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## New Connections, Continued Progress

**N**AFIS staff are looking forward to welcoming the NAFIS Family to the 2019 NAFIS Spring Conference, March 17-19 at the Hyatt Regency Capitol Hill in Washington, DC. Please **register** today.

The conference theme is “New Connections, Continued Progress,” acknowledging that there are many new members of Congress and many new congressional staff with whom we must connect, building relationships while we educate them on the importance of Impact Aid. It also acknowledges that we must continue the work we started at the Fall Conference making new connections within the NAFIS Family. And we must continue the progress we have made to increase funding for Impact Aid and to protect it from efforts to re-direct funding to private school vouchers.

The conference will prepare us to do so. Our first general session will feature a scan of the political landscape from *Politico*'s Jake Sherman. Sherman is the publication's top congressional reporter on Capitol Hill. Since 2009, he has chronicled all the major legislative clashes on the Hill, and he has traveled across the country covering battles for control of Congress. He will set the stage for our time together, offering an overview of what we can expect from the 116th Congress and how it reflects America today.



*Politico's Jake Sherman, NAFIS Spring Conference Keynote Speaker*

The first general session will also include an expanded legislative update, which will offer strategies on holding effective meetings with new and returning members of Congress and their staff, in addition to reviewing the NAFIS talking points and current status of Impact Aid and related legislation. You will be well prepared for success on Capitol Hill when you meet with your legislators on Tuesday, March 19.

For those who are new to Impact Aid or who would like a refresher, the conference opens on Sunday, March 17, with an orientation and a session on the basics of Impact Aid. Sunday also includes a new to NAFIS welcome, where attendees can get to know some of the NAFIS staff and board while getting their questions about the conference and Impact Aid answered.

As always, the conference will also provide opportunities for attendees to connect with the U.S. Department of Education Impact Aid Program Office, including an update during the second general session, opportunities to meet one-on-one with analysts to address individual questions and Department-led breakout sessions on surviving a field review and the forthcoming Impact Aid Grant System (IAGS), which will replace the Department's legacy IT system.

Additional breakout sessions will focus on other important topics in education and include presentations on school safety and preparedness from the U.S. Department of Education's Office of Safe

*Continued on page 4...*

IMPACT

January - February 2019

## The 116th Congress: Divided Government

The 116th Congress has gotten off to....how should I put it?...an “interesting” start. There is a partial government shutdown with no end in sight. Fortunately, Impact Aid payments will be distributed on time because the FY 2019 appropriations for the U.S. Department of Education were enacted before the start of the fiscal year.

I understand, however, that many of your communities are impacted by the shutdown. Many NAFIS members serve communities where federal workers are furloughed and/or working without pay and where businesses are dependent on federal activity. We know that the uncertainty regarding future payments for Supplemental Nutrition Assistance Program (SNAP), the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) and the National School Lunch Program will cause added stress for the families of your students reliant on these services. The shutdown of the Bureau of Indian Affairs (BIA) is resulting in reduced services and possibly the closure of Indian Health Services in many locations. The NAFIS Family stands with you and your community as you face these challenging times.

The shutdown of the BIA also causes a hardship for federally impacted school districts requiring a BIA signature on their Impact Aid Source Check form. Given the Department of Education is open and operating, there is no extension for Fiscal Year 2020 Impact Aid applications—they are due on January 31, 2019. However, the Department has announced that a Tribal Leader or local tax assessor may sign the source check to certify land status for the FY 2020 application in place of the BIA official. If neither of these options is possible for your district, please reach out to the Impact Aid program at [Impact.Aid@ed.gov](mailto:Impact.Aid@ed.gov), and staff will work with you on an individual basis.

As I noted in my last *Impact* column, which was published just before the mid-term

election, “We know our message, but to whom we will be delivering it will be determined next week, as voters go to the polls... Regardless of the outcome, the 116th Congress will convene in January. There will be new members of Congress, new committee members and new staff to meet and to educate on the importance of Impact Aid.”

So, who are these new members of Congress that we will need to meet? *Politico*, a Capitol Hill newspaper—from whose top congressional reporter, Jake Sherman, we will hear at the 2019 NAFIS Spring Conference—describes the incoming 116th Congress freshman class as “younger, bluer, and more diverse than ever.”

In total, there are 100 new members of the House and Senate, 64 Democrats and 36

Even with the partial government shutdown, there is a flurry of activity on the Hill. House and Senate leaders were elected by their respective caucuses, Nancy Pelosi was elected the Speaker of the House of Representatives, and the new Rules package has been passed by the House. Committee Chair and Ranking Member assignments have been made for many committees, and committee assignments are in progress. Committees are staffing up and developing their agendas for the 116th Congress. There are also a lot of staff changes, with staff moving to new positions in different offices or committees (and some departing the Hill altogether). The congressional office lottery is in full swing, where members of Congress enter in a lottery by seniority to choose office space. Your member of Congress may be in a new office suite when we

convene for the NAFIS Spring Conference in March—so make sure to check their address before your meeting!

As we reflect upon 2018, please see the NAFIS Year End Report (page 10). The NAFIS Family had significant legislative victories and began

reimagining our communications work, launching a new website and hiring a new Director of Communications. The Federally Impacted Schools Educational Foundation strengthened the Impact Aid skills of 169 school district leaders and awarded three grants to NAFIS members to support their students.

Now, we turn to 2019. The NAFIS legislative agenda is strong and proactive, advocating for increases in Impact Aid funding, advancing Impact Aid school infrastructure legislation and opposing efforts that redirect public monies to private school voucher programs.

On behalf of the NAFIS Staff, I wish you a happy New Year. We are all grateful to be a part of the NAFIS Family, advocating on behalf of federally impacted school districts and the students they serve. ~

“ 50 of the new House members have one or more federally impacted school districts in their Congressional district. ”

Republicans. Democrats flipped 43 House seats from Republican to Democrat control, providing a Democratic majority in the House of Representatives—234 Democrats and 200 Republicans. The Senate remains in Republican control, increasing the Republican majority by one seat—53 Republicans, 45 Democrats and two Independents who caucus with the Democrats.

