

# NATIONAL CHILD WELFARE RESOURCE CENTER FOR TRIBES



*A Service of the Children's Bureau, a member of the National T/TA Network*

The National Resource Center for Tribes (NRC4Tribes) has joined the Children's Bureau Training and Technical Assistance (T/TA) Network to provide and broker training and technical assistance to support the enhancement of Tribal child welfare systems.

[www.NRC4Tribes.org](http://www.NRC4Tribes.org)



A Service of the Children's Bureau  
A Member of the T/TA Network

### The Partnership

Tribal Law & Policy Institute

Indian Child & Family Resource Center

NRC4Tribes

Native American Training Institute

Butler Institute for Families

### Who we are

 <p><b>Jerry Gardner</b> Director, NRC4Tribes &amp; Executive Director, Tribal Law and Policy Institute</p>	 <p><b>Kathy Deserly</b> Associate Director, NRC4Tribes &amp; Director, Indian Child and Family Resource Center</p>	 <p><b>Deb Painte</b> NRC4Tribes Leadership Team &amp; Director, Native American Training Institute</p>	 <p><b>Robin Leake</b> NRC4Tribes Leadership Team &amp; Research Manager, Butler Institute for Families, DU</p>
 <p><b>Joe Walker</b> NRC4Tribes Leadership Team &amp; Evaluation Specialist, Native American Training Institute</p>	 <p><b>Dr. Cathryn Potter</b> NRC4Tribes Leadership Team &amp; Executive Director, Butler Institute for Families, DU</p>		

## The NRC4Tribes Support Team



Deb, Robin, Cathy, Joe, Camille Driver

Jessica Allen, TLPI

Maria Alidio, TLPI

Elizabeth Deserly, ICFRC

Joe, Cathy, & Robin

Deb, Robin, Mary Ann, Jerry, Jessica & Joe



## The NRC4Tribes is a Partnership

As lead agency, the ***Tribal Law and Policy Institute (TLPI)*** ([www.TLPI.org](http://www.TLPI.org)), based in Los Angeles, with offices in Minneapolis, MN and Helena, MT, is a 100% Indian owned and operated non-profit corporation established in 1996 to design and develop education, research, training, and technical assistance programs which promote the enhancement of justice in Indian country and the health, well-being, and culture of Native peoples.

## NRC4Tribes Partners

The *Indian Child and Family Resource Center* (ICFRC), Helena, MT, is a Native non-profit agency guided by a board of directors who, like the partner agencies, have been working for many years doing the work of Indian child welfare: tribal social workers, ICWA advocates and tribal leader.

Established in 2004 to provide training and technical assistance resources for tribal child welfare programs, ICFRC has worked closely for several years with the National T/TA Network of the Children's Bureau to offer tribes throughout the country quality, no-cost technical assistance and training opportunities.

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## NRC4Tribes Partners

The *Native American Training Institute* (NATI), an inter-tribally controlled, tribally chartered, non-profit entity located in Bismarck, ND, was originally established in 1995 to address the great need for local, culturally appropriate training and professional development opportunities for ND tribal child welfare agencies, staff, and foster partners.

Since that time, the NATI has expanded its services to include training, technical assistance curricula and other products to strengthen the capacity of community members, practitioners and agencies to improve positive outcomes for Native American children, youth and families in urban, tribal and first nation communities in the United States and Canada.

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## NRC4Tribes Partners

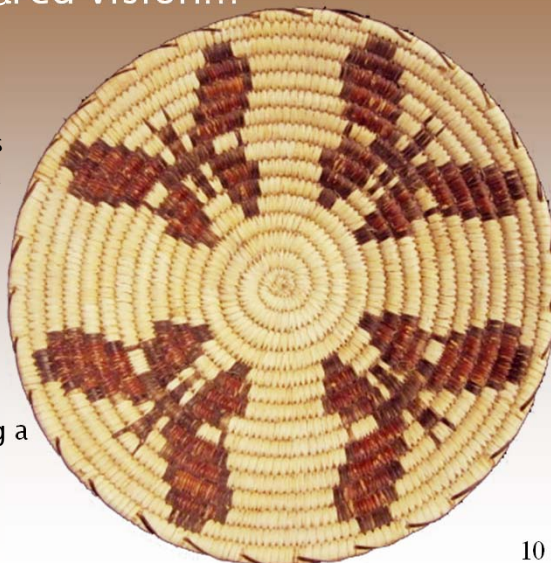
Evaluation partner, the *Butler Institute for Families* (BIF) at the University of Denver Graduate School of Social Work, has a strong history of evaluation of federally funded initiatives. Butler's evaluation team is comprised of experienced researchers with expertise in sampling, design, instrumentation, data management and verification, qualitative and quantitative data analysis, contextualization and interpretation of results, and reporting.

