Oneida Business Committee Meeting
Agenda Request Form

1. **Meeting Date Requested:** 02 / 11 / 15

2. **Nature of request**

Session: ☒ Open ☐ Executive - justification required. See instructions for the applicable laws that define what is considered "executive" information, then choose from the list:

Agenda Header (choose one): Report

Agenda item title (see instructions):

GSD First Quarter Report

Action requested (choose one)

☒ Information only

☐ Action - please describe:

3. **Justification**

Why BC action is required (see instructions):

4. **Supporting Materials**

Instructions

☐ Memo of explanation with required information (see instructions)

☒ Report ☐ Resolution ☐ Contract (check the box below if signature required)

☐ Other - please list (**Note:** multi-media presentations due to Tribal Clerk 2 days prior to meeting)

1. 3.

2. 4.

☐ Business Committee signature required

5. **Submission Authorization**

Authorized sponsor (choose one): Don White, Division Director/GSD

Requestor (if different from above): _____

Name, Title / Dept. or Tribal Member

Additional signature (as needed): _____

Name, Title / Dept.

Additional signature (as needed): _____

Name, Title / Dept.

1) Save a copy of this form in a pdf format.
2) Email this form and all supporting materials to: BC_Agenda_Requests@oneidanation.org

Governmental Services Division

First Quarter Report

2/11/2015

Summary: The following document represents a continued improvement in performance reporting by GSD. The document reflects the continued upgrade and implementation of the Balanced Scorecard. This report continues to reflect the utilization of two sub-systems in human development.

One system charts Wellness Services which GSD introduced in our 2009 Scorecard report. The other interdependent system charts Growth & Development Services.

Both systems identify stages of development, with targeted knowledge, skills and abilities and human development outcomes achieved, prior to moving on to the next stage of development. Please note that not all GSD Service Areas are represented in this report. Some larger Service Areas are still in the process of finalizing customer KSA's and customer outcomes.

The following is a brief definition of KSA, as it applies to GSD Services.

KSA Description

Knowledge – Mastery of facts, range of information in subject matter area.

Skills – Proficiency, expertise, or competence in given area. For example, science, art, crafts, Culture/Language, social, employment.

Abilities – Demonstrated performance to use knowledge and skills when needed.

To begin:

The Community Education Center has experienced a declining trend in GED attainment since the assessment and standards changed January of 2014. The content of the GED program has become more challenging with higher level math, such as calculus and language arts. This trend is occurring nation-wide. The other variable is that the number of customers requiring GED Services may be decreasing due to the increase in the high school graduation rates. The YES Department is completing an update of graduation rates, specifically for Oneida Students. This information will be available in the next quarter report.

The Arts Department: There are specific KSA for classes that are assessed by arts instructors. The Arts Department has not reported out KSA because the driving force of the Arts Mission is not about mastery, but about exploration and participation. As stated by the Arts Department "we are more interested in knowing that people are participating than we are that they are achieving".

For example, if someone takes a class on sewing ribbon shirts, they cannot "fail" the class. Some are better than others, but we celebrate everyone's levels. Some may make an absolute perfect shirt whereas others may not have a straight seam anywhere. We are evaluating the success of the class on the people's abilities, but on the attempts to learn.

A continued discussion with the Arts Department is in progress, regarding the interpretation and application of customer outcome, as it relates to their Mission. In this case the customer outcome may not be "mastery" or "competence".

Approximately 18 years ago, GSD changed the emphasis of the Fitness Center, from physical fitness, to a Wellness Lifestyle. The Oneida Family Fitness provides Wellness opportunities for all ages and abilities. This service is available to the Oneida Community and Employees. As of January 27, 2015, our active membership total is 4,399 customers.

The Fitness Center experienced a 20% increase in facility usage for the first quarter of fiscal year 2015; as well as a 55% increase in participants who engaged in the recommended wellness activity (frequency of 3-5 days/week), which resulted in a 12.5% increase in wellness scores.

