



# Dependents Education Council

21 June 2018

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



*Host*

*Ms. Virginia 'Vee' Penrod*

Performing The Duties of The Assistant Secretary Of  
Defense For Manpower and Reserve Affairs



*Executive Secretary*

*Mr. Thomas M. Brady*

Director, Department of Defense  
Education Activity



## 21 June 2018 Dependents Education Council (DEC) Agenda

**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*

<b>Introduction</b>	<i>Mr. Tom Brady</i>
<b>Opening Remarks</b>	<i>Ms. Virginia 'Vee' Penrod</i>
<b>CCR Standards and Curriculum Update</b>	<i>Dr. Linda Curtis, Principal Deputy Director &amp; Associate Director for Academics</i>
<b>Comprehensive Student Assessment Update</b>	<i>Dr. Judith Minor, Associate Director Performance &amp; Accountability and Dr. Raquel Rimpola, Chief, Assessments</i>
<b>National Assessment of Educational Progress (NAEP) Results &amp; Graduation Season Statistics</b>	<i>Mr. Tom Brady</i>
<b>Gifted Program Overview</b>	<i>Dr. Linda Curtis, Principal Deputy Director &amp; Associate Director for Academics</i>
<b>On-line Registration Program</b>	<i>Dr. Charles Kelker, Chief, Education Policy &amp; Operations</i>
<b>Teacher Hiring Process Action Team and Transition of HR Support Services</b>	<i>Ms. Kirsten Webb, Chief, Capabilities &amp; Initiatives</i>
<b>Child Problematic Sexual Behavior and Adolescent Sexual Assault</b>	<i>Ms. Virginia 'Vee' Penrod</i>
<b>Pacific Theater Education Council (PTEC) &amp; European School Council (ESC) Overviews</b>	<i>Dr. Robert Campbell (PTEC) &amp; Mr. Harv Gerry (ESC)</i>
<b><i>BREAK</i></b>	<b><i>BREAK</i></b>
<b>MILCON Update and School Security Assessment</b>	<i>Mr. Robert Brady, Associate Director for Financial &amp; Business Operations</i>
<b>School Health, Safety and Security Preparedness and Force Structure Change Update</b>	<i>Mr. Michael Godfrey, Chief, Operations, Plans, Policy &amp; Legislation</i>
<b>Guest Speaker</b>	<i>Ms. Kara Ball, DoDEA Teacher of the Year</i>
<b>Closing Remarks</b>	<i>Council Members, Mr. Tom Brady, Ms. Virginia 'Vee' Penrod</i>



DEPENDENTS EDUCATION COUNCIL

# College and Career Ready Standards Implementation



PRESENTED BY

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



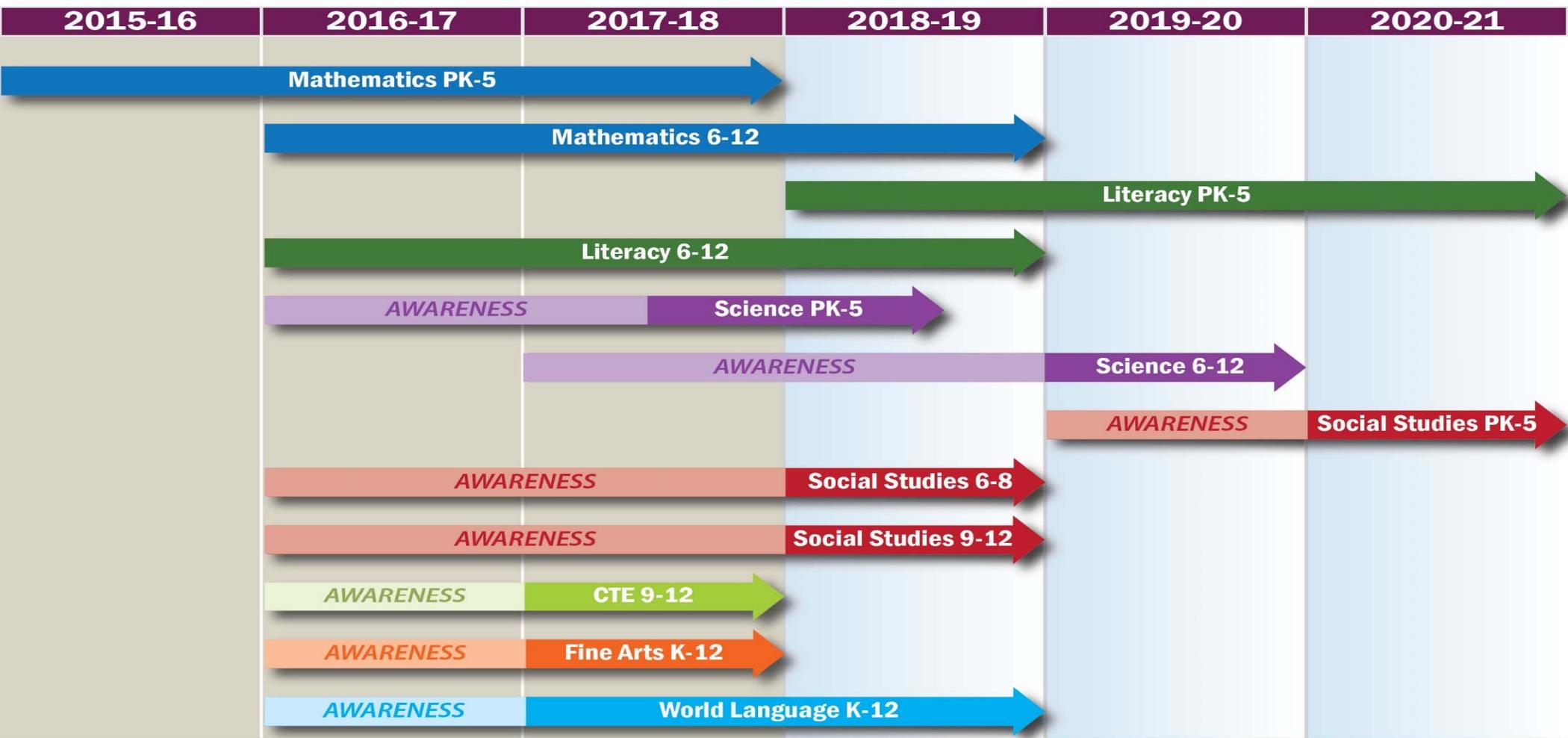


# CCR Purpose

- Raise the rigor and relevance of instruction to improve student achievement.
- Unify DoDEA as ONE school system.
- Align DoDEA with other states in support of the mobile military-connected student.



