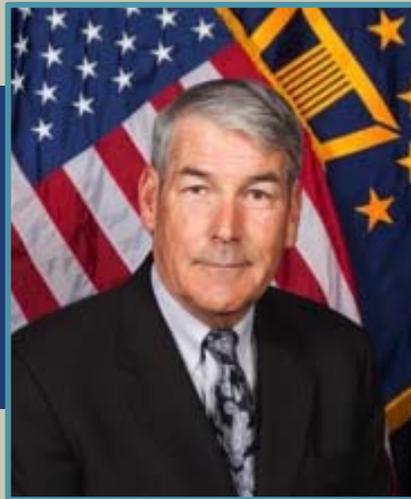




*Welcome to the*

# Dependents Education Council (DEC)



Executive Secretary, Thomas M. Brady  
Director,

Department of Defense Education Activity

*June 1, 2017*

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





DEPENDENTS EDUCATION COUNCIL

# College and Career Ready Standards Implementation



PRESENTED BY

*Dr. Linda L Curtis, Principal Deputy Director and Associate Director for Academics*

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# CCR Progress

- All of our teachers are engaged in teaching either the math or literacy standards:
  - Completed Year 1 of the grades 6-12 math and literacy implementation
  - Completed Year 2 of the grades PK-5 math implementation
- DoDEA CCRS system-wide Professional Learning:
  - 3,383 Math PK-5 educators – total hours 223,278
  - 3,639 Math 6-12 and Literacy 6-12 educators – total hours 109,170
- Planning for the DoDEA Comprehensive Assessment System (DCAS), both summative and non-summative assessments is well-underway:
  - The first technical infrastructure trial was completed in April.
  - An Assessment Advisory Group, consisting of a cross-functional group of educators across DoDEA met and provided recommendations to the Director in May.



# CCR Plans

- Sustain and improve the existing professional learning for educators in literacy and math, while adding additional core standards sessions, through rigorous evaluations and feedback loops.
- Integrate the assessment components and other core academic subject standards into existing professional learning events when appropriate and viable.
- Build the capacity of the three regional Centers for Instructional Leadership (CIL) to assist principals and district staff to lead for change by improving their skills and knowledge , the culture and collaborative work environment.
- Continue planning for the DoDEA Comprehensive Assessment System and ensure the system supports teachers and student learning by providing actionable student achievement data.



# Questions

For additional information, please contact:

Dr. Linda Curtis

Principal Deputy Director & Associate Director for Academics

Email: [Linda.Curtis@hq.dodea.edu](mailto:Linda.Curtis@hq.dodea.edu)

Telephone: (571) 372-1893



DEPENDENTS EDUCATION COUNCIL

# DoDEA Comprehensive Assessment System



PRESENTED BY

*Dr. Linda L Curtis, Principal Deputy Director and Associate Director for Academics*

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# DoDEA Comprehensive Assessment System

DoDEA is in the process of reorganizing its student assessment system.

The DoDEA Comprehensive Assessment System (CAS) includes all of the assessments (BAS, PSAT, etc.) delivered systematically within DoDEA, including but not limited to diagnostic, interim and summative College and Career Ready assessments.

Other assessments such as the SAT are delivered at DoDEA (but not provided through DoDEA) to students preparing for college and career goals.



# DoDEA Comprehensive Assessment System

In the fall of 2017, the College Board made the decision to limit international administration of the SAT to four times a year effective immediately. In the past, the College Board offered testing 6 times a year.

- The SAT will be administered internationally in the months of October, December, March, and May for school years (SY) 2017-2018 and beyond.

DoDEA engaged with the College Board to make an exception to the policy for DoDEA overseas schools.

- The College Board is not able to make an exception due to operational constraints.
- The number of test offerings will remain at 4 for SY 2016-2017.





# DoDEA Comprehensive Assessment System

DoDEA administered the TerraNova, 3<sup>rd</sup> Edition, Multiple Assessments (TN3MA) for the last time in March 2017.

The Partnership for Assessment of Readiness for College and Careers (PARCC) assessment system includes several types of computer-based assessments according to grade level and content including

- Diagnostic assessments
- Interim assessments
- Summative assessments and,
- Teacher Resources

that may be delivered throughout the year to ensure that students have ample preparation to be successful.