Since its founding in 1994, Butler's mission has been to enhance the well being of children, youth and families through research, education, and consultation. The Institute has grown to become a resource for building professionalism through training and technical assistance and discovering effective practices and policies for child and family programs through evaluation and research. The Butler Institute is committed to research that produces pragmatic, practice-based information that can be used to improve interventions and help inform the field of evidence-based practice.

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## Establishing a shared vision...

The NRC4Tribes Leadership Team - comprised of TLPI and its partner agencies - held a facilitated strategic planning session to plan the five year implementation of the NRC4Tribes. As four separate entities, the agency staff felt the importance of developing a common vision, mission, philosophy and guiding principles specifically for the NRC4Tribes.



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## The vision...

*The vision of the National Resource Center for Tribes (NRC4Tribes) is to facilitate the empowerment of Native Nations to nurture the safety, permanence and well-being of American Indian/Alaska Native children, families and communities by offering culturally relevant information, resources and technical assistance so that the dreams and sacrifices of the ancestors are fulfilled and honored.*



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## The mission...

*Our mission is, as members of the Children's Bureau T/TA Network, to collaborate with Native Nations and our training and technical assistance partners to identify and effectively implement community, culturally based strategies and resources that strengthen tribal child and family services.*



## The philosophy...

*Children are sacred and entitled to be cherished in a safe and nurturing environment with strong family, community and cultural connections. Their happiness and well-being includes nourishment of mind, body and spirit in order to fulfill their dreams throughout their journey toward becoming a healthy Elder.*



### Philosophy ...

*To honor the sacredness, the NRC4Tribes believes:*

- ...in the inherent sovereign right and ability of American Indian/Alaska Native Nations to create, control and improve their own local child and family service systems for the healthy functioning of tribal communities.
- ... empowerment and solutions come from within tribal communities as they build upon their inherent strengths as sovereign nations since they are the source of cultural knowledge through elders, leaders and culture-bearers.
- ... the environment of disparity and despair in Indian Country and Alaska Native communities is the result of ongoing impact of colonization and historical trauma.
- ... the responses to child and family needs must include culturally based solutions that honor and respect the voice and choice of families.



## Guiding Principles

The NRC4Tribes leadership team agreed to develop principles that would guide our work with the Tribal Nations as well as with our technical assistance partners, these principles are:

- *Compassion*
- *Humility*
- *Responsiveness*
- *Respect*
- *Integrity*
- *Inclusion*
- *Seamless and Effective Service Delivery*

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## System of Care Values

In addition to principles guiding the work, the NRC4Tribes Team agreed that the following system of care values are instrumental in the development and implementation of the work of the NRC4Tribes:

- *Least Restrictive*
- *Culturally Competent*
- *Community based Services*
- *Accountable*
- *Family and Youth Driven*
- *Interagency Collaboration*
- *Individualized and Strength-based*

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## National Leadership

A ***National Advisory Council***, comprised of twenty five tribal child welfare professionals, tribal leaders, and community stakeholders from around the country will continue to review plans and activities of the NRC4Tribes and the larger T/TA Network, provide recommendations regarding the Networks approach to serving Title IV-B funded tribal child welfare systems and improving practices with American Indians and Alaska Native children and families.

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## Advisory Council Members

- **Abby Abinanti** (*Yurok*), *Dependency and Delinquency Judge*, San Francisco Superior Court, Chief Judge, Yurok Tribal Court, California
- **Denise Altvater** (*Passamaquoddy*), Tribal Council, Passamaquoddy, Maine
- **Ella Anagick** (*Inupiaq*), General Practitioner, criminal defense, child custody and divorce, worked with Alaska Supreme Court on ICWA cases, Alaska
- **Elsie Boudreau** (*Yupik*), Victim Advocate, Alaska
- **Lucille Echohawk** (*Pawnee*), Strategic Advisor, Casey Family Programs, Colorado
- **Roman Duran** (*Pueblo of Tesuque and Hopi Tribe*), *President, National American Indian Court Judges Association (NAICJA) and Associate Judge, Jicarilla Apache Nation, New Mexico*
- **Carrie Garrow** (*St. Regis Mohawk*), *Director, Center for Indigenous Law, Governance and Citizenship, Syracuse University College of Law and former Chief Judge, St. Regis Mohawk Tribal Court, New York*
- **Barbara Jones** (*Eastern Cherokee*), *Program Manager, Eastern Cherokee Tribe, Tennessee*