## DoDEA CCR Standards Implementation Timeline





# CCR Progress

- **Building Educator Capacity:**
  - Providing six days of professional learning for all teachers with consistent evaluations and attention to rigor and;
  - Standardized observation tools to measure implementation efforts
- **Enhancing Administrator Leadership Skills:**
  - Strengthening knowledge and skills of school administrators so they are prepared to lead professional growth in our educators and CCR learning for our students.



# Questions

For additional information, please contact:

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# DoDEA Comprehensive Assessment System Updates



PRESENTED BY

*Dr. Judith Minor, Associate Director of Performance and Accountability  
and Director of Student Excellence for Americas, And,*

*Dr. Raquel Rimpola, DoDEA Chief of Assessment*





# DoDEA Comprehensive Assessment System

- To support the implementation of College and Career Ready Standards (CCRS), DoDEA implemented CCRS-aligned assessments during the 2017-2018 school year
- These assessments provide benefit to students as it measures how well students have learned the CCRS standards that are taught in their classes
- Formative assessments were administered at 42 field test schools
- CCRS summative assessments were administered at 156 schools
  - Computer-based assessments that are administered using Chromebooks
  - Participants include students in Mathematics grades 3-6, Algebra I, Geometry, and Algebra II, and in Literacy grades 6-8 and 10



## DoDEA Comprehensive Assessment System

- CCRS summative assessments in Literacy and Mathematics were administered on April 9 – May 25, 2018
  - Approximately 167,000 assessment sections were completed across 156 schools
  - Schools completed the CCRS summative assessments online
  - There were minimal technical issues experienced; Paper versions of the assessments were provided to select schools as a backup
- We will continue to implement the CCRS Summative Assessment in Literacy and Mathematics in 2018-2019



# DoDEA Comprehensive Assessment System

## Feedback from the field

- “Our students are enjoying the computer experience.” Our 6th grade teachers are finding the process easy. “The infrastructure test was very helpful.” Teachers enjoy it more and students have the skill sets to do the test.
- Elementary students believe "online is the way to go".
- Assessment platform, helped students get used to the track pad. Teachers ask for it (mouse) more than the students. The more the students practice with the track pad the more comfortable they become.



# Questions

For additional information, please contact:

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Chief of Assessment

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CCRS summative assessment resources  
are available on the Assessment Web page

<http://dodea.edu/assessments>





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# National Assessment of Educational Progress (NAEP)



PRESENTED BY

*Mr. Tom Brady, Director, Department of Defense Education Activity*





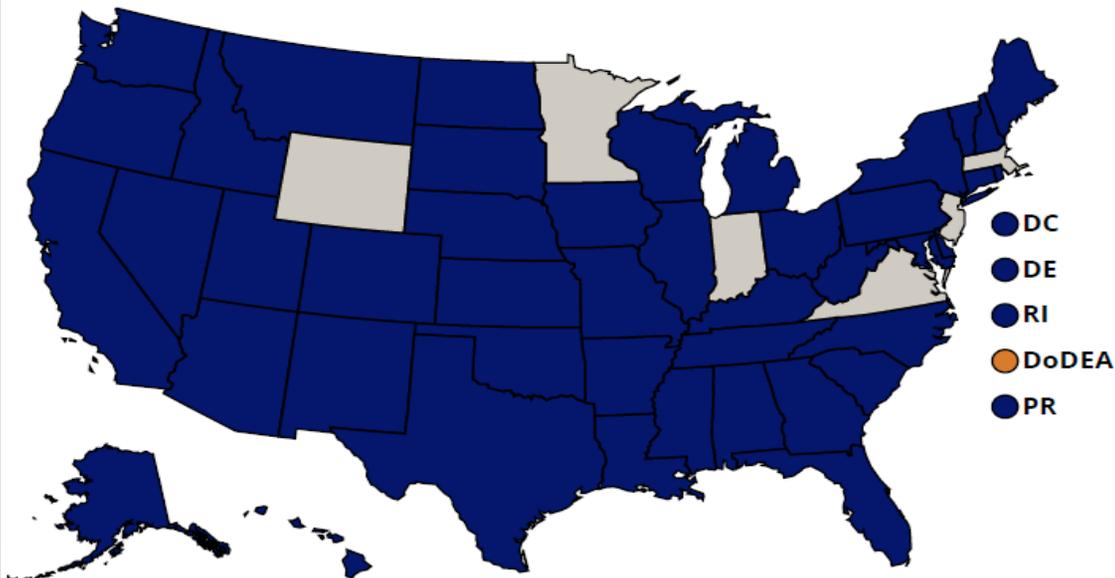
# National Assessment of Educational Progress (NAEP)

- Known as “The Nation’s Report Card” and given every other year in Math and Reading in Grade 4 and 8
- Considered the gold standard for measuring academic performance at the state and large district level
- DoDEA has typically been a high performer. The trend continued with the 2017 NAEP results announced in Spring of 2018



# Math Grade 4

## Compare the Average Score in 2017 to Other States/Jurisdictions



In 2017, the average score in DoDEA (249) was

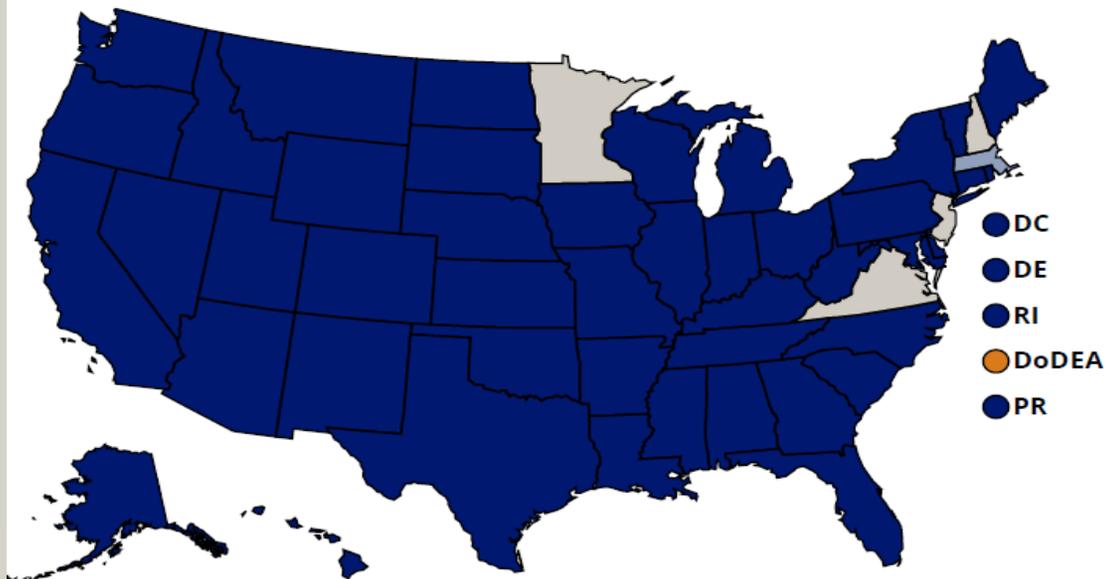
- lower than those in 0 states/jurisdictions
- higher than those in 46 states/jurisdictions
- not significantly different from those in 6 states/jurisdictions

In 2017, DoDEA was first in the nation with six states in Grade 4 math, and higher performing than 46 other states.