The Family Fitness and Experiential programs focus on improving the quality of life through services that target prevention and early intervention. Members gain the knowledge of the recommended amount of wellness activity and lifestyle according to the American Council of Sports Medicine. The Fitness Area provides free wellness education, such as basic nutrition concepts, stress management, and weight management. Members gain knowledge, skills and abilities from certified staff. Members learn how to properly engage their KSA's through holistic exercises, mental and physical, such as personal training, and group fitness, aquatic, and martial arts classes/programs). Lastly, our members demonstrate their abilities by their participation in our services.

The following is an illustration of the implementation of quantitative and qualitative data reporting that GSD is continuing to improve report quarterly. Again, there are GSD Service Areas not included in this report. In addition, Cultural Heritage was not able to translate current programming into the outcome and results format in time for this report. However, GSD did include their current input in this report. Said service areas are in the process of completing the customer outcomes an results information identification. It is expected that all GSD Services will be included in the next quarter performance report.

Service development outcomes and customer results.

Infant - Birth to 18 months:

Child Care

Outcome-Best Practice	Our Result(s)
Can briefly calm self, Begins to babble and say simple words, Let you know if they are happy or sad, Begins to roll, Shows curiosity to things around them, Begins to sit, stand than walk, May be afraid of strangers	4 out of 4 infants planned this quarter met requirements to move to the next classroom.

Early Intervention

Outcome-Best Practice	Our Result(s)
Developmental screens for infants.	8 Referrals, 6 Screens
Several Child find Activities throughout the year to identify and provide services to infants with disabilities	2 events collaborating with NWTC and Oneida Head Start
Early Intervention providing advocacy services for the family.	3 children referred to Brown or Outagamie Counties.

Fitness:
0-18 month outcomes: 1% of membership (23 total); 23 Oneida Enrolled
Knowledge: Can identify one or more parts of the body. Understands and can point to objects asked of him or her.
Skills: The skill of gaining greater control of their head, arms, and legs. Crawling and pulling themselves up on things, and start to move from standing to sitting & sit alone for extended periods of time.
Abilities: Should have the ability to walk with little or no assistance. The ability to hold onto and lightly exercise with deflated beach balls, foam balls, balance with assistance etc. Play simple games together, such as puzzles and shape sorting.

Cultural Heritage:
0-18 month outcome
Developing individuality, welcome and introduction to the Oneida World around us: Focus on parents, siblings, immediate family and clan. The Culture/Language Archivist/Educator conducted at least 3 welcoming ceremonies this quarter. He also conducts presentations with parents, observing the world around them.

Toddler – Early Childhood 18 months to 3 years

Child Care

Outcome-Best Practice	Our Result(s)
Says several single words and begins sentences, Feeds self, Knows names of familiar people and body parts, Begins to sort shapes and colors, Builds towers of more than 6 blocks	2 out of 2 toddlers planned this quarter met requirements to move to the next classroom.

Early Intervention

Outcome-Best Practice	Our Result(s)
Developmental screens for toddlers..	16 Referrals from agencies, 14 Screens
Several Child Find activities to identify and provide services to toddlers with disabilities.	2 events collaborating with NWTC and Oneida Head Start
Early Intervention providing advocacy services for the family.	On average 28 children are on Birth to 3 services.
Children that are between 33 months to 2.9 years old may receive screens/ evaluations; qualified youth are eligible for school based therapy services on their 3rd birthday.	4 children aged out of Birth to 3 services and continued services under the pre-school program.

Family Fitness and Experiential

19 months- 3 years outcomes: 2% of membership (98 total); 42 Oneida Enrolled / 56 Other

Knowledge: At this age the child can identify basic colors, say the alphabet, sort objects by shape and color, play make-believe with dolls, toys or other people. Understand how exercise is good for the body and how the heart can get stronger.

Skills: take turns in games, cooperate with other children, and copy other people's behavior (adults and peers).