Of interest to NAFIS members, the House freshman class includes the first two Native American women elected to Congress; five members who worked in education, including as teachers; and at least 19 who served in the military (six in the Army, 11 in the Navy and two in the Air Force).

Most importantly for the NAFIS Family, 50 of the new House members have one or more federally impacted school districts in their Congressional district. That is a lot of new offices that we will have to educate!

## Payments Update

**Recent Payments:** In October 2018, all LEAs that were eligible received an initial payment. Because the program received all of its annual appropriated funds in October, the Department could release interim payments to eligible LEAs in December. FY 2019 interim payments were made at 89% of LOT and \$1,050 per student unit for children with disabilities.

### Future Payments

**Final FY 2018 Basic Support Payments:** Final payments for FY 2018 are projected to be made in April 2019. LEAs that did not receive at least 80% of their FY 2017 payments may be eligible for a hold harmless payment. Hold harmless payments will be calculated and distributed with the final FY 2018 payments.

**Section 7003 Generally Comparable District (GCD) and Heavily Impacted (B2) Payments:** In October, the Department sent out its annual data request for both GCD payment adjustments and B2 LEA data. LEAs can expect payments for GCD adjustments and B2 payments to occur earlier this year than in past years. We anticipate FY 2019 B2 payments and GCD adjustments to be made in March 2019.

**Section 7002 Federal Properties Payments:** FY 2019 foundation payments for 7002 were made in November 2018. The Department will make remaining funds payments following the final FY 2018 Basic Support Payments under section 7003, with an anticipated payment date in late summer or early fall of 2019.

## FY 2019 Application Reviews

All FY 2019 application initial field reviews have been completed, with reports sent to the LEAs. Three amended reviews await approval. New in FY 2019, LEAs have **60 days** from the date of the initial field review report to submit data to correct findings in the initial review. Contact your assigned Impact Aid analyst if you have questions about a field review report.

## FY 2020 Applications

**Applications Open:** The FY 2020 application packages for 7002 and 7003 opened in G5 on December 3, 2018. The deadline for both packages is January 31, 2019. The Department of Education is funded and not part of the Federal Government shutdown that is impacting other agencies. Make sure your applications are timely. Any applications received after 11:59pm (Eastern Time) on January 31 will be considered late, and a 10% penalty will apply to all payments for that application.



## DEPARTMENT WATCH

**New to FY 2020:** In FY 2020, the Department will not accept faxed signature and assurance pages. You must either email the signed documents to [Impact.Aid@ed.gov](mailto:Impact.Aid@ed.gov) or upload them with your application package. An application is not complete without the signed documents. If you submit an application on January 31, and send the signature pages on February 1, you have a late application. The G5 Helpdesk number is 888-336-8930. Please contact them if you need assistance in G5, and keep in mind that they are exceptionally busy on January 31, so it is wise not to wait until the last minute.

## Technical Assistance

**Technical Assistance Webinars:** The Department has offered a series of technical assistance webinars for novice applicants and anyone who needs a refresher on Impact Aid program applications over the past few months. Recordings, when available, are listed on the Impact Aid Program website at [www.ed.gov/about/offices/list/oes/impactaid/webex.html](http://www.ed.gov/about/offices/list/oes/impactaid/webex.html). If you were unable to attend a class and need assistance, please contact your state analyst.

**Ask an Analyst:** During the month of January, the Department will be holding Ask the Analyst sessions. These are blocks of time that you can call into a session and get your Impact Aid questions answered.

In the spring, we will also be holding a series of technical assistance seminars. Make sure you are receiving Impact Aid Tip messages from the Impact Aid Program listserv, where these are announced. Information about the listserv is at the end of this column.

How To Read A Voucher  
2/20/2019 - 2:00 PM EST

How to Survive A Field Review  
3/27/2019 - 1:00 PM EST

How to Survive A Field Review  
4/17/2019 - 11:00 AM EST

## Technology Updates

**Impact Aid Grant System (IAGS):** Impact Aid Program is working with a contract team to design and build the IAGS, which will replace our legacy IT system. Release 4 is underway and will include most functionality for the LEA user, such as the ability to apply for 7002 and 7003 grants, view payment vouchers and communicate with state analysts. Six releases of the IAGS are planned before the projected "Go Live" date in October 2019. If you are interested in serving as a beta tester for the new system, please email Amanda at [Amanda.Ognibene@ed.gov](mailto:Amanda.Ognibene@ed.gov).

**Electronic Data Collection Pilot:** We had 2 school districts use an electronic data collection for FY 2019. We are happy to report that the pilots were successful and both districts, Ft. Leavenworth and Vail School District, are now approved to use an electronic data collection to count their federally connected children. In FY 2020, we have 5 new LEAs that are piloting electronic data collection systems to collect survey information on their Impact Aid eligible students. If you would like to join these LEAs in pioneering an electronic data collection next year, contact the Impact Aid Program before you launch your project. Applicants that attempt an electronic data collection without coordinating the effort in advance assume a risk that the survey results will not be approvable.

## Reminders

**Keep ED Updated on Staff Changes:** Notify the Department of contact person and other staff changes by sending an email to [Impact.Aid@ed.gov](mailto:Impact.Aid@ed.gov).

**Keep Up Your DUNS Registration in SAM:** To receive funds from any Federal program, your school district must have its DUNS number registered in the System for Award Management (SAM). SAM registration must be updated annually. Visit [sam.gov](http://sam.gov) to learn more and log in.

**Stay in the Loop with ED:** The Department sends out information and tips for Impact Aid applicants on an e-mail listserv. You can subscribe online at <http://www.ed.gov/about/offices/list/oes/impactaid>. Click on the link in the box labeled "Subscribe Now." E-mail questions to [Impact.Aid@ed.gov](mailto:Impact.Aid@ed.gov) or call (202) 260-3858. ~

## New Connections, cont...

...from page 1

and Healthy Students; cybersecurity from the Consortium for School Networking (CoSN); career and technical education; and NASA classroom resources.

We will also take time during the conference to connect with fellow NAFIS members through subgroup meetings, a school board members session and planned activities during the general sessions.

Don't worry—it's not all work and no play. There will be informal opportunities and activities to interact, including time to get in your steps with a walk on the National Mall on Monday after a busy conference day. As always, Sunday night will feature a meet and greet reception, and Tuesday night we will wrap up with "Casino Night," our closing reception.

