

Gitchi Manidoo Giizis (Great Spirit Moon)

January 2017 Red Cliff Education Division Newsletter



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Special points of inter- est:

- Home Base Social Jan. 6th
- ECC/Tribe Closed Jan. 16th MLK day
- ECC Family Storytel-ling/Home Base Social Jan. 25th
- **ECC EARLY
RELEASE JAN 12th**

ECC FAMILY NIGHT: STORYTELLING



Join the ECC for our annual Traditional Ojibwe Storytelling Family Night: Wednesday, January 25th from 5:00pm to 7:00pm at the Red Cliff Youth Center. Dinner will be provided and this event is open to the community. This is a family event so please bring the whole family. We will do our best to make this historically exciting and well-attended event a culturally enriching and fun night out!

Cold and Flu Season is upon us.....

ECC attendance has historically been very alarming over the months of January, February and March due to illness. We are striving to see improvements to attendance and would like to offer the following suggestions in addition to the many resources you will find in this newsletter to support illness prevention and treatment:

- Get immunized. All members of a family may obtain a flu shot at the Red Cliff Community Health Center. Please call (715) 779-3707 for an appointment.
- Stay hydrated, eat nutritious meals, stay well rested and reduce stress.
- Wash hands and household surfaces routinely.
- Avoid contact with sick people and stay home when you are ill.

The ECC takes illness prevention very seriously with daily cleaning and disinfecting routines in the classrooms and building, employer sponsored vaccines, health and wellness promotion, and communicable disease training. Hand washing is a vital piece to the wellness of everyone in the building-all staff and children are required to wash their hands upon entering and exiting a classroom, diapering/bath rooming, before and after meals, anytime someone is in contact with another's body fluids and after blowing noses. Let's work together to make this cold/flu season very low impact. We realize it is often inevitable to prevent illness in some cases-please maintain communication with us regarding absences/health issues.



Gichi-Manidoo-Giizis (Great Spirit Moon) January 2017



Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 	2 ECC/Tribe Closed Winter Break Bayfield Closed Tribal Council Mtg	3 WIC Pick up ECC Classes Resume	4 Tribal Board of Ed Mtg JOM Mtg	5	6 Home Base Social 10—Noon @ RC Health Center	7
8	9 WIC Pick Up School Board Mtg	10 WIC Pick Up	11 Title VII Mtg	12 ECC EARLY RELEASE AT 11:30 for staff in-service	13	14
15	16 ECC/Tribe CLOSED Martin Luther King Day	17 Tribal Council Mtg	18 Housing Mtg	19	20	21
22	23	24	25 ECC Family Night Storytelling Night *Home Base Social	26	27 Bayfield Early Release 12:45pm Newsletters Due	28
29	30	31				

Agongos

Home Based January News



Happy New Year!

We hope that everyone had a fantastic break! We are ready to get back into the school year and get our home visits going again!

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



January Ojibwemowin

- ◊ Goon: Snow
- ◊ Dibaajimowin: Story
- ◊ Bizindan: Listen
- ◊ Babiinzikawaagan : Jacket
- ◊ Minjikaawan: Mitten
- ◊ Giizhoopizon: Scarf
- ◊ Wiiwakwaan: Hat

Aaniin ezhiwebak!

What's Happening!

- * Home Base Social: 10am-Noon
- * ECC/Tribe Closed: Mon. 17th for Martin Luther King Day
- * ECC Fam. Night/Storytelling Night/Home Base Social: Wed. 25th

Miigwech!

- Haley ext. 236
- Michelle ext. 237
- Amaris ext. 238

**“Apane ji-mikwendamang gaa piimiinigooy-
ang Anishinaabe bimaadiziiwin!”**

Waabooz News

WELCOME BACK!

Welcome back Waabooz families, we hope you enjoyed your winter break.

For the month of January we will continue working on large and fine motor skills, Ojibwemowin commands, and winter activities and projects.

Please send hats, mittens, snow pants, jackets, and boots with your children. When the weather is nice we would like to be able to take the children out to explore and experience the snow.

If your child will be absent for the day please call us by 9:00AM.

MIIGWECH!



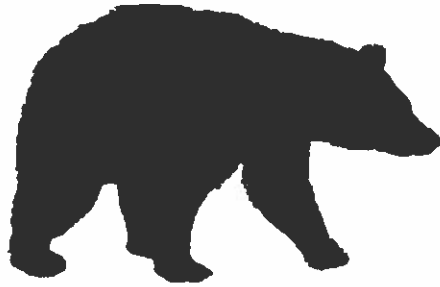
**Miss Tiffannie, Miss Angela,
and Ms. Judy**

779-5030 x 224

Amik –newsletter

Wow where did the time go? We are so busy having fun and learning, making friends and we know lots of ojibwe commands, three part directions. Hear some of things we are doing and working on.





Makwa

January 2017

Dear Parents,

We hope you had great holidays! The fall term seemed to fly by. We look forward to a very fun winter term.

The children were very excited to get back to school; as were the teachers.

The school themes for January are a clothing study, ice fishing and hibernation. We have many fun, interesting and educational activities planned for the children pertaining to those subjects.

We will be going out as much as possible, so please send winter boots and clothing appropriate for winter as well as a pair of indoor shoes appropriate for indoor play

Ms. Maggie and Mr. Fred



ESIBAN NEWS



January 2017

NEWS AND PLANS

We hope everyone had a great holiday and are ready to get back into the swing of things. We will be focusing our lesson plans around Hibernation/snow, Ice Fishing and Teaching Strategies clothes study this month.

The children are learning to take care of each other and beginning to understand we all need our own space. We will be working hard at getting on our winter gear and taking it off when we come inside.

Our Classroom is a nut free room. Please do not send in snacks/treats to our classroom that contain any nuts. Miigwech!

Reminders

- V23 ECC/TRIBE CLOSED Martin Luther King day
- V25 ECC Family Night

OJIBWEMOWIN

- Snow-Goon
- It's snowing-Zoogipon
- Cold-Gisinaa

When you give your child simple jobs, it helps him feel valued and more deeply connected to the family and community. This increases his confidence and sense of self-worth.



REMINDER: Please remember to label your child's clothing. Sorting out 16 gloves when we come in can be a bit crazy!

Mashkodebizhiki Room

2017

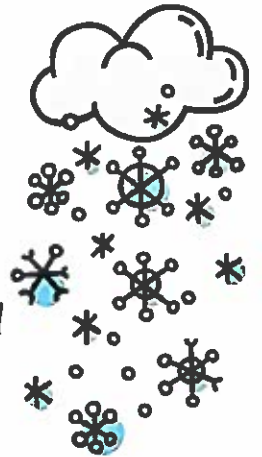
Boozhoo. Welcome to the new year. 2017 promises to bring with it happiness and growth. Each of the kids has grown so much since September and we are excited to see where they will be by the end of the year.



For the month of January we are going to do a study of clothes. This is part of our Teaching Strategies Curriculum. We will have many different types of clothes in our dress up area. Please remember to label all of your children's clothing so it does not get mixed up. We will also study ice fishing and hibernation.

Please continue to send appropriate gear for outside. A little reminder that stretchy, finger gloves are not very warm and our supply of winter gloves at school is very small. Please help us make sure your child is safe and warm when outside. We will be leaving snow pants and gloves at school. It gets difficult shoving wet snow pants and gloves in backpacks everyday. If you would like your child's stuff sent back and forth daily please call us. If they do go home daily please remember to take them out of the backpack and dry them. It is no fun wearing wet snow pants and gloves outside.

Thanks for your understanding.



Ms. Karen and Ms. J

GITCHI-MANIDOO-GIIZIS



MA'IINGAN ROOM NEWS

Welcome Back!!!

We are happy to be back in session, we had a nice long break from school and now we are ready to get back into the swing of learning. We will be working on clothes study, counting, name recognition, ice fishing, dinosaurs, writing, turn taking, and self help skills. We are going outside to play in our playground when weather allows for it. So please send your child/children to school with proper gear. Friendly Reminder school day starts at 8am until 2pm if your child wont be present please call by 9am and let us know. We really like phone calls daily when they wont be in so we can mark our attendance.

We also like visitors if you would like to join us for breakfast, lunch or outside time feel free to stop in to be part of our day. Miigwech for all the patience, and understanding through the year!!! We look forward to seeing your child daily when we are in session. They learn so much when they are in school and we love having them!!

Miigwech!

Ms. Patsy and Ms. Alicia



Migizi News

Wow time sure has went by fast! We hope everyone had a wonderful holiday. On the 9th Ms. Linda will be back in the classroom and everyone is excited to have her back. Hopefully Ms. Kathy will also be staying in our room. It has been fun and nice.

In January we will be learning about winter clothes, hibernation, ice fishing, snow shoeing. Ms Linda will be starting the "Handwriting Without Tears" curriculum along with "Mat Man". I will be talking about "Fire Safety," and "Asking for What you Need or Want".

We will be going outside weather permitting so dress your child appropriately. Once it starts to stay really cold we will be going to the "Youth Center two days a week".

Ms. Diann

Ms. Kathy

DECEMBER ATTENDANCE

2016

Congratulation to this Month's Winners for perfect attendance.

Early Head Start -- Violet Sayers

and

Head Start --Edward Morris

In the Early Head Start we had a total of 17 out of 32 students that met the perfect attendance requirement.

Waabooz 2 Children

Amik 3 Children

Makwa 6 Children

Esiban 6 Children

In the Head Start we had a total of 30 out of 50 students that met the perfect attendance requirement.

Migizi 12 Children

Maiingan 6 Children

Mashkodebizhiki 12 Children

Keep up the great work parents.....

Family Service Staff



November Attendance

2016

Congratulation to this Month's Winners for Great attendance.

Early Head Start: Zyauna Gordon

and

Head Start: Memphis Whitfield

In the Early Head Start we had a total of 20 out of 32 students that met the perfect attendance requirement.

Waabooz 4 Children

Amik 5 Children

Makwa 6 Children

Esiban 5 Children

In the Head Start we had a total of 28 out of 49 students that met the perfect attendance requirement.

Migizi 10 Children

Maiingan 7 Children

Mashkodebizhiki 11 Children

Keep pushing the Attendance Parents, You Rock.....



Important Notice Regarding Services at ECC

The time has come! The Office of Head Start has recently approved new Performance Standards that include an addition to the number of hours we serve center-based children (all EHS and 2 HS). We have also been approved for funding to expand our center-based services here at the ECC.

What does this mean?

We are required to serve children for a total of 1380 hours annually; this is a significant increase from the 960 hours we are currently serving.

School will start at 7:45am and end at 3:15pm Monday through Thursday January through July of 2017. The 2017-2018 calendar will reflect other changes.

Who does this affect?

All four Early Head Start classrooms (Waabooz, Amik, Makwa and Esiban) will go 7:45-3:15

Two Head Start classrooms (Mashkodebizhiki and Migizi) will go 7:45-3:15

***Maiingan will have class from 7:45-2:00 Monday-Thursday (we are only receiving funding to expand two classrooms at this time; eventually we will increase this classroom to full time once funding allows).

Bus routes will be approximately 10-15 minutes earlier to accommodate start time. Terry and Shannon will be in contact about the new pick up and drop off time.

We will still offer child care from 2 or 3:15-4:30 Monday through Thursday.

When will we do this?

The Administration for Children and Families and Office of Head Start are expecting our program to extend services starting in January 2017.



Extended services will begin Monday, January 30th, 2017.

Notice ECC Parents

EARLY RELEASE
January 12 @ 11:30 a.m.

The ECC will close early
January 12, 2017
For Staff In-service

The buses will transport Head Start children at 11:30 a.m.
EHS parents must pick up their children by 11:30a.m.

~No Childcare on this day~

ECC Storytelling Family Night

Biboon is here and it's time to tell a story. ECC would like to invite families and community members to our annual Storytelling family night. This event will take place on Wednesday, January 25, 2017 @ the Red Cliff Youth Center. We will also enjoy some good food and good stories from our local community members.

Wednesday, January 25, 2017

5:00-7:00pm

Red Cliff Youth Center

If you have any questions please contact Cindy Garrity 715-779-5030 ext. 251 or Jennifer Defoe ext. 252.



Dinner will be provided

HOLIDAYS FOR THE YEAR 2017

Holidays	Date	Taken
New Year's Day	Jan. 1, 2017	Jan. 2, 2017
Martin Luther King Day	Jan. 16, 2017	Jan. 16, 2017
Easter	Apr. 16, 2017	Apr. 17, 2017
Indian Day	May 13, 2017	May 12, 2017
Memorial Day	May 29, 2017	May 29, 2017
Independence Day	July 4, 2017	July 4, 2017
Labor Day	Sept. 4, 2017	Sept. 4, 2017
Treaty Day	Sept. 30, 2017	Sept. 29, 2017
Veterans Day	Nov. 11, 2017	Nov. 10, 2017
Thanksgiving Day	Nov. 23, 2017	Nov. 23, 2017
Christmas Eve	Dec. 24, 2017	Dec. 24, 2017
Christmas Day	Dec. 25, 2017	Dec. 25, 2017
New Year's Day	Jan. 1, 2018	Jan. 1 2018

“If a holiday falls on Saturday, it will be observed on the preceding Friday. If a holiday falls on Sunday, it will be observed on the following Monday.” — Red Cliff Tribal Employee Handbook

The ECC is currently working on the 2017-2018 school year calendar. Please note that the ECC is a Tribal organization and we observe all Tribal Holidays.

Early Childhood Center - Annual Program Report

Program Year 2015-2016

November 2016

Submitted by Dee Gokee-Rindal, ECC & Education Division Administrator

The Head Start Act of 2007 requires each Head Start agency to make available to the public specific types of information about fiscal and program operations. This must be done at least annually. The primary focus of this report is primarily on ECC fiscal and program information in response to the Head Start Act requirements. Pertinent data was obtained from the following management staff within the Education Division: Nicole Boyd, Head Start Director, LaVonne Goslin, Early Head Start Director, Jenny Defoe, Family Services Enrollment Specialist, Jamie Goodlet, Education & Abilities Manager, and Patt Kenote-DePerry, Health Manager.

Program Name: Red Cliff Early Childhood Center

Program Personnel: During 2015-2016 the ECC had a total of 40 paid staff through five major programs, plus our wonderful amazing volunteer Grandmother Audrey Gordon.

Funding Agencies: **ECC Funding Agencies:**

Head Start - Federally funded by the Office of Head Start (OHS).

Some state funding by DPI (Department of Public Instruction). OHS is now requiring comprehensive 5-year grant applications, with abbreviated applications during the 4 years in between.