Abilities: To run and walk on command, throw and kick a small ball, balance without assistance on small balance beam, sit up and repeat, and lift things up over their head and place back down.

Cultural Heritage:

19 months-3 year outcomes

Inquisitive-exploring, Creative, Understand role in family, Able to assist with small tasks
Learns through play, Can introduce self in the Oneida language, Identify common things in the Oneida Language

Pre-School – Play Age 4 to 5 years

Child Care

Outcomes-Best Practice	Our Result(s)
Enjoys doing new things, Knows some basic rules of grammar, Understands the idea of counting, Sings songs or says poems, Hops and stands on one foot up to 2 seconds, Wants to please friends, More likely to agree with rules, Speaks clearly, Can print some letters and numbers, Can use the toilet on their own, Swings and climbs	3 out of 3 pre-schoolers planned this quarter met requirements to move to the next classroom

Early Intervention

Outcomes-Best Practice	Our Result(s)
Eligible 3-5 aged children may receive speech and language, occupational, and physical therapy. Early childhood special education services are also provided to children who qualify with a significant development delay (DPI definition). All services are provided through an Individual Education Plan (IEP) developed by the IEP Team.	This quarter 35 referrals, 33 screens completed. Ended quarter with 29 children on Individual Education Plans.
Provides parent training opportunities with Lunch & Learn and Dinner & Learn events.	3 Lunch & Learn and 2 Dinner & Learn events were held, 156 Oneida families participated.

Youth Enrichment Services (Y.E.S)

Outcomes-Best Practices	Our Result(s)
Y.E.S children in kindergarten are acquiring the grade level appropriate KSAs in literacy (reading, language, writing) and math and acquiring/developing appropriate social and organizational skills.	See chart under School Age: 6-12 years.

Arts Program

Outcomes-Best Practices	Our Result(s)
Emotional Response: Children recognize emotions of music, Basic Rhythm: Children are able to feel the beat, clapping their hands or moving their feet. Basic Sound: Children are able to hear pitch and sing basic songs. Basic Sights: Children are able to use crayon/paint/pencil to draw images. Basic Story: Children are able to listen to stories, remember the plot and character and act out.	Under 5

Family Fitness

4-5 years outcomes: 3% of membership (149 total); 120 Oneida Enrolled / 29 Other

Knowledge: Speak clearly using more complex sentences, Count ten or more objects, Correctly name at least four colors and three shapes, Recognize some letters and possibly write his or her name, Better understand the concept of time and the order of daily activities, like breakfast in the morning, lunch in the afternoon, and dinner at night.

Skills: Children learn through play, and that is what your 4- to 5-year-old should be doing. At this age, your child should be running, hopping, throwing and kicking balls, climbing, and swinging with ease.

Abilities: Stand on one foot for more than 9 seconds, Do a somersault and hop, walk up and down stairs without help, walk forward and backwards easily, and peddle a tricycle or ride on gymnasium scooters.

Cultural Heritage:

4-5 year outcomes

Special gift is identified-Personality, insight to the world around them, Begin to learn ceremonial songs, social songs and short thanksgiving address, Dance at ceremonies and social dances Understands they are a part of the environment, Able to help tend gardens and know the foods of substance, Encouraged to listen to inner voice, instinct, "red flags"

School Age: 6-12 years:

Community Education Center:

Outcome- Best Practice	Our Result(s)
Homework help/tutoring when needed to help students be successful in school.	We have only had one homework help students this quarter.
Provide technology enrichment program during winter break	14 students attended the program

Youth Enrichment Services (Y.E.S.)

