

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 8 / 26 / 15

2. General Information:

Session: Open Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution

Budgeted - Grant Funded

Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Attached is the Third Quarter report for Governmental Services Division. In addition to the report that focuses on customer outcomes, we have two programs that will share a brief highlight.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Governmental Services Division

Third Quarter Report

7/28/2015

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. 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.

The Social Services department is also seeing movement towards providing direct service from a trauma informed care approach. Specifically, the Indian Child Welfare, Parenting, Foster Care and Child Support areas continue to work towards this approach to move families towards sustainability and wellness. Last month, the LOC has given direction for the Indian Child Welfare and related areas to move towards implementation of the Children's Code in the later part of 2017. Work will continue on this including realignment of job descriptions and duties along with the service delivery component. The department also applied for a Fatherhood grant that would complement the existing parenting services with inclusion of the fathering role in the Oneida community.

Preliminary discussions have occurred with the state providing pass-through dollars for IV-E reimbursable activities. This would bring savings into the child welfare and foster care area as the tribe can receive reimbursement for certain costs associated with service delivery in these areas.

The Economic Support Director has been permanently filled by Trina Schuyler who had been in an interim status since March of this year. We are very excited to have her in this role and look forward to continuing the work on updating the policies and procedures as it relates to their service delivery.

Oneida Family Fitness provides preventative health and wellness opportunities for all ages and abilities to the Oneida Community and Employees. As of 3rd Quarter for Fiscal 2015, our membership total is 4,369.

Facility usage for the third quarter was 24,520, which resulted in a 22% increase in participants who engaged in the recommended physical activity (frequency of 3-5 days/week). During the third quarter, we saw a 16% increase in wellness scores.

We focus on improving the quality of life through fitness program/services, as well as collaborating with health and wellness programs to provide preventative and early intervention services. Our members gain the knowledge of the recommended amount of physical activity to stay healthy according to American Council of Sports Medicine. We provide free wellness education, such as basic nutrition concepts, stress management, and weight management. Our members gain skills from our certified staff teaching them how to properly engage their body through exercise (i.e. personal training, and group fitness, aquatic, and martial arts classes/programs). Lastly, our members demonstrate their abilities by their participation in our programs and services by improving their HRA scores Fitness Wellness Scores at Oneida Family Fitness.

Other outreach services we have provided during third quarter is instructing Tai Chi and Chair Yoga classes for the Elders at Elderly Services, Yoga sessions for Oneida High School students, assisted community with the development of Team Oneida for the Bellin Run/Walk, and hosted a variety of activities for Oneida employees to celebrate National Employee Health & Fitness Day.

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.

Fitness:

0-18 month outcomes: 1% of membership (39 total); 23 Oneida Enrolled / 16 Other

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.

Family Fitness and Experiential

19 months- 3 years outcomes: 3% of membership (114 total); 80 Oneida Enrolled / 34 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, Sing 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

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.	5 youth

Family Fitness and Experiential

4-5 years outcomes: 4% of membership (161 total); 143 Oneida Enrolled / 18 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:

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"

Recreation:

Pre-School – 4-5 years: No Results until summer program 37 memberships

16 Male 21 Female 27 Oneida 1 Descendant 2 Other Tribe 7 Other

School Age: 6-12 years:**Community Education Center:**

Outcome- Best Practice	Our Result(s)
Homework help	Less than 10 students utilizing this services

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.	Over 100 youth

Fitness and Experiential:

6-12 years outcomes: 16% of membership (714 total); 587 Oneida Enrolled / 127 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:

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

Recreation:

323 memberships

157 Male 166 Female 195 Oneida 12 Descendant 39 Other Tribe 77 Other

Physical Development Needs: *This age group is finally learning to master gross and fine motor skills. They have lots of energy and enjoy physical activities and structured games with rules. Our Sports & Fitness areas provide ample opportunities for school-age children to expend their extra energy. We encourage all school-age children to participate in 60 minutes of physical activity daily (the recommended amount according to the President's Council on Fitness). We also provide youth with opportunities to participate in structured leagues such as youth basketball.*

Month	Outcome	Civic Center Result	Clifford E. Webster Result
April 2015	Each member completes 60 minutes of physical activity/day.	38%	91%
May 2015	Each member completes 60 minutes of physical activity/day.	29%	81%
June 2015	Each member completes 60 minutes of physical activity/day.		
TOTAL		34%	86%

- NOTE: The Clifford E. Webster building results for this outcome include ages 7 – 18.

