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Office of the Chief

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December 23, 2014

Kenneth A LeMieux
U.S. Department of the Interior
Office of Indian Energy & Economic Development
Division of Workforce Development
2400 Creekview Court
Red Wing, MN

Dear Mr. LeMieux:

Please find enclosed the Cherokee Nation's P.L. 102-477 Year End report for the period ending September 30, 2014. The following documents have been included:

- Narrative Report
- SF 269 Financial Status Report
- Financial Certification Attachments
- Statistical Report

Although not required, the following reports are included for informational purposes:

- ACF 700

Should you have any questions or concerns, please contact me at vhanvey@cherokee.org or (918) 453-5391.

Sincerely,

Vickie Hanvey

for Vickie Hanvey
Self-Governance Administrator

Enclosures

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P.L. 102-477

2013 Year End Report

10/01/2013 – 9/30/2014

Submitted on
December 23, 2014

EXECUTIVE SUMMARY

The Cherokee Nation PL 102-477 continues with the implementation of program goals. This section of our year-end report provides a narrative overview of our statistical accomplishments for the year and provides an overview of both the Child Care Program and Career Services' ancillary programs, which are very important in providing meaningful services to individuals.

Coordinated Services

Career Services has extended the concept of the 477 program to other areas in order to enhance service delivery to individuals. All programs work together to provide comprehensive services to participants. The other programs are resources that can be utilized as needed by participants in working toward self-sufficiency. The following are examples of some of the services we have been able to provide to 477 participants due to service coordination with other programs and departments.

The Tribally-funded Day Training Program is one example. This program provides individuals with work-based training on a day-by-day basis with a \$50 daily training stipend. Although many, if not all, Day Training Program participants would be eligible for 477 services, the program has such a quick turnaround, it is not possible to acquire the documentation necessary for 477 eligibility. Last year, 2,789 individuals received Day Training services. Of this number, 263 individuals entered unsubsidized employment.

Another example is with our youth program. The Tribal Council has appropriated funds for the past seven years to fund youth employment activities in addition to our Supplemental Youth Employment Program. It is operated in exactly the same manner, but allows us to serve an additional 200 (first year) to 478 (last year) youth. This funding was also used to fund a Cultural Day and Career Day in which all youth participated.

Our Life/Employment Skills class is another example. Life/Employment Skills classes are provided for participants who need instruction in such subjects as goal setting, work ethics, resume development, following directions, teamwork, and other general job readiness skills. The instructors for the class are paid from other program funds, but the classes are available for 477 participants.

Another example is the Tribal Economic Development Program, funded by a contract with Cherokee Nation Businesses. This program provides subsidized employees to various Cherokee Nation Businesses for training on the job. Last year, 420 individuals were enrolled in TED, with 124 entering unsubsidized employment with our businesses.

One more example is the Tribal Employment Rights Office. Through the TERO's connections with contractors and other vendors, 296 individuals entered employment, generally as direct placements. In addition, the TERO works very closely with our Building Trades Program, providing the students various opportunities for hands-on training with both independent contractors and other tribal programs.

Other programs that also work in concert with our 477 program include Career Literacy/Adult Education, Employment Assistance/Job Training Program, Native

American Career and Technical Education Program, Tribal Economic Development, Tribal Employment Rights Office, Tribal Nursing Program, Career Tech, Surgery Technician Training, Vocational Rehabilitation, Tribal Re-Entry, Talking Leaves Job Corps, Vocational Work Prep, the new Job-Driven National Emergency Grant, and NAHASDA Resident Services.

The Cherokee Nation uses a Balanced Scorecard to determine program success. Career Services' main objective is jobs. All of the program activities conducted in Career Services are geared toward assisting individuals enter employment. Looking at Career Services as a whole, our accomplishments have been many. The following outlines Career Services' accomplishments for last year:

Office Contacts (8,500) – average number of office contacts *per month* of individuals seeking assistance.

Program Participants (5,547) – includes individuals enrolled in any of the 16 Career Services Programs.

GED Completions (183) – includes individuals completing and receiving a GED or High School Diploma from Talking Leaves Job Corps and Career Literacy/Adult Education.

Training Completions (520) – includes individuals receiving a nationally-recognized certification, credential, or degree while enrolled in one of 11 different vocational training programs.

Employment Completions (591) – includes individuals who completed a Work Experience or On-the-Job Training assignment.

Unsubsidized Placement (1,026) – includes individuals who entered unsubsidized employment while enrolled in one of 16 different programs, both employment and vocational.

Retention (205) – includes individuals who were retained in their unsubsidized employment through assistance from a Career Services Program.

Job Readiness Training (368) – includes individuals who completed the Life/Employment Skills Training.

WorkKeys Credentialing (156) – includes individuals who received a bronze, silver, gold, or platinum Career Readiness Certificate.

Job Bank (248) – includes the number of new individuals entering the TERO Job Bank for potential job placement with contractors.

Indian Owned Businesses (139) – includes the number of businesses newly certified as Indian Owned Businesses.

Job Fairs (8) – includes the number of Job Fairs held by Career Services, generally in partnership with a new or expanding business.

Community Service Projects (64) – includes the number of Community Service Projects completed by youth, both through the Summer Youth Employment Program and Talking Leaves Job Corps.

PROGRAM OBJECTIVES:**Employment and Training**

Our program activities have been retooled to address the needs of the many individuals coming to us for assistance who have been adversely affected by the current economic downturn. Luckily, Cherokee Nation Businesses have invested heavily in employment and economic development. We are working very closely with them to ensure Tribal Citizens benefit from these opportunities.

We have significantly increased our use of job fairs and direct referral to assist individuals seeking employment. Unfortunately, those numbers are not included here due to the quick turn-around time involved – we were unable to secure documentation of eligibility on many individuals who did not wish to participate in program services, but requested assistance in acquiring employment.

We included Basic Skills in our summer activities this year on a limited basis. We again concentrated on those older youth in need of employment activities. This has decreased our planned numbers for educational and training activities. We expect our numbers to decrease even more due to the decrease in our funding level and the increase in minimum wage and general inflation.

Employment and Training services are divided into two categories: Employment Services and Training/Educational Services.

