



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

FEB 08 2019

MEMORANDUM FOR THE DEPENDENTS EDUCATION COUNCIL

SUBJECT: Summary of the December 6, 2018 Dependents Education Council

On December 6, 2018, the Dependents Education Council (DEC) convened at the Department of Defense Education Activity (DoDEA) Headquarters, 4800 Mark Center Drive, Alexandria, VA. Ms. Virginia Penrod, (Principal Deputy Assistant Secretary of Defense for Manpower and Reserve Affairs (M&RA)), hosted the event, and Mr. Thomas Brady, (Director, DoDEA), served as Executive Secretary. A copy of the agenda and list of attendees is attached.

Overview:

Following roll call, Mr. Brady welcomed the Council and provided a brief summary of the Agenda, highlighting several topics in particular: an update on the implementation of DODEAs College and Career Ready Standards (CCRS), a practical demonstration of DoDEA's Choices 360 Program, an automated registration tool called DoDEA On-line Registration (DORS), and two keynote speakers; Mr. Brandon Clay, 2018 Midwest Military Youth of the Year, and Ms. Ryan Walker, the 2018 National Military Youth of the Year. He then turned the meeting over to Ms. Penrod for opening remarks.

Ms. Penrod gave special recognition and welcome to all new DEC members, and informed participants of her new position as the Principal Deputy Assistant Secretary of Defense for Manpower and Reserve Affairs. She also announced that the Honorable Mr. Jimmy Stewart is the newly appointed Assistant Secretary of Defense for Manpower and Reserve Affairs, Performing the Duties of the Under Secretary of Defense for Personnel and Readiness.

Ms. Penrod gave a broad overview on the status of two critical focus areas: School Security, and the initiative to define, manage, and mitigate Problematic Sexual Behavior in Children and Youth.

While acknowledging the senior leader visibility and increased scrutiny on school safety, she singled out Mr. Robert Brady (DoDEA Associate Director for Financial and Business Operations), for his role in leading a Joint School Security Working Group. She also cited a number of pro-active measures Mr. Thomas Brady is taking to safeguard schools, to include:

- Conducting lock down drills and table top exercises with school staff across DoDEA.
- Completing a world-wide inventory of school lock types, barriers, and entrance ways, and working with the Army Corp of Engineers to design barriers specific to enhancing school security.
- Updating, and in some cases developing new Administrative Instructions and Regulations for school security.

She explained that after a recent Department of State sponsored School Security Conference, it became clear that schools - and the issues they each face - are different from each other, and securing them is not a simple task. She added that the DoDEA Director provided her

a very comprehensive report on the status of DoDEA schools, and after completing her review, she will present the report to Mr. Stewart, and then the Services.

Ms. Penrod then informed the Council that the DoD Tiger Team on adolescent Problematic Sexual Behavior in Children and Youth (PSB/C&Y) has met every week since the last DEC (June 2018), to review the processes organizations use to address inappropriate juvenile sexual behavior (these organizations included DoD, Military Community & Family Programs (MC&FP), the Office of General Council, law enforcement agencies, each branch of the Services, and DoDEA). After analyzing the various processes, the team is developing a system that best meets the needs of the DoD community.

One significant conclusion Ms. Penrod underscored is that Family Advocacy Programs (FAP) *must* be the starting point – *and at the center* - of all incidents involving adolescent PSB/C&Y. Additional comments and observations she made on this topic include the following:

- The Tiger Team developed a definition of PSB/C&Y that equates to the standards used by the civilian community – which is important - because DoDEA students often transition to public schools, and the standards should be same.
- DoDEA is updating relevant instructions and developing a tool kit to train and assist school staff – *and parents* – on handling PSB/C&Y.
- DoDEA is building a multi-functional Case Management System to promptly notify the chain of authority of a reportable incident, track the event from occurrence to conclusion, and provide a robust search engine for comprehensive trend analysis. The target date for full operational capability is October 2019.
- DoDEA is codifying these efforts with a number of Administrative Instructions, Regulations, and Procedural Guides.
- The DoD and Department of Justice are working together to address PSB/C&Y in DoD and in our schools.

Ms. Penrod concluded her remarks with restated appreciation to the Services, DEC members, and DoDEA for a collective commitment to safeguard DoDEA schools, protect students, and provide the best education possible.