Early Head Start – Federally funded by OHS. The Early HS grant application is submitted with the Head Start grant.

Tribal Child Care – Federal CCDF Child Care Development Fund ANA *Ginanda-Gikendaamin (We Seek to Learn)* Ojibwe Language Revitalization Project– Federal funding through the Administration for Native Americans. This past year 2015-2016 was the third and final year of the 3-year funding cycle. We were not eligible to re-apply due to a six consecutive year limit on this particular category of ANA funding. The tribe will be re-applying for the next round which will be due in March 2017.

Maamawi (Together) Red Cliff Circles of Care – during 2015-2016, we completed the second year of funding through this three-year planning grant funded by the Substance Abuse and Mental Health Services Administration (SAMHSA) to develop a comprehensive, community-driven, culturally-grounded system of mental wellness in our community. We have been working closely with the Planning Department and other divisions in this effort.

Program Budgets: ECC funding levels for 2015-2016 were:

Head Start (base funding 47 children)	685,810
---------------------------------------	---------

Head Start State (3 children)	17,325
Early Head Start (base funding 68 children)	791,693
Early Head Start Supplemental – Sidewalk	17,680 (one-time)
CACFP food reimb (based on attendance)	57,599
CCDF Tribal Child Care	118,268
State of WI Birth-to-Three	10,000
State of WI Race to the Top – Social Emotional	10,000 (one-time)
State of WI Race to the Top – Gardens to Kids	4,750
UW-Madison National Science Foundation	20,125
Circles of Care	399,998
ANA Ojibwe Language Revitalization	<u>279,708 (final year)</u>

TOTAL ECC funding 2015-2016 \$2,412,956

Budgetary expenditures for each program/grant include personnel and fringe benefits plus health insurance for employees per tribal policy revised July 6, 2016.

In addition to the federal budgets, we were required contribute a 20% non-federal (in-kind) match for Head Start, Early Head Start, and ANA. ANA met the required match of \$68,014 without much difficulty. However, every year it becomes increasingly difficult for Head Start and Early Head Start to attain the minimum required. Nonetheless we want to say *chi-miigwech* to all of our parents, community members, and collaborative partners who, volunteered (and thereby contributed toward in-kind) this past year! Despite your volunteer efforts, during 2015-2016 we found it necessary to request an in-kind waiver because we were unable to obtain the minimum required **\$373,796 in in-kind** by the end of the fiscal year (June 30, 2016).

Operating year:	Head Start (Fed & State)	July 1, 2015 – June 30, 2016
	Early Head Start	July 1, 2015 – June 30, 2016
	CCDF Tribal Child Care	Oct. 1, 2014 – Sept. 30, 2016
	State of WI B-3	Oct. 1, 2015 – Sept. 30, 2016
	Apostle Islands Comm Fund	July 1, 2015 – June 30, 2016
	Circles of Care	Sept 30, 2015 – Sept 29, 2016
	ANA Language Grant II	Aug 1, 2015 – July 31, 2016
	National Science Foundation	Sept. 1, 2015 – Aug. 31, 2016

Reporting Requirements to funding agencies:

Head Start & Early HS	Quarterly SF 425 Financial Reports
	Due 30 days after each qtr
	Plus Final 425 due 90 days
	Semi-annual Program Reports (we submit our Quarterly Reports for this purpose)

Due 30 days after 2nd & 4th
 qtr plus Final Program Report
 Program Information Report (PIR)
 Annually – due Aug. 31
Annual Report – this became a requirement
 with the passage of the Head Start Act
 reauthorization in 2007. It is submitted
 after the end of each program year.

State of WI Birth-to-Three	Semi-Annual Program Reports Quarterly Financial Reports
CCDF Tribal Child Care	Annual 696T Financial Report – December Annual 700 Program Report - December Annual Child Count Report - June Bi-annual CCDF Pre-Print Plan – every 2 years in June
Circles of Care	Quarterly financial reports Annual financial report Quarterly program progress report Annual program progress report
ANA Language Grant	Quarterly Objective Progress Reports (OPR) Quarterly SF 425 Financial Reports

Indicate any committees, boards, etc involved in the program(s):

The **ECC Policy Council** has legislatively-mandated shared governance responsibilities along with the Tribal Council. They must be involved in various aspects of the program, including the annual program Self-Assessment, Community Assessment, grant applications, and personnel matters involving hiring and termination of ECC employees. We are eternally grateful to our Policy Council members who work very hard throughout the year to ensure we provide comprehensive, culturally responsive services of the highest quality for our children.

Give a description of your program goals and objectives, activities and target population:

I have attached a two-page summary of the 2015-2016 ECC Strategic Goals to this report. There are four goals listed and five objectives, with a status update for each objective as of June 30, 2016. Out of five objectives, one (20%) was identified as **ONGOING**, and four (80%) objectives were considered to be **MET/ONGOING**. 100% of objectives were either met and/or ongoing.

Early Childhood Center Early and Head Start Enrollment

Total number of children and families served, eligibility and average monthly enrollment:

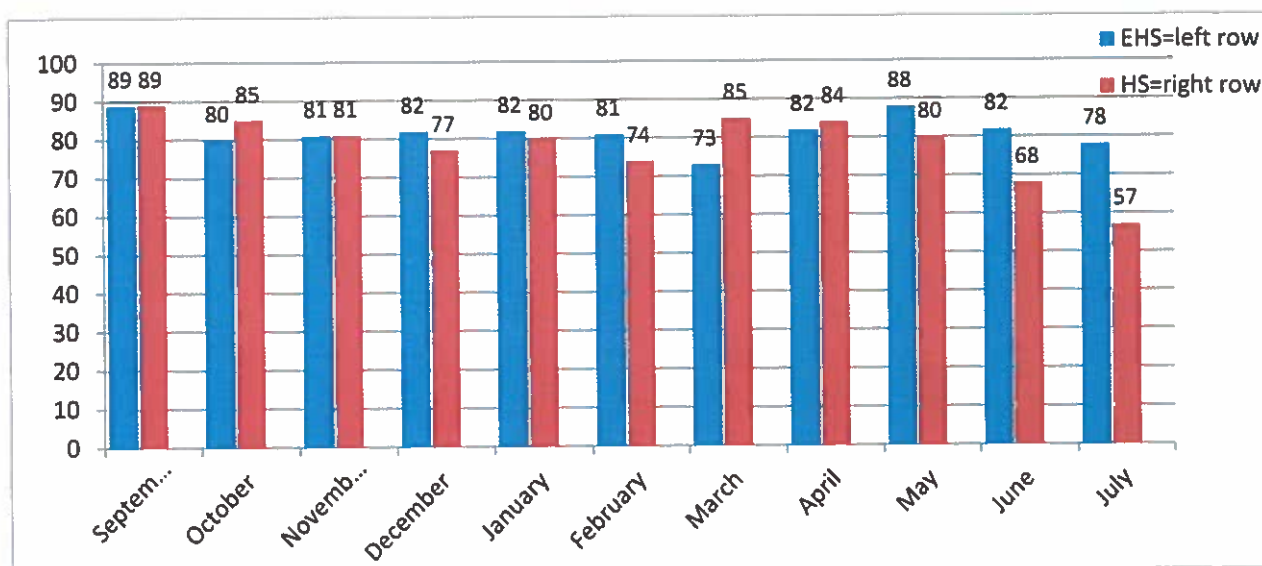
Enrollment Data 2015-2016					
	Total # of children served	Total # of families served	% of eligible children served	Funded enrollment	Average Monthly enrollment
Head Start	55	58	73% categorically or income eligible	50 total= 47 federal+ 3state	50
Early HS	85 total= 76 children+ 9 prenatal	67	81% categorically or income eligible	68	67

Source: Retrieved from 2015-2016 PIR and monthly summary report

Red Cliff Early Childhood Center 2015-2016 Center-Based Attendance

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 often tied to health factors like asthma and dental problems or to learning disabilities and mental health issues related to trauma and community violence. For many others the program simply doesn't hear from guardians why a child is absent-which is even more alarming.

The following chart provides the average daily attendance percentage for Early Head Start (EHS) and Head Start (HS) Center-based:



Further analysis of attendance data indicates that the primary absence reasons are acute illness (cough, cold, fever, flu, stomach ache, and diarrhea), family time, and no contact. The ECC is making efforts to educate families and community partners and leadership that every day of school counts and absences cannot be made up. Child must be in school to prepare for Kindergarten and lifelong learning.

During the 2015-2016 school year the Head Start served 55 children. Only 17 children were considered NOT chronically absent (absent 16 days or less). 31 children missed 31 or more days of school. In addition to educating about the value of school time, the 2016-2017 school year features policy change and more accountable on the follow up process, early identification and interventions for students chronically missing school, and relationship based resources and referrals.

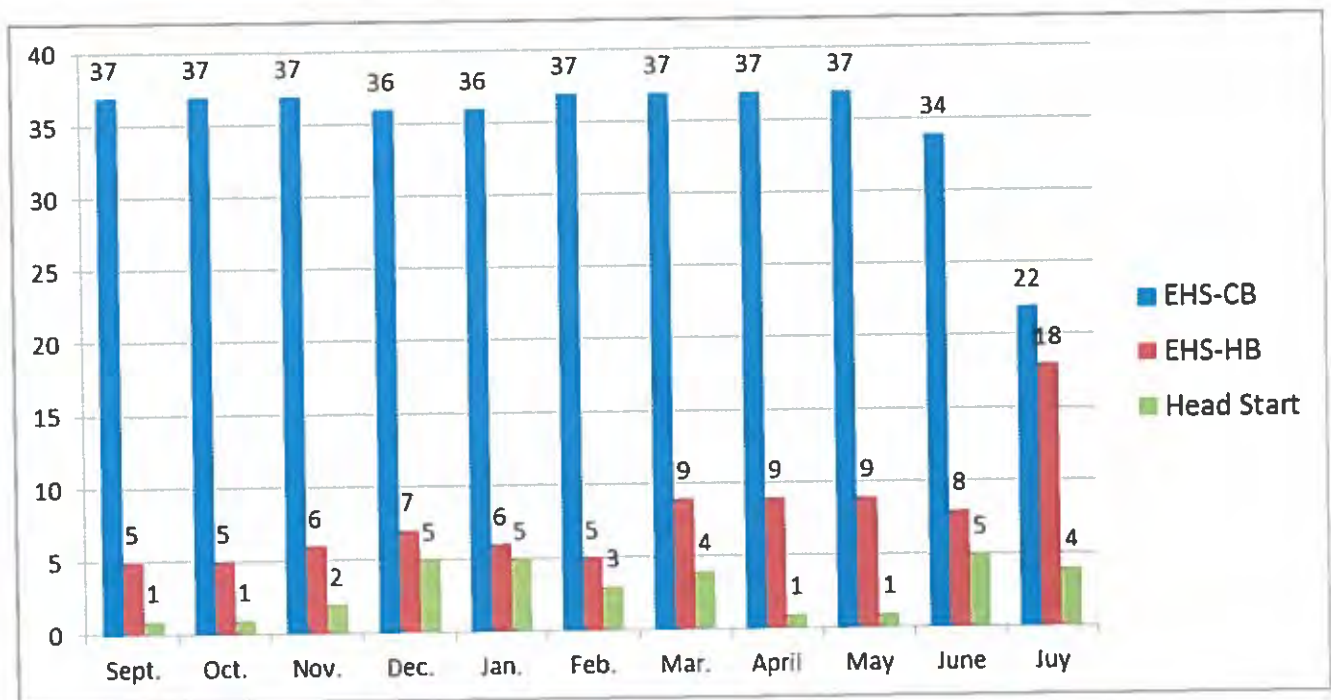
Red Cliff Early Childhood Center Health and Dental

Percentage of enrolled children that received medical and dental exams:

Health & Dental Data 2015-2016					
	Number and percent of children with Health Exams			Number and percent of children with Dental Exams	
Head Start	42/55	76%		48/55	87%
Early HS	56/76	74%		54/76	71%

Source: Retrieved from 2015-2016 Program Information Report (PIR) by Health Mgr

ECC Waiting List September 2015-July 2016



**Waiting list data retrieved from monthly program summary report*

The Early Childhood Center waiting list continues to identify a need for additional EHS center-based services. All families served in Home Based identify that center-based is their preference.

Parent, Family and Community Engagement Activities

Parents are involved in a wide array of activities throughout the year. The following activities have occurred in part or whole by the ECC staff and community partners:

- Opening Ceremony/Open House/New Family Orientation
- Parent Policy Council & Parent Committee Meetings
- Weekly Ojibwe Language Tables
- Family Sugar Bush/celebrating with Pancake feast
- Family Fishing/Water Week/Tour local Hatchery's
- Fall Festival Activities
- Annual Family/Community Social Pow-Wow
- Family Picture days
- Weekly Pow-Wows
- Annual Winter Holiday Party
- Traditional Native American Storytelling Family Night
- ECC Winter Festival (variety of physical family activities)
- ECC Education Fair
- ECC Summer Gathering
- ECC sponsored community Family Dance
- Family Day at Little Sand Bay Park
- HS & EHS Graduation
- Car Seat Clinics
- Collaboration with Red Cliff Clinic on Community Health Fair
- Family Resource Coordination (home visits)
- Field Trips: Bayfield Library, Red Cliff Library, Local Orchard, Bayfield School, Local Public Parks, Community Garden, Kindergarten Bound Hayward Wilderness Walk, Raspberry (Tribal) Campground, Ojibwe Language Camp

Early Head Start and Head Start efforts to prepare children for kindergarten:

Some of the numerous kindergarten readiness efforts include:

- Interagency Agreement with Bayfield Public School to streamline services for special needs children
- On-going early literacy efforts in the classroom

- All K-bound children participate in a field trip to the big school where they actually attend a kindergarten class, eat lunch in the cafeteria, and play outside on the playground
- The ECC provided each Head Start classroom with cafeteria style lunch trays. ECC children practiced balancing, carrying, and arranging food on the trays in preparation for breakfast and lunch at the Bayfield School
- Our Head Cook ordered small milk cartons for our children to practice opening
- Because “lining up” is a major expectation at kindergarten, our teachers and children practiced this activity when transitioning in and out of the classroom
- Family socialization events at public school include pizza dinner and preschool breakfast. The ECC promoted these activities with phone call invitations to families, flyers sent home, posted in the hallways, and included in newsletters
- Annual meeting with school to discuss and plan the April Kindergarten Enrollment and Experience Days attended by the Education Manager.
- In order to provide children and families with a familiar person to interact with, the Family Resource Coordinators, and Education/Abilities Manager attended Kindergarten Enrollment and Experience Day with parents and Bayfield School staff
- ECC staff promoted the Bayfield School 2016 Summer K-Readiness Program, contacting families and making sure children were registered for the program in August.
- Education/Abilities Manager met with Bayfield School kindergarten teachers and Early Childhood Special Education (ECSE) teacher to share individual child assessment data for all children going on to kindergarten in the fall
- ECC School Readiness Goals created with input from ECC staff, parents, Policy Council, and Bayfield School staff (a copy of our School Readiness Goals and Progress Monitoring for 2015/2016 is attached to this report)
- ECC School Readiness Leadership Team met at least once each month to analyze and respond to Progress Monitoring data, update the ECC family School Readiness Goals, and create informational displays for families during parent/teacher conferences
- All kindergarten children are required by the Wisconsin Department of Public Instruction to complete the PALS in the fall and spring. Bayfield School kindergarten teachers share fall PALS (Phonological Awareness Literacy Screen) data with ECC School Readiness Leadership Team and Head Start teachers for the purpose of progress monitoring and identifying areas for improvement
- Ongoing Specialist/Teacher Team meetings to facilitate communication and collaboration with the Bayfield School District, including kindergarten teaching staff

Results of the most recent federal on-site review:

The ECC’s most recent federal review occurred April 14-17, 2014. Out of thousands of Head Start Performance Standards, laws, regulations and policy requirements, I am pleased to report that we had only one finding. The review team determined that we did not ensure that Health staff visited each newborn within two weeks of the infant’s birth to ensure the well-being of both the mother and the child. In collaboration with the clinic,

we developed and submitted a corrective action plan to address this finding within the required 120 days of the review.