- **Employment Services**

The objectives of the Employment Services activities are to:

- Provide participants with meaningful employment opportunities
- Provide eligible adult and youth participants with exposure to the world of work, as well as appropriate experiences needed to enter the world of work
- Encourage successful program completion
- Provide participants with supportive services as needed and appropriate to overcoming financial hardships that might interfere with successful program completion
- Impress upon participants the importance of a skilled labor force and the benefits of employment and self-sufficiency
- Increase participant's self-esteem
- Enhance employability skills of participants

Employment Activities

The Nation will provide full-time and part-time employment activities to 350 eligible participants with the for-profit and not-for-profit employment sectors. The 350 includes those older youth who will be provided a work experience activity both throughout the year, as well as during the summer.

Expected Outcome

- 35% of participants will enter unsubsidized employment.
 - 80% of participants will successfully complete their work experience activity
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Accomplishment:

Two Hundred and Sixty-eight individuals were served with employment activities during the past year. Two Hundred and Thirty-one employment participants completed and 56 individuals entered unsubsidized employment for a 24.2% entered employment rate. With 231 participants successfully completing the employment activity, we have an 85.2% completion rate.

We know the decrease in the entered employment rate is directly related to the number of youth served, who were not expected to enter unsubsidized employment. For adult participants only, our entered employment rate was 56.8%.

The Earnings Gain was \$7.56 for both our Adult population and for our Cash Assistance Recipient population.

Training/Educational Activities

Classroom training will be offered to 300 participants to equip them with specific technical knowledge and job skills, enhanced motivation, and/or upgrading present skills. Preference will be given to students attending a vocational technical school or community college, students enrolled in Practical Nursing and Business or Computer technology classes. Short-term training will be considered on an individual basis and the demand for trained participants in the local workforce. Basic Skills classes will be strongly encouraged for those participants assessed at or below the 8th grade reading and math level and who demonstrate a need for literacy or other academic instruction. This instruction may include training for GED acquisition. Pre- and Post-Assessments are given to participants using the various programs.

Expected Outcome

- 25% of the CRT participants will receive a degree or nationally recognized certification
- 80% of participants will successfully complete their training activity
- 25% of the CRT participants completing training will enter a subsidized employment activity

Accomplishment:

Forty individuals received training/educational services during the past year. Twenty participants completed the education/training activity, all enrolled in Classroom Training. Of those enrolled in CRT, 16 received a degree or nationally recognized certification for an 80% attainment rate. An additional two participants successfully completed the training/educational activity for a 90% successful completion rate. Additionally, 137 youth enrolled in an employment activity also had an educational goal – to return to school. Of these, 133 obtained that objective.

Miscellaneous Activities

In addition to Educational and Employment goals, 201 individuals also achieved a miscellaneous goal or objective.

Program Successes

The true success of the program is in the differences made in individuals' lives. One example of this is Shelby Garrett, a 19 year old high school graduate through Special Education who has difficulty retaining information. Shelby was placed at the Cherokee Nation Vinita Clinic on SYEP where she was able to work one-on-one with a clinic employee. She was able to learn the job by repetition and is now employed full-time at the clinic.

Another example is Sasheen Reynolds, a 29 year old single mother of two. Sasheen had been working part-time at the mall until she found herself written out of the weekly schedule. She was placed on Work Experience with the Delaware Tribe of Indians where she was trained in Social Services and Indian Child Welfare. Sasheen was hired full-time as the Coordinator of Indian Child Welfare/Social Services for the Delaware Tribe of Indians.

One last example highlights the coordination of service provision allowed under PL 102-477. Jennifer King, a single mother of three who had been a housewife for many years. She began her journey by attending GED classes, receiving her GED in May 2012. She was placed on the Tribal Day Training Program to obtain confidence and experience with the world of work. During this time, Jennifer also attended CNA classes at night. She was placed on the Work Experience program as a receptionist in a Cherokee Nation office. In March 2014, Jennifer applied for a Clerk III position at the Cherokee Nation Sam Hider Clinic. She received many excellent job references from her experience with Work Experience and was selected for the position. She is not only a Clerk III at the clinic, but has been assisting the Doctor by taking blood pressures, temperatures, and basic information from patients. Her final goal is to become a Licensed Practical Nurse.

UNMET NEED:

We are still in need of additional funding for program services. In order to provide a level of service to as many individuals as possible, we have decreased the level of service to any one individual. This has proven a hardship on participants and is reflected in a lower success rate.

The number of individuals we serve each year has remained more or less constant over the past 30+ years. Unfortunately, so has the funding we receive while costs have increased significantly. In order to provide the level of service needed by these participants, and additional \$2 million in funding is needed. This amount would allow us to reinstate hourly stipends for CRT participants, provide leadership, cultural, and other activities for youth, provide additional employment activities, decrease staff caseload, and provide the level of supportive services needed.

Child Care and Development

The goal of Cherokee Nation Child Care and Development services is to increase the availability, affordability and quality of childcare.

Expected Outcome

Increase the availability of Child Care

- 600 child care providers, including Licensed Child Care Centers, Licensed Family Child Care Homes, registered (relative) caregivers, and In-home caregivers will contract with Cherokee Nation to provide care for Indian children.

Accomplishments:

Cherokee Nation offers services by contracting with Licensed Child Care Centers, Licensed Family Child Care Homes, Tribally registered Child Care Homes and In Home Care providers. Cherokee Nation pays the same rates as the State of Oklahoma for licensed child care providers in order to afford access to a wide range of providers by Cherokee Nation subsidized families and children. In FY 2014 Cherokee Nation contracted with 536 child care providers, including 188 licensed child care centers, 108 licensed child care homes and 240 registered (relative) caregivers.

Due to the Nation's rural location in Northeast Oklahoma, availability of care in some communities is lacking. Child care services offered through this plan include relative care as an option, which increases availability of care in rural communities. Relative care is often the care of choice by parents with infants and school age children. As indicated in the ACF 700 report 155 children were provided care by relatives during this fiscal year.

The tribe offers incentives to relative providers for meeting training goals throughout the year. A relative provider can earn up to \$400 for participating in the Cherokee Connection Program. This program allows our relative providers an opportunity for free child development training and monthly visits by the Resource and Referral staff.

