

Policy 7.01 Plan
 2016-17 Annual Plan and Progress Report
 Confederated Tribes of the Colville Reservation
 and
 Region 1 Community Services Division—Wenatchee CSO, Okanogan CSO, Tri-County/Colville CSO, Call Center and Childcare
 February 4th, 2016

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update
Work with the Confederated Tribes of the Colville Reservation to review progress, issues, concerns and needs as they relate to tribal members and their communities.	Continue the Outstation agreement to promote higher utilization of health services to Native Americans.	Identify and develop a plan to resolve issues cooperatively.	Carol Lee, Region 1 Regional Administrator carol.lee@dshs.wa.gov 509-227-2868 Mark Dillon Administrator/Tribal Liaison mark.dillon@dshs.wa.gov 509-227-2727 Chris Scott CSO Administrator Okanogan CSO chris.scott@dshs.wa.gov 509-846-8532	Interaction with the Tribes has been on an informal, case-by-case basis. DSHS continues to provide an outstation worker in Nespelem and Wellpinit on a limited basis.

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			Dennette Woodiwiss CSO Administrator Wenatchee CSO dennette.woodiwiss@dshs.wa.gov 509-685-5602 Larry Frick CSO Administrator, Tri-County/Colville CSO larry.frick@dshs.wa.gov 509-685-5602 Tribal Representatives	
Work together to maintain open communication with the Confederated Tribes of the Colville Reservation to identify issues/gaps in	Meet with Tribes to determine needs and preferences. Make use of surveys and research completed by tribal staff to make program	Identify and develop a plan to deliver needed services and resolve issues cooperatively	Carol Lee Mark Dillon Chris Scott Dennette Woodiwiss Larry Frick	The Tri-County and Wenatchee CSOAs have ensured a sustained relationship with the Confederated Tribes of the Colville Reservation through the following services and/or

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service; recognize needs of Native American clients and communities; and, determine if the current programs and policies meet the needs.	enhancements, where possible, to improve services to Native American clients.		Tribal Representatives	<p>interactions:</p> <ul style="list-style-type: none"> ▪ Outstation services on the Confederated Tribes of the Colville Reservation at Nespelem. ▪ We have established an excellent relationship with the Statewide Health Insurance Benefits Advisors (SHIBA) volunteers who serve the Confederated Tribes of the Colville Reservation; we participate in a number of health fairs in Nespelem, Keller and Grand Coulee. Our staff person has also established good working relationships Tribal TANF, Child Protective Services and Aging and Adult Services. ▪ CSOA attends the developing “Wrap-Around” program for Okanogan and surrounding area.

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				<p>Team consists of agencies such as DSHS (CSD, DDD, DCFS, JRA) and juvenile court; along with community and tribal representatives to identify families needing wrap-around services. The tribal members attending this forum track/monitor truancy for the Tribe.</p> <ul style="list-style-type: none"> ▪ Wenatchee CSOA provides meeting space in the Wenatchee DSHS offices requested for Colville Tribal TANF workers to meet with tribal members living in the Wenatchee area. ▪ Louis Pakatoos will join the Okanogan LPA and staff TANF cases that are in common.

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Provide outreach services to Native American communities	Organize and facilitate the use of the mobile CSO (MCSO) to attend Tribal cultural events.	Assist tribal members with apply for an receiving DSHS benefits	Mobile CSO Tribal Representatives Mark Dillon Carol Lee Chris Scott Larry Frick	MCSO completed a demonstration visit on March 7 th 2016. Tribal council members toured the MCSO and asked questions regarding its capabilities.

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Provide pertinent statistics on Native American community and participant populations, numbers of Native American participants served, and other relevant data.	<p>Work closely to provide accurate information in a timely manner</p> <p>Complete an ‘ad-hoc’ request to Headquarters staff that will allow us to identify Tribal members receiving financial assistance under specific program types including medical.</p>	Assist Tribes and NAIOS in developing plans and support grant applications as well as other program enhancements they identify.	<p>Carol Lee, Mark Dillon Dennette Woodiwiss Chris Scott Larry Frick Tribal Representatives</p>	<p>CSOs continue information-sharing with tribes on clients that are shared by both programs.</p> <p>Number of Confederated Tribes of the Colville Reservation Tribal Families receiving benefits through the CSOs: Statewide Totals: January 2016 (2015):</p> <table border="1"> <thead> <tr> <th>Program</th> <th>January 2016</th> </tr> </thead> <tbody> <tr> <td>Basic Food</td> <td>?</td> </tr> <tr> <td>Medical</td> <td>?</td> </tr> <tr> <td>TANF</td> <td>?</td> </tr> <tr> <td>ABD/MCS</td> <td>?</td> </tr> </tbody> </table>	Program	January 2016	Basic Food	?	Medical	?	TANF	?	ABD/MCS	?
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Ensure efforts are made to recruit/hire Native American staff to meet the overall DSHS goal of having a diverse workforce.	Region 1 will work to develop recruitment efforts for tribal staff.	Document local recruitment and discussions with Tribes of recruitment efforts.	Carol Lee, Mark Dillon Dennette Woodiwiss Chris Scott Larry Frick Tribal Representatives	Strategies have been discussed to continue to try to recruit and hire Native American applicants when filling positions.
	Training will be provided by Tribes and Region 1 CSD to staff of each organization to improve understanding of career opportunities and how each system works Mark Dillon will coordinate the training of the Colville Employment and	Document training plans and opportunities provided Colville E&T staff will receive timely DSHS job announcements to share with members.	Carol Lee, Mark Dillon Chris Scott Dennette Woodiwiss Larry Frick Tribal Representatives	DSHS stands ready to share information regarding job qualifications, salaries, and how to assist interested applicants with navigating the NeoGov/Careers process.

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	Training staff so they can receive automated job announcements.			
Work together to develop MOUs or processes to provide quality services to all.	Establish a process for discussion of needed agreements.	Document all discussion with Tribes of process to define and negotiate agreements.	Carol Lee, Mark Dillon Chris Scott Dennette Woodiwiss Larry Frick Tribal Representatives	Region 1 CSD will continue to coordinate and participate in meetings with the Tribe in order to bring the Intergovernmental TANF Agreement up to date with regard to the operating agreement between the Tribal TANF program and Region 1.

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				Region 1 will assist in coordinating emergency management communication protocol between the Colville Tribe and the DSHS emergency management team.
Train Region 1 CSD staff on major principles of Federal Indian Law.	Ensure Region 1 CSD staff has access to the training provided by the Governor's office, DSHS, and other Region 1 CSD resources.	Build a strong understanding both of the principles of Federal Indian Law and government-to-government relationships.	Carol Lee, Mark Dillon Chris Scott Dennette Woodiwiss Larry Frick Tribal Representatives	Increased levels of DSHS hiring since Summer 2013 have created a requirement for government-to-government training for new staff. Refresher training will also be offered to seasoned staff. Goal will be to complete these training sessions by August 2015.
Promote and communicate training opportunities with Confederated Tribes of the Colville Reservation	Monitor and identify all training sessions, identify available training slots, and invite participation by tribal staff	Contribute to training opportunities for staff	Carol Lee, Mark Dillon Chris Scott Dennette Woodiwiss Larry Frick	Although this has occurred in the past, this new goal/objective is for a continued effort to ensure maximum participation in training opportunities. Examples include trainings in LEAN, CPR/First Aid,

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			Tribal Representatives	team-building, etc.