



**Administration for Children and Families  
Region IX  
California and Nevada Tribal TANF Program(s)  
Technical Assistance and Training Meetings  
Contract No. HHSP23320095636WC  
Task Order No. HHSp23337005T  
August 16-17, 2010 and October 18-19, 2010**

**FINAL REPORT**

## Table of Contents

MEETING CONTENT AND OVERVIEW.....	3
PARTICIPANTS .....	4
AUGUST MEETING.....	5
Opening Session and Welcome .....	5
Dialogue with ACF Staff and Tribal TANF Grantees.....	5
Overview and Organizational Assessment: The Road Map to Moving Forward.....	5
Identifying and Accessing Program and Capacity Building Resources .....	6
Understanding, Developing and Implementing Evaluations for Successful Programs.....	6
OCTOBER MEETING.....	7
Review of Prior Meeting and New Issues.....	7
Developing and Implementing Client Assessment and Evaluation Instruments .....	7
Integrated Program Systems: Identifying Program Process, Data, and Information Management Needs to Create the System that is Right for Your Program .....	8
Integrated Program Systems: Strategy Development.....	8
Successful Subsidized Employment Model- Hoopa Valley Tribe.....	9
GAO Tribal TANF Study.....	9
APPENDICES .....	10

**Administration for Children and Families, Office of Family Assistance, Region  
IX  
California and Nevada Tribal TANF Program(s)  
Technical Assistance and Training Meetings  
August 16-17, 2010 and October 18-19, 2010  
San Francisco, CA**

**FINAL REPORT**

**MEETING CONTENT AND OVERVIEW**

The Administration for Children and Families (ACF), Office of Family Assistance, Region IX presented a two-part Tribal TANF Technical Assistance and Training meeting in San Francisco, California on August 16-17, 2010 and October 18-19, 2010. The content for each of the two part meeting(s) was developed based upon input from the California and Nevada Tribal TANF program grantees on topic areas and issues they identified as critical or important. The primary goals and objectives of the meeting were:

- To provide training and guidance in the topic areas and issues identified by the Tribes;
- To provide a forum in which the Tribes could brainstorm and strategize around working collaboratively in developing and implementing program mechanisms to resolve systemic, universally experienced program issues;
- To provide a forum in which overarching program and practice issues could be discussed and addressed;
- To provide practical training and technical assistance that Tribal TANF grantees could easily implement within their programs to address challenges; and
- To improve program practice and administration.

Topics covered in the two-part meeting included:

- The development and implementation of program and organizational assessments to measure program effectiveness;
- The identification and implementation of cross-cutting, comprehensive data management, tracking and reporting systems;
- The development and implementation of a comprehensive client work-readiness assessment; and
- The development and implementation of promising subsidized employment strategies.

The topic areas were organized under the broad theme of “*integrated program systems*” to create a framework for the meeting and for the purposes of contextualizing the practical application of the training presented.

In addition to the aforementioned subjects, the agenda included:

- A “Subsidized Employment Best Practices” presentation by the Hoopa Valley Tribal TANF program;
- A presentation by the Government Accountability Office (GAO) describing a current study they are conducting on Tribal TANF programs; and
- An open dialogue for addressing grantee identified issues and concerns with Regional Office and Central Office staff.

The open dialogue provided increased opportunity for Tribal TANF grantees to update Regional Office and Central Office staff on the status of Tribal TANF programs and to discuss issues related to:

- The status of TANF Reauthorization;
- The “Accessibility Initiative”—which is an initiative to improve the quality, availability, and accessibility of human services to children, families, and communities;
- The status of an ACF Tribal Consultation Policy;
- Clarification of the ACF policy determination process;
- Clarification on the requirements for Tribal TANF plan renewals; and
- Methods and systems to improve the provision of technical assistance, training, distribution of formal information, and sharing of program and administrative best practices.

## **PARTICIPANTS**

In addition to the Tribal participants, there were two presenters/trainers and six Region IX ACF staff in attendance. Forty seven Tribal participants attended the August meeting, representing 14 Tribes and Tribal consortia, including:

1. Hoopa Valley Tribe;
2. Karuk Tribe;
3. Morongo Tribe;
4. North Fork Tribe;
5. Owens Valley Career Development Center;
6. California Tribal TANF Partnership;
7. Round Valley Tribe;
8. Scotts Valley Tribe;
9. Shingle Springs Tribe;
10. Soboba Tribe;
11. Southern California Tribal Chairman’s Association;
12. Torres Martinez Tribe;
13. Yurok Tribe; and
14. Washoe Tribe.

Forty nine Tribal participants attended the October meeting, representing the 14 Tribes and Tribal consortia identified above and there were two presenters/trainers; two staff from GAO who observed the meeting; and seven Region IX ACF staff in attendance.

## **AUGUST MEETING**

### ***Opening Session and Welcome***

Dan Baker, TANF Program Manager, Region IX opened the meeting with a welcome, introduction of staff and a brief explanation of the basis and rationale for the agenda and meeting content. Dan and Region IX staff also answered general questions and documented “parking lot” issues for future review and/or discussion.

### ***Dialogue with ACF Staff and Tribal TANF Grantees***

The opening session provided grantees with an opportunity to participate in an onsite discussion with Region IX Tribal TANF program staff and teleconference with the Central Office Tribal TANF Lead, Ray Apodaca about Tribal TANF related issues, questions, challenges and concerns for which they were seeking guidance, direction and/or clarification. Both Ray Apodaca and Region IX staff responded to questions regarding TANF Reauthorization and potential policy and/or regulatory changes; the status of the process to develop an ACF Tribal Consultation Policy; expectations related to the Tribal TANF plan renewal process; ACF/OFA process for policy determination; and the provision of technical assistance and identification of program supports and resources. The dialogue was productive and provided a valuable opportunity for clarification and explanation on the issues identified above.

### ***Overview and Organizational Assessment: The Road Map to Moving Forward***

This was the first in a series of three sessions presented by P.J. Bell and Cynthia Callivroussi with the Alaska Summit Enterprise Inc. This session provided a context for the overall training and laid out the practical application of the training by facilitating participants in establishing a starting point for recognizing and understanding their own current organizational and program capacity, challenges, and assets as they relate to program assessment and evaluation.

Additional goals and objectives of this session included providing participants with understanding of:

- What program evaluation is and why it is important;
- The importance of a strong organization as a foundation;
- How an organizational assessment fits into the evaluation process;
- What an organizational assessment is and its value;
- How to implement and use an organizational assessment; and

**Alaska Summit Enterprise, Inc. (ASE)** is a Native American, woman-owned, Alaska small business corporation. ASE provides management support, coordination, consulting and evaluation services on behalf of Federal, State, and local governmental agencies, private sector organizations, and Federally recognized Tribes and Native-owned businesses throughout Alaska, the lower 48 States and the Pacific Basin.

- How to identify their own organizational strengths and identify opportunities for improvement.

Participants learned about the purpose of evaluation; the basic components of program evaluation; and the different approaches that can be used to conduct evaluation. Participants were then guided through an exercise in which they conducted a “SWOT” (Strengths, Weaknesses, Opportunities, and Threats) analysis of their own program(s). The “SWOT” analysis provided participants with a “starting point” in terms of thinking about and implementing evaluation processes in their own programs. Attendees were actively engaged in the activity and process of the session and indicated in their meeting evaluations that they felt this session was very valuable and provided them with skills and/or knowledge that would be helpful in the administration of their Tribal TANF program.

### ***Identifying and Accessing Program and Capacity Building Resources***

This session built upon the previous day’s presentation, using the needs identified in the “SWOT” analysis as a starting point for accessing program and capacity building resources. Participants learned how to identify the specific area(s) of need and challenges in their program(s) and/or organization(s); the assets and resources of their program and/or organization; and how to respond to the identified needs through the development and implementation of both internal and external resources and assets. Grantees were led through several interactive exercises, including “The Wheel of Your TANF” and “Identifying, Mapping and Mobilizing Our Assets.” The outcome of these exercises was that participants completed the session with vital information about their own program(s), in addition to learning methods and applications which could be implemented in the context of their own programs, to build and improve program and organizational capacity.

### ***Understanding, Developing and Implementing Evaluations for Successful Programs***

Building upon the previous two presentations, the final session took participants step by step through the program evaluation development and implementation process. As in the prior sessions, the overall objective of the training was to provide participants with information and tools which are pertinent and easily implemented in their own programs. Specific learning objectives for this session included:

- Understanding the steps in evaluation planning;
- Learning what a logic model is and how it is used in evaluation;
- Developing a logic model;
- Understanding the difference between goals and objectives, and outcomes and impact; and
- Developing a simple program evaluation plan.

Participants learned about planning for evaluation; the benefits, value, and applicability of evaluation data; what a logic model is and its application/relationship to program evaluation; identifying outputs, indicators, and outcomes; how to develop a simple evaluation; other methods of data collection; how to track and use the information gathered in an evaluation; and how to develop a simple evaluation plan.

## **OCTOBER MEETING**

### ***Review of Prior Meeting and New Issues***

Dan Baker opened the meeting with a welcome and brief overview of the agenda; both Dan and Region IX staff presented a short review of the August meeting and the relationship between the prior agenda topics and the agenda topics for the current meeting. Participants requested information on the status of follow-up actions for “action items” identified in the August meeting. Participants brought up additional questions and concerns related to Tribal TANF fiscal and program activities and requested clarification, guidance, and follow-up action. Region IX staff provided an update on the status of “action items and issues” from the August meeting and explained that the “action items and issues” from both the August and October meetings would be compiled together with a proposed follow-up action for each item. The compiled list of “action items and issues” would then be distributed to the Tribes for review and comment (this document was completed and distributed to the Tribes in mid-November.) Region IX staff would then begin taking steps (where possible) to address and follow-up on each item.

### ***Developing and Implementing Client Assessment and Evaluation Instruments***

The first session was conducted by Dr. Geni Cowan, U.C. Davis Center for Human Services. Participants learned about the basic components of client assessment and evaluation, including the purpose of assessment; the elements of assessment; the basic types of assessment (subjective/objective, referenced, informal/formal); and the essential content, variables, and approaches that are required in the development of an effective client assessment instrument. Participants took part in interactive activities, such as an exercise in which they were asked to revise a standard “Barriers to Employment Success Inventory” to include elements that would make it a culturally and geographically relevant for use in a Tribal TANF program. Participants also learned about specific types of knowledge and skills required to conduct an effective client intake and assessment; approaches to assisting clients in identifying their own barriers to self-sufficiency; and approaches to presenting the requirements of TANF to clients in a culturally competent way, in order to improve their understanding and success in fulfilling the requirements.

### ***Integrated Program Systems: Identifying Program Process, Data, and Information Management Needs to Create the System that is Right for Your Program***

This session was co-presented by Dr. Geni Cowan, U.C. Davis Center for Human Services and Cynthia Callivroussi, Alaska Summit Enterprises, Inc. The goals and objectives of this session were to:

- Increase participant clarity on the effectiveness of their current data and program system(s);
- Identify the areas in which improvement was needed;
- Identify the elements of a “perfect” data and systemic program and information system;
- Identify the areas in which Tribal TANF programs may have parallel or universal needs; and
- Begin to dialogue and brainstorm around how Tribal TANF programs might be able to work together in developing program systems that address common universal program needs and challenges.

Participants learned what an “integrated system” is; the different models and approaches to developing and implementing an integrated system; how to evaluate program systems and determine where a system falls short in terms of fulfilling its intended purpose. Additionally, participants learned strategies to better integrate systems in order to produce tangible, valuable products—data capturing and management; case management; fiscal management. Participants were facilitated in a collaborative process to identify where their programs were similar and where they were different, so as to begin exploring where they might work collaboratively with other Tribal TANF programs in order to develop and implement universally applicable systems to resolve common program, data and management challenges and issues.

Participants also took part in an exercise in which they collaboratively identified the characteristics and elements of an “ideal integrated program system.” The session concluded with a group discussion on the common challenges the programs experienced in terms of data collection and management systems; case management and case transfer systems; and reporting systems. The group also began to discuss where they might work together and separately, to address and resolve these challenges through the implementation of improved systems.

### ***Integrated Program Systems: Strategy Development***

This session was co-presented and co-facilitated by Dr. Geni Cowan and Cynthia Callivroussi. The intent of the session was to continue to engage participants in the brainstorming and discussion that had begun in the previous session. The session focused on universal data usage, process and management system issues and

challenges they faced in their Tribal TANF programs; and the session provided a forum in which the participants could actively brainstorm and strategize around working collaboratively in developing and implementing program mechanisms to resolve systemic, universally experienced program issues. Participants took part in dialogue around several commonly recurring issues, including access to county data; consistent case transfers from counties; data reporting and data management systems—that might be addressed through strategies developed collectively by the Tribal TANF programs themselves. While time did not allow for the development of any strategies at this meeting, pursuing this independently in another setting was proposed as a possible approach to moving the discussion forward. Participants were also able to share information with one another during the session which they indicated was helpful and informative.

### ***Successful Subsidized Employment Model- Hoopa Valley Tribe***

This presentation by the Hoopa Valley Tribal TANF program provided an overview and description of the program's newly implemented and highly successful subsidized employment component. Hoopa Valley Tribal TANF staff described the basic processes, procedures and other systemic elements they developed and implemented to support their subsidized employment activities. Specific elements covered included:

- Client requirements for participation in subsidized employment;
- Types of placements;
- The process for paying client wages; and
- Some general aspects related to successfully managing a subsidized employment component and ensuring client success.

Participants had multiple questions about developing a subsidized employment component in their TANF programs and were very engaged and interested in the information presented.

### ***GAO Tribal TANF Study***

Kristy Kennedy with the Government Accountability Office gave a brief presentation on the intent, purpose and impetus for a current study that GAO is conducting on Tribal TANF programs. Ms. Kennedy provided the background and history of the follow-up study and provided reassurances to the Tribes that the study sought to measure ACF's effectiveness in terms of program guidance and oversight, and was not intended to evaluate or judge the effectiveness or capacity of the Tribes in operating Tribal TANF programs. Ms. Kennedy gave a brief presentation with background and explanation for the study and then answered questions from participants.

# **Appendices**



# ACF REGION IX TANF TRIBAL MEETINGS

## Agenda

August 16-17, 2010  
San Francisco, California

### MONDAY, AUGUST 16, 2010

9:00 am-9:15 am      **Blessing**

9:15 am 9:30 am      **Welcome and Meeting Overview**

Moderator:      Dan Baker, Region IX TANF Program Director

9:30 am-10:30 am      **Dialogue between ACF Staff and Tribal TANF Grantees**

This session will provide an opportunity for ACF staff and Region IX Tribal TANF grantees to discuss concerns and issues identified by the Tribes, relating to overall department initiatives (TANF Reauthorization; "Accessibility Initiative"; Tribal Consultation Policy) and as related to the ongoing partnership and collaboration between ACF and Tribal grantees (Tribal TANF plan renewal process; ACF/OFA process for policy determinations; policy interpretation process and timely guidance; technical assistance and the identification of program resources and capacity building tools.)

10:30 am- 10:45 am      **Break**

10:45 am- 12:00 pm      **Dialogue between ACF Staff and Tribal TANF Grantees (continued)**

12:00 pm-12:30 pm      **ACF Region IX Staff Overview of Informal Guidance Manual**

This will be a short session to distribute and introduce an informal Tribal TANF informational and resource manual developed by Region IX staff, to outline the basic roles, processes, procedures, and guidelines relating to the development and ongoing administration of Tribal TANF programs in the Region.

12:30-1:30 pm      **Lunch (on your own)**

1:30 pm- 3:30 pm      **Overview and Organizational Assessment: The Road Map to Moving Forward**

Facilitators:      **P.J. Bell and Cynthia Callivroussi**  
Alaska Summit Enterprise, Inc.

This session will provide an overview and context for the next one and a half days of training by assisting participants in establishing a starting point for recognizing and understanding their organization/program's current capacity, challenges and assets. Participants will be guided through an organizational assessment as the logical "first step" prior to learning about the development and implementation of a program evaluation and assessment process. In understanding where their program is starting in terms of capacity, participants will have a clearer context for developing and implementing an outcome measurement system to determine their program's overall success and/or effectiveness. This session will also touch upon the need and value of regular organizational evaluation and development processes, such as strategic planning.

- 3:30 pm-3:45 pm: Break
- 3:45 pm-5:00 pm: Organizational Assessment (continued)
- 5: 00 pm: Adjourn for the day

**TUESDAY, AUGUST 17, 2010**

- 9:00 am-9:15 am Blessing
- 9:15 am-10:30 am Identifying and Accessing Program and Capacity Building Resources

**Facilitators: P.J. Bell and Cynthia Callivroussi  
Alaska Summit Enterprise, Inc.**

This session springboards off of the "Organizational Assessment Tool" session, by presenting strategies and next steps after an organization/program become clear about its resource and capacity needs. This session **will** demonstrate how to identify and access the available options, tools and resources needed to fulfill an organization's identified needs and also how to develop internal resource capacity.