The Child Care Resource Center provided technical assistance to those interested in starting family child care homes or child care centers. Due to lack of funding, no start - up grants were issued this year. However, information packets, phone calls and/or visits were provided to 5 individuals interested in starting new child care programs

Barriers: Many child care providers, while showing an interest in caring for children, find it challenging to operate child care as a business and as a result, some have closed, or opted not to open, during this year. Cherokee Nation has continued to offer provider training in record keeping and business planning, when requested.

Expected Outcome**Increase the financial assistance to qualified clients**

- Financial assistance will be provided for 3,500 children annually whose parents are working, going to school, attending job-training programs, or are in need of protective child care services.
- 134 children will be provided care at tribally operated child care facilities

Accomplishments:

In order for families to remain employed, in training, or pursuing educational opportunities, parents must be able to access affordable child care. Services are provided through payments to providers and two tribally operated child care centers.

Eligibility for Cherokee Nations subsidy program is based on 85% of state median income. During FY 2014, 1056 families with 1614 children received financial assistance from Cherokee Nation for child care services. Tribally operated child care centers in Stilwell and Tahlequah touched the lives of over 200 children. 95% of children served were from families whose parents were working and 45% were from families whose parents were in a training or education program and less than 1% was those in need of protective services. 36% of children were from families at or below the poverty threshold, 30% of children resided with families at or below 150% of the poverty threshold, 20% were between 150% and 200% of the poverty threshold and 14% of children were above 200% of poverty for families of the same size.

Cherokee Nation Subsidy program is reviewing all policies to ensure continuity of care for the children and easier access for the parents. In October, the Subsidy program implemented a new software system and new policies regarding the submission of documents.

Cherokee Nation operates two child care centers one located in Tahlequah, the capital of Cherokee Nation, and one in Stilwell, a community with high Cherokee population. 239 children were provided child care in the tribally operated facilities.

The Tahlequah Child Development Center has maintained its accreditation through the National Association for the Education of Young Children (NAEYC). Plans are underway to seek accreditation for the Stilwell Child Development Center.

Expected Outcome

Increase access to Resource and Referral materials and training. Licensing staff will also monitor and train child care providers.

- Training will be provided or facilitated for 1,500 caregivers
- Information, consultation and consumer outreach will be provided to individuals, community group, businesses and business through face to face contact and telephone consultation.
- 1,000 monitoring visits will be made to insure compliance with established standards
- 300 parents will be provided with child care referral services through the Resource Center database
- Support services will be provided to 300 registered providers to assist them in meeting standards and improving the quality of care.
- Enhanced services will be provided to relative caregivers, which may include home visits, network meetings, and other training opportunities
- Tribally operated child care centers will provide quality care to 140 children

Accomplishments:

Training opportunities for child care providers range from home visits to relative providers to training sessions on child growth and development, child observation and

assessment, health and safety, nutrition, learning environments and curriculum, professionalism, and program planning. Training is a major priority area for Cherokee Nation to impact the improvement of quality in child care settings. The Child Care Resource Center provides and facilitates training.

Training conducted this year has included 2 hour to 20 hour workshops, onsite technical assistance, and home visits to relative caregivers. Training topics included Brain Development, Children with Special Needs, Challenging Behaviors, Conscious Discipline, Curriculum Planning, Early Learning Guidelines, Early Literacy, Emergency Preparedness, Gardening, I Am Moving – I Am Learning, Nutrition, Preventing Child Abuse and Neglect, Finance and Business Practices, Record Keeping, and Social and Emotional Development. Training was provided to over 1,000 providers through 69 workshops and seminars provided through the child care resource center. (Due to reduced funding, we were not able to bring in any national trainers, but we were still able to offer a variety of workshop and seminar opportunities for child care providers.) Licensing staff provided an additional 27 training sessions.

The Cherokee Connections Home Visit Program worked with a total of 57 relative providers and 135 children and made 435 home visits during the year. A total of 85 families participated in the program and a total of 578 referrals were made by staff.

The total number of providers trained during Home Visits in Nutrition, Health, Safety, Culture & Language, School Readiness goals, PAT and those attending CPR, First Aid, Network Trainings or other training was 82.

A total of 1200 free children's books (from First Book), Cherokee language cd's and stories, and other materials were given out during the year by Cherokee Connections staff.

We had a total of 435 home visit contacts. In addition, 36 relative providers attended training. This resulted in 471 personal contacts for both staff. The 471 personal contacts plus 1,231 phone contacts = 1,702 grand total of contacts during the year.

Through our partnership with Career Services we have continued to provide vocational training to students who are interested in careers in the child care field. Students are provided with 8 hours of coursework per week, along with 32 hours of lab and observation in the Cherokee Nation Child Development center. Students receive a stipend for participating in the program. Graduates are prepared for the Child Development Associate credential. This year, 18 students were enrolled in the Native American Career and Technical Education Program (NACTEP) Child Care Occupations class.

The Cherokee Nation Child Care Resource Center is one of the agencies in the Oklahoma Child Care Resource and Referral Association network. Consumer education and outreach is available for parents, businesses, community agencies, child care providers, and other individuals who are interested in early care and education. Information is provided to parents to assist them in selecting quality child care programs, understanding child growth and development, and communicating effectively with their child's caregiver. CCRC provided 341 parent referrals this year and participated in 130 outreach activities with 273 by telephone or email, while 68 clients

accessed child care referrals on-line. Staff participated in 130 outreach activities including community events and meetings, collaborations with other early childhood education groups, and projects such as Angel Tree.

Staff assists child care professionals with Child Care Development Associate Credential applications, college scholarship information, Family Child Care Home and Child Care Center accreditation, as well as technical questions involved in operating a child care program and/or facility. Staff provided information and consultation services to more than 700 providers. In addition, staff made over 100 technical assistance visits to child care providers, and 435 visits to relative caregivers. Additionally, 20 CDA observations were conducted.

Since our services are established in communities, we provide consumer education information for families at various community events. CCRC staff participated in 130 community outreach activities this year including Job Fairs, Health Fairs, Parent Fairs, Back to School Fairs, School clothing voucher distributions, and other early child care and education events.

