

# Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 13 / 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:

Motion to accept the Government Services Division FY '15 2nd quarter report

## 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:

Don White, Division Director/GSD

*DW*

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:

The Governmental Services Division (GSD) second quarter report includes updated information on the outcomes of customers using the services within GSD. We are also including as an attachment to our report the second quarter results from Recreation. This department will be providing an overview of their report.

- 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](mailto:BC_Agenda_Requests@oneidanation.org)

## Governmental Services Division

### Second Quarter Report

5/5/2015

**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.

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As reported previously, GSD has focused on the balanced development of the Oneida People. This includes three primary aspects, Cultural, Social and Educational. It is imperative that the Oneida population receive and practice knowledge, skills and abilities that provide a sound foundation in Cultural, Social, Intellectual, Spiritual, Emotional, Physical and Occupational Wellness.

The 3 Sisters Initiative, designed to achieve a high level of Wellness, is moving slowly in the implementation process. The system with the most progress is the Culture System. The Rites Of Passage initiative has provided a breakthrough in understanding the GSD Stages of Development Model. Due to the breakthrough, staff can now relate to the requisite knowledge, skills and abilities concept, that promotes competency and functionalism throughout the Oneida Society. The Division Office will be meeting with the Social Service and Education Areas to develop project plans, improve and increase their implementation results.

The Fitness and Adventure Area, based on continued customer feedback and requests, plans to increase hours of operation, both daily and weekends. To meet this need the Fitness Center will need additional funding for personal and equipment. The change in operations will result increased utilization of services, which should result in savings in health care cost.

The forecast in the wellness profession continues to indicate the demand for the service will continue to grow. More and more people are aware of the fact exercise is highly important to living a wellness lifestyle.

The Oneida Veterans Affairs Department has made a recent breakthrough with the Department of Veterans Affairs. Due to the initiative of the Veterans Director, the Veterans Administration has entered into an agreement with the Oneida Anna John Nursing Home, to provide benefits to Veterans who become patients and or residents of the Nursing Home. For the GSD third quarter report, the Veterans Director will provide an update of the Veterans Department, to include the agreement with the Veterans Administration.

**Child Care** provides care for children at a moderate fee, based on a sliding fee scale. We service an average of 87 children daily, ages 6 weeks to 8 years of age; offering opportunities for the children to experience the Oneida language and culture while working to get ready for kindergarten. If children are attending the school age care, teachers help them with their homework. We also provide a nutritious lunch and snacks.

The **Early Intervention** program is seeing an increase in children with disabilities on the Oneida Reservation. We are currently providing direct therapy services to more children ages Birth to 5 years old this year when compared to last year. The program has also seen an increase in attendance at our parenting events: Lunch & Learn, Connecting Families with NWTC and collaborating events with Oneida Head Start. We anticipate more children needing services in the future because parents are more informed and are seeking services for their children. To meet the needs of parents and children, Early Intervention has begun collaborating with more agencies within the Tribe and outside agencies. This collaborative approach benefits programs because services are offered to more families and it helps programs share costs for events. On April 25th a collaborative event at NWTC with five (5) Oneida organizations and six (6) outside agencies provided services to 166 families, including 238 children.

The **Job Training Programs** (WIA Employment and Training and Vocational Rehabilitation Services) provide employment enhancement training and services to the most at-risk populations. Consumers of the WIA Employment and Training Program must have household income below the Federal poverty-level guidelines, be unemployed (having been laid-off as opposed to not working), or under-employed (working less than full-time at entry level wages). Consumers of the Vocational Rehabilitation Services Program must have a diagnosed physical, mental or psychological condition which serves as a significant barrier to employment. Consumers of both Programs are almost always not in the workforce at the time of enrollment in the Programs. They are usually dependent on tribal, state and/or federal programming for their subsistence. Overall, when compared to most programming of the Tribe, the Job Training consumer numbers are very low, however, successful entry of a Job Training consumer into the workforce has, we believe, a much greater impact personally, for the family, and tribally. Consumers who were once almost

totally dependent on the tribal, state and federal dollar now become contributors to the community through an enhanced quality of life.

The following is data is taken from the GSD Scorecard management program. This systematic program allows GSD to align service activity with service outcomes. This process enables GSD management staff to track service performance and make appropriate adjustments, to keep activity moving toward the intended customer outcome.