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## Advisory Council Members

- **Tracy King** (*Assiniboine*), President, Fort Belknap Indian Community, Montana
- **Dr. Art Martinez** (*Chumash*), Clinical Psychologist, California
- **Mary McNeVins** (*Muskogee Creek*), Indian Child Welfare Manager/Tribal Liaison, State of Oregon Department of Human Services, Children, Adult and Families, Oregon
- **Renee Meyers** (*Three Affiliated Tribes*), Social Worker, Fort Berthold Indian Reservation, North Dakota
- **Rose-Margaret Orrantia** (*Yaqui*), Tribal STAR, San Diego State University, California
- **Cora Maxx Phillips** (*Navajo*), Director Social Services, Navajo Nation, Arizona
- **Ed Reina** (*Pima/Maricopa*), Director Public Safety, Tohono O'Odham Nation, Chair, Native American Committee, International Association of Chiefs of Police (IACP), Arizona
- **Pat Riggs** (*Isleta Del Sur Pueblo*), Director, Ysleta Del Sur Pueblo (YDSP) Department of Economic Development and former Administrator/Judge, YDSP Tribal Court, Texas

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## Advisory Council Members

- **Sue Settles/Louise Reyes** (*Minnesota Chippewa*), Bureau of Indian Affairs Department of Social Services, Washington, DC
- **Dr. Delores Subia-Bigfoot** (*Cado*), Associate Professor of Research, Department of Pediatrics/Director, Project Making Medicine, OUHSC, Oklahoma
- **Evelyn Stevenson** (*Salish and Kootenai*), Attorney, Confederated Salish and Kootenai Tribes, former President, Native American Rights Fund (NARF) Board of Directors, Montana
- **Judge William Thorne** (*Pomo*), Judge, Third Judicial District Court, Utah
- **Virginia Thomas** (*Muskogee Creek*), President, National Johnson O'Malley Association, Oklahoma
- **Theresa Two Bulls** (*Oglala Sioux*), President, Oglala Sioux Tribe, South Dakota
- **Hope White Bear** (*Cheyenne River Sioux Nation*), Wellness and Healthy Living Instructor, North Dakota

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The NRC4Tribes is part of a  
Cooperative Agreement with the  
federal Children's Bureau

The NRC4Tribes is a five-year cooperative  
agreement between the Children's Bureau and  
the Tribal Law and Policy Institute. *It is not a  
grant.*

## An Overview of the Federal Children's Bureau

- History of the Children's Bureau
- Purpose of T/TA
- Types of T/TA and eligibility
- National Resource Centers
- NRCs and the TTA Network
- Working with the Children's Bureau

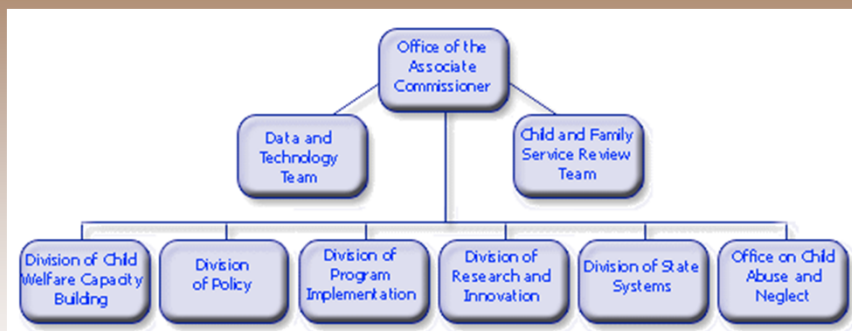
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## The Children's Bureau is:

- the oldest Federal agency serving children
- responsible for administering Federal child welfare programs
- composed of eight Central Office Divisions/Teams and ten Regional Offices

