

Attachment H

Optional Template for a Tribal Child and Family Services Plan / Annual Progress and Services Report For Federal Fiscal Years 2015 - 2019

Name of Tribe: Sac and Fox Nation of Missouri in Kansas and Nebraska

This template is provided as *an option* for tribes to use over the course of the five years that the Tribal Child and Family Services Plan (CFSP) is in effect. It allows for annual updates as the program instruction (PI) is issued each year and for changes the tribes makes to its plan during any of the years. In the future, if there is a change in requirements, CB will issue an additional page(s) as an attachment to the template which can then be attached to your Annual Progress and Services Report (APSR) for the year that the information is due. Use as much space as needed since sections will expand.

Instructions: The requirements listed in each block below follow the requirements listed in ACYF-CB-PI-14-04 so that one can fill in the information starting with the CFSP that is due by June 30, 2014. If your tribe chooses to use the template, complete the CFSP-2015 section for each requirement providing as much detail as necessary. For the submission due June 30, 2014, leave all the APSR sections blank as each one will be completed by you in each of the upcoming four years in the five-year cycle to report your progress in implementing the CFSP. Any additional instructions necessary to complete those sections will be provided in future years.

Notes:

- The final report for Fiscal Years 2009-2014 is to be submitted separate from this template.
- Tribes interested in applying for the Chafee Foster Care Independence (CFCIP) and/or Education and Training Vouchers (ETV) Programs must submit that plan separate from this template.

Tribal Agency Administering the Programs (45 CFR 1357.15(f))

- Identify the tribal agency that will administer the title IV-B (and, if applicable, CFCIP and ETV) programs under the plan. The same agency is required to administer or supervise the administration of all programs under titles IV-B and IV-E of the Act.
- Describe the organization and function of the office or organizational unit responsible for operation and administration of the CFSP.
- Provide an organizational chart and a description of how that office relates to tribal and other offices operating or administering service programs within the tribal service area.

CFSP - 2015: The Sac and Fox Nation of Missouri in Kansas and Nebraska, a federally

recognized Native American Tribe, will administer the Child and Family Services Title IV-B program. Within the Sac and Fox Nation, the Department of Social Services will provide direct services of this program. The Sac and Fox Nation Department of Social Services is structured to report to the Executive Director of the Nation, whom reports directly to the tribal governing body, the Tribal Council.

APSR - 2016: The tribal agency administering the programs has remained the same during this year. At this time, the executive director position is unfilled, resulting in social services director reporting directly to the Sac and Fox Nation Tribal Council.

APSR - 2017: The tribal agency administering the programs has remained the same during this year with no changes to the social services department staff in the past 7 years. The Nation employed a new Executive Director, Kevin Burnison in July 2015. Tribal Council elections were held in August 2015 and former member Rita Bahr was replaced by Victoria Ramos and former Chairperson Brigitte Robidoux was replaced by Edmore Green.

APSR - 2018:

APSR - 2019:

Vision Statement (45 CFR 1357.15(g))

Provide a vision statement that articulates the tribe's philosophy of providing child and family services and developing or improving a coordinated service delivery system. The vision should reflect the service principles cited at the beginning of Section D of this PI. (The service principles are also found in Federal regulations at 45 CFR 1355.25.)

CFSP - 2015: Native American families residing on or near the Sac and Fox reservation will have access to culturally-relevant services that honor traditional family values that ensure children are kept safe, raised in a healthy way.

APSR - 2016: The vision of the Sac and Fox Nation remains the same and the project continues to utilize culturally-relevant services to ensure children are kept safe and raised in a healthy way.

APSR - 2017: The vision for child and family services remains consistent and service delivery continues to be based upon those principles.

APSR - 2018:

APSR - 2019:

Goals, Objectives and Measures of Progress

Goals (45 CFR 1357.15(h)): Specify the goals that will be accomplished during and by the end of the five-year period of the plan. Express the goals in terms of improved outcomes for the safety, permanency and well-being of children and families, and a more comprehensive, coordinated, and effective child and family service delivery system.

(Additional information: "Goals" are generally broad, positive statements, expressed in terms of improved outcomes that identify the population or group that will benefit. For example, a goal might be stated as, "Children who have been victims of abuse or neglect will not experience repeat maltreatment in their homes.")

Objectives (45 CFR 1357.15(i)): Identify realistic, specific, quantifiable and measurable objectives that will be carried out to achieve each goal. Each objective should focus on outcomes for children, youth and/or families or on elements of service delivery (such as quality) that are linked to outcomes in important ways. Each objective should include both interim benchmarks and a long-term timetable, as appropriate, for achieving the objective. The CFSP must include objectives to make progress in reaching additional children in need of services, expanding and strengthening the range of existing services, and developing new types of services.

(Additional information: “Objectives” may be thought of as the strategies or initiatives that will help achieve the goal, while “benchmarks” represent key implementation milestones. For example an objective for the goal of reducing repeat maltreatment might be to “Increase the number of families that receive high quality family preservation services,” and benchmarks might include hiring staff, completing training, developing referral procedures, implementing assessment tools or other concrete action steps.)

Measures of progress (45 CFR 1357.15(j)): Describe how the tribe will measure the results, accomplishments, and annual progress toward meeting the goals and objectives. Specify the processes and procedures the tribe will use to assure use of valid and reliable data and information. The data and information must be capable of determining whether or not the interim benchmarks and multi-year timetable for accomplishing CFSP goals and objectives are being met.

(Additional information: In order to know whether the tribe is being successful in achieving its goals and objectives, it is important to identify sources of data that can be used to measure progress. This type of information may come from data that is collected by the tribe, by the state or could be information gathered through surveys or other approaches. Whatever measures the tribe identifies, it is important to establish procedures upfront to assure that data will be available on a timely and ongoing basis.)