Following Ms. Penrod, Dr. Linda Curtis (Principal Deputy Director and Associate Director for Academics), presented an update on a cornerstone DoDEA initiative: *Developing College and Career Ready Standards (CCRS)*.

Dr. Curtis first acknowledged the leadership and dedication of resources provided by the Director and Mr. Robert Brady to support and sustain CCRS, (now in the fourth year of a six year implementation), and she noted that teachers are free to focus on implementing CCRS while the Director and Mr. Robert Brady develop the framework and protocols for school security and PSB/C&Y.

While the goals of CCRS address a wide spectrum of requirements, Dr. Curtis spoke to two in particular:

- Building Educator Capacity.
 - Providing six days of professional learning for all teachers.
 - Integrating the process with consistent evaluations and attention to rigor and; measuring CCRS implementation with standardized tools.

- Aligning DoDEA with Other Public Schools.
 - Unifying DoDEA as one school system.

The impact of this last goal was underscored by a letter Dr. Curtis read from a DoDEA teacher praising the “Common scope and sequence of standards” that allows incoming students to seamlessly integrate into the same level and program of instruction as the school they left.

Dr. Curtis added depth and detail to her presentation with a chart showing 969,882 hours of system-wide professional learning were provided to 11,098 educators in CCRS Math and Literacy.

The Director then invited Dr. Judith Minor (Associate Director of Performance and Accountability and Director of Student Excellence for DoDEA Americas), to update the Council on DoDEA’s Comprehensive Assessment System (CAS).

Dr. Minor started her brief by recognizing the supporting role CAS has on evaluating CCRS results. She went on to explain the three types of assessments DoDEA uses:

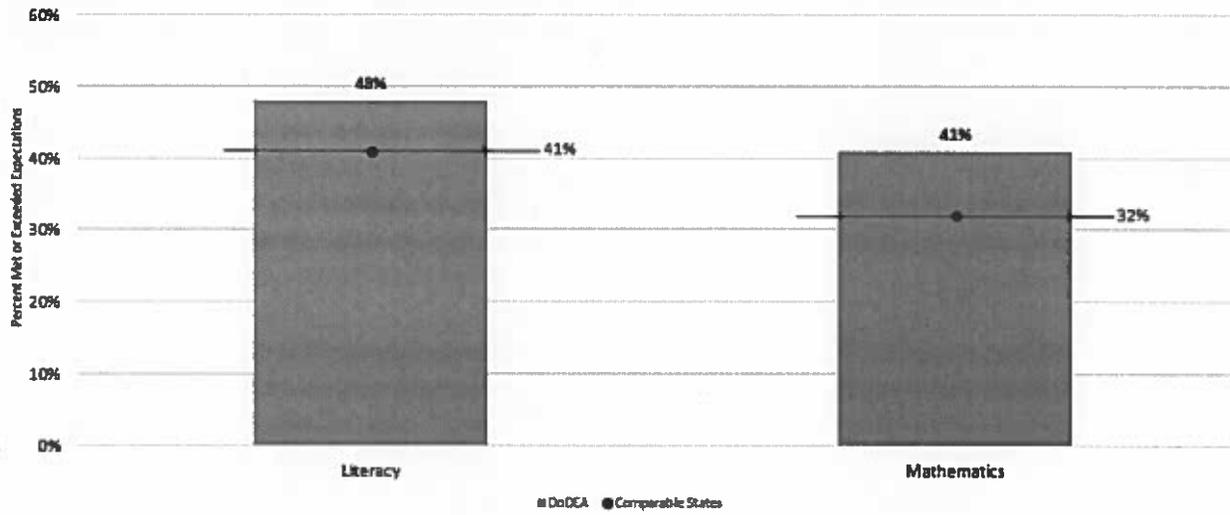
- Formative Assessments: Short cycle assessments that provide feedback on student learning.
- Interim Assessments: To measure student mastery of standards taught during a specific interval, and;
- Summative Assessments: Specific assessments in Literacy and Math (administered using Chromebooks and Windows devices).

