**DSHS-Children’s Administration-Region 2**

**ADMINISTRATIVE POLICY 7.01**

**ANNUAL REPORT**

**SUBMITTED TO**

**Jennifer Strus, ASSISTANT SECRETARY**

**CHILDREN’S ADMINISTRATION**

**APRIL 1st, 2016**

**Includes:**

**Tribes in Region 2 South 2016-2017**

Muckleshoot

Snoqualmie

**Tribes in Region 2 North**

Nooksack Swinomish

Lummi Stillaguamish

Upper Skagit Sauk-Suiattle

Samish Tulalip

**Recognized American Indian Organizations**

Seattle Indian Health Board

United Indians for All Tribes Foundation

Chief Seattle Club

| **Policy 7.01 Implementation Plan**Biennium Timeframe: July 1, 2016 to June 30, 2017 Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to OIP) of each year.  |
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| **Implementation Plan** | **Progress Report** |
| **(1) Goals/Objectives** | **(2) Activities** | **(3) Expected Outcome**  | **(4) Lead Staff andTarget Date** | **(5) Status Update for the Fiscal Year Starting Last July 1** |
| (1) Establish and create opportunities to have open communication and partnership between the federally recognized tribes on a government to government basis and collaborate with Recognized Indian Organizations to best serve Native American children and families in Region 2 South**Cont.** | Schedule quarterly meetings to review 7.01 plans and update on current issues. Tribes and RAIOs meet individually; additional meetings are scheduled as needed.Minutes to be sent out prior to each meeting.CA staff to communicate with tribes within two days when a request for services has been made.Communication to services providers who will be serving Tribal cases.Indian Policy attends the 7.01 meetingsCA staff to receive training on the State/Tribe Agreement and 7.01 Policy | Clear and consistent communication ensures a good working relationship. Minutes to be taken and distributed to all attendees.Responsiveness to requests in a timely manner and eliminate delays for services.Ensure access to services for tribal clientsCA staff to be trained in the 7.01 process.  | Natalie Green, Regional AdministratorBolesha Johnson, Deputy Kathy Picard, Area AdministratorRoxanne Finney, ICW Program ManagerAimee Gone, Office of Indian PolicyJoe Olujic, Corporate Operations Officer, Muckleshoot TribeCynthia Orie, ICW Program ManagerMarilee Mai, Snoqualmie Tribe ICW Program ManagerJoey Gray, Executive Director, United Indians of All TribesLynnette Jordan, Social Services DirectorEsther Lucero, Executive Director Seattle Indian Health Board Marc Taylor, Community Development DirectorColleen Echohawk, Executive Director, Chief Seattle ClubShawn Middleton, Case ManagerAimee Gone, OIPGanene Jordan, CPS SupervisorMelissa Hoogendoorn, CFSW SupervisorSam Kummer, CFWS SupervisorCynthia Blair, CFWS SupervisorJackie Timentwa-WilsonLonette Dominguez | RA and CA staff meets with the Tribes and RAIOs on a quarterly basis. Additional meetings occur as needed.**Muckleshoot** 7.01 meetings occurred on 3-20-1, 6-19-15, 9-18-15, 12-18-15 and 3-18-16. The next meeting is scheduled for 6-19-16.**Snoqualmie** 7.01 meetings occurred on 3-9-15 and 1-29-16.There were 2 meetings rescheduled, the next meeting is set for 4-22-16. **United Indians of All Tribes** 7.01 meetings occurred on 3-16-15, 11-16-15 and 3-7-16. The next meeting is schedule for 6-20-16. **Seattle Indian Health Board** The last meeting was 3-16-15, but a meeting is being scheduled for April 2016.**Chief Seattle Club** A meeting has not been set. The Office of Indian Policy will provide the Government to Government training before a 7.01 meeting is scheduled. **Muckleshoot** Rachelanne Subido, CPS social worker is assigned to Muckleshoot. Cases are staffed bi-monthly. **Snoqualmie** Charles Osei is assigned to Snoqualmie and staffs their tribal cases as needed.**United Indians** provides culturally relevant/therapeutic services and other social service programs to Native American children and families.**Seattle Indian Health** assists Native Americans/Alaska Natives with health care needs through the provisions of culturally appropriate services.**Chief Seattle Club** is a day center for homeless Native Americans/Alaska Natives. They provide basic services; housing assistance, education/training and professional mentoring, support services and cultural activities.Aimee assists in coordinating the meetings, takes minutes and attends all 7.01 meetings. She also conducts 7.01 training for DSHS and RAIO as requested.OICW staff has set meetings with the tribes. Rachelanne Subido is the assigned CPS worker for Muckleshoot.Charles Osei is the assigned CPS worker for Snoqualmie.Jackie Timentwa-Wilson is the tribal payment worker.Jackie Timentwa-Wilson assists with payments and accessing services for the Muckleshoot and Snoqualmie children in tribal court.Each Tribe has been provided the CA Array of Services so they are informed of what services are available. |
