



DEFENSE-STATE LIAISON OFFICE

Christopher Arnold, Northeast Region Liaison

Working with state policymakers to support military families



Who Are We

- The Defense-State Liaison Office, or DSLO, was established by the Office of the Undersecretary of Defense for Personnel and Readiness in 2004.
- DSLO is charged to address designated Personnel and Readiness Key Issues with state policymakers to change laws and policies to improve military family well-being.
- We have helped to enact nearly 800 bills covering a wide range of state issues:
 - Family law, education, occupational licensure and employment support, consumer protection, voting, health policy, National Guard support and state judicial systems



What We Do

The Defense-State Liaison Office works with Department of Defense leaders and other stakeholders to choose 10 issues to focus on each year.

If it's a priority for military families, it's a priority for us.

See an overview of where your state stands on key issues for military families at statepolicy.militaryonesource.mil.



Vermont's 2021 DoD Key Issues Supporting Service Members & Families

Licensing Compacts: **RED** Occupational licensure compacts provide consistent rules for licensed members to work in other states. The military provisions added to these compacts assist service members and their spouses in participating through "privilege to practice policies" or to more easily transfer their license to a new state. *Failed 2020: ENLC, S125 (Lyons)/ H425 (Christie)*

Licensure Access: **GREEN** States have passed laws to enable military spouses to transfer their license more easily. But many licensing boards have not made these revised practices readily available. *Delaware has easily accessible licensure website content specific to military spouses.*

Enhanced Military Spouse License Portability: **GREEN** State-specific laws are important to reducing the burden associated with the occupational relicensing of military spouses. *Act 152 (2020).*

Military Spouse Teacher Certification: **GREEN** Teacher certification is designed to credential an educator for an extended period. But policies can make transfers between states hard for military spouses, who must recredential every two to three years as they move. *Act 177 (2014).*

Advance Enrollment: **RED** Allow military children access to registration and enrollment to a school district at the same time it is open to the general population. Waive proof of residency requirements until the student begins school. *Failed 2020: H802 (Grad).*

In-State Tuition Continuity: **RED** Allow a spouse or child of an active-duty service member, if they have been accepted at an institution of higher learning but their sponsor is transferred to another state, to be deemed an in-state resident as long as they remain continuously enrolled at the school. *Failed 2020: H802 (Grad).*

Child Abuse and Neglect Identification and Reporting: **RED** The Department of Defense relies on working in collaboration with state and local governments to fulfill its statutory obligation to address child abuse and neglect.

Purple Star Schools Program: **RED** The Purple Star Schools Program is a state-sponsored recognition designed to emphasize the importance of assisting military children with school transition, and developing programs that recognize the value of military service and civic responsibility. *New Issue.*

"Ask the Question" Campaign: **RED** Many state Veterans Affairs organizations/military staff provide training to expose agency service providers to military culture and applicable veteran services in order to improve their understanding of the veteran/family member and how to meet their needs by engaging the right agency. *Failed 2020: H769 (Grad).*

**MILITARY
STATE POLICY
SOURCE**

Defense-State Liaison Office
Northeast Regional Liaison

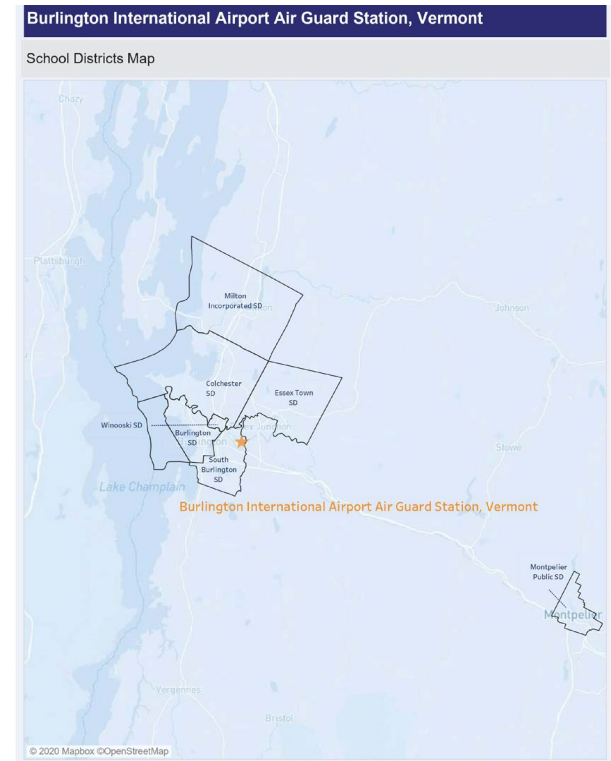
Christopher Arnold: 571-309-4712
christopher_r.arnold18.civ@mail.mil
<https://statepolicy.militaryonesource.mil>



