Tribal Health Program Opportunity Grants (HPOG) Evaluation:

Applying the Roadmap Principles

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Tribal HPOG Overview

• **Program Intent**
  • Provide educational opportunities to TANF recipients & other low-income Tribal members
  • Provide supportive services to ensure educational & success
  • Result in employer- or industry-recognized certificate or degree

• **Partners**
  • Universities & Colleges
  • Education & training organizations
  • Public & private employers
  • Community schools
  • Technical & vocational training institutions
  • Nonprofit organizations; labor organizations
  • Foundations
  • State & local social service agencies (TANF, CBOs)
Tribal HPOG Overview
HPOG Training as a Community Asset

- The HPOG program a catalyst for Tribal workforce development
  - In-demand healthcare occupations require industry-recognized certificates and training
  - TANF recipients and other low-income individuals among hardest hit in recession – lacking education and technical skill
- Culturally grounded healthcare workforce can improve Tribal self-sufficiency
  - Tribal healthcare professionals understand cultural concepts of health, wellness and community values
  - Wide variability of cultural competence and high turnover among non-native health care providers
Tribal HPOG Grantees

Key
A: Cook Inlet Tribal Council, Inc., Anchorage, AK
B: Blackfeet Community College, Browning, MT
C: Turtle Mountain Community College, Belcourt, ND
D: Cankdeska Cikana Community College, Fort Totten, ND
E: College of Menominee Nation, Keshena, WI
Focus on **structure, process & outcomes**

1. Which frameworks & relationships did the initial tribal HPOG grantees create to implement training & service delivery?

2. How are training & supportive services delivered?

3. What outcomes did students achieve? Was health workforce capacity enhanced in tribal communities?
Conceptual Framework

- Tribal Program Administration
- Strategic Partnerships
  - Educational institutions
  - Tribal & community social services
  - TANF state agency
  - Workforce Investment Boards (state & local)
  - Apprenticeship
  - Leveraged resources

Tribal HPOG Programs
- Training & education programs
  - Competency based curricula
  - Student and family education & engagement
  - Supportive & cultural services
  - Employment & employability related activities

Participant Outcomes
- Educational attainment
- Employment
- Employability-related outcomes
Overall Evaluation Approach

• Design focuses on:
  • Grantees’ efforts to establish program structures
  • Processes that lead to improved outcomes for target population & community

• Approach:
  • Emphasis on cultural responsiveness & consensus

• Benefit:
  • Identify promising practices
  • Inform knowledge base of culturally- & evidence-informed models implemented in Tribal communities

• Qualitative & quantitative data collection
Evaluation Team

- **NORC at the University of Chicago**
  - Not-for-profit social science & policy research organization with the mission of conducting social science research in the public interest

- **National Indian Health Board (NIHB)**
  - Not-for-profit organization with the mission of advocating on behalf of all Tribal Governments, American Indians & Alaska Natives (AI/AN) in their efforts to provide quality health care for ALL Indian People

- **Red Star Innovations**
  - Native American owned small business specializing in consultation services that strengthen organizations, programs & services, with extensive experience working with diverse populations and utilizing community-based approaches
Applying the Roadmap:

Respect, Reciprocity, and Relationships
Seven Values

1. Indigenous Ways of Knowing
2. Respect for Tribal Sovereignty
3. Strengths Focus
4. Cultural and Scientific Rigor
5. Community Engagement
6. Ethical Practices
7. Knowledge Sharing
Cultural Responsiveness & Collaboration

- Focus on grantee engagement
- Identify the purpose of the evaluation
- Seek grantee feedback throughout the process
- Adapt instrumentation to ensure cultural relevance
- Engage Tribal partners (NIHB, Red Star) & Tribal HPOG Evaluation Advisory Group to review instruments and processes
- Execute MOUs w/ grantees
- Share findings with grantees
- Disseminate & use/apply the results
Indigenous Ways of Knowing

- Identify who can speak for the Tribe in approving evaluation & research projects

