

## Improving Programs Through Outcomes-Based Strategic Planning

2018 Regions IX / X OFA  
Tribal TANF Technical  
Assistance Meeting.  
Suquamish, WA

# The Siletz Tribe

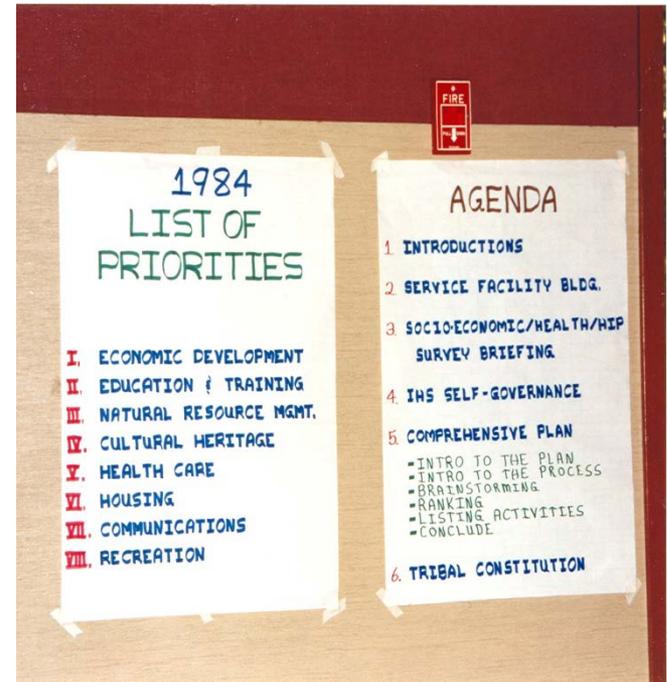
- Restored to Federal recognition in 1977
- One of the first to elect Self-Governance
- Current membership: 5280
- Confederation of 17+ tribes and bands
- 11-County Service Area
- 9 member Tribal Council

Confederated Tribes of Siletz Indians  
11 County Service Area



# Tribal TANF

- TANF Program started 1997
- Incorporated under P.L. 102-477 with DOL, GA
- Annual TANF funding \$1,172,000
- 9 Staff (3 Intake Specialists/Job Coaches, 6 tribal Services Specialists)



# Outcomes-Based Strategic Planning

- Program Goal: "The Program promotes self-sufficiency by removing barriers to employment. Utilizing one or more of the following program components will attain this: Employment, training, cash grant assistance, education, prevention activities, childcare and support services."

# 477-Development Plan

- Annual Plan to achieve identified goals-
  - Growing / Shrinking pains
- Focus on:
  - Program Services (expansion of services, increase flexibility, remove self made barriers, be creative)
  - Client Support (evaluate client barriers, provide staff tools to address barriers)

# 477-Development Plan

- Program Oversight (administrative support for staff and Director)
- Staff Supervision (standardize evaluation process, staff development, training)
- Staff Support (monthly meetings, staff training, staff buy-in, delegation, retreats)

# New 477 Law

- Expands Federal Programs allowable under 477
- Expands waiver authority
- 477 funds used as match
- Outcomes-based plan includes:
  - Information campaign
  - Evaluation of current programs
  - Buy-in from stakeholders
  - Evaluation of organizational impacts
  - Integration strategies

# Outcome-Based Strategies: Partners

- Identify Program Barriers:
  - Lack of long-term funding
  - Length of time applicants are pending
  - Lack of referrals from outside agencies
  - Lack of Re-Entry services in Oregon for target population
  - Legislative requirements
  - Client transportation needs

# Outcome-Based Strategies: Partners

- State of Oregon TANF Funding Agreement
  - 10 year dedicated funding
  - Increased flexibility
  - Added additional services
  - Met Siletz and State needs
  - Increased communication and understanding

# Outcome-Based Strategies: Partners

- Oregon Employment Department
- Mid-Willamette Valley Strategic Leadership Team / Worksource
- Oregon Department of Corrections
- MOU's for WIOA
- Transportation partners / contracts

# 477 Plan 2019-2021

- Strategic Planning Process:
  - Staff input / buy-in
  - Community input
  - Tribal Council / Administration input / Support
  - Policy impact evaluation
  - Creative solutions / Stretching the limits
  - Waiver requests

# Outcomes-Based Strategic Planning

- Not just setting generic goals and policies; Create a strategic plan to actually achieve set goals-
  - Improve program services
  - Increase staff morale
  - Creates better outcomes for families
  - Ease administrative burden

# Contact Information



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