



# TRIBAL MANAGEMENT ♦ ♦ ♦ ♦ ♦ INSTITUTE ♦ ♦ ♦ ♦ ♦

Tuesday, March 19 – Friday, March 22, 2019 ♦ Kansas City Marriott Downtown ♦ Kansas City, MO



## Day 2

# Tribal Management Institute

Wednesday, March 20, 2019



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# Welcome and Check-In



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## For the Next Seven Generations: Exploring Strategic Planning in CCDF Tribal Lead Agencies

Wednesday, March 20, 2019



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## Presenters

- Ginny Gipp, OCC
- Melody Redbird-Post, NCTECD
- Lisa Blackmon, OCC Region VI
- Carolyn Codopony, Comanche Nation
- Barbara O'Neal, Muscogee Creek Nation
- Brittany Suralta, Cook Inlet Tribal Council



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# Plenary Objectives

- Explore the Tribal Child Care Management Systems Framework components of leadership and coordination and program management, planning, integrity, and accountability systems in AI/AN CCDF programs.
- Increase awareness of Tribal Lead Agency CCDF strategic planning approaches.
- Share and discuss strategic planning-related experiences in their CCDF programs.





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# Plenary Agenda

- Strategic Planning in CCDF
- Introducing the Proposed Tribal Child Care Management Systems Framework
- Overview of OCC's Peer Learning and Leadership Network Fellows Program
- Panel Discussion on Strategic Planning Approaches in Tribal Lead Agencies





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## Strategic Planning in CCDF



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# What Is Strategic Planning?

“Strategic planning enables leaders and key stakeholders to define, support, and commit to a shared vision and the belief that the vision can happen, envision a desired future, and develop goals, procedures, and sequential actions to realize that future.”



Source: Child Care State Capacity Building Center (2016), *Systems Building Resource Guide 2: Strategic Plans*. Retrieved from [https://prod.ecttas.icfcloud.com/systemsbuilding/sites/default/files/media/SystemsBuildingResourceGuide2\\_PrintFile.pdf](https://prod.ecttas.icfcloud.com/systemsbuilding/sites/default/files/media/SystemsBuildingResourceGuide2_PrintFile.pdf)



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# Strategic Planning Helps Prioritize

- You can use a strategic plan to:
  - View how your program supports your community's vision
  - Determine how your program contributes to or aligns with a community vision
  - Get a systemic perspective of your program's needs, strengths, and priorities
  - Develop goals and a vision for your program.



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# Implementation

Implementation of a strategic planning activity requires coordination with key individuals which can include the following:

- ◆ CCDF program staff
- ◆ Providers
- ◆ Parents
- ◆ Tribal leaders or business council
- ◆ Tribal business staff (human resources, fiscal, etc..)
- ◆ Community partners
- ◆ Other stakeholders





