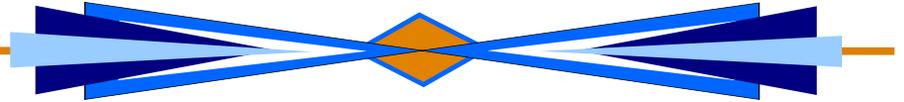


Program Improvement through Strategic Planning

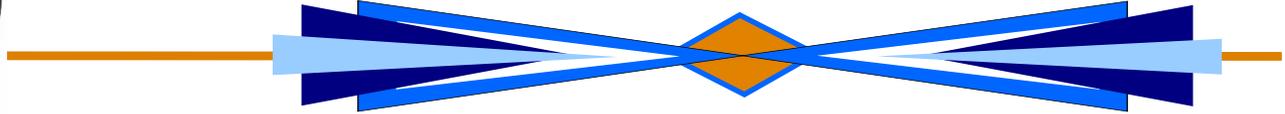


Owens Valley Career
Development Center

Ryan Howard,
Executive Director



Governance

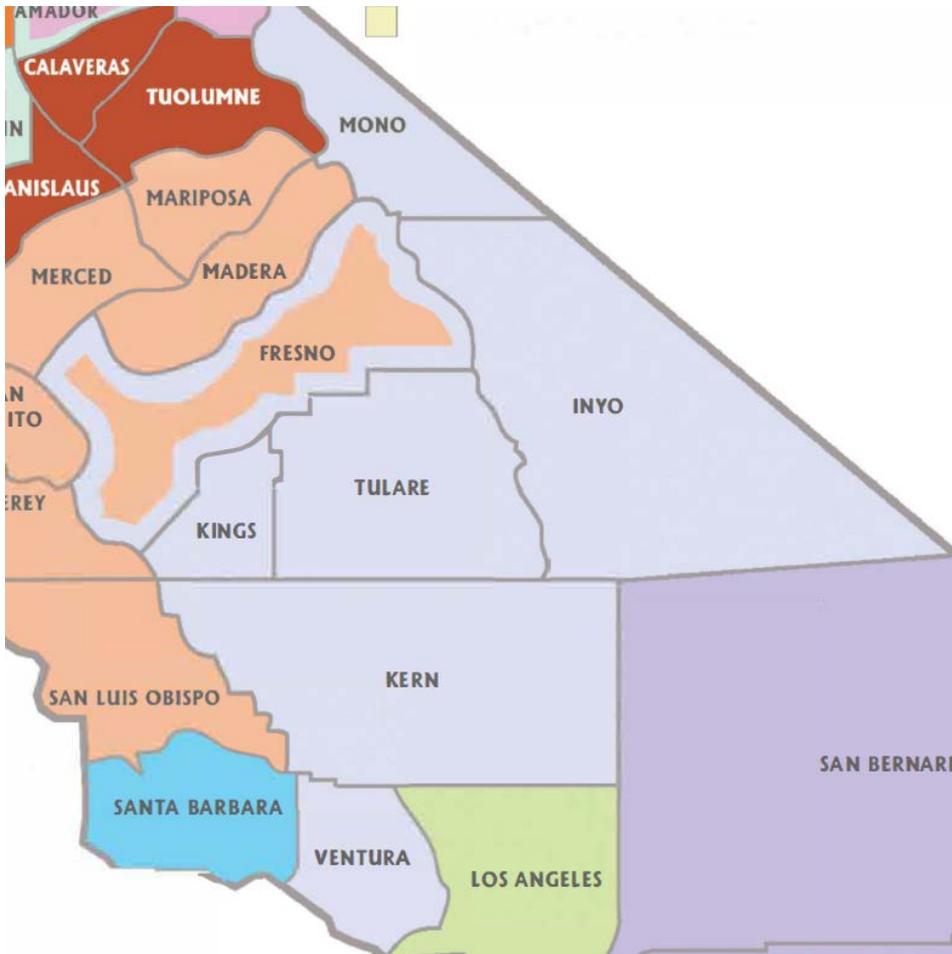
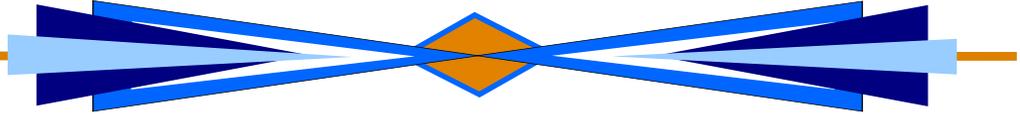


