



# November



## Gashkadino-Giizis (Ice is Forming Moon)

### Chronic Absenteeism at the Red Cliff Early Childhood Center

Research shows that chronic absence (missing 10% or more of school either excused or unexcused) in preschool ads up to lower academic success. This is especially true for children from low-income families. Excused absences are most often health factors like acute illnesses such as coughs, colds, diarrhea, flu or fever. Other excused absences include appointments or family days (which border line excused). For many others the program simply doesn't hear from guardians why a child is absent-which is even more alarming!! It is vital that the ECC hear from parents when a child is absent-we may be able to help! Here are some tips we would like to encourage for attendance at school:

- ⇒ Make appointments after 2:00 or on Friday's
- ⇒ Develop a routine for both nighttime and mornings
- ⇒ Practice illness prevention: hand washing, cleanliness in the home and good nutrition and hydration
- ⇒ Don't keep your child home from a scheduled school day-every day they miss is one they can't make up.

Starting in November an ECC staff person WILL BE CALLING by 9am if you do not contact the school about your child's absence. We want every child to be at school every day possible so they are as prepared for 'the big school' as possible! => Miigwech families! Keep up the great work!

### In this issue:

- Community Event Calendar
- Classroom Updates
- Upcoming Events
- Health/Nutrition
- Ojibwemowin
- Parent Resources
- Job Opportunities
- ECC Lunch Menu



**KEEP  
CALM  
AND  
MARK YOUR  
CALENDAR**

**Picture Day!** Picture days will be Monday, October 14th (HEAD START) & Tuesday, October 15th (EARLY HEAD START). Center Based will be completed from 8-11am and HOME BASED will be completed from 11-2 in the Large Motor Room. Parents are welcome to come during scheduled picture times (watch for send home flyer with times).

**Family Pow Wow!** Come join us for our Family Pow Wow (regular school day) on Thursday, October 17th starting at 10am with lunch to follow.  
**ECC CLOSED!** The ECC will be closed for classes starting the 21st through the 25th for fall break. The 21st and 22nd of that week will be parent teacher conferences. Teachers will be contacting parents to schedule times that work for you!



*Gashkadino-Giizis*  
(Ice is Forming Moon)  
November 2016



Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 <u>WIC PICK UP</u>	2 JOM meeting	3	4 Bayfield Early Release 12:45pm  Home Base Social 10-Noon	5
6  Daylight Savings	7 <u>WIC PICK UP</u>  Tribal Council Meeting	8 <u>WIC PICK UP</u>	9	10 Bayfield P/T Conferences @ Bayfield 4pm to 7:30pm  Policy Council Mtg	11 <b>ECC/Tribe CLOSED</b> <b>Veterans Day</b>	12
13	14  ECC Picture Day  School Board Mtg.	15 ECC Picture Day  Bayfield P/T Conferences @ LW 4pm to 7:30pm	16  Community Health Fair  Housing Mtg	17 <b>ECC Family POW-WOW (Regular School day)</b> Home Base Social 9-11	18  Newsletters Due	19
20	21 <b>ECC Parent/Teacher Conference (No Child Day)</b> Bayfield Closed  Board of Education mtg.	22 <b>ECC Parent/Teacher Conference (No Child Day)</b> Bayfield Closed	23 <b>ECC CLOSED</b> Fall Break Bayfield Closed	24 <b>ECC/Tribe CLOSED</b> Fall Break Bayfield Closed	25 <b>ECC/Tribe CLOSED</b> Fall Break Bayfield Closed	26
27	28	29	30			



# Waabooz News

GASHKADINO-GIIZIS  
(ICE IS FORMING MOON)

NOVEMBER 2016

Boozhoo!

We are proud of all our students milestones,  
and you should be too!

**Ezmae** is walking now, **Cynthia** is also a walker, and

**Mason** took 7 steps! **Violet** loves to sing, **Shawnee, Layne,**  
**Mathias,** and **Felix** can all sit up now on their own!!

We all love to make each other laugh, and enjoy our time  
together each day!!

It's that time of year where it's getting colder outside, so  
please remember to bring warm clothing for your child, we  
do try to go outside everyday weather permitting.  
Also, if your child will be missing a scheduled class day please  
remember to call by 9am at the latest to let us know please.



**Happy 1st  
Birthday,  
Cynthia.  
11/7**

Ojibwe Words we use in the classroom  
BIMOSE: walk  
NAMADABI: sit  
WIISINI: eat

**NO SCHOOL 11/21 & 11/22 due  
to Parent Teacher Confer-**

**Picture Day: 10/14 & 10/15**

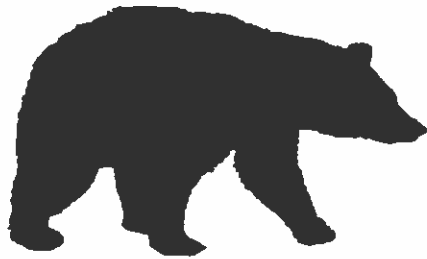


# AMIK NEWS

This month we are working on cultural foods, changes of season, checking out a (pretend) bear den as well as looking at our family pictures. (please bring in a family photo if possible.) We also will be doing a lot of painting /messy art crafts, and playing outside so be sure to bring warm cloths.

Show me in books– sit down with me and show me pictures in books. Name and point to objects in the book. Do it another way: Have me point to the picture of the object you name. We LOVE reading :) Thanks so much! Ms. Tersea & Ms Kelsey! :)





## **Makwa**

November 2016

**Dear Parents,**

**The Makwa children have enjoyed this October and the change of seasons. Our leaf rubbings, 3D pumpkins, making a fall tree, name recognition mural and trips to Erickson's Orchard were just some highlights of a very busy month.**

**The themes for November are: Proud to be Anishinabe and Thanksgiving. We look forward to having a whole lot of fun while we learn.**

**We also want to take this opportunity to Thank-You for such fantastic attendance! Research has shown that high attendance rates at an early age can add up to higher reading skills, higher cognitive retention and higher attendance in later grades (Connolly & Olson 2012). Keep up the Great Work!,**

**Ms. Maggie and Mr. Fred**



# ESIBAN NEWS



November 2016

## NEWS AND PLANS

This month we are learning about the seven anishinabe teachings, Proud to be anishinabe and outer space.

Parent teacher conferences will be on 11/21 and 11/22. We will be posting a sign-up sheet.

Miigwech for sending your little ones with appropriate gear for outside!

You're never too old,  
too wacky, too wild,  
to pick up a book  
and read to a child.

-Dr. Seuss

## Reminders

- 11/1 Red Cliff Tribe closed- Veterans Day
- 11/4 & 11/5 ECC Picture Day
- 11/21 & 11/22 ECC Parent Teacher conferences, No school
- 11/24 & 11/25 ECC CLOSED FALL BREAK

## Ojibwemowin

- Anibich-leaf
- Gimnochige- you're doing good
- Gizibiginijin-wash hands
- Giziguabide'on-brush teeth

## What we are doing

Elizabeth-loves dramatic play!

Pamela- likes to play in the sand table!

Joe- like to glue!

Jalen- is working on pedaling a bike!

Marta- retells the story "Big Green Monster".

Emma-works hard on puzzles!

Randall-sings along with the Mickey Mouse microphone!

Cali- likes to play with playdoh!



## Agongos

### Home Based November News

We've had fun at our recent home base socializations, and we are looking forward to the next one! November 4th in the Large Motor room at the ECC. Stop in and play

Ojibwemowin

Animal BINGO to win a gas card!

Lunch will also be provided!

Throughout the month we will be bringing in more PAT activities and Ojibwemowin handouts!

## Aaniin ezhiwebak!

### *What's Happening!*

- \* Home Base Social: Nov. 4th
- \* Daylight Savings Time: Nov. 6th
- \* ECC/Tribe Closed: Nov. 11th
- \* ECC Fam. Pow Wow: Nov. 17th
- \* Picture Day: Nov. 14th & 15th
- \* Community Health Fair: Nov. 16th
- \* ECC Closed: Nov. 21st-25th



**Mino**

**Diibishkaan!**

**Danielle 24th**

### November Ojibwemowin

- ♦ Turkey: Mizise
- ♦ Biitoosijigan: Pie
- ♦ Okosimaan : Pumpkin
- ♦ Bakwezhiganaaboo : Gravy
- ♦ Mashkiigimini-baashkimasigan: Cranberry Sauce
- ♦ Gashkadino Giizis: Ice Forming Moon /November

**Miigwech!**

. Haley ext. 236

. Amaris ext. 238

**“Apane ji-mikwendamang gaa piimiinigooyang Anishinaabe bimaadiziiwin!”**

*“Always remember our teachings”*



# Mashkodebizhiki Room



**Boozhoo. We are well into the year and are having a great time. The kids are all making new friends and learning new skills. As always, we would appreciate extra support at home when it comes to self help skills. As the winter gets closer there are more articles of clothing for children to put on and take off. There are only two of us and seventeen children. That is a lot of gloves, zippers, boots and jackets to help with. The more you can encourage your child to do for themselves the easier their day will be with less waiting and more feelings of accomplishment.**

**With the weather getting colder please be sure to send appropriate gear to school. Jackets, light gloves, hats and boots (mud or snow) are things that make playing outside in the fall much more enjoyable. It is hard to have fun when you are cold and wet. Also, please make sure everything is labeled. We have to keep track of 17 pair of snow pants, 17 jackets, 17 hats, 34 gloves and 34 boots. Not to mention sweat shirts, backpacks and anything else the kids bring to school. Labeling helps ensure your child ends up with their own items.**



**Parent / Teacher conferences are November 21 and 22. Please call us to set up a time to meet. We would like to meet with everyone to talk about how the year is going and what can be done to help each child obtain his/her goals. If we do not hear from you we will be calling to set up an appointment. We hope to have 100% participation this year!**



**If you are dropping your child off please try to have them here as close to 8:00 as possible. We do a lot of literacy, math, movement and creative arts before breakfast. We want to make sure that no one is missing out on any learning opportunities.**

**Thank you again for allowing us to share in the growth and development of your children. As always, we welcome any input you may have into the daily curriculum or any other aspect of our day.**

**Our door is always open!**

**Miigwech  
Ms. Karen and Ms. J**



Gashkandino  
Giizis

Apabaiwin

Adoopowin

Giizisoo- Mazi-  
na'igan

Ataasowin

Boonitoon

Siinitoon

Gojitoon

Ihwezans

Gwiiwizans

# Gashkandino— Giizis

## MA'INGAN CLASS NEWS!!

### What's happening in our room?

Our Room has been so busy learning! Some of the things we have been working on are as follows:


Ojibwewomin, turn taking, sharing, letter tracing, numbers, counting, toileting, making good choices, name recognition and letter sounds. A reminder to all parents/ caregivers that we go outside DAILY and we need to have EXTRA CLOTHES DADA. We also want to send a friendly reminder that our school day starts **at 8am to 2pm**, that if your child isn't going to be in for the day, please give us a call or message us on facebook! Miigwech for all of your understanding and communication. Anytime you feel you want to join us for meal times, outside, or any time during our routine feel free to stop in. Miigwech and look forward to seeing and talking with you anytime about your child or just to talk!! We love to hear from you.

Miigwech.



Ms. Patsy Ms. Alicia


# Migizi News

We had a beautiful field trip to the Apple Orchard and the children really enjoyed picking their own apple and pumpkins. Miigwech to the Erickson's.

In November our themes are "Proud to be Anishinabe", "The 7 Teachings", and Outer Space. 

We will also be working on "Traffic Safety", and "Following Directions" along with some handwriting skills. 

It is getting colder out please make sure your child has warm  clothes (also extra clothes). It gets really wet out on the playground and their feet have been getting wet and cold, extra socks or water boots would be great. Miigwech! 

We were all excited to see Ms. Linda had her baby and both are doing wonderful. 

