



# **NRC4Tribes Evaluation: Pathways to Tribal Title IV-E Conference**

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**National Child Welfare Resource Center for Tribes**

May 2012



# INTRODUCTION

In May 2012, the National Resource Center for Tribes (NRC4Tribes), in collaboration with the Children’s Bureau, facilitated two conferences in Minneapolis and Albuquerque, titled “Pathways to Tribal Title IV-E.” These meetings were designed for tribes who are planning to access federal Title IV-E funding. The purpose of the meetings was to bring tribes together to provide more in-depth information about Title IV-E funding, the T/TA Network, and to encourage discussion, planning and peer learning among the tribes. A total of 74 participants completed evaluation surveys regarding the conferences, 30 from the Minneapolis meeting and 44 from Albuquerque.

# RESULTS

Overall, the evaluation results for the Pathways conferences were positive. Mean scores, as shown in the table below, indicate that participants learned more about Title IV-E funding, including tribal decision-making needs and technical assistance available through the Children’s Bureau. While still generally positive, overall mean scores were slightly lower regarding whether participants left with a plan for next steps related to Title IV-E funding. Respondents agreed that the breakout sessions were useful and that they were generally satisfied with the conferences. Independent samples t-tests did not find any statistically significant differences in satisfaction between participants in the Minneapolis and Albuquerque conferences.

Open-ended comments indicate that participants especially appreciated the opportunity to network and learn about the experiences of other participants. Some suggested that it would have been helpful if the conferences could have provided “step-by-step” information about the process of obtaining IV-E funding. Overall, 79.1% of participants responded that they were more likely to request T/TA from the Children’s Bureau as a result of the conference; 56.9% were more likely to apply for a direct Title IV-E planning grant, and 66.7% were more likely to consider establishing or modifying a tribal-state Title IV-E agreement.

This report includes overall mean scores and a summary of the open-ended comments, as well as appendices with individual reports from the meetings in Minneapolis and Albuquerque. The mean scores are calculated on a scale from 1 (strongly disagree) to 5 (strongly agree); therefore a higher mean score indicates greater satisfaction with the conference.

Title IV-E Funding	Minneapolis Conference Mean (Std. Dev.)	Albuquerque Conference Mean (Std. Dev.)	Overall Mean (Std. Dev.)
The Pathways conference provided useful tools which can be applied to our tribe’s decision-making about accessing Title IV-E child welfare funding.	4.43 (.504)	4.44 (.548)	4.44 (.527)
The Pathways conference helped me to better identify what our tribe’s needs are in accessing Title IV-E funding.	4.43 (.626)	4.40 (.623)	4.41 (.620)
The Pathways conference helped me assess whether Title IV-E funding would be a good fit for our tribe.	4.33 (.758)	4.19 (.664)	4.25 (.703)
The Pathways conference provided useful information and resources about Tribal-State IV-E agreements.	4.33 (.661)	4.49 (.551)	4.42 (.599)
I understand how to access technical assistance for building our tribe’s Title IV-E capacity with assistance through the Children’s Bureau.	4.47 (.629)	4.35 (.752)	4.40 (.702)



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I am leaving with a plan for next steps for our tribe concerning Title IV-E funding.	4.07 (.842)	3.95 (.805)	4.00 (.816)
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Breakout Sessions	Minneapolis Conference Mean (Std. Dev.)	Albuquerque Conference Mean (Std. Dev.)	Overall Mean (Std. Dev.)
<b>“Administrative Responsibilities in Managing a Title IV-E Child Welfare Program”</b>			
This breakout session was relevant and useful.	4.31 (.712)	4.33 (.606)	4.32 (.646)
I will likely use some of this material in my work.	4.31 (.660)	4.26 (.621)	4.28 (.633)
<b>“Responsibilities of the Tribal Court in a IV-E Program: Safety, Permanence &amp; Well-Being”</b>			
This breakout session was relevant and useful.	4.17 (.747)	4.21 (.813)	4.19 (.781)
I will likely use some of this material in my work.	4.26 (.712)	4.22 (.690)	4.24 (.694)
<b>“Data Management ~ Numbers Count!”</b>			
This breakout session was relevant and useful.	4.48 (.688)	4.37 (.623)	4.41 (.648)
I will likely use some of this material in my work.	4.38 (.775)	4.27 (.672)	4.31 (.713)
<b>“Child Welfare Practice ~ A Continuum of Services”</b>			
This breakout session was relevant and useful.	4.28 (.841)	4.18 (.691)	4.22 (.750)
I will likely use some of this material in my work.	4.14 (.875)	4.05 (.680)	4.08 (.759)

Overall Experience	Minneapolis Conference Mean (Std. Dev.)	Albuquerque Conference Mean (Std. Dev.)	Overall Mean (Std. Dev.)
The Pathways conference gave me the opportunity to envision what would be possible for our tribe’s child welfare system.	4.47 (.507)	4.48 (.549)	4.47 (.529)
The Pathways conference provided useful information about promising culturally-based tribal child welfare and tribal court practices.	4.27 (.640)	4.30 (.701)	4.28 (.673)
The Pathways conference gave me the opportunity to make connections with other tribes.	4.40 (.563)	4.48 (.628)	4.45 (.600)
The presenters were interesting and engaging.	4.54 (.576)	4.50 (.550)	4.51 (.556)
The meeting facilities were comfortable and worked well for the conference.	4.67 (.547)	4.64 (.487)	4.65 (.508)



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Overall, I was satisfied with the Pathways conference.	4.57 (.504)	4.65 (.482)	4.62 (.489)
Attending the Pathways conference was a good use of my time.	4.50 (.682)	4.57 (.547)	4.54 (.604)

## Open-Ended Questions

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Respondents from each Pathways conference were asked open-ended questions regarding what was most useful, what was least useful, and what could be improved. Results from the two conferences are summarized below.

### *Most Useful*

Overall, two main themes emerged across attendees of the Minneapolis and Albuquerque Pathways conferences regarding what was most useful. The first theme was that respondents felt that the conference helped to improve their knowledge of the IV-E process. One person noted that the conference helped to identify *“the path we need to take in applying for Title IV-E.”* The second was the opportunity to listen to the past experiences of other tribal members and being able to network with them. Minnesota respondents also found the resources provided at this conference to be useful, and Albuquerque respondents noted that they enjoyed the breakout sessions.

### *Least Useful*

Respondents had few suggestions regarding what was least useful to them. Some from both the Minneapolis and Albuquerque conferences agreed that the time allotted for the conference was inadequate and that further detail regarding the Title IV-E program would be helpful.

### *Suggestions for Improvement*

While both groups of respondents mentioned that more detail regarding the IV-E program would improve this conference, Minnesota respondents wanted more details of the step-by-step process of applying for IV-E funding, and the Albuquerque respondents were interested in better understanding the finance components of the IV-E program. Breakout sessions are also areas that respondents felt could be improved, either through diversifying the topics or by allocating more time to them.

Please see Appendices A and B for specific Pathways conference results.



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## APPENDIX A.

# MINNEAPOLIS CONFERENCE EVALUATION RESULTS

**Please check the area that is closest to your role (n=30)**

Tribal leadership/administration	Tribal child welfare	Tribal legal/judicial	Other (specify)
10% (3)	43.3% (13)	16.7% (5)	26.7% (8)

**Other: n=7**

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| <ul style="list-style-type: none"> <li>Administrative Coordinator/Case Aid Child Support DV/SA-foster care advisory group</li> <li>Agency Board</li> <li>Finance</li> <li>Financial</li> <li>Training</li> <li>Tribal Leader</li> <li>Social Service Department</li> </ul> |
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Title IV-E Funding	Mean (Std. Dev.)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The Pathways conference provided useful tools which can be applied to our tribe's decision-making about accessing Title IV-E child welfare funding.	4.43 (.504)	0%	0%	0%	56.7% (17)	43.3% (13)
The Pathways conference helped me to better identify what our tribe's needs are in accessing Title IV-E funding.	4.43 (.626)	0%	0%	6.7% (2)	43.3% (13)	50.0% (15)
The Pathways conference helped me assess whether Title IV-E funding would be a good fit for our tribe.	4.33 (.758)	0%	0%	16.7% (5)	33.3% (10)	50.0% (15)
The Pathways conference provided useful information and resources about Tribal-State IV-E agreements.	4.33 (.661)	0%	0%	10.0% (3)	46.7% (14)	43.3% (13)
I understand how to access technical assistance for building our tribe's Title IV-E capacity with assistance through the Children's Bureau.	4.47 (.629)	0%	0%	6.7% (2)	40.0% (12)	53.3% (16)
I am leaving with a plan for next steps for our tribe concerning Title IV-E funding.	4.07 (.842)	0%	0%	31.0% (9)	31.0% (9)	37.9% (11)



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Breakout Sessions	Mean (Std. Dev.)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>“Administrative Responsibilities in Managing a Title IV-E Child Welfare Program”</b>							
This breakout session was relevant and useful.	4.31 (.712)	0%	0%	13.3% (4)	40.0% (12)	43.3% (13)	3.3% (1)
I will likely use some of this material in my work.	4.31 (.660)	0%	0%	10.0% (3)	46.7% (14)	40.0% (12)	3.3% (1)
<b>“Responsibilities of the Tribal Court in a IV-E Program: Safety, Permanence &amp; Well-Being”</b>							
This breakout session was relevant and useful.	4.17 (.747)	0%	0%	20.0% (6)	43.3% (13)	36.7% (11)	0%
I will likely use some of this material in my work.	4.26 (.712)	0%	0%	14.8% (4)	44.4% (12)	40.7% (11)	0%
<b>“Data Management ~ Numbers Count!”</b>							
This breakout session was relevant and useful.	4.48 (.688)	0%	0%	10.0% (3)	30.0% (9)	56.7% (17)	3.3% (1)
I will likely use some of this material in my work.	4.38 (.775)	0%	0%	16.7% (5)	26.7% (8)	53.3% (16)	3.3% (1)
<b>“Child Welfare Practice ~ A Continuum of Services”</b>							
This breakout session was relevant and useful.	4.28 (.841)	0%	3.3% (1)	13.3% (4)	33.3% (10)	46.7% (14)	3.3% (1)
I will likely use some of this material in my work.	4.14 (.875)	0%	3.3% (1)	20.0% (6)	33.3% (10)	40.0% (12)	3.3% (1)

Overall Experience	Mean (Std. Dev.)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The Pathways conference gave me the opportunity to envision what would be possible for our tribe’s child welfare system.	4.47 (.507)	0%	0%	0%	53.3% (16)	46.7% (14)
The Pathways conference provided useful information about promising culturally-based tribal child welfare and tribal court practices.	4.27 (.640)	0%	0%	10.0% (3)	53.3% (16)	36.7% (11)
The Pathways conference gave me the opportunity to make connections with other tribes.	4.40 (.563)	0%	0%	3.3% (1)	53.3% (16)	43.3% (13)
The presenters were interesting and engaging.	4.54 (.576)	0%	0%	3.6% (1)	39.3% (11)	57.1% (16)



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The meeting facilities were comfortable and worked well for the conference.	4.67 (.547)	0%	0%	3.3% (1)	26.7% (8)	70.0% (21)
Overall, I was satisfied with the Pathways conference.	4.57 (.504)	0%	0%	0%	42.9% (12)	57.1% (16)
Attending the Pathways conference was a good use of my time.	4.50 (.682)	0%	3.3% (1)	0%	40.0% (12)	56.7% (17)

**Have you ever requested training or technical assistance (T/TA) from the Children’s Bureau? (n=29)**

Yes	No	Don’t know
10.3% (3)	82.8% (24)	6.9% (2)

*If so, please describe the types of T/TA that you request and/or received, and what National Resource Center you worked with: (n=1)*

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| <ul style="list-style-type: none"> <li>• Org. Assessment for LOWO</li> </ul> |
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**As a result of this conference, how likely are you to request T/TA from the Children’s Bureau? (n=27)**

Less likely	More likely	About the same
3.7% (1)	88.9% (24)	7.4% (2)

**As a result of this conference, how likely are you to consider applying for direct Title IV-E planning grant? (n=27)**

Less likely	More likely	About the same
7.7% (2)	69.2% (18)	23.1% (6)

**As a result of this Gathering, how likely are you to consider establishing a tribal-state IV-E agreement or modifying your current agreement? (n=26)**

Less likely	More likely	About the same
0% (0)	76.9% (20)	23.1% (6)

**What about the Pathways conference was most useful to you?**

Respondents who attended the Pathways conference indicated that on a whole the conference was useful. Several noted that they now better understand the processes involved in Title IV-E. As one person noted, *“I have a better understanding of what Title IV-E is and what its funds can reimburse the agency for.”* The conference also allowed them to understand the tools available to best utilize Title IV-E for their tribes.

There was also consensus that listening to the stories of other tribal programs at the conference was important: *“I liked hearing about other tribes getting direct IVE. It is useful listening to their stories, struggles, and triumphs.”* Participants were also able to network with other tribes and saw this as one of the most beneficial aspects of the conference. Another important positive aspect about the conference, mentioned by several respondents, was the access to resources, such as those provided



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by the Children's Bureau.

### What about the Pathways conference was least useful to you?

There were few responses overall from the Minnesota respondents regarding the least useful aspects of the conference. Some suggested discussing certain Title IV-E program issues in more detail by taking a more *"step by step"* approach *"from code to policies."* The only other repeated comment was that the breakout sessions were either not relevant or too rushed because the conference got behind in the agenda.

### In what ways could the Pathways conference have been improved?

Minneapolis respondents mentioned two main ways to improve the Pathways conference. The first was seeing an IV-E application in more detail. This would have allowed them to better understand the steps, planning, and eligibility requirements. Some suggested that this could be done through one-on-one help during breakout sessions. Breakout sessions were the other category for improvement; suggestions pointed to diversifying the topics offered for the breakout sessions.





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## APPENDIX B. ALBUQUERQUE GATHERING EVALUATION RESULTS

**Please check the area that is closest to your role (n=44)**

Tribal leadership/administration	Tribal child welfare	Tribal legal/judicial	Other (specify)
29.5% (13)	25.0% (11)	20.5% (9)	25.0% (11)

**Other: n=9**

- ACF
- Consultant peer
- Federal
- Fiscal Officer
- Foster Parent
- NCR4Tribes
- NRC
- Training Director, NATI
- Tribal Depart Head/Human Services

Title IV-E Funding	Mean (Std. Dev.)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The Pathways conference provided useful tools which can be applied to our tribe’s decision-making about accessing Title IV-E child welfare funding.	4.44 (.548)	0%	0%	2.3% (1)	51.2% (22)	46.5% (20)
The Pathways conference helped me to better identify what our tribe’s needs are in accessing Title IV-E funding.	4.40 (.623)	0%	0%	7.0% (3)	46.5% (20)	46.5% (20)
The Pathways conference helped me assess whether Title IV-E funding would be a good fit for our tribe.	4.19 (.664)	0%	0%	14.0% (6)	53.5% (23)	32.6% (14)
The Pathways conference provided useful information and resources about Tribal-State IV-E agreements.	4.49 (.551)	0%	0%	2.3% (1)	46.5% (20)	51.2% (22)
I understand how to access technical assistance for building our tribe’s Title IV-E capacity with assistance through the Children’s Bureau.	4.35 (.752)	0%	2.3% (1)	9.3% (4)	39.5% (17)	48.8% (21)
I am leaving with a plan for next steps for our tribe concerning Title IV-E funding.	3.95 (.805)	0%	2.4% (1)	26.8% (11)	43.9% (18)	26.8% (11)



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Breakout Sessions	Mean (Std. Dev.)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>“Administrative Responsibilities in Managing a Title IV-E Child Welfare Program”</b>							
This breakout session was relevant and useful.	4.33 (.606)	0%	0%	6.8% (3)	52.3% (23)	38.6% (17)	2.3% (1)
I will likely use some of this material in my work.	4.26 (.621)	0%	0%	9.1% (4)	54.5% (24)	34.1% (15)	2.3% (1)
<b>“Responsibilities of the Tribal Court in a IV-E Program: Safety, Permanence &amp; Well-Being”</b>							
This breakout session was relevant and useful.	4.21 (.813)	0%	2.3% (1)	15.9% (7)	36.4% (16)	40.9% (18)	4.5% (2)
I will likely use some of this material in my work.	4.22 (.690)	0%	0%	14.0% (6)	46.5% (20)	34.9% (15)	4.7% (2)
<b>“Data Management ~ Numbers Count!”</b>							
This breakout session was relevant and useful.	4.37 (.623)	0%	0%	6.8% (3)	45.5% (20)	40.9% (18)	6.8% (3)
I will likely use some of this material in my work.	4.27 (.672)	0%	0%	11.4% (5)	45.5% (20)	36.4% (16)	6.8% (3)
<b>“Child Welfare Practice ~ A Continuum of Services”</b>							
This breakout session was relevant and useful.	4.18 (.691)	0%	0%	15.9% (7)	50.0% (22)	34.1 (15)	0%
I will likely use some of this material in my work.	4.05 (.680)	0%	0%	20.5% (9)	54.5% (24)	25.0% (11)	0%

Overall Experience	Mean (Std. Dev.)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The Pathways conference gave me the opportunity to envision what would be possible for our tribe’s child welfare system.	4.48 (.549)	0%	0%	2.3% (1)	47.7% (21)	50.0% (22)
The Pathways conference provided useful information about promising culturally-based tribal child welfare and tribal court practices.	4.30 (.701)	0%	2.3% (1)	6.8% (3)	50.0% (22)	40.9% (18)
The Pathways conference gave me the opportunity to make connections with other tribes.	4.48 (.628)	0%	0%	6.8% (3)	38.6% (17)	54.5% (24)
The presenters were interesting and engaging.	4.50 (.550)	0%	0%	2.3% (1)	45.5% (20)	52.3% (23)
The meeting facilities were comfortable and worked well for the conference.	4.64 (.487)	0%	0%	0%	36.4% (16)	63.6% (28)



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Overall, I was satisfied with the Pathways conference.	4.65 (.482)	0%	0%	0%	34.9% (15)	65.1% (28)
Attending the Pathways conference was a good use of my time.	4.57 (.547)	0%	0%	2.4% (1)	38.1% (16)	59.5% (25)

**Have you ever requested training or technical assistance (T/TA) from the Children’s Bureau? (n=38)**

Yes	No	Don’t know
34.2% (13)	57.9% (22)	7.9% (3)

***If so, please describe the types of T/TA that you request and/or received, and what National Resource Center you worked with: (n=5)***

- Data
- IV-E
- NRC for Tribes
- Training to train foster care providers
- We are planning to present to our council. We will most likely move forward with a plan to move toward direct funding. Good job in providing this conference!

**As a result of this conference, how likely are you to request T/TA from the Children’s Bureau? (n=40)**

Less likely	More likely	About the same
5.0% (2)	72.5% (29)	22.5% (9)

**As a result of this conference, how likely are you to consider applying for direct Title IV-E planning grant? (n=39)**

Less likely	More likely	About the same
12.8% (5)	48.7% (19)	38.5% (15)

**As a result of this Gathering, how likely are you to consider establishing a tribal-state IV-E agreement or modifying your current agreement? (n=37)**

Less likely	More likely	About the same
0% (0)	59.5% (22)	40.5% (15)

**What about the Pathways conference was most useful to you?**

Albuquerque respondents mentioned that the Pathways to Title IV-E conference was useful overall. They had many of the same positive comments as the Minnesota group, such as gaining a better understanding of the IV-E process and hearing the experiences of and networking with other tribes. Several respondents also mentioned that the breakout sessions were very useful, especially the data management breakout session. As one person commented that he/she, *“loved the ‘Data Management’ breakout and was able to get some info on case management vendors.”*



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### What about the Pathways conference was least useful to you?

Albuquerque respondents offered few responses about what was least useful to them. The only overarching comment was that the time allotted for the conference components was not enough. This adversely affected some people's absorption of the material. One respondent did not like working through lunch as it was distracting. Comments were more directed at logistics than content.

### In what ways could the Pathways conference have been improved?

Respondents mentioned that more detail regarding the IV-E program would have been helpful. Going over eligibility requirements at the beginning of the conference would have been more helpful. Participants also thought more detailed information needed to be given on the finances component of the IV-E program. Albuquerque respondents mentioned that there was a lack of time for activities such as networking, team meetings, and self assessments. The conference could be improved in the future by ensuring that presenters stay on schedule so that time for team meetings is longer.