DEFENSE-STATE LIAISON OFFICE

Vermont DoD Facilities

- Burlington Air National Guard Base
- Camp Ethan Allen
- North Hyde Park National Guard Vehicle Maintenance Shop
- Rutland Armed Forces Reserve Center
- Vermont Joint Forces Headquarters
- White River Junction Armed Forces Reserve Center
- Recruiting Stations
- Total Personnel (DEC 2020):
 - 247 active-duty service members
 - 130 active-duty spouses
 - 268 active-duty children
 - 3,564 National Guard and reserve members
 - 1,689 National Guard and reserve spouses
 - 2,475 National Guard and reserve children



DoD Quality of Life Focus

- Feb 2018: Military Department Secretaries letter to the National Governors Association
 - Identified military spouses licensure and K – 12 education to be evaluated as part of basing decisions
- Dec 2019: DoD report to Congress on licensure
 - State best practices and strategies for achieving reciprocity
- Feb 2020: OUSD (P&R) letter to Governors with state licensure reports
 - Provided specific recommendations for policy improvement
- Dec 2020: NDAA §2883 requires DoD and military services to produce annual basing decision scorecard considering military family readiness issues
 - **Interstate portability of licensure credentials**
 - Housing
 - Health care
 - Other issues

Office of the Secretary of the Navy
1051 Navy Pentagon
Washington, DC 20350-1051

Office of the Secretary of the Army
101 Army Pentagon
Washington, DC 20310-0101

Office of the Secretary of the Air Force
1670 Air Force Pentagon
Washington, DC 20330-1670

FEB 23 2018

MEMORANDUM FOR THE NATIONAL GOVERNORS ASSOCIATION

SUBJECT: Consideration of Schools and Reciprocity of Professional Licensure for Military Families in Future Basing or Mission Alternatives

Thank you for your support of our men and women in the military. We are often asked what communities can do to support those who serve. While focus on the mission is always our priority, the factors military families cite most frequently as drawbacks to military service include military dependent's difficulty assimilating into local school systems following a duty station transfer, the quality of schools available for their children, and the ability of spouses to obtain jobs and sustain careers. With that in mind, we will encourage leadership to consider the quality of schools near bases and whether reciprocity of professional licenses is available for military families when evaluating future basing or mission alternatives.

Military families relocate frequently. The services endeavor to schedule transfers to minimize impact on the academic year, but this is not always possible. As a result, incoming students face difficulties transferring credits between school systems, adjusting to varied curriculum, and joining sports teams or clubs after the start of the school year. Exclusion from extra-curricular activities is particularly challenging for our military children, as they are critical to social development and self-esteem. Some school systems recognize this and accommodate military families during transfers. These schools should be commended and emulated.

