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Project Worksheets

Project Worksheet

Value #1 Strong Leadership

GOALS	OBJECTIVES	MEASURES OF SUCCESS
A stable Tribal government. * * * A well-trained and responsible Tribal Council and Administrative Staff.	Hire, assign or contract with someone to act as Community Plan Manager to keep projects moving forward and to keep community involved. Develop an economic development plan to bring jobs and money onto the reservation, Require that Council members not miss more that ___ number of Council meetings in a row or more than ___ meetings per year. * * * Require continued and on-going training for Council. Require continued and on-going trainings for Administrative staff. Personnel policies are handed out and explained to every new staff person.	Less turnover of Council. The number of community members that participate in General Council meetings increases yearly. Tribal economy is improving yearly. The Tribe has adequate staffing, office space and vehicles. * * * New Tribal programs are being implemented yearly. The Tribal audit is finding-free every year. Existing grant's work plans are completed on time and to the satisfaction of the

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	Train staff in grant writing.	funders, and all the money has been spent at closeout.
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A Tribal Council that makes decisions based on a Community-driven Comprehensive Plan and sound policies.	Hire, assign or contract with someone to act as Community Plan Manager to keep projects moving forward and to keep community involved. Evaluate on a regular basis, and make changes if necessary to Personnel Policies, including a fair review process for staff. Evaluate on a regular basis, and make changes if necessary to Tribal Fiscal Policies.	Someone had been hired or assigned as the Community Plan Manager to keep the Community Comprehensive plan moving forward. Prioritized projects and programs are being implemented. Tribal policies and procedures are reviewed and revised (if needed) to reflect the promotion of community goals and values.
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Good communication between the Tribal Council and the Community.	Hire, assign or contract with someone to act as Community Plan Manager to keep community involved with quarterly community planning meetings. Require monthly staff meetings.	Processes are in place and being utilized to inform the community of Council decisions and of the progress of the implementation of community prioritized projects and programs. Processes are in place and someone has been appointed to continue to meet with

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* * *	* * *	the community to keep the planning process alive. * * *

Project Worksheet

Value #2 Job Opportunities - (***Because the Tribe is developing an Economic Development Plan that will address projects that directly bring money onto the Reservation, only Economic Development Support Projects will be included here.)***

GOALS	OBJECTIVES	MEASURES OF SUCCESS
A variety of "living wage" job opportunities are available for all Tribal members and their spouses.	Offer grant writing classes to interested Tribal members. Develop or expand an intern program to provide on-the-job training to Tribal members, Develop an Economic Development plan and implement it. Develop a jobs program that helps with job placement, preparing business plans, resumes, business loan applications etc. is in operation.	Job training is being offered to Tribal members. The unemployment rate has dropped every year for 5 years in a row. The median household income on the Reservation has risen every year until it meets or surpasses the state average. The population of the Reservation has increased every year beginning year 2 of the Community Plan implementation.
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A variety of jobs for all Tribal youth.	Establish a youth jobs program. Build scholarships program to assist youth in getting scholarships for higher education.	All our Tribal youth is employed. The crime rate amongst our youth has dropped to zero in 4 years.
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A community that supports a variety of cottage industries.	Establish a jobs program to assist in finding training, writing business plans, marketing plans, acquiring loans, etc. Establish a training program on the Reservation that look toward upcoming Economic Development initiatives and will begin training early so that Tribal people will be ready to apply for jobs at new businesses.	Two new cottage industries have been started on the Reservation in 5 years; and five within 10 years. A program has been set up by the Tribe to assist with business plans, etc. The Tribe has set up a program to assist Tribal members who want to start up a cottage industry to get the necessary training and funding.
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An active Economic Development Board that is responsive to the needs of Tribal members.	Put together an Economic Development Board to actively pursue business opportunities for the Tribe. Set up a system for the Economic Development Board to work with the education department or Jobs Program to plan ahead to train Tribal members for new jobs that will be created by upcoming businesses.	Two new businesses that employ 10 or more Tribal members have been started within 5 years; five within 10 years. One new business that employs 20 or more Tribal members have been started within 5 years; two within 10 years. A jobs program is in place. Tribal members are employed
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Project Worksheet

