



DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
HEADQUARTERS
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1400

AUG 10 2018

MEMORANDUM FOR THE DEPENDENTS EDUCATION COUNCIL MEMBERS

SUBJECT: Summary of the 21 June, 2018 Dependents Education Council

On 21 June, 2018, the Dependents Education Council (DEC) convened at the Department of Defense Education Activity (DoDEA) Headquarters located at 4800 Mark Center Drive, Alexandria, VA. The meeting was hosted and chaired by Ms. Virginia Penrod, Performing the Duties of the Assistant Secretary of Defense for Manpower and Reserve Affairs (M&RA). Mr. Thomas Brady, Director, DoDEA, served as the Executive Secretary.

Meeting Opening.

Following roll call with VTC participants, Mr. Brady welcomed the Council and introduced Ms. Penrod to deliver opening remarks.

Ms. Penrod: "Welcome, and let me start by saying while I've been in this position four and a half months, I previously worked with DoDEA in 2010, and I am impressed by the staff, and progress of our school system. I am also impressed with the cooperation of the agency with the combatant commands, and all the support we receive for our schools. Although we are different, we are also very much like other public schools, and that will be discussed thorough-out the morning. Thank you for having me."

Implementation of College and Career Ready Standards (CCRS).

Dr. Linda Curtis, (DoDEA Principal Deputy Director and Associate Director for Academics), started the presentations with an update on the Implementation of CCRS.

During her update, Dr. Curtis presented a bar graph timeline of the CCRS Implementation. She pointed out the starting date for the Literacy review complemented the introduction of new standards and instructional practices deemed critical to the professional development of teachers. She used the same chart to discuss the implementation timeline of Social Studies, Arts, Science and Secondary Mathematics.

Dr. Curtis highlighted two pillars of *Building Educator Capacity* essential to a successful College Career Ready (CCR) Implementation:

- Providing educators six full days of professional development and;
- Using standardized observation tools to measure implementation progress.

Dr. Curtis also noted how DoDEA Principals are growing as instructional leaders through a practice called *learning walk-throughs*. Learning walk-throughs are periodic 5-10 minute observations of classroom instruction and student engagement. School administrators have conducted over 6,000 learning walk-throughs this year, and DoDEA is gathering the results, analyzing the data, and using it to shape the next steps in the process.

At the end of Dr. Curtis's brief, Lieutenant General Gwen Bingham (Army Assistant Chief of Staff for Installation Management), asked for clarification of a DoDEA Principal's authority to grant school credit for courses completed at institutions other than DoDEA. Dr. Curtis told the General there are procedures to follow; however, DoDEA Principals *have the authority* to grant high school credit from sources other than DoDEA.

Comprehensive Assessment System – Status of Implementation.

Following Dr. Curtis, Dr. Judith Minor (DoDEA Associate Director for Performance and Accountability), discussed the important connection between CCRS and *Assessments*. Dr. Minor's presentation included the following points:

- School year 2017 – 2018 is the first time DoDEA has conducted an online worldwide summative CCRS assessment. This huge undertaking went very well, even considering one location conducted the assessment with pen and paper (instead of using the designated computer tablet *Chrome Book*), due to power outages caused by Hurricane Maria. Dr. Minor held up a Chrome Book to show the Council what it looked like, adding;
 - Assessment Chief, Dr. Raquel Rimpola and her team traveled across DoDEA locations to ensure the technology and administration was in place to administer the assessments, and students were fully prepared under the new process.
 - Over 167, 000 assessment cycles (sections) were completed in more than 156 schools.

Dr. Minor concluded her brief with the observation that the Comprehensive Assessment System has allowed DoDEA to understand how students learned the standards, and also capture benchmarks on student learning progress at given periods during the year. Comments and questions following Dr. Minor's brief included:

- Ms. Juliet Beyler (representing the Deputy Assistant Secretary of the Navy, Manpower & Reserve Affairs):
 - It is important to keep this information coming. It's important to keep all members informed, so please continue these briefs.
- Colonel Matthew Rasmussen (representing Commander, U.S. Army Europe):
 - When will you assess Social Studies and Science?
 - Dr. Curtis: We will not assess students until DoDEA implements these standards so some assessments will occur in future years.

