

HASBAT

Huntsville Association of Small Businesses in Advanced Technology – www.hasbat.org

HNO COMMUNITY CALENDAR

September 4, 2023

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Submit a "Calendar Request Form" via the HASBAT website at:

<https://www.hasbat.org/Calendar-Request>.

The HNO Calendar is named after its creator, Henry N. Oldham. Henry was an active, colorful member of the Huntsville community and known for many things, to include starting the HNO Calendar about 20 years ago. He turned over the calendar to HASBAT in 2019. Henry passed away on August 28, 2022.

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NOTES TO THE CALENDAR

- To make any updates or corrections, please email HASBAT at calendar@hasbat.org.
- To be added to HNO Calendar distribution subscribe at the following link: [Subscribe to the HNO Calendar](#)



**PROUDLY SERVING BUSINESSES IN THE
HUNTSVILLE DEFENSE & SPACE COMMUNITY**

Be the first to know what's happening in the Huntsville Defense and Space Community...

Subscribe to the HNO Community Calendar TODAY!

https://www.hasbat.org/HNO_Calendar

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MAJOR UPCOMING EVENTS

- **SEP 7, 2023 (In Person): Digital Engineering and MBSE Symposium.** NDIA TVC will host the event at the Jackson Center, 6001 Moquin Dr. NW running from 8:00am-6:00pm CST. This symposium will bring together leading experts, engineers, and enthusiasts in the field of digital engineering and Model-Based Systems Engineering (MBSE). The event aims to explore the latest advancements and insights into the application of digital engineering and MBSE methodologies, with a focus on three critical subjects: Space Battlefield, Missile Defense, and Warfighter Situational Awareness. For details and registration [click here](#). The cost is \$125.
- **SEP 8, 2023 (In Person): HASBAT Trash Panda Membership Appreciation Night.** Please join us for the HASBAT Trash Panda Membership Appreciation Night on Friday, Sept 8th, 2023. Game starts at 6:35 pm with gates opening at 5:35 pm at Toyota Field in Madison, AL. 1 ticket is available per membership for free and ticket includes: 1 Game Admission, 1 Parking Pass, 1 Dinner, and 2 Drink Tickets. Registration is first come – first serve based on availability. For details and registration [click here](#).
- **SEP 14, 2023 (In Person): HASBAT Monthly Membership Luncheon and Training.** This HASBAT event starts with a training session from 9:30–11:00 followed by Lunch from 11:30-1:00 at the Jackson Center, 6001 Moquin Dr NW, Huntsville, AL 35806. The guest speaker is TBD. The registration link is pending. The cost is free for HASBAT Gold members. The cost for all other HASBAT members is \$22 and it is \$25 for non-members.
- **SEP 20-21, 2023 (In Person): National Cyber Summit.** This two-day event will take place at the Von Braun Center. The National Cyber Summit is the nation’s premier and most innovative cyber security-technology event, offering unique educational, collaborative and workforce development opportunities for industry visionaries and rising leaders. For details and registration [click here](#). The cost varies based on registration type.

CALENDAR UPDATES AS OF SEPTEMBER 4, 2023

- **SEP 13, 2023 (Virtual): Grant Writing Demystified.** Hosted by the APEX Accelerator, this event runs from 12:00-1:00 pm CST. Join us for a dynamic discussion where we’ll dive into how best to approach each step of the grant writing process from the perspectives of both entrepreneur and capital provider. We’ll help you determine whether grants are right for you and your business, walk you through the application process, and help you ensure that you have all the necessary files. For details and registration [click here](#). The cost is free.
- **SEP 13, 2023 (Virtual): Crafting an Effective Content Strategy for Your Business.** Hosted by the Catalyst, this event runs from 12:00-1:00 pm CST. Dive into the proven methods used by industry leaders to unlock

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the power of content strategy that captivates and converts. Whether you're a startup seeking your desired audience's attention or a well-established brand needing fresh insights, this workshop offers actionable strategies to elevate your content game. Prepare for an interactive journey led by Sonya Bailor, CEO of Bailor Group, experts in business growth strategy both in internal scalability and external growth. For details and registration [click here](#). The cost is free.