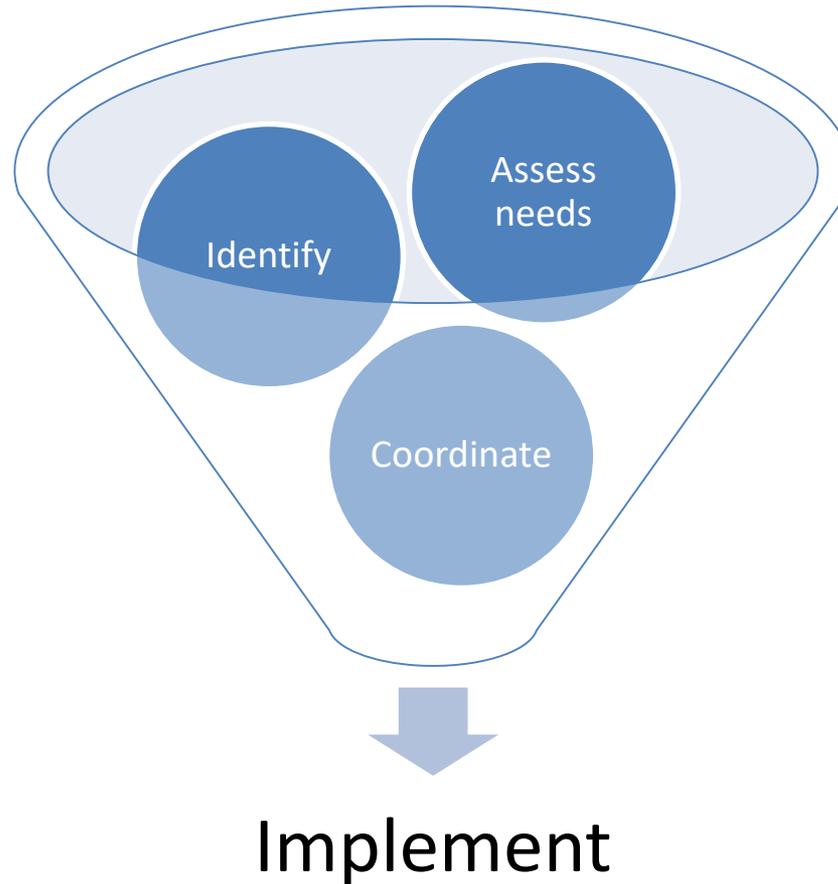
# Strategic Planning Provides Focus

- Strategic planning goals and outcomes are determined on assessment of needs. Choose a topic such as (but not limited to) the following:
  - Health and safety systems
  - Community partners and consumer services
  - Subsidy systems
  - Management systems
  - Equal access
  - Provider systems
- Tip: It is most beneficial to know what topic area or system to assess.





# Prioritizing Goals



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# Strategic Planning Implementation

A tool for evaluating, aligning, and revising the discrete components that must be connected to establish a system



Enables leaders and key stakeholders to define, support, and commit to a shared vision and the belief that the vision can happen



## Implementation Steps:

**1. Gather Information**

**2. Assess Needs**

**3. Analyze Data**

**4. CCDF Alignment**

**5. Goal Setting**





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## Office of Child Care's Peer Learning and Leadership Network Fellows Program



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# Peer Learning and Leadership Network Fellows Program

- Focuses on **emerging leaders** in AI/AN CCDF and early care and education programs and their partners.
- Launched in 2013
- Currently in Cohort 3



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# Peer Learning and Leadership Network Fellows Program

- Enhances and nurtures new **leadership** and **management** skills within the context of creating a strong early care and education system and supporting the effective implementation of the CCDF program.



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# PLLN Cohort 1



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# PLLN Cohort 2



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# PLLN Cohort 3



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## Introducing the Proposed Tribal Child Care Management Systems Framework



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# National Center Collaboration

- **National Center on Program Management and Fiscal Operations**
- **National Center on Tribal Early Childhood Development**
  - Piloted a CCDF adaptation of the Head Start Management Systems Wheel in cohort 3 of OCC's Peer Learning and Leadership Network

