



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION



# 2018 ANNUAL REPORT

SUCCESSFUL EDUCATIONAL TRANSITIONS

## LEADERSHIP



### CHAIR

Rosemarie Kraeger (RI)



### VICE CHAIR

Pete LuPiba (OH)



### TREASURER

Bob Buehn, Capt,  
USN (Ret.) (FL)

## LETTER FROM THE CHAIR

It is hard to believe that the Military Interstate Compact will be celebrating its tenth year since the first 11 State members joined in 2008. Thirty-One States were part of the Compact in 2010, representing over 75% coverage of our military children. In 2014, we celebrated the 50 states plus the District of Columbia...a monumental accomplishment for our military students and their families! We have had great success in fulfilling our vision “*successful educational transitions.*”

As MIC3 enters the next phase of organizational growth, we are committed to ensure that our values are aligned in all our decision making and are demonstrated in our actions. These values include:

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

The upcoming year will include a review and update of the strategic plan. We are proud of the work our standing committees have done to achieve many of the action steps. These accomplishments are a result of your active involvement on each of the committees. A **BIG “thank you” for the time you dedicate to MIC3.** Our national office team has been outstanding, working collaboratively with our State Commissioners and ensuring we have the tools in each state to support our military families during transition. **Lindsey Dablow** was added to the national team in April. She along with **Richard Pryor** and our Executive Director, **Cherise Imai**, have created a power team and are the heartbeat of the organization. Their responsiveness and professionalism are notable.

Again, my sincere thanks to all of you for your dedication to our mission. As our former Chair, Kate Wren Gavlak would say, “Doing the RIGHT THING for children”...as a Commissioner, you do this every day!

With warm regards,

**Rosemarie K. Kraeger**

*Commission Chair and Rhode Island Commissioner*

## GENERAL COUNSEL REPORT

### RICHARD MASTERS



The General Counsel provides guidance to the Commission and its Committees with respect to legal issues, related to their duties and responsibilities under MIC3 terms, 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. General Counsel has managed litigation in four states during this period, two of which are now resolved with two still pending.

## NATIONAL OFFICE STAFF



**CHERISE IMAI**  
*Executive Director*  
p 859-244-8069  
e cimai@csg.org



**RICHARD PRYOR**  
*Communications Assoc.*  
p 859-244-8133  
e rpryor@csg.org



**LINDSEY DABLOW**  
*Training and Operations Assoc.*  
p 859-244-8067  
e ldablow@csg.org



# MISSION

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



## FACTS AND FIGURES

AS OF MAY 2018, THERE ARE

**1,597,639**

DEPENDENT CHILDREN (0-18)

— IN THE U.S. MILITARY —

1,054,907

**OR 66%**

ARE SCHOOL AGE (5-18)



### ACTIVE DUTY

W O R L D W I D E

**989,374** TOTAL DEPENDENT CHILDREN (0-18)

**63%** ARE SCHOOL AGE CHILDREN (5-18)

**40% OF DEPENDENT CHILDREN ARE UNDER AGE 12**

C O N T I N E N T A L U . S .

**888,208** TOTAL DEPENDENT CHILDREN (0-18)

**62%** ARE SCHOOL AGE CHILDREN (5-18)

**40% OF DEPENDENT CHILDREN ARE UNDER AGE 12**

### NATIONAL GUARD & RESERVE

W O R L D W I D E

**607,879** TOTAL DEPENDENT CHILDREN (0-18)

**71%** ARE SCHOOL AGE CHILDREN (5-18)

**42% OF DEPENDENT CHILDREN ARE UNDER AGE 12**

C O N T I N E N T A L U . S .

**590,608** TOTAL DEPENDENT CHILDREN (0-18)

**71%** ARE SCHOOL AGE CHILDREN (5-18)

**42% OF DEPENDENT CHILDREN ARE UNDER AGE 12**

# COMMITTEE REPORTS

## EXECUTIVE COMMITTEE (EXCOM)

Met 13 times including two face-to-face meetings.