The review team determined we were in compliance with all other areas, including:

- Program Governance
- Management Systems
- Fiscal Integrity
- Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA)
- Child Health & Safety
- Family & Community Engagement
- Child Development and Education

The reviewers were highly complementary regarding all of the above service areas. We are pleased to let the community know that the results of our Head Start CLASS Observations scores (which looks at three domains and ten dimensions of teacher-child interactions) were among the top 5% in the country. So shout out to our awesome teachers and staff! And folks....when you see them, they would love to hear a little word of appreciation for their hard work! Miigwech!

Results of the most recent annual financial audit:

The most recent Red Cliff Band of Lake Superior Chippewa annual audit was for the year ending September 30, 2015. Our Head Start/Early Head Start CFDA no. 93.600 is considered to be a major federal program.

The audit determined that the tribe had no findings.

The FY 15 audit was disseminated electronically to the ECC Policy Council and ECC Program Directors in November 2016.

Red Cliff Early Childhood Center 2015-2016

GOALS/OBJECTIVES STATUS UPDATE

Purpose I: SPIRITUAL WELLNESS (A Belief in the Interconnectedness of All Things)

Goal One: To strengthen the cultural identity of each child and their family by enhancing their knowledge of Ojibwe language, history, family, and relationship with Mother Earth.

Objective/Outcome 1.1: ECC will promote age-appropriate comprehension and use of the Ojibwe language to all center and home based children as measured by on-going assessment of children's language acquisition.

Status: Ongoing.

Teachers attended an Ojibwe language assessment training during in-service week. Ongoing assessment of the children's language acquisition is documented through use of several means, such as: The *Seven Traditional Teachings of Native Americans* used in four classrooms (7 values), the *Proud To Be Anishinabe* theme, through the annual participation of children and families at the two week long traditional Ojibwe *Sugar Bush* for collection, wild rice theme, and dreamcatcher themes for classroom use of the *Making It Work!* Cultural curriculum. Teachers are instructed to make a minimal of one written or picture observation/month per child in their use of the Ojibwe language, drumming or dancing at our weekly pow.

Purpose II: EMOTIONAL WELLNESS (Balancing All Of Our Emotions)

Goal Two: ECC will work collaboratively and intentionally to identify children and families that may have mental wellness concerns and connect them with appropriate culturally, responsive services.

Objective/Outcome 2.1: ECC will implement mental wellness programming that promotes emotional health resulting in enhanced relationships for children, parents, staff and community.

Status: **Met and Ongoing.** A Memorandum of Understanding exists with the Red Cliff Community Health Center in regards to our mental health child observations and teacher consults. Head Start and Early Head Start child observations and two sets of program consults with teachers. The program's use of Ages & Stages Questionnaire—3 indicates self-help skills; the Ages & Stages—Social Emotional—2 indicates a more in-depth look at the children's behavior. The data analysis of 96 children screened for this year indicates that 16 children were in the monitoring range for indications of potential difficulties and 8 were referred for additional screening/services. This number indicates 25% of the children screened through these ASQ tools needed additional services. The *Second Step* (emotional wellness) *Curriculum* is implemented in 5 out of 7 classrooms.

2015-2016 Red Cliff Early Childhood Center

GOALS/OBJECTIVES STATUS UPDATE—Page 2

Purpose III: PHYSICAL WELLNESS (Attending To Our Physical Selves-Our Bodies)

Goal Three: ECC will implement physical wellness programming that promotes physical health resulting in healthy children, parents, staff and community.

Objective 3.1: ECC will engage staff, children and families in physical wellness programming with the outcome of improving knowledge and the long-term physical health of staff, children and families.

Status: Met and Ongoing.

All Early Childhood Center teachers use the *I Am Moving I Am Learning Curriculum* on a daily basis in their classes. All teachers use the outdoor intentional learning classroom on a daily basis to encourage physical wellness with the children. During the severe winter months when the temperature and amount of snow is heavy, the Head Start children participate in large motor activities two times per week at the Red Cliff Youth Center gymnasium. Vision/hearing and dental screenings are held once a year. The ECC has a nurse visit each of the seven classrooms for wellness checks two times each week. Our primary cook also has a dietary certification to plan child meals and in serving nutritious snacks. More than thirty ECC teachers and support staff participated in a 12 week Weight Loss Challenge & Wellness Check sponsored by the Red Cliff Community Health Center. Staff use break times to walk vigorously on the rural roadways and through the area trails.

Purpose IV: COGNITIVE WELLNESS (Having Clear Thoughts)

Goal Four: To promote programming and services focused on cognitive development of children ages 0-5.

Objective 4.1: ECC will improve child attendance through program awareness, family engagement, data analysis and data sharing.

Status: Met and Ongoing.

The ECC has increased our emphasis on data analysis and data sharing of our child attendance data for this year. There has been an increased awareness and attendance information shared with both the ECC Policy Council and families through the monthly ECC newsletter and take home flyers with information about school success and its relationship with regular attendance. Daily telephone calls and communication between families and teachers have increased. Our attendance policies are revisited by both ECC Management staff and teachers to discuss what wording needs to be strengthened to improve child attendance and communication with families. The ECC has seen improvement in our attendance patterns. For example: in the past six months, since April 2016 through October 2016, through our ECC Monthly Program Summary—there has been a 7% increase in attendance in both the Head Start and in the Early Head Start classrooms. Head Start in April = 84% attendance; October = 91%. Early Head Start in April = 82%; October = 89%.

Objective 4.2: ECC will use cultural practices to support school readiness across all domains by implementing *Making It Work!*

Status: The ECC integrates the *Making It Work!* Cultural Curriculum into use with our daily curriculum called *Creative Curriculum*. We are implementing traditional cultural activities into every season of each year at three times per year. The *Maple Sugar Bush* occurs in early spring; the *Dreamcatcher* lesson plans in late spring; and the *Wild Rice* activities in fall. Traditional Ojibwe Storytelling Family Night occurs in winter with a feast for the entire community. Weekly staff language tables are being held for the teachers to allow them to cross share their successes in Ojibwe language activities and word acquisition with all the teachers.

Red Cliff Early Childhood Center

Head Start/Early Head Start Program Governance Training

~Trainer~

Steve Honeyestewa, T/TA for Region XI AI/AN Head Start

January 18, 2017

Legendary Waters Conference Center

8:00 a.m.-1:00 p.m.

Lunch will be provided

PURPOSE: To increase knowledge of new Head Start/Early Head Start Performance Standards on Program Governance and shared decision making process. The session will clarify the specific roles/responsibilities of the Tribal Council, Policy Council, Head Start Management and parents.

Please RSVP by January 6, 2017 to: Dee Gokee-Rindal at

715-779-5030 ext.249 or by email

dee.gokee@redcliff-nsn.gov



Miigwech



NEW BUSINESS HOURS for Red Cliff Transfer Station

Effective January 1, 2017

HOURS OF OPERATION

MON	CLOSED	to	CLOSED
TUES	8:00 AM	to	6:00 PM
WED	CLOSED	to	CLOSED
THUR	CLOSED	to	CLOSED
FRI	CLOSED	to	CLOSED
SAT	8:00 AM	to	6:00 PM
SUN	CLOSED	to	CLOSED



If there are any questions, please reach out to Linda at the Environmental Department at 715-779-3650 or linda.nguyen@redcliff-nsn.gov.

Bags to Tags!

Red Cliff Transfer Station

will only be accepting trash bags (white or clear)
with tags and remaining green bags
effective January 15, 2017.

Vendors selling tags:

-Buffalo Bay Gas Station

-Peterson's Food and Smoke Shop

**Blue Tag (\$3) = 1 large bag (33 gallons)
or 3 small bags (13 gallons each)**



Red Tag (\$1) = 1 small bag (13 gallons)



Payments for all other items normally accepted will remain the same.

Please tag all bags.

If there are any questions, please call the Environmental Department at 715-779-3650.

Miigwech!

5th Annual Grant Writing & Fundraising Workshop at Northern Great Lakes Visitor Center

Name: 5th Annual Grant Writing & Fundraising Workshop at Northern Great Lakes Visitor Center

Date: January 11, 2017

Time: 8:00 AM - 12:30 PM CST

Event Description:

5th Annual Grant Writing and Fundraising Workshop

Sponsored by the Chequamegon Bay Area Community Fund

Wednesday, January 11, 2017 8:00AM 0 12:30PM

8:00-8:30AM Refreshments and Registration

Held again at the Northern Great Lakes Visitor Center for non-profit Board Members, Staff and Volunteers.

\$10 fee at the door.

Learn revenue raising tools such as the basics and advanced granting writing techniques, how to develop a donor base and transition to a major gifts program, how to maximize your partnerships, and manage a successful volunteer program, and learn from a panel of your peers of recent grant recipients about grant lessons learned. You will also have an opportunity to ask questions and learn more about the online grant process in time for our upcoming grant deadline, March 1.

Questions or more information

Contact Meghan Dennison at (715) 779-7021 or mdennison@dsacommunityfoundation.com

For More Info, see our Facebook Event Page--

<https://www.facebook.com/events/1064637783652732/>

Date/Time Information:

Northern Great Lakes Visitor Center

Contact Information:

Send an Email

[\[mdennison@dsacommunityfoundation.com\]](mailto:mdennison@dsacommunityfoundation.com)

Set a Reminder:

Enter your email address below to receive a reminder message.

Enter Email Address

-- Select Days Before Event --

Printed courtesy of bayfield.org/ – Contact the Bayfield Chamber of Commerce & Visitor Bureau for more information.
42 S Broad Street , Bayfield, WI 54814 – (715) 779-3335 – chamber@bayfield.org

LCOOCC Red Cliff

Open House

Friday January 13th

Red Cliff Fire Hall

10:00-2:00

Check out our Red Cliff schedule, North schedule,
or both schedules!

Red Cliff

ART 105 Native Arts-Moccasin-making & Beading

Tuesdays 4:00-7:00

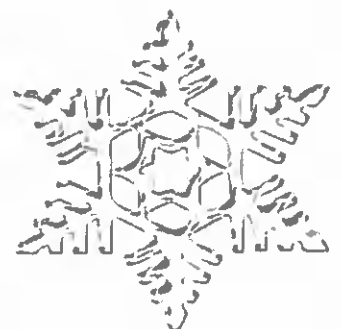
NAS 101 Ojibwemowin I

Mon/Wed 5:00-7:00

School starts January 17th!

Call 715 812-1040

for more information!



Proceeds go to the Bayfield Area Recreation Center. More Info - 715-913-0159 / boynegirl63@gmail.com

Design Contest:
Logo for “Native Breastfeeding Coalition of Wisconsin”

The Great Lakes Inter-Tribal Council's program **Breastfeeding: The Traditional Way** is looking for original designs to be used by the newly formed “**Native Breastfeeding Coalition of Wisconsin**”. The logo will be used throughout the State of Wisconsin for all Tribes to promote and support breastfeeding in our Tribal Communities. The theme should reflect that breastfeeding is normal, natural, and the healthiest, most traditional way to nourish our babies. Culturally appropriate designs may be in color or black and white.

This design contest is open to all Tribal Members and Descendants from any of the 11 Tribes in the State of Wisconsin, both youth and adults. The chosen design will reward the artist with a \$50 Visa Gift Card and a Certificate of Appreciation.

Original designs must be submitted:

- on an 8 x 11 white sheet of paper
- as a finished product (as close as possible)
- by January 15, 2017 to:
Great Lakes Inter-Tribal Council
Breastfeeding: The Traditional Way
PO Box 9
Lac du Flambeau, WI 54538

Designs submitted will be reviewed and chosen by Coalition Members; slight modifications may be discussed for final design. Winning design artist(s) will be required to sign a “Design Assignment Agreement” which “transfers, conveys, assigns and delivers to the Coalition all rights, interests and title in the Design.”

Questions - Call Jennifer at Great Lakes Inter-Tribal Council 715-588-1091

Save the date...

Relationships Matter

For Irreparable Professionals



- Learn what research says about the impact of stable relationships on child outcomes and individual well-being
- Gain tools to share with families, couples and individuals to help them promote strong, healthy relationships
- For staff or volunteers of family-serving agencies

Thursday, January 19, 2017

9:30am –4:00pm, Northern Great Lakes Visitor Center

\$20 Includes class materials and lunch

CEU's available (\$5.00 additional fee)

**This training will include a unit on
Adverse Childhood Experiences (ACEs)
from ACE Interface**

Registration Required

■ Space is Limited. ■ Call: 715-373-6104 to register.

**UW
Extension**

University of Wisconsin-Extension

An EEO/Affirmative Action employer, University of Wisconsin-Extension provides equal opportunities in employment and programming, including Title IX and ADA requirements. Requests for reasonable accommodations for disabilities or limitations should be made prior to the date of the program or activity for which

Legendary POW WOW

Master of
Ceremonies
TERRY GOODSKY

Arena Director
ED BRESSETTE

Host Drum
SPIRIT
MOUNTAIN



1:00 p.m.
GRAND ENTRY
4:00 p.m.
DINNER BREAK
6:00 p.m.
GRAND ENTRY

SAT
JAN 28

Indoor Winter Pow Wow OPEN TO THE PUBLIC

VENDORS & ARTISTS

\$50 Fee

Reserve Your Space

Call (715) 779-9463

Lots of Good Healthy Happenings at Red Cliff Food Distribution

Low Impact Aerobics with Peg, Theresa and Carol On Monday, Wednesday and Friday from 8:30 am - 9:00 am in the Food Distribution Center.

Treadmill, Elliptical and Exercise Bike are available for public use. Anyone is welcome to Come and use any time during our hours of operation, Monday - Friday 8:00 am to 4:00 pm at Food Distribution.



Cooking Classes will be held every Tuesday and Thursday- From 10:00 am to 12:00 pm at the Food Distribution Center.



After School Program For school students is offered Monday through Thursday from 3:30 - 4:00 pm
Activities include: Homework help, tutoring, physical activities and a healthy snacks is available.



For more information on any of these healthy activities please call Red Cliff Food Distribution at 715-779-3740.



January 2017 Elder Month of Events

**Monday Jan 2nd - *No Service* Tribal Holiday (New Years Day)*

**Friday Jan 6th - Ashland Shopping Day leave at 9:00am*

**Tuesday Jan 10th - Elderly Steering Meeting 1pm Apartment Back Day Rm*

**Wednesday Jan 11th Library Trip 9:30-11:30 am*

**Monday Jan 16th - *No Service* Tribal Holiday (Martin Luther King Day)*

**Thursday Jan 16th - Corny Day Trip leave at 9:30am*

**Tuesday Jan 24th - Ashland Variety Store Shopping Day leave at 9:00am*

If interested in attending any of these events, please feel free to call

Nutrition Center to sign up. 715-779-3746



Miigwech



January 2017

Red Cliff Elderly Menu

All Meals Subject to Change without notice All Meals Served with milk

Mon	Tue	Wed	Thu	Fri	Sat
2 *No Service * Tribal Holiday 	3 Scallop Potato/Ham Peas & Carrots Bread Pudding	4 Tater Tot Casserole w/ Green Beans Peaches	5 Chicken Fajitas Taco Rice Black Beans Pineapple	6 Beef Broccoli Stir Fry (Snap Peas) Rice Pears	7 Sack Lunch Ham/ Cheese Rye Bread Apple Sauce Chips
9 Kielbasa Cheddar Broccoli Rice Beets Fruit Cocktail	10 Liver & Onions Mashed Potato Carrots Bread Apple Sauce	11 Cream Chicken Rice Peas Biscuit Pineapple	12 Cabbage Rolls Mashed Potato Corn Salad Peaches	13 Philly Cheese steak Seasoned Wedge Corn Mandarin Orange	14 Sack Lunch Pastrami/ Swiss Cheese /Rye Bread Carrot Sticks/Cauliflower Banana
16 *No service * Tribal Holiday 	17 Shredded BBQ Pork Cole Slaw Baked Beans Mandarin Orange	18 Bow Tie Pasta w/ Sausage & Sweet Peppers Fruit Cocktail	19 Spaghetti/ Meat Sauce Salad Garlic Bread Pears	20 Breakfast Blueberry Pancake Sausage Patty Hard Boiled Egg Watermelon	21 Sack Lunch Roast Beef/ Cheddar Cheese/ Wheat Bread Cucumber Slices Strawberries
23 Tomato Soup Grilled Ham & Cheese Sandwich Carrot & Celery Stick Fruit Salad	24 Baked Chicken Mashed Potato/Gravy Dressing Beets Pineapple	25 Pork Chops Smashed Sweet Potato Peas Apricots	26 Beef Steak & Peppers Rice Cottage Cheese Melon	27 Chicken Vegetable Soup Cheddar Biscuit Nectarine Cookie	28 Sack Lunch Turkey and Provolone Celery Sticks/Peanut Butter Orange
30 Beef Tips/Gravy Noodles Peas Pudding	31 Turkey Burgers Sweet Potato Fries Baked Beans Orange	Happy Elderly	New Year from Program Staff~	the Red Cliff	

TRANSPORTATION ALLIANCE FOR NEW SOLUTIONS

TRANS



FREE Road Construction Training Program

Starts Early February - March, 2017

160 total hours

On-the-Job Training with a Local Contractor!

FMI Call 715-634-4790 Ext 121 or email

Andi Rusk at arusk@lco.edu

3 CLASSES! LCO, BAD RIVER, AND RED CLIFF
OPEN House at Red Cliff Convention Center
Thursday, January 12, 2017 12:00pm - 4:00pm



UNDER CONSTRUCTION



SAVE! the | DATE

SHARE THE CARE 2017 CANCER CONFERENCE

"Heart, Mind, Body, and Soul"

RED CLIFF, WI

LEGENDARY WATERS RESORT AND CASINO

MAY 10TH - 12TH

FOR MORE INFORMATION CONTACT:

SHERRIE ANDERSON AT 715-779-3707 EXT. 2301

SANDERSON@REDCLIFF-NSN.GOV

BUTCH BRESETTE AT 715-779-3707 EXT. 2250

VBRESETTE@REDCLIFFHEALTH.ORG

SAVE THE DATES

Red Cliff 39th Annual Pow Wow

June, 30, July 1st & 2nd 2017

2nd Annual Red Cliff Days

September 1st, 2nd, & 3rd, 2017

Watch for information

in the near future

Aspire Martial Arts: Little Kickers

A program designed specifically for 4-7 year olds. Little Kickers is an ongoing program that new students can join at any time. Classes on Tuesday and Thursday at 4:00pm \$45 for the first month. Financial assistance is available.

Aspire Martial Arts: Beginners Course

Starts January 17, Tuesdays from 4:45-5:30pm and Wednesday from 5-6pm at the Bayfield Pavilion

For all ages and skill levels! Ages 4-7 should sign up for Little Kickers.

With Instructor Brittany Schmitt

Martial Arts helps improve reflexes and coordination, instills a positive attitude, builds confidence and self-esteem as well as improving concentration. Students will learn the basic kicks, punches, blocks and self defense techniques. **Join Martial Arts today!** This comprehensive beginners package includes: a uniform, belt, t-shirt, first month of classes and first belt promotion all for \$49

Members \$25, Non-Members \$30 per month after the first month. Visit us at www.aspiremartialarts.org

Gym Kids with Magdalen Dale

A winter win-win! Your kiddo enjoys playtime in the racquetball court (running, tumbling mats, balls galore) so you get 90 minutes to work out, relax in the sauna, or take an uninterrupted shower.

Wednesdays: Noon-1:30pm

Drop-off care: \$5/kid for members, \$10/kids for non-members

Stay and Play: FREE for members, \$3/kid for non-members

Aqua Zumba with Lynda Warren

Session 1: January 4-February 8 at 6:30pm

Session 2: February 22- March 29 at 6:30pm

Known as the Zumba "pool party," the Aqua Zumba program gives new meaning to the idea of an invigorating workout. Aqua Zumba is a safe, challenging, water-based workout that's cardio-conditioning, body-toning, and most of all, exhilarating beyond belief

Memb \$37/Non-Mem \$45 Financial assistance is available

DROP IN for \$10

Aqua Fit

Mon, Weds, Fri 9-10 am

Mon, Weds 4:15 during the school year

Aqua Fit is aerobics in the pool. Get a great total body workout without getting your hair wet! A very popular class—great for beginners and fitness pros alike. Drop in and see how much fun it is. Monday mornings with music!

Members: FREE Non-members can drop in for the standard facility fee.

Yoga in Bayfield year 'round

with Darcy Schwerin

Tuesdays and Thursdays 7:30-8:45 am at the Bayfield Pavilion

This morning practice is a 75 min practice involving asana with a focus on internal alignment, mindfulness, and flow. We will work with all levels supporting each student at their level with props and supplies to make your poses attainable and safe. Join us for some powerful transformative work both mentally and physically! All levels are welcome!

www.nourishlovegrow.net

Drop in to try in for \$10, or join for a month for only \$59 (\$52 for members). Financial assistance is available.

Water Polo

Sundays from 5-6 pm

Come down on Sundays and play water polo.

FREE to members, or \$5 individual/\$10 family

Drop in Kayaking

Fridays from 8-9 pm starting Jan 8

some Sundays 5-6 pm available

Bring yours or borrow ours and drop-in for an open session in the pool every Sunday night.

Practice your rolling in 83 degree water, then relax in the sauna or hot tub!

\$10 drop in, FREE to members.

Intro to Racquetball Ball with Arnie Carver

Sessions 1: Saturday, January 21 1-3 pm

Session 2: Saturday, February 11 1-3pm

Ever wanted to learn how to play racquetball? Improve your game in this clinic, where you can learn new techniques and tricks in serving, backhand, offense and defense. Racquetball is easy to learn but challenging to master, and burns up to 800 calories per hour. Equipment provided.

FREE

Give the Gift of Martial Arts This Holiday Season



Holiday Special Beginners

Package

Includes: 1 month of classes, Uniform and 1st Belt

Promotion, All for only \$40!

A Holiday Special value! Don't pass up this great deal!

Call or stop in to sign up early and receive a gift certificate and uniform to wrap!

Beginners Course

Tuesdays 4:45-5:30pm

Wednesday 5-6pm

First Day of Class is

Tuesday, January 17th

**Youth, Adults and Families
Are ALL Welcome**



Call 715-779-5408 for more information or to sign up. Visit us at aspiremartialarts.org for more information. Financial Scholarships are available

BOOZHOO NIIJ ANISHINAABEG

_____ INDIZHINIKAAZ
 _____ NINDOODDEM
 _____ INDOONJIBAA
 _____ IZHINIKAAZO NIWI'IW (NINAABEM)
 _____ ODOODEMAN
 _____ OONJIBAA

	1	2	3	4	5
Child/Children	Bezhigo niniijaanis	Niizhiwag niniijaanisag	Nisiwag niniijaanisag	Niiwiwag Niniijaanisag	Naaniwag Niniijaanisag
Girls	Bezhigo ikwezens	Niizhiwag ikwezensag	Nisiwag ikwezensag	Niiwiwag ikwezensag	Naaniwag ikwezensag
Boys	Bezhigo gwiiwizens	Niizhiwag gwiiwizensag	Nisiwag gwiiwizensag	Niiwiwag gwiiwizensag	Naaniwag gwiiwizensag
Grandchild/ren	Bezhigo Noozhishenh	Niizhiwag noozhishenyag	Nisiwag noozhishenyag	Niiwiwag noozhishenyag	Naaniwag noozhishenyag

Eyaawag / Eyaawagwaag

Ages

1	ningo bibooney	Nindaanis / Nindaanisag
2	niizho bibooney	Ningoziis / Ningoziisag
3	niso bibooney	Noozhishenh / Noozhishenyag
4	niiyo bibooney	
5	naano bibooney	
6	ningodwaaso bibooney	

Sample with one child:

Boozhoo niij anishinaabeg!

_____ indizhinikaaz

_____ indoodem

Miskwaabikaang indoonjibaa

Bezhigo niniijaanis eta.

Bezhigo (ikwezens / gwiiwizens)

_____ izhinikaazo (nindaanis/ningozis) miinawaa _____ bibooney.

Sample with two children:

Boozhoo niij anishinaabeg, _____ indizhinikaaz, _____ indoodem, Miskwaabikaang indoonjibaa.

Niizhiwag niniijaanisag.

Bezhigo ningozis miinawaa bezhigo nindaanis. (Niizhiwag ningozisag / Niizhiwag nindaanisag)

_____ izhinikaazo ningozis miinawaa _____ izhinikaazo nindaanis. (____ miinawaa _____ izhinikaazowag (ningozisag / nindaanisag))

_____ bibooney ningozis miinawaa _____ bibooney nindaanis. (____ bibooney _____ miinawaa _____ bibooney _____)

Sample with three children:

Boozhoo niij anishinaabeg, _____ indizhinikaaz, _____ indoodem, _____ indoonjibaa

Nisiwag niniijaanisag.

(Niizhiwag ningozisag miinawaa bezhigo nindaanis / Nisiwag ningozisag / Nisiwag nindaanisag / Niizhiwag nindaanisag miinawaa bezhigo ningozis)

_____ miinawaa _____ izhinikaazowag ningozisag.

Ishwaaso giizis daso bibooney _____ miinawaa niiyo bibooney _____.

_____ izhinikaazo nindaanis. _____ bibooney.



United States Department of Agriculture

**10
tips**
Nutrition
Education Series



**MyPlate
MyWins**

Based on the
Dietary
Guidelines
for Americans

Build a healthy meal

Each meal is a building block in your healthy eating style. Make sure to include all the food groups throughout the day. Make fruits, vegetables, grains, dairy, and protein foods part of your daily meals and snacks. Also, limit added sugars, saturated fat, and sodium. Use the [MyPlate Daily Checklist](#) and the tips below to meet your needs throughout the day.

1 Make half your plate veggies and fruits

Vegetables and fruits are full of nutrients that support good health. Choose fruits and red, orange, and dark-green vegetables such as tomatoes, sweet potatoes, and broccoli.



2 Include whole grains

Aim to make at least half your grains whole grains. Look for the words "100% whole grain" or "100% whole wheat" on the food label. Whole grains provide more nutrients, like fiber, than refined grains.



3 Don't forget the dairy

Complete your meal with a cup of fat-free or low-fat milk. You will get the same amount of calcium and other essential nutrients as whole milk but fewer calories. Don't drink milk? Try a soy beverage (soymilk) as your drink or include low-fat yogurt in your meal or snack.



4 Add lean protein

Choose protein foods such as lean beef, pork, chicken, or turkey, and eggs, nuts, beans, or tofu. Twice a week, make seafood the protein on your plate.



5 Avoid extra fat

Using heavy gravies or sauces will add fat and calories to otherwise healthy choices. Try steamed broccoli with a sprinkling of low-fat parmesan cheese or a squeeze of lemon.

6 Get creative in the kitchen

Whether you are making a sandwich, a stir-fry, or a casserole, find ways to make them healthier. Try using less meat and cheese, which can be higher in saturated fat and sodium, and adding in more veggies that add new flavors and textures to your meals.

7 Take control of your food

Eat at home more often so you know exactly what you are eating. If you eat out, check and compare the nutrition information. Choose options that are lower in calories, saturated fat, and sodium.



8 Try new foods

Keep it interesting by picking out new foods you've never tried before, like mango, lentils, quinoa, kale, or sardines. You may find a new favorite! Trade fun and tasty recipes with friends or find them online.

9 Satisfy your sweet tooth in a healthy way

Indulge in a naturally sweet dessert dish—fruit! Serve a fresh fruit salad or a fruit parfait made with yogurt. For a hot dessert, bake apples and top with cinnamon.

10 Everything you eat and drink matters

The right mix of foods in your meals and snacks can help you be healthier now and into the future. Turn small changes in how you eat into your MyPlate, MyWins.

Nutrition Nuggets

Food and Fitness for a Healthy Child

January 2017



BEST BITES

School meals rock

Would your youngster enjoy X-ray Vision Carrots, Rainbow Risotto, or Squish Squash Lasagna? Today's school lunches feature plenty of good-for-you foods, often with cool names. Interest your child in eating her school's meals by reviewing the weekly menus together and helping her make choices. Each evening, let her describe the tastes to you.

Push it

Push-ups are a terrific strength-training exercise. They're also convenient—they can be done anywhere. When



your youngster does them, have him keep his body "flat like a table" from the top of his head down to his heels. How many can he do? Even better: Do push-ups alongside him, and challenge each other to do one more!

DID YOU KNOW?

Dish sponges are frequently teeming with bacteria. Regularly sanitizing yours will help keep your family healthy. Run it through a dishwasher on the "heated dry" setting, or soak it for 5 minutes in a solution of 2 tbsp. bleach to 3 cups water. Sponges without any metal may be soaked in water and microwaved on high for 1 minute.

Just for fun

Q: Why do fish live in salt water?

A: Because pepper makes them sneeze.



Kids + cooking = fun!

Encourage your child to eat healthier foods by getting her involved "behind the scenes" in meal preparation. Here are some motivating and inviting strategies.

Focus on shapes

Foods come in many different shapes. To highlight circles, your youngster might toss together a salad of cooked wagon wheel pasta, cherry tomatoes, and round yellow bell pepper slices. Or help her make "veggie cubes" by cutting sweet potatoes and parsnips into square shapes, mixing with a little olive oil, and roasting at 400° for 20 minutes or until tender.

Explore textures

Show your child how the texture of food can change. Shred a bunch of fresh kale, and have her taste it raw. Then, ask her to stir the rest with Italian dressing and let it sit for 30 minutes. How does the texture feel when she tastes it again? You could explain that the vinegar (which

contains acetic acid) in the dressing softens the kale.

Dinner and a movie

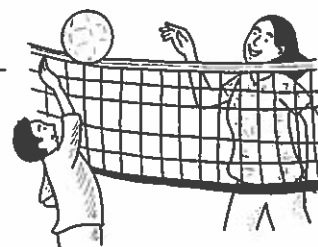
Make a meal with your youngster based on a favorite movie—and then watch the movie after you eat. Spaghetti and meatballs are perfect for *Cloudy with a Chance of Meatballs*. Roasted salmon with potatoes is a popular Norwegian dish and pairs well with *Frozen*.



Borderline overweight: Catch it early

Today, many children are on the verge of being overweight. If your youngster is showing signs of becoming too heavy, try these tips at the table:

- Children don't need the same-size portions as adults. Start your youngster's meal with servings that are $\frac{1}{3}$ to $\frac{1}{2}$ the size of yours. He may ask for more if he's still hungry.
- During family meals, stop "speed eating" by suggesting that everyone sip water between bites. Slowing down the pace will give your child more time to feel satisfied, making it less likely he'll overeat.
- Serve fresh fruit for dessert. It's delicious on its own, paired with plain yogurt, or blended into a smoothie.



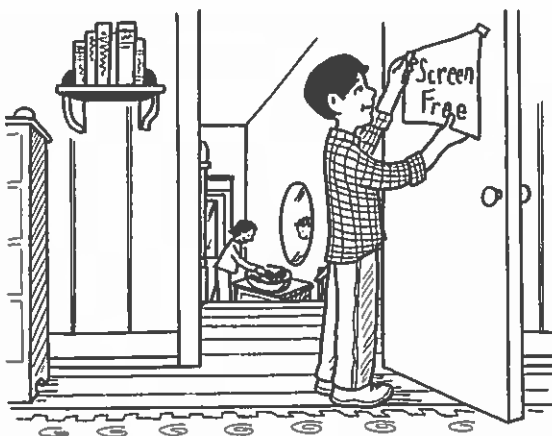
USDA is an equal opportunity provider and employer.

Put away the screens

Are you concerned that your child is spending too much time on screens? You're not alone. Help him unplug with these four steps.

1. Schedule it in. Limit screen time to a few programs a week or a specific window of time. Your youngster can feel more in control by making his own calendar and blocking out his screen time. Then, encourage him to add in homework time, chores, reading time, and other activities.

2. Find new pursuits. Substitute active time for screen time by letting your child select a sport to explore, perhaps gymnastics or karate. To get the entire family involved,



hold regular non-screen events like charades, biking, or volunteering.

3. Get creative. Use your time together to inspire your youngster's imagination. Put away your own devices while you make crafts or sing songs, for instance. Your behavior will help shape his behavior.

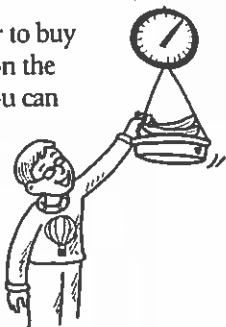
4. Design a screen-free bedroom. Let your child arrange his room however he pleases—as long as he leaves the electronics elsewhere. He could choose the location for where they “sleep,” perhaps in a basket in the kitchen or by the front door. ●

Q&A

Organic quandary

Q: I see more and more organic fruits and vegetables in the grocery store. Are they really healthier? They can be so expensive!

A: Some people prefer to buy organic to cut down on the chemicals they eat. You can decide what makes the most difference and fits your budget. For example, pesticides aren't as likely to get through produce with thick coverings. So you might buy regular bananas, avocados, corn, pineapples, melons, grapefruit, and oranges.



On the other hand, more pesticides get through fruits and vegetables with edible or thin skin. You may opt for organic when buying celery, apples, strawberries, greens (lettuce, spinach, collard greens), or cherries.

Note: Whether you buy organic or conventional produce, wash all items (even melons) thoroughly before eating. ●

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
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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

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ACTIVITY CORNER

Winter walkabouts

Take your family on a walking tour of your city or town, and enjoy these active games.

Story walking. Your youngster begins a made-up story about something she sees along the route. At the next block, a second person picks up the storyline. A third storyteller takes over at block three, and so on. End the story after everyone has been a storyteller. Then, start a new tale.

I Spy. Choose a person to be the first “spy.” She picks an object or a place everyone can see and announces it with a clue: “I spy something that’s round and encourages splashing.” Everybody takes turns asking yes-or-no questions until someone guesses correctly (a birdbath). That person leads a speed walk to the right location—and gets to be the next spy. ●



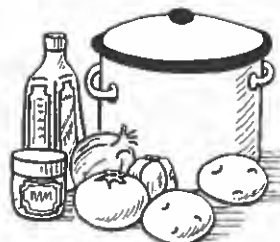
IN THE KITCHEN

One-pot wonders

It's comfort-food season! Keep warm with these easy one-pot meals.

White turkey chili

Saute 1 chopped onion and 3 minced garlic cloves in 2 tbsp. oil in a large pot until soft. Add 1 lb. ground turkey and cook until browned. Stir in 2 tsp. ground cumin, 1 14.5-oz. can chickpeas (drained, rinsed), and 2 cups low-sodium vegetable broth. Bring to a boil, and reduce heat. Simmer for 15 minutes.



Cod in tomato broth

In a large pot, combine $\frac{1}{2}$ red onion (thinly sliced), $1\frac{1}{2}$ cups diced tomatoes, 4 small potatoes (cubed), 1 tsp. dried basil, and 4 cups low-sodium chicken broth. Bring to a boil, cover, and reduce heat. Simmer until potatoes are tender, about 10 minutes.

Add 4 skinless cod filets to the pot, and replace cover. Simmer for about 7 minutes or until the fish is opaque and cooked through. ●

for families

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2007, El-Sheikh, Buckhalt, Cummings, & Keller, 2007, Meltzer, & Mindell, 2009). Further, insufficient sleep also has been associated with higher rates of aggression and can negatively affect interpersonal relationships with family and peers (El-Sheikh et al., 2007). Outlined below are some key concepts and strategies for establishing healthy sleep habits.

Key Sleep Strategies to Consider

Think of these strategies as a collection of related elements, all of which must be present to ensure healthy sleep habits.

1. **Sleep Duration** Consider the total amount of sleep during both night and day: is your child getting enough sleep? The following table outlines basic recommended sleep durations by age

Recommendation Sleep Duration

AGE GROUP	YEARS	RECOMMENDED TOTAL SLEEP
Infants	3 to 12 months	14 to 15 hours
Toddlers	1 to 3 years	12 to 14 hours
Preschoolers	3 to 5 years	11 to 13 hours

Encouraging Healthy Sleep Habits

By Hattie Harvey, PhD, NCSP

Sleep is critical to children's everyday functioning. A good night's sleep helps prepare children to attend to new experiences, positively engage with others, and build memory and attention skills. When children sleep, their brains are actively working to form new connections, allowing them to be more physically relaxed and mentally alert when awake. These positive effects can be observed over time, and as a parent you play a critical role in helping your child establish healthy sleep habits.

Why are sleep habits important?

Establishing healthy sleep habits early on helps to prevent children's long-term sleep problems and other associated risk factors. Researchers have linked poor sleep habits to a greater risk for obesity, impaired memory and attention, and poor academic performance in school-age children (Aronen, Paavonen, Fjallberg, Sorinen, & Torronen, 2000; Buckhalt, El-Sheikh, & Keller,

For Your Child's Teacher

Developmentally Appropriate Practice: Focus on Infants and Toddlers

Author(s)
Carol Copple, Sue Bradekamp,
Derry Koralek, & Kathy
Charner, eds.

ISBN: 978-1-928896-95-1

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The Young Child and Mathematics (2nd ed.)

Author(s)
Juanita V. Copley

ISBN: 978-1-928896-68-5

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Because kids don't come with an instruction manual

Play Together

fyi.uwex.edu/parentingthepreschooler/

Get Active: Play Together

- ♦ Pick a time of day when you both will be less rushed, hungry, thirsty, or tired. Set a timer for 20 minutes of play.
- ♦ Set aside your list of things to do. Temporarily ignore the messes to clean up or stack of paperwork.
- ♦ Remove distractions. Leave your phone in another room. Shut off the TV and computer. Go outside to play whenever possible.
- ♦ Let preschoolers lead activities by giving them the opportunity to pick the game or make up the rules. See how creative they can get playing Simon Says or Follow the Leader!
- ♦ Give encouragement. Preschoolers need to hear your positive reinforcement.
- ♦ Make physical contact. Try dancing together or "rough and tumble" play like tickling and wrestling, which can help you teach safe touch.
- ♦ Laugh and have fun!



Photograph by Renee Koenig



Photograph by Carmen Saucedo

Children need to move their bodies often. They need a total of 60 minutes (1 hour) or more of physical activity each day. Aim to spend at least 20 minutes every day in active play time together.

Children need you to play with them. Physical activity is good for both of you. Active play time together builds important skills for children and strengthens the bond between you.



Photograph by Renee Koenig

Seven Benefits of Playing Together

- 1) **Smarter children:** Research shows that physical play stimulates brain development and boosts school test scores.
- 2) **Builds relationships and other friendships:** Spending a few minutes playing together is an investment in your relationship. You can use playtime to teach cooperation and how to constructively channel competitive energy.
- 3) **Teaches problem-solving skills:** Children learn self-control when they practice taking turns and following the rules of the game. "Oh, I see dad didn't get mad when his turn was over."
- 4) **Develops healthy habits:** More time spent together playing means less time sitting and watching TV or playing electronic games alone.
- 5) **Increases emotional intelligence:** Children gain empathy and learn fairness in winning and losing when you show them your emotions. Children gain confidence when they learn to recognize the emotions of others as well as manage their own emotions during play. "Mom won't like it if I push too hard; then we will have to stop playing tag."
- 6) **Promotes health and fitness:** Physical activity strengthens the body, improves cardiovascular fitness, coordination and flexibility. You will sleep better, too!
- 7) **Brings joy and laughter:** Physical activity reduces stress. Happiness is a great gift you give each other through play.

UW-Extension Family Living Programs

"Raising Kids, Eating Right, Spending Smart, Living Well"



[Link To References](#)

For more information, please contact:
Bayfield County UW - Extension
Family Living Program
715-373-6104

<http://bayfield.uwex.edu>
www.facebook.com/BayfieldCountyUWEX

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Everyday Preventive Actions That Can Help Fight Germs, Like Flu

FIGHT FLU



CDC recommends a three-step approach to fighting the flu.

CDC recommends a three-step approach to fighting influenza (flu). The first and most important step is to get a flu vaccination each year. But if you get the flu, there are prescription antiviral drugs that can treat your illness. Early treatment is especially important for the elderly, the very young, people with certain chronic health conditions, and pregnant women. Finally, everyday preventive actions may slow the spread of germs that cause respiratory (nose, throat, and lungs) illnesses, like flu. This flyer contains information about everyday preventive actions.

How does the flu spread?

Flu viruses are thought to spread mainly from person to person through droplets made when people with flu cough, sneeze, or talk. Flu viruses also may spread when people touch something with flu virus on it and then touch their mouth, eyes, or nose. Many other viruses spread these ways too. People infected with flu may be able to infect others beginning 1 day before symptoms develop and up to 5-7 days after becoming sick. That means you may be able to spread the flu to someone else before you know you are sick as well as while you are sick. Young children, those who are severely ill, and those who have severely weakened immune systems may be able to infect others for longer than 5-7 days.

What are everyday preventive actions?

- Try to avoid close contact with sick people.
- If you or your child gets sick with flu-like illness, CDC recommends that you (or your child) stay home for at least 24 hours after the 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.
- While sick, limit contact with others as much as possible to keep from infecting them.
- Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it.
- Wash your 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 surfaces and objects that may be contaminated with germs like the flu.
- If an outbreak of flu or another illness occurs, follow public health advice. This may include information about how to increase distance between people and other measures.



For more information, visit:
www.cdc.gov/flu
or call 1-800-CDC-INFO



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

What additional steps can I take at work to help stop the spread of germs that can cause respiratory illness, like flu?

