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| **Policy 7.01 Implementation Plan-Region 1 North**  Biennium Timeframe: July 1, 2016 to June 30, 2018  **Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to OIP) annually. Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to OIP) annually.** | | | | |
| **Implementation Plan** | | | | **Progress Report** |
| (1) Goals/Objectives | (2) Activities | (3) Expected Outcome | (4) Lead Staff and Target Date | (5) Status Update for the Fiscal Year  Starting July 1, 2016 |
| 1. Ensure recruitment of Indian professional staff.  2. Include E-recruiting | CA will solicit volunteers from Tribes and RAIO’s to serve on an ad-hoc interview committees. Committee’s recommendations will be forwarded to the RA for final selection.  Send job announcements to Tribal contact and to OIP. | Through the hiring of Indian professional staff, Indian families will receive services sensitive to cultural and tribal issues. | RA, AA’s, Supervisors, Tribal Liaison, LICWAC Liaison, OIP  Dates dictated by announcements | Recommendations sent to RA via ICW-AA for processing.  E recruiting and PDFs include specific minimum qualifications re: direct service experience in the Indian community.  . |
| 3. Ensure Indian children and families have fair and equal access to all programs administered by DCFS / DLR and elimination of any barriers those Tribes and families may have accessing programs. | Develop and update agreements between tribes and Indian organizations that define the array of services being offered. The tribes or RAIO’s that need to have the agreements updated:  Spokane Tribe  Kalispel Tribe  American Indian Community Center  Provide information to tribes and RAIO’s regarding the process for becoming a provider of a particular service.  Send all RFQ’s and RFP’s to tribes and RAIO’s. | Completed copies of local and regional tribal/urban agreements. | Tribal Liaison will provide copies of agreements to each Tribal/ RAIO representative. | Current working agreement with Kalispel Tribe of Indians  Discussion ongoing with Spokane Tribe of Indians and Colville Confederated Tribes.  MOU for NATIVE Project completed to meet and update on a yearly basis.  Memo of Understanding with American Indian Community Center being developed.  As needed |
| 4. Provide Family Team Decision Meetings process to tribes as well as for tribal children who may become involved in a state placement process. | Provide FTDM training to tribes and RAIO’s  as soon as possible. Tribal request to provide on-site training.  Provide opportunity for tribe to participate in FTDM meetings. | Tribes will have the capability to conduct their own FTDM Meetings. | Tribal Liaison  Headquarters ICW Program Manager  Contracts Manager  RA, AA, and FTDM Supervisor | FTDM meetings are being offered to all tribal children coming into placement with participation of the tribe [s].  Training for LICWAC and local tribal staff has been offered with participation from local tribes.  IPAC discussion |
| 5. Provide information and training when applicable for Promising Approaches and Evidence Based Practice Model to tribes and RAIO’s. | Information on new initiatives will be shared as it becomes available. RI staff will track Information from NICWA, University of Washington, and Family Policy Council. | Tribes and RAIO’s can consult with DCFS to evaluate effectiveness of new initiatives for Native American families.  Encourage a discussion with IPAC | Tribal Liaison  LICWAC Liaison  IPAC sub-committee | Update as needed |
| 6. Region 1 North shall meet and discuss with tribes and urban Indian organizations on a quarterly basis to see whether or not 7.01 goals are being addressed. | Issues will be addressed at quarterly meetings. | Tribes, urban Indian organizations, DCFS, and DLR agree to work toward solutions in response to issues. | Regional Administrator  Tribal Liaison  Area Administrators and Local supervisors | Quarterly 7.01 meetings and updates sent to Secretary and OIP HQ |
| 7. Tribes and RAIO’s have the ability to request specific support services from DCFS for an Indian child’s family who is not located in the tribe’s catchments area. Examples of such requests might be family assessment, crisis intervention, or placement. | When the tribal/urban local agreements are updated, specific DCFS staff will assume responsibility and develop protocols with their tribal social service counterparts. | DCFS staff and tribal social service staff will have updated the local tribal/urban agreements and addressed this issue. | Regional Administrator  Area Administrators  Local Office Supervisors  Tribal Liaison | AS needed or requested  Coordinate with CRC and CA after hours staff |
| 8. Training and support through the fatality review process | Training –will be provided upon request from the tribe. | All fatality reviews of Native American children from our local tribes will include appointees as determined by the tribe. | Critical Incident Case Review Specialist  Tribal Liaison | Critical Incident Case Review Specialist is contacting our local tribes, when the child has been identified as having an affiliation with the tribe. |
| 9. Ensure the tribes have all essential information when entering into a borrowed bed agreement. | Change verbal agreement to written protocol unique to each tribe. | Form will be provided to regional supervisors via e-mail and at regional meeting to ensure staff is aware of and use the appropriate form. | Tribal Liaison  Tribal foster home licensor  CPA manager  Tribal Payment staff/sup | This is being included in CPA. |
| 10. Ensure all CA social workers are trained on the major principles of the Indian Child Welfare Act and the ICW Manual.  Develop Refresher training for CA staff. Supervisors will be expected to disseminate information to CA social workers. | Regional training needs are being assessed in order to develop curriculum. Training will be extended to LICWAC members, GALs, and judges. | Greater ICWA Compliance | AAG, IPSS, tribal liaison and RA, AA’s, and Supervisors. | Tribal Liaison has begun contacting regional offices and Spokane office units. LICWAC training was offered in the Fall of 2015 for all LICWAC members and Tribal designee. On-going training to be scheduled Summer 2016.  RCT training for new staff includes training on the Indian Child Welfare Act. |
| 11. Ensure all CA staff including social workers is trained on the tenets of the Centennial Accord to increase understanding of the sovereign status of tribes.  Develop refresher training for supervisors with expectation they will disseminate information to their social workers. | Regional training needs will be assessed in order to develop curriculum. Training will be extended to LICWAC members, GALs, and judges. | The Supervisors and AA of the ICW unit have knowledge of the MOU’s between DCFS and Tribes/ RAIO’s | RA, AA, Supervisors, Tribal Liaison, OIP | RCT training is being offered to new social workers, includes tenets of the centennial court. |
| 12. Region will develop a plan to share information related to regional services, budget issues, contacts, and avenues to access or increase and or decrease services for tribe and RAIO’s. | Consultation with tribes;  Development of a plan. | Support the tribes in their quest to obtain additional funding for ICW program operations.  Add tribal funds to Regional budget as a line item.  Increased protection of Indian children and decreased placement rates | RA, Tribal Liaison | To be developed. Tribes and RAIO’s have been added to services announcements within Children’s Administration. |
| 13. Tribes want working access to FAMLINK by July 2015. | DCFS on-site technical assistance. | Tribes to have working access to FAMLINK. | RA, AA, Tribal Liaison, Tribal Representatives. | Tribes requested working access in 2010. All Tribes have access to FAMLINK.  Training and access issues in process and ongoing |
| 14. Tribes & RAIO’s want to be consulted re: policy/practice changes prior to implementation | Establish State/Tribal Workgroups to develop and implement Protocols impacting Tribes/RAIO’s | All proposed changes to be communicated to Tribes/RAIO’s with opportunities to provide feedback.  All | RA,AA,Tribal Liaison, Tribal Representatives.  CA Program Manager’s | Tribes and RAIO’s concerned that they have not been consulted to some policy and practice changes prior to implementation. |
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**Region 1 Policy 7.01 Implementation Plan**