*"During the Interstate Commission meeting, members will be tasked with electing Commission officers from among the member states. These officers will serve as the designated leaders of the Commission, officiating at Commission meetings, overseeing the development and composition of Committees, and maintaining close contact with the Commission's staff once hired."*

Following the Annual Business Meeting the members of the EXCOM attended a retreat to re-energize and re-engage the Committee, review its roles and responsibilities and plan for the year, it was also an opportune time to welcome the new members to the Committee. The EXCOM has had another busy year managing and guiding the business of the Commission. The Committee approved: litigation in several states; three legal advisories; and the Rules Committee's proposal on a dues increase. The EXCOM also approved the script for a new Public Service Announcement (PSA). The EXCOM tasked the Leadership and Development Committee (LDC) to streamline the election process and develop a clear transparent succession plan. The Committee approved the revised strategic plan for the newly formed Training Committee, and the Communication and Outreach Committee. Following the approval of the MOU between the MIC3 and the Military Impacted Schools Association (MISA), joint training on the Compact began and has taken place in California, Nebraska and New Jersey with more training scheduled for the Fall in Texas, Kansas and Missouri.

## RULES COMMITTEE

Jan. 3 | Apr. 11 | July 11 | Aug. 8 | Sept. 5



### RULES 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 developed an online form for use by Commissioners, for training and best practices. They approved a proposal increasing membership dues. The Committee published the 2nd edition Rules Book, a revised, more user-friendly digital format. The Committee and General Counsel also reviewed three legal advisory requests for rules interpretation.

**Local Education Authority (LEA) Sharing Student Information with State Commissioners**—Does the Compact allow for districts and schools to share student information with a State Commissioner as they work cases?

**Waiving State Graduation Credits**—Does the Compact allow a Local Education Authority (LEA) to waive state graduation credit requirements under Article VII?

**Charter School Admissions**—Does the Compact require a Charter School which ordinarily requires families to apply through a school lottery, to make preferences for children of military families for admission to such charter schools?

## FINANCE COMMITTEE

Jan. 23 | Apr. 10 | Apr. 24 | Aug. 28 | Sept. 25



### TREASURER

Bob Buehn, Capt., USN (Ret.) | Florida

*"Responsible for monitoring the Commission's budget and financial practices, including the collection and expenditure of Commission revenues, and for developing recommendations for the Commission's consideration as appropriate."*

The Finance Committee's recommendation that the Commission invest a portion of investment funds into Vanguard continues to prove a valid one as the growth in that account continues. The Committee discussed a change in the By-Laws that if passed at the Fall 2018 ABM, would take effect in FY 2020, increasing the annual dues formula to \$1.15 per military child. The FY2018 annual audit was completed by Blue & Co. and the Commission was found to be in good standing.

## COMPLIANCE COMMITTEE

Jan. 9 | Mar. 13 | June 12 | Sept. 12



### COMPLIANCE COMMITTEE CHAIR Daron Korte | Minnesota

*"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 requirement to establish a state council and appoint state Commissioners continues to be high on the agenda for this Committee. This has involved recommending litigation for some states which quickly helped to resolve some of the issues. The Committee continually reviews the strategic plan and identified a need to develop guidelines for State and Boards and Commissions Offices on the appointment of new Commissioners. The Committee have also been tasked with developing a checklist for Commissioners on their responsibilities and tasks to be used when they are appointed to assist them as they transition into their new role.





## TRAINING COMMITTEE

Jan. 9 | Feb. 6 | Mar. 6 | Apr. 10 | June 5 | Aug. 7 | Sept. 4 | Oct. 2



### TRAINING COMMITTEE CHAIR

John "Don" Kaminar | Arkansas

*"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."*

At the 2017 Annual Business Meeting (ABM), the Commission passed the proposed By-Laws change regarding the separation of the Public Relations & Training Committee to help realign the mission of the Commission to the strategic plan. This created two separate committees focused on Training, and Communication and Outreach. The newly formed Training Committee began by reviewing the strategic plan. The Committee conducted a training needs survey to the members of the Commission to identify areas that may need more focus. The survey also provided the breakout topics for the 2018 ABM. The Committee began working on these presentations early in 2018. The Committee approved a training video and assisted in reviewing a new Public Service Announcement (PSA). The Training Committee is reviewing additional training materials for use by Commissioners.