| 2) Promote positive relationships between DCFS, federally recognized Tribes and Recognized Indian Organizations with the support of working procedures and protocols. | Regional and Area Administrator to meet Tribes to revise the cooperative agreements. Work in partnership with Office of Indian Policy | Updates or other changes as needed.Clarify how the process will work. | Natalie Green, RABolesha Johnson, DeputyKathy Picard, AARoxanne FinneyJoe Olujic, Muckleshoot TribeMarilee Mai, Snoqualmie TribeLynnette Jordan, UIATFMarc Taylor, SIHBAimee Gone, OIP | The Muckleshoot MOU is in draft form, but the MCFS have expressed an interest in finalizing the MOU. A meeting will be arranged involving the Tribe, CA and OIP.The Snoqualmie MOU was completed and signed on 7-12-13 by the tribal representatives and by CA on 7-19-13. It is posted on the CA Intranet This will be reported on as a regular agenda item until the MOUs are competed for both tribes.There are no MOUs for RAIOs, those service agreements will be listed in their contracts if any. |
|  | CA to give up dates on staff changes or program changes on a quarterly basis in the form of a report.CA to develop a documentation process for tribal notification | Apprise Tribe of service delivery and impact on respective Native communities.To ensure more timely determination of Indian status.Ensure more timely relative resources are in place.To ensure consistency in practice. | RA or designated staffNative American Inquiry Request Unit (NAIR)Kelly Lutes, Supervisor | RA and AA report out at 7.01 meetings. AA for OICW sends out quarterly updates on staff and program changes. The last quarterly report was sent out 12-10-15. The updated roster was sent out on 3-22-16.The Centralized Inquiry Unit was established to improve timeliness on the inquiry process. NAIR sends the Inquiry letters for both first and second letters if the tribes have not responded. For WA State Tribes, a third inquiry letter will be sent if there is no response from the first or second letter. Any questions concerning NAIR, Kelly can be contacted at CANativeAmericanInquiry@dshs.wa.gov or 360-429-3022.  |
| (3)Local Indian Child Welfare Advisory Committee (LICWAC) to be an advisor to the Regional Administrator and a resource to caseworkers and supervisors. | Snoqualmie Tribe and the RAIOs will identify/designate candidates and alternates to be members of LICWAC.On-going recruitment of members for team expansionOrientation/training for new members. Copy of the ICW Manual to be given to new members.Annual or bi-annual retreats LICWAC for planning purposes.RA to meet with LICWAC team. | Ensure federal ICW and state laws are in compliance.Assist social workers in the case planning process.Identify more resources for Indian childrenMembers become familiar with policy and practice, (training documented).To improve communication and support LICWAC efforts  | Roxanne Finney, ICW Program Consultant/FacilitatorRoxanne FinneyRoxanne FinneyNatalie Green, RALICWAC members | Muckleshoot Tribe does not participate in the LICWAC teams.Members represent the Snoqualmie Tribe, RAIOs and members are at large. There are presently 14 active members. Recruitment is on-going. All new applicants receive training before participating on the team. CA in partnership with Casey Family sponsored the statewide LICWAC retreat on October 6, 2015 at Northern Quest Casino in Spokane Washington. All LICWAC members were invited to attend. CA and the Casey Family Program Field Office sponsored a Holiday Luncheon on 12-16-15 at OICW for the LICWAC team and OICW staff.The meeting with LICWAC and the RA to be scheduled. |
| (4) Maintain and provide database of Native American children in foster care in Region 2 South Tribes. | Maintain a tracking form CA to provide Tribes Famlink view access to track cases within their legal authority.CA to provide training to tribes on Famlink CA is working to keep FAMLINK updated. Report as a regular agenda item. | Track and monitor cases being staffed. Accurate data and tribal informationRead only access to track cases within tribal legal authority | Roxanne Finney – ICW Program Consultant Bob Smith or Juliette Knight, HQAdrianne Franklin, Quality Assurance Program Manager | Staffings have been consistent, occurring twice monthly. For the calendar year 2015, the total number of families staffed at LICWAC was **53**, involving a total of **85** children. For the calendar year 2016 to date, the total number of families staffed at LICWAC was **12** involving a total of **22** children. All Tribes can have access to Famlink but must complete the Data Share Agreement annually. Muckleshoot received training for the SAW Access on March 1, 2016. There is currently 4 staff that has access to Famlink.Snoqualmie Tribe has 1 staff person who has access to Famlink. Tribes can add staff for access as needed.Training can be arranged for new staff once the Data Access Agreements are completed by each person wanting access.Adrianne Franklin is the Quality Assurance Manager and will be responsible for setting up training for Region 2 King County. She can be reached at 360-429-3031 or by e-mail at FrankAL@dshs.wa.gov.  |