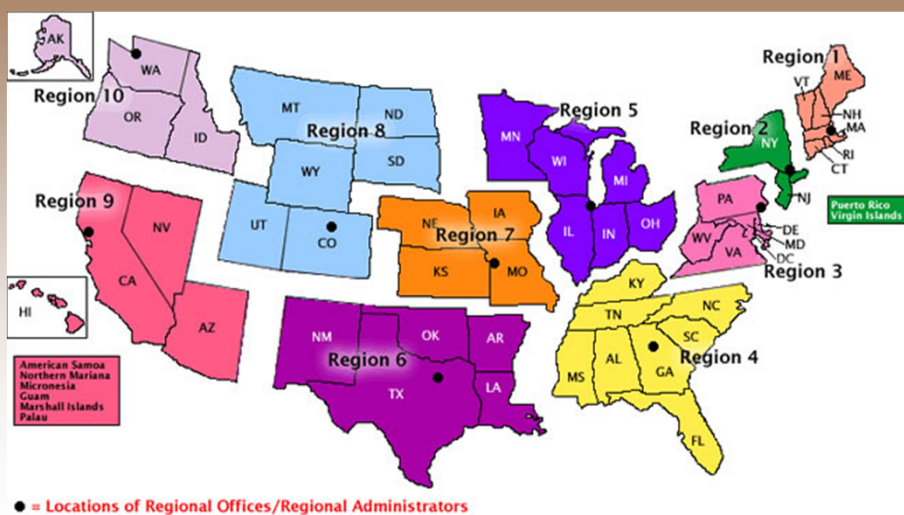
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## Children's Bureau Central Office



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## Children's Bureau Regional Offices



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## Role of Children's Bureau (CB)

*The Children's Bureau provides national child welfare leadership in the following ways:*

- Interprets Federal laws
- Provides guidance through policy
- Provides \$8 billion in annual funding for child welfare programs
- Provides funding for research and demonstration projects
- Provides training and technical assistance
- Monitors implementation of law/policies
- Establishes national priorities

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## The Children's Bureau Training/Technical Assistance Network

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## Children's Bureau training and technical assistance (T/TA)

The CB provides guidance, consultation, and resources to States, Tribes and Territories

T/TA is provided by CB staff (Central Office and Regional Office), grantees and contractors

Intensive on-site T/TA is provided by the National Resource Centers (NRCs) and regional Implementation Centers (ICs)

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## Children/s Bureau T/TA Network

- The T/TA Network is designed to:
  - improve state and tribal child welfare systems
  - support States, Territories, and Tribes in achieving sustainable, systemic change
  - improve outcomes in the areas of safety, permanency, and well-being

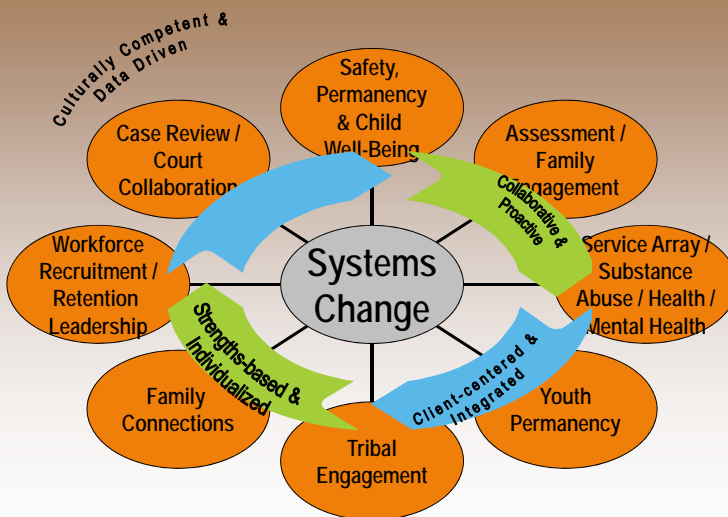
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## T/TA Network in FY 2010

- Comprised of 30 members
- Provides Federal technical assistance from the CB
- Funded by CB through grants, contracts, cooperative agreements
- Provides services to a variety of systems, agencies, organizations, and institutions
- Network members collectively promote positive systems change

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## TTA Network Priorities for 2010



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## Sources of CB Training and Technical Assistance

**National Resource Centers**

**Implementation Centers**

**Child Welfare Information Gateway**

**TTA Centers**

**CW Workforce Institute Quality Improvement Centers**

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## National Resource Centers

- NRC for (Child Welfare) Organizational Improvement
- NRC for Child Protective Services
- NRC for Permanency and Family Connections
- NRC for Child Welfare Data & Technology
- NRC for Child Welfare Legal & Judicial Issues

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## National Resource Centers