She added that the ACT (Note: ACT was originally an abbreviation for American College Testing), transitioned to a computer-based testing format for DoDEA schools in the Pacific, Europe, and Cuba, and 27 schools are listed as ACT International Testing sites. Furthermore, students in Level II and Level IV courses will take the Assessment of Performance toward Proficiency in Languages (AAPPL) assessment to evaluate standards-based language learning in May 2019.

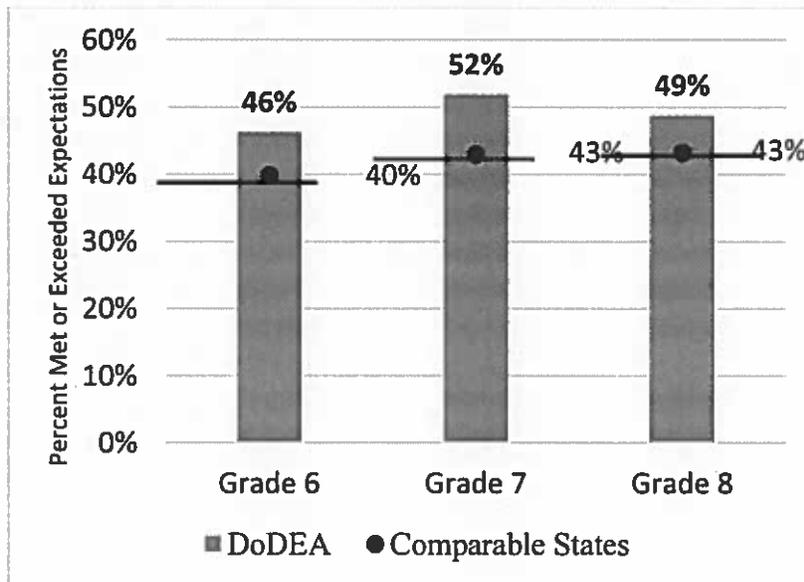
In conclusion, Dr. Minor explained how teachers use the data captured from these assessments to build on strengths, mitigate weaknesses, and continuously monitor the results of student achievement.

Moving into the heart of her second presentation (*Results of the Summative Assessments*), Dr. Minor guided the Council through a series of slides that showed the overall percent DoDEA students met or exceeded expectations, when measured against public schools in Literacy and Mathematics. She was joined by Mr. Jeffrey Noel, Chief, Research, Accountability and Evaluations. Specific slides shown included the following:

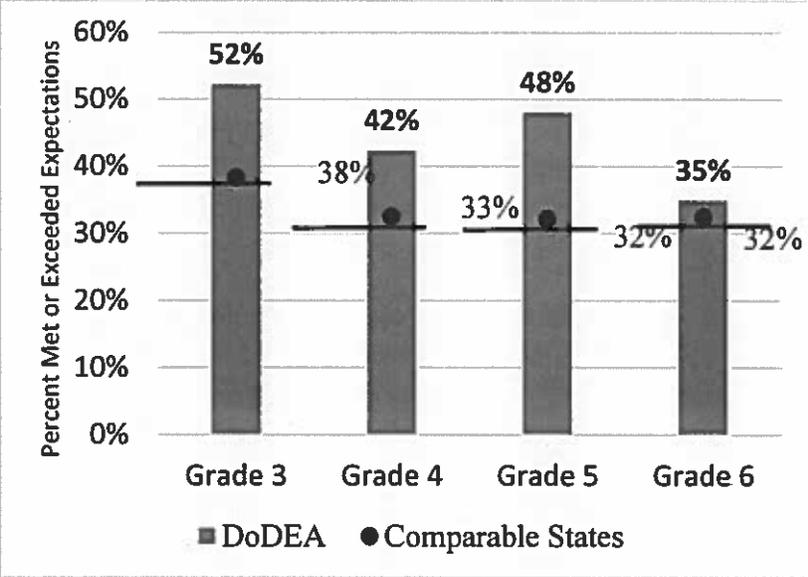
Overall Percent Met or Exceeded Expectations:



