



**Administration for Children and Families
Region IX**

Arizona Tribal TANF Sessions

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FINAL REPORT

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Meeting Goals and Participants

The Administration for Children and Families (ACF) San Francisco Regional office held a Tribal TANF Technical Assistance Meeting in Scottsdale, AZ, September 1-2, 2010.

There were several goals for the meeting:

- Facilitate dialogue among Tribal TANF grantees, Arizona State representatives, and Federal staff working with the TANF Program in Region IX;
- Share data management strategies for tracking, managing and reporting Work Participation Rate Data;
- Support State-Tribe coordination on data reporting and eligibility;
- Foster networking among Tribal TANF grantees; and,
- Provide specific training requested by the Tribes to strengthen Tribal TANF programs. The two areas identified were:
 - Leadership and Management of Tribal TANF Programs, and
 - Culturally Competent Case Management.

Thirty-one individuals participated in the meeting. They represented:

- ACF Region IX, San Francisco Office Staff;
- ACF Office of Family Assistance;
- Region IX Tribal TANF grantees in Arizona;
- Arizona Department of Economic Security Tribal liaisons and key representatives; and
- Two presenters.

Opening Session

Rick Wever, Senior Program Specialist, ACF Region IX opened the meeting on the first day with greetings and introduced the Tribal Elder who led the opening blessing. Mr. Wever then went over the meeting agenda and introduced the OFA Regional and Central Office Staff.

Dialogue between ACF Staff and Tribal TANF Grantees

The dialogue session was led by Ray Apodaca, OFA Tribal Services Program Specialist. He responded to discussion items identified by the Tribal TANF grantees including the latest status on ACF's Tribal consultation policy, the key principles for use of Tribal TANF funds, and the difference between Federal vs. State MOE TANF funds. Participants were actively engaged in asking questions to enhance their program and seeking clarification on ACF policies to better understand program parameters as well as opportunities for policy change.

Data Reporting and Eligibility Led by Arizona Department of Economic Security

Judith Fritsch, the Native American Liaison for the Division of Aging and Adult Services, initiated this session. The State conducts data collection and reporting under agreements with three out of the six Tribes, which makes partnership and communication essential to the success of the programs. The State led a discussion of potential areas for improvement in Tribal-State communication, including increased training for State personnel (the eligibility offices serve both State and Tribal TANF clients) and the need for Tribes to submit any amendments to their TANF plans to the State far in advance of a change so that the State can prepare the data system to reflect the desired change. Mitchell Li, who manages Tribal TANF data and submits it to ACF, agreed to send out quarterly data reports to the Tribes to provide them with feedback and potential errors that need to be corrected.

Data Reporting Session Led by ACF

Ray Apodaca facilitated this session by describing the current process for calculating work participation rates (WPR). Tribal participants voiced their frustrations with the current system, such as the lack of timely feedback on data that has been submitted (especially the WPR data) and questions about the type of data requested (the "other" category). Mr. Apodaca acknowledged the Tribes' frustrations and discussed how OFA is working to improve data management. Lastly, he presented the data system options that are currently being used by Tribal TANF programs: the private TAZ system, the State system, or a couple Tribal-designed data systems.

Leadership and Management of Tribal TANF Programs

Clint Hackney, the Program Manager for the South Puget Intertribal Planning Agency (SPIPA) Tribal TANF Program, led this session by first asking the Tribes to identify some of the obstacles they face and what they wanted to learn from the session. Tribal participants wanted to learn how to promote teamwork, motivate staff, improve customer services, and incorporate Tribal culture into their organizational culture. Mr. Hackney instructed that to attain any of their leadership or management objectives, the Tribes must first identify their goals for their Tribal TANF programs; these goals included community development, self-sufficiency, and changing lives. He led a discussion on some of the critical characteristics of leadership, eight “Qualities of Team Excellence,” and six “Application of Influence.”