# Math Grade 8

## Compare the Average Score in 2017 to Other States/Jurisdictions



In 2017, the average score in DoDEA (293) was

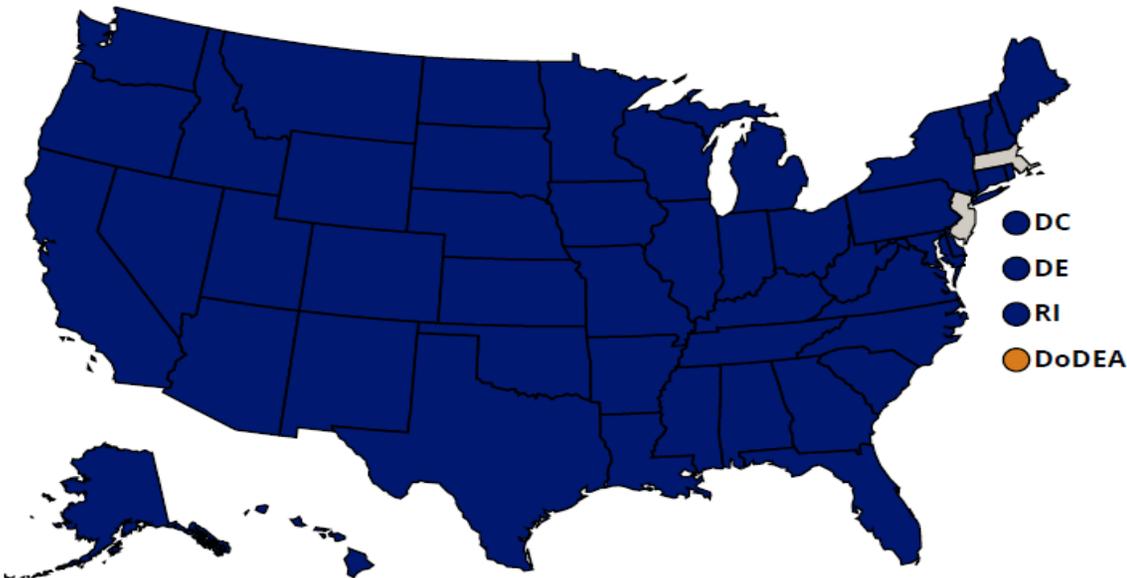
- lower than those in 1 state/jurisdiction
- higher than those in 47 states/jurisdictions
- not significantly different from those in 4 states/jurisdictions

In 2017, DoDEA was second highest performing in the nation in Grade 8 math, higher performing than 47 other states.



# Reading Grade 4

## Compare the Average Score in 2017 to Other States/Jurisdictions



In 2017, the average score in DoDEA (234) was

- lower than those in 0 states/jurisdictions
- higher than those in 49 states/jurisdictions
- not significantly different from those in 2 states/jurisdictions

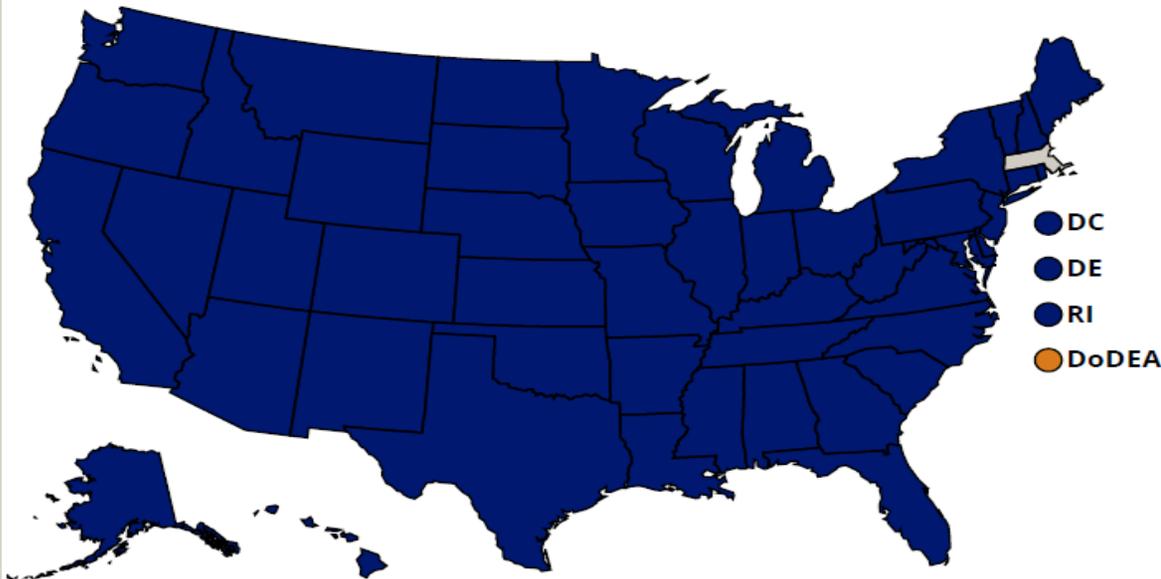
07/15/2016

In 2017, DoDEA was first in the nation in Grade 4 reading with 2 other states, exceeding performance in 49 states.



# Reading Grade 8

## Compare the Average Score in 2017 to Other States/Jurisdictions



In 2017, the average score in DoDEA (280) was

- lower than those in 0 states/jurisdictions
- higher than those in 50 states/jurisdictions
- not significantly different from those in 1 state/jurisdiction

In 2017, DoDEA was the highest in the nation in Grade 8 reading tied with one other state, exceeding performance in 50 states.



# DoDEA Performance Exceeds the Nation on NAEP 2011 - 2017



DoDEA has consistently outperformed the national average.

DoDEA performance has grown substantially over the last six years.