- 10:30 am- 10:45 am Break
- 10:45 am- 12:30 pm Identifying and Accessing Program and Capacity Building Resources (continued)
- 12:30 pm- 1:30 pm Lunch (on your own)
- 1:30 pm-3:30 pm Developing and Implementing Program Assessments and Evaluations for Successful Program Development

**Facilitators: P.J. Bell and Cynthia Callivroussi  
Alaska Summit Enterprise, Inc.**

This session will walk participants through the basic steps required in the development and successful implementation of an effective program evaluation and assessment tool, to systemically measure outcomes and determine overall program effectiveness. Participants will learn about the basic types of program evaluation and the essential content and variables that should be included in an effective program evaluation/assessment.

- 3:30- 3:45 pm: Break
- 3:45 pm-4:30 pm Developing and Implementing Program Assessments and Evaluations for Successful Program Development (continued)
- 4:30 pm-5:00 pm Closing and Blessing



# ACF REGION IX TANF TRIBAL MEETINGS

## Agenda

August 16-17, 2010  
San Francisco, California

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**ACF REGION IX  
TANF TRIBAL MEETINGS**  
Administration for Children and Families  
Office of Family Assistance  
Region IX Staff  
August 16-17, 2010  
San Francisco, California

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ACF  
Region IX  
Tribal TANF Meeting  
October 18-19, 2010  
San Francisco, California

## AGENDA

### MONDAY, OCTOBER 18, 2010

9:00 A.M. - 9:15 A.M.

**Blessing**

9:15 A.M. - 9:45 A.M.

**Review of Prior Meeting and New Issues  
ACF Region IX Staff**

This session will provide an opportunity for review of the prior meeting as it relates to the current meeting progression. It will also provide an opportunity for grantees to identify any new and or emergent issues and for ACF staff to address those issues.

9:45 A.M. - 10:30 A.M.

**Developing and Implementing Client Assessment and Evaluation  
Instruments**

*Geni Cowan, Ph.D.*

This session will provide participants training on the critical elements and aspects required in the development of effective, comprehensive client assessments and evaluations. Participants will learn about the basic components of client assessment and evaluations; tools to identify risk factors; methodological challenges as related to literacy levels, culture, and language; basic assessment design; and the essential content and variables that should be included in an effective assessment.

10:30 A.M. - 10:45 A.M.

**Break**

10:45 A.M. - 12:30 P.M.

**Developing and Implementing Client Assessment and Evaluation  
Instruments (continued)**

*Geni Cowan, Ph.D.*

12:30 P.M. - 1:30 P.M.

**Lunch (on your own)**



**ACF**  
**Region IX**  
**Tribal TANF Meeting**  
October 18-19, 2010  
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**1:30 P.M. - 3:30 P.M.**

**Integrated Program Systems: Identifying Program Process, Data and Information Management Needs to Create the System that is Right for Your Program**

*Cynthia Callivroussi, Alaska Summit Enterprise, Inc.*  
*Geni Cowan, Ph.D.*

This session will present examples of integrated systems and facilitate participants in identifying what their own program process, data and information management needs are and how those elements can be integrated. Participants will participate in a "how to" process to begin exploring the possibilities of developing a system that integrates the identified processes and elements to fulfill the multi-functional/integrated process, data and information needs of their program.

**3:30 P.M. - 3:45 P.M.**

**Break**

**3:45 P.M. - 5:00 P.M.**

**Integrated Program Systems: Integrated Data and Information Management Systems (continued)**

*Cynthia Callivroussi, Alaska Summit Enterprise, Inc.*  
*Geni Cowan, Ph.D.*

**5:00 P.M. - 5:15 P.M.**

**Closing Blessing**



ACF  
Region IX  
Tribal TANF Meeting  
October 18-19, 2010  
San Francisco, California

**TUESDAY, OCTOBER 19, 2010**

8:30 A.M. - 8:45 A.M.

**Blessing**

8:45 A.M. - 10:15 A.M.

**Integrated Program Systems: Strategy Development**

*Geni Cowan, Ph.D.*

*Cynthia Callivroussi, Alaska Summit Enterprise, Inc.*

This session will provide an opportunity for participants to discuss and explore individual and/or collective strategies for moving forward in the development and implementation of an integrated program system.

10:15 A.M. - 10:30 A.M.

**Break**

10:30 A.M. - 11:45 A.M.

**Integrated and Program Systems: Strategy Development (continued)**

*Geni Cowan, Ph.D.*

*Cynthia Callivroussi, Alaska Summit Enterprise, Inc.*

11:45 A.M. - 12:30 P.M.