|  | Tribes and RAIOs can request numbers of certain data from the database to improve services for Native children.CA staff continues to work on Pending Inquiry Cleanup. | Information to be accurate. | Jackie Timentwa-WilsonRoxanne FinneyAdrianne Franklin | Supervisors are working with staff to review the quality of data and correct miscoded information.Data information has been provided by CA and other DSHS Divisions when request.Designated staff reviewing files to ensure the inquiry information is being completed and documented in both Famlink and the hard case files. |
| (5)Ensure placement resources are available for Native American children | Muckleshoot to provide FPS/IFPS services if requested.Snoqualmie provide visitation services if requested.Engage families, community representatives, Tribes/Indian Organization to develop resources to reduce placement. DCFS to work with DLR, Tribes/Indian Organizations and the community in the development of Native American foster/adopt/relative homes. | Local resources for the Tribes and RAIOs.Support the work of DLR/community partners to increase resourcesRetention of Native American foster homes.More placements options for Native children. | Karen Rall/CA Contracts CA staff/DLR staffCynthia Orie, Muckleshoot TribeCarlee Gorman, SnoqualmieThaidra Alfred, United IndiansMarc TaylorVictoria Plumage, Educational SpecialistAndrew Guillen, Seattle Indian Health Board | Karen Rall is the Contact Manager, she can be reached at RALLKAC@dshs.wa.gov, and her phone is 253-372-5905.Muckleshoot recruits, licenses foster homes and provide case management for their tribal community. In addition, they have a Fatherhood Engagement Program that now includes fathers from their Tribal Head Start Program and recently started a parenting program.Snoqualmie provides case management and support to children in the foster care..United Indians recruits and licenses foster homes. They also have a home visiting program. They also have an early childhood educational program serving 3, 4 and 5 year olds.Seattle Indian Health Board provides community health care and other culturally appropriate social services to support and advocated for the urban Native community. They sponsor annual events such as the Spirit Walk, Indigenous Culture Day and the Halloween Health Fair.They are presently developing the “Circle of Care “program to support Native youth with mental health services.  |
| **Cont.** | Native American Recruitment, Development and Support group to also be involvedEnsure access to culturally relevant activitiesDLR staff to assist Tribes/RAIOs in certifying fosters homes. | Resources for Indian children in foster care | Kathy PicardRoxanne FinneyMuckleshoot, United Indians, Seattle Indian Health Board and Fostering Together and other community partnersJess Mattina, DLR Regional LicensorKeith Egawa, DLR Licensor | CA supports the work in developing programs that are culturally specific to meet the needs of Indian children and families.Kathy is working to address the needs of foster families and foster children to provide support through Hub homes similar to the Mockingbird Model. An area the RDS group wants to promote is support groups for foster parents, cultural connections, cultural events, educational advocacy and respite care. The group has been meeting monthly, (2nd Thursday) discussing ideas and planning the first event in May 2016. Muckleshoot will provide the venue.Keith continues to licenses Native foster homes on a limited basis. |
|  | Foster Parent Training to occur in local Tribal/Indian CommunitiesProvide Special Topics and Parenting Plus training | Local access to foster parent training. | Yolonda Marzest, University of Washington Alliance for Child Welfare ExcellenceYolonda Marzest | Caregiver Core Training occurred at the Muckleshoot Tribe on Jan 8th & 9th 2016 and Jan 22nd & 23rd. The annual mini conference at Muckleshoot to be scheduled for fall 2016.Caregiver Core Training occurred Feb2nd & 3rd 2016 and Feb16th & 17th at United Indians.Caregiver Core Training and Special Topics Training is offered for the Tribes and RAOIs at their site if requested. Contact Marzest for scheduling at ymarzest@uw.edu.  |