## **Service development outcomes and customer results.**

### **Infant - Birth to 18 months:**

#### **Child Care**

<b>Outcome-Best Practice</b>	<b>Our Result(s)</b>
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**

<b>Outcome-Best Practice</b>	<b>Our Result(s)</b>
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 3 <sup>rd</sup> 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.	<p><b><u>Dr. Martin Luther King Elementary</u></b></p> <p>Approximately one-fourth of the student body at King are American Indian youth. The Y.E.S. Native students at King have shown an increase in grade point average (GPA), with the majority at a 2.5 or above GPA. The greatest area of concern continues to be math, with many students needing additional support with basic math facts and keeping up with new concepts being introduced on a daily basis. Many parents are unable to help with the way math is currently being taught.</p> <p>The majority of the King children are reading at grade level, with a group of youth still struggling. Parents continue to be encouraged to read with their child/children at home to help improve skills. The morning program continues to help 20 students improve their reading skills and have shown improved attendance.</p> <p>Staffing – There is one Y.E.S. Staff member at King, an Advocate. The addition of a Y.E.S. Specialist, who would be a teacher, would be beneficial to the children by being able to provide academic enrichment with developing/improving math (with more of an emphasis on math) and reading skills both in and outside of the classroom on a daily basis.</p>

**Arts Department**

Outcome-Best Practice	Our Result(s)
<p>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.</p>	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**

<b>Outcome-Best Practice</b>	<b>Our Result(s)</b>
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**

<b>Outcome-Best Practice</b>	<b>Our Result(s)</b>
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:**

<b>Outcome- Best Practice</b>	<b>Our Result(s)</b>
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)
<p>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.</p>	<p><b><u>Green Bay Lombardi Middle School</u></b> Teachers are making more frequent contact with the Advocate to ask about specific students or to inquire about general cultural practices. As the comfort level the staff has increased, more teachers are asking questions and opening a dialog.</p> <p>Boys and Girls Groups - currently have 60-70% of students participating, which is an increase in the percentage of students participating</p> <p>Customer base is growing every year, there are now 88 students enrolled in program. The majority of increases (25) have come in the Title VII group of students.</p> <p>The students who regularly attend their academic enrichment sessions with the Specialist are doing well. Those who do not consistently attend their sessions are falling behind. More parental support for youth getting their homework completed would help.</p> <p><b><u>Green Bay Southwest</u></b> - The customer base had decreased slightly this past grading period. The number of students on average dropped the second semester as students schedules change. The large study hall 4225 has also changed the way that it works with students. It has gone from a very strict study hall to a more open feeling with computers, printers and more inviting tables for students.</p> <p>Vision of Success has also moved to the large study hall and they have teachers assisting during various hours. Overall, those students who do continue to work with us on a regular basis show signs of decreased missing assignments and improved grades</p> <p><b><u>Seymour Rock Ledge Elementary and Intermediate Schools</u></b> - Approximately half of the students have a GPA over 2.5. The youth are not doing as well in the area of attendance due to illnesses (colds/flu). There were some academic gains during the last quarter and with encouragement, the students are working hard to reach their goals.</p> <p><b><u>Seymour Middle School</u></b> - Some of the middle school youth have had diverse and complex issues arise in their personal lives. The Y.E.S. Staff at Seymour continue to address those issues with the children, their families, and the school staff by coming up with individualized plans for intervention. The number of lower grades (Ds and Fs) continues to decline.</p> <p><b><u>Seymour High School</u></b>. During the time of the vacancy the Specialist provided the Seymour youth with academic assistance, case management, post-secondary guidance, and social/emotional support. The majority of the Y.E.S. Some of the students transfer out, and five youth recently returned to Seymour, citing the assistance they received from the Y.E.S. Program as the reason for their return.</p>