- Mr. Horace Larry (representing Chief of Staff, U.S. Air Force): Looking at the assessments, once a child is ready to move-on – *great* – however, if that child is *not* ready, do you go back and help them?
 - Mr. Brady: Yes. The assessments identify measures we use take to assist *all* of our students.

- Lieutenant General Bingham:
 - Col Rasmussen, did the SAT issue get resolved?
 - Colonel Rasmussen: No. The College Board would not change the number of SAT exams for OCONUS students.
 - Dr. Curtis: SAT is now offered 4 times a year and the College Board will not budge on this. However, data show most students only take the exam twice a year. Additionally, colleges are downplaying test scores in favor of a student's *whole experience*, which helps our students that have lived overseas. We have expanded the offering of ACT opportunities for our DoDEA students.

National Assessment of Educational Progress (NAEP).

Next on the agenda was a presentation by Mr. Tom Brady on DoDEA's standing in the National Assessment of Educational Progress (NAEP). Founded in 1975, NAEP is considered the nations report card (at the state level) for student performance. The NAEP is administered every other year. DoDEA NAEP results for 2017 highlighted by Mr. Brady included:

- DoDEA is 1st nationally in 4th grade math,
- 2nd nationally in 8th grade math,
- 1st nationally in 4th grade reading and,
- tied with Massachusetts as the highest nationally for 8th grade reading.

AdvancED Accreditation.

Mr. Brady also discussed the process for accrediting DoDEA schools under a system called AdvancED. AdvancED provides the Index of Education Quality™ (IEQ™) as a holistic measure of overall school performance based on a comprehensive set of standards and review criteria. The system also measures how an institution is performing compared to expected criteria.

Mr. Brady explained to Council members how data are collected from classroom observations and stakeholder interviews, and then measured on a scale of 100 to 400 (the closer to 400 the better). DoDEA had two districts complete the process this year; Pacific West and Europe East. Both districts achieved a successful AdvancED Accreditation status with scores of 347.47 and 322.57 respectively.

Graduation Statistics.

Mr. Brady walked Council members through DoDEA graduation rates, presenting the following statistics:

- 99% of DoDEA students are verified as on track to graduate.
- 1/5 of graduating students will earn honors diplomas.
- The 4-year cohort graduation rate is 97%.

Mr. Don Salo (representing the Assistant Secretary of the Army (Manpower & Reserve Affairs), asked Mr. Brady to provide information on students enlisting in the military (in order to determine the Branch they are signing up for). Dr. Curtis told Mr. Salo the DoDEA Junior-ROTC programs are routine ways a student enters the military, and the requested information can be obtained. Mr. Brady added DoDEA routinely has any number of graduates that go on to attend our military academies.

Mr. Brady concluded his brief noting the DoDEA Class of 2018 has already been offered \$65M in scholarships.

Ms. Marie Balocki, representing the Commandant of the Marine Corps, asked Mr. Brady how DoDEA defined 'cohort' (responding to the slide depicting DoDEA's four-year cohort graduation rate is 97%). A discussion then ensued between Ms. Balocki, Mr. Brady, Dr. Curtis and Mr. Jeffery Noel (Chief Education Research, Accountability, and Evaluation) about the adjusted cohort graduation rate given military family movement. Mr. Jeffrey Noel explained the calculation of the adjusted cohort graduation rate by DoDEA in 2016-17 included the addition of all students moving into a DoDEA school over the four-year period and exit from the cohort of only those students with an exit code aligned with an allowable reason for cohort exit in comparable schools. This is the first time DoDEA has successfully calculated such a rate, and it is aligned with how states currently calculate an adjusted cohort graduation rate.

Gifted Education Program.

Dr. Curtis provided the next presentation on the implementation of DoDEA's Gifted Education Program. Dr. Curtis started her brief with a background of the program, pointing out DoDEA moved away from a system known as the Renzulli method (a three-ring model which promoted a broadened conception of giftedness) to a method of working with students who are gifted in specific areas because some students are gifted in one area, but not another. She explained that, in the future, teachers will identify students determined to have advanced skills in certain fields and focus on those areas.