Outcomes-Best Practice	Our Result(s)
Y.E.S. children who are in grades one through eight who are acquiring grade level appropriate KSAs in reading, math, and science, along with appropriate social skills and organizational skills for their grade levels.	Green Bay King Elementary – 2014-2015 Trimester 1

Number of Youth	10	18	10	12	18	20
Grade Level	Grade K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
2.1 and Above GPA	100%	94%	90%	100%	94%	85%

Seymour Rock Ledge – First Progress Report of 2014-2015 (Semester – End of Semester 1 – January 23 – Semester Grades are Not Compiled)

Number of Youth	4	19	11	14	18	29
Grade Level	Grade K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
2.1 and Above GPA	100%	84%	82%	100%	78%	69%

Arts Department

Outcome-Best Practice	Our Result(s)
Emotional Response: Children recognize and can correctly sing the emotions of music. Rhythm: Children are able to feel the beat to dance with music (specifics dance KSA for social music). Song: Children are able to match pitch, sing with correct voice, and sing in 2 parts (specific music KSA for hymn singing and choral music). Visual: Children are able to convey their creative ideas using visual mediums. Craft: Children are comfortable exploring Iroquois and other crafts. Theatre: Children create stories and are able to act them out physically or with puppets. Creative: Children analyze the world and convey their ideas and understanding in some physical way (writing, dancing, singing, drawing, crafts, acting). Social: Children work together and separately to complete projects. Emotionally: Children are able to empathize and/or support each other. Personal: Children explore and expand their boundaries of KSA.	140 youth

Fitness:

6-12 years outcomes: 15% of membership (662 total); 541 Oneida Enrolled / 121 Other

Knowledge: Understanding rules in sport games & able to express those rules to other who ask, basic knowledge of nutrition (Why is milk good for you? What does milk make stronger?), Basic knowledge of body movements, awareness of space, awareness of position. (Where on the field or in the classroom do I need to be? What space is mine when I enter a sport, classroom, or other designated area?)

Skills: The skill of communication with other children that they are engaged in sports with, the skill of completing full sport games and understanding why rules are necessary for sports. The skill of knowing about different concepts as it applies to the body through exercise and nutrition. (May not have the knowledge of this yet but still recognizes this and can understand that it is there.)

Abilities: Bat a ball with emerge, ride bike and be able to kick balls from a running start, throw a ball with accuracy & catch a ball with one hand. Run to necessary bases and lastly has the ability to lift small weights.

Cultural Heritage:

6-12 year outcomes

Able to introduce themselves, their parents, siblings, immediate family and clan, Understand they have a place in the community, Understand they contribute, Ability to listen, Sing songs
Tell stories, Developing special talent, Play games-lacrosse, hand ball, Learn values established by tribe and Great Law, Begin to learn roles and responsibilities as young adults

Adolescent: 13-18 years:

Job Training

Outcome-Best Practice	Our Result(s)
VR Services: Students are transition students with disabilities. Counselors work with students, their parents and school special needs staff to develop an Individualized Education Plan (IEP). The plan identifies student needs, services that will benefit the student as they transition from schools to post-secondary training or employment.	14% of active consumers or 11 clients (transition students) are in this age grouping.

Higher Education

Outcome-Best Practice	Our Result(s)
To have knowledge of higher education careers through guidance counseling and advising. To have the knowledge about the Oneida Higher Education (OHE) funding opportunities and how to apply.	4 students are currently being funded from the age group

Community Education Center:

Outcome- Best Practice	Our Result(s)
We provide homework assistance and tutoring for students in this age group in all academic areas.	During this quarter, we have tutored 4 students
We assist with college applications and college preparation assessment tutoring.	3 students received these services this quarter
One main focus use to be PASS credits for high school students who are credit deficient. This has turned into a very minor service provided due to all area high schools have their own credit recovery programs within their schools.	5 student have worked on PASS packets during this quarter.

Youth Enrichment Services (Y.E.S.)