Ms. Diann and Ms. Kathy

**Congratulations to the Esiban Class Room  
2016-2017 Scarecrow Winners**

**The ECC would like to thank all the Elder who voted on  
the best Scarecrow, you are all truly amazing  
MIIGWECH!!!!!!**



**Makwa Classroom**

**Winners Esiban Classroom**



**Mashkodebizhiki  
classroom**



**Migizi classroom**



**WAABOOZ Classroom**

**Amik  
classroom**



**Maiingan  
classroom**





# Picture Day Schedule

## November 14<sup>th</sup> 2016

Head Start

8:00--Migizi

9:00---Mashko

10:00—Maiingan

HOME BASE : 11:00 AM- 2:00 PM

## November 15<sup>th</sup>, 2016

Early Head Start

8:00-8:30—Waabooz

8:30-9:00—Amik

9:00-9:30 Makwa

9:30-10:00—Esiban

HOME BASE: 11:00 AM-2:00 PM



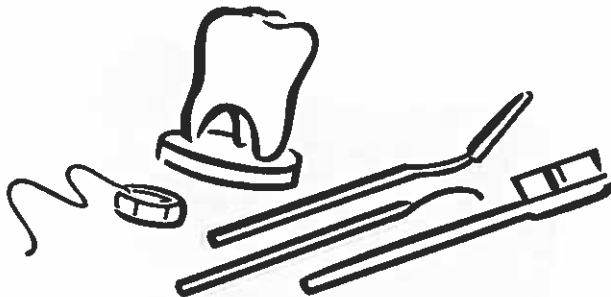
**ATTENTION ECC PARENTS**  
**RED CLIFF DENTAL PROGRAM**  
**WILL BE**  
**VISITING THE ECC TO CHECK**  
**AND VARNISH THE CHILDRENS**  
**TEETH on the following**  
**TUESDAYS**

**Nov. 2nd & Nov 8th**

**FROM 9:00 AM—11:00 AM**

**For More Information call**

**Patt @ 715-779-5030 ext. 256**



# Red Cliff Head Start



## Bus/Pedestrian Safety Training

Any ECC transportation questions can be referred to Nicole Boyd, ECC Head Start Director at 779-5030 ext 230 or Terry Newago Jr., Transportation Supervisor

# Just for Parents!



Under the authority of sections 640(i) and 645A(b)(9) of the Head Start Act (42 U.S.C. 9801 *et seq.* ), this part prescribes regulations on safety features and the safe operation of vehicles used to transport children participating in Head Start and Early Head Start programs.

Under the authority of sections 644(a) and (c) and 645A(b)(9) of the Head Start Act, this part also requires Head Start, Early Head Start, and delegate agencies to provide training in pedestrian safety and to make reasonable efforts to coordinate transportation resources to control costs and to improve the quality and the availability of transportation services

# Head Start Act

# Transportation Information

- ▶ Each Head Start child will have transportation information completed upon enrollment.
- ▶ The Head Start Bus will pick up and drop off each child to/from specific locations as indicated by parent/guardian.
- ▶ Parents must list every location where they may want to have their child picked up or dropped off.
- ▶ Parents must notify the ECC of any changes. Please contact the ECC Office Manager to change Transportation information.



# Red/Green Stop Sign

Stop signs are given to each family.  
Place this sign in a place that is visible  
for the Bus Driver.



The stop sign indicates that the driver  
will wait two minutes, while the green  
sign indicates that your child will not be  
attending school this day or will be  
dropped off at a later time.

Please call 779-5030 ext "0"  
when you know your child will  
not be in school or to leave a  
Bus Message.





# Transportation Procedures

- ▶ An adult must always escort the child to and from the bus.  
EXTREMELY IMPORTANT!
- ▶ **Adult escorts help the child understand danger from traffic and how to safely make their way to and from the bus.**
- ▶ Bus Driver will wait two minutes for a child or look for a green stop sign that means “GO”
- ▶ Bus Driver will document the time of when each child is picked up and dropped off.
- ▶ Children will use the hand rail to ensure safety.
- ▶ Bus Monitor will assist each child to sit in assigned seat and buckle the safety restraint.



# Parent-Child Bus Safety Tips

- Wait until the bus stops and the driver opens the door before you walk to the bus
- If you have to cross in front of the bus with your child, make eye contact with the driver and wait for the driver to signal you before you cross.
- Walk at least ten feet in front of the bus. Look for traffic as you cross the road.
- Adults and bus monitors need to look outside to the back of the bus before they step off the bus with the children.
- Never walk behind the bus.
- If you or your child drops something near the bus, tell the driver before you pick it up.



# Upon Arriving at the ECC

- Bus Monitors will ensure all children remain seated until the bus stops.
- Children will be guided by bus monitor to unbuckle (or wait for assistance).
- Children will exit one at a time using the hand rail.
- Driver indicates number of children picked up to teachers and monitor.
- Classroom teachers wait and have the children line up next to them for count before they proceed to their classrooms.
- Once the bus is vacated, bus drivers complete a final walk through and disables the 'no child left behind' bus alarms.





# Bus Evacuations

- ▶ Evacuation Drills are completed **twice annually**.....

- For those children who receive transportation services as part of our Head Start program, their time on the **bus is equally important** as the time spent in a Head Start center in terms of both safety and educational-developmental value.

- Equally important to both of those benefits is adequate preparation for emergency situations on the parts of the children, bus drivers and monitors, and agency staff associated with transportation.



# Sequence of an Evacuation Drill

- ▶ Driver notifies the Center and identifies safe evacuation location
  - ▶ Children listen to the driver and monitor
  - ▶ Children unbuckle their seat belt if able to or wait for monitor
  - ▶ Children walk to the exit
  - ▶ Children exit the vehicle with help of driver and monitor
  - ▶ Children walk to a safe zone with a bus driver or monitor
- Children will be given praise for following the procedure and especially for walking, which is a safe behavior that contributes to an orderly evacuation and is quicker than rushing and pushing.



## *Subs Wanted At the ECC*

*Subs are wanted at the Red Cliff Early Childhood Center*

*Starting Wage \$9.00 hr. based on qualifications*

*Kitchen*



*Classrooms*



*Child Care*

*Bus Drivers*



*If you are interested please contact*

*Cindy Garrity, Ashley Peterson*

*or Nicole Boyd*

*715-779-5030*



*Or stop up at the ECC and pick up an application.*

*89830 Tiny Tot Drive*

## Ezhi-bimaadiziiyang (How we live)

Aabinoojiiyens = Baby

Aabinoojii = Child

Gwiiwizens = Boy

Ikwezens = Girl

Oshkinawe = Teenage Boy

Oshkiniigikwe = Teenage Girl

Inini = Man

Ikwe = Woman

Mindimooyenh = Elder Woman

Akiiwenzii = Elder Man



**Dare to Dream-Act to Succeed!**

**News from LCO-North**

**College is in full swing! The Fall semester has just reached the mid-way point with our students having just completed their mid-terms. The staff at the college have been working hard rebuilding old degree programs, looking into new degree programs, and working to deliver classes in a number of new and exciting formats. We currently offer classes face-to-face, ITV, Saturday cohorts, as well as a number of online options. Check us out!**

**Our Spring 2017 schedule is set to be released over the next couple of days. We will be offering 2 classes in Red Cliff at the Fire Hall. The full schedule for LCO North will be included in the next newsletter and be displayed on Red Cliff's website. You can also visit us at the Red Cliff Health Center's Community Health Fair on Wed. Nov. 16<sup>th</sup> from 4:00-7:00. Please stop and say "Hi" and pick some info on schedules, financial aid, student services, and ask us questions! Dare to Dream-Act to Succeed! 😊**

**Red Cliff Tribal Board of Education**

**Monthly Meeting Minutes**

**September 7, 2016**

**3:00 pm at the Bayfield School Conference Room**

**Members present:** Nicole Boyd, Lindsey (Sunny) LaPointe, Barb Gadbois & Jamie Goodlet

**Others present:** Jeff Gordon, Dave Aslyn, Sandy Raspotnik & Dee Gokee-Rindal

**Opening, Select Rotating Chair and Secretary**

Nicole will Chair and Jamie will be secretary.

**Call Meeting to order and Sign-In**

Nicole called meeting to order at 3:10 pm. Sign-in completed.

**Minutes of 8-3-16 meeting**

Jamie motioned to approve, Barb seconded, all in favor, motion carried.

**Education Storied/Updates from TBE membership**

None

**Reports from Red Cliff Education Division**

Dee:

There will be a community event this Saturday that starts at 11:00am. It is the continuation from the one that was held on August 31. There will be child care and food. Dave will pass the information to Keely to put in announcements.

The Bayfield School Tutor Vacancy was shared with the Tribal Board of Education members and Tribal employees.

**LCO College Update**

There are 2 or 3 students enrolled in courses to take classes at the Fire hall. There needs to be 8 in order to hold the class. Dee asked Dave if there would be a possibility that there were High

The school district also stated that the DPI picks the 3 year span. Dave said this was new and had a fixed time span. Nicole said that the district could share their information alongside the Disproportionality sheets.

### **Truancy Collaboration**

Jeff Gordon reported to the group. There was no meeting in August. 3 years ago the MOU action was truancy. It was very productive collaboration that had Bayfield County Social Service, Legal Administration, and Red Cliff Early Childhood Center & Red Cliff Social Services. They revised the Chapter 33 Red Cliff Code for Truancy with jumpstarts from ICW and Red Cliff Police Department. It was successful early on but issues with attendance percentage went up K-12 from 91-93% in 2012. Truancy law changed the language and took off the cap to call child sick and allows families to talk to school and contact a week out. This is tough because a family will call the child out sick for a week at a time. 70 or more students fell outside the range of missing 16 days or more for a full school year. The school district is able to identify those children who are missing.

This is a whole community approach and can identify for those with chronic absenteeism and have some interventions. Chronic Absenteeism is all absences and truancy is unexcused. Dee asked "Has any of the incentives helped with chronic absenteeism?" Sandy said that she will look into it with her colleagues.

### **MOU Discussion**

Sandy likes to do both jobs as the Pupil Service Director and the K-5 principal due to being able to make changes that she normally wouldn't be able to being just a Pupil Service Director. Dee stated that we've had numerous discussions about being worried that children's needs aren't being met. Sandy ensures that the staff are meeting the children's needs. If there was a concern Sandy would like to know.

Barb understands the push of full time pupil service and then all of a sudden the district tacks on the principal position along with pupil services and she is just worried that both jobs aren't being met.

Sandy doesn't feel that kids are being left out. She states that having too much on her plate is her own problem due to her getting into things she thinks needs fixing. Nicole asked if there is a way for her to track how much time she used for special needs. Sandy states, no she doesn't and she don't know how she would even track it because so much of it is the same thing. When there's a job to be done she just does it. Nicole asked her how many people she supervises and she stated that supervises K-5 teachers, K-12 Special ED Teachers and Aides and some support

# WAABOOZ

THE MAKING OF A SUPERHERO,  
WITH REALLY LONG EARS.

Red Cliff Premier - Sunday November 13th, 6:30pm at Legendary Waters Event Center

ETHAN ENGBERG SAGINAW GRANT  
DIRECTED BY MOLLY KATAGIRI WRITTEN BY WENONAH WILMS PRODUCED BY TAMMY HOLLINGSWORTH PRODUCTION DESIGNER NICOLAS SELMA  
CO-PRODUCED BY AMANDA DAY & BILL MERTIG DIRECTOR OF PHOTOGRAPHY GEOFF GEORGE EXECUTIVE PRODUCERS BRENT MICHAEL DAVIDS EDITOR SCOTT FERRIL  
EXECUTIVE PRODUCERS CRETCHEN MORRIS PRODUCED BY KAYLYNN RASCHKE





# **Mino Bimaadiziiwin Gitigaanin Dagwaagin Wiikwandiwin Fall Harvest Series**

- **COMMUNITY HARVEST AND ORCHARD CLEAN-UP: THURSDAY,**  
**OCTOBER 27<sup>TH</sup> 2 – 6PM @ MINO BIMAADIZIWIN ORCHARD –**  
**COME PICK FREE APPLES AND PRESS CIDER!**
- **COMMUNITY HARVEST FEAST: SATURDAY, NOVEMBER 5<sup>TH</sup> 5PM –**  
**8PM @ RED CLIFF ELDERLY NUTRITION SITE!**
- **APPLE SAUCE & TOMATO CANNING WORKSHOP: NOVEMBER 9<sup>TH</sup>**  
**4PM – 8PM @ RED CLIFF COMMUNITY KITCHEN (FOOD SHELF)**
- **SAUERKRAUT MAKING WORKSHOP: WEDNESDAY, NOVEMBER**  
**16<sup>TH</sup> 4PM – 8PM @ COMMUNITY KITCHEN (FOOD SHELF)**
- **HOMINY MAKING WORKSHOP: WEDNESDAY, NOVEMBER 30<sup>TH</sup>**  
**4PM – 8PM @ COMMUNITY KITCHEN (FOOD SHELF)**

**COME AND LEARN HOW TO PRESERVE THE HARVEST AND  
WALK AWAY WITH BOTH KNOWLEDGE AND PRESERVED GAR-  
DEN PRODUCE. ALL OF THESE EVENTS ARE **FREE AND OPEN**  
**TO THE PUBLIC.** LET'S SHARE THE ABUNDANCE  
OF OUR HARVEST!**

For more information, please contact Nathanael via phone,  
email, or by stopping by the farm.  
715-779-3782 [nathanael.secor@redcliff-nsn.gov](mailto:nathanael.secor@redcliff-nsn.gov)

Mino Bimaadiziiwin Farm 36745 Alken Road  
(Directly adjacent to Red Cliff Health Center)



# Red Cliff Community Final Visioning Event

Everyone Welcome



Come learn what your community members  
said when asked:

**Imagine Red Cliff at its very best.  
How do you see Red Cliff's  
future? What is important to  
you?**

**Wednesday**

**November 2, 2016**

**5 pm-8pm @ the Legendary Waters**

**Please join us for this informational  
sharing session followed by a  
community dinner.**

**If you weren't able to attend the other  
visioning events, you can still provide  
input at this meeting!**

A project of the Red Cliff Tribal Planning Dept.

With support from: Circles of Care Project-SAMSHA and  
Red Cliff Tribal Government Divisions



Community Members:

Bayfield County is offering comprehensive well testing for only \$20. The tests include:

- Coliform, fecal, and E-Coli bacteria
- Nitrates
- Metals (arsenic, lead, copper, iron, zinc, magnesium and manganese)
- Inorganics (calcium, potassium, sodium, chloride, and sulfate)
- Hardness
- Alkalinity



This comprehensive test is generally well over \$100. If you would like a testing kit, please send me an email for more information.

It is open to all Bayfield County residents.  
Thank you,

-Will

**William Tillmans**  
Environmental Health Specialist  
Red Cliff Band of Lake Superior Chippewa  
Indians  
(715)779-3707 ext. 2228  
[will.tillmans@redcliff-nsn.gov](mailto:will.tillmans@redcliff-nsn.gov)



# real PEOPLE

Lose Weight with TOPS

## YOU'RE INVITED

Check out our local  
TOPS chapter—it's free to try.



Day/Date: Every Wednesday - Starting November 2<sup>nd</sup>, 2016.

Time: 5:00p.m - 6:30p.m

Location: Red Cliff Community Health Center

Contact: Butch Bresette ext: 2250

Heidi Livingston ext: 2261

715-779-3707

**Real People. Real Weight Loss.™**

[www.tops.org](http://www.tops.org) (800) 932-8677



TAKE OFF POUNDS  
SENSIBLY



# 2016 Health Fair



**ROCK**

*your*



**MOCS**

*for*

**HEALTH**

**Raffles**

**Screenings**

**Food**

**Education**

**Save the date**

**Family Fun**

**Date:** Wednesday, November 16th

**Time:** 4:00pm to 7:00pm

**Where:** Red Cliff Community Health Center



## Opportunity to Share Your Family Story about Care Coordination

Are you a family member or caregiver of a child with special health needs that could provide important information about care coordination services for children in Wisconsin? Care coordination is the process that links children and their families with needed health care, along with other supports and services.

The Wisconsin Medical Home Implementation Team (MHIT) is completing phone interviews with families in order to:

- a) Find out if care coordination is provided to families and what it looks like,
- b) Find areas where care coordination is working well and help spread that to other areas, and
- c) Find areas where care coordination is not working well and help figure out how make it better in the future.

This is a voluntary activity. Families that complete a phone interview in the next 4 weeks will receive a \$30 gift card for their time. Information collected during the interviews will be summarized in notes. Families can review the notes to make sure the information is correct. Names will only be identified with comments after families give their consent.

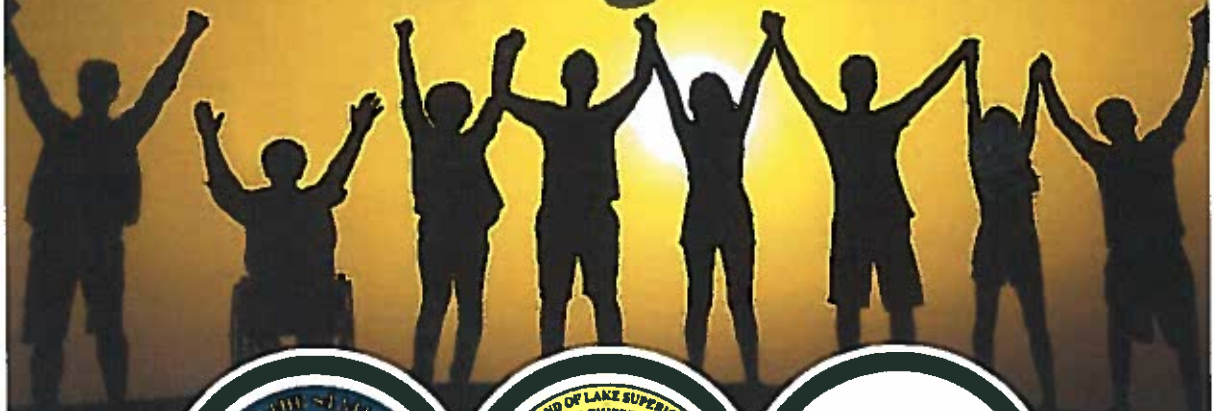
Interested? Please go to

[https://uwmadison.col.qualtrics.com/jfe/form/SV\\_6EHPstTDBGRkYm1](https://uwmadison.col.qualtrics.com/jfe/form/SV_6EHPstTDBGRkYm1)

to set up a 45-60 minute interview. If you have any questions, contact Lynn at [hrobik@wisc.edu](mailto:hrobik@wisc.edu) or 920-427-5262.

*homeenergy+*

# We're here for you



**Home Energy Plus** assists more than 230,000 income-eligible Wisconsin residents each year.

Our services include:

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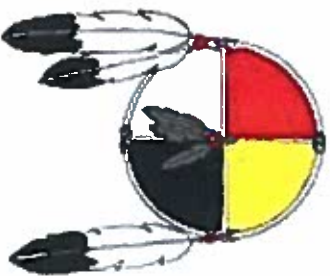
**Check out Home Energy Plus today!**

**[www.homeenergyplus.wi.gov](http://www.homeenergyplus.wi.gov) 1-866-HEATWIS (432-8947)**

**To apply for Home Energy Plus,  
CONTACT YOUR LOCAL AGENCY**

**Red Cliff Human Services**  
Economic Support  
88385 Pike Rd, HWY 13  
Bayfield, WI 54814

715 779 3706



## Red Cliff Community Events Being Held at Guyaushk's Waakaa'igan (Located next to the Buffalo Bay Gas Station)

**Men's Empowerment**  
Tuesday, November 1, 2016  
5:00 - 7:00 pm

**Native Art Through Handwork**  
Thursday, November 3, 2016  
1:00 - 3:00 pm

**Men's Empowerment**  
Tuesday, November 8, 2016  
5:00 - 7:00 pm

**Activities may include:**

- Card Games
- Discussions
- Traditional Teachings by Elders

**Activities may include:**

- Card Games
- Discussions
- Traditional Teachings by Elders

For more information, please contact Jim Pete at (715) 779-5782 or  
email: [Guyaushk2002@yahoo.com](mailto:Guyaushk2002@yahoo.com)



*Fall in Love with*  
**Chequamegon Humane Association's**  
**12TH ANNUAL**  
**FUR BALL**

**NOVEMBER 5, 2016 - 6:00 P.M.**  
**AMERICINN, ASHLAND, WI**

*Dinner & Dance*  
Silent Auction, Dessert Auction, Raffles, Food  
MC by Marybeth Monroe

**TICKETS CAN BE PURCHASED ONLINE**

**AT [WWW.CHAADOPT.ORG](http://WWW.CHAADOPT.ORG)**

**NEIGHBORLY BAR**

**STYL'N UP NORTH**

**WASHBURN HARDWARE STORE**

**OR BY CALLING 715-682-9744**

**COST: \$50.00 PER PERSON**



**Featuring Entertainment by: JD Bass**

# Nutrition Nuggets™

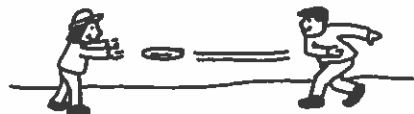
Food and Fitness for a Healthy Child

November 2016

## BEST BITES

### Road trip activity

Planning a road trip over winter break? Take along a soccer ball or a Frisbee. Your child



could use these to let off steam—and get in some physical activity—during rest stops. Or teach her a few stretches to do on the way. For example, to loosen tight shoulders, slowly roll them forward 10 times and then backward 10 times.

## DID YOU KNOW?

You can increase the whole grains your family eats by using white whole-wheat flour in recipes. This unbleached flour is milled from a type of wheat that is as nutritious as traditional whole wheat but milder in flavor. Replace up to half of the flour in your recipes with the white whole-wheat variety—without noticing a difference.

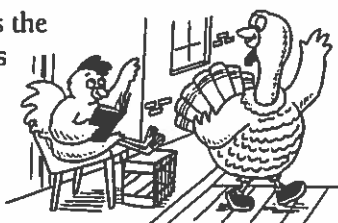
### Healthy apps

Try using free apps to help reach your family's health and fitness goals. Look for kid-friendly ones that let your youngster run and jump while he solves puzzles and plays games. Or find ones that let you track calories, create an exercise routine, or assemble an upbeat playlist to dance to.

### Just for fun

**Q:** Why did the turkey cross the road?

**A:** It was the chicken's day off!



## Nutrition label reading 1-2-3

Help your youngster take charge of her health from the start by making healthy choices at the grocery store. Learning how to read the nutrition labels on food packages is as easy as 1-2-3!

### 1. Compare serving sizes

Have your child read the single-serving size on various cartons and bags. Does she think it's realistic? For example, a small package of chips may contain three servings. If she eats all of it, she has eaten three times the calories and salt shown. Help your youngster remember to check out serving sizes—and do the math!

### 2. Know your nutrients

Talk about where to look for higher or lower numbers on nutrition labels. For instance, healthier foods will be high in *fiber*, *vitamins*, or *minerals* and low in *sugar*, *sodium*, or *saturated fat*. Encourage your child to locate foods with 20%

or more Daily Values from the first group and 5% or less from the second group.

### 3. Read the ingredients

Ask your youngster to find the ingredient list, and then read it together. Point out that the items are listed in order from biggest to smallest amount by weight. Then, can she find foods with five or fewer ingredients? (Those tend to be healthier.) How about foods with sugar in the first few ingredients? (Those are less healthy.)



## Pinpointing the right sport

How do you find a sport or activity your child will love? Consider these suggestions.

**Ask for input.** Talk to your youngster about what activity interests him. He may already have one in mind from what he has enjoyed on the playground, watched older siblings play, or seen on TV.

**Match your child's personality.** An outgoing youngster might like a team sport, such as soccer, basketball, or hockey. A quieter one may prefer something that relies more on individual effort, like ice-skating, gymnastics, or swimming.

