



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION



# 2022 ANNUAL REPORT

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

# FACTS AND FIGURES

## ACTIVE DUTY AND NATIONAL GUARD SERVICE MEMBERS—WORLDWIDE

2,597,885

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

## ACTIVE DUTY AND NATIONAL GUARD SPOUSES—WORLDWIDE

1,020,244

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

AS OF AUG. 2022, THERE ARE

1,698,245

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

1,189,940

OR 54%

ARE SCHOOL AGE (5–18)



## ACTIVE DUTY

WORLDWIDE

943,024 TOTAL DEPENDENT  
CHILDREN (0–18)

— 615,610 (65%) —

ARE SCHOOL-AGE CHILDREN (5–18)

744,698 (79%) ARE UNDER AGE 12

CONTINENTAL U.S.

873,504 TOTAL DEPENDENT  
CHILDREN (0–18)

— 571,304 (65%) —

ARE SCHOOL AGE CHILDREN (5–18)

687,480 (79%) ARE UNDER AGE 12

## NATIONAL GUARD & RESERVE

WORLDWIDE

755,221 TOTAL DEPENDENT  
CHILDREN (0–18)

— 574,330 (76%) —

ARE SCHOOL-AGE CHILDREN (5–18)

498,727 (66%) ARE UNDER AGE 12

CONTINENTAL U.S.

731,691 TOTAL DEPENDENT  
CHILDREN (0–18)

— 557,113 (76%) —

ARE SCHOOL AGE CHILDREN (5–18)

482,886 (87%) ARE UNDER AGE 12



# LETTER FROM THE CHAIR

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

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

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

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

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

With warmest regards,

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

## GENERAL COUNSEL REPORT

**EMBRY MERRITT WOMACK NANCE PLLC**



**Darren Embry**



**Samantha Nance**



**Stuart Michael**

General Counsel is retained to provide guidance for the Commission and its Committees with respect to legal issues, related to their duties and responsibilities under MIC3 terms, and its by-laws and rules. Actively participating in both dispute resolution and litigation matters related to enforcement of the Compact provisions and rules, Counsel also advises the Commission on issues pertaining to investigation, compliance, and enforcement responsibilities.

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

## LEADERSHIP



**CHAIR**  
Laura Anastasio (CT)



**VICE CHAIR**  
Ernise Singleton (LA)



**TREASURER**  
Brian Henry (MO)



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



# MIC3 GUIDING PRINCIPLES

## MISSION

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

## VISION

Successful Educational Transitions

## VALUES

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

## SHARED COMMITMENTS

- 1 Advance the organization to serve children (set aside adult issues).
- 2 Openness and transparency in all we do.
- 3 Collaboration based on trust.
- 4 The inclusion of diverse perspectives of all members (50+1).
- 5 Continual professional growth of the organization and the individuals and commissioners.
- 6 Make decisions using data, expertise and experience consistent with the strategic plan.
- 7 Our actions always reflect our vision, mission and values.
- 8 Regularly assess our performance and progress.



# STRATEGIC PLAN 2020–2022

## STRATEGY 1

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

### GOAL | *Clarity and Awareness*

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

## STRATEGY 2

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

### GOAL | *Cohesive and Aligned*

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

## STRATEGY 3

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

### GOAL | *Foundation and Future*

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

# COMMITTEE REPORTS

## COMPLIANCE COMMITTEE

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



### COMMITTEE CHAIR

Steven Bullard | Kentucky

*Responsible for monitoring the compliance by member states with the terms of the compact and the Commission's rules, and for developing appropriate enforcement procedures for the Commission's consideration.*

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

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

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

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

## TRAINING COMMITTEE

2021 | Aug 24 | Sept 28 | Oct 26

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



### COMMITTEE CHAIR

Shelly Ramos | Texas

*Responsible for developing educational resources and training materials for use in the member states to help ensure awareness of, and compliance with, the terms of the compact and the Commission's rules.*