Outcome-Best Practice	Our Result(s)
Y.E.S. adolescents who are in middle/high school who are acquiring grade level appropriate KSAs in reading, math, and science, with appropriate social and organizational skills for their grade levels.	Green Bay Lombardi Middle School – 2014-2015 Semester 1 – Grades Not Compiled – End of Semester 1 – January 16

Number of Youth				
Grade Level	Grade 6	Grade 7	Grade 8	
2.1 and Above GPA				

Seymour Middle School – 2014-2015 Semester 1 – Grades Not Compiled – End of Semester 1 – January 23

Number of Youth				
Grade Level	Grade 6	Grade 7	Grade 8	
2.1 and Above GPA				

West De Pere Middle School – 2014 – 2015 Trimester 1

Number of Youth	10	7	15	
Grade Level	Grade 6	Grade 7	Grade 8	
2.1 and Above GPA	100%	100%	53%	

Green Bay Southwest High School – 2014 – 2015 Semester 1 – Grades Not Compiled – End of Semester 1 – January 16

Number of Youth				
Grade Level	Grade 9	Grade 10	Grade 11	Grade 12
2.1 and Above GPA				

Seymour High School – 2014 – 2015 Semester 1 – Grades Not Compiled – End of Semester 1 – January 22

Number of Youth				
Grade Level	Grade 9	Grade 10	Grade 11	Grade 12
2.1 and Above GPA				

West De Pere High School – 2014–2015 Trimester 1

Number of Youth	17	15	12	12
Grade Level	Grade 9	Grade 10	Grade 11	Grade 12
2.1 and Above GPA	59%	73%	100%	75%

Arts Program

Outcome-Best Practice	Our Result(s)
Same as 6-12, only the next level up. Leadership: Children are able to assume more responsibility to model KSA for the younger children. Civic: Children are able to demonstrate Civic pride through projects.	35 youth

Fitness:
13-18 years outcomes: 13% of membership (573 total); 469 Oneida Enrolled / 104 Other
Knowledge: Between these ages youth begins with the Knowledge to apply concepts to specific examples, learns to use deductive reasoning and make educated guesses, learns to reason through problems even in the absence of concrete events or examples, becomes able to construct hypothetical solutions to a problem and evaluate which is best, focus on the future develops, starts to set personal goals (and may reject goals set by others)
Skills: The skill of engaging in a conversation with others that leads to healthy conclusion, the skill of being able to explain to other peers the importance of fitness & nutrition. Skills such as expertise in their sport, friends sport, or sport being learned as well as exercise importance and nutrition importance.
Abilities: The ability for movement and coordination. (Able to work and hands & feet simultaneously), able to exercise safely, eat healthy, the ability to understand weight & eating problems, & the ability to stay fit.

Cultural Heritage:
13-18 year outcomes
Rite of passage – Males more physical, females natural , Recite a personal thanksgiving address Begin to learn about the responsibilities of parenthood, commitments, Know and identify medicines for colds, flu, Encourage each other to focus on traditional teachings of caring for one another Know their lineage, clan, strengths and weaknesses, Knows ways to stay connected to the environment, Creative use of games to settle differences (lacrosse, stickball, ring tosses)

The Culture/Language Archivist/Educator performs daily lessons on language acquisition. He conducts immersion classes to explain cultural relevance to participants. Comments from participants indicate their worldview changed and appreciate who they are as Oneida people.

Young Adult 19- 35 year:

Job Training

Outcome-Best Practice	Our Result(s)
Services include: counseling and guidance, employment skills ("soft skills") training, resume' development, employment application assistance, cover letter drafting, interview preparation, job search assistance (both electronic and manual). Other employment-related services (work clothes, shoes, tools, licensure and certifications testing) provided depending on individual needs. Consumers are successful when they are able to access the work place, and greatly improve their quality of life.	WIA: 42% of active consumers or 13 clients are in this age group. VR Services: 38% of active consumers or 29 clients are in this age group.