# DoDEA Comprehensive Assessment System

To prepare for implementation of the PARCC summative assessment in subsequent years a technical infrastructure trial was conducted from April 17-28<sup>th</sup>, 2017.

The intent of this infrastructure trial was to collect structured feedback regarding the performance capabilities, level of readiness of the network infrastructure, and technology assets for successful administration of computer-based assessments from 18 designated schools across DoDEA.

An Infrastructure Trial will be conducted again in January 2018 with all DoDEA schools prior to implementation of the PARCC Summative Assessment in spring 2018.



# DoDEA Comprehensive Assessment System

In May 2017, a task group comprised of staff from across DoDEA met to make recommendations related to the systemic implementation of PARCC assessments.

Recommendations are under consideration to determine the grade levels and content areas for systemic assessment.

Assessment of College and Career Ready Standards in other core content areas such as social studies or science will be encompassed into the comprehensive assessment system as appropriate as DoDEA progresses in its implementation.

Plans include development of an extensive communications plan including presentations and packets for parents, base commanders and School Liaison Officers (SLO).





# DoDEA Comprehensive Assessment System

For additional information, please contact:

Dr. Linda Curtis

Principal Deputy Director & Associate Director for Academics

Email: [Linda.Curtis@hq.dodea.edu](mailto:Linda.Curtis@hq.dodea.edu)

Telephone: (571) 372-1893



DEPENDENTS EDUCATION COUNCIL

# Restructuring for Student Achievement



**PRESENTED BY:**

**Kirsten Webb**

**Chief, Capabilities & Initiatives**

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# Restructuring Update

- DoDEA is in the final phase of Restructuring for Student Achievement: The implementation of the new Finance and Business Operations and Support structure
  - Expected “completion” date of July 30, 2017
- The Restructuring required DoDEA to undergo a Reduction in Force (RIF) process to ensure that the movement and realignment of FTEs and personnel was done in a deliberate, equitable and consistent manner across the organization
  - RIF affects 657 personnel in the Finance and Business Operations and Support staff
    - Managers were given tools and tips about how to handle the issuance of notices to employees
    - All employees received PERSONAL notification- no blind emails
    - Ongoing support to answer questions, and provide any information employees may need to make informed decisions



# Questions

For additional information, please contact:  
Ms. Kirsten Webb, Chief, Capabilities and Initiatives  
Email: [Kirsten.webb@hq.dodea.edu](mailto:Kirsten.webb@hq.dodea.edu)  
Telephone: (571) 372-5815



# Restructuring Update

**The following “Leadership Development” slides are provided for informational purposes only based on a DEC member’s inquiry and not intended to be viewed or discussed during the DEC meeting**



# Leadership Development

## Background:

- DoDEA was facing a large scale reorganization impacting DoDEA HQ, Area, and District staff
- To build the organization's capacity to lead in a dynamic, geographically dispersed and complex organization, DoDEA had to ensure its leaders have the competencies to lead the change efforts, lead the people, be results-driven, and build coalitions and high performance work teams within and across the various echelons of the organization
- As a result, DoDEA implemented a systematic leadership development training program





# Leadership Development

## Requirements:

- Training is based on the Department of Defense (DoD) Civilian Leader Development Framework; specifically the competencies required to lead DoDEA's restructuring efforts, its system-wide curriculum, instruction, and assessment implementation (College and Career Ready (CCR) standards) and major professional development initiatives. Those competencies include:

- Interpersonal Skills and Oral and Written Communication and address such communication issues as:
  - Learning to better overcome barriers to communication
  - Controlling written, verbal, visual, and symbolic elements of a message
  - Communicating successfully in spontaneous situations
  - Leading virtually for remote personnel
  - Establishing processes to ensure consistency system-wide





# Leadership Development

- **Content:**
  - Leading Change
    - Strategic Thinking
    - Vision
  - Leading People
    - Conflict Management
    - Leveraging Diversity
    - Developing Others
    - Team Building
  - Results Driven
    - Accountability
    - Decisiveness
  - Building Coalitions
    - Political Savvy
    - Influencing/Negotiating
    - Partnering