# AdvancED

## Continuous Improvement System (CIS)

- AdvancED provides the Index of Education Quality™ (IEQ™) as a holistic measure of overall performance based on a comprehensive set of standards and review criteria
  - 100 to 400 scale
  - Describes how the institution is performing compared to expected criteria
  - Data from classroom observations and stakeholder interviews
- Pacific West and Europe East districts achieved a successful AdvancED Accreditation status with IEQ scores of 347.47 and 322.57 respectively



# Questions

For additional information, please contact:

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# Preliminary Graduation Statistics



PRESENTED BY

*Mr. Tom Brady, Director, Department of Defense Education Activity*





# Class of 2018

- DoDEA operates 41 high schools worldwide serving 12,235 students
- As a part of supporting students in transitioning beyond high school, counselors gather information on post-secondary plans and scholarship offerings
- 2,747 seniors!





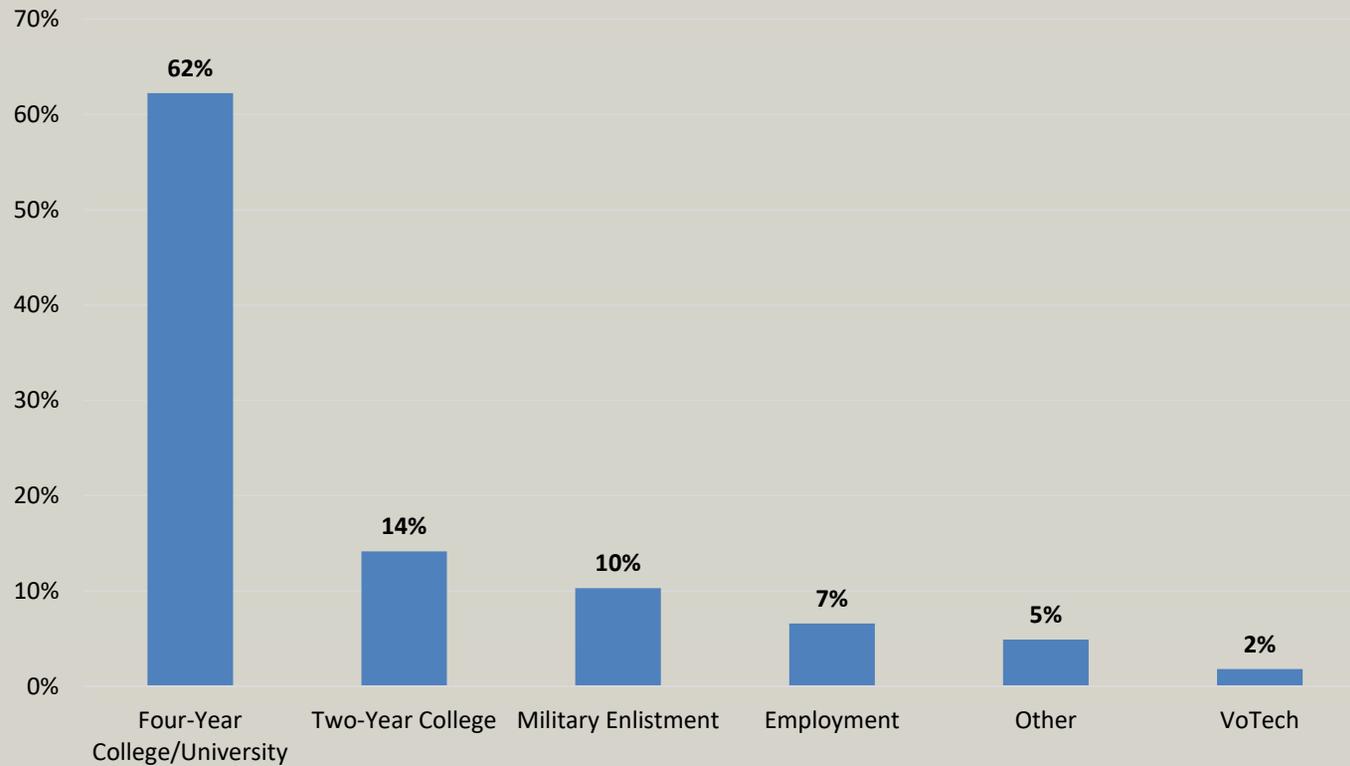
# Graduation Rate



- 99% of DoDEA students are on track to graduate
- Nearly one fifth (18%) are expected to receive or have received an Honors diploma
- The four-year cohort graduation rate for the DoDEA class of 2017 was 97%, as compared to a national graduation rate of 84%



# Postsecondary Plans of Class of 2018





# Scholarships



DoDEA Class of 2018 has already been offered \$64,999,939 in scholarships!



# Questions

For additional information, please contact:

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# Three Key Shifts of Gifted Education Program

- Shared, collaborative responsibility for advanced learners.
- Inclusive approach with a continuum of direct and indirect services.
- Less emphasis on identifying students; more emphasis on identifying and meeting students' advanced learning and affective needs.



6/15/2018



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# Gifted Education Program Implementation

Date	Action
Oct 2015	University of Georgia completed gifted education program evaluation
Aug 2016	New HQ Gifted Education (GE) ISS hired
Dec 2016	Work group of elementary gifted resource teachers (GRTs) and GE ISSs met to develop the new program framework based on evaluation recommendations and best practice
Aug 2017	Cognitive Abilities Test (CogAT) assessment procured to screen all grade 2 students and provide a full battery assessment for referred students
Sept 2017	Eight Phase I school GRTs were trained to implement the revised program and provide feedback for revisions
March 2018	Phase I schools field tested CogAT
June 2018	Additional schools selected to participate in the Phase II implementation to provide feedback on gradual implementation for all schools



# Gifted Education Program Next Steps

Date	Action
Fall 2018	Training for Phase II GRTs
SY 2018-19	Phase I full implementation of program
	Phase II gradual implementation
	CogAT screening assessment administered to all grade 2 students
SY 2019-20	Policy revision
	Full implementation of revised program for Phase I and II schools
	Gradual implementation of revised program for all non-Phase I and II elementary schools
	Begin development of framework for middle school gifted program
SY 2020-21	Full implementation of revised program for all elementary schools



# Questions

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# DoDEA Online Registration for Students (DORS)



PRESENTED BY

*Dr. Charles Kelker, Chief, Education Policy and Operations*





# Key Points

- Accessible to families worldwide at all times via computers and mobile devices.
- Enter common data for students and families once.
- Upload supporting documents.
- More efficient registration process for families and schools.
- Fully operational in Fall 2018
  - Available for annual spring registration and 2019 summer PCS season.