Value #3a Family

GOALS	OBJECTIVES	MEASURES OF SUCCESS
A community that enables families to stay together	Build additional houses. Build and elder care facility with elder center. Build a multi-family complex. Establish a jobs program. Implement an Economic Development Plan to bring jobs and money onto the Reservation.	Young adults are choosing to stay on the Reservation to raise their families. The population of the Reservation has increased steadily over a 10-yr period.
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Parents are able to find "living wage" jobs on the Reservation.	Establish a jobs program. Implement an Economic Development Plan to bring jobs and money onto the Reservation.	The median household income on the Reservation has increased every year until it meets or exceeds the national average. Two new businesses that employ 10 or more Tribal members have been started

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	Develop a jobs program that will help with job placement, preparing business plans, resumes, business loan applications, etc.	within 5 years; five within 10 years. One new business that employs 20 or more Tribal members have been started within 5 years; two within 10 years. A jobs program that helps with job placement, preparing business plans, resumes, business loan applications etc. is in operation.
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A community that offers many family-based social and recreational activities.	Build a Recreation Center with a gym: Weight room Indoor basketball court volleyball equipment dance classes Pow wows yoga aerobics classes and an indoor swimming pool: swimming diving small water slide Build walking and bike trails, lacrosse field.	A Recreation Center with a gym and weight room & pool has been built within 5 years. There is a program established on the Reservation that brings bi-weekly cultural activities onto the Reservation. There are a variety of activities to choose from on the Reservation.
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A safe and healthy place to raise a family	Build a Wellness Center with gym and pool. Expand the Mental Health Counseling program. Implement an Economic Development Plan on the Reservation to bring money and jobs to Tribal people. Continue and expand the afterschool program. Establish a daycare center. Put in street lights and secure fencing. Expand Clinic Services.	The Tribe offers a variety of education and prevention programs that promote a healthy life-style. The crime rate on the Reservation has decreased to zero over a 10-year period. There are a steadily decreasing # of accidents on Reservation roads, parks and in the workplace.
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Project Worksheet

Value #3b Education

GOALS	OBJECTIVES	MEASURES OF SUCCESS
Quality Education for Adults	Offer Adult Education classes. Set up scholarship for adults wanting to go to college. Offer classes in grant writing, starting a business, basic accounting, computer skills, etc.	A program is in place to assist adults in obtaining their GED. Adult education classes are routinely being offered – computer, starting a business, basic accounting, grant writing classes, etc.
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Children are prepared and excited about continuing their education after high school.	Continue and expand the afterschool program. Start a learning day care center. Offer life skills classes Offer a scholarship program and have someone from a college come and assist with finding outside scholarships.	The high school dropout rate has decreased steadily to zero within 6 years. The number of high school graduates who go on to college or trade school is increasing to 100% within 7 years. The number of Tribal members attending college or trade school and who graduate is increasing to 100% within 10 years.
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Quality education for our children.	Offer classes in grant writing, starting a business, basic accounting, computer skills, etc. Offer training program for local jobs as the Tribe implements its economic development plan. Offer life skills classes Offer a scholarship program and have someone from a college come and assist with finding outside scholarships.	Our children's test scores have increased yearly for 5 years until they equal or surpass the state average. Quality afterschool programs and tutoring programs are being offered to help our children perform better in school.
* * *	* * *	* * *
Quality cultural education.	Begin cultural education as part of the learning program at a Tribal Day Care Center. Teach cultural history, practices, language and arts & crafts during the after school program Start a Traditional Language program on the reservation for adults and children.	Our children know, understand and are proud of their culture and heritage. The number of Tribal members who can speak their native language increases every year. In 10 years, all our children know at least basic conversation.
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Project Worksheet