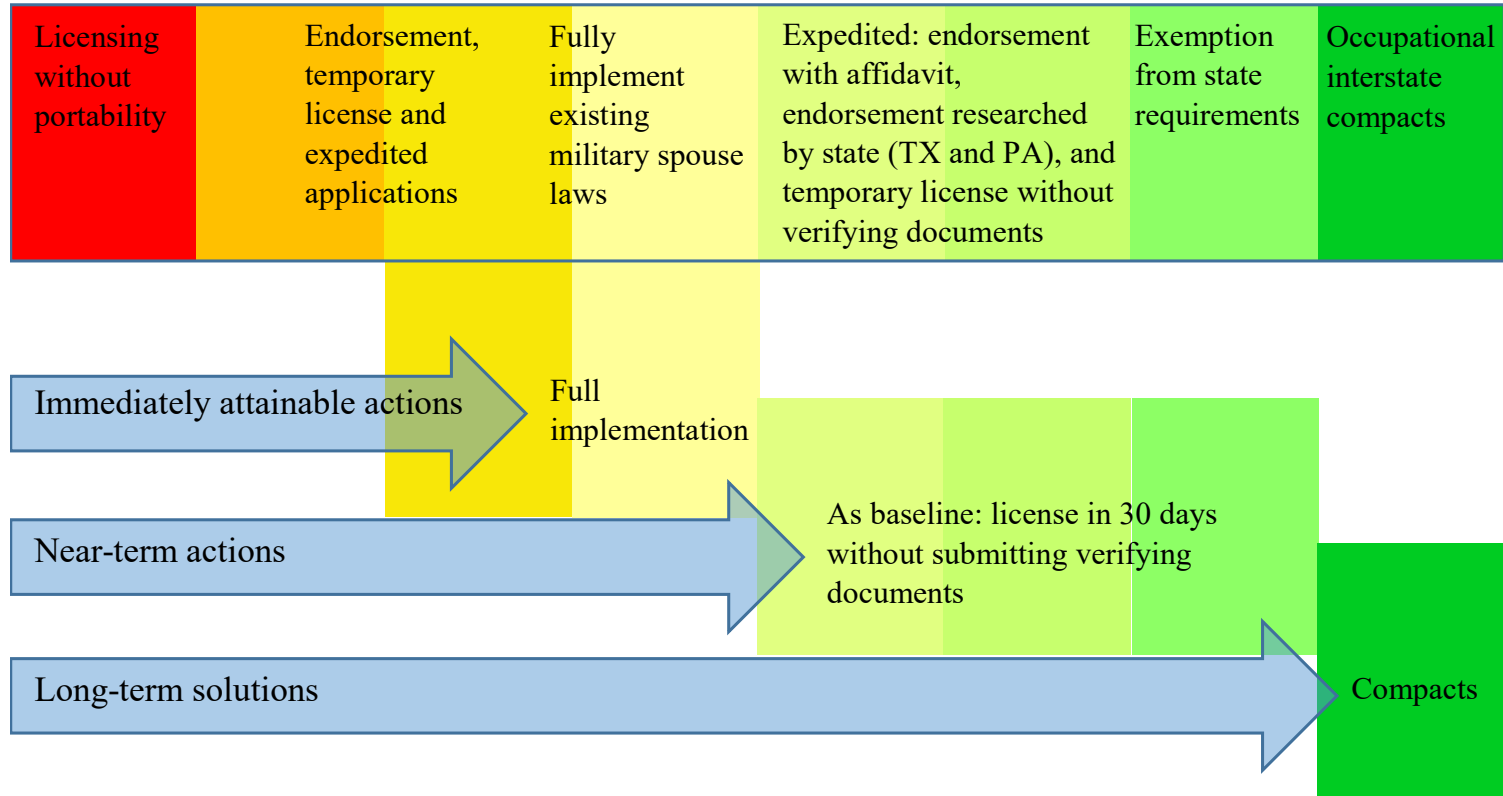
Facilitating military spouses in continuing their work in a new place of residence without delays or extra expense is also important. Spouses in professionally licensed fields such as medical, legal, engineering, education, accounting, or the cosmetic arts face challenges due to delays or cost of transferring licenses to a new state or jurisdiction. Eliminating or mitigating these barriers will improve quality of life for our military families, and ease the stress of transferring duty stations with consideration for long-term career implications.

We realize improving schools and changing laws or regulations regarding professional licensure will take time. Over the long term, however, leaders who want to make a difference for the military and our missions will make the most impact if we focus on what matters. Reciprocity on licensure and the quality of education matter.