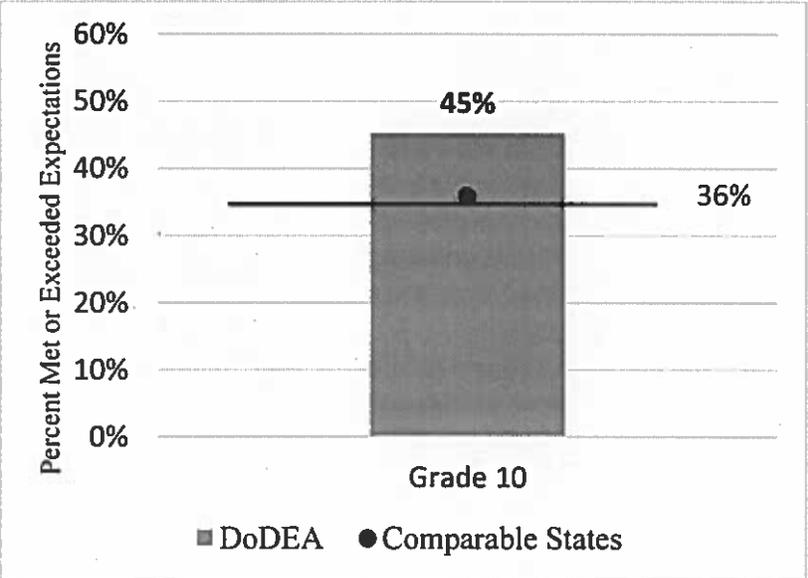
Grades 3 – 8 Percent Met or Exceeded Expectations (*Literacy*):



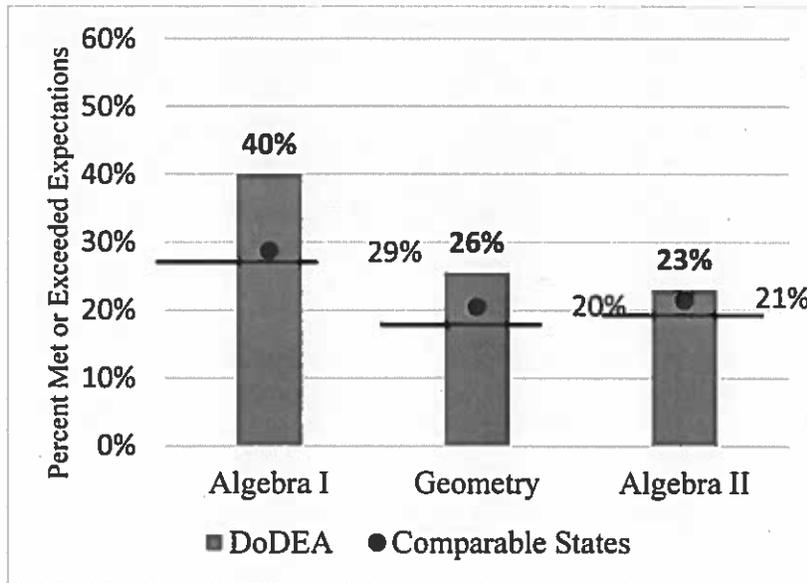
Grades 3 – 8 Percent Met or Exceeded Expectations (*Mathematics*):



Percent Met or Exceeded Expectations (*High School Literacy*):



Percent Met or Exceeded Expectations (*High School Mathematics*):



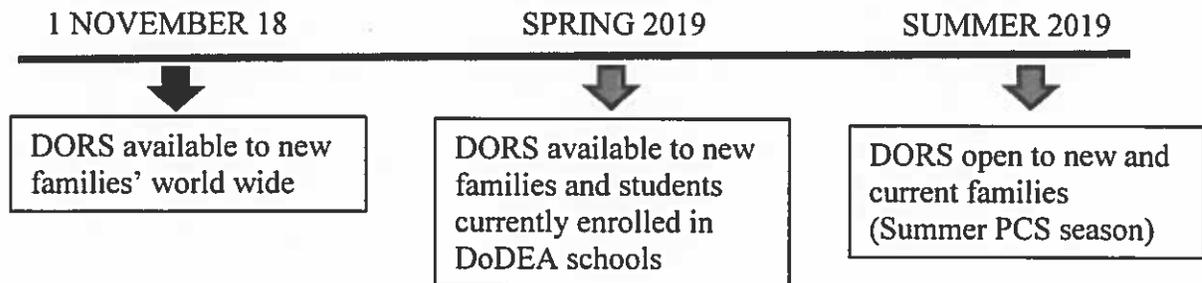
Dr. Minor completed her presentation with a review of the rollout events:

July	Results received and analyzed
August	Leaders briefed, communication material and videos produced
September	Worldwide summit held to adjust plans and prepare for parent communication
October	Commands briefed and results provided to families

Next, Dr. Charles Kelker (Chief, Education Policy and Operations), provided the Council an update on the DoDEA Online Registration for Students (DORS).