Value #4 Culture/Heritage

GOALS	OBJECTIVES	MEASURES OF SUCCESS
A community that is proud of their culture and heritage.	Establish a cultural center on the Reservation. Teach traditional customs and spirituality in the after school program. Host more frequent Pow wows and other cultural events. Establish a museum on the Reservation to display traditional arts & crafts.	The Burns Paiute traditional arts and crafts are on display. Our children respect their elders and our Tribal traditions. Traditional gatherings are being held regularly and frequently on the Reservation
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A community that speaks their native tongue.	Begin a language program. Teach at Tribal Daycare and afterschool program, as well as offer classes to all Tribal members. Teach traditional songs, drumming and dance in the afterschool program.	The number of Tribal members who can speak their native language increases every year. All elementary school age children know a few basic words and at least 2-3 songs in their native tongue. In 6 years, all our children know at least basic conversation by the time they graduate from high school.

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		In ten years, 65% of the Tribal population on the Reservation can converse in their native language.
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A community that practices traditional dances, singing, drumming, and crafts.	Start an on-going program to teach traditional arts & crafts, singing, drumming and dance at Tribal Daycare, afterschool program as well as to the general public.	All of our children know at least 5 traditional songs and dances by the time they graduate high school. All our people participate in traditional dancing, singing and drumming, as well as arts and crafts.
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Quality cultural education	Hold quarterly story-telling camps. Teach the history of the Burns Paiute people during the afterschool program and at the Tribal Daycare. Continue with the archaeological program, but include frequent trainings and participation with Tribal members.	Our children know, understand and are proud of their culture and heritage. The number of our people that are able to speak in their native tongue grows every year. The number of people who know our traditional stories and songs increases every year.

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* * *	Start an on-going program to teach traditional arts & crafts, singing, drumming and dance at Tribal Daycare, afterschool program as well as to the general public. Build a Traditional Foods Preparation Building where Tribal members can hang prepare wild game, tan hides, dry food, etc. and use it as a teaching place for Tribal youth so that the traditional ways continue. * * *	Regular classes on arts & crafts, and traditional foods preparation are being taught on the Reservation. * * *

Project Worksheet

Value #5 Positive Outlook

GOALS	OBJECTIVES	MEASURES OF SUCCESS
A positive outlook amongst the people of the community. * * * Community members take part in planning activities. * * *	Hire, assign or contract with someone to act as Community Plan Manager to: a) keep the community involved with quarterly or semi-annual community planning meetings; and b) continue to move the community's prioritized projects moving forward. * * * Continue to move forward with the Community's plan. As they see that their efforts are producing results, they will be motivated to become involved. * * *	The number of people who show up to planning meetings is steadily increasing. Our children respect their elders and Tribal traditions. Traditional gatherings are held regularly and frequently on the Reservation. * * * Sign-in sheets from planning meetings and events show an increase in participants. The number of Tribal members that show up to General Council meetings continues to increase. * * *

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Community members take part in activities and events.	Continue to implement the Community's priority projects from all areas. As the number of activities increase on the Reservation, so should involvement.	The number of Tribal members taking part in activities and events continues to increase over a 10 year period. At the end of ten years, the average attendance at Tribal activities and events is 75% and above.
* * *	* * *	* * *
Our people look forward to the future and expect good things from their Tribal government and from their community.	Hire, assign or contract with someone to act as Community Plan Manager to: a) keep the community involved with quarterly or semi-annual community planning meetings; and b) continue to move the community's prioritized projects moving forward. Seek volunteers from the Community. Make an effort to involve more people.	At the end of ten years, the average attendance at Tribal activities and events is 75% and above. More people are taking part in planning activities, including General Council meetings. There is less turn-over on the Tribal Council. People are generally more optimistic and there is less complaining.