- Ensure that the design of the evaluation is appropriate for the questions to be addressed & the Tribal context

- Determine how to gather information

- Identify how to approach administrators or Tribal leaders in respectful & culturally appropriate ways
• Carefully decide what questions to ask

• Know who to ask for information about specific topics

• Review specific evaluation instruments for cultural appropriateness

• Interpret findings to incorporate cultural/contextual factors

• Use appropriate & effective ways to share information
Respect for Tribal Sovereignty

• First priority
  • Recognize and value sovereignty
  • Engagement in the evaluation design process
    – Seeking tribal approvals
      – Tribal resolutions
      – Tribal IRBs
    – Resolving perspectives
    – Negotiating data ownership
    – Negotiating presence in HPOG PRS
    – Negotiating access to populations
  • Evaluate using methods that are based on:
    – Cultural ways of knowing
    – Respectful of cultural definitions of success
• Second priority
  • Both protect and benefit Tribal peoples
    – Human subject protections
    – Tribal ownership of data
      – Collaboratively establishing protocols for shared data ownership is important in moving forward, as is attaining Tribal approval for publication of research based on an evaluation.
        • MOUs in consultation with ACF-OPRE
        • Terms of tribal resolution and IRB approvals
    – Work collaboratively on protocols regarding publication review and approval processes
      – Share site visit reports with each grantee at time of sharing with ACF-OPRE for review and comments
      – Share Practice Briefs in same manner
Strengths Focus

- Promote positive development
- Promote family & community protective factors (*not just risk reduction/prevention*)
  - Outcome-oriented
    - Short-term & longer term outcomes
  - Emphasis on Family Education Model
  - Emphasis on cultural identity & cohesion
  - Focus on common strengths across the grantees
    - Seen in the comparative focus of the Practice Briefs & emphasis on strengths within & across programs
Cultural and Scientific Rigor

• Use of mixed-methods approach
  • Primary data collection
    – Document Review
    – Curricula Review
    – Site visit training
    – Annual Site Visits to Tribal HPOG grantees
      – Structured in-person interview
      – Focus Groups with Participants
    – Annual telephone interviews with completers & non-completers
  • Analysis of HPOG PRS data
    – De-identified data transferred monthly to evaluation team
Cultural and Scientific Rigor

• Examining the implementation & outcomes of Tribal HPOG programs requires:
  • Understanding of the cultural elements of effective practice with Native American students
  • Sensitivity to the traditional ways of knowing and holistic orientation of the Tribal grantees
  • Being mindful that a relational worldview informs the approach to service delivery and places emphasis on “restoring balance in context, mind, spirit, & body”

• Incorporating the Family Education Model into data collection protocols in order to understand how the Tribal programs:
  – “Create an environment that honors and includes the extended family, enlists them as partners”
  – “Involves them in cultural and social activities” to support a student’s educational goals
  – Promotes educational persistence toward degree completion

Community Engagement & Ethical Practices

- Tribal resolutions and IRBs
  - Some tribes asked for additional levels of approval in order to sign the MOU
  - For grantees representing multiple tribes, approvals were needed for each tribal entity
- Traveling to and presenting before Tribal Councils
  - Demonstrated team commitment
  - Respect for tribal sovereignty
  - Allowed tribal leaders to ask questions of the evaluation team
Knowledge Sharing

• Dissemination
  • Annual publication of Practice Briefs
    – Introduction to Tribal HPOG
    – Supportive Services
    – Program Implementation & Evolution
  • Developed collaboratively with grantees, highlighting their program activities
    – Sharing information
    – Non-appropriation of knowledge and lived experience
    – Focus on benefit & utilization
Utilizing Tribal HPOG evaluation findings

- Fill research gap
  - Few outcomes evaluations using rigorous study designs have been conducted on health professions programs serving diverse populations
- Ongoing communication/coordination with Tribal leaders and professionals will facilitate feedback loop to ACF
- Evaluation technical assistance can help build Tribal evaluation capabilities
- Findings and best practices will be shared with Tribal stakeholders to support replication
Questions?