After a brief overview of what DORS is (a secure web-based student registration system that eliminates manual forms, auto populates of the fields, and streamlines the registration process), Dr. Kelker pointed out one substantive aspect of DORS is that parents are not limited to a government computer when registering their children for school, but the system will also interface with their personal phone or tablet. Just as important, DORS has auto populating attributes that allow parents to register more than one student without re-entering previously provided information (i.e., address, phone number), in one setting. (The Director provided anecdotal affirmation of how valuable this is – having registered five of his own children in DoDEA, long before the advent of DORS).

Dr. Kelker completed the update by showing Council members the implementation timeline:



Next on the Agenda was DoDEA's program "Choices 360." Hailed by the Director as one of the more progressive and innovative initiatives DoDEA has undertaken, Mr. Thomas Brady introduced Ms. Jasmine McLeod (Lead Instructional Systems Specialist, Student Services) to provide background on the program, and present a live demonstration of several key features.

Ms. McLeod briefed the Council that Choices 360 is an online career and academic planning tool that helps students connect what they are learning in school today, with what will help them plan for life after high school. Several pillars of Choices 360 include:

- Accessibility: Choices 360 is accessible to DoDEA middle and high school students – *and their parents*.
- Availability: Choices 360 personalizes individual student portfolios and profiles, and will upload, print, and store documents up to two years after a student withdraws from a DoDEA school.
- Versatility: Choices 360 facilitates course planning, the college application process, college and career exploration, financial aid, and scholarship knowledge.
- Diversity: Choices 360 provides students the ability to plan a 2 or 4 year college education, Career Technical Education, military service - *or* - enter directly into the workforce.

Ms. McLeod further explained that Choices 360 was a two-step implementation process:

- Step 1. Build Counselor Capacity through;
 - Quarterly learning for middle and high school counselors
 - Systemic and continuous observation to measure progress
 - Implementation of a Plan of Study
- Step 2. Parent/Guardian Awareness and Access:
 - Distribution of a letter to parents/guardians announcing the program
 - Providing a reference guide for account access
 - Post Choices 360 on the DoDEA Website, and all middle/high school webpages

After the overview, Ms. McLeod gave a live demonstration of the functions, ease of use, and intuitive step by step process Choices 360 uses to give students a *one stop shop* roadmap to reach their career goals. This included selecting a college that best suits their individual needs, finding scholarships that match their personal profile (*Note: applications may be submitted online within Choices 360*), and even the best way to pursue options other than college, such as military service or entering the workforce directly from high school.

Mr. Michael Godfrey (Chief, Operations, Plans, Policy and Legislation) gave a presentation on the impact of severe weather on DoDEA. Mr. Godfrey singled out Hurricane Florence as the most recent natural disaster to impact DoDEA, and cited several lessons learned in preparing for the hurricane and dealing with the aftermath.

First, Mr. Godfrey recapped the timeline and events before and after the Hurricane:

- September 11, 2018: The DoDEA school at Marine Corps Air Station (MCAS), Beaufort closed, and personnel were evacuated.
 - *School operations resumed September 18.*
- September 13, 2018 DoDEA schools at Camp Lejeune closed, and personnel were evacuated.
 - *School operations resumed September 25, 2018.*

- September 13, 2018 the DoDEA School at Fort Bragg closed with limited personnel evacuation.
 - *School operations resumed September 21, 2018*
- September 14, 2018: Hurricane Florence made landfall along the North Carolina, South Carolina border, moving slow for the next 48 hours.

Adding a point of contrast, Mr. Godfrey noted that Public Schools in the same location as MCAS and Camp Lejeune (Onslow County), did not completely reopen until November 5, 2018.

While the underlining theme to Mr. Godfrey's presentation was "*Severe Weather is the New Normal*," he explained several critical factors and lessons learned during this particular natural disaster are applicable to future similar events, including:

- The decision to evacuate DoDEA Personnel requires a thorough understanding of the situation on the ground – *current and projected* – but also requires a heightened sense of urgency.
- Local DoDEA leadership *must* be included in Installation Emergency Operations Center activities before, during, and after the event.
- Clean up and reopening protocols must be clear and closely monitored.
- DoDEA will continue to improve its policies and plans for preparing and responding to severe weather, by standardizing the decision process for closing and reopening DoDEA facilities.

Next, Mr. Godfrey presented the Council a synopsis of Force Structure Changes in Germany Guam and CONUS. Mr. Godfrey's final presentation was an update on DoDEA's efforts to unify laws Title 10 and Title 20. As explained by Mr. Godfrey, the problem is that Title 10 authorizes the Secretary of Defense to operate elementary and secondary schools *domestically*, while Title 20 authorizes the Secretary of Defense to operate elementary and secondary schools *overseas*. The two distinct statutes are not in synch and impede DoDEA's ability to effectively – *and efficiently* – operate as a single unified system. DoDEA proposes to merge the applicable sections of Title 10 and Title 20 into a subchapter under Title 10. The resulting integration will allow consistent, common, and seamless *DoDEA Wide* policy and procedures.

Next on the agenda, Mr. Steve Donley presented DoDEA Military Construction (MILCON) projects and a forecast of school openings.

Significant data points from Mr. Donley include the following:

- There are 80 MILCON projects worth \$3.7 billion from FY 2010 to FY 2019.
 - 17 are in the final design stage
 - 23 are under Construction
 - 40 are complete

Mr. Donley then explained the importance of the Facility Condition Index (FCI), which is a financial measure of the funding needed to upgrade a schools current condition to brand new. He noted the Under Secretary of Defense for Acquisition, Technology and Logistics) USD (AT&L) guidance is for all facilities to maintain an FCI 80% or greater. He added that only two of DoDEA's 164 schools have an FCI rating less than 80%, and he expects those to be above 80% by the summer of 2019. Mr. Donley then presented a slide depicting projected school openings from SY 2019 to SY 2020. Mr. Donley completed his brief with the FY 2020 MILCON Plan.

Concluding his presentation, Mr. Donley displayed a carousel of photos depicting some of DoDEA's newly constructed or renovated schools.

The Director then introduced the first of two student key note speakers; Ms Ryan Walker, the 2018 National Military Youth of the Year, and Mr. Brandon Clay, 2018 Midwest Military Youth of the Year.

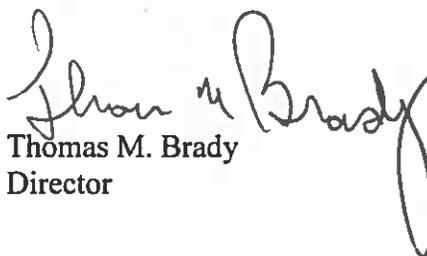
A product of both brick and mortar schools in Germany, and an enrollee in the DoDEA Non-Department of Defense Education Activity School Program (NDSP), Ms. Walker shared her experience with educators across the spectrum of teaching. She provided a balanced account of the programs and the teachers she worked with. She heaped praise on DoDEA's NDSP program but also discussed several challenges she experienced in the brick and mortar schools. Overall, she said she was very appreciative of her total DoDEA experience, and that it not only contributed to her earning the 2018 National Military Youth of the Year, but positioned her for future success, both in school and her eventual career as a photo journalist

Mr. Brandon Clay, earned the 2018 Midwest Military Youth of the Year. Mr. Clay presented a passionate account of his DoDEA experience that also influenced his ability to earn the award. Mr. Clay said over the years he attended a number of DoDEA schools, and he strongly endorsed the CCRS program that allowed him to transition from school to school in as seamless a manner as possible. He also credited joining several of the many school organizations and clubs offered by DoDEA for enriching his total experience.

After Mr. Clay's presentation, the Director recognized the work and commitment to excellence each student exhibited while earning their respective awards, and presented each student with a DoDEA Coin. Next, the Director opened the DEC to any questions or comments from the members.

Members again sounded their appreciation for DoDEA negotiating with the College Board to add an additional SAT exam for OCONUS students. Choices 360 was also recognized as one of many initiatives DoDEA is undertaking to support our students and families.

The meeting was adjourned.



Thomas M. Brady
Director

Attachments:
DEC Agenda
DEC List of Participants

6 December, 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*

Introduction	<i>Mr. Tom Brady</i>
Opening Remarks	<i>Ms. Virginia 'Vee' Penrod</i>
College & Career Ready Standards Implementation	<i>Dr. Linda Curtis, Principal Deputy Director & Associate Director for Academics</i>
Comprehensive Assessment System	<i>Dr. Judith Minor, Associate Director Performance & Accountability</i>
College & Career Ready Standards Summative Assessment Results	<i>Dr. Judith Minor, Associate Director Performance & Accountability</i>
On-line Registration Program	<i>Dr. Charles Kelker, Chief, Education Policy & Operations</i>
Choices 360	<i>Ms. Jasmine McLeod, Lead Instructional Systems Specialist, Student Services</i>

BREAK

The Impact of Severe Weather on DoDEA	<i>Mr. Michael Godfrey, Chief, Operations, Plans, Legislation, & Policy</i>
Military Service Force Structure Change Update	<i>Mr. Michael Godfrey, Chief, Operations, Plans, Legislation, & Policy</i>
Unified Law Proposal	<i>Mr. Michael Godfrey, Chief, Operations, Plans, Legislation, & Policy</i>
MILCON and School Openings	<i>Steve Donley, Facilities Division Chief</i>
Guest Speakers	<i>Mr. Brandon Clay, 2018 Midwest Military Youth of The Year</i> <i>Ms. Ryan Walker, 2018 National Military Youth of the Year</i>
Closing Remarks	<i>Council Members, Mr. Tom Brady, Ms. Virginia 'Vee' Penrod</i>

List of Participants

Attendees	Representing
Andrysiak, Peter	Commander, U. S. Army Pacific
Baldwin, Scott	Commanding General, US Marine Corps Installation Command
Balocki, Marie	Commandant of the Marine Corps
Beland, Russ	Assistant Secretary of the Navy (Manpower & Reserve Affairs)
Beyler, Juliet	Assistant Secretary of the Navy (M&RA)
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)
Cajina, Jacqueline	Commandant of the Marine Corps
Campbell, Robert	Commander, US Pacific Command
Cannon, Ed	Chief, Naval Operations
Castillo, Kimberly	Assistant Secretary of the Air Force (M&RA)
Christensen, Don	Commander, US Army Pacific
Clay, Brandon	2018 Midwest Military Youth of The Year
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
Fedrigo, 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
Gerry, Harvey	DoDEA-Europe Region, Director of Student Excellence
Goben, Thomas	Commandant of the Marine Corps
Godfrey, Michael	DoDEA, OPLP)
Grice, Jean	DoDEA - Pacific Region, Director of Student Excellence
Gumpf, Megan	Chief of Staff, US Army Installation Management Command (IMCOM)
Harris, Shane	Commander, United States Africa Command
Hamner, Mel	Commander, U.S. European Command
Hieb, Jerry	Chief, Naval Operations
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
Mulvehill, Scott	Chief of Staff, Navy Region Europe, Africa, Southwest Asia
Noel, Jeffrey	DoDEA Chief of Research, Accountability and Evaluation
Parrish, Christopher	PACAF/Deputy A1
Patrick, Judith	Assistant Chief of Staff for Installation Management
Pike, Judy	Defense Intelligence Agency
Ploeger, Ruth	Commander, US Army Europe
Rasmussen, Matthew	Commander, US Army Europe
Rath, Elaine Daly	Commander, Pacific Air Forces
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
Walker, Ryan	2018 National Military Youth of the Year
Weidley, Thomas	Commanding General, USMC Installation Command
Whelden, Craig	Commander, US Marine Forces, Pacific
Williamson, RADM	Commander, U. S. Naval Forces Europe-Africa
Select Members DoDEA HQs Cabinet	DoDEA Headquarters
DoDEA Superintendents	Americas, Europe, Pacific
DoDEA Chiefs of Staff	Americas, Europe, Pacific
Select DoDEA Division Chiefs & AOs	Americas, Europe, Pacific & DoDEA HQs