- **SEP 14, 2023 (Virtual): Marketing for Government Contractors.** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. Attention Government Contractors! Ready to take your marketing strategy to the next level? Join us for an exclusive workshop designed specifically for you. During this power-packed session, our industry expert, Vicki Morris, owner and chief strategist of Face-To-Face Marketing, LLC, will equip you with the tools and strategies needed to propel your government contracting business to new heights. Learn the secrets of time mastery, optimizing your website to capture attention and generate leads, harnessing the power of social media, crafting persuasive email campaigns, mastering networking events, and defining your niche to stand out from the competition. For details and registration [click here](#). The cost is free.
- **SEP 19, 2023 (Virtual): When to Hire In Your Small Business.** Hosted by the Catalyst, this event runs from 10:00-11:00 am CST. One of the most important decisions in a small business looking to grow or maintain its revenue is trying to figure out the right time to hire. This can be determining when to hire your first employee or when to hire your 50th employee. Each hire should be based on a need that helps you grow or maintain business at a higher level. Join us to learn more about when to hire for your small business. For details and registration [click here](#). The cost is free.
- **OCT 3, 2023 (Virtual): Everything you needed (and never wanted) to know about CMMC Virtual Workshop.** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. If your organization has contracts with the DoD, or hope to be a DoD contractor in 2024, do not miss this opportunity to have the CMMC Program & DFARS 252.204-7012, the basis of the CMMC program, explained. Most small businesses are experts in their niche area, but increasingly, they are being asked to give expert answers about their cybersecurity posture too. Recognizing the complexity, DTS's Director of Cybersecurity Operations – Derek Kernus - will break down what CMMC is, it's relation to the DFARS 7012 clause, and outline your next steps for compliance. In easy-to-understand terms, you'll gain knowledge about DFARS, protecting CUI, and break through the rumors and the myths surrounding the program through reviewing the leaked documents about the recommended final stages of the CMMC program. DTS' experts will also break down how the validation program will really work. For details and registration [click here](#). The cost is free.
- **OCT 12, 2023 (Virtual): Key Performance Indicators (KPIs).** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. What are the measurements of success? KPIs (Key Performance Indicators) are at the

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core of the intelligent organization and greatly affect your results. However, finding genuine KPIs is no easy task, as they are often “hidden” within the operational processes and your data. As a manager, controller, or consultant, you want to determine the right KPIs for your organization, and implement them as quickly as possible. This workshop covers every important aspect of genuine KPIs. Find the right KPIs and management insights needed to achieve continuous improvement and higher performance. For details and registration [click here](#). The cost is free.

RECURRING PERIODIC MEETINGS

- **Space Club Breakfast:** 3rd Tues. of the month, Breakfast 7:15 AM | Program 7:45 AM, Jackson Center – <https://www.spaceclubhsv.org/tickets>
- **Huntsville Accounting and Financial Women’s Alliance (AFWA) Meeting:** 3rd Tues. @1730, Terranova’s – www.huntsvilleafwa.org
- **Air & Space Forces Association, Tennessee Valley Chapter:** 3rd Thurs. @1730, details TBD – johnpennelljr@aol.com
- **Energy HSV:** Periodic Breakfast Meetings and Luncheons, for more information, contact Trisha Truitt trisha.truitt@energyhuntsville.com or Allison Mason Allison.mason@energyhuntsville.com for details.
- **Huntsville Aerospace Marketing Association (HAMA) Membership Luncheon:** 2nd Fri. @1100 – 1300, Jackson Center – reservations@hamaweb.org
- **HASBAT Monthly Membership Meeting:** 1st Thurs. (2nd during Fed. Holidays) @0700-0830 or 1100-1300, Jackson Center – www.hasbat.org/events
- **HASBAT Quarterly Training Session:** 1st Thurs. (2nd during Fed. Holidays) @0930-1100, Jackson Center and other venues per topic – www.hasbat.org/events
- **International Cost Estimating & Analysis Association (ICEAA) Greater Alabama Chapter Workshop:** 2nd Tuesday – <http://www.iceaaonline.com/chapters/greater-alabama-chapter/>
- **Military Officers Association of America (MOAA):** Last Wed of the Month @1100, Summit Club – csgiving@bellsouth.net
- **North Alabama Veterans & Fraternal Organization Coalition (NAVFOC):** 1st Weds., American Legion-Post 229 – www.navfoc.org
- **National Contract Management Agency (NCMA) Monthly Meeting:** 3rd Thurs., Check website for time and location – www.ncmahsv.org
- **Project Management Institute North Alabama Chapter (PMI-NAC) Monthly Meeting:** Breakfast Meetings the first Thursday of every month at 7:30 AM in Redstone Federal Credit Union (RFCU) Atrium. Luncheon Meetings the third Tuesday of every month at 11:30 AM in Jackson Center. See website for details: www.pmi-nac.org

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- **Rocket City Adjutants General Corps Regimental Association (RCAGCRA):** 2nd Thurs. @1130-1300, Java Café – sherenroberts@yahoo.com
- **Redstone Arsenal (RSA) Mil. & Civ. Club (RSAMCC) Lunch:** 2nd Tues, @1000-1230, The Summit – www.rsamcc.org/
- **Redstone Arsenal Sergeant Majors Association:** 3rd Thurs. @1130, USAG HQ Conf. Rm. D101 – for info go to info@redstonesma.org
- **Redstone Arsenal Warrant Officers Association:** 2nd Weds. @1130-1300, Redstone Lanes Bowling Center meeting room. Contact retired Chief Warrant Officer 5 Keith Langewisch at langewischk@yahoo.com
- **Society of American Military Engineers (SAME):** 2nd Thurs., Redstone Federal Credit Union (RFCU 220 Wynn Dr.) – tfoster@ssr-inc.com
- **Vietnam Veterans of America (VVA) Chapter #1067:** 2nd Thurs. @1700, American Legion (Drake Ave.) – wharmon446@charter.net

MONTHLY EVENTS – SEPTEMBER 2023

- **SEP 5, 2023 (Virtual): Small Business Certifications - HUBZone, WOSB, SDVOSB, 8(a).** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. Participants will learn about the Small Business Certifications and discuss how to get certified, how long it may take, regulations, changes, updates, and tips and tricks on how to be prepared as well as how to utilize your certifications when you obtain them For details and registration [click here](#). The cost is free.
- **SEP 6, 2023 (Virtual): Generating Residual Revenue.** Hosted by the Catalyst, this event runs from 1:00-2:00 pm CST. This workshop is designed for Entrepreneurs who want to leverage their wealth of experience and expertise to generate additional income for their businesses without having to create entirely new services or products. For details and registration [click here](#). The cost is free.
- **SEP 7, 2023 (Virtual): Small Business Administration (SBA) for GOVCON.** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. Montez Diamond with SBA Region 4 will facilitate this session where participants will learn more about the SBA. For details and registration [click here](#). The cost is free.
- **SEP 7, 2023 (In Person): Digital Engineering and MBSE Symposium.** NDIA TVC will host the event at the Jackson Center, 6001 Moquin Dr. NW running from 8:00am-6:00pm CST. This symposium will bring together leading experts, engineers, and enthusiasts in the field of digital engineering and Model-Based Systems Engineering (MBSE). The event aims to explore the latest advancements and insights into the application of digital engineering and MBSE methodologies, with a focus on three critical subjects: Space Battlefield, Missile Defense, and Warfighter Situational Awareness. For details and registration [click here](#). The cost is \$125.

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- **SEP 11-12, 2023 (In Person): Aircraft Survivability Equipment Symposium (ASE).** This two-day event will take place at the Von Braun Center. For 40 years, this annual event has brought the community together to develop life-saving solutions for the Aviation Soldier; from Avionics and Survivability Equipment Repairers to Aviation Mission Survivability Officers to the project officers and policy makers. Listen to ASE Program Manager updates, sit in on informative panels, take advantage of the various networking opportunities and learn about life-saving solutions from our exhibitors. For details and registration [click here](#).
- **SEP 12, 2023 (Virtual): ASQ Huntsville Section September Meeting - Genealogy Data Analysis and Statistics.** This virtual event will run from 5:30 pm to 8:00 pm. 5:30pm Networking will begin, 6:00pm an update on the status of ASQ's Huntsville Section and then the Lecture will begin concluding at 7:00pm-7:30pm for questions. Genealogy Research requires a significant amount of Data Analysis. You utilize primary sources, secondary sources, and dig to find evidence to support your hypothesis. If you are lucky you can utilize DNA Data to provide support for your hypothesis calculating the statistical probability based on Centimorgans. The Lecture will go over two Case Studies. One will leave you feeling confident of your hypothesis, and the other will require additional research. For details and registration [click here](#). The cost is free.
- **SEP 13, 2023 (Virtual): Accounting for Small Businesses- QuickBooks for Desktop.** Hosted by the Catalyst, this event runs from 10:00-11:00 am CST. Join The Catalyst's Operations Manager and CPA, Sandy Edwards, as she goes through the basics of Quickbooks for Desktop. She will help you start off on the right foot by highlighting how to set up company books, how to enter expenses and payments, and how to set up products and services among other topics. For details and registration [click here](#). The cost is free.
- **SEP 13, 2023 (Virtual): Starting a Business in Alabama.** Hosted by the APEX Accelerator, this event runs from 11:00am - 1:00 pm CST. This two-hour workshop will provide participants with a comprehensive overview of the steps required and recommended for starting a small business in the State of Alabama, with a primary focus on businesses in Madison, Limestone, Morgan, Marshall, Jackson, Cullman, and Dekalb counties. For details and registration [click here](#). The cost is free.
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- **SEP 15, 2023 (In Person): Bullets, Bourbon & Barbecue at King B Farm.** Presented by Huntsville SOF to benefit Still Serving Veterans, this event will be held at King B Farm, 2932 Newman Road, Ardmore, TN 35449, running from 8:00am-6:00 pm CST. Check-in begins at 8 a.m. followed by a morning shooting session at a range of your choice, VIP luncheon with guest speaker Eric O'Neill, afternoon shooting session at a second range, followed by barbecue, bourbon tasting, Cigar Bar and silent auction with unique weapons, sports items, jewelry and more! For details and registration [click here](#). VIP Team registration (\$2500) is now open and individual shooter registration (\$250) opens August 28th.
- **SEP 16, 2023 (In Person): USA Patriots Amputee Softball Game.** Hosted by AUSA on Friday, Sept 16th, 2023 at Toyota Field in Madison, AL. Game starts at 6:35 pm with gates opening at 5:00 pm and featuring postgame fireworks. For details and registration [click here](#). The cost is \$10 per ticket.

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- **SEP 18, 2023 (In Person): GovCon 101.** Hosted by the APEX Accelerator, this event runs from 11:00am - 12:00 pm CST. The UAH APEX Accelerator (former Procurement Technical Assistance Center) is providing an Introduction to Government Contracting (GovCon 101) for local, state, and federal government contracts. Attendees will learn requirements to bid state and federal opportunities, the process steps to be "DIB-ready" (defense industrial base), some market research tools, the federal acquisition process, SBA Certifications, and Set Aside Contract programs, tips for finding contracting opportunities, and determine their own path to finding government contracts. For details and registration [click here](#). The cost is free.
- **SEP 18-19, 2023 (In Person): Modular Open Systems Approach (MOSA) Industry & Government Summit & Expo.** This two-day event starts will take place at the Georgia World Congress Center in Atlanta, Georgia. Don't miss the nation's NEW, premier Modular Open System Approach (MOSA) Summit and Expo featuring Leadership Keynotes, Panel Discussions, Technical Tracks and live Exhibitor Demonstrations from a broad array of MOSA experts across the ecosystem. Engage first-hand with top government offices on initiatives as well as leading Industry executives and authorities implementing MOSA. For details and registration [click here](#).
- **SEP 19, 2023 (In Person): National Cyber Summit: AWS Partner Learning Day.** Hosted by AWS, this event runs from 1:00-5:00pm at the AC Hotel at 435 Williams Avenue SW in Downtown Huntsville. The National Cyber Summit Amazon Web Services (AWS) Partner Learning Day connects federally-focused organizations (small to large) operating in Huntsville, AL to AWS executives and resources. Join us to discover how AWS can bolster your federal cloud business, providing you with powerful tools and insights to optimize your operations. For details and registration [click here](#). The cost is free.
- **SEP 19, 2023 (Virtual): Office of Federal Contractor Compliance Programs (OFCCP)/Affirmative Action for GOVCON.** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. Participants will learn about the Marketing - OFFCP/Affirmative Action from Sheri Buchanan of Redstone GCI. For details and registration [click here](#). The cost is free.
- **SEP 19, 2023 (Virtual): When to Hire In Your Small Business.** Hosted by the Catalyst, this event runs from 10:00-11:00 am CST. One of the most important decisions in a small business looking to grow or maintain its revenue is trying to figure out the right time to hire. This can be determining when to hire your first employee or when to hire your 50th employee. Each hire should be based on a need that helps you grow or maintain business at a higher level. Join us to learn more about when to hire for your small business. For details and registration [click here](#). The cost is free.
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visionaries and rising leaders. For details and registration [click here](#). The cost varies based on registration type.

- **SEP 21, 2023 (In Person): 36th Marshall Small Business Alliance (MSBA).** The Marshall Space Flight Center (MSFC) Office of Small Business will host the 36th Marshall Small Business Alliance Meeting as well as the FY23 MSFC Industry and Advocate Awards Ceremony. This event will take place at the Davidson Center located at the US Space and Rocket Center. Presentations begin at 8:00 am and run through 12:30 pm. The Marshall Small Business Alliance (MSBA) was created to provide industry with maximum exposure to the NASA/MSFC marketplace. Those in attendance will receive a variety of acquisition and program updates/overviews, contract specific center organizational overviews, and NASA Office of Small Business Program updates from Marshall Space Flight Center (MSFC) as well as several other Center. For details and registration [click here](#). The cost is free.
- **SEP 21, 2023 (In Person and Virtual): Introduction to FOCI for Government Contractors.** Hosted by the APEX Accelerator, this event runs from 11:00am - 1:00 pm CST. Foreign investment can play an important role in maintaining the vitality of the U.S. industrial base. Therefore, it's the policy of the U.S. Government to allow foreign investment consistent with the national security interest of the United States. A company is considered to be operating under FOCI whenever a foreign interest has the power, direct or indirect, whether or not exercised, and whether or not exercisable, to direct or decide matters affecting the management or operations of that company in a manner that may result in unauthorized access to classified information or may adversely affect the performance of classified contracts. For details and registration [click here](#). The cost is free.
- **SEP 21, 2023 (Virtual): HubZone Certification for Government Contracting.** Hosted by the APEX Accelerator, this event runs from 12:00-1:00 pm CST. The government limits competition for certain contracts to businesses in historically underutilized business zones. It also gives preferential consideration to those businesses in full and open competition. Joining the HUBZone program makes your business eligible to compete for the program's set-aside contracts. HUBZone-certified businesses also get a 10% price evaluation preference in full and open contract competitions. Find out if your business qualifies and how to apply! For details and registration [click here](#). The cost is free.
- **SEP 26, 2023 (Virtual): Building a Provisional Rate Budget.** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. This session will walk through a free available tool that you can utilize to build an indirect rate budget for the next year. Once you've established your accounting rate structure, you can develop expected costs for the coming year to project your spend and your indirect rate. This rate can be used for budgeting, forecasting, invoicing and potentially even pricing support. Having this budget will help your company more readily be aware of how it plans to execute its financial expenses and can assist with decision making throughout that year. For details and registration [click here](#). The cost is free.

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- **SEP 27, 2023 (Virtual): SDVOSB Certification for Government Contracting.** Hosted by the APEX Accelerator, this event runs from 12:00-1:00 pm CST. Getting certified by SBA as service-disabled veteran-owned (SDVOSB) makes your business eligible to compete for sole-source and set-aside contracts. At least 3% of all federal contracting dollars each year are set aside specifically for certified SDVOSBs. You can also compete for contracts under other qualifying socio-economic programs. Learn how to get your business certified as a veteran-owned small business. For details and registration [click here](#). The cost is free.
- **SEP 28, 2023 (Virtual): Obtaining a Facility Security Clearance.** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. Topics Covered in this Workshop: Sponsorship of a Facility Clearance, Defense Counterintelligence and Security Agency (DCSA), Facility Security Officer (FSO), Facility Clearance Process and Expectations, Facility Clearance Granted and Expectations, Security Program, and Employee Clearances. Kenya & Jeff McDonald with MAC3 Defense will share their subject matter expertise on Security Clearances, Facility Security Clearances and how you are able to obtain. For details and registration [click here](#). The cost is free.
- **SEP 28, 2023 (In Person): 2023 Small Business Awards Gala.** Hosted by the Chamber of Commerce, this event will take place at the Von Braun Center North Hall from 6:00-9:00 pm CST. The Huntsville/Madison County Chamber is proud to recognize businesses and individuals who make a positive impact on our community through their products, services, and outstanding leadership during the annual Small Business Awards Gala. It's one of the largest events of the year where 1,000 members of the community gather to celebrate more than 100 of the leading small businesses, entrepreneurs, young professionals and nonprofits in the Tennessee Valley! For details and registration [click here](#). The cost varies based on registration type.
- **SEP 29, 2023 (In Person): 2023 Corporate Counsel CLE Conference.** F&B Law Firm, P.C will host the event at the AC Hotel at 435 Williams Ave SW, Downtown Huntsville, AL 35801 in the Lincoln & Merrimack Room on the 2nd floor. This event will take place from 8:30am-4:30pm CST and includes a great slate of speakers. For more details and the agenda [click here](#) and registration information [click here](#). The cost is \$295 for first registrant and \$275 each additional. 6 Hours CLE Credits (Pending AL AND TN) including 1 Hour of Ethics.

ADVANCE PLANNING

- **OCT 3, 2023 (Virtual): Everything you needed (and never wanted) to know about CMMC Virtual Workshop.** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. If your organization has contracts with the DoD, or hope to be a DoD contractor in 2024, do not miss this opportunity to have the CMMC Program & DFARS 252.204-7012, the basis of the CMMC program, explained. Most small businesses are experts in their niche area, but increasingly, they are being asked to give expert answers about their cybersecurity posture too. Recognizing the complexity, DTS's Director of Cybersecurity

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Operations – Derek Kernus - will break down what CMMC is, it's relation to the DFARS 7012 clause, and outline your next steps for compliance. In easy-to-understand terms, you'll gain knowledge about DFARS, protecting CUI, and break through the rumors and the myths surrounding the program through reviewing the leaked documents about the recommended final stages of the CMMC program. DTS' experts will also break down how the validation program will really work. For details and registration [click here](#). The cost is free.