**Preparing Leaders  
Shaping Futures  
Making a Difference**



# Leadership Development

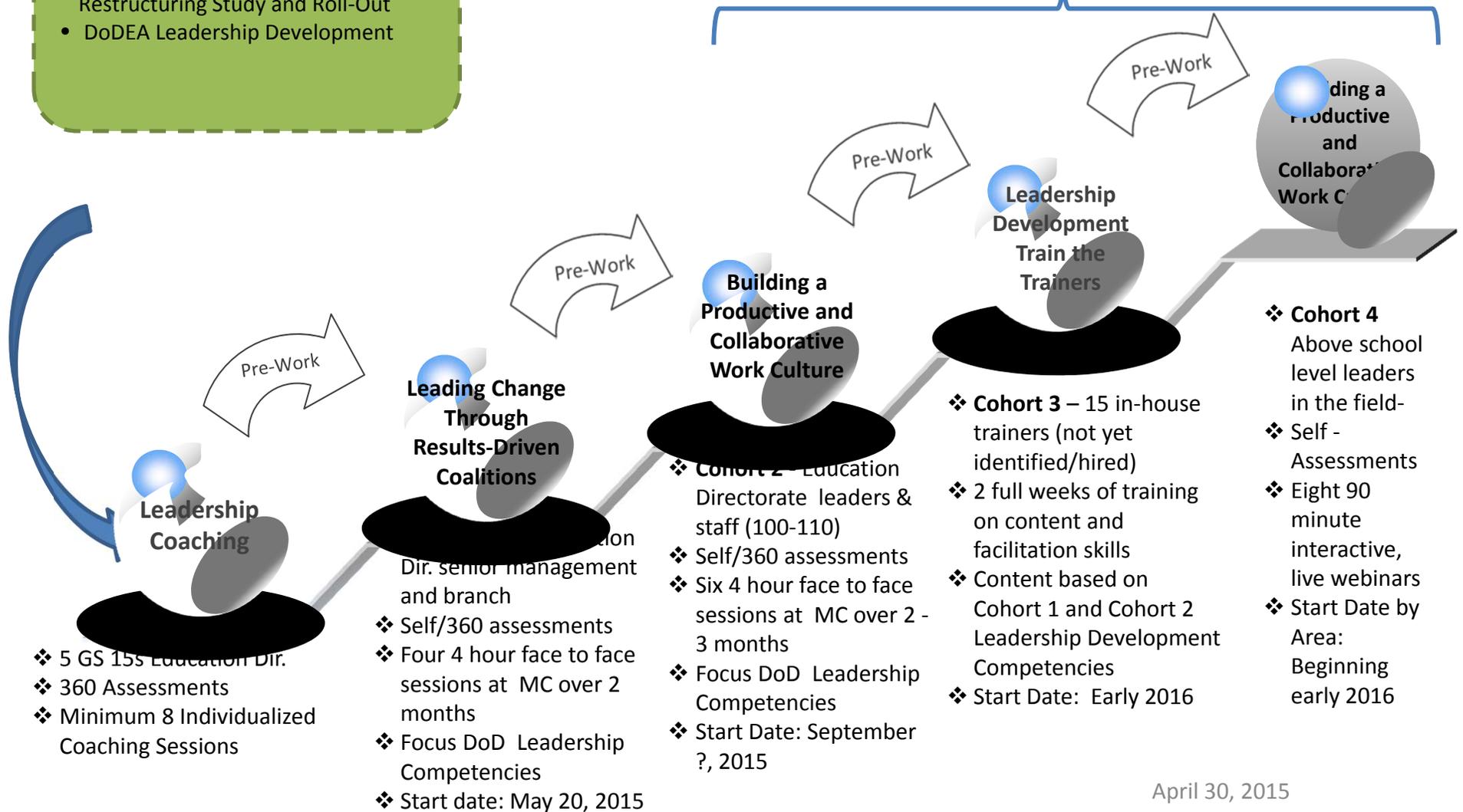
- **DoDEA's Leadership Development plan will build the** organizational and leadership capacity to meet its goals and priorities. The develop program includes interrelated and interactive professional development sessions for three cohorts.
  - Cohort 1: Face-to-face leadership development training on Leading Change and People Through Results-Driven Teams/Coalitions
  - Cohort 2: Face-to-face leadership development training on Building a Productive and Collaborative
  - Cohort 3: Face-to-face training that will train and enable DoDEA staff to deliver the training curricula developed for Cohort 1 and Cohort 2 successfully and effectively to DoDEA experienced and aspiring leaders.