6/15/2018





# DORS Timeline





# Comparison

Product Features	Previous DoDEA Process	DoDEA Online Registration for Students	Benefits
Web-based registration process	✓	✓	Families can complete registration forms from any location any time of day.
Enter common data once (for siblings)	✓	✓	Families only need to enter common data for multiple siblings once.
Upload supporting documents	✓	✓	Families can upload supporting registration documents from any location any time of day.
Includes all necessary registration fields		✓	Families can complete all necessary forms/fields in one central system. This limits additional forms and the amount of data registrars manually enter.
Field level dependency		✓	Families will complete only the necessary fields relevant to their registration situation. (e.g. Families whose primary home language is not English can be prompted to complete additional information)
Data validation process		✓	Registrars can validate appropriate data is being transferred to the SIS. (Less data errors)
Automated data transfers to Aspen SIS		✓	Registrars no longer need to print out forms and manually type data within the SIS. This provides a smoother/faster registration process for registrars.
Mobile friendly		✓	Families can easily access the registration site on mobile devices.
Online registration update process		✓	Families can update contact information. (Update email, phone numbers, etc.)



# Questions

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# Teacher Hiring Process Action Team



PRESENTED BY

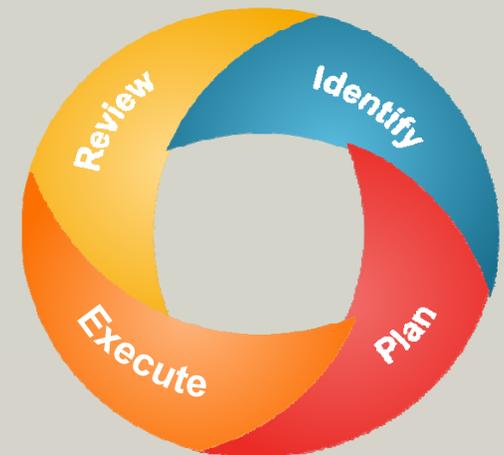
*Ms. Kirsten Webb, Chief, Capabilities & Initiatives*





# Objectives

- Director's Charge: Establish a Human Resources Process Action Team (HR-PAT) to address critical inefficiencies and to improve the overall hiring process
- Objectives of HR-PAT:
  - Identify and prioritize HR issues
  - Collect and analyze data
  - Plan for improvement
    - ✓ Develop short term solutions to “stop the bleeding”
    - ✓ Develop long term solutions for sustainability
  - Execute
  - Review and monitor





# Short Term Goals & Achievements

Short Term Goals	Achievements
<ul style="list-style-type: none"><li>• Improve security screening/suitability time line</li></ul>	<ul style="list-style-type: none"><li>• Hired three additional PERSEC specialists in the field</li><li>• Realigned FTE to manage the program and supervise field PERSEC personnel</li><li>• Implemented Share Point NIP tracker</li></ul>
<ul style="list-style-type: none"><li>• Improve accuracy of the Declaration for Federal Employment (OF-306) submission</li></ul>	<ul style="list-style-type: none"><li>• Develop and executed training on completion of OF306 for school secretaries</li></ul>
<ul style="list-style-type: none"><li>• Increase substitute teachers</li></ul>	<ul style="list-style-type: none"><li>• HR personnel TDY to Okinawa to execute expedited local recruitment</li><li>• Policy change to allow for substitute “transfers”</li><li>• Security focus on clearing substitutes</li></ul>
<ul style="list-style-type: none"><li>• Reduce time to get staff on board</li></ul>	<ul style="list-style-type: none"><li>• Allow current DoDEA personnel to transfer and finish security check in new location</li></ul>
<ul style="list-style-type: none"><li>• Improve hiring timeline</li></ul>	<ul style="list-style-type: none"><li>• Weekly hiring updates with Associate Director for Finance and Business Operations</li><li>• Hiring of District HR personnel</li></ul>

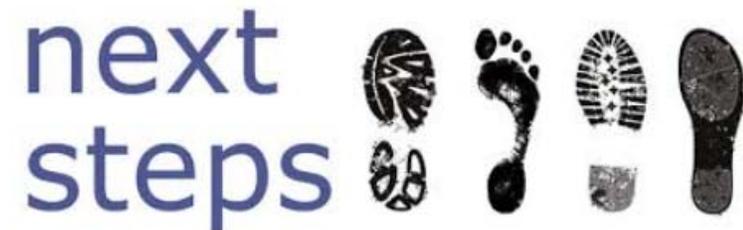


# Long Term Goals & Achievements

Long Term Goals	Achievements
<ul style="list-style-type: none"><li>• Improve security screening/suitability time line</li></ul>	<ul style="list-style-type: none"><li>• MOA with Army's Personnel Security Investigations Center of Excellence (PSI-COE) to augment capacity to complete checks, and improve efficiency with automation</li></ul>
<ul style="list-style-type: none"><li>• Substitute teachers</li></ul>	<ul style="list-style-type: none"><li>• Developed new application to provide data needed to inform hiring decisions</li><li>• Identified hard-to fill areas for permanent substitutes</li><li>• Added substitutes and education aides to human capital and hiring plan</li><li>• Implement "intent to return" process</li></ul>
<ul style="list-style-type: none"><li>• Improve hiring time line</li></ul>	<ul style="list-style-type: none"><li>• Hiring of DSO HR personnel</li><li>• Start and end the transfer program earlier to allow for earlier hiring</li></ul>
<ul style="list-style-type: none"><li>• Improve hiring capacity</li></ul>	<ul style="list-style-type: none"><li>• MOA with Army Civilian Human Resources Agency (CHRA) for HR support</li></ul>

# Next Steps

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





# Questions

For additional information, please contact:

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DEPENDENTS EDUCATION COUNCIL

# Transition of HR Support Services



PRESENTED BY

*Ms. Kirsten Webb, Chief, Capabilities & Initiatives*





# Long Term Solution of HR-PAT

- DoDEA strives to be an efficient and agile school system by eliminating redundancies, leveraging technology, reducing operating expenses, and maximizing educational and operational support and services to schools.
- Our workforce is our greatest asset in achieving our mission. As such, DoDEA sought to find a service provider that could offer the level of service our employees deserve and will benefit from.