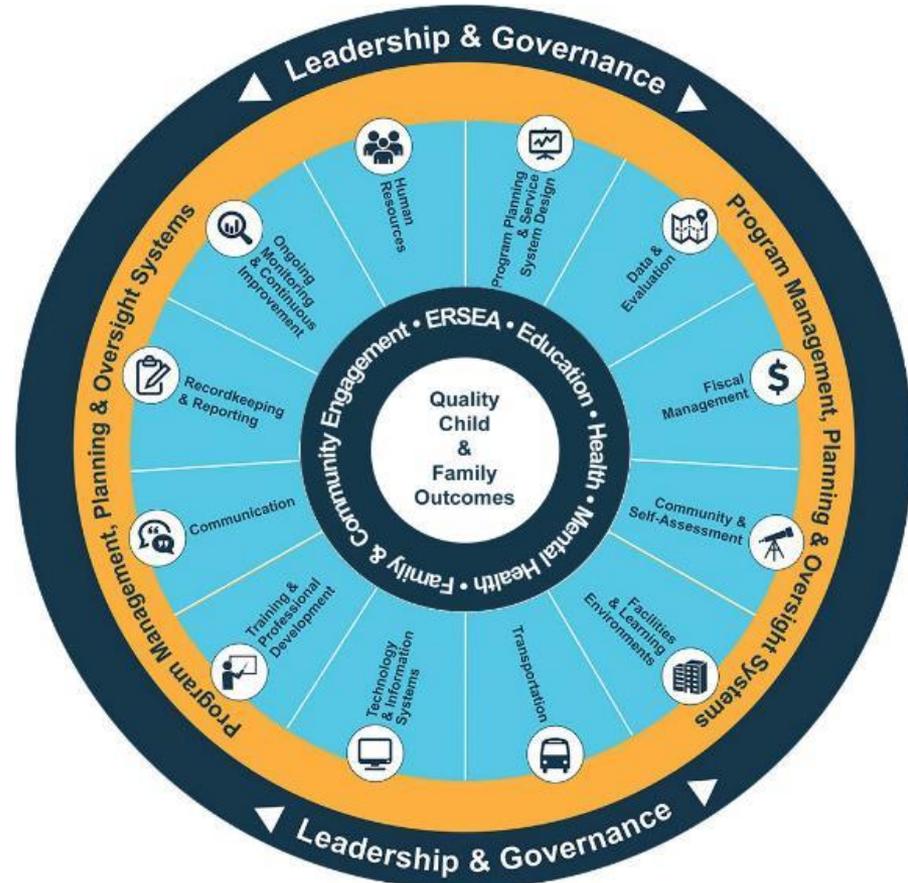


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# Head Start Management Systems Wheel



Source: National Center on Program Management and Fiscal Operations (n.d.) *Head Start Management Systems Wheel*. Washington, DC: Office of Head Start. Retrieved from <https://eclkc.ohs.acf.hhs.gov/organizational-leadership/article/management-systems>

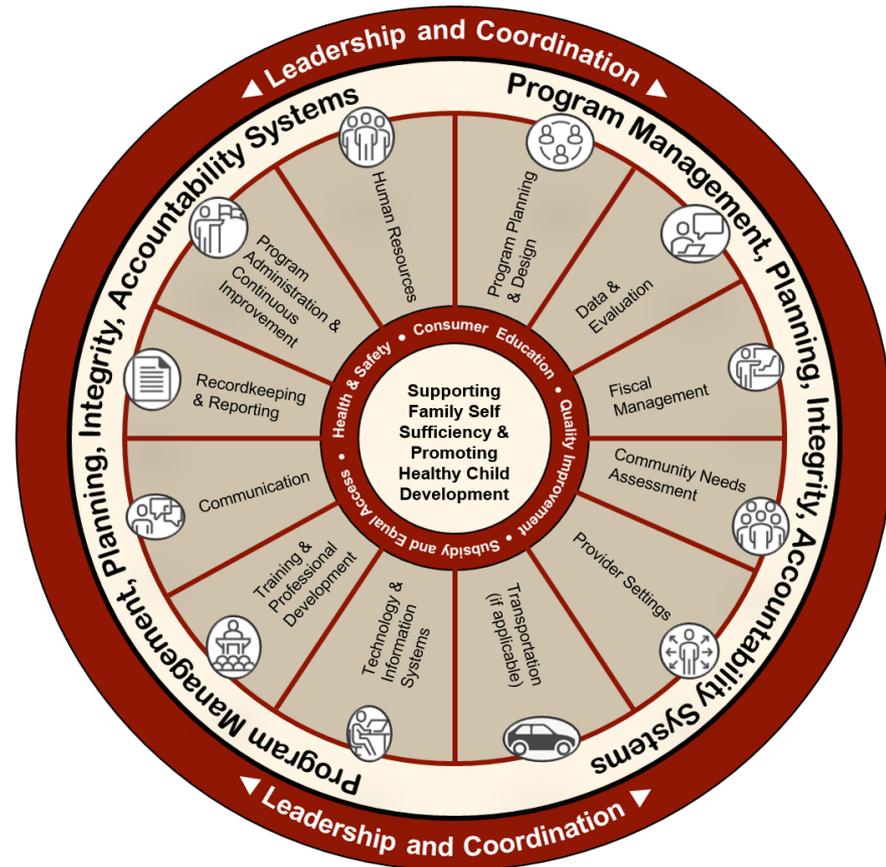


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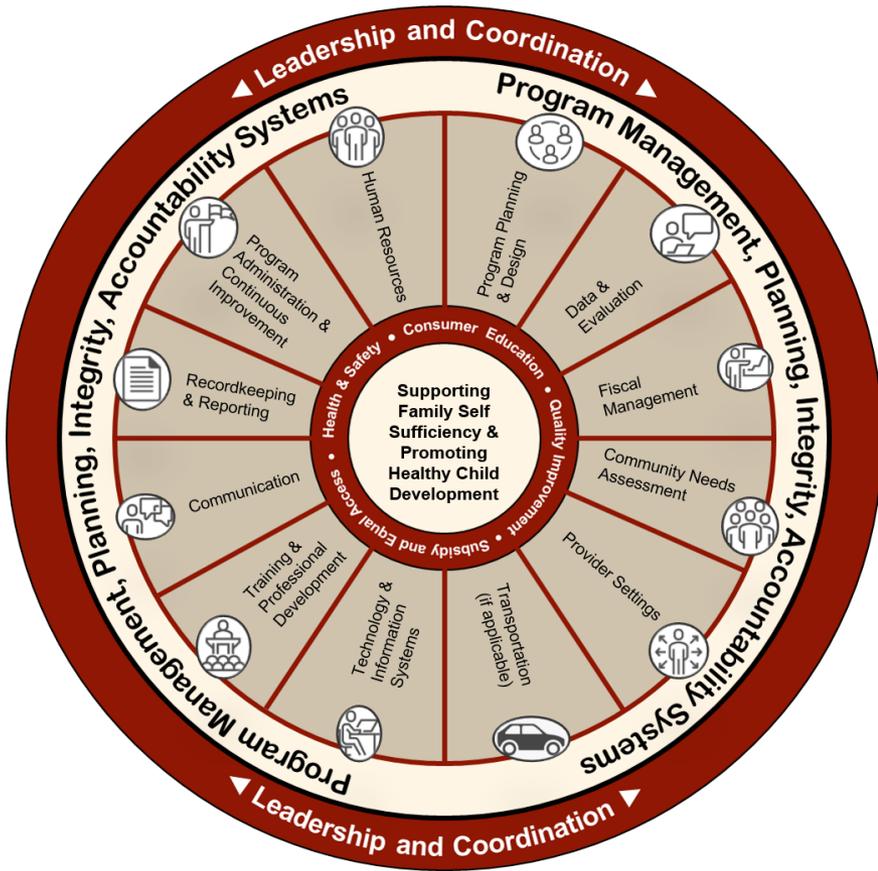


# Tribal Child Care Management Systems Framework



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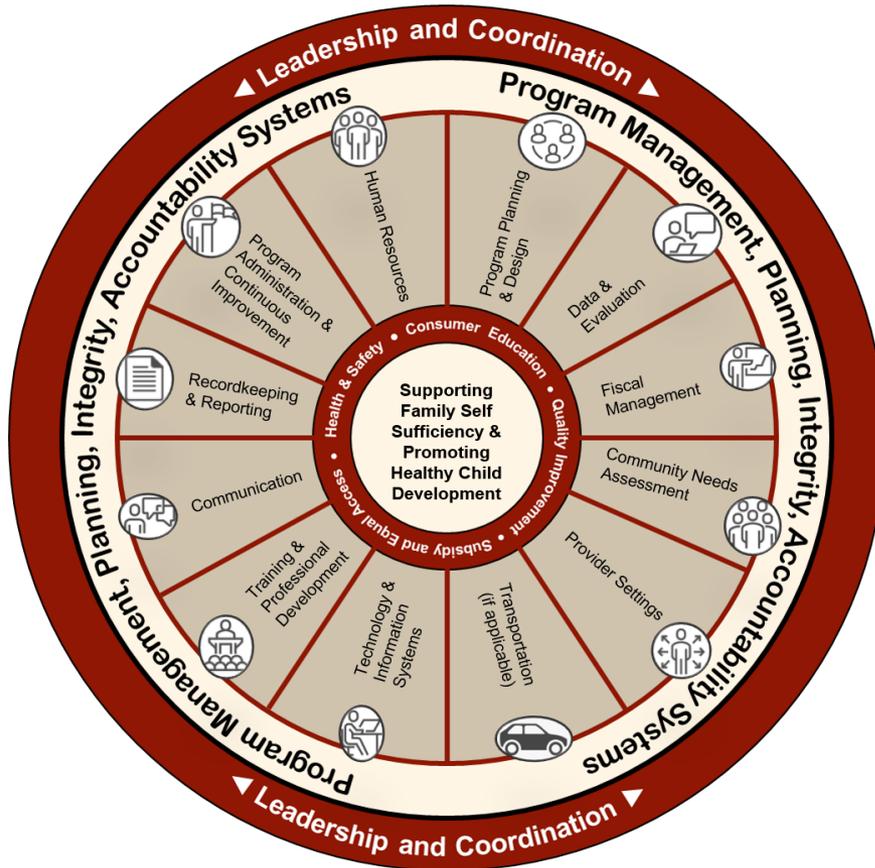


# Leadership and Coordination



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# Program Management, Planning, Integrity, Accountability Systems



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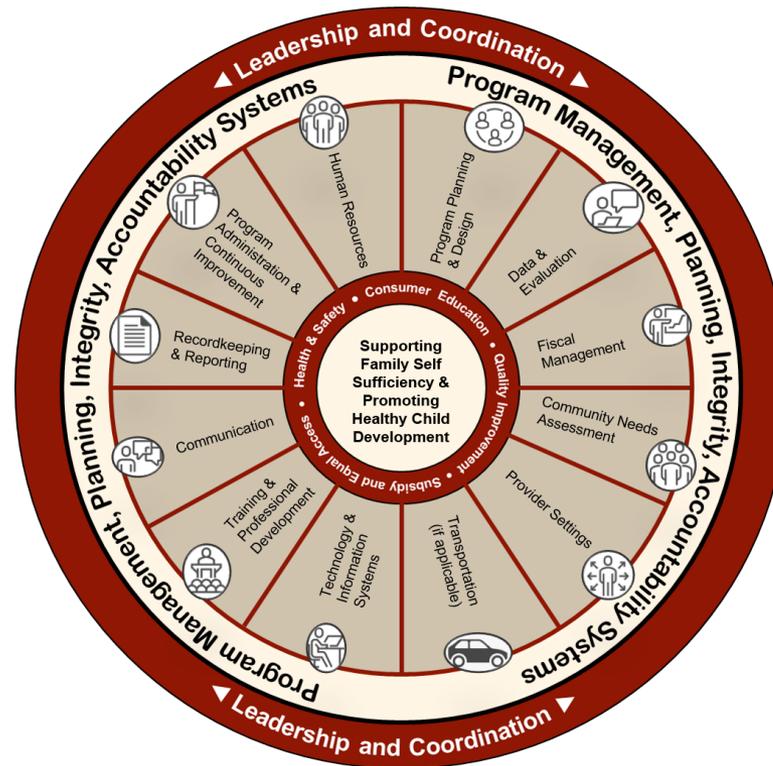


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Program Planning and Design  
 Data and Evaluation  
 Fiscal Management  
 Community Needs Assessment  
 Provider Settings  
 Transportation (if applicable)

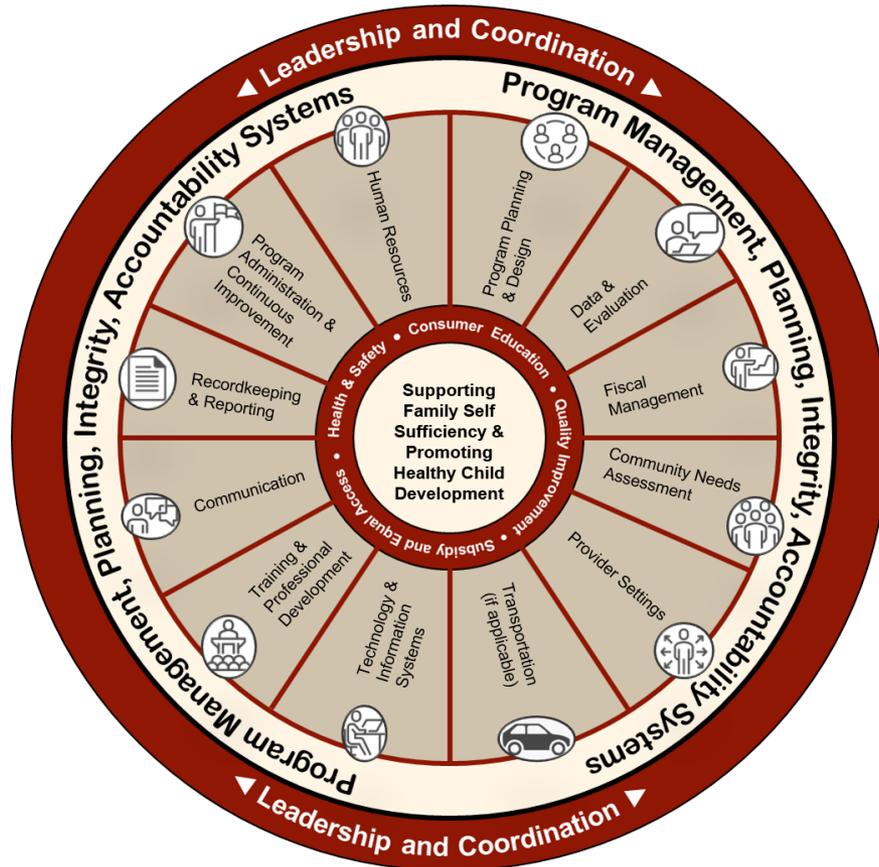


Technology and Information Systems  
 Training and Professional Development  
 Communication  
 Recordkeeping and Reporting  
 Program Administration and Continuous Improvement  
 Human Resources



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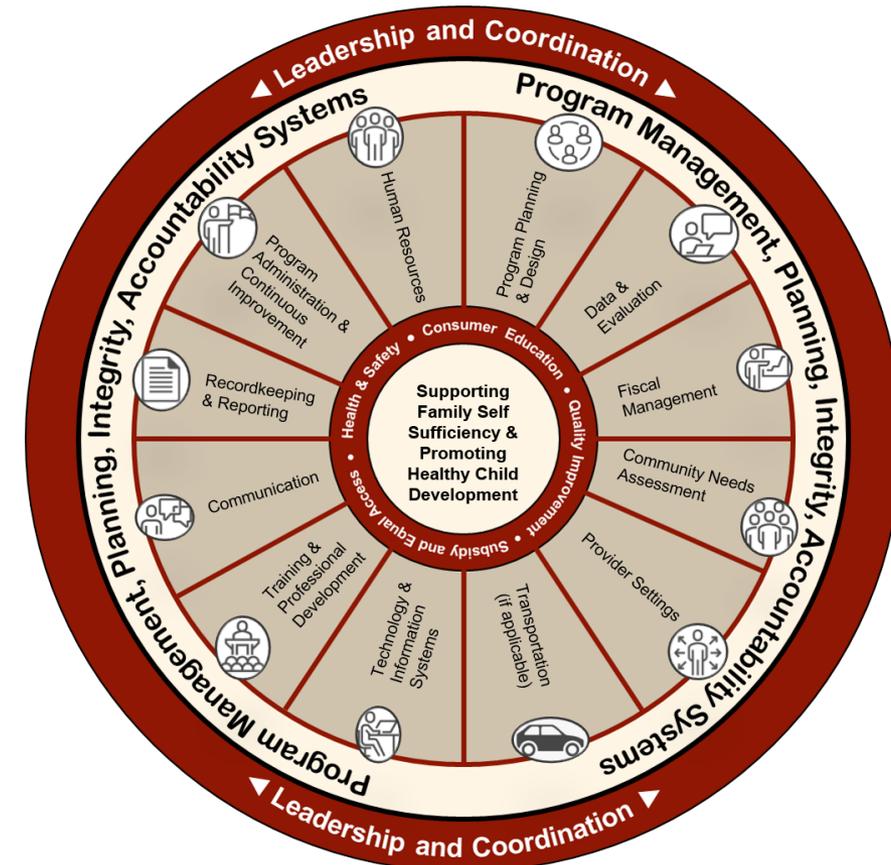




## Implementation of CCDF Final Rule Requirements:

- Health and Safety
- Consumer Education
- Quality Improvement
- Subsidy and Equal Access





## Program Goals:

- Supporting Family Self-Sufficiency
- Promoting Healthy Child Development

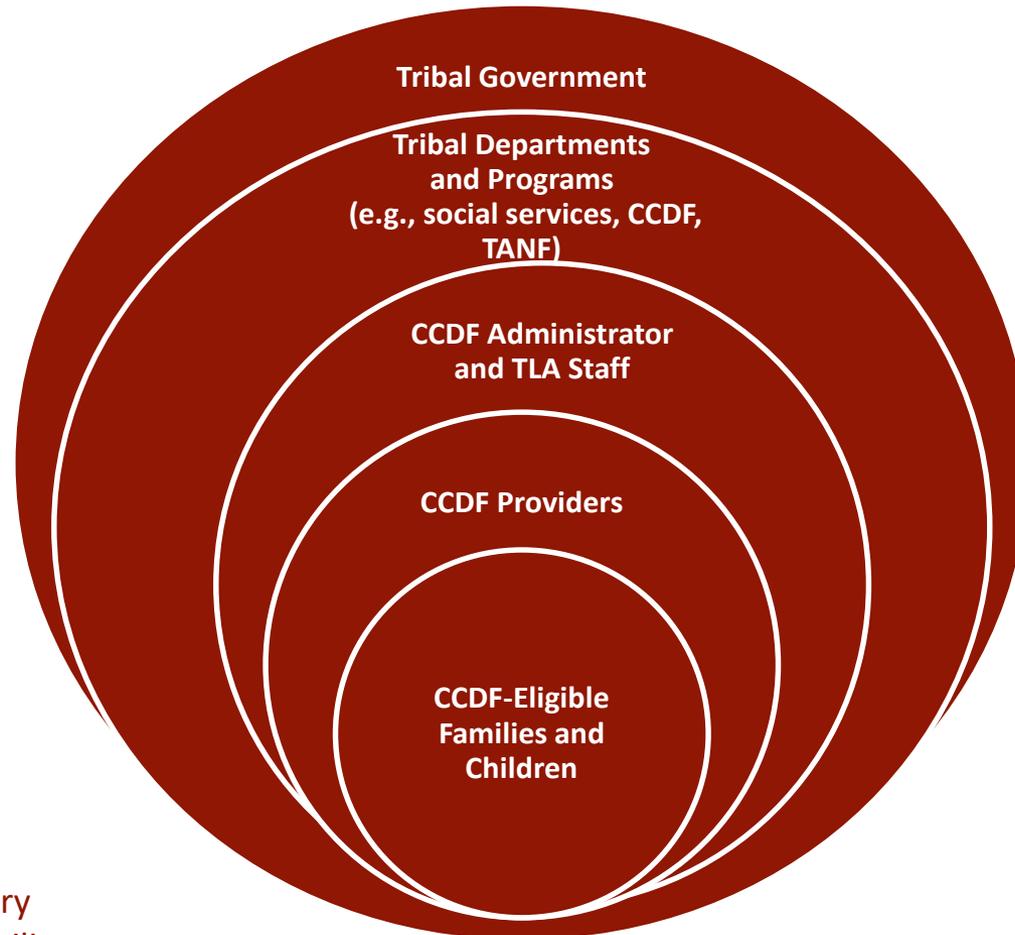


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# Where Does CCDF Fit?



Note: “TANF” is Temporary Assistance for Needy Families.