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| (6) Efforts are made to recruit and hire American Indian/Alaska Native staff or hire staff that has experience working in Native communities. | Job postings for qualified applicants that have knowledge gained through either working with Native families, Native Tribes, Native groups, Native organizations or have lived in Native communities.Recruitment efforts will include notification to the Tribe. | Culturally competent staff will be hired by DCFS.  | Human ResourcesKathy Picard | Posted positions are sent to the supervisors and Area Administrators. The ICW office can send notice to Tribes of these vacancies. All applicants must apply through career.wa.gov. Vacancies are reported out at each 7.01 meeting. Currently, there are 5 vacant positions at OICW; 2 FVS positions and 3 CFWS positions.Tribes and RAIOs are notified of open positions and are asked to participate on hiring panels. |
|  | Tribal/RAIO staff to participate on hiring panels for key positions. |  | AATribal staff/RAIO staffAimee Gone | Tribes and RAIOs are contacted and participate on hiring panels when they are available.  |
| (7)Ensure training information/resources are shared with Tribes and Recognized Indian Organizations. | DCFS to provide timely notification to Tribes and Indian Organizations regarding potential training opportunities.Provide training to Tribes/RAIOs on the State/Tribe Agreement and 7.01 Policy if requested. Tribes/RAIOs to provide feedback on training. | Tribes and Indian Organizations to have access to training. | Area AdministratorICW Program Manager | The Tribes/Recognized American Indian Organizations are informed of specific Regional Core training dates.Training information is distributed to the tribes and Indian Organizations as it is received. This includes CA training, Alliance for Child Welfare Excellence, Children’s Justice Conference, King County Coalition on Racial Disproportionality training, Commercially Sexually Exploited Children training or other training sponsored by community providers.The Children’s Justice Conference will occur May 2nd & 3rd, 2016 at the Spokane Convention Center. One slot per tribe has been allocated.  |
|  | CA to notify the tribe of policy changes and new practice trainings. | Tribe to be apprised of policies. | CA staff/Tribal Partners | FTDM training is available for tribes if they are interested in having these staffings at their tribal programs. Tribal Specific FTDM training is being planned to occur in May 2016. This will be open to all Washington Tribes. |
| (8)Administration supports community-based services to comply with federal, state and ICW laws. | Out-stationing of OICW staff will continue to be an option for Muckleshoot.Administration to work with Tribes/RAIOs to develop culturally specific interventions for Indian children and families | Collaboration with Tribe to work on on-going cases.Divert placements and reunify families. | Natalie Green, RABolesha Johnson, Deputy RAKathy Picard, AACynthia Orie, ICW Program Manager MuckleshootMarilee Mai, ICW Manager, SnoqualmieLynette Jordan, UIATFMarc Taylor, SIHB | CPS worker is out stationed 1 day per week at Muckleshoot.Administration utilizes tribal programs such as Snoqualmie Behavioral Health/Cowlitz, and the local Indian Organizations for intervention services. |
|  | CA staff participates on the KC Disproportionality Coalition to address Native American disproportionalityWork to recruit more Native American participationHost Brown Bag Lunches | Native representation and inputForum for discussion on ICW | RA /CA staff, Tribal representativesCommunity partnersKrysten Legette, Regional Disproportionality Program ManagerRachelanne Subido, OICW LeadRoxanne Finney ICW Consultant | CA works in partnership with the King County Coalition on Racial Disproportionality with the goal to eliminate racial disproportionality in the child welfare system and other where systems where disproportionality exists. This committee meets the 3rd Thursday of every month. The Coalition welcomes Tribal representatives and representatives from the Indian Organizations to partner in this effort. Disproportionality Program Manager coordinates monthly activities and training throughout the region on disproportionality, (1st Tuesdays). Brown Bag Lunches occur the 4th Wednesday of the month. Topics include the importance of cultural connection, accessing services, tribal membership and historical trauma and disproportionality and the over representation of Indian children in the child welfare system. |