## COMMUNICATIONS AND OUTREACH

Jan. 11 | Feb. 8 | Mar. 8 | May 10 | Aug. 9



### COMMUNICATIONS AND OUTREACH CHAIR

Shelley Joan Weiss | Wisconsin

*"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."*

The newly formed Communication and Outreach Committee has been engaged in reviewing and updating their portion of the strategic plan during the past year. They have been instrumental in reviewing and supporting the efforts of the national office with the approval of new downloadable posters, website updates, and contributed greatly to the success of the 'Purple Up' campaign. Finally, and most importantly, the Committee approved the script, and subsequently three Public Service Announcements (PSAs) created by the national office and the Department of Defense (DoD). *Note: It should be noted that despite efforts from multiple parties, this committee has been unable to attain quorum for any of its meetings during this period.*

## AD HOC COMMITTEE

Oct. 25, 2017 | Feb. 26 | Mar. 26 | May 21 | Jun. 21 | Aug 27



### AD HOC COMMITTEE CHAIR

Kate Wren Gavlak | California

At the 2017 Annual Business Meeting (ABM), Chair Rosemarie Kraeger (RI) approved the formation of an Ad Hoc Committee for Leadership Development, led by Past Commission Chair and current Leadership Development Committee 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. The Committee has met six times since the publication of this report. It is testament to their hard work and diligence that they formulated a process which has seen the highest number of applications for leadership positions since the formation of the Compact.

## EX-OFFICIO MEMBERS

MIC3 acknowledges the support it receives from its Ex-Officio (non-voting) representatives as we all strive to do what is best for children of military families.



Kathy Facon  
Chief, Education Partnership  
and Resources



Eileen Huck  
Government Relations Deputy Director



Kyle Fairbairn  
Executive Director



David Splitek  
Program Manager



Davis Whitfield  
Chief Operating Officer



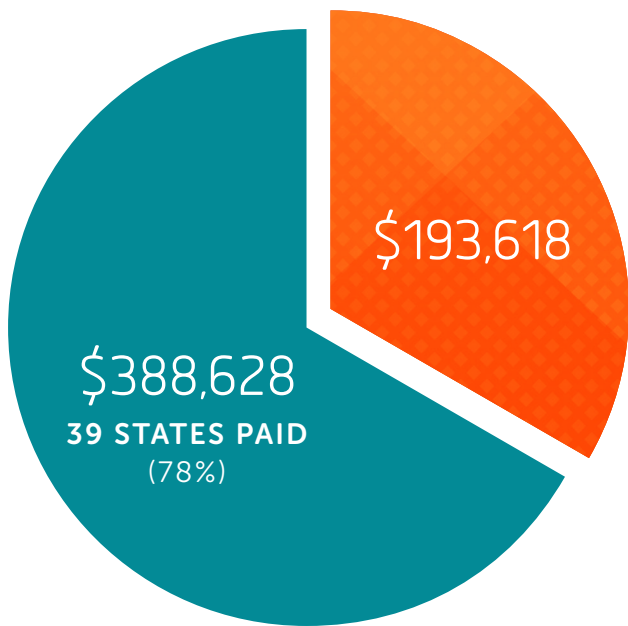
"I cannot tell you how grateful I am for this compact, 3 kids from elementary to high school moving from Florida to California. I have greatly relied and advocated for my kids, thank you!"

## FINANCIAL OUTLOOK

### ANNUAL DUES PAYMENTS FOR FISCAL YEAR 2019\*

based on total amount due of \$582,246

\*AS OF SEPTEMBER 6, 2018



**TOTAL PAID 67% | TOTAL OWED 33%**

*"The dues formula shall be based on the figure of one dollar per child of military families eligible for transfer under this compact, and beginning in FY 2014 this calculation shall be based upon the State in which each military family resides, except that effective FY 2013, and each year thereafter, no state dues assessment shall exceed the sum of sixty thousand dollars (\$60,000.00) per year and effective FY 2014, and each year thereafter, no state dues assessment shall be less than two thousand dollars (\$2,000.00)."*

## MIC3 ANNUAL AUDIT

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

We have audited the accompanying financial statements of business-type activities of the Military Interstate Children's Compact Commission (the Compact) as of and for the years ended June 30, 2018 and 2017, and the related notes to the financial statements, which collectively comprise the Compact's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities of the Compact as of June 30, 2018 and 2017, and the respective changes in financial position and cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Below is a detail of amounts included in deposits and investments as of June 30, 2018.

