

Fond du Lac Reservation:

My Brother's Keeper Initiative to Care for Our Youth

Community ACTION PLAN

December 19, 2014



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Plan Overview



My Brother's Keeper Initiative to Care for Our Youth **Community ACTION PLAN**

Purpose of the Initiative:

A broad-based group of community leaders came together for a Local Action Summit on November 20 and December 19, 2014 to identify steps for implementing the “My Brother’s Keeper” (MBK) Initiative on the Fond du Lac Reservation. The intent is to assess needs and assets, determine priorities and set concrete goals for supporting youth as a whole community. Fond du Lac has accepted the President’s Challenge to join other Mayors, Tribal Leaders and County Executives across the country to develop a plan of action to ...

- ...ensure all children enter school cognitively, physically, socially and emotionally ready;
- ...ensure all children read at a grade level by 3rd grade;
- ...ensure all youth graduate from high school;
- ...ensure all youth complete post-secondary education or training; and
- ...ensure all youth remain safe from violent crime.

A detailed description of the MBK Community Challenge and Playbook for Action can be accessed by linking to: http://www.ccthita.org/info/events/documents/MBK/MBK_Playbook%20for%20Action.pdf.

Specific outcomes for the Local Action Summit were the following:

- A. Assess needs and assets related to the implementing the initiative at Fond du Lac
- B. Set concrete goals and create a timeline of action steps for initiative implementation

Current STATUS

What **existing efforts and advantages** do we have in supporting our youth?



A. **Good relationships and community structures to support effective implementation**

Related advantages and efforts:

- My Brother's Keeper initiative at FDL Reservation will be inclusive and focused on prevention:
 - For boys and girls
 - Targeting 12-20 year olds but won't exclude anyone
- The fact that we are a small community is an advantage to being able to make a difference
 - We know the families
 - We know the kids
 - Closeness of relationships gives us a leg up
- We have three community centers
- New community services director supporting working together between centers
- Untapped opportunities for communication through social media

B. **Interest and intent in organizing youth-driven action**

Related advantages and efforts:

- Brookston Community has been having meetings with youth and adults
 - Youth want more activities
 - Cultural activities in place
 - Older youth looking out for their younger peers
- Plans underway to start a youth council that includes all three communities

C. **Many existing activities and education for youth**

Related advantages and efforts:

- Youth employment summer program
 - Teaching commitment and good work practices
 - Building self esteem
- Organized sports
- College youth programs
- AGE to Age program that brings generations together

D. **Well-developed and diverse services and programs to support children, youth and families**

Related advantages and efforts:

- Have many prevention and interventions programs in place
- Outplacement adolescent program to address youth and abuse; providing youth with constructive things to do
- Broad-based system of programs and services established in Human Services - Behavioral health care for all ages; School-based delivery; Contracted residential care, etc.
- Free-flowing community-based efforts - addressing women's' issues by focusing on men; working on bonding between men and young men
- Brainwave optimization process available - to support better behavior vs. medication
- Program to help transition youth from jail back to community - working to get funding back; will affect/benefit the whole reservation
- Foster care transition program to develop independence skills
- Active program of County Welfare and Justice Department
- Working with Drug Task Force, etc.
- Community policing initiative underway - hired four officers with grant money; provides an opportunity to be proactive
- Carlton County Restorative Justice Program – with an intervention vs. punitive focus
- Drug Court

Action PRIORITIES and GOALS

What **initiatives** are needed to care for our youth?



Action Priority 1: Youth Leadership and Outreach

See Action Plan on p.5

Goal A: Engage youth leaders

Develop ways for youth to express their own voice, lead action and create opportunities for engagement.

Goal B: Seek out all youth

Connect with all children and youth through active assessment of their status and needs and proactive efforts to reach out.

Action Priority 2: Link Adults with Youth

See Action Plan on p.6

Goal C: Provide mentors and role models

Create close connections between adults and kids through adult education, mentoring and skill-building.

Goal D: Convey cultural values

Review, discuss, clarify and apply our value system and teachings to all programs, activities and practices.

Action Priority 3: Coordination and Policy Support

See Action Plan on p.7

Goal E: Coordinate action across functions

Structure an effective collaboration process to steer, support and sustain MBK implementation.

Goal F: Assure action commitment and accountability

Set up and monitor leadership, documentation and accountability.

Goal G: Establish policy and structures of care

Identify and develop public policies and structures to support consistent and positive care for children and youth as a whole community.



PLAN for Action Priority 1: Youth Leadership and Outreach

GOALS: What do we want to achieve?

Goal A: Engage youth leaders

Develop ways for youth to express their own voice, lead action and create opportunities for engagement.

Goal B: Seek out all youth

Connect with all children and youth through active assessment of their status and needs and proactive efforts to reach out.

REALITY CHECK: What are considerations for action planning?

Which existing efforts will **ASSIST** action?

- Available prevention and intervention resources
- Leadership group at Ojibwe School
- Mentoring programs
- Community Centers
 - Cloquet
 - Sawyer
 - Brookston
- Law enforcement resources

What challenges could **HINDER** implementation?

- Setting rigid schedules
- Assuring capacity
- Transportation availability
- Non-visibility of law enforcement

ACTION STEPS: What do we need to undertake to make real, visible progress?