**Find a supportive coach.** Check out the instructors or coaches. The best ones are focused on developing skills, encouraging teamwork, and having fun. Coaches who emphasize competition and winning are probably not a good fit at this age.



USDA is an equal opportunity provider and employer.

## Ordering meals for kids, not kids' meals

Eating out is fun, fast, and convenient for many parents. The challenge is finding child-sized menu options that are both nutritious and appealing to your youngster. Use these strategies.

● **Request smaller portions.** Ask to order a half-size portion off the main menu—some restaurants will be willing to oblige. Or let your child make a healthy



appetizer into a meal by choosing soup, salad, shrimp cocktail, or turkey sliders.

● **Share an entree.** Think about splitting an entree with your youngster. Today's large portions mean that a single entree may be enough for both of you. *Tip:* Have your server bring an empty plate so you each have your own.

● **Look for updated kids' menus.** More fast-food restaur-

ants are swapping out fried foods for grilled items, French fries for fruit, and soda for water or nonfat milk. Check around for the ones doing this, and make those your go-to places. You'll be able to take advantage of smaller portions at lower prices—without sacrificing nutrition. ●

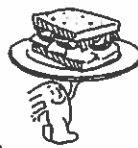
### ACTIVITY CORNER

### Jump rope games

Jumping rope is great exercise and improves coordination. Here are two fun games to play.

#### Snake in the grass

Stretch a jump rope along the floor, and have a player hold each end. They shake the rope so it wiggles like a snake. The other players take turns running toward the rope and jumping over it. Anyone whose feet touch the rope is out. Play until two kids are left—they become the next "snake holders."

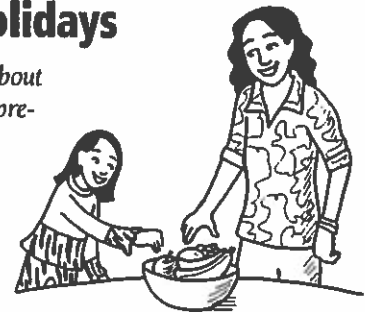


## Q&A Get through the holidays

**Q:** As much as I love the holiday season, I worry about my family gaining too much weight. How can we prevent that?

**A:** Enjoying the holidays without going overboard on its goodies is a challenge—but not impossible. One strategy is to avoid grazing. Encourage your children to eat only when they're sitting down. Also, keep healthy snacks on hand, such as fruit and nuts, to help everyone resist the temptation to nibble on holiday treats.

Then, avoid skipping meals to "save up" calories and splurge at holiday meals or parties. This can set a model that you don't want your children following. Going a long time without eating puts your metabolism in starvation mode. At that point, they might lose the ability to sense when they're full until after they've eaten more calories than they had saved! ●



### In and out

Two people begin turning a jump rope in full circles. One by one, players run in, jump once, and run out. Next round, everyone jumps twice. Continue adding another jump for each round. If you don't jump enough times or you touch the rope, you're out. The last player remaining is the winner. ●

### OUR PURPOSE

To provide busy parents with practical ways to promote healthy nutrition and physical activity for their children.

Resources for Educators,  
a division of CCH Incorporated  
128 N. Royal Avenue • Front Royal, VA 22630  
540-636-4280 • rfeustomer@wolterskluwer.com  
www.rfeonline.com

Nutrition Nuggets™ is reviewed by a registered dietitian. Consult a physician before beginning any major change in diet or exercise.

ISSN 1935-4630

### IN THE KITCHEN

## Celebrate National Sandwich Day

The Englishman John Montagu, the fourth Earl of Sandwich, is believed to have invented the sandwich. In honor of his birthday November 3, give these recipes a try.

**Caprese grilled cheese.** Brush a little olive oil on two slices of bread. Place one slice oil-side down, and layer with mozzarella cheese, a tomato slice, and fresh basil leaves. Top with the other slice of bread, oil-side up. Grill in a preheated pan for 10 minutes, turning once to brown each side.



**Turkey and cranberry sauce.** Spread cranberry sauce on one slice of whole-wheat bread. Add leftover Thanksgiving turkey, shredded romaine lettuce, and another slice of bread.

**Roast beef and cheddar wraps.** Cover a spinach tortilla with 2 tbsp. cream cheese, leaving a 2-inch border. Add deli roast beef slices, shredded cheddar cheese, grated carrot, and fresh spinach leaves. Roll tightly, tucking in the sides as you go. ●



## Slow-Cooker Pumpkin Harvest Chex Mix®

**5 MIN**  
Prep Time

**2 HR 5 MIN**  
Total Time

**20**  
Servings



### Ingredients

- 2** cups Cinnamon Chex™ cereal
- 2** cups Wheat Chex™ cereal
- 3** cups Vanilla Chex™ cereal
- 1** cup pecans
- 1** cup mini graham crackers
- 1** cup dried cranberries
- 1/2** cup pumpkin seeds
- 1/2** cup butter, melted
- 1/4** cup packed brown sugar
- 1** tablespoon pumpkin pie spice
- 1 1/2** teaspoons vanilla

### Directions

#### Directions

- 1.** In oval 5- to 6-quart slow cooker, stir together the 3 cereals, pecans, graham crackers, dried cranberries and pumpkin seeds.
- 2.** In small bowl, mix together melted butter, brown sugar, pumpkin pie spice and vanilla. Stir until well combined. Pour over cereal mixture; stir until evenly coated.
- 3.** Cook uncovered on High heat setting 2 hours, stirring every 15 to 20 minutes.
- 4.** Spread cereal mixture on ungreased cookie sheet or waxed paper. Cool 3 to 5 minutes before serving.

#### Notes

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### Tips

### Nutrition Information

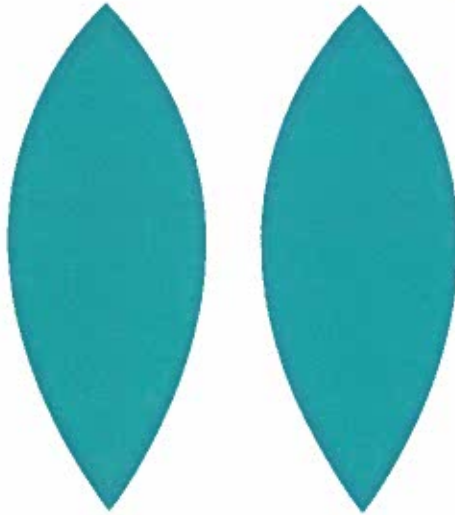
**Serving Size: 1 Serving** Calories 191.3; Total Fat 10.7g; ( Saturated Fat 3.7g; ), Cholesterol 12.2mg; Sodium 117.3mg; Total Carbohydrate 23.2g; ( Dietary Fiber 2.2g; Sugars 9.1g; ), Protein 2.9g; % Daily Value\*:





## Owl Treat Bag Printable

Print and cut out these owl pieces  
and make the cutest treat bags ever!



[www.ClubChicaCircle.com](http://www.ClubChicaCircle.com)



## Positive Parenting Tips: Babies, Toddlers & Preschoolers



Thinkstock image

**Having a baby is an exciting time for parents. Learning about each developmental stage can help prepare you for the challenges and opportunities of parenting young children.**

### **Infants (0-1 years old)**

When babies are first born, the world is a brand new adventure for them, and they will have to learn everything for the first time. Infants will begin cognitive development and start the process of learning language, memory, thinking and reasoning. During this stage, children will also learn how to focus their vision and remember the sound of their parents.

#### ***What You Can Do...***

- Talk to your baby. It is soothing to hear your voice.
- When your baby makes sounds, answer him by repeating and adding words. This will help him learn to use language.
- Read to your baby. This helps her develop and understand language and sounds.
- Parenting can be hard work! Take care of yourself physically, mentally, and emotionally. It is easier to enjoy your new baby and be a positive, loving parent when you are feeling good yourself.

### **Toddlers (1-2 years old)**

During this time, your toddler will become increasingly mobile, and aware of himself and his surroundings. Your toddler will show greater independence and show defiant behavior.

#### ***What You Can Do...***

- Keep reading to your toddler daily.
- Ask your child to find objects for you or name body parts and objects.
- Play matching games with your toddler like shape sorting and simple puzzles.
- Encourage your child to explore.
- Encourage your toddler's curiosity by taking field trips together to the park or a bus ride.

### **Toddlers (2-3 years old)**

During this exciting time, your toddler will be able to follow two- or three-phrase commands and sort objects by shape and color. Your toddler will be able to imitate the actions of adults and playmates, and express a wide range of emotions.

#### ***What You Can Do...***

- Encourage your child to engage in pretend play like playing house or let her be in charge by playing follow the leader.
- Encourage your child to tell you his name and age.
- Set up a time to read books with your child.
- Help your child to explore her surroundings by taking her on a walk or wagon ride.
- Begin to teach your child simple songs such as the Itsy Bitsy Spider and other culture rhymes.

### **Preschoolers (3-5 years old)**

The world will really open up as your child grows into early childhood. Your child will become more independent and will want to explore and ask about his or her surroundings. During this stage, children will show awareness of gender identity, help to dress and undress themselves, play with other children, and sing songs.

#### ***What You Can Do...***

- Continue to read to your child.
- Let your child help with simple chores.
- Encourage your child to play with other children.
- Speak to your child in complete sentences. Help her use the correct words and phrases.
- Be clear and consistent when disciplining your child. Model the behavior that you expect.

**For more information on parenting, visit**

**<http://www.cdc.gov/parents/>**



# The Flu:

## A Guide For Parents

### FLU INFORMATION

#### What is the flu?

Influenza (the flu) is an infection of the nose, throat, and lungs caused by influenza viruses. There are many different influenza viruses that are constantly changing. Flu viruses cause illness, hospital stays and deaths in the United States each year.

The flu can be very dangerous for children. Each year about 20,000 children younger than 5 years old are hospitalized from flu complications, like pneumonia.

#### How serious is the flu?

Flu illness can vary from mild to severe. While the flu can be serious even in people who are otherwise healthy, it can be especially dangerous for young children and children of any age who have certain long-term health conditions, including asthma (even mild or controlled), neurological and neurodevelopmental conditions, chronic lung disease, heart disease, blood disorders, endocrine disorders (such as diabetes), kidney, liver, and metabolic disorders, and weakened immune systems due to disease or medication.

Children with these conditions and children who are receiving long-term aspirin therapy can have severe illness from the flu.

#### How does the flu spread?

Most experts believe that flu viruses spread mainly by droplets made when people with the flu cough, sneeze or talk. These droplets can land in the mouths or noses of people who are nearby. Less often, a person might get the flu by touching something that has flu virus on it and then touching their own mouth, eyes or nose.

#### What are the symptoms of the flu?

Symptoms of the flu can include fever, cough, sore throat, runny or stuffy nose, body aches, headache, chills, fatigue and sometimes vomiting and diarrhea (more common in children than adults). Some people with the flu will not have a fever.

#### How long can a sick person spread the flu to others?

People with the flu may be able to infect others by shedding virus from 1 day before getting sick to 5 to 7 days after. However, children and people with weakened immune systems can shed virus for longer, and may be still contagious past 5 to 7 days of flu illness, especially if they still have symptoms.

### PROTECT YOUR CHILD

#### How can I protect my child against the flu?

To protect against the flu, the first and most important thing you can do is to get a flu vaccine for yourself and your child.

- ▶ Vaccination is recommended for everyone 6 months and older.
- ▶ It's especially important that young children and children with long term health conditions get vaccinated. (See list of conditions in "How serious is the flu?")
- ▶ Caregivers of children with health conditions or of children younger than 6 months old should get vaccinated. (Babies younger than 6 months are too young to be vaccinated themselves.)
- ▶ Another way to protect babies is to vaccinate pregnant women. Research shows that flu vaccination gives some protection to the baby both while the woman is pregnant and for up to 6 months after the baby is born.

Flu vaccine is updated annually to protect against the flu viruses that research indicates are most likely to cause illness during the upcoming flu season. Flu vaccines are made using strict safety and production measures. Over the years, millions of flu vaccines have been given in the United States with a very good safety record.



