Closing Comments and Recess**

**Reception – 6:00 PM, Fireplace Room**

## **Day 2:**


Breakfast 7:00 AM – 8:00 AM

General Session 8:00 AM – 12:00 PM

Lunch 12:00 PM – Boxed lunches provided

“Successful Educational Transitions”

# MOVE TO YOUR GROUPS

Group 1	Group 2	Group 3	Group 4	Group 5
Facilitators Greg Lynch (WA) Lorna Festa	Facilitators Ernise Singleton (LA) Steve Bullard (KY)	Facilitators Mary Gable (MD) Chad Delbridge (WY)	Facilitators Daron Korte (MN) Kathleen Murphy (NH)	Facilitators Laura Anastasio (CT) Rosemarie Kraeger (RI)
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				* Commissioners and Ex-officio only*