Expected RESULTS:

Step 1: Plan and promote a Youth Wellness Summit

- a) Develop a youth plan as a part of Enrollee Days
- b) Promote using social media Use a Facebook page, etc.
- c) Promote at App Camp summer program in Summer 2015 - 2 weeks; 8 days

Step 2: Develop an ongoing outreach with a social media campaign

- a) Use coordinated social media to reach youth – newspaper/radio is not enough because youth do not necessarily read and hear them
- b) Reach out to those in the community that we have not seen by using positive mailing flyers for outreach
- c) Inform youth about services and resources
- d) Promote self-help issues
- e) Rotate items of interest

Step 3: Plan and set-up a youth council

- a) A youth advisory group as leaders and role models for other youth
- b) Create structure and by-laws (consider internships, offer job shadowing, etc.)
- c) Connect to leadership group at Ojibwe (Johnson O'Malley needs students on the committee)
- d) Identify members and launch the council

Step 4: Set up and conduct a youth needs assessment

- a) Decide how and who will do this
- b) Continue to look at barriers of transportation, lack of support, etc. that impact a child's life
- c) Promote opportunities for community service and engagement

Step 7: Find financial support for all activities

In 2015:

- ❖ Social media campaign
- ❖ Enrollee Day Youth Wellness Summit planned and implemented
- ❖ Youth Council created

In 2016:

- ❖ Youth presentation at open meetings and State of the Band



PLAN for Action Priority 2: Link Adults with Youth

GOALS: What to we want to achieve?

Goal C: Provide mentors and role models

Create close connections between adults and kids through adult education, mentoring and skill-building.

Goal D: Convey cultural values

Review, discuss, clarify and apply our value system and teachings to all programs, activities and practices.

REALITY CHECK: What are considerations for action planning?

Which existing efforts will ASSIST action?

- My Brother's Keeper initiative has leadership support
- We are a small community- we can make a difference
- This is a huge need!

What challenges could HINDER implementation?

- Getting community trust and support for mentoring relationships
- Getting commitment and a pledge from the adults

ACTION STEPS: What do we need to undertake to make real, visible progress?

Expected RESULTS:

PILOT PROGRAM to CONNECT MEN AND BOYS

Step 1: Define program values, roles and management

- a) Develop concept to connect men with boys grounded in the 7-teachings
- b) Identify "qualifications," expectations
- c) Build community acceptance and knowledge
- d) Describe areas of effort
- e) Create management structure

Step 2: Recruit 20 male role models

- a) Open ongoing recruitment to find qualified and committed mentors
- b) Consider honorarium or some financial support
- c) Connect to families in need

Step 3: "Train" on values, activities, boundaries, right relationships, etc.

- Use community resources (PPI, places) - e.g. Head Start, Ojibwe school, community centers/ programs

Step 4: Manage, monitor, evaluate, modify the program (expand/collapse services as needed)

Step 5: Report to the community

COMMUNITY-WIDE MENTORING TRAINING

Step 1: Develop further ways for adults to be good role models...the youth are watching us!

Step 2: Develop community education opportunities for adults

- Identify topics for community learn about how to how to interact with youth
- Provide opportunity for discussion; adults and late teens
- Brown bag lunch meetings to discuss a topics and/or hear a speaker
- Community and staff trainings with incentives
- Provide positive reinforcement for adults

Step 3: Develop community-wide mentoring program rotating people and sites

INCREASE FOCUSED ACTIVITIES

Step 1: Promote cultural activities and sports activities - use community professionals

Step 2: Build in and teach cultural values and 7-teachings in all program and activities

- Know protocols and expectations in both attendance and participation
- Teach expectations so appropriate behavior is demonstrated
- Bring in parents

In 2015:

- ❖ Defined program and roles
- ❖ Participants on board
- ❖ Continuous assessment and modification
- ❖ Inform community

In 2016:

- ❖ Expand to women and girls
- ❖ Additional adult training developed
- ❖ More community programming

In 2017:

- ❖ Pride and ownership of community unity based on the 7 teachings



PLAN for Action Priority 3: Coordination and Policy Support

GOALS: What do we want to achieve?

Goal E: Coordinate action across functions

Structure an effective collaboration process to steer, support and sustain MBK implementation.

Goal F: Assure action commitment and accountability

Set up and monitor leadership, documentation and accountability

Goal G: Establish policy and structures of care

Identify and develop public policies and structures to support consistent and positive care for children and youth as a whole community.

REALITY CHECK: What are considerations for action planning?

Which existing efforts will ASSIST action?

- Support from all levels of tribal government and operations

What challenges could HINDER implementation?

- Address the challenges to collaboration and communication between “silos” that may prevent the initiative to keep going
 - Management and oversight
 - Lack of communication
 - Supportive infrastructure
 - Division of duties
 - Issues of HIPAA and information privacy
 - Determining who keeps the data
 - Sustaining programs

ACTION STEPS: What do we need to undertake to make real, visible progress?

Expected RESULTS:

Step 1: Set up leadership roles and coordination for MBK implementation

- a) Identify what gets measured and gets done; set reasonable expectations/measure progress
- b) Create plans and follow-up with them
- c) Identify assignments, roles and connections and facilitate them
- d) Set mid-management opportunities to collaborate and communicate regularly
- e) Assure enough resources to work together and make/keep connections
- f) Continue to build common goals and increase participation from the community and various disciplines

Step 2: Develop Community Centers - structure, planning, staff stabilized and trained

- a) Build more community and structure at community centers
- b) Provide similar opportunities for youth in every location

Step 3: Increase family engagement with a broad range of activities- from fun to educational

Step 4: Continue data gathering project (baseline data and tracking)

Step 5: Identify youth-related policies that need to be developed

- Consider addressing 18-year old per cap payment

In 2015:

- ❖ Coordinated Center activities
- ❖ Two times a month per site of family activities
- ❖ Centralized reporting
- ❖ Johnson O’Malley/School Districts engaged 2x

In 2016:

- ❖ Centers coordinated with Prevention & Intervention and schools
- ❖ Joint planning by the School District/Service