# Why Seek Alternate Support?

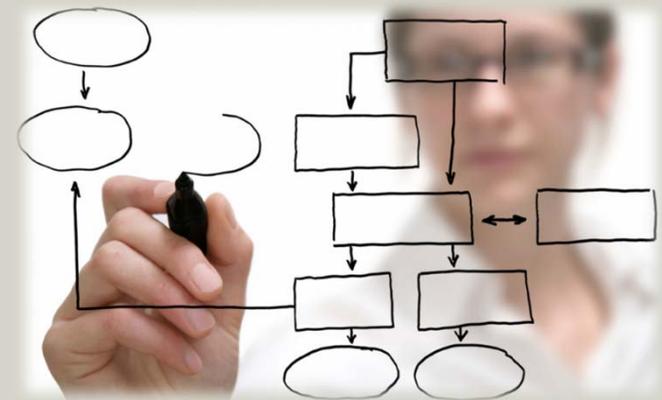
- DoDEA sought to:
  - Improve efficiency of manpower, costs, and the deliverable services
  - Implement methods to improve accuracy, timeliness and responsiveness
  - Utilize automated technological tools to execute best HR practices
  - Institute internal control mechanisms
  - Reduce costs





# Process

- DoDEA drafted HR Support Requirements
- Provided Requirements to DoD providers
- Conducted an internal assessment of DoDEA HR
- Held a Technical Evaluation Board (TEB)
- Performed reference checks on proposing entities' past performance
- Conducted Business Case Analysis (BCA)





# Implementation: A Phased Approach

- **Phase 1:**
  - Transition all DLA provided HR services (benefits, processing and above school level non-educator staffing)
- **Phase 2:**
  - Transition educator hiring
  - Operational Timeline: NLT January 2020 but we are pursuing a potential expedited implementation plan

## **Timeline:**

- July 8, 2018: official start of CHRA services for above-school-level hiring of GS 11 and above non-educators and all HR processing
- July 24, 2018: Ribbon Cutting/Partnership Kick off
- Fall 2018: CHRA begins above-school-level hiring of district and region educators
- Spring 2019: CHRA begins hiring school administrators
- NLT January 2020: CHRA begins hiring teachers

6/15/2018



# Questions

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# Child Problematic Sexual Behavior and Adolescent Sexual Assault

6/15/2018



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# Pacific Theater Education Council (PTEC)



PRESENTED BY

*Colonel Peter Santa Ana, Director for Manpower and Personnel*





# PTEC Operations and Goals

- USPACOM leads a team composed of Component Commands and IMCOM Pacific
- Collaboration between stakeholders and DoDEA Pacific to advocate for highest quality education commensurate with outstanding public school opportunities
- DoDI 1324.15 – Geographic COCOMs TEC review recommendations from component commands (CC), DoDEA areas & CC Advisory Councils in AOR



**Goal: Partner to Observe and Validate**



# School Visits

- PTEC members get “boots on the ground” opportunity to observe educational environment
- Observations:
  - High-quality educational opportunities and positive school climate
  - Online pre-registration is challenging
  - Maintaining qualified staffing is a challenge
  - Transition program for students are helpful
- Provide opportunities to strengthen partnerships



Time spent worth effort to address/work issues/concerns



# Questions

For additional information, please contact:  
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(808) 477-9422



6/12/2018



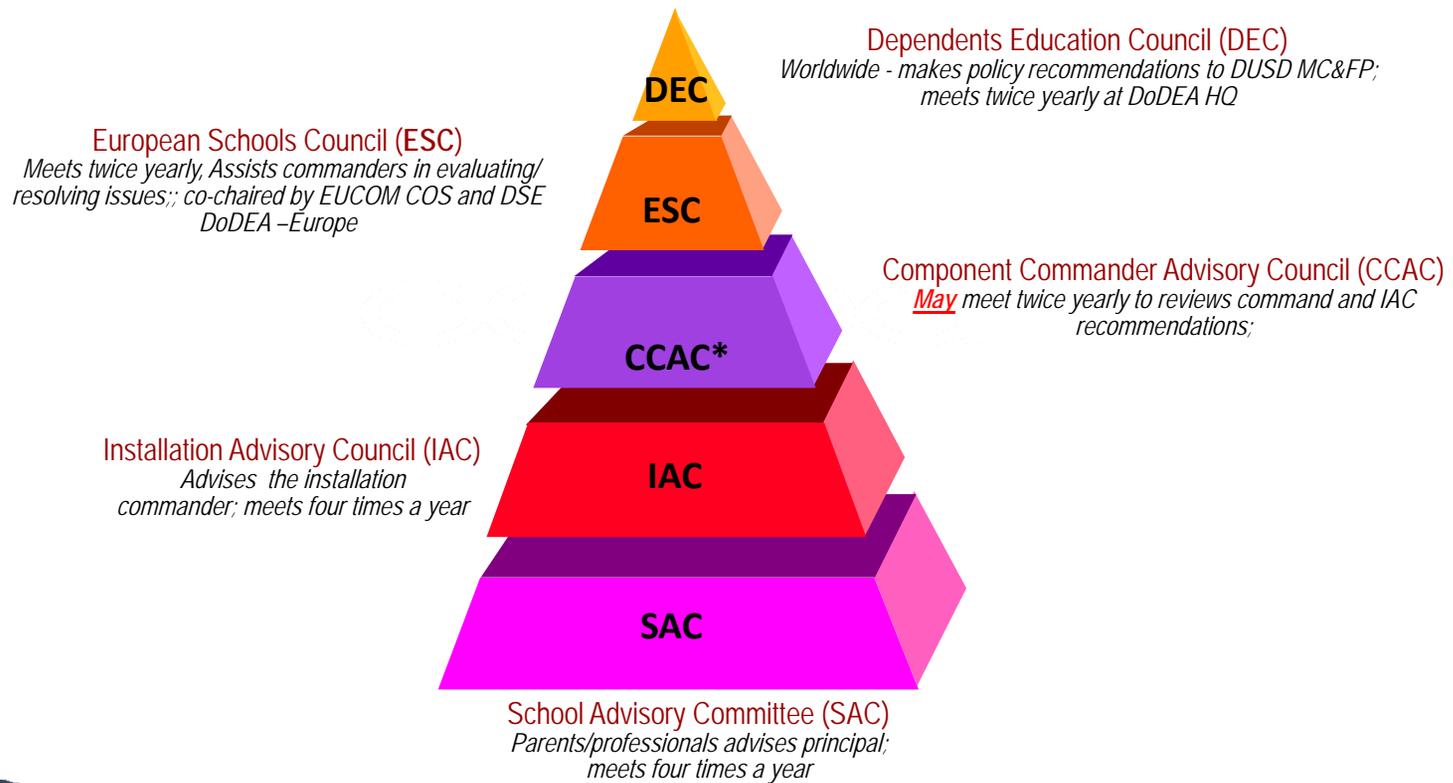
# European Schools Council

Proactive Command Involvement  
Successful School & Military Community Partnerships  
Recommend Policies for the Successful Operation of Schools  
in the USEUCOM AOR.