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| 1) Child Safety | Tribal support for Famlink databaseIncreased communication between the Tribes and Region 2 North CA staff related to what child safety should look likeEvaluate how Tribal and CA systems work and identify gaps that may impact child safetyBetter notification to Tribes when a new intake has been receivedInclude tribes in training of new practicesInfant safety and skill building program  | Increased collaboration between CA and Tribes to address child safety.  | Region 2 North Management and Tribal representativesQuarterly review and updateQA Program ManagerCA Regional Management and Tribes | Tribal representatives are invited to all fatality reviews involving tribal children.Headquarters QA staff will notify Headquarters ICW staff so that notice is sent timely to Tribal contacts. Tribes have concerns that the notification letters are sent to Tribal leadership, and designated ICW Tribal staff may not receive timely notification about reviews.Provides Famlink Support to the Tribes.* Tribes are invited to training on new practices.
* Famlink training was provided to Tribes as requested.
* Policy Rollout training will be made available to Tribes.

Evidence based programs can be utilized to ensure Infant safety. |
| 2) Tribes to receive any and all materials in a timely manner per ICWA manual or existing MOU.a) Materials to include all intakes(screen-out, non-emergent, emergent, FAR, of Tribal Children, Court dates, court reports,b) CPS intakes: i. Emergent ii. Non-emergent | a) a) Receive materials and information within 10 days:i. i. Internal processes implemented to ensure time sensitive material are sent within guidelines. ii. The Tribe will notify the agency when they have not received materials within the required timeframe1. iii. Push for more detailed agency guidance to staff in case of multiple tribal membership options
2. iv. RA will work with CA ICW Program Manager to address jurisdictional issues
3. v. Each office has a system to assure notification to Tribes of all court hearings

b) CPS intakes faxed or emailedby secure email to tribe froma) intake. Consult with the Washington State Tribes Intake Contacts list for specific instructions, and/or applicable MOU.i. i. 24 hr response for emergent intake ii. 72 hr response for non-emergent intakes | Improved communication continuity.Improved turnaround for time-sensitive documents.Improved outcome for children and families.Reduce disproportionate representation of Native American children in the CA system. | ICW Unit supervisors, social workers & administrative staff.OIP  | State-tribal MOU’s to include detailed processes for notification to Tribes. The Department will continue to work on addressing the issues of lack of notification to Tribes.Update: Region 2 North intake notifies tribes within 24 working hours, by secure e-mail, and documents notification in Famlink. Efforts continue to ensure timely notification to tribes, per ICW policy and/or Memorandum of Agreement (MOA).In cases in which child may have more than one tribal affiliation, all tribes of which the child may be a member or eligible for membership, are notified. MOU’s with Tribes. |
| 3) Family Preservation | • Develop contracted in-home  services.• Evidence-Based Practice  Services.* Family Team Decision Making meetings
 | * Increase in-home resources for Tribal families
* More timely & safe reunification.
* Safely prevent out of home placement.
 | DCFS contracts unit.ICW supervisors, social workers, FTDM facilitators. | A majority of evidence based practices are offered in-home and as appropriate.**FTDM**:* + 1. 1. FTDM is held before placement is