Project Worksheet

Value #6 Health

GOALS	OBJECTIVES	MEASURES OF SUCCESS
Our people are physically healthy.	Build a new Wellness Center with a gym and pool. Obtain Dialysis Equipment. Start a dialysis center on the Reservation so our diabetes patients do not have to travel to Bend. When the gym is constructed, implement the following programs to promote health: a) weight training; b) elders exercise classes; c) water aerobics; d) aerobics classes; e) yoga classes f) lap swimming. Include the following in the construction of the new Wellness Center: a) indoor track, basketball court Expand the Wellness Center service area and be able to offer more services. Hire an on-staff doctor and nurse. Offer the following health education programs: a) nutrition classes; b) cancer	The rate of new cases of diabetes on the Reservation has decreased over 10 years down to zero. The obesity rate has decreased steadily over a ten year period to less than the national average. Alcohol and drug use has decreased to zero over a period of 10 years. Our clinic can substantiate a marked improvement in the general health of our people each year over a period of 10 years.

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	prevention; c) reproductive health, diabetes prevention d) substance abuse prevention. When the Wellness Center has been built, offer physical therapy. Build walking and bike trails on the Reservation. Establish an Emergency Health Response Team on the Reservation. Offer frequent trainings to Tribal members on: a) emergency response; b) basic first aid and CPR. Expand the Substance Abuse Prevention activities to include more alternative activities. Establish a Women's Shelter/Safe House.	
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Our people are mentally healthy.	Establish a mental health facility on the Reservation to give Tribal people access to mental health counseling, including family counseling, and anger management. Establish Cultural classes that instill pride in the Burns Paiute people.	The Tribe has not had a suicide or attempted suicide in 10 years. Substance abuse has decreased to zero over a period of 10 years. The crime rate on the reservation has.

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	Offer Community education classes on: a) parenting classes b) suicide awareness b) bullying awareness c) domestic violence	dropped steadily down to zero crime over a period of 10 years Domestic violence has decreased steadily down to zero over a 10-yr period. An increasing number of Tribal people are active and involved with community activities.
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Burns Paiute Trial people live long, active lives.		Longevity on the Reservation has increased steadily over a 10-yr period and will meet or exceed the national average within 20 years. More of our elders are taking part in community activities. The clinic shows an increase in the general health of Tribal people.
* * *	* * *	* * *
Our pregnant mothers and children are healthy.	Offer Nutrition classes. Expand Health Clinic services. Hire and on-staff doctor and nurse.	The clinic shows an increase in the general health and well-being of pregnant women and of children on the Reservation. All pregnant mothers are receiving prenatal care.

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* * *	Offer Reproductive Health classes. * * *	There are no miscarriages, stillbirths, premature births or unhealthy babies born to women of the Burns Paiute Reservation due to an unhealthy lifestyle. * * *

Project Worksheet

Value #7 Adequate Housing

GOALS	OBJECTIVES	MEASURES OF SUCCESS
There is adequate housing for Tribal members wishing to move back onto the Reservation.	Do an outreach to Tribal members that do not currently live on the Reservation to determine how many would move onto the Reservation if new housing units were to become available. Assist Tribal members with filling out the forms necessary to obtain new housing. Build new housing to meet the needs of the people.	The population on the Reservation has grown by 20% over a 10-year period. Our young people are returning to the Reservation after college to work and raise families.
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The Burns Paiute Reservation has adequate housing for families.	Conduct a door-to-door survey of all homes on the Reservation to identify homes in need of repairs or families in need of new homes. Assist Tribal members with filling out the forms necessary to obtain new housing.	All Tribal families that wish to live on the Reservation are able to do so in adequate homes.
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The Burns Paiute Reservation has adequate housing for seniors.	Build an assisted living (elder housing) center with a large meeting room for	The Burns Paiute Reservation had elder housing available for Tribal seniors within

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	Elder Program activities. Assist elders with filling out necessary forms.	5 years. There is adequate housing available for all Tribal elders who wish to live on the Reservation.
* * *	* * *	* * *
Housing on the Reservation is in good repair and is aesthetically pleasing.	Conduct a door-to-door survey of all homes on the Reservation to identify homes in need of repairs. Sponsor a community event with volunteers to work together to do simple repairs and beautification projects (flower boxes, painting, clean-up) for elders, single mothers, and disabled Tribal members.	All housing on the Reservation is appealing to the eye and in good repair.
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Project Worksheet

Value #8 Community Pride

GOALS	OBJECTIVES	MEASURES OF SUCCESS
The Reservation is clean and aesthetically pleasing.	Sponsor a community event with volunteers to work together to do simple repairs and beautification projects (flower boxes, painting, clean-up) for elders, single mothers, and disabled Tribal members. Create a youth program, one activity being a beautification day on the Reservation. Establish an aggressive recycling program. Host an annual hazardous waste collection event. Build a city garage to house Tribal Maintenance, and to store Tribal vehicles and Heavy Equipment.	All Tribal lands have been cleaned up and all garbage, tires, & junk vehicles have been removed. The land around our Tribal buildings is clean and landscaped. Our parks are clean and beautiful.
* * *	* * *	* * *
The Tribal buildings are maintained and look nice.	Sponsor a community event with volunteers to work together to do simple repairs and beautification projects (flower boxes, painting, clean-up) for homes. Establish a Youth Program. One activity	The Tribal buildings are maintained and look nice.

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	Could be to build flower boxes, plant shrubs, etc.	
* * *	* * *	* * *
Tribal vehicles and heavy equipment are safely stored.	Build a city garage to house Tribal Maintenance, and to store Tribal vehicles and Heavy Equipment.	Safe storage is available and being used to store heavy equipment and vehicles.
* * *	* * *	* * *
Our parks and streets are clean and safe.	Youth Programs take part in annual cleanup days to include the Tribal parks. Street lights are installed along streets and around the parks. Secure fencing is built and security cameras are placed where needed on the Reservation. More police officers are hired and traffic laws are strictly enforced. Create a Neighborhood Watch Program.	Tribal parks are clean and free of litter. Playground equipment passes early inspections for condition and safety. There are no accidents or injuries on Tribal roads for 5 years in a row.
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Project Worksheet

Value #9 Recreational Opportunities

GOALS	OBJECTIVES	MEASURES OF SUCCESS
The Tribe offers ample recreational opportunities for our elders.	When the pool is built, offer water aerobics classes. When the gym is built, offer exercise programs for elders. Construct walking and biking trails. Continue and expand the Cultural program on the Reservation to include more activities and more Pow wows. Include recreation-based economic initiatives in Economic Development plan, such as a movie theater/arcade/bowling alley. Build an assisted living facility with a senior center to host an Elder Program that offers activities specially designed for our seniors.	Elders have a variety of indoor recreational options available to them. Elders have a variety of outdoor recreational opportunities available to them. More elders are taking part in activities within the community.
* * *	* * *	* * *
The Tribe offers ample recreational opportunities for our young children.	When the gym is built, offer free swim and swimming lessons for young children.	Children have a variety of indoor recreational options available to them.

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	When the gym is built, offer fun physical activities to young children Build additional Parks and add more playground equipment. Expand the afterschool and summer programs.	Children have a variety of outdoor recreational opportunities available to them. More children are taking part in community recreational activities.
* * * The Tribe offers ample recreational opportunities for our teens	* * * When the gym is constructed, implement the following programs: a) weight training; b) elders exercise classes; c) water aerobics; d) aerobics classes; e) yoga classes f) lap swimming. Include the following in the construction of the new Wellness Center: a) indoor track, basketball court Include recreation-based economic initiatives in Economic Development plan, such as a movie theater/arcade/bowling alley.	* * * Tribal teens have a variety of indoor recreational options available to them. Tribal teen have a variety of outdoor recreational opportunities available to them. More Tribal teens are taking part in Community recreational events and activities.
* * * The Tribe offers ample recreational opportunities for adults and families.	* * * When the gym and pool have been constructed, include activities for families to do together.	* * * Our families have a variety of indoor recreational options available to them.