We hope you'll join us in DC for this exciting event! ~



## NAFIS SPRING CONFERENCE TENTATIVE PROGRAM AGENDA

### SUNDAY, MARCH 17, 2019

8:30AM – 3:30PM	Registration Area & Social Media Station Open
8:30AM – 5:30PM	Internet Café Open
9:00AM – 10:15AM	Conference Orientation & The Basics of Impact Aid
10:15AM – 10:45AM	Public Relations 101
10:45AM – 11:45AM	Subgroup Meeting - Mid-to-Low-LOT Schools (MTLLS)
10:45AM – 12:00PM	Subgroup Meeting - Federal Lands Impacted Schools Association (FLISA)
12:00PM – 12:45PM	Lunch on your own
12:00PM – 12:45PM	State Chair Working Lunch (Invitation Only)
1:00PM – 4:15PM	First General Session
4:30PM – 5:15PM	New to NAFIS Welcome
4:30PM – 5:15PM	School Board Members Session
5:30PM – 6:30PM	Meet and Greet Reception

### MONDAY, MARCH 18, 2019

7:45AM – 2:00PM	Registration Area Open
7:45AM – 5:00PM	Internet Café & Social Media Station Open
7:45AM – 9:45AM	Subgroup Meeting - Military Impacted Schools Association (MISA) – breakfast (MISA members)
7:45AM – 9:45AM	Subgroup Meeting - National Indian Impacted Schools Association (NIISA) – breakfast (NIISA members)
8:30AM – 9:45AM	Subgroup Meeting - Federal Lands Impacted Schools Association (FLISA)
10:00AM - 11:00AM	Breakout Sessions, Part I
11:15AM – 12:15PM	Breakout Sessions, Part II
12:30PM – 2:00PM	Luncheon
2:30PM – 4:30PM	Second General Session
3:30PM – 5:00PM	Department of Education One-on-One Session
4:30PM – 5:15PM	State Meetings (as requested by State Chair)

### TUESDAY, MARCH 19, 2019

9:00AM – 4:00PM	Capitol Hill Day - Pre-Scheduled Visits
12:00PM – 1:30PM	State Events - Texas (TAFIS) and California (CAFIS) Lunches (Invitation Only)
4:00PM – 5:00PM	Hill Day Debrief
7:00PM – 10:00PM	Ending Reception

## Connect with NAFIS on Social Media



**Facebook:** <http://www.facebook.com/nafisschools>

**Twitter:** @NAFISschools



Editor's Note: Reprinted from the December 14, 2018, edition of NAFIS News with light edits.

## NAFIS Welcomes Leslie Finnan as Director of Policy & Advocacy

The National Association of Federally Impacted Schools is pleased to announce that Leslie Finnan is our new Director of Policy & Advocacy. In this role, Finnan will lead NAFIS policy and regulatory work with Congress and the Administration, manage the organization's grassroots advocacy efforts and cultivate relationships with key stakeholder organizations and coalitions. Her first day at NAFIS was January 7.

Finnan comes to NAFIS from AASA, The School Superintendents Association, where she most recently served as Senior Legislative Analyst. In that capacity, she represented AASA in advocating to Congress on a broad array of education policy issues, led a coalition of state policy advocates and managed research projects for the policy and advocacy team. She holds a Master of Public Policy (MPP) degree from The George Washington University, with a concentration in education policy, and a BA from Skidmore College. She previously taught English as a Foreign Language as a Peace Corps volunteer in Kyrgyzstan.

"We are delighted to welcome Leslie to the NAFIS Family and excited about the experience and skills that she brings to NAFIS," said Executive Director Hilary Goldmann. "Her work on a wide range

of education policy issues, as well as her relationships with Congress and others in the education community, will be a great asset as we continue to strengthen the Impact Aid program and support federally impacted school districts and the students they educate."

"As an advocate for public school districts and students, I am excited to join an organization with such a strong reputation as NAFIS," said Finnan. "I look forward to advocating for NAFIS member districts and ensuring that their students have access to well-resourced schools and quality educational opportunities." ~



Editor's Note: To help you get to know Leslie and the issues she previously tracked, here are two short posts she wrote for the AASA policy blog in late 2018. Reprinted with permission from AASA, The School Superintendents Association.

### Supreme Court Decision on Age Discrimination

(11/8/2018) In the first Supreme Court decision of the season, the Court decided unanimously (8-0) on a case that could impact the smallest of school districts. In *Mount Lemmon Fire District v. Guido* the justices determined that the Age Discrimination in Employment Act (ADEA) must apply to all public employers, regardless of size. It was previously held that only employers with over 20 employees could be held to the ADEA.

What is the ADEA and how does it impact school personnel? The ADEA holds that employers cannot discriminate based on age. Normally, it is used to discourage using old age as a reason for firing or not hiring an employee. How does this impact school districts? Since 1974, most districts have been covered by ADEA without much impact. Superintendents of districts with fewer than 20 employees – be cognizant now that you do not explicitly use age as a reason to fire or not hire an individual. Superintendents with 20 or more employees – this is not a change, but still be cognizant that you do not explicitly use age as a reason to fire or not hire an individual.

Education Week posted an overview of the issue at [blogs.edweek.org/edweek/school\\_law/2018/11/supreme\\_court\\_rules\\_that\\_feder.html](https://blogs.edweek.org/edweek/school_law/2018/11/supreme_court_rules_that_feder.html). ~

To view more of Leslie's writing, visit [The Leading Edge Blog at aasa.org/policy-blogs.aspx?blogid=84002#](https://aasa.org/policy-blogs.aspx?blogid=84002#).

### USDA Issues Changes to School Nutrition Rules

(12/12/2018) The USDA recently released a final rule for its proposed changes to school meal standards. The final rule ushers in broader flexibilities in the whole wheat, sodium and milk standards than previously suggested. Under the final rule, to be published later this month, the whole grain requirement will be lowered from 100 percent whole wheat to 50 percent whole wheat. Many districts have been eligible for an annual waiver from the 100 percent requirement, but under this rule, all districts will only be held to the 50 percent requirement. AASA had been suggesting this change, in that many districts have had difficulty finding culturally appropriate whole grain foods that students enjoyed.

The rule also holds steady the sodium limit, postponing the planned decreased allowance for four years and cancelling the final planned decrease. Phase II of the sodium restrictions will now take effect in the 2024-25 school year and will be the final stage. AASA had been suggesting this change as the current limits are already quite stringent and nutritionists disagreed on the need for further reductions.

The rule also allows schools to sell and to serve one percent flavored milk in addition to the nonfat milk currently allowed. This change will make it easier to buy, sell and serve milk that is familiar to students.

Find AASA's statement at [aasa.org/uploadedFiles/AASA\\_Blog\(1\)/AASA%20Statement%2012.18%20Regulations.pdf](https://aasa.org/uploadedFiles/AASA_Blog(1)/AASA%20Statement%2012.18%20Regulations.pdf). ~

*Editor's Note: During the fall semester, NAFIS interns Melanie Lesser and Hannah Melick were an integral part of our team. We wish them the best as they return to their respective colleges and prepare to graduate this spring. Below, see their reflections on their time at NAFIS.*

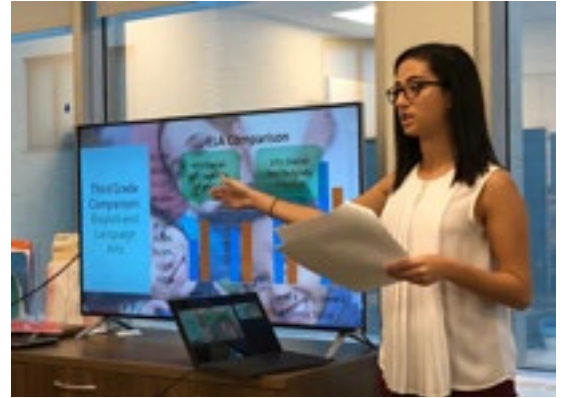
## An Eye-Opening Experience

One year ago, I submitted my application to The Washington Center after being encouraged by my then-internship supervisor. Looking to experience a new city, grow professionally and expand my professional network, I jumped at the opportunity. After a semester of interning for NAFIS, I am incredibly grateful to come home with a newfound appreciation for mission-driven work, a better grasp of the state of public education in the United States and more familiarity with communities I had little previous exposure to.

My experience at the NAFIS Fall Conference was eye-opening. I met individuals representing school districts from all over the United States, all coming together to advocate for Impact Aid. While shadowing school officials from California advocating for Impact Aid on the Hill, I was inspired to see how they worked together with their senator's Congressional staffers to make a difference for their students.

My supervisor always encouraged her interns to take all of the opportunities that DC has to offer, and I had the chance to attend several interesting events discussing different aspects of public education. In addition, during the NAFIS Fall Conference, I attended the Gifted and Talented breakout session. These events expanded my knowledge and brought my interest to new areas within the field of education.

I learned about the common challenges that public school districts face, and how they work towards solutions. Lastly, my independent project, investigating how federally impacted school



districts in California perform on standardized tests, provided me with a better understanding of federally impacted schools in my home state.

*Lesser Presenting Her Personal Project*

I would like to say thank you to each member of the NAFIS staff: Hilary, Anne, Lynn and my co-intern, Hannah. You have all made this semester so worthwhile, and I will miss each of you! A special shout-out to my previous supervisor, Jocelyn. Thank you so much for your hard work and dedication. ~

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## Finding a Focus for the Future

When I started looking for an internship for my semester in DC, I'll admit, I was pretty directionless. In Boston, I was working almost exclusively with one organization, and the semester away gave me the opportunity to expand my horizons. As scary as this was at first, I am exceptionally happy that NAFIS was the organization I landed on. Being a senior, there has been immense pressure for me to begin focusing on the future. "What am I interested in? Why did I want to work in education? Where in education would I work?" I couldn't answer any of these questions concisely. Now I can.

NAFIS taught me about a new side of education—policy. Learning the technicalities of Impact Aid and budget appropriations was challenging and at times frustrating, to say the least. I was afraid that it was too far above my head and that I would tread water through the semester. But as



I wove through the language, I found it less intimidating and more intriguing.

When I was laying out goals for the semester, Jocelyn suggested adding to my ever-increasing list: "Become

more professionally confident." As the semester continued, I believe I made strides towards achieving that goal. In professional work, I've learned that I am hesitant to take ownership of my projects, I'm nervous about presenting my work, and I always second-guess myself. This semester I took on my own independent research project and presented it to the office. I used my knowledge of nonprofit management to write memos. I helped update the intern orientation packets. I scheduled informational interviews and learned more about my field, which in turn helped me define myself professionally.

I believe one of my greatest assets is my deep love for the field of education. Some may see this as a bad thing—that it is not focused enough. But at the end of the day, I want my work to be for the benefit of kids. I am mission and value motivated as opposed to salary motivated. It is something I take great pride in. Even if my direct membership or audience is not students, the work that I want to do will benefit and help more students achieve. Coming to this realization took a long time. I have always said I love education, but did not yet have the language to express why. I thought for a long time I wanted to be a teacher, or have a closer proximity to students than other positions I have more recently considered.

At the end my semester, I looked back and realized I had clear answers to the questions I have been asking myself for so long. They give me a guide to how I want to live my life as I move beyond my undergraduate years. I know that if I love my work, there is nothing that will stop me from doing a quality job. I truly enjoyed every moment I had with NAFIS—through office moves, position changes and professional growth. I am so happy I took on this internship—it led to more growth, confidence and passion than I could have ever hoped for. Thank you, NAFIS Family! ~

*Melick Presenting Her Personal Project*

# Good Books to Read: Recommendations from NAFIS Members

Interested in growing professionally, and looking for your next great read? NAFIS has gathered recommendations from members and staff, asking our Facebook followers for the best education-related books they read in 2018. The resulting list addresses a broad range of education and leadership issues. Happy reading!

## **BrandED**, by Eric C. Sheninger and Trish Rubin

BrandED is a guidebook for educators who want to enhance communication with students, parents and stakeholders, empowering educators at all levels to take control of how their work is communicated. As one NAFIS member says, it offers “exciting strategies on how to build your school’s brand as well as your own professional brand.”

## **Columbine**, by Dave Cullen

Written by one of the first reporters on the scene of the 1999 Columbine school shooting after a decade of research, the book debunks many of the myths that have taken over the narrative around this tragedy and other mass school shootings since. Says a NAFIS staff member, “I learned so much about that particular incident and school safety in general, though it is not a very hopeful book.”

## **The Ethics of School Administration**, by Kenneth A. Strike, Emil J. Haller and Jonas F. Soltis

This textbook addresses the difficult ethical dilemmas—including assessment, multiculturalism, zero tolerance and more—arising in school administration. Says the recommending NAFIS member, “I would love to see Spock (and I’m talking about from Star Trek not Dr. Benjamin) wrestle with the whole ‘Needs of the Many Outweigh the Needs of the Few’ debate when it comes to a kindergartener.”

## **Good to Great in the Social Sectors**, by Jim Collins

This monograph to the best-selling business book **Good to Great** addresses how its concepts apply to the social sector. According to a NAFIS staff member, it asks key questions: “1. What are your organization’s core values/mission?; 2. What can your organization uniquely contribute to the place it touches?; 3. What best drives the organization’s resource engine, i.e. time, money and brand?”

## **The Human Side of School Change**, by Robert Evans

“Believe me, no one loves a good theorist/researcher on educational leadership more than I do. But this book brings all that back from the ivory tower to earth.” Says the NAFIS member recommending it, “The real problem with advancing educational theory in schools is that schools are filled with humans....This book (while very much a textbook) lays out some of the realities of working with humans and also attempting to improve the delivery of instruction. Seems quite obvious but the key to success in schools is working with the humans in those schools.”

## **A Leader’s Legacy**, by James M. Kouzes and Barry Z. Posner

The authors examine the critical questions that all leaders must ask themselves in order to leave a lasting impact. As one NAFIS member says, “It’s a great book about the core challenges leaders face and provides a perspective to consider as we make choices as a leader...It’s an inspiring book!”

## **School Culture Recharged**, by Steve Gruenert and Todd Whitaker

This book offers “strategies on how to energize your faculty and your entire school community,” according to one NAFIS member. The publisher notes the key message as: “Understanding and harnessing the transformative power of school culture can propel your school into the kind of place where teachers want to work, administrators can focus on what matters most, and students can thrive.”

## **Smart Leaders, Smarter Teams**, by Roger M. Schwarz

The author applies 30+ years of experience working with leadership teams to share how they can work together to change their individual and team mindsets, making better decisions and dramatically improving results. Says a NAFIS member, “Excellent book! Our admin team used as a book study.”

## **Unlimited Memory**, by Kevin Horsley

This book shares techniques to improve your memory, describing how the world’s best memory masters get themselves to concentrate at will, anytime they want. Why did a NAFIS member recommend it? “I’m terrible with remembering names but it’s important for my job. This book refreshed some great tips on how to make connections so my brain won’t fail. When I actually listen, it works! Our brains are incredible spaces.”

## *A bonus author recommendation...Alfie Kohn*

As one NAFIS member puts it, “From discipline to homework to testing, you’re probably doing it wrong, and Alfie has the stats to prove it and does so in an entertaining way. **Beyond Discipline** was the first book I ever shared with an entire faculty, my first week in as a new principal. Probably not the best start, but it got everybody thinking. **Punished By Rewards** was groundbreaking back in the day but now when matched up with what’s considered “new” thinking in Carol Dweck’s **MindSet** you get a pretty good idea that ol’ Alfie was on to something.”





# 2018-2019 NAFIS Members

As of 1/10/19 (italics designate new members). If your district is not listed, contact NAFIS to renew.