Child Care Licensing staff members monitor child care centers, home and relative caregivers for compliance in meeting standards to ensure a healthy and safe environment. This year staff made 1,000 licensing visits. Visits have decreased in number due to the decrease in number of child care providers contracting with Cherokee Nation. Staff continues to make the required number of visits to each provider. Cherokee Nation has chosen to use state standards for child care centers and homes, while internal standards have been developed for relative caregivers. Health and Safety equipment to assist in meeting standards were provided to 97 providers. Licensing staff work closely with Child Care Resource Center staff to make referrals for facilities and homes in need of technical assistance or support.

Often the CDC child care program may purchase new equipment and have gently used equipment which is no longer needed. This year we offered a program to redistribute usable equipment to child care providers.

Cherokee Nation operated child care centers provided care to 239 children. As of September 30, we had over 75 children on waiting lists for the tribally operated centers. This number is not a complete picture of the number of parents that need care because some chose not to fill out an application when they learn that they will be placed on a waiting list.

In order to promote Cherokee culture and language staff has conducted storytelling and conducted cultural activities in child care homes, centers, public schools and through Bacone College. Licensing staff also distributed language and cultural materials to 449 providers.

The CCR&R and Licensing staff will maintain visibility in the community by involvement in activities at least 12 times per year. These activities are to include:

- Participating in community events attended by families such as fairs, open houses, conferences, employer locations, and special events.

- Advertising in local media outlets such as the yellow pages and public service announcements.
- Distributing written materials such as brochures and newsletters that outline CCR&R services.

Date Of Event	Audience	Description of Event
10/1/2013	Other	I gave Barbara a name of a child care provider who collects rain water for their gardens Barbara has a rain barrel to donate to the child care facility.
10/8/2013	Resource Room	Client used copier.
10/8/2013	Resource Room	Client used die cuts and laminator.
10/8/2013	Resource Room	Client used die cuts.
10/8/2013	Resource Room	Client used die cuts and laminator.
10/9/2013	Community Collaboration w ECE	Attended monthly meeting.
10/9/2013	Community Collaboration w ECE	Collaboration meeting with Head Start to discuss collaborative efforts.
10/9/2013	Community Collaboration w ECE	Monthly meeting to discuss early childhood issues in community.
10/11/2013	Information Request/Given	Kim Harris requested CCRC brochures for Workforce office in Pryor.
10/15/2013	Meeting	Met with O.S.U. extension and Cherokee Nation Healthy Nations to discuss the money that will be awarded to the Learn to Grow Project for the new year.

10/15/2013	Community Collaboration w ECE	Meeting with partners for discussion around Spring 2014 Gardening Project.
10/18/2013	Meeting	Attended State Grange session.
10/22/2013	Meeting	Attend monthly meeting.
10/22/2013	Community Collaboration w ECE	Attended monthly Smart Start meeting in Muskogee.
10/23/2013	Community Collaboration w ECE	Meeting with Healthy Nations to discuss continuation of funding for Learn to Grow Gardening Project in child care facilities.
10/29/2013	Community Collaboration w ECE	Attended Smart Start Muskogee planning meeting to discuss Muskogee Smart Start work plan.
10/29/2013	Community Collaboration w ECE	Attended Smart Start Muskogee planning meeting to discuss Muskogee Smart Start work plan.
11/2/2013	Community Collaboration w ECE	Helped with fall child care conference in Miami.
11/8/2013	Resource Room	Client used die cuts.
11/12/2013	Resource Room	Client used die cuts.
11/13/2013	Community Collaboration w ECE	Tina attended OPSR ABLE Change Framework training with Cherokee County Smart Start
11/13/2013	Community Collaboration w ECE	Attended monthly meeting.

11/13/2013	Community Collaboration w ECE	Attended monthly meeting.
11/13/2013	Resource Room	Client used die cuts.
11/14/2013	Resource Room	Client used laminator.
11/19/2013	Community Collaboration w ECE	Attended monthly meeting.
11/22/2013	Resource Room	Client used die cuts.
11/22/2013	Information Request/Given	Information about training opportunities and training rooms available.
12/4/2013	Meeting	Attended a planning meeting to discuss the new year for the Learn to Grow garden project.
12/4/2013	Community Collaboration w ECE	CATSS Partnership Meeting at CCRC.
12/12/2013	Community Collaboration w ECE	Meeting with partners for discussion around Spring 2014 Gardening Project.
12/16/2013	Community Visibility	Angel Tree program, 161 children, including Delaware, collected and distributed Angel Tree Gifts in Delaware County, advertised by Cherokee Nation.
12/17/2013	Community Collaboration w ECE	Attended monthly meeting.
12/20/2013	Community Collaboration w ECE	Sent the list of providers to Penny King to participate in Read Across America in Nowata County.

12/30/2013	Meeting	Attended planning meeting working on grant for obtaining a park in the community for the children and families.
12/30/2013	Resource Room	Client used die cuts.
1/8/2014	Other	Discussed plans for the garden beds and the amount of soil and beds for each facility. We also discussed plants for the fall gardens.
1/13/2014	Community Collaboration w ECE	Contacted Brandi Finn about possibility of doing mobile fingerprinting sessions in Delaware County; will survey providers and look at dates.
1/15/2014	Information Request/Given	Sent information for Native American Assoc. to Ketchum School on free weatherization kits for homes for families. We delivered 80 kits in the community to help protect homes from the cold.
1/21/2014	Community Collaboration w ECE	Attended monthly meeting; working with committees for Parent University - Pre K Roundup and Early Childhood Gardening Assistance Project.
1/28/2014	Meeting	Discussed Learn to Grow Garden project. We discussed plans that have made thus far, and the trainings that will be offered for the garden project.
1/28/2014	Meeting	Attend monthly meeting.
2/4/2014	Community Collaboration w ECE	Sent list of providers that want to participate in Read Across America in Craig County.
2/6/2014	Community Collaboration w ECE	Sent list of providers that want to participate in Read Across America to Kathy Enyart -Ottawa County.
2/10/2014	Community Collaboration w ECE	Sent list of providers that want to participate in Read Across America from Mayes County to Jan.
2/10/2014	Community Collaboration w ECE	Coordinated effort with Brandi and DHS child care licensing to bring mobile fingerprinting to Delaware County; looking at dates in March.