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

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

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

# COMMITTEE REPORTS (CONTINUED)

## RULES COMMITTEE

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



### COMMITTEE CHAIR Mary Gable | Maryland

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

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

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

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

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

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

## COMMUNICATION AND OUTREACH COMMITTEE

2021 | Jul 7 | Sept 1

2022 | Jan 12 | Mar 9 | May 11



### COMMITTEE CHAIR Chad Delbridge | Wyoming

*Responsible for developing materials to improve and expand the outreach of the Commission and for targeting ways to communicate our message to a wider audience.*

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

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

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

## FINANCE COMMITTEE

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



### TREASURER Brian Henry | Missouri

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

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

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

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



## EXECUTIVE COMMITTEE

2021 | Jul 15 | Aug 19 | Sept 16 | Oct 21 | Nov 8 | Nov 18 | Dec 9-10

2022 | Jan 20 | Feb 17 | Mar 17 | Apr 19-21 | May 19 | Jun 16



### COMMISSION CHAIR

Laura Anastasio | Connecticut

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

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

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

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

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

## LEADERSHIP DEVELOPMENT COMMITTEE

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



### COMMITTEE CHAIR

John "Don" Kaminar | Arkansas

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

At the 2017 Annual Business Meeting (ABM), the Commission approved the formation of an Ad Hoc Committee on Leadership Development (LDC). The first year the LDC was led by former Commission Chair Kate Wren Gavlak (CA), the purpose was to examine the current election protocol and develop a process that was transparent and outlined a clear succession plan for MIC3. On recommendation of the previous Committee, it was adopted in 2019 as a new permanent committee and the name was changed from Leadership Development to Nomination.

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



## EX-OFFICIO REPORT



### COMMITTEE CHAIR

Vice Chair Ernise Singleton

Louisiana

2021 | Aug 5 | Oct 7

2022 | Jan 6 | Apr 7

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

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

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

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

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

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

## EX-OFFICIO MEMBERS

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



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

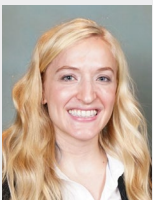


MILITARY IMPACTED  
SCHOOLS  
ASSOCIATION

**Kyle Fairbairn**  
Executive Director



**Dr. Rebecca Porter**  
President and CEO



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

**Caitlin Hamon**  
Deputy Director, Government Relations



NATIONAL FEDERATION  
OF STATE HIGH SCHOOL  
ASSOCIATIONS

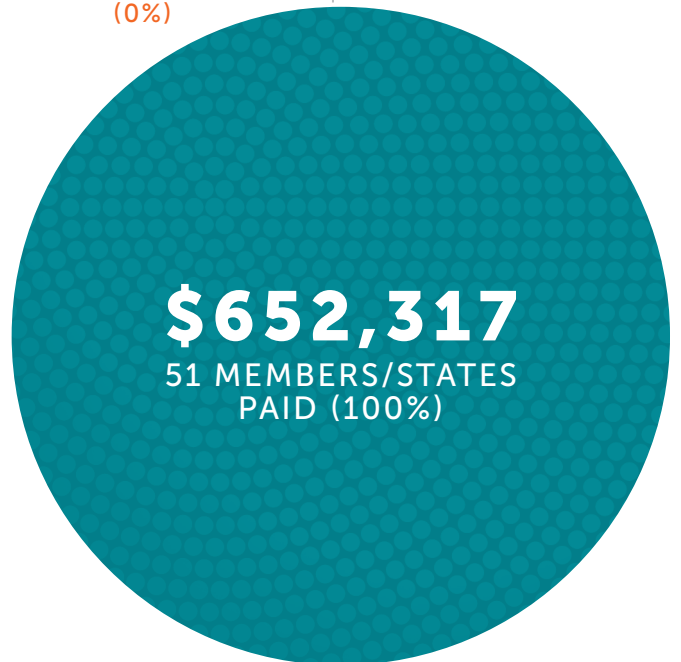
**Davis Whitfield**  
Chief Operating Officer

## FINANCIAL OUTLOOK

### ANNUAL DUES PAYMENTS FOR FISCAL YEAR 2022

based on total amount due of \$652,317

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



### TOTAL PAID **100%**

Payment deadline was June 30, 2022

Compact Rules adopted October 2018: "Beginning with FY 2020, the dues formula shall be based on the figure of one dollar and fifteen cents per child (\$1.15) of military families eligible for transfer under this compact, and this calculation shall be based upon the State in which each military family resides, except that no State dues assessment shall exceed the sum of sixty-nine thousand dollars (\$69,000.00) per year or shall be less than two thousand three hundred dollars (\$2,300.00)." The U.S. Department of Defense provides the annual data on military dependents aged 5-18.