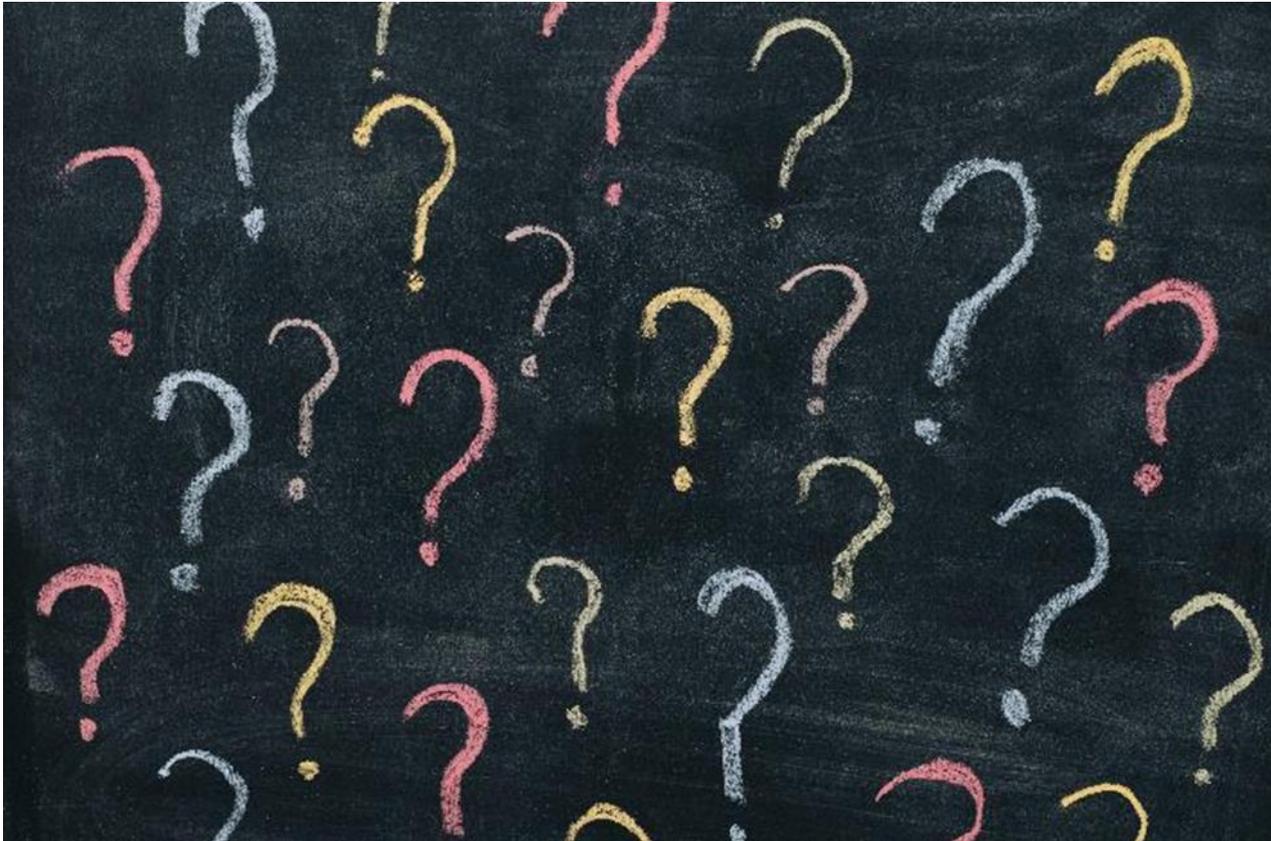


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# Questions?



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## Exploring Strategic Planning Approaches

Panelists:

Carolyn Codopony, Comanche Nation

Barbara O'Neal, Muscogee Creek Nation

Brittany Suralta, Cook Inlet Tribal Council, Inc.



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## Question for Panel:

**In what ways do you ensure thoughtful planning efforts?**



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## Question for Panel:

**How are you engaging different leadership and support in your program planning efforts?**



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## Question for Panel:

**How do you coordinate practices for strategic planning decisions, which includes goal setting, that will move your program forward?**



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## Question for Panel:

**What is your vision for your CCDF program and what strategies do you use to ensure alignment of program operations with community and tribal leadership?**



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## Question for Panel:

**What leadership strategies or skills have you used in your journey as a CCDF Administrator?**



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# Questions for the panelists?



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## For the Next Seven Generations: Applying Strategic Planning in CCDF Tribal Lead Agencies

Melody Redbird-Post, NCTECD

Susan Rohrbough, SCBC



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# Facilitators

- Ginny Gipp, OCC
- Lisa Blackmon, OCC Region VI
- Melody Redbird-Post, NCTEED
- Susan Rohrbough, SCBC



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## Plenary Part Two Objectives

- Learn about and reflect on other Tribal Lead Agency strategic planning approaches.
- Engage in small group discussions with their peers.
- Explore sample strategic planning resources and tools available to establish effective strategic planning processes in their CCDF programs.





# Plenary Part 2 Agenda

- Reflections and Discussion
- Small Group Sharing
- Developing Your Vision for the Future
- Planning Resources



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# Reflections and Discussion

- What did you hear that sparked your interest?





**What resonated with you the most from the panelists' experiences?**



**What is something you heard that you might want to explore in your program?**



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# Visioning Activity



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# Visioning Activity Instructions

Goal: To create a visual representation of a preliminary vision for your CCDF program to share.

1. Choose a teammate at your table. Decide on Interviewer and Person Responding roles and who will go first.
2. Use the Interview Guide to ask your teammate the questions. Note their responses. Then switch.
3. Write down some key words or phrases from each question. These are your themes.
4. Together, represent a **VISUAL** summary of both of your themes using words and images on your flip chart. Share your summary.





# Sharing



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# Planning Resources



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# Thank you



**National Center on Tribal  
Early Childhood Development**



**CHILD CARE**  
State Capacity Building Center



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## Networking Break

See you in Concurrent Sessions: Block 2



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