 made.* + 1. 2. FTDM is held on the reservation when

 possible.* + 1. 3. Race and Ethnicity are identified at the

 FTDM.* + 1. 4. Tribes have been notified about FTDM

 training opportunities. |
| 4) Tribes will be supported in read access to Fam-link.  | Tribes receive continued support in access and training.  | Improved accuracy of information.Improve Native American IdentificationReduce disproportionality of Native American children in CA system. | Regional Administrator, Deputy Regional Administrator and Management teamQA Program ManagerHeadquarters ICW staff | Famlink training and access were provided to tribes who made the request. Notification to all tribes with regards to the process for training requests as well as the person of contact.Update: Tribes renewed agreements for access to Famlink.With tribal access to Famlink, tribes can identify their children in the CA system. |
| 5) Establish & maintain an accurate record of all Tribal children currently receiving services from CA. | a) DCFS staff identifies through active measurable efforts & enters documentation of Tribal information. Assure accuracy & document who, what, when, how the information was sought.b) Corrective action plan to be developed following recommendations from ICW case review. c) Native identification effort at the point of intake & Central Intake.d) Tribal access to Famlink. Work diligently with Tribes to resolve issues of multiple Tribal affiliations. | Ensure that the list of all Tribal children in State custody & placement is accurate.Enhanced relative placement opportunities.Ensure that the list of licensed Native foster homes is accurate. | Area administrator, ICW Unit supervisors. Native American Inquiry Referral unit.DLR regional administrator & staff | The Native American Inquiry Referral Unit has 2 staff designated to Tribal identification. They have a turnaround of 24-48 hours for the processing of Native American inquiries. They report a high rate & quick response when the inquiries are faxed.All newly hired social services specialists receive Native American Inquiry training at Regional Core training, UW Alliance. The guide on how to submit a Native American Inquiry referral is also posted on the CA internet, for reference.CA staff is reminded to ask the child’s Indian status, at all points of CA involvement: investigation, legal/court, termination of parental rights, case transfer, office transfer, contact with extended family or others who may have knowledge of the child’s Indian status.ICW contacts list is updated monthly by CA ICW Headquarters. The list is posted on CA internet. Headquarters ICW staff contact Tribes for accurate information on Tribal contact list.Efforts continue to ensure Tribal inquiries are sent to all Tribes identified on the Family Ancestry Chart. Ensure that extensive efforts are made to contact extended family for family ancestry chart information. Inquiries are sent to all federally recognized Tribes, which are listed on the child’s ancestry chart.Tribes have read-only access to Famlink. |
| 6) Expand Placement resources/increase funding for relative/kinship/fictive placement.Provide relative placement supplemental funding. | 1. RGAP
2. Non-needy TANF
3. Support the belief that children belong with their family as long as they are safe.
4. Continuation of the development & support of culturally appropriate homes for Native American children.
5. Ongoing collaboration with Tribes regarding need based on number of Native children in placement.
6. Strategize the increase of support for relative caregivers.
7. Increase recruitment & licensing of Native American foster homes.
 | * Increase placement with relatives.
* Address problem of Native American children over-represented in the CA system.
* Will facilitate permanency with Tribal