Dr. Curtis told the members DoDEA is testing students under a program called Cognitive Abilities Test. (Note: The Cognitive Abilities Test (CogAT) is a group-administered K-12 assessment intended to estimate students' learned reasoning and problem solving abilities through a battery of verbal, quantitative, and nonverbal test items. The test purports to assess students' acquired reasoning abilities while also predicting achievement scores when administered with the co-normed Iowa Tests). The CogAT is currently being administered in

one phase 1 school to 2nd grade students; phase 2 begins in school year 18-19; and all 2nd graders will take the CogAT; and will continue into school year 19 -20. Dr. Curtis added that DoDEA has pilots in selected places to assess the program, and depending on the results, will offer the program in all elementary schools by 20 - 21; and advancing to middle schools in school years 21-22.

At the conclusion of her brief, Dr. Curtis answered several questions from DEC members:

- Ms. Beyler: Can you please send a list of the K-1 and 1-2 schools that are part of the Pilot?
 - Dr. Curtis: Yes, we'd be happy to send a list (Note: the list of schools have since been provided to all DEC participants/members).

- Mr. Larry: What happens to students when they leave the gifted program and transition to college (where everyone's skill level is higher); how are they going to compete? In other words; when a student walks out of our school as a gifted person, how does that align later and what happens when they are no longer considered gifted in comparison with their new classmates?
 - Dr. Curtis: Every state conducts their gifted education program differently, so we looked at the states where our students move and tried to align our program to those states. And of course we use the same national standards. As long as we stay in step with where our children move to, and use the tools used by the states - *such as the CogAT* - our program will align with other programs.
 - Mr. Brady: Thank you for bringing-up the challenges on how this is handled as it is an emotional issue for parents.

- Mr. Ed Cannon (Representing Chief, Naval Operations): How large is this program?
 - Dr. Curtis: We have one gifted teacher in each school. Normally our gifted student population is about 10% of the student body. Once we teach the skills for enrichment to other teachers, then we can reach more students.

DoDEA Online Registration for Students (DORS).

Mr. Brady introduced Dr. Charles Kelker (DoDEA Chief, Education Policy and Operations), to provide a brief on the DoDEA Online Registration for Students (DORS).

Dr. Kelker walked the members thru a number of advantages DORS will bring to the registration process, including:

- Accessibility. DORS is accessible to family members' worldwide, 100% availability through both computers and mobile devices – and you don't need a CAC for access.
- Single sign on entry - You only need to enter common data for students and families once (vice multiple times for each family member).
- Document upload.

Dr. Kelker told Council members DORS is an overall much more efficient registration process, and will be available for annual spring registration and the 2019 summer PCS season.

Dr. Kelker was asked two questions:

- Mr. Salo asked if methods to apprise families of the new DORS were included in the Command sponsorship letter.
 - Dr. Kelker replied that DoDEA is working with School Liaison Officers to get this information into the Welcome Package, on the DoDEA website, and even on American Forces Network commercials.
- Ms. Balocki asked if DORS meets Privacy Act System of Records Notice (SORN), Information Technology, Legal and DoD requirements.
 - DR. Kelker assured the entire Council that DORS meets all personally identifiable information (PII) requirement.

Teacher Hiring Process Action Team (HPAT).

Mr. Brady introduced Ms. Kirsten Webb (DoDEA Chief, Capabilities and Initiatives) to present an update on the Teacher HPAT. Ms. Webb first explained the purpose for establishing the team:

- Fix critical inefficiencies.
- Plan for improvement.
- Fix short term critical needs (such as substitute teachers in the Pacific).
- Long term solutions for sustainability.

Drawing Council members' attention to her slides, Ms. Webb highlighted a number of short and long term goals and achievements to improve teacher hiring:

- Hired three additional personnel security specialist to expedite security screening.
- Trained school secretaries to identify and correct Federal Employment Form -306 errors early in the process.
- Established a Memorandum of Agreement with the Army Civilian Human Resources Agency (CHRA) to support DoDEA Human Resource services (*After more than 1,700 submissions only 2 were rejected for errors*).
- Revamped the way DoDEA was counting *substitutes on hand* and *substitutes available* to identify the *actual* availability of substitutes in near real time.
- Added teacher aide positions and put measures in place to offer spouses a tentative teacher's aide position when they PCS overseas.

Ms. Webb then transitioned into a presentation on the aforementioned Memorandum of Agreement with CHRA. She provided that the CHRA transition for GS11 and above headquarters and field staff hiring will transition July 8, 2018. DoDEA will then slowly transition the hiring of educators beginning with above school level educators and ending with teachers no later than January 2020. Ms. Webb explained some of the complexities of educator hiring to include the very short window (March – June) to hire teachers (due to public school contractual obligations) and the difference in pay setting. The agreement with CHRA allows DoDEA to leverage their automation, technology, and experience in managing employee hiring, entitlements, benefits, worker's compensation and retirement.