STATE	DISTRICT NAME	CO	Cheyenne Mountain School Dist. #12	MO	Plato R-V Schools
AK	Anchorage School District	CO	Colorado Springs School District #11	MO	Smithville R-II School District 024-087
AK	Annette Islands School District	CO	El Paso County School District #8	MO	Van Buren School District
AK	Bering Strait School District	CO	Ellicott School District #22	MO	Waynesville R-VI School Dist. 085-046
AK	Bristol Bay Borough School District	CO	Ignacio United School District #11 Jt.	MO	Winona R-III School District 101-105
AK	Galena City School District	CO	Widefield School District #3	MS	Harrison County School District
AK	Kake City School District	CT	Groton Board of Education	MS	Ocean Springs School District
AK	Lake & Peninsula School District	CT	New Haven Board of Education	MT	Arlee Joint Elementary School Dist. #8
AK	Tanana City School District	FL	Brevard County School Board	MT	Arlee Joint High School District #8
AK	Yukon Flats School District	FL	Okaloosa County School District	MT	Ashland Elementary School Dist. #32-J
AL	Daleville City Board of Education	GA	Bryan County School District	MT	Box Elder Elementary School District
AZ	Baboquivari Unified School District	GA	Camden County Board of Education	MT	Box Elder High School District
AZ	Blackwater Community School-PP3-4	GA	Liberty County Board of Education	MT	Brockton Elementary School District #55
AZ	Blackwater Community School-PPK-2	GA	Long County Board of Education	MT	Brockton High School District #55F
AZ	Blue Ridge Unified School District	GA	Lowndes County Board of Education	MT	Browning Elementary School District #9
AZ	Chinle Unified School District #24	GA	Richmond County Board of Education	MT	Browning High School District #9
AZ	Clarkdale-Jerome School Dist. #3	HI	Hawaii Department of Education	MT	Cut Bank School District #15
AZ	Fort Thomas Unified School Dist. #7	ID	Blackfoot School District #55	MT	Dixon Public Schools
AZ	Ganado Unified School District #20	ID	Lapwai School District #341	MT	Dodson School District
AZ	Grand Canyon Unified School Dist.	ID	Mountain Home School District #193	MT	East Glacier Park Grade School
AZ	Ha:San Preparatory & Leadership School	ID	Plummer-Worley Joint School Dist. #44	MT	Frazer Elementary School District #2
AZ	Kayenta Unified School District #27	IL	Cass School District #63	MT	Frazer High School District #2
AZ	Page Unified School District #8	IL	Community Consolidated School Dist. #180	MT	Great Falls High School District #1A
AZ	Painted Desert Demo Prjt-The Star School	IL	Elwood Community School District	MT	Great Falls School District #1
AZ	Parker Unified School District	IL	Jasper Community Cons. Sch. Dist. #17	MT	Hardin Elementary School District #17-H
AZ	Peach Springs Unified School District	IL	Lemont Township High Sch. Dist. #210	MT	Hardin High School District #1
AZ	Pinon Unified School District #4	IL	Mascoutah Comm. Unit School Dist. #19	MT	Harlem Elementary School District #12
AZ	Red Mesa Unified School District	IL	North Chicago Comm. Unit Sch. Dist. #187	MT	Harlem High School District #12
AZ	Sacaton Public School District #18	IL	North Shore School District #112	MT	Hays-Lodge Pole School Dist. #50
AZ	Salt River-Pima-Maricopa Community Sch.	IL	Wilmington Community Unit SD #209-U	MT	Heart Butte School District #1
AZ	San Carlos Unified School District #20	IN	Loogootee Community School Corp.	MT	Hot Springs School District #14-J
AZ	Sanders Unified School Dist. #18	IN	Perry Central Comm. School Corp.	MT	Lame Deer High School District
AZ	Sonoran Science School Academy	IN	South Ripley Comm. School Corp.	MT	Lame Deer School District #6
AZ	Tuba City Unified School Dist. #15	KS	Derby Unified School District #260	MT	Lodge Grass Elementary School District
AZ	Vail School District #20	KS	Fort Leavenworth Unified Sch. Dist. #207	MT	Lodge Grass High School District
AZ	Whiteriver Unified School Dist. #20	KS	Geary County Unified School Dist. #475	MT	Polson Elementary School District #23
AZ	Window Rock Unified School Dist. #8	KS	Royal Valley Unified School District 337	MT	Polson High School District #23
AZ	Yuma Elementary School District #1	KY	Edmonson County Board of Education	MT	Poplar Elementary School District #9
CA	Big Creek Elementary School Dist.	KY	Mead County Board of Education	MT	Poplar High School District #9B
CA	Bolinas-Stinson School District	LA	Belle Chasse Academy	MT	Pryor Public School District #2 & 3
CA	Central Union School District	LA	Vernon Parish School Board	MT	Rocky Boy Elementary Sch. Dist. #87
CA	Coronado Unified School District	MD	Montgomery County Public Schools	MT	Rocky Boy High Sch. Dist. #87
CA	Eastern Sierra Unified School District	ME	Indian Twp. Passamaquoddy Sch. Comm.	MT	Ronan Elementary School District #30
CA	Fallbrook Union Elementary School Dist.	ME	Penobscot Indian School Committee	MT	Ronan High School District #30
CA	Fallbrook Union High School District	ME	Pleasant Point Passamaquoddy Sch. Comm.	MT	St. Ignatius Jt. Public School Dist. #28
CA	French Gulch-Whiskeytown Sch. Dist.	MI	Baraga Township School District	MT	Valier Elementary School District
CA	Hueneme Elementary School District	MI	Big Bay de Noc School District	MT	Valier High School District
CA	Inyo County Schools	MI	Brimley Public Schools #14	MT	West Glacier Elementary Sch. Dist. #8
CA	Klamath-Trinity Jt. Unified Sch. Dist.	MI	Ewen-Trout Creek School	MT	Wolf Point Elementary School Dist. #45
CA	Lemoore Union High School District	MI	Glen Lake Community Schools	MT	Wolf Point High School District #45
CA	Lompoc Unified School District	MI	L'Anse Area Schools	NC	Wyola Elementary School District
CA	Los Alamitos Unified School District	MI	Leland Public School	NC	Craven County Board of Education
CA	Morongo Unified School District	MI	Ojibwe Charter School	NC	Cumberland County Board of Education
CA	Mountain Empire Unified School Dist.	MI	Suttons Bay Public Schools	NC	Graham County Schools
CA	Muroc Joint Unified School District	MI	Watersmeet Township School District	NC	Hoke County Board of Education
CA	Ocean View School District	MN	Cass Lake-Bena Schools	NC	Moore County Schools
CA	Round Valley Unified School Dist.	MN	Deer River Independent Sch. Dist. #317	NC	Onslow County Board of Education
CA	San Diego Unified School District	MN	Mahnomen Independent School Dist. #432	NC	Swain County Board of Education
CA	San Pasqual Valley Unified School Dist.	MN	Naytahwaush Comm. Charter School	NC	Wayne County Public Schools
CA	Shoreline Unified School District	MN	Nett Lake Independent Sch. Dist. #707	ND	Belcourt County Public Sch. Board #7
CA	Sierra Sands Unified School District	MN	Pine Point School ISD #25	ND	Devils Lake School District #1
CA	Silver Valley Unified School District	MN	Red Lake Independent School Dist. #38	ND	Dunseith School District #1
CA	Travis Unified School District	MN	Walker Independent School District	ND	Fort Yates School District #4
CA	Two Rock Union School District	MN	Waubun Independent Sch. Dist. #435	ND	Garrison School District #51
CA	Wheatland School District	MO	Chadwick R-1 School District	ND	Glenburn School District #26
CA	Wheatland Union High School District	MO	Crocker R-2 School District	ND	Grand Forks Air Force School Dist. #140
CO	Academy School District #20	MO	Knob Noster R-VIII School District	ND	Larimore School District #44
CO	Adams County School District #14	MO	Osceola School District	ND	Minnewaukan Public School District