OSD View of Licensure Portability:

Reciprocity: A continuum of opportunities to transfer an occupational license between states



AF Licensure Evaluation Criteria

Professional Licensure Framework Criteria		
Category	Criteria	Source
Legislative Based Criteria (All Occupations Except Law)		
Compacts	Level of participation	State laws, compact organizations
	Level of accommodation afforded by compacts (ability to work)	
Military-Specific Rules	Temporary Licensing	State laws, executive orders
	Expedited Licensing	
	Endorsement of Licenses	
Other Barriers to License Accommodation	"Substantial equivalent requirements" language	State laws, executive orders
	"May accept" vs "shall accept"	
	Requirements beyond proof of home license (e.g., background materials, additional educational requirements)	
Law Criteria (Only Law)		
Military-Specific Rules	Temporary Licensing	State Supreme Court and Bar Association rules
	Length of time temporary licenses are valid	
Other Barriers to License Accommodation	Multistate Professional Responsibility Examination Score	State Supreme Court and Bar Association rules
	Has not failed new state's bar exam previously	
	Additional educational and training requirements	
	Supervisory requirements	

Current as of July 2020

Occupations Reviewed:	
»» Accounting	»» Nursing
»» Cosmetology	»» Physical Therapy
»» Emergency Medical Service	»» Psychology
»» Engineering	»» Teaching
»» Law	»» Plus all other professions*

* This category included to measure any restrictions on other occupations not explicitly listed

Key Points:

- Focus evaluation through nine occupations
- Defined to provide numeric score
- Score based on evaluation of law text



Vermont: 2021 Key Issues (Licensure)

Occupational Licensing Compacts

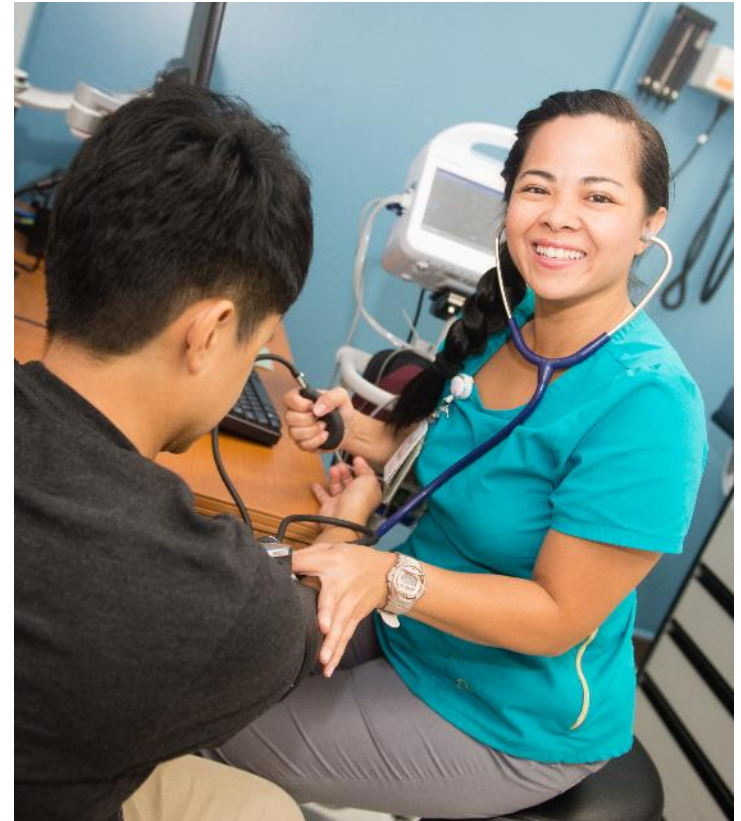
Allowing professionals to maintain a home state license and work in other member states without relicensing.

Enhanced Military Spouse License Portability

State-specific laws are important to reducing the burden associated with the occupational relicensing of military spouses.

Military Spouse Teachers

Adopting flexible procedures for spouses, so K-12 teachers can become certified more easily.



- With a small active duty presence (< 200 military spouses), Vermont has been very supportive of all our issues. Agency of Education issues licenses within 30 days and offers a letter of eligibility to all out of state applicants that allows them to gain employment immediately while their application is being processed.
- The Enhanced Nurse Licensure Compact (S125/H425) was derailed in 2020 due to COVID-19.
- Vermont S233 of 2020 waived fees, but did not change licensing requirements or expand existing licensures best practices at the Department of States to all other agencies and boards.
- DSLO was working with the Deputy Secretary of State who indicated they are planning to further enhance their approach to military and spouse licensure in their web presence and to help the Governor's office expand similar practices across other state agencies.
- Penn State's Clearinghouse for Military Family Readiness has been contracted by DSLO to expand upon the research conducted by University of Minnesota in 2021. Data collection is underway now.





Air Force Basing Criteria: Burlington ANGB

Support of Military Families – 2019

Burlington International Airport Air Guard Station, Vermont

Public Education *

Key: ■ ≤ 33.3% < ■ < 66.7% ≤ ■ (Percentile)

Comparison of all 154 Air Force Installations

Least Public Education Support Most

Academic Performance Criteria	■
Graduation Rate	■
Student Learning Rate	■
School Climate Criteria	■
Chronic Absenteeism Rate	■
Suspension Rate	■
Service Offering Criteria	■
Pre-Kindergarten Availability	■
Student to Counselor Ratio	■
Student to Mental Health Support Ratio	■
Student to Nurse Ratio	■
Student to Teacher Ratio	■

Data Source	Survey Time Period	Most Recent Website Update
Civil Rights Data Collection District and School Data	SY 2015 – 2016	August 2019
EDFacts Graduation Rates District and School Data	SY 2016 – 2017	August 2019
National Center for Education Statistics Common Core of Data	SY 2017 – 2018	July 2019
National Center for Education Statistics Common Core of Data Public Elementary/Secondary School	SY 2017 – 2018	July 2019
Center for Education Policy Analysis: Stanford Education Data Archive (SEDA)	SY 2008 – 2009 through SY 2015 – 2016	July 2019

* Public Education is compiled using 60% Academic Performance, 20% School Climate, and 20% Service Offering.

Licensure Portability **

Key: ■ ≤ 1.5 < ■ < 4.0 ≤ ■ (Measure)

Licensure Portability in 50 States and DC

Accounting	■
Cosmetology	■
EMS	■
Engineering	■
Law	■
Nursing	■
Physical Therapy	■
Psychology	■
Teaching	■
Other Professions Named in Source Data	■

** Licensure Data Sources include State Laws, State Executive Orders, and State Supreme Court and Bar Association Rules

Areas Requiring Additional Support

PUBLIC EDUCATION

Pre-Kindergarten Availability

PUBLIC EDUCATION

Graduation Rate

PUBLIC EDUCATION

Student to Mental Health Support Ratio

LICENSURE LANGUAGE PROFESSIONS

No MS rule *Law*

Data Current as of December 2019

AF Pre-K – 12 Evaluation Criteria

Public Education Framework Criteria		
Category	Aggregated & Normalized Criteria on District Level	Source Data
Academic Performance	Graduation Rates	■
	Students' Average Annual Learning Rate	●
School Climate	Chronic Absenteeism Rate	◆
	Suspension Rate	◆
Service Offering	Availability of free and/or universal Pre-Kindergarten	◆
	Student to Counselor Ratio	◆
	Student to Mental Health Support Ratio	◆
	Student to Nurse Ratio	◆
	Student to Teacher Ratio (Certified and Not Certified)	◆

Note: The shapes in the source data columns above correspond to the sources below.

Source Data
<p>■ U.S. DEPARTMENT OF EDUCATION: EDFacts Graduation Rates (District and School Level) (EDFacts is a U.S. Department of Education initiative to collect, analyze, and promote the use of high-quality, pre-kindergarten through grade 12 data.)</p>
<p>● STANFORD EDUCATION DATA ARCHIVE harnesses data from the U.S. Department of Education EDFacts data system and a number of other publicly available data files to aid scholars, policymakers, and educators. The information includes measures of academic opportunity and gaps based on socioeconomic status.</p>
<p>◆ U.S. DEPARTMENT OF EDUCATION: Civil Rights Data Collection (CRDC) (CRDC gathers information on student enrollment, education programs, and school services, broken down by race, sex, English proficiency, and disability. The data is collected biennially from every public school in the United States.)</p>

Current as of July 2020



SUPPORT OF MILITARY FAMILIES

Public Education Impacts on Military Families



Other Vermont DoD Issues

Advance Enrollment

Allowing military families on orders to register their children in a school district prior to arriving. *(H328 Grad, S104 Ram)*

In-State Tuition Continuity

Allow a spouse or child of an active-duty service member, if they have been accepted at an institution of higher learning but their sponsor is transferred to another state, to be deemed an in-state resident as long as they remain continuously enrolled at the school. *(H328 Grad, S104 Ram)*

Child Abuse and Neglect Identification and Reporting

The Department of Defense relies on working in collaboration with state and local governments to fulfill its statutory obligation to address child abuse and neglect.



Other Vermont DoD Issues

Purple Star Schools

The Purple Star Program is a state-sponsored recognition designed to emphasize the importance of assisting military children with school transition, and developing programs that recognize the value of military service and civic responsibility.

(S105 Ram)

Ask the Question Campaign

Many state Veterans Affairs organizations/military staff provide training to expose agency service providers to military culture and applicable veteran services in order to improve their understanding of the veteran/family member and how to meet their needs by engaging the right agency. *(H242 Grad, S116 Ram)*



The next 90 days

- Primary period for state legislation
- Potential Joining Forces engagement
 - FLOTUS has announced establishing to support military families
 - Under Obama Administration, DSLO worked with Joining Forces to support initial 50-state effort to improve military spouse licensure
 - DSLO anticipates presenting the 2017 study results and the subsequent effort to improve licensure
- Cooperative agreement with the Council of State Governments (CSG)
 - FY 2020 NDAA provided authority to DoD to establish a cooperative agreement in order to make grants to develop occupational compacts



Proposed Issues for 2022

- ***Concurrent Jurisdiction:*** Without concurrent jurisdiction, juveniles who commit an offense on federal property are tried as adults in the federal court system. Allowing limited concurrent jurisdiction of federal property by federal and state court systems allows for cases to be considered in the state juvenile court system.
- ***School Placement Equity:*** Military families are disadvantaged in the school placement options available to their children as a result of military-directed reassignments to new areas. Districts can provide military families with flexible school placement options upon moving to the area and through related changes of residence.



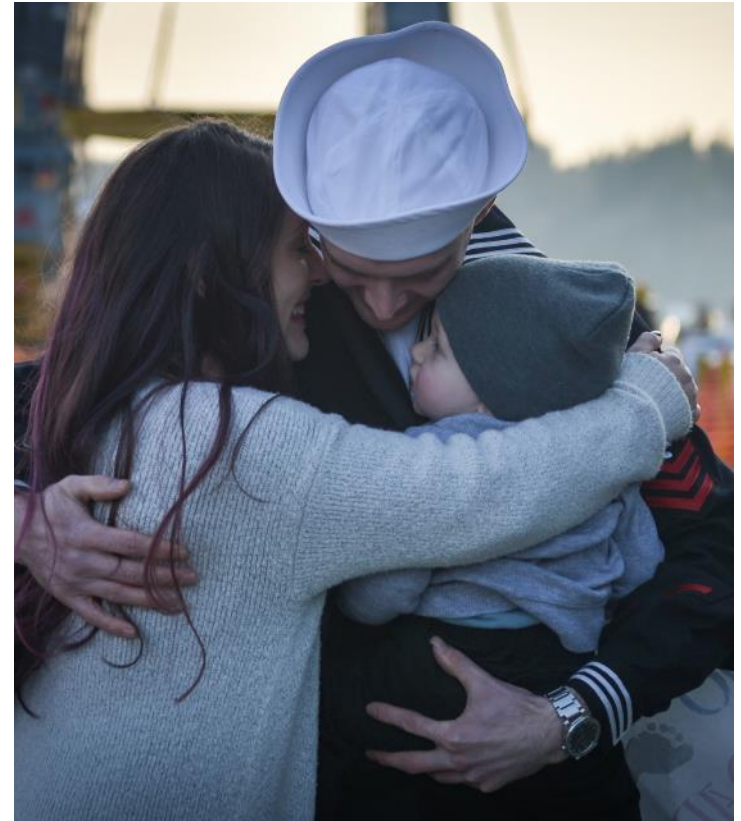
Here and ready to support your efforts.

Thank you for helping our military families.

christopher.r.arnold18.civ@mail.mil

statepolicy.militaryonesource.mil

(571) 309-4712



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