- **OCT 10, 2023 (Virtual): Secrets to an Effective Capabilities Statement.** Hosted by the APEX Accelerator, this event runs from 11:00am – 12:15 pm CST. If you're new to government contracting you may not have heard of this document but it is a key marketing tool commonly used for networking with government agencies and prime contractors. We will guide you through the basics of building a capabilities statement and how to utilize it as a part of your government contracting marketing plan. Join us to learn the basics of building a capabilities statement. It's your company's first impression! Having a distinguished capabilities statement can lead to more meaningful connections, more opportunities, and, most importantly, winning more contracts! For details and registration [click here](#). The cost is free.
- **OCT 10, 2023 (Virtual): ASQ Huntsville Section October Meeting - Insights from an Empirical Evaluation of the Malcolm Baldrige National Quality Award.** This virtual event will run from 5:30 pm to 7:30 pm. 5:30pm Networking will begin, 6:00pm an update on the status of ASQ's Huntsville Section and then the Lecture will begin concluding at 7:00pm-7:30pm for questions. The guest lecturer will be Mr. Jonathan B. Hill who is currently serving as the Chief Engineer for the Integrated Fires Mission Command (IFMC) Project Management Office (PMO). Mr. Hill will begin his lecture on Insights from an Empirical Evaluation of the Malcolm Baldrige National Quality Award. For details and registration [click here](#). The cost is free.
- **OCT 12, 2023 (Virtual): Key Performance Indicators (KPIs).** Hosted by the Catalyst, this event runs from 3:00-5:00 pm CST. What are the measurements of success? KPIs (Key Performance Indicators) are at the core of the intelligent organization and greatly affect your results. However, finding genuine KPIs is no easy task, as they are often “hidden” within the operational processes and your data. As a manager, controller, or consultant, you want to determine the right KPIs for your organization, and implement them as quickly as possible. This workshop covers every important aspect of genuine KPIs. Find the right KPIs and management insights needed to achieve continuous improvement and higher performance. For details and registration [click here](#). The cost is free.
- **OCT 12, 2023 (In Person): 18th Annual SSV Golf Tournament - FORE Veterans.** Join us at Robert Trent Jones Golf Trail at Hampton Cove for the 18th Annual Golf Tournament supporting Still Serving Veterans' no-cost services to Veterans! Each year this event has grown both in size and impact, and we expect it to sell out quickly - don't miss your chance to participate! All proceeds will help Veterans and their families

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locate fulfilling civilian careers anywhere in the nation and access the local VA benefits and resources they need to build meaningful lives.. For details and registration [click here](#).

- **OCT 18, 2023 (In Person): 2023 AlaSim Modeling and Simulation Conference.** The AlaSim 2023 is the premier modeling and simulation conference in Alabama. AlaSim highlights the diverse fields of modeling and simulation from government, industry, and academia to share the latest innovations, solutions, and products. For details and registration [click here](#).
- **OCT 26, 2023 (In Person): The Redstone Edge Conference.** Hosted by Redstone Government Consulting, this event runs from 8:30 am to 4:30 pm at the Jackson Center with a Networking Social following. The government contracting industry is ever-changing and evolving, and the Redstone Edge Conference was developed with that in mind. Each year, we bring you topics at this industry's forefront. Our goal is to provide you with the tools and knowledge to succeed in this highly regulated and complicated industry. For details and registration [click here](#). The early bird pricing is \$249 from June 15th until July 14th.

UPCOMING JOB FAIRS

- Huntsville Chamber of Commerce Job Fair Link: <https://hsvchamber.org/departments/workforce-education/career-fairs/>
- Huntsville Job Fairs Google Link: [Huntsville Job Fair Google Link](#)