NOTE: Additional rows can be added for additional Goals, Objectives and Measures of Progress

<p>CFSP – 2015 Goal #1: To provide family preservation services in an effort to prevent the breakup of Native American families on or near the Sac and Fox reservation.</p>	<p>Objective(s):</p> <ul style="list-style-type: none"> • Each family receiving family preservation services will complete a comprehensive needs assessment. • Each family receiving services will have a case plan with individualized goals based upon needs identified within a needs assessment. 	<p>Measures of Progress:</p> <ul style="list-style-type: none"> • Percent of Family Preservation cases having a current needs-based assessment as well as a case plan with individualized goals located in their file during quarterly review. (Target goal: 100%)
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<p>Goal #2: To increase awareness of child welfare issues within the Sac and Fox community.</p>	<p>Objective(s):</p> <ul style="list-style-type: none"> • The Department of Social Services will organize, promote and deliver a minimum of two community events each year that will provide educational resources pertaining to child welfare issues to be distributed to families and youth. • The Social Services Department will participate in at least 2 community events to distribute child welfare informational materials. • The Department of Social Services will offer ongoing educational group opportunities such as a parenting class, career education, etc. 	<p>Measures of Progress:</p> <ul style="list-style-type: none"> • Quarterly reporting of community activity involvement including description of activity, child welfare issue(s) addressed, and number of participants receiving information. (Target goal: At least one community event attended or hosted by the Social Services Department will be reported each quarter.) • Number of individuals participating in an educational program quarterly. (Target goal: The Social Services Department will provide an educational program to a group of community members each quarter.)
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APSR - 2016: The Sac and Fox Nation of Missouri plans to utilize the same goals, objectives and measures of progress in the upcoming year as was identified in the CFSR.

Within the family preservation program, each family receiving services did complete a needs assessment and individualized case plan. During the past year, family preservation services were provided to a total of 23 families. This program prevented out-of-home removal in 22 of the 23 families. Families received a wide variety of individualized services such as budgeting and financial assistance, pantry food/hygiene/baby items, one-on-one support for children with a family support worker, daycare assistance, transportation assistance, resource identification and referrals, assistance in completing applications for services, housing, employment, etc.

To increase awareness of child welfare issues within the Sac and Fox community, several community activities were delivered. The social services department hosted two events this year, which included a back to school family event and a Halloween party. At the back to school event, families were able to play games, enjoy a meal, and receive a backpack with school supplies while also receiving information from social services and other tribal departments about resources available on a wide variety of topics such as health, environment, domestic violence, child welfare, etc. The back to school event had approximately 150 youth in attendance with their families and the Halloween event had approximately 75. In addition, the social services department had resource materials available at an Earth Day event and a Health Fair. The social services department also hosted a two day training utilizing the Career Pillars program to assist

people in increasing their skills in obtaining employment. That event was followed up with a career fair the following day where attendees and others in the community were invited to apply for local employment opportunities with over 10 employers in attendance – several of whom were willing to interview at the fair!

APSR - 2017: The Sac and Fox Nation of Missouri plans to utilize the same goals, objectives, and measures in the upcoming year as was identified in the CFSR. Within the family preservation program, each family receiving services was individually assessed and provided input on case planning needs. In FY2016, Family preservation services were provided to 20 families and 18 of those 20 families' children avoided out-of-home placement during the year. For the two families that out of home placement was not prevented, one child went into custody of Kansas DCF and the other child came into tribal custody voluntarily by the parent as they sought residential treatment and lifestyle changes. During FY2016, the department has had a total of 5 youth in tribal custody. Of these, 3 have permanency plans of guardianship and 2 have permanency plans of reunification. Services available to families through the family included pantry items, case management services and advocacy with a family support worker, crisis intervention, financial and budgeting assistance, daycare assistance, transportation assistance, resource identification and referrals, assistance in completing applications for services, housing, employment, etc. The department will be hosting a Career Pillars workshop open to the community in July 2016 to assist local families in career development by teaching them skills to be successful in obtaining and retaining employment. In the upcoming year, the program plans to provide similar services to approximately the same amount of families. To more effectively provide services and measure progress, the program hopes to utilize the Family Assessment of Functioning tool with each family and track progress and change through their available software database.

APSR - 2018:

APSR - 2019:

Consultation and Coordination (45 CFR 1357.15(l) and (m))

- Describe the consultation process the tribe has determined is appropriate to meet its needs and circumstances in order to obtain the active involvement of the offices responsible for providing child and family services within the tribe's area of jurisdiction. The consultation process must include all the appropriate offices or agencies responsible for child and family services (including child protective services, in-homes services, foster care, guardianship, adoption and independent living services) in the tribe's service area.
- Discuss how the tribe has involved the tribal and/or state courts and court improvement programs in the CFSP plan development.
- Discuss how the tribe has engaged stakeholders, including: families and youth, other agencies including the state child welfare agency; other federally-funded programs operated by the tribe or state, e.g. Temporary Assistance for Needy Families (TANF), Medicaid, Child Care, Head Start, Supplemental Nutrition Assistance Program (SNAP) (formerly known as the Food Stamps program), and Community-Based Child Abuse Prevention (CBCAP) programs; private agencies providing services to children and families, and community-based public and private providers for programs such as substance abuse treatment domestic violence, behavioral health, schools, developmental disability, etc.
- Describe how services under the plan will be coordinated over the five-year period with services or benefits under other federal or federally-assisted child and family services or programs serving the same populations to achieve the goals and objectives in the plan.

CFSP - 2015: The Sac and Fox Nation of Missouri firmly believes in the importance of consultation and coordination in an effort to effectively meet the needs of tribal families. Due to the small size of the Nation, the Social Services department is responsible for operating the broad range of child welfare services including: child protective services, family preservation services, domestic violence services, foster care, and independent living services. In order for the department to meet the needs of families within these programs, it is necessary to consult and coordinate with both state and tribal services. Within the Sac and Fox Nation, the Social Services Department participates in monthly provider meetings to discuss program activities and needs. Participating in these meetings are tribal law enforcement, tribal court personnel, and Indian Alcohol and Substance Abuse program staff. The Social Services Department also works closely with our tribal Community Health Representative to coordinate client transportation needs. The Social Services Department coordinates with the state of Kansas utilizing their established consultation process, which includes an annual site visit as well as additional correspondence as necessary. The social services department also consults with the EES division of DCF in working together to assist in meeting the needs and work requirements of tribal families participating in the state TANF program, especially those involved in domestic violence situations. The Social Services Department also coordinates with a wide range of other programs and services including: Workforce Investment Act, LIHEAP, and commodities program through United Tribes; Iowa Learning Center; Tribal Victim Services, Vocational Rehabilitation, and counseling through Prairie Band Potawatomi Nation; NEK-AP and SENCA program services in

Kansas and Nebraska; DoVes domestic violence services; IHS through Iowa, Kickapoo and Prairie Band to meet family medical needs; and tribal law enforcement in conducting child abuse/neglect investigations and child removal procedures when necessary. The Department also works closely with the tribal prosecutor and Guardian ad Litem in foster care cases and other state prosecutors, caseworkers and GAL in state Indian Child Welfare cases.