	<p>A number of students (13) are currently working on credit recovery. These youth could use the continued assistance throughout the summer months to recover credits, if the Specialist could work throughout the summer..</p> <p><b><u>West De Pere Middle School</u></b> The Y.E.S. Specialist cannot report improving grades across the board, her students feel supported, loved, and that they have a safe place at school because of the YES Room. The youth also know they will be held accountable for missing work, lack of effort, and behavior issues. The YES room serves more than a mere academic purpose for my students, particularly because there is not a YES Advocate at the WDPMS site.</p> <p><b><u>West De Pere High School</u></b> - The West De Pere High School students are doing slightly better academically and with attendance than in past years. The customer base has remained pretty consistent, with a slight increase in the number of students utilizing the Y.E.S. Room over the last three years.</p>
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### 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, 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)
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. TANF Clients are required to participate in Budgeting classes	We have provided roughly 25 clients with these services during this quarter.
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.
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### 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:

**19-35 years outcomes:** 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)
Wellness	Our nursing home is now certified for Veterans

## 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.	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.

### 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
April-15	101	177	1	1	3	15	298

To provide greater understanding and insight into Recreation Services, and to obtain your feedback for continuous improvement, I have asked the Oneida Recreation Director to provide a brief overview of Recreation Services.

## FY15 GSD Quarterly Report

### Oneida Recreation

### Second Quarter

Month	Attendance – Visits	Current Members
January 2015	2112	104
February 2015	2125	333
March 2015	2378	385

\*NOTE: all memberships need to be renewed beginning 1/1/15.

#### Service Development Outcomes and Customer Results:

- **Birth to 18 months:** No results  
0 Membership
- **Toddler – 18 mo. – 3 years :** No Results  
0 Membership
- **Pre-School – 4-5 years:** No Results until summer program  
1 membership  
0 Male      1 Female      0 Oneida    0 Descendant    0 Other Tribe    1 Other
- **School Age – 6-12 years:**  
195 memberships  
84 Male      111 Female    108 Oneida    9 Descendant    24 Other Tribe    54 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
January 2015	Each member completes 60 minutes of physical activity/day.	34%	49%
February 2015	Each member completes 60 minutes of physical activity/day.	38%	91%
March 2015	Each member completes 60 minutes of physical activity/day.	20%	93%
TOTAL		31%	78%

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





**Emotional Development Needs:** School-age children begin to form longer lasting friendships with the same-sex peers as they become more interested in identifying with the likes and dislikes of a group. They are self-conscious about their abilities and need to be acknowledged and encouraged by adults. Our Social Recreation area focuses on the emotional needs of our youth. Girls and Guys Groups provide opportunities for school-age youth to interact with peers and learn new skills. Character Club provides this age group with opportunities to build their character and get involved in the community. For example, Character Club participants cleaned up the housing sites around each facility, made Christmas ornaments for the elders and learned many valuable life skills. These activities allow the youth to practice the character traits they learn about all year long during Character Club.

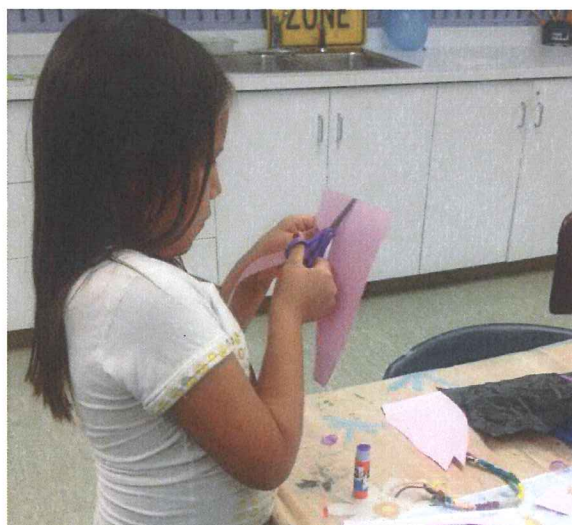
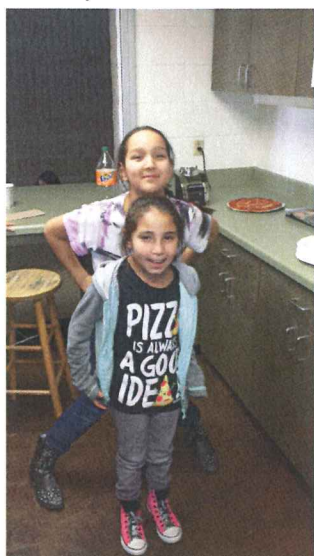
Month	Outcome	Civic Center Result	Clifford E. Webster Result
January 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	43%	40%
February 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	43%	44%
March 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	42%	57%
TOTAL		43%	47%