# MIC3 REPORT OF INDEPENDENT AUDITORS

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

We have audited the financial statements of the Military Interstate Children's Compact Commission (the Compact) for the year ended June 30, 2022, and have issued our report thereon dated as of the date of this letter. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards as well as certain information related to the planned scope and timing of our audit. We have communicated such information to you in our letter dated July 29, 2022. Professional standards also require that we communicate to you the following information related to our audit.

## **Significant Audit Findings**

### *Qualitative Aspects of Accounting Practices*

Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. The significant accounting policies used by the Compact are described in Note 1 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2022. We noted no transactions entered into by the Compact during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

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

### *Difficulties Encountered in Performing the Audit*

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

### *Corrected and Uncorrected Misstatements*

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. There were no corrected or uncorrected misstatements noted.

### *Disagreements with Management*

For purposes of this letter, professional standards define a disagreement

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

### *Management Representations*

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

### *Management Consultations with Other Independent Accountants*

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

### *Other Audit Findings or Issues*

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

### *Other Matters*

We applied certain limited procedures to management's discussion and analysis, which are required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic consolidated financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

**Blue & Co., LLC**

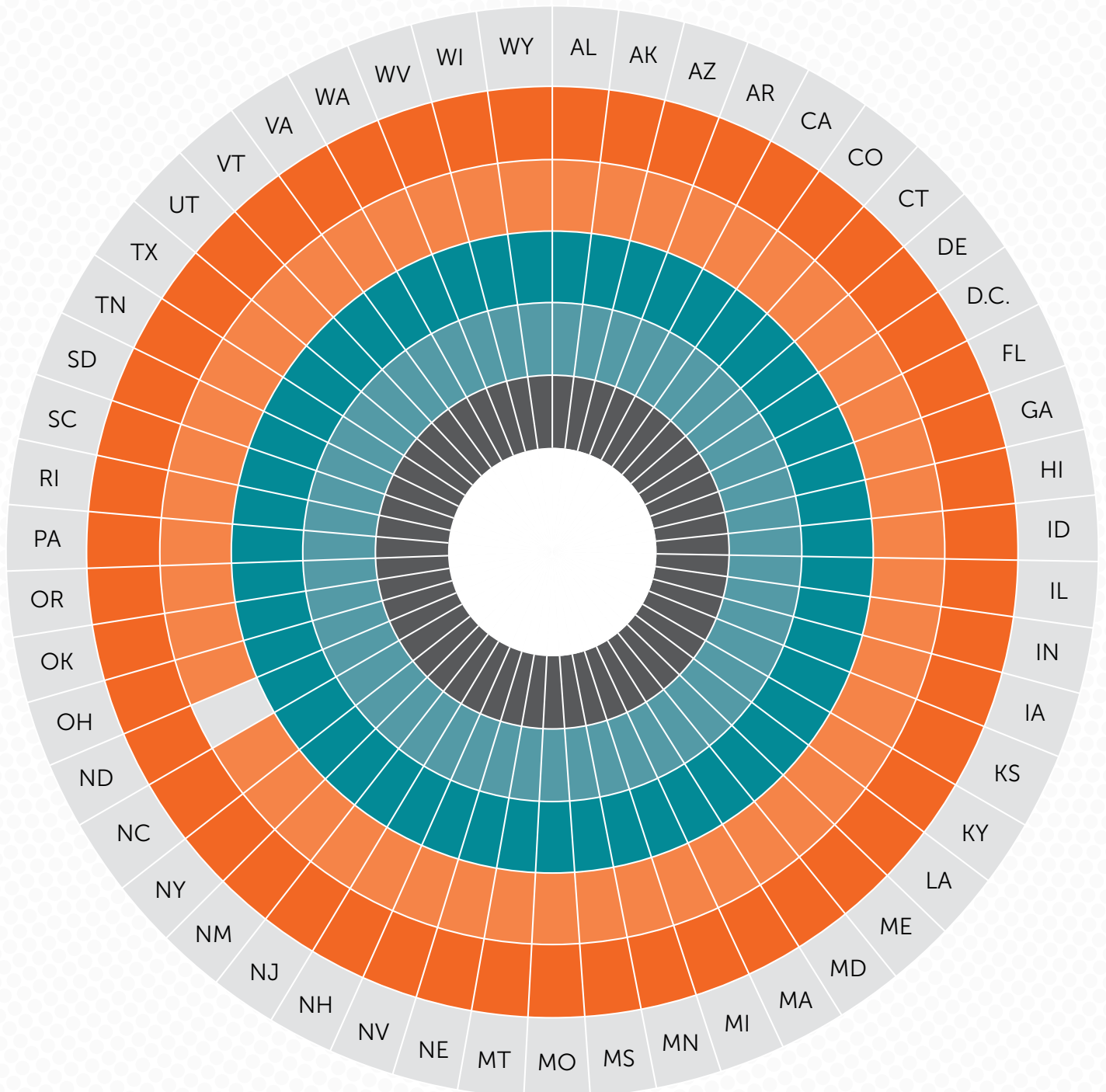
August 17, 2022

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

# STATE COMPLIANCE AND COORDINATION

Under the Compliance Committee, the Commission tracks compliance with Statute/Code requirements which mandate member states to: appoint a state commissioner; submit their code of conduct and conflict of interest forms; annually convene one state council meeting; and submit an end-of-year report.

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





# MIC3 YEAR IN REVIEW

## NEW COMMISSIONERS & EX-OFFICIO

### RAY SHAW

Rubystone Resources, Montana

### BRIAN MURPHY

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

### ANN PETTIT

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