2/11/2014	Community Collaboration w ECE	Okmulgee County Resource luncheon with 75 adults/parents/community members.
2/12/2014	Community Collaboration w ECE	Discussed the delivering of the beds with the greenhouse. Sent e-mail with address of each facility along with number of beds to go to each facility. Will deliver 135 beds.
2/12/2014	Information Request/Given	Melissa Prime called with Ketchum School. She has more families that could use the weatherization kits.
2/14/2014	Community Legislative	Attended Community wide Legislative Focus to share information.
2/18/2014	Community Collaboration w ECE	Attended monthly meeting.
2/20/2014	Community Collaboration w ECE	Tari Lee e-mailed the conference agenda to mail to all providers.
2/20/2014	Community Collaboration w ECE	Spoke with Doug at Greenhouse to discuss the plans for the conference. They will answer questions at the conference and deliver all plants on Friday.
2/21/2014	Community Collaboration w ECE	Meeting to review the budget and discuss items that have been ordered.
2/27/2014	Meeting	Meeting with partners for the Learn to Grow Project.
2/28/2014	Meeting	Attended board meeting with Cherokee Nation Community to discuss grant funding.
3/4/2014	Community Collaboration w ECE	Staff went over agenda for the Learn to Grow Conference.
3/4/2014	Other	Doug from Greenhouse checking in on the beds being delivered. They should have all beds delivered by April.

3/5/2014	Community Visibility	Community reader setting date to reschedule to read.
3/6/2014	Information Request/Given	Mailed out 102 letters for the Learn to Grow conference.
3/7/2014	Community Collaboration w ECE	CATSS Partnership meeting at CCRC.
3/11/2014	Meeting	Attended monthly coalition meeting in Okmulgee.
3/12/2014	Information Request/Given	Gave information on activities for the state session, and included an activity on gardening in the newsletter.
3/14/2014	Community Legislative	Attended Community Wide Legislative Focus session.
3/17/2014	Community Visibility	I have been asked to do presentation on Garden project at Cherokee Nation Cancer Summit. Greg sent agenda for the conference and discussed the time for the day.
3/18/2014	Community Collaboration w ECE	Attended monthly meeting.
3/19/2014	Community Collaboration w ECE	Spoke with Frisbys at Greenhouse on the conference. Doug will draw map for the providers on where to plant the each vegetable in the garden.
3/19/2014	Community Visibility	Spoke with Greg for Cancer Summit went over the time we will have to present project.
3/26/2014	Community Collaboration w ECE	Attended planning meeting for Parent University - Pre K Roundup night
3/27/2014	Meeting	Had meeting to discuss the garden conference April 12th.

3/27/2014	Community Collaboration w ECE	Attended meeting and Proclamation with Mayor for Child Abuse Prevention Month to be promoted in April.
4/2/2014	Community Collaboration w ECE	Contacted Doug about plants for Learn to Grow. Discussed the fall plants that will be available.
4/2/2014	Community Collaboration w ECE	Made last of the plans for the Learn to Grow garden conference.
4/3/2014	Community Collaboration w ECE	Attended Bright Futures meeting in Westville.
4/8/2014	Community Collaboration w ECE	Attended coalition meeting in Okmulgee.
4/11/2014	Community Collaboration w ECE	Set up for Learn to Grow conference.
4/15/2014	Community Legislative	Provided information at CCRC Day at Capitol.
4/17/2014	Community Visibility	Presented Learn to Grow project at the cancer summit.
5/17/2014	Community Collaboration w ECE	Coordinated effort with Brandi to bring mobile fingerprinting to Cherokee County on 5/17/2014.
6/7/2014	Community Collaboration w ECE	Shared information on The Learn to Grow Gardening project.
6/7/2014	Community Collaboration w ECE	Coordinated effort with Brandi to bring mobile fingerprinting to Cherokee County on 6/7/2014.
6/10/2014	Community Visibility	Cherokee Nation Communications contacted me about OETA. They want to air a show on the project. She informed me we need to contact a center that would let them do production at the center.

6/17/2014	Community Collaboration w ECE	Attended monthly meeting.
6/19/2014	Community Collaboration w ECE	OETA, through Cherokee Nation Communications, filmed a segment about The Learn to Grow Gardening project, coordinated by Lisa Evans.
6/21/2014	Event	Attended Cherokee Cultural Outreach conference.
6/26/2014	Community Visibility	OETA did a story on the Learn to Grow garden project. It will air in July.
6/30/2014	Community Legislative	Sent information on Learn to Grow gardening project and link to article in Tulsa World via email.
6/30/2014	Community Legislative	Sent information about Learn to Grow gardening project and link to article in Tulsa World via email.
7/8/2014	Community Collaboration w ECE	Attended monthly coalition meeting and discussed child care issues in area of Okmulgee.
7/10/2014	Presentation Given	Presented the Learn to Grow project at Inner Tribal Conference.
7/16/2014	Community Visibility	Discussed Learn To Grow with OETA for television segment on the program.
7/17/2014	Meeting	Okmulgee County Baby Shower meeting to organize baby shower for parent/clients.
7/17/2014	Presentation Given	Presentation to Career Tech students on CCR&R services, Information included child care subsidy and parent referral information and information about the Cherokee Connection relative caregiver program, Distributed CCR&R brochures, 10 students, 1 hour.
7/20/2014	Community Visibility	Oklahoma Horizon aired segment on the Learn to Grow Gardening project and discussed the benefits of the project.

7/21/2014	Community Collaboration w ECE	Working with OSU Extension and other community partners to host Back to School Event in Miami.
7/21/2014	Other	Discussed planning meeting to organize plant distribution for September.
7/23/2014	Meeting	Distributed information at Okmulgee Count parenting class.
8/1/2014	Community Visibility	Tulsa World did story on the Learn to Grow garden project.
8/4/2014	Meeting	Attended monthly meeting.
8/4/2014	Community Visibility	Cherokee Phoenix and Native Tribal paper did story on Learn to Grow.
8/4/2014	Community Visibility	Cherokee Nation Chief discussed Learn to Grow project in newsletter to citizens.
8/4/2014	Community Visibility	Daily Oklahoman did story on Learn to Grow garden project.
8/7/2014	Community Visibility	Vinita Back to School Fair, 50 families, Craig, Families with children, brochures on CCR&R services and schools supplies.
8/12/2014	Meeting	Attended monthly coalition meeting in Okmulgee.
8/14/2014	Meeting	Meeting with Doug about fall plants and set dates for delivery.
8/14/2014	Community Legislative	The First Lady sent letter regarding the Learn to Grow project.