# DoDEA Leadership Development Overview

## Set Direction

- Director, DoDEA Priorities, DoDEA Restructuring Study and Roll-Out
- DoDEA Leadership Development

Purpose: Building capacity for educators serving in HQ, Area, District, and Centers of Excellence to lead the change efforts, lead people, be results-driven, and build coalitions and high performance work teams.





DEPENDENTS EDUCATION COUNCIL

# Improved Teacher Hiring Process



PRESENTED BY

*Christine Megee, Chief, Human Resources*

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# Improved Teacher Hiring Process

- **HQ Hosted Teacher Hiring Summit: February 2017**
  - Invited senior leaders from Regional Offices to participate
  - Included HR representatives from the field
  - Added key HQ staff as necessary to address specific issues and concerns
  - Conducted detailed analysis of all steps in cradle-to-grave hiring process for further efficiencies
  
- **Future-State Teacher Hiring**
  - Developed Teacher Hiring Checklist that will be the standard for all regions
    - Detailed recruitment steps
    - Identified roles and responsibilities
    - Established timelines for making timely selections
  - Identified potential solutions to further improve the hiring process
    - Enhance data collection and tracking
    - Establish performance standards tied to teacher hiring
    - Training for Principal and HR staff
    - Revised Licensure process to streamline effort
    - Revisit changes regularly for further improvement
  - Revamped process for initiating Childcare National Agency Check with Inquiries (CNACI) upon hiring



# Improved Teacher Hiring Process

- **Substitute Hiring**
  - Issued identified: Not enough substitutes available at some installations
    - Established minimum standard of 1:5 substitute to full-time teacher ratio
  - Discussed root causes
  - Identified potential mitigations
  - Identified way forward:
    - Revisit Union agreements on substitute requirements during testing
    - Increase coordination with Installation Command to facilitate recruitment
    - Research special hiring options
  
- **Overarching Goal – Significantly improve the process and timeline for hiring teachers so that DoDEA has a qualified teacher in every classroom on the first day of school.**



# Questions

For additional information, please contact:  
Christine Megee, Chief, Human Resources

Email: [christine.megee@hq.dodea.edu](mailto:christine.megee@hq.dodea.edu)

Telephone: (571) 372-0781



DEPENDENTS EDUCATION COUNCIL

# Overseas Education Screening Process



PRESENTED BY

*Erica McCoy, Program Manager Non DoD Schools Program*

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# Screening for Remote Locations

## Receive and Review

- Service or Agency POC provides Individual Education Program (IEP) and education assessments (at minimum).

## Analyze and Research

- Education Specialists contacts schools/service providers.
- School notifies if/how they can provide services.

## Respond and Recommend

- Education Specialists makes travel recommendation to Service or Agency POC.
- Sponsor *should* receive the recommendation from the POC.



# Challenges

## Non DoD School Program

- International schools are not required to accept students and are not obligated to follow the same special education laws (IDEA).
- Often, there is inadequate time to conduct the screening (before the sponsor's reporting date.)
- Military Services can override DoDEA recommendations





# Assistance Needed

## Services/Agency:

- Coordinate on all cases involving special education students
- Continue to partner with DoDEA when there is an assignment concern
- Ensure awareness and compliance of policies referencing screening (*DoDI 1315.18 and 1315.19*)
- Share the full details of the education screening travel recommendation with sponsor IAW DoDI 1315.19







# Questions

For additional information, please contact:

Kathleen Facon

Chief, Education Partnership and Resources  
Outreach/Grants/NDSP

Email: [Kathleen.Facon@hq.dodea.edu](mailto:Kathleen.Facon@hq.dodea.edu)

Telephone: (571) 372-5834

Erika McCoy

Program Manager

Non DoD Schools Program

Email: [Erika.McCoy@hq.dodea.edu](mailto:Erika.McCoy@hq.dodea.edu)

Telephone: (571) 372-5867





DEPENDENTS EDUCATION COUNCIL

# Legislative Update



PRESENTED BY

*Mr. Michael Godfrey, Chief, Operations, Plans, Legislation & Policy*

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# ULB & OLC 19 – Legislative Proposals