**Cognitive Development Needs:** Children this age have longer attention spans and are interested in discovering things for themselves. They like intellectual challenges and reading about things they like. The Learning Centers at each facility are filled with books to read on various subjects. The youth are encouraged to build their reading skills daily. Before youth are allowed to use the computer or gaming systems in the rooms, they are required to read for 15 minutes. Activities such as Brain Food also encourage youth to complete their daily homework assignments and read for enjoyment. When the youth have completed their assignments, they are rewarded with a healthy meal prepared by the staff. The Art Rooms also provide school-age youth with opportunities to explore new and exciting ways to express themselves creatively. Youth at the Clifford E. Webster Building enjoy art journaling, upcycled craft projects, poetry and pottery. Youth at the Civic Center enjoy drawing, photography and completing native American art projects such as beading and moccasin making.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
2nd Grading Period	Complete homework assignments daily and increase GPA.	12 Report Cards Collected	11 Report Cards Collected
	Average GPA	3.31	3.34

- 2<sup>nd</sup> Quarter GPA average decreased by .09 at the Civic Center. 2<sup>nd</sup> Quarter GPA average increased by .23 at the Clifford E. Webster facility.



Month	Outcome	Civic Center Result	Clifford E. Webster Result
January 2015	Participants will be exposed to a variety of art mediums & techniques	52%	68%
February 2015	Participants will be exposed to a variety of art mediums & techniques	82%	50%
March 2015	Participants will be exposed to a variety of art mediums & techniques	59%	74%
TOTAL		64%	64%





- **Adolescent – 13-18 years:**

58 memberships

33 Male      25 Female      39 Oneida    2 Descendant    7 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
January 2015	Each member completes 60 minutes of physical activity/day.	5%	
February 2015	Each member completes 60 minutes of physical activity/day.	4%	
March 2015	Each member completes 60 minutes of physical activity/day.	8%	
TOTAL		6%	



**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
January 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	8%	7%
February 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	9%	2%
March 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	11%	3%
TOTAL		9%	4%

**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
2 <sup>nd</sup> Grading Period	Complete homework assignments daily and increase GPA.	4 Report Cards Collected	0 Report Card Collected
	Average GPA	3.43	

- 2<sup>nd</sup> quarter GPA average increased by .59 at the Civic Center.





Month	Outcome	Civic Center Result	Clifford E. Webster Result
January 2015	Participants will be exposed to a variety of art mediums & techniques	0%	2%
February 2015	Participants will be exposed to a variety of art mediums & techniques	6%	0%
March 2015	Participants will be exposed to a variety of art mediums & techniques	9%	7%
TOTAL		5%	3%

- **Young Adult – 19-35 years:**

19 memberships

15 Male      4 Female      15 Oneida    0 Descendant    1 Other Tribe    3 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.*

Month	Men's Basketball – Noon Hour, Sunday, After 9 pm at Civic Center
January 2015	131
February 2015	35
March 2015	32
TOTAL	198

- **Middle Age – 36-64 years:**

47 memberships

31 Male      16 Female      41 Oneida    0 Descendant    2 Other Tribe    4 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.*

Month	Number of Rentals Clifford E. Webster Building	Attendance
January 2015	13	345
February 2015	12	303
March 2015	14	344
TOTALS	39	992

- Average # of rentals per month = 13. Average Attendance per month = 331. Community rentals range from events such as holiday parties, birthday parties, family reunions, baby showers, etc. The Clifford E. Webster Building is rented out on weekends and holidays.

- During the second quarter, the number of rentals decreased by 7% (3 rentals) and rental attendance increased by 2% compared to FY14.



- **Elder/Older Adult – 65 plus:**

65 memberships

22 Male      43 Female      40 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
January 2015	156	23
February 2015	181	20
March 2015	179	21
TOTAL	516	64

- Bingo is held every Wednesday from 1:30 – 3:00 pm at the Clifford E. Webster building. We average 43 elders per session. The Bowling League will began in January 2015 and will be held every other week at Ashwaubenon Bowling Lanes.