APSR - 2016: The social services department maintained a collaborative partnership with local stakeholders and providers listed in the CFSP. These partnerships are utilized for necessary referrals within various social services programs on a case by case basis. Unfortunately, monthly provider meetings have not happened as a result of the elimination of the Alcohol and Substance Abuse Program. This program ceased due to grant funding expiring and new grant award application not being funded. Informal collaboration occurs on an ongoing case-by-case basis. During this year, the Tribal Court began a probation program, and the department has worked closely with the probation officer in project development and resources. The social services department has also worked with Kansas DCF in negotiating an ICWA MOU. The department provided written feedback on the state's proposed MOU in March and are awaiting a response from the state to continue working on an updated MOU that benefits all parties involved.

APSR - 2017: Collaboration with tribal partners and other local agencies continues to be an integral piece of effective family service delivery. In FY2016, key collaborators with the child welfare program included the tribal court and probation program, the tribal law enforcement officers, the tribal prosecutor, local DCF and contracted provider agencies, Iowa and Kickapoo Indian Health Services, Prairie Band's array of social services programs, especially IASAP and behavioral health, Kanza Mental Health, NEK-CAP, daycare provider agencies, Head Start, Iowa Tribal programs included United Tribes programs and Native American Family Services programs, in addition to the Iowa tribes new substance abuse program and PEACE violence prevention program. For FY2017, the program plans to continue current partnership and build new collaborative partnerships with new staff in the Sac and Fox Community Health Program, Special Diabetes program, and Transit program. In this rural area, the transit program will be a much welcomed resource! Child welfare program directors amongst each of the four tribes have good working relationships and are available to support one another and coordinate cases and resources as necessary. In FY2017, program directors plan to work towards scheduling regular, ongoing meetings to discuss relevant program issues, concerns, and potential shared jurisdiction cases.

APSR - 2018:

APSR - 2019:

Service Description (45 CFR 1357.15(n))

Reminder: Provide the estimated expenditures for all services described below on the CFS-101.

- Describe the services the tribe plans to provide under title IV-B, subpart 1 and under each category of title IV-B, subpart 2: family preservation; family support; time-limited family reunification; and adoption promotion and support services.

CFSP - 2015: The Sac and Fox Nation plans to provide the community outreach programs with funding under title IV-B, subpart 1. It is the philosophy of the social services department that

<p>prevention is key, and if staff can provide support and education to families in their home and through outreach activities, the need for out of home placement will be decreased over time and cycles of generational family dysfunction can be broken. Funding received from title IV-B, subpart one is estimated at \$2,500 annually and will be utilized in organizing and providing at least two community outreach events annually as well as participation in an additional two community events annually to distribute child welfare informational/educational resources. As funding allows, it will also be utilized for staff competency training in culturally relevant child welfare issues.</p>
<p>APSR - 2016: Funds in this year were utilized as planned to provide community outreach programs. These programs were very well attended in this rural area and it is the intent to continue these projects annually. Funding received from title IV-B subpart one was \$1356 and is estimated to remain the same in the next year.</p>
<p>APSR - 2017: The program plans to utilize FY2016 funding for the August 2016 health fair and also for youth services within the family preservation and foster care program in the summer and fall of 2016. FY 2017 funds will be utilized for strengthening assessments, goals and objectives for clients in both Family Preservation and Foster care through utilization of Family Assessment of Functioning software. The program also plans to provide staff with training in FY2017 on the updated federal ICWA regulations.</p>
<p>APSR - 2018:</p>
<p>APSR - 2019:</p>
<ul style="list-style-type: none"> • Describe the services currently available to families and children; the extent to which each service is available and being provided in different geographic areas and to different types of families; and important gaps in service, including mismatches between available services and family needs as identified by baseline data and the consultation process.
<p>CFSP - 2015: <u>Family Preservation</u>: Historically, this program has provided emergency financial assistance to families in need. There has been a shift in the past five years to move from emergency to preventative services. This has been addressed through the provision of a monthly food and hygiene pantry families can access as well as employing two family support workers to provide support to families and conduct youth afterschool and summer programs. The shift from emergency financial assistance towards preventative, needs-based case management services has been gradual and is still expanding. Obtaining client buy-in can be difficult, so provision of monthly pantry and hosting of community events has been utilized as outlets to maintain contact with families in need and get educational information out to the community. Providing a greater level of in-home support services and regular contact with each family is a goal to be addressed gradually as clients build trusting relationships with staff and understand the broad scope of services and support that can be provided through the program. <u>Family Support</u>: Family support will be provided to all families on or near the reservation through events distributing educational information and resources relating to child welfare. It has been identified that there is a lack of events that bring the community and families together in positive ways. In past years, the social services department has hosted events that provided backpacks with school supplies, family-friendly games and activities, haunted houses and hayrack rides, Easter egg hunts and family pictures. These events have received overwhelmingly positive feedback and have been well-attended by the community. Providing these outlets for positive interaction with families and others in the community is an area expected to grow in the next five years because feeling</p>

connected and invested in the community is a great protective factor for families.

Time Limited Family Reunification: These services have been provided for youth in tribal custody through the foster care program, and for Sac and Fox enrolled youth in state agency custody through ICW. Permanency plans with goals and objectives are developed with each family. Family support staff is available to support parents in completing tasks outlined within those plans. Staff has provided UA testing when ordered by the court, supervised visitations between parents and youth, and coordinated visitations with extended families and participation in cultural events for youth in out of home placement. Programs have identified kinship placements and conducted home studies and background checks to maintain youth with a family member when possible. However, there is currently a need for available licensed foster homes on and near the reservation. The tribe is not a licensed child placing agency, so authority to license homes has been limited to the reservation boundaries. Since many tribal families reside off of the reservation, the tribe needs to obtain the ability to license homes beyond the boundaries of the reservation.

Adoption Promotion and Support Services: Chaffee funds are utilized to provide services to youth transitioning out of tribal custody. These services have included higher education enrollment, employment services referrals, financial budgeting and planning, education in maintaining a household, food preparation, etc.