 representation.* Save state resources by reducing amount of foster placement & time in placement.
* Compliance with ICWA, Wash. St. ICWA.
 | DLR & DCFSOIPDLR participation with RDS committee. | 1. Relative Search Unit promotes early identification of tribal children and location of kin.
2. As part of Native American retention and development, the “All My Relations” Guidebook is posted on-line with the video.
3. CA Office staff helped to organize a Culture Day in Skagit County, which is an annual event.
4. R-GAP training provided by CA.
 |
| 7) Ensure that appropriate permanent plans for all Native American children are consistent with Federal, State law and Tribal principles and law. One year family reunification or 2 years for adoption/guardianship (depending on Tribal law). |  Quarterly permanency outcome report is the source.Review permanency plans atregular staffing – per Tribalagreements.Tribal, State, and Federal lawdon’t agree. Ongoing discussion will continue.Early collaborative efforts will be a necessary part of the permanency planning process | Data reviewed & plans to reduce Native American children’s time in care developed. Improved permanency for Native American children in care, in a more timely manner. | Area administrator & ICW Unit supervisors, social workers, & Tribal representative.OIP | ICW cases are staffed with the Tribal CPT when we are preparing for a permanency planning review at court.ICW cases that do not have a local Tribe are staffed with LICWAC prior to a permanency planning review, if the child’s Tribe has chosen not to be involved..ICW cases heard in County Court- a permanency planning staffing is held prior to the permanency review hearing. Tribes & families are invited to attend.Tribes are invited to case conferences & shared planning meetings.We are strengthening shared planning post case conference in the ICW unit. R-GAP is discussed with Tribes as a permanency option. |
|  |  |  |  |  |
| 8) Maintain consistency in case planning when case workers are changed. | Any change in case plan is to be reviewed with Tribal workers.Notification of case worker change.Famlink provides case worker (social worker) assignment information. | Consistency in case plan as workers change.Reduced changes of case workers (social workers) on ICW caseloads. | ICW unit supervisors, social workers. | Supervisors continue to recruit for vacancies within ICW units.Tribes, with access to Famlink, will be able to see current social worker assignment. Supervisors will be responsible for notification of case worker change. |
| 9) Full faith & credit to Tribal Court Orders. | State to help facilitate Memorandum of Agreement with State Court system to provide Full Faith & Credit to Tribal Court orders regarding child welfare.Identify any issues or barriers & develop a definitive plan for resolution. | Equal responsibility assumed for both Tribal Court & State Court dependency orders, State/Tribal agreements. | Regional Administrator, Deputy Regional Administrator, & management team.OIP | Specified in individual State-Tribal MOU. |
| 10) MOU’s to be shared & utilized by all State social workers as part of Manual training & ongoing execution of duties. | State workers are to consult each Tribe’s MOU in accordance with ICWA manual when contacting & working with any Tribe.Cultural training offered by Tribe. Retreats.Tribal/CA job shadowingTribal/CA joint training. | Better understanding of individual Tribal expectations.Compliance with ICWA, State ICWA, and Tribal youth agreements & understanding of cultural issues. | Regional Administrator, Deputy Regional Administrator, Area Administrator, ICW unit supervisors & social workers.OIP | CA offices & Tribes continue the effort to work on the State-Tribal MOU’s.In the meantime, employees are working under the guidelines/requirements of ICWA as if an agreement (MOU) is in place. |
| 11) Ensure access by Indian children and families to all programs administered by Children’s Services for which they are eligible. | Maintain and/or revise MOU’s with all Region 2 North Tribes.Maintain communication regarding progress of approval. | Completion of agreements. | Regional Administrator, Deputy Regional Administrator, Area Administrator, ICW Unit supervisors, DLR Administrator & Tribes.OIP | The following is a list of Region 2 North Tribes and status of their MOU:* Nooksack: in process
* Lummi: completed
* Samish: completed
* Swinomish: in process
* Stillaguamish: completed
* Sauk-Suiattle: in process.
* Tulalip Tribes: completed
* Upper Skagit: in process.
 |
| 12) Jurisdictional status of the Native American child will not affect full access to services. | All state services (when available) will be available to all Native children no matter what the jurisdictional status of the child. Cross identify services available with State/Tribe. Menu of services to be provided to the R2 Tribal ICW. | More comprehensive services available to all Native children. | ICW unit supervisors, social workers, Area Administrators | Relatives who work can receive child care support through the Employment Child Care program.CA will ensure that Tribes are notified of all resources available.Department will offer information on how to access Relative Support Funds to Tribal social workers. |
| 13) Disproportionality | a) Regional & county plansb) Collaborative efforts between Region 2 North Tribes & CA.c) Training, practice, & communication components outlined in Regional Disproportionality Plan.d) Expand training efforts to Tribal Judges. | Reduce disproportionality throughout the system. | Regional Administrator, Deputy Regional Administrator, Area Administrators, QA Program Manager, Regional & state-wide disproportionality program managers | Region-wide disproportionality plan has been completed.All ICW staff and various other Tribal personnel were invited to Building Bridges training. |
| 14) Ensure Tribes are supported, connected with, & can access Regional Core Training, foster parent training, and other regional training. | Training coordinator & UW Alliance to include Tribes on all appropriate training opportunities. Region offers proportionate number of slots to Tribes for conferences such as Children’s Justice Conference. CA will attend Tribal training when invited and available. | Tribes notified of training opportunities. Tribes receive notice of conferences and are advised about the number of slots designated for Tribal representatives. | Training Coordinator, UW Alliance.Tribal staff to give foster parent information to DLR to give notice to invite.OIP | Tribes are made aware of when Regional Core Training is held.Tribes are made aware of regional training via email.Tribal representatives are invited to participate in the Alliance/CA training partnership Regional Advisory Committee. |
| 15) Foster parent Training requirement to Native American issues, values and ICW requirements. | Provide Native American training as part of FP licensing process in addition to rights/responsibilities sheet.Tribal representative to provide training.Culture Day sponsored by Region 2. | Increased foster parent knowledge.Improved cultural awareness for both children & foster parents to include the urban experience.Cultural connections to be established and maintained. | Regional Administrator, Deputy Regional Administrator, Tribal representative & DLR Area Administrator. UW AllianceOIP | “All My Relations” video and guide is posted on-line, and is used for foster parent training at support meetings.DLR continues to work on the recruitment effort of Native American homes through various methods such as being present at pow-wows, and word of mouth in Native communities. |
| 16) Ensure efforts are made to recruit/hire Tribal staff reflective of the service population and affirmative action goals. | Recruit Tribal staff & advertise open ICW positions in Tribal communities.Tribes will be invited to be on hiring panels for permanent CA positions- Social Service Specialist 3, Social Service Specialist 4, Area Administrator, that work in ICW.  | Mail announcements to Tribal Social Services & Human ResourcesAdvertise in Tribes’ newspapers.Tribal Employment TERO-job programsTANF | Regional Administrator, Deputy Regional Administrator, Area Administrator & Tribal Human Resources DepartmentOIP | OIP and Tribes are notified when ICW positions open. Tribes are invited to be a part of the interview panel on all ICW-related positions. |