- FY 18 - 1 Year Extension of Grant Authority (thru Sep 2018)
- FY19 –
  - **Unified Law (ULB 19)**
  - 6 Proposed Bridging LPs until Unified Law becomes effective:
    - **Grant Authority Extension (ULB 19)**
    - **Clarification of Authority to issue DoDEA Regulations (OCONUS) (ULB 19)**
    - CONUS Student Meal Program (OLC 19)
    - School Boards (OLC 19)
    - Conversion of 1 day of Leave to Any Purpose Leave (OLC 19)
    - Clarifying Appointment Authority (OLC 19)



# Questions

For additional information, please contact:

Mr. Michael Godfrey, Chief, Operations, Plans, Legislation &  
Policy

Email: [michael.godfrey@hq.dodea.edu](mailto:michael.godfrey@hq.dodea.edu)

Telephone: (571) 372-5815



DEPENDENTS EDUCATION COUNCIL

# A Forecast of the Strategic Force Changes Affecting DoDEA



PRESENTED BY

*Mr. Michael Godfrey, Chief, Operations, Plans, Legislation and Policy*

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# Forecasts by Region

- **DoDEA AMERICA REGION:**
  - 1<sup>st</sup> Theater Sustainment Command's move from Fort Bragg to Fort Knox (SY 17-18)
  
- **DoDEA PACIFIC REGION:**
  - Sasebo – USS BHR & WASP Hull Swap Overlap (SY 18-19)
  - Iwakuni – CVW-5 transition from Atsugi/Zama (SY 17-18)
  - Yokota AB – CV-22s (SY19-20)
  - Korea
    - Area 1 Restricted Tour June 2016
    - CT Joy (Closes end of SY 16-17) – NDSP in place
    - Osan AB increase in Command Sponsorship Program (CSP)(ongoing)
    - Decreasing enrollments at Seoul
    - Increasing enrollments at Humphreys
  - Guam & USMC 2 year delay (SY22-23)



# Forecasts by Region (Con't)

- **DoDEA EUROPE REGION**

- UK – USAF may retain RAF Mildenhall and Feltwell
- Army Europe – COA development: impacts to Graf, Baumholder, K-Town, Wiesbaden, Ansbach and TBD for ABCT (FY 18-22)
- Baumholder – SOF growth beginning in SY 17-18
- Rota – Helicopter Squadron (FY 22)
- Sigonella – NATO AGS Growth – (ongoing)
- Turkey – Ankara (Effective August 2017 - Dependent Restricted Tour)
- Vicenza – Army Europe MI Reorganization: Activate 207<sup>th</sup> MI (SY18-19 )
- Aviano – 56 & 57 RQS (FY20) 606<sup>th</sup> ACS arriving now.
- Bahrain, Qatar, Kuwait (increase CSP)



# Questions

For additional information, please contact:

Mr. Michael Godfrey, Chief, Operations, Plans, Legislation  
and Policy

Email: [michael.godfrey@hq.dodea.edu](mailto:michael.godfrey@hq.dodea.edu)

Telephone: (571) 372-5815



DEPENDENTS EDUCATION COUNCIL

# POM 18 MILCON Summary (2018-2022 FYDP)



PRESENTED BY

Steve Donley, Chief, Facilities

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# Projected School Openings

## 2017

School	Installation/State/Country	Opening Date	Project Cost (1,000s)
Barkley ES	Fort Campbell, KY	Aug-17	\$ 44,302
Daegu MS/ Daegu HS	Camp Walker, Korea	Aug-17	\$ 32,631
Diamond ES	Fort Stewart, GA	Aug-17	\$ 46,502
Humphreys West ES	Camp Humphreys, Korea	Aug-17	\$ 117,477
Humphreys MS	Camp Humphreys, Korea	Aug-17	Included Above
Kadena MS	Kadena Air Base, Japan	Aug-17	\$ 35,515
Kingsolver/Pierce ES	Fort Knox, KY	Aug-17	\$ 38,520
Perry MS	MCAS Iwakuni, Japan	Aug-17	Host Nation
Perry ES	MCAS Iwakuni, Japan	Aug-17	Host Nation
Iwakuni ES	MCAS Iwakuni, Japan	Aug-17	Host Nation
Wiesbaden HS	USAG Wiesbaden, Germany	Aug-17	\$ 48,313
Yokota HS	Yokota Air Base, Japan	Aug-17	\$ 45,767
Delalio ES	MCAS New River, NC	Aug-17	\$ 23,756
Mildred Poole ES	Fort Bragg, NC	Aug-17	\$ 38,754
Total (\$000):			\$ 471,537

## 2018

School	Installation/State/Country	Opening Date	Project Cost (1,000s)
Bob Hope/Amelia Earhart ES	Kadena Air Base, Japan	Jan-18	\$ 81,938
Fort Campbell HS	Fort Campbell, KY	Jan-18	\$ 57,297
White ES	Fort Benning, GA	Aug-18	\$ 37,174
Kaiserslautern HS	Ramstein Air Base, Germany	Aug-18	\$ 64,461
Zukeran ES	Camp Foster, Japan	Aug-18	\$ 107,400
Wiesbaden MS	USAG Wiesbaden, Germany	Aug-18	\$ 50,647
Bolden E/MS	MCAS Beaufort, SC	Aug-18	\$ 38,820
Total (\$000):			\$ 437,737



# FY 2018-20 MILCON Plan

## FY 2018

Project Number	Installation/State/Country	School	Title	PA (1,000s) FY18 PB
AM00049	USCG Air Station Borinquen, PR	Ramey Unit School	Replace School	\$ 61,071
EU00070	Stuttgart, GE	Robinson Barracks ES	Replace School	\$ 46,609
EU00117	USAG Vicenza, IT	Vicenza HS	Replace School	\$ 62,406
EU00116	Spangdahlem, GE	Spangdahlem ES	Replace School	\$ 79,141

## FY 2019

Project Number	Installation/State/Country	School	Title	PA (1,000s) FY18 PB
EU00048	Kaiserslautern, GE	Kaiserslautern MS	Replace School	\$ 72,207
AM00029	Fort Campbell, KY	Fort Campbell Middle School	Convert existing High School	\$ 37,248
AM00114	Fort Benning, GA	Benning DSO	Replace DSO	\$ 12,960
EU00174	Chievres, BE	Chievres/Europe West DSO	New DSO	\$ 12,000
EU00112	Wiesbaden, GE	Clay Kaserne ES	New School	\$ 42,345
PA00109	CFA Yokosuka, JA	Kinnick HS	Replace School	\$ 157,138
PA00106	Camp McTureous, JA	Bechtel ES	Renovation/Replacement	\$ 98,700

## FY 2020

Project Number	Installation/State/Country	School	Title	PA (1,000s) FY18 PB
EU00042	Landstuhl, GE	Landstuhl ES	Replace School	\$ 55,472
PA00175	Yokota, JA	Yokota DSO	New DSO	\$ 12,000
EU00176	Kaiserslautern, GE	Kaiserslautern DSO	New DSO	\$ 12,000
PA00110	Yokota AB, JA	Mendel ES	Replacement	\$ 79,615
AM00126	Fort Bragg, NC	Fort Bragg DSO	New DSO	\$ 12,000
AM00052	Fort Buchanan, PR	Antilles HS/CSO	Replace Schools	\$ 65,918



# FY 2021-22 MILCON Plan

## FY 2021

Project Number	Installation/State/Country	School	Title	PA (1,000s) FY18 PB
PA00101	CFA Yokuska, JA	Sullivans ES	Renovate School	\$ 81,804
EU00120	Ramstein AB, GE	EIC Project #1 (MS)	New School	\$ 64,183
PA00029	Kadena AB, JA	Kadena HS	Replace School	\$ 156,013
AM00108	NWSC Dahlgren, VA	Dahlgren School	Replace School	\$ 31,110

## FY 2022

Project Number	Installation/State/Country	School	Title	PA (1,000s) FY18 PB
EU00035	Baumholder, GE	Smith ES	Replace School	\$ 48,944
EU00036	Baumholder, GE	Baumholder MHS	Replace School	\$ 40,415
AM00116	Fort Bragg, NC	Albritton MS	Replace School	\$ 42,225
EU00119	Ramstein AB, GE	EIC Project #2 (ES)	New School	\$ 65,417
PA00107	Kadena AB, JA	Stearley Heights ES	Replace School	\$ 116,394



# Questions

For additional information, please contact:  
Steve Donley; Chief, Facilities Division  
Email: [stephen.donley@hq.dodea.edu](mailto:stephen.donley@hq.dodea.edu)  
Telephone: (571) 372-1405



DEPENDENTS EDUCATION COUNCIL

# DoDEA Overseas Teacher: A Unique Perspective



PRESENTED BY  
Shawn McCarthy  
Teacher/ Sigonella Middle & High School  
Naval Air Station Sigonella, Italy

dodea  
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY



# Mr. Shawn McCarthy Teacher – NAS Sigonella, IT



- 31 Total Years in DoDEA
  - 12 Years as a Student (AF family)
  - 19 Years as Educator
  - Note: mother was a DoDEA Teacher  
parent of two DoDEA Students
- High School Soccer & Volleyball Coach
- Mock Election Coordinator
- *Presidential Inauguration Coordinator*



**The 2017 Presidential Inauguration Trip:  
Placing it Within Context**



# 2013 Presidential Inaugural Trip



- Mock Election
- CNN Student News (CNN 10)
- Election Day & Student Inquiry
- Correlation to Standards & Curriculum
- Making the Abstract Concrete
- Real-World Experience in Research & Writing
- Reaching Out & Joining Forces
- Failure as Part of Success
- The Process of Knowing Thyself:  
    Students as DoDEA Ambassadors
- Dr. Biden & Mrs. Obama
- The Kids Inaugural Concert
- Long-Term Impact of the Trip:  
    Students Reflect Four Years Later





# 2017 Presidential Inaugural Trip



- Approval & Managing Expectations
- Election Day
- Parade Invitation
- Creating a Presentation
- Coordination with HQ & Pentagon
- Awareness & Advocacy
- NPR: All Things Considered
- Majority Leader & Capitol Hill
- Inauguration Day & the Parade
- Celebrating 70 Years
- The Big Picture & the Hidden Curriculum



- Street Law and Connections to The Court
- An Open Invitation
- Bringing “the Family”
- 2013 & 2017 Meetings with the Chief Justice
- The Chief as an Educator
- Making the Judicial Branch & Constitution Real and Relevant
- The Court Above the Court
- Lasting Impact of Chief Justice





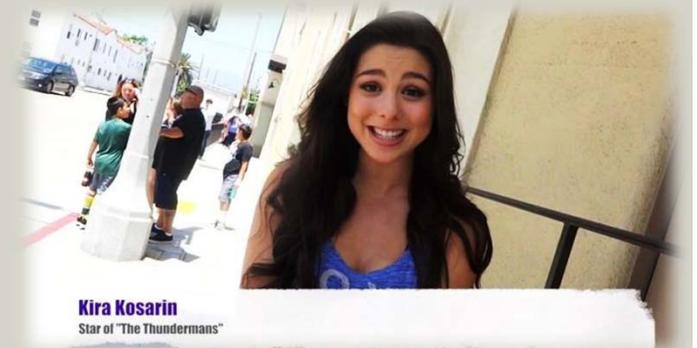
# Kids Overseas Awards



- Month of the Military Child
- DoDEA Students: Learning About Themselves via Sociology & Psychology Coursework
- Integrating Standards into a Real-World Community Program
- Understanding the Sub-Culture of Military-Connected Kids Overseas
- Realizing Similarities and Differences
- Making Connections to American Pop-Culture
- Giving DoDEA Students a Platform and Voice
- Connecting to Their Favorites
- Future Programs and Activities



Matt Iseman  
Akbar Gbaja-Biamila  
Hosts of American Ninja Warrior



Kira Kosarin  
Star of "The Thundermans"





# DoDEA Parent Inaugural Parade

Open

<[https://drive.google.com/file/d/0B6ulDaoDXx9IWVVVlcDBKdUxTRHc/view?usp=sharing\\_eip&ts=5908a8a2](https://drive.google.com/file/d/0B6ulDaoDXx9IWVVVlcDBKdUxTRHc/view?usp=sharing_eip&ts=5908a8a2)>



5/26/2017



# Questions

Shawn McCarthy, Teacher, Sigonella Middle High School  
Email: [shawn.mccarthy@eu.dodea.edu](mailto:shawn.mccarthy@eu.dodea.edu)  
Telephone: (011)-39-095-56-4281