For families that reunification is no longer a reasonable goal, the Social Services department advocates for guardianship with an extended family member or with other families that are willing to support and preserve cultural ties and participation in cultural events, activities and customs. Keeping the child connected with their tribal family and community in every way possible is always considered in permanency planning.

APSR - 2016: In the past year, the social services department has maintained family preservation, family support, time limited family reunification and adoption promotion and support services. There continues to be a needs for licensed foster care placements on the reservation. The department is currently working to establish an agreement to utilize a home within the reservation and form a contract with a community member to be available in that home for placements when needed. The department has also sought technical assistance for foster care recruitment and program policies and procedures. That TA began with an onsite visit in June 2015 and will continue into next year.

APSR - 2017: The social services department has continued each program and delivered services as listed in the CFSP. Both family preservation services as well as the foster care services are provided by the department director and family support worker. The director is responsible for service delivery oversight, assessment and child welfare decision making. The family support worker is the primary point of contact for families for ongoing advocacy and case management to meet family needs. The department has not had youth transition out of tribal custody this year, but do have 3 youth planning to successfully transition into permanent guardianship with relatives in the next quarter. The department has worked to identify state financial supportive resources to assist these relatives in their ability to provide for these children. Unfortunately, IV-B funds are not sufficient to provide a tribal guardianship subsidy and DCF does not allow tribal grant funds to be used for this purpose. Therefore, tribal staff will be assisting guardians in obtaining TAF services through DCF. A tribal guardianship assistance program is an identified area of ongoing need that will continued to be explored in the next year.

APSR - 2018:	
APSR - 2019:	
<ul style="list-style-type: none"> Describe the tribe’s standards for the content and frequency of caseworker visits for children who are in foster care under the responsibility of the tribe, which, at a minimum, ensure that the children are visited on a monthly basis and that caseworker visits are well-planned and focused on issues pertinent to case planning and service delivery to ensure the safety, permanency and well-being of the children. If the tribe does not operate a foster care program, this provision is not applicable; please simply note that the tribe does not operate a foster care program (Section 422(b)(17)). 	
Complete this section if the tribe operates a foster care program.	For tribes that do not operate a foster care program, please note this fact in this section.
CFSP - 2015:	Not applicable with IV-B funding
APSR - 2016:	Not applicable with IV-B funding
APSR - 2017:	Not applicable with IV-B funding
APSR - 2018:	
APSR - 2019:	
<ul style="list-style-type: none"> Describe the activities the tribe has undertaken and plans to undertake to reduce the length of time that young children under age five are in foster care without a permanent family. Also, describe the activities the tribe undertakes to address the developmental needs of children under the age of five who receive services under the title IV-B or IV-E programs (section 422(b)(18) of the Act). (Note: This requirement applies to all children under age five in foster care, regardless of the child’s permanency plan, legal or placement status.) 	
Complete this section if the tribe operates a foster care program. Describe the activities the tribe has undertaken and plans to undertake to reduce the length of time that young children under age five are in foster care without a permanent family. Also, describe the activities the tribe undertakes to address the developmental needs of children under the age of five who receive services under the title IV-B or IV-E programs (section 422(b)(18) of the Act). (Note: This requirement applies to all children under age five in foster care, regardless of the child’s permanency plan, legal or placement status.)	Complete this section if the tribe does not directly operate a foster care program. For Tribe that do not directly operate a foster care program and whose children are served by the State agency, describe the role of the Tribe in working with the State to address these requirements reliant to meeting the needs of young children in foster care.

<p>CFSP - 2015: The tribe operates a foster care program, but not with funds through IV-B or IV-E.</p>	<p>N/A</p>
<p>APSR - 2016: The tribe operates a foster care program, but not with funds through IV-B or IV-E. The tribe utilizes kinship placements with youth whenever possible, and those extended family members will provide permanency if reunification is not possible. In the past year, the tribe did not have any youth in foster care who were placed in a non-kinship placement and did not place any children in DCF foster homes. Each child who comes into care receives a physical examination and recommendations from that exam are followed. The tribe collaborates with NEK-AP for referrals to their in home early head start or enrollment in head start services, depending on the age of the youth to meet their developmental needs.</p>	<p>N/A</p>
<p>APSR - 2017: Youth in tribal custody are placed in a kinship placement whenever possible with extended family or other enrolled tribal members. These kinship and tribal placements are typically willing to accept placement permanently if necessary. If a permanent local or kinship placement is not available, a Sac and Fox family residing in Colorado, who have been licensed by the state for foster care, is a resource willing to adopt an enrolled youth if necessary. Developmental needs are assessed by the program director, support staff and placement. Any identified concerns or needs are discussed as a planning team and referrals for evaluation are made to the local behavioral health agency. Referrals are also made to IHS when any medical rule outs may be necessary. In addition, most youth in custody under the age of 5 are recommended by the department to attend a licensed daycare for day structure and to assist in building social skills. The daycare classroom consults with the department regularly to identify any additional referrals that may be necessary to meet the child's developmental</p>	

needs.	
APSR - 2018:	
CFSP - 2015:	
<ul style="list-style-type: none"> For tribes applying to receive funding under title IV-B, subpart 2, describe how the tribe identifies which populations are at the greatest risk of maltreatment and how the tribe targets services to the populations at greatest risk of maltreatment (section 432(a)(10) of the Act). 	
CFSP - 2015:	
N/A	
APSR - 2016: N/A	
APSR - 2017: N/A	
APSR - 2018:	
APSR - 2019:	
<ul style="list-style-type: none"> Present information on the estimated number of individuals and families to be served; the population to be served; and the geographic areas where the services will be available for each described service. This information must be recorded on the CFS-101 part II and may also be further explained in the narrative portion of the plan. 	
CFSP - 2015:	
The tribe will utilize this funding for prevention through community outreach activities and family preservation services. Community outreach activities will be provided on the reservation and will be advertised to enrolled tribal members, family preservation clients, and posted in public areas within the reservation. Any person is welcome to attend the outreach activities and receive the educational materials provided. It is estimated that at least 50 people will participate in each event. Family preservation services will be provided to any family with children in their custody who resides within the Sac and Fox reservation boundaries as well as enrolled Sac and Fox members residing within a 60 mile radius of the reservation boundaries. It is estimated that 20 families will receive family preservation services.	
APSR - 2016: Family Preservation services will continue to be provided to any family with children in their custody who resides within the Sac and Fox reservation boundaries as well as enrolled Sac and Fox members residing within a 60 mile radius of the reservation boundaries. Last year, family preservation services were provided to 18 families, which included a total of 31 adults and 45 youth. The community outreach activities that were provided in this year served a combined total of over 200 individuals and families both within the Sac and Fox reservation and neighboring communities of approximately a sixty mile radius, including nearby towns of Falls City, Hiawatha, and Horton.	
APSR - 2017: In the past year, IV-B funds were not utilized for community outreach or family preservation services. However, the department did volunteer time in assisting with an Earth Day activity attended by approximately 85 students from area schools. Educational books were provided to each child attending as well educational resources for teachers or guidance counselors to utilize with students who have experienced trauma. In the next year, funds will be utilized for prevention services as well as for staff training relating to the recently released ICWA guidelines update.	
APSR - 2018:	
APSR - 2019:	