8/19/2014	Community Collaboration w ECE	Attended monthly meeting, discussed Smart Start safety training and United Way reading project.
8/20/2014	Community Collaboration w ECE	Interview with cancer coalition and strategic board for the Learn to Grow project.
9/5/2014	Other	Requested R&R Newsletter.
9/9/2014	Community Collaboration w ECE	Attended monthly meeting, discussed gardening assistance project and outdoor playground updates at Muskogee ELC
9/16/2014	Meeting	Community meeting, Nowata county, 100 families, brochures with information on child care resource and referral services.
9/17/2014	Community Legislative	Contacted Dr. Coburn to urge support for CCDBG Reauthorization.
9/22/2014	Event	Craig County, Distributed plants to child care providers for use in Fall gardens.
9/24/2014	Event	Delaware county, Distributed plants to child care providers for use in Fall gardens.
9/25/2014	Event	Mayes County, Distributed plants to child care providers for use in Fall gardens.
9/30/2014	Meeting	Community meeting, Sallisaw, Sequoyah County, 100 families, brochures with information on child care resource and referral services.
9/30/2014	Event	Ottawa County, Distributed plants to child care providers for use in Fall gardens.

2 nd Tuesday of the	Okmulgee County Resource Coalition	Discuss Okmulgee County Issues and
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Month		Events
2 nd Wednesday of the Month	OCCY Partnership Board/Smart Start Cherokee County	Discuss Community Issues and Smart Start Business
Every Other Month	Muskogee Smart Start	Conduct Smart Start Business for Muskogee County
Monthly	Young Professionals Cherokee County	Discuss Community Issues and Events in Cherokee County
Monthly	Gardening Project Planning	Planning for spring gardening projects
Monthly	Grange Community Meeting	Discuss Community Issues
Quarterly	CATSS Meeting	Discuss DHS Child Care, CCR&R Programs and Services
Quarterly	Oklahoma Tribal Child Care Association	Share Child Care Information Among Oklahoma Tribes
Quarterly	ECAO Board Meeting	Discuss ECAO Issues and Conduct Business
Monthly	Child Care Conference Planning~ Ottawa Co.	Planning for child care conference
Monthly	Read Across America planning~ Craig Co.	Planning for spring event
Quarterly	Mayes County Food Policy Council	Discuss Issues Around Food Policies in Mayes County
January 2013	Smart Start Oklahoma	Statewide Strategic Planning
Quarterly	Tulsa Early Childhood Association	Discuss TECA Issues and Business
January 2013	Mind in the Making Training	Participate in Training Sessions
Quarterly	Mayes County Hope Coalition	
February 2013	Angel Tree Project	Follow-up Meeting with Angel Tree Coordinators
Monthly	Rogers County Mini Conference Planning	Plan for Rogers County Child Care Mini-Conference
Monthly	Okmulgee County Tobacco Abuse Prevention	Planning for County Involvement
Yearly	OCCRRA Strategic Planning	Planning with Regions Across State

Yearly	Rogers County Program Advisory Committee	Committee for OSU Extension Office
Monthly	Mayes County Child Care Tour Planning	Planning for a Child Care Tour in Mayes County
Yearly	National Indian Child Care Association	Board Meeting
Quarterly	Head Start Education Committee	Share information and discuss issues
Quarterly	Head Start Community and Family Partners Committee	Share information and discuss issues
Quarterly	OKDHS Child Care Advisory Committee	Carryout provisions of the OK CC Facilities Licensing Act

Delaware Tribal Child Care Services

Cherokee Nation provides services to clients who have been served through the Delaware Tribe of Indians through a contract with the Washington County Child Care Foundation, a non-profit entity established to provide quality early care and education services in Washington County and the surrounding areas.

Contract with Washington County Child Care Foundation to provide child care services in accordance with the Child Care and Development Block Grant (CCDF), 45 CFR Parts 98 and 99

For services provided 10/1/2013 through 9/30/2014

- Child Care Services provided
 - WCCCF provided services for 266 children during the fiscal year October 1, 2013 through September 30, 2014
 - Child care was provided in 29 state licensed child care facilities, 3 tribally operated state licensed child care facilities, and 2 state licensed family child care homes
 - Breakout by age group on attached
- Not less than 10 grants issued to providers to improve the quality of care for Native American children
 - WCCCF provided grants to 10 family child care homes of equipment to improve quality
- Children’s literature books distributed to no less than 20 child care providers
 - Book bags were distributed and maintained in 18 classrooms of 22 locations providing care for young children
 - WCCCF provided book bags that children take home with them at the end of the day so parents and children can share book time
 - Training is conducted with teachers and with parents on best practices of reading to children

-
- Resource areas including books, posters and educational toys were maintained in DHS offices in Washington and Nowata counties, a family crisis and counseling shelter for mothers and children, Wal-Mart Distribution Center break room, and 66 Federal Credit Union employee parent resource room
 - Smart Start Bartlesville will hold no less than four community meetings to discuss child care issues
 - Leadership Coalition Meeting and Regional Advisory Council (4) – business leaders, children and family agencies, legislators, parents, and other community members meet quarterly to set direction for the community for issues relating to young children
 - Attended city and legislative forums (3)
 - Attended 10 Business After Hours meetings hosted through the Chamber of Commerce
 - Membership and weekly attendance with the Lion’s Club, Bartlesville
 - Providing child nutrition services and education to no less than 50 family child care homes
 - Child nutrition services were provided to 148 family child care homes from 10/1/2013 through 9/30/2014
 - Family child care homes received a reimbursement of funds for meals and snacks provided to children in their care based on the criteria established through the Child and Adult Care Food Program in the state of Oklahoma
 - All FCCH received training on the CACFP, family style dining, food safety, and/or proper nutrition for young children
 - FCCH who remained in the program the entire year received no less than 3 home visits each by a qualified child nutrition monitor
 - Offices for the CACFP were located in Bartlesville and Stillwater.
 - Resource and referral services for parents, child care providers and the community will be provided in conjunction with other grants and contracts
 - Complete resource and referral services provided using outcomes based contract from Oklahoma Child Care Resource and Referral Agency
 - Resource rooms containing resource books, children’s books, curriculum, and themed kits with games, toys and activities are provided for check out to parents and child care providers in Bartlesville and Stillwater
 - Laminating and die cuts are available in resource areas
 - Referral services provided to parents in 9 counties in Oklahoma – offices located in Bartlesville and Stillwater
 - Multiple trainings conducted or facilitated in nine counties (see table)
 - Center and family child care homes visits and technical assistance in nine counties (see table)
-

