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**CHILD CARE AND DEVELOPMENT FUND
for
TRIBE:**

Stillaguamish Tribe of Indians of Washington

FFY 2020-2022

This Plan describes the Child Care and Development Fund (CCDF) program to be administered by the Tribal Lead Agency for the period 10/1/2019 – 9/30/2022. As provided for in the applicable statutes and regulations, the Tribal Lead Agency has the flexibility to modify this program at any time, including amending the options selected or described herein.

For purposes of simplicity and clarity, the specific provisions printed herein of applicable laws and regulations are sometimes paraphrases of, or excerpts and incomplete quotations from, the full text. The Tribal Lead Agency acknowledges its responsibility to adhere to them regardless of these modifications.



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Introduction and How to Approach Plan Development

The Child Care and Development Fund (CCDF) program provides resources to State, Territory, and Tribal Lead Agencies that enable low-income parents to work or pursue education and training so that they can better support their families and promote the learning and development of their children. The CCDF program also provides funding to enhance the quality of child care for all children. On November 19, 2014, the Child Care and Development Block Grant (CCDBG) Act of 2014 was signed into law (Pub. L. 113-186). The law reauthorizes and significantly revises the purposes of the CCDF program and requirements for States and Territories, but Congress left discretion to the Department of Health and Human Services (HHS) to determine how new provisions would apply to Tribes.

In September 2016, the CCDF Final Rule was released which outlined the regulatory requirements for the CCDF program based on the CCDBG Act of 2014. The CCDF requirements strengthen the requirements to protect the health and safety of children in child care; help parents make informed consumer choices and access information to support child development; provide equal access to stable child care for low-income children; and enhance the quality of child care and the early childhood workforce. Tribal flexibility includes tiered requirements based on the size of their FY 2016 CCDF allocation: tribes with small, medium, and large allocations.

The CCDF Final Rule exempts *tribes with small allocations* (less than \$250,000 in FY 2016) from the majority of the CCDF requirements, allowing those Tribes more flexibility in how to spend their CCDF funds and to focus those funds on health and safety and quality activities. *Tribes with small allocations* must spend their CCDF funds in alignment with the goals and purposes of CCDF and comply with the health and safety, monitoring, background checks, and quality spending requirements. To align with these limited CCDF requirements, *Tribes with small allocations* will complete an abbreviated CCDF Plan. This approach balances increased flexibility with accountability and allows *Tribes with small allocations* to spend their CCDF funds in ways that would most benefit their communities.

The CCDF Plan developed by Tribal Lead Agencies is the primary mechanism that the Administration for Children and Families (ACF) uses to determine Tribal Lead Agency compliance with the requirements of the law and the Final Rule. This CCDF Plan preprint consists of two parts aligned with the flexibility Tribes have based on the size of their CCDF allocation.

Part I (*For Tribes with small, medium, and large allocations*):

- 1) Define CCDF Leadership and Coordination with Relevant Systems;
- 2) Establish Standards and Monitoring Processes to Ensure the Health and Safety of Child Care Settings;
- 3) Supporting Continuous Quality Improvement; and
- 4) *Tribes with small allocations*: Direct Services.



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Part II (*For Tribes with medium and large allocations only*):

- 5) Provide Stable Child Care Financial Assistance to Families;
- 6) Ensure Equal Access to Quality Child Care for Low-Income Children; and
- 7) Promote Family Engagement through Outreach and Consumer Education.

These sections reflect key functions of an integrated system of child care for low-income working families. The intention is that Tribal Lead Agencies and the federal government will be able to use this information to track and assess progress, determine the need for technical assistance (TA), and determine compliance with specific requirements and deadlines.

Plan Amendments: Tribal Lead Agencies are required to request approval from the Office of Child Care (OCC) whenever a “substantial” change in the Tribal Lead Agency’s approved CCDF Plan occurs. Please refer to the ACF Program Instruction regarding CCDF Approval of Plan Amendments [CCDF-ACF-PI-2009-01](#) for specific details and timelines specific to the Plan amendment process.

Please note that all requirements not fully implemented by the Final Rule deadline are subject to compliance actions, such as corrective action plans and/or penalties in accordance with CCDF regulations.

Tribal Lead Agencies are encouraged to access additional guidance for their CCDF Plans through:

- [Tribal Child Care And Development Fund: Guide for New Administrators](#)
- [CCDF Final Rule: Overview for American Indian and Alaska Native Grantees](#)
- [Child Care And Development Fund Final Rule Tribal Fact Sheet](#)

Additional questions should be directed to the OCC Regional Office.



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1 Define CCDF Leadership and Coordination with Relevant Systems

This section provides information on how the CCDF program is administered, including the designated Tribal Lead Agency and the administrative structure. It also addresses who was consulted in the development of the Tribal CCDF Plan and how the Tribal Lead Agency plans to coordinate CCDF services with other entities.

1.1 Tribal CCDF Applicant

1.1.1 Tribal Applicant – Official name of Tribe as listed in the Federal Register or Tribal Consortium.

a. Tribe or Tribal Consortium Information:

Name of the Federally Recognized Tribe (or Tribal Consortium):

Stillaguamish Tribe of Indians of Washington

Name of Tribal Chair/President/Leader:

Shawn Yanity

Title:

Chairman

Address:

P.O. Box 277

City, State, Zip Code:

Arlington, WA 98223

Telephone Number:

360-652-7362

Ext:

Email Address:

syanity@stillaguamish.com



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1.1.2 Are you a Tribal Consortium?

☒ No ([Skip to Section 1.2](#))

☐ Yes.

Provide a comprehensive list of the participating member Tribes/Alaska Native Villages and include current demonstrations from the consortium's participating Tribes indicating that the consortium has the authority to seek funding on their behalf. Examples of demonstrations include a Tribal Resolution, a letter signed by the current Tribal Leader, or another official document from the Tribal/Village government (98.80(c)(1-4); 98.81(b)(8)(i)).

For Alaska Native Regional Nonprofit Corporations, the list and demonstrations are for purposes of Discretionary Funds only.

a. The list is provided as Attachment #:

Add or remove attachment

b. The demonstrations are provided as Attachment #:

Add or remove attachment

If there is any change in the consortium membership, the Tribal Lead Agency must notify OCC through an amendment to the Plan. Any consortium member Tribe seeking to apply for its own CCDF grant funds must first withdraw from the Tribal consortium and contact OCC to initiate a separate application for its own funds. OCC must receive the application on or before July 1 prior to the year in which the Tribe is seeking CCDF funds.



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A Tribal Consortium must describe how it coordinates services on behalf of each of its participating member Tribes/Villages. Summarize how the consortium is coordinating services (including direct services) on behalf of each participating member (98.81(b)(8)(ii); 98.83(c)(1)).

1.1.2 c. Describe, including how child care services are provided to each member of a Tribe/Village:

[Faint, illegible text area for describing child care services]



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1.2 Designated Tribal Lead Agency

The Tribe or Tribal Consortium will designate an agency to represent the Tribe/consortium as the Tribal Lead Agency. This designated agency agrees to administer the Tribal CCDF program in accordance with applicable Federal laws and regulations and the provisions of this Plan, including the attached assurances and certifications (658D; 658E(c)(1)); 98.83(a)).

The Tribal Lead Agency can be a department or sub-agency such as the CCDF Department, Human Services Department, Workforce Development Department, etc., and in some cases, the Tribe will administer the CCDF program.

Note: An amendment to the CCDF Tribal Plan is required in the event of a change in the designated Tribal Lead Agency.

1.2.1 Which agency has been designated by the Tribe or Tribal Consortium to administer the CCDF program?

a. Name of Tribal Lead Agency:

Stillaguamish Tribe of Indians of Washington

b. Web Address for Tribal Lead Agency (if any):

www.stillaguamish.com

1.2.2 Who is the Tribal CCDF Administrator?

Identify the CCDF Administrator designated by the Tribal Lead Agency, the day-to-day contact, or the person responsible for administering the Tribal CCDF program. If there is more than one designated contact with shared responsibility for administering the CCDF program, please identify the co-administrator/assistant administrator and include contact information.

a. Contact Information for the Tribal CCDF Administrator:

Name of Tribal CCDF Administrator:

Stacy White

Title:

Day Care Director



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Mailing Address:

P.O. Box 277

Physical Address (if different than mailing address):

24308 55TH Ave NE, Arlington, WA 98223

Phone Number:

360-652-7362

Ext.

Email Address:

swhite@stillaguamish.com

b. Contact Information for Tribal CCDF Co-Administrator/Assistant Administrator (if applicable):

Name of Tribal CCDF Co-Administrator/Assistant Administrator:

Cynthia Toop

Title:

Grant Writer

Mailing Address (if different from above):

Physical Address (if different than mailing address):

3322 236th Street, Arlington, WA 98223

Phone Number:

360-572-3017

Ext.



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Email Address:

ctoop@stillaguamish.com

1.3 Administration through Contracts or Agreements

The Tribal Lead Agency has broad authority to administer the CCDF program through contracts or agreements with other governmental, non-governmental, or other public or private local agencies. The Tribal Lead Agency remains the single point of contact and retains overall responsibility for the administration of the CCDF program (658D(b)(1)(A); 98.11(a)(3); 98.16(d)(1)). Examples of such agreements could include:

- A written agreement with another Tribal department to operate Tribal child care centers or to conduct training and monitoring, etc.
- A contract with the local child care resource and referral agency to operate the Tribe's child care program (including determining family eligibility and issuing payments to child care providers or providing high quality activities).

1.3.1 Will the Tribal Lead Agency **directly** administer and operate the CCDF program (98.16(d)(1))?

This question does not apply to the demonstrations referenced in [Section 1.1.2](#) between a consortium and its participating/constituent member Tribes/Villages.

- ☒ Yes, the Tribal Lead Agency will directly administer and operate **all** aspects of the CCDF program.
- ☐ No, the Tribal Lead Agency **will not** directly administer and implement all aspects of the CCDF program.



- 1.3.1 a. List the names of those entities that will administer/operate aspects of the CCDF program and describe which aspects of the CCDF program they will administer/operate. List and describe:

[Faint, illegible text from a document bleed-through is visible in the background of this section.]



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- 1.3.1 a. 1. What processes will the Tribal Lead Agency use to monitor administrative and implementation responsibilities performed by other agencies? Describe:

Placeholder text for the response to question 1.3.1 a. 1.



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1.3.1 a. 2. *Optional: Include copies of the contracts or agreement as Attachment #:*

Add or remove attachment

1.4 Consultation in the Development of the Tribal CCDF Plan

In the development of the Tribal CCDF Plan, the Tribal Lead Agency is required to consult with representatives of general purpose local/Tribal government (658D(b)(2); 98.10(c); 98.14(b)). Tribal Lead Agencies are also required to conduct a public hearing to provide an opportunity to comment on the provision of the child care services under the CCDF Plan (98.14(c)). For the purposes of developing this Plan, consultation involves meeting with, or obtaining input from, appropriate representatives of the Tribal community.