Mr. Harv Gerry  
Chief of Staff, DoDEA Europe

dodea  
**EUROPE**

# EUROPEAN SCHOOLS COUNCIL



# EUROPEAN SCHOOLS COUNCIL

- Composition:
  - Co-Chairs: USEUCOM CoS and DSE, DoDEA-Europe
  - Voting Members: General/Flag Officers/designee of USEUCOM Components:
    - ✓ Director of Plans, Programs and Analyses, USAFE
    - ✓ Deputy Chief of Staff, G1 USAREUR
    - ✓ Director, CNREURAFSWA Regional Fleet and Family Readiness
    - ✓ US MIL DEL NATO, Brussels, Belgium
    - ✓ Chief of Staff, MARFOREUR/AF
    - ✓ J1 Division Chief, AFRICOM
  - Non-Voting Members:
    - ✓ Executive Secretary: Appointed by Director, ECJ-1
    - ✓ Chief of Staff, DoDEA-Europe
    - ✓ AAFES as required

# EUROPEAN SCHOOLS COUNCIL

- **ESC Working Group**

- Representatives of each Component and the CoS DoDEA-E
- Meets Semi-Annually and about 4-weeks prior to ESC
- Receive and consider proposed ESC agenda items;
  - ✓ Evaluate/Resolve matters appropriate to its level of responsibility,
  - ✓ Refer matters to the appropriate level.

- **ESC**

- Conducted as an Executive Session at least annually (commonly Semi-Annually) and approximately 4-weeks prior to the DEC
- The Co-Chairs or voting members may request special meeting
- Recommend or resolve issues or refer to the DEC, DoDEA, or OSD meetings.  
Attendance will be limited to the membership and invited guests.

# EUROPEAN SCHOOLS COUNCIL

- Format:
  - Standing Reports:
    - ✓ Student Achievement/Major Assessments
    - ✓ School Construction/Renovation/MILCON
    - ✓ Enrollment Patterns and Changes
    - ✓ DoDEA-Europe Budget
  - Service Introduced Topics
  - Special Information

# EUROPEAN SCHOOLS COUNCIL

- ESC Issues and Topics
  - Impact of Transformation and Force Posture Initiatives
  - Home Schooling and Graduation
  - Non-DoD Schools
  - Medical Coverage at Interscholastic Athletic Events
  - Student Eligibility:
    - ✓ Gold Star Families
    - ✓ Contractors
    - ✓ Dual Appointment
  - School Security/Force Protection



# Questions

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DEPENDENTS EDUCATION COUNCIL

# School Openings & MILCON Update



**PRESENTED BY:**

*Mr. Robert Brady, Associate Director for Financial & Business Operations*

**dodea**  
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY



# SY 2018/19 Projected School Openings

School	Installation/State/Country	Opening
Kadena MS	Kadena Air Base, JA	Jan 18
Mildred Poole ES	Fort Bragg, NC	Jan 18
Kadena ES	Kadena Air Base, JA	Feb 18
Delalio ES	MCAS New River, NC	Aug 18
Fort Campbell HS	Fort Campbell, KY	Aug 18
White ES	Fort Benning, GA	Aug 18
Kaiserlautern HS	Kaiserslautern, GE	Aug 18
Zukeran ES	Camp Foster, JA	Aug 18
Wiesbaden MS	USAG Wiesbaden, GE	Aug 18
Bolden E/MS	MCAS Beaufort, SC	Jan 19
Ft Knox HS/Scott MS	Fort Knox, KY	Jan 19



# SY 2019/20 Projected School Openings

School	Installation/State/Country	Opening
Sasebo ES	CFA Sasebo, JA	Aug 19
WT Sampson ES/HS	Guantanamo Bay, CU	Aug 19
Ft Rucker ES	Fort Rucker, AL	Aug 19
Vogelweh ES	Kaiserslautern, GE	Aug 19
West Point ES	West Point, NY	Aug 19
Killin ES	MCB Camp Butler, JA	Aug 19
Edgren HS	Misawa AB, JA	Aug 19
Pierce Terrace ES	Fort Jackson, SC	Aug 19
Spangdahlem MS/HS	Spangdahlem AB, GE	Aug 19
Hanscom PS	Hanscom AFB, MA	Aug 19



# FY 2019 MILCON Plan

<b>School</b>	<b>Installation/ State/Country</b>	<b>Project Title</b>
Kaiserslautern MS	Kaiserslautern, GE	Replace School
Fort Campbell MS	Fort Campbell, KY	Convert Existing HS
Europe West DSO	Chievres, BE	New DSO
Clay Kaserne ES	Wiesbaden, GE	New School
Kinnick HS (Incr #1)	CFA Yokosuka, JA	Replace School
Bechtel ES	Camp McTureous, JA	Renovation/ Replacement



# FY 2020 MILCON Plan

<b>School</b>	<b>Installation/ State/Country</b>	<b>Project Title</b>
Pacific East DSO	Yokota AB, JA	New DSO
Ramstein MS	Ramstein AB, GE	Ramstein MS (EIC #1)
Kinnick HS (Incr#2)	CFA Yokosuka, JA	Replace School



# Questions

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DEPENDENTS EDUCATION COUNCIL

# DoDEA School Security Assessment



PRESENTED BY

*Mr. Robert Brady, Associate Director for Financial & Business Operations*





# DoDEA School Security Assessment

- In response to the 30 March, 2018 USD(P&R) directive, DoDEA issued Task Order 001-2018, “Protection of Students and Staff.” This Task Order required all DoDEA Principals to coordinate with their local military installation security office and complete a school security self-evaluation.
- As DoDEA operates worldwide, findings and associated recommendations varied slightly from one school to the next. DoDEA identified systemic findings and opportunities for improvement.
- The internal review was coordinated with the representatives from all four Service Headquarters.



# DoDEA School Security Assessment

- Key Findings
  - Host Installation and Tenant Unit Partnerships
  - Physical Facility Improvements
  - Emergency Response Protocols
  - School Resource Officers
  - Behavioral Threat Assessments





# DoDEA School Security Assessment

- **Host Installation and Tenant Unit Partnerships:**
  - Improved communication is required between DoDEA schools and installation law enforcement. Specifically, to increase participation in lockdown drills.
  - Limited host/tenant collaborations globally. Collaboration and partnerships are the key building blocks to a comprehensive school security program.
  - Continuous collaboration is required between DoDEA and the Military Services to solidify school security activities.
  - A Joint School Security Working Group is needed for the development and coordination of policies and procedures for all aspects of school security not just active shooter threats.



# DoDEA School Security Assessment

- **Physical Facility Improvements:**

- The school assessments identified the existence of non-standardized, physical security measures, ranging from door locks to duress alarm systems.
- Cumbersome locking systems and the limited use of automated mass notification systems within the schools were identified as areas needed for improvement.