- Operation of three child development centers within the service area following applicable licensing standards for each state.
 - Billing for families for child care
 - All center billing currently being done from the main office in Bartlesville the Accounting Department/Accounts Receivable
 - A/R does billing and collects payments
 - Reports for each center are generated monthly that include:
 - Billed amount
 - Collected amount
 - Attendance
 - Subsidy amounts for Tribal and State subsidy
 - Delaware Child Development Center, Bartlesville
 - Licensed capacity for 54 children ages birth through 5 years
 - A Three-Star, nationally accredited center accredited through the National Accreditation Commission (NAC) and licensed through the Oklahoma Department of Child Care Services (Renewed)
 - Uses Creative Curriculum and Teaching Strategies for assessment of program
 - Secondine Child Development Center, Chelsea, OK
 - Contracted this building to Chelsea Child Care Foundation to provide direct services
 - Licensed capacity for 45 children ages birth through school age
 - A Three-Star, nationally accredited center accredited through the National Association for the Education of Young Children (NAEYC) and licensed through the Oklahoma Department of Child Care Services (Renewed)
 - Uses Creative Curriculum and Teaching Strategies for assessment of program
 - Natural playscape in playgrounds with gardens
 - Bright Beginnings Child Development Center, Claremore
 - Licensed capacity for 73 children ages birth through 5
 - A Three-Star center accredited through the National Association for the Education of Young Children (NAEYC) and licensed through the Oklahoma Department of Child Care Services
 - Implemented the Oklahoma Early Childhood Program (OECF)
 - Expanded the center again this year

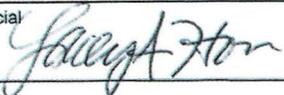
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- Maintains an extensive waiting list
 - Uses Creative Curriculum and Teaching Strategies for assessment of program

WCCCF/Delaware Child Development FY 2014	
266	Children served
214	Families served
524	Caregivers attended trainings
119	Technical assistance and information calls with child care providers
366	Onsite Technical assistance visits
166	Children enrolled in tribally operated Child Development Centers
179	Community outreach activities
48	Parent calls

FINANCIAL STATUS REPORT

(Short Form)

(Follow instructions on the back)

1. Federal Agency and Organizational Element to Which Report is Submitted Bureau of Indian Affairs	2. Federal Grant or Other Identifying Number Assigned By Federal Agency OSGT905	OMB Approval No. 0348-0039	Page of 1 1 pages
3. Recipient Organization (Name and complete address, including ZIP code) Cherokee Nation of Oklahoma P.O. Box 948 Tahlequah, OK 74465-0948			
4. Employer Identification Number 73-0757033	5. Recipient Account Number or Identifying Number 323XXXX	6. Final Report <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	7. Basis <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual
8. Funding/Grant Period (See instructions) From: (Month, Day, Year) 10/1/2013	To: (Month, Day, Year) 9/30/2016	9. Period Covered by this Report From: (Month, Day, Year) 10/1/2013	To: (Month, Day, Year) 9/30/2014
10. Transactions: 2 ----- a. Total Outlays b. Recipient share of outlays c. Federal share of outlays d. Total unliquidated obligations e. Recipient share of unliquidated obligations f. Federal share of unliquidated obligations g. Total Federal share (Sum of lines c and f) h. Total Federal funds authorized for this funding period i. Unobligated balance of Federal funds (Line h minus line g)	I Previously Reported	II This Period	III Cumulative
		7,002,207.24	7,002,207.24
		785,237.81	785,237.81
	0.00	6,216,969.43	6,216,969.43
			0.00
			0.00
			0.00
			6,216,969.43
			11,605,029.30
			5,388,059.87
11. Indirect Expense	a. Type of Rate (Place "x" in appropriate box) <input type="checkbox"/> Provisional <input type="checkbox"/> Predetermined <input type="checkbox"/> Final <input checked="" type="checkbox"/> Fixed		
	b. Rate 15.13%	c. Base 380,864.56	d. Total amount 57,624.81
			e. Federal share 57,624.81
12. Remarks: Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation. Prepared from a closed trial balance. Line H includes current year award of \$11,605,029.30			
13. Certification: I certify to the best of my knowledge and belief that this report is correct and complete and that all outlays and unliquidated obligations are for the purposes set forth in the award documents.			
Typed or Printed Name and Title Lacey A. Horn, Treasurer		Telephone (Area code, number and extension) (918) 207-3902	
Signature of Authorized Certifying Official 		Date Report Submitted	

Public Law 102-477
Cherokee Nation
FY14

Financial Status Report
Attachment Page

- 12.a. None of the funds in the approved budget which originated in the Workforce Investment Act (WIA) were used in violation of the Act's prohibition on the use of funds for economic development activities (Section 141(q)).
- 12.b. None of the funds in the approved budget which originated in the Workforce Investment Act (WIA) were used in violation of the Act's restrictions on assisting employer relocations.

- 12.c. Program income earned during the fiscal year consisted of the following:

Other Income	\$785,237.81
Total Program Income	\$785,237.81

It was used to off-set normal program expenses.

- 12.d. No refunds or rebates were received.

- 12.e. Administrative costs for the fiscal year were as follows:

Employment and Training Administrative Costs	\$224,876.96
Child Care Administrative Costs	\$994,072.00
Total Administrative Costs	\$1,218,948.96

- 12.f. Child Care Development funds were used for appropriate Child Care Development related activities.

I certify to the best of my knowledge the above statements are correct and complete.