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- 1.4.1 Describe how the Tribal Lead Agency consulted with representatives of general purpose local/Tribal governments and any other entities in the development of this plan. Describe:

The Day Care Director consults with the Board of Directors on a regular basis regarding CCDF policies and strategic planning for the day care program.



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- 1.4.2 Tribal Lead Agencies are required to conduct a public hearing to provide those interested with an opportunity to comment on the provision of child care services under the CCDF Plan (658D(b)(1)(C); 98.14(c)(1-3); 98.16(f)).

The Tribal Lead Agency must conduct at least one public hearing prior to the submission of the Tribal CCDF Plan, but no earlier than January 1, 2019. The Tribal Lead Agency must provide a notice of the hearing throughout the Tribe's service area. This notice must be provided no later than 20 days prior to the date of the hearing. Tribal Lead Agencies must make the contents of the Plan available to the public in advance of the hearing.

Describe the Tribal Lead Agency's public hearing process:

- a. Date(s) of public hearing notice(s) (at least 20 calendar days prior to the public hearing):

August 8th to August 27th, 2019

- b. Date(s) of public hearing(s) (no earlier than January 1, 2019):

August 28th, 2019



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1.4.2 c. Location(s) of the public hearing(s):

Stillaguamish Tribe of Indians Community Center, 24410 55th Ave NE, Arlington, WA
98223

d. How was the public notified of the public hearing? Check all that apply.

☒ Parent Newsletter

☒ Tribal/Local Media

☒ Internet. Provide website(s):

www.stillaguamish.com

☒ Social Media (e.g., Facebook, Twitter, etc.)

☐ Posting on community bulletin board or some other message board

☒ Other. Describe:

Local newspaper.



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1.4.2 e. Describe how the input from the public hearing(s) was taken into consideration in the development of the final Plan:

- ☐ No input was received
- ☐ Input was received but not taken into consideration
- ☐ Input was incorporated into the plan in the following ways:

☒ Other. Describe:

At this point in time, the preprint is developed but the hearing hasn't yet taken place. This answer will be updated after the hearing.



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1.4.2 f. How was the content of the Plan made available throughout the service area prior to the public hearing? Check all that apply.

☐ Tribal Offices (including CCDF offices)

☒ Internet. Provide website(s):

www.stillaguamish.com

☐ Email

☐ Other. Describe:

1.4.3 ***Tribes with small allocations*** are not required to make the final CCDF Plan or any subsequent Plans available to the public but have the flexibility to describe if applicable.

Tribes with large and medium allocations should post their Plan and Plan amendments on a website, to the extent practicable.



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- 1.4.3 Describe how the Tribal Lead Agency makes the final CCDF Plan and any subsequent Plan Amendments available to the public to the extent practicable:

As a PDF on our website at: <https://www.stillaguamish.com/stillaguamish-news/>



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1.5 Indian Child and Indian Reservation or Service Area

**Per the OCC Program Instruction, Tribes who submitted Tribal Child Count Declaration information by July 1, 2019, do not need to resubmit the information with their
FY 2020-2022 Plan
[Skip to Section 1.7](#)**

Identify which Indian child(ren) will be counted in your child count (98.81(b)(2)(i)).

1.5.1 Indian Child

Programs and activities are to be carried out for the benefit of Indian children.

While Tribal Lead Agencies have some flexibility in defining “Indian Child,” the definition must be limited to children from federally recognized Indian Tribes, consistent with the Child Care and Development Block Grant Act’s definition of Indian Tribe (98.2).

This could include children who are Tribal members, whose membership is pending, who are eligible for membership, and/or are children/descendants of members. This could also include adopted children, foster children, and step-children, etc.



1.5.1 The Tribal Lead Agency defines an “Indian child” as:

[Faint, illegible text from a document, likely a definition of "Indian child" as per the Tribal Lead Agency.]



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1.5.2 Indian Reservation or Service Area

Programs and activities are to be carried out for the benefit of Indian children living on or near the Indian reservation or service area. The service area must be within a reasonably close geographic proximity to the borders of a Tribe's reservation (with the exception of Tribes in Alaska, California, and Oklahoma). Tribes that do not have reservations must establish service areas within reasonably close geographic proximity to the area where the Tribe's population resides.

There is an expectation that the Tribal Lead Agency will be able to provide services to families throughout the service area. ACF will not approve an entire State as a Tribe's service area. Tribes can limit services within the reservation boundaries or go beyond the reservation boundaries.

If a Tribal Lead Agency establishes a different service area for CCDF purposes, it must be within a reasonably close geographic proximity to the borders of the Tribe's reservation or existing service area (6580(c)(2)(B); 98.80(e); 98.81(b)(2)(ii); 98.81(b)(3)(ii); 98.83(b)).

For example: "permanent residence is within the reservation boundaries; however, the participant is temporarily attending school outside of the reservation area," or "resides within 20 miles of the reservation boundaries," etc.



1.5.2 a. The Tribal Lead Agency defines the Reservation/Service Area as:

[Faint, illegible text area, likely a placeholder for a map or description of the Reservation/Service Area.]



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- 1.5.2 b. *Optional: In addition to the description above, a clearly labeled map of the service area is attached. Attachment#:*

Add or remove attachment

1.6 Child Count

For the purposes of determining a Tribe/Tribal Organization's annual CCDF funding level, **the Tribal Lead Agency is required to conduct and submit a triennial child count of children under age 13**, as defined in 98.81(b)(2)(i). The Child Count Declaration will be submitted every 3 years with the triennial Plan, except for in the case of the FY 2020–FY 2022 Plan. For the FY 2020–FY 2022 Plan period, the child count must be submitted by July 1, 2019. For new Tribal Lead Agencies entering outside of the Plan cycle, the child count will be submitted with their Plan.

The Tribal child count will be effective October 1, 2019–September 30, 2022 and valid for 3 years. If the consortia gains or loses one of its member organizations, then the adjustments will be made accordingly.

The Tribal Lead Agency may not count any children who are included in the child count of another CCDF Tribal Lead Agency. **The Tribal Lead Agency is required to confer with all other CCDF Tribal Lead Agencies that have overlapping or neighboring service areas** (98.61(c); 98.62(c); 98.80(b)(1); 98.81 (b)(4)).

The child count submitted is not reflective of the number of children who receive direct services. Instead, the child count gives the number of potentially eligible children who meet the Tribal Lead Agency's definition of Indian Child and reside in the designated service area.

- 1.6.1 Is the service area ([as defined in 1.5.2](#)) adjacent to, or overlapping with, the service area(s) of any other Tribal Lead Agencies?

- ☐ No
☐ Yes.



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- ☐ Identify those other Tribal Lead Agencies with neighboring or overlapping service areas.
Describe:

[Faint, illegible text from a scanned document, likely a map or report, is visible in the background of the form area.]



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☐ Describe your Tribal Lead Agency's process for ensuring unduplicated child counts:



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1.6.2 Complete and attach the “Child Count Declaration” at [Appendix #1](#).

A Tribal consortium must submit an individual Child Count Declaration for each participating Tribe signed by an individual authorized to act for the Tribe; and a summary listing the name of each participating Tribe, each participating Tribe’s individual child count; and the total child count for the entire consortium.

☐ A “Child Count Declaration” is attached at [Appendix #1](#).

1.7 **Coordination of Services**

The Tribal Lead Agency is required to coordinate services with other Tribal, Federal, State, and/or local child care and early childhood development programs with agencies responsible for public health, employment services/workforce development, public education, and Temporary Assistance for Needy Families, etc. (658D(b)(1)(D); 98.14(a)(1)(i-xiv); 98.14(a)(4); 98.16(e)).

Tribal Lead Agencies must demonstrate in the Plan how the Tribe encourages partnerships among its agencies, other public agencies, other Tribes and Tribal organizations, private entities, and community-based organizations, to leverage existing service delivery systems and to increase the supply and quality of child care and development services.

1.7.1 Describe how the Tribal Lead Agency coordinates the delivery of CCDF services with the following state, and if applicable, Tribal agencies or entities and the results of those coordination efforts (e.g., shared goals/purposes for coordination and the process for coordinating). Check and describe all that apply.

☒ Public health, including the agency responsible for immunizations. Describe:

The Stillaguamish Tribe's Wellness Clinic provides the latest recommended, age appropriate immunizations and medical programs that promote emotional and mental/behavioral health to the children in the program. The Day Care Center's Early Childhood Development Program includes monthly visits from the Tribe's nurse practitioner to offer health testing/screening of children up to four years of age who are enrolled in the day care. The nurse practitioner assesses physical and mental development of the children through activities designed to promote learning skills such as: pre-kindergarten readiness skills; social skills development; and independence.



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1.7.1 Check and describe all that apply.

☒ **Employment services/workforce development. Describe:**

The Tribe serves as the fiscal agency for the North Intertribal Vocational Rehabilitation Program (NIVRP); the Stillaguamish Tribe's Family Resources Department partners with the Administration for Children and Families (ACF) through ACF's Native Employment Works Program (NEW). Educational and on-the job opportunities are offered to Tribal parents through this program. The Tribe also works with the Western Washington Indian Employment and Training Program (WWIETP) helping young Native members obtain jobs and training. The NEW program offers childcare assistance to families attending school or job trainings to make childcare more affordable. If space is not available at our Tribal day care, the Family Resources Department may issue a voucher to fund and approved childcare facility; these vouchers are with funds other than CCDF.

☒ **Public education. Describe:**

Coordination of services with Stillaguamish Education Department: The before and after school program is coordinated by the Tribe's Education Specialist. The Tribal Education Specialist works together with the Arlington school district teachers to address the needs of the Tribal students. The Tribal library is available to and provides resources including computers to enhance development and school-readiness skills with the assistance of the Tribal Educational Specialist.

☒ **Temporary Assistance for Needy Families. Describe:**

The Tribe coordinates services with Washington State for Tribal families receiving State Temporary Assistance for Needy Families (TANF). The day care and other tribally owned businesses are often times used as a job placement location for TANF Clients.



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1.7.1 Check and describe all that apply.

☒ Child care licensing. Describe:

Tribally licensed.

☒ Head Start. Describe:

The Stillaguamish Education Department provides one-on-one per-kindergarten instruction for children ages 4 and up; they also provide a classroom type of structured environment teaching the basics of elementary education.

☐ State Advisory Council on Early Childhood Education and Care or similar coordinating body. Describe:



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1.7.1 Check and describe all that apply.

- ☐ Statewide after-school network or other coordinating entity for out-of-school time care (if applicable). Describe:

- ☒ Emergency management and response: Describe:

The day care participates in emergency preparedness and response planning for emergencies resulting from a natural disaster, or man-caused event.



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1.7.1 Check and describe all that apply.

- ☐ Child and Adult Care Food Program (CACFP) and other relevant nutrition programs:
Describe:

- ☐ McKinney-Vento state coordinators for homeless education and other agencies providing services for children experiencing homelessness and, to the extent practicable, local McKinney-Vento liaisons: Describe:



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1.7.1 Check and describe all that apply.

☐ Agencies responsible for Medicaid and the State Children's Health Insurance Program:
Describe:

☒ Mental Health Services: Describe:

The Stillaguamish Tribe's Wellness Clinic provides medical programs that promote emotional and mental/behavioral health to the children in the program. Stillaguamish has a Behavioral Health Clinic to refer parents to for support.



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1.7.1 Check and describe all that apply.

- ☒ Child care resource and referral agencies, child care consumer education organizations, and providers of early childhood education training and professional development: Describe:

The day care in coordination with the Tribe provides the following resources: Written materials, newsletters, postings on the Tribal Community Center bulletin board, and brochures on child care topics including resource and referral agencies. Posting of child care resources are also displayed on the private Tribal Facebook page.

- ☒ Other agencies or entities with which the Tribal Lead Agency coordinated: Describe:

We work in coordination with Sno-Isle. A Sno-Isle regional library consultant comes to the day care monthly with a variety of books in a box to exchange for the previously delivered box. During this time they facilitate a story with the children.



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1.7.2 In determining the Tribal community's child care needs, **Tribal Lead Agencies must include underserved populations** such as infants and toddlers, families experiencing homelessness, children with special needs, and children in need of non-traditional hours of care.

a. Which underserved populations are included in determining the Tribal community's child care needs? Check all that apply.

- ☒ Infants and toddlers
- ☒ Families experiencing homelessness
- ☒ Children with special needs
- ☐ Children in need of non-traditional hours of care
- ☐ Other. Describe:

b. What methods were used to determine the child care needs underserved populations? Check all that apply.

- ☐ Conduct a needs assessment. Describe:



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1.7.2 b. Check and describe all that apply.

☐ Survey community members. Describe:

☐ Survey providers. Describe:

☒ Other. Describe:

We are a small community and the conversation is ongoing with community members regarding child care needs including the conversation of under-served populations. The Day Care Director sits on the BOD of the Tribe and sits on the Child Protection Team in which underserved populations needs are discussed and solutions to the needs are developed.



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1.8 Program Integrity and Accountability

The Tribal Lead Agency, as the single point of contact for the administration of the Tribal CCDF program, is responsible for ensuring that policies and procedures are in place to monitor programs and services, ensure compliance with rules of the program, and provide oversight in the expenditure of all funds, including identifying improper payments and fraud prevention and recovery (98.11(b); 98.60(i); 98.66; 98.67; 98.68).

1.8.1 Tribal Lead Agencies are required to describe effective internal controls to identify improper payments.

a. How does the Tribal Lead Agency prevent and identify improper payments? Check all that apply.

- ☒ Train staff on CCDF policies and regulations.
- ☒ Conduct supervisory staff reviews or quality assurance reviews.
- ☐ Share data with other programs (e.g., State CCDF, Tribal or State TANF, Head Start, Child and Adult Care Food Program (CACFP), other Tribal offices.
- ☐ Run system reports that flag errors.
- ☒ Review enrollment documents, attendance or billing records.
- ☐ Review provider records.
- ☒ Ongoing monitoring and assessment of policy implementation.
- ☒ Other. Describe:

If the accounting/procurement policy was not followed the Accounting Department would deliver the first response followed by (if needed) a review of the Board of Directors



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1.8.1 b. The Tribal Lead Agency is required to recover improper payments that are the result of fraud. How does the Tribal Lead Agency investigate and collect improper payments resulting from fraud? Check all that apply.

- ☒ Coordinate with, and refer to other Tribal, State, or federal agencies (e.g., Tribal Council, law enforcement)
- ☐ Require recovery if the improper payment exceeds a specific dollar amount. Identify the minimum dollar amount: \$
- ☐ Recover through repayment plans
- ☐ Reduce payments in subsequent months
- ☐ Recover through payroll deductions (for CCDF clients/providers/staff employed by the Tribe)
- ☐ Other. Describe:



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1.8.1 c. *The Tribal Lead Agency has the flexibility to recover improper payments that are the result of unintentional errors/program violations.* Does the Tribal Lead Agency choose to investigate and collect improper payments resulting from unintentional errors/program violations?

☐ No

☒ Yes. How will the Tribal Lead Agency investigate and collect improper payments resulting from unintentional errors/program violations? Check all that apply.

☐ Coordinate with, and refer to other Tribal, State, or Federal agencies (e.g., Tribal Council, law enforcement)

☐ Require recovery if the improper payment exceeds a specific dollar amount.
Identify the minimum dollar amount: \$

☐ Recover through repayment plans

☐ Reduce payments in subsequent months

☐ Recover through payroll deductions (for CCDF clients/providers/staff employed by the Tribe)

☒ Other. Describe:

The funds are used for a portion of the wages of the day care staff and programming provided by the day care that follows the accounting policies and procedures for expenditures for grants. If an error is made in coding a journal entry is created to remove the expenditure. The Tribe has a yearly audit by an outside independent agency to ensure compliance.



2 Establish Standards and Monitoring Processes to Ensure the Health and Safety of Child Care Settings

Health and safety requirements apply to all Tribes regardless of allocation size and apply to all child care providers who receive CCDF funds, including providers who only receive quality funds.

All Tribal Lead Agencies must certify that there are in effect health and safety requirements applicable to providers serving CCDF children. These health and safety requirements must be appropriate to the provider setting (i.e., center based care, including Tribally operated centers, or home based care) and age of the children served, must include specific topics and training on those topics, and are subject to monitoring and enforcement procedures to ensure that providers are complying with the requirements.

This section covers health and safety, criminal background check, and disaster preparedness requirements, including:

- Health and safety standards (98.41(a))
- Health and safety training (98.44(b))
- Monitoring and enforcement procedures to ensure that child care providers comply with health and safety requirements (98.16(n))
- Exemptions made for relative care providers (98.16(l))
- Group size limits; child/staff ratios; and required qualifications for caregivers, teachers, and directors (98.16(m))
- Criminal background check requirements (98.16(o))
- Disaster preparedness and response (98.16(aa))

2.1 Health and Safety Standards and Requirements for CCDF Providers

Tribal Lead Agencies are required to establish health and safety standards for all types of child care programs (i.e., center based care, including Tribally operated centers, or home based care) serving children receiving CCDF assistance relating to the topics listed below, as appropriate to the provider setting and age of the children served (98.41(a)). This requirement is applicable to all child care providers receiving CCDF funds, including those providers who are receiving only CCDF quality dollars through the Tribal Lead Agency. The only exception to this requirement is for providers who are caring for their own relatives: Tribal Lead Agencies have the option to exempt relative care providers from the health and safety requirements (defined in CCDF regulations as grandparents, great-grandparents, siblings if living in a separate residence, aunts, and uncles (98.42(c))). This exemption applies only if the individual cares for relative children only.



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For each category of care offered, indicate the standards that apply. For instance:

- If the Tribal Lead Agency has developed its own standards (even if those standards were adapted from other sources, such as *Caring for Our Children: Basics* and/or *Minimum Health and Safety Standards: A Guide for American Indian and Alaskan Native Child Care and Development Fund Grantees* or state licensing standards), check “Tribal Standards.”
- If the Tribal Lead Agency requires providers to meet standards established by a state agency (such as state licensing or state department of education), check “State Standards.”
- If the Tribal Lead Agency requires providers to meet standards from more than one source (for example, state licensing standards for off-reservation providers and Tribally developed standards for providers on the reservation), check “Tribal Standards,” “State Standards,” and “Other Standards or Combination of Standards ” and describe which standards apply to which providers.
- If the Tribal Lead Agency requires providers to meet standards from a source not listed in the table in columns (a), (b), and (c) (such as Indian Health Service, the Child and Adult Care Food Program, *Caring for Our Children Basics*, *Caring for Our Children 3rd Edition*, etc.), then check “Other Standards or Combination of Standards” and describe the standards and the source(s) of the standards. If the Tribal Lead Agency does not support the child care for any of the types of providers, then check “This type of care is not provided.”



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2.1.1 If the Tribal Lead Agency uses a combination of standards, or uses other standards not noted, please describe in the table below.

Table 2.1.1 Health and Safety Standards Used by the Tribal Lead Agency					
Provider Categories	Tribal Standards	State Standards	Head Start/ Early Head Start Standards	Other Standards or Combination of Standards (e.g., Tribal standards <i>and</i> State standards)	The Tribal Lead Agency does not provide this type of care
Center-based Care (e.g., Tribally operated centers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Describe:	<input type="checkbox"/>
Family Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Describe:	<input checked="" type="checkbox"/>
In-Home Care (in the child's home)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Describe:	<input checked="" type="checkbox"/>

2.1.2 To certify, describe how the following health and safety standards for programs serving children receiving CCDF assistance are defined and established on the required topics (98.16(l)).

Note: This question is different from the health and safety training requirements, which are addressed in [question 2.1.5](#).

For each of the required health and safety topics, Tribal Lead Agencies must provide their definition and any variations based on category of care (i.e., center based care, including Tribally operated centers, or home based care) and the ages of children served.

For example, Tribal Lead Agencies need to ensure that providers follow their safe sleep practices for each age group in a center-based program. This means that Tribal Lead Agencies need to set



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standards around infant sleep practices (e.g., activities that prevent sudden infant death syndrome) and ensure that providers who cared for infants were trained on and met these standards. Likewise, Tribal Lead Agencies would set different safe sleep standards for children of different ages (e.g., no safe sleep practices for school-aged children) and ensure that providers who cared for children of other ages were aware of and met those standards.

a. Prevention (including immunizations) and control of infectious diseases

1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of the children served:

The day care follows the Tribal Health policy for prevention and control of infectious diseases (including immunizations); physical exam or health statement for children; Tuberculosis (TB) check for providers; the latest recommended, age appropriate immunizations for children; immunization exemption: those children whose parents object to immunization on religious grounds, and children whose medical condition contraindicates immunization will follow the day care policies and procedures. Immunization grace period: children who are experiencing homelessness, children in foster care, and children facing other circumstances as defined by the Tribe will be granted reasonable time to take action to comply with immunization and other health and safety requirements as outlined in the day care policies and procedures. Control of infectious diseases are also adhered to in our diapering policy and procedures; and adherence to the Indian Health Service's checklist.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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2.1.2 b. Prevention of sudden infant death syndrome and the use of safe sleep practices

1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:

This standard is defined as prevention of infant death syndrome and use of safe sleep practices. The Tribe's day care policies and procedures include the prevention of sudden infant death syndrome and use of safe sleeping practices. Monitoring visits of both announced and unannounced occur at the center-based day care on at least an annual basis by the Indian Health Services (I.H.S.) to ensure these policies and procedures are followed.