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	Build a Cultural Center and offer frequent and regular cultural activities and events. When the gym is constructed, implement the following programs: a) weight training; b) elders exercise classes; c) water aerobics; d) aerobics classes; e) yoga classes f) lap swimming. Include the following in the construction of the new Wellness Center: a) indoor track, basketball court Include recreation-based economic initiatives in Economic Development plan, such as a movie theater/arcade/bowling alley.	Our families have a variety of outdoor recreational opportunities available to them. More families are taking part in Community recreational activities and events.
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Project Worksheet

Value #10a Spirituality

GOALS	OBJECTIVES	MEASURES OF SUCCESS
The spiritual needs of our people are being met. * * *	Form a community volunteer group to plan a volunteer event to clean and repair the church and the cemetery. Teach traditional history and spirituality in the Day Care Center, Afterschool program, kids summer program and to the whole tribe as part of a cultural program. * * *	Our children are knowledgeable about Traditional religion and religious customs. Our cemeteries are in good condition and are kept clean. * * *

Project Worksheet

Value #10b Close-knit Community

GOALS	OBJECTIVES	MEASURES OF SUCCESS
A community where people take care of each other.	Build an assisted living facility with an Elder's Center and transportation for elders. Provide rides for clients. Establish a youth program to teach volunteerism in the community. Have them visit the elders. Establish a Neighborhood Watch program.	Our elders are being visited and checked-up-on regularly. Rides are always available for people to get to the doctor, dentist, grocery store, and Tribal events & activities. Neighbors watch out for all the children in the community.
* * *	* * *	* * *
People take part in community events and activities.	Hire or appoint a Community Plan Manager to continue to implement the projects and programs that have been prioritized by the Community. Establish a system to provide rides to people who need transportation to events.	The number of people who are showing up to event and activities in our community is continually rising. More people are stepping up to volunteer to plan and help with activities and events within the community.
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People reach out to everyone within the Community.	Establish a volunteer group to be in charge of welcoming people who move on to the Reservation and to welcome visitors. Establish a Meal-on-Wheels Program on the Reservation. Have frequent educational events to let people know how to spot danger signs of depression, mental illness, bullying and family violence. Have help numbers posted in several places on the Reservation so people can report suspected problems or reach out for help.	Newcomers are welcomed to the community. People are aware of bullying and watch for signs. Bullying is not tolerated. Our people are educated about depression and suicide and watch for danger signs.
* * *	* * *	* * *
Our people care about and get along with each other.	Offer Cultural Sensitivity classes for Tribal and non-Tribal staff. Offer family counseling and parenting classes. Implement all the social, health, educational, recreational, and jobs prorams that the Community has prioritized.	No one in the community goes without food. There is a noticeable feeling of goodwill in the community. Non one in the community gossips about other community members.
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Project Worksheet

Value #11 Natural Environment

GOALS	OBJECTIVES	MEASURES OF SUCCESS
A clean and healthy environment.	Start or expand a recycling program on the Reservation. Host an annual clean-up event to remove litter and solid waste dumped on Tribal land. Host an annual hazardous waste collection event on the Reservation so people can get rid of their paints, solvents, old gas, etc. Monitor air quality in every Tribal home and building on the Reservation. Monitor for plant and animal numbers and health on the Reservation. Begin an Alternative Energy Program Develop Tribal codes and ordinances to include solar panels on new buildings. Increase GIS mapping capability on the Reservation. Establish a Wildfire Program on the	The Tribe has an active solid waste program that enables community members to recycle and/or discard solid waste material. The Tribe holds a yearly cleanup event whereby community members can bring in hazardous waste materials (paint, solvents, batteries, etc.) for proper disposal. Indoor air quality is good. Outdoor air quality is good. Plants on the Reservation are healthy. Green energy is being used whenever possible.

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	Reservation with a warning system.	
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Healthy birds and wildlife.	Begin fish, bird and wildlife protection programs that include public education. Monitor for bird and animal numbers and health on the Reservation. Adjudicate for Tribal hunting and fishing rights.	Bird populations are stable or growing. Wildlife populations are stable or growing.
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Pure drinking water.	Routinely test drinking water samples for high quality.	Tribal drinking water continues to be clean and safe.
* * *	* * *	* * *
Reservation lands, yards and parks are clean and litter-free.	Host an annual clean-up event to remove litter from Reservation land.	The Reservation is free of litter. The Reservation is free of abandoned vehicles, tires, etc.
* * *	* * *	* * *