- Find out about your employer's plans if an outbreak of flu or another illness occurs and whether flu vaccinations are offered on-site.
- Routinely clean frequently touched objects and surfaces, including doorknobs, keyboards, and phones, to help remove germs.
- Make sure your workplace has an adequate supply of tissues, soap, paper towels, alcohol-based hand rubs, and disposable wipes.
- Train others on how to do your job so they can cover for you in case you or a family member gets sick and you have to stay home.
- If you begin to feel sick while at work, go home as soon as possible.



What additional preventive actions can I take to protect my child from germs that can cause respiratory illness, like flu?

- Find out about plans your child's school, child care program, or college has if an outbreak of flu or another illness occurs and whether flu vaccinations are offered on-site.
- Make sure your child's school, child care program, or college routinely cleans frequently touched objects and surfaces, and that they have a good supply of tissues, soap, paper towels, alcohol-based hand rubs, and disposable wipes on-site.
- Ask how sick students and staff are separated from others and who will care for them until they can go home.

Everyday preventive actions can help slow the spread of germs that can cause many different illnesses and may offer some protection against the flu.



Common cold Self-management By Mayo Clinic Staff

Lifestyle and home remedies

To make yourself as comfortable as possible when you have a cold, try:

- **Drinking plenty of fluids.** Water, juice, clear broth or warm lemon water are good choices. Avoid caffeine and alcohol, which can dehydrate you.
- **Eating chicken soup.** Chicken soup and other warm fluids can be soothing and can loosen congestion.
- **Resting.** If possible, stay home from work or school if you have a fever or a bad cough or are drowsy after taking medications. This will give you a chance to rest as well as reduce the chances that you'll infect others.
- **Adjusting your room's temperature and humidity.** Keep your room warm, but not overheated. If the air is dry, a cool-mist humidifier or vaporizer can moisten the air and help ease congestion and coughing. Keep the humidifier clean to prevent the growth of bacteria and molds.
- **Soothing your throat.** A saltwater gargle — 1/4 to 1/2 teaspoon salt dissolved in a 4-ounce to 8-ounce glass of warm water — can temporarily relieve a sore or scratchy throat.
- **Using saline nasal drops.** To help relieve nasal congestion, try saline nasal drops. You can buy these drops over-the-counter, and they can help relieve symptoms, even in children.

In infants, gently suction the nostrils with a bulb syringe (insert the bulb syringe about 1/4 to 1/2 inch, or about 6 to 12 millimeters) after applying saline drops.

Prevention

There's no vaccine for the common cold, but you can take common-sense precautions to slow the spread of cold viruses:

- **Wash your hands.** Clean your hands thoroughly and often with soap and water, and teach your children the importance of hand-washing. If soap and water aren't available, use an alcohol-based hand sanitizer.
- **Disinfect your stuff.** Clean kitchen and bathroom countertops with disinfectant, especially when someone in your family has a cold. Wash children's toys periodically.
- **Use tissues.** Sneeze and cough into tissues. Discard used tissues right away, then wash your hands carefully.

Teach children to sneeze or cough into the bend of their elbow when they don't have a tissue. That way they cover their mouths without using their hands.

- **Don't share.** Don't share drinking glasses or utensils with other family members. Use your own glass or disposable cups when you or someone else is sick. Label the cup or glass with the name of the person with the cold.
- **Steer clear of colds.** Avoid close contact with anyone who has a cold.
- **Choose your child care center wisely.** Look for a child care setting with good hygiene practices and clear policies about keeping sick children at home.
- **Take care of yourself.** Eating well, getting exercise and enough sleep, and managing stress might help you keep colds at bay.

MONEY \$MART

in Head Start

Issue D



In This Issue

- What impacts your health insurance options?
- Importance of Health Insurance
- Health Insurance Options
- For More Information
- To \$um It Up

Health Insurance

Do you or someone you know need affordable health insurance? How can you find a health insurance plan that you can afford? And what's considered *affordable*?

What impacts your health insurance options?

- Number of people in your household and their ages
- Household income

Depending on who is in your household and the household income, you may qualify for free insurance or financial help with your health insurance.

People get health insurance from different places. Examples include:

- Health insurance from your job
- Medicare
- BadgerCare Plus (State of Wisconsin Medicaid)
- The Marketplace (also known as Obamacare)
- Private insurance companies

Check out the back of this newsletter for more information on these health insurance options.

The Importance of Health Insurance

Health insurance can help to make medical care affordable and keep you and your family healthy. When you don't have health insurance and need medical help, you may get large medical bills that can take years to pay. Having health insurance helps cover the cost of doctor visits, prescriptions, or other services that need to be paid for as you use them.

Go to coveringwi.org or call 2-1-1 to find free, local help. There are community organizations near you who can help you understand the options and sign up for a plan.

Useful information about health insurance:

- Each person in your family may qualify for a different health insurance option.

- Young adults have the choice to remain on their parent's plan until they turn 26.
- By law, most people must have health insurance or will likely pay a fee of up to \$2,085 or more per household.
- The most important thing is to apply and learn what you are eligible for.
- Legal immigrants have some options. Apply and they will tell you what you qualify for.
- If you do not qualify for any health insurance options, call 2-1-1 and ask for a free or low cost health care clinic.

(Please note: All insurance options remain available for the 2017 calendar year.)

Health Insurance Options

Health Insurance from your job:

Ask at your job about the cheapest health plan that covers only the employee. If the monthly amount you pay for this plan is less than 9.69% of your household's income before taxes, it is considered affordable. Find your income before taxes by looking at paychecks from everyone in the household for the month. **Talk to your employer and use the Affordability Worksheet from coveringwi.org/learn** to find out if your health insurance plan is considered affordable.

Medicare:

You must be 65 or older, OR receiving Social Security Disability, OR have end-stage kidney disease. Call 1-800-242-1060 or go to Medicare.gov for more information.



BadgerCare Plus:

Each person in your home may qualify at different income levels.

Example: For a family of 3, a man is eligible if the family income is less than \$1,680/mo., while a pregnant woman and child from that same household of 3 would be eligible if the income is less than \$5,040/mo. Go to access.wi.gov to learn more.



The Marketplace:

Almost everyone can get a Marketplace plan, but financial help is based on income. Call 1-800-318-2596 or go to HealthCare.gov to start the application process.

Check if your household size makes this amount or less before taxes:

Household size	Adults (Men and Women)	Pregnant Women and Children
2	\$1,335/mo \$16,020/yr	\$4,005/mo \$48,060/yr
3	\$1,680/mo \$20,160/yr	\$5,040/mo \$60,480/yr
4	\$2,025/mo \$24,300/yr	\$6,075/mo \$72,900/yr
5	\$2,370/mo \$28,440/yr	\$7,110/mo \$85,320/yr

House hold size	Income for financial help
2	\$5,310/mo \$63,720/yr
3	\$6,670/mo \$80,360/yr
4	\$8,080/mo \$97,000/yr
5	\$9,470/mo \$113,640/yr

Many families find plans with monthly premiums between \$0 - \$100 a month.

Sign up from November 1st - January 31st or within 60 days of moving, a change in family size, or loss of other insurance.

For More Information...

Contact your local UW-Extension Family Living Educator for more financial education resources. Go to www.uwex.edu/ces/cty/ to find your County office.

For more resources about health insurance and how to best use your insurance, visit coveringwi.org.

To \$um It Up:

- \$ Each person in your family may qualify for a different health insurance option.
- \$ If you go without health insurance, you could lose some of your tax refund.
- \$ Go to coveringwi.org or call 2-1-1 for free, local help to answer your questions about health insurance.

"Money Smart in Head Start" is provided by UW-Extension Family Living as part of the Head Start Financial Capability Project funded through the Annie E. Casey Foundation and reviewed by Peggy Olive, Financial Capability Specialist, UW-Madison/Extension. Authored by Stephanie Severs, Health Insurance Literacy Lead, UW-Madison/Extension and Jeni Appleby, Health Insurance Literacy Specialist, UW-Madison/Extension, U.S. Department of Agriculture and Wisconsin counties cooperating. Copyright © 2015 by the Board of Regents of the University of Wisconsin System doing business as the division of Cooperative Extension of the University of Wisconsin-Extension. All rights reserved. An EEO/Affirmative Action employer, the University of Wisconsin-Extension provides equal opportunities in employment and programming, including Title IX and ADA requirements.

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in Head Start 

Issue 4



In This Issue

- What are Your Goals?
- Pay Yourself First
- Jumpstart Your Savings
- For More Information
- To Sum It Up

Saving Your Money

"I'd like to save, but there's never any money left at the end of the month!"

Just about all of us have felt this way about saving money. Saving money simply means *putting money aside*. When we think about where we spend our money, many of us probably could find a few extra dollars here and there that could be put toward a future goal.

What are your goals?

Strong money goals say:

- **What** you want,
- **When** you want it,
- **How much** you need, and
- They are **written down**.

Research by the Consumer Federation of America suggests people are twice as likely to be successful savers if they have a specific money goal. Putting money aside may mean making changes to your current money habits and coming up with new habits. Here are some ideas to help you get started.

Pay Yourself First

What if you set money aside at the start of the month instead of waiting to see if there's any left at the end? If you wait until the end of the month to set money aside, it seems like other expenses always come up and then there's no money left.

If you save at the beginning of the month and an unexpected bill does pop up during the month, you can use the savings you set aside earlier. Plus, you save even more money by not having to use a credit card or take out a loan and pay extra in interest.

What are some other ways to pay yourself?

Make installment payments – An installment loan is where you make the same payment month after month, like a car loan. Once you make that last payment on your installment loan, celebrate! - and then keep making the monthly payment to yourself by putting that same amount of money into your savings.

Make it automatic – You can have money taken out of your paycheck or checking account each month and get it direct deposited into a savings account. Most banks and credit unions will let you automatically transfer money into a savings account for free.

Ideas to Jumpstart Your Savings

Break a habit – Do you eat out three times a week? How about cutting down to two times a week and putting the cost of the third meal into savings? If you cut out one \$8 fast food meal each week for a whole year, you could save \$416 by the end of the year!

Breaking a habit can be easier said than done. Try starting with a small habit that you don't think you would miss too much just to see how it goes. Even small changes really add up over time!

Find little ways to save – Instead of renting movies, check them out from the library for free. Grow a garden—it's fun and provides food for the family too. In the spring or fall, watch for sales on winter coats and boots and stock up for the next year. Shop resale stores and garage sales. Board games, local parks and walks in the neighborhood are fun and easy on the budget.

Save windfall income – If you get money from gifts, overtime, or tax returns, could it go into savings? If you were getting by okay before you got the extra money, odds are you won't even miss it if you set some aside. Or you could try the 80-10-10 Rule: use 80% for bills, put 10% in savings, and use 10% on whatever you'd like.

Keep an eye on your goal – Write or tape a picture of what you're saving for on your jar or piggy bank.

For More Information...

Contact your local UW-Extension Family Living Educator for more financial education resources. Go to www.uwex.edu/ces/cty/ to find your County office.

For help with balancing your monthly spending plan, contact a non-profit Certified Consumer Credit Counselor online at www.debtadvice.org or by calling 800.388.2227.

Take charge of your change – At the end of the day, empty your change into your piggy bank or a large jar. If you save 25 cents a day for an entire year, do you know you'll have almost \$100 set aside?

Play the savings game – Pick one thing you buy and come up with ideas on how you could:

- Buy it cheaper
- Make it last longer
- Use it less

For example, pick a food you eat regularly. Have your family "taste test" with a cheaper brand to see if they notice much difference. If you like a more expensive brand, can you buy it a little less often?

"Save your one dollar bills all year round — maybe \$2 a day or every other day. By the time Christmas comes, it will help a lot so you don't feel so overwhelmed."

(Tip shared by a Richland County Head Start Parent)

Set a Goal, Pick an Idea, Get Started!

Which savings idea would you be willing to try? Pick one or two tips, and try them out until they become a regular savings routine for you. It can take a little while to get into a new habit. Once you get started, it becomes much easier—and it feels good. You may have so much fun reaching your first goal, that you set up a second savings goal before you know it!

To Sum It Up:

- \$ What amount of savings in the bank would help you sleep better at night?
- \$ Getting into the habit of putting money aside is more important than the amount you set aside.
- \$ People are more likely to be successful at savings if they have a goal with a dollar amount and a date.
- \$ Pick a goal that excites you the most and get started!

"Money Smart in Head Start" is provided by UW-Extension Family Living as part of the Head Start Financial Capability Project funded through the Annie E. Casey Foundation and reviewed by Peggy Olive, Financial Capability Specialist, UW-Madison/Extension. Authored by Dawn Doperaiski, Family Living Educator, UW-Extension Menominee County/Nation. University of Wisconsin, U.S. Department of Agriculture and Wisconsin counties cooperating. Copyright © 2015 by the Board of Regents of the University of Wisconsin System doing business as the division of Cooperative Extension of the University of Wisconsin-Extension. All rights reserved. An EEO/Affirmative Action employer, the University of Wisconsin-Extension provides equal opportunities in employment and programming, including Title IX and ADA.

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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](#)

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

- [Tribal Benefits Sheet](#)



[Current Openings for the Red Cliff Tribe](#)

[Earth Partnership Indigenous Arts and Sciences Intern](#)
DEADLINE: January 10, 2017 at 4:00 p.m.

[Tribal Youth Advocate](#)
DEADLINE: January 13, 2017 at 4:00 p.m.

[Solid Waste/Recycling Program Manager](#)
DEADLINE: January 13, 2017 at 4:00 p.m.

[Dental Assistant \(1-2 positions open\)](#)
DEADLINE: January 13, 2017 at 4:00 p.m.

[Substance Abuse Counselor](#)
DEADLINE: January 16, 2017 at 4:00 p.m.

[Transportation Specialist, two \(2\) positions](#)
DEADLINE: January 16, 2017 at 4:00 p.m.

[Native Connections Grant Manager](#)
DEADLINE: Open Until Filled

[Document Scanning Clerk \(up to 5 openings\)](#)
DEADLINE: Open Until Filled

Indian Child Welfare Worker
DEADLINE: Open Until Filled

Assistant Zoning Administrator / GIS Manager
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 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

[Housing Job Application \(Fillable\)](#)

[Housing Background Check](#)

* * * 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 Family Forum

[Family Forum Job Openings](#)

[Family Forum Head Start Bus Driver](#)

* * * 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 National Park Service

National Park Service - Park Ranger (Interpretation)
DEADLINE: January 5, 2017

National Park Service - Park Guide
DEADLINE: January 5, 2017

National Park Service - Maintenance Worker
DEADLINE: January 6, 2017

National Park Service - Park Ranger (I)
DEADLINE: January 6, 2017

National Park Service - Biological Science Technician
DEADLINE: January 9, 2017

National Park Service - Biological Science Technician (Plants)
DEADLINE: January 9, 2017

National Park Service - Biological Science Technician (Plants)
DEADLINE: January 9, 2017

National Park Service - Biological Science Technician
DEADLINE: January 9, 2017

National Park Service - Park Ranger (Interpretation)
DEADLINE: January 9, 2017

National Park Service - Biological Science Technician
DEADLINE: January 13, 2017

National Park Service - Biological Science Technician
DEADLINE: January 13, 2017

National Park Service - Biological Science Technician (Plants)
DEADLINE: January 13, 2017

National Park Service - Biological Science Aid/Technician
DEADLINE: January 18, 2017

National Park Service - Wildland Firefighter (Range/Forestry Aid/Technician)
DEADLINE: February 21, 2017

National Park Service - Wildland Fire Module Crewmember (Forestry Technician)
DEADLINE: February 28, 2017

* * * Current Openings for the BIA.gov

BIA Fire & Forestry Job Openings

* * * Current Openings for the Wisconsin Dept. of Transportation

Expenditure Accounting Supervisor

DEADLINE: January 5, 2016

Structural Engineer - Senior or Advanced Level

DEADLINE: January 9, 2016

Traffic Signal Technician - Engineering Technician

DEADLINE: January 15, 2016

Traffic Signal Technician - Engineering Technician

DEADLINE: January 15, 2016

WisDOT Engineering Internships: Summer 2017

DEADLINE: January 31, 2016

WisDOT Investigation & Labor Compliance Internships: Summer 2017

DEADLINE: January 31, 2016

* * * Current Openings for the University of Wisconsin-Extension

Current Opportunities for UW Extension

* * * Current Openings for the ATS-Associated Training Services

ATS-Associated Training Services

* * * Current Openings for the UMOS Job Openings

Current Opportunities for UMOS

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Red Cliff Community Health Center

36745 Aiken Road, Bayfield, WI 54814

Phone: (715) 779-3707 Fax: (715) 779-3362



JOB DESCRIPTION

POSITION: Substance Abuse Counselor

LOCATION: Red Cliff AODA-Mishomis House Healing Center/ Red Cliff Behavioral Health Department

SALARY: Negotiable depending upon qualifications

THIS IS A REGULAR FULL-TIME EXEMPT POSITION

SUPERVISOR(S): Licensed Substance Abuse Counselor

JOB SUMMARY: The primary responsibility of this position will be to supervise and lead the AODA team at the Mishomis House Healing Center and the Behavioral Health Department at the Red Cliff Community Clinic in regards to the services, licensing compliance, program enhancements and training. This position is also responsible of the day-to-day supervision of AODA employees. This position will counsel and aid individuals and families requiring assistance dealing with substance abuse problems, such as alcohol or drug abuse and families and individuals with co-occurring disorders.

DUTIES AND RESPONSIBILITIES:

1. Provide substance abuse treatment services to eligible clients in according with professional practice codes, tribal policies and procedures, and federal and state laws.
2. Develop and implement community education and prevention programs addressing substance abuse issues.
3. Collaborate with other tribal and non-tribal programs and individuals to implement appropriate joint programs.
4. Establish referral networks to make available to community residents specialty services and treatment consistent with program objectives and fiscal restraints.
5. Serve as liaison with respect to substance abuse issues with other tribal and non-tribal health and human service programs.
6. Participate in treatment plans, staffing and departmental meetings.
7. Complete monthly reports on caseloads. Maintain a record of all reports and supporting documentation as required.
8. Maintain the confidentiality of all client specific information and data in accord with federal and state guidelines and requirements.
9. Participate and assist in planning, developing, organizing and facilitating AODA services/programs such as support and therapy groups, outpatient and other addictions, prevention activities and special events.
10. Provide and/or arrange for therapeutic interventions as appropriate for patients or clients in a crisis condition and for those with serious disturbance problems.
11. Refer client to other support services as needed, such as medical evaluation and treatment, social services, and employment services.
12. Participate in quality assurance measures within AODA program
13. Participate in multi-disciplinary case reviews and co-counseling sessions as needed. Participate in treatment plans, staffing and departmental meetings.
14. Establish and maintain good rapport and effective working relationships with patients, visitors, providers and clinic employees
15. 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 Mishomis clients, 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.
16. Adhere to a professional code of conduct and applicable federal and state laws and regulations in the discharge of the assigned duties.
17. Participate as part of an integrated health team with the medical staff at the Red Cliff Community Health Center.
18. Perform other job-related duties as directed by the immediate supervisor or Tribal administration.
19. Maintain a clean and safe working environment.

KNOWLEDGE:

1. Certified Counselor by the Department of Human Services or a Substance Abuse Counselor in training.
2. Personal commitment to a drug and alcohol-free lifestyle consistent with the accepted norms for abstinence and sobriety. If there is a history of alcohol and/or chemical dependency, a minimum of two years of absolute sobriety is required.
3. Sound judgment and the capacity to respond to unusual circumstances.
4. Ability to deal constructively with emergencies and conflict.
5. Ability to plan, coordinate, and direct varied and complex operations.
6. Possession of a valid driver's license and regular access to a motor vehicle with appropriate insurance coverage.
7. Able to travel throughout the community, make home visits, attend meetings, and participate in community educational programs.
8. Knowledge of and sensitivity for Ojibwa culture and traditions.

QUALIFICATIONS: Bachelor's Degree or 2 years' experience working in the AODA field. Good interpersonal skills and the ability to get along with diverse populations (clients, co-workers, professional staff, administration and the public). Good communication skills, written and oral. Must have a valid driver's licenses, vehicle and appropriate vehicle coverage; maintain driver's eligibility as a condition of employment.

PHYSICAL REQUIREMENTS: The duties assigned to this position involve bending, stooping, lifting and carrying. Items may be placed on overhead shelving.

WORK ENVIRONMENT: Red Cliff Health Center and it's Branch Offices, Mishomis House and the Red Cliff Community. This position has to be scheduled to accommodate clients and to address emergencies. Evening and weekend hours may be required.

TRAVEL REQUIREMENTS: This position requires at least 24 hours training a year in the AODA field. Almost all training is out of town at various locations.

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; available on the tribal website
2. Tribal Background Investigation Disclosure; available on the tribal website
3. Resume with at least 3 references.
4. Post-secondary transcripts; if applicable

POSTING: December 30, 2016

DEADLINE: January 16, 2017 until 4:00 p.m.

FOR FURTHER INFORMATION:

**Red Cliff Tribal Administration Building
88455 Pike Road
Bayfield, WI 54814**

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.

Acknowledgement of understanding of job duties, knowledge & qualifications:

<u>Employee</u>	<u>Date</u>
<u>Supervisor/Administrator</u>	<u>Date</u>
<u>Human Resources</u>	<u>Date</u>

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JOB DESCRIPTION

POSITION: Transportation Specialist, two (2) positions

LOCATION: Red Cliff Reservation

SALARY: \$15.00 per hour

THIS IS A PART-TIME, SEASONAL NON-EXEMPT POSITION.

SUPERVISOR(S): Transportation Director

JOB SUMMARY: These are part-time seasonal positions that will be responsible primarily for operation of transit buses and may also be required to assist in snow removal operations. Also included in the position responsibilities will be routine and preventive maintenance on equipment, vehicles and tools used in the day to day operations of the Transportation Department. These positions will require working early hours, nights, weekends and holidays as weather and schedules dictate.

DUTIES AND RESPONSIBILITIES:

1. Operates a variety of equipment for ice and snow removal.
2. Operates transit vehicles routinely.
3. Performs routine and preventative equipment maintenance.
4. Other duties as assigned.

SUPERVISORY AUTHORITY: None.

1. **Minimum Training and Experience Required to Perform Essential Job Functions:** Must be at least 18 years of age. High school diploma or equivalent, with prior work experience is preferred. Applicant must possess a valid driver's licenses, reliable transportation and insurance.

This position is subject to random drug and alcohol testing pursuant to Department of Transportation rules.

Physical and Mental Abilities Required to Perform Essential Job Functions

Language Ability and Interpersonal Communication:

1. Ability to communicate effectively with others, as well as the ability to follow specific instructions.
2. Ability to effectively communicate using telephone, and two-way radios.
3. Good computer skills are required for parts and material ordering, tracking, scheduling and reporting.

Physical Requirements:

1. Ability to operate equipment and machinery, such as snowplow, sander, dump truck, tractor, front end loader, 9 passenger transit bus and common hand and power tools.

2. Ability to exert moderately heavy (up to 50 pounds) physical effort in moderate to heavy work, typically involving some combination of climbing and balancing, stooping, kneeling, crouching, crawling, lifting, carrying, pushing, and pulling.

TRAVEL REQUIREMENTS:

Position may require some local travel up to a 100 mile radius by vehicle for parts and material pickup.

PERSONAL CONTACTS: Will receive direction from supervisor and may have contact with Tribal staff.

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

TO APPLY: The following items must be in submitted for consideration:

1. Fully completed Red Cliff job application (available on website)
2. Background Information Disclosure (available on website)

REPOSTING: December 30, 2016

DEADLINE: January 16, 2017 at 4:00 p.m.

FOR FURTHER INFORMATION:

**Red Cliff Tribal Administration Building
88455 Pike Road
Bayfield, WI 54814**

**susie.gurnoe@redcliff-nsn.gov
(715) 779-3700 ext. 4268**

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JOB DESCRIPTION

Position: Document Scanning Clerk (up to 5 openings)

Location: Red Cliff Tribal Organizations

Salary: \$10.00/hour 40 hour week

THIS IS A LIMITED TERM NON-EXEMPT POSITION. APPLICANTS WILL BE SELECTED FROM THE INFORMATION SUPPLIED ON APPLICATION FORM ONLY. THERE WILL BE NO INTERVIEWS.

Supervisor: Information Technology Systems Administrator

Job Summary: As the Document Scanning Clerk with Red Cliff Tribe, you will scan and upload documents required in the Tribal governmental process.

Duties and Responsibilities: An individual in this support position performs various duties relating to the scanning and indexing of documents from all areas of the Red Cliff Tribe. This individual must possess a positive attitude, be team oriented, and willing to assist wherever needed in order to accomplish the goals at hand.

Supervisory Authority: None.

Knowledge:

- Prepares documents for scanning and indexing
- Scan documents
- Index documents into archive system
- Various other duties as assigned

Qualifications: High School or equivalent. 6+ months of experience in an office environment required. Familiar with computers. Have the ability to work independently and as a member of a team. Strong attention to detail. Demonstrated ability to multi-task and have good time management skills. Ability to handle sensitive information, confidentially. Valid driver's licenses is preferred; but not needed.

Personal Contacts: Employee will have daily contact with all Tribal Employees organizational wide.

Physical Requirements: Person must be mobile and can be required to lift up to 25lbs.

Work Environment: Scanning work will be done throughout the various Tribal Division locations.

Travel Requirements: Employee will travel locally to Tribal buildings as necessary.

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 Name or Image of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

REPOSTING: December 12, 2016

DEADLINE: Open until filled

FOR FURTHER INFORMATION CONTACT:

Red Cliff Human Resources Department
88455 Pike Road,
Bayfield, WI 54814
susie.gurnoe@redcliff-nsn.gov
(715) 779-3700 ext. 4268

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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

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. Requires an on call status for emergency and/or 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:

1. Knowledge of Indian Child Welfare Act and the uniqueness of the Red Cliff Community.
2. Knowledge of tribal and county service providers.
3. Knowledge of the unique culture of Red Cliff and extended family system.

QUALIFICATIONS:

1. Bachelor's degree in social service related field, including; Sociology, Psychology, or a Bachelor's degree in Social Work.
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. Valid driver's licenses, reliable vehicle and proof of vehicle 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.

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

RE-POSTED: November 22, 2016

DEADLINE: Open until filled

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Human Resource Department
88455 Pike Road
Bayfield, WI 54814
www.redcliff-nsn.gov
susie.gurnoe@redcliff-nsn.gov

(715) 779-3700 ext. 4268

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JOB DESCRIPTION

POSITION:	Earth Partnership Indigenous Arts and Sciences Intern
NON EXEMPT:	Part-time 10 hours per week average – 520 hours annually
LOCATION:	Red Cliff Early Childhood Center
PROGRAM:	National Science Foundation
WAGE:	\$12.00 per hour
SUPERVISOR:	Education Division Administrator (NSF Principal Investigator) IAS Northern Coordinator Earth Partnership Director

GENERAL STATEMENT OF DUTIES:

The Indigenous Arts and Sciences (IAS) initiative of the UW-Madison Arboretum Earth Partnership is a three-year project funded by the National Science Foundation. IAS partners with Wisconsin’s Native Nations to cooperatively develop, integrate, disseminate, and evaluate culturally accurate and authentic resources in STEM (Science, Technology, Engineering and Math) and other disciplines on ecological restoration on school sites and natural areas.

RESPONSIBILITIES:

The person in this position will be responsible for coordinating the efforts of IAS under the guidance of the Red Cliff Principal Investigator, IAS Northern Coordinator, and Earth Partnership director. This includes:

- Planning and implementing IAS family and community events in Red Cliff. (30%)
- Assisting Mr. Rick Erickson of Bayfield High School (BHS) in overseeing service learning projects by BHS students. (20%)
- Assisting in planning and implementing IAS Earth Partnership summer professional development Institutes. (15%)
- Developing partnerships and sharing resources with K-12 educators. (15%)
- Reviewing curricular activities that integrate traditional knowledge and experiences that reflect Native perspectives of land and water stewardship with IAS staff and partners. (10%)

- Participating in communications and outreach among university partners, tribal communities (Bad River, Lac du Flambeau, Lac Courte Oreilles, Ho-Chunk), teachers, youth and other stakeholders including web-based and other technology. (10%)

QUALIFICATIONS:

- Must have high school diploma or GED.
- College students majoring in science, technology, engineering and/or math (STEM); preferred.
- Traditional ecological knowledge and experience working in tribal communities; preferred.
- Good communication skills: written, verbal, and various technologies.
- Positive role model.
- Valid driver's license and reliable transportation is desired. Must maintain drivers eligibility as a requirement of employment.

TRAVEL REQUIREMENTS:

Some travel will be required to attend meetings and implement Indigenous Arts and Sciences Earth Partnership Institutes.

POSTING: December 27, 2016

DEADLINE: January 10, 2017 at 4:00 p.m.

FOR FURTHER INFORMATION CONTACT: Human Resources Department

Red Cliff Tribe

88455 Pike Rd. Hwy 13

Bayfield, WI 54814

(715) 779-3700, Ext. 4268

susie.gurnoe@redcliff-nsn.gov

All tribal employees located at the Early Childhood Center 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, all licensed child care centers must complete a one-time fingerprint-based background check on all employees by December 31, 2015. 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 must be tested prior to starting employment.

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

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JOB DESCRIPTION

POSITION: Tribal Youth Advocate

LOCATION: Red Cliff Reservation

SALARY: \$15.00 per hour

THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION

SUPERVISOR(S): Indian Child Welfare Director and FHSD 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 and follow through on truancy notices from both Bayfield High School, as well as collaborate with the county for case management services to Juveniles in the court system.

DUTIES AND RESPONSIBILITIES:

1. To accept truancy referrals regarding minors alleged to be truant/in the juvenile delinquency system.
2. To coordinate with Bayfield County Health and Human Services, Red Cliff Tribal Court, and Bayfield school to develop case plans concerning any juvenile that is alleged to be habitually truant/in the juvenile delinquency system.
3. To meet regularly with the juvenile, their family, Bayfield school, Red Cliff Tribal Court, and Bayfield County Health and Human Services to develop truancy elimination plans.
3. To make reports to the Bayfield County Court and Red Cliff Tribal Court, and provide information or referrals to recognized agencies having an interest or service role concerning a Tribal child.
4. To maintain a confidential system of records, subject to disclosure to a non-party only upon order of the Bayfield County Court or Red Cliff Tribal Court.
5. Subject to the approval of the Tribal Council, negotiate service agreements with other recognized juvenile delinquency agencies.
6. Comply with all reporting requirements for funding sources as well as required internal reporting requirements.
7. Conduct home visits on a regular basis.

8. To facilitate restorative justice or family group conferencing meetings with the juvenile and related parties.
9. Meet with Family Service Staff and other Tribal/County Programs to provide case management for clients.
10. Attend and participate in staff and other meetings, Coordinated Service Team, AODA Reduction team meetings, in-service, training and other events as directed by supervisor.

11. Provide or refer to appropriate agency individual/family counseling services for youth and their families involved with the Youth Advocacy program.
12. Assist the prosecutor with filing petitions; conduct investigations and case studies as necessary.
13. 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.
14. Present a professional, caring image to clients, of the Indian Child Welfare Program, the Youth Advocacy Program, and Family Services Programs.
15. Promote a working environment noted for effective cooperation and collaboration between programs, services and co-workers.
16. Provide telephone or in person testimony to off reservation Juvenile in Need of Protection cases.
17. Coordinate and host two focus groups per year for juvenile offenders.
18. Coordinate and host two talking circles per month that will be open for all youth to attend.
19. Perform other duties as assigned.

SUPERVISORY AUTHORITY: None

KNOWLEDGE: Knowledge of Indian Child Welfare Act, Wisconsin's Juvenile Justice Code (Chapter 938), 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. Bachelor's degree in social service related field, including; Sociology, Psychology, Juvenile Justice, or a Bachelor's degree in Social Work.
2. A minimum of one year experience working in a Child Protection/Juvenile Justice/Indian Child Welfare Department.
3. Training in ICWA (Indian Child Welfare Act) and knowledge of the uniqueness of the Red Cliff community.
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. Training in Restorative Justice and/or Family Group Decision Making.
12. Must have a valid driver's licenses, vehicle and insurance. Maintain driver's eligibility as a condition of employment. And be insurable on the tribe's vehicle policy.

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

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

WORK ENVIRONMENT:

1. Indian Child Welfare Office
2. Appearances in Bayfield County Court and Red Cliff Tribal Court
3. Residences in the Tribal Service Area
4. Meetings at Bayfield High School

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

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; available on the tribal website
2. Tribal Background Investigation Disclosure; available on the tribal website
3. Resume with at least 3 references.
4. Post-secondary transcripts; if applicable

POSTED: Dec 29, 2016

DEADLINE: Jan 13, 2017

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building Human Resource Department
88455 Pike Road
Bayfield, WI 54814
www.redcliff-nsn.gov
susie.gurnoe@redcliff-nsn.gov

(715) 779-3700 ext. 4268

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JOB DESCRIPTION

POSITION: Solid Waste/Recycling Program Manager

LOCATION: Red Cliff Transfer Station

SALARY: \$12.00 per hour, 32 hours per week

THIS IS A REGULAR PART TIME NON-EXEMPT POSITION

SUPERVISOR(S): Environmental Director and Division Administrator

JOB SUMMARY: Perform all necessary activities to coordinate and manage the Solid Waste/Recycling Program for the Red Cliff Tribe. Primary responsibilities include overall management of the transfer station during normal business hours, community education regarding solid waste and recycling, seeking and maintaining funding for the solid waste/recycling program which also includes reporting, and general oversight of the day to day operations. Assist in the development and/or outreach of education in relation to recycling, solid waste, and other related environmental issues. Plan for and oversee annual Earth Day and Spring Clean Up activities. Collect, sort, and arrange for transfer of recyclables. Research and obtain business relationships with feasible earth friendly markets. Travel will be required to attend meetings pertinent to recycling and waste reduction, as well as monthly Treaty Natural Resource Division meetings. Maintain a clean, safe, and presentable working environment. Other duties as assigned by the Environmental Director.

SUPERVISORY AUTHORITY: None

KNOWLEDGE: Basic understanding of environmental issues including solid waste and recycling. Basic knowledge of issues related to pollution and its' effects on human and environmental health. Basic knowledge of sustainability as it relates to environmental practices. Knowledge of overall program oversight including record keeping, reporting, and management. Basic knowledge of Tribal government and other governmental agencies. Familiarity with the Red Cliff community and the traditions of the Red Cliff Tribe as well as cultural issues related to the environment and natural resources. Must be able to or willing to maintain sufficient records including but not limited to financial.

QUALIFICATIONS: High school diploma or equivalent. Good communication skills, both oral and written. Must have excellent computer and organizational skills as well as ability to work alone and/or with a diverse group of people. Applicant must be able to work in various weather conditions. Having a vehicle, valid driver's license, and at least liability insurance is mandatory. Experience in working with tribal communities preferred.

PERSONAL CONTACTS: Tribal Administration and community members.

PHYSICAL REQUIREMENTS: Be able to walk through uneven terrain in various weather conditions, bend and lift up to 50 lbs.

WORK ENVIRONMENT: Office and outdoor setting with a willingness to work outside the normal 8 to 5 hours, with potential for meetings to be after 4:30 p.m. All tribal offices are smoke-free.

TRAVEL REQUIREMENTS: May be required to travel to and from various project sites. Be required to attend training and meetings both in state and out of state. As needed, attend Tribal Council meetings and/or Treaty Natural Resource Division meetings as directed by supervisor.

TO APPLY: The following items **MUST** be in your application package to be considered for this position:

1. Fully completed Red Cliff Job Application (available on webpage)
2. Background Information Form (also available on webpage)

Native American preference will be applied in the case of equally qualified applicants but all qualified applicants will be considered.

POSTING: December 29, 2016

DEADLINE: January 13, 2017 at 4:00 p.m.

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Human Resources
88455 Pike Road, Highway 13
Bayfield, WI 54814
www.redcliff-nsn.gov
susie.gurnoe@redcliff-nsn.gov

(715) 779- 3700 ext. 4268

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Only applicants who have submitted a full application package will be considered for an interview. Full application package must in the following: complete application.

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JOB DESCRIPTION

POSITION: Dental Assistant (1-2 positions open)

LOCATION: Red Cliff Community Health Center

SALARY: \$14.00-16.00; Negotiable depending upon qualifications

THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION

SUPERVISOR(S): Dentist and Health Center Administrator

JOB SUMMARY: Serves as a certified or registered dental assistant aiding the dentist in performing restorative, prophylactic, endodontic and surgical procedures.

DUTIES AND RESPONSIBILITIES:

1. Performs limited intra-oral procedures and chair side assistant duties in all phases of prosthodontic, surgical, endodontic and periodontal treatment as provided in general dentistry.
2. Receives and routes patients and assists patients in completing medical history questionnaire.
3. Charts examination and treatment information as relayed by the dentist.
4. Maintains dental equipment in a clean and operative condition, including sterilization of instruments, materials and equipment.
5. Properly lays out all instruments and materials needed for each treatment, prepares all tray sets for operative, endodontic and surgical procedures.
6. Instructs patients in preventive dental care; demonstrates brushing and flossing techniques and use of disclosing tablets, explains the cause of decay and its relationship to diet.
7. Takes radiographs, impressions for study models, applies rubber dam, removes sutures, performs prophylaxis and applies topical fluoride.
8. Obtains and records vital signs as directed by dentist.
9. Relays dentist's instruction to patients for post-op care.
10. Maintains and records for supply levels and order supplies to be used and charting forms
11. Applies sealants as directed by dentist.
12. Aids in training of trainee dental assistants. Demonstrates clinic maintenance, chair side assistance and radiographic duties regularly performed. Observes and advises trainee as they perform these duties.
13. Pours and trims models and fabricates custom temporaries.
14. Complete monthly, quarterly, and annual reports as required by Health Center Administration, Health Board, Tribal Council, regulatory bodies, and/or third party payers. Maintain a record of all reports and supporting documentation as required.
15. Maintain the confidentiality of all client specific information and data in accord with federal and state guidelines and requirements.
16. 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.
 - d. Dress appropriately to promote professionalism within the Health Center.
17. 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.
 18. Participate in quality assurance measures conducted within the Health Center.
 19. Adhere to a professional code of conduct and applicable federal and state laws and regulations in the discharge of these assigned duties.
 20. Attend staff and other meetings, in-services, and other events as directed by supervisor.
 21. 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 in 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.
 22. Performs other job related duties as directed by the immediate supervisor or Tribal Administration.

SUPERVISORY AUTHORITY: None

QUALIFICATIONS/KNOWLEDGE:

1. Individual who is accredited by the American Dental Association that included radiographic techniques, darkroom/processing and film mounting. (Completion of the Dental Assistant training program and work experience should aid the applicant to gain appropriate knowledge in order to take the test.)
2. Prefer knowledge of oral anatomy and bone structure of the face to take diagnostic dental radiographs.
3. Prefer basic dental disease prevention techniques, basic dental terminology and record keeping procedures.
4. Prefer knowledge of sterilization and infection control techniques.
5. Must have valid WI driver's license, vehicle, and at least liability insurance. If no insurance, must get within three weeks. Must also be eligible for the Tribe's vehicle insurance. Maintain driver's eligibility as a condition of employment.

PERSONAL CONTACTS: Daily contact with patients, visitors, primary care providers, Tribal and Health Center Administration, and other Health Center staff.

PHYSICAL REQUIREMENTS: The duties assigned to this position involve bending, stooping, lifting, and carrying. Items may be placed on overhead storage. Weights to be carried are usually less than 50 pounds. At times, the Dental Assistant will be required to personally assist patients.

WORK ENVIRONMENT: Red cliff Community Health Center; office and clinic settings. Exposure to hazards of the health care industry. Work setting must be maintained as a clean, nonsmoking, well-ventilated area in compliance with all applicable safety regulations.

TRAVEL REQUIREMENTS:

May require overnight travel to attend meetings or training locally and nationally.

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 Name or Image 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:

1. Completed Tribal Application; available on the tribal website
2. Tribal Background Investigation Disclosure; available on the tribal website
3. Post-secondary transcripts; if applicable

REPOSTED: December 29, 2016

DEADLINE: January 13, 2017 at 4:00 p.m.

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Human Resources Department
88455 Pike Road
Bayfield, WI 54814
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.

JANUARY 2017

GICHI MANIDOO GIIZIS

MON	TUE	WED	THUR	FRI
2 ECC CLOSED	3B WAFFLES, BLUEBER- RIES, CC L TOMATO SP, PEAS, GR CHEEZ, HONEYDEW S CRACKERS, JUICE	4B KIX, BANANA, YGT, TOAST, JELLY L HAMB HD, CORN, PEARS, SALAD S YGT BERRY PARFAIT	5B CHEERIOS, BERRIES, CC, ENG MUFFIN, CR CH L SALMON PATTY, FRY, CARROTS, PEACHES S TOMATOES, PRETZELS	SALAD SERVED 2-3 X WEEKLY
9B MALTO MEAL, OR- ANGES, TOAST, PB L PORK CHOPS, KRUAT, GR BEANS, APPLES, BUN S GR CRACKER, FR CUP	10B CORN CHEX, FR CK, BAGEL, YGT, JELLY L TACOS, MANGOS, CC, CORN, S VEG/CCDIP	11B HB OATS, STRBERR, CC, MUFFIN L CHIX W RICE SP, PEAS, CHEEZ SND, PEARS S PIZZA/JUICE	12B QUICHE' PEARS, YGT LSTIR FRY, STIR FRY VEG, MANGO, RICE, CC S PEACHES/TRAILMIX	MEALS SERVED WITH MILK
16 MARTIN LUTHERN KING ECC CLOSED	17B FR TOAST, BLUE- BERRIES, CC L EGG ROLLS, RICE, STIR FRY, BERRIES, YGT S APPLE SAUCE/ PRETZELS	18B KIX, BANANA, ENG MUFFIN, PB L HAMB SOUP, CHEEZ SND, FR CK, PEAS S ANT ON A LOG/ MILK	19B CORNFLAKES, BA- GEL, CR CH, YGT, PEACH L CHIX HD, CORN, HONEY- DEW, S PEARS, CC	MENU SUBJECT TO CHANGE
23B OATMEAL, PEARS, TOAST, PB L BURRITOS, RICE, MAN- GOS, SALAD, GR BEAN S CUCUMBERS/MILK	24B HB OATS, OR- ANGES, YGT, MUFFIN L BBQ CHIC, NOODLES, CARROTS, CARROTS, SLD S FR CUP/GR CRACKER	25B CORN CHEX, BA- NANA, BAGEL, PB L BURGERS, FRIES, VEG/DIP, BERRIES S VEG PIZZA	26B OMELETS, HDEW, TOAST, JELLY YGT L KEILBASA, PEAS, TROP FR, CC, SALAD S APPLES/YGT	
30B WAFFLE CH/H, AP- PLESAUCE, CC L VEGGIE SOUP, PBJ, YGT, JELLO, PEARS S CRACKERS/BERRIES	31B KIX, ORANGES, MUF- FIN, YGT L HAMB HD, CORN, SLD, PEACHES, CC S CARROTS/DIP YGT			