**Successful Subsidized Employment Model**

*Andy Andreoli, Hoopa Valley Tribe*

This session will be presented by the Hoopa Valley Tribal TANF Program Director and will cover all aspects of the Tribe's experience in the development and successful implementation of a subsidized employment component in the Hoopa Valley Tribal TANF program.

12:30 P.M. - 1:30 P.M.

**Lunch (on your own)**

1:30 P.M. - 2:30 P.M.

**GAO- Tribal TANF Study**

*Kristy Kennedy, Government Accountability Office*

As the U.S. Congress looks toward reauthorizing the Temporary Assistance for Needy Families (TANF) program in 2011, the Chairman of the Natural Resources Committee, U.S. House of Representatives has requested a Government Accountability Office (GAO) study on Tribal TANF programs. This is a follow-on study to a report GAO issued on July 5, 2002, entitled *Welfare Reform: Tribal TANF Allows Flexibility to Tailor Programs, but Conditions on Reservations Make it Difficult to Move Recipients into Jobs* (GAO-02-768). The GAO will provide updates and highlights of upcoming activities for their current study.

2:30 P.M. - 3:00 P.M.

**Check in, Evaluation, Closing Blessing**

3:00 P.M. - 4:30 P.M.

**GAO Office Hours**



# ACF REGION IX TANF TRIBAL MEETING

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October 18-19, 2010  
San Francisco, California

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**ACF, Region IX**  
**Tribal TANF Meeting**  
**Evaluation Summary**  
**August 16-17, 2010**  
**San Francisco, CA**

**MONDAY, AUGUST 16, 2010**

Session: Overview and Organizational Assessment: The Road Map to Moving Forward

Presenters: P.J. Bell and Cynthia Callivroussi, Alaska Summit Enterprises, Inc.

	Strongly Disagree	Disagree	Agree	Strongly Agree
The information presented was relevant and useful. N=26	0(0%)	1(4%)	18 (69%)	7 (27%)
The presentation was well organized and well presented. N=24	1(4%)	0(0%)	16(67%)	7(29%)
I was engaged in the training/presentation and walked away feeling that what I learned is applicable, relevant, and helpful in the operation and administration of my Tribal TANF program. N=24	1(4%)	0(0%)	16(67%)	7(29%)

TUESDAY, AUGUST 17, 2010

Session: Identifying and Accessing Program and Capacity Building Resources

Presenters: P.J. Bell and Cynthia Callivroussi, Alaska Summit Enterprises, Inc.

	Strongly Disagree	Disagree	Agree	Strongly Agree
The information presented was relevant and useful. N=19	0(0%)	0(0%)	12(63%)	7(37%)
The presentation was well organized and well presented. N=19	0(0%)	1.5(8%)	10.5(55%)	7(37%)
I was engaged in the training/presentation and walked away feeling that what I learned is applicable, relevant, and helpful in the operation and administration of my Tribal TANF program. N=19	0(0%)	1.5(8%)	12.5(66%)	5(26%)

Session: Developing and Implementing Program Assessments and Evaluations for Successful Program Development  
 Presenters: P.J. Bell and Cynthia Callivroussi, Alaska Summit Enterprises, Inc.

	Strongly Disagree	Disagree	Agree	Strongly Agree
The information presented was relevant and useful. N=19	0(0%)	1.5(8%)	9.5(50%)	8(42%)
The presentation was well organized and well presented. N=19	0(0%)	0.5(3%)	10.5(55%)	8(42%)
I was engaged in the training/presentation and walked away feeling that what I learned is applicable, relevant, and helpful in the operation and administration of my Tribal TANF program. N=19	0(0%)	0.5(3%)	9.5(50%)	7(37%)

Session: Summary of Meeting and Adjourn  
 Presenters: ACF Region IX Staff

	Strongly Disagree	Disagree	Agree	Strongly Agree
The overall meeting and the content of the training was valuable and helpful. N=17	0(0%)	0(0%)	11(65%)	6(35%)
The presenters were knowledgeable and well prepared. N=18	0(0%)	0(0%)	9(50%)	9(50%)
Staff presented information clearly and used activities and approaches that helped me to learn. N=19	0(0%)	1(5%)	10(53%)	8(42%)
I am walking away from this meeting with new knowledge, tools, and approaches that are applicable, relevant, and helpful in the operation of my Tribal TANF program N=17	0(0%)	1(6%)	9(53%)	7(41%)
I will use the information, tools, and approaches that I learned here, in the operation of my Tribal TANF program N=18	0(0%)	0(0%)	7(39%)	11(61%)