U.S. Department of  
Health and Human Services  
Centers for Disease  
Control and Prevention

## Is there a medicine to treat the flu?

Antiviral drugs are prescription medicines that can be used to treat and prevent influenza illness. They can make people feel better and get better sooner. Antivirals can mean the difference between having milder illness instead of very serious illness that could result in a hospital stay. Antiviral drugs are different from antibiotics, which fight against bacterial infections. They work best when started during the first 2 days of illness. It's very important that antiviral drugs are used early to treat the flu in people who are very sick (for example, people who are in the hospital) or who are at high risk of having serious flu complications. Other people with flu illness may also benefit from taking antiviral drugs. These drugs can be given to children and pregnant women.

## What are some of the other ways I can protect my child against the flu?

In addition to getting vaccinated, you and your children can take everyday steps to help prevent the spread of germs.

### These include:

- ▶ Stay away from people who are sick.
- ▶ If your child is sick with flu-like illness, try to keep him or her in a separate room from others in the household, if possible.
- ▶ CDC recommends that your sick child stay home for at least 24 hours after his or her fever is gone except to get medical care or for other necessities. The fever should be gone without the use of a fever-reducing medicine.
- ▶ Cover your mouth and nose with a tissue when you cough or sneeze. Throw the tissue in the trash after it has been used.
- ▶ Wash hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub.
- ▶ Avoid touching your eyes, nose and mouth. Germs spread this way.
- ▶ Clean and disinfect hard surfaces and objects that may be contaminated with germs, including bathroom surfaces, kitchen counters and toys for children. Clean by wiping them down with a household disinfectant



according to directions on the product label.

*These everyday steps are a good way to reduce your chances of getting sick. However, a yearly flu vaccine is the best protection against flu illness.*

## IF YOUR CHILD IS SICK

### What can I do if my child gets sick?

**Talk to your doctor early if you are worried about your child's illness.**

Make sure your child gets plenty of rest and drinks enough fluids. If your child is 5 years and older and does not have other health problems and gets flu-like symptoms, including a fever and/or cough, consult your doctor as needed.

Children younger than 5 years of age – especially those younger than 2 years old – and children with certain chronic conditions, including asthma, diabetes and disorders of the brain or nervous system, at high risk of serious flu-related complications. If your child is at high risk for flu complications, call your doctor or take them to the doctor right away if they develop flu-like symptoms.

### What if my child seems very sick?

Even previously healthy children can get very sick from the flu.

Make sure your child gets plenty of rest and drinks enough fluids. If your child is 5 years or older and does not have other health problems and gets flu-like symptoms, including a fever and/or cough, consult your doctor as needed:

- ▶ Fast breathing or trouble breathing
- ▶ Bluish or gray skin color
- ▶ Not drinking enough fluids (not going to the bathroom or not making as much urine as they normally do)
- ▶ Severe or persistent vomiting
- ▶ Not waking up or not interacting
- ▶ Being so irritable that the child does not want to be held
- ▶ Flu-like symptoms improve but then return with fever and worse cough
- ▶ Has other conditions (like heart or lung disease, diabetes, or asthma) and develops flu symptoms, including a fever and/or cough.

### Can my child go to school, day care or camp if he or she is sick?

No. Your child should stay home to rest and to avoid giving the flu to other children or caregivers.

### When can my child go back to school after having the flu?

Keep your child home from school, day care or camp for at least 24 hours after their fever is gone. (The fever should be gone without the use of a fever-reducing medicine.) A fever is defined as 100°F (37.8°C) or higher.

**For more information, visit [www.cdc.gov/flu](http://www.cdc.gov/flu) or [www.flu.gov](http://www.flu.gov) or call 800-CDC-INFO**



# Quick Tips

## For Stress-Free Holiday Shopping

When you think of the elbowing crowds, the overflowing parking lots and the monstrous credit card bills, holiday shopping can seem overwhelming, but it doesn't have to be. Follow these tips to stay stress-free while you buy gifts for your loved ones:

- ☐ **Start your shopping early and beat the crowds.** Don't let the holidays sneak up on you. Try to start your shopping as soon as possible so you can spread out the expense and not spend so much time standing in jam-packed holiday lines.
- ☐ **Set a realistic spending limit and stick to it.** Avoid going into debt for the sake of generosity. You can look at gift prices online to see what you can realistically expect to spend. Consider thoughtful handmade gifts to save money.
- ☐ **Have your family create online wish lists.** You can get them exactly what they want and never have to arm-wrestle over a trendy new doll.
- ☐ **Use the mall gift-wrapping service.** Save yourself the time and headache of wrapping gifts. Sometimes these services are staffed by local schools or scouting groups, so your gift-wrapping money may even benefit a good cause.
- ☐ **Make your list (and check it twice).** Take a tip from Santa and have a list of gifts you want to buy before you head out to shop. This can help you avoid impulse buys and stay on budget.
- ☐ **Take a break while shopping.** Treat yourself to a seasonal coffee, a chair massage or a pedicure during your shopping trip.

To help keep stress at bay during the holidays or at any time throughout the year, reach out for confidential non-medical counseling by visiting Military OneSource or by calling 800-342-9647.





# HOLIDAY SHOPPING SAFETY TIPS

The holiday season is always a special time of year. The bad guys use the holiday season to find easy targets. As shop, please be mindful of the following safety tips to help keep your holiday shopping safe and joyous!

## How to Report a Tip



Call 713.222.TIPS (8477)



Text TIP610 plus your tip to CRIMES (274637)



Use our Mobile App



Go to [crime-stoppers.org](http://crime-stoppers.org)

Tipsters will remain anonymous and could be eligible for a cash reward of up to \$5,000.



### WHILE SHOPPING

**Be aware of your surroundings. Look for suspicious persons, etc. when you are in any area.**

- Shop during the day when possible, avoid shopping alone after dark.
- Keep your purse and bags closed at all times.
- Credit cards are the safest form of payment.
- Don't buy more than you can comfortably carry or ask a store employee to assist you to your vehicle.
- Consolidate your purchase into larger bags.



### ON THE PARKING LOT

**Remember where you parked your car. While this may sound elementary, many shopping areas are spread out over large areas. Being unable to locate a car can cause you undue confusion and stress that may make you an easy target to a criminal.**

- Lock your doors and do not leave valuables in your vehicle including purchases.
- Be alert and off of your cell phone.
- Be ready to unlock your car.
- Park in well-lit areas.
- Do not resist if someone tries to take any of your belongings – nothing is worth your life.





## SHOPPING WITH KIDS

Make a rule that you must always be able to see them and they must always be able to see you. It may sound simple, but keep reminding them periodically, especially if you think they are getting restless.

- Teach children to ask store personal or security for help if you become separated.
- Children should not be allowed to go to the car or restroom alone.
- Do not leave children unattended in play areas or arcades.
- Ensure that children know their full name and your cell phone number.
- Never leave children alone in the car!




## ONLINE SHOPPING

Before you start your holiday shopping, remember to **STOP. THINK. CONNECT.**: Make sure security measures are in place, and enjoy the benefits of the Internet.

- Shop from a secure network connection such as your home, avoid using public Wi-Fi.
- Ensure your anti-virus software is updated on your home computer and mobile devices.
- Use familiar and safe websites (indicated by a lock symbol or https://).
- Save receipts and review your statements regularly for discrepancies.
- Consider having packages sent to a work address if you will not be home during delivery.

## Did you know?

- Identity theft is the #1 holiday crime, Robbery is #3.
- Online shopping accounts for 10% of retail business.
- 13.1 million people were victims of identity fraud in 2013.
- Identity theft is a felony crime.



# RED CLIFF BAND

## of Lake Superior Chippewa

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- [Job Openings](#)
- [Job Application](#)
- [Law Enforcement Job Application](#)
- [Background Information Disclosure Form \(HFS-64\)](#)
- [Tribal Benefits Sheet](#)

### :: Job Openings ::

**Current Openings**

Job Center of Wisconsin displays open job orders maintained by the Job Center of Wisconsin.  
[Link to Job Center of Wisconsin](#)

**All jobs require that you use the Job Application posted on this site and require a Background Information Disclosure (also posted).**

[Disclosures](#)

**Current Openings for the Red Cliff Tribe**

[Medical Assistant - Pediatric Team](#)  
**DEADLINE: October 26, 2016**

[Nurse Care Manager](#)  
**DEADLINE: October 26, 2016**

[Planning Administrative Assistant](#)  
**DEADLINE: October 27, 2016**

[Indian Child Welfare Worker](#)  
**DEADLINE: November 2, 2016**

[Youth Prevention Coordinator](#)  
**DEADLINE: November 4, 2016**

[Maintenance Custodian](#)  
**DEADLINE: November 4, 2016**

[Assistant Zoning Administrator / GIS Manager](#)  
**DEADLINE: November 4, 2016**

[Education Administrative Assistant](#)  
**DEADLINE: November 4, 2016**

[Assistant Child Care Teacher](#)  
**DEADLINE: Open Until Filled**

[Family/Human Services Administrator](#)  
**DEADLINE: Open Until Filled**

[Medical Coder \(1 to 3 positions\)](#)  
**DEADLINE: Open Until Filled**

[Physical Therapist](#)  
**DEADLINE: Until Filled**

[Tribal Admin Liaison](#)  
**DEADLINE: Until Filled**

[Tribal Law Enforcement Officer – Part Time](#)  
**DEADLINE: Until Filled**

[Chief Financial Officer](#)  
**DEADLINE: Open Until Filled**

**Current Openings for Legendary Waters Resort & Casino**

[Click Here to view Current Legendary Waters Resort & Casino Job Openings](#)

Current Openings for Red Cliff Housing Authority

[Red Cliff Housing Authority - Construction Project Manager](#)

**DEADLINE: October 24, 2016**

[Red Cliff Housing Authority - Office Assistant](#)

**DEADLINE: Until Filled**

Current Openings for GLITC

[Great Lakes Inter Tribal Council Job Postings](#)

Current Openings for School District of Bayfield, WI

[Click here for Available Job Vacancies at Bayfield School](#)

[Substitutes Vacancies at Bayfield School](#)

[Academic Tutor/Interventionist at Bayfield School](#)

Current Openings for Bay Area Home Health

[Bay Area Home Health - Personal Care Workers / Supportive Home Care Workers / Certified Nursing Assistants](#)

Current Openings for UW Extension

[Current Opportunities for UW Extension](#)

Current Openings for the USAJobs.gov - National Park Service

[Museum Technician](#)

**DEADLINE: October 25, 2016**

[Park Chief of Administration/Business Manager](#)

**DEADLINE: October 31, 2016**

[Park Chief of Administration/Business Manager](#)

**DEADLINE: October 31, 2016**

Current Openings for the Forestry Service

[2016 Pathways Hiring Event](#)

[Public-Outreach-CNNE GD-WB-ResourceAssistant-Flyer](#)

Current Openings for the Wisconsin Dept. of Transportation

[Accountant Position - Senior or Advanced Level](#)

**DEADLINE: October 16, 2016 at 11:59 p.m.**

[Tribal Affairs Program & Policy Analyst Advanced](#)

**DEADLINE: October 23, 2016 at 11:59 p.m.**

Current Openings for the ATS-Associated Training Services

[ATS-Associated Training Services](#)

Current Openings for the UMOS National Farmworker Jobs Program (NFJP) Training

[Welding and CDL Job Skills Training](#)

[NFJP flyer](#)

[NFJP brochure 2016](#)

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**JOB DESCRIPTION**

**POSITION:** Indian Child Welfare Case Worker

**LOCATION:** Red Cliff Reservation

**SALARY:** \$14.00 per hour/40 hours per week

**THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION**

**SUPERVISOR(S):** Indian Child Welfare Director and Family/Human Services Administrator

**JOB SUMMARY:** The primary goal of the Indian Child Welfare Department is to prevent the breakup of Red Cliff families and to prevent the permanent removal of Tribal Children from the custody of their parents. The person selected for this position will be required to respond, report, investigate and follow through on allegations of child abuse/neglect as well as provide case management services to families in the tribal court system and families in crisis. Must be on call for emergency/crisis intervention.

**DUTIES AND RESPONSIBILITIES:**

1. To accept referrals regarding minors alleged to be in need of care.
3. To make such other investigations as ordered by the Children's court or authorized by this court.
4. To develop case plans concerning any minor, if an investigation supports an administrative or judicial finding that the minor is in need of care.
5. To make reports to the Children's Court and to provide information or referrals to recognized child welfare agencies having an interest or service role concerning a Tribal child.
6. To maintain a confidential system of records, subject to disclosure to a non-party only upon order of the Children's Court.
7. Subject to the approval of the Tribal Council, negotiate service agreements with other recognized child welfare agencies.
8. Pending a determination of the minor's status to prevent risk of immediate harm by or to the minor, take into emergency custody and provide emergency placements.
9. Comply with all reporting requirements for funding sources as well as required internal reporting requirements.
10. Conduct home visits on a regular basis.
11. Meet with Family Service Staff and other Tribal/County Programs to provide case management for clients.
12. Attend and participate staff and other meetings, Child Protection Team meeting, in-service, training and other events as directed by supervisor.
13. Provide or refer to appropriate agency individual/family counseling services for youth and their families involved with the Indian Child Welfare Department.
14. Assist the prosecutor with filing petitions; conduct investigations and case studies as necessary.
15. Assist families in whatever way possible to carry out their court ordered plans and work cooperatively with county and other social service agencies to ensure that services provided are appropriate and culturally relevant.

16. Present a professional, caring image to clients, of the Indian Child Welfare Program and Family Services Programs.
17. Promote a working environment noted for effective cooperation and collaboration between programs, services and co-workers.
18. Provide telephone or in person testimony to off reservation child protection cases.
19. Perform other duties as assigned

**SUPERVISORY AUTHORITY:** None

**KNOWLEDGE:** Knowledge of Indian Child Welfare Act and the uniqueness of the Red Cliff Community. Knowledge of tribal and county service providers. Knowledge of the unique culture of Red Cliff and extended family system.

**QUALIFICATIONS:**

1. Graduate of high school, GED or HSED.
2. A minimum of one year experience working in a Child Protection/Indian Child Welfare Department.
3. Training in ICWA (Indian Child Welfare Act) and knowledge of the uniqueness of the Red Cliff community. Must be prepared to be a 'Qualified Expert Witness' according to the ICWA act.
4. Training or knowledge of historical trauma and how it affects the Red Cliff Community.
5. Must have basic understanding of the extended family system as it exists in Red Cliff.
6. The experience/ability to take an active role in the grant and budget development process.
7. Experience working closely with families, performing home visits, performing needs assessments.
8. In-depth knowledge of Tribal and County Service Providers.
9. Training in Targeted Case Management (Medicaid)
10. Training in CANS (Child and Adolescent Needs and Strengths)
11. A valid driver's license, reliable transportation, and insurance. Must maintain driver's eligibility as a condition of employment.

**PERSONAL CONTACTS:** Daily contact with clients, visitors, other Tribal staff, Bayfield County staff, other Tribal ICW programs and other county and state social service programs.

**SPECIAL REQUIREMENTS:** All applicants must fill out and return a Background Information Disclosure with their application or resume before the interviewing process is complete. All applicants will receive a background check prior to interviewing. If you have already received one please inform us as to what agency performed it.

**PHYSICAL REQUIREMENTS:** The duties assigned to this position involve bending, stooping, lifting, over head lifting and carrying items under 50 pounds.

**WORK ENVIRONMENT:**

1. Indian Child Welfare Office
2. Appearances in Tribal Court
3. Residences in the Tribal Service Area.



**TRAVEL REQUIREMENTS:** Will require overnight travel to attend meetings, training, and transporting clients. Home visits to clients in the Red Cliff Service Area.

**BEHAVIOR AND ATTITUDE:** The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any Behavior or Attitude that tarnishes the Image or Name of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

*Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.*

#### **APPLICATION SUBMITTAL REQUIREMENTS:**

The following items are required for this position:

1. Completed Tribal Application
2. Tribal Background Investigation Disclosure
3. Resume with at least 3 references.
4. Post-secondary transcripts; if applicable

**POSTED: October 19, 2016**

**DEADLINE: November 2, 2016 at 4:00 p.m.**

#### **FOR FURTHER INFORMATION:**

**Red Cliff Tribal Administration Building  
Human Resource Department  
88455 Pike Road  
Bayfield, WI 54814  
[www.redcliff-nsn.gov](http://www.redcliff-nsn.gov)  
[susie.gurnoe@redcliff-nsn.gov](mailto:susie.gurnoe@redcliff-nsn.gov)**

**(715) 779-3700 ext. 4268**

**The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.**

**ALL APPLICANTS FOR EMPLOYMENT WITH THE RED CLIFF TRIBE ARE  
SUBJECTED TO THE BACKGROUND INVESTIGATION AND OTHER REQUIREMENTS  
OF RCCL CHAPTER 43, AND THAT YOU ARE UNDER A CONTINUEING OBLIGATION  
TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION**

## **JOB DESCRIPTION**

**POSITION:** Youth Prevention Coordinator

**NON EXEMPT:** 40 hours per week (Days and times will vary depending on activities)

**LOCATION:** Red Cliff Family Services and Red Cliff Youth Center

**PROGRAM:** Brighter Futures Initiative Program (This is a grant funded position)

**WAGE:** \$12-\$14.00 per hour DOQ

**THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION**

**SUPERVISORS:** Brighter Futures Program Coordinator, Red Cliff Youth Service Director, Family Services Administrator.

### **GENERAL STATEMENT OF DUTIES:**

The Youth Prevention Coordinators will work collaboratively within the Family Service Division to provide guidance and facilitation of various prevention curricula, (Culturally Based AODA, Life Skills, Anti Bullying,) prevention focused activities and to provide information and other educational opportunities to youth participants. To provide information and referral to Divisional and other agency staff to assist youth and their families in connecting to needed services as identified or requested

### **RESPONSIBILITIES:**

The Candidates selected to fulfill these positions will be responsible for following a schedule for curriculum implementation, marketing program, establishing solid cohorts of youth who will learn together. The Candidate will facilitate the implementation of the curricula, and work with the Youth Services Department Director and other service staff within the division to identify youth, provide information, education and referral to connect youth and their families to needed services as identified or requested.

### **QUALIFICATIONS/KNOWLEDGE/SKILLS:**

- Associates Degree or equivalent work experience; preferred
- A demonstrate understanding of the Anishinabeg core values
- Available to serve in a full time capacity for at least one year
- Able to understand and implement curriculum
- Strong group facilitation skills
- Strong verbal and written communication skills
- Basic competency in email & the internet
- A demonstrated ability to work collaboratively and in a team environment
- Cultural sensitivity and an ability to work effectively with youth
- Strong organizational abilities
- Positive role model within the community

- Must be able to work independently if needed and be a self starter/highly motivated individual
- Valid driver's license with appropriate insurance and must also maintain driver's eligibility as a condition of employment.
- Must be able to pass a background check

**WORK ENVIRONMENT:** Red Cliff Family Services, primary work environment Red Cliff Youth Center.

**PHYSICAL REQUIREMENTS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions as long as the staff disability does not create an undue risk of injury to any enrolled youth.

Must be physically able to work with youth 12 to 18 years of age and must be able to regularly lift and/or move up to fifty pounds may be required.

**TRAVEL REQUIREMENTS:**

Must be able to travel local and out of town for training; local, regional and national as required.

**BEHAVIOR AND ATTITUDE:** The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any Behavior or Attitude that tarnishes the Image or Name of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

**Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.**

**APPLICATION SUBMITTAL REQUIREMENTS:**

The following items are required for this position, both forms can be found on the tribes website.

1. Completed Tribal Application
2. Tribal Background Investigation Disclosure

**POSTING DATE:** October 20, 2016

**DEADLINE:** November 4, 2016 at 4:00 p.m.

**FOR FURTHER INFORMATION CONTACT:**

Human Resources  
Red Cliff Band of Lake Superior Chippewa  
88455 Pike Rd. Hwy 13  
Bayfield, WI 54814  
(715) 779-3700, Ext. 4268

*The Red Cliff Tribe has a Drug-Free Work Place Policy and follows the intent of the Drug-Free Work Place Act. All new employees will be tested prior to starting employment. Tribal preference will be applied in the case of equally qualified applicants, but all applicants will be considered.*

**JOB DESCRIPTION**

**POSITION:** Maintenance Custodian

**LOCATION:** Red Cliff Community Health Center and Mishomis Wellness Center

**SALARY:** Full-Time Position \$10.00 - \$12.00 per hour depending on qualifications; **THIS IS A REGULAR FULL-TIME NON EXEMPT POSITION**

**SUPERVISOR(S):** Facilities Maintenance Director and Lead Maintenance Custodian

**JOB SUMMARY:** The Maintenance Custodian is responsible for the routine care and maintenance of the physical plant of the Red Cliff Community Health Center, the parking lot, and surrounding grounds. Custodial services and preventive and corrective maintenance functions will be performed as needed. These activities are to ensure the continued efficient operation of the physical plant, to promote the comfort and safety of the public and staff, and to provide for an environment that is supportive of Health Center programs and services.

**DUTIES AND RESPONSIBILITIES:**

1. Perform general housekeeping duties within the Health Center in accord with accepted practice for health care facilities, with particular attention to infection control procedures, the handling of bio-medical waste, and safeguarding the privacy of the public being served.
2. Maintain the exterior of the building, the parking lot, and the grounds to promote the appearance and safe operation of the Health Center.
3. Implement a policy and program of pest control.
4. Oversee all aspects of housekeeping, custodial, and maintenance services being purchased from outside vendors in line with budget constraints, program needs, and Health Center or Tribal policy.
5. Have primary responsibility for the security and alarm system, ensuring that it is operational when the Health Center is closed and serving as an on-site contact for the security service.
6. Maintain an adequate supply of janitorial supplies, paper goods, and other items needed to perform these duties. Order replacement supplies and materials according to Health Center and Tribal Policy.
7. Prepare and maintain manuals, records, documents, and other materials required by the Administrator of the Health Center, the Health Board, the Tribal Council, and funding or certification bodies.
8. Maintain the confidentiality of all client specific information and data in accord with federal and state guidelines and requirements.
9. Utilize the resources, materials, office supplies, equipment and physical plant allocated for use by the Red Cliff Community Health Center in accord with professional practice norms and Tribal policy.
10. Participate in quality assurance measures conducted within the Health Center.
11. Present a professional, caring image for the Health Center and its programs.
  - A. Maintain a cooperative relationship with other Health Center staff and co-workers.
  - B. Demonstrate tact, courtesy, and respect in communication and interaction with Health Center patients, visitors, and staff and with outside agencies and programs.
  - C. Promote a working environment noted for effective cooperation and collaboration between programs, services, and co-workers.
12. Attend meetings, in-services, and other events as specified by the immediate supervisor or Tribal administration.
13. Participate in the implementation of grants, contracts, and projects being carried out under the auspices of the Red Cliff Community Health Center and at the direction of the Administrator. These activities are to comply with the directives of the Tribal Council and Health Center



Administration and to fulfill the conditions of the individual grant, contract, or project. The specific duties will reflect the individual program initiative and the concurrent needs and resources of the Health Center. These assignments will vary from time to time due to the cyclical nature of these program efforts.

14. Perform other job-related duties as directed by the immediate supervisor or Tribal administration.
15. Maintain a clean and safe working environment.

**SUPERVISORY AUTHORITY: NONE**

**KNOWLEDGE:** Knowledge of and sensitivity for Ojibwa culture and traditions. Exposure to the hazards of the health care industry.

**QUALIFICATIONS:**

1. The ability to effectively relate to co-workers and the public.
2. Capacity to deal with stress and emergencies.
3. High School diploma, GED, or HSED.
4. Valid Wisconsin Drivers Licenses and Liability Insurance. Must also maintain driver's eligibility as a condition of employment.
5. Good interpersonal skills and the ability to get along with diverse populations (clients, co-workers, professional staff, administration, and the general public).
6. Good communication skills, written and oral.
7. Substantial work experience as a janitor, custodian, or maintenance mechanic.
8. Experience in the maintenance and repair of HVAC systems, desirable.

**PERSONAL CONTACTS:** Health Center staff, Tribal Employees and the Public.

**PHYSICAL REQUIREMENTS:** Physical ability to perform manual labor, occasionally lifting in excess of 50 pounds, and work outside in inclement weather.

**WORK ENVIRONMENT:** Environment must be maintained as clean, non-smoking, well-ventilated work area in adherence to all safety requirements when client contacts are within facilities operated by the Red Cliff Community Health Center. Private residences, when utilized for professional activities, will not necessarily meet the criteria of the established safety regulations.

**TRAVEL REQUIREMENTS:** The ability to travel and attend meetings. The availability for out of town and overnight travel.

**Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.**

**BEHAVIOR AND ATTITUDE:** The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any Behavior or Attitude that tarnishes the Image or Name of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

**APPLICATION SUBMITTAL REQUIREMENTS:**

The following items are required for this position and can be found on the tribal website:

1. Completed Tribal Application
2. Tribal Background Investigation Disclosure

**POSTING: October 20, 2016**

**DEADLINE: November 4, 2016 @ 4:00 p.m.**

**FOR FURTHER INFORMATION:**

**Red Cliff Tribal Administration Building  
Human Resources Department  
88385 Pike Road, Hwy 13  
Bayfield, WI 54814  
[www.redcliff-nsn.gov](http://www.redcliff-nsn.gov)  
[susie.gurnoe@redcliff-nsn.gov](mailto:susie.gurnoe@redcliff-nsn.gov)  
(715) 779-3700 ext. 4268**

**The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.**

ALL APPLICANTS FOR EMPLOYMENT WITH THE RED CLIFF TRIBE ARE SUBJECTED TO THE BACKGROUND INVESTIGATION AND OTHER REQUIREMENTS OF RCCL CHAPTER 43, AND THAT YOU ARE UNDER A CONTINUING OBLIGATION TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION CONCERNING ANY CONVICTIONS THAT OCCUR AFTER COMMENCEMENT OF EMPLOYMENT WITH THE TRIBE.

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**JOB DESCRIPTION**

**POSITION:** Administrative Assistant

**LOCATION:** Education Department at Red Cliff Tribal Office

**SALARY:** \$12-\$14 per hour plus benefits

**THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION**

**SUPERVISOR(S):** Education Department Director

**JOB SUMMARY:** The primary responsibility of this position is to provide a range of functions in support of the Education Department with the emphasis on administrative duties to support the Education Department.

**DUTIES AND RESPONSIBILITIES:**

- Organizing the multiple files
- Merging multiple files into one file
- Re-labeling the files
- JOM committee assistance
- Under overall supervision of the Red Cliff Education Director
- All other duties as assigned

**SUPERVISORY AUTHORITY:** None

**KNOWLEDGE:**

- Must be able to demonstrate confidentiality as files have privacy information.
- Knowledge of basic filing or clerical skills.
- Must be able to work independently.
- Good telephone and customer service skills.
- Be self-motivated.

**QUALIFICATIONS:**

- A minimum of a High School Diploma, HSED or GED, preferred.
- Minimum of One (1) year office related experience, preferred
- Experience with variety of office equipment, to include computer software.

**PERSONAL CONTACTS:** Education Director and other Tribal staff.

**PHYSICAL REQUIREMENTS:** The duties assigned to this position is mainly sitting, however may involve bending, stooping, lifting and carrying items under 50 pounds.

**WORK ENVIRONMENT:** Education Department office, Red Cliff Tribal Office

**TRAVEL REQUIREMENTS:** None

**BEHAVIOR AND ATTITUDE:** The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job

performance. Any Behavior or Attitude that tarnishes the Image or Name of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

**Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.**

#### **APPLICATION SUBMITTAL REQUIREMENTS:**

The following items are required for this position and can be found on the tribal website:

1. Completed Tribal Application
2. Tribal Background Investigation Disclosure

**POSTING: October 21, 2016**

**DEADLINE: November 4, 2016 at 4:00 p.m.**

#### **FOR FURTHER INFORMATION:**

**Red Cliff Tribal Administration Building**

**88455 Pike Road**

**Bayfield, WI 54814**

**[www.redcliff-nsn.gov](http://www.redcliff-nsn.gov)**

**[susie.gurnoe@redcliff-nsn.gov](mailto:susie.gurnoe@redcliff-nsn.gov)**

**(715) 779-3700 ext. 4268**

**The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.**

**ALL APPLICANTS FOR EMPLOYMENT WITH THE RED CLIFF TRIBE ARE SUBJECTED TO THE BACKGROUND INVESTIGATION AND OTHER REQUIREMENTS OF RCCL CHAPTER 43, AND THAT YOU ARE UNDER A CONTINUEING OBLIGATION TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION CONCERNING ANY CONVICTIONS THAT OCCUR AFTER COMMENCEMENT OF EMPLOYMENT WITH THE TRIBE.**

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**POSITION:** Assistant Child Care Teacher

**LOCATION:** Red Cliff Early Childhood Center

**PROGRAM:** CCDF

**WAGE:** \$9.00 to \$11.00 per hour (depending on education & experience) 20- 26 hours per week Non-Exempt

**SUPERVISOR:** Child Care Director

**GENERAL STATEMENT OF DUTIES:**

Serve as a part-time Assistant Teacher for a collaborative Head Start/ Child Care classroom. The classroom will operate from 2:00 to 5:00pm. The assistant teacher will be assigned to a group of children from ages 18 months to 6 years old. Responsible for planning and implementation of educational programs which reflect best practices and integration of Ojibwe language and culture into curriculum. Must ensure the safety and well being of all children at all times.

**RESPONSIBILITIES:**

- Maintain confidentiality of all child's and family information and records.
- Promotion of safe, attractive and stimulating physical environment for children, also establishing and maintaining consistency of rules.
- Assist the teacher with preparing lesson plans, and implement daily.
- Reinforce positive self-image, pride, and cultural identity with children during all activities.
- Maintain accurate daily records on attendance, daily intake, and medical log, children's eating/sleeping/toileting information for distribution in child file and to parents as well as other required forms.
- Maintain and document all contacts with parents. Develop and maintain a professional relationship with parents of children enrolled in program.
- Positive child guidance techniques will be utilized by all staff when needed.
- Collaborate with other staff, parents, and community resources to incorporate Ojibwe language and culture into daily activities and curriculum.
- Work with Tribal, tribal and community service providers in order to provide necessary services to the child and their parents.
- Notify supervisor in advance of any known absences you will have. ***Center based teachers are responsible for arranging for your own qualified substitute in your absence.***
- Adhere to all ECC policies and procedures and insure the Federal Performance Standards and State of WI Group Child Care Licensing Regulations are being met.
- Develop and maintain a professional relationship with parents of children enrolled in the center.
- Must be able to work a flexible schedule to help meet the needs of children, families and other staff.
- All staff are expected to perform any other job related duties as directed.
- The above identified responsibilities are not intended to reflect all tasks necessary for the position. Perform other duties as directed.

**QUALIFICATIONS/KNOWLEDGE/SKILLS:**

- Must be 18 years of age or older and have completed high school or its equivalent.
- Knowledge of Ojibwe language and culture preferred; knowledge of uniqueness of Red Cliff community required.
- Must have documented 80 full days or 120 half days experience as an Assistant Teacher in a licensed child care center or other approved early childhood setting, within the first six months of employment.
- Must complete, the two following courses: **Introduction to Child Care Profession** and **Skills and Strategies for Child Care Teacher** within the first six months of employment.
- Preferred Associate Degree in Early Childhood Education preferred, or in the process of obtaining your Associate Degree in Early Childhood Education.
- Additional training or education in Early Childhood Development is highly desirable. Prior experience and or strong desire to work with your children and their families required.
- Coursework or any specialized training in Infant/Toddler development highly desirable.
- Ability to work effectively and cooperatively with staff, parents, community members, and other support systems in the best interest of the child is required.
- Valid driver's licenses with appropriate vehicle insurance; preferred.

**WORK ENVIRONMENT:**

Primary work environment is in the classroom. All tribal buildings are smoke/tobacco free.

**PERSONAL CONTACTS:**

Collaborative professional relationship with parents, extended families, and the Red Cliff community.

**SPECIAL REQUIREMENTS:**

Must be physically able to work with young children, including a minimum of **lifting 40 pounds**, FBI Fingerprinted at a Field Print office, health exam, TB test, immunizations including Hepatitis B (or sign waiver), mumps vaccine (or waiver or proof of immunity) and required trainings such as Confidentiality, CPR, Shaken Baby Syndrome, etc. Must attend appropriate staff meetings, Policy Council and or Parent meetings as required.

**TRAVEL REQUIREMENTS:**

Must be able to attend local, regional, and national trainings as required.

*Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.*

**APPLICATION SUBMITTAL REQUIREMENTS:**

The following items are required for this position:

1. Completed Tribal Application
2. Tribal Background Investigation Disclosure
3. Resume with at least 3 references.

4. Post-secondary transcripts; if applicable

**REPOSTING DATE:** September 13, 2016

**DEADLINE:** Open until filled

**FOR FURTHER INFORMATION CONTACT:** Human Resources Department

Red Cliff Tribe

88455 Pike Rd,

Bayfield, WI 54814

(715) 779-3700 ext.4268

[www.redcliff-nsn.gov](http://www.redcliff-nsn.gov)

[susie.gurnoe@redcliff-nsn.gov](mailto:susie.gurnoe@redcliff-nsn.gov)

*All Early Childhood Center employees must submit mandatory criminal background check information to Human Resources Department with application. Per WI Department of Children & Families (DCF) Bureau of Early Care Regulation (BECR) Memo 2014-03, as of 12-31-16 all licensed child care center employees must complete a one-time fingerprint-based background check on all employees. Every year thereafter, a name-based background check through the Department of Justice (DOJ) must be conducted annually or following any conviction occurring after commencement of employment.*

*The Red Cliff Tribe has a Drug-Free Work Place Policy and follows the intent of the Drug-Free Work Place Act. All new employees will be tested prior to starting employment.*

*Tribal preference will be applied in the case of equally qualified applicants, but all applicants will be considered.*

*45CFR 1301.31 requires preference be given to qualified current or former parents of Head Start/Early Head Start children as position vacancies occur.*

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## RED CLIFF CHIPPEWA HOUSING AUTHORITY

37645 NEW HOUSING ROAD BAYFIELD, WI 54814

(715) 779-3744

(715) 779-8044 FAX

### Job Description

Title: Receptionist/Office Assistant

Reports to: Resident Services Manager

Wage: \$10.00 per hour

**This is a Regular Full-Time Non-Exempt Position**

**Job Summary:** the job crosses all aspects of Housing Authority functions. The position provides support to administration, finance, maintenance, special projects, customer contacts, procurement, and board functions.

### Essential Duties and Responsibilities:

Answers phones and routes callers to department or individual staff; takes and delivers messages; receives visitors, determines nature of business and directs visitors to the correct department or staff; receives and processes both regular and interdepartmental mail; perform a variety of clerical functions including typing, filing, scanning, copying, and any related functions; assists with scheduling appointments; provides clerical support to departments as requested; utilizes computer systems to accomplish tasks.

Responsible for tax appointment book during tax season.

Receive and receipt all rent transactions.

Perform and maintain all travel records/duties.

Ensure that mail and other communication systems support the needs of the organization.

Enter and process Work Orders into Housing Management System.

Serves as back-up to Procurement Officer.

Preparation of RCHA Board packets, board polls, recording of minutes for board meeting and meeting set.

### Qualifications:

#### Education and/or Experience

The employee shall have a high school diploma or equivalent.

Three (3) years experience in office work is required.

Must be reliable, punctual, and maintain confidentiality in the highest standards.

### Language Skills:

Ability to read and understand basic office documents, such as reports, safety rules, procedure manuals.

Ability to write routine reports and correspondence.

Ability to communicate effectively with a variety of tenants, employees, and others.

Ability to respond to callers and to respond to inquiries in a courteous and professional manner.



**Mathematical Skills:**

Minimal, but the ability to add, subtract, multiply, and divide is required; ability to understand basic numerical reports.  
Basic knowledge of cash handling and the ability to make change.  
Must pay attention to detail when dealing with all cash transactions.

**Reasoning Skills:**

Ability to carry out written or oral instructions; to make decisions regarding customer needs in answer inquiries and providing contact for departments.

**Computer/technology Skills:**

Basic understanding of word processing, internet, email, calendar/scheduling, telephone skills and usage.

**Physical Demands:**

While performing the job, the employee is required to talk and hear coherently; generally, the job is office related; the employee occasionally will be required to lift parcels up to 25 lbs.

**Work Environment:**

The work is generally completed in an office environment; occasional work setting in maintenance areas; some local driving for the organization

**Other:**

The employee is required to possess a valid driver's license and be insurable under the organizations auto insurance coverage.

**POSTING DATE:**           October 3, 2016

**POSTING DEADLINE:**   Until position is filled

**FOR ADDITIONAL INFORMATION CONTACT:**

Tanya Wachsmuth, Accountant/Human Resources at 715-779-3744 or [twachsmuth@redcliffhousing.org](mailto:twachsmuth@redcliffhousing.org)

**Submit Application to:**

Red Cliff Housing Authority  
37645 New Housing Road  
Bayfield, WI 54814  
Telephone: (715) 779-3744  
Fax: (715) 779-5044

**The Red Cliff Tribal Council and Red Cliff Housing Authority has a Drug free Work Place and adheres to the intent of the Drug Free Work Place Act.**

**Indian preference will be applied in the case of equally qualified applicants, but all applicants will be considered.**

**ALL APPLICANTS FOR EMPLOYMENT WITH THE RED CLIFF TRIBE MAY BE SUBJECTED TO THE BACKGROUND INVESTIGATION AND OTHER REQUIREMENTS OF RCCL CHAPTER 43, AND THAT YOU ARE UNDER A CONTINUING OBLIGATION TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION CONCERNING ANY CONVICTIONS THAT OCCUR AFTER COMMENCEMENT OF EMPLOYMENT WITH THE TRIBE.**

# Job Search

Narrow search by:

Any Category

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Enter Keyword

Any Employer

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Search

Results Found: 8

Sort by: A-Z Category

**Bremer Bank**

129 South Broad Street Bayfield, WI 54814

**Snow Shoveler Needed for Bremer Bank in Bayfield**

*Category: Construction, Installation and Mechanical*

Bremer Bank is looking for someone to shovel the sidewalks for it's Bayfield office. We have someone already plowing the parking lot but are willing to talk if you'd want both jobs. Please contact Rick Geisen at 715-373-6381 .

**Bayfield Inn, The**



20 Rittenhouse Avenue Bayfield, WI 54814

**Join our 2016 Front Desk Sales Team!**

*Category: Customer Service*

The Bayfield Inn is currently seeking qualified applicants to join our Seasonal 2016 Front Desk Sales Team! Phone sales/reception experience a major plus, but will train the right applicant. Competitive pay, based on experience. Fun, exciting, and rewarding work environment. Flexible

**Contact:**

**Rick Geisen**

**Send Email**

Phone:(715) 373-6381

M/MP

VISIT WEBSITE

**Contact:**

**Nathan Lawyer / Human Resource Department**

**Send Email**

Phone:(715) 779-3363

M/MP

VISIT WEBSITE

screenuing. must like fast-paced, challenging work environment and be available to work weekends & holidays. Basic computer skills and ability to communicate clearly and effectively are a must! Applications may be ...[read more](#) →

## Bayfield Inn, The

20 Rittenhouse Avenue Bayfield, WI 54814



### Seasonal 2016 Full & Part-Time Food & Beverage Positions

*Category: Food Industry and Restaurants*

The Bayfield Inn Food & Beverage Department is seeking full-time and part-time line cooks, prep cooks, dishwashers, servers, bussers, bartenders, & food runners for the 2016 season. Located in beautiful downtown Bayfield offering a fast paced, professional work environment. Experience preferred but not necessary, will train the right applicant. Applications can be printed online at [www.bayfieldinn.com/employment-opportunities](http://www.bayfieldinn.com/employment-opportunities) or picked up in person at The Bayfield Inn, 20 Rittenhouse Avenue, ...[read more](#) →

## Bayfield Inn, The

20 Rittenhouse Avenue Bayfield, WI 54814



### Food & Beverage Director

*Category: Food Industry and Restaurants*

The Bayfield Inn (Bayfield, WI) is seeking a professional Food and Beverage Director to oversee all F&B operations and deliver an excellent guest experience. Candidate must be able to forecast, plan and manage all phases of the F&B department to include: Oversee day to day operations of hotel restaurants & bars. Excellent communication & leadership skills. Ability to spot & resolve problems efficiently. Mastery in delegating multiple tasks. Lead F&B team by hiring & training ...[read more](#) →

## BRB Recycling Authority

35945 State Hwy 13 Bayfield, WI 54814

### Now Hiring

**Contact:**

[Send Email](#)

Phone:(715) 779-3363

MAP

[VISIT WEBSITE](#)

**Contact:**

[Nate Lawyer](#)

[Send Email](#)

Phone:(715) 779-3363

MAP

[VISIT WEBSITE](#)

**Contact:**

[Jason Goodlet](#)

[Send Email](#)

Phone:(715) 779-9720

**Category: Government**

B.R.B. Recycling Authority is a Transfer Station located in the Town of Russell. B.R.B. is now hiring for Site Attendant(s). Attendants greet and assist each customer as needed, maintain receipts, change items accordingly make change, maintain access to recycling and refuse bins, general site maintenance; and inform managers of needed items. Must be 18 years of age and have a valid driver's license. Applications and job descriptions are available at Bayfield City Hall 125 South First Street Bayfield WI ...[read more](#) →

**Bayfield Inn, The**  
  
20 Rittenhouse Avenue Bayfield, WI 54814

**Housekeeping Summer 2016 Team**

**Category: Hotel, Gaming, Leisure, and Travel**  
The Bayfield Inn is currently seeking qualified applicants to join our professional housekeeping staff. Previous experience is preferred, but training is provided. This supervised position is seasonal starting May 1 through October 31 of each calendar year. Applicants must be available to work on weekends or holidays and can expect a fast-paced, teamwork approach to meeting our high standards. We offer competitive wages based on experience and job performance. Applications can be printed online at ...[read more](#) →

**Big Top Chautauqua**  
  
PO Box 455 Washburn, WI 54891

**Director of Development**

**Category: Non-Profit and Social Services**  
Director of Development Big Top seeks a Development Director to plan and execute all elements of our fundraising activities. The Development Director works with and under the direction of the Executive Director to implement activities to ensure adequate financial resources for the organization. The Development Director plans, budgets, implements strategies and reports on all financial progress. He/She is responsible for meeting goals established in budget areas of: Grants, ...[read more](#) →

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**Contact:**  
**Send Email**  
Phone: (715) 779-3363

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**Contact:**  
**Terry Matier, Executive Director**  
**Send Email**  
Phone: (715) 373-5552

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Donations, Sponsorships, Special ...[read more](#) →

**Superior Body Massage & Spa**

33 N First Street Bayfield, WI 54814

**Massage Therapist Position Available**

*Category: Personal Care and Services*

Superior Body Massage & Spa has an opening on our spa team for a new Massage Therapist. This is a part-time position offering flexible hours and a wonderful work environment along with the possibility of expanded hours in the spring. Applicants must hold a valid Wi Massage Therapist license. Please contact Anna to learn more about Superior Body and the position.

**Contact:**

**Anna Johnson**

**Send Email**

**Phone: (715) 209-0428**

MAP

VISIT WEBSITE

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42 South Broad St | P.O. Box 138, Bayfield, WI 54814 | 715-779-3335

# NOVEMBER 2016

## GASHKADINO-GIZIS

MON	TUE	WED	THU	FRI
<b>7B</b> MALTO MEAL, JUICE, BAGEL <b>L</b> BBQ'S, FRY, PEARS, VEG/DIP <b>S</b> BAGEL, CREAM CHZ, BERRIES	<b>1B</b> HB OATS, APPLES, YOGURT <b>L</b> BEEF STEW, BISCUIT, SALAD, CC, MANGO <b>S</b> STRAWBERRIES, WAFFLES,	<b>2B</b> KIX, PEACHES, TOAST, PB <b>L</b> CHICKEN ENCHILADA, PEAS, PEARS <b>S</b> CRACKERS, APPLES	<b>3B</b> EGG WRAP, OR- ANGES, CC <b>L</b> SALMON PATTY, FRY, GR BEANS, SALAD, TROP FRUIT <b>S</b> TRAIL MIX/ JUICE	<b>VETERAN'S DAY</b> <b>ECC/TRIBE CLOSED</b>
<b>7B</b> MALTO MEAL, JUICE, BAGEL <b>L</b> BBQ'S, FRY, PEARS, VEG/DIP <b>S</b> BAGEL, CREAM CHZ, BERRIES	<b>8B</b> CORNFLAKES, FRUIT COCKTAIL, TOAST PBJ <b>L</b> CHIX W RICE SOUP, HAM SAND, M ORANGES <b>S</b> VEGGIE/DIP CC	<b>9B</b> RICE CHEX, APPLE- SAUCE, ENG MUFFIN <b>L</b> HAM, PINEAPPLE, PO- TATO, SALAD, BUN, CAR- ROTS <b>S</b> ANTS ON A LOG	<b>10B</b> CHEERIOS, BA- NANA, TOAST, JELLY, <b>L</b> TOM SOUP, GR CHEEZ, FRUIT COCKTAIL, VEG/ DIP <b>S</b> CHZ SAND/ JUICE	<b>VETERAN'S DAY</b> <b>ECC/TRIBE CLOSED</b>
<b>14B</b> EGG,TOAST, APPLE- SAUCE, TRK BACON <b>L</b> PORK CHOP, PEAS, PINEAPPLE, SALAD <b>S</b> CARROTS, MILK	<b>15B</b> CORN CHEX, TOAST, PEACHES <b>L</b> HAMB GRAVY, CORN, PEARS, POTATO <b>S</b> FRUIT/YGT DIP	<b>16B</b> RICE CRISPIES, M BERRIES, BAGEL, JELLY CC <b>L</b> HAM BEAN SOUP, PBJ, MANGO, CC, CARROT <b>S</b> PIZZA DUNKERS, JUICE	<b>17B</b> FR TOAST, PEARS, CC <b>L</b> TURKEY DINNER W/ FIXINGS <b>S</b> BERRIES/CC	
<b>21</b> <b>ECC PARENT/ TEACHER CONFERENCE NO CHILDREN</b>	<b>22</b> <b>ECC PARENT/ TEACHER CONFERENCE NO CHILDREN</b>	<b>23</b> <b>THANKSGIVING BREAK</b>	<b>24</b> <b>THANKSGIVING BREAK</b>	
<b>28B</b> FRENCH TOAST STICK, BLUEBERRIES, <b>L</b> PIZZA BRG, FRIES, MANGO, VEG/DIP <b>S</b> TRKY/CHZ/PEARS	<b>29B</b> KIX, MUFFIN, TROP FRUIT, <b>L</b> PEA SOUP, HAM SAND, BERRY, VEG/DIP <b>S</b> TOMATO/PRETZELS	<b>30B</b> BRANFLAKES, BA- NANA, BAGEL, PB <b>L</b> CHIX PARM, CORN, PEACH, SALAD <b>S</b> YOGURT/STRAWBERRY		