DESCRIPTION	AMOUNT
Large-blend equity mutual fund	\$240,000
Short-term bond fund	\$140,000
<b>TOTAL</b>	<b>\$380,000</b>

*\*Note: Initial investment of \$350,000 approved in August, 2017.*

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



# STRATEGIC PLAN

The goals are numbered according to the first strategic plan, adopted in 2016. Gaps appear where goals have been completed, are no longer deemed appropriate, or have been moved to another committee.

## EXECUTIVE COMMITTEE

**Strategy 2:** Assess and focus the education and outreach programs to develop Commissioners and implement 50+1 State Councils.

### GOAL

- 4 Create a task force of regional representatives for individual Commissioner mentoring and compliance.
- 5 Assess and update the annual business meeting to reflect strategic visioning. Develop a tiered training focus.

**Strategy 5:** Establish a sustainable culture that supports members and ensures organizational continuity

### GOAL

- 1 Establish a succession plan to:
  - Develop a clear, transparent process to identify mature states to draw from for leadership opportunities.
  - Support a culture of leadership and mentoring for all Commissioners.

## COMPLIANCE COMMITTEE

**Strategy 1:** Develop a data collection system to fulfill Commission requirements and to improve operation effectiveness and efficiency

### GOAL

- 1 Design info and archive collection system for historical continuity and transparency for the national office.
- 3 Conduct a needs assessment by state.

**Strategy 2:** Assess and focus the education and outreach programs to develop Commissioners and implement 50 + 1 State Councils.

### GOAL

- 1 Develop a Commissioner education program to:
  - a. Assess individual states as to level of training needed, and equip Commissioners with appropriate tools and technologies.
- 2 Assess each State Council for regulatory compliance.
  - a. Conduct joint assessment of councils,
  - b. Identify roles of SLOs and interaction on State Councils, and Conduct council reassessment when key changes occur.
- 3 Develop key measures of effectiveness for Commissioners and councils.
  - a. Develop a checklist for Commissioners and councils.



## FINANCE COMMITTEE

**Strategy 5:** Establish a sustainable culture that supports members and ensures organizational continuity

### GOAL

- 2 Ensure sustainability to:
  - a. Identify external impacts on the MIC3 mission and fiscal outlook. (e.g. ESSA, BRAC)
  - b. Identify opportunities to increase support and sponsorship of MIC3 (e.g. vendors, supporters, affiliates, associations and states).

## TRAINING COMMITTEE

**Strategy 2:** Assess and focus the education and outreach programs to develop Commissioners and implement 50+1 State Councils.

### GOAL

- 1 Develop a Commissioner education program to:
  - a. Assess individual states as to level of training needed, and
  - b. Equip Commissioners with appropriate tools and technologies.

**Strategy 4:** Increase and improve communication resources

### GOAL

- 1 Refresh and rebrand MIC3 resources—logo, newsletter, and publications.
- 2 Completely revamp the website by updating and making it more user friendly to serve as a resource for both internal and external users.
- 3 Develop MIC3 annual report and state profiles to provide accountability and transparency
- 4 Update MIC3 Video—Professional production
- 5 Update/create webinar program.

# STRATEGIC PLAN

## COMMUNICATION AND OUTREACH COMMITTEE

**Strategy 2:** Assess and focus the education and outreach programs to develop Commissioners and implement 50+1 State Councils.

### GOAL

- 2 Clearly identify the scope and range of the Communications and Outreach Committee

**Strategy 3:** Establish and cultivate strategic partnerships that leverage the vision of MIC3

### GOAL

- 2 Develop a communication mechanism for dissemination of information through partnership changes to convey our message and promote our vision.

**Strategy 4:** Increase and improve communication resources

### GOAL

- 4 Produce new public service announcement (PSA).
- 6 Develop social media strategy (e.g. Facebook party)

## RULES COMMITTEE

**Strategy 3:** Establish and cultivate strategic partnerships that leverage the vision of MIC3

### GOAL

- 1 Identify partners (current and future) at the national, federal, state and local levels that have mutual interests and common goals.
  - a. Engage key representatives and identify opportunities to partner.
  - b. Formalize partnerships through memorandum of agreement or understanding with mutual goals and objectives.

“My oldest will graduate in 2 years from his 8th school. Being a military kid is hard work and MIC3 is helping to make it easier.”

## 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.





# MIC3 YEAR IN REVIEW

## NEW COMMISSIONERS

**ERNISE SINGLETON**, Education Program Manager  
*Louisiana Department of Education*

**TONY TRONGONE**, Superintendent of Schools  
*Pemberton Township Schools, New Jersey*

**JAY W. LEDBETTER**, Senior Criminal Justice Policy Advisor  
to Governor Phil Bryant, *Mississippi*

**ADRIANNE SALAS**, Superintendent  
*Alamogordo Public Schools, New Mexico*

**ALEX ERWIN III**, Attorney  
*Onslow County Schools, Jacksonville, North Carolina*

## 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 46 Commissioners\**



**EDUCATION** 34 members (74%)

State 19 members (56%) | District 15 members (44%)

**MILITARY** 6 members (13%)

**OTHER** 6 members (13%)

\* 5 vacant positions



## RECOGNITION AWARDS

**SCOTT BENSING**  
former Commissioner, Nevada

**PETE KOHLER**  
former Commissioner, Idaho

**CDR JOHN DEWEY**  
US Coast Guard Representative,  
Hawaii State Council

**COL STEPHEN DAWSON**  
US Army Garrison, Hawaii  
Army Representative on State Council

**COL PETER SANTA ANA**  
US Indo Pacific Command, Hawaii  
Military Representative on State Council

**ANDREA ATTAWAY YOUNG**  
Wright Patterson Air Force Base, Ohio  
School Liaison Officer

**WAYNE YOSHINO**  
US Army Garrison, Hawaii  
School Liaison Officer

**JAN IWASE**  
Principal of Daniel K. Inouye  
Elementary School, Hawaii

**PAT DUNAWAY**  
Senior Accountant, The Council of  
State Governments

*Cherry Okahara, Principal Jan Iwase,  
Daniel K. Inouye Elementary and Mark  
Arinaga, Central Oahu District Office;  
Hawaii State Department of Education*



## NEW STAFF

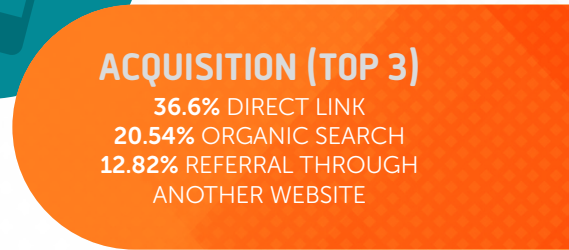
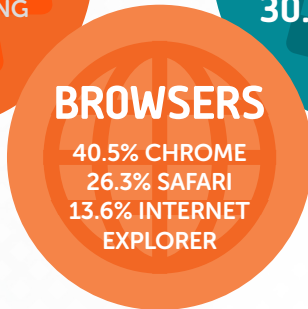
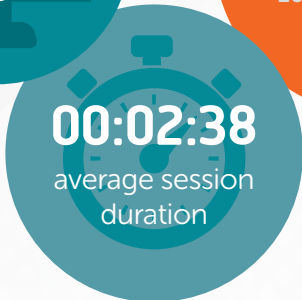
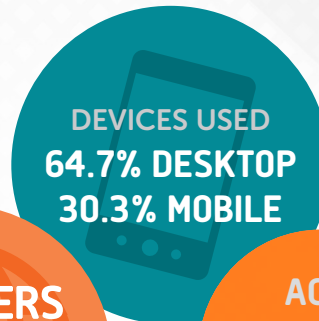
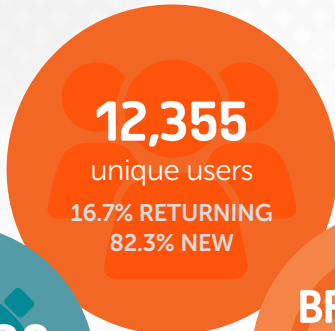
**LINDSEY DABLOW** joined the MIC3 staff in the national office as the new Training and Operations Associate in April 2018.