Culturally Competent Case Management

Dr. Geni Cowan, from the U.C. Davis Center for Human Services, presented this session on how to utilize culturally-based strengths to create effective case plans for Tribal TANF participants. Her discussion focused on how a Tribe’s case management system can reflect and correspond with Tribal and cultural values. This interactive session asked participants to identify what a culturally competent Tribal TANF program would look like and how a TANF participant would know that a program was culturally competent. In addition, the Tribes requested some specifics on case record documentation, including the fundamental elements retained in a case file.

Closing

Rick Wever closed the meeting by thanking the presenters and participants for their time and participation. The closing prayer was given. Evaluations were collected and all OFA staff remained for individual questions from participants.

Appendices



ACF REGION IX TRIBAL TANF MEETING

Agenda
September 1-2, 2010
Scottsdale, Arizona

WEDNESDAY, SEPTEMBER 1, 2010

9:00 am-9:15 am **Blessing**

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

Rick Wever, Region IX Tribal TANF Program Specialist

9:30 am-10:30 am **Overview of key priorities and dialogue between ACF Staff and Tribal TANF Grantees**

Facilitators: Ray Apodoca, Tribal Services Program Specialist
Rick Wever, Region IX Tribal TANF Program Specialist

This session will provide an opportunity for senior Office of Family Assistance staff to address key priorities nationally and participate in a dialogue with tribal representatives regarding key issues and priorities, current concerns, promoting the ongoing partnership and collaboration between ACF and Tribal grantees, etc.

10:30 am-10:45 am **Break**

10:45 am-12:30 pm **Dialogue between ACF Staff and Tribal TANF Grantees (continued)**

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

1:30 pm-3:30 pm **Coordination session between the State of Arizona and Tribes on data reporting and eligibility**

Facilitator: Judith Fritsch, Arizona State Department of Economic Security

This session led by State of Arizona Staff will center around the on-going challenge of reporting all work participation data to the AZTEC system to insure that each Tribal TANF program gets full credit for their work participation efforts. It will also allow Tribes to have dialogue with the State concerning their Tribal eligibility requirements that are unique to each Tribe and how those requirements will be implemented.

3:30 pm-3:45 pm **Break**

3:45 pm-5:30 pm **Identifying and Accessing Data and Information Management Systems**

Trainer/Facilitator: Les Alford, Washoe Tribal TANF Program

This session will provide participants with an overview of the fundamental basic guidelines, requirements and systems options needed for tracking, managing and reporting Work Participation Rate Data.

5:30 pm **Adjourn for the day**

THURSDAY, SEPTEMBER 2, 2010

8:00 am-8:15 am Blessing

8:15 am-10:30 am Leadership and Management of Tribal TANF Programs

Trainers/Facilitators: Clint Hackney, Program Manager, Tribal TANF Program, SPIPA
Geni Cowan, Tribal TANF Subject Matter Expert and Development Specialist

This session offers leaders, managers and supervisors an opportunity to develop knowledge and skills in the organizational aspects of running Tribal TANF programs. This training process will define, explore and dissect the worlds of leadership and management. The core components of this presentation will be seven leadership skills, six applications of influence. Several other topics addressed within this presentation are teambuilding, team values, team behavioral norms, team qualities, and organizational and staff change management to achieve program goals and objectives in route to employment and self-sufficiency.

10:30 am-10:45 am Break

10:45 am-12:30 pm Leadership and Management of Tribal TANF Programs (Continued)

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

1:30 pm-3:30 pm Case Management

Trainer/Facilitator: Geni Cowan, Tribal TANF Subject Matter Expert and Development Specialist

This session will build on the case management skills of the Region IX Tribal TANF grantees to utilize culturally-based strengths to develop, implement and monitor effective case plans and advocate for resources that help Native American clients achieve self-sufficiency.

3:30 pm-3:45 pm Break

3:45 pm-4:30 pm Case Management (continued)

4:30 pm-5:00 pm Closing and Blessing



ACF REGION IX TRIBAL TANF MEETING

Participant List

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ACF REGION IX TRIBAL TANF MEETING

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September 1-2, 2010

Scottsdale, Arizona

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ACF REGION IX TRIBAL TANF MEETING

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September 1-2, 2010
Scottsdale, Arizona

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