2. Are relatives exempt from this requirement?

- ☐ No
- ☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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2.1.2 c. Administration of medication, consistent with standards for parental control

1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:

The standard is defined as administration of medication is consistent with standards for parental consent both pre-service and on-going. Medications are provided to any child with a health care provider's prescription and/or a medication consent form from the child's parent/guardian as appropriate. If a child has a condition where the Americans with Disabilities Act (ADA) applies, reasonable accommodations will be made and the child will be given medication.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



2.1.2 d. Prevention of and response to emergencies due to food and allergic reactions

1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:

Standard is defined as employ prevention and response to emergencies due to food and allergic reactions. If a child has a food allergy or special dietary need, the parent/guardian and the child's health care provider will identify a protocol for managing the child's special dietary need. The center will develop an allergy management plan or an individual care plan with parent/guardian input for the child. This plan will include information on alternative foods with comparable nutritive value, a requirement that the parent/guardians must supply food for the special diet, etc.

2. Are relatives exempt from this requirement?



No



Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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2.1.2 e. Safety of building and physical premises, including the identification of and protection from hazards that can cause bodily injury, such as electrical hazards, bodies of water, and vehicular traffic

1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:

Standard is defined as an assessment of the day care building and physical premises safety, including identification and protection from hazards, that include electrical hazards, bodies of water, and vehicular traffic. The child care site is inspected at least daily for hazards by the Day Care Director and staff and hazards are monitored on a yearly basis by the Indian Health Service.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



2.1.2 f. Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment

1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:

Standard is defined as prevention of shaken baby syndrome, abusive head trauma, and child maltreatment both pre-service and on-going; recognition and reporting of child abuse and neglect both pre-service and on-going. All Stillaguamish Tribal Employees are mandated reporters under Stillaguamish Tribal Law. Any instance when staff have reason to suspect the occurrence of any physical, sexual, or emotional child abuse or neglect, child endangerment, child exploitation, or child maltreatment as required under Stillaguamish Tribal Law, a report will be filed by the staff directly involved with the child.

2. Are relatives exempt from this requirement?



No



Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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2.1.2 g. Emergency preparedness and response planning resulting from a natural disaster or a human-caused event (such as violence at a child care facility), within the meaning of those terms under section 602(a)(1-2) of the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. 5195a(a)(1-2)).

1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:

Standard is defined as Emergency preparedness and response planning resulting from a natural disaster or a human-caused event. The center has developed a disaster preparedness policy, this plan is located wall by the phone and a copy is kept in the disaster kit. In the event of a disaster Children with special needs, at minimum, would be able to stay at the center for 72 hours without being able to contact the child's parent/guardians.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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2.1.2 h. Handling and storage of hazardous materials and the appropriate disposal of biocontaminants

1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:

Standard is defined as handling and storage of hazardous materials and the appropriate disposal of biocontaminants. The Facilities Department is thoroughly trained and responsible for the handling, storage, and disposal of biocontaminants for the day care.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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2.1.2 i. Precautions in transporting children (if applicable)

1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:

N/A. The children are not transported. The day care policies and procedures have guidelines for safe transport if a special need arose.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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2.1.2 j. Pediatric first aid and cardiopulmonary (CPR)

- 1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:**

The standard is defined as pediatric first aid and cardiopulmonary resuscitation (CPR). All employees providing care to children must obtain pediatric First Aid, pediatric CPR Certificates, food handling and blood-borne pathogen certificates, and must keep these certificates current.

- 2. Are relatives exempt from this requirement?**

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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2.1.2 k. Recognition and reporting of child abuse and neglect

- 1. Provide a brief summary of how this standard is defined, including any variations based on category of care or ages of children served:**

The standard is defined as recognition and reporting of child abuse and neglect. All Stillaguamish Tribal Employees are mandated reporters under Stillaguamish Tribal Law. Any instance when staff have reason to suspect the occurrence of any physical, sexual, or emotional child abuse or neglect, child endangerment, child exploitation, or child maltreatment as required under Stillaguamish Tribal Law, a report will be filed by the staff directly involved with the child.

- 2. Are relatives exempt from this requirement?**

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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- 2.1.3 *The Tribal Lead Agency may also establish standards on optional health and safety topics that reflect the needs of the community served by the Tribal Lead Agency. These optional standards can include those related to nutrition, access to physical activity, caring for children with special needs, and any other topic determined to be relevant by the Tribal Lead Agency (98.41(a)(1)(xii)).*

Does the Tribal Lead Agency include optional standards in addition to the required health and safety topics in their health and safety standards?

☐ No

☒ Yes. If yes, please complete the following questions a-d, as appropriate, on optional health and safety standards.

a. Nutrition

1. Summarize how this standard is defined, including any variations based on category of care or ages of children served:

Standard is defined as optional health and safety standards. In the day care policies and procedures it sets guidelines for milk and non-milk products according to age and it addresses Infant and toddler solid foods that takes into account the developmental stage/age of infant/toddler and type of feeding.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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b. Access to physical activity

1. Summarize how this standard is defined, including any variations based on category of care or ages of children served:

Standard is defined as access to physical activity. All children who attend the day care engage in daily physical activity that promotes fitness for health and movement skills. We promote and foster enjoyment of movement and motor skill competence and confidence at an early age that helps to ensure that children develop active, healthy habits. We also ensure regular physical activity of infants and young children that is an important component of early brain development and learning.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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c. Caring for children with special needs

1. Summarize how this standard is defined, including any variations based on category of care or ages of children served:

Standard is caring for children with special needs. Children with special needs are given the opportunity to participate in the program to the fullest extent possible. This is accomplished by consulting with outside agencies/organizations as needed. The center cooperates with other agencies that can provide services to the child on-site.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



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- d. Any other areas determined necessary to promote child development or to protect children's health and safety
1. Summarize how this standard is defined, including any variations based on category of care or ages of children served:

Standard is defined as other areas determined necessary to promote child development and/or protect children's health and safety. The purpose of the Stillaguamish Tribe of Indians Day care is to provide a safe place where Stillaguamish youth or youth dependent on Stillaguamish Tribal members can be cared for in the best way possible. All children who attend the day care participate in daily physical activity that promotes fitness for health and movement skills. We also promote and foster enjoyment of movement and motor skill competence and confidence at an early age that helps to ensure that children develop active, healthy habits.

2. Are relatives exempt from this requirement?

☐ No

☒ Yes. Describe (i.e., which relatives, all or part of requirement):

N/A. Day care center only services and no familial care services are provided.



2.1.4 Standards on Child/Staff Ratios, Group Sizes, and Qualifications for CCDF Providers

Tribal Lead Agencies are required to establish child care standards for providers receiving CCDF funds regarding appropriate child to staff ratios (by age range of child), group size limits for specific age populations, and the required qualifications for providers based on the type of child care setting (i.e., center based care, including Tribally operated centers, or home based care). This requirement also applies to providers who are only receiving quality CCDF dollars (658E(c)(2)(H); 98.16(m); 98.41(d)).

Tribal Lead Agencies have flexibility in defining standards and provider types that are reflective of the culture and language and that meet the needs of the children and families served.

- a. Describe standards on child/staff ratios, group sizes, and qualifications for CCDF providers.



Table 2.1.4 Standards on Ratios, Group Sizes, and Qualifications for CCDF Providers

Center-based Child Care Providers

Infant

Define age range (infant):

1 month to 11 months

Ratio: 1:4

Group Size: Maximum size is 3 for infants.

Teacher/Caregiver Qualifications:

Orientation on care is provided for new hires. Training time for both the director and the providers requires at least 20 hours within the first six months after hire and ten hours each year thereafter.

Center-based Child Care Providers

Toddler

Define age range (toddler):

A toddler is a child 12 months to up to 29 months old.

Ratio: 1:7

Group Size: Day care is licensed for 12 children across all ages.

Teacher/Caregiver Qualifications:

Orientation on care is provided for new hires. Training time for both the director and the providers requires at least 20 hours within the first six months after hire and ten hours each year thereafter.



Table 2.1.4 Standards on Ratios, Group Sizes, and Qualifications for CCDF Providers

Center-based Child Care Providers

Preschool

Define age range (preschool):

Preschool is defined as 30 months to up to 5 years of age

Ratio: 1:10

Group Size: Day care is licensed for 12 children across all ages.

Teacher/Caregiver Qualifications:

Orientation on care is provided for new hires. Training time for both the director and the providers requires at least 20 hours within the first six months after hire and ten hours each year thereafter.

Center-based Child Care Providers

School Age

Define age range (school age):

School age is defined 5 years up to 12 years of age.

Ratio: 1:15

Group Size: Day care is licensed for 12 children across all ages.

Teacher/Caregiver Qualifications:

Orientation on care is provided for new hires. Training time for both the director and the providers requires at least 20 hours within the first six months after hire and ten hours each year thereafter.



Table 2.1.4 Standards on Ratios, Group Sizes, and Qualifications for CCDF Providers

Family Child Care Providers

Infant

Define age range (infant):

N/A.

Ratio:

Group Size:

Teacher/Caregiver Qualifications:

Describe any exemptions for relative providers:

Family Child Care Providers

Toddler

Define age range (toddler):

N/A

Ratio:

Group Size:

Teacher/Caregiver Qualifications:

Describe any exemptions for relative providers:



Table 2.1.4 Standards on Ratios, Group Sizes, and Qualifications for CCDF Providers

Family Child Care Providers

Preschool

Define age range (preschool):

N/A

Ratio:

Group Size:

Teacher/Caregiver Qualifications:

Describe any exemptions for relative providers:

Family Child Care Providers

School Age

Define age range (school age):

N/A

Ratio:

Group Size:

Teacher/Caregiver Qualifications:

Describe any exemptions for relative providers:



Table 2.1.4 Standards on Ratios, Group Sizes, and Qualifications for CCDF Providers

In-home Child Care Providers

Infant

Define age range (infant):

N/A

Ratio:

Group Size:

Teacher/Caregiver Qualifications:

Describe any exemptions for relative providers:

In-home Child Care Providers

Toddler

Define age range (toddler):

N/A

Ratio:

Group Size:

Teacher/Caregiver Qualifications:

Describe any exemptions for relative providers:



Table 2.1.4 Standards on Ratios, Group Sizes, and Qualifications for CCDF Providers

In-home Child Care Providers

Preschool

Define age range (preschool):

N/A

Ratio:

Group Size:

Teacher/Caregiver Qualifications:

Describe any exemptions for relative providers:

In-home Child Care Providers

School Age

Define age range (school age):

N/A

Ratio:

Group Size:

Teacher/Caregiver Qualifications:

Describe any exemptions for relative providers:



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- b. Describe how the standard on child/staff ratio, group sizes, and qualifications for providers differ in mixed age groups, if applicable:

All providers are to gain the training outlined in the policies and procedures regardless of child/staff ratio and group size which adheres to the following: Ratio is 1:4 for 1 month through 11 months (maximum 3 infants), 1:7 for 12 months through 29 months, 1:10 for 30 months through 5 years, 5 years through 12 years 1:15; and the day care is currently licensed for 12 children under our tribal licensing.



2.1.5 Health and Safety Training for CCDF Providers on Required Topics

Tribal Lead Agencies are required to have minimum *pre-service and/or orientation training requirements* (to be completed within 3 months) for caregivers, teachers and directors, as appropriate to the provider setting and the age of children served, that address the health and safety requirements [described in 2.1.2](#) and [2.1.3](#), as well as child development.

Tribal Lead Agencies must also meet *ongoing training requirements* on the health and safety topics for caregivers, teachers, and directors of children receiving CCDF funds (658E(c)(2)(I)(i); 98.44(b)(1)(iii)). The Tribal Lead Agency must describe its requirements for pre-service/orientation training and ongoing training.

Tribal Lead Agencies have flexibility in determining the number of training hours to require, but may consult *Caring for Our Children: Basics* and/or *Minimum Health and Safety Standards: A Guide for American Indian and Alaskan Native Child Care and Development Fund Grantees* for best practices and recommended guidelines to address these training requirements.

a. Pre-Service and/or Orientation Training Requirements

1. Provide the required minimum number of pre-service and/or orientation training hours on health and safety topics set by the Tribal Lead Agency for caregivers, teachers, and directors required for the following:

i. Center-based Child Care Providers:

Orientation on care is provided for new hires. Training time for both the director and the providers requires at least 20 hours within the first six months after hire and ten hours each year thereafter.

ii. Family Child Care Homes:

N/A

iii. In-home Care:

N/A



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iv. Describe if any Relative Providers are exempt from any of these requirements:

N/A

v. Describe any differences in requirements for directors compared to caregivers and teachers:

None



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2. Are pre-service and/or orientation training for each of the following topics required *before* caregivers, teachers, and directors are allowed to care for children unsupervised? If no, provide the length of time that child care providers have to complete trainings after being hired (must be 3 months or fewer).

Topic	Yes	No, and provide the length of time providers have to complete trainings
i. Prevention and control of infectious diseases (including immunizations)	<input checked="" type="radio"/>	<input type="radio"/> Describe: <div></div>
ii. Prevention of sudden infant death syndrome and the use of safe-sleep practices	<input checked="" type="radio"/>	<input type="radio"/> Describe: <div></div>
iii. Administration of medication, consistent with standards for parental consent	<input checked="" type="radio"/>	<input type="radio"/> Describe: <div></div>
iv. Prevention and response to emergencies due to food and allergic reactions	<input checked="" type="radio"/>	<input type="radio"/> Describe: <div></div>
v. Building and physical premises safety, including the identification of and protections from hazards, bodies of water, and vehicular traffic	<input checked="" type="radio"/>	<input type="radio"/> Describe: <div></div>



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Topic	Yes	No, and provide the length of time providers have to complete trainings
vi. Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment	<input checked="" type="radio"/>	<input type="radio"/> Describe:
vii. Emergency preparedness and response planning for emergencies resulting from a natural disaster or a human-caused event	<input checked="" type="radio"/>	<input type="radio"/> Describe:
viii. Handling and storage of hazardous materials and the appropriate disposal of bio contaminants	<input checked="" type="radio"/>	<input type="radio"/> Describe:
ix. Appropriate precautions in transporting children (if applicable)	<input type="radio"/>	<input checked="" type="radio"/> Describe: N/A Day care does not transport but has guidelines outlined in the day care policies and procedures in the event a transport takes place in an emergency.
x. Pediatric first aid and CPR	<input checked="" type="radio"/>	<input type="radio"/> Describe:
xi. Recognition and reporting of child abuse and neglect	<input checked="" type="radio"/>	<input type="radio"/> Describe:



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Topic	Yes	No, and provide the length of time providers have to complete trainings
xii. Child development	<input checked="" type="radio"/>	<input type="radio"/> Describe:

xiii. Describe other requirements:

Visiting Animals, restraining orders and firearms policy.

xiv. Describe any differences in requirements for directors compared to caregivers and teachers:

Caregivers have access to all the training that the director has access to which is delivered online.



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b. Ongoing Training Requirements

Provide the minimum number of annual training hours the Tribal Lead Agency requires for caregivers, teachers, and directors to stay up-to-date on new health and safety recommendations or to maintain healthy and safe environments for children for:

1. Center-based Child Care Providers:

Training time for both the director and the providers requires at least 20 hours within the first six months after hire and ten hours each year thereafter.

2. Family Child Care Homes:

N/A

3. In-home Care:

N/A

4. Describe if any Relative Providers are exempt from any of these requirements:

N/A



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5. Describe any differences in requirements for directors compared to caregivers and teachers:

None



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2.2 Monitoring and Enforcement Policies and Practices for CCDF Providers

2.2.1 Enforcement of Health and Safety Requirements

Tribal Lead Agencies must certify that procedures are in effect to ensure that child care providers caring for children receiving CCDF services comply with all applicable Tribal and/or State/local health, safety and fire standards, including those described in 98.41 and 98.42(a). This may include, but is not limited to, any systems used to ensure that providers met health and safety requirements, any documentation required to be maintained by child care providers, and any other monitoring procedures to ensure compliance. Tribal Lead Agencies are subject to the provision at 98.42(b)(2) to require inspections of child care providers and facilities that receive CCDF funds.

Tribal Lead Agencies may propose an alternative approach to meet the annual inspection requirements. In its justification, the Tribal Lead Agency must describe how the alternative approach is appropriately comprehensive and protects the health and safety of children in care.



2.2.1 a. Describe how the Tribal Lead Agency proposes to monitor its CCDF providers for compliance with health and safety requirements:

The program is our Tribal day care only and monitoring visits of both announced and unannounced occur at our center-based day care on an annual basis by I.H.S.; I.H.S. schedules visits with a goal of visiting at least one time per year. Indian Health Services has received the monitoring checklist we developed that correlates with the new requirements. These monitoring visits check for adherence to the Tribes day care policies and procedures and the new Office of Child Care requirements which include but is not limited to the prevention of sudden infant death syndrome and use of safe sleeping practices; the prevention of infectious diseases (including immunizations); administration of medication, consistent with stands for parental consent; prevention and response to emergencies due to food and allergic reactions; building and physical premises safety, including identification and protection from hazards, bodies of water, and vehicular traffic; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response planning; handling and storage of hazardous materials and the appropriate disposal of bio-contaminants; precautions in transporting children; pediatric first aid and cardiopulmonary resuscitation; recognition and reporting of child abuse and neglect, and background checks.



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b. If monitoring and inspection is conducted by an entity or agency other than the Tribe, such as the state licensing agency or the Indian Health Service, please indicate who conducts the visits and how the Tribe obtains the results of the monitoring.

1. Center-based Child Care Providers:

Indian Health Service. We receive at least one unannounced visit per year.

Shawn Blackshear, M.S., R.S.

LCDR, U.S. Public Health Service

IHS/Portland Area Division of Environmental Health Director (acting)

Yakama Field Office

341 Fort Rd.

Toppenish, WA 98948

509-865-1776 desk

509-829-1449 cellular

509-865-3852 fax

IHS forwards the results to us.

2. Family Child Care Providers:

N/A



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3. In-home CCDF Providers:

N/A

c. Does the Tribe's approach meet the inspection requirements at 98.42(b)(2)?

☒ Yes

☐ No. Describe how the alternative approach is appropriately comprehensive and protects the health and safety of children in care:

2.2.2 Monitoring Inspectors

Tribal Lead Agencies must have policies and practices that ensure that individuals who are hired as inspectors are qualified to inspect child care providers and facilities and have received health and safety training appropriate to the provider setting and age of the children served. Training shall include, but is not limited to, those requirements described in 98.41(a)(1) and all aspects of the requirements detailed in [Section 2.1.2](#) (658E(c)(2)(K)(i)(I); 98.42(b)(1)).



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Describe how the Tribal Lead Agency ensures that inspectors are qualified to inspect child care facilities and providers and that those inspectors have received training on health and safety requirements that are appropriate to the age of the children in care and the type of provider setting (98.42(b)(1)):

Indian Health Services, a federal government agency, ensures that their inspectors are trained and qualified to inspect our child care facilities.



- 2.2.3 The Tribal Lead Agencies must have policies and practices that require the ratio of inspectors to child care providers and facilities to be maintained at a level sufficient to conduct effective inspections of child care providers and facilities on a timely basis in accordance with Tribal, Federal, State, and local laws (658E(c)(2)(K)(i)(III); 98.42(b)(3)).**

Describe the Tribal Lead Agency policies and practices regarding the ratio of inspectors to child care providers (i.e., number of inspectors per number of child care providers) and facilities in the Tribal Lead Agency and include how the ratio is sufficient to conduct effective inspections on a timely basis:

It is the responsibility of Indian Health Services, who is a federal government entity, to have available the required ratio of inspectors to child care providers and facilities to be maintained at a level sufficient to conduct effective inspections.



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- 2.2.4 *Tribal Lead Agencies have the option to exempt relatives (defined in CCDF regulations as grandparents, great-grandparents, siblings if living in a separate residence, aunts, and uncles (98.42(c)) from inspection requirements. This exception only applies if the individual cares for relative children only.*

Does the Tribal Lead Agency exempt relatives from the [inspection requirements listed in 2.1.2](#)?

- ☐ No, relatives are not exempt from inspection requirements.
- ☐ Yes, relatives are exempt from all inspection requirements. If the Tribal Lead Agency exempts relatives from all inspection requirements, describe how the Tribal Lead Agency ensures the health and safety of children in relative care:



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- ☒ Yes, relatives are exempt from some inspection requirements. If the Tribal Lead Agency exempts relatives from some inspection requirements, describe which inspection requirements do not apply to relative providers (including which relatives may be exempt) and how the Tribal Lead Agency ensures the health and safety of children in relative care:

N/A Day care center only services and no familial care services are provided



2.3 Criminal Background Checks

Tribal Lead Agencies are required to have in effect policies and procedures to conduct criminal background checks for all child care staff members (including prospective staff members) of all child care programs that are 1) licensed, regulated, or registered under Tribal law; and, 2) all other providers eligible to deliver CCDF services (e.g., license-exempt CCDF eligible providers) (98.43(a)(1)(i)).

Background check requirements apply to any staff member who is employed by a child care provider for compensation, including contract employees and self-employed individuals, whose activities involve the care or supervision of children or who have unsupervised access to children (98.43(2)).

For family child care in homes, this requirement includes the caregiver and any other adults residing in the family child care home who are age 18 or older (98.43(a)(2)(ii)(C)). This requirement does not apply to individuals who are related to all children for whom child care services are provided (98.43(a)(2)(i)(A)).

Under the CCDF rule, a criminal background check includes specific components (98.43(b)) that are outlined in Table 2.3 below.

Tribal Lead Agencies are encouraged (but not required) to check registries maintained by the Tribe (rather than a State).

In some instances, a Tribal Lead Agency may use its CCDF funds to support direct services delivered by a child care provider whose staff have already met the State's background check requirements consistent with the CCDF rule (because that provider is licensed by the State and/or receives CCDF funding from the State). In such instances, it is not necessary for the Tribal Lead Agency to require additional or duplicative background checks.



Table 2.3 Criminal Background Check Requirements			
Required Components (Unless the Tribe Has an Approved Alternative Approach)	National	Current State of Residence	State Where Lived Within Last Five Years
1. FBI fingerprint check	X		
2. National Crime Information Center (NCIC) National Sex Offender Registry (NSOR)	X		
3. State criminal registry or repository		X Fingerprints required	X
4. State sex offender registry or repository		X	X
5. State child abuse and neglect registry and database		X	X

2.3.1 Background Check Components (98.43(b))

Describe the components of background checks that apply to staff of child care providers eligible to deliver CCDF services funded by the Tribal Lead Agency:

a. FBI Criminal Fingerprint Search*

- ☒ Yes, the checks include this component
☐ No, the checks do not include this component

b. National Crime Information Center (NCIC) National Sex Offender Registry (NSOR) Search*

- ☒ Yes, the checks include this component
☐ No, the checks do not include this component

c. State Criminal Registry or Repository Check Requirement (in the State where the individual currently resides and in any other State where the individual has resided in the past 5 years)*

- ☒ Yes, the checks include this component
☐ No, the checks do not include this component

d. State Sex Offender Registry or Repository Check Requirement (in the State where the individual currently resides and in any other State where the individual has resided in the past 5 years)*

- ☒ Yes, the checks include this component
☐ No, the checks do not include this component



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2.3.1 e. State Child Abuse and Neglect Registry Check Requirements (in the State where the individual currently resides and in any other State where the individual has resided in the past 5 years)*

- ☒ Yes, the checks include this component
- ☐ No, the checks do not include this component

f. *Tribal Registry or Repository Check (optional)*

- ☐ Yes, the checks include this component. Describe:

- ☒ No, the checks do not include this component

g. *Checks by Third Party Public or Private Entity--such as vendor (optional)*

- ☒ Yes, the checks include this component. Describe:

Our Indian Child Welfare Department provides the following for those that are around the children:

o Volunteers that are around children are ran through her background check through WA DSHS that provides a "hit" if the person has had issues surrounding children.

o Also an additional background check is conducted by Background Checks Inc. (BCI).

- ☐ No, the checks do not include this component



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2.3.1 h. *Any Other Component Not Listed Above (optional).* Describe:

We are in the process of negotiating a MOU for FBI CHRI, between the Stillaguamish Tribe of Indians and WSP. Once this is completed, we will be purchasing a Livescan fingerprinting machine that will allow us to send fingerprints to the WSP to conduct all areas of the required background checks. We started at the onset of the "New Rule" to seek to be compliant with this requirement. We had several meetings with FBI and it was determined that even if we entered into the Department of Justice Tribal Access Program we would not be able to access some of the reporting required. The FBI at the final meeting a few months ago suggested we contact the WSP. We contacted them and now it is believed we should have the MOU and the system working within 6 months.

☐ Yes, the checks include this component. Describe:

☐ No, the checks do not include this component

***Required component. If a Tribal Lead Agencies' checks do not include this component, the Tribal Lead Agency must provide a justification for an alternative approach in [2.3.2](#).**



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- 2.3.2 Alternative Approach for Background Checks. Tribal Lead Agencies are subject to the background check requirements for CCDF providers. However, *Tribal Lead Agencies may propose and provide a justification for an alternative approach for background checks.* The alternative approach is subject to ACF approval, and ACF will not approve approaches with blanket exemptions or waivers that bypass the intent of protecting children's safety.

Does the Tribe have an alternative approach for background checks?

- ☐ No, the Tribal Lead Agency does not have an alternative approach for background checks; it conducts all background check requirements at 45 CFR 98.43.
- ☒ Yes, the Tribal Lead Agency has an alternative approach for background checks.



2.3.2 a. Describe which background check requirement(s) at 45 CFR 98.43 that the Tribal Lead Agency does not conduct, and the reason:

The staff at the day care had fingerprinting and full background checks when our day care center was licensed under the State of Washington. Now that the day care is Tribally licensed, if there were to be staff turnover, the resources we have for background checks is as follows and does not include fingerprints at this time until we complete our MOU with WSP:

- WA State Patrol background check

- First Advantage Enterprise Screening who has access to the FBI channelers list
<https://fadv.com/solutions/fingerprinting/>

- Our Indian Child Welfare Department provides the following for those that are around the children:

- o Volunteers that are around children are ran through her background check through WA DSHS that provides a "hit" if the person has had issues surrounding children.

- o Also an additional background check is conducted by Background Checks Inc. (BCI).

- o The day care has not experienced turnover. When the day care was previously licensed by the State of Washington everyone completed the fingerprinting. The staff has background checks every 3 years before expiration so they havent had to obtain fingerprints again. If they failed to get the background check before the 3 year expiration of the background check they would be subject to obtaining the fingerprinting again.

As soon as the MOU is completed with the WSP, and the Livescan is purchased all required background checks with fingerprinting, it is our understanding from conversations with the WSP we will be compliant for any future staff hired and volunteers who have access to children in all programs provided by the Tribe.



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2.3.2 b. Describe the Tribe's alternative approach, including how it is appropriately comprehensive and protects the health and safety of children:

The children are currently protected because all current staff had fingerprinting completed when the day care was State licensed and had met the background checks requirements implemented include: National FBI criminal history with fingerprint and NCIC National sex offender registry (NSOR) check; In-state criminal history check, with with fingerprint; In-state sex offender registry; In-state child abuse and neglect registry; and the following are completed for each additional state where the individual has resided within five years: Inter-state criminal history check; Inter-state sex offender registry; Inter-state child abuse registry; background checks will meet the required 45 day turn-around time and are again completed on staff members every 3 years.

For future employees and volunteers all folks who have access to children both at the day care and other programs will be fingerprinted as soon as we have the MOU with the WSP and the Livescan fingerprinting in place which is expected to be no later than the end of January of 2020.



- 2.3.3 Disqualifying crimes. **Child care staff members cannot be employed by a child care provider receiving CCDF subsidy funds if they refuse a background check, make materially false statements in connection with the background check, or are registered or required to be registered on the state or National Sex Offender Registry.** Potential staff members also cannot be employed by a provider receiving CCDF funds if they have been convicted of: a felony consisting of murder, child abuse or neglect, crimes against children, spousal abuse, crimes involving rape or sexual assault, kidnapping, arson, physical assault or battery, or—subject to an individual review (at the Tribal Lead Agencies' option)—a drug-related offense committed during the preceding 5 years; a violent misdemeanor committed as an adult against a child, including the following crimes—child abuse, child endangerment, or sexual assault; or a misdemeanor involving child pornography (98.43(c)(1)).

Note: The Tribal Lead Agency may not publicly release the results of individual background checks. It may release aggregated data by crime as long as the data do not include personally identifiable information (98.43(e)(2)(iii)).

Does the Tribal Lead Agency disqualify child care staff members based on their conviction for other crimes not specifically listed in 98.43(c)(i)?

☒ No

☐ Yes. Describe other disqualifying crimes and provide citation:



- 2.3.4 **Appeals. The Tribal Lead Agency must have a process for a child care provider/staff member to appeal the results of his or her background check to challenge the accuracy or completeness of the criminal background report, as detailed in 98.43(e)(3).**

Describe how the Tribal Lead Agency provides opportunities for applicants to appeal the results of background checks:

If the applicant fails the background check they will need to appeal the results with entity that provided the background directly. Once it is resolved, they and entity would need to provide the Tribe with the information.

- 2.3.5 **Fees. The Tribal Lead Agency may not charge fees that exceed the actual costs of processing applications and administering a criminal background check (98.43(f)).**

Describe how the Tribal Lead Agency ensures that fees charged for completing the background checks do not exceed the actual cost of processing and administration. Tribal Lead Agencies can report that no fees are charged if applicable (98.43(f)):

No fees are charged at this time. Once we have the Washington State Patrol MOU in place the following fees will be charged:

1. \$71.25 (\$58 state fee/\$13.25 FBI fee) when mailed;
2. \$34.25 (\$21 state fee/\$13.25 FBI fee) when electronically submitted via livescan.

We will be purchasing with Tribal funds a livescan system and submitting electronically.

The cost is set by the State and the FBI.



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- 2.3.6 Relatives. *Federal rules do not require background checks for relative providers who receive CCDF (98.43(a)(2)(i)(A)); therefore, Tribes have the flexibility to decide which background check requirements relative providers must meet.*

This exception only applies to grandparents, great grandparents, siblings (living in a separate residence), aunts, or uncles, and only applies if the individual cares only for relative children.

Does the Tribal Lead Agency exempt relatives from background checks?

- ☐ No, relatives are not exempt from background check requirements.
- ☐ Yes, relatives are exempt from all background check requirements.
- ☒ Yes, relatives are exempt from some background check requirements. If the Tribal Lead Agency exempts relatives from some background check requirements, describe which background check requirements apply to relative providers:

N/A Day care center only services and no familial care services are provided



2.4 Disaster Preparedness and Response Plan

Tribal Lead Agencies are required to establish a Child Care Disaster Plan for the Tribal Service Area (658E(c)(2)(U)). They must describe how they will address the needs of children—including the need for safe child care, before, during, and after a state of emergency declared by the Governor or Tribal Chief Executive or a major disaster or emergency (as defined by Section 102 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act, 42 U.S.C. 5122).

2.4.1 Describe how the Child Care Disaster Plan was developed in collaboration with the appropriate stakeholders, including other programs within the Tribal Lead Agency's governance structure:

This center developed a disaster preparedness policy that was developed in collaboration with the Board of Directors and accepted through the approval process. This policy was put into effect June 2005 and was revised February 2015.



- 2.4.2 Describe how the Child Care Disaster Plan includes the Tribal Lead Agency's guidelines for the continuation of child care subsidies and child care services, which may include the provision of emergency and temporary child care services during a disaster and temporary operating standards for child care after a disaster:

The Stillaguamish Day Care center has developed a disaster preparedness policy which includes emergency and temporary care for up to 72 hours.

Annually, staff and parents/guardians is oriented to this disaster policy and documentation of staff orientation will be kept in the disaster plan manual.

Procedures for medical, dental, poison, earthquake, fire, and other emergency situations will be posted in each classroom. These plans include:

- procedure for accounting for all children during and after an emergency
- evacuation routes and meeting location
- Individualized Care Plans for children with special needs
- how children will be cared for until parent/guardians are able to pick them up
- how contact will be made with parents/guardians when normal lines of communication are not available
- transportation arrangements, if necessary

Fire drills are conducted monthly, as per the state fire marshal. Documentation, including date and time of the drill and a debriefing/evaluation of the drill, is kept wall by the phone.

Disaster and earthquake preparation and prevention training are documented.

Quarterly, the center conducts and documents a disaster drill. One type of disaster will be chosen for staff and children to practice, such as earthquake or intruder alert.

Food, water, medication, and supplies for 72 hours of survival are available for each staff and child. These supplies are stored in the outside storage and are checked annually.



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2.4.3 Describe Tribal Lead Agency procedures for the coordination of post-disaster recovery of child care services:

We have an alternate location (evacuation site)

Angel of the Winds Hotel

3438 Stoluckguamish Ln.

Arlington WA. 98223

If the post disaster negates the use of the current facilities the alternate location will be utilized, if feasible. Parents are orientated to this plan yearly.



- 2.4.4 Describe how the Tribal Lead Agency ensures that providers who receive CCDF funds have the following procedures in place: evacuation; relocation; shelter-in-place; lockdown; communications with and reunification of families; continuity of operations; and accommodations for infants and toddlers, children with disabilities, and children with chronic medical conditions (98.41(a)(1)(vii)):

All of the following procedures are in place:

Procedures for medical, dental, poison, earthquake, fire, and other emergency situations will be posted in each classroom. These plans include:

- procedure for accounting for all children during and after an emergency
- evacuation routes and meeting location
- Individualized Care Plans for children with special needs
- how children will be cared for until parent/guardians are able to pick them up
- how contact will be made with parents/guardians when normal lines of communication are not available
- transportation arrangements, if necessary

Fire drills are conducted monthly, as per the state fire marshal. Documentation, including date and time of the drill and a debriefing/evaluation of the drill, is kept wall by the phone.

Disaster and earthquake preparation and prevention training are documented.

Quarterly, the center conducts and documents a disaster drill. One type of disaster will be chosen for staff and children to practice, such as earthquake or intruder alert.

Food, water, medication, and supplies for 72 hours of survival are available for each staff and child. These supplies are stored in the outside storage and are checked annually.

With an established alternate location site:

Alternate Location (evacuation site)

Angel of the Winds Hotel

3438 Stoluckguamish Ln.

Arlington WA. 98223



2.4.5 Describe how the Tribal Lead Agency requires child care staff and volunteers emergency preparedness training and practice drill procedures for providers who receive CCDF funds:

This is Tribal Day Care program only. We require staff to take part in training and practice drills.

Annually, staff and parents/guardians are oriented to our disaster policy and documentation of staff orientation will be kept in the disaster plan manual.

Procedures for medical, dental, poison, earthquake, fire, and other emergency situations will be posted in each classroom. These plans include:

- procedure for accounting for all children during and after an emergency
- evacuation routes and meeting location
- Individualized Care Plans for children with special needs
- how children will be cared for until parent/guardians are able to pick them up
- how contact will be made with parents/guardians when normal lines of communication are not available
- transportation arrangements, if necessary

Fire drills are conducted monthly, as per the state fire marshal. Documentation, including date and time of the drill and a debriefing/evaluation of the drill, is kept wall by the phone.

Disaster and earthquake preparation and prevention training are documented.

Quarterly, the center conducts and documents a disaster drill. One type of disaster will be chosen for staff and children to practice, such as earthquake or intruder alert.

Food, water, medication, and supplies for 72 hours of survival are available for each staff and child. These supplies are stored in the outside storage and are checked annually.



2.4.6 Describe if the Tribal Lead Agency exempts relative providers from any disaster preparedness and response requirements:

N/A. Day care center only services and no familial care services are provided.



3 Supporting Continuous Quality Improvement

All Tribes are subject to an increasing quality set-aside starting at 4% in FY 2017 to 9% by FY 2022. Tribes must spend quality funds on at least one of 10 allowable quality activities, such as training and professional development, early learning and development, quality evaluation, and other measurable quality activities including culturally responsive activities such as language immersion (3.1.2(a) through (j) below).

3.1 Quality Improvement Goals and Activities

In completing this section, the Tribal Lead Agency should only describe activities funded either entirely, or in part, with CCDF dollars. All Tribal Lead Agencies must spend a percentage of their total CCDF expenditures on quality improvement activities.

Quality Spending	FY 2020	FY 2021	FY2022
Quality Set-Aside (All)	8%	8%	9%
Infant-Toddler (Medium and Large)	3%	3%	3%
Total Quality (Small)	8%	8%	9%
Total Quality (Medium and Large)	11%	11%	12%



3.1.1 Describe the Tribal Lead Agency's overall plan or approach for improving quality in child care during this plan cycle:

Goals will center on enhancing learning and fun activities. This will be achieved by training staff and seeking information to implement enhanced learning and opportunities to provide fun activities. We will continue the implementation of a tribal language immersion program and having the police department take an active role in child/police relations to help foster positive relationships between the children and law enforcement.



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3.1.2 Identify the quality improvement activities in which the Tribal Lead Agency is investing during this plan cycle, checking the specific quality activities in a-k the Tribal Lead Agency will conduct (98.41; 98.83). Tribal Lead Agencies can, and are encouraged, to incorporate culturally responsive practices into their quality improvement activities.

a. Supporting the training and professional development of the child care workforce. Check all that apply:

- ☒ Required health and safety training topics as [described in 2.1.3](#)
- ☒ Implementing developmentally appropriate, culturally and linguistically responsive instruction
- ☒ Family engagement
- ☒ Access to physical activity
- ☒ Indigenous nutrition and foods
- ☒ Promotion of child development
- ☒ Language and literacy
- ☒ Developing or providing training to providers about the local Indigenous Nations and community
- ☐ Developing or providing training to providers about Indigenous early learners and epistemologies
- ☒ Caring for children with special health or developmental needs
- ☐ Fiscal management for providers
- ☐ Administration and program management for providers
- ☐ Curriculum development and instruction
- ☐ Child care as a business
- ☒ Supporting (through funding, scholarships, etc.) the career development pathways of the child care workforce through:
 - ☒ Credit towards required training hours
 - ☐ Certificate (including those incorporating Indigenous studies and Indian education for providers)
 - ☐ Credential
 - ☐ Degree (including those incorporating Indigenous studies and Indian education for providers)



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3.1.2 a. Check and describe all that apply.

☐ Other:

Optional: Describe any of the activities checked above:



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3.1.2 b. Improving on the development or implementation of early learning and developmental guidelines (658E(c)(2)(T); 658G(b)(2)).

Early learning guidelines are intended to support teachers, caregivers, and directors, to learn what children should know and be able to do at different developmental stages in order to experience school success. Early learning guidelines often provide examples of activities that can be used to develop curriculum but are not intended to serve as curriculum. Check all that apply:

- ☐ Supporting use of the State's early learning guidelines
- ☒ Developing or implementing your own Tribally specific guidelines
- ☐ Adapting a State's guidelines to reflect your Tribal Nation's language and culturally specific early learning and development goals/benchmarks
- ☒ Providing trainings for staff on child development and early learning guidelines
- ☐ Participating in the development or revision of the State's early learning guidelines
- ☐ Other. Describe:

Optional: Describe any of the activities checked above:



3.1.2 c. Developing, implementing, or enhancing a quality rating and improvement system (QRIS) for child care providers and services (658G(b)(3)).

A QRIS is a systemic approach to assess, improve, and communicate the level of quality in early and school-age care and education programs. Similar to rating systems for restaurants and hotels, QRIS award quality ratings to early and school-age care and education programs that meet a set of defined program standards.

By participating in their State or Tribe's QRIS, early and school-age care providers embark on a path of continuous quality improvement. Even providers that have met the standards of the lowest QRIS levels have achieved a level of quality that is beyond the minimum requirements to operate. Check all that apply:

- ☐ Participating in a State QRIS
- ☐ Implementing a Tribal QRIS or similar rating system
- ☒ Developing a Tribal QRIS or similar rating system
- ☐ Collaborating with other Tribes to implement a QRIS or similar rating system
- ☐ Other. Describe:



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3.1.2 c. Check and describe all that apply.

Optional: Describe any of the activities checked above:

[Faint, illegible text area for optional description of activities]



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3.1.2 d. Improving the supply and quality of child care services for infants and toddlers. Check all that apply:

- ☐ Offering Non-traditional hours
- ☐ Coordinating with Early Head Start or Early Head Start-Child Care Partnerships
- ☐ Coordinating with home visiting
- ☒ Providing training and professional development to enhance child care providers' abilities to provide developmentally appropriate services for infants and toddler
- ☐ Providing coaching, mentoring, and/or technical assistance on this age group's unique needs from networks of qualified infant-toddler specialists
- ☒ Coordinating with early intervention specialists who provide services for infants and toddlers with disabilities
- ☐ Developing infant and toddler components within the early learning and developmental guidelines/standards, etc.
- ☒ Improving the ability of parents to access transparent and easy-to-understand consumer information about high-quality infant and toddler care that includes information on infant and toddler language, social-emotional, and both early literacy and numeracy cognitive development
- ☒ Indigenous language and culturally responsive practices for infants and toddlers
- ☐ Other. Describe:



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3.1.2 d. Check and describe all that apply.

Optional: Describe any of the activities checked above:



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3.1.2 e. Establishing or expanding a system of child care resource and referral (CCR&R) services, assisting parents with finding and choosing a child care provider; collecting and analyzing child care provider supply and demand data; and providing training and support to providers (658E(c)(3)(B)(iii); 658G(b)(5)). Check all that apply:

- ☐ Using a State CCR&R
- ☐ Operating a CCR&R
- ☐ Partnering with other Tribes to offer CCR&R services
- ☒ Incorporating CCR&R services into program services
- ☐ Other. Describe:

Optional: Describe any of the activities checked above:



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3.1.2 f. Supporting compliance with requirements for licensing, inspection, monitoring, training, and health and safety. Check all that apply:

- ☐ Provide health and safety materials/equipment
- ☐ Grants/mini-grants for health and safety equipment/materials
- ☐ Classroom materials and resources
- ☐ Financial assistance in meeting licensing requirements
- ☐ Conduct monitoring visits of child care providers
- ☒ Other. Describe:

N/A. Tribally run day care. We do not provide the above to providers.

Optional: Describe any of the activities checked above:



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3.1.2 g. Evaluating the quality of child care programs, including how programs positively impact children. Check all that apply:

- ☐ Purchasing quality assessment tools
- ☐ Implementing surveys to collect stakeholder input
- ☐ Contracting with outside evaluator to assess child care program quality
- ☐ Conducting internal training so that staff members are able to conduct quality evaluations (i.e., using an environmental rating scale)
- ☒ Other. Describe:

We are a small community and the conversation is ongoing with community members regarding child care needs including the conversation of the child care programs and how they can be improved. The Day Care Director sits on the BOD of the Tribe and sits on the Child Protection Team in which all topics of children needs are discussed.

Optional: Describe any of the activities checked above:



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3.1.2 h. Supporting providers in the voluntary pursuit of accreditation.

Tribes can use quality funds to support child care providers in the voluntary pursuit of accreditation by a national accrediting body with demonstrated, valid and reliable program standards of high quality. Accreditation is one way to differentiate the quality of child care providers. In order to gain accreditation, child care centers and family child care homes must meet certain quality standards outlined by accrediting organizations. Check all that apply:

- ☒ Using accreditation guidelines as a quality measure
- ☐ Funding any aspect of national accreditation (for example, accreditation from the National Association for the Education of Young Children or the National Association for Family Child Care, or accreditation developed by a Tribal Association)
- ☐ Paying annual accreditation fees
- ☐ Other. Describe:

Optional: Describe any of the activities checked above:



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- 3.1.2 i. Supporting the development or adoption of high-quality program standards related to health, mental health, nutrition, physical activity, and physical development. Check all that apply:

- ☐ Using Head Start Performance Standards
- ☐ Using Stepping Stones to Caring for Our Children
- ☐ Using Caring for Our Children Basics
- ☒ Using Minimum Health and Safety Standards: A Guide for American Indian and Alaska Native Grantees
- ☐ Using a combination of the above listed standards. Describe:

Describe:

Using a combination of the above listed standards. Describe:

- ☐ Other. Describe:

Describe:

Using a combination of the above listed standards. Describe:



Optional: Describe any of the activities checked above:



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3.1.2 j. Other activities determined by the Tribal Lead Agency to improve the quality of child care services and which measurement of outcomes is possible related to improved provider preparedness, child safety, child well-being, or kindergarten entry. Check all that apply:

1. ☒ Culturally Relevant Activities

- ☒ Incorporating Tribal language into child care settings
- ☒ Partnering with language and culture departments to build curricula
- ☒ Modifying curriculum to reflect Tribal culture
- ☐ Serving traditional Native foods in child care programs
- ☒ Offering culturally based training opportunities for parents and providers
- ☐ Providing information and training to non-Native providers about working with Native children and families
- ☐ Implementing immersion classrooms or language nests
- ☐ Training teachers to learn how to implement language and culture in the classroom
- ☐ Other. Describe:



3.1.2 j. Check and describe all that apply.



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3.1.2 j. Check and describe all that apply.

2. ☒ Consumer Education for Parents and Providers

- ☒ Written materials, including newsletters, brochures, checklists, etc., on child care topics
- ☒ Local/Tribal media
- ☒ Social media, such as Facebook, Twitter, Instagram
- ☒ Counseling from Resource and Referral Agencies, including information about other early childhood and social/human services programs for which families and providers may also qualify
- ☒ Internet, including electronic media, publications, and webcasts on child care topics
- ☒ Postings on community bulletin boards
- ☐ Other. Describe:

Optional: Describe any of the activities checked above:



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3.1.2 j. Check and describe all that apply.

3. ☐ Describe any other quality activities, besides the activities checked above, that the Tribal Lead Agency intends to implement during this Plan period:



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3.1.3 How did the Tribal Lead Agency identify the goals and activities to improve quality [as described in 3.1.1](#)? For example, did the Tribal Lead Agency conduct provider surveys or assessments that identified the need for quality improvements? Check all that apply:

☐ Surveys to parents, providers, and Tribal leadership. Describe:

☐ Community assessments. Describe:



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3.1.3 Check and describe all that apply.

☐ Self-assessments. Describe:

☒ Parent, Family, Community or Tribal meetings. Describe:

We are a small community and the conversation is ongoing with community members regarding child care needs. The Day Care Director sits on the BOD of the Tribe and sits on the Child Protection Team in which children needs are discussed and solutions to the needs are developed.

☐ Other. Describe:



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3.1.4 How does the Tribal Lead Agency evaluate progress toward meeting the overall child care quality improvement goals and activities [described in 3.1.1](#) (658G(d)(3))?

☐ Follow-up surveys to parents, providers, and Tribal leadership. Describe:

☐ Ongoing community assessments. Describe:



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3.1.4 Check and describe all that apply.

☐ Self-assessments/program evaluation. Describe:

☐ Parent, Family, Community or Tribal meeting sign in sheets/attendance logs. Describe:

☒ Other. Describe:

We are very small community with a child count of 51 in our service area. We receive verbal direct feedback from the parents on enhancing learning and fun activities and the implementation of a tribal language immersion program along with having the police department take an active role in child/police relations to help foster positive relationships between the children and law enforcement.



3.2 Supporting Training and Professional Development of the Child Care Workforce with CCDF Quality Funds

The Tribal Lead Agency must develop training and professional development requirements ([documented in Section 2.1.5](#)), including pre-service or orientation training (to be completed within three months) and ongoing requirements designed to enable child care providers to promote the social, emotional, physical, and cognitive development of children and to improve the knowledge and skills of the child care workforce. Such requirements shall be applicable to child care providers caring for children receiving CCDF funds across the entire age span, from birth through age 12 (658E(c)(2)(G)). Ongoing training and professional development should be accessible and appropriate to the setting and age of the children served (98.44(b)(2)).

3.2.1 Identify how the Tribal Lead Agency's training and professional development requirements are appropriate, to the extent practicable, for child care providers who care for:

☒ Infants and toddlers. Describe:

Participation in STARS online programs entitled "Exclusively Infants" and "Exclusively Toddlers"

☒ Preschoolers. Describe:

Participation in STARS online programs entitled "Exclusively Preschoolers"



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3.2.1 Check and describe all that apply.

☒ School-age children. Describe:

Participation in STARS online programs entitled " Exclusively Schoolagers"

☒ Children who are Indigenous-language learners. Describe:

We provide beginning Indigenous language. Our Cultural Department actively provides learning opportunities during regular visits to the day care.

☒ Children with developmental delays and disabilities. Describe:

Participation in STARS online programs entitled "Inclusion Cultural Diversity and Special Needs"



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3.2.1 a. Do Tribal CCDF providers participate in the State's training and professional development system? For example, Tribal CCDF providers might participate in trainings offered by the local child care resource and referral agencies or state-funded training organizations.

☒ Yes. Describe:

We participate in STARS system.

☐ No. Check all that apply.

☐ The Tribal Lead Agency does not have sufficient information about the State's training and professional development opportunities to share with Tribal CCDF providers.

☐ The State's training and professional development opportunities are not appropriate for providers caring for Native children.

☐ The State's training and professional development opportunities are not accessible to Tribal CCDF providers.

☐ The State's training and professional development opportunities are not affordable for Tribal CCDF providers.

☐ Other. Describe:

☐ Unknown



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3.2.1 b. Has the Tribal Lead Agency been contacted by the State for input on how to make the State's trainings and professional development opportunities more culturally relevant for Native American children?

☐ Yes. Describe:

☒ No



4 ***Tribes with Small Allocations Only – Direct Services***

Tribes with small allocations have the option to offer direct services. *Tribes with small allocations* can determine their own eligibility requirements. *Tribes with small allocations* who provide direct services must provide OCC with an overview of their direct services requirements as part of its abbreviated CCDF Plan.

4.1 Indicate if this *Tribe with a small allocation* will offer direct child care services. Check the appropriate box below:

☐ Not applicable, as a Tribe with a medium or large allocation we will describe direct services in the next sections. ([Skip to Section 5](#))

☐ No, as a *Tribe with a small allocation* we will not be offering direct child care services.

[Stop here and go to the appendices.](#)

☒ Yes, *Tribe with a small allocation* we will offer direct child care services. Complete the questions below.

a. The Tribal Lead Agency allows parents to choose from the following categories of care. Check all that apply:

☒ Center-based child care, including a Tribally operated center

☐ Family child care home

☐ In-home child care

b. How does the Tribal Lead Agency fund its direct child care services? Check all that apply:

☐ Certificates

☐ Grants or Contracts with approved child care providers

☒ CCDF funded Tribally operated center

i) Does the Tribal Lead Agency provide child care services exclusively through Tribally operated centers?

☒ Yes

☐ No



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4.1 c. Describe eligibility criteria, such as child's age, family income and size, reason for care (e.g., work, job training, education), and priorities for vulnerable populations:

Eligibility based on working: Gainfully employed at least 20 hours per week; self-employed (must self-certify); searching for work.

Eligibility based on attending a job training program: Participating in vocational rehabilitation programs if applicable; attending the NEWP; participating in training programs offered through local companies such as Boeing and Microsoft. Also included within job training are in-patient substance abuse treatment programs, considered "pre-training."

Eligibility based on attending an educational program: Enrollment in a local community college of university; enrollment in a certified intensive short course. Time dedicated to travel, classroom time and study time should equal at least 20 hours per week.

Eligibility based on children who receive or need to receive protective services: "Protective services" include providing child care services to children in foster care and respite care to custodial parents for children in protective services, as needed and determined by the protective services case worker. The amount of respite care the Tribal Day Care Center will provide to an individual client will be determined on a case by case basis by the Day Care Director and by the protective services caseworker.

Eligibility Income: Gross monthly household wage income or gross quarterly income wage for parents who are self-employed. Also the following maybe included but not limited to in determining income: State and Federal assistance programs including TANF, social security, medical coupons, housing assistance, food stamps, and other assistance programs as determined in centers policy and procedures manual.

Eligibility limits: Based on State Median INcome (SMI) for family of same size.



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4.1 d. Describe how parents can apply for child care services:

Fill out an application at the day care center.



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- 4.1 e. Tribal Lead Agencies that have an eligibility criteria based on family income must have and periodically revise a sliding fee scale for CCDF families' contributions that varies based on income and the size of the family.

1. Attach copy of the sliding fee scale

Enter Attachment #:

Add or remove attachment

Stillaguamish Daycare Sliding Fee.pdf

2. What is the sliding fee effective date:

- f. Does the Tribal Lead Agency waive family contributions/co-payments for any families?

☐ No

☒ Yes, describe

Director determines on case by case basis to children receiving services in protective services. "Protective services" include providing child care services to children in foster care and respite care to custodial parents for children in protective services, as needed and determined by the protective services case worker. The amount of respite care the Tribal Daycare Center will provide to an individual client will be determined on a case by case basis by the day care director and by the protective services caseworker.

- g. Attach the Tribal Lead Agencies payment rates

Enter Attachment #:

Add or remove attachment

Tribes with Small Allocations Stop Here
Go Directly to the Appendices

FAMILY SIZE

Not eligible