An added benefit is the internal controls that can be easily established using technology. The result is increased quality and efficiency and teachers and support staff in place for the school year.

When asked about the potential issue of attrition with DoDEA employees due to the move to CHRA hiring educators, Ms. Webb said that there will be Human Resources positions that remain in DoDEA. We are still in the process of configuring what that structure will look like based on the different work HR will focus on in the future. She went on to say that no one knows if DoDEA employees will decide to leave before the transition is complete, therefore, DoDEA has developed contingency plans with CHRA to execute early if needed due to attrition. She added DoDEA is not planning to reduce the workforce by conducting a RIF, but that may happen as a result of using CHRA.

Ms. Webb concluded her presentation with a summary of the next steps DoDEA will take in the process:

- Address the issue of Education Aides and Substitutes.
- Monitor CHRA hiring of above-school-level and benefits support.
- Prepare for CHRA to hire educators with a focus on:
 - Policy.
 - Processes.
 - HR systems.
 - Training.
- Redesign HR functions that remain with DoDEA.

Mr. Brady noted that DoDEA commits a significant amount of time and resources to resolving this type of behind the scene issue, but it makes a big difference on what can be done in the classroom.

Pacific Theater Education Council (PTEC).

After an Executive Session led by Ms. Penrod, Council members received a brief from Dr. Robert Campbell (Chief, Quality of Life & Education, representing the PTEC).

Dr. Campbell told Council members the PTEC is in response to DoDI 1324 which calls for COCOMs to have education Councils (Note: DoDI 1324 is superseded by DoDI 1342.15 "Education Advisory Committee and Council" – which is also currently under revision). He remarked on the commitment, resources, and energy the PTEC has devoted to support the DoDEA Mission, and noted the PTEC has visited schools throughout the Pacific (Guam, Korea and Japan).

Dr. Campbell explained that during these visits the PTEC meets with school administrators, students, staff, teachers - *and parents* - to gather actual examples of what is transpiring in schools. He said the PTEC regularly gets on the ground, face to face examples of the "Remarkable work of what DoDEA does on a daily basis and the improvements made over the past 4 years, to an already great school system."

Speaking on behalf of Colonel Santa Ana (Director of Manpower and Personnel), Dr. Campbell told Council members the PTEC school visits are very helpful, informative, and without question beneficial for students, families, and commanders.

Mr. Brady thanked Dr. Campbell and agreed the PTEC and DoDEA are developing a great partnership to meet the ultimate goal of providing the best education possible for our students.

European Schools Council (ESC).

Representing the European Schools Council (ESC), Mr. Harvey Gerry (Chief of Staff, DoDEA Europe), told DEC members the ESC is conducted as an Executive Session with the primary purpose to identify and address DoDEA education issues throughout the European theater.

Mr. Gerry then depicted the structure of the ESC through a series of slides, pointing out relevant information and explanations along the way, including:

- The Co-Chairs of the ESC are the US European Command Chief of Staff and the DoDEA Europe, Director of Student Excellence.
- The ESC Working Group consists of representatives from each component and the DoDEA Europe Chief of Staff. The Working Group meets semi-annually (4 weeks prior to the ESC).
- There is a EUCOM directive that establishes a Component Commanders Advisory Council (CCAC) designed to bring issues to the attention to the DEC. (Mr. Gerry noted that although the CCAC has not met for 5 years, it still exists as one more way to provide information to the ESC and DEC).
- The overall ESC perspective includes international students because many students arrive from international schools.
- The ESC includes a broad range of stakeholders providing real time information on such developments as force posturing, troop rotations, and military construction. This situational awareness helps DoDEA anticipate and plan for changing requirements.

Mr. Gerry concluded his brief with a sample review of issues and topics the ESC has undertaken including:

- Impact of Transformation and Force Posture Initiatives.
- Home Schooling and Graduation.
- Medical Coverage at Interscholastic Athletic Events.
- Student Eligibility and,
- School Security/Force Protection.

At this point Mr. Brady announced a 10-minute break.

MILCON Update.

The Council reconvened with a presentation on school openings and the status of military construction (MILCON) projects from Mr. Robert Brady (Associate Director for Financial and Business Operations).

Mr. Robert Brady directed Council members attention to several tables depicting school year 2018/2019 projected school openings, 2019/2020 projected school openings and the FY 2019/2020 MILCON Plan. He pointed out DoDEA started MILCON construction in 2011 and will continue through 2023 and beyond. Other key points of Mr. Robert Brady's brief included:

- School openings this year already were at Kadena Middle School, Mildred Poole Elementary School, and Kadena Elementary School
- FY 2019 and 2020 MILCON initiatives include:
 - Replacing Kaiserslautern Middle School.
 - Renovating/Replacing Bechtel Elementary School.
 - Replacing Kinnick High School (funded over three fiscal years - in increments).
- Killin Elementary School will have a delayed opening due to Munitions or Explosives of Concern (MEC) issues at the site. Other potential delayed openings include Edgren High School, Pierce Terrace Elementary, Spangdahlem Middle/High School, and Hanscom Primary School.

Mr. Brady explained that outfitting (e.g. furnishings, IT network) is difficult when a construction completion date is close to a school opening date; however, DoDEA is working with the U.S. Army Corps of Engineers to change the strategy by meeting bi-weekly to mitigate projected conflicts and work together even more closely.

In concluding his remarks, Mr. Brady explained the use of a Work in Place (WIP) curve to program annual funding for the Kinnick High School project. Since the project costs more than \$100 million, DoDEA is programming funding over a three year period, which helps manage resources when requirements shift unexpectedly.

DoDEA School Security Assessment.

Setting the stage for a brief on the DoDEA School Security Assessment (also given by Mr. Robert Brady), Mr. Thomas Brady addressed the Council with the following remarks:

“Before moving to the Veterans Administration, Mr. Willkie asked us to review our school safety programs - and we took that seriously. The subsequent findings have been forwarded to Ms. Penrod and will be reviewed by Ms Barna. We intend to work together and move forward in partnership -with you - to protect our kids. We will establish a Task Force led by Ms. Penrod, to conduct a comprehensive analysis of the resources needed to protect our students and safeguard our schools.”

Mr. Robert Brady then explained while the assessment focused on the active shooter threat, the review included an overall look at the safety of DoDEA schools, *just as important*, the assessment was done in conjunction with the Installation security forces. Several critical findings and resolutions included:

- Finding: While DoDEA requires schools to conduct two lockdown exercises each school year, it was determined that some schools were only conducting one. In addition, the exercises were not always coordinated with the Installation.
 - Recommendation: DoDEA will ensure schools are conducting the required two lockdown drills each year - and *at least one* must be done in conjunction with Installation First Responders.
- Finding: In 2015 DoDEA introduced a Physical Security design guide for new construction. DoDEA schools designed prior to the creation of the design guide may lack current physical security standards.
 - Recommendation: DoDEA will identify shortfalls and determine measures to provide mitigations to legacy schools.
- Finding: The typical response measures for an active shooter is - *run, hide, fight* - which does not address the wide variety of hazards a school may experience.
 - Recommendation: A more practical protocol for a school system is- *lockout, lockdown, shelter and evacuate*. DoDEA has worked with the services to establish the standard response protocol (lockout, lockdown, shelter and evacuate) for DoDEA schools.
- Finding: At present, the use of School Resource Officers (SRO) at DoDEA schools is limited to six installations (all within the United States). Funding for SRO positions varies, ranging from shared (DoDEA and the Installation) to individual (DoDEA or Installation).
 - Recommendation: Conduct additional analysis between OSD, DoDEA and the Military Services to fully explore the requirement for School Resource Officers within DoDEA schools, *and public schools* on DoD installations.

Mr. Thomas Brady added “The most *effective* use of resources is prevention, and we must ensure we have the *right* people in the school to tune into the behaviors that indicate a threat.”

- Ms. Beyler asked Mr. Robert Brady if DoDEA planned on reviewing safety protocols at public schools on military installations.
 - Mr. Robert Brady: The assessment focus was on DoDEA schools and not public schools on military installations. There are more public schools on installations in CONUS than DoDEA has total schools around the globe.
 - Mr. Thomas Brady: Every public school on a military installation should work directly with the supporting installation to establish their own protocol and standards.

Ms. Penrod wrapped up the discussion remarking there was a very tight timeline to complete the report, (45 days) and it is very good. She added, “This is the new normal and will be ongoing for some time.”

School Health, Safety, and Security Preparedness.

Mr. Thomas Brady moved to the presentation on School Health, Safety, and Security Preparedness, briefed by Mr. Michael Godfrey (DoDEA, Chief of Operations, Plans, Legislation, and Policy).

Mr. Godfrey told the Council DoDEA learned a lot in dealing with the preparation and aftermath of Hurricanes Irma and Maria. He said the experience will drive DoDEA's support during future emergency events. Mr. Godfrey went on to highlight several other initiatives focused on school preparedness including:

- Implementing Table Top Exercises.
- Planning/Prep Hurricane Season:
 - Providing satellite phones to schools in high risk areas such as Puerto Rico and Guantanamo Bay.
- Fielding an enterprise level DoDEA Notification System.
- Developing a Korea Noncombatant Evacuation Operations (NEO) contingency plan.
- Establishing a school readiness reporting program.
- Writing policy specific to school readiness:
 - Personnel Accountability.
 - Evacuation Procedures.
 - Incident Reporting:
 - Director Critical Information Requirements.
 - Serious Incidents.
 - Accident/Injury.
 - Child Abuse.

Military Service Force Structure Change Update.

Mr. Godfrey transitioned to an update on Military Service Force Structure Change. Specifically, he pointed out force structure movement in three theaters of operation:

- Europe:
 - Germany (US Army):
 - Deterrence Package (DP) 1 approved: eight unit activations & four unit re-locations at five locations, 2200 US Army personnel (impacting FY 2018-20).
 - DP 2 (in Army staffing): two unit activations at two locations, 534 US Army personnel (approximately 650 + dependents).
 - DP 3 (in Army staffing): two unit activations at two locations, 687 US Army personnel (approximately 950 + dependents).
 - United Kingdom (US Air Force):
 - European Infrastructure Consolidation Plan.
 - Royal Air Force (RAF), Croughton: Joint Intelligence Analysis Center / NATO Intelligence Fusion Center move from RAF Alconbury-Molesworth pending assessment of alternate location.

- RAF Fairford: Relocation of the RC-135 mission from RAF Mildenhall (significant moves occur in 2023).
- Other major unit moves: 100th Air Refueling Wing *from* RAF Mildenhall *to* Ramstein AB, and the 352nd Special Operations Wing *from* RAF Mildenhall *to* Spangdahlem Air Base.
- Korea (US Army):
 - Yongsan Relocation Plan (YRP):
 - US Forces Korea unit/HQ moves ongoing (last major moves are projected to be completed by Nov 2019).
 - Educational options for SY 2019/20 (and beyond) are under review.
- Guam (USMC/USN/USA & USCG):
 - US Marine Corp, and other Military Services projected growth is from 2019-2027.
 - DoDEA initiating a study to identify/analyze DoD school support options.
- CONUS (US Army) - Security Force Assistance Brigade (SFAB) Activations:
 - Two SFABs activating at Ft Benning & Ft Bragg *will* impact DoDEA.
 - Three SFABs to be activated at Ft Hood, Ft Carson, Joint Base Lewis-McChord *will not* impact DoDEA.

In conclusion, Godfrey added that growth is projected for Guam, which will likely increase the number of students, and in CONUS, DoDEA is prepared to support potential changes in Ft. Benning and Ft. Bragg.

Guest Speaker – Ms. Kara Ball.

Mr. Brady introduced the key note speaker Ms. Kara Ball to provide the final presentation.

Ms. Ball is the 2018 Mid-Atlantic Teacher of the Year and the DoDEA State Teacher of the Year. She teaches Science, Technology, Engineering and Mathematics (STEM) to students from Kindergarten to the 5th Grade, and was a top four finalist (out of 3 million eligible teachers nationwide), for National Teacher of the Year honors.

Ms. Ball's presentation was an inspiring story of overcoming learning challenges on her way to becoming an extraordinary Special Education teacher.

Highlights of her presentation included several revelations:

- She started “*teaching*” in the basement of her home at age seven (using a kit her Grandmother gave her to play with), and has since been teaching for 26 years
- Her High School Science teacher (Mr. Dalton), was the teacher in her life who made her want to become - and be - a better teacher. She called Mr. Dalton a *Trajectory Changing Teacher*: one who makes a fundamental difference in a student's learning.
- Upon arriving at DoDEA 5 years ago, she realized the STEM program attracted students that may not necessarily perform well in typical learning environments - but may excel in STEM programs taught outside-the-box *in an active environment*. As a result, she often teaches outdoors, with rocks, cardboard, artifacts or other non-traditional items.

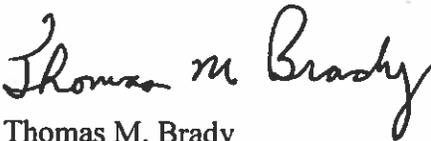
- While she believes knowing standards and content is important, she also believes “You can’t teach what you don’t know *and that includes your students.*”

Concluding her remarks, Ms. Ball showed the Council pictures of herself with President Trump, Vice President Pence, and other government leaders. She also passed around President Trump’s official Presidential Coin of Excellence.

Speaking on behalf of the Council, Mr. Larry told Ms. Ball she has a remarkable talent and thanked her for her work.

Mr. Brady also thanked Ms. Ball for her inspiring presentation and then opened the session to closing comments and questions. Hearing no questions or comments, Mr. Brady adjourned the meeting on behalf of the Host.

The meeting was adjourned.



Thomas M. Brady
Director

Attachments:
DEC Agenda
DEC List of Participants

21 June 2018 Dependents Education Council Agenda

4800 Mark Center Drive, Alexandria, VA 22350, Fourth Floor Directors Conference Room 04F14

Host: Ms. Virginia 'Vee' Penrod, Principal Deputy, Assistant Secretary of Defense for Manpower & Reserve Affairs, Performing the Duties of the Assistant Secretary Of Defense for Manpower & Reserve Affairs

Executive Secretary: Mr. Thomas Brady, DoDEA Director

Facilitator: Mr. Brian Brindley

Introduction	Mr. Tom Brady
Opening Remarks	Ms. Virginia 'Vee' Penrod
CCR Standards and Curriculum Update	Dr. Linda Curtis, Principal Deputy Director & Associate Director for Academics linda.curtis@hq.dodea.edu
Comprehensive Student Assessment Update	Dr. Judith Minor, Associate Director Performance & Accountability and Dr. Raquel Rimpola, Chief, Assessments raquel.rimpola@hq.dodea.edu
National Assessment of Educational Progress (NAEP) Results & Graduation Season Statistics	Mr. Tom Brady POC For Information: Jeffrey.noel@dodea.edu
Gifted Program Overview	Dr. Linda Curtis, Principal Deputy Director & Associate Director for Academics POC For Information: laurie.abeel@hq.dodea.edu
On-line Registration Program	Dr. Charles Kelker, Chief, Education Policy & Operations charles.kelker@hq.dodea.edu
Teacher Hiring Process Action Team and Transition of HR Support Services	Ms. Kirsten Webb, Chief, Capabilities & Initiatives Kirsten.webb@hq.dodea.edu
Executive Summary	Ms. Virginia 'Vee' Penrod
Pacific Theater Education Council (PTEC) & European School Council (ESC) Overviews	Dr. Robert Campbell (PTEC) robert.e.campbell4@pacom.mil Mr. Harvey Gerry (ESC) Harvey.Gerry@eu.dodea.edu
MILCON Update and School Security Assessment	Mr. Robert Brady, Associate Director for Financial & Business Operations POC For Information: MILCON: stephen.donley@dodea.edu School Security: Christopher.Roose@dodea.edu
School Health, Safety and Security Preparedness and Force Structure Change Update	Mr. Michael Godfrey, Chief, Operations, Plans, Policy & Legislation Michael.godfrey@hq.dodea.edu
Guest Speaker	Ms. Kara Ball, DoDEA Teacher of the Year dodeatoy18@gmail.com
Closing Remarks	Council Members, Mr. Tom Brady, Ms. Virginia 'Vee' Penrod

List of Participants

Attendees	Representing
Andrysiak, Peter	Commander, U. S. Army Pacific
Baldwin, Scott	Commanding General, US Marine Corps Installation Command
Ball, Kara	DoDEA 2018 Teacher of the Year
Balocki, Marie	Commandant of the Marine Corps
Beyler, Juliet	Assistant Secretary of the Navy (M&RA)
Bingham, Gwendolyn	Chief of Staff, US Army Installation Management Command (IMCOM)
Boswell, Linda	Commander, US Pacific Fleet
Brady, Robert	DoDEA - Associate Director for Financial & Business Operations
Brindley, Brian	DoDEA - Operations, Plans, Policy and Legislation (OPLP)
Burcham, Jay	DoDEA - Chief of Staff
Buchanan, Carl	Chief of Staff, US Air Force
Cabrera, Paula	Commander, USN Forces Europe (Africa)
Campbell, Robert	Commander, US Pacific Command
Cannon, Ed	Chief, Naval Operations
Castillo, Kimberly	Assistant Secretary of the Air Force (M&RA)
Chatfield, Anthony	US Air Force AFMC PACAF/AFSVA/SV1
Christensen, Don	Commander, US Army Pacific
Clymer, Chuck	Chief, Naval Operations
Coulson, Carla	Assistant Chief of Staff for IMCOM
Croce, John	Commander, US Pacific Fleet
Crowder, Helen	Chief of Staff, US Air Force
Curtis, Linda	DoDEA - Principal Deputy Director and Associate Director for Academics
DeMotta, Cleveann	PACAF/Deputy A1
Fay, Timothy	Commander, U.S. Air Forces Europe
Fedrico, John	Assistant Secretary of the Air Force (M&RA)
Fischer, Keri	Commander, US Marine Forces Pacific
Frye, Stefanie	Assistant Secretary of the Navy (M&RA)
Fulton, Julie	Commanding General, US Marine Corps IMCOM
Geise, Dee	Assistant Chief of Staff for IMCOM
Gerry, Harvey	DoDEA-Europe Region, Director of Student Excellence
Goben, Thomas	Commandant of the Marine Corps
Godfrey, Michael	DoDEA, Chief, Operations Plans, Policy, and Legislation

Grice, Jean	DoDEA - Pacific Region, Director of Student Excellence
Hamner, Mel	Commander, U.S. European Command
Hovanic, Steve	DoDEA Americas Region, Director of Student Excellence / Chief of Staff
Kelker, Charles	Chief, Education Policy & Operations
Killough, Brian	PACAF/Chief of Staff
Larry, Horace	Chief of Staff, U.S. Air Force
McMullen, Dell	DoDEA Europe Region, Director of Student Excellence
Minor, Judith	DoDEA Americas Region, Director of Student Excellence
Montandon, Renee	Commander, US Air Forces Europe
Noel, Jeffrey	DoDEA Chief of Research, Accountability and Evaluation
Parrish, Christopher	PACAF/Deputy A1
Patrick, Judith	Assistant Chief of Staff for Installation Management
Ploeger, Ruth	Commander, US Army Europe
Rampy, Hope	Commander, US Army Pacific
Rasmussen, Matthew	Commander, US Army Europe
Rath, Elaine Daly	Commander, Pacific Air Forces
Roche, Shelia	Assistant Secretary of the Navy (M&RA)
Sakai, Jennifer	Commander, US Pacific Fleet
Salo, Donald	Assistant Secretary of the Army (M&RA)
Santa Ana, Peter	US Pacific Command (J1)
Schlitz, Todd	DoDEA Pacific Region, Director of Student Excellence / Chief of Staff
Sevigny, Linda	DoDEA-Europe Region, Director of Student Excellence
Sexauer, Lisa	Commander, US Naval Forces Europe (Africa)
Simpson, Lynn	Commander, US Pacific Fleet
Smith, John	Commander, US European Command
Sowell, Patricia	Commandant of the Marine Corps
Tom, David	Commander, US Pacific Command
Traugott, Christine	Assistant Secretary of the Army (M&RA)
Velez, Ray	Director, Defense Intelligence Agency
Webb, Kirsten	DoDEA Chief, Capabilities & Initiatives
Weidley, Thomas	Commanding General, USMC Installation Command
Whelden, Craig	Commander, US Marine Forces, Pacific
Williamson, RADM	Commander, U. S. Naval Forces Europe-Africa
DoDEA Headquarters Cabinet	DoDEA Headquarters

DoDEA Superintendents	Americas, Europe, Pacific
DoDEA Chiefs of Staff	Americas, Europe, Pacific
DoDEA Selected Division Chiefs & AOs	Americas, Europe, Pacific & DoDEA HQs