# 2018-2019 NAFIS Members, cont...

ND	Parshall School District #3	OK	Maryetta Public Schools	TN	Roane County Board of Education
ND	Selfridge School District #8	OK	Mason Public School	TN	Unicoi County Board of Education
ND	Solen School District #3	OK	Morris Public School	TX	Belton ISD
ND	St. John School District #3	OK	Navajo Independent School Dist. #1	TX	Brookeland ISD
NE	Bellevue Public Schools	OK	<i>New Lima Public School</i>	TX	Burkburnett ISD
NE	Niobrara Public School District #1-R	OK	Okemah Public Schools	TX	Copperas Cove ISD
NE	Santee School District	OK	<i>Pawhuska School District</i>	TX	Farmersville ISD
NE	Umo"ho" Nation Public Schools	OK	Pleasant Grove School	TX	Fort Sam Houston ISD
NE	Walthill Public Schools #13	OK	Preston Public Schools	TX	Killeen ISD
NE	Winnebago Public Schools	OK	Quapaw Public School District	TX	Lackland ISD
NJ	Beverly City School District	OK	Rocky Mountain Public School	TX	Lake Dallas ISD
NJ	Cape May Board of Education	OK	Salina School District	TX	Lewisville ISD
NJ	Colts Neck Township Schools	OK	Smithville Public Schools	TX	Pilot Point ISD
NJ	Kittatinny Regional High School Dist.	OK	Snyder School District	TX	Pottsboro ISD
NJ	Lakehurst Board of Education	OK	Stilwell School District	TX	Randolph Field ISD
NJ	Montague Board of Education	OK	Stringtown School District	TX	Redwater ISD
NJ	New Hanover Township Board of Ed	OK	Tahlequah Schools	TX	San Vicente ISD
NJ	North Hanover Township Board of Ed	OK	Tenkiller School District	TX	Wichita Falls Independent Schools
NJ	Northern Burlington County Reg. Sch. Dist.	OK	Tishomingo Public Schools	UT	San Juan School District
NJ	Pemberton Township Board of Education	OK	Tonkawa Public School	VA	Chesapeake Public Schools
NJ	Plumsted Township Board of Education	OK	Twin Hills School District	VA	Hampton City Schools
NJ	Rockaway Township Board of Education	OK	Vanoss School District	VA	Newport News Public Schools
NJ	Sandyston-Walpack School District	OK	Vian Public School	VA	Norfolk City School Board
NM	Central Consolidated School Dist.	OK	<i>Walters Public School</i>	VA	Prince George County School Board
NM	Grants-Cibola County Schools	OK	Warner Public School	VA	Prince William County School Board
NM	Zuni Public School District #89	OK	Westville School District	VA	Virginia Beach City Public Schools
NV	Churchill County School District	OK	Wilson School District	VA	York County School Board
NY	Akron Central School District	OK	<i>Wright City School District</i>	WA	Bethel School District #403
NY	Carthage Central School District	OK	Zion Public School	WA	Bremerton School District #100
NY	Gowanda Central School District	PA	Delaware Valley School District	WA	Cape Flattery School District #401
NY	Highland Falls-Ft. Montgomery SD	PA	Hatboro-Horsham School District	WA	Central Kitsap School District #401
NY	Hyde Park Central School District	RI	Middletown Public Schools	WA	Clover Park School District #400
NY	Indian River Central School District	RI	Portsmouth School District	WA	Columbia School District #206
NY	Lake Shore Central Schools	SC	Richland County School District #2	WA	Franklin Pierce School Dist. #402
NY	Salamanca City School District	SD	Andes Central Independent Sch. Dist. #103	WA	Grand Coulee Dam School District #301-J
NY	Silver Creek Central Schools	SD	Bennett County School District #3-1	WA	Hood Canal School District #404
NY	Utica City School District	SD	Bon Homme School District	WA	Inchelium School District #70
NY	Watertown City School District	SD	Chamberlain Independent Sch. Dist. #1	WA	Keller School District #3
OH	Barberton City School District	SD	Custer School District #16-1	WA	La Conner School District #311
OH	Beavercreek City School District	SD	Douglas School District #51-1	WA	Mary Walker School District #207
OH	Fairborn City Schools	SD	Dupree School District #64-2	WA	Marysville School District #25
OH	Mad River Local Schools	SD	Eagle Butte School District 20-1	WA	Medical Lake School District #326
OH	Southeast Local School District	SD	Flandreau Public Schools #50-3	WA	Mt. Adams School District #209
OH	Windham Exempted Village School Dist.	SD	Hill City School District #51-2	WA	Nespelem School District #14
OK	Anadarko Public Schools	SD	Hot Springs Independent SD 23-2	WA	North Mason School District
OK	Ardmore School District	SD	Kadoka School District #35-1	WA	North Thurston Public Schools
OK	Bennington Public Schools	SD	Lyman School District #42-1	WA	Oak Harbor School District #201
OK	Briggs School	SD	McIntosh School District #15-1	WA	Oakville School District #400
OK	Byng Public Schools	SD	McLaughlin Independent SD #15-2	WA	Omak School District #19
OK	<i>Calumet Public School District</i>	SD	Mobridge-Pollock School District #62-6	WA	Port Angeles School District #121
OK	Choctaw-Nicomma Park Schools	SD	Oelrichs Public Schools	WA	Steilacoom Historical School District
OK	Clinton Public Schools	SD	Oglala Lakota County School District	WA	Taholah School District #77
OK	Coalgate Public Schools	SD	Pierre School District	WA	Toppenish School District #202
OK	Colcord Public Schools	SD	Platte-Geddes School Dist. #11-5	WA	Wapato School District #207
OK	Dahlongegah Public Schools	SD	Sisseton Independent School District #1	WA	Wellpinit School District #49
OK	Darlington Public School	SD	Smee School District #15-3	WI	Bowler School District
OK	Dewar Public School	SD	South Central School District 26-5	WI	Crandon Joint School District #1
OK	<i>Elgin School District</i>	SD	Stanley County School District	WI	Florence County School District
OK	Frontier Public School District	SD	Summit School District #54-6	WI	Lac du Flambeau School District #1
OK	Fort Cobb - Broxton Schools	SD	Timber Lake School District #20-3	WI	Lakeland Union High School District
OK	Geronimo School District	SD	Todd County Schools #66-1	WI	Menominee Indian School District
OK	Greasy Dependents School District #32	SD	Wagner Community School District #11-4	WI	School District of Bayfield
OK	Hominy Public Schools	SD	Wall School District #51-1	WI	School District of Black River Falls
OK	Hugo Public School	SD	Waubay School District #18-3	WI	Seymour Community Schools
OK	Jay Public School	SD	White River School District #47-1	WI	Tomah Public Schools
OK	Kansas Public Schools	SD	Winner School District 59-2	WI	Wabeno Area School District
OK	Keys Public Schools	SD	Yankton School District #63-3	WY	Fremont County School District #14
OK	Kingston Public Schools	TN	Clarksville-Montgomery Board of Ed	WY	Fremont County School District #21
OK	Lawton Independent School District #8	TN	Clay County Board of Education	WY	Fremont County School District #38
OK	Locust Grove Public School	TN	Clinton City Schools	WY	Fremont County School District #6

