

# **UTE INDIAN TRIBE**

**UINTAH AND OURAY INDIAN RESERVATION**

**FORT DUCHESNE, UTAH**

**FY 2015-2019 – TITLE IV-B CHILD AND FAMILY SERVICES PLAN**

**FIVE YEAR PLAN**

**OF THE UTE TRIBE FAMILY SERVICES DEPARTMENT**

**JUNE, 2014**

**SUBMITTED BY FLOYD M. WYASKET, MSW, MS-PSY**

## Table of Contents

I.	Tribal Agency Administering the Programs (45 CFR 1357.15(f)).....	3
II.	Vision Statement (45 CFR 1357.15(g)) .....	5
III.	Goals, Objectives and Measures of Progress (45 CFR 1357.15(h-j)) .....	6
IV.	Consultation and Coordination (45 CFR 1357.15 (l) and (m)) .....	10
V.	Service Description (45 CFR 1357.15 (n)).....	12
VI.	Consultation between Tribe and State (45 CFR 1357.15 (q)).....	14
VII.	Diligent Recruitment of Potential Foster and Adoptive Parents.....	15
VIII.	Health Care Oversight and Coordination Plan .....	16
IX.	Disaster Plan.....	17
X.	Training .....	19
XI.	Technical Assistance .....	20
XII.	Plan Availability.....	21

## **I. Tribal Agency Administering the Programs (45 CFR 1357.15(f))**

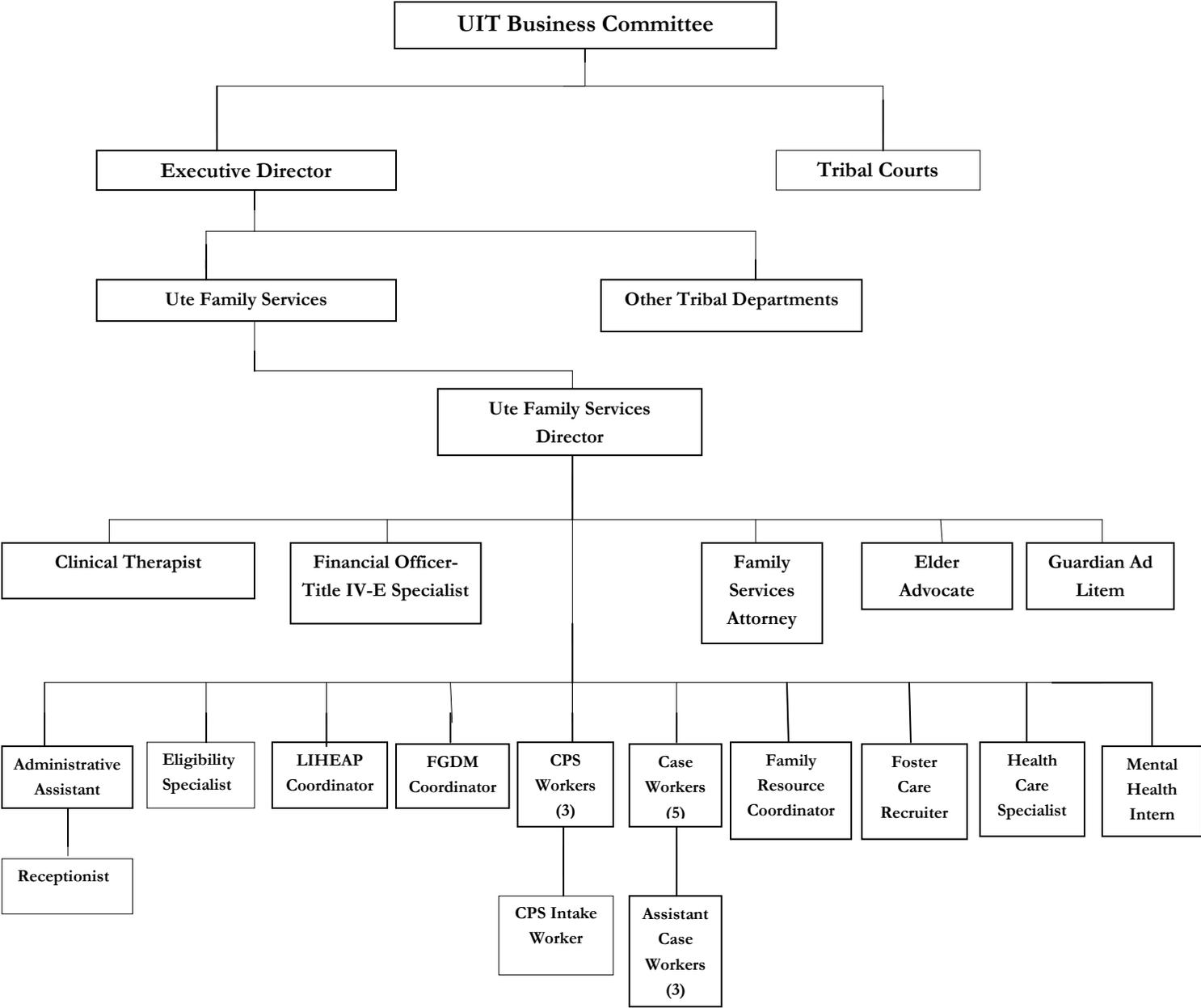
### **AUTHORITY**

The Ute Indian Tribe is responsible for the administration of programs and services provided using funding authorized by Title IV-B of the Social Security Act. The tribe has designated Ute Family Services (“UFS”) as the agency responsible for implementing and providing direct oversight of Title IV-B as well as child abuse prevention, foster care and kinship services delivered to the Tribe’s children and families. As such, UFS administers federal Title IV-B, Part I and Title IV-B, Part II funding and Title IV-E when the plan has been approved.

The child welfare system at the Ute tribe is tribally administered; UFS is the lead child welfare agency and provides services throughout the reservation. The department is responsible for agency planning, collaboration with the tribe’s Business Committee, Administration, Tribal Courts and coordination of federally funded programs, policy development, information system development and maintenance, as well as overall management of child and family welfare programs and services.

The department is the agency responsible for establishing standards for all direct and contract program and service providers, and while the Tribe is responsible for yearly audits of grants, UFS is responsible for monitoring grants to ensure that all program standards and grant stipulations are met.

# UTE TRIBE ORGANIZATION CHART



## **II. Vision Statement (45 CFR 1357.15(g))**

Traditionally, the Ute Tribe had strong family values. They held their elders with esteem and respect and their children with love and compassion. Now the numbers of nuclear families are dwindling and the family structure is ravaged with alcohol/drug abuse, domestic violence, unemployment, and homelessness. UFS strives to strengthen Ute families through intervention, treatment and support. Developing a community-based service that is culturally sensitive, focusing on the immediate needs of families in crisis will enable Ute children to develop a sense of protection, safety and the sense of belonging to a family. Through our efforts we envision a strong Ute nation.

### **III. Goals, Objectives and Measures of Progress (45 CFR 1357.15(h-j))**

To provide identified child welfare programs, initiatives and services to Ute Indian children, families and identified individuals through Title IV-B funds that strengthen families by providing protection, safety and permanency for all tribal children. Some of the ways that this can be accomplished is to provide new case management initiatives, services and tools, intervention services, and improved preventative services that assure safety and protection for all Ute Indian Children. The accomplishment of these goals will increase the permanency for Ute Indian Children. The following child welfare goals support both Sub-parts I and II of this application.

**Goal #1: Assist children and families at risk or in crisis by providing crisis intervention services that result in improved safety, permanency and well-being.**

**Objective (45 CFR 1357.15 (i)):**

Ute Family Services (UFS) conducts timely child abuse and neglect investigations and provides child welfare case management to families through either in-home or reunification services. For both In-home and Foster Care cases, case management includes creating case plans with the family and children, setting up family team meetings, arranging visits, locating needed resources for the families and maintaining safety of the children through monitoring and building rapport with the family. Based on limited evaluation data, Family Group Decision Making appears to support improved outcomes for those families who have been involved with UFS's pilot program and based on this preliminary data, we will be adding this to our case management process.

As part of the case management, financial assistance may be provided to "At Risk Families" to prevent the removal of children from their homes, or to assist in the reunification. For most families this is a one-time per year, per family limit, however, for some families who are actively involved in their case plan we have provided additional small amounts of financial services so long as it is pertinent to the reunification or prevention of removal of their children. For example, we will assist parents with travel costs to visit their children, attend court hearings, family team meetings, etc. During reunification efforts, we have also provided families with funds to purchase beds, clothing, continued therapy, etc. This money has assisted with critical home repairs, rental assistance, utility payments, food and clothing assistance, medical assistance, transportation costs to attend appointments for mental health needs, costs to attend court hearings, visits with their children, and other identified emergency financial situations etc.

**Measures of progress (45 CFR 1357.15 (j)):**

Currently UFS has 70 open cases, 42 children in UFS Custody, 1 child in DCFS Custody and 27 children receiving protective supervised services through court order, but not in UFS custody. UFS has closed 45 cases since October 1<sup>st</sup>, 2013 resulting in 34 reunifications and 11 suspension of parental rights/guardianship. UFS has conducted 48 CPS investigations involving 104 children since October 1<sup>st</sup> and 32 of these investigations involving 38 children were supported and the children placed into UFS custody. These figures will be used as a baseline to determine how successful UFS is in providing the services listed above in the objective of this goal. The expectation is that these numbers should decline as services improve especially preventative programs that UFS would like to initiate.

UFS is currently participating in a Family Group Decision Making (“FGDM”) Grant with ACF that incorporates family team meetings at the core of permanency objectives. Families determine what is in the best interests for the children involved and with the assistance of a FGDM Facilitator, families create their own reunification or permanency plans. Initial data indicates that families in the program show better success in reunification and achieving permanency than families not in the program.

Unfortunately more detailed numbers regarding these cases are unavailable at this time. UFS is currently in the final stages of implementing a new database management system that will gather all relevant case information relating to each child that is in the custody of Ute Family Services and children that Ute Indian Tribe Juvenile Court has ordered UFS to provide support services. This new database management system will capture and report all CPS investigations, children in custody, costs of service, avg. length of stay in care, etc. Additional reports will be defined to clarify what services are provided, who is impacted and associated costs.

Additional measures of progress that are going to be implemented during this five year plan are:

% of children served In-Home who enter care within the next 12 months.

% of children who were reunified with their parent/parents and enter care within the next 12 months

# of children placed into guardianships and/or adoptions (permanency)

# of family group decision making meeting occurred

**Goal #2: Support Ute Tribe Kinship Care Program**

Children removed from their home and placed in the care and supervision of UFS will be placed in tribally licensed kinship homes or other tribally licensed foster care settings.

Kinship placements who are unwilling or not interested in becoming licensed will be assisted by UFS to collaborate with the state of Utah to get “Specified Relative” Funding.

**Objective (45 CFR 1357.15 (i)):**

UFS will support caregivers by providing financial assistance and supplement caregiver costs of maintaining children in their homes. The associated costs may include food, clothing, shelter, or any costs associated with financial assistance for the children. The children placed into the care and custody of Ute Family Services through either the Ute Indian Tribe Juvenile Court or Voluntary Placement would be the primary beneficiaries of this goal.

UFS is actively recruiting, training and licensing foster care providers using tribal standards.

**Measures of progress (45 CFR 1357.15 (j)):**

UFS is currently in the final stages of implementing a new database management system that will gather all relevant case information relating to each child that is in the custody of Ute Family Services and children that Ute Indian Tribe Juvenile Court has ordered UFS to provide support services. The anticipation is that this new database management system will be implemented and operational by the end of 2014. This new database management system will capture and report all costs of services provided to each child and family. Additional reports will be defined to clarify what services are provided, who is impacted and associated costs. Improvement or success will be determined by realizing the benefits of centralizing all child welfare data into one database as opposed to the current situation of using programs that are not designed for child welfare practices. Information such as placement, location and provider will now be contained in a single record for each child in UFS custody. While the measurement of progress will be difficult to quantify, improvement in services will create efficiencies allowing staff to reduce case loads through reunification or permanency in a timelier manner.

Additional measures will include tracking:

% of children removed from home and placed in tribally licensed kinship homes.

% of children placed in tribally licensed non-relative homes.

# of kinship and non-kinship homes licensed.

UFS will also monitor the stability of placement by reviewing the number of times children are moved around to different foster care settings.

**Goal #3: Enhanced Collaboration with the Courts**

Strengthen legal protections afforded children and families through enhanced collaboration with the Ute Juvenile Court.

**Objective (45 CFR 1357.15 (i)):**

To collaborate with the juvenile court so that children and families receive appropriate judicial oversight including timely judicial findings and reviews relating to their safety, permanency and well being.

UFS will collaborate with the juvenile courts to monitor cases for each family with initial court hearings within three days, regularly scheduled court reviews (six months and/or three months for children under age 5) and permanency hearings within twelve months of their entry into foster care. Court orders will include family specific findings, approved case plans and all applicable legal requirements for Title IV-E eligibility.

**Measures of progress (45 CFR 1357.15 (j)):**

Court orders removing children will contain judicial determinations as outlined in Title IV-E regulations.

All children in UFS custody will have review hearings at a minimum of every six months (three months for children under age 5) and permanency hearings within twelve months of their entry into foster care.

UFS will meet with the Court quarterly to review child welfare matters, including training; how families are notified of court hearings, etc.

#### **IV. Consultation and Coordination (45 CFR 1357.15 (l) and (m))**

UFS has evolved into a “full-service” child welfare service organization. The Business Committee of the Ute Tribe has identified that the needs of its children as a priority and has backed that up by approving tribal funding in excess of \$2,000,000 each of the past two fiscal years. Included in this “full-service” approach within UFS are CPS activities, in-home and out of-home social work services, foster/kinship and guardianship services and UFS is currently developing a Transition into Adult Living Program. UFS also has a Clinical Therapist, Title IV-E Specialist/Financial Officer, Guardian Ad Litem, Staff Attorney, Registered Nurse, Elder Advocate, LIHEAP Coordinator, Family Resource Coordinator, Eligibility Specialist and a Clinical Therapist Intern. This wide range of disciplines allows UFS to work with both tribal and state authorities and departments on multiple levels thereby providing it with access to many services unavailable to many smaller agencies.

UFS works in close conjunction with the tribe’s Juvenile Court System. Bi-Monthly Multi-Disciplinary (“MDT”) meetings are conducted to discuss issues involving both groups and court hearings are now held on a regular schedule to assure that a child’s needs and safety are being addressed. Regular participants of these MDT meetings include representatives from UFS, Ute Tribe Juvenile Court, Ute Tribe Alcohol and Drug, Ute Tribe Community Health Representatives, Ute Tribe Education, Ute Tribe Head Start, Ute Tribe Prosecution, BIA Law Enforcement and Ute Tribe Victims of Crime Departments. Tribal Judges are invited to participate in all Title IV-E Development Activities including travel to Grantees Meetings.

UFS continues to review other programs and grant opportunities that will improve its services. UFS has begun a preliminary review of initiating the Temporary Assistance for Needy Families (“TANF”) program. It currently has a grant award for a Fostering Families Connection Grant-Family Group Decision Making which empowers families to make the critical decisions regarding the welfare of its children. An Eligibility Specialist has been hired to work with families in the custody of UFS assisting them with Medicaid and Medicare applications, Title IV-E eligibility requirements and other state programs that they may qualify for services. UFS has strategic partnerships with various tribal departments including Alcohol & Substance Abuse, Domestic Violence, Tribal Courts, BIA Law Enforcement, Head Start, Day Care and Indian Health Services that provides extended services.

All children involved with UFS are provided a Guardian Ad Litem that protects the safety, well being and legal rights of each child. Children old enough to understand the process communicate regularly with the Guardian Ad Litem in order to express their needs and wishes regarding their placement. Families are encouraged to participate with their assigned Social Worker so that a case plan can be created that will identify the issues that need to be addressed in order to achieve reunification and permanency.

UFS continues to collaborate with many other federal programs including the Administration for Children and Families and the Bureau of Indian Affairs. The goals are to provide safety and to improve the quality of life for every Ute child and their families. These goals will be achieved through grant opportunities, technical assistance provided by federal organizations and MOU's with the State of Utah. UFS and the State of Utah have recently scheduled the first meeting to negotiate a new MOU regarding Child Welfare Issues.

## V. Service Description (45 CFR 1357.15 (n))

UFS provides financial support to assist or supplement caregiver costs of maintaining children in their homes. The associated costs may include food, clothing, shelter, or any costs associated with financial assistance for the children. The children placed into the care and custody of Ute Family Services through either the Ute Indian Tribe Juvenile Court or Voluntary Placement.

UFS provides child welfare case management to families to: in-home services or reunification services. Case Management includes creating case plans with the involvement of family and children, setting up family team meetings, arranging visits, locating needed resources for the families and maintaining safety of the children through monitoring and building rapport with the family. As part of the case management, financial assistance may be provided to “At Risk Families” to prevent the removal of children from their homes, or to assist in the reunification. For most families this is a one-time per year, per family limit, however, for some families who are actively involved in their case plan we have provided additional small amounts of financial services so long as it is pertinent to the reunification or prevention of removal of their children. For example, we will assist parents with travel costs to visit their children, attend court hearings, family team meetings, etc. During reunification efforts, we may also provide families with funds to purchase beds, clothing, continued therapy, etc. This support assists with critical home repairs, rental assistance, utility payments, food and clothing assistance, medical assistance, and transportation costs to attend appointments for mental health needs, costs to attend court hearings, visits with their children, and other identified emergency financial situations etc.

All of the services listed above in this section are available to all tribal members whether they reside on or off of the reservation. There continues to be a gap in services to children of enrolled members who are not eligible for enrollment due to the high blood quantum (5/8) associated with enrollment in the Ute Tribe. UFS attempts to provide services to as many of these non enrolled children as possible if they are a child of an enrolled tribal member. This service is limited due to the minimal amount of funds available to the tribe under the Title IV-B program.

UFS requires each of its caseworkers to visit with each of the children in its custody at a minimum of once per month. Visits are designed to verify that each child is in a safe environment and that they are adjusting to their environment. Case plans are developed that include the entire family with the primary objective of reunification. The tribe operates a Foster Care Program and licensing requirements that are in the process of being Title IV-E compliant using culturally relevant standards.

The tribe is aware of the benefits of reducing the length of time that young children under the age of five are in foster care. With the cooperation of the tribe’s Juvenile Court System, Head Start, Child Care and Early Child Development Center a concerted effort is underway to address the needs of these children and expedite their time in Foster Care. Improvement still needs to be achieved in this area and Title IV-B funds will assist

with a greater allocation of these funds being diverted to children under the age of five. Since children under the age of 5 incur high costs in order to meet their developmental needs, UFS has decided to make more services available to assist these children with health assessments, developmental assessments that can be provided through the Ute Tribe's Little Blossom Program, additional staff training that addresses Child Development and providing formula, baby food and clothing.

The tribe is challenged with high unemployment, substance and alcohol abuse, gang related activities and the lack of stressing the importance of education within its members. All families who struggle with any of these issues are at the greatest risk of maltreatment. The tribe targets services to these families by offering assistance through many different agencies, Ute Family Services, Ute Education that maintains a high school campus on the reservation, Alcohol and Substance Abuse Prevention, Domestic Violence and a Food Pantry. These agencies meet bi-monthly as part of the Multi-Disciplinary Team that has been created to discuss issues that overlap each agency.

It is estimated that UFS will provide child welfare services and crisis assistance to over 100 families each year. The population consists of both enrolled tribal members and children of enrolled members who are not enrolled themselves that live within or near the exterior boundaries of the reservation and individual families that live outside of the boundaries of the reservation if the family consists of at least one tribal member. Unfortunately the available amount of Title IV-B funding received over the past several years is inadequate to provide enough assistance to all of these families so the tribe has decided to cover the shortfall. Currently the Business Committee has made the decision to provide funding but future funding is in no way guaranteed to be available.

## **VI. Consultation between Tribe and State (45 CFR 1357.15 (q))**

ICWA compliance is regularly discussed between the tribe and the State of Utah. The state has created a ICWA Compliance position within the Department of Human Services and this individual is in regular contact with UFS regarding court activities, permanency issues and the provision of independent living services. Currently the Ute Tribe has only one child in foster care through the State. The remaining tribal children in foster care (42) are in the control and custody of UFS. Many of the conversations regarding ICWA involve jurisdiction and whether the tribe's Juvenile Court will assume jurisdiction of a specific case involving a tribal member and any Indian child that lives within or near the exterior boundaries of the reservation. As state judges and officials become more aware of ICWA guidelines and regulations this issue is less of a concern as the notification process has become more efficient even with other states that have Ute tribal members in residence.

In 2011, the Ute Tribe Business Committee sent a letter to the State of Utah notifying the state that the tribe will be removing all tribal children from DCFS control and transferring them to the control and custody of the Ute Family Services. At that time there was approximately 70 children in state custody and as of the date of this plan only one child remains in state custody. This remaining case is only open because of the high maintenance and services required by the individual and the state is more capable of providing for the welfare of the child at this time.

The largest issue outstanding between the tribe and the state is that of jurisdiction in certain cases. This is due to the fact that within the exterior boundaries of the reservation there are significant blocks of non-tribal land. This creates confusion in some cases when the status of whether individuals are tribal members and whether or not they are residing on tribal or non-tribal lands. The cooperation between the tribe and the state in these matters has improved significantly over the past several years but occasionally the issue still arises. The current MOU between UFS and DCFS expired in 2013. Currently there is no MOU in place; however we are operating on a case by case basis. Recently the State of Utah has agreed to begin negotiations on a new MOU dealing with Child Welfare Issues.

UFS has added the policy of requesting Credit Reports on all children in their custody that are of the age of 16 and over. To date, UFS has not identified any instances of credit fraud with these cases.

Tribal members are eligible to receive other state funding such as Medicaid and Food Stamps as long as they meet the eligibility standards. A state Medicaid representative visits the reservation on a weekly basis and assists eligible tribal members with the application process. UFS has hired a Family Resource Coordinator who has created a Community Guidebook to inform and assist the tribal members as to what services are available to them. This individual will also coordinate services between state and local agencies in some cases to ensure that tribal members are not left without assistance.

## **VII. Diligent Recruitment of Potential Foster and Adoptive Parents**

UFS has hired a Foster Care Recruiter to specifically handle all matters with Foster Care Parents. This includes recruitment, licensing, training, background checks and home visits to identify and correct any potential safety concerns. The primary initiative of the Foster Parent Recruiter is to establish a sufficient quantity of available Native American homes that UFS might utilize in future child welfare placements. Since UFS primarily deals with Ute children, primary emphasis is placed in finding kinship arrangements or other Native American homes that will nurture the child and foster the child's Ute culture and heritage.

The recruiter is also charged with getting in front of community members, attending tribal events and cultural activities and networking with other foster care agencies. The desired result is to promote the need for foster care homes and keeping Ute children in tribal homes and aware of their culture. Prospective foster parents are required to participate in background checks, foster parent classes and meet standards verified through a home visit.

The Foster Parent Recruiter has been given the goal of adding one potential foster home each month in order to provide a sufficient number of available homes to meet our current caseload of 42 cases in UFS custody. The children entering our kinship/foster care program range in age from newborn to 18.

For those kinship homes not interested in becoming licensed, UFS is initiating a policy to assist these families by applying for a Specified Relative Grant through the State of Utah TANF Program.

The Foster Care Recruiter will also be contacting the NRC for Diligent Recruitment to seek assistance in achieving her goals on recruiting a sufficient number of Foster Care Placements to cover the needs of UFS.

One of the key elements of any tribally licensed home will be that cultural sensitivity will be addressed and at the forefront of any recruitment activities.

## **VIII. Health Care Oversight and Coordination Plan**

The UFS Health Care Specialist is a Registered Nurse and is responsible for coordinating initial and follow-up health screenings. These screenings include a review of the child's immunization records and are coordinated with the Indian Health Service Clinic ("IHS") located in Fort Duchesne, Utah on the Ute Indian Tribe Reservation.

The Health Care Specialist reviews the screenings with the appropriate IHS and UFS staff and determines what or if any further treatment are required including assessments for emotional trauma. The assessments for emotional trauma are either conducted in-house with one of the UFS Clinical Therapists or out-sourced if necessary to another mental care provider.

Indian Health Services maintains the child's medical records as necessary and appropriately shares this information with UFS while the child is in the custody of UFS. All records maintained with Indian Health Services are maintained both electronically and in written form. UFS maintains this information in a database management system on a case by case basis.

Part of the coordination between IHS and UFS is to ensure the continuity of health care services and the Health Care Specialist is responsible for arranging the scheduling of any appointments and even in some cases the transportation for these appointments.

The UFS Health Care Specialist provides oversight of the use all prescription medications for all children in the custody UFS. UFS also has a Psychotropic Medication Oversight Policy which is attached to this CFSP Plan.

UFS actively consults with all physicians and medical and health professionals throughout the course of a child being in its custody. The medical records for each child are maintained at each child's service provider or with the UFS Health Care Specialist. This allows the Health Care Specialist to coordinate visits with these health professionals, participate in appointments and monitor prescription medication.

UFS is currently in the process of creating a Transition to Adult Living Plan ("TAL") with all components as required in Section 475 (5) (H). A TAL team had been created to begin the process of addressing all issues that relate to the health care needs of children aging out of UFS foster care, including options for health insurance, information about a health care power of attorney and a health care proxy. UFS is working in collaboration with the State of Utah on the development of this program.

## IX. Disaster Plan

---

Foster families and shelter providers (if necessary) will be contacted by UFS staff as soon as possible to ensure that the child(ren) have everything they need to remain safely in their home during an emergency. They need to have adequate water, food, medicine (if necessary), as well as heat and power. If they do not have these critical items, the case worker (or other UFS staff as assigned) will need to ensure that they are provided for the child(ren). If a foster parent is not able to reach their case worker, they have been instructed to call the “on-call” UFS social worker. Foster families and shelter providers are provided with emergency numbers and numbers for their local hospitals, etc.

If a foster parent/child has not been accounted for, their social worker (office primary/alternate) will do whatever is necessary to ensure contact and the safety of the child (ren). This will include contacting BIA Law Enforcement and the Ute Tribe Emergency Management Department for assistance.

Foster parents/kinship providers will receive information urging them to have an adequate gas supply for their vehicles, alternate sources of heat and power, food, clothing, medications and water available for all household members and pets. They will also be receiving a copy of our plan and an Emergency Preparedness Handbook to help them prepare for a variety of different emergency situations.

If phones are not working, we are within 1/4 mile of the Ute Tribe Administration Building and staff can walk or drive there as an alternate place to conduct business. All UFS vehicles are located in the UFS building when not in use; they are serviced according to their respective maintenance schedules and are filled with gas whenever returned to the garage.

The UFS Foster Care Recruiter will be responsible for updating the foster/kinship care list, making sure that all addresses and phone numbers are current. This list will be kept in the UFS Disaster Plan Binder so that contact information is easily accessible. Social workers will be responsible to make home visits twice a month as per established case plans. They will also be sent out in case of emergency or disaster situation.

Medically fragile youth will be identified and the necessary steps will be taken to ensure that the child receives the services needed during an emergency. We will be contacting the local Indian Health Services Clinic for the medical needs of these children during any emergency situation. Any children who require further medical attention may be hospitalized if the situation warrants.

Caseworkers will complete and file all activity logs and other documents in a timely manner. Assistant Caseworkers will make sure that all filings are completed in a timely manner.

A copy of our plan will be mailed to community partners, including the Ute Tribe Juvenile Court, Indian Health Services, UIT Victims of Crime, UIT Emergency Management, UIT Safety and the UIT Executive Director.

CPS abuse and neglect referrals will be taken and prioritized by the CPS worker who will staff these cases with the Director of UFS or his assigned representative and will respond within the priority time frames. Coordination will occur between UFS and the UIT Juvenile Court to establish protocols for any children that may be sheltered during this period of time. Provisions for shelter hearings will be made. Names of on-call workers and alternates will be provided to BIA Law Enforcement. Those who are unable to reach the on-call worker will be instructed to contact the BIA Law Enforcement. CPS Intake staff will be available to take CPS referrals from phone and walk-in services.

Contact Information:

Ute Family Services	435-725-4054
Ute Family Services-On Call	435-823-0147
BIA Law Enforcement	435-722-2012
Indian Health Services	435-722-5122
Uintah Basin Medical Center	435-722-4691
Ute Tribe Emergency Management	435-725-4901

This plan will be updated as needed.

9/15/2014

.

## **X. Training**

UFS is continually researching various training opportunities for its staff. It is the intent of UFS to provide both cultural and technical training throughout this plan. Each staff member is permitted to attend up to two out of state conferences each year and as many in state training events as their schedule permits. Their attendance at cultural activities is encouraged and other cultural awareness sessions are provided as part of weekly staff meetings throughout the year.

Currently all Social Workers have a Bachelor's Degree and are either working towards or currently hold a State of Utah Division of Occupational & Professional Licensing Social Worker license that must be renewed every two years.

When the tribe has its Title IV-E Plan approved, a complete and thorough Training Plan will be created.

## **XI. Technical Assistance**

UFS already has an open request with NRC-4T regarding technical assistance. The request is with NRCWDT for assistance with the implementation of a new data management system that UFS is currently developing with 12Bravo.

Continual requests are anticipated as UFS progresses with its plan to operate a direct Title IV-E program in the next couple of years. Policies and procedures will require revisions along with AFCARS, Cost Allocation Methodology and Training Module development.

## **XII. Plan Availability**

UFS will make available its CFSP to all interested parties. Copies are located at our office, the Tribal Administration Building and plans are being made to add it to the tribe's website ([www.utetribes.com](http://www.utetribes.com)).

In addition the CFSP will be provided to the State of Utah's ICWA Specialist with the intent of receiving a copy of the state's CFSP in exchange.

Any other interested parties, such as states or tribes will be directed to the UFS Financial Officer for requests of the CFSP.

## PSYCHOTROPIC MEDICATION OVERSIGHT PLAN

### UTE INDIAN TRIBE FAMILY SERVICES DEPARTMENT

---

The Ute Indian Tribe Family Services Department (“UFS”) recognizes the dangers associated with dispensing psychotropic medication to children and has created a plan to ensure that any recommendations for those specific medications will be reviewed and approved through an oversight process described below.

- Children who are in the custody of UFS that exhibit behavioral and/or emotional issues that are deemed contrary to their safety and well-being will be evaluated by a mental health professional.
- Mental health or physician evaluations that recommend any type of psychotropic medication as part of their treatment will be forwarded to the UFS Health Care Specialist for further review.
- Social Workers who are evaluating a psychotropic medication request for any child on their caseload will:
  - Set up a case consultation with the UFS Health Care Specialist, the mental health provider and/or physician who has prescribed the medication; and
  - Arrange for a Family Team Meeting to include the family, foster parents, Supervisor, Social Worker, Clinical Therapist, Guardian Ad Litem and Health Care Specialist to introduce treatment plans regarding medication and take into consideration the family’s input; and
  - Requests for further information/discussion can include an alternate physician evaluation (Second Opinion), where consideration of other non-psychotropic medication treatments available or other possible solutions can be discussed. If the child is on Children’s Health Improvement Program (“CHIPS”) or Traditional Medicaid a “pre-approval” must be obtained.
- Children who are approved to receive psychotropic medication will have their medication reviewed every three months by the Health Care Specialist and Mental Health provider to discuss risks and benefits and determine if continued use is appropriate.