Lacey A. Horn, Treasurer

Pub. L. 102-477 Statistical Report

Tribal Nation CHEROKEE NATION		Report Period	
		From: 10/01/13	To: 09/30/14
I. Participants Served	Adults	Youth	Cash Assistance Recipients
A. Total Participants	103	168	37
B. Total Terminees	82	165	37
C. Total Current Participants	21	3	0
II. Terminee Outcomes	Adult	Youth	Cash Assistance Recipients
A. Total with Employment Objective	74	160	37
1. Entered Unsubsidized Employment	42	10	4
2. Other Employment Outcomes	20	127	28
3. Employment Objective Not Achieved	12	23	5
4. Earnings Gain	\$7.56		\$7.56
B. Total with Educational/Training Objective	15	137	31
1. Degree/Certificate Attempted/Attained	15/13	5/3	0
2. Other Education Outcome	1	133	31
3. Education Objective Not Achieved	1	1	0
4. Literacy Gain – # of participants attempted/attained		0	
5. Numeracy Gain– # of participants attempted/attained		0	
C. Misc. Objective Achieved	24	146	31
D. Other (Non-Positive)	5	6	0
III. Terminee Characteristics	Adult	Youth	Cash Assistance Recipients
A. Female	50	92	21
B. Male	32	73	16
C. Education Level:			
1. Dropout	14	3	1
2. Student	1	128	30
3. High School Diploma/GED	52	25	2
4. Post High School	15	9	4
D. Veteran	0	0	0
IV. Participant Activities	Adult	Youth	Cash Assistance Recipients
A. Employment	71	160	37
B. Education/Training	32	8	0
C. Misc. Objective/Supportive Services	45	146	32
D. Other/Service Referral	0	0	0
V. Child Care Development Activities	Adult	Youth	Cash Assistance Recipients
A. Families Receiving Child Care	1056		
B. Children Receiving Child Care		1614	
1. Ages 0 to 3 years		894	
2. Ages 4 to 5 years		307	
3. Ages 6 and above		413	
C. Care Received – Type of Provider			
1. Tribal Center Based		105	
2. Other Center Based		1159	
3. Group Home		350	
4. Other Care		0	
VI. Jobs Creation/Economic Development	Jobs Created	Indians/Alaska Natives Employed	Businesses Assisted
A. Number	240	240	146
Report Prepared By:	Printed Name & Signature	Phone Number	Date
	Clint Hastings <i>(Clint Hastings)</i>	918 453 5398	12-23-14

COMPLETE NAME OF TRIBAL LEAD AGENCY: ADDRESS: CONTACT PERSON: Phone: E-Mail:	(A) TOTAL	CATEGORY/TYPE OF CHILD CARE										
		CARE PROVIDED BY A CCDF PROVIDER - NO LICENSE CATEGORY AVAILABLE IN A						CARE PROVIDED BY A CCDF PROVIDER LICENSE OR REGULATED				
		CHILD'S HOME BY		FAMILY HOME BY		GROUP HOME BY		(H) Center	(I) Childs Home	(J) Family Home	(K) Group Home	(L) Center
		(B) Relative	(C) Non Relative	(D) Relative	(E) Non Relative	(F) Relative	(G) Non Relative					
1. Number of families that received child care services this fiscal year	1056											
2 a. Average number of children served each month	732											
2 b. Total number of children that received child care services this fiscal year	1614			12		143	1				206	1264
3. Total number of children receiving services that fall into each age category:												
a. 0 up to 1 year	a. 152	a.	a.	a. 1	a.	a. 10	a.	a.	a.	a.	a. 19	a. 121
b. 1 year up to 2 years	b. 236	b.	b.	b. 1	b.	b. 13	b. 1	b.	b.	b.	b. 34	b. 192
c. 2 years up to 3 years	c. 266	c.	c.	c.	c.	c. 18	c.	c.	c.	c.	c. 35	c. 215
d. 3 years up to 4 years	d. 240	d.	d.	d. 2	d.	d. 10	d.	d.	d.	d.	d. 29	d. 201
e. 4 years up to 5 years	e. 189	e.	e.	e. 1	e.	e. 9	e.	e.	e.	e.	e. 13	e. 168
f. 5 years up to 6 years	f. 118	f.	f.	f.	f.	f. 14	f.	f.	f.	f.	f. 11	f. 93
g. 6 years up to 13 years	g. 412	g.	g.	g. 7	g.	g. 69	g.	g.	g.	g.	g. 64	g. 274
h. Total number of children 0 to 13 years (add Column A, 3a thru 3g)	h. 1613	h.	h.	h. 12	h.	h. 143	h. 1	h.	h.	h.	h. 205	h. 1264
i. 13 years and older	i. 1	i.	i.	i.	i.	i.	i.	i.	i.	i.	i. 1	i.
4. Number of children who received child care services Because:												
a. Their parent(s) worked	a. 1560											
b. Their parent(s) were in training or an education program	b. 54											
c. Child received or needed protective services	c.											
Because there was a Federal Emergency and:												
d. Their parent(s) worked	d.											
e. Their parent(s) were in training or an education program	e.											
f. Child received or needed protective services	f.											
5. Average number of hours of child care service provided per child per month	118			107		124	11				125	123
6. Average monthly amount paid for child care service												
a. Average monthly CCDF program subsidy per child	a. 272	a.	a.	a. 153	a.	a. 144	a. 14	a.	a.	a.	a. 193	a. 318
b. Average monthly parent copayment per child	b. 73	b.	b.	b. 19	b.	b. 52	b. 5	b.	b.	b.	b. 72	b. 84
7. Number of children served whose family income was:												
a. at or below the poverty threshold for families of the same size	a. 601											
b. above the poverty threshold but at or below 150 percent of the poverty threshold for families of the same size	b. 474											
c. above 150 percent of the poverty threshold but at or below 200 percent of the poverty threshold for families of same size	c. 318											
d. above 200 percent of the poverty threshold for families of the same size	d. 221											
8. Number of children served by payment type this fiscal year:												
a. Grant/contract with provider	a.	a.	a.	a.	a.	a.	a.	a.	a.	a.	a.	a.
b. Certificate or voucher to parent and/or provider	b. 1509	b.	b.	b. 12	b.	b. 143	b. 1	b.	b.	b.	b. 206	b. 1159
c. Cash payment to parent	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
d. Tribally-operated center	d. 105	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d. 106

Comments: (Please use the back of this sheet if necessary)

Public reporting burden for this collection of information is estimated to average 38 hours per response, including the time for reviewing instructions, gathering and maintaining the data needed, and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number.