Higher Education

Outcomes-Best Practices	Our result(s)
To have knowledge of higher education careers through guidance counseling and advising. To have the knowledge, skill and ability to successfully complete their semester/term of higher education funding avoiding OHE academic probation or suspension. To have the knowledge about the OHE funding opportunities and how to apply.	143 students are being funded in this age group

Community Education Center:

Outcome- Best Practice	Our Result(s)
Students in our GED and HSED programs acquire the skills in the areas of Math, Language Arts, Science, Social Studies, and Technology Education that is equal to what is necessary to graduate high school. Students learn Employability skills for their HSED.	40 of the GED/HSED students are Oneida enrolled, family members, or other Tribe 9 of GED/HSED student
Tutoring and academic support for students in post-secondary programs in mathematics and language arts	We served 30 student in this age group

Resume, job application, and letter-writing assistance.	We have provided roughly 25 clients with these services during this quarter.
TANF Clients are required to participate in Budgeting classes	Budgeting classes were completed by 2 participants this quarter. This is unusually low, and we are working with TANF to address this issue.
Financial Literacy classes and credit counseling are also offered	2 participants in this age range received credit counseling this quarter.
Various computer & technology classes are offered to adults of all ages. We offer Beginning, Intermediate and Advanced classes.	10 participants in this age range took computer classes.

Arts Program

Outcome-Best Practice	Our Result(s)
Community: People coming together as a community to participate in cultural and creative arts. Wellness: People explore crafts and creativity as personal hobby. Creativity: People find their own voice in describing the world.	62 young adult

Fitness:

<u>19-35 years outcomes</u>: 24% of membership (1074 total); 792 Oneida Enrolled / 282 Other

Knowledge: The understanding that for all actions there are reactions. This goes with every part of your life. (Examples: knowing that if you don't exercise on a regular basis, you could be out of shape; knowing that if you eat bad or unhealthy that you are not getting all of the necessary nutrients that the body needs to sustain it and this could possibly lead to obesity.) Knowledge of what needs and wants are, the ability to distinguish between deciding what a need is and what a want is. (Examples: I need to take care of my body if I want to be a health individual as opposed to a want which would be "I want to get liposuction because I am overweight and don't feel like dieting or exercising"

Skills: Competence in performing fitness and nutrition programs, competence in performing all associated exercise that goes with all programs at Oneida Family Fitness, the proficiency of setting short and long term goals and being able to understand what it will take to reach those goals.

Abilities: Ability for advanced movement and coordination when engaging your body in those types of workouts. Your body has the ability to perform all the necessary exercises in classes and programs that Oneida Family Fitness offers. The ability for the brain to understand the concepts of holistic nutrition & fitness programs and apply those concept's to whatever they are engaged in fitness activities

Cultural Heritage:

19-35 year outcomes

Know role as a parent, identify child care techniques, Well-developed individual talent, Recite ceremonies, Teach songs, dances, Make drums, rattles, cradle boards

Veterans Office:

Outcome-Best Practice	Our Result(s)
Financial stability	Veterans have received in retro payments a total of $198,913.00. Out of that total, approx. $76,068 is for Oneidas, and $28,470 is for other tribes.

Middle Age Adult: 36-64 years:

Job Training

Outcome-Best Practice	Our Result(s)
Services provided are basic counseling and guidance, employment skills ("soft skills") training, resume' development, employment application assistance, cover letter drafting, interview preparation, and job search assistance (both electronic and manual). Other employment-related services (work clothes, shoes, tools, licensure and certifications testing) may be provided depending on needs of the participants. Consumers are successful when they access the work place and secure employment, and greatly improve their quality of life.	WIA: 58% of active consumers or 17 clients are in this age grouping. VR Services: 45% of active consumers or 34 clients are in this age grouping.

Higher Education

Outcome-Best Practice	Our Result(s)
To have knowledge of careers through guidance counseling and advising. To have the knowledge, skill and ability to successfully complete their semester/term of higher education funding avoiding OHE academic probation or suspension. To have the knowledge about the OHE funding opportunities and how to apply.	76 students are being funded in this age group.