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.	Less than 10 students in this age group are being funded

Community Education Center:

Outcome- Best Practice	Our Result(s)
Homework assistance, College application assistance	Less than 5 students for homework help and college application assistance

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.	Over 30 youth

Recreation:

84 memberships

51 Male 33 Female 58 Oneida 4 Descendant 12 Other Tribe 10 Other

Physical Development Needs: This time of rapid growth (the most since infancy) can lead to a lack of coordination, loss of self-esteem and feeling awkward. Our Sports & Fitness areas offer teens opportunities to play sports and games in a relaxed non-competitive setting. This age group enjoys interacting with staff during games and leagues.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
April 2015	Each member completes 60 minutes of physical activity/day.	13%	6%
May 2015	Each member completes 60 minutes of physical activity/day.	24%	4%
June 2015	Each member completes 60 minutes of physical activity/day.		
TOTAL		19%	5%

Emotional Development Needs: Adolescents are very self-conscious about their bodies and physical appearance in general, which can lead to psychological vulnerabilities. They have a strong desire to conform to their peers and form close one-on-one relationships. Our Social Recreation areas work hard to provide opportunities for our youth to increase their social skills. Social skills such as character development, verbal and non-verbal communication, etiquette, and personal hygiene are stressed in activities such as Bingo, Girls Group and Guys Group.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
April 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	10%	3%
May 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	11%	3%
June 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.		
TOTAL		10.5%	3%

Cognitive Development Needs: Adolescents are developing abstract thinking. They are beginning to think about social issues and future goals in life. They can plan with little or no help from adults. The Learning Centers are available for all teens to complete their homework assignments and for computer use. The Arts areas also encourage teens to express themselves creatively in a variety of activities and programs such as pottery, traditional native arts, journaling and upcycled art.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
3 rd Grading Period	Complete homework assignments daily and increase GPA.	2 Report Cards Collected	1 Report Card Collected
	Average GPA	2.63	3.75

- 3rd quarter GPA average decreased by .80 at the Civic Center.

Fitness and Experiential:

13-18 years outcomes: 14% of membership (601 total); 493 Oneida Enrolled / 108 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:

Rite of passage – Males more physical, females natural , Recite a personal thanksgiving address

Begin to learn about the responsibilities of parenthood, commitments, 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.

Young Adult 19- 35 year:

Job Training

Outcome-Best Practice	Our Result(s)
<p>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.</p>	<p>WIA: 42% of active consumers or 13 clients are in this age group.</p> <p>VR Services: 38% of active consumers or 29 clients are in this age group.</p>

Higher Education

Outcomes-Best Practices	Our result(s)
<p>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.</p>	<p>143 students are being funded in this age group</p>

Community Education Center:

Outcome- Best Practice	Our Result(s)
<p>Resume, job application, and letter-writing assistance. TANF Clients are required to participate in Budgeting classes</p>	<p>We have provided 40 clients with these services during this quarter. (Workforce Development Clients)</p>
<p>Financial Literacy classes and credit counseling are also offered</p>	<p>2 participants in this age range received credit counseling this quarter.</p>

Arts Program

Outcome-Best Practice	Our Result(s)
<p>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.</p>	<p>60+ adults</p>

Fitness:

19-35 years outcomes: 25% of membership (1087 total); 762 Oneida Enrolled / 325 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

Cultural Heritage:

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

Recreation:

20 memberships

15 Male 5 Female 15 Oneida 0 Descendant 1 Other Tribe 4 Other

This stage is a continuation of the adolescent phase, as young adults continue to separate themselves from family and focus more on friendships. It is an exciting time of new opportunities for education, careers, and other life experiences. The young adult must develop into a mature adult and face their new responsibilities.

Veterans Office:

Outcome-Best Practice	Our Result(s)
Wellness	Our nursing home is now certified for Veterans, working with Housing on Veterans/ Housing issues

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

Arts Program

Outcome-Best Practice	Our Result(s)
People coming together as a community to participate in cultural and creative arts. People explore crafts and creativity as personal hobby. People find their own voice in describing the world.	70+ adults

Fitness and Experiential:36- 64 years outcomes: 34% of membership (1498 total); 965 Oneida Enrolled / 533 Other
(Very little changes from 19-35 & 36-64 with knowledge, skills, & abilities within the fitness & wellness)

Cultural Heritage:

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

Recreation:

48 memberships
29 Male 19 Female 39 Oneida 0 Descendant 3 Other Tribe 6 Other
This time is a period of reflection, family and career. This self-reflection is the time for a person to become content with their life and who they are as they prepare for retirement. It is a time for a person to enjoy their family life – children, grandchildren, extended family, etc.

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.

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+ Adults

Fitness and Experiential:

65 and older: 4% of membership (155 total); 123 Oneida Enrolled / 32 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

Veterans:

Financial Stability: awards for veterans was \$198,913 and is now \$358,378.00. For Oneida's it was \$76,000 and is now \$148,938.00

Recreation:

66 memberships

22 Male 43 Female 41 Oneida 0 Descendant 4 Other Tribe 21 Other

The elder adult stage is no longer considered "old age." There are some who have to suffer the illness and discomfort of growing older, but the majority of elders are healthy and active. Retirement is a time for people to pursue the interests that they did not have time to before. It is important to stay active and involved after retirement; many find this involvement in community, social, political and personal activities and projects. Although, this stage is a time for preparing for death, it is also a time to enjoy life and do many exciting, worthwhile things.

Month	Bingo Attendance	Bowling League Attendance
April 2015	212	20
May 2015	201	16
June 2015	0	0
TOTAL	413	36

- Bingo is held every Wednesday from 1:30 – 3:00 pm at the Clifford E. Webster building. We average 50 elders per session. The Bowling League began in January 2015 and was held every other week at Ashwaubenon Bowling Lanes.

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
April-15	101	177	1	1	3	15	298
June-15	99	179	1	1	4	15	299
July-15	97	211	1	1	4	15	329
Aug-15	96	216	1	1	4	17	335