The Owens Valley Paiute Shoshone Board of Trustees is a seven (7) member board comprised of tribal representatives from the following Tribes:

- Big Pine Paiute Tribe of the Owens Valley
- Bishop Paiute Tribe
- Lone Pine Paiute-Shoshone Tribe



OVCDC Service Area



12 Partner Tribes

- Big Pine Paiute Tribe of the Owens Valley
- Big Sandy Rancheria of Western Mono
- Bishop Paiute Tribe
- Bridgeport Indian Colony
- Cold Springs Rancheria of Mono Indians
- Fort Independence Indian Reservation
- Lone Pine Paiute-Shoshone Tribe
- Santa Rosa Rancheria Tachi-Yokut Tribe
- Table Mountain Rancheria
- Timbisha Shoshone Tribe
- Tule River Indian Tribe
- Utu Utu Gwaitu Paiute Tribe of the Benton Paiute Reservation

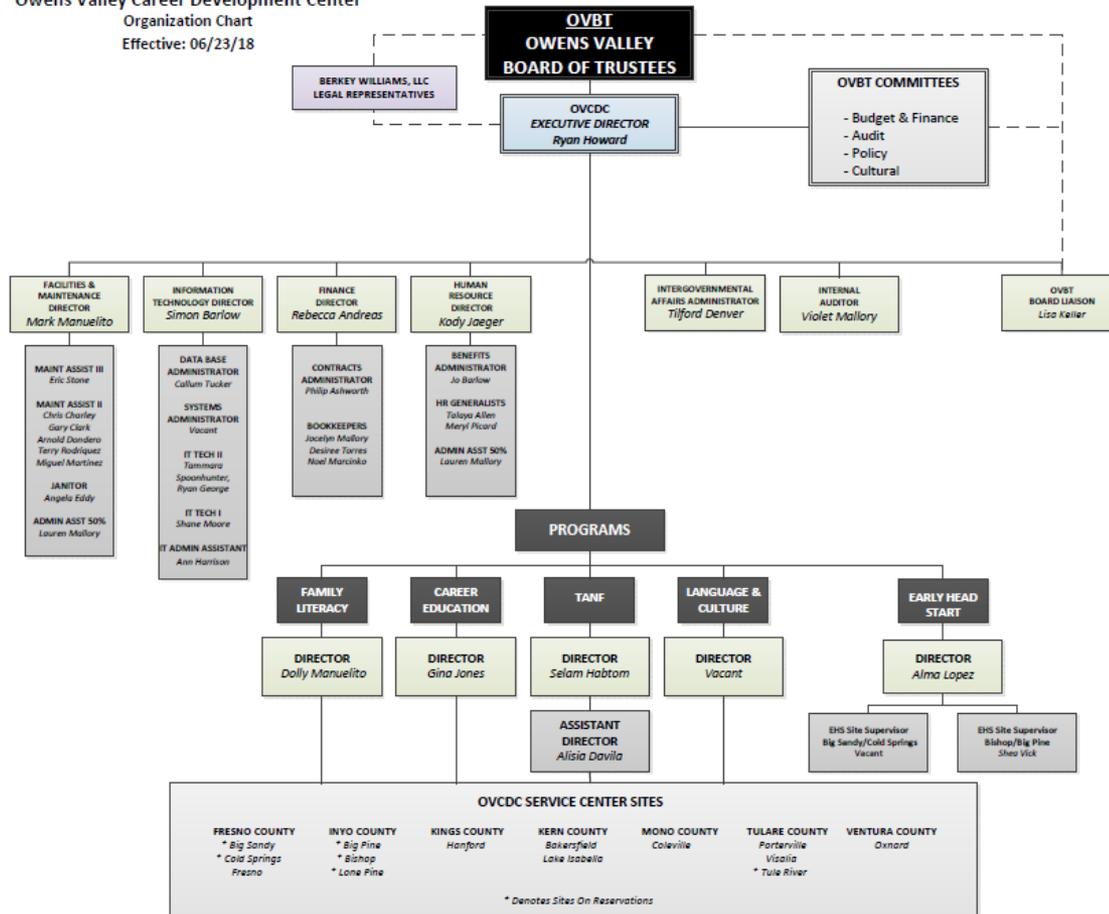
7 Counties

- Fresno
- Inyo
- Kern
- Kings
- Mono
- Tulare
- Ventura



OVCDC Organizational Chart

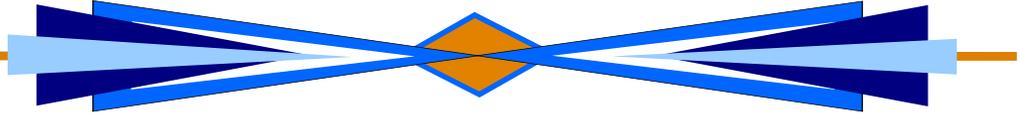
Owens Valley Career Development Center
Organization Chart
Effective: 06/23/18



* Denotes Sites On Reservations



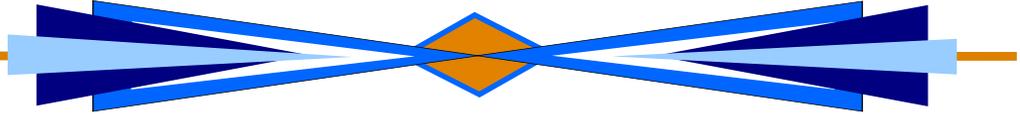
OVCDC Program Services



- **Tribal Temporary Assistance for Needy Families**
 - TANF Purposes 1 & 2: Cash Assistance & Employment Services
 - TANF Purposes 3 & 4: Prevention Services
- **Early Head Start**
 - Center based; serving families with children ages 0-3 years
- **American Indian Education Center**
 - Center based afterschool program
- **Institute for Museum and Library Sciences**
 - Tribal library and literacy-based activities



Tribal TANF Purposes 1 & 2 Services



Cash Assistance

- Requirements:
 - Native American family with tribal verification
 - Income equal to or less than 200% of Federal Poverty Level
 - Resources less than \$4,000
 - Must have vital records including birth certificates, Social Security cards, etc. for all family members applying for aid
 - Assistance limited to 60 months
 - 26 hours per week of work activities for one parent family; 30 hours for two parent family

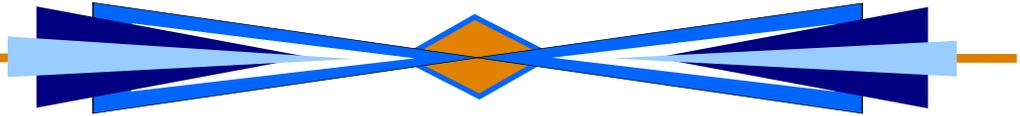
Supportive Services

Payments are provided to assist participants in meeting challenges and supporting full participation in work activities. These include:

- Training
- Bus passes/fuel allowance
- Child care
- Vehicle repair
- Driver's license fees
- Vehicle registration fees
- Clothing allowances
- Grooming needs
- Tools, uniforms and footwear
- Utilities and rental assistance



Tribal TANF Purposes 3 & 4 Services



Prevention

Participants are offered educational programs and activities that contribute to the development of improved executive function, critical thinking, self-esteem, communication, leadership and life management skills.

TANF Purpose 3: to prevent out-of-wedlock pregnancies

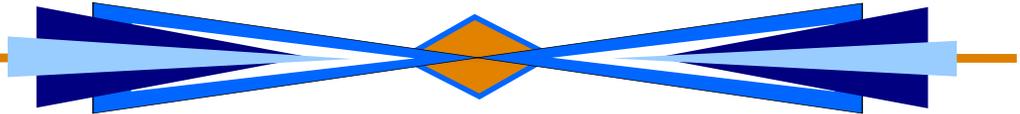
- Youth work experience
- Tutoring services
- Education/career counseling
- Family literacy
- Early childhood education
- Youth leadership development
- Youth sporting activities
- Native language classes/workshops

TANF Purpose 4: encourage two parent family formation

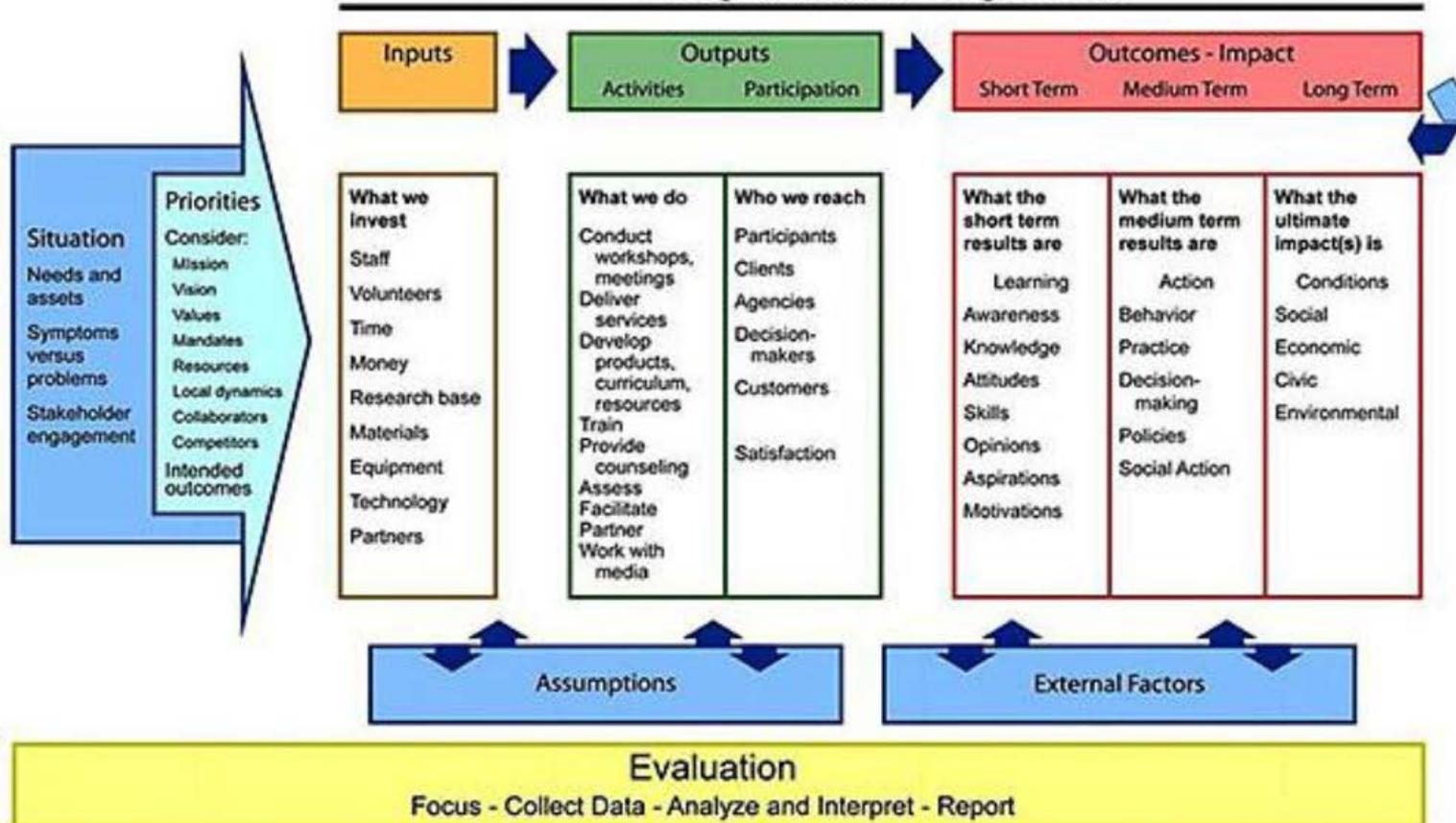
- Healthy relationship activities
- Alcohol and drug prevention activities
- Life skills
- Domestic violence prevention
- Family literacy
- Fatherhood services
- Marriage promotion activities
- Parenting education



Organizational Assessment

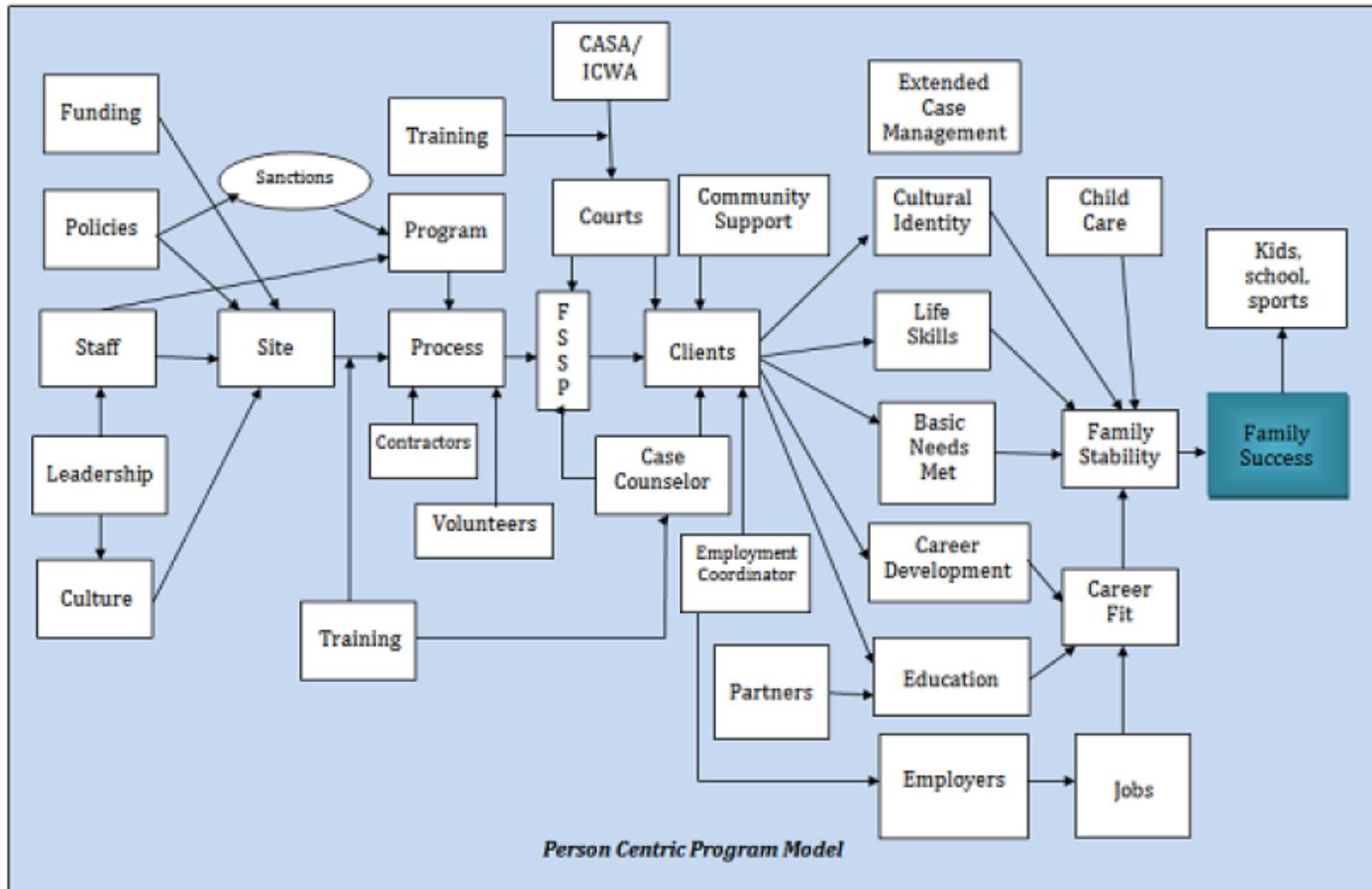
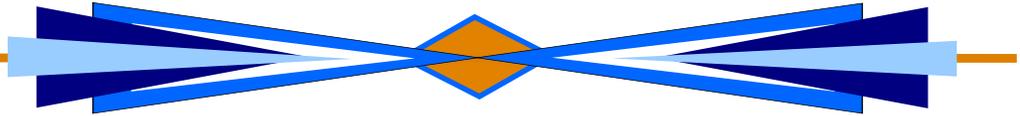


Program Action - Logic Model



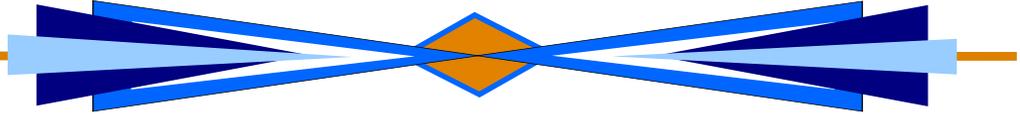


Tribal TANF Program Model





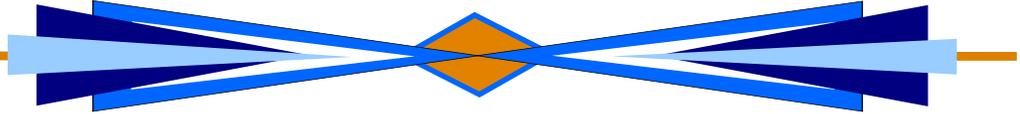
Focus Groups



Participant Groups:

- Clients
- Employers
- Case Managers
- Administrative Assistants
- Site Managers

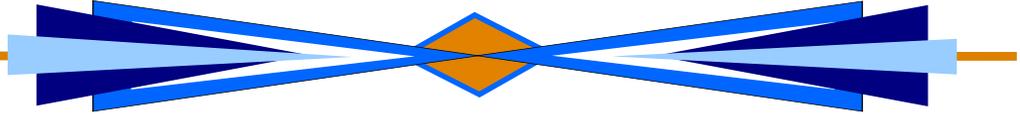
Focus Group Results



1. OVDC may be working in the wrong direction for long term success of clients.
 - Clients are more motivated initially than they are after working with OVDC over time.
 - OVDC is not supporting client work success for the long term.
2. OVDC is unknown to most in the communities they serve.
 - Employers do not know about OVDC unless they have a personal relationship with an OVDC employee.
 - Employers are unaware of the services that OVDC does, or could, provide to employers and clients.
3. OVDC is not supporting clients who are placed in jobs.
 - Employers do not hear from OVDC after the clients are placed.
 - Employers do not receive adequate information about clients when they are placed.
4. There is a great need in the larger communities for the career development services that OVDC provides.
 - Employers like the 'whole person' approach that OVDC takes to career development.
 - Communities are missing out on revenue development opportunities because businesses see a lack of prepared workers in the communities—a problem that could be solved, in part, by OVDC efforts.



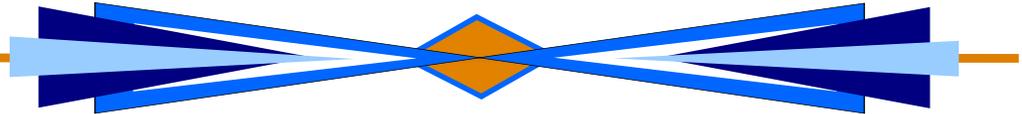
Organizational Assessment Recommendations



- Build on Native American pride at OVCDC.
 - Agree on a Mission Statement that clearly states who you are, what you do, what you do not do, and the goals of OVCDC with clear connections to Native values.
- Establish healthy communications with stakeholders.
- Complete an OVCDC workforce analysis.
- Add OVCDC marketing function.
- Create self directed work teams.
- Improve internal organizational communications.
- Manage job stress.
- Provide long term support to clients.
- Make the organizational assessment survey an annual event.