- NRC for Adoption
- NRC for Youth Development
- NRC for In-Home Services
- NRC for Recruitment and Retention of Foster & Adoptive Parents
- **NRC for Tribes**

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## National Resource Centers

- Possess topical expertise in assigned areas of child welfare
- Respond to T/TA requests from States, Tribes, and Territories across the country
- Serve as repositories of knowledge and resources on effective and promising practices in their respective areas of responsibility

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- The NRC for Tribes is a new National Resource Center specifically for Tribes, but is not intended to be the sole source of TA for Tribes.
- Tribes will continue to be able to access training and technical assistance (T/TA) through various national resources centers and implementation centers within the Children's Bureau national T/TA Network.
- Following an initial planning/assessment year, the NRC4Tribes will become the Network's focal point for coordinated and culturally competent child welfare training and technical assistance to Tribes.

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## The NRC4Tribes role in the T/TA Network

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## The NRC4Tribes Work Plan

*The NRC4Tribes will work collaboratively with Tribes and the CB T/TA Network to:*

Communicate and **increase Tribal access** to training and technical assistance

Convene regional and national **Tribal gatherings** for the purpose of **child welfare training**

Support **peer-to-peer networking** across Tribal child welfare systems

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## NRC4Tribes Work Plan, continued

Provide T/TA to **coach, mentor, and support** the successful implementation of Tribal technical assistance

Generate **toolkits**, resource manuals, and other products for dissemination

Participate in center-specific and national cross-site **evaluation** process

Enhance Tribal access and **utilization of the CB's training and technical assistance** from all NRCs and other T\TA providers in the T\TA Network

Assist in the provision of **Training and Technical Assistance**

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## NRC4Tribes Work Plan, continued

**Increase cultural competence** and sensitivity to Tribal voices in the T\TA Network and in State child welfare systems

**Conduct a national assessment** of Tribal child welfare systems to better understand and appropriately serve Tribal communities

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## First Year Activities...

- Participated in Children's Bureau T/TA Network meetings
- Development of organizational vision, mission and guiding principles
- Conducted training for consultants to administer national needs assessment
- Collaborated with two NRCs (NRC for Adoption and the NRC for Recruitment and Retention of Foster and Adoptive Parents at AdoptUsKids) to provide NRC consultant forum training
- Participated in drafting T/TA coordination role with the Training and Technical Assistance Center

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## Consultant Training

In March, the NRC4Tribes met in Detroit with two National Resource Centers (the NRC for Adoption and the NRC for Recruitment and Retention of Foster and Adoptive Parents at AdoptUsKids) to provide NRC consultant forum training.



## First NRC4Tribes Consultants

Consultant training prepared the NRC4Tribes consultants to conduct the national T/TA needs assessment.



## T/TA Resource Development

- Developed presentation for consultant training, **“Working in Tribal Communities.”**
- The other NRCs and consultant training participants both indicated that a similar presentation should be made at other appropriate T/TA Network meetings.
- NRC4Tribes is developing resource guides to better provide Tribal training and technical assistance. Resources include:

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## T/TA Resource Development

### *Draft documents*

- Indian Child Welfare Act curriculum
- Incorporating customary/traditional adoptions as permanency option
- Family group decision-making
- Tribal Children’s Code Resource
- Presentation – “Providing Technical Assistance in Indian Country”
- Presentation – “Historical Trauma and its Impact in Tribal Child Welfare Systems”

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## NRC4Tribes Outreach

Provided outreach and information at variety of regional and national forums:

- Region 9, San Francisco, CA
- Region 6, Isleta, NM
- Region 6, Ada, OK
- Region 8, Denver, CO (scheduled)
- Region 10, Seattle, WA
- Midwest Implementation Center Tribal Gathering Petoskey, MI
- National Indian Child Welfare Association annual conference, Portland, OR
- National Congress of American Indians, Rapid City, SD

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## The National Tribal T/TA Assessment

- The National Tribal T/TA Needs Assessment began on June 30<sup>th</sup> and incorporated several methods to gather information:
  - #1: On-line assessment - open to any interested persons involved in Tribal child welfare services
  - #2: Telephone assessments - 37 selected Tribes
  - #3: On-site assessments - 20 selected Tribes
- Information gathered from the assessment will inform the NRC4Tribes and T/TA Network members about the child welfare training and technical assistance needs expressed by Tribal child welfare systems.