### CLARA HASKELL BOTSTEIN

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

### PETER LAING

Policy Advisor & Strategic Projects, Department of Education, Arizona

### SARAH A. FORSTER

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

### CAITLIN HAMON

Deputy Director, Government Relations, National Military Family Association

## STATE COMMISSIONER BACKGROUNDS

While the majority of our Commissioners have a background in education, we also have representatives from the military and legal fields as well as other areas.

## OUT OF 51 COMMISSIONERS



### EDUCATION 37 members (72%)

Current or Retired

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

### MILITARY 6 members (12%)

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

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

## FISCAL YEAR 2022 AWARDS

### CHERYL SERRANO LEADERSHIP AWARD

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

### NORMAN ARFLACK AWARD

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

### OUTGOING COMMISSIONER

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

### STATE SERVICE AWARD

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

### SPECIAL RECOGNITION AWARD

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

### COMMUNITY AWARD

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



## WEBSITE ANALYTICS

BETWEEN JULY 1, 2021 – JUNE 30, 2022

**73,763**

TOTAL  
PAGEVIEWS

**24,019** UNIQUE  
USERS

13.1% Returning | 86.9% New

**2 MINUTES / 12 SECONDS**

Average session duration

**DEVICES  
USED**

77.4% Desktop  
21.8% Mobile  
0.8% Tablet

### ACQUISITION

63% Direct link

24.1% Organic search

9.2% Referral through  
another website

3.6% Social Media

### MOST VIEWED PAGES

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

### SOCIAL MEDIA

TWITTER

Impressions—26,687  
Tweets—109 tweets

FACEBOOK

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

## INITIATIVES

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

**0 STATES** HAD  
COMMISSIONER  
VACANCIES

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

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

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

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



# MIC3 YEAR IN REVIEW



## PURPLE UP! MONTH OF THE MILITARY CHILD

The month of April is celebrated as the Month of the Military Child, and the Commission selected, April 20, 2022, as our day to celebrate military children. Established by former U.S. Secretary of Defense Caspar Weinberger in 1986, the designation of April as the Month of the Military Child acknowledges the significant role military youth play in our communities. Why purple? Purple is the color that symbolizes all branches of the military, as it is a combination of Army green, Marine red, and the blue of the Coast Guard, Air Force, Space Force, and Navy.