Strategic Planning Process



Strategic Planning Process

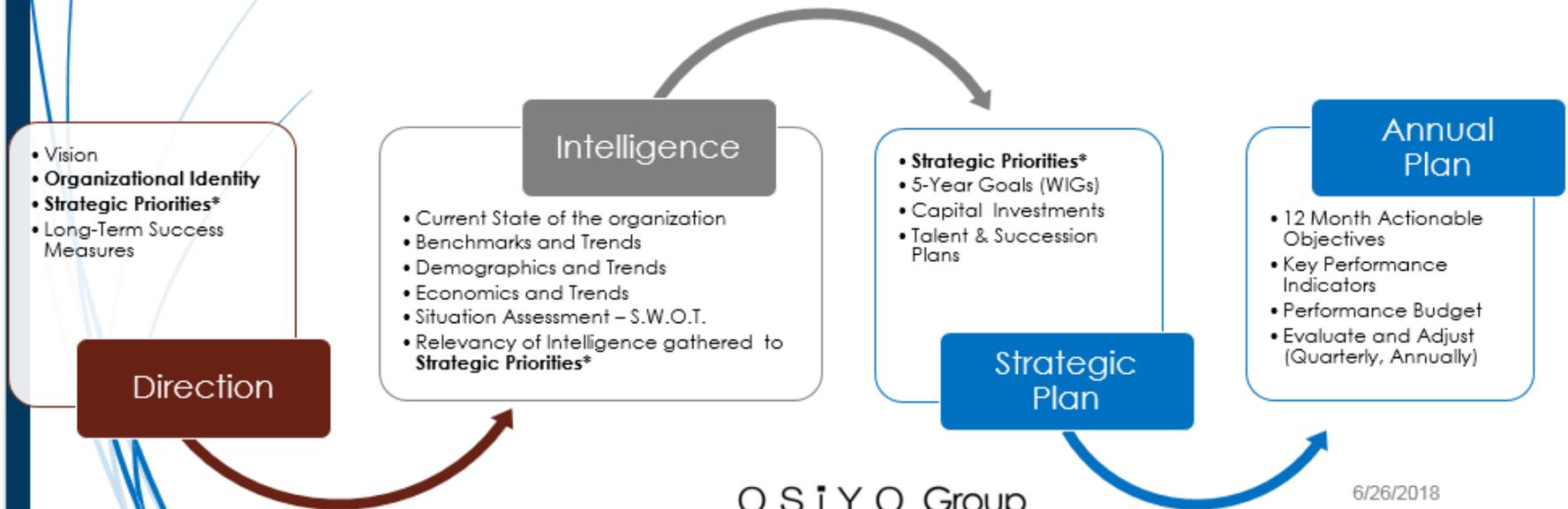
... Tying Long-Term Vision & Purpose to Short-Term Actions and Budgets

Direction set by ED & Board of Directors

Intelligence - Gathered by management & discussed with Board

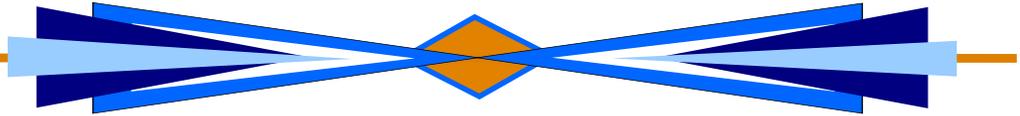
SP – Developed by management for Board approval

AP – Developed by management and shared w Board for budget approval





Strategic Priorities



5

Strategic Priorities for 2018 - 2021

1

Improve data collection and usage

2

Ensure quality client and market driven programs

3

Optimize resources
(funding, talent, technology, etc.)

4

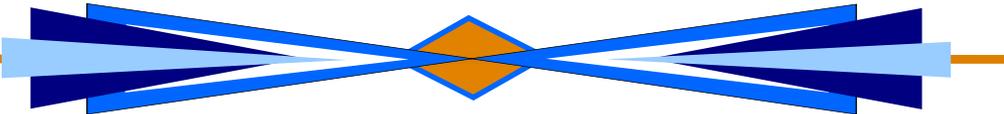
Increase strategic partnerships and collaboration

5

Provide good governance and structure



Strategic Priority



Goal, Action, Measure, Evaluate (G.A.M.E. Work Plan)

Last Updated: 02/21/18 By: Robert Katano

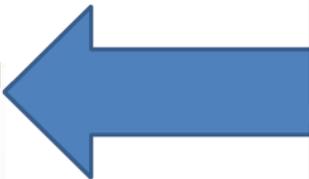
Strategic Priority, 2018 - 2021

7 #1 Data

Improve data collection and usage

3-Year Goals

- A. Determine the purpose of data collection
- B. Determine what needs to be tracked
- C. Determine data tracking method



RESULT:
Determine the purpose and method of data collection.

LAG TARGET:
By 2021 implementation of blue print for identification of required data collected to meet continued funding with accuracy rate of 75%.

	Action	Measure Leads to Result	Evaluate Review Frequency	P.O.C. Responsible	Start Date	Due Date	Budget Est.	Status
1	Survey departments to find out what data we are currently collecting and why.	# of minimum required to maintain current funding.	Monthly	Program Directors	07/01/18	07/31/18	None	
2	What platforms are being used for collecting data?	Repositories for data dump	Monthly	Managers, Coordinators and Directors	07/01/18	07/31/18	TBD	
3	Collect & Analyze data to identify program successes and needs.	Graphs	Monthly	Director	08/01/18	11/01/18	None	
4	Contract with a consultant to assist in determining framework for data tracking.	Development of logic model and framework for data tracking.	Annually	Executive Director and TANF Director	12/01/18	06/30/19	TBD	

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