**Completed Goals/Objectives**

1. **To have an updated DCFS Region 1 Heritage Questionnaire to address the Health Insurance Portability and Accountability Act.**

**ACTION: Updated form now included in all Region 1 referral packets.**

1. **All agencies/organizations seeking to contract with DCFS with the intent to provide services to Native American children will abide by ICWA and Tribal-State Agreements.**

**ACTION: Contracting question transferred to CA Subcommittee**

1. **Access to CAMIS-this is an ongoing statewide issue**

**ACTION: IPAC in conjunction with the Economic Services Administration has formed a subcommittee/workgroup to examine feasibility of Tribes accessing numerous/as needed data fields within the state.**

1. **Continue to provide technical assistance to the tribes and RAIO on program and policy either through the quarterly regional LICWAC or when the tribes or RAIO’s requests it.**

**ACTION: DCFS provides presentations at the regional LICWAC and training when it is requested. CA and IPSS send training information to Tribes and RAIO’s.**

1. **Create an information link including email and access to CA web page regarding trainings that are available to Tribes and RAIO’s.**

**ACTION: Training coordinator for CA and IPSS send announcements to Tribes and RAIO’s. Training Coordinator registers trainees.**

1. **ACTION: Completion of Updated Indian child Welfare Inquiry Letter.**
2. **ACTION: CPT Forms not targeted for change. No signature process, no changes. LICWAC/CPT members are signing on the back of the form.**
3. **ACTION: Removed courtesy supervision language from #7. July 2014.**
4. **LICWAC Training completed Summer 2014. Training for new members FALL 2015. On-going training to be provided Summer 2016.**