Community Education Center:

Outcome- Best Practice	Our Result(s)
Students in GED and HSED programs acquire skills in Math, Language Arts, Science, Social Studies, and Technology Education that is equal to what is necessary to graduate high school. Students also learn Employability skills.	2 HSED student were serviced
Tutoring/ academic support for students in post-secondary programs in mathematics and language arts.	31 students received services this quarter.
Resume, job application, and letter-writing assistance.	Roughly 15 clients received services this quarter.
TANF Clients are required to participate in Budgeting classes.	No participants in this age range this quarter.
Financial Literacy classes and credit counseling are offered	No participants in this age range this quarter.
Various computer & technology classes are offered to adults of all ages. We offer Beginning, Intermediate and Advanced classes.	40 participants took computer classes this quarter.

Arts Program

Outcome-Best Practice	Our Result(s)
Community: People coming together as a community to participate in cultural and creative arts. Wellness: People explore crafts and creativity as personal hobby. Creativity: People find their own voice in describing the world.	78 adults

Fitness:

36- 64 years outcomes: 34% of membership (1483 total); 946 Oneida Enrolled / 537 Other

(Very little changes from 19-35 & 36-64 with knowledge, skills, & abilities within the fitness & wellness)

Cultural Heritage:

36-64 year outcomes

Begin preparing for Grandparent, Know ceremonies-rites-rituals, Look at signs to begin ceremonies-rites-rituals, Be able to conduct a part of the ceremony-rites-rituals

Elder/Older Adult: 65 and older:

Job Training

Outcome-Best Practice	Our Result(s)
Services include: counseling and guidance, employment skills ("soft skills") training, resume' development, employment application assistance, cover letter drafting, interview preparation, job search assistance (both electronic and manual). Other employment-related services (work clothes, shoes, tools, licensure and certifications testing) provided depending on individual needs. Consumers are successful when they are able to access the work place, and greatly improve their quality of life.	VR Services: 3% of active consumers or 2 clients are in this age grouping.

Community Education Center:

Outcome- Best Practice	Our Result(s)
Adults within this age range benefit from our computer & technology classes, one-on-one assistance on using the internet, email, social media.	12 participants in computer classes this quarter. 6 individuals receiving one-on-one assistance this quarter.
We provide individualized literacy sessions	2 students served during this quarter.

Arts Program

Outcome- Best Practice	Our Result(s)

Staying Involved: elders keep active and vital, Sharing with Others: elders serve as teachers and mentors to younger people learning, Creativity: elders use their KSA in life and arts as their expression.	50 older adults

Fitness:
65 and older: 8% of membership (337 total); 177 Oneida Enrolled / 160 Other
Knowledge: Seasoned veteran, all intellectual applied knowledge has been attained in all areas of life to include; personal, nutritional, exercise & fitness, relationships, attitudes…etc.
Skills: Competence to understand the concepts that are offered as pertains to exercise & fitness, expertise in all areas that have to do with exercise and fitness for their body, and proficiency of helping and teaching others the skills of fitness & nutrition within their age category.
Abilities: Ability for movement and coordination when engaging your body in lighter physical activity exercises. Your body has the ability to regain flexibility and the ability to adapt to certain fitness classes. The ability for the brain to understand the concepts of holistic nutrition & fitness programs and apply those concept's to whatever they are engaged in. **Ability for movement and coordination (instead of advanced movements however it would be basic movements)**

Cultural Heritage:
65 and older
Be available to answer questions from younger generations, Utilize as counselors, guides, comforters, Healing properties of grandparents

HR Data:

Date	Caucasian	Oneida, enrolled of Wisconsin	Asian	Hispanic/ Latino	Black /African American	American Indian/ Alaskan Native	Total
Aug-14	107	221	1	1	3	14	347
Nov-14	103	182	1	1	3	14	304
Dec-14	103	184	1	1	3	15	307
Jan-15	103	185	1	1	3	16	309
Feb-15	103	184	1	1	3	16	308