# MIC3 YEAR IN REVIEW

## WEBSITE ANALYTICS BETWEEN JUNE 30, 2017–JULY 1, 2018

MIC3 launched its new website in Fall 2017. The new site provides a more updated and dynamic feel and provides the customer a much more user friendly and direct experience with more relevant and updated information.



## INITIATIVES

### WE HAD 48 STATE COUNCIL MEETINGS IN FY18

**76%** of states with a Commissioner held at least 1 state council meeting in FY18

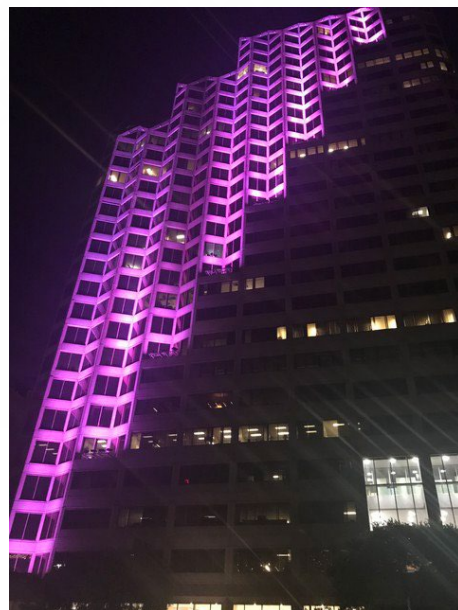
During the past 12 months MIC3 has engaged with the Military Impacted Schools Association (MISA) to conduct training among highly impacted school districts. They have so far carried out training in Nebraska, California and New Jersey, MISA estimates that approximately 90% of school districts with military connected children attended these sessions. Training for Fall 2018 has already been planned with a joint training session in Kansas and Missouri in September and Texas in December.



# MIC3 YEAR IN REVIEW

## PURPLE UP CAMPAIGN APRIL 2018

The month of April is celebrated as the Month of the Military Child, and the commission recognized "Purple Up! For Military Kids" on April 25, a day to celebrate military families. 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 and Navy.





# MIC3 YEAR IN REVIEW

## MIC3 NATIONAL OFFICE CASE ANALYSIS

July 1, 2017–June 30, 2018

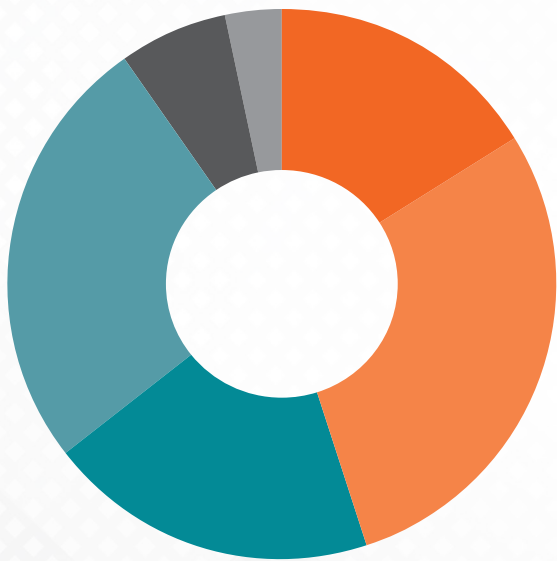
The majority of the compact cases and inquiries are resolved at the state, district, and school levels. This data is not reflective of the actual number of compact related cases that are addressed.

**42%** of cases were covered by the compact

—VS—

**58%** of cases were not covered by the compact

## REQUESTOR



- PARENT 16%**
- MILITARY SERVICE 29%**  
(i.e. School Liaison Officer)
- STATE 19%**
- COMPACT COMMISSIONER 26%**
- DISTRICT/SCHOOL 6%**
- STUDENT 3%**

## COMPACT RELATED CASE TOPICS