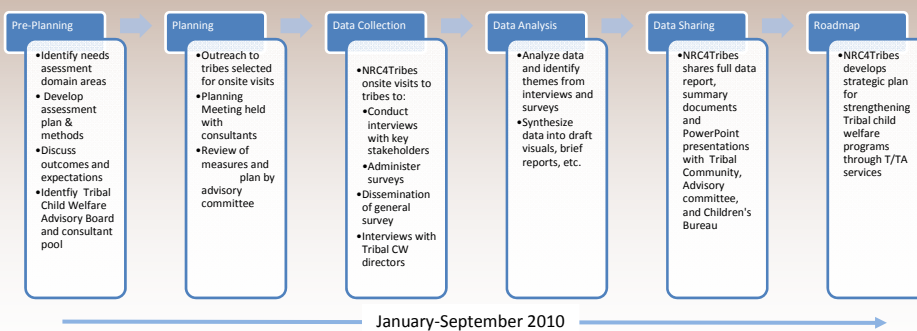
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## NRC4Tribes Assessment of Tribal Needs and Child Welfare Practice

### Purpose

The purpose of the National Resource Center for Tribes Needs assessment is to explore current practices in Tribal child welfare and review existing resources and tools in an effort to better understand the challenges facing Tribes and to identify systemic and practice issues that may be addressed through training and technical assistance.



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## Needs Assessment Domain Areas

### Organizational effectiveness

- Workforce issues, recruitment and retention, staff development, leadership and supervision, climate and culture, historical and vicarious trauma, use of a practice model

### Capacity and T/TA needs in following areas:

- Assessment, data and technology, prevention, family engagement, in-home services, foster care, adoption, legal and judicial, service array, community partnerships, state-tribal partnerships

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## #1: Online Needs Assessment

- Open to any interested persons involved in Tribal child welfare services
- Was available on the NRC4Tribes website at [www.NRC4Tribes.org](http://www.NRC4Tribes.org) through September 30, 2010
- Utilized assistance from CB and T/TA Network in disseminating information and encouraging people to complete online needs assessment

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## #2: Telephone Assessment

- Tribal child welfare director only
- Telephone Assessments
  - 20 selected IV-B grantee Tribes
  - 7 IV-E grantee Tribes
  - 10 selected non-IVB grantee Tribes

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### #3: Onsite Assessment Methods

#### *Consultants:*

- Conducted 1.5 to 2 day assessment with each tribe
- Conducted 6-8 interviews with key staff and stakeholders:
  - CW director, CW supervisor, CW worker, tribal court attorney or judge, community provider, parent, foster parent, youth, elder, tribal council member
- Administered paper/pencil questionnaire to all CW staff

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### NRC4Tribes Needs Assessment Instruments

Instrument	Administration
#1: General Online Survey	Administered via Qualtrics online survey software and paper/pencil to all Tribal CW directors and key stakeholders
#2: General Director Interview #2A (non-IV-B) & #2B (IV-E) later	Administered to 30+ Tribal general directors via a telephone or in-person interview
#3: Staff Questionnaire	Administered via paper/pencil questionnaire to all child welfare staff in an agency participating in on-site assessment
<b>Interview Protocols for Tribal On-site Assessments:</b>	
#2: Child Welfare Director (same as above)	
#3: Child Welfare Staff	
#4: Child Welfare Supervisor	
#5: Child Welfare Worker	
#6: Community Provider/CPT	
#7: Tribal Judge, Attorney/Advocate who represents child welfare cases	
#8: Tribal Leader (Elected and/or Traditional leader)	
#9: Law Enforcement	
#10: Child Welfare Family	
#11: Child Welfare Foster Parent	
#12: Child Welfare Youth	

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## Benefits of an On-Site Assessment for Tribes

- Representation in a national study about the needs of Tribal Child Welfare agencies
- Opportunity to have your voice heard and your issues and concerns included in this national needs assessment
- Opportunity to reflect on the strengths and needs of agency and identify areas for change
- Opportunity to learn more about the NRC4Tribes and the Children's Bureau T/TA Network

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## Utilization of Needs Assessment

- Results will be analyzed and disseminated to project team, Children's Bureau, NRC4Tribes Advisory Committee, and T/TA network in Fall 2010
- Results will be used to guide strategic planning for the NRC4Tribes for years 2-5
- Evaluation planning will align with Strategic Plan

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## National Child Welfare Resource Center for Tribes

*NRC4Tribes*

**For More Information:**

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