# NAFIS Releases 2018 Year End Report

The NAFIS 2018 Year End Report is now available. Of particular note in 2018 was the success of the NAFIS Family and our coalition partners in defeating proposed legislation to redirect Impact Aid funding to school vouchers for military families. Together with our partners, over 50,000 letters opposing the bill were sent to Congress. 2018 also included two funding increases for Impact Aid totaling \$117.5 million, as funding for both FY 2018 and FY 2019 were approved in calendar year 2018. In addition, NAFIS redesigned the organizational website, hired a new communications director, held nine FISEF workshops attended by 169 school district leaders and more. We are pleased with all that we accomplished in 2018 and look forward to building on this work for an even more successful 2019.



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# FISEF LEVEL 1 SCHOOL BUSINESS OFFICIALS WORKSHOP

**MARCH 16, 2019**  
**HYATT REGENCY CAPITOL HILL**  
**WASHINGTON, DC**

## Registration

**Name:** \_\_\_\_\_

**School District:** \_\_\_\_\_

**Mailing Address:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Fax:** \_\_\_\_\_

**Email:** \_\_\_\_\_

### SCHOOL DISTRICT DATA

**1. Select all types of Federal Students Served:**

Indian Lands      Military      Low Rent Housing      Civilian

**2. Avg. daily attendance last year:** \_\_\_\_\_

**3. Select one used to gather information for survey:**

Source Check      Student Survey      Both

### ATTENDEE DATA

**1. Select all of your current responsibilities:**

Student Survey      Impact Aid Application      Budgeting for Impact Aid Receipts

**2. Select your years of IMPACT AID experience:**

0      1-3      4-7      7-10      Over 10

**Note:** Bring along a pocket calculator.

### PAYMENT INFORMATION

**Price:**      **Circle your payment option:**

\$295.00      Cash      Check      P.O.

**Checks Payable to:**

Federally Impacted Schools Educational Foundation

**Send registration/payment/P.O to:**

Anne O'Brien, FISEF, 400 North Capitol Street, NW, Suite 290, Washington, DC 20001, or via fax to (202) 624-5468 or e-mail to [anne@nafisdc.org](mailto:anne@nafisdc.org)

### TENTATIVE AGENDA

**8:30AM** Continental Breakfast

**9:00AM** Introductions

**9:15AM** Section 7003 - Basic Support

- Identifying Eligible Students

- Converting Membership to Average Daily Attendance (class exercise)

- Student Weights

- Local Contribution Rate (LCR) - How Is It Determined?

- How Do We Get Paid?

- Impact of Appropriations on Payments

**12:00PM** Lunch (provided)

**1:00PM**

- Children with Disabilities

- Indian Policies and Procedures

- Small School Adjustment

- Hold Harmless - How Can It Help You?

**1:45PM** Class Exercise

- Calculating a Payment

**2:30PM**

- Lifting Student Data from the Application

- Estimating FY19 Payment Information on a Blank Voucher

**4:00PM**

- Section 7007 School Construction

- Section 7009 State Equalization

**4:30PM** Questions

**5:00PM** Adjourn

**Cancellations** received in writing by 3/1/19 will be refunded in total; between 3/2/19 and 3/9/19 will be refunded 50%; no refund thereafter.



## Membership Corner



Lynn Watkins

It's a new year, and we are looking forward to a great 2019! On the preceding pages of this issue of *Impact*, you will find a complete list of NAFIS member school districts in good standing whose due have been satisfied. Be sure to check the list to see if your district is on it. If not, please contact me at [lynn@nafisd.org](mailto:lynn@nafisd.org) immediately. Membership benefits cut off Jan. 31 for those not on the list.

As we start off the New Year, NAFIS is already busier than ever with the planning of the upcoming 2019 NAFIS Spring Conference. Both the NAFIS registration website and the Hyatt reservation site opened in December, so make sure you visit both sites. Remember, registering for the conference is a two-step process: 1) **reserve a room** at the Hyatt Regency Capitol Hill, our host hotel; and 2) **register for the conference** itself. Make your hotel reservations early, as rooms go quickly. And don't forget that, in addition to the regular \$500 NAFIS member registration fee, an additional \$100/person is added to walk-in registrations. Please register sooner rather than later to avoid any issues.

Also, if you are planning to register for the FISEF workshop, please get your registration in soon to secure your spot.

## Gather Data on Digital Learning from Your Students, Staff, Parents & Community

You may have heard from Dr. Julie Evans, Chief Executive Officer of Project Tomorrow, the keynote speaker at our Spring 2018 Conference and the leader of a breakout session last fall. Now is your chance to be part of Speak Up and collect valuable data about school-to-home communications, student engagement, digital inequity, teacher professional learning, student safety online and more. Speak Up is also offering two new Snapshot tools that can be used as stand-alone options for those needing data just on mobile learning or professional learning.

Speak Up is the research tool districts use to learn what students, educators, parents and the community have to say about education issues. The Speak Up Research Project for Digital Learning, a national initiative of Project Tomorrow, is both a national research project and a free service to schools and districts everywhere. Since fall 2003, Speak Up has helped education leaders include the voices of their stakeholders in annual and long-term planning. More than 5.4 million participants have made Speak Up the largest collection of authentic, unfiltered stakeholder input on education, technology, schools of the future, science and math instruction, professional development and career exploration. National-level reports inform policymakers at all levels.

Educators from more than 30,000 schools have used Speak Up data to create and implement their vision for the next generation of learning. You can, too! Learn more about how to register as the primary contact at <https://tomorrow.org/speakup/registration.html> today. This is also where you register to use the free Snapshot tools to evaluate mobile learning initiatives and to better inform professional learning offerings for teachers.

Speak Up is open through January 31, 2019. Local data, and national comparative data, will be delivered to registered schools and districts in February 2019. ~



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