**Qualitative Comments:**

I am walking away from this meeting with new knowledge, tools, and approaches that are applicable, relevant, and helpful in the operation of my Tribal TANF program  
*One comment in this field was on a form that circled disagree, and reads "Key word is "new.""*

ACF Region IX  
Tribal TANF Meeting  
Evaluation Summary  
October 18-19, 2010  
San Francisco, CA

MONDAY, OCTOBER 18, 2010

Session:        Developing and Implementing Client Assessment and Evaluation  
                         Instruments  
Presenter:      Geni Cowan, PhD

	Strongly Disagree	Disagree	Agree	Strongly Agree
The information presented was relevant and useful. N=33	0(0%)	2.5(8%)	22.5(68%)	8(24%)
The presentation was well organized and well presented. N=32	0(0%)	3(9%)	22(69%)	7(22%)

Session:        Integrated Program Systems  
Presenter:      Cynthia Callivroussi, Alaska Summit Enterprises, Inc.  
                         Geni Cowan, PhD

	Strongly Disagree	Disagree	Agree	Strongly Agree
The information presented was relevant and useful. N=29	2(7%)	7.5(26%)	16.5(57%)	3(10%)
I was engaged in the training/presentation and walked away feeling that what I learned is applicable, relevant, and helpful in the operation and administration of my Tribal TANF program. N=28	4(14%)	6.5(23%)	11.5(41%)	6(21%)

TUESDAY, OCTOBER 19, 2010

Session: Integrated Program Systems: Strategy Development  
Presenters: Cynthia Callivroussi, Alaska Summit Enterprises, Inc.  
Geni Cowan, PhD

	Strongly Disagree	Disagree	Agree	Strongly Agree
The session was relevant and productive. N=29	3(10%)	3.5(12%)	18.5(64%)	4(14%)
I was engaged in the training/presentation and walked away feeling that what I learned is applicable, relevant, and helpful in the operation and administration of my Tribal TANF program. N=28	2(7%)	2.5 (9%)	16.5(59%)	7(25%)

Session: Successful Subsidized Employment Model  
 Presenter: Manuel Sanchez, Hoopa Valley Tribe

	Strongly Disagree	Disagree	Agree	Strongly Agree
The information presented was relevant and useful. N=26	1(4%)	1(4%)	17(65%)	7(27%)
The presentation was well organized and well presented. N=26	3(12%)	4(15%)	12(46%)	7(27%)
I was engaged in the training/presentation and walked away feeling that what I learned is applicable, relevant, and helpful in the operation and administration of my Tribal TANF program. N=24.5	1(4%)	2(8%)	14.5(59%)	7(29%)

Session: GAO Presentation  
 Presenter: Kristy Kennedy

	Strongly Disagree	Disagree	Agree	Strongly Agree
The information presented was relevant and useful. N=19	0	0	12.5(63%)	7.5(37%)
The presentation was well organized and well presented. N=18	0	0	12(67%)	6(33%)

Session: Summary of Meeting and Adjourn  
 Presenters: ACF Region IX Staff

	Strongly Disagree	Disagree	Agree	Strongly Agree
The overall meeting and the content of the training was valuable and helpful. N=25	0(0%)	2(8%)	18(72%)	5(20%)
The presenter(s) were knowledgeable and well prepared. N=26	0(0%)	2.5(10%)	15.5(60%)	8(31%)
Staff presented information clearly and used activities and approaches that helped to learn. N=23	0(0%)	3(13%)	14(61%)	6(26%)
I am walking away from this meeting with new knowledge, tools, and approaches that are applicable, relevant, and helpful in the operation of my Tribal TANF program: N=25	0(0%)	2(8%)	17(68%)	6(24%)
I will use the information, tools, and approaches that I learned here, in the operation of my Tribal TANF program. N=25	0(0%)	2(8%)	17.5(70%)	5.5(22%)

*Qualitative Comments:*

Staff presented information clearly and used activities and approaches that helped me to learn:

*Julie is very helpful*

I am walking away from this meeting with new knowledge, tools, and approaches that are applicable, relevant, and helpful in the operation of my Tribal TANF program.

*Client assessment*

I will use the information, tools, and approaches that I learned here, in the operation of my Tribal TANF program:

*Client assessment*