Consultation Between States and Tribes

Federal law and regulations require consultation between states and tribes on several key child welfare issues, including compliance with the Indian Child Welfare Act; the arrangements for providing services in relation to permanency planning for tribal children, whether under the jurisdiction of the state or tribe; and the provision of independent living services under the CFCIP. In the CFSP, tribes are to address the following:

- Section 422(b) (9) of the Act requires states to consult with tribes and to describe the specific measures taken to comply with the Indian Child Welfare Act (ICWA). Describe how the state(s) in which the tribe is located or any other states have consulted with the tribe regarding state compliance with ICWA and any planned changes in policies, procedures or communications to strengthen compliance. Describe any concerns with respect to the states' consultation process or compliance with ICWA.

CFSP - 2015: The Sac and Fox Nation reservation boundaries fall within both states of Kansas and Nebraska. There is no consultation or arrangements for the provision of services nor MOU between the tribe and the state of Nebraska. The tribe does consult with the state of Kansas DCF through the state's consultation plan which includes an annual site visit. For the past three years, there has not been a signed MOU between the Nation and DCF. There has been some effort to modify the MOU by both parties, but an agreement has not been reached between the parties on any of those modifications. It remains unclear to the Nation whether or not the MOU is tied to funding provided by DCF to the tribe through the state general fund as well as in what way having this MOU signed benefits the Sac and Fox Nation. The Nation has also been interested in receiving pass through IV-E funding from Kansas. There have been consultations in establishing this, but those have stalled in the past year. The Nation is confident that it already has the data necessary for AFCAR requirements, but the state does not feel the data can be submitted in the format necessary for their reporting system. The state has informed the Nation that case file reviews will also be necessary to implement an agreement and it is unclear whether any of the current foster families would be IV-E eligible since the foster families reside off-reservation and the Nation has licensed them as kinship placements since we are not approved child placing agencies to license as a foster home off reservation boundaries. Therefore, additional consultation on the MOU nor IV-E has been pursued by the Sac and Fox Nation.

APSR – 2016: In the past year, the Sac and Fox Nation has not entered into any formal agreements with either the state of Nebraska or Kansas regarding ICWA. No consultation or coordination has been made between the tribe and Nebraska. However, this was discussed between the tribe and the technical assistance provider, and contact with the ACF partner for Nebraska is being initiated to attempt starting some consultation. The tribe has consulted with the state of Kansas during a tribal / state stakeholders meeting as well as an on-site meeting. The tribe has provided a listing of questions, comments and concerns with the proposed ICWA MOU which is now currently under review with the state of Kansas DCF. During the past year, the Sac and Fox Nation has received 0 formal ICWA notices from Nebraska and 0 formal ICWA notices from Kansas. Concern has been discussed with the State of Kansas regarding the statement that ICWA notice is to be provided to the tribe at the earliest possible juncture because Kansas

utilizes the court system for sending notifications. While DCF staff are encouraged to contact a tribe if they think a child may be eligible for enrollment, it is not a part of their policies and procedures to do so since that responsibility lies within the court system, outside of the scope of DCF. Whenever the tribe has a youth in state custody, families have contacted the tribal social services office very quickly and the tribe will intervene. It has been the experience that caseworkers collaborate and work effectively together with the tribe in ICWA cases.

APSR - 2017: Phone contact has been made by a newly hired ICWA coordinator for the state of Nebraska earlier this year. She stated an intended plan to meet with the tribe to discuss child welfare issues involving tribal youth in Nebraska, but follow up on that has not been received to date. The department looks forward to continuing initial collaborative efforts with Nebraska in the upcoming year. Kansas DCF continues to provide annual tribal grant funding for child welfare services to the Sac and Fox Nation. For the FY2017, it has been advised that this grant funding is connected with the tribal /state MOU's. In the past year, DCF and the Sac and Fox Nation have continued discussions about language provisions within the state MOU. Upon further review of the MOU draft by the Sac and Fox attorney, it was agreed upon that the provisions were general in nature and essentially simply outlined federal ICWA requirements without significant details of how the state and tribe will work together to address notification requirements, jurisdiction issues, placement preferences, etc. Therefore, the Sac and Fox Nation utilized a model agreement to develop a more meaningful, detailed MOU which was reviewed by the Sac and Fox legal counsel, approved through formal resolution by the Tribal Council, and submitted to DCF for signature on June 8, 2016. The Nation is hopeful that this agreement can be beneficial for both the tribe and DCF to assist in involving the tribe at the earliest point of intervention possible and increasing the amount of formal ICWA notices received by the tribe. In the past year, the Sac and Fox Nation has received and responded to approximately 50 ICWA notices. Of those notices, 0 have been from the state of Nebraska and 0 have been from the state of Kansas. 20 notices came from Washington, 13 from California, 7 from Oregon, 4 from Iowa, 4 from Colorado, 2 from Minnesota, and 1 from Missouri. The department has a good working relationship with the Hiawatha DCF investigator in responding to child welfare issues off of the reservation involving youth whom may be eligible for membership with this tribe. In FY2016, the Nation did not have any ICWA eligible cases in Kansas or Nebraska.