# DoDEA School Security Assessment

- **Emergency Response Protocols:**

- DoD uses the “run, hide, fight” methodology which is not optimal for a school setting. While this methodology may be ideally suited for an office environment, there are concerns with its use within a school system.
- Prior to the school security assessments, DoDEA undertook a review of school based emergency response protocols currently in use by public school districts across the United States. The most common practice used is the “standard response protocol” that focuses on four basic actions, “Lockout, Lockdown, Shelter, and Evacuate.”



# DoDEA School Security Assessment

- **School Resource Officers:**

- The use of School Resource Officers (SROs) in schools nationwide has been a topic of discussion in recent months.
- At present, the use of SROs 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 Host).
- In order to fully explore the potential requirement for SROs within DoDEA schools, (and public schools on DoD installations) further joint analysis and discussion between OSD, DoDEA and the Military Services is required.



# DoDEA School Security Assessment

- **Behavioral Threat Assessments:**

- Procedures for school-level suicide prevention and intervention, to include protocols for suicidal screening and post intervention planning is established.
- The analysis of school level response indicated the use of Student Services personnel and teachers with a certification in emotional impairment prevention and treatment services are best suited to meet the physical, academic, and emotional needs of the students.
- DoDEA is partnering with Pennsylvania State University and its Clearinghouse for Military Family Readiness for a four-level service delivery model with implementation support for evidence-based programming, and best practices in screening, training, and coaching to support building protective variables in students.



# DoDEA School Security Assessment

## Way Ahead:

- A Joint School Security Working Group, with DoDEA and all four military services, is being coordinated with the ASD (M&RA) for the development and coordination of policies and procedures for school security.
- An internal DoDEA working group is being formed to address the facility improvement findings and explore various options for consideration.
- DoDEA is staffing the standard response protocols into a DoDEA instruction.
- SROs will be discussed as part of the Joint School Security Working Group.
- Additional DoDEA analysis is required to identify the schools in need of additional student support services personnel. The analysis will focus on crisis prevention.



# Questions

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DEPENDENTS EDUCATION COUNCIL

# School Health, Safety, and Security Preparedness



PRESENTED BY

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





# School Health, Safety, and Security Initiatives

In addition to the DoDEA School Security assessment, DoDEA is building school preparedness through...

- DoDEA Table Top Exercise Program
- Hurricane Season Planning/Prep
  - Satellite Phones
- DoDEA Notification System
- Korea NEO Contingency Planning
- School Readiness Reporting Program
- New DoDEA Policy
  - Personnel Accountability
  - Evacuation
  - Incident Reporting (SIR/DCIR/AIR/CAR)





# Questions

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DEPENDENTS EDUCATION COUNCIL

# Military Service Force Structure Change Update



PRESENTED BY

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





# Force Structure Changes in Focus

- **Germany (USA)**
  - **Deterrence Package (DP) 1 approved:** eight unit activations & four unit re-locations @ five locations, 2200 USA personnel (impacting FY 2018-20).
  - **DP 2 (in Army staffing):** two unit activations @ two locations, 534 USA personnel (+ 650 dependents).
  - **DP 3 (in Army staffing):** two unit activations @ two locations, 687 USA personnel (+ 950 dependents).
- **UK (USAF): European Infrastructure Consolidation Plan**
  - **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:** 100<sup>th</sup> Air Refueling Wing from RAF Mildenhall to Ramstein AB and the 352<sup>nd</sup> Special Operations Wing from RAF Mildenhall to Spangdahlem AB.



# Force Structure Changes in Focus

- **Korea (USA) - Yongsan Relocation Plan (YRP)**
  - USFK unit/HQ moves ongoing - last major moves are projected to be completed by Nov 2019.
  - Educational options for SY 2019/20 (and beyond) under review.
- **Guam (USMC/USN/USA & USCG)**
  - USMC (and other MIL Service) growth projected 2019-2027.
  - DoDEA initiating a study to identify/analyze DoD school support options.
- **CONUS (USA) - Security Force Assistance Brigade (SFAB) Activations**
  - Two SFABs activating at Ft Benning & Ft Bragg (DoDEA impact).
  - Three SFABs to be activated at Ft Hood, Ft Carson, Joint Base Lewis-McChord (no DoDEA impact).



# Questions

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DEPENDENTS EDUCATION COUNCIL

# 2018 DoDEA State Teacher of the Year (TOY)



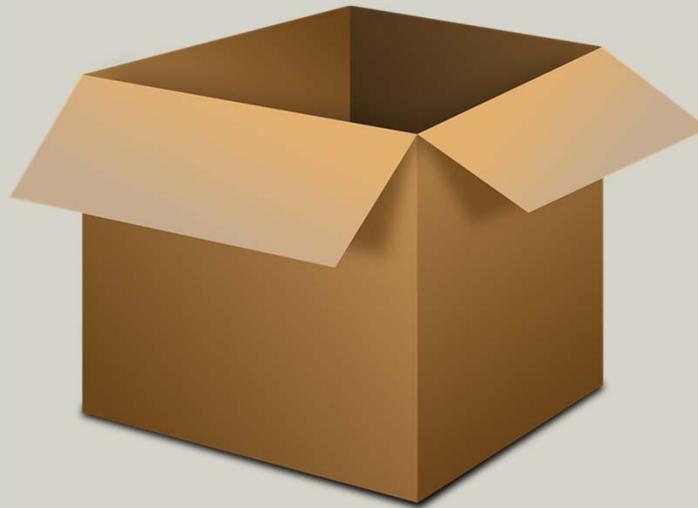
PRESENTED BY

*Kara Ball- K-5 STEM Teacher*





# Future in a Box



5/29/2018



# Failing to Success



5/29/2018



“Stupid and never going to amount  
to anything!”

*- 10<sup>th</sup> grade math teacher*



# Trajectory Changer



5/29/2018



“You can’t teach what you don’t know  
and that includes your students!”

- Kara Ball 2018 DoDEA TOY



5/29/2018



# Science, Technology, Engineering, and Math (STEM) Education

“STEM Education is an educational approach which focuses on one or more of the four disciplines of science, technology, engineering, and mathematics. In an era when technical and scientific skills are increasingly important in the workforce, exposing children to STEM learning in the early years is key.”

*- National Science Foundation (NSF)*



# Inventors and Innovators



5/29/2018



# TOY Story

- Google
- Finalist Interviews
- Education Panel with Secretary
- Meeting with President Trump
- Education National Forum
- Teacher Leadership Summit
- Luncheon with Vice President Pence
- NNSTOY Teacher Leadership Conference
- And more...



5/29/2018



5/29/2018



# Final Thoughts



5/29/2018



# Final Thoughts



5/29/2018



# Questions

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# CLOSING REMARKS



6/15/2018