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



## NEW WEBINAR SERIES

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

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



# MIC3 YEAR IN REVIEW

## COMPACT TRAINING RAISES AWARENESS TO SUPPORT MILITARY STUDENTS

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

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

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

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

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

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

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

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





# MIC3 YEAR IN REVIEW

## MIC3 NATIONAL OFFICE CASE ANALYSIS

July 1, 2021 – June 30, 2022

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

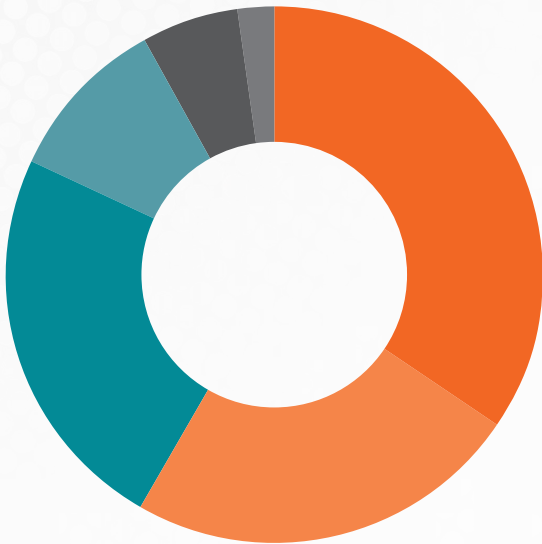
**39%** of cases were covered by the compact

—VS—

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

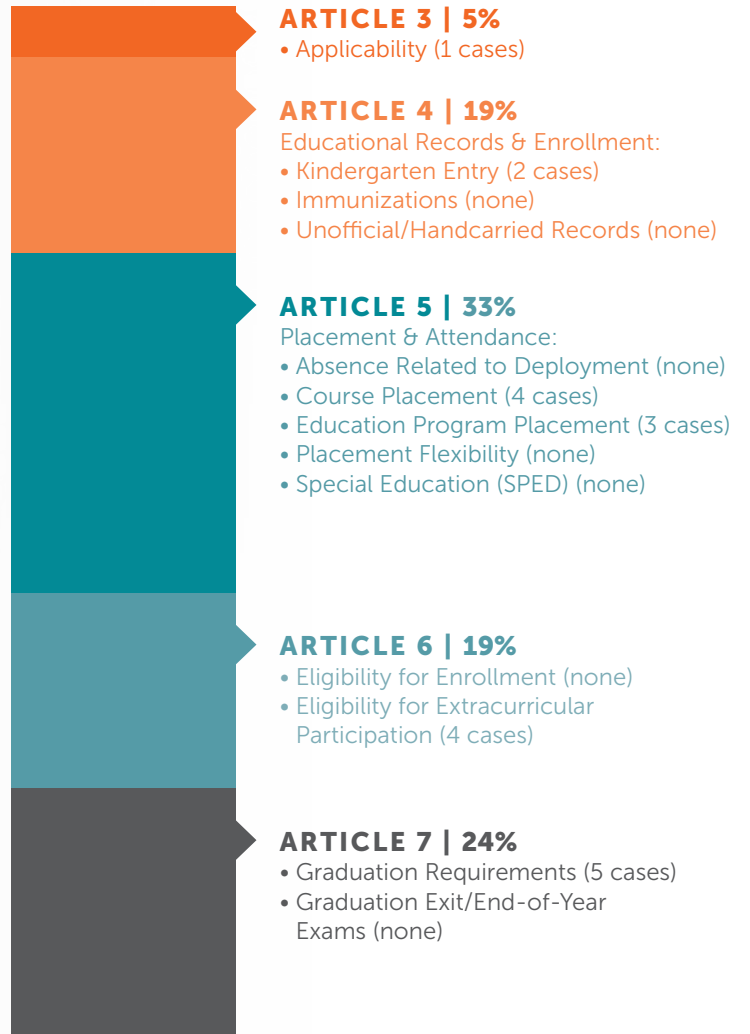
**2%** of cases were unknown

### REQUESTOR



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

## COMPACT RELATED CASE TOPICS



## NOT APPLICABLE CASE TOPICS

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



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

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