APSR - 2018:

APSR - 2019:

- Provide a description of the understanding, gathered from discussions between the state and tribe, as to who is responsible for providing the child welfare services and protections for tribal children delineated at Section 422(b)(8) of the Act, whether they are under state or tribal jurisdiction. These services and protections include operation of a case review system for children in foster care; a preplacement preventive services program; and a service program for children in foster care to facilitate reunification with their families, when safe and appropriate, or to place a child in an adoptive home, legal guardianship or other planned, permanent living arrangement. In describing roles with respect to the case review system, please discuss whether and how the state and tribe have addressed the requirement to obtain credit reports for tribal children ages 16 and older in foster care, as required by section 475(5)(I) of the Act, and any challenges that have been encountered in this process (45 CFR 1357.15 (q)).

CFSP - 2015: These issues have not been addressed in consultations between the state and the

tribe at this time. The Nation independently conducts its own internal case reviews of children in foster care. These files are also reviewed through the Bureau of Indian Affairs. The Nation is not involved in any state case file reviews. Since there is no case review system between the Nation and the State, obtaining credit reports for tribal children have not been addressed. At this time, the Nation does not have any youth in this age category in need of credit reports. At the time when there is a youth age 16 and older in foster care, the Nation plans to independently pay for the cost to obtain a credit report for the tribal youth.

APSR – 2016: Responsibility for the provision of child welfare services and protections for tribal children are still being negotiated between the tribe and state of Kansas in an MOU. There have been no consultations to discuss this issue with the state of Nebraska. The previous MOU with Kansas stated that “Upon receipt of reports alleging a child believed to belong to the Sac and Fox Nation of Missouri to be in need of care, DCF will notify the Sac and Fox ICWA office as soon as possible and the Sac and Fox ICWA office will carry out the services required by these children and their families.” It further stated that “If a family based assessment determines the need for family services for an Indian child who is a member of the Sac and Fox Nation of Missouri, the Sac and Fox ICWA office may provide services designed to rehabilitate and prevent the breakup of the Indian family.” This language is being addressed in revisions and will need to include language that takes into account geographic locations of tribal families when deciding who is responsible for provision of these services. It is the recommendation of the tribe that family preservation services be provided by the tribe for any families that have a child enrolled or eligible for enrollment with the Sac and Fox Nation that reside on the reservation or within a 60 mile radius of the reservation. Any families residing outside of that radius would be provided family preservation services by the state. The tribe also operates its own foster care service program to assist in reunification when appropriate or planning permanency through adoption or long term guardianship. The tribal foster care program serves youth within the jurisdiction of the tribal court or in ICWA cases that the tribe has intervened in. Case review systems have not been discussed between the tribe and Kansas nor Nebraska. Tribal foster care and ICW cases are reviewed by the Bureau of Indian Affairs. In the past year there have been no youth in tribal foster care aged 16 or older to necessitate obtaining credit reports.

APSR - 2017: No consultation has been done between the tribe and the state of Nebraska regarding these issues. The Sac and Fox Nation felt that the MOU developed by DCF did not adequately specify who is responsible for providing the child welfare services and protections for tribal children delineated at Section 422(b)(8) of the Act, whether they are under state or tribal jurisdiction. Therefore, an alternate agreement has been proposed by the tribe. If approved by DCF, the plan will outline the following:

- Services to Prevent out of home placements on tribal lands: tribal social services will respond to allegations of child abuse or neglect, unless the tribe makes a written request that DCF respond to the referral. DCF intake will notify the tribe within 24 hours if they receive a referral on tribal land.
- Services to Prevent out of home placements Off Tribal Lands: tribe and DCF agree to collaborate in providing CPS investigative services and supports. Intake staff will notify tribe within 24 hours when allegation received off reservation and will give the tribe an opportunity to participate in the CPS response. DCF will consult with the tribe in making the determination whether the allegation is founded or unfounded, but responsibility for making the decision is DCF's. Tribe will be given a copy of the investigative report no

<p>matter what the finding.</p> <ul style="list-style-type: none"> • Services for children under the jurisdiction of the tribal court: Tribal court has exclusive jurisdiction over any child custody proceeding involving an Indian child who resides on or is domiciled on the Tribe’s reservation and child welfare services provided by the tribe will be in accordance with the Sac and Fox Nation of Missouri Juvenile Code. Children served by the tribe are eligible for family preservation, foster care, or independent living services funded by DCF grant award. • Services for Indian children under the jurisdiction of the state court: If an Indian child as defined by federal law is the subject of a dependency action filed by DCF in the juvenile court in the state of Kansas, DCF will timely notify the Tribe of its right to intervene in the action. If jurisdiction is not transferred to tribal court, then the tribal social services department will work with DCF to assist in locating an appropriate placement and consult with the DCF social worker in developing an appropriate case plan. If DCF has placement authority for an Indian child, placement shall be consistent with preferences identified in Title 20, Section 410 of the Sac and Fox Nation of Missouri’s Tribal Code. DCF has provided the Nation with information at tribal/state meetings that describes the process to assist youth in custody over the age of 14 in obtaining a credit report.
APSR - 2018:
APSR - 2019:
<ul style="list-style-type: none"> • Describe how the tribe has been consulted about the programs to be carried out by the state under the CFCIP and explain the results of the consultation specifically as it relates to determining eligibility for benefits and services and ensuring fair and equitable treatment for Indian youth under the CFCIP (Section 477(b)(3)(G) of the Act).
CFSP - 2015: Consultation regarding the CFCIP has not taken place at this time with either the state of Kansas nor Nebraska.
APSR - 2016: In the past year the tribe has not had any youth in custody or through ICW that were eligible for independent living services. The state of Kansas provides funding to the tribe to independently provide IL services to any tribal youth eligible. No consultation has been made with the state of Nebraska on the CFCIP.
APSR - 2017: No consultation has been made with the state of Nebraska. Kansas DCF provides information about IL programs and services available to tribal youth at each on-site meeting throughout the year. No eligibility determinations for youth in tribal custody have been made in the past year.
APSR - 2018:
APSR - 2019:
Diligent Recruitment of Potential Foster and Adoptive Parents
For tribes that operate foster care programs:
<ul style="list-style-type: none"> • Describe the tribe’s plan for the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the tribe for whom foster and adoptive homes are needed (section 422(b)(7) of the Act). Examples of components

to include in the diligent recruitment plan are: a description of the characteristics of children for whom foster and adoptive homes are needed; specific strategies to reach all parts of the community; strategies for assuring that all prospective parents have access to the home study process; and strategies for training staff and community partners.