HNO COMMUNITY CALENDAR September 4, 2023

HUNTSVILLE / MADISON SCHOOL DATES FOR 2023 – 2024

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HNO COMMUNITY CALENDAR

September 4, 2023

MADISON CITY SCHOOLS CALENDAR 2023-2024

211 Celtic Drive Madison, AL 35758

PHONE: 256-464-8370

www.madisoncity.k12.al.us

FAX: 256-464-8291

2023

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Approved 4.6.23

JULY	4	-----	System Closed for Independence Day Holiday
	27	-----	Institute Day
	28-31	-----	Prof. Dev./Teacher Workday
AUG	1-2	-----	Prof. Dev./Teacher Workday
	3	-----	First Day for Students
SEPT	4	-----	System Closed for Labor Day Holiday
	29	-----	End of 1st Nine Weeks (41)
OCT	24	-----	Fall Break for Teachers/Students
	11	-----	*Teacher Collaborative Day - Half Day for All Students (Early Dismissal)
	11	-----	HS - morning only; PSAT for 10th/11th; E-Learning for 9th/12th
	18	-----	Workdays (Grade 12)
	25	-----	PreACT for 9th/10th grade; E-learning for 11th/12th grade
NOV	10	-----	Veterans Day Observed (No School)
	20-24	-----	Thanksgiving Holidays for Teachers/Students
DEC	18	-----	*Teacher Collaborative Day - Half Day for Student (Early Dismissal)
	19	-----	Half Day Students/End of 1st Semester (46) (87)
DEC 20-JAN 2		-----	Winter Holidays (Students)
DEC 20-JAN 1		-----	Winter Holidays (Teachers)
JAN	1	-----	System Closed for New Year's Day Holiday
	2	-----	Prof. Dev./Teacher Workday
	3	-----	Students Return
	15	-----	System Closed for Martin Luther King, Jr. Holiday
FEB	16	-----	*Teacher Collaborative Day - Half Day for Students (Early Dismissal)
	19	-----	System Closed for Presidents' Day Holiday
MAR	8	-----	End of 3rd Nine Weeks (46) (135)
	11-15	-----	Spring Break - School System Closed
APR	9	-----	ACT for 11th Grade/E-Learning for 9th, 10th, & 12th grade
MAY	20	-----	No School - BJES/JCHS Graduation
	21	-----	*Teacher Collaborative Day - Half Day for Students (Early Dismissal)
	22	-----	Half Day for Students/End of 2nd Semester (47) (180)
	23	-----	Teacher Workday (No School for students)
	27	-----	System Closed for Memorial Day Holiday
JUNE	19	-----	System Closed for Juneteenth Holiday

Dismissal Times for 12 Days: PreK-11:80; Elementary-11:15; Secondary-12:15

- Student Instructional Day
- Change in High School Schedule Only - see notation above
- *Teacher Collaborative Day - Half Day for Student (Early Dismissal)
- No School (Teachers/Students)
- Teacher Workday/Professional Development Day (No Classes for Students)
- Weather Day - Make-Up Day if Needed
- School System Closed
- Clearing day for all students
- Summer Break - Teachers/Students

First Semester	Student Days	Teacher Days
Second Semester	87	92
	93	95
	180	187

2024

JANUARY						
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HNO COMMUNITY CALENDAR September 4, 2023

MCSS Academic Calendar 2023-2024

Madison County School System MCBOE Approved 1/26/2023

JULY 2023

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IMPORTANT DATES

- July 4: Independence Day
- July 26-28: Staff Development
- July 31-Aug 1: Institute and Work Days
- August 2: First Day of School
- September 4: Labor Day
- September 20: E-Learning/Collaboration Day
- October 2-6: Fall Break
- October 6: Fall Break 240 Employees
- November 1: E-Learning/Collaboration Day
- November 10: Veterans Day (observed)
- November 20-24: Thanksgiving Break
- November 22-24: Thanksgiving Break 240 Employees
- December 18-January 1: Winter Break
- December 21-January 1: Winter Break 240 Employees
- January 2: Teacher Workday
- January 15: Martin Luther King, Jr. Day
- January 31: E-Learning/Collaboration Day
- February 19: Presidents Day
- February 28: E-Learning/Collaboration Day
- March 11-15: Spring Break
- March 15: Spring Break 240 Employees
- April 8: E-Learning/Collaboration Day
- May 21-22: Graduation Ceremonies
- May 22: Last Student Day
- May 23: Teacher Workday
- May 27: Memorial Day
- June 19: Juneteenth

NOVEMBER 2023

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Progress Reports & Report Card Dates

Grading Period	Progress Report	Report Card
1	August 31	October 12
2	November 7	January 4
3	February 6	March 21
4	April 18	May 30

- No School
- School System Closed
- Workday/Staff Development Day
- Student Instructional Day
- E-Learning Day
- Half-Day for Students

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HNO COMMUNITY CALENDAR
September 4, 2023

HASBAT CALENDAR REQUEST POLICY AND PROCEDURES

To ensure a timely posting, calendar requests must be submitted at least two (2) weeks prior to the event's date via the HASBAT Calendar Request Form.

Once the online Calendar Request Form is submitted via the HASBAT website, an automatic email is sent acknowledging request submission.

The HASBAT Calendar Committee reviews the submitted requests weekly and determines calendar placement for the next calendar release.

If for any reason the request is not added to the calendar, the HASBAT Calendar Committee will contact the form submitter with decision reasoning and/or request for additional information to post the event listing.

Questions???

Please email the HASBAT Calendar Committee at: calendar@hasbat.org