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# ***2012 West Point AFAP Conference Outbrief***

***24 February 2012***

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**The USAG West Point provides services, programs and infrastructure to sustain a community of excellence for the Soldiers, Families and Civilians serving the United States Military Academy.**

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## STRENGTHS

1. Keller Army Community Hospital
2. Army Community Service
3. The Exchange
4. Balfour Beatty Communities
5. Family Support Services
6. (Tie) United Services Organization  
Child, Youth and School Services  
Better Opportunities for Single Soldiers

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## CHALLENGES

1. Keller Army Community Hospital
2. Balfour Beatty Communities Maintenance Services
3. GI Bill Transferability
4. Military Spouse Employment
5. Educational Services for Spouses
6. Family Readiness Groups

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## Most Critical Active HQDA AFAP Issues

1. Issue # 596: Convicted Sex Offender Registry
2. Issue # 626: TSGLI for PTSD, TBI, and Uniplegia
3. Issue # 629: 24/7 Out of Area TRICARE Prime Urgent Care Authorization and Referrals
4. Issue # 614: Comprehensive Behavioral Health Program for Children
5. Issue # 644: Shortages of Medical Providers in MTFs
6. Issue # 673: Space-A Travel for Survivors registered in DEERS

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Workgroup: Gold

Spokesperson: 1LT Denny Frey  
Debbie Gerber

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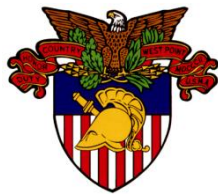
**TITLE:** Department of Defense Education Activity (DoDEA) Middle School Accelerated and Advanced Math Courses

**SCOPE:** Classroom-delivered accelerated and advanced math courses are not offered at each grade level for middle school students in the DoDEA schools. Without these offerings, advanced students are not being challenged to meet their full potential. Current options available are grade-skipping and on-line courses. Grade-skipping may leave gaps in math fundamentals, and on-line courses do not afford students the opportunity to interact with teachers. Military middle school students not offered the same advanced opportunities as their civilian counterparts may be at a disadvantage at the high school level. Military students who are delayed in taking advanced math classes could become less competitive when seeking college entrance.

**RECOMMENDATION:** Provide classroom accelerated and advanced math courses for each grade in DoDEA middle schools.

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**TITLE:** West Point Commissary Monday Closure

**SCOPE:** The West Point Commissary is open six days of the week, but is closed on Mondays. Authorized patrons are not able to purchase groceries at West Point and must visit retailers off post to obtain groceries on Mondays. West Point is geographically isolated in a mountainous area; large amounts of snowfall are normal during winter months and local grocers are expensive with limited selection.

**RECOMMENDATION:** Open the West Point Commissary on Mondays.

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**TITLE:** Department of Defense Education Activities (DoDEA) Middle School Full Time Gifted Education Teacher

**SCOPE:** A full time Gifted Education Teacher for DoDEA middle schools is not available. The DoDEA doctrine for challenging Gifted Education students is through Differentiated Instruction within the confines of the mixed ability classroom. Differentiated Instruction places a heavy burden on classroom teachers who are tasked with trying to meet a full spectrum of educational needs. Not having a full time Gifted Education Teacher may negatively impact the ability to effectively meet the needs of the gifted student population.

**RECOMMENDATION:** Provide at least one full time Gifted Education Teacher for each DoDEA middle school.

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Workgroup:           Black

Spokesperson: CH (MAJ) Pinkie Fischer

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**TITLE:** Military Spouse Preference (MSP) Time Restriction

**SCOPE:** The 5 CFR 315.612 imposes a maximum two year time restriction to eligible military spouses for noncompetitive appointment. Under Executive Order 13473, spouses are eligible to participate in the MSP for two years from the date Permanent Change of Station orders are issued. The current policy does not allow flexibility nor take into account the changing operational environment (i.e. orders being issued six months in advance, hiring freezes, hiring pauses, budget cuts, medical issues, and deployment). Military spouses may not be able to fully utilize this two-year entitlement.

**RECOMMENDATION:** Allow military spouses to determine the start date for their two year Military Spouse Preference Program eligibility window.

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**TITLE:** Federal Employment Assistance for Family Members with Disabilities

**SCOPE:** Family Members with disabilities seeking federal employment are not always aware of programs and resources available to provide them assistance. The Schedule A Hiring Authority provides accepted guidance to non-competitively appoint individuals with disabilities. Not being aware of these programs and resources may hinder Family Members with disabilities from either obtaining employment, or receiving accommodations for their disability after being employed. Family Members with disabilities can become frustrated or overwhelmed and abandon their search for federal employment, resulting in the loss of fully qualified personnel.

**RECOMMENDATION:** Develop a special placement component within already existing systems to provide an automated integrated system between agencies to ensure Family Members with disabilities receive appropriate information and resources.

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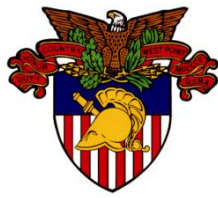
**TITLE:** Military Spouse Preference (MSP) Program One-Time Use

**SCOPE:** The 5 CFR 315.612 restricts the use of the MSP Program to once per Permanent Change of Station move. Spouses who refuse or decline a job offer for a permanent position under this program have their registration revoked. The current policy does not allow flexibility nor take into account issues beyond the applicant's control (e.g. medical conditions, family emergencies, or deployment of spouse). This restriction limits the ability for military spouses to seek and accept the best employment opportunities available.

**RECOMMENDATION:** Authorize the Spouse one refusal or declination without revoking their registration for the Military Spouse Preference Program.

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Workgroup: Youth

Spokesperson: Clayton Vermeesch  
Ian Elliott  
Malcolm Smith

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**TITLE:** Military Dependents to Receive In-State Tuition for All Land Grant Universities

**SCOPE:** College-bound dependents may be limited to in-state tuition for the state in which he or she resides at the time of graduation. Mobility of the military community coupled with the high cost of out-of-state tuition may prevent military college-bound dependents from pursuing a higher education. The Army Family Covenant (AFC) institutionalizes the Army's commitment for quality of life commensurate with the Total Army Family's level of service and sacrifice to the nation. The AFC emphasizes expanding education and employment opportunities. Out of state tuition costs incurred may cause financial hardships for military dependents often preventing continuation of education.

**RECOMMENDATION:** Waive out-of-state tuition for military college-bound dependents at all land grant universities or at universities located in the states where military dependents have lived and attended school during their sponsors career.

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**TITLE:** West Point Middle School Geometry Courses

**SCOPE:** At West Point Middle School, geometry is an eighth grade elective class that is only available online. Having a geometry course only available online may inhibit teacher/student interaction. A teacher/student interaction is necessary for a successful learning experience especially through the critical transitioning stages from middle school to high school.

**RECOMMENDATION:** Provide classroom geometry courses at West Point Middle School.

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**TITLE:** Community High School Students Special Events

**SCOPE:** There are limited amounts of entertainment and events that appeal to high school students in the surrounding area, The lack of events for high school students does not allow them to build strong relationships with other high school students in the surrounding communities. Limited special events may lead to high school students not having the opportunity to meet new students that are transitioning into the community.

**RECOMMENDATION:** Host special events for high school students

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## Conference Top 5 issues

1. Military dependents to Receive In-State Tuition for ALL Land Grant Universities
2. Lack of Full-Time Gifted Teacher for DoDEA Middle Schools
3. Lack of Accelerated/Advanced Math Course in DoDEA for Middle School Students (Grades 5,6,7)
4. Federal Employment Assistance for Family Members with Disabilities
5. West Point Commissary Monday Closure

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## Thank you for your support:

*Daughters of the United States Army (DUSA)  
West Point Chapter*



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