For tribes that do not directly operate a foster care program and whose children are served by the state agency:

- Describe any activities the tribe is undertaking in coordination with the state agency to support diligent recruitment of foster and adoptive families.

CB funds the National Resource Center for Diligent Recruitment at AdoptUSKids to provide free services and materials to support states, tribes, territories, and courts as they recruit foster, adoptive, and kinship families and make lasting systemic changes to improve safety, permanency, and well-being outcomes for children and families. For additional information on diligent recruitment and a customizable tool to use in developing a diligent recruitment plan, please see <http://www.nrcdr.org>.

<p>For Tribes applying for title IV-B, subpart 1, who have Tribal children in foster care:</p> <p>Describe the tribe’s plan for the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the tribe for whom foster and adoptive homes are needed (section 422(b)(7) of the Act).</p>	<p>For Tribes that do not directly operate a foster care program and whose children are served by the State agency:</p> <p>Describe any activities the Tribe is undertaking in coordination with the State agency to support diligent recruitment of foster and adoptive families.</p>
<p>CFSP - 2015: At this time, the Nation only has the authority to recruit and license foster care families residing within the Sac and Fox reservation boundaries. Due to extremely small demographic size, a diligent recruitment plan is not feasible at this time. Instead, the Nation utilizes the natural kinship relatives of youth in achieving foster care and guardianships.</p>	<p>N/A</p>
<p>APSR - 2016: In the past year, the tribe has utilized kinship placements to meet the needs of youth in out of home placements. In the past year, the Nation has sent out mailings to all enrolled adult Sac and Fox</p>	

<p>Members asking them to consider becoming foster placements for tribal youth. The Sac and Fox Nation has been approved to receive technical assistance to address diligent recruitment. This process began in May 2015 and will be ongoing into the next fiscal year. The TA is being provided by Rebekah Main and Linda McNall in efforts to recruit, license, develop, and support resource families for our Indian Child Welfare program which includes developing policies and procedures, developing disaster plan, develop recruitment program and plan, and licensing standards for resource families.</p>	
<p>APSR - 2017: The Nation continues to primarily utilize kinship placements for youth in tribal custody. In addition, the department has recruited one tribal member locally for foster care placement and one tribal family out-of-state willing to provide a long-term or permanent placement.</p>	
<p>APSR - 2018:</p>	
<p>APSR - 2019:</p>	
<p>Health Care Oversight and Coordination Plan</p>	
<p>Section 422(b)(15)(A) requires states and tribes to develop a plan for ongoing oversight and coordination of health care services for children in foster care, including their physical, mental, behavioral and dental health needs. This plan must be developed in coordination with the state title XIX (Medicaid) agency, and in consultation with pediatricians and other experts in health care, as well experts in and recipients of child welfare services.</p> <p>Tribes are required to address how the Health Care Oversight and Coordination plan requirements are being met for tribal children in foster care. For tribes that do not directly operate a foster care program and whose children are served by the state agency, note the responsibility of the state for developing the Health Care Coordination Plan and for providing health care information as part of the transition plan development process and address any tribal involvement in those processes.</p> <p>Tribes that operate a foster care program are required to submit a Health Care Oversight and Coordination Plan that includes an outline of:</p> <ul style="list-style-type: none"> • A schedule for initial and follow-up health screenings that meet reasonable standards of medical practice; • How health needs identified through screenings will be monitored and treated, 	

including emotional trauma associated with a child’s maltreatment and removal from home;

- How medical information will be updated and appropriately shared, which may include the development and implementation of an electronic health record;
- Steps to ensure continuity of health care services, which may include establishing a medical home for every child in care;
- The oversight of prescription medicines, including protocols for the appropriate use and monitoring of psychotropic medications;
- How the tribe actively consults with and involves physicians or other appropriate medical or non-medical professionals in assessing the health and well-being of children in foster care and determining appropriate medical treatment; and
- Steps to ensure that the components of the transition plan development process required under section 475(5)(H) that relate to the health care needs of children aging out of foster care, including the new requirement to include options for health insurance, information about a health care power of attorney, health care proxy, or other similar document recognized under State law, and to provide the child with the option to execute such a document, are met.

Tribes that previously developed a Health Care Oversight and Coordination Plan are required to review the previously submitted plan, make any needed changes, and submit the plan with the CFSP, whether or not changes were made from the previously submitted version.

<p>For Tribes applying for title IV-B, subpart 1, who have Tribal children in foster care:</p> <p>Either insert the plan here or include as an attachment.</p>	<p>For tribes that do not directly operate a foster care program and whose children are served by the State agency, note the responsibility of the state for developing the Health Care Coordination Plan and for providing health care information as part of the transition plan development process and address any tribal involvement in those processes.</p>
<p>CFSP - 2015: Attached</p>	<p>N/A</p>
<p>APSR - 2016: The Sac and Fox Nation is updating foster care policies and procedures to include the health care oversight and coordination plan. This should be completed in the next fiscal year with the support of technical assistance. At this time, due to small caseloads, tribal staff are very familiar with each child in the departments custody. Upon intake, staff</p>	

determine any current medications the child has been prescribed, determine dates of last physicals and dental exams, determine whether each child is up to date on immunizations, discuss behavioral concerns which may necessitate referrals to provider agencies such as school counselors, mental health providers or early Head Start. When a youth is in need of a medical service, the social services department schedules the appointment and oftentimes provides the transportation to the appointment.	
APSR - 2017: See attached plan.	
APSR - 2018:	
APSR - 2019:	

Disaster Plans

Section 422(b)(16) requires tribes to have in place procedures providing for how the tribal programs assisted under title IV-B or IV-E of the Act would respond to a disaster. In the CFSP, the tribe must include a plan for how it would:

- Identify, locate, and continue availability of services for children under tribal care or supervision who are displaced or adversely affected by a disaster;
- Respond, as appropriate, to new child welfare cases in areas adversely affected by a disaster, and provide services to those cases;
- Remain in communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster;
- Preserve essential program records; and
- Coordinate services and share information with states and other tribes.

Tribes are required to review their previously submitted disaster plan, make any needed changes, and submit the disaster plan with the CFSP, regardless of whether changes were made to the plan.

Insert plan below or submit as an attachment.

CFSP - 2015:
The Nation is currently working to complete a disaster plan through a grant from Healthy Kansas. A copy of that plan will be submitted as an attachment upon completion.

APSR - 2016: The social services director has collaborated with the director of the tribal

environmental protection agency to formulate procedures of how the tribe would respond in cases of natural disasters. The EPA director vacated his position in April 2015 and the position is still currently vacant. The Healthy Kansas grant was being utilized to complete this project, which is now delayed until a new program director is hired within that department. The social services office has requested technical assistance through the NRC for diligent recruitment to also provide guidance in completing this component of a comprehensive policy and procedure project.

APSR - 2017: In FY2016, procedures have been discussed and developed and in FY2017, a formal written plan will be finalized. Tribal Social Services staff have in-depth personal knowledge of the youth the program serves within the rural area. Staff also reside in the general area and have knowledge of both biological and placement provider extended families. The Sac and Fox Nation Enrollment department has contact information on file for all enrolled tribal members, and the Bureau of Indian Affairs also has the ability to provide assistance. This knowledge would allow staff to readily identify, locate, and continue availability of services for children under tribal care or supervision who are displaced or adversely affected by a disaster. The social services director has received mental health first aid training and is on the disaster emergency responder statewide listing in both Nebraska and Kansas. Services available in the event of a disaster could be provided by the Tribal Environmental Department's emergency response unit which includes numerous emergency provisions (food bucket, flashlights, weather radios, etc) that have been provided at no cost to local tribal families. They also have generators, cots, and other necessities that could be deployed at the community building if necessary for community members to shelter in the space during an emergency event. Tribal law enforcement also has an emergency response trailer that would be deployed for assistance in an emergency would be contacted by the department for search and rescue of children in custody if needed. These services would also be available to respond to new child welfare cases in areas adversely affected by a disaster. The emergency response trailers available onsite by both the Sac and Fox Environmental Department and Police Department are able to act as mobile command units that would allow communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster. Essential program records consisting of each family preservation and foster care case file are stored in locked fireproof filing cabinets. Unfortunately, the tribe does not have the capacity for electronic recordkeeping at this time.

APSR - 2018:

APSR - 2019:

Training

For all tribes submitting a CFSP, discuss the tribe's child welfare services staff development and training plan in support of the goals and objectives of the CFSP which addresses the title IV-B programs covered by the plan.

Tribes with an approved title IV-E plan to operate directly a foster care, adoption assistance and, at the tribe's option, guardianship assistance program, are required to submit a combined title IV-B/ IV-E training plan, as required by 45 CFR 1356.60(b)(2). Information is included in Section E and Attachment G that describes the more detailed information that will need to be included in a combined title IV-B/IV-E training plan. This information is provided to assist tribes operating or preparing to operate a title IV-E program only.

Tribes who intend to submit a title IV–E plan to operate directly a foster care, adoption assistance and, at the tribe’s option, guardianship assistance program in the future are not required to submit the title IV-E training plan with the CFSP due on June 30, 2014, but if approved to operate a title IV-E program must submit such information prior to submitting claims under title IV-E for reimbursement of allowable training costs.

CFSP - 2015: As funding allows, the Nation attempts to provide training to staff regarding child welfare issues. The Nation strives to participate in any training opportunities that are offered at no cost to IV-B funded agencies. The program director also completes ongoing training requirements necessary to maintain LMSW licensure through the Kansas Behavioral Sciences Regulatory Board.

APSR - 2016: Tribal staff completed an online training on motivational interviewing, which is beneficial in working with clients in child welfare programs. Staff also attended a one day workshop that focused on the intersection of domestic violence in child in need of care cases. The social services also hosted an on-site training on the topic of childhood sexual abuse entitled ‘Darkness to Light’s Stewards of Children’. This training was led by authorized facilitator Erin Aliano and was attended by 19 people representing Sac and Fox employees, IHS, KVC and DCF. In the next fiscal year, the tribe has a goal of ensuring each social services staff attends at least one training specifically on the topic of Indian Child Welfare. Social Services director will attend additional continuing education, including ethics, as required to maintain LMSW licensure through Kansas Behavioral Sciences Regulatory Board.

APSR - 2017: The social services director completed a 6 CE hours training on Ethics in Social Work and Counseling and HIPAA Privacy Rules and 2 CE hours training on DSM 5 Overview. In the next year, it is a priority for staff to receive training on the updates to federal ICWA guidelines that were recently published.

APSR - 2018:

APSR - 2019:

Technical Assistance

Discuss any technical assistance that the tribe anticipates requesting from the CB’s Training and Technical Assistance network as it implements current or new federal requirements.

CFSP - 2015: At this time, no technical assistance plans are in place. It may be necessary to involve technical assistance in meeting new requirements outlined within consultation processes. Specifically, it may be beneficial in making a IV-E agreement with the state of Kansas feasible.

APSR - 2016: In May 2015 the Sac and Fox Nation Social Services Department began working with the NRC for diligent recruitment on technical assistance and have completed an onsite visit to that consisted of an assessment and development of a workplan. Upon approval by the ACF, the provider will begin work with the tribe on the primary issues of updating foster care policies and procedures as well as diligent recruitment.

APSR - 2017: The department began TA services last year, which resulted in a review and comments of existing foster care policies and procedures. Due to unforeseen caseload activity, the department director was unable to commit the time necessary to continue TA services. The

information provided and the review of the existing policies will be utilized as the department continues to work on policy revisions in the next year. No future TA needs have been identified at this time.
APSR - 2018:
APSR - 2019:
Plan Availability
The Tribe must make the CFSP available to interested parties. The plan must describe how the CFSP will be made available. States and tribes are to share their plans with each other.
CFSP - 2015: The CFSP will be available to any interested party at the tribal administration building and the social services office. The CFSP will also be available on the tribal website located at www.sacandfoxks.com . Additionally, the plan will be shared with the state during annual spring meetings when the state shares the tribal consultation portion of their state plan with the tribe.
APSR - 2016: The CFSP will remain available within the tribal administration building, the social services office or online at the tribal website.
APSR - 2017: The CFSP will remain available within the tribal administration building, the social services office or online at the tribal website. In addition, the ASPR will be sent directly via email to Tina Anthony at DCF.
APSR - 2018:
